

AUTHORIZED FEDERAL SUPPLY SERVICE
INFORMATION TECHNOLOGY SCHEDULE PRICELIST
GENERAL PURPOSE COMMERCIAL INFORMATION TECHNOLOGY
EQUIPMENT, SOFTWARE AND SERVICES

Special Item No. 132-3 Leasing of Product
Special Item No. 132-8 Purchase of Equipment
Special Item No. 132-12 Maintenance, Repair Service and Repair Parts/Spare Parts
Special Item No. 132-32 Term Software Licenses
Special Item No. 132-33 Perpetual Software Licenses
Special Item No. 132-34 Maintenance of Software
Special Item No. 132-50 Training Courses
Special Item No. 132-51 Information Technology Professional Services

Note: 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.

BAE Systems Information Technology Inc has been awarded under the cooperative purchasing program. Unless otherwise noted, all SINS are available to state and local.

BAE Systems Information Technology Inc.

2525 Network Place, Herndon, VA 20171

Phone: (703) 563-7705

Fax: (703) 563-7966

Email: gsa.it.pmo@baesystems.com

<http://www.baesystems.com/Businesses/Customersolutions/AboutUs/index.htm>

Contract Number:

GS-35F-0045K

Period Covered by Contract:

October 28, 1999 to October 27, 2009

General Services Administration

Federal Supply Service

Pricelist current through Modification # PO-0105, dated August 14, 2008

Products and ordering information in this Authorized FSS Information Technology Schedule Pricelist are also available on the GSA Advantage! System. Agencies can browse GSA Advantage! by accessing the Federal Supply Schedule's Home Page via the Internet at <http://www.fss.gsa.gov>.

SIN 132-3 LEASING OF PRODUCT

SIN 132-8 PURCHASE OF EQUIPMENT

FSC CLASS 7010 - SYSTEM CONFIGURATION

- End User Computers/Desktop Computers
- Professional Workstations
- Servers
- Laptop/Portable/Notebook Computers
- Large Scale Computers
- Other Systems Configuration Equipment, Not Elsewhere Classified

FSC CLASS 7025 - INPUT/OUTPUT AND STORAGE DEVICES

- Printers
- Display
- Graphics, including Video Graphics, Light Pens, Digitizers, Scanners, and Touch Screens
- Network Equipment
- Other Communications Equipment
- Optical Recognition Input/Output Devices
- Storage Devices including Magnetic Storage, Magnetic Tape Storage and Optical Disk Storage
- Other Input/Output and Storage Devices, Not Elsewhere Classified

FSC CLASS 7050 - ADP COMPONENTS

- ADP Boards

FSC CLASS 5995 - CABLE, CORD, AND WIRE ASSEMBLIES: COMMUNICATIONS EQUIPMENT

- Communications Equipment Cables

FSC CLASS 6015 - FIBER OPTIC CABLES

- Fiber Optic Cables

FSC CLASS 6020 - FIBER OPTIC CABLE ASSEMBLES AND HARNESSSES

- Fiber Optic Cable Assemblies and Harnesses

FSC CLASS 6145 - WIRE AND CABLE, ELECTRICAL

- Coaxial Cables

FSC Class 5805 - TELEPHONE AND TELEGRAPH EQUIPMENT

- Audio and Video Teleconferencing Equipment

FSC CLASS 5810 - COMMUNICATIONS SECURITY EQUIPMENT AND COMPONENTS

- Communications Security Equipment

FSC CLASS 5815 - TELETYPE AND FACSIMILE EQUIPMENT

- Facsimile Equipment (FAX)

FSC CLASS 5895 - MISCELLANEOUS COMMUNICATION EQUIPMENT

- Miscellaneous Communications Equipment

- Installation (FPDS Code N070) for Equipment Offered
- Deinstallation (FPDS N070)
- Reinstallation (FPDS N070)

NOTE: Installation must be incidental to, in conjunction with and in direct support of the products sold under SIN 132-8 of this contract and cannot be purchased separately. If the construction, alteration or repair is segregable and exceeds \$2,000, then the requirements of the Davis-Bacon Act apply. In applying the Davis-Bacon Act, ordering activities are required to incorporate wage rate determinations into orders, as applicable.

SIN 132-12 - MAINTENANCE OF EQUIPMENT, REPAIR SERVICE, AND REPAIR PARTS/SPARE PARTS (FPDS Code J070 - Maintenance and Repair Service)(Repair Parts/Spare Parts - See FSC Class for basic equipment)

- Maintenance
- Repair Service
- Repair Parts/Spare Parts
- Third Party Maintenance

SIN 132-32 - TERM SOFTWARE LICENSES

FSC CLASS 7030 - INFORMATION TECHNOLOGY SOFTWARE

- Large Scale Computers
 - Operating System Software
 - Application Software
 - Utility Software
 - Communications Software
- Microcomputers
 - Operating System Software
 - Application Software
 - Utility Software
 - Communications Software

SIN 132-33 - PERPETUAL SOFTWARE LICENSES

FSC CLASS 7030 - INFORMATION TECHNOLOGY SOFTWARE

- Large Scale Computers
 - Operating System Software
 - Application Software
 - Utility Software
 - Communications Software
- Microcomputers
 - Operating System Software
 - Application Software
 - Utility Software
 - Communications Software

SIN 132-34 - MAINTENANCE OF SOFTWARE

SIN 132-50 - TRAINING COURSES FOR INFORMATION TECHNOLOGY EQUIPMENT AND SOFTWARE (FPDS Code U012)

SIN 132-51 - INFORMATION TECHNOLOGY (IT) PROFESSIONAL SERVICES

- FPDS Code D301 IT Facility Operation and Maintenance
- FPDS Code D302 IT Systems Development Services
- FPDS Code D306 IT Systems Analysis Services
- FPDS Code D307 Automated Information Systems Design and Integration Services
- FPDS Code D308 Programming Services
- FPDS Code D310 IT Backup and Security Services
- FPDS Code D311 IT Data Conversion Services
- FPDS Code D313 Computer Aided Design/Computer Aided Manufacturing (CAD/CAM) Services
- FPDS Code D316 IT Network Management Services
- FPDS Code D317 Creation/Retrieval of Automated News Services, Data Services, or Other Information 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.

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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 Supply Schedules Program. 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.fss.gsa.gov). The catalogs/pricelists, GSA Advantage!™ and the Federal Supply 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.

Fair Labor Standards Act and Service Contract Act

This BAE-IT GSA IT Schedule includes the following clauses:

FAR 52.222-41 Services Contract Act of 1965, as Amended

FAR 52.222-43 Fair Labor Standards Act and Service Contract Act – Price Adjustment (Multiple Year & Option Contracts)

FAR 52.222-44 Fair Labor Standards Act and Service Contract Act – Price Adjustment

Please be advised that all non-exempt labor categories contained in Special Item 132-51 of this contract are subject to the Service Contract Act of 1965, as Amended. The prices for non-exempt labor categories shall be subject to price adjustment in accordance with FAR 52.222-43 or FAR 52.222-44 to the extent required for compliance with any wage determination issued by the Department of Labor and applied to the contract or to any particular purchase order issued under the contract by a duly authorized contracting officer.

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. See Appendix A for application to Overseas locations.

Offerors are requested to check one of the following boxes:

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

All hardware and all software manufactured by Bull HN Information Systems, which is included in this GSA Schedule, is excluded from the provisions of Modification FX-01, Cooperative Purchasing.

2. Contractor's Ordering Address and Payment Information:

Ordering Address

BAE Systems Information Technology Inc
2525 Network Place
Herndon, VA 20171

Payment Address

Electronic Payment Address:

Citibank Delaware
One Penn's Way
New Castle, DE 19702

Other than Electronic Payment:

BAE Systems
c/o Citibank
Lockbox 7247-6141
Philadelphia, PA 19170-6141

Contractors are required to accept credit cards for payments equal to or less than the micro-purchase threshold for oral or written delivery orders. Credit cards will be acceptable for payment above the micro-purchase threshold. In addition, bank account information for wire transfer payments will be shown on the invoice.

The following telephone number(s) can be used by ordering activities to obtain technical and/or ordering assistance:

BAE GSA Program Office - (703) 563-7705

When Authorized Dealers are allowed by the Contractor to bill ordering activities and accept payment, the order and/or payment must be in the name of the Contractor, in care of the Authorized Dealer.

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 provided or 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: 00-464-9125

Block 30: Type of Contractor – C. Large Business

Block 31: Woman-Owned Small Business - No

Block 36: Contractor's Taxpayer Identification Number (TIN): 54-1168311

4a. CAGE Code: 0GS16

4b. Contractor has registered with the Central Contractor Registration Database.

5. FOB Point Unless otherwise noted, prices are FOB Destination for domestic deliveries. For overseas deliveries, transportation charges to any point beyond Port of Embarkation (POE) are to be paid by the Government or arranged for under a Government Bill of Lading.

6. Delivery Schedule

a. Time of Delivery: Unless otherwise noted on specific items, 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)
132-3	45 – 60 Days
132-8	45 – 60 Days
132-32	30 Days
132-33	30 Days

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:

a. All prices herein are as stated with discounts and Industrial Funding Fee (IFF) already applied, except as noted below.

b. SIN 132-12 / -34 Maintenance: GSA discount structure to be as follows:

Minimum Order Dollar Value (\$)	Maximum Order Dollar Value (\$)	Discount
50.00	1,999.99	0%
2,000.00	4,999.99	1.5%
5,000.00	14,999.99	3.0%
15,000.00	29,999.99	4.5%
30,000.00	49,999.99	6.0%
50,000.00	149,999.99	7.5%
150,000.00	499,999.99	10%
500,000.00	Above MOL	* See Note Below

Above MOL – Any additional discounting would be negotiated between the Contractor and the ordering activity.

This discount applies only to Getronics Proprietary VS (including OIS and 2200) and desktop products on the Schedule. It does not apply to MVS business, Bull, or other desktop services covered elsewhere in this or any other GSA Schedule. It would also apply to any other VS items in Getronics commercial price list that are not on this GSA Schedule. The discount is based upon the full value of the order on an annual basis. If the order is issued for less than a full year, it would be based upon the monthly value times the number of months ordered.

c. Dollar Volume: None

d. Government Educational Institutions

Government Educational Institutions are offered the same discounts as all other Government customers.

e. Other

Effective with all orders placed under this contract 4/12/2006 or later, the labor portion (i.e. dollars specifically associated with any labor category contained in 132-51) of the order will receive the following discounts: Government (non-BAE) site – 20%; Contractor (BAE) site – 21%.

8. Trade Agreements Act of 1979:

Unless otherwise noted, 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:

Export packing will be quoted on an open market basis. For equipment to be shipped overseas, the Contractor will use standard packing unless instructed to do otherwise.

10. Small Requirements: The minimum dollar value of orders to be issued is \$50.00.

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 132-3 - Leasing of Product
 - Special Item Number 132-8 - Purchase of Equipment
 - Special Item Number 132-12 – Maintenance of Equipment, Repair Service, and Repair Parts/Spare Parts
 - Special Item Number 132-32 - Term Software Licenses
 - Special Item Number 132-33 - Perpetual Software Licenses
 - Special Item Number 132-34 – Maintenance of Software
 - Special Item Number 132-51 - Information Technology (IT) Professional Services
- b. The Maximum Order value for the following Special Item Numbers (SINs) is \$25,000:
 - Special Item Number 132-50 - Training Courses

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 Supply 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 2001)

- (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. Orders under 132-51 for labor categories requiring security clearances will be priced at the next higher geographic area price for that labor category, or plus 10%, whichever is higher.
- (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. The Industrial Funding Fee does NOT apply to travel and per diem charges. NOTE: Refer to FAR Part 31.205-46 Travel Costs, for allowable costs that pertain to official company business travel in regards to this contract.
- (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.

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 C.1.)

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.fss.gsa.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 at open market purchases. Ordering Activities procuring open market items must follow FAR 8.401(d).

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 in Appendix A and Appendix B. See specific SINS for other applicable terms and conditions.

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 received 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.

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). 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
LEASING OF GENERAL PURPOSE COMMERCIAL
INFORMATION TECHNOLOGY PRODUCTS
(SPECIAL ITEM NUMBER 132-3)**

LEASE TYPES

The ordering activity will consider proposals for the following lease types:

- a. Lease to Ownership,
- b. Lease with Option to Own, and
- c. Step Lease.

Orders for leased products must specify the leasing type.

OPTION 2

To the extent an Offeror wishes to propose alternative lease terms and conditions that provide for lower discounts/prices based on the ordering activity's stated intent to fulfill the projected term of a lease including option years, while at the same time including separate charges for early end of the lease, the following terms apply. These terms address the timing and extent of the ordering activity's financial obligation including any potential charges for early end of the lease.

1. LEASING PRICE LIST NOTICE:

Contractors must include the following notice in their contract price list for SIN 132-3:

"The ordering activity is responsible for the obligation of funds consistent with applicable law. Agencies are advised to review the lease terms and conditions contained in this price list prior to ordering and obligating funding for a lease."

2. STATEMENT OF ORDERING ACTIVITY INTENT:

(a) The ordering activity and the Contractor understand that a delivery order issued pursuant to this SIN is a lease arrangement and contemplates the use of the product for the term of the lease specified in such delivery order (the "Lease Term"). In that regard, the ordering Activity, as lessee, understands that the lease provisions contained herein and the rate established for the delivery order are premised on the ordering Activity's intent to fulfill that agreement, including acquiring products for the period of time specified in the order. Each lease hereunder shall be initiated by a delivery order which shall, either through a statement of work or other attachment, specify the product being leased, and the required terms of the transaction.

(b) Each ordering activity placing a delivery order under the terms of this option intends to exercise each renewal option and to extend the lease until completion of the Lease Term so long as the need of the ordering activity for the product or functionally similar product continues to exist and funds are appropriated. Contractor may request information from the ordering activity concerning the essential use of the products.

3. LEASE TERM:

(a) The date on which the ordering activity accepts the products is the Commencement Date of the lease. For acceptance to occur, the products must operate in accordance with the product's published specifications and statement of work. Acceptance shall be in accordance with the terms of the contract or as otherwise negotiated by the ordering activity and the Contractor.

(b) Any lease is executed by the ordering activity on the basis that the known requirement for such product exceeds the initial base period of the delivery order, which is typically 12 months, or for the remainder of the fiscal year. Pursuant to FAR 32.703-3(b), delivery orders with options to renew that are funded by annual (fiscal year) appropriations may provide for initial base periods and option periods that cross fiscal years as long as the initial base period or each option period does not exceed a 12 month period. Defense agencies must also consider DOD FAR supplement (DFAR) 232.703-3(b) in determining whether to use cross fiscal year funding. This cross fiscal year authority does not apply to multi-year leases.

(c) The total Lease Term will be specified in each delivery order, including any relevant renewal options of the ordering activity. All delivery orders, whether for the initial base period or renewal period, shall remain in effect through September 30 of the fiscal year (unless extended by statute), through any earlier expiration date specified in the delivery order, or until the ordering activity exercises its rights hereunder to acquire title to the product prior to such expiration date. The ordering activity, at its discretion, may exercise each option to extend the term of the lease through the lease term. Renewal delivery orders shall not be issued for less than all of the product and/or software set forth in the original delivery

order. Delivery orders under this SIN shall not be deemed to obligate succeeding fiscal year funds. The ordering activity shall provide the Contractor with written notice of exercise of each renewal option as soon as practicable. Notice requirements may be negotiated on an order-by-order basis.

(d) Where an ordering activity's specific appropriation or procurement authority provides for contracting beyond the fiscal year period, the ordering activity may place a delivery order for a period up to the expiration of the Lease Term, or to the expiration of the period of availability of the multi-year appropriation, or whatever is appropriate under the applicable circumstance.

4. LEASE TERMINATION:

(a) The ordering activity must elect the Lease Term of the relevant delivery order. The Contractor (and assignee, if any) will rely on the ordering activity's representation of its intent to fulfill the full Lease Term to determine the monthly lease payments calculated herein.

(i) The ordering activity may terminate or not renew leases under this option at no cost, pursuant to a Termination for Non-Appropriation as defined herein (see paragraph (c) below). In any other event, the ordering activity's contracting officer may either terminate the relevant delivery order for cause or Termination for Convenience in accordance with FAR 52.212-4 paragraphs (l) and (m).

(ii) The Termination for Convenience at the end of a fiscal year allows for separate charges for the early end of the lease (see paragraph (d) below). In the event of termination for the convenience of the ordering activity, the ordering activity may be liable only up to the amount beyond the order's Termination Ceiling. Any termination charges calculated under the Termination for Convenience clause must be determined or identified in the delivery order or in the lease agreement.

(b) Termination for Convenience of the Ordering Activity: Leases entered into under this option may not be terminated except by the ordering activity's contracting office responsible for the delivery order in accordance with FAR 52.212-4, Contract Terms and Conditions-Commercial Items, paragraph (l), *Termination for Convenience of the ordering activity*. The costs charged to the ordering activity as the result of any Termination for Convenience of the ordering activity must be reasonable and may not exceed the sum of the fiscal year's payment obligations less payments made to date of termination plus the Termination Ceiling.

(c) Termination for Non-Appropriation: The ordering activity reasonably believes that the bona fide need will exist for the entire Lease Term and corresponding funds in an amount sufficient to make all payment for the lease Term will be available to the ordering activity. Therefore, it is unlikely that leases entered into under this option will terminate prior to the full Lease Term. Nevertheless, the ordering activity's contracting officer may terminate or not renew leases at the end of any initial base period or option period under this paragraph if (a) it no longer has a bona fide need for the product or functionally similar product; or (b) there is a continuing need, but adequate funds have not been made available to the ordering activity in an amount sufficient to continue to make the lease payments. If this occurs, the ordering activity will promptly notify the Contractor, and the product lease will be terminated at the end of the last fiscal year for which funds were appropriated. Substantiation to support a termination for non-appropriation shall be provided to the Contractor upon request.

(d) Termination Charges: At the initiation of the lease, termination ceilings will be established for each year of the lease term. The termination ceiling is a limit on the amount that a Contractor may be paid by the ordering activity on the Termination for Convenience of a lease. No claim will be accepted for future costs: supplies, maintenance, usage charges or interest expense beyond the date of termination. In accordance with the bona fide needs rule, all termination charges must reasonably represent the value the ordering activity received for the work performed based upon the shorter lease term. No Termination for Convenience costs will be associated with the expiration of the lease term.

(e) At the order level, the ordering activity may, consistent with legal principles, negotiate lower monthly payments or rates based upon appropriate changes to the termination conditions in this section.

**LEASE PROVISIONS COMMON TO
ALL TYPES OF LEASE AGREEMENTS**

1. ORDERING PROCEDURES:

(a) When an ordering activity expresses an interest in leasing a product(s), the ordering activity will provide the following information to the prospective Contractor:

(i) Which product(s) is (are) required.

(ii) The required delivery date.

- (iii) The proposed lease plan and term of the lease.
- (iv) Where the product will be located.
- (v) Description of the intended use of the product.
- (vi) Source and type of appropriations to be used.
- (b) The Contractor will respond with:
 - (i) Whether the Contractor can provide the required product.
 - (ii) The estimated residual value of the product (Lease with Option to Own and Step Lease only).
 - (iii) The monthly payment based on the rate.
 - (iv) The estimated cost, if any, of applicable State or local taxes. State and local personal property taxes are to be estimated as separate line items in accordance with FAR 52.229-1, which may be identified and added to the monthly lease payment.
 - (v) A confirmation of the availability of the product on the required delivery date.
 - (vi) Extent of warranty coverage, if any, of the leased products.
 - (vii) The length of time the quote is valid.
- (c) The ordering activity may issue a delivery order to the Contractor based on the information set forth in the Contractor's quote. In the event that the ordering activity does not issued a delivery order within the validity period stated in the Contractor's quote letter, the quote shall expire.

2. ASSIGNMENT OF CLAIMS:

GSAR 552.232-23, Assignment of Claims, is incorporated herein by reference as part of these lease provisions. The ordering activity's contracting officer will acknowledge the assignment of claim for a lease in accordance with FAR 32.804-5. The extent of the assignee's protection is in accordance with FAR 32.804. Any setoff provision must be in accordance with FAR 32.803.

3. PEACEFUL POSSESSION AND UNRESTRICTED USE:

In recognition of the types of products available for lease and the potential adverse impact to the ordering activity's mission, the ordering activity's quiet and peaceful possession and unrestricted use of the product shall not be disturbed in the event the product is sold by the Contractor, or in the event of bankruptcy of the Contractor, corporate dissolution of the Contractor, or other event. The product shall remain in the possession of the ordering activity until the expiration of the lease. Any assignment, sale, bankruptcy, or other transfer of the leased product by the Contractor will not relieve the Contractor of its obligations to the ordering activity, and will not change the ordering activity's duties or increase the burdens or risks imposed on the ordering activity.

4. COMMENCEMENT OF LEASE:

The date on which the ordering activity accepts the products is the Commencement Date of the lease. Acceptance is as defined elsewhere in the contract, or as further specified in the order.

5. INSTALLATION AND MAINTENANCE:

a. Installation and Maintenance, when applicable, normally are not included in the charge for leasing. The Contractor may require the ordering activity to obtain installation and maintenance services from a qualified source. The ordering activity may obtain installation and/or maintenance on the open market, from the Contractor's schedule contract, or from other sources. The ordering activity may also perform installation and/or maintenance in house, if qualified resources exist. In any event, it is the responsibility of the ordering activity to ensure that maintenance is in effect for the Lease term for all products leased.

b. When installation and/or maintenance are ordered under this schedule to be performed by the Contractor, the payments, terms and conditions as stated in this contract apply. The rates and terms and conditions in effect at the time the order is issued shall apply during any subsequent renewal period of the lease. The maintenance rates and terms and conditions may be added to the lease payments with mutual agreement of the parties.

6. MONTHLY PAYMENTS:

a. Prior to the placement of an order under this Special Item Number, the ordering activity and the Contractor must agree on a "base value" for the products to be leased. For Lease to Ownership (Capital Lease) the base value will be the contract purchase price (less any discounts). For Lease with Option to Own (Operating Lease), the base value will be the contract purchase price (less any discounts), less a mutually agreed upon residual value (pre-stated purchase option price at

the conclusion of the lease) for the products. The residual value will be used in the calculation of the original lease payment, lease extension payments, and the purchase option price.

b. To determine the initial lease term payment, the Contractor agrees to apply the negotiated lease factor to the agreed upon base value:

Lease factor for Lease Terms of 24 months to 36 months – current (at time of lease) U.S. three-year Treasury Note plus 300 basis points.

Lease factor for Lease Terms of 37 months to 60 months – current (at time of lease) U.S. five-year Treasury Note plus 300 basis points.

The lease payment may be calculated by using a programmed business calculator or by using “rate” functions provided in commercial computer spreadsheets (e.g., Lotus 1-2-3, Excel).

c. For any lease extension, the extension lease payment will be based on the original residual value, in lieu of the purchase price. The ordering activity and the Contractor shall agree on a new residual value based on the estimated fair market price at the end of the extension. The formula to determine the lease payment will be that in 6.b. above.

d. The purchase option price will be the fair market value of the product or payment will be based upon the unamortized principle, as shown on the payment schedule as of the last payment prior to date of transfer of ownership, whichever is less.

NOTE: At the order level, ordering activity may elect to obtain a lower rate for the lease by setting the purchase option price as either, the fair market value of the product or unamortized principle. The methodology for determining lump sum payments may be identified in the pricelist.

e. The point in time when monthly rates are established is subject to negotiation and evaluation at the order level.

In the event the ordering activity desires, at any time, to acquire title to product leased hereunder, the ordering activity may make a one-time lump sum payment.

7. LEASE END/DISCONTINUANCE OPTIONS:

a. Upon the expiration of the Lease Term, Termination for Convenience, or Termination for NonAppropriation, the ordering activity will return the Product to the Contractor unless the ordering activity by 30 days written notice elects either:

(i) to purchase the product for the residual value of the product, or

(ii) to extend the term of the Lease, as mutually agreed. To compute the lease payment, the residual value from the preceding lease shall be the initial value of the leased product. A new residual value shall be negotiated for the extended lease and new lease payments shall be computed.

b. Relocation - The ordering activity may relocate products to another location within the ordering activity with prior written notice. No other transfer, including sublease, is permitted. ordering activity shall not assign, transfer or otherwise dispose of any products, or any interest therein, or crate or suffer any levy, lien or encumbrance then except those created for the benefit of Contractor or it's assigns.

c. Returns:

(i) Within fourteen (14) days after the date of expiration, non-renewal or termination of a lease, the ordering activity shall, at its own risk and expense, have the products packed for shipment in accordance with manufacturer's specifications and return the products to Contractor at the location specified by Contractor in the continental US, in the same condition as when delivered, ordinary wear and tear excepted. Any expenses necessary to return the products to good working order shall be at ordering activity's expense.

(ii) The Contractor shall conduct a timely inspection of the returned products and within 45 days of the return, assert a claim if the condition of the product exceeds normal wear and tear.

(iii) Product will be returned in accordance with the terms of the contract and in accordance with Contractor instruction.

(iv) With respect to software, the ordering activity shall state in writing to the Contractor that it has:

(1) deleted or disabled all files and copies of the software from the equipment on which it was installed;

(2) returned all software documentation, training manuals, and physical media on which the software was delivered; and

(3) has no ability to use the returned software.

8. UPGRADES AND ADDITIONS:

a. The ordering activity may affix or install any accessory, addition, upgrade, product or device on the product ("additions") provided that such additions:

(1) can be removed without causing material damage to the product;

- (2) do not reduce the value of the product; and
 - (3) are obtained from or approved by the Contractor, and are not subject to the interest of any third party other than the Contractor.
- b. Any other additions may not be installed without the Contractor's prior written consent. At the end of the lease term, the ordering activity shall remove any additions which:
- (1) were not leased from the Contractor, and
 - (2) are readily removable without causing material damage or impairment of the intended function, use, or value of the product, and restore the product to its original configuration.
- c. Any additions that are not so removable will become the Contractor's property (lien free).
- d. Leases of additions and upgrades must be co-terminus with that of the product.

9. RISK OF LOSS OR DAMAGE:

The ordering activity is relieved from all risk of loss or damage to the product during periods of transportation, installation, and during the entire time the product is in possession of the ordering activity, except when loss or damage is due to the fault or negligence of the ordering activity. The ordering activity shall assume risk of loss or damage to the product during relocation, (i.e., moving the product from one ordering activity location to another ordering activity location), unless the Contractor shall undertake such relocation.

10. TITLE:

During the lease term, product shall always remain the property of the Contractor. The ordering activity shall have no property right or interest in the product except as provided in this leasing agreement and shall hold the product subject and subordinate to the rights of the Contractor. Software and software licenses shall be deemed personal property. The ordering activity shall have no right or interest in the software and related documentation except as provided in the license and the lease. Upon the Commencement Date of the Lease Term, the ordering activity shall have an encumbered license to use the software for the Lease Term. The ordering activity's encumbered license rights in the software will be subject to the same rights as provided to a purchaser of a license under the terms of this contract except that the ordering activity will not have an unencumbered, paid-up license until it has made all lease payments for the full Lease Term in the case of an Lease To Ownership or has otherwise paid the applicable purchase option price.

11. TAXES:

The lease payments, purchase option prices, and interest rates identified herein exclude all state and local taxes levied on or measured by the contract or sales price of the product furnished hereunder. The ordering activity will be invoiced for any such taxes as Contractor receives such tax notices or assessments from the applicable local taxing authority. Pursuant to the provisions of FAR 52.229-1 (Deviation – May 2003), State and Local Taxes, the ordering activity agrees to pay tax or provide evidence necessary to support an exemption from the tax.

12. OPTION TO PURCHASE EQUIPMENT (FEB 1995) (FAR 52.207-5)

- (a) The Government may purchase the equipment provided on a lease or rental basis under this contract. The Contracting Officer may exercise this option only by providing a unilateral modification to the Contractor. The effective date of the purchase will be specified in the unilateral modification and may be any time during the period of the contract, including any extensions thereto.
- (b) Except for final payment and transfer of title to the Government, the lease or rental portion of the contract becomes complete and lease or rental charges shall be discontinued on the day immediately preceding the effective date of purchase specified in the unilateral modification required in paragraph (a) of this clause.
- (c) The purchase conversion cost of the equipment shall be computed as of the effective date specified in the unilateral modification required in paragraph (a) of this clause, on the basis of the purchase price set forth in the contract, minus the total purchase option credits accumulated during the period of lease or rental, calculated by the formula contained elsewhere in this contract.
- (d) The accumulated purchase option credits available to determine the purchase conversion cost will also include any credits accrued during a period of lease or rental of the equipment under any previous Government contract if the equipment has been on continuous lease or rental. The movement of equipment from one site to another site shall be "continuous rental."

**TERMS AND CONDITIONS APPLICABLE TO PURCHASE OF
GENERAL PURPOSE COMMERCIAL INFORMATION TECHNOLOGY EQUIPMENT
(SPECIAL ITEM NUMBER 132-8)**

1. MATERIAL AND WORKMANSHIP

During the warranty period, the equipment furnished will be free from defects in workmanship and material.

2. ORDER

Written orders, EDI orders (GSA Advantage! and FACNET), credit card orders, and orders placed under blanket purchase agreements (BPA) agreements shall be the basis for purchase in accordance with the provisions of this contract. If time of delivery extends beyond the expiration date of the contract, the Contractor will be obligated to meet the delivery and installation date specified in the original order.

For credit card orders and BPAs, telephone orders are permissible.

3. TRANSPORTATION OF EQUIPMENT

FOB POINT. Unless otherwise noted prices are FOB Destination for domestic deliveries. For overseas deliveries, transportation charges to any point beyond Port of Embarkation (POE) are to be paid by the Government or arranged for under a Government Bill of Lading.

4. INSTALLATION AND TECHNICAL SERVICES

a. **INSTALLATION.** When the equipment provided under this contract is not normally self-installable, the Contractor's technical personnel shall be available to the ordering activity, at the ordering activity's location, to install the equipment and to train ordering activity personnel in the use and maintenance of the equipment. The charges, if any, for such services are in the price schedule.

b. **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.

c. **OPERATING AND MAINTENANCE MANUALS.** The Contractor shall furnish the ordering activity with one (1) copy of all operating and maintenance manuals which are normally provided with the equipment being purchased.

5. INSPECTION/ACCEPTANCE

The Contractor shall only tender for acceptance those items that conform to the requirements of this contract. The ordering activity reserves the right to inspect or test any equipment that has been tendered for acceptance. The ordering activity may require repair or replacement of nonconforming equipment at no increase in contract price. The ordering activity shall give the Contractor a notice of acceptance or rejection within 30 days from receipt of the equipment. Failure to provide such notice to the Contractor shall be deemed acceptance by the ordering activity and the Contractor shall invoice in accordance with the invoicing provisions of this contract.

6. WARRANTY

a. Unless specified otherwise in this contract, the Contractor's standard commercial warranty as stated in the contract's commercial pricelist will apply to this contract.

b. All products are warranted to perform in accordance with the manufacturer's published specifications provided that the equipment is operated in accordance with the manufacturer's operating instructions. Unless otherwise specified in the schedule pricelist, all products are warranted for a period of ninety (90) days.

The Contractor will furnish all labor and parts during the Principal Period of Maintenance (PPM) (see 132-12) to repair any malfunction when operated in accordance with the manufacturer's operating instructions, or failure resulting from defects in workmanship or material, subject to the following condition: In the forty-eight (48) contiguous states, there are no distance surcharges for any applicable on-site warranty service up to seventy-five (75) miles from a Contractor Service Center. Beyond seventy-five (75) miles, the charge is \$115 for every additional twenty-five (25) mile increment or portions thereof. Distance surcharges for Alaska, Hawaii, and overseas locations on-site warranty coverage will apply for distances greater than seventy-five (75) miles from a Contractor Service Center.

This warranty does not apply if damage to the equipment is occasioned by fault or negligence of the ordering activity, in which case the ordering activity would be responsible for all charges.

All parts replaced during the warranty period shall become the property of the Contractor.

During the warranty period, the Contractor reserves the right to repair or replace the inoperative equipment.

c. Limitation of Liability. Except as otherwise provided by an express or implied warranty, the Contractor will not be liable to the ordering activity for consequential damages resulting from any defect or deficiencies in accepted items.

d. If inspection and repair of defective equipment under this warranty will be performed at the Contractor's plant, the address is as follows: Dependent on specific equipment involved.

7. PURCHASE PRICE FOR ORDERED EQUIPMENT

The purchase price that the ordering activity will be charged will be the ordering activity purchase price in effect at the time of order placement, or the ordering activity purchase price in effect on the installation date (or delivery date when installation is not applicable), whichever is less.

8. RESPONSIBILITIES OF THE CONTRACTOR

The Contractor shall comply with all laws, ordinances, and regulations (Federal, State, City or otherwise) covering work of this character, and shall include all costs, if any, of such compliance in the prices quoted in this offer.

9. TRADE-IN OF INFORMATION TECHNOLOGY EQUIPMENT

When an ordering activity determines that Information Technology equipment will be replaced, the ordering activity shall follow the contracting policies and procedures in the Federal Acquisition Regulation (FAR), the policies and procedures regarding disposition of information technology excess personal property in the Federal Property Management Regulations (FPMR) (41 CFR 101-43.6), and the policies and procedures on exchange/sale contained in the FPMR (41 CFR part 101-46).

10. RISK of LOSS / TITLE

Risk of loss or damage to the equipment or documentation shall pass to the ordering activity upon delivery. Title shall pass upon acceptance of the equipment and payment of the full purchase price to the Contractor.

11. SUBSTITUTIONS

In the event any item of equipment ordered under this contract becomes unavailable prior to delivery, the Contractor reserves the right to return the order without penalty, or propose a substitution at a mutually agreeable price.

**TERMS AND CONDITIONS APPLICABLE TO MAINTENANCE OF
GOVERNMENT-OWNED
GENERAL PURPOSE COMMERCIAL INFORMATION TECHNOLOGY
EQUIPMENT (AFTER EXPIRATION OF GUARANTEE/WARRANTY
PROVISIONS AND/OR WHEN REQUIRED SERVICE IS NOT COVERED
BY GUARANTEE/WARRANTY PROVISIONS) AND FOR LEASED EQUIPMENT
(SPECIAL ITEM NUMBER 132-12)**

1. SERVICE AREAS

a. The maintenance rates listed herein are applicable to any ordering activity location within the continental U.S., to include all forty-eight (48) contiguous states and the District of Columbia. Installations outside of this area should refer to Appendix A for additional maintenance terms. For all overseas locations, it is the Contractor's understanding that Contractor personnel shall be categorized as "Technical Experts and be provided with the associated SOFA privileges. Should the Contractor's personnel not be classified as "Technical Experts", or if SOFA privileges are not authorized, a mutually agreeable overseas surcharge for these personnel shall be negotiated between the Contractor and the ordering activity.

b. When maintenance services cannot be performed at the ordering activity installation site, the services will be performed at the Contractor's plant(s) listed below:

836 North Street

Tewksbury, MA 01876

(or other applicable site dependent on the specific equipment.)

2. MAINTENANCE ORDER

a. Agencies may use written orders, EDI orders, credit card orders, or BPAs, for ordering maintenance under this contract. The Contractor shall confirm orders within fifteen (15) calendar days from the date of receipt, except that confirmation of orders shall be considered automatic for renewals for maintenance (Special Item Number 132-12). Automatic acceptance of order renewals for maintenance service shall apply for machines which may have been discontinued from use for temporary periods of time not longer than 120 calendar days. If the order is not confirmed by the Contractor as prescribed by this paragraph, the order shall be considered to be confirmed by the Contractor.

b. The Contractor shall honor orders for maintenance for the duration of the contract period or a lesser period of time, for the equipment shown in the pricelist. Maintenance service shall commence on a mutually agreed upon date, which will be written into the maintenance order. Maintenance orders shall not be made effective before the expiration of any applicable maintenance and parts guarantee/warranty period associated with the purchase of equipment. Orders for maintenance service shall not extend beyond the end of the contract period.

c. Maintenance may be discontinued by the ordering activity on thirty (30) calendar days written notice, or shorter notice when agreed to by the Contractor; such notice to become effective thirty (30) calendar days from the date on the notification. However, the ordering activity may extend the original discontinuance date upon written notice to the Contractor, provided that such notice is furnished at least ten (10) calendar days prior to the original discontinuance date.

d. Annual Funding. When annually appropriated funds are cited on a maintenance order, the period of maintenance shall automatically expire on September 30th of the contract period, or at the end of the contract period, whichever occurs first. Renewal of a maintenance order citing the new appropriation shall be required, if maintenance is to continue during any remainder of the contract period.

e. Cross-year Funding Within Contract Period. Where an ordering activity's specific appropriation authority provides for funds in excess of a 12 month, fiscal year period, the ordering activity may place an order under this schedule contract for a period up to the expiration of the contract period, notwithstanding the intervening fiscal years.

f. Ordering activities should notify the Contractor in writing thirty (30) calendar days prior to the expiration of maintenance service, if maintenance is to be terminated at that time. Orders for continued maintenance will be required if maintenance is to be continued during the subsequent period.

3. REPAIR SERVICE AND REPAIR PARTS/SPARE PARTS ORDERS

a. Reserved

4. LOSS OR DAMAGE

When the Contractor removes equipment to his establishment for repairs, the Contractor shall be responsible for any damage or loss, from the time the equipment is removed from the ordering activity installation, until the equipment is returned to such installation.

5. SCOPE

a. The Contractor shall provide maintenance for all equipment listed herein, as requested by the ordering activity during the contract term. Repair service and repair parts/spare parts shall apply exclusively to the equipment types/models within the scope of this Information Technology Schedule.

b. Equipment placed under maintenance service shall be in good operating condition.

(1) In order to determine that the equipment is in good operating condition, the equipment shall be subject to inspection by the Contractor, without charge to the ordering activity.

(2) Costs of any repairs performed for the purpose of placing the equipment in good operating condition shall be borne by the Contractor, if the equipment was under the Contractor's guarantee/warranty or maintenance responsibility prior to the effective date of the maintenance order.

(3) If the equipment was not under the Contractor's responsibility, the costs necessary to place the equipment in proper operating condition are to be borne by the ordering activity, in accordance with the provisions of Special Item Number 132-12 (or outside the scope of this contract).

c. The parties acknowledge that, during the term of this agreement, it may become impossible for the Contractor to continue to provide contracted remedial maintenance service on certain unit(s) of equipment covered hereunder if the applicable manufacturer of such unit(s) discontinues providing spare parts and other necessary support for such unit(s). In the event that this occurs during the agreement term, the Contractor will provide the ordering activity at least 30 days written notice of its intention to remove such unit(s) from coverage under this contract. The Contractor will then use reasonable commercial efforts to provide service for such non-supported unit(s) on a time and material basis pursuant to the Contractor's then current rates and policies, subject to the availability of all necessary spare parts for such unit(s).

6. RESPONSIBILITIES OF THE ORDERING ACTIVITY

a. Ordering activity personnel shall not perform maintenance or attempt repairs to equipment, or make alterations of any kind to the equipment while such equipment is under the purview of a maintenance order, unless agreed to by the Contractor.

b. Subject to security regulations, the ordering activity shall permit access to the equipment which is to be maintained or repaired.

- c. The ordering activity shall provide adequate storage space for spare parts and adequate working space, including heat, light, ventilation, electric current and outlets for the use of Contractor maintenance personnel. These facilities shall be within a reasonable distance of the equipment to be services and shall be provided at no charge to the Contractor.
- d. The ordering activity is responsible for all telephone charges for calls to the Contractor other than those through the designated service Hotline. Collect calls will not be accepted. The ordering activity agrees to provide reasonable assistance in problem diagnosis as requested by the Contractor.

7. RESPONSIBILITIES OF THE CONTRACTOR

- a. The Contractor shall provide a toll-free telephone number which is available 7 days-a-week, 24 hours-a-day to report maintenance service requirements. The toll-free telephone number is 1-866-438-7287.
- b. Contractor's repair service personnel shall complete repairs as soon as possible after notification by the ordering activity that service is required. For On-Call Maintenance, this repair service should normally be done by the end of the next business day following notification by the ordering activity that service is required. For Time and Materials Maintenance, this repair service will be on a best effort basis.

8. MAINTENANCE RATE PROVISIONS

- a. For On Call Maintenance, the Contractor shall bear all costs of maintenance, including labor, parts, and such other expenses as are necessary to keep the equipment in good operating condition, provided that the required repairs are not occasioned by fault or negligence of the ordering activity. Rates for Time and Material Maintenance are as specified in the paragraph labeled Time and Materials below.
- b. Maintenance service does not include maintenance of accessories, attachments, or other devices not furnished by the Contractor, or the painting or refinishing of the equipment, or the furnishing of such material, nor does it include the replacement or the furnishing of platens, supplies, accessories, or devices of any nature except such items of equipment as may be necessary to the maintenance of the machines being services. The Contractor shall not provide service on equipment located in an unsafe or hazardous environment, or in one which has been rendered unsafe by alterations or connections to other than Contractor or industry standard equipment or telecommunications interfaces.
- c. The Contractor shall perform all repair services which are ordered by the ordering activity during the Contract term, provided the ordered repairs are for equipment types/models covered by this Schedule. Repair services for other types/models of equipment may be available, at the Contractor's discretion, under the Repair Rate provisions specified in paragraph labeled Time and Materials.
- d. All repair work will be warranted for a period of ninety (90) calendar days in accordance with the warranty provisions in 132-8, paragraph 6.

9. ON-CALL MAINTENANCE SERVICE

- a. The basic monthly rate for each make and model of equipment shall entitle the ordering activity to maintenance service during a mutually agreed upon nine (9) hour principal period of maintenance (PPM), Monday through Friday, exclusive of holidays observed at the ordering activity location. Extended shift on-call maintenance coverage is available outside the PPM at the surcharges specified in the Table per g. below, subject to prior approval by the Contractor's Service Manager and provided that the system does not qualify for a mileage surcharge per h. below. Extended coverage is not available on holidays, and is not available for PC/terminal products unless the PC/terminal products are connected to systems with extended maintenance coverage.
- b. On-call maintenance service provides an average 4-hour response time within seventy-five (75) miles of a designated service office. On-call maintenance provides on-site service that includes both parts and labor, as well as ECOs and FCOs as required, to keep the equipment in good operating condition, provided that the required repairs are not occasioned by the fault or negligence of the ordering activity.

c. On-Call Maintenance Service includes the following features:

(1) Deliverables

- All parts and labor for both remedial and preventive maintenance
- Equipment Change Orders (ECOs) / Field Change Orders (FCOs)
- Fault isolation
- Work to completion
- Priority response over T&M customers
- Problem escalation as needed
- Single toll-free # service dispatch
- Optional extended hours up to 7x24 available (see Extended On-Call Maintenance Surcharges table)

(2) Delivery Method

- Customer contacts Customer Support Center (CSC) via 1-866-438-7287
- CSC registers, tracks, and works to resolve customer call
- CSC dispatches CRE/Field Analysts to provide on-site support

(3) Benefits to Customers

- No need for parts inventory
- Full access to Contractor total technical resources through escalation
- Budgetable charges

d. **Principal Period of Maintenance (PPM):** The basic monthly rate for each make and model of equipment entitles the ordering activity to service during the hours of 8:00 AM to 5:00 PM, local time, Monday through Friday, exclusive of Government holidays.

e. **Extended Shift Maintenance:** Extended shift on-call maintenance coverage is available outside the PPM at the surcharges identified in the Table at g. below, subject to prior approval by the Contractor’s District Service Manager. Extended coverage is not available on holidays, is not available for PC/terminal products unless the PC/terminal products are connected to systems with extended maintenance coverage, and is not available for products located beyond 100 miles from a Contractor Service Center.

f. **Outside Principal Period of Maintenance (OPPM):** Should a customer with on-call maintenance coverage require remedial or preventive maintenance be performed outside of the PPM or extensions thereto, charges for such maintenance will be in accordance with those identified below. Periods of less than one hour will be prorated to the nearest quarter hour. Parts are still included.

Category	Hourly Rate	Minimum
Base-Range PC/Laptop/Server/POS/<22PPM Printers	\$118	2 hours
Mid-Range Server/>22PPM Printer/Network/Peripheral Support	\$187	2 hours
Hi-Range Proprietary Systems Support	\$228	2 hours
Travel Surcharge: 0-10 miles/.5 Hrs Labor; 11-25 mi/1 Hr Labor; 26-50 mi/1.5 Hr Labor; 51-100 mi/2 Hr Labor; >100 mi/1 add’l hr for each 50 mile increment or part thereof.		

g. Extended On-Call Maintenance Surcharges

	Large Equip.*	Small Equip.*
8:00 AM to 5:00 PM daily, Monday –Friday, excluding Government holidays	N/A	N/A
Any nine consecutive hours daily, Monday –Friday (Note 1), excluding Government holidays, any of which falls outside 8:00 AM to 5:00 PM	10%	10%
12 consecutive hours daily, Monday – Friday, excluding Government holidays (Note1) (MVS Products only)	N/A	12%
16 consecutive hours daily, Monday – Friday, excluding Government holidays (Note 1)	13%	25%
24 consecutive hours daily, Monday – Friday, excluding Government holidays (Note 1)	24%	35%
Any or all Saturdays during the month (Note 2):		
9 consecutive hours	5%	7%
24 consecutive hours	10%	10%
Any or all Sundays during the month (Note 3):		
9 consecutive hours	6%	8%
24 consecutive hours	13%	12%

* UNIX, GCOS Bull DPS 9000, DPX2, includes Datanets.

** Getronics VS Systems/OIS/2200, XTS equipment, LANs, Bull ESCALA and MVS products.

NOTES:

1. Monday through Friday is defined as 8:00 AM Monday through 8:00 AM Saturday
2. Saturday is defined as 8:00 am Saturday through 8:00 AM Sunday.
3. Sunday is defined as 8:00 AM Sunday through 8:00 AM Monday.
4. A user requesting extended PPM coverage on one or both weekend days must also have the same schedule coverage on weekdays.
5. Holiday coverage is available only at the Outside PPM hourly rates specified in paragraph 9.f.
6. Notwithstanding the percentages listed for Large Equipment, customers who elect 24 hours a day, 7 days a week (excluding holidays) on-call maintenance coverage will be charged 40% over the basic monthly maintenance charge, rather than the 47% derived from the sum of the individual percentages listed in the table.

h. Travel and Transportation: All locations requiring on-call maintenance services are subject to the following mileage surcharges, with the exception of traditional products which are defined as all Getronics/Bull (GCOS) logo items, excluding Zenith PCs:

Mileage	Mileage Surcharge Percentage*
Between 0 – 100 miles	0%
Between 101 – 125 miles	17%
Between 126 – 150 miles	34%
Between 151 – 175 miles	51%
Between 176 – 200 miles	68%
Over 200 miles	Special quote

* Basic monthly maintenance price is increased by x%.

Notes:

1. Travel charges are based on one-way distances from the Contractor Service Center from which the CRE is dispatched to the customer site.
2. The minimum distance surcharge amount is \$200. In those locations where distance surcharge is required, the charge assessed to the maintenance agreement is the greater of the minimum amount or the percentage adder shown above.

i. Invoices and Payments:

(1) Invoices for on-call maintenance service shall be submitted by the Contractor on a monthly basis, after the completion of such period. Maintenance charges must be paid in arrears (31 U.S.C.3324). Prompt payment discount, if applicable, shall be shown on the invoice.

(2) Payment for maintenance service of less than one month's duration shall be prorated at 1/30th of the monthly rate for each calendar day.

10. Repair Rate Provisions (Time and Materials)

In addition to the on-call maintenance previously described, the Contractor offers T&M maintenance services for customers without on-call coverage.

a. Charges: Charges for repair service will include the labor charge computed at the rates set forth in paragraph d. below for the time during which repair personnel are actually engaged in work, or the applicable minimum charge, whichever is greater, the charge for required parts, and when applicable, the charge for travel and transportation. Charges for parts will be in accordance with FAR 52.232-7

b. Multiple Machines: Where repairs are ordered by an ordering activity on two (2) or more machines located in one (1) or more buildings within walking distance of each other, the charges will be computed from the time the repair personnel commences work on the first machine until the work is completed on the last machine. The time required to go from one machine to another, or one building to another, will be considered actual work performed and chargeable to the ordering activity.

c. Travel or Transportation:

(1) At the Contractor's Service Center

(a) The ordering activity shall not return defective equipment to the Contractor for adjustments and repair or replacement without the Contractor’s prior authorization and instructions.

(b) When equipment must be returned to the Contractor’s Service Center for adjustments or repairs which are not covered by the warranty provisions or on-call maintenance coverage, the cost of transportation, packing, etc., from the ordering activity location to the Contractor’s Service Center shall be borne by the ordering activity. The cost of transportation, packing, etc., for return of the equipment from the Contractor’s Service Center to the ordering activity location shall be borne by the ordering activity.

(2) At the Ordering Activity Location

(a) When equipment is repaired at ordering activity locations, travel time will be invoiced in accordance with paragraph d. below.

(b) Travel time and expenses to include DCAA-approved G&A will be billed according to the Federal Travel Regulations, the Joint Travel Regulations, or the Standardized Regulations, whichever is applicable. All requested travel between ordering activity sites will be chargeable. Travel time and expenses will not include IFF.

d. Labor Rates

Category	During PPM	Outside PPM	Minimum
Base-Range PC/Laptop/Server/POS/<22LPM Printers	\$95	\$118	2 hours
Mid-Range Server/>22LPM Printer/Network/Peripheral Support	\$156	\$187	2 hours
Hi-Range Proprietary Systems Support	\$187	\$228	2 hours
For each additional 25 miles beyond 75 miles, add 1 hour.			
PPM is defined as 8:00 AM to 5:00 PM local time, Monday – Friday, excluding Government holidays.			

e. Invoices and Payment: Invoices for T&M repair services shall be submitted by the Contractor as soon as possible after completion of the work. Invoices shall be submitted to the payment office specified by the ordering activity. The cost of repair parts shall be shown as a separate item on the invoice.

f. Services: The Contractor’s Customer Service Engineers will begin and complete repairs as soon as possible after notification by the ordering activity that service is required. Within the service areas, this response / fix time will be on a best effort basis.

11. REPAIR PARTS

All parts, furnished as repair parts in connection with the maintenance of equipment shall be new or warranted as new.

12. ON-SITE DEDICATED MAINTENANCE SERVICE

a. Subject to the availability of qualified personnel, Contractor will provide dedicated on-site maintenance in accordance with the terms, conditions, and prices set forth below.

b. Charges

The charges for dedicated weekday on-site maintenance are \$6,045 per man/shift/month, and are in addition to all other charges. A shift is 8 hours per day (plus 1 hour for lunch), Monday through Friday, excluding ordering activity holidays. Saturday coverage, at \$1,537 per man/shift/month, and Sunday coverage at \$2,051 per man/shift/month are also available. The ordering activity shall not be charged for portions of this service that are not delivered.

c. Eligibility

(1) Dedicated on-site maintenance service is available only in the 48 contiguous states, the District of Columbia, and Hawaii. Other locations are subject to mutual agreement on terms, conditions, and prices.

(2) Dedicated on-site maintenance coverage is available only for ordering activity installations for which the basic on-call monthly maintenance charges are \$7,272 or more. An installation is defined as those items of equipment that comprise a single Contractor-maintained system that are located within a 2000-foot radius in the same building.

(3) Only the basic on-call monthly equipment maintenance charges will be used in computing the \$7,272 minimum eligibility. Extended use and/or additional maintenance charges are not applicable to the \$7,272 minimum. Eligibility may be attained by paying the difference between the actual basic monthly maintenance charge and \$7,272 on a monthly basis.

d. Coverage

(1) A shift of dedicated on-site maintenance service is available only during the PPM or ordered extensions thereof.

(2) The Contractor reserves the right to reject orders for more than one on-site engineer per installation.

(3) Weekend dedicated on-site coverage is available only if weekday dedicated on-site coverage is also ordered. Dedicated on-site service is not provided on ordering activity holidays.

e. Term

Orders with one-year funding for dedicated on-site maintenance will continue through to the end of the fiscal year during which they are placed. Dedicated on-site maintenance may be cancelled upon ninety (90) calendar days prior written notice. Except for renewal orders, the beginning date of dedicated on-site service will be mutually agreed upon.

f. Replacements

If the on-site field engineer assigned to the installation becomes unavailable for continued service through no fault of the Contractor, the Contractor will make its best effort to provide a suitable replacement as soon as reasonably possible. Payment of dedicated on-site service charges shall cease until such replacement begins service.

13. MOVEMENT OF EQUIPMENT

a. In the event ordering activity-owned equipment being maintained under the on-call maintenance terms of this contract is moved to another location, the Contractor will continue to maintain the equipment at the new location unless such movement should move the equipment into a geographical area outside the scope of this contract. Should the equipment be moved to a location where mileage surcharges apply, such surcharges will be modified into the current order.

b. If moved to an area outside the scope of this contract, the maintenance order shall be terminated without further obligations being incurred by either the Contractor or the ordering activity.

c. The ordering activity shall give at least 30 calendar days written notice of the movement of equipment unless such a move is required because of an emergency. For equipment that is moved due to an emergency, the Contractor shall be notified as soon as possible.

d. Maintenance charges for ordering activity-owned equipment shall be suspended on the day that the dismantling of the equipment (in preparation for shipment) is completed. Maintenance charges at the new site shall be reinstated on the day that the Contractor starts to install the equipment.

e. Deinstallation, packing, shipment to, site preparation, and reinstallation at the new installation site shall be at the ordering activities expense. Shipment must be by padded van or air freight. The ordering activity may ship the equipment by government transportation or by commercial carrier.

f. If the Contractor has retained cognizance of the equipment from the time of discontinuance of maintenance at the previous site through installation at the new site, the Contractor agrees to continue maintenance at the new site.

- g. When the shipment is under the control of the Contractor, and damage is incurred that results in costs for either labor or parts to restore the equipment to good operating condition at the new site, such costs shall be borne by the Contractor.
- h. When the shipment is under the control of the ordering activity, and damage is incurred that results in costs for either labor or parts to restore the equipment to good operating condition at the new site, such costs shall be borne by the ordering activity.
- i. If the ordering activity has not permitted the Contractor to install Equipment Change Orders (ECOs) or Field Change Orders (FCOs) on equipment covered by on-call maintenance and they are required at the new site, ECO and FCO installations are subject to the rates contained at paragraph 10. d above, plus parts.

**TERMS AND CONDITIONS APPLICABLE TO
TERM SOFTWARE LICENSES (SPECIAL ITEM NUMBER 132-32),
PERPETUAL SOFTWARE LICENSES (SPECIAL ITEM NUMBER 132-33) AND
MAINTENANCE (SPECIAL ITEM NUMBER 132-34) OF GENERAL PURPOSE
COMMERCIAL INFORMATION TECHNOLOGY SOFTWARE**

1. INSPECTION/ACCEPTANCE

The Contractor shall only tender for acceptance those items that conform to the requirements of this contract. The ordering activity reserves the right to inspect or test any software that has been tendered for acceptance. See paragraphs 6. and 7. for specific license terms and conditions regarding inspection and acceptance.

2. GUARANTEE/WARRANTY

a. Unless specified otherwise in this contract, the Contractor's standard commercial guarantee/warranty as stated in the contract's commercial pricelist will apply to this contract. See paragraphs 6. and 7.

b. Limitation of Liability. Except as otherwise provided by an express or implied warranty, the Contractor will not be liable to the ordering activity for consequential damages resulting from any defect or deficiencies in accepted items.

3. TECHNICAL SERVICES

The Contractor, without additional charge to the ordering activity, shall provide a hot line technical support number, 1-866-438-7287, for the purpose of providing user assistance and guidance in the implementation of the software. The technical support number is available from 7 days-a-week, 24 hours-a-day.

4. INVOICES and PAYMENTS

a. Invoices for perpetual and Initial License fees will be submitted on a one-time basis for the full amount of the fees upon acceptance of the software by the ordering agency.

b. Charges for monthly, primary, and secondary license fees, as well as monthly maintenance charges will be effective upon delivery of the product and invoices will be submitted on a monthly basis in arrears (31 U.S.C. 3324). **PROMPT PAYMENT DISCOUNT, IF APPLICABLE, SHALL BE SHOWN ON THE INVOICE.**

c. Charges for Third-Party software will be effective upon delivery of the product and an invoice will be submitted on a one-time basis for full payment of the purchase price.

d. Payment for monthly charges of less than one month's duration shall be prorated at 1/30 of the monthly rate for each calendar day.

e. The fees that the ordering activity will be charged will be the price in effect at the time of order placement, or, for orders for new software, the price that is in effect on the date of software shipment, whichever is less.

5. PERIODS OF TERM LICENSES (132-32) AND MAINTENANCE (132-34)

- a. The Contractor shall honor orders for periods for the duration of the contract period or a lesser period of time.
- b. Term licenses and/or maintenance may be discontinued by the ordering activity on thirty (30) calendar days written notice to the Contractor.
- c. Annual Funding. When annually appropriated funds are cited on an order for term licenses and/or maintenance, the period of the term licenses and/or maintenance shall automatically expire on September 30 of the contract period, or at the end of the contract period, whichever occurs first. Renewal of the term licenses and/or maintenance orders citing the new appropriation shall be required, if the term licenses and/or maintenance is to be continued during any remainder of the contract period.
- d. Cross-Year Funding Within Contract Period. Where an ordering activity's specific appropriation authority provides for funds in excess of a 12 month (fiscal year) period, the ordering activity may place an order under this schedule contract for a period up to the expiration of the contract period, notwithstanding the intervening fiscal years.
- e. Ordering activities should notify the Contractor in writing thirty (30) calendar days prior to the expiration of an order, if the term licenses and/or maintenance is to be terminated at that time. Orders for the continuation of term licenses and/or maintenance will be required if the term licenses and/or maintenance is to be continued during the subsequent period.
- f. Upon software license expiration or discontinuance, the ordering activity shall return such software to the Contractor or erase, destroy, or otherwise render useless each software product, associated materials, and all copies of the software, and provide the Contractor with written certification of such destruction.
- g. The ordering activity shall be obligated to continue to provide license coverage for the software as long as the software, whether in use or not, remains in the possession of the ordering activity.

6. GETRONICS SOFTWARE

a. *License Terms*

- (1) The perpetual license term allows the Operating System to be used on the designated VS system for as long as that system remains under the original ownership.
- (2) Acceptance. The ordering activity will accept or reject "Contractor-installable" software in writing within 30 days after date of delivery. Acceptance is automatic and final if written acceptance or rejection is not received by the Contractor within 30 days. Software that is not "Contractor-installable" will be accepted upon delivery.
- (3) Warranty. Getronics-developed software is warranted to conform to Getronics' published functional specifications at the time of order. The Contractor will, at its own expense, correct any non-conformance of such software, provided that the ordering activity has notified the Contractor within 90 days of the date of installation, and upon inspection and mutual agreement, the software has been found to be non-conforming. Any modification of the software by any persons other than the Contractor shall void this warranty. Software developed by third parties is warranted by the applicable manufacturer in accordance with the warranty included with each software package.

Notwithstanding any other provision of this Contract, if "Contractor-supported" software fails to perform in accordance with the applicable Getronics specification and the Contractor is unable to remedy the situation within 120 days after delivery or the end of the warranty period, whichever is later (or a different period, if mutually agreed), the Contractor agrees that the ordering activity may return the software without payment or receive a full credit if payment has been made. Neither party shall have any further obligation.

In the forty-eight (48) contiguous states and the District of Columbia, there are no distance surcharges for any applicable onsite warranty service. The distance surcharges for Alaska, Hawaii, and international location onsite warranty coverage that will apply for distances greater than 75 miles from a Contractor Service Center is \$115 for every additional 25-mile increment or portions thereof.

This warranty is the sole and exclusive warranty and excludes the warranty of merchantability and fitness for a particular purpose.

- (4) Installation. Software and software updates fall into one of three installation levels: customer-installable, Contractor-assisted, and Contractor-installable. The Contractor representative can identify the appropriate installation level for the products being ordered.

The ordering activity shall make software designated as Contractor-installable available to Contractor personnel for installation within 30 days after delivery. The Contractor shall install and perform the Contractor's standard diagnostic test procedures on Contractor-installable software.

There is no installation charge for Getronics VS software if it is installed at the same time as a system (including CPU) during the Principal Period of Maintenance (PPM) (see SIN 132-12, paragraph 9.d). For Getronics VS add-on and upgrade orders, there is an installation charge of three percent of the license fee with a minimum charge of \$150 per system, per order, for each installation location. Installation outside of PPM is available at the hourly rates contained within the Professional Services provisions of SIN 132-51.

The ordering activity is responsible for the installation of software designated as customer-installable, and for software designated as installable by customer with telephone assistance from the Contractor ("Contractor-assisted" software), all in accordance with instructions provided by the Contractor. Upon request made within 30 days of shipment of Contractor-assisted software, the Contractor shall provide the ordering activity with free telephone assistance for the initial installation of such software. As an option, the Contractor will, at the ordering activity's request and expense, install customer-installable and Contractor-assisted software at the hourly rates contained within the Professional Services provisions of SIN 132-51.

- b. *Customer Support Center Hotline*: The Contractor provides a toll-free Hotline technical support number, 1-866-438-7287, for the purpose of reporting the need for providing user assistance and guidance in the installation and maintenance of the software. The technical support number is available 24 hours per day, 365 days a year.

Technical assistance calls must be made through the Customer Support Center Hotline. For sites listed in Appendix A, please contact the local Contractor office for procedures.

- c. *Software Maintenance*

- (1) Definitions for software maintenance services

- (a) "Software" means the individual Getronics program product for which the services are provided.
- (b) "System" means the combination of computer hardware and software containing not more than one Getronics central processing or master unit for which the Software is licensed.
- (c) "Upgrade" means a higher level software product that coexists with lower level products. Upgrades allow the movement from one software product to a coexisting more advanced and more current software package.
- (d) "Update" means a higher release version of an existing software product which replaces the previous release. Updates may include new functionality or performance enhancements.

- (2) Eligibility for Software Maintenance Service

Software Maintenance Services are contingent upon a current valid license for the Software comprising the System or otherwise used by the ordering activity.

- (3) Maintenance Charges

The monthly rates for each software item shall entitle the ordering activity to the ordered software support services during the hours of 8:00 a.m. to 5:00 p.m., Monday through Friday, excluding ordering activity holidays.

- (4) Service Limitations

- (a) Contractor Software Maintenance Services include only the services as listed in paragraphs (6) (a) and (b) below. Other services, such as those necessary to bring any hardware or software to the latest revision level, modifications to Software to adapt it to hardware or software not provided by the Contractor, specific customer applications, services resulting from unauthorized modifications to the Software, or services connected with relocation of the System are not included.

- (b) Software Maintenance Services are available within the 48 contiguous states, the District of Columbia, Alaska, Hawaii, and Puerto Rico. For other locations these services may be available though specific performance and availability may vary. Please contact the local Contractor office for more information before ordering.
- (c) The Contractor shall not be required to provide any onsite service on systems located in an unsafe or hazardous environment as determined by the Contractor.

(5) Responsibilities of the Ordering Activity

- (a) The ordering activity is responsible for all telephone charges for calls to the Contractor other than through the designated service Hotline. Collect calls will not be accepted. The ordering activity agrees to provide reasonable assistance in problem diagnosis as requested by the Contractor.
- (b) Subject to security regulations, the ordering activity shall allow the Contractor full and free access to the System during its PPM for onsite services.
- (c) The ordering activity agrees to provide, at no charge to the Contractor, machine time, use of data communication equipment and services, and suitable media (including spare tapes, diskettes and disk packs) as reasonably required to facilitate services under this Agreement.
- (d) The ordering activity agrees to maintain a current backup copy of the Software and any data or other software used within the Software. The ordering activity is solely responsible for security and backup of all data and software used with the System.

(6) Service Options

Two levels of software maintenance services are available to VS customers in the U.S. and Puerto Rico. This allows customers to choose the level of support that best suits their needs. These levels of software maintenance are described below.

- (a) Telephone Software Support (TSS). TSS provides toll-free telephone support for problem determination/resolution of VS Operating System and application software as well as on-demand distribution of maintenance releases and updates for these software products.
 - (1) Deliverables/Features
 - Access to VS Data Bits Online
 - Telephone Support for O/S and applications (8:00 a.m. to 5:00 p.m., Monday through Friday, excluding ordering activity holidays)
 - Problem escalation as needed
 - Distribution of software maintenance releases and updates as requested
 - (2) Delivery Method
 - Customer contacts Customer Support Center (CSC) via a toll-free number (1-866-438-7287)
 - CSC registers, tracks, and works to resolve customer call
 - CSC initiates distribution of maintenance releases and updates via the Software Distribution Center (SDC)
 - (3) Benefits to Customers
 - Toll-free telephone support through CSC
 - Notification of new software releases through VS Data Bits
 - Easy access to new software releases
 - Installation of Getronics software that is not customer installable
 - (4) Prerequisites
 - Valid software license
 - Core Hardware Maintenance contract
 - (5) Availability
 - VS Operating System
 - Getronics-labeled VS application software products that are actively marketed and continue to have periodic maintenance releases.

Table I—Products with Telephone Software Support

Model Number	Model Description
195-101	PL/I COMPILER
195-103	BASIC COMPILER
195-104	COBOL 74 COMPILER
195-105	RPG II COMPILER CLS V
195-2090	VS 2780/3780 BATCH
AMU	APPLICATION MGMT UTILITIES
FO-RSF	FIBEROPTIC RESOURCE SHARING
ML-FAX-SW	VS/PC MULTILINE FAX GATEWAY /
NTLOC-SW	NT LOCAL OFFICE CONNECTION
OFFLINK	OFFICE/LINK
PACEAB	PACE APPLIC BUILD
PACEPKG	PACE PACKAGE
PACEQ+R	PACE QUERY/REPORT PACKAGE
PACEQUERY	PACE QUERY
PACERDBMS	PACE RDBMS
PACERPT	PACE REPORT
PACERUN	PACE RUNTIME
PC2-LIS-S/W	PC LOCAL INTEGRATED SERVICES
SAM-3-OS7	VS SAM III (OS 7)
VS/ADEPT	VS ADEPT EDITOR
VS/DC	OVERDRIVE CPU CACHING SOFTWARE
VS/DRC	VS DYNAMIC RECONFIGURATION
VS/LC-GW	VS/LAN CONNECTION VS GATEWAY
VS/VM	VS/VM
VS/WSNT/DDN/	X.25 FOR DEFENSE DATA NET
VS/WSNT/DTX/P/	W. GERMAN X.25 FOR DATEX-P
VS/WSNT/LCT/	VS WSN S/W FOR LCT ON PC
VS/WSNT/NZPO/	NEW ZEALAND X.25 FOR NZPO
VS/WSNT/TELNT/	X.25 FOR TELENET
VS/WSNT/TYMNT/	X.25 FOR TYMNET
VS/WSNT/WNPAC/	X.25 FOR GETRONICSPAC
VS/X25XXXXX	X.25 TRANSPORTS
VS-3270	VS ACCESS 3270
VSA3270-MVS	VS ACCESS 3270 HOST S/W
VS-ASYNC-STD	ASYNC STANDARD COMPONENTS
VS-C	C COMPILER
VS-COB85-3	VS COBOL 85 REL. 3.0 COMPILER
VS-COBOLHLI	VS COBOL HLI
VSCSP-XXXX	VSCSP FOR VS300,5K,6K,7K,8K,10K,12K,16K
VS-DATASHADOW	VS DSW 2VS LIC
VS-DP	VS DISK PARTITIONING SOFTWARE

Model Number	Model Description
VS-ESAC	VS ENHANCED SYS ACCESS CNTRLS
VS-GEN-ASYNC	VS GENERAL ASYNC SUBROUTINES
VS-IIS-PER	VS IIS PERIPHERALS
VS-IWSCORE	VS INTELLIGENT W/S SUPP SERV
VS-LU6.2SV	VS ACCESS LU6.2 SERVICES/SDLC
VS-LU62-API	VS ACCESS LU6.2 APPL PROG INTF
VS-MULST	VS MULTISTATION
VS-OFF3	VS OFFICE 3.0
VS-OFF-API	VS OFFICE APPLICATION PROGRAM
VS-OSN-NC	VS OSN NETCORE
VSSNA-3274	VS SNA 3274-1C EMULATION
VSSNA-3777	VS SNA 3777-3 EMULATION CLS V
VSSNA-ENDP	VS SNA ENDPOINT
VSSNA-SDLC	VS SNA SDLC STANDRD COMPONENTS
VSSNA-VTI	VS SNA VIRTUAL TERMINAL
VSSNA-X25	VS SNA X.25 STANDRD COMPONENTS
VS-TCPSEVC	VS TCP/IP SERVICES ONLY
VS-TCPSTACK	VS TCP/IP STACK ONLY
VS-TCPUPG	VS TCP/IP UPGRADE
VS-WPP4.0	VS WP PLUS
VS-WPP-PER	VS WP+ PERIPHERALS
VS-WPS5.0	VS/IIS WORD PROCESSING
VS-WSN-CNS	VS WSN COMMUNICATION NETWORK
VS-WSN-LGN	VS TERMINAL EMULATION
VS-WSN-PDS	VS WSN PACK DIST SERV
VS-WSNS-FT	VS FILE TRANSFER MANAGER
VS-WSNS-NAI	NETWORK APPLICATION INTERFACE
VS-WSNT-1-MP	WSN MULTIPOINT PRIMRY TRANSPRT
VS-WSNT-1-MS	WSN MULTIPOINT SECNDY TRANSPRT
VS-WSNT-1-PP	WSN POINT TO POINT TRANSPORT
VS-WSNT-8023	VS OSN 802.3 DATA LINK
VS-WSNT-PPM	WSN MULTILINE PT TO PT TRANSPRT
VS-WSNT-WB	VS GETRONICS BAND TRANSPORT
VS-X400GTY	VS X.400 GATEWAY
VS-XDMS	VS EXTENDED DATA MANAGEMENT
VS-XDMS-SVR	XDMS SERVER FOR RSF
WIIS-BISP	BASIC IMAGE SUPPORT PACKAGE
WIIS-ENV	WIIS ENVIRONMENT
WLOC-CLW3x	WINLOC, WLOC, AND PCLIS FOR WIN3X/DOS
WLOC-CLW95	WINLOC, WLOC, AND W95LIS
WLOC-S/W	GETRONICS LOCAL OFFICE CONN. S/W

(b) Comprehensive Software Support (CSS) is the highest level of VS Software Support. This level of support is available only for the VS Operating System. Comprehensive Software Support includes all of the features of Telephone Software Support described above, as well as onsite support when deemed necessary by Getronics. Comprehensive Software Support helps customers to accurately plan their service budgets by making onsite support available at a fixed price rather than a T&M hourly rate.

(1) Deliverables/Features

- Access to VS Data Bits Online
- Telephone Support for the VS O/S (8:00 a.m. to 5:00 p.m., Monday through Friday, excluding ordering activity holidays)
- Problem escalation as needed
- Onsite service as determined by the Contractor (8:00 a.m. to 5:00 p.m., Monday through Friday, excluding ordering activity holidays)
- Distribution of software maintenance releases and updates as requested

(2) Delivery Method

- Customer contacts CSC via a toll-free number (1-866-438-7287)
- CSC registers, tracks, and works to resolve customer call
- CSC initiates distribution of maintenance releases and updates via the SDC
- CSC dispatches a CRE/Field analyst to provide onsite support

(3) Benefits to Customers

- Provides all benefits of the Telephone Software Support
- Provides onsite assistance for problem resolution as determined by the Contractor

(4) Prerequisites

- Valid software license
- Core Hardware Maintenance contract

7. BULL SOFTWARE

a. *Software License Types/Periods:* Bull software is available under several types of license fees, dependent on the type of software, the type of hardware upon which it resides, and/or the number of copies being licensed. Options which are available for each software product are included in the pricelist.

(1) Monthly License Fee: This is a monthly charge for licensing of the software product. The monthly license fee includes basic software support. The license period will be one year or less and is subject to renewal under successive IT Schedule Pricelist contracts.

(2) Initial License Fee (ILF): This is a one-time charge for licensing of the software product. The license period will be for as long as the original ordering activity uses the designated system on which the software resides.

ILFs do not include any software support/maintenance. Customers desiring monthly support/maintenance must order it from one of the options detailed below.

(3) Distributed License Option

(a) For multiple systems, a Distributed License Option is available. It provides for Primary and Secondary monthly licenses. The ordering activity must designate which system is a Primary central system or Secondary central system(s) in its order for software support or products. The designated Primary central system shall receive all basic Class I software support. Basic support service is applicable to the unmodified portion of those application and system software products that are operating under a then-current software product release or a Contractor-specified prior release.

(b) The ordering activity shall support all designated Secondary central systems by distributing to and installing on the Secondary central systems licensed software products and subsequent updates and revisions as issued by the Contractor to the Primary central system. The ordering activity shall install on the Primary and Secondary central systems all updates and revisions to the then-current release or a Contractor-specified prior release of the software products within ninety (90) days from the date of shipment by the Contractor of such updates or

revisions. Each Secondary central system software product must be licensed at Secondary central system rates. Any software product that the ordering activity orders for a Secondary central system must first be licensed to the Primary central system that the ordering activity has specified in its order. If an existing ordering activity elects the Distributed License Option for a system, all subsequent software orders for that system must be in accordance with the Distributed License Option.

(c) The ordering activity shall designate to the Contractor a single individual to serve as the ordering activity's primary contact with the Contractor for software product problems. This individual will have the knowledge to relate the technical aspects of software product problems to the Contractor and receive, interpret, and apply remedial instructions from the Contractor. The ordering activity shall perform the problem-definition activities, and implement remedial actions as prescribed by the Contractor. The ordering activity shall provide telephone assistance to the Secondary central sites based on the support provided by the Contractor to the Primary central system.

b. *Software Support/Maintenance:* The Bull Software Product Support program is designed to provide customers with varying levels of support for eligible Software Products, including Operating System Software, associated System Software, and Application Software Products. The types of support services that are provided are dependent upon the type of software (i.e., system software versus application software), the support classification of the software, and the hardware system under which the software will be operating.

(1) Support offerings for the current product line systems are as follows:

(a) Basic Support services apply to:

- (1) Application Software Products for Small, Medium, and Large Systems
- (2) Selected System Software Products (obtained from third-party vendors) for Small, Medium, and Large Systems
- (3) Selected System Software Products for PCs, e.g., Affinity, G-LINK

(b) Comprehensive and Comprehensive Plus Software Product support services apply to eligible Operating System and System software products for Small (DPX/2), Medium (DPS 7000), and Large Systems (DPS 9000).

(2) Support Services

(a) The support services provided under Basic (B) and Comprehensive (C) Support are as follows:

Service	Provided Under
Telephone access is provided 24 hours per day, 7 days per week for the purpose of the Contractor's receipt and relay of customer calls to the Contractor's CSC personnel during CSC's hours of availability via a toll-free number (1-866-438-7287).	B,C
Telephone/online support from the CSC is provided during the hours 8:00 a.m. to 5:00 p.m., Monday through Friday, excluding ordering activity holidays, and includes:	B,C
(a) Identification and resolution of Software Product problems	C
(b) Consultation assistance during Customer's initial installation of Software Products	B,C
(c) CSC review of required Customer Software Product parameters during Customer's initial installation of Software Products	B,C
(d) Clarification of Software Product documentation, such as Customer manuals, technical notes, and release bulletins	B,C
(e) Responding to questions on Software Product usage	B,C
(f) Search by the Contractor of its known problem file, and upon request, providing Customer with a copy of the applicable information available in that file	B,C
(g) Online or direct use by Customer, if applicable, of the Contractor's support tools and services	B,C
(h) Development and application of a temporary fix or attempt an emergency bypass and assessment of the corrective services	C

Service	Provided Under
(i) CSC assistance in the preparation of System Technical Action Requests (STARs) and processing/responding to STARs	B,C
(j) Assistance in resolving problems related to the installation of update and corrective information	C
Onsite Support: If additional support is required after the Contractor has performed the above telephone/online remedial services, the Contractor shall provide onsite support during the hours of 8:00 a.m. to 5:00 p.m., Customer local time, Monday through Friday, excluding ordering activity holidays.	C
Update Support: The Contractor provides available updates/revisions and related documentation, as well as an updating facility for providing scheduled updates via communication lines, tape, diskette, or other means. Chargeable Software Product releases/enhancements are not included in this service.	B,C
Onsite support (i) beyond Onsite Support described above, or (ii) at any time for Software Products under Basic Support is provided in accordance with SIN 132-51, Professional Services.	

- (b) **Comprehensive Plus Support:** Under Comprehensive Plus Support, the hours for Comprehensive Support services are extended to 24 hours per day, 7 days per week, excluding ordering activity holidays. Additionally, the Contractor shall arrange with Customer a mutually convenient schedule for visits by the Contractor to Customer's site during the initial license term and each one year renewal. Each visit is for up to 8 hours and will be to provide consultation and assistance to Customer in managing problems and projects involving the Operating System Software and associated System Software Products. Fees for Comprehensive Plus Support are in addition to those charged for Comprehensive or Basic Support.

(3) **Limitations**

- (a) **Installation:** The installation of revisions/updates and releases are Customer's responsibility and are not included under this Agreement.
- (b) **Support of Latest Updates:** Unless otherwise specified, the Contractor supports Software Products that are or operate under (i) latest two updates of the then current operating system general release or (ii) based on the product line, the latest one or two updates of a specified prior release operating system. Consult your Contractor representative for specific guidance.
- (c) **Unmodified Software Products:** Support is for the unmodified portion of eligible software products. Support is available for modified portions of software products in accordance with the Contractor's current terms, conditions, and charges under SIN 132-51.
- (d) The Contractor is not liable for any failure or delay in performance due to any cause beyond its control and has no obligation arising out of the abnormal use of any item, site conditions not conforming to the applicable specifications, or any causes external to any item, including but not limited to accident, acts of God, fire or water damage, criminal conduct, neglect, acts of war, riots, strikes, lightning, electrical disturbances, or other similar causes. Any service that is outside the scope of these terms may be provided, as available, in accordance with the Contractor's current terms, conditions, and charges under SIN 132-51.

(4) **Software Support Classifications:** The software support classifications are as follows:

- (a) **Class I (In Production):** All Basic and Comprehensive service applies to eligible Class I software products.
- (b) **Class IA (In Production):** Class IA applies only to special system software that is externally developed and is supported by the software developer and is actively marketed by the Contractor. There is an optional software support fee for the customer who elects an initial license fee in lieu of the monthly fee.
- (c) **Class II/IIA (In Production):** Class II/IIA is essentially the same as Class I/IA except that no updates or revisions are planned or should be expected.
- (d) **Class III (Out of Production):** Support services priced on a monthly basis are not available. Support will be provided at the hourly rates listed under SIN 132-51.

(5) **Software Support Fees/Invoicing/Term**

- (a) All categories of software support described in paragraph (2) above are priced on a monthly basis and are invoiced in arrears. Support fees are on an all or none basis (i.e., if the ordering activity provides software support for one software product, the ordering activity must provide software support for all software products on that system).
- (b) The initial support term for eligible software products under the same system starts with the acceptance of the software. For a software product added after a support term starts, support commences upon delivery of that software product.

(6) **Software Support Point of Contact**

- (a) The customer is to designate to the Contractor a primary point of contact for software product problems. Such individual is to have the knowledge to define technical aspects of software product problems to the Contractor and interpret and apply remedial instructions received from the Contractor, as well as install updates and revisions to the then current release or licensor's specified prior release of the software products within 90 days from date of shipment thereof or upon instruction from the Contractor.

(7) Miscellaneous

- (a) The ordering activity agrees that the Contractor will have the right to charge, in accordance with SIN 132-51, for any services resulting from the ordering activity's modification of any software products or the ordering activity's failure to utilize current software product revisions or updates provided by the Contractor.
- (b) For activities requiring GCOS 8 basic system software to be installed on a central processor/control system acquired from a source other than Bull or the Contractor, a initial license fee of \$200,000, plus a monthly license fee of up to \$5,500 (depending on system) will be required.

8. THIRD PARTY SOFTWARE

For ease of purchase by the ordering activity under one schedule, the Contractor offers other third-party software products. Licensing and warranty terms and conditions are stated in the shrink-wrap packaging of the original manufacturer.

9. UTILIZATION LIMITATIONS - (132-32, 132-33, AND 132-34)

- a. Software acquisition is limited to commercial computer software defined in FAR Part 2.101.
- b. When acquired by the ordering activity, commercial computer software and related documentation so legend shall be subject to the following:

- (1) Title to and ownership of the software and documentation, including all copies and all updates thereof, shall remain with the Contractor, unless otherwise specified.
- (2) Each item of software, including any subsequent updates provided hereunder is furnished to the ordering activity under a non-transferable, non-exclusive license for use by the ordering activity on a system that contains no more than one central processing or master unit (hereinafter CPU).

A separate license is required for each such system or for systems or networks containing more than one CPU that can access any part of the software. The software may be used on another single CPU on a temporary basis during a malfunction of the original CPU which causes the software to be inoperable. This software may be copied in whole or in part (up to a maximum of three machine-readable copies) for the ordering activity's internal use on each licensed system. The ordering activity agrees to reproduce and include the OEMs copyright and/or any other legend on each copy of the software, including partial copies and modifications of the software.

Notwithstanding any copyright notice appearing thereon, the software is proprietary and confidential information of the OEM. The ordering activity further agrees not to reverse assemble or reverse compile the software in whole or in part. This license is effective from the date of installation of the software and shall remain in effect until it expires or is terminated. In the event of such expiration or termination, the ordering activity will certify in writing to the Contractor that, to the best of its knowledge, the original and all copies of the software have been either returned to the Contractor or destroyed.

- (3) Except as is provided in paragraph 8.b(2) above, the ordering activity shall not provide or otherwise make available the software or documentation, or any portion thereof, in any form, to any third party without the prior written approval of the Contractor. Third parties do not include prime Contractors, subcontractors and agents of the ordering activity who have the ordering activity's permission to use the licensed software and documentation at the facility, and who have agreed to use the licensed software and documentation only in accordance with these restrictions. This provision does not limit the right of the ordering activity to use software, documentation, or information therein, which the ordering activity may already have or obtains without restrictions.

- (4) The ordering activity shall have the right to use the computer software and documentation with the computer for which it is acquired at any other facility to which that computer may be transferred, or in cases of disaster recovery, the ordering activity has the right to transfer the software to another site if the ordering activity site for which it is acquired is deemed to be unsafe for ordering activity personnel; to use the computer software and documentation with a backup computer when the primary computer is inoperative; to copy computer programs for safekeeping (archives) or backup purposes; to transfer a copy of the software to another site for purposes of

benchmarking new hardware and/or software; and to modify the software and documentation or combine it with other software, provided that the unmodified portions shall remain subject to these restrictions.

(5) "Commercial Computer Software" may be marked with the Contractor's standard commercial restricted rights legend, but the schedule contract and schedule pricelist, including this clause, "Utilization Limitations" are the only governing terms and conditions, and shall take precedence and supersede any different or additional terms and conditions included in the standard commercial legend.

10. DESCRIPTIONS AND EQUIPMENT COMPATIBILITY

The Contractor shall include, in the schedule pricelist, a description of each software product.

**TERMS AND CONDITIONS APPLICABLE TO PURCHASE OF
TRAINING COURSES FOR GENERAL PURPOSE COMMERCIAL
INFORMATION TECHNOLOGY EQUIPMENT AND SOFTWARE
(SPECIAL ITEM NUMBER 132-50)**

1. SCOPE

- a. Subject to the availability of qualified personnel, the Contractor shall provide training courses and education services normally available to commercial customers, which will permit ordering activity users to make full, efficient use of general purpose commercial IT products. Training is restricted to training courses for those products within the scope of this solicitation.
- b. The Contractor shall provide training and/or education services at the Contractor's facility and/or at the ordering activity's location, as agreed to by the Contractor and the ordering activity.
- c. Services under SIN 132-50 are available 8:00 AM to 5:00 PM local time, including 1 hour for lunch, Monday through Friday, excluding ordering activity holidays.

2. ORDER

Written orders, EDI orders (GSA Advantage! and FACNET), credit card orders, and orders placed under blanket purchase agreements (BPAs) shall be the basis for the purchase of training courses and education services in accordance with the terms of this contract. Orders shall include the student's name, course title, course date and time, contracted dollar amount of the course, and any other relevant details of the services being provided.

3. TIME OF DELIVERY

The Contractor shall conduct training and education services on the date (time, day, month, and year) agreed to by the Contractor and the ordering activity.

4. CANCELLATION AND RESCHEDULING

- a. The ordering activity will notify the Contractor at least seventy-two (72) hours before the scheduled training date, if a student will be unable to attend. The Contractor will then permit the ordering activity to either cancel the order or reschedule the training at no additional charge. In the event the training class is rescheduled, the ordering activity will modify its original training order to specify the time and date of the rescheduled training class.
- b. In the event the ordering activity fails to cancel or reschedule a training course within the time frame specified in paragraph a, above, the ordering activity will be liable for the contracted dollar amount of the training course. The Contractor agrees to permit the ordering activity to reschedule a student who fails to attend a training class within ninety (90) days from the original course date, at no additional charge.
- c. The ordering activity reserves the right to substitute one student for another up to the first day of class.
- d. In the event the Contractor is unable to conduct training on the date agreed to by the Contractor and the ordering activity, the Contractor must notify the ordering activity at least seventy-two (72) hours before the scheduled training date.

5. FOLLOW-UP SUPPORT

The Contractor agrees to provide each student with unlimited telephone support for a period of one (1) year from the completion of the training course. During this period, the student may contact the Contractor's instructors for refresher assistance and answers to related course curriculum questions.

6. PRICE FOR TRAINING

The price that the ordering activity will be charged will be the price in effect at the time of order placement, or the price in effect at the time the training course is conducted or education services are performed, whichever is less. Daily charges for education services are as follows:

<u>Fiscal Year</u>	<u>Daily Charges</u>
2005	\$1,786
2006	\$1,848
2007	\$1,914
2008	\$1,982
2009	\$2,050

7. INVOICES AND PAYMENT

Invoices for training shall be submitted by the Contractor after ordering activity completion of the training course or education services. Charges for training must be paid in arrears (31 U.S.C. 3324). PROMPT PAYMENT DISCOUNT, IF APPLICABLE, SHALL BE SHOWN ON THE INVOICE.

8. FORMAT AND CONTENT OF TRAINING

- a. The Contractor shall provide written materials (i.e., manuals, handbooks, texts, etc.) normally provided with course offerings. Such documentation will become the property of the student upon completion of the training class.
- b. For all ordering activity-site training, the ordering activity shall provide suitable classroom space, associated equipment (e.g. overhead projectors, screens, etc.), and all contractor-recommended/required computer equipment and supplies at no charge to the contractor. For hands-on training courses, there must be a one-to-one assignment of IT equipment to students.
- c. The Contractor shall provide each student with a Certificate of Training at the completion of each training course.
- d. The Contractor shall provide the following information for each training course offered:
 - (1) The course title and a brief description of the course content, to include the course format (e.g., lecture, discussion, hands-on training);
 - (2) The length of the course;
 - (3) Mandatory and desirable prerequisites for student enrollment;
 - (4) The minimum and maximum number of students per class;
 - (5) The locations where the course is offered;
 - (6) Class schedules; and
 - (7) Price (per student, per class (if applicable)).
- e. For those courses or education services conducted at the ordering activity's location, instructor travel charges (if applicable), including mileage and daily living expenses (e.g., per diem charges) are governed by Pub. L. 99-234 and FAR Part 31.205-46, and are reimbursable by the ordering activity on orders placed under the Multiple Award Schedule, as applicable, in effect on the date(s) the travel is performed. The Contractor's DCAA-approved G&A will be added to travel charges. Contractors cannot use GSA city pair contracts. The Industrial Funding Fee does NOT apply to travel and per diem charges.

9. EDUCATION SERVICES

The Contractor offers the following types of Education Services:

- a. **Training Consultation:** To meet specialized training needs, Contractor personnel are available to work closely with the ordering activity's training organization to analyze job performance criteria. Based on this analysis, training programs will be recommended to meet the specific requirements for end user, programmer, analyst, operations, and management personnel.
- b. **Applications Course Development:** With the introduction of new applications software, end users will require functional training. Complete course development services are available to meet the ordering activity's specifications.
- c. **Course Specialization:** Ordering activity locations with site-specific training requirements may contract to have the Contractor's standard course offerings tailored to meet these needs.
- d. **On-the-Job Training Program:** The contractor can support the ordering activity's long-term training needs by developing centralized on-site programs for their personnel. These programs are designed to meet work-related requirements and allow students to progress at an accelerated rate through formal training associated with on-the-job experience.

**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 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

- 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 in accordance with this clause.
- 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. ORDERING PROCEDURES FOR SERVICES (REQUIRING A STATEMENT OF WORK)
(G-FCI-920) (MAR 2003)

FAR 8.402 contemplates that GSA may occasionally find it necessary to establish special ordering procedures for individual Federal Supply Schedules or for some Special Item Numbers (SINs) within a Schedule. GSA has established special ordering procedures for services that require a Statement of Work. These special ordering procedures take precedence over the procedures in FAR 8.404 (b)(2) through (b)(3).

When ordering services over \$100,000, Department of Defense (DOD) ordering offices and non-DOD agencies placing orders on behalf of the DOD must follow the policies and procedures in the Defense Federal Acquisition Regulation Supplement (DFARS) 208.404-70 – Additional ordering procedures for services. When DFARS 208.404-70 is applicable and there is a conflict between the ordering procedures contained in this clause and the additional ordering procedures for services in DFARS 208.404-70, the DFARS procedures take precedence.

GSA has determined that the prices for services contained in the contractor's price list applicable to this Schedule are fair and reasonable. However, the ordering activity using this contract is responsible for considering the level of effort and mix of labor proposed to perform a specific task being ordered and for making a determination that the total firm-fixed price or ceiling price is fair and reasonable.

- (a) When ordering services, ordering activities shall—
 - (1) Prepare a Request (Request for Quote or other communication tool):
 - (i) A statement of work (a performance-based statement of work is preferred) that outlines, at a minimum, the work to be performed, location of work, period of performance, deliverable schedule,

applicable standards, acceptance criteria, and any special requirements (i.e., security clearances, travel, special knowledge, etc.) should be prepared.

(ii) The request should include the statement of work and request the contractors to submit either a firm-fixed price or a ceiling price to provide the services outlined in the statement of work. A firm-fixed price order shall be requested, unless the ordering activity makes a determination that it is not possible at the time of placing the order to estimate accurately the extent or duration of the work or to anticipate cost with any reasonable degree of confidence. When such a determination is made, a labor hour or time-and-materials proposal may be requested. The firm-fixed price shall be based on the rates in the schedule contract and shall consider the mix of labor categories and level of effort required to perform the services described in the statement of work. The firm-fixed price of the order should also include any travel costs or other incidental costs related to performance of the services ordered, unless the order provides for reimbursement of travel costs at the rates provided in the Federal Travel or Joint Travel Regulations. A ceiling price must be established for labor-hour and time-and-materials orders.

(iii) The request may ask the contractors, if necessary or appropriate, to submit a project plan for performing the task, and information on the contractor's experience and/or past performance performing similar tasks.

(iv) The request shall notify the contractors what basis will be used for selecting the contractor to receive the order. The notice shall include the basis for determining whether the contractors are technically qualified and provide an explanation regarding the intended use of any experience and/or past performance information in determining technical qualification of responses. If consideration will be limited to schedule contractors who are small business concerns as permitted by paragraph (2) below, the request shall notify the contractors that will be the case.

(2) Transmit the Request to Contractors:

Based upon an initial evaluation of catalogs and price lists, the ordering activity should identify the contractors that appear to offer the best value (considering the scope of services offered, pricing and other factors such as contractors' locations, as appropriate) and transmit the request as follows:

NOTE: When buying IT professional services under SIN 132—51 ONLY, the ordering office, at its discretion, may limit consideration to those schedule contractors that are small business concerns. This limitation is not applicable when buying supplies and/or services under other SINS as well as SIN 132-51. The limitation may only be used when at least three (3) small businesses that appear to offer services that will meet the agency's needs are available, if the order is estimated to exceed the micro-purchase threshold.

(i) The request should be provided to at least three (3) contractors if the proposed order is estimated to exceed the micro-purchase threshold, but not exceed the maximum order threshold.

(ii) For proposed orders exceeding the maximum order threshold, the request should be provided to additional contractors that offer services that will meet the ordering activity's needs.

(iii) In addition, the request shall be provided to any contractor who specifically requests a copy of the request for the proposed order.

(iv) Ordering activities should strive to minimize the contractors' costs associated with responding to requests for quotes for specific orders. Requests should be tailored to the minimum level necessary for adequate evaluation and selection for order placement. Oral presentations should be considered, when possible.

(3) Evaluate Responses and Select the Contractor to Receive the Order:

After responses have been evaluated against the factors identified in the request, the order should be placed with the schedule contractor that represents the best value. (See FAR 8.404)

(b) The establishment of Federal Supply Schedule Blanket Purchase Agreements (BPAs) for recurring services is permitted when the procedures outlined herein are followed. All BPAs for services must define the services that may be ordered under the BPA, along with delivery or performance time frames, billing procedures, etc. The potential volume of

orders under BPAs, regardless of the size of individual orders, may offer the ordering activity the opportunity to secure volume discounts. When establishing BPAs, ordering activities shall—

- (1) Inform contractors in the request (based on the ordering activity's requirement) if a single BPA or multiple BPAs will be established, and indicate the basis that will be used for selecting the contractors to be awarded the BPAs.
 - (i) **SINGLE BPA:** Generally, a single BPA should be established when the ordering activity can define the tasks to be ordered under the BPA and establish a firm-fixed price or ceiling price for individual tasks or services to be ordered. When this occurs, authorized users may place the order directly under the established BPA when the need for service arises. The schedule contractor that represents the best value should be awarded the BPA. (See FAR 8.404)
 - (ii) **MULTIPLE BPAs:** When the ordering activity determines multiple BPAs are needed to meet its requirements, the ordering activity should determine which contractors can meet any technical qualifications before establishing the BPAs. When establishing the BPAs, the procedures in (a)(2) above must be followed. The procedures at (a)(2) do not apply to orders issued under multiple BPAs. Authorized users must transmit the request for quote for an order to all BPA holders and then place the order with the Schedule contractor that represents the best value.
- (2) **Review BPAs Periodically:** Such reviews shall be conducted at least annually. The purpose of the review is to determine whether the BPA still represents the best value. (See FAR 8.404)
- (c) The ordering activity should give preference to small business concerns when two or more contractors can provide the services at the same firm-fixed price or ceiling price.
- (d) When the ordering activity's requirement involves both products as well as executive, administrative and/or professional, services, the ordering activity should total the prices for the products and the firm-fixed price for the services and select the contractor that represents the best value. (See FAR 8.404)
- (e) The ordering activity, at a minimum, should document orders by identifying the contractor from which the services were purchased, the services purchased, and the amount paid. If other than a firm-fixed price order is placed, such documentation should include the basis for the determination to use a labor-hour or time-and-materials order. For ordering activity requirements in excess of the micro-purchase threshold, the order file should document the evaluation of Schedule contractors' quotes that formed the basis for the selection of the contractor that received the order and the rationale for any trade-offs made in making the selection.

4. 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.
- c. SIN 132-51 services may be ordered on a Time-and-Material, Labor Hour, or (for requirements that are sufficiently well defined) a Firm Fixed Price basis.

5. 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. The Contractor's DCAA-approved G&A will be added to travel charges. Contractors cannot use GSA city pair contracts.

6. 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.

7. INSPECTION OF SERVICES

The Inspection of Services-Fixed Price (AUG 1996) (Deviation - 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 (JAN 1986) (Deviation - May 2003) clause at FAR 52.246-6 applies to time-and-materials and labor-hour orders placed under this contract.

8. 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 - May 2003) Rights in Data - General, may apply.

9. 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 Services.

10. INDEPENDENT CONTRACTOR

All IT 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.

11. 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.

12. INVOICES

The Contractor, upon completion of the work ordered, shall submit invoices for IT 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.

13. 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, unless other payment provisions have been mutually agreed upon. 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 52.232-7 (DEC 2002), (Alternate II – Feb 2002) (Deviation – May 2003) applies to time-and-materials orders placed under this contract with the exception of paragraph (a)(2). For labor-hour orders, the Payment under Time-and-Materials and Labor-Hour Contracts at FAR 52.232-7 (DEC 2002), (Alternate II – Feb 2002) (Deviation – May 2003)) applies to labor-hour orders placed under this contract with the exception of paragraph (a)(2). The Contractor shall invoice for all hours worked, including surcharges and overtime specified in paragraph 18.

14. RESUMES

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

15. 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.

16. 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.

17. DESCRIPTION OF IT/EC SERVICES AND PRICING

a. See Professional Services tab for labor categories, descriptions, and rates.

b. The Contractor's technical personnel will be available to assist the ordering activity in the implementation, review, and improvement of existing data processing systems and to assist in programming development and implementation of new systems. The Contractor provides customers with an array of technical services to customize total systems solutions to their requirements. A brief description of those services which the Contractor can provide is listed below. Please note that this is a partial listing and is not to be considered all-encompassing.

Security Services: The Contractor will provide systems security expertise, including trusted operating systems and applications, risk and cost-benefit analysis, secure system design, and implementation including secure communications.

Systems Integration: The Contractor will provide hardware and software systems integration, including incoming inspection, inventory management, assembling, testing, quality assurance, scheduling, and shipping.

Documentation: The Contractor will provide document reproduction, document binding, inventory management, order/shipment processing, and document baseline maintenance.

Configuration Management: The Contractor will develop, maintain, and provide instructions on how software and hardware components will be integrated and configured, managed, and tracked. To facilitate change control, the Contractor will maintain a data base of all currently installed hardware and software.

Package Analysis and Selection Service: The Contractor will provide package analysis and selection, customization, integration, and testing for one or more COTS or GOTS software packages.

Open Systems Migration Services: The Contractor will provide proprietary to open systems migration services using client-server technologies, CASE tools, and relational data base management systems. Open systems migration services include rehosting, coexistence, reystemization, and re-engineering.

Enterprise Project Managemnt Services: Enterprise project management services provide a path to successful planning and implementation of applications and enterprise products such as Microsoft and others, resulting in improved information sharing and workflow management. The Contractor will produce an overall implementation plan to manage costs, preserve schedules, and meet technological, operational, and business requirements. In the implementation of the plan, enterprise products and applications are used to provide a collaborative project management and implementation environment.

Enterprise Engineering Services: Enterprise engineers analyze your objectives and develop effective technological strategies and open systems solutions based on Microsoft and other applications and enterprise products. These services include requirements analysis, architecture and solution development, evaluation of technologies,

implementation and testing, and performance tuning. The Contractor will work with you during the entire process to achieve your objectives and ensure a timely, successful implementation.

Enterprise Mail and Network Services: Network services are focused on providing network infrastructure integrating Microsoft and other enterprise products, applications, and multi-vendor platforms. The objective of enterprise network services is to cost effectively improve your business process. The Contractor will develop and implement a plan that will reduce network traffic, optimize information exchange, prevent downtime and data loss, and eliminate disruption of system operations.

Enterprise Data Base Services: Enterprise data base engineers develop strategies and plans for implementing distributed data base solutions using Microsoft and other enterprise products and applications. Objectives of the enterprise data base services are designing solutions in support of collaborative applications, replication strategies, enterprise security, data integrity, availability, and administration.

Development and Customization Services: Development and customization services are designed to create information processing systems which are intuitive models of business processes using Microsoft and other enterprise services and applications. Objectives of the development and customization services are collaborative applications supporting business objectives, line-of-business oriented applications, and graphical user interfaces integrating client desktops with enterprise services. The Contractor uses accelerated system development techniques, such as rapid prototyping, iterative user feedback, and object-oriented technologies, to ensure a low-risk, timely implementation and a low life-cycle cost.

Product Specialist Services: Product specialist services are on-site product-specific services for Microsoft and other applications and enterprise products providing installation, configuration, and troubleshooting support. These specialists are backed by the Contractor's Microsoft Authorized Support Center, which, in turn, is supported at the highest technical levels of the Microsoft Corporation.

Network Management: The Contractor will provide technical services to provide administration and management of local area networks (LANs) and wide area networks (WANs). Services could include local and/or remote systems and network monitoring or management, problem identification and resolution, workload management, proactive re-routing of traffic, event-driven threshold violation and alert tracking, statistical analysis of network faults and performance, and backup capability of your networks.

Seat Management: The Contractor will provide a full range of seat management services. Services could include design and deployment of desktop PCs, network servers, and local area networks (LANs) and wide area networks (WANs); infrastructure management for LANs and WANs; help desk support for the desktop and network environment; user and administrator training; task order management; technology refreshment, and centralized asset management. Additional detail regarding Seat Management services is contained in 19.

Help Desk Support Services: Help Desk support shall consist of basic customer support for selected third-party applications and associated hardware and software/communications, or database environments. These services will include user telephone assistance/research, trouble-call reporting assistance/management, and assistance in software evaluation and loading.

18. ADDITIONAL TERMS and CONDITIONS

- a. The ordering activity's order shall contain a detailed description of the specific effort, the duration of service, the location of performance (ordering activity or Contractor site), and the requested dates of performance.
- b. For employees classified as "exempt", all hours in excess of 40 hours per week will be charged at the hourly rate.
- c. For employees classified as "non-exempt", all hours in excess of 40 hours per week will be charged at the basic rate plus 50 percent.
- d. Should personnel performing hereunder become unavailable for continuing performance, the Contractor will provide a suitable substitute. Performance will be subject to time off for vacation, in accordance with Contractor policy, on a mutually agreeable schedule, and to time off for sick leave and ordering activity holidays.

- e. The Contractor offers Contractor-site and ordering activity-site rates for each professional labor category, described as follows:
 - a. (1) Contractor-site rates apply whenever any personnel, whose permanent duty station is a Contractor-operated facility, are required for performance under the order.
 - b. (2) Ordering activity-site rates apply only when services for each individual are fully funded for 6 months or longer and the ordering activity provides facilities in accordance with paragraph i below. Should the funding or term be decreased below 6 months, then all rates will retroactively revert to Contractor-site rates for the entire ordered period.
- f. In addition, the Contractor's rates for both Contractor-site and ordering activity-site are further sub-categorized by geographic region. All of this information is contained in the price tables for Professional Services.
- g. The rates listed in SIN 132-51 are for tasks of a "general" nature, which is defined as a level of best effort by a competent individual in accordance with Contractor job classifications corresponding to the indicated support category. Services will be performed during the hours of 8:00 a.m. to 5:00 p.m. local time, Monday through Friday (with one hour for lunch), excluding ordering activity holidays. Services outside of this time frame are available subject to mutually agreeable surcharges.
- h. Travel time and expenses to include G&A will be billed according to Federal Travel Regulations, or the Joint Travel Regulations, whichever is applicable. All requested travel between ordering activity sites will be chargeable.
- i. If the ordering activity requires on-site support, the Contractor will provide such support provided that work facilities made available to Contractor personnel are at least equal to the facilities that the ordering activity provides to its own personnel of comparable experience, expertise, ability, and position or status who are performing similar work. These facilities include all of the equipment necessary to make employees productive and the work environment safe.
- j. Service is subject to the availability of qualified personnel.
- k. For all overseas locations, it is the Contractor's understanding that its Professional Service personnel shall be categorized as "Technical Experts" and be provided with the associated SOFA privileges. Professional Service rates for all overseas locations will be subject to a mutually agreed upon overseas surcharge to be negotiated between the Contractor and the ordering activity.
- l. This GSA IT Schedule includes the following clauses:
 - FAR 52.222-41 Service Contract Act of 1965, as amended.
 - FAR 52.222-43 Fair Labor Standards Act and Service Contract Act – Price Adjustment (Multiple Year and Option Contracts)
 - FAR 52.222-44 Fair Labor Standards Act and Service Contract Act – Price Adjustment

Accordingly, all non-exempt labor categories contained in SIN 132-51 of this contract shall be subject to price adjustment to the extent required for compliance with any wage determination issued by the Department of Labor and applied to this contract, or to any particular purchase/task/delivery order issued under the contract by a duly authorized contracting officer.

19. SEAT MANAGEMENT GENERAL

Seat Management – Fee-for-Service Basis

Seat Management services may be provided on a time & materials basis or on a fee-for-service basis. Time & Materials type provisions may be appropriate where the customer desires a high degree of control over the application of the day-to-day resources or where the requirements are highly dynamic or expected to remain relatively unstable over a continued period of time. Also in situations where the customer desires to specify what type of IT management "tools" are utilized or how they are applied, a time & materials-type effort may be most

appropriate. In those cases, the offering will be constructed utilizing the labor rates in the master labor rate schedule with any materials being charged at cost-plus applicable burdens basis.

Fee-for-service type provisions are most appropriate where the customer has, or is moving to, a more stable environment and does not desire day-to-day control over applied resources, or where the customer seeks to turn over the day-to-day operations of its IT support functions to the contractor. Under fee-for-service type engagements the customer typically acquires contractor support based upon a fixed unit price for the level of service desired, much like a commodity type of service. Fee-for-service type arrangements typically involve the contractor assuming responsibility for all of, or specific functions of, the customer's IT operational support.

The Contractor may provide seat management services under either type of arrangement (T&M or fee-for-service), based upon customer needs and requirements.

Fee-for-service type arrangements are typically longer-term engagements (typically anticipated to run for 3 to 10 years but may be structured as a base period with option periods) where contractor investments in technology may be leveraged and economies of scale maximized.

Fee-for-service type engagements also entail a due diligence review where the contractor assesses the current environment and develops a plan for migrating the existing operations to a common operating and support environment over a mutually agreed upon period of time. Upon review of the findings of this due diligence period, the contractors' approach and pricing may be finalized with the customer based upon customer requirements, existing architecture, and desired service levels. Following this due diligence review a transition period is negotiated, including schedule, events and price, with each customer, which provides for deliberately and precisely migrating the customer to the desired, steady-state support model.

The conduct of due diligence and transition may be on either a T&M or fixed price basis, based upon mutual agreement. Steady-state operations on a fee-for-service based contract may be based upon a combination of price per seat, price per incident, price per "object", or any combination thereof based upon unique customer attributes and the desired service delivery model. Typically, all "project" type work, which is non-routine effort outside of the day-to-day operational activity, will be separately negotiated on a case-by-case basis.

Prior to engaging into a fee-for-service type arrangement, both due diligence and transition tasks must be performed. In order to accurately "scope" the size and magnitude of the desired effort, the Contractor must initially apply the analysis criteria set forth in its Seat Management Operations Manual. This allows the customer and the Contractor to fully assess the attributes of the existing environment and customize a solution specific to each customer. From this information, both due diligence and transition plans may be prepared. This information will be shared with the respective customer for acknowledgement and concurrence.

Since each customer is unique, or may have unique attributes or circumstances to account for, the baseline service levels and attendant prices set forth in this catalog may be subject to adjustment either up or down as a matter of equity between the customer and the Contractor. This activity is the standard customization necessary upon completion of the analysis set forth in the Seat Management Operations Manual. The prices herein have been established based upon the provision of certain "common" services to commercial customers under the criteria noted in general.

There are four (4) types of offerings under fee-for-service provisions. The offerings are:

- Offering A - Help Desk Services
- Offering B - Deskside Support Services
- Offering C - WAN (Network) Support Services
- Offering D - Consolidated Seat Management Services

OFFERING A

Help Desk Services

The Contractor offers two versions of help desk services, Basic and Comprehensive, as described below from our consolidated help desk. All services are remote and do not include any on-site support. Additional set-up costs may or may not apply for services delivered from a location other than our consolidated help desk location or where additional, specific software tools are desired to be integrated by the customer. Services are limited to approved desktop hardware and software configurations. Due Diligence Analysis and Inventory Services are mandatory and are billed at the T&M rates described in this Schedule. Telecommunications infrastructure charges, such as, but not limited to T-1 lines will be billed as separately charged item.

Basic Help Desk Service: This includes call registration and tracking to closure with an immediate hand-off to a Ordering activity-authorized third party services provider. The Contractor will make no attempt to triage or perform any fault isolation. The Contractor will monitor the status and progress of the third party vendor or contractor providing the Ordering activity with periodic updates.

Comprehensive Help Desk Service: The Contractor will provide three levels of Help Desk Support as described below:

***Level 1:* This includes call registration and tracking to closure. Includes initial fault isolation and problem determination. If available, and with the Ordering activity's permission, remote diagnostics and control of the desktop may be used to resolve the problem. Problems, which are the responsibility of the Contractor that cannot be solved at Level 1, are escalated to Level 2.**

***Level 2:* This includes problem escalation to designated product specialists. Detailed fault isolation is conducted. If available and with the Ordering activity's permission maintenance patches may be remotely downloaded and configuration changes made in order to resolve the problem. Problems that cannot be solved at Level 2 are escalated to the Ordering activity's authorized third party services provider.**

***Level 3:* This includes only call registration and tracking to closure problems that are the responsibility of a vendor or contractor other than the Contractor. The Contractor will monitor the status and progress of the third party vendor or contractor providing the Ordering activity with periodic updates.**

Pricing: Please see the following tables for a breakdown of the pricing for Basic and Comprehensive Help Desk Service.

Basic Help Desk Service – 5x12 Coverage

Seat Count	FY2005	FY2006	FY2007	FY2008	FY2009
1,500 to 2,000	\$11.73	\$12.14	\$12.57	\$13.01	\$13.46
2,001 to 4,000	\$11.62	\$12.02	\$12.45	\$12.89	\$13.33
4,001 to 6,000	\$11.50	\$11.90	\$12.33	\$12.76	\$13.20
6,001 to 8,000	\$11.39	\$11.79	\$12.21	\$12.64	\$13.07
8,001 to 10,000	\$11.27	\$11.66	\$12.08	\$12.51	\$12.94
10,001 to 16,000	\$11.16	\$11.55	\$11.96	\$12.38	\$12.80
16,001 to unlimited	\$11.04	\$11.42	\$11.83	\$12.25	\$12.67

Basic Help Desk Service – 7x24 Coverage

Seat Count	FY2005	FY2006	FY2007	FY2008	FY2009
1,500 to 2,000	\$15.25	\$15.78	\$16.34	\$16.92	\$17.50
2,001 to 4,000	\$15.10	\$15.62	\$16.18	\$16.75	\$17.32
4,001 to 6,000	\$14.95	\$15.47	\$16.02	\$16.58	\$17.15
6,001 to 8,000	\$14.80	\$15.31	\$15.86	\$16.42	\$16.98
8,001 to 10,000	\$14.65	\$15.16	\$15.70	\$16.25	\$16.81
10,001 to 16,000	\$14.50	\$15.00	\$15.54	\$16.09	\$16.64
16,001 to unlimited	\$14.35	\$14.85	\$15.38	\$15.92	\$16.47

Comprehensive Help Desk Service – 5x12 Coverage

Seat Count	FY2005	FY2006	FY2007	FY2008	FY2009
1,500 to 2,000	\$46.97	\$48.60	\$50.34	\$52.12	\$53.91
2,001 to 4,000	\$46.50	\$48.12	\$49.84	\$51.60	\$53.37
4,001 to 6,000	\$46.04	\$47.64	\$49.34	\$51.08	\$52.83
6,001 to 8,000	\$45.58	\$47.17	\$48.86	\$50.58	\$52.31
8,001 to 10,000	\$45.13	\$46.70	\$48.37	\$50.08	\$51.80
10,001 to 16,000	\$44.68	\$46.23	\$47.88	\$49.57	\$51.27
16,001 to unlimited	\$44.22	\$45.76	\$47.40	\$49.07	\$50.75

Comprehensive Help Desk Service – 7x24 Coverage

Seat Count	FY2005	FY2006	FY2007	FY2008	FY2009
1,500 to 2,000	\$56.89	\$58.87	\$60.98	\$63.13	\$65.29
2,001 to 4,000	\$56.33	\$58.29	\$60.38	\$62.51	\$64.65
4,001 to 6,000	\$55.77	\$57.71	\$59.78	\$61.89	\$64.01
6,001 to 8,000	\$55.19	\$57.11	\$59.15	\$61.24	\$63.34
8,001 to 10,000	\$54.64	\$56.54	\$58.56	\$60.63	\$62.71
10,001 to 16,000	\$54.10	\$55.98	\$57.98	\$60.03	\$62.09
16,001 to unlimited	\$53.55	\$55.41	\$57.39	\$59.41	\$61.45

Other Services

	FY2005 – FY2009
Due Diligence/Transition	T&M
Inventory Services	T&M
Telecommunications	T&M
Infrastructure, Other	(ODC)

Service Levels

Aspect Measured	Quantifier	Service Level
Answer call by human or ACD	<20 seconds	99%
Referred to Expert Domain	Within 30 minutes of call receipt	99%
Abandoned calls	<4% of calls abandoned by caller	96%
Level 1 resolution rate	Number of calls which are resolvable at Level 1	80%

Notes: Prior to the commencement of service, both a physical inventory and a due diligence analysis must be conducted. These services will be billed to the Ordering activity at the T&M rates set forth in this schedule.

OFFERING B

Deskside Support Services: The Contractor will provide the full range of Deskside Services explained below. All services are provided bundled and may not be ordered separately from this CLIN. These services are available on approved COTS hardware and software products. This offering does not include any network management support to include systems administration or monitoring of any LAN, WAN or other network components. Due Diligence is required at standard T&M rates. The Ordering activity will provide sufficient on-site space and general office requirements such as phones, storage, etc., to support any on-site staffing requirements.

Help Desk Services: The Contractor will provide three levels of Help Desk Support as described below:

***Level 1:* This includes call registration and tracking to closure. Includes initial fault isolation and problem determination. If available and with the Ordering activity's permission remote diagnostics and control of the desktop may be used to resolve the problem. Problems, which are the responsibility of the Contractor that cannot be solved at Level 1 are escalated to Level 2.**

***Level 2:* This includes problem escalation to designated product specialists. Detailed fault isolation is conducted. If available and with the Ordering activity's permission, maintenance patches may be remotely downloaded and configuration changes made in order to resolve the problem. Problems, which are the responsibility of the Contractor that cannot be solved at the Help Desk are escalated to Deskside Support.**

***Level 3:* This includes call registration and tracking to closure problems, which are the responsibility of a vendor or contractor other than the Contractor. The Contractor will monitor the status and progress of the third party vendor or contractor providing the Ordering activity with periodic updates.**

Deskside Services: These services are provided at the end users location and include:

Deskside Software Support: **Software escalation support for calls which cannot be resolved by the Help Desk.**

Deskside Hardware Support – Warranty: **The Contractor will provide hardware fault isolation and repair on products which both the Ordering activity and the OEM has designated the Contractor as the warranty provider. Parts support will be provided by the OEM. The Service Levels for response and repair will be standard commercial offerings provided by the OEM.**

Deskside Hardware Support – GFE: **The Contractor will provide hardware fault isolation and repair on products, which are furnished by the Ordering activity and not covered by OEM warranty. The Contractor will provide a next business day response for the support of these products. Any parts required to return these devices to service would be charged to the Ordering activity as material or as an other direct cost item.**

Asset Management: The Contractor will perform the following Asset Management functions with respect to in-scope hardware and software:

- Maintain the Ordering activity asset management system containing information to be mutually agreed to by both Parties.
- Update or correct the asset management system following Installs, Moves, Adds or Changes performed by the Contractor.
- Update or correct the asset management system following receipt of information regarding personnel and inventory changes effectuated by the Ordering activity.
- Provide periodic standard reports in an agreed to format pertaining to some or all of the inventory information maintained in the asset management system.

Per Seat Prices

Number of Seats	FY2005	FY2006	FY2007	FY2008	FY2009
1,500 to 2,449	\$139.38	\$144.23	\$149.39	\$154.66	\$159.96
2,450 to 3,149	\$131.45	\$136.02	\$140.89	\$145.86	\$150.86
3,150 to unlimited	\$124.66	\$129.00	\$133.62	\$138.34	\$143.08

Additional CLINs Prices

CLIN	FY2005 – FY2009
Due Diligence	T&M
Transition	T&M

SERVICE LEVELS

Deskside Services

Service Description	Return to Service Requirement	Notes
Deskside Software	Close of next Business Day	Measured from receipt of call at Help Desk
Deskside Hardware Support – Warranty	Close of next Business Day	Measured from receipt of call at Help Desk. May vary depending upon OEM warranty offering.
Deskside Hardware Support – GFE	N/A	Subject to GFE parts availability

Help Desk

Aspect Measured	Quantifier	Service Level
Answer call by human or ACD	<20 seconds	99%
Referred to Expert Domain	Within 30 minutes of call receipt	99%
Abandoned calls	<4% of calls abandoned by caller	96%
Level 1 resolution rate	Number of calls which are resolvable at Level 1	80%

Notes:

1. A desktop is defined as a CPU/base unit, a standard monitor (not to exceed 17”), a keyboard and a pointing device. Base units are limited to single processor “Wintel” based devices.
2. A desktop may also be defined as an additional external input/output device such as a printer, plotter, jazz/zip drives or external CD-ROMs. A reduced price may be provided based upon the complexity of the individual device and the support level desired.
3. Service delivery is limited to a single building or campus complex with all buildings within easy walking distance.
4. Prior to the commencement of Seat Services both a physical due diligence and transition must be conducted. These services will be billed to the Ordering activity at the T&M rates set forth in this schedule.
5. This offering does not include the provisioning of any product. All products or tools, including software are GFE.

OFFERING C

WAN (Network) Support Services: **The Contractor will provide proactive network management services via telecommunications links to our Network Control Center (NCC). All objects managed will be TCP/IP and SNMP compatible. The price is exclusive of development of any interfaces for WAN components. On-site services are not included and if requested, will be provided at the T&M rates specified in this schedule. Travel and expenses will be reimbursed per the Ordering activity’s travel regulations. Prior to commencement of services a due diligence and transition must be conducted. These are separately priced items as described below.**

Service Description: **The Contractor provides the following services on a 24 hours per day, seven days per week, 365 days per year basis for approved network devices:**

- **Baseline implementation of a management control system**
- **Initial fault management, to consist of monitoring, telnet and dial-up diagnosis to determine and isolate faults**
- **Remote re-loading and configuration of failed devices when applicable**
- **Dispatching of third party providers in accordance with Ordering activity instructions**

Pricing per Object/Month

Number of Objects Managed	FY2005	FY2006	FY2007	FY2008	FY2009
50 to 200	\$249.31	\$257.98	\$267.21	\$276.64	\$286.13
201 to 250	\$231.17	\$239.21	\$247.77	\$256.52	\$265.32
251 to 300	\$217.57	\$225.14	\$233.20	\$241.43	\$249.71
301 to 350	\$201.71	\$208.73	\$216.20	\$223.83	\$231.51
351 to 400	\$193.77	\$200.51	\$207.49	\$214.81	\$222.18
401 to unlimited	\$186.98	\$193.49	\$200.42	\$207.49	\$214.61
Due Diligence	T&M	T&M	T&M	T&M	T&M
Transition	T&M	T&M	T&M	T&M	T&M

Notes:

1. An object is defined as a TCP/IP and SNMP compatible device as defined in the Transition Analysis.
2. Due diligence and transition are mandatory and will be billed at the T&M rates described in this Schedule.

OFFERING D

Consolidated Seat Management Services: **The Contractor will deliver the full scope of Seat Management Services to include Help Desk, Deskside Support, Asset Management and Network Monitoring and Management. All services are provided bundled and may not be ordered separately from this CLIN. These services are available on approved COTS hardware and software products. Inspection is required at standard T&M rates. The Ordering activity will provide sufficient on-site space and general office requirements such as phones, storage, etc., to support any on-site staffing requirements. Prior to commencement of services a Due Diligence and Transition must be conducted. These are separately priced items as described below.**

Help Desk Services: **The Contractor will provide three levels of Help Desk Support as described below:**

Level 1: **This includes call registration and tracking to closure. Includes initial fault isolation and problem determination. If available and with the Ordering activity’s permission remote diagnostics and control of the desktop may be used to resolve the problem. Problems, which are the responsibility of the Contractor that cannot be solved at Level 1 are escalated to Level 2.**

Level 2: **This includes problem escalation to designated product specialists. Detailed fault isolation is conducted. If available and with the Ordering activity’s permission, maintenance patches may be remotely downloaded and configuration changes made in order to resolve the problem. Problems, which are the responsibility of the Contractor that cannot be solved at Level 2 are escalated to Deskside Support.**

Level 3: **This includes call registration and tracking to closure problems, which is the responsibility of a vendor or contractor other than the Contractor. The Contractor will monitor the status and progress of the third party vendor or contractor providing the Ordering activity with periodic updates.**

Service Levels:

Aspect Measured	Quantifier	Service Level
Answer call by human or ACD	<20 seconds	99%
Referred to Expert Domain	Within 30 minutes of call receipt	99%
Abandoned calls	<4% of calls abandoned by caller	96%
Level 1 resolution rate	Number of calls which are resolvable at Level 1	80%

Deskside Services: **These services are provided at the end users location and include:**

Deskside Software Support: **Software escalation support for calls which the Help Desk cannot resolve.**

Deskside Hardware Support – Warranty: **The Contractor will provide hardware fault isolation and repair on products which both the Ordering activity and the OEM has designated the Contractor as the warranty provider. The OEM will provide parts support. The Service Levels for response and repair will be standard commercial offerings provided by the OEM.**

Deskside Hardware Support – GFE: **The Contractor will provide hardware fault isolation and repair on products, which are furnished by the Ordering activity and not covered by OEM warranty. The Contractor will provide a next business day response for the support of these products. Any parts required to return these devices to service would be charged to the Ordering activity as ODCs.**

Service Levels

Service Description	Return to Service Requirement	Notes
Deskside Software	Close of next Business Day	Measured from receipt of call at Help Desk
Deskside Hardware Support – Warranty	Close of next Business Day	Measured from receipt of call at Help Desk. May vary depending upon OEM warranty offering.
Deskside Hardware Support – GFE	N/A	Subject to GFE parts availability

Asset Management: **The Contractor will perform the following Asset Management functions with respect to in-scope hardware and software:**

- **Maintain the Ordering activity’s asset management system containing information to be mutually agreed to by both parties.**
- **Update or correct the asset management system following Installs, Moves, Adds or Changes performed by the Contractor.**
- **Update or correct the asset management system following receipt of information regarding personnel and inventor changes effectuated by the Ordering activity.**
- **Produce periodic reports in an agreed to format pertaining to some or all of the inventory information maintained in the asset management system.**

Network Support Services: **The Contractor will provide proactive network management services via telecommunications links to our Network Control Center (NCC). It includes systems administration and basic LAN support. All objects managed will be TCP/IP and SNMP compatible. The price is exclusive of development of any interfaces for components.**

Service Description: **The Contractor provides the following services on a 24 hours per day, seven days per week 365 days per year basis for approved network devices.**

- **Baseline implementation of a management control system**
- **Initial fault management to consist of monitoring, telnet and dial-up diagnosis to determine and isolate faults**
- **Remote re-loading and configuration failed devices when applicable**
- **Dispatching of third party providers in accordance with Ordering activity instructions**

Service Levels: **Devices are assigned a priority level during due diligence/transition analysis. The levels are described below.**

Priority	Description	Return to Service
Priority 1	Mission Critical	2 hours from receipt of call at the Help Desk
Priority 2	Major LAN failure; Workgroup effected	4 hours from receipt of call at the Help Desk

Price

	FY2005	FY2006	FY2007	FY2008	FY2009
Cost per Seat (minimum 1,500)	\$235.80	\$244.00	\$252.73	\$261.65	\$270.62
Due Diligence	T&M	T&M	T&M	T&M	T&M
Transition	T&M	T&M	T&M	T&M	T&M

Notes:

1. A desktop is defined as a CPU/base unit, a standard monitor, a keyboard and a pointing device OR an external input/output device such as a printer or plotter. Base units are limited to single processor "Wintel" based devices. External input/output devices such as jazz/zip drives or external CD-ROMs which are identified during the Physical Inventory ARE included in the Seat Price at no additional charge. Additional peripherals may be supported at a reduced priced based upon complexity of the device and level of support required.
2. Service delivery is limited to a single building or campus complex with all buildings within easy walking distance.
3. Prior to the commencement of Seat Services both a Due Diligence and Transition must be conducted. These services will be billed to the Ordering activity at the T&M rates set forth in this schedule.
4. An object is defined as a TCP/IP and SNMP compatible device as defined in the Transition Plan.
5. This offering does not include the provisioning of any product. All equipment is GFE.

Contractor's Information Technology Labor Category Descriptions

No.	Labor Category	Description
1	Administrative Assistant I	Provides clerical support to managers and staff. Makes copies, types reports and correspondence, enters data into spreadsheets and databases. Assists with projects and special assignments. Sorts mail. Greets visitors and answers phones. Orders supplies. Maintains filing system. Sets up meetings and travel arrangements. Works under close supervision on routine tasks with established procedures. Impact of work is limited to the task being performed.
2	Administrative Assistant II	In addition to responsibility for clerical duties, provides administrative support to managers and staff. Coordinates smaller-scale projects. Coordinates logistical details associated with the smooth operation of a department or field location. Prepares paperwork and forms relating to the business using knowledge of policies and procedures. Prepares reports from spreadsheets and databases. Prepares presentations and graphics. Works under general supervision on routine tasks and non-routine tasks within established parameters. Work impacts the work group directly supported.
3	Administrative Assistant III	In addition to responsibility for clerical duties, provides moderately complex administrative support to managers and staff. Coordinates projects and logistical details to ensure smooth operation of a department or field location. Makes recommendations to improve efficiency. Prepares complex paperwork and forms and develops new forms and procedures as appropriate. Responsible for preparing weekly and monthly reports involving research and data collection. Drafts routine correspondence and prepares presentations. Provides guidance to less experienced administrative assistants. Works under limited supervision on complex tasks within established procedures. Work impacts contract performance.
4	Administrative Assistant IV	Provides high-level administrative support to managers and staff. May lead one or more administrative assistants to provide complete clerical support to a very large department or field location. Coordinates complex and important projects and logistical details to ensure smooth operation of the unit. Advises managers and staff on proper procedures and policies. Responsible for preparing weekly and monthly reports involving research and data collection. Is delegated numerous complex and often confidential responsibilities. Drafts correspondence and prepares presentations. Works under limited supervision on complex tasks within established procedures. Work impacts contract performance.
5	Cisco Certified Design Associate (CCDA)	Determines the customer's network and application requirements, and designs and configures an optimized simple network. Performs network-layer addressing, filtering with access lists, VLAN use and propagation, and network sizing. Designs, installs, configures, and operates simple routed Local Area Network (LAN), routed Wide Area Network (WAN), switched LAN and ATM LANE systems.
6	Cisco Certified Design Professional (CCDP)	Analyzes customer requirements and designs complex routed Local Area Network (LAN), routed Wide Area Network (WAN), switched LAN and ATM LANE systems. Advises on installation, configuration and operation of network systems. Performs network-layer addressing in a hierarchical environment, traffic management with access lists and hierarchical network design, and complex VLAN use and propagation. Designs system taking into account performance considerations, optimized hardware, software and switching engine, and cost minimization.
7	Cisco Certified Network Associate (CCNA)	Installs, configures and operates simple-routed Local Area Network (LAN), routed Wide Area Network (WAN), switched LAN and LANE systems. Optimizes WAN through Internet access solutions to reduce bandwidth and costs using filtering with access lists, Bandwidth on Demand (BOD), and Dial on Demand Routing (DDR). Provides support for remote access by integrating dial-up connectivity with traditional, remote LAN to LAN access. Supports new applications such as internet commerce and multimedia.

No.	Labor Category	Description
8	Cisco Certified Network Professional (CCNP)	Implements, configures, operates, and troubleshoots complex routed Local Area Network (LAN), routed Wide Area Network (WAN), switched LAN systems and Dial Access Services. Maximizes performance through campus LANs, routed WANs, ATM LANE systems, and remote access. Improves network security. Creates and supports a global Internet. Provides access security to campus switches and routers. Provides increased switching and routing bandwidth and end to end resiliency services.
9	Cisco Certified Internetworking Engineer (CCIE)	Diagnoses and resolves highly complex network faults. Utilizes packet/frame analysis and Cisco debugging tools. Documents problem-solving methodologies. Performs extremely complex configuration and troubleshooting to support mission-critical nationwide or international networks. Provides technical expertise in data encapsulation and layering; windowing, flow control and relation to delay; error detection and recovery; link-state, distance-vector, and switching algorithms; and management, monitoring, and fault isolation. Advises in the broad areas of Desktop, Local Area Network (LAN), Wide Area Network (WAN), and Internet, as well as the functions, addressing structures, and routing, switching, and bridging implications of each of their protocols. Consults in the areas of Cisco-specific technologies (including router/switch platforms, architectures, and applications); communication servers, protocol translation and applications; configuration commands and system/network impact; and LAN/WAN interface capabilities and applications.
10	Cisco Systems Project Engineer (LAN)	Provides on-site engineering technical support for the Local Area Network (LAN) system. Performs configuration, physical implementation and documentation of Cisco LAN devices and network. Responsible for diagnosing and advising on repair of network problems, including fault isolation and failure recovery. Recommends, modifies and optimizes network and security parameters. Responsible for case management, "Bug List", technical procedure templates, and operational specific documentation (including physical and logical network topologies, addressing, and service contracts). Acts as single point-of-contact for customer in tactical operations.
11	Cisco Systems Project Engineer (WAN)	Provides on-site engineering technical support for the Wide Area Network (WAN) system. Performs configuration, physical implementation and documentation of Cisco WAN devices and network. Responsible for diagnosing and advising on repair of network problems, including fault isolation and failure recovery. Recommends, modifies and optimizes network and security parameters. Responsible for case management, "Bug List", technical procedure templates, and operational specific documentation (including physical and logical network topologies, addressing, and service contracts). Acts as single point-of-contact for customer in tactical operations.
12	Cisco Systems Project Engineer (Network Management)	Provides leadership and program direction for technical projects involving Cisco systems. Directs completion of tasks within estimated time frames and budget constraints. Schedules and assigns duties to technical staff and subcontractors to ensure assignments are completed as directed. Enforces work standards and reviews/resolves work discrepancies to ensure compliance with contract requirements. Interfaces at the Program Management and Government Technical Management levels (Contracting Officer and Contracting Officer's Technical Representative). Regularly reports on project status regarding tactical issues in writing and in presentations to contractor management and government representatives.
13	Cisco Systems Project Engineer (Security Management)	Analyzes and defines security requirements for a variety of computer and telecommunications issues. Designs, develops, engineers, and implements solutions to specified requirements. Gathers and organizes technical information about an organization's mission and needs, existing security products, and ongoing programs. Performs risk analyses and risk assessments. Develops, analyzes, and implements security architecture.

No.	Labor Category	Description
14	Cisco Systems Project Engineer (Network Analyst)	Analyzes network characteristics (i.e., traffic, connect time, transmission speeds, packet sizes, and throughput) and recommends procurement, removal, and modification of network components. Designs and optimizes network topologies and site configurations. Plans implementations, transitions, and cut-overs of network components and capabilities. Ensures maintenance of systems. Coordinates requirements with users and suppliers. Provides technical support on all phases of analysis, design, testing, and implementation of networks and the telecommunications infrastructure.
15	Cisco Systems Project Manager	Plans implementations, transitions, and cut-overs of network components and capabilities. Provides technical support on all phases of analysis, design, testing, and implementation of networks and the telecommunications infrastructure. Scope includes responsibility for contractual, financial, administrative and technical project requirements. Directs the work of the employees to ensure that project milestones are met on time and within budget. Develops plan for work efforts and assigns staff members. Tracks performance against quality standards. Has ultimate responsibility for the quality of deliverables. Maintains the client relationship and pursues follow-on business opportunities. Performs complex responsibilities with considerable latitude. Interprets management initiatives and sets goals and objectives for group. Work impacts project, the program, and client relations.
16	Computer Maintenance Technician	Assists with general maintenance tasks, troubleshoots and repairs computer systems and peripheral equipment located throughout the organization. Maintains an adequate spare parts inventory of systems, subsystems, and component parts used in repair work. Prepares progress reports for all work performed. Refers more complex issues to senior technicians. Works under general supervision on both routine tasks and non-routine tasks within established parameters. Work impacts the work group directly supported.
17	Computer Maintenance Technician – Senior	Performs more complex maintenance tasks, troubleshoots and repairs computer systems and peripheral equipment located throughout the organization. Maintains an adequate spare parts inventory of systems, subsystems, and component parts used in repair work. Prepares progress reports for all work performed. Provides guidance to lower level maintenance technicians. Works under limited supervision on complex tasks within established procedures. Work impacts contract performance.
18	Computer Operator – Associate	Monitors and operates the control console in routine computer operations in accordance with operating instructions. Work assignments are limited to established production runs. Performs computer operations tasks of limited complexity. Reviews and utilizes manuals to become proficient in computer operations procedures. Maintains operating records. Works under close supervision on routine tasks with established procedures. Impact of work is limited to the task being performed.
19	Computer Operator	Monitors and operates the control console of a computer. In addition to established production runs, responsible for determining equipment setup, scheduling jobs, executing non-routine jobs, and operating the central console. Assignments may require the operator to select from a variety of operating procedures. In responding to error conditions, applies corrective procedures but may deviate from standard procedures when standard procedures fail. Works under general supervision on both routine tasks and non-routine tasks within established parameters. Work impacts the work group directly supported.
20	Computer Operator – Senior	Monitors and operates the control console of a computer. In addition to established production runs, responsible for runs involving new programs, applications, and procedures. Assignments may require the operator to select from a variety of operating procedures. In responding to error conditions, applies corrective procedures but may deviate from standard procedures when standard procedures fail. Is competent to perform all phases of operations and console operation. Provides guidance to less experienced operators. Works under limited supervision on complex tasks within established procedures. Work impacts contract performance.

No.	Labor Category	Description
21	Computer Operator – Lead	This is a working lead position, responsible for providing direction to lower level computer operators, or may lead a particular function within computer operations. The lead may provide input but is not responsible for signing time sheets, appraising performance, hiring or terminations. May function in a "shift supervisor" capacity. Schedules and coordinates daily computer operations. Distributes and verifies work. Trains operators in operation procedures and resolves operational problems. Works under limited supervision on complex tasks within established procedures. Work impacts contract performance.
22	Computer Operations – Supervisor	Provides technical leadership for a group of employees, or leads a moderately large, complex function. Manages daily operations of the project(s) or task(s) to ensure schedules are met and deliverables meet quality standards. Interfaces with the customer on issues and business development opportunities. If position requires people management, responsibilities include conducting performance appraisals, participating fully in decisions related to employment, and counseling employees with regard to progressive discipline. Responsible for providing a reliable, high quality level of service. Ensures equipment is performing efficiently and effectively. Identifies and assigns priorities for the operations area in order to maximize technical excellence and to meet established schedules and budgets. Assists in establishing schedules for the use of computer support personnel and equipment. Serves as the liaison between the operations staff and the computer user community in solving system and user-related problems. Generates and ensures the accuracy of reports. Performs complex responsibilities with considerable latitude. Interprets management initiatives and sets goals and objectives for group. Work impacts organizational success.
23	Computer Operations – Manager	Provides technical leadership for a group of employees, or leads a substantially large, complex function. Forecasts budgets, employment levels, and performance metrics for project(s). Interfaces with the customer on high-level issues and business development opportunities. If position requires people management, responsibilities include conducting performance appraisals, participating fully in decisions related to employment, and counseling employees with regard to progressive discipline. May manage through subordinate supervisors or leads. Responsible for providing a reliable, high quality level of service. Ensures equipment is performing efficiently and effectively. Identifies and assigns priorities for the operations area in order to maximize technical excellence and to meet established schedules and budgets. Establishes detailed schedules for the use of computer, support personnel and equipment. Serves as the primary liaison between the operations staff and the computer user community in solving system and user-related problems. Prepares activity and progress reports regarding the computer operations section. Performs complex responsibilities with considerable latitude. Determines goals and initiatives based on direction of business within the industry. Responsible for profit/loss of group. Work impacts organizational success.
24	Computer Systems – Supervisor	Provides technical leadership for a group of employees, or manages a moderately large, complex function. Manages daily operations of the project(s) or task(s) to ensure schedules are met and deliverables meet quality standards. Interfaces with the customer on issues and business development opportunities. If the position requires people management, responsibilities include conducting performance appraisals, participating fully in decisions related to employment, and counseling employees with regard to progressive discipline. Organizes project and task work loads and selects individuals most qualified for assignments. Researches technical solutions against cost constraints and presents recommendations to management and customers. Develops standards and procedures. Evaluates results of technical projects. Determines project schedules and timelines. If responsible for people management, supervises a group of computer systems professionals and provides technical and career guidance. Performs complex responsibilities with considerable latitude. Interprets management initiatives and sets goals and objectives for group. Work impacts organizational success.

No.	Labor Category	Description
25	Computer Systems – Manager	<p>Provides technical leadership for a group of employees, or manages a substantially large, complex function. Forecasts budgets, employment levels, and performance metrics for project(s). Interfaces with the customer on high-level issues and business development opportunities. If the position requires people management, responsibilities include conducting performance appraisals, participating fully in decisions related to employment, and counseling employees with regard to progressive discipline. May manage through subordinate supervisors or leads. Responsible for the management of a computer systems function or contract. Directs computer systems professionals to ensure progress according to technical objectives. Develops project objectives and timelines in consultation with the customer. Researches available technology and cost constraints to develop recommendations to senior management and customer management. Has ultimate responsibility for completing projects on time and within budget. Performs complex responsibilities with considerable latitude. Determines goals and initiatives based on direction of business within the industry. Responsible for profit/loss of group. Work impacts organizational success.</p>
26	Customer Service Representative	<p>Provides first level problem resolution support in a customer service environment. Builds and maintains knowledge of organization, services, and/or products supported by the department. Answers customer questions about company or contract products or services and/or status of services or products ordered. Solves routine problems and corrects errors. Directs more complex issues to the appropriate person for resolution and/or dispatches vendors to respond. May process customer orders. Maintains a database of customer calls and runs reports. Provides customer with information about pricing, scheduling, and shipping or other information related to the business of the department supported. Processes paperwork necessary for particular customer support organization (i.e. orders, refunds, waivers, letters). Researches and prepares information on request. Works under general supervision on both routine tasks and non-routine tasks within established parameters. Work impacts the work group directly supported.</p>
27	Customer Service Representative – Senior	<p>Provides first level problem resolution support in a customer service environment. Builds and maintains thorough, detailed knowledge of organization, services, and/or products supported by the department. Answers customer questions about company or contract products or services and/or status of services or products ordered. Solves routine and non-routine problems and corrects errors. Directs more complex issues to the appropriate person for resolution and/or dispatches vendors to respond. May process customer orders. Maintains a database of customer calls and runs reports. Provides customer with information about pricing, scheduling, and shipping or other information related to the business of the department supported. Processes paperwork necessary for particular customer support organization (i.e. orders, refunds, waivers, letters). Researches and prepares information on request. Coordinates configuration management information. Prepares service level agreements with customers. Provides guidance to less experienced customer service representatives. Works under limited supervision on complex tasks within established procedures. Work impacts contract performance.</p>
28	Customer Service Specialist	<p>Fully competent, professional position. Handles complex customer inquiries that require research, analysis and independent judgment. Builds and maintains advanced knowledge of organization, services, and/or products supported by the department Solves complex, non-routine customer problems. Has discretion to interface with all levels within the customer organization and independently makes decisions to ensure customer satisfaction. Handles particularly challenging customer issues and ensures positive outcome. Coordinates large, complex service or product agreements with other organizations and/or vendors. Provides guidance to customer service representatives. Performs complex assignments with little guidance. Has latitude in completing broad objectives. Work may substantially impact the relationship between company and customer.</p>

No.	Labor Category	Description
29	Customer Support – Lead	Coordinates work activities for a small group of employees, or manages a moderately large, complex function. Determines schedules and provides guidance and leadership. If the position requires people management, responsibilities include providing input on performance appraisals and employment decisions. Typically does not conduct appraisals, or make hiring, disciplinary, or termination decisions. Leads moderately complex projects or phases of larger projects. Work teams may be cross-functional. Meets with customers to provide project status and schedules. Responsible for meeting deadlines and standards agreed to with management. Performs complex assignments with little guidance. Sets objectives for group with direction from management, and ensures that goals are met. Work impacts client relations.
30	Customer Support – Supervisor	Provides leadership for a group of employees, or manages a moderately large, complex function. Manages daily operations of the project(s) or section to ensure schedules are met and deliverables meet quality standards. Interfaces with customers on issues. If position requires people management, responsibilities include conducting performance appraisals, participating fully in decisions related to employment, and counseling employees with regard to progressive discipline. Responsible for the day to day supervision of the field and/or help desk operations. Ensures that all phases of support are properly coordinated, monitored, logged, tracked and resolved appropriately. Assists with defining service levels, communicates with customers, and works out service agreements. Works with staff to develop service objectives and monitors progress against objectives. Responsible for defining policies and procedures. If managing people, supervises and develops field and/or help desk personnel, and assigns them to various tasks. Performs complex responsibilities with considerable latitude. Interprets management initiatives and sets goals and objectives for group. Work impacts department success.
31	Customer Support – Manager	Provides leadership for a group of employees, or manages a substantially large, complex function. Forecasts budgets, employment levels, and performance metrics for project or department. Interfaces with customers on high-level issues. If position requires people management, responsibilities include conducting performance appraisals, participating fully in decisions related to employment, and counseling employees with regard to progressive discipline. May manage through subordinate supervisors or leads. Responsible for the overall activities associated with the help desk or field engineering unit. Ensures that all phases of support are properly coordinated, monitored, logged, tracked and resolved appropriately. Defines service levels, communicates with customers, and works out service agreements. Works with staff to develop service objectives and monitors progress against objectives. Responsible for defining policies and procedures. If managing people, supervises and develops field and/or help desk personnel, and assigns them to various tasks. Performs complex responsibilities with considerable latitude. Determines goals and initiatives based on direction of business within the industry. Work impacts organizational success.
32	Data Control Clerk	Assists with general maintenance and revision of lists, control records, and source data used in the preparation of recurring reports and records. May code source data and lists according to prescribed code designations. Performs related clerical duties. Works under close supervision on routine tasks with established procedures. Impact of work is limited to the task being performed.
33	Data Control Clerk – Senior	Receives and reviews input and output data such as test incident reports, daily summary logs, scanner documents, grid sheets, and paper and magnetic tapes directly from field data control clerks. Maintains and revises more complex lists, control records, and source data used in the preparation of recurring reports and records. May code source data and lists according to prescribed code designations. Investigates and corrects problems causing incorrect input or output. Performs related clerical duties. Provides guidance to less experienced clerks. Works under general supervision on both routine tasks and non-routine tasks within established parameters. Work impacts the work group directly supported.

No.	Labor Category	Description
34	Data Entry Operator – Associate	Performs simple data entry of information from clear source documents using database, spreadsheet, or word processing software. Reviews and verifies work to ensure minimal errors. Sorts and batches incoming data entry requests. Maintains logs and records. Performs other basic clerical duties as assigned. Works under close supervision on routine tasks with established procedures. Impact of work is limited to the task being performed.
35	Data Entry Operator	Performs data entry of information from a variety of source documents using database, spreadsheet, or word processing software. Reviews and verifies own work and work of others to ensure minimal errors. Operates peripheral equipment. Sorts and batches incoming data entry requests. Maintains logs and prepares status reports. Performs other clerical duties as assigned. Works under general supervision on both routine tasks and non-routine tasks within established parameters. Work impacts the work group directly supported.
36	Data Entry Operator – Senior	Performs complex data entry of information from a variety of source documents using database, spreadsheet, or word processing software. Reviews and verifies own work and work of others to ensure minimal errors. Operates peripheral equipment. Sorts and batches incoming data entry requests. Maintains logs and prepares status reports. Trouble shoots equipment malfunctions. Performs other clerical duties as assigned. Provides guidance to less experienced data entry operators. Works under limited supervision on complex tasks within established procedures. Work impacts contract performance.
37	Data Entry Operator – Lead	This is a working lead position, responsible for providing direction to lower level data entry operators. The lead may provide input but is not responsible for signing time sheets, appraising performance, hiring or terminations. May function in a "shift supervisor" capacity. Schedules and coordinates daily work schedules. Distributes and verifies work. Trains operators in procedures and resolves operational problems. Works under limited supervision on complex tasks within established procedures. Work impacts contract performance.
38	Data Production Clerk	Performs routine indexing of optical digital images. Uses scanning equipment to move data into a system. Reviews completed products to ensure that quality standards are maintained. Inputs information on source document into appropriate job accounting system. Indexes documents on high-resolution work-station. Performs basic editing procedures. Stores and retrieves data and/or documents. Maintains records management database. Works under general supervision on both routine tasks and non-routine tasks within established parameters. Work impacts the work group directly supported.
39	Data Production Clerk – Senior	Performs more complex indexing, scanning and production duties. Provides guidance to other data production clerks. Verifies quality of scanned images and performs quality control checks. Maintains tracking systems. Indexes documents on high-resolution work-station. Performs editing procedures. Recommends and implements appropriate procedures to ensure accurate document/data control and management. Works under limited supervision on complex tasks within established procedures. Work impacts contract performance.
40	Data Production Clerk – Lead	This is a working lead position, responsible for providing direction to less experienced data production clerks and planning work and production schedules, or may lead a particular function within the operation. The lead may provide input but is not responsible for signing time sheets, appraising performance, hiring or terminations. May function in a "shift supervisor" capacity. Schedules and coordinates daily work schedules. Distributes and verifies work. Trains Data Production Clerks in standard procedures and resolves operational problems. Works under limited supervision on complex tasks within established procedures. Work impacts contract performance.
41	Database Designer / Administrator – Associate	Assists in the administration of new and existing database applications to accommodate a variety of user needs. Participates in installations and configurations. Monitors the use of disk space and may suggest actions to optimize use of space. May develop and maintain a database software configuration database/library of all supporting documentation. Resolves database problems of limited complexity. Works under supervision within established parameters, but independent judgment is used. Impact of work is limited to the work group directly supported.

No.	Labor Category	Description
42	Database Designer / Administrator	Fully competent, professional position. Responsible for the design and administration of moderately complex database applications to accommodate a variety of user needs. Performs database installations and configurations. Initiates actions to optimize the use of disk space. Develops a database software configuration database/library of all supporting documentation and initiates corrective action to ensure all database servers meet or exceed processing requirements for performance and reliability. Resolves moderately complex database problems. Works under minimal supervision and independently performs duties of moderate complexity. Work impacts performance on the contract.
43	Database Designer / Administrator – Senior	Senior-level professional; able to independently accomplish complex requirements. Responsible for the design and administration of complex database applications to accommodate a variety of user needs. Performs database installations and configurations. Initiates corrective action to ensure all database servers meet or exceed processing requirements for performance and reliability. Develops standards and procedures (e.g. operating procedures or security procedures). Conducts software audits of database products for compliance. Performs backups and DBMS recovery. Resolves complex database problems. Provides guidance to other database designers/administrators. Supports marketing and proposal efforts. Performs complex assignments with little guidance. Has latitude in completing broad objectives. Work impacts client relations.
44	Database Designer / Administrator – Principal	Considered an expert in one or more disciplines or systems. Consults with customer management and conceptualizes broad requirements for the design and administration of highly complex database applications to accommodate a variety of user needs. Performs complex database installations and configurations. Develops standards and procedures (e.g. operating procedures or security procedures). Evaluates vendors. Researches new industry technologies. Resolves highly complex database problems. Provides guidance and direction in all aspects of major database projects. Supports marketing and proposal efforts. Performs highly complex responsibilities with considerable latitude. Interprets company initiatives and client requirements. Work impacts organizational success.
45	Database Librarian	Enters and maintains data dictionary information, data keyword lists, dictionary forms, etc. Reviews all information to be entered into the dictionary to assure adherence to standards and to ensure that all requirements are met. Maintains current library of each processing system's information recorded in the dictionary. Works under general supervision on both routine tasks and non-routine tasks within established parameters. Work impacts the work group directly supported.
46	Designer / Drafter – Associate	Prepares simple graphical representations of machinery, charts, brochures, network diagrams, or PC components. Works from detailed sketches or blueprints. Copies, enlarges and combines existing patterns. Operates printing and other production equipment. Works under close supervision on routine tasks with established procedures. Impact of work is limited to the task being performed
47	Designer / Drafter	Prepares moderately complex representations of machinery, charts, brochures, network diagrams, or PC components. Works from rough sketches or blueprints and interfaces with internal or external customer on specifications. Coordinates with vendors and organizations impacted by design changes. Operates printing and other production equipment. Assists with coordination of all phases of design projects. Works under general supervision on both routine tasks and non-routine tasks within established parameters. Work impacts the work group directly supported.
48	Designer / Drafter – Senior	Prepares complex representations of machinery, charts, brochures, network diagrams, or PC components. Works from rough sketches, verbal instructions or blueprints and interfaces with internal or external customer on specifications. Makes recommendations for changes and modifications. Coordinates with vendors and organizations impacted by design changes. Leads specific phases of design projects. Provides guidance to less experienced Designer/Drafters. Works under limited supervision on complex tasks within established procedures. Work impacts contract performance.

No.	Labor Category	Description
49	Designer / Drafter – Lead	This is a working lead position, responsible for providing direction to lower level designer/drafters, or may lead a particular function within the operation. The lead may provide input but is not responsible for signing time sheets, appraising performance, hiring or terminations. May function in a "shift supervisor" capacity. Schedules and coordinates daily work schedules. Distributes and verifies work. Trains Designer/Drafters in standard procedures and resolves operational problems. Works under limited supervision on complex tasks within established procedures. Work impacts contract performance.
50	Document Production Administrator	Produces, binds, packages, provides quality assurance, and delivers documents at the print-mail facility. Maintains and operates networked DocuTech equipment. Prioritizes jobs for production. Troubleshoots equipment malfunctions. Manages inventory and orders supplies. Maintains logs and generates reports. Leads other administrators in assigned projects. Works under general supervision on both routine tasks and non-routine tasks within established parameters. Work impacts the work group directly supported.
51	Document Production Administrator – Senior	Produces, binds, packages, provides quality assurance, and delivers documents at the print-mail facility. Maintains and operates networked DocuTech equipment. Coordinates production schedule. Works closely with customers and document authors regarding changes and schedules. Reports to customer concerning status and issues. Maintains inventory. Generates monthly bulk mailing address data from database. Proofreads documents. Maintains and updates approved engineering specifications for on-line programs. Provides configuration control for document changes. Develops quality control standards and produces reports. Leads and provides guidance to less experienced Document Production Administrators. Works under limited supervision on complex tasks within established procedures. Work impacts contract performance.
52	Documentation Assistant	Proofreads drafts against original copy to check for omissions, grammatical and typographical errors. Prepares technical writing documents within specific standards. Integrates text, art, and tables into a single layout. Coordinates production of reports, manuals, proposals, and brochures. Maintains documentation library. Works under general supervision on both routine tasks and non-routine tasks within established parameters. Work impacts the work group directly supported.
53	Engineer – Associate	Provides moderately complex analysis, testing and reporting of engineering designs and concepts. Documents engineering processes. Assists senior-level staff in large engineering projects. Performs calculations, measurements and calibration. Trouble-shoots engineering systems problems. Designs simple sub-systems. Works under supervision within established parameters, but independent judgment is used. Impact of work is limited to the work group directly supported.
54	Engineer	Fully competent, professional position. Performs complex engineering analysis. Develops and implements tests and reports on results. Prepares specifications and designs. Recommends changes to existing plans and systems. Trouble-shoots complex engineering systems problems. Evaluates hardware components. Contributes as part of an engineering project team and takes the lead on implementing certain phases of the project. Interfaces with the customer team members about area of expertise. Works under minimal supervision and independently performs duties of moderate complexity. Work impacts performance on the contract.
55	Engineer – Senior	Senior-level professional; able to independently accomplish complex requirements. Plans and implements engineering projects. Performs highly complex analysis and trouble-shooting. Creates new methods to improve project design and performance. Solves highly complex problems. Consults with management within the company and the customer about area of expertise. Plans and implements medium to large scale engineering projects. Participates with proposal efforts and marketing for follow-on tasking. Provides guidance to less experienced engineers. Performs complex assignments with little guidance. Has latitude in completing broad objectives. Work impacts client relations.

No.	Labor Category	Description
56	Engineer – Lead	Coordinates work activities for a small group of technical/professional employees, or manages a moderately large, complex function. Determines schedules and provides technical guidance and leadership. If the position requires people management, responsibilities include providing input on performance appraisals and employment decisions. Typically does not conduct appraisals, or make hiring, disciplinary, or termination decisions. Leads moderately complex engineering projects or phases of larger projects. Work teams may be cross-functional. Meets with customers to provide project status and schedules. Responsible for meeting deadlines and standards agreed to with management. Performs complex assignments with little guidance. Sets objectives for group with direction from management, and ensures that goals are met. Work impacts client relations.
57	Engineer – Principal	Considered an expert in one or more disciplines or systems. Develops and refines new engineering techniques to improve quality. Analyzes technical risk and cost impacts to various engineering approaches. Establishes performance and technical standards. Performs independent research and presents white papers solving major customer engineering problems. Evaluates vendor and subcontractor capabilities. Consults with senior management and customers at the highest levels about projects and area of expertise. Plans and implements large scale engineering projects. Leads technical proposal submissions and is called on as a subject matter expert in marketing initiatives. Provides guidance to less experienced engineers. Performs highly complex responsibilities with considerable latitude. Interprets company initiatives and client requirements. Work impacts organizational success.
58	Engineer – Chief	Technical expert within the industry. Provides technical expertise and consultation across multiple highly complex technical projects. Researches and evaluates emerging engineering methods and briefs client management. Plans, conducts and provides technical leadership and evaluation to highly complex projects. Contributes to marketing and proposal efforts. Conducts independent research and presents theories and findings to other industry experts. Recommends new and unique methodologies for consideration. Performs highly complex engineering assignments with considerable latitude. Interprets industry initiatives and client requirements. Work impacts organizational success.
59	Engineering – Supervisor	Provides technical leadership for a group of employees, or manages a moderately large, complex function. Manages daily operations of the project(s) or task(s) to ensure schedules are met and deliverables meet quality standards. Interfaces with the customer on issues and business development opportunities. If the position requires people management, responsibilities include conducting performance appraisals, participating fully in decisions related to employment, and counseling employees with regard to progressive discipline. Organizes engineering project and task work loads and selects individuals most qualified for assignments. Researches technical solutions against cost constraints and presents recommendations to management and customers. Develops standards and procedures. Evaluates results of technical projects. Determines project schedules and timelines. If responsible for people management, supervises a group of primarily engineers and provides technical and career guidance. Performs complex responsibilities with considerable latitude. Interprets management initiatives and sets goals and objectives for group. Work impacts organizational success.

No.	Labor Category	Description
60	Engineering – Manager	Provides technical leadership for a group of employees, or manages a substantially large, complex function. Forecasts budgets, employment levels, and performance metrics for project(s). Interfaces with the customer on high-level issues and business development opportunities. If the position requires people management, responsibilities include conducting performance appraisals, participating fully in decisions related to employment, and counseling employees with regard to progressive discipline. May manage through subordinate supervisors or leads. Responsible for the management of the engineering function. Directs technical organization to ensure progress according to technical objectives. Develops project objectives and timelines in consultation with the customer. Researches available technology and cost constraints to develop recommendations to senior management and customer management. If responsible for people management, directs the work of primarily engineers. Has ultimate responsibility for completing projects on time and within budget. Performs complex responsibilities with considerable latitude. Determines goals and initiatives based on direction of business within the industry. Responsible for profit/loss of group. Work impacts organizational success.
61	Field Engineer – Associate	Assists with advising customers and contractor personnel of company requirements for products and services, support equipment, computer, and electronic equipment installations. Assists in directing the efforts of subcontractor and company personnel in the basic handling, installation and utilization of various systems and equipment. Assists in conducting integrated equipment systems tests. Conducts on the job training as required. Works under supervision within established parameters, but independent judgment is used. Impact of work is limited to the work group directly supported.
62	Field Engineer	Fully competent, professional position. Advises customer and contractor personnel of company requirements for products and services, support equipment, computer, and electronic equipment installations. Directs the efforts of subcontractor and company personnel in the more complex handling, installation and utilization of various systems and equipment. Performs integrated equipment systems tests. Conducts on the job training as required. Works under minimal supervision and independently performs duties of moderate complexity. Work impacts performance on the contract.
63	Field Engineer – Senior	Senior-level professional; able to independently accomplish complex requirements. Advises customer and contractor personnel of company requirements for products and services, support equipment, computer, and electronic equipment installations. Directs, advises and assists in conducting regular, special and integrated systems test programs. Prepares and conducts special reports and presentations pertinent to company products and services. Conducts integrated equipment systems tests. Plans, prepares and conducts on the job training as required. May provide guidance to other field engineers. Performs complex assignments with little guidance. Has latitude in completing broad objectives. Work impacts client relations.
64	Field Technician – Associate	Provides basic routine support for customer owned or leased equipment and products. Assists with basic testing, troubleshooting, installing, calibrating, repairing and modifying computer or electronic equipment and systems. Assists with on-site installations, preventive maintenance, routine repairs, and calibration of company’s products and equipment. Works under close supervision on routine tasks with established procedures. Impact of work is limited to the task being performed.
65	Field Technician	Provides routine support for customer owned or leased equipment and products. Responsible for moderately complex testing, troubleshooting, installing, calibrating, repairing and modifying computer or electronic equipment and systems. Performs on-site installation, preventive maintenance, routine repair, and calibration of company’s products and equipment. Acts as a liaison with the customer on routine technical and service problems. Works under general supervision on both routine tasks and non-routine tasks within established parameters. Work impacts the work group directly supported.

No.	Labor Category	Description
66	Field Technician – Senior	Provides more complex support for customer owned or leased equipment and products. Responsible for high-level testing, troubleshooting, installing, calibrating, repairing and modifying computer or electronic equipment and systems. Performs on-site installations, preventive maintenance, routine repairs, and calibration of company’s products and equipment. Acts as a liaison with the customer on complex technical and service problems. May refer problems to field engineers. Provides guidance to less experienced field technicians. Works under limited supervision on complex tasks within established procedures. Work impacts contract performance.
67	Field Technician – Lead	This is a working lead position, responsible for providing direction to less experienced field technicians, or may lead a particular function within the operation. The lead may provide input but is not responsible for signing time sheets, appraising performance, hiring or terminations. May function in a "shift supervisor" capacity. Schedules and coordinates daily operations. Distributes and verifies work. Trains technicians in operation procedures and resolves operational problems. Works under limited supervision on complex tasks within established procedures. Work impacts contract performance.
68	Financial Analyst – Associate	Assists more senior finance/accounting staff members in preparing ledgers, analyzing data and preparing reports. Tracks cost data. Monitors unbilled receivables. Reconciles accounts. Works under supervision within established parameters, but independent judgment is used. Impact of work is limited to the work group directly supported.
69	Financial Analyst	Fully competent, professional position. Provides authoritative interpretation of accounting policy. Tracks WBS costs back to appropriate contract. Monitors performance against budget. Monitors unbilled receivables and performs research and follow up to assist in clearing them off the books. Provides professional support to the customer in their accounting charge back/total cost accounting initiatives. Prepares finance/accounting analyses of data to include research and reporting. Works under minimal supervision and independently performs duties of moderate complexity. Work impacts performance of the unit or department.
70	Financial Analyst – Senior	Senior-level professional; able to independently accomplish complex requirements. Performs analysis of the impact of various projects and transactions. Provides professional support to the customer in their accounting charge back/total cost accounting initiatives. Independently reviews and evaluates specific and complex projects to determine options, prepares reports for review and recommends action or changes. Audits accounts to ensure adherence to policy. Conducts cost systems studies. May lead tasks or aspects of a task or project. Provides guidance to less experienced staff members. Recommends finance/accounting policies and procedures. Performs complex assignments with little guidance. Has latitude in completing broad objectives. Work impacts contract or department.
71	Financial Analyst – Lead	Manages a moderately large, complex function, and/or provides leadership for a group of primarily finance/accounting specialists. Interfaces with customers on high-level issues. Assists the customer in their accounting charge back/total cost accounting initiatives. If responsible for people management, conducts performance appraisals, participates fully in decisions related to employment, and counsels employees with regard to progressive discipline. May manage through subordinate leads. Responsible for managing one or more complete finance/accounting functions. Develops project timelines and department objectives in consultation with others. Researches new methods and processes related to the finance/accounting function and presents recommendations. Directs the work of finance/accounting specialists and has ultimate responsibility for completing projects on time and within budget. Performs complex responsibilities with considerable latitude. Determines goals and initiatives based on direction of business within the industry and customer goals. Work impacts organizational success.

No.	Labor Category	Description
72	Financial Analyst – Principal	Considered an expert in one or more finance/accounting disciplines. Provides professional support to the customer in their accounting charge back/total cost accounting initiatives. Conducts independent research and applies analytical and innovative problem solving skills to lead and complete numerous and diverse special projects. Presents findings of work to senior management. Provides assistance to management and customers, interpreting finance/accounting reports and identifying and resolving problem areas. Prepares complex, non-standard reports. Analyzes and interprets trends or deviations from standards. Plans and implements major projects. Provides guidance to less experienced staff members. Recommends finance/accounting policies and procedures. Performs highly complex responsibilities with considerable latitude. Work impacts organizational success.
73	Functional Analyst – Associate	Assists with research and data collection. Reviews technical end-user documentation for appropriateness and applicability. Tests systems. Makes recommendations for modifications. Works under supervision within established parameters, but independent judgment is used. Impact of work is limited to the work group directly supported.
74	Functional Analyst	Fully competent, professional position. Works with users to determine requirements. Executes data collection and research phases of projects. Tests systems. Participates in developing end-user documentation. Works with project teams during planning phase to provide subject matter expertise. Trains end-users when system is implemented. Works under minimal supervision and independently performs duties of moderate complexity. Work impacts performance on the contract.
75	Functional Analyst – Senior	Senior-level professional; able to independently accomplish complex requirements. Provides consultation to customer to describe project phases and proposed system capabilities. Works with users to determine requirements. Participates in system design, test, documentation, and implementation phases. Leads phases of projects as appropriate. Provides on-going consultative support to the customer. Assists marketing efforts for follow-on tasking. Provides support to proposal efforts. Provides guidance to less experienced Functional Analysts. Performs complex assignments with little guidance. Has latitude in completing broad objectives. Work impacts client relations.
76	Functional Analyst – Principal	Considered an expert in one or more disciplines or systems. Provides highest level of consulting support to projects to lend expertise. Consults with all levels of customers and company management. Conducts independent research and makes design recommendations. Leads phases of projects as appropriate. Provides on-going consultative support to the customer. Assists marketing efforts for follow-on tasking and identifies possible new opportunities. Leads development of sections of proposals as appropriate. Provides guidance to less experienced Functional Analysts. Performs highly complex responsibilities with considerable latitude. Interprets company initiatives and client requirements. Work impacts organizational success.
77	Graphics Designer	Fully competent, professional position. Uses advanced design concepts and artistic training to lead graphics projects. Works with internal or external customers to define their needs and conceptualize ideas. Transfers concepts into a project plan and oversees the project through to production. Projects are non-routine and incorporate a wide variety of media and may involve use of Computer-Aided Design (CAD) equipment and multiple software packages. Works under minimal supervision and independently performs duties of moderate complexity. Work impacts performance on the contract.
78	Graphics Designer – Senior	Senior-level professional; able to independently accomplish complex requirements. Uses advanced design concepts and artistic training to lead very complex graphics projects. Consults with clients, project teams and internal customers to develop advanced design concepts that portray desired end-results. Develops and implements project plans through to production. Projects incorporate a wide variety of media and may involve use of Computer-Aided Design (CAD) equipment and multiple software packages. Provides guidance to less experienced Graphics Designers. Performs complex assignments with little guidance. Has latitude in completing broad objectives. Work impacts client relations.

No.	Labor Category	Description
79	Graphics Specialist	Works from rough drafts and sketches to generate moderately complex artwork and specialized page layouts. Uses artistic and technical ability to produce graphs, flowcharts, illustrations, presentation slides, and newsletters working closely with the internal or external customer. Works under general supervision on both routine tasks and non-routine tasks within established parameters. Work impacts the work group directly supported.
80	Graphics Specialist – Senior	Works from rough drafts, verbal instructions and sketches to generate complex artwork and specialized page layouts. Uses artistic and technical ability to produce graphs, flowcharts, illustrations, presentation slides, and newsletters working closely with the internal or external customer. Oversees graphics projects and plans work flow from design through to production. Provides guidance to less experienced Graphics Specialists. Provides guidance to less experienced Graphics Specialists. Works under limited supervision on complex tasks within established procedures. Work impacts contract performance.
81	Help Desk Analyst – Associate	Acts as an interface between the client, end-users, and the various Data Center services. Second level support, responsible for end-user requests, hardware/software specific items, and the coordination of resources. Assist in developing, monitoring, and tracking procedures for the Help Desk. Assist with logs, reports, and documenting recommended procedures. Resolves a wide variety of problems of limited complexity. Works under supervision within established parameters, but independent judgment is used. Impact of work is limited to the work group directly supported.
82	Help Desk Analyst	Fully competent, professional position. Acts as an interface between the client, end-users, and the various Data Center services. Second level support, responsible for moderately complex end-user requests, hardware/software specific items, and the coordination of resources. Develops, monitors, and tracks procedures for the Help Desk. Responsible for logs, reports, and documenting recommended procedures. Resolves a wide variety of moderately complex problems. Works under minimal supervision and independently performs duties of moderate complexity. Work impacts performance on the contract.
83	Help Desk Analyst – Senior	Senior-level professional; able to independently accomplish complex requirements. Acts as an interface between the client, end-users, and the various Data Center services. Second level support, responsible for complex end-user requests, hardware/software specific items, and the coordination of resources. Develops procedures for the Help Desk. Responsible for logs, reports, and documenting recommended procedures. Helps define policies and procedures and works to constantly improve call handling and the resolution process, and the call handling support infrastructure. Resolves a wide variety of complex problems. Provides guidance and direction to other help desk analysts. Performs complex assignments with little guidance. Has latitude in completing broad objectives. Work impacts client relations.
84	Help Desk Technician – Associate	Responds to and diagnoses routine problems through discussions with users. This person is the first point of contact for persons contacting the help desk. Maintains call logs, escalates problems to help desk analysts and may be responsible for reporting. Works under close supervision on routine tasks with established procedures. Impact of work is limited to the task being performed.
85	Help Desk Technician	Responds to and diagnoses a wide range of problems through discussions with users. This person is the first point of contact for persons contacting the help desk. Maintains call logs, escalates problems to help desk analysts and may be responsible for reporting. Works under general supervision on both routine tasks and non-routine tasks within established parameters. Work impacts the work group directly supported

No.	Labor Category	Description
86	Help Desk Technician – Senior	Responds to and diagnoses more complex problems through discussions with users. This person is the first point of contact for persons contacting the help desk. Maintains call logs, escalates problems to help desk analysts and may be responsible for reporting. Provides guidance to less experienced help desk personnel. Works under limited supervision on complex tasks within established procedures. Work impacts contract performance.
87	Help Desk Technician – Lead	This is a working lead position, responsible for providing direction to lower level help desk technicians, or may lead a particular function within the operation. The lead may provide input but is not responsible for signing time sheets, appraising performance, hiring or terminations. May function in a "shift supervisor" capacity. Schedules and coordinates daily help desk operations. Distributes and verifies work. Trains technicians in operation procedures and resolves problems. Works under limited supervision on complex tasks within established procedures. Work impacts contract performance.
88	Installation Technician – Associate	Assists with installs, monitors and services systems and equipment at off site locations or customer sites. Investigates and resolves basic problems. Assists with on-going preventive maintenance, repair and calibration services after installation. Work is limited in complexity. Refers problems and questions to higher level. Works under close supervision on routine tasks with established procedures. Impact of work is limited to the task being performed.
89	Installation Technician	Installs, monitors and services systems and equipment at off site locations or customer sites. Investigates and resolves moderately complex problems. Provides on-going preventive maintenance, repair and calibration services after installation. Resolves routine questions and problems, and refers more complex issues to higher levels. Works under general supervision on both routine tasks and non-routine tasks within established parameters. Work impacts the work group directly supported.
90	Installation Technician – Senior	Installs, monitors and services more complex systems and equipment at off site locations or customer sites. Investigates and resolves complex problems. Provides on-going preventive maintenance, repair and calibration services after installation. Resolves most questions and problems and refers only the most complex issues to higher levels. Provides guidance to less experienced installation technicians. Works under limited supervision on complex tasks within established procedures. Work impacts contract performance.
91	Installation Technician – Lead	This is a working lead position, responsible for providing direction to lower level installation technicians, or may lead a particular function within the operation. The lead may provide input but is not responsible for signing time sheets, appraising performance, hiring or terminations. May function in a "shift supervisor" capacity. Schedules and coordinates daily operations. Schedules and verifies work. Trains technicians in operations procedures and resolves operational problems. Works under limited supervision on complex tasks within established procedures. Work impacts contract performance.
92	Logistics Analyst – Associate	Performs analysis of project requirements on a smaller scale or for tasks within a project. Recommends maintenance and support requirements. Reviews engineering design changes to determine implications on maintenance, spare levels, and other aspects of the project. Utilizes logistics modeling techniques to estimate costs. Maintains information system to track logistics-related changes to project. Works under supervision within established parameters, but independent judgment is used. Impact of work is limited to the work group directly supported.

No.	Labor Category	Description
93	Logistics Analyst	Fully competent, professional position. Performs moderately complex analysis of project and contract requirements as they relate to logistics. Identifies and documents maintenance and support requirements. Analyzes and evaluates design concepts and prepares logistics plans with regard to facilities, personnel, safety, and maintenance. Leads moderately complex logistics efforts such as relocating computer systems or planning for design changes that require medium scale implementation, changes to maintenance schedules, and estimating costs of changes. Works under minimal supervision and independently performs duties of moderate complexity. Work impacts performance on the contract.
94	Logistics Analyst – Senior	Senior-level professional; able to independently accomplish complex requirements. Works with client to determine overall support requirements including facilities, personnel, safety and maintenance for complex projects. Evaluates engineering designs to determine supportability of alternative concepts. Directs and coordinates program activities to ensure effective and economical support. Resolves complex logistics issues. Participates in writing sections of proposals calling for logistics expertise. Provides guidance to less experienced Logistics Analysts. Performs complex assignments with little guidance. Has latitude in completing broad objectives. Work impacts client relations.
95	Logistics Analyst – Principal	Considered an expert in one or more disciplines or systems. Consults with company management across projects to conduct studies and make recommendations concerning logistics requirements and issues. Supports very large, complex logistics requirements and leads project phases as appropriate. Anticipates logistics issues and develops contingency plans. Leads participation in writing logistics plans for proposals. Assists with marketing efforts to provide technical expertise. Provides guidance to less experienced Logistics Analysts. Performs highly complex responsibilities with considerable latitude. Interprets company initiatives and client requirements. Work impacts organizational success.
96	Logistics Assistant	Updates and maintains databases containing tracking information such as engineering changes or computer parts, for example. Determines status of current orders and forecasts needs for future orders. Reconciles discrepancies in inventory. Tracks spares and inventory to maintain appropriate levels. Completes paperwork to order additional equipment according to production plans. Verifies shipping records on incoming and outgoing shipments with bills, invoices, or other records. Verifies materials received are as ordered. Prepares international and/or domestic paperwork for shipment. Makes specific changes to deliverables according to a configuration management schedule and documents these changes appropriately. Works under general supervision on both routine tasks and non-routine tasks within established parameters. Work impacts the work group directly supported.
97	Logistics Assistant – Senior	Updates and maintains databases containing tracking information Prepares related reports and presentation materials for meetings with the customer. Maintains warehouse and tracks movement of inventory and spares. Works with vendors to ensure appropriate levels of inventory are maintained according to a production schedule. Completes paperwork to order additional equipment according to production plans. Verifies shipping records on incoming and outgoing shipments with bills, invoices, or other records. Verifies materials received are as ordered. Prepares international and/or domestic paperwork for shipment. Assists with researching how changes to configuration of one module affect other parts of the system. Provides guidance to less experienced Logistics Assistants. Works under limited supervision on complex tasks within established procedures. Work impacts contract performance.
98	Management Consultant	Leads multiple strategic consulting projects or a single, large and complex project. Researches and evaluates emerging business process reengineering methods and briefs client management. Directs requirements analysis and develops project plans, schedules and budgets in consultation with the client. Provides guidance to members of the project team. Contributes to marketing and proposal efforts. Initiates and maintains client relationships. Performs complex consulting assignments with considerable latitude. Interprets industry initiatives and client requirements. Work impacts organizational success.

No.	Labor Category	Description
99	Management Consultant – Senior	Leads multiple strategic consulting projects or a single, large and complex project. Researches and evaluates emerging business process reengineering methods and briefs client management. Directs requirements analysis and develops project plans, schedules and budgets in consultation with the client. Provides guidance to members of the project team. Contributes to marketing and proposal efforts. Initiates and maintains client relationships. As a management consulting expert, conducts research and presents findings to other industry experts. Recommends new and unique methodologies for consideration. Performs highly complex consulting assignments with considerable latitude. Interprets industry initiatives and client requirements. Work impacts organizational success.
100	Network Administrator – Associate	Registers and assists new users and establishes security profiles. Assists with the installation of major network systems. Trouble shoots network problems as assigned. Monitors network performance and executes test plans. Creates technical documentation for users. Works under supervision within established parameters, but independent judgment is used. Impact of work is limited to the work group directly supported.
101	Network Administrator	Fully competent, professional position. Trains end-users and responds to user inquires. Sets up network security standards. Participates in major network installations and upgrades. Trouble shoots moderately complex network problems. Interfaces with vendors to ensure appropriate resolution during network outages or periods of reduced performance. Develops and implements testing strategies and documents results. Acts as customer liaison. Works under minimal supervision and independently performs duties of moderate complexity. Work impacts performance on the contract.
102	Network Administrator – Senior	Senior-level professional; able to independently accomplish complex requirements. Resolves complex network problems. Addresses network security issues. Interfaces with all client levels. Presents recommendations on network interfaces and configurations. Participates in and may lead aspects of major network installations and upgrades. Works with vendors and network analysts as appropriate to resolve unusually complex network problems. Provides guidance to less experienced network administrators. Performs complex assignments with little guidance. Has latitude in completing broad objectives. Work impacts client relations.
103	Network Engineer / Analyst – Associate	Assists in the evaluation of new and existing networks. Participates in the acquisition and design phases of implementing new and re-designing existing network systems. Provides configuration information for interfaces and assists with feasibility studies. Documents technical standards. Resolves network problems of limited complexity. Works under supervision within established parameters, but independent judgment is used. Impact of work is limited to the work group directly supported.
104	Network Engineer / Analyst	Fully competent, professional position. Evaluates moderately complex networks and participates in site surveys. Researches and evaluates network technologies and COTS. Develops diagrams of networks. Designs and plans moderately complex network systems and recommends resources required to maintain planned service levels. Participates in implementation and may oversee projects of limited complexity. Conducts feasibility studies and participates in the development of technical standards. Resolves moderately complex network problems. Works under minimal supervision and independently performs duties of moderate complexity. Work impacts performance on the contract.
105	Network Engineer / Analyst – Senior	Senior-level professional; able to independently accomplish complex requirements. Plans and evaluates complex networks and conducts site surveys. Makes recommendations on purchasing new products and works with vendors. Designs complex networks and provides technical expertise and oversight during implementation phase. Develops technical standards and interface applications. Identifies and resolves security risks. Presents studies and briefings to customers. Participates in preparation of technical proposals. Resolves complex network problems. Provides guidance to other network analysts. Performs complex assignments with little guidance. Has latitude in completing broad objectives. Work impacts client relations.

No.	Labor Category	Description
106	Network Engineer / Analyst – Lead	Coordinates work activities for a small group of technical/professional employees, or manages a moderately large, complex function. Determines schedules and provides technical guidance and leadership. If the position requires people management, responsibilities include providing input on performance appraisals and employment decisions. Typically does not conduct appraisals, or make hiring, disciplinary, or termination decisions. Leads moderately complex network projects or phases of a large project. For example, may lead the requirements analysis phase with the customer, or the network implementation phase. Responsible for meeting deadlines and standards agreed to with management. Performs complex assignments with little guidance. Sets objectives for group with direction from management, and ensures that goals are met. Work impacts client relations.
107	Network Engineer / Analyst – Principal	Considered an expert in one or more disciplines or systems. Conceptualizes broad requirements of the network system and translates into plans for design, development and implementation. Works with customers at the highest levels to recommend systems solutions. Researches new technologies and presents new concepts as a system expert. Resolves highly complex network interoperability problems. Provides high level expertise in writing technical proposals. Evaluates vendor and subcontractor capabilities. Provides guidance and direction in all aspects of major network projects. Performs highly complex responsibilities with considerable latitude. Interprets company initiatives and client requirements. Work impacts organizational success.
108	Network Operations – Supervisor	Provides technical leadership for a group of employees, or manages a moderately large, complex function. Manages daily operations of the project(s) or task(s) to ensure schedules are met and deliverables meet quality standards. Interfaces with the customer on issues and business development opportunities. If position requires people management, responsibilities include conducting performance appraisals, participating fully in decisions related to employment, and counseling employees with regard to progressive discipline. Develops standards and procedures. Responsible for the acquisition, installation, maintenance and usage of the network. Researches vendor products and presents recommendations to management and customers. Supervises testing of all elements of the network facilities. Serves as primary point of contact to the customer for problem resolution. If responsible for people management, supervises and trains network or telecommunications technicians. Performs complex responsibilities with considerable latitude. Interprets management initiatives and sets goals and objectives for group. Work impacts organizational success.
109	Network Operations – Manager	Provides technical leadership for a group of employees, or manages a substantially large, complex function. Forecasts budgets, employment levels, and performance metrics for project(s). Interfaces with the customer on high-level issues and business development opportunities. Conducts performance appraisals and participates fully in decisions related to employment. If position requires people management, responsibilities include conducting performance appraisals, participating fully in decisions related to employment, and counseling employees with regard to progressive discipline. May manage through subordinate supervisors or leads. Manages a network control facility or large network. If responsible for people management, directs the work of network or telecommunications technicians. Researches budgets and other cost controls against available technology to recommend network solutions to senior management and customer management. Has ultimate responsibility for the network facility including availability and quality of transmission. Performs complex responsibilities with considerable latitude. Determines goals and initiatives based on direction of business within the industry. Responsible for profit/loss of group. Work impacts organizational success.

No.	Labor Category	Description
110	Network Systems – Supervisor	Provides technical leadership for a group of employees, or manages a moderately large, complex function. Manages daily operations of the project(s) or task(s) to ensure schedules are met and deliverables meet quality standards. Interfaces with the customer on issues and business development opportunities. If the position requires people management, responsibilities include conducting performance appraisals, participating fully in decisions related to employment, and counseling employees with regard to progressive discipline. Reviews and prioritizes network needs and performs feasibility studies. Presents recommendations to management and customers. Develops standards and procedures. Determines project schedules and timelines. If responsible for people management, supervises network analysts and administrators, and provides technical and career guidance. Performs complex responsibilities with considerable latitude. Interprets management initiatives and sets goals and objectives for group. Work impacts organizational success.
111	Network Systems – Manager	Provides technical leadership for a group of employees, or manages a substantially large, complex function. Forecasts budgets, employment levels, and performance metrics for project(s). Interfaces with the customer on high-level issues and business development opportunities. If the position requires people management, responsibilities include conducting performance appraisals, participating fully in decisions related to employment, and counseling employees with regard to progressive discipline. May manage through subordinate supervisors or leads. Responsible for the network analysis and/or administration functions. Develops project objectives and timelines in consultation with the customer. Researches available technology and cost constraints to develop recommendations to senior management and customer management. Has ultimate responsibility for completing network projects on time and within budget. If responsible for people management, directs the work of network analysts and administrators. Performs complex responsibilities with considerable latitude. Determines goals and initiatives based on direction of business within the industry. Responsible for profit/loss of group. Work impacts organizational success.
112	Network Technician – Associate	Assists in performing tests of assigned systems. Monitors the network and reports network failures and degradations to more senior technician or lead. Assists with installations of assigned network components. Works under close supervision on routine tasks with established procedures. Impact of work is limited to the task being performed.
113	Network Technician	Performs routine tests of assigned systems and reports on results. Monitors the network and trouble shoots problems within established procedures. Performs installations of assigned network components. Works under general supervision on both routine tasks and non-routine tasks within established parameters. Work impacts the work group directly supported.
114	Network Technician – Senior	Performs routine and non-standard tests of assigned systems and reports on results. Makes recommendations for improvements. Monitors and controls the status of network resources. Identifies and resolves moderately complex network problems choosing the most appropriate procedure from a set of standards. Performs more complex installations under general guidance. Provides guidance to less experienced network technicians. Works under limited supervision on complex tasks within established procedures. Work impacts contract performance.
115	Network Technician – Lead	This is a working lead position, responsible for providing direction to lower level network technicians, or may lead a particular function within the operation. The lead may provide input but is not responsible for signing time sheets, appraising performance, hiring or terminations. May function in a "shift supervisor" capacity. Schedules and coordinates daily work schedules. Distributes and verifies work. Trains technicians in procedures and resolves operational problems. Works under limited supervision on complex tasks within established procedures. Work impacts contract performance.

No.	Labor Category	Description
116	Product Specialist	Fully competent, professional position. Manages designated product platforms. Negotiates discount levels, Marketing Development Funds, and cooperative funds, when appropriate. Positions products within company's product offering (competitively and technically) with potential customers. Communicates positioning information to appropriate personnel. Maintains and communicates product information including: technical specifications, pricing information, vendor contracts, and competitive data. Proposes and implements appropriate promotional campaigns to increase product sales effectively. Manages vendor and product lines so as to increase overall sales and profitability. Works under minimal supervision and independently performs duties of moderate complexity. Work impacts performance of the unit or department.
117	Product Specialist – Senior	Senior-level professional; able to independently accomplish complex requirements. Manages major product platforms. Negotiates discount levels, Marketing Development Funds, and cooperative funds, when appropriate. Develops strategies and positions products within company's product offering (competitively and technically) with potential customers. Communicates positioning information to appropriate personnel. Maintains and communicates product information including: technical specifications, pricing information, vendor contracts, and competitive data. Proposes and implements appropriate promotional campaigns to increase product sales effectively. Takes lead on specific marketing programs and activities. Assists in evaluation of potential new vendor relationships. Provides guidance to less experienced Product Specialists. Manages major vendor and product lines so as to increase overall sales and profitability. Performs complex assignments with little guidance. Has latitude in completing broad objectives. Work impacts contract or department.
118	Program Control Analyst – Associate	Gathers data and maintains spreadsheets and databases. Produces reports. Assists in analyzing data and making recommendations to program management. Reviews contractual requirements and assists in defining program requirements. Monitors progress on schedules and requirements. Works under supervision within established parameters, but independent judgment is used. Impact of work is limited to the work group directly supported.
119	Program Control Analyst	Fully competent, professional position. Develops plans, schedules and budgets to meet contractual requirements for a portion of a program. Conducts program plan studies and makes recommendations to program management. Reviews contractual requirements and participates in defining program requirements. Interfaces with customers, vendors, and internal departments to coordinate deliverables, budgets and schedules. Maintains systems to track and report on project status. Makes recommendations to management on changes as appropriate. Works under minimal supervision and independently performs duties of moderate complexity. Work impacts performance on the contract.
120	Program Control Analyst – Senior	Senior-level professional; able to independently accomplish complex requirements. Develops plans, schedules and budgets to meet contractual requirements for a large portion of a program. Establishes complex program plans and conducts in-depth research to define program requirements. Interfaces with all levels of the customer, vendors and internal departments to coordinate deliverables, budgets and schedules. Develops new methods for tracking and reporting program status statistics. Makes recommendations to management on changes as appropriate. Assists with proposals efforts. Provides guidance to less experienced Program Control Analysts. Performs complex assignments with little guidance. Has latitude in completing broad objectives. Work impacts client relations.
121	Program Control Analyst – Principal	Considered an expert in one or more disciplines or systems. Develops plans, schedules and budgets to meet contractual requirements for a program or several portions of a very large program. Establishes complex program plans and conducts in-depth research to define program requirements. Leads major coordination efforts for complex delivery schedules. Consults with management and customers on modifications for optimum schedules. Coordinates budgets across the program. Participates in vendor evaluation. Provides expertise on proposals to identify most appropriate methods to meet project requirements outlined in the Statement of Work. Provides guidance to less experienced Program Control Analysts. Performs highly complex responsibilities with considerable latitude. Interprets company initiatives and client requirements. Work impacts organizational success.

No.	Labor Category	Description
122	Program Manager – Deputy	<p>In the Program Manager’s absence, provides leadership for a group of employees. Manages daily operations to ensure schedules are met and deliverables meet quality standards. Interfaces with the customer on issues and business development opportunities. Conducts performance appraisals and participates fully in decisions related to employment. Counsels employees with regard to progressive discipline. Depending on how the program is structured, this individual may have primary responsibility for one or more of the above management functions. Assist in the management of a large, complex program, or several smaller complex programs. Monitors program objectives, budgets and schedules. Collects information for the Project Authorization form. Provides guidance to staff to ensure completion of tasking on time and within budget. Monitors the quality of deliverables. Contributes to the client relationship and pursues follow-on business opportunities. Supports proposal and marketing efforts. Performs complex responsibilities with considerable latitude. Interprets management initiatives and sets goals and objectives for program. Work impacts organizational success.</p>
123	Program Manager	<p>Provides leadership for a group of employees. Manages daily operations to ensure schedules are met and deliverables meet quality standards. Interfaces with the customer on issues and business development opportunities. Conducts performance appraisals and participates fully in decisions related to employment. Counsels employees with regard to progressive discipline. Responsible for managing a program of moderate size and complexity, or several smaller programs. Develops and monitors program objectives, budgets and schedules. Maintains the Project Authorization form and is responsible for all technical, contractual, administrative and financial aspects of the program. Directs staff to ensure completion of tasking on time and within budget. Has ultimate responsibility for the quality of deliverables. Maintains the client relationship and pursues follow-on business opportunities. Supports proposal and marketing efforts. Performs complex responsibilities with considerable latitude. Interprets management initiatives and sets goals and objectives for program. Work impacts organizational success.</p>
124	Program Manager – Senior	<p>Provides leadership for a group of employees. Forecasts budgets, employment levels, and performance metrics for project(s). Interfaces with the customer on high-level issues and business development opportunities. Conducts performance appraisals and participates fully in decisions related to employment. Counsels employees with regard to progressive discipline. May manage through subordinate supervisors or leads. Responsible for managing a large, complex program, or several smaller complex programs. Develops and monitors program objectives, budgets and schedules. Maintains the Project Authorization form and is responsible for all technical, contractual, administrative and financial aspects of the program. Directs staff to ensure completion of tasking on time and within budget. Has ultimate responsibility for the quality of deliverables. Maintains the client relationship and pursues follow-on business opportunities. Supports proposal and marketing efforts. Performs complex responsibilities with considerable latitude. Determines goals and initiatives based on direction of business within the industry. Responsible for profit/loss of group. Work impacts organizational success.</p>
125	Programmer Assistant	<p>Performs routine programming tasks that do not require skilled background experience but do require knowledge of established procedures and data processing requirements. Codes routine programs as assigned and performs program modifications as directed. Assists in analyzing applications software to resolve problems and determines efficient methods to code program changes. Performs software testing. Implements and tests changes. Assists in coding and testing new and existing systems. Creates test data to verify program accuracy. Assists in updating systems and operations documentation to reflect program and operational changes and enhancements. Assists with setting up computer security profiles and access for end-users, and maintains access logs. Work is reviewed upon completion to ensure accuracy and compliance with standards. Works under general supervision on both routine tasks and non-routine tasks within established parameters. Work impacts the work group directly supported.</p>

No.	Labor Category	Description
126	Programmer / Analyst – Associate	Develops routine computer programs and associated documentation. Assists in formulating systems scope through research and fact finding. Analyzes program specifications to assure accuracy, completeness and conformance to standards. Analyzes applications software to resolve problems of limited complexity. Determines efficient methods to code program changes and implements. Creates test data to verify program accuracy. Debugs routine programs and develops corrections by altering the sequence of operations. Works under supervision within established parameters, but independent judgment is used. Impact of work is limited to the work group directly supported.
127	Programmer / Analyst	Fully competent, professional position. Develops moderately complex computer programs and associated documentation. Formulates system scope through research and fact finding. Analyzes program specifications to assure accuracy, completeness and conformance to standards. Analyzes applications software to resolve moderately complex problems. Determines efficient methods to code program changes and implements. Creates test data to verify program accuracy. Debugs moderately complex programs and develops corrections by altering the sequence of operations. Works under minimal supervision and independently performs duties of moderate complexity. Work impacts performance on the contract.
128	Programmer / Analyst – Senior	Senior-level professional; able to independently accomplish complex requirements. Develops complex computer programs and associated documentation. Formulates system scope through research and fact finding. Analyzes program specifications to assure accuracy, completeness and conformance to standards. Analyzes applications software to resolve moderately complex problems. Determines efficient methods to code program changes and implements. Creates test data to verify program accuracy. Debugs complex programs and develops corrections by altering the sequence of operations. Presents studies and briefings to customers. Participates in preparation of technical proposals. Provides guidance to other programmer/analysts. Performs complex assignments with little guidance. Has latitude in completing broad objectives. Work impacts client relations.
129	Programmer / Analyst – Principal	Considered an expert in one or more disciplines or systems. Conceptualizes broad requirements of a computer program and translates into plans for design, development and implementation. Works with customers at the highest levels to recommend solutions. Researches new technologies and presents new concepts as a system expert. Develops highly complex computer programs and associated documentation. May assist in performing system analysis. Provides high level expertise in writing technical proposals. Evaluates vendor and subcontractor capabilities. Provides guidance and direction in all aspects of major projects. Performs highly complex responsibilities with considerable latitude. Interprets company initiatives and client requirements. Work impacts organizational success.
130	Project Manager	Provides leadership for a group of employees. Manages daily operations to ensure schedules are met and deliverables meet quality standards. Interfaces with the customer on issues and business development opportunities. Conducts performance appraisals and participates fully in decisions related to employment. Counsels employees with regard to progressive discipline. Responsible for managing a project of moderate size and complexity or several small projects. Scope includes responsibility for contractual, financial, administrative and technical project requirements. Directs the work of employees to ensure that project milestones are met on time and within budget. Develops plan for work efforts and assigns staff members. Tracks performance against quality standards. Develops objectives and presents them to management for review and approval. Provides input to the Project Authorization form. May be primary point of contact with the customer. Briefs customer and management on status and budget. Performs moderately complex responsibilities with general oversight. Reviews Statement of Work and develops objectives with management guidance. Work impacts project and client relations.

No.	Labor Category	Description
131	Project Manager – Senior	Provides leadership for a group of employees. Forecasts budgets, employment levels, and performance metrics for project(s). Interfaces with the customer on high-level issues and business development opportunities. Conducts performance appraisals and participates fully in decisions related to employment. Counsels employees with regard to progressive discipline. May manage through subordinate supervisors or leads. Responsible for managing a large, complex project or several smaller, complex projects. Scope includes responsibility for more complex contractual, financial, administrative and technical project requirements. Directs the work of employees to ensure that project milestones are met on time and within budget. Develops plan for work efforts and assigns staff members. Tracks performance against quality standards. Develops objectives and presents them to management for review and approval. Provides input to the Project Authorization form. May be primary point of contact with the customer. Briefs customer and management on status and budget. Performs complex responsibilities with considerable latitude. Interprets management initiatives and sets goals and objectives for group. Work impacts project, the program, and client relations.
132	Quality Assurance Technician	Given specific criteria or a checklist, identifies and measures process outputs. Carries out procedures to ensure that assigned sub-components of information system products and services meet established standards. Documents results and refers problems to supervisor. Works under general supervision on both routine tasks and non-routine tasks within established parameters. Work impacts the work group directly supported.
133	Quality Assurance Technician – Senior	Given specific criteria or a checklist, identifies and measures process outputs that are more complex in nature. Carries out procedures to ensure that information system products and services meet established standards. Documents all problems and makes recommendations where appropriate. Reports progress on problem resolution to management. Provides guidance to less experienced Quality Assurance Technicians. Works under limited supervision on complex tasks within established procedures. Work impacts contract performance.
134	Receptionist / Switchboard Operator	Receives and transfers calls to proper destinations. May operate a switchboard. Answers inquiries and maintains records of activity. Greets visitors and assists them in locating their party. Issues visitor passes. Maintains and updates telephone files. Performs a variety of routine and non-routine clerical duties as necessary. Works under general supervision on routine tasks within established parameters. Work impacts the work group directly supported.
135	Secure Systems Analyst – Associate	Assists in evaluating the effectiveness of existing systems. Collects data to support requirements analysis efforts. Participates in the installation, analysis, evaluation and maintenance of secure operating system and secure application software. Troubleshoots secure systems failures and participates in implementing corrective actions. Prepares and maintains documentation related to secure systems. Works under supervision within established parameters, but independent judgment is used. Impact of work is limited to the work group directly supported.
136	Secure Systems Analyst	Fully competent, professional position. Participates in the analysis and definition of security requirements for system security needs, multilevel security (MLS), encryption, authentication, public key and certificates. Develops and organizes technical information about the client's mission, goals, existing security products, and on-going programs in the security arena. Installs, analyzes, evaluates and maintains moderately complex secure operating system and secure application software. Diagnoses secure systems failures, and identifies and implements corrective actions. Prepares and maintains documentation related to secure systems. Works under minimal supervision and independently performs duties of moderate complexity. Work impacts performance on the contract.

No.	Labor Category	Description
137	Secure Systems Analyst – Senior	Senior-level professional; able to independently accomplish complex requirements. Analyzes and defines security requirements for system security needs, multilevel security (MLS), encryption, authentication, public key and certificates. Interfaces with client to determine technical information about the client’s mission, goals, existing security products, and on-going programs in the security arena. Installs, analyzes, evaluates and maintains complex secure operating system and secure application software. Diagnoses secure systems failures, and identifies and implements corrective actions. Supports proposal and marketing efforts. Provides guidance to less experienced secure systems analysts. Performs complex assignments with little guidance. Has latitude in completing broad objectives. Work impacts client relations.
138	Secure Systems Analyst – Principal	Considered an expert in one or more disciplines or systems. Consults with the customer to define requirements for complex secure systems. Provides technical expertise across projects with regard to secure systems analysis issues and solutions. Guides design and implementation teams in the appropriate technology and methods. Diagnoses the most complex secure systems failures, and identifies and implements corrective actions. Called upon as a secure systems analysis expert in developing technical responses to RFP’s. Presents to existing and potential clients about secure systems industry trends. Performs highly complex responsibilities with considerable latitude. Interprets company initiatives and client requirements. Work impacts organizational success.
139	Secure Systems Engineer – Associate	Assists with the requirements analysis phase of determining security needs for systems, components, and networks. Designs less complex subsystems and components to support the integration of security products into a secure IT environment. Performs research and data collection to support design and implementation phases. Assesses non-routine problems; researches and presents proposed solutions. Performs test and evaluation responsibilities of security products. Works under supervision within established parameters, but independent judgment is used. Impact of work is limited to the work group directly supported.
140	Secure Systems Engineer	Fully competent, professional position. Participates in the requirements analysis phase of determining security needs for systems, components, and networks. Designs software tools and subsystems to support the integration of security products into a secure IT environment. Designs moderately complex network security architecture to include software, hardware and connectivity to support the total security requirements, as well as provide for present and future secure systems requirements and interfaces. Configures security components in a manner consistent with organizational information security policies. Performs test and evaluation of security products and resolves integrity issues. Works under minimal supervision and independently performs duties of moderate complexity. Work impacts performance on the contract.
141	Secure Systems Engineer – Senior	Senior-level professional; able to independently accomplish complex requirements. Performs requirements analysis to determine security needs for complex systems, components, and networks. Designs software tools and subsystems to support the integration of security products into a secure IT environment. Interfaces with client to determine present and future secure network needs, and designs complex network security architecture to meet requirements. Designs and implements test and evaluation processes for security and resolves complex integrity issues. Supports marketing and proposal efforts. Provides guidance to less experienced secure systems engineers. Performs complex assignments with little guidance. Has latitude in completing broad objectives. Work impacts client relations.
142	Secure Systems Engineer – Lead	Coordinates work activities for a small group of technical/professional employees, or manages a moderately large, complex function. Determines schedules and provides technical guidance and leadership. If the position requires people management, responsibilities include providing input on performance appraisals and employment decisions. Typically does not conduct appraisals, or make hiring, disciplinary, or termination decisions. Leads moderately complex secure systems analysis and engineering projects or phases of larger projects. Meets with customers and management to provide project status and schedules. Responsible for meeting deadlines and standards agreed to with management. Performs complex assignments with little guidance. Sets objectives for group with direction from management, and ensures that goals are met. Work impacts client relations.

No.	Labor Category	Description
143	Secure Systems Engineer – Principal	<p>Considered an expert in one or more disciplines or systems. Consults with the customer to define requirements for complex secure systems. Provides technical expertise across projects with regard to secure systems engineering issues and solutions. Guides design and implementation teams in the appropriate technology and methods that encompass multiple engineering disciplines. Consults with the client to get consensus on present and future secure systems needs and appropriate technical solutions. Called upon as a secure systems engineering expert in developing technical responses to RFP's. Presents to existing and potential clients about secure systems industry trends. Performs highly complex responsibilities with considerable latitude. Interprets company initiatives and client requirements. Work impacts organizational success.</p>
144	Secure Systems – Supervisor	<p>Provides technical leadership for a group of employees, or manages a moderately large, complex function. Manages daily operations of the project(s) or task(s) to ensure schedules are met and deliverables meet quality standards. Interfaces with the customer on issues and business development opportunities. If the position requires people management, responsibilities include conducting performance appraisals, participating fully in decisions related to employment, and counseling employees with regard to progressive discipline. Organizes project and task work loads and selects individuals most qualified for assignments. Researches technical solutions against cost constraints and presents recommendations to management and customers. Develops standards and procedures. Evaluates results of technical projects. Determines project schedules and timelines. If responsible for people management, supervises a group of secure systems analysts and/or engineers and provides technical and career guidance. Performs complex responsibilities with considerable latitude. Interprets management initiatives and sets goals and objectives for group. Work impacts organizational success.</p>
145	Secure Systems – Manager	<p>Provides technical leadership for a group of employees, or manages a substantially large, complex function. Forecasts budgets, employment levels, and performance metrics for project(s). Interfaces with the customer on high-level issues and business development opportunities. If the position requires people management, responsibilities include conducting performance appraisals, participating fully in decisions related to employment, and counseling employees with regard to progressive discipline. May manage through subordinate supervisors or leads. Responsible for the management of a secure systems function or contract. If responsible for people management, directs secure systems analysts and/or engineers to ensure progress according to technical objectives. Develops project objectives and timelines in consultation with the customer. Researches available technology and cost constraints to develop recommendations to senior management and customer management. Has ultimate responsibility for completing projects on time and within budget. Performs complex responsibilities with considerable latitude. Determines goals and initiatives based on direction of business within the industry. Responsible for profit/loss of group. Work impacts organizational success.</p>
146	Secure Systems Consultant	<p>Industry expert responsible for determining the type of secure systems that best fit an organization. Applies accepted or mandated set of disciplines for the planning, analysis, design and implementation of complex secure information systems on an organization-wide basis or across a major sector of the organization. Develops analytical and computational techniques and methodology for the definition of security solutions. Presents technical findings and theories to other experts within the industry. Performs organization-wide strategic security planning and analysis. Performs risk analysis and risk assessments. Lends technical expertise to proposal and marketing efforts. Performs complex assignments with little guidance. Has latitude in completing broad objectives. Work impacts client relations.</p>

No.	Labor Category	Description
147	Secure Systems Consultant – Senior	Top level industry expert responsible for determining the type of secure systems that best fit an organization. Applies accepted or mandated set of disciplines for the planning, analysis, design and implementation of the most complex secure information systems on an organization-wide basis or across a major sector of the organization. Develops analytical and computational techniques and methodology for the definition of security solutions. Presents technical findings and theories to other experts within the industry. Performs organization-wide strategic security planning and analysis. Performs risk analysis and risk assessments. Lends technical expertise to proposal and marketing efforts. Performs highly complex responsibilities with considerable latitude. Interprets company initiatives and client requirements. Work impacts organizational success.
148	Security Administrator	Fully competent professional position. Interprets and implements security policies and procedures as required by government agencies and in accordance with the company security policies. Administers the Visit Access Program. Coordinates with employees and government agencies to prepare and publish Visit Access Letters (VALs). Addresses personnel security matters with employees and managers regarding background investigation information. Reviews, prepares and processes requests for clearances. Tracks and reports on status of employees being processed for investigation. Administers initial briefings of cleared employees. Works under minimal supervision and independently performs duties of moderate complexity. Work impacts performance of the unit or department.
149	Security Administrator – Senior	Senior-level professional; able to independently accomplish complex requirements. Analyzes, plans and administers the security program in accordance with company policies. Plans and implements special security projects. Develops and conducts security briefings. Interfaces regularly with government officials on security projects and investigations. Administers the DoD Personnel Security Program. Coordinates and interfaces with various government agencies, managers and employees in preparing the required forms for submittal. Provides guidance to less experienced security administrators. Recommends changes to security policies and procedures. Performs complex assignments with little guidance. Has latitude in completing broad objectives. Work impacts contract or department.
150	Security Administrator – Lead	Manages a moderately large, complex function, and/or coordinates work activities for a small group of professional employees. If the position requires people management, responsibilities include determining schedules and providing leadership and guidance within field of discipline. Provides input on performance appraisals and employment decisions but typically does not conduct appraisals, or make hiring, disciplinary, or termination decisions. Leads moderately complex security administration projects or phases of a large project. For example, may lead implementation of a new security administration program or procedure. Responsible for meeting deadlines and standards agreed to with management. Performs complex assignments with little guidance. Sets objectives for group with direction from management, and ensures that goals are met. Work impacts project schedules and internal customer relations.
151	Security Administrator – Manager	Manages a substantially large, complex function, and/or provides leadership for a group of employees. Forecasts budgets, employment levels, and performance metrics for project or department. Interfaces with internal customers on high-level issues. If responsible for people management, conducts performance appraisals, participates fully in decisions related to employment, and counsels employees with regard to progressive discipline. May manage through subordinate supervisors or leads. Responsible for managing the security administration function for the division, including execution of all DoD and non-DoD security regulations affecting the division and its employees. Develops project timelines and department objectives in consultation with senior management. Researches new methods and processes related to the security administration function and presents recommendations to senior management. Directs the work of security administration specialists and has ultimate responsibility for completing projects on time and within budget. Represents the division with regard to security issues at corporate meetings and acts as liaison with government officials and subcontractors. Performs complex responsibilities with considerable latitude. Determines goals and initiatives based on direction of business within the industry. Work impacts organizational success.

No.	Labor Category	Description
152	Site Supervisor	Provides leadership for a group of employees at a work site. Manages daily operations to ensure schedules are met and deliverables meet quality standards. Interfaces with the customer on issues and business development opportunities. Conducts performance appraisals and participates fully in decisions related to employment. Counsels employees with regard to progressive discipline. Primary responsibility is to supervise employees at a work site of moderate size and complexity. Develops plan for work efforts and assigns staff members. Monitors performance to ensure satisfactory completion of tasks. Determines priorities with input from management. May be primary point of contact with the customer on issues related to work completed on-site. Briefs customer and management on status and budget. Performs moderately complex responsibilities with general oversight. Reviews Statement of Work and develops objectives with management guidance. Work impacts work site and client relations.
153	Site Manager	Provides leadership for a group of employees at a work site. Forecasts budgets, employment levels, and performance metrics for project(s). Interfaces with the customer on high-level issues and business development opportunities. Conducts performance appraisals and participates fully in decisions related to employment. Counsels employees with regard to progressive discipline. May manage through subordinate supervisors or leads. Responsible for managing a large site that may or may not have several satellite locations. Directs the work of employees to ensure that tasks are completed on time and within budget. Develops plan for work efforts and assigns staff members. Tracks performance against quality standards. Develops objectives and presents them to management for review and approval. May be primary point of contact with the customer on issues related to work completed on-site. Briefs customer and management on status and budget. Performs complex responsibilities with considerable latitude. Interprets management initiatives and sets goals and objectives for group. Work impacts project or program and client relations.
154	Software Engineer – Associate	Works from specifications to assist in developing and modifying basic software programming applications. Assists with design, coding, benchmark testing, debugging and documentation of programs. Applications generally deal with utility programs, job control language, macros, subroutines and other control modules. May customize purchased applications and assist in maintaining program libraries and technical manuals. Resolves problems of limited complexity. Works under supervision within established parameters, but independent judgment is used. Impact of work is limited to the work group directly supported.
155	Software Engineer	Fully competent, professional position. Works from specifications in developing and modifying moderately complex software programming applications. Involved with designing, coding, benchmark testing, debugging and documentation of programs. Applications generally deal with utility programs, job control language, macros, subroutines and other control modules. Performs activities such as operating system architecture integration and software design to selection of computer systems, languages and/or equipment. May oversee projects of limited complexity. Resolves moderately complex problems. Works under minimal supervision and independently performs duties of moderate complexity. Work impacts performance on the contract.
156	Software Engineer – Senior	Senior-level professional; able to independently accomplish complex requirements. Formulates/defines specifications for complex software programming applications of modifies/maintains complex existing applications using engineering releases and utilities from the manufacturer. May be responsible for applications dealing with the overall operating system, such as sophisticated file maintenance routines, large telecommunications networks, computer accounting and advanced mathematical/scientific software packages. Performs activities such as operating system architecture integration and software design to selection of computer systems, languages and/or equipment. Participates in preparation of technical proposals. Provides guidance to other software engineers. Performs complex assignments with little guidance. Has latitude in completing broad objectives. Work impacts client relations.

No.	Labor Category	Description
157	Software Engineer – Principal	Considered an expert in one or more disciplines or systems. Conceptualizes broad requirements of software and translates into plans for design, development and implementation. Works with customers at the highest levels to recommend systems solutions. Researches new technologies and presents new concepts as a system expert. Has full technical knowledge of all phases of software programming applications. Resolves highly complex software problems. Provides high level expertise in writing technical proposals. Provides guidance and direction in all aspects of major projects. Performs highly complex responsibilities with considerable latitude. Interprets company initiatives and client requirements. Work impacts organizational success.
158	Staff Manager – Senior	As part of a project management team, manages a specific staff function such as training or logistics. Determines project’s functional needs. Acts as a liaison between the project manager and appropriate corporate functional departments. Provides functional guidance to project team in order to achieve goals in accordance with established corporate policies. Establishes functional procedures for the project. Work is reviewed and evaluated based upon meeting objectives and schedules. In some instances, this manager may be responsible for a functional area and may not have subordinate supervisors or employees. Performs moderately complex responsibilities with considerable latitude. Determines function’s goals and initiatives based on the project/contract. Work impacts project’s success.
159	Systems Administrator – Associate	Participates in software installations and upgrades to operating systems and layered software packages. Ensures workstation/server data integrity by evaluating, implementing and managing appropriate software and hardware solutions. Resolves systems problems of limited complexity. Monitors systems and procedures to safeguard internal information systems and databases. Assists in risk assessment of computer systems. Works under supervision within established parameters, but independent judgment is used. Impact of work is limited to the work group directly supported.
160	Systems Administrator	Fully competent, professional position. Schedules and performs software installations and upgrades and maintains them in accordance with established IS policies, procedures, and SLAs. Ensures data/media recovery by implementing a schedule of system backups and database archive operations. Supports media management through internal methods and procedures or through offsite storage and retrieval services. Resolves moderately complex systems problems. Analyzes and enhances data security controls. Tests Disaster Recovery Plan and recommends changes. Educates end-users on computer security and disaster recovery issues. Works under minimal supervision and independently performs duties of moderate complexity. Work impacts performance on the contract.
161	Systems Administrator – Senior	Senior-level professional; able to independently accomplish complex requirements. Works with management to define appropriate standards, policies, procedures, software tool sets, and supporting peripherals to facilitate the management, accountability, functionality, and security of systems. Monitors system resource use. Provides ongoing trend analysis for determining current needs and future resource requirements. Provides recommendations to management on system upgrades, vendor products and system enhancements. Researches, recommends and implements changes to enhance system security. Develops, tests and implements Disaster Recovery Plan. Provides guidance and direction to other systems administrators. Performs complex assignments with little guidance. Has latitude in completing broad objectives. Work impacts client relations.
162	Systems Analyst – Associate	Assists users in evaluating the effectiveness of existing systems. Defines user requirements and system specification for new and expanded automated system. May assist in performing cost/benefit studies to determine feasibility/long term value of proposed projects. Maintains working knowledge of languages, database techniques, system productivity tools, programming techniques and software standards. Resolves system problems of limited complexity. Works under supervision within established parameters, but independent judgment is used. Impact of work is limited to the work group directly supported.

No.	Labor Category	Description
163	Systems Analyst	Fully competent, professional position. Works with users to develop and evaluate new or existing systems. Defines user requirements and system specification for new and expanded system. May perform cost/benefit studies to determine feasibility/long term value of proposed projects; presents recommendation to project team. Provides user training for projects when appropriate. Maintains working knowledge of high level languages, database techniques, system productivity tools, programming techniques and software standards. Participates in implementation and may oversee projects of limited complexity. Resolves moderately complex system problems. Works under minimal supervision and independently performs duties of moderate complexity. Work impacts performance on the contract.
164	Systems Analyst – Senior	Senior-level professional; able to independently accomplish complex requirements. Develops and evaluates new or existing complex systems. Consults with and advises users concerning efficient methods of automating processes. Works with users to define requirements and presents recommendations to automate processes to management. Provides user training for projects when appropriate. Maintains working knowledge of high level languages, database techniques, system productivity tools, programming techniques and software standards. Participates in implementation and may oversee complex projects. Presents studies and briefings to customers. Participates in preparation of technical proposals. Provides guidance to other systems analysts. Performs complex assignments with little guidance. Has latitude in completing broad objectives. Work impacts client relations.
165	Systems Analyst – Lead	Coordinates work activities for a small group of technical/professional employees, or leads a moderately large, complex function. Determines schedules and provides technical guidance and leadership. If the position requires people management, responsibilities include providing input on performance appraisals and employment decisions. Typically does not conduct appraisals, or make hiring, disciplinary, or termination decisions. Leads moderately complex computer systems projects or phases of larger projects. Work teams may be cross-functional. Meets with customers to provide project status and schedules. Responsible for meeting deadlines and standards agreed to with management. Performs complex assignments with little guidance. Sets objectives for group with direction from management, and ensures that goals are met. Work impacts client relations.
166	Systems Analyst – Principal	Considered an expert in one or more disciplines or systems. Conceptualizes broad requirements of a system and translates it into plans for design, development and implementation. Works with customers at the highest levels to recommend systems solutions. Researches new technologies and presents new concepts as a system expert. Resolves highly complex systems problems. Provides high level expertise in writing technical proposals. Provides guidance and direction in all aspects of major systems analysis projects. Performs highly complex responsibilities with considerable latitude. Interprets company initiatives and client requirements. Work impacts organizational success.
167	Systems Engineer – Associate	Assists with assessing non-routine problems and investigates, develops, appraises, selects, and presents solutions. Involved in specifications development, implementation, testing and documenting engineering systems and equipment. Verifies technical designs to ensure cost effectiveness. Assists with researching, planning and overseeing the implementation of systems level design concepts and equipment to include interfacing. Works under supervision within established parameters, but independent judgment is used. Impact of work is limited to the work group directly supported.
168	Systems Engineer	Fully competent, professional position. Assesses moderately complex problems and investigates, develops, appraises, selects, and presents solutions. Involved in specifications development, implementation, testing and documenting engineering systems and equipment. Verifies technical designs to ensure cost effectiveness. Responsible for researching, planning and overseeing the implementation of moderately complex systems level design concepts and equipment to include interfacing. Supports marketing and proposal efforts. Works under minimal supervision and independently performs duties of moderate complexity. Work impacts performance on the contract.

No.	Labor Category	Description
169	Systems Engineer – Senior	Senior-level professional; able to independently accomplish complex requirements. Assesses complex problems and investigates, develops, appraises, selects, and presents solutions. Initiates concept development and trade-off studies. Interfaces extensively with customer representatives, employees, and managers. Devises appropriate tests to use in evaluating, debugging and checking of equipment and systems for accurate and dependable conformance to specifications. Responsible for researching, planning and overseeing the implementation of complex systems level design concepts and equipment to include interfacing. Provides guidance to less experienced systems engineers. Supports marketing and proposal efforts. Performs complex assignments with little guidance. Has latitude in completing broad objectives. Work impacts client relations.
170	Systems Engineer – Principal	Considered an expert in one or more disciplines or systems. Conceptualizes broad requirements of system and translates into plans for design, development and implementation. Consults with customers at the highest levels to recommend systems solutions. Researches new technologies and presents new concepts as a systems expert. Has full technical knowledge of all phases of systems design. Resolves highly complex systems problems. Provides high level expertise in writing technical proposals. Provides guidance and direction in all aspects of major projects. Supports marketing and proposal efforts. Performs highly complex responsibilities with considerable latitude. Interprets company initiatives and client requirements. Work impacts organizational success.
171	Systems Consultant	Technical expert responsible for determining the type of systems that best fit an organization. Models and understands key business processes within an organization and the impact technology may have on these business processes. Works to build a coalition within the organization that will formulate the architecture and manage the architectural development process/project. Actively monitors changes in critical business processes. Provides guidance to others. Performs complex assignments with little guidance. Has latitude in completing broad objectives. Work impacts client relations.
172	Systems Consultant – Senior	Top level technical expert responsible for determining the type of systems that best fit an organization. Models and understands key business processes within an organization and the impact technology may have on these business processes. Works to build a coalition within the organization that will formulate the architecture and manage the architectural development process/project. Actively monitors changes in critical business processes. Provides guidance to others. Performs highly complex responsibilities with considerable latitude. Interprets company initiatives and client requirements. Work impacts organizational success.
173	Tape Librarian	Responsible for maintaining and storing a library of computer generated files which may be on tape, disk, cassettes, or mass storage. Classifies and catalogs these files in accordance with such factors as content of data and type of routing. Assigns codes conforming to standardized system. Prepares record for file reference. Issues files on charge-out system and inspects returned files to determine need for replacement due to wear or damage. May perform minor repairs to damaged tapes. May also maintain operations documentation. Works under direct supervision on both routine tasks and non-routine tasks within established parameters. Work impacts the work group directly supported.
174	Task – Lead	Coordinates work activities for a small group of technical/professional employees, or manages a moderately large, complex function. Determines schedules and provides technical guidance and leadership. If the position requires people management, responsibilities include providing input on performance appraisals and employment decisions. Typically does not conduct appraisals, or make hiring, disciplinary, or termination decisions. Leads moderately complex tasks or phases of larger tasks. Work teams may be cross-functional. Meets with customers to provide project status and schedules. Responsible for meeting deadlines and standards agreed to with management. Performs complex assignments with little guidance. Sets objectives for group with direction from management, and ensures that goals are met. Work impacts client relations.

No.	Labor Category	Description
175	Task – Supervisor	Provides leadership for a group of employees, or manages a moderately large, complex function. Manages daily operations of the task to ensure schedules are met and deliverables meet quality standards. Interfaces with the customer on issues and business development opportunities. If the position requires people management, responsibilities include conducting performance appraisals, participating fully in decisions related to employment, and counseling employees with regard to progressive discipline. Primary responsibility is to complete objectives for moderate-size, complex task(s). Develops plan for work efforts and assigns staff members. Monitors performance to ensure satisfactory completion of task. Determines priorities with input from management. May be primary point of contact with the customer on issues related to the task. Briefs customer and management on task status and budget. Performs moderately complex responsibilities with general oversight. Reviews Statement of Work and develops task objectives with management guidance. Work impacts task and client relations.
176	Task – Manager	Provides leadership for a group of employees, or manages a substantially large, complex function. Forecasts budgets, employment levels, and performance metrics for project(s). Interfaces with the customer on high-level issues and business development opportunities. If the position requires people management, responsibilities include conducting performance appraisals, participating fully in decisions related to employment, and counseling employees with regard to progressive discipline. May manage through subordinate supervisors or leads. Responsible for managing large, complex task(s). Ensures that task is completed on time and within budget. Develops plan for work efforts and assigns staff members. Tracks performance against quality standards. Develops objectives and presents them to management for review and approval. May be primary point of contact with the customer on issues related to the task. Briefs customer and management on task status and budget. Performs complex responsibilities with considerable latitude. Interprets management initiatives and sets goals and objectives for group. Work impacts project or program and client relations.
177	Technical Analyst – Associate	Analyzes design or system changes and assists in determining effects on configuration. Updates database and user manuals with new configuration information. Performs research in support of operations research projects. Identifies and gathers relevant data and assists in analysis. Applies quality assurance standards in accordance with contractual requirements. Evaluates rejections and recommends corrective actions. Works under supervision within established parameters, but independent judgment is used. Impact of work is limited to the work group directly supported.
178	Technical Analyst	Fully competent, professional position. Responsible for configuration control of moderately complex products or systems. Develops configuration management plans to meet contractual specifications. Performs research to identify operations issues. Applies mathematical models and formulas to identify recommended resolution. Develops and applies quality assurance standards. Writes inspection procedures. Interfaces with customers, vendors and internal departments to resolve quality assurance issues. Works under minimal supervision and independently performs duties of moderate complexity. Work impacts performance on the contract.
179	Technical Analyst – Senior	Senior-level professional; able to independently accomplish complex requirements. Authorizes changes to product or system configuration. Provides guidance in developing corresponding documentation. Determines ways to increase response time to configuration changes. Performs research and analysis of complex operations research issues. Presents recommendations to management and customers. Develops quality assurance standards and inspection procedures. Interfaces with all levels of customer and vendor organizations to resolve complex quality assurance issues. Leads quality audit activities. Provides guidance to less experienced Technical Analysts. Performs complex assignments with little guidance. Has latitude in completing broad objectives. Work impacts client relations.

No.	Labor Category	Description
180	Technical Analyst – Principal	Considered an expert in one or more disciplines or systems. Serves as liaison between management and internal departments to resolve complex configuration management issues. Develops new methods and procedures for configuration changes and preparing documentation. Leads research efforts in identifying and resolving highly complex operations research issues. Consults with management and customers at the highest levels. Conducts research on inspection and quality assurance trends and makes recommendations to management and customers. Develops quality assurance plans in response to proposals. Provides guidance to less experienced Technical Analysts. Performs highly complex responsibilities with considerable latitude. Interprets company initiatives and client requirements. Work impacts organizational success.
181	Technical – Lead	Coordinates work activities for a small group of technical/professional employees, or manages a moderately large, complex function. Determines schedules and provides technical guidance and leadership. If the position requires people management, responsibilities include providing input on performance appraisals and employment decisions. Typically does not conduct appraisals, or make hiring, disciplinary, or termination decisions. Leads moderately complex technical projects or phases of larger projects. Work teams may be cross-functional. Meets with customers to provide project status and schedules. Responsible for meeting deadlines and standards agreed to with management. Performs complex assignments with little guidance. Sets objectives for group with direction from management, and ensures that goals are met. Work impacts client relations.
182	Technical – Supervisor	Provides technical leadership for a group of employees, or manages a moderately large, complex function. Manages daily operations of the project(s) or task(s) to ensure schedules are met and deliverables meet quality standards. Interfaces with the customer on issues and business development opportunities. If the position requires people management, responsibilities include conducting performance appraisals, participating fully in decisions related to employment, and counseling employees with regard to progressive discipline. Organizes project and task work loads and selects individuals most qualified for assignments. Researches technical solutions against cost constraints and presents recommendations to management and customers. Develops standards and procedures. Evaluates results of technical projects. Determines project schedules and timelines. If responsible for people management, supervises a group of technical professionals and provides technical and career guidance. Performs complex responsibilities with considerable latitude. Interprets management initiatives and sets goals and objectives for group. Work impacts organizational success.
183	Technical – Manager	Provides technical leadership for a group of employees, or manages a substantially large, complex function. Forecasts budgets, employment levels, and performance metrics for project(s). Interfaces with the customer on high-level issues and business development opportunities. If the position requires people management, responsibilities include conducting performance appraisals, participating fully in decisions related to employment, and counseling employees with regard to progressive discipline. May manage through subordinate supervisors or leads. Responsible for the management of a particular technical function. Directs technical organization to ensure progress according to technical objectives. Develops project objectives and timelines in consultation with the customer. Researches available technology and cost constraints to develop recommendations to senior management and customer management. If responsible for people management, directs the work of technical professionals. Has ultimate responsibility for completing projects on time and within budget. Performs complex responsibilities with considerable latitude. Determines goals and initiatives based on direction of business within the industry. Responsible for profit/loss of group. Work impacts organizational success.

No.	Labor Category	Description
184	Technical Director	Establishes operational objectives and assignments and delegates assignments to subordinates. Involved in developing, modifying and executing company policies which affect immediate operation(s) and may also have company-wide effect. Responsible for initiating and completing projects and processes which impact technical programs. Regularly interacts with senior management or executive levels on matters concerning functional areas, divisions, and/or customers. Erroneous decisions will result in critical delay(s) in schedules and/or operations and may jeopardize overall business activities. May be responsible for managing a staff function and may not have subordinate managers.
185	Technical Director – Senior	Participates with other senior managers to establish strategic plans and objectives. Makes final decisions(s) on administrative or operational matters and ensures operations' effective achievement of objectives. Responsible for initiating and completing projects and processes which impact a large technical program(s). Regularly interacts with executives and/or major customers. Interactions normally involve controversial situations, customer negotiations, or influencing and persuading other senior level managers. Directs the activities of a broad functional area, through department managers within the company having overall responsibility for planning, budgeting, implementing and maintaining costs, methods and employees.
186	Technical Architect	Top level technical expert responsible for monitoring key technologies and technical standards. May work across organizations on many projects. Works to define standards in the context of the developed principles and meets with key vendors and services providers to monitor standards and directions. Actively monitors market trends and assists the client in defining a set of technical standards that define the technical architecture. Advises on selection of products based on the definition of standards within the architecture with regards to processing, data storage, data access, and applications development. Advises on potential future projects to management. Provides guidance to others. Performs highly complex responsibilities with considerable latitude. Interprets company initiatives and client requirements. Work impacts organizational success.
187	Technical Trainer – Associate	Assists in the development of course objectives and content. Develops less complex courses or sections of larger courses. Maintains up to date training library. Delivers courses to end-users. Evaluates course content and makes recommendations for improvement. Works under supervision within established parameters, but independent judgment is used. Impact of work is limited to the work group directly supported.
188	Technical Trainer	Fully competent, professional position. Interfaces with customer or management to develop course objectives and content. Researches technical concepts to develop course content. Develops moderately complex courses and delivers to end-users. Troubleshoots technical problems with computer systems used for training. Evaluates course content and makes changes to the curriculum and course content as appropriate. Works under minimal supervision and independently performs duties of moderate complexity. Work impacts performance on the contract.
189	Technical Trainer – Senior	Senior-level professional; able to independently accomplish complex requirements. Consults with customer or management on most appropriate methodology to transfer knowledge to the end-user. Develops course objectives and content and conducts in-depth research on technical concepts to incorporate into course content. Develops complex courses and delivers to all levels of end-users. Troubleshoots technical problems with computer systems used for training. Evaluates course content and makes changes to the curriculum and course content as appropriate. Provides guidance to less experienced Technical Trainers. Performs complex assignments with little guidance. Has latitude in completing broad objectives. Work impacts client relations.
190	Technical Writer / Editor – Associate	Reviews sources of technical information and modifies technical documents to incorporate information. Follows appropriate format. Edits and proofreads technical documents and data. Ensures that documents meet standards for quality, format and style. Participates in coordinating production efforts. Works under supervision within established parameters, but independent judgment is used. Impact of work is limited to the work group directly supported.

No.	Labor Category	Description
191	Technical Writer/Editor	Fully competent, professional position. Interfaces with customer or technical staff to determine technical writing needs. Researches technical concepts. Creates new or modifies existing technical documents that are complex in content. Edits and proofreads technical documents and data. Reviews documents to ensure that standards of quality, format and style are met. Coordinates production efforts. Works under minimal supervision and independently performs duties of moderate complexity. Work impacts performance on the contract.
192	Technical Writer/Editor – Senior	Senior-level professional; able to independently accomplish complex requirements. Consults with customer or technical staff to determine most appropriate schedule of deliverables and objectives for large technical writing projects. Researches technical concepts. Creates new or modifies existing technical documents that are complex in nature. Edits documents and ensures that standards of quality, format and style are met. Coordinates large production efforts. Performs complex assignments with little guidance. Has latitude in completing broad objectives. Work impacts client relations.
193	Technical Writer/Editor – Principal	Considered an expert in one or more disciplines or systems. Provides highest level of consulting support to projects to lend expertise. Consults with all levels of customers and company management to determine most appropriate schedule of deliverables and objectives for large technical writing projects. Researches highly complex technical concepts. May lead large production efforts. Provides guidance to less experienced Technical Writers. Performs highly complex responsibilities with considerable latitude. Interprets company initiatives and client requirements. Work impacts organizational success.
194	Telecommunications Engineer/Analyst – Associate	Provides professional-level support to more experienced engineers/analysts in one or more technical areas within the telecom function. Assists in maintenance of switching equipment. Tests, adjusts, and troubleshoots telecom equipment including routers, hubs and associated communications hardware, software and circuitry supported by the LAN/WAN infrastructure. Assists with installations. Gathers data and information to support new system modifications. Works under supervision within established parameters, but independent judgment is used. Impact of work is limited to the work group directly supported.
195	Telecommunications Engineer/Analyst	Fully competent, professional position. Performs moderately complex engineering, and/or analytical activities associated with one or more technical areas within the telecom function. Responsible for maintenance of switching equipment, routers, hubs, and associated hardware and software. Reads and interprets circuit diagrams and electrical schematics. Identifies and corrects moderately complex system/network problems at remote sites. Tests, adjusts and troubleshoots telecom equipment. Acts as liaison for vendors during installation, rearrangement, and/or removal of equipment. Works under minimal supervision and independently performs duties of moderate complexity. Work impacts performance on the contract.
196	Telecommunications Engineer/Analyst Senior	Senior-level professional; able to independently accomplish complex requirements. Performs complex engineering, and/or analytical activities associated with one or more technical areas within the telecom function. Evaluates, designs and maintains telecom systems. Analyzes user needs and recommends solutions to hardware/ software systems. Prepares detailed specifications and flowcharts for implementation of new systems. Coordinates relocations and installations. Identifies and corrects complex system/network problems. Presents studies and briefings to customers. Participates in preparation of technical proposals. Provides guidance to less experienced analysts/engineers. Performs complex assignments with little guidance. Has latitude in completing broad objectives. Work impacts client relations.

No.	Labor Category	Description
197	Telecommunications Engineer/ Analyst – Principal	Considered an expert in one or more disciplines or systems. Conceptualizes broad requirements of the telecommunication system and translates into plans for design, development and implementation. Works with customers at the highest levels to recommend systems solutions. Researches new technologies and presents new concepts as a system expert. Resolves highly complex problems. Provides high level expertise in writing technical proposals. Evaluates vendor and subcontractor capabilities. Provides guidance and direction in all aspects of major telecommunications projects. Performs highly complex responsibilities with considerable latitude. Interprets company initiatives and client requirements. Work impacts organizational success.
198	Telecommunications Specialist	Processes requests for new service, for changes to existing service and for discontinuation of service. Monitors wide-area network. Responds to or initiates trouble-tickets. Diagnoses problems and arranges for their corrections. Refers complex malfunctions to senior level position for review and correction. Works under general supervision on both routine and non-routine tasks with established procedures. Work impacts the work group directly supported.
199	Telecommunications Specialist – Senior	Processes requests for complex installations, changes and disconnects. Monitors wide-area network for malfunctions. Responds to or initiates trouble-tickets. Diagnoses complex problems, determines corrective action and informs the appropriate technician. Refers decisions affecting the configuration or pulling circuits off-line for corrections to supervisors. Works under limited supervision on complex tasks within established parameters. Work impacts contract performance.
200	Telecommunications Technician – Associate	Assists higher level technicians in processing requests for new installations, moves and reconfigurations. Pulls and terminates inside cable. Updates cable database records for voice and data station equipment. Assists with equipment and system tests. Works under close supervision on routine tasks with established procedures. Impact of work is limited to the task being performed.
201	Telecommunications Technician	Processes requests for new installations, moves and reconfigurations. Pulls and terminates inside cable. Maintains and updates cable database records for voice and data station equipment. Runs equipment and system tests. Investigates and restores service to down stations/systems. Trains end-users on proper use of telecommunications equipment. Works under general supervision on both routine tasks and non-routine tasks within established parameters. Work impacts the work group directly supported.
202	Telecommunications Technician – Senior	Processes requests for complex new installations, moves, and reconfigurations of large telecommunications systems. Makes recommendations on changes and improvements to existing systems. Runs equipment and system tests. Troubleshoots complex system problems and restores service to down stations/systems. Trains end-users in proper use of telecommunications equipment. Provides guidance to less experienced network technicians. Works under limited supervision on complex tasks within established procedures. Work impacts contract performance.
203	Telecommunications Technician – Lead	This is a working lead position, responsible for providing direction to lower level telecommunications technicians, or may lead a particular function within the operation. The lead may provide input but is not responsible for signing time sheets, appraising performance, hiring or terminations. May function in a "shift supervisor" capacity. Schedules and coordinates daily work schedules. Distributes and verifies work. Trains technicians in procedures and resolves operational problems. Works under limited supervision on complex tasks within established procedures. Work impacts contract performance.
204	Tempest Engineer – Associate	Provides moderately complex analysis, testing and reporting of designs and concepts for TEMPEST systems. Assists senior-level staff in chassis layout and/or large engineering projects. Performs tests, calculations, measurements and calibration. Trouble-shoots systems and/or product malfunctions and makes improvements. Designs simple sub-systems. Generates and modifies test, process, and engineering documentation. Works under supervision within established parameters, but independent judgment is used. Impact of work is limited to the work group directly supported.

No.	Labor Category	Description
205	Tempest Engineer	Fully competent, professional position. Performs design, certification, quality assurance, testing and engineering analysis for TEMPEST systems. Plans chassis layout. Recommends technical specifications and design approaches to meet production or project requirements. Trouble-shoots product or systems malfunctions and makes improvements. Resolves integrity issues. Determines tolerances of materials and researches vendors. Generates test, process and engineering documentation. Contributes as part of an engineering project team and takes the lead on implementing certain phases of the project. Interfaces with the customer team members. May teach certification courses. Works under minimal supervision and independently performs duties of moderate complexity. Work impacts performance on the contract.
206	Tempest Engineer – Senior	Senior-level professional; able to independently accomplish complex requirements. Plans and implements complex design, certification, quality assurance, testing and engineering projects. Designs complex chassis. Performs highly complex analysis and trouble-shooting for TEMPEST systems. Researches new materials and recommends vendors. Resolves complex integrity issues. Consults with management within the company and the customer about area of expertise. Generates technical training material. Performs calculations, tests, tolerance studies and failure analysis. Participates with proposal efforts and marketing for follow-on tasking. Provides guidance to less experienced engineers. Performs complex assignments with little guidance. Has latitude in completing broad objectives. Work impacts client relations.
207	Tempest Engineer – Principal	Considered an expert in one or more disciplines or systems. In addition to senior-level TEMPEST Engineer duties, performs the following as required: Develops and refines new design, certification, quality assurance, testing and engineering techniques. Plans and implements large scale engineering projects. Analyzes risk and cost impacts for engineering approaches. Establishes performance and technical standards. Performs independent research. Evaluates vendor and subcontractor capabilities. Consults with senior management and customers at the highest levels. Leads technical proposal submissions and is called on as a subject matter expert in marketing initiatives. Provides guidance to less experienced engineers. Performs highly complex responsibilities with considerable latitude. Interprets company initiatives and client requirements. Work impacts organizational success.
208	Test Technician	Sets up the test according to established parameters. Runs testing procedures. Compiles results and reports them in an appropriate format to technical staff. Troubleshoots basic issues with testing procedures. Works under general supervision on both routine tasks and non-routine tasks within established parameters. Work impacts the work group directly supported.
209	Test Technician – Senior	Sets up complex test scenarios according to parameters. Runs testing procedures. Compiles results and reports them in an appropriate format to technical staff. Troubleshoots moderately complex issues with testing procedures. May lead small testing efforts or phases of larger tests. Makes recommendations for improvements to processes, systems, products, and/or testing procedures. Provides guidance to less experienced Test Technicians. Works under limited supervision on complex tasks within established procedures. Work impacts contract performance.
210	Word Processor – Associate	Organizes daily work load after reviewing work load file. Produces simple correspondence, sections of proposals, reports and other documents from clear source documents using word processing software. Proofreads work for typos and corrects errors. Maintains a log of work completed. Performs other clerical duties as assigned. Works under close supervision on routine tasks with established procedures. Impact of work is limited to the task being performed.
211	Word Processor	Organizes daily work load after reviewing work load file. Produces correspondence, sections of proposals, reports and other moderately complex documents from a variety of source documents and rough drafts using word processing software. Formats simple graphs and tables. Pulls prepared graphics into documents. Proofreads own work and work of others for typos and corrects errors. Maintains a log of work completed. Performs other clerical duties as assigned. Works under general supervision on both routine tasks and non-routine tasks within established parameters. Work impacts the work group directly supported.

No.	Labor Category	Description
212	Word Processor – Senior	Organizes daily work load after reviewing work load file. Produces correspondence, sections of proposals, reports and other complex documents from a variety of source documents and rough drafts using word processing software. Formats graphs and tables. Pulls prepared graphics into documents. Proofreads own work and work of others for typos and corrects errors. Maintains a log of work completed. Performs other clerical duties as assigned. Trouble shoots problems with software and peripherals as needed. Provides guidance to less experienced word processors. Works under limited supervision on complex tasks within established procedures. Work impacts contract performance.
213	Word Processor – Lead	This is a working lead position, responsible for providing direction to lower level word processors. The lead may provide input but is not responsible for signing time sheets, appraising performance, hiring or terminations. May function in a "shift supervisor" capacity. Schedules and coordinates daily work schedules. Distributes and verifies work. Trains word processors in procedures and resolves operational problems. Works under limited supervision on complex tasks within established procedures. Work impacts contract performance.
214	Instructor, Applications – Trainer	Acts as Primary instructor for user-level and introductory-to intermediate-level non-certified training. Applies specialized knowledge, skills and judgment in performing assignments of substantial variety and complexity in support of customer requirements. Assists senior personnel with custom courseware and training program development as required. Works with clients or consulting teams to develop user manuals, system documentation, and user-level training. Supports Project Manager and Solutions Developer or Systems Engineer, as appropriate.
215	Certified Instructor	Product Specialist for each product in which the instructor is instructing. Three or more years of instructional experience. Acts as primary instructor for Microsoft or other Manufacturer Certified training. Plans and performs assignments of substantial variety and complexity. Applies specialized knowledge, skills or judgment to a varied and complex sequence of training requirements. Develops customized training courseware and presentation materials. This position requires effective communication. Consults with clients to identify specific client training requirements; develops and/or customizes standard course offerings to meet client requirements. Identifies alternatives, develops recommendations, prepare reports. Performs work independently utilizing input from clients to define problems and provide solutions.
216	Instructor, Systems and Development Tools	Acts as primary instructor for user-level and mid- to intermediate-level training. Applies specialized knowledge, skills and judgment in performing assignments of substantial variety and complexity in support of customer requirements. Develops customized training courseware and presentation materials. This position requires effective communication. Works with clients or consulting teams to develop user manuals, system documentation, and user-level training. Supports Project Manager and Solutions Developer or Systems Engineer, as appropriate.
217	Instructor – Senior	Microsoft Certified Systems Engineer or Solutions Developer, three to four years instructional experience in a pertinent area, especially overseeing the development and implementation of custom training curricula. Acts as lead instructor in certified/customized and/or extended duration training engagements. Assumes primary responsibility for curriculum development and delivery; consults with clients to determine needs and meets with clients on an on-going basis throughout training program development. Works with supervisor to enhance program objectives and must identify classroom setup requirements. This position requires effective communication. May be certified to train in one or more product specialties. Works closely with the Project Manager and shares major responsibility in managing the training team and scheduling assignments. Performs tasks and analyses to determine resources needed and assists in scheduling resources.
218	Internet/Intranet Content Designer	Microsoft or Industry Certified Professional. Four (4) years demonstrated performance in related technology, especially creating and managing large and complex systems on a variety of platforms. Has a thorough knowledge of the HTML including vendor specific extensions provided by Netscape and Microsoft. Experienced with issues surrounding the design and layout of graphical objects and text. Familiar with tools available for Internet Content development including Front Page and the Internet assistance for MS Office. Familiar with the Internet database Connector. Works closely with Project Manager or Development Team Lead to ensure development or analysis remains on schedule.

No.	Labor Category	Description
219	Internet/Intranet Developer	Microsoft or Industry Certified Professional. Four (4) years demonstrated performance in related technology, especially creating and managing large and complex systems on a variety of platforms. Experienced with JAVA, VJ++ and/or VB/Script. A clear understanding and the Active X architecture and the role it plays in Internet development. Knowledgeable about server-side development using CGI, ISAPI and OLE ISAPI and the Internet Database Connector. Familiar with Internet Studio development. Works closely with Project Manager or Development Team Lead to ensure development or analysis remains on schedule.
220	Microsoft Knowledge Engineer	Six (6) to ten (10) years demonstrated performance in related technology, especially creating and or migrating complex systems on a variety of platforms using existing and emerging Microsoft technology. Familiar with project management techniques, knowledge engineering techniques and may have experience in data assimilation, organization, and heuristic structures. Experienced in topic such as complex networks, cross-platform integration and large-scale, complex systems design and implementation. This individual will have been formally trained by Microsoft in one or more of the following areas: Microsoft Solutions Framework, Premier Support Services, product futures, and any or all of the Certified Training associated with Microsoft's products. This individual will also be a Microsoft Certified Systems Engineer (MCSE) and/or Solutions Developer (MCSD). Works closely with Project Manager as the Microsoft advocate and sole or shared Technical Lead to ensure development or analysis or deployment remains on schedule and in line with the current capabilities and future directions of Microsoft products.
221	Messaging Technologist	Microsoft or Industry Certified Professional. Four (4) years demonstrated performance in related technology, especially creating and managing large and complex systems on a variety of platforms. Familiar with messaging backbones across a broad variety of heterogeneous operating systems and networks. Familiar with TCP/IP, SNA, NETBUI, IPX/SPX, sockets, and other protocols. Works closely with Project Manager or Development Team Lead to ensure development or analysis remains on schedule.
222	Object Oriented Engineer	Microsoft or Industry Certified Professional. Four (4) years demonstrated performance in related technology, especially creating complex systems on a variety of platforms. Familiar with Object Oriented Analysis (OOA), Object Oriented Design (OOD) and Object Oriented Programming (OOP). Has management experience in identifying requirements using structured object oriented analysis techniques, Grady Boosch, Schlear/Mellor, etc. Experienced with Microsoft Visual C++ and Microsoft Foundation Classes. Works closely with Project Manager or Development Team Lead to ensure development or analysis remains on schedule.
223	SNA/Mainframe Connectivity Specialist	Microsoft or Industry Certified Professional. Four to five (4-5) years demonstrated performance in related technology, especially creating and managing large and complex systems on a variety of platforms. Familiar with SNA and other communication protocols. Experienced in data connectivity issues between client/server systems and host-based systems. Familiar with client/host strategies and emulation tools. Works closely with Project Manager or Development Team Lead to ensure development or analysis remains on schedule.
224	Applications Architect – Senior	Microsoft Certified Solutions Developer. Seven (7) years technical experience in designing complex systems and producing formal implementation plans. Acts as lead developer/team leader in Visual Basic, Access, Visual C++, typically in concert with a Microsoft BackOffice Environment. Assumes primary responsibility for application design and development; consults with clients to determine needs and meets with clients on an on-going basis throughout application development. Supervises programmers and other personnel participating on the development team. Works closely with the Project Manager and shares major responsibility in managing the development team and scheduling development assignments. May act as the sole Project Manager, as needed.

No.	Labor Category	Description
225	Applications Engineer – Senior	Microsoft or Industry certified Professional . Five (5) years technical development/design experience in complex systems and producing formal implementation plans. Acts as lead developer team leader in Visual Basic, Access, Visual C++, or Internet/Intranet development typically in concert with a Microsoft BackOffice Environment. Assumes primary responsibility for application design and development; consults with clients to determine needs and meets with clients on an on-going basis throughout application development. Supervises programmers and other personnel participating on the development team. Works closely with the Project Manager and shares major responsibility in managing the development team and scheduling development assignments. May act as the sole Project Manager, as needed.
226	Microsoft Exchange Server –Systems Architect – Senior	Microsoft Certified System Engineer. Must be certified in the appropriate Microsoft Back Office product and have experience in designing complex systems and producing formal implementation plans. Acts as systems architect/team leader in multi-engineer teams, working on networking and communications projects. Assumes primary responsibility for system design and implementation; consults with clients to determine needs and meets with clients on an on-going basis throughout system development. Performs task analyses to determine resources needed and supervises network and communications engineers and other personnel participating on the systems team. Integrates Microsoft technology within Novell/Banyan Vines/DEC environments. Works closely with the Project Manager and shares major responsibility in managing the systems team and scheduling assignments. May act as the sole Project Manager, as needed.
227	Microsoft Windows NT– Systems Architect – Senior	Microsoft Certified System Engineer. Must be certified in the appropriate Microsoft Back Office product and have experience in designing complex systems and producing formal implementation plans. Acts as systems architect/team leader in multi-engineer teams, working on networking and communications projects. Assumes primary responsibility for system design and implementation; consults with clients to determine needs and meets with clients on an on-going basis throughout system development. Performs task analyses to determine resources needed and supervises network and communications engineers and other personnel participating on the systems team. Integrates Microsoft technology within Novell/Banyan Vines/DEC environments. Works closely with the Project Manager and shares major responsibility in managing the systems team and scheduling assignments. May act as the sole Project Manager, as needed.
228	Microsoft Exchange Server –Systems Engineer – Senior	Microsoft Certified System Engineer. Must be certified in the appropriate Microsoft Back Office product. Acts as senior level technical support working in networking and communications projects. Shall have experience with system network architecture, gateways, bridges, front-end communications processors software protocols, and interfaces. Understands client/server relationship, mainframes and peripheral equipment associated with complete system integration. Develops plans and performs/supervises assignments of substantial variety and complexity. Integrates Microsoft technology within Novell/Banyan Vines/DEC environments. Works closely with the Systems Architect, Program Manager or client and shares major responsibility in managing the systems team and scheduling assignments. May act as the sole Project Manager, as needed.
229	Microsoft Windows NT– Systems Engineer – Senior	Microsoft Certified System Engineer. Must be certified in the appropriate Microsoft Back Office product. Acts as senior level technical support working in networking and communications projects. Shall have experience with system network architecture, gateways, bridges, front-end communications processors software protocols, and interfaces. Understands client/server relationship, mainframes and peripheral equipment associated with complete system integration. Develops plans and performs/supervises assignments of substantial variety and complexity. Integrates Microsoft technology within Novell/Banyan Vines/DEC environments. Works closely with the Systems Architect, Program Manager or client and shares major responsibility in managing the systems team and scheduling assignments. May act as the sole Project Manager, as needed.

No.	Labor Category	Description
230	Systems Architect – Senior	Microsoft or Industry Certified System Engineer. Must be certified in the appropriate Microsoft Back Office products and have experience in designing complex systems and producing formal implementation plans. Acts as systems architect/team leader in multi-engineer teams, working on networking and communications projects. Assumes primary responsibility for system design and implementation; consults with clients to determine needs and meets with clients on an on-going basis throughout system development. Performs task analyses to determine resources needed and supervises network and communications engineers and other personnel participating on the systems team. Integrates Microsoft/Novell/Banyan Vines/DEC, etc. technologies. Works closely with the Project Manager and shares major responsibility in managing the systems team and scheduling assignments. May act as the sole Project Manager, as needed.
231	Training Manager	Microsoft Certified Systems Engineer or Solutions Developer, three to four years relevant experience, especially overseeing the development and implementation of custom training curricula. Performs tasks and analyses to determine resources needed; may direct work or programming staff to complete required program assignments. Works closely with instructors. Consults with clients to identify specific client training requirements; develops and/or customizes standard API course offerings to meet client requirements. Identifies alternatives, develops recommendations, prepares reports. Assumes primary responsibility for curriculum development and delivery; consults with clients to determine needs and meets with clients on an on-going basis throughout training program development.
232	Technical Intern I	Performs routine technical tasks in the areas of computer operations, data control, database maintenance, equipment installations, help desk and software/hardware testing. May prepare routine reports. Works under direct supervision on routine tasks within established parameters. Work impacts the work group directly supported.
233	Technical Intern II	Performs a variety of routine technical tasks in the areas of computer operations, computer graphics, data control, programming, database maintenance, equipment installations, help desk and software/hardware testing. May prepare routine reports. Works under general supervision on both routine tasks and non-routine tasks within established parameters. Work impacts the work group directly supported.
234	Mainframe Large Scale Product Consultant	Plans and implements all aspects of information technology projects. Responsibilities include initiating a project/program design, planning various aspects of the project's execution and organizing resources to provide the customer with technical, management and cost proposals and overseeing the work. Experience level up to and possibly 30 years. This individual manages the analysis, design, development, testing, implementation and documentation of one large complex and/or multiple moderately complex software products/projects in coordination with cross-functional team members. Ensures projects are completed according to software development life cycle and project plans.
235	Mainframe Product Consultant – Senior	Responsible for highly technical software services for major accounts or complex systems. Works as part of consulting team or as an individual technical consultant for a specific part of a customer contract. Acts as a key member or project leader. Deliverables may include evaluation of current hardware, software or network environment, user requirements and newly purchased components as well as implementation, test and optimization of installed components. Responsibilities may also include product training. Experience level up to and possibly 30 years.
236	Mainframe Software Engineer - Senior	Responsibility includes design, development, testing, documentation and analysis of software programs including operating systems, applications and network products. Assignments include development of new programs, sub-programs, enhancements, modifications, and corrections to existing software. Other assignments may include providing telephone or electronic support to customers and field support staff in resolving moderate to complex technical problems. Responsibilities include coordination of problem-solving efforts between customers and field service personnel, software support. Investigation and analysis of product problems related to assigned products. Recommends and implements proposed solutions to resolve reported problems. Experience level up to and possibly 30 years.

No.	Labor Category	Description
237	Mainframe Training – Software/Engineering Specialist – Senior	Work with individual organizations in identifying specific/customized training requirements. Develops training plans and required material and schedules. Applies resources necessary to implement a plan that ensures the objectives of the training sessions. This individual has an in depth understanding of the mainframe architecture and mainframe software. Generally regarded as an expert in their particular discipline or technology. The experience level is generally up to and possibly 30 years.

Contractor's Authorized GSA Schedule Contract Pricing

Notes for the Use of the SIN 132-51 Professional Services Pricing Pages

BAE-IT's Professional Services rates are broken down by geographical region. There are four different regions. They are labeled as Geographical Areas, "A", "B", "C", and "D". Each Geographical Area cover page identifies the cities included in that area, alphabetically by state. Each Geographical Area has a separate price table associated with it, with the Geographical Area identified by the first letter of the CLIN. Therefore, the Geographical Area "A" cover page lists the cities that the Geographical Area "A" pricing pages apply to; the Geographical Area "B" cover page lists the cities that the Geographical Area "B" pricing pages apply to, etc.

Each price table contains an identical listing of Job Descriptions (labor categories). Within each price table there are BAE-IT Site (Off-Site) and Government Site (On-Site) prices by government fiscal year through FY 2009.

In order to identify the correct pricing for your requirement, find the city (or closest one) where the services will be performed on Geographical Area cover pages "A", "B", "C", or "D". Then look up the prices for the desired labor category (Job Description), location (BAE-IT or Government Site), and fiscal year on the corresponding Geographical Area "A", "B", "C", or "D" price pages.

GEOGRAPHICAL AREA A

<i>STATE</i>	<i>CITY</i>
AK	Anchorage
AK	Fort Wainwright
CA	Moffett Field
CA	San Francisco

		BAE-IT Site HOURLY RATES						Government Site HOURLY RATES					
FLSA	JOB DESCRIPTION	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009
NE	Administrative Assistant I	AC001	\$55	\$57	\$59	\$61	\$63	AG001	\$41	\$42	\$44	\$46	\$48
NE	Administrative Assistant II	AC002	\$67	\$69	\$71	\$74	\$77	AG002	\$50	\$52	\$54	\$56	\$58
NE	Administrative Assistant III	AC003	\$73	\$76	\$79	\$82	\$85	AG003	\$55	\$57	\$59	\$61	\$63
NE	Administrative Assistant IV	AC004	\$89	\$92	\$95	\$98	\$101	AG004	\$67	\$69	\$71	\$74	\$77
E	Cisco Certified Design Associate (CCDA)	AC005	\$127	\$131	\$136	\$141	\$146	AG005	\$96	\$99	\$103	\$107	\$111
E	Cisco Certified Design Professional (CCDP)	AC006	\$147	\$152	\$157	\$163	\$169	AG006	\$110	\$114	\$118	\$122	\$126
E	Cisco Certified Network Associate (CCNA)	AC007	\$111	\$115	\$119	\$123	\$127	AG007	\$84	\$87	\$90	\$93	\$96
E	Cisco Certified Network Professional (CCNP)	AC008	\$147	\$152	\$157	\$163	\$169	AG008	\$110	\$114	\$118	\$122	\$126
E	Cisco Certified Internetworking Engineer (CCIE)	AC009	\$223	\$231	\$239	\$247	\$255	AG009	\$168	\$174	\$180	\$186	\$192
E	Cisco Systems Project Engineer (LAN)	AC010	\$262	\$271	\$281	\$291	\$301	AG010	\$271	\$280	\$290	\$300	\$310
E	Cisco Systems Project Engineer (WAN)	AC011	\$262	\$271	\$281	\$291	\$301	AG011	\$271	\$280	\$290	\$300	\$310
E	Cisco Systems Proj. Eng. (Network Management)	AC012	\$262	\$271	\$281	\$291	\$301	AG012	\$271	\$280	\$290	\$300	\$310
E	Cisco Systems Proj. Eng. (Security Management)	AC013	\$262	\$271	\$281	\$291	\$301	AG013	\$271	\$280	\$290	\$300	\$310
E	Cisco Systems Project Engineer (Network Analyst)	AC014	\$262	\$271	\$281	\$291	\$301	AG014	\$271	\$280	\$290	\$300	\$310
E	Cisco Systems Project Manager	AC015	\$262	\$271	\$281	\$291	\$301	AG015	\$271	\$280	\$290	\$300	\$310
NE	Computer Maintenance Technician	AC016	\$81	\$84	\$87	\$90	\$93	AG016	\$60	\$62	\$64	\$66	\$68
NE	Computer Maintenance Technician - Senior	AC017	\$100	\$103	\$107	\$111	\$115	AG017	\$76	\$79	\$82	\$85	\$88
NE	Computer Operator - Associate	AC018	\$60	\$62	\$64	\$66	\$68	AG018	\$45	\$47	\$49	\$51	\$53

		BAE-IT Site HOURLY RATES						Government Site HOURLY RATES					
FLSA	JOB DESCRIPTION	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009
NE	Computer Operator	AC019	\$67	\$69	\$71	\$74	\$77	AG019	\$50	\$52	\$54	\$56	\$58
NE	Computer Operator - Senior	AC020	\$81	\$84	\$87	\$90	\$93	AG020	\$60	\$62	\$64	\$66	\$68
NE	Computer Operator - Lead	AC021	\$89	\$92	\$95	\$98	\$101	AG021	\$67	\$69	\$71	\$74	\$77
E	Computer Operations - Supervisor	AC022	\$127	\$131	\$136	\$141	\$146	AG022	\$96	\$99	\$103	\$107	\$111
E	Computer Operations - Manager	AC023	\$169	\$175	\$181	\$187	\$193	AG023	\$127	\$131	\$136	\$141	\$146
E	Computer Systems - Supervisor	AC024	\$169	\$175	\$181	\$187	\$193	AG024	\$127	\$131	\$136	\$141	\$146
E	Computer Systems - Manager	AC025	\$194	\$201	\$208	\$215	\$222	AG025	\$146	\$151	\$156	\$162	\$168
NE	Customer Service Representative	AC026	\$60	\$62	\$64	\$66	\$68	AG026	\$45	\$47	\$49	\$51	\$53
NE	Customer Service Representative - Senior	AC027	\$73	\$76	\$79	\$82	\$85	AG027	\$55	\$57	\$59	\$61	\$63
E	Customer Service Specialist	AC028	\$100	\$103	\$107	\$111	\$115	AG028	\$76	\$79	\$82	\$85	\$88
E	Customer Support - Lead	AC029	\$127	\$131	\$136	\$141	\$146	AG029	\$96	\$99	\$103	\$107	\$111

		BAE-IT Site HOURLY RATES						Government Site HOURLY RATES					
FLSA	JOB DESCRIPTION	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009
E	Customer Support - Supervisor	AC030	\$147	\$152	\$157	\$163	\$169	AG030	\$110	\$114	\$118	\$122	\$126
E	Customer Support - Manager	AC031	\$169	\$175	\$181	\$187	\$193	AG031	\$127	\$131	\$136	\$141	\$146
NE	Data Control Clerk	AC032	\$60	\$62	\$64	\$66	\$68	AG032	\$45	\$47	\$49	\$51	\$53
NE	Data Control Clerk - Senior	AC033	\$73	\$76	\$79	\$82	\$85	AG033	\$55	\$57	\$59	\$61	\$63
NE	Data Entry Operator - Associate	AC034	\$46	\$48	\$50	\$52	\$54	AG034	\$34	\$35	\$36	\$37	\$38
NE	Data Entry Operator	AC035	\$55	\$57	\$59	\$61	\$63	AG035	\$41	\$42	\$44	\$46	\$48
NE	Data Entry Operator - Senior	AC036	\$60	\$62	\$64	\$66	\$68	AG036	\$45	\$47	\$49	\$51	\$53
NE	Data Entry Operator - Lead	AC037	\$67	\$69	\$71	\$74	\$77	AG037	\$50	\$52	\$54	\$56	\$58
NE	Data Production Clerk	AC038	\$46	\$48	\$50	\$52	\$54	AG038	\$34	\$35	\$36	\$37	\$38
NE	Data Production Clerk - Senior	AC039	\$55	\$57	\$59	\$61	\$63	AG039	\$41	\$42	\$44	\$46	\$48
NE	Data Production Clerk - Lead	AC040	\$60	\$62	\$64	\$66	\$68	AG040	\$45	\$47	\$49	\$51	\$53
NE	Database Designer/Administrator - Associate	AC041	\$100	\$103	\$107	\$111	\$115	AG041	\$76	\$79	\$82	\$85	\$88
E	Database Designer/Administrator	AC042	\$127	\$131	\$136	\$141	\$146	AG042	\$96	\$99	\$103	\$107	\$111
E	Database Designer/Administrator - Senior	AC043	\$147	\$152	\$157	\$163	\$169	AG043	\$110	\$114	\$118	\$122	\$126

		BAE-IT Site HOURLY RATES						Government Site HOURLY RATES					
FLSA	JOB DESCRIPTION	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009
E	Database Designer/Administrator - Principal	AC044	\$169	\$175	\$181	\$187	\$193	AG044	\$127	\$131	\$136	\$141	\$146
NE	Database Librarian	AC045	\$89	\$92	\$95	\$98	\$101	AG045	\$67	\$69	\$71	\$74	\$77
NE	Designer/Drafter - Associate	AC046	\$67	\$69	\$71	\$74	\$77	AG046	\$50	\$52	\$54	\$56	\$58
NE	Designer/Drafter	AC047	\$81	\$84	\$87	\$90	\$93	AG047	\$60	\$62	\$64	\$66	\$68
NE	Designer/Drafter - Senior	AC048	\$100	\$103	\$107	\$111	\$115	AG048	\$76	\$79	\$82	\$85	\$88
NE	Designer/Drafter - Lead	AC049	\$111	\$115	\$119	\$123	\$127	AG049	\$84	\$87	\$90	\$93	\$96
NE	Document Production Administrator	AC050	\$73	\$76	\$79	\$82	\$85	AG050	\$55	\$57	\$59	\$61	\$63
NE	Document Production Administrator - Senior	AC051	\$81	\$84	\$87	\$90	\$93	AG051	\$60	\$62	\$64	\$66	\$68
NE	Documentation Assistant	AC052	\$73	\$76	\$79	\$82	\$85	AG052	\$55	\$57	\$59	\$61	\$63
NE	Engineer - Associate	AC053	\$100	\$103	\$107	\$111	\$115	AG053	\$76	\$79	\$82	\$85	\$88
E	Engineer	AC054	\$111	\$115	\$119	\$123	\$127	AG054	\$84	\$87	\$90	\$93	\$96
E	Engineer - Senior	AC055	\$147	\$152	\$157	\$163	\$169	AG055	\$110	\$114	\$118	\$122	\$126
E	Engineer - Lead	AC056	\$147	\$152	\$157	\$163	\$169	AG056	\$110	\$114	\$118	\$122	\$126
E	Engineer - Principal	AC057	\$169	\$175	\$181	\$187	\$193	AG057	\$127	\$131	\$136	\$141	\$146
E	Engineer Chief	AC058	\$223	\$231	\$239	\$247	\$255	AG058	\$168	\$174	\$180	\$186	\$192

		BAE-IT Site HOURLY RATES						Government Site HOURLY RATES					
FLSA	JOB DESCRIPTION	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009
E	Engineering - Supervisor	AC059	\$194	\$201	\$208	\$215	\$222	AG059	\$146	\$151	\$156	\$162	\$168
E	Engineering - Manager	AC060	\$223	\$231	\$239	\$247	\$255	AG060	\$168	\$174	\$180	\$186	\$192
NE	Field Engineer - Associate	AC061	\$81	\$84	\$87	\$90	\$93	AG061	\$60	\$62	\$64	\$66	\$68
E	Field Engineer	AC062	\$111	\$115	\$119	\$123	\$127	AG062	\$84	\$87	\$90	\$93	\$96
E	Field Engineer - Senior	AC063	\$127	\$131	\$136	\$141	\$146	AG063	\$96	\$99	\$103	\$107	\$111
NE	Field Technician - Associate	AC064	\$67	\$69	\$71	\$74	\$77	AG064	\$50	\$52	\$54	\$56	\$58
NE	Field Technician	AC065	\$81	\$84	\$87	\$90	\$93	AG065	\$60	\$62	\$64	\$66	\$68
NE	Field Technician - Senior	AC066	\$100	\$103	\$107	\$111	\$115	AG066	\$76	\$79	\$82	\$85	\$88
NE	Field Technician - Lead	AC067	\$111	\$115	\$119	\$123	\$127	AG067	\$84	\$87	\$90	\$93	\$96
NE	Financial Analyst - Associate	AC068	\$89	\$92	\$95	\$98	\$101	AG068	\$67	\$69	\$71	\$74	\$77
E	Financial Analyst	AC069	\$111	\$115	\$119	\$123	\$127	AG069	\$84	\$87	\$90	\$93	\$96
E	Financial Analyst - Senior	AC070	\$127	\$131	\$136	\$141	\$146	AG070	\$96	\$99	\$103	\$107	\$111
E	Financial Analyst - Lead	AC071	\$147	\$152	\$157	\$163	\$169	AG071	\$110	\$114	\$118	\$122	\$126
E	Financial Analyst - Principal	AC072	\$147	\$152	\$157	\$163	\$169	AG072	\$110	\$114	\$118	\$122	\$126
NE	Functional Analyst - Associate	AC073	\$89	\$92	\$95	\$98	\$101	AG073	\$67	\$69	\$71	\$74	\$77

		BAE-IT Site HOURLY RATES						Government Site HOURLY RATES					
FLSA	JOB DESCRIPTION	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009
E	Functional Analyst	AC074	\$111	\$115	\$119	\$123	\$127	AG074	\$84	\$87	\$90	\$93	\$96
E	Functional Analyst - Senior	AC075	\$127	\$131	\$136	\$141	\$146	AG075	\$96	\$99	\$103	\$107	\$111
E	Functional Analyst - Principal	AC076	\$169	\$175	\$181	\$187	\$193	AG076	\$127	\$131	\$136	\$141	\$146
E	Graphics Designer	AC077	\$100	\$103	\$107	\$111	\$115	AG077	\$76	\$79	\$82	\$85	\$88
E	Graphics Designer - Senior	AC078	\$127	\$131	\$136	\$141	\$146	AG078	\$96	\$99	\$103	\$107	\$111
NE	Graphics Specialist	AC079	\$81	\$84	\$87	\$90	\$93	AG079	\$60	\$62	\$64	\$66	\$68
NE	Graphics Specialist - Senior	AC080	\$100	\$103	\$107	\$111	\$115	AG080	\$76	\$79	\$82	\$85	\$88
NE	Help Desk Analyst - Associate	AC081	\$89	\$92	\$95	\$98	\$101	AG081	\$67	\$69	\$71	\$74	\$77
NE	Help Desk Analyst	AC082	\$111	\$115	\$119	\$123	\$127	AG082	\$84	\$87	\$90	\$93	\$96
NE	Help Desk Analyst - Senior	AC083	\$127	\$131	\$136	\$141	\$146	AG083	\$96	\$99	\$103	\$107	\$111
NE	Help Desk Technician - Associate	AC084	\$67	\$69	\$71	\$74	\$77	AG084	\$50	\$52	\$54	\$56	\$58
NE	Help Desk Technician	AC085	\$81	\$84	\$87	\$90	\$93	AG085	\$60	\$62	\$64	\$66	\$68
NE	Help Desk Technician - Senior	AC086	\$100	\$103	\$107	\$111	\$115	AG086	\$76	\$79	\$82	\$85	\$88
NE	Help Desk Technician - Lead	AC087	\$111	\$115	\$119	\$123	\$127	AG087	\$84	\$87	\$90	\$93	\$96

		BAE-IT Site HOURLY RATES						Government Site HOURLY RATES					
FLSA	JOB DESCRIPTION	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009
NE	Installation Technician - Associate	AC088	\$67	\$69	\$71	\$74	\$77	AG088	\$50	\$52	\$54	\$56	\$58
NE	Installation Technician	AC089	\$81	\$84	\$87	\$90	\$93	AG089	\$60	\$62	\$64	\$66	\$68
NE	Installation Technician - Senior	AC090	\$100	\$103	\$107	\$111	\$115	AG090	\$76	\$79	\$82	\$85	\$88
NE	Installation Technician - Lead	AC091	\$127	\$131	\$136	\$141	\$146	AG091	\$96	\$99	\$103	\$107	\$111
NE	Logistics Analyst - Associate	AC092	\$89	\$92	\$95	\$98	\$101	AG092	\$67	\$69	\$71	\$74	\$77
E	Logistics Analyst	AC093	\$100	\$103	\$107	\$111	\$115	AG093	\$76	\$79	\$82	\$85	\$88
E	Logistics Analyst - Senior	AC094	\$127	\$131	\$136	\$141	\$146	AG094	\$96	\$99	\$103	\$107	\$111
E	Logistics Analyst - Principal	AC095	\$147	\$152	\$157	\$163	\$169	AG095	\$110	\$114	\$118	\$122	\$126
NE	Logistics Assistant	AC096	\$60	\$62	\$64	\$66	\$68	AG096	\$45	\$47	\$49	\$51	\$53
NE	Logistics Assistant - Senior	AC097	\$67	\$69	\$71	\$74	\$77	AG097	\$50	\$52	\$54	\$56	\$58
E	Management Consultant	AC098	\$169	\$175	\$181	\$187	\$193	AG098	\$127	\$131	\$136	\$141	\$146
E	Management Consultant - Senior	AC099	\$223	\$231	\$239	\$247	\$255	AG099	\$168	\$174	\$180	\$186	\$192
NE	Network Administrator - Associate	AC100	\$89	\$92	\$95	\$98	\$101	AG100	\$67	\$69	\$71	\$74	\$77
E	Network Administrator	AC101	\$111	\$115	\$119	\$123	\$127	AG101	\$84	\$87	\$90	\$93	\$96

		BAE-IT Site HOURLY RATES						Government Site HOURLY RATES					
FLSA	JOB DESCRIPTION	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009
E	Network Administrator - Senior	AC102	\$127	\$131	\$136	\$141	\$146	AG102	\$96	\$99	\$103	\$107	\$111
NE	Network Engineer / Analyst - Associate	AC103	\$89	\$92	\$95	\$98	\$101	AG103	\$67	\$69	\$71	\$74	\$77
E	Network Engineer / Analyst	AC104	\$111	\$115	\$119	\$123	\$127	AG104	\$84	\$87	\$90	\$93	\$96
E	Network Engineer / Analyst - Senior	AC105	\$147	\$152	\$157	\$163	\$169	AG105	\$110	\$114	\$118	\$122	\$126
E	Network Engineer / Analyst - Lead	AC106	\$147	\$152	\$157	\$163	\$169	AG106	\$110	\$114	\$118	\$122	\$126
E	Network Engineer / Analyst - Principal	AC107	\$169	\$175	\$181	\$187	\$193	AG107	\$127	\$131	\$136	\$141	\$146
E	Network Operations - Supervisor	AC108	\$147	\$152	\$157	\$163	\$169	AG108	\$110	\$114	\$118	\$122	\$126
E	Network Operations - Manager	AC109	\$169	\$175	\$181	\$187	\$193	AG109	\$127	\$131	\$136	\$141	\$146
E	Network Systems - Supervisor	AC110	\$169	\$175	\$181	\$187	\$193	AG110	\$127	\$131	\$136	\$141	\$146
E	Network Systems - Manager	AC111	\$194	\$201	\$208	\$215	\$222	AG111	\$146	\$151	\$156	\$162	\$168
NE	Network Technician - Associate	AC112	\$73	\$76	\$79	\$82	\$85	AG112	\$55	\$57	\$59	\$61	\$63
NE	Network Technician	AC113	\$89	\$92	\$95	\$98	\$101	AG113	\$67	\$69	\$71	\$74	\$77
NE	Network Technician - Senior	AC114	\$111	\$115	\$119	\$123	\$127	AG114	\$84	\$87	\$90	\$93	\$96
NE	Network Technician - Lead	AC115	\$127	\$131	\$136	\$141	\$146	AG115	\$96	\$99	\$103	\$107	\$111
E	Product Specialist	AC116	\$111	\$115	\$119	\$123	\$127	AG116	\$84	\$87	\$90	\$93	\$96

		BAE-IT Site HOURLY RATES						Government Site HOURLY RATES					
FLSA	JOB DESCRIPTION	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009
E	Product Specialist - Senior	AC117	\$127	\$131	\$136	\$141	\$146	AG117	\$96	\$99	\$103	\$107	\$111
NE	Program Control Analyst - Associate	AC118	\$81	\$84	\$87	\$90	\$93	AG118	\$60	\$62	\$64	\$66	\$68
E	Program Control Analyst	AC119	\$100	\$103	\$107	\$111	\$115	AG119	\$76	\$79	\$82	\$85	\$88
E	Program Control Analyst - Senior	AC120	\$127	\$131	\$136	\$141	\$146	AG120	\$96	\$99	\$103	\$107	\$111
E	Program Control Analyst - Principal	AC121	\$169	\$175	\$181	\$187	\$193	AG121	\$127	\$131	\$136	\$141	\$146
E	Program Manager - Deputy	AC122	\$194	\$201	\$208	\$215	\$222	AG122	\$146	\$151	\$156	\$162	\$168
E	Program Manager	AC123	\$223	\$231	\$239	\$247	\$255	AG123	\$168	\$174	\$180	\$186	\$192
E	Program Manager - Senior	AC124	\$258	\$267	\$277	\$287	\$297	AG124	\$194	\$201	\$208	\$215	\$222
NE	Programmer Assistant	AC125	\$81	\$84	\$87	\$90	\$93	AG125	\$60	\$62	\$64	\$66	\$68
NE	Programmer Analyst - Associate	AC126	\$89	\$92	\$95	\$98	\$101	AG126	\$67	\$69	\$71	\$74	\$77
E	Programmer Analyst	AC127	\$111	\$115	\$119	\$123	\$127	AG127	\$84	\$87	\$90	\$93	\$96
E	Programmer Analyst - Senior	AC128	\$147	\$152	\$157	\$163	\$169	AG128	\$110	\$114	\$118	\$122	\$126
E	Programmer Analyst - Principal	AC129	\$169	\$175	\$181	\$187	\$193	AG129	\$127	\$131	\$136	\$141	\$146
E	Project Manager	AC130	\$169	\$175	\$181	\$187	\$193	AG130	\$127	\$131	\$136	\$141	\$146

		BAE-IT Site HOURLY RATES						Government Site HOURLY RATES					
FLSA	JOB DESCRIPTION	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009
E	Project Manager - Senior	AC131	\$194	\$201	\$208	\$215	\$222	AG131	\$146	\$151	\$156	\$162	\$168
NE	Quality Assurance Technician	AC132	\$67	\$69	\$71	\$74	\$77	AG132	\$50	\$52	\$54	\$56	\$58
NE	Quality Assurance Technician - Senior	AC133	\$81	\$84	\$87	\$90	\$93	AG133	\$60	\$62	\$64	\$66	\$68
NE	Receptionist/Switchboard Operator	AC134	\$55	\$57	\$59	\$61	\$63	AG134	\$41	\$42	\$44	\$46	\$48
NE	Secure Systems Analyst - Associate	AC135	\$100	\$103	\$107	\$111	\$115	AG135	\$76	\$79	\$82	\$85	\$88
E	Secure Systems Analyst	AC136	\$127	\$131	\$136	\$141	\$146	AG136	\$96	\$99	\$103	\$107	\$111
E	Secure Systems Analyst - Senior	AC137	\$169	\$175	\$181	\$187	\$193	AG137	\$127	\$131	\$136	\$141	\$146
E	Secure Systems Analyst - Principal	AC138	\$194	\$201	\$208	\$215	\$222	AG138	\$146	\$151	\$156	\$162	\$168
NE	Secure Systems Engineer - Associate	AC139	\$111	\$115	\$119	\$123	\$127	AG139	\$84	\$87	\$90	\$93	\$96
E	Secure Systems Engineer	AC140	\$127	\$131	\$136	\$141	\$146	AG140	\$96	\$99	\$103	\$107	\$111
E	Secure Systems Engineer - Senior	AC141	\$169	\$175	\$181	\$187	\$193	AG141	\$127	\$131	\$136	\$141	\$146
E	Secure Systems Engineer - Lead	AC142	\$194	\$201	\$208	\$215	\$222	AG142	\$146	\$151	\$156	\$162	\$168
E	Secure Systems Engineer - Principal	AC143	\$194	\$201	\$208	\$215	\$222	AG143	\$146	\$151	\$156	\$162	\$168
E	Secure Systems - Supervisor	AC144	\$194	\$201	\$208	\$215	\$222	AG144	\$146	\$151	\$156	\$162	\$168
E	Secure Systems - Manager	AC145	\$223	\$231	\$239	\$247	\$255	AG145	\$168	\$174	\$180	\$186	\$192

		BAE-IT Site HOURLY RATES						Government Site HOURLY RATES					
FLSA	JOB DESCRIPTION	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009
E	Secure Systems Consultant	AC146	\$223	\$231	\$239	\$247	\$255	AG146	\$168	\$174	\$180	\$186	\$192
E	Secure Systems Consultant - Senior	AC147	\$258	\$267	\$277	\$287	\$297	AG147	\$194	\$201	\$208	\$215	\$222
E	Security Administrator	AC148	\$100	\$103	\$107	\$111	\$115	AG148	\$76	\$79	\$82	\$85	\$88
E	Security Administrator - Senior	AC149	\$111	\$115	\$119	\$123	\$127	AG149	\$84	\$87	\$90	\$93	\$96
E	Security Administrator - Lead	AC150	\$127	\$131	\$136	\$141	\$146	AG150	\$96	\$99	\$103	\$107	\$111
E	Security Administrator - Manager	AC151	\$169	\$175	\$181	\$187	\$193	AG151	\$127	\$131	\$136	\$141	\$146
E	Site Supervisor	AC152	\$147	\$152	\$157	\$163	\$169	AG152	\$110	\$114	\$118	\$122	\$126
E	Site Manager	AC153	\$169	\$175	\$181	\$187	\$193	AG153	\$127	\$131	\$136	\$141	\$146
NE	Software Engineer - Associate	AC154	\$100	\$103	\$107	\$111	\$115	AG154	\$76	\$79	\$82	\$85	\$88
E	Software Engineer	AC155	\$127	\$131	\$136	\$141	\$146	AG155	\$96	\$99	\$103	\$107	\$111
E	Software Engineer - Senior	AC156	\$147	\$152	\$157	\$163	\$169	AG156	\$110	\$114	\$118	\$122	\$126
E	Software Engineer - Principal	AC157	\$169	\$175	\$181	\$187	\$193	AG157	\$127	\$131	\$136	\$141	\$146
E	Staff Manager - Senior	AC158	\$223	\$231	\$239	\$247	\$255	AG158	\$168	\$174	\$180	\$186	\$192
NE	System Administrator - Associate	AC159	\$89	\$92	\$95	\$98	\$101	AG159	\$67	\$69	\$71	\$74	\$77

		BAE-IT Site HOURLY RATES						Government Site HOURLY RATES					
FLSA	JOB DESCRIPTION	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009
E	Systems Administrator	AC160	\$111	\$115	\$119	\$123	\$127	AG160	\$84	\$87	\$90	\$93	\$96
E	Systems Administrator - Senior	AC161	\$127	\$131	\$136	\$141	\$146	AG161	\$96	\$99	\$103	\$107	\$111
NE	Systems Analyst - Associate	AC162	\$89	\$92	\$95	\$98	\$101	AG162	\$67	\$69	\$71	\$74	\$77
E	Systems Analyst	AC163	\$111	\$115	\$119	\$123	\$127	AG163	\$84	\$87	\$90	\$93	\$96
E	Systems Analyst - Senior	AC164	\$127	\$131	\$136	\$141	\$146	AG164	\$96	\$99	\$103	\$107	\$111
E	Systems Analyst - Lead	AC165	\$147	\$152	\$157	\$163	\$169	AG165	\$110	\$114	\$118	\$122	\$126
E	Systems Analyst - Principal	AC166	\$169	\$175	\$181	\$187	\$193	AG166	\$127	\$131	\$136	\$141	\$146
NE	Systems Engineer - Associate	AC167	\$100	\$103	\$107	\$111	\$115	AG167	\$76	\$79	\$82	\$85	\$88
E	Systems Engineer	AC168	\$127	\$131	\$136	\$141	\$146	AG168	\$96	\$99	\$103	\$107	\$111
E	Systems Engineer - Senior	AC169	\$147	\$152	\$157	\$163	\$169	AG169	\$110	\$114	\$118	\$122	\$126
E	Systems Engineer - Principal	AC170	\$169	\$175	\$181	\$187	\$193	AG170	\$127	\$131	\$136	\$141	\$146
E	Systems Consultant	AC171	\$194	\$201	\$208	\$215	\$222	AG171	\$146	\$151	\$156	\$162	\$168
E	Systems Consultant - Senior	AC172	\$223	\$231	\$239	\$247	\$255	AG172	\$168	\$174	\$180	\$186	\$192
NE	Tape Librarian	AC173	\$67	\$69	\$71	\$74	\$77	AG173	\$50	\$52	\$54	\$56	\$58
E	Task - Lead	AC174	\$147	\$152	\$157	\$163	\$169	AG174	\$110	\$114	\$118	\$122	\$126

		BAE-IT Site HOURLY RATES						Government Site HOURLY RATES					
FLSA	JOB DESCRIPTION	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009
E	Task - Supervisor	AC175	\$169	\$175	\$181	\$187	\$193	AG175	\$127	\$131	\$136	\$141	\$146
E	Task - Manager	AC176	\$194	\$201	\$208	\$215	\$222	AG176	\$146	\$151	\$156	\$162	\$168
NE	Technical Analyst - Associate	AC177	\$81	\$84	\$87	\$90	\$93	AG177	\$60	\$62	\$64	\$66	\$68
E	Technical Analyst	AC178	\$111	\$115	\$119	\$123	\$127	AG178	\$84	\$87	\$90	\$93	\$96
E	Technical Analyst - Senior	AC179	\$127	\$131	\$136	\$141	\$146	AG179	\$96	\$99	\$103	\$107	\$111
E	Technical Analyst - Principal	AC180	\$169	\$175	\$181	\$187	\$193	AG180	\$127	\$131	\$136	\$141	\$146
E	Technical - Lead	AC181	\$127	\$131	\$136	\$141	\$146	AG181	\$96	\$99	\$103	\$107	\$111
E	Technical - Supervisor	AC182	\$147	\$152	\$157	\$163	\$169	AG182	\$110	\$114	\$118	\$122	\$126
E	Technical - Manager	AC183	\$169	\$175	\$181	\$187	\$193	AG183	\$127	\$131	\$136	\$141	\$146
E	Technical Director	AC184	\$223	\$231	\$239	\$247	\$255	AG184	\$168	\$174	\$180	\$186	\$192
E	Technical Director - Senior	AC185	\$258	\$267	\$277	\$287	\$297	AG185	\$194	\$201	\$208	\$215	\$222
E	Technical Architect	AC186	\$223	\$231	\$239	\$247	\$255	AG186	\$168	\$174	\$180	\$186	\$192
NE	Technical Trainer - Associate	AC187	\$89	\$92	\$95	\$98	\$101	AG187	\$67	\$69	\$71	\$74	\$77
E	Technical Trainer	AC188	\$111	\$115	\$119	\$123	\$127	AG188	\$84	\$87	\$90	\$93	\$96

		BAE-IT Site HOURLY RATES						Government Site HOURLY RATES					
FLSA	JOB DESCRIPTION	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009
E	Technical Trainer - Senior	AC189	\$127	\$131	\$136	\$141	\$146	AG189	\$96	\$99	\$103	\$107	\$111
NE	Technical Writer / Editor - Associate	AC190	\$89	\$92	\$95	\$98	\$101	AG190	\$67	\$69	\$71	\$74	\$77
E	Technical Writer / Editor	AC191	\$111	\$115	\$119	\$123	\$127	AG191	\$84	\$87	\$90	\$93	\$96
E	Technical Writer / Editor - Senior	AC192	\$127	\$131	\$136	\$141	\$146	AG192	\$96	\$99	\$103	\$107	\$111
E	Technical Writer / Editor - Principal	AC193	\$147	\$152	\$157	\$163	\$169	AG193	\$110	\$114	\$118	\$122	\$126
NE	Telecommunications Engineer / Analyst - Associate	AC194	\$89	\$92	\$95	\$98	\$101	AG194	\$67	\$69	\$71	\$74	\$77
E	Telecommunications Engineer / Analyst	AC195	\$111	\$115	\$119	\$123	\$127	AG195	\$84	\$87	\$90	\$93	\$96
E	Telecommunications Engineer / Analyst - Senior	AC196	\$147	\$152	\$157	\$163	\$169	AG196	\$110	\$114	\$118	\$122	\$126
E	Telecommunications Engineer / Analyst - Principal	AC197	\$169	\$175	\$181	\$187	\$193	AG197	\$127	\$131	\$136	\$141	\$146
NE	Telecommunications Specialist	AC198	\$100	\$103	\$107	\$111	\$115	AG198	\$76	\$79	\$82	\$85	\$88
NE	Telecommunications Specialist - Senior	AC199	\$111	\$115	\$119	\$123	\$127	AG199	\$84	\$87	\$90	\$93	\$96
NE	Telecommunications Technician - Associate	AC200	\$73	\$76	\$79	\$82	\$85	AG200	\$55	\$57	\$59	\$61	\$63
NE	Telecommunications Technician	AC201	\$89	\$92	\$95	\$98	\$101	AG201	\$67	\$69	\$71	\$74	\$77
NE	Telecommunications Technician - Senior	AC202	\$100	\$103	\$107	\$111	\$115	AG202	\$76	\$79	\$82	\$85	\$88
NE	Telecommunications Technician - Lead	AC203	\$127	\$131	\$136	\$141	\$146	AG203	\$96	\$99	\$103	\$107	\$111

		BAE-IT Site HOURLY RATES						Government Site HOURLY RATES					
FLSA	JOB DESCRIPTION	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009
E	Tempest Engineer - Associate	AC204	\$100	\$103	\$107	\$111	\$115	AG204	\$76	\$79	\$82	\$85	\$88
E	Tempest Engineer	AC205	\$127	\$131	\$136	\$141	\$146	AG205	\$96	\$99	\$103	\$107	\$111
E	Tempest Engineer - Senior	AC206	\$147	\$152	\$157	\$163	\$169	AG206	\$110	\$114	\$118	\$122	\$126
E	Tempest Engineer - Principal	AC207	\$169	\$175	\$181	\$187	\$193	AG207	\$127	\$131	\$136	\$141	\$146
NE	Test Technician	AC208	\$73	\$76	\$79	\$82	\$85	AG208	\$55	\$57	\$59	\$61	\$63
NE	Test Technician - Senior	AC209	\$89	\$92	\$95	\$98	\$101	AG209	\$67	\$69	\$71	\$74	\$77
NE	Word Processor - Associate	AC210	\$55	\$57	\$59	\$61	\$63	AG210	\$41	\$42	\$44	\$46	\$48
NE	Word Processor	AC211	\$67	\$69	\$71	\$74	\$77	AG211	\$50	\$52	\$54	\$56	\$58
NE	Word Processor - Senior	AC212	\$73	\$76	\$79	\$82	\$85	AG212	\$55	\$57	\$59	\$61	\$63
NE	Word Processor - Lead	AC213	\$89	\$92	\$95	\$98	\$101	AG213	\$67	\$69	\$71	\$74	\$77
NE	Instructor, Applications - Trainer	AC214	\$60	\$62	\$64	\$66	\$68	AG214	\$62	\$64	\$66	\$68	\$70
E	Certified Instructor	AC215	\$207	\$214	\$222	\$230	\$238	AG215	\$214	\$221	\$229	\$237	\$245
E	Instructor, Systems and Development Tools	AC216	\$141	\$146	\$151	\$156	\$161	AG216	\$146	\$151	\$156	\$162	\$168
E	Instructor - Senior	AC217	\$169	\$175	\$181	\$187	\$193	AG217	\$175	\$181	\$187	\$194	\$201
E	Internet / Intranet Content Designer	AC218	\$128	\$132	\$137	\$142	\$147	AG218	\$132	\$137	\$142	\$147	\$152

		BAE-IT Site HOURLY RATES						Government Site HOURLY RATES					
FLSA	JOB DESCRIPTION	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009
E	Internet / Intranet Developer	AC219	\$145	\$150	\$155	\$160	\$165	AG219	\$150	\$155	\$161	\$167	\$173
E	Microsoft Knowledge Engineer	AC220	\$288	\$298	\$309	\$320	\$331	AG220	\$298	\$308	\$319	\$330	\$341
E	Messaging Technologist	AC221	\$194	\$201	\$208	\$215	\$222	AG221	\$201	\$208	\$215	\$223	\$231
E	Object Oriented Engineer	AC222	\$153	\$158	\$164	\$170	\$176	AG222	\$158	\$163	\$169	\$175	\$181
E	SNA/Mainframe Connectivity Specialist	AC223	\$153	\$158	\$164	\$170	\$176	AG223	\$157	\$162	\$168	\$174	\$180
E	Applications Architect - Senior	AC224	\$208	\$215	\$223	\$231	\$239	AG224	\$215	\$222	\$230	\$238	\$246
E	Applications Engineer - Senior	AC225	\$136	\$141	\$146	\$151	\$156	AG225	\$140	\$145	\$150	\$155	\$160
E	Microsoft Exchange Server-Systems Architect - Senior	AC226	\$195	\$202	\$209	\$216	\$223	AG226	\$202	\$209	\$216	\$224	\$232
E	Microsoft Windows NT-Systems Architect - Senior	AC227	\$195	\$202	\$209	\$216	\$223	AG227	\$202	\$209	\$216	\$224	\$232
E	Microsoft Exchange Server-Systems Engineer - Senior	AC228	\$146	\$151	\$156	\$162	\$168	AG228	\$151	\$156	\$162	\$168	\$174
E	Microsoft Windows NT-Systems Engineer - Senior	AC229	\$146	\$151	\$156	\$162	\$168	AG229	\$151	\$156	\$162	\$168	\$174
E	Systems Architect - Senior	AC230	\$208	\$215	\$223	\$231	\$239	AG230	\$215	\$222	\$230	\$238	\$246
E	Training Manager	AC231	\$139	\$144	\$149	\$154	\$159	AG231	\$143	\$148	\$153	\$158	\$163
NE	Technical Intern I	AC232	\$50	\$52	\$54	\$56	\$58	AG232	\$37	\$38	\$39	\$40	\$41

		BAE-IT Site HOURLY RATES						Government Site HOURLY RATES					
FLSA	JOB DESCRIPTION	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009
NE	Technical Intern II	AC233	\$60	\$62	\$64	\$66	\$68	AG233	\$45	\$47	\$49	\$51	\$53
E	Mainframe Large Scale Product Consultant	AC234	\$234	\$242	\$251	\$260	\$269	AG234	\$234	\$242	\$251	\$260	\$269
E	Mainframe Product Consultant - Senior	AC235	\$234	\$242	\$251	\$260	\$269	AG235	\$234	\$242	\$251	\$260	\$269
E	Mainframe Software Engineer - Senior	AC236	\$234	\$242	\$251	\$260	\$269	AG236	\$234	\$242	\$251	\$260	\$269
E	Mainframe Training- Software/Engineering Specialist - Senior	AC237	\$281	\$291	\$301	\$312	\$323	AG237	\$281	\$291	\$301	\$312	\$323

GEOGRAPHICAL AREA B

<i>STATE</i>	<i>CITY</i>
CA	Altadena
CA	Edwards AFB
CA	Laguna Niguel
CA	Los Angeles
CA	Monterey
CA	Pasadena
CA	Port Hueneme
CA	San Clemente
	Vandenberg AFB
CA	Van Nuys
DC	Washington
HI	Honolulu
HI	Kailua
HI	Pearl Harbor
HI	Wahiawa
IL	Hines

<i>STATE</i>	<i>CITY</i>
MA	Billerica
MA	Boston
MA	Needham
MA	Tewksbury
	Annapolis Junction
MD	Bethesda
MD	Columbia
MD	Fort Meade
MD	Greenbelt
MD	Lanham
MD	Rockville
MD	Silver Spring
MD	Suitland
NJ	Cherry Hill
NY	New York

<i>STATE</i>	<i>CITY</i>
VA	Alexandria
VA	Arlington
VA	Chantilly
VA	Fairfax
VA	Falls Church
VA	Fort Belvoir
VA	Herndon
VA	Manassas
VA	Mclean
VA	Quantico
VA	Rosslyn
VA	Springfield
VA	Stafford
WA	Fort Lewis
WA	Seattle
WA	Tukwila

		BAE-IT Site HOURLY RATES					Government Site HOURLY RATES						
FLSA	JOB DESCRIPTION	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009
NE	Administrative Assistant I	BC001	\$50	\$52	\$54	\$56	\$58	BG001	\$37	\$38	\$39	\$40	\$41
NE	Administrative Assistant II	BC002	\$61	\$63	\$65	\$67	\$69	BG002	\$46	\$48	\$50	\$52	\$54
NE	Administrative Assistant III	BC003	\$67	\$69	\$71	\$74	\$77	BG003	\$51	\$53	\$55	\$57	\$59
NE	Administrative Assistant IV	BC004	\$82	\$85	\$88	\$91	\$94	BG004	\$61	\$63	\$65	\$67	\$69
E	Cisco Certified Design Associate (CCDA)	BC005	\$117	\$121	\$125	\$129	\$133	BG005	\$87	\$90	\$93	\$96	\$99
E	Cisco Certified Design Professional (CCDP)	BC006	\$135	\$140	\$145	\$150	\$155	BG006	\$101	\$105	\$109	\$113	\$117
E	Cisco Certified Network Associate (CCNA)	BC007	\$101	\$105	\$109	\$113	\$117	BG007	\$76	\$79	\$82	\$85	\$88
E	Cisco Certified Network Professional (CCNP)	BC008	\$135	\$140	\$145	\$150	\$155	BG008	\$101	\$105	\$109	\$113	\$117
E	Cisco Certified Internetworking Engineer (CCIE)	BC009	\$205	\$212	\$220	\$228	\$236	BG009	\$154	\$159	\$165	\$171	\$177
E	Cisco Systems Project Engineer (LAN)	BC010	\$262	\$271	\$281	\$291	\$301	BG010	\$271	\$280	\$290	\$300	\$310
E	Cisco Systems Project Engineer (WAN)	BC011	\$262	\$271	\$281	\$291	\$301	BG011	\$271	\$280	\$290	\$300	\$310
E	Cisco Systems Proj. Eng. (Network Management)	BC012	\$262	\$271	\$281	\$291	\$301	BG012	\$271	\$280	\$290	\$300	\$310
E	Cisco Systems Proj. Eng. (Security Management)	BC013	\$262	\$271	\$281	\$291	\$301	BG013	\$271	\$280	\$290	\$300	\$310
E	Cisco Systems Project Engineer (Network Analyst)	BC014	\$262	\$271	\$281	\$291	\$301	BG014	\$271	\$280	\$290	\$300	\$310
E	Cisco Systems Project Manager	BC015	\$262	\$271	\$281	\$291	\$301	BG015	\$271	\$280	\$290	\$300	\$310

		BAE-IT Site HOURLY RATES					Government Site HOURLY RATES						
FLSA	JOB DESCRIPTION	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009
NE	Computer Maintenance Technician	BC016	\$74	\$77	\$80	\$83	\$86	BG016	\$56	\$58	\$60	\$62	\$64
NE	Computer Maintenance Technician - Senior	BC017	\$92	\$95	\$98	\$101	\$104	BG017	\$69	\$71	\$74	\$77	\$80
NE	Computer Operator - Associate	BC018	\$56	\$58	\$60	\$62	\$64	BG018	\$41	\$42	\$44	\$46	\$48
NE	Computer Operator	BC019	\$61	\$63	\$65	\$67	\$69	BG019	\$46	\$48	\$50	\$52	\$54
NE	Computer Operator - Senior	BC020	\$74	\$77	\$80	\$83	\$86	BG020	\$56	\$58	\$60	\$62	\$64
NE	Computer Operator - Lead	BC021	\$82	\$85	\$88	\$91	\$94	BG021	\$61	\$63	\$65	\$67	\$69
E	Computer Operations - Supervisor	BC022	\$117	\$121	\$125	\$129	\$133	BG022	\$87	\$90	\$93	\$96	\$99
E	Computer Operations - Manager	BC023	\$154	\$159	\$165	\$171	\$177	BG023	\$116	\$120	\$124	\$128	\$132
E	Computer Systems - Supervisor	BC024	\$154	\$159	\$165	\$171	\$177	BG024	\$116	\$120	\$124	\$128	\$132
E	Computer Systems - Manager	BC025	\$178	\$184	\$191	\$198	\$205	BG025	\$133	\$138	\$143	\$148	\$153
NE	Customer Service Representative	BC026	\$56	\$58	\$60	\$62	\$64	BG026	\$41	\$42	\$44	\$46	\$48
NE	Customer Service Representative - Senior	BC027	\$67	\$69	\$71	\$74	\$77	BG027	\$51	\$53	\$55	\$57	\$59
E	Customer Service Specialist	BC028	\$92	\$95	\$98	\$101	\$104	BG028	\$69	\$71	\$74	\$77	\$80
E	Customer Support - Lead	BC029	\$117	\$121	\$125	\$129	\$133	BG029	\$87	\$90	\$93	\$96	\$99

		BAE-IT Site HOURLY RATES						Government Site HOURLY RATES					
FLSA	JOB DESCRIPTION	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009
E	Customer Support - Supervisor	BC030	\$135	\$140	\$145	\$150	\$155	BG030	\$101	\$105	\$109	\$113	\$117
E	Customer Support - Manager	BC031	\$154	\$159	\$165	\$171	\$177	BG031	\$116	\$120	\$124	\$128	\$132
NE	Data Control Clerk	BC032	\$56	\$58	\$60	\$62	\$64	BG032	\$41	\$42	\$44	\$46	\$48
NE	Data Control Clerk - Senior	BC033	\$67	\$69	\$71	\$74	\$77	BG033	\$51	\$53	\$55	\$57	\$59
NE	Data Entry Operator - Associate	BC034	\$42	\$43	\$45	\$47	\$49	BG034	\$31	\$32	\$33	\$34	\$35
NE	Data Entry Operator	BC035	\$50	\$52	\$54	\$56	\$58	BG035	\$37	\$38	\$39	\$40	\$41
NE	Data Entry Operator - Senior	BC036	\$56	\$58	\$60	\$62	\$64	BG036	\$41	\$42	\$44	\$46	\$48
NE	Data Entry Operator - Lead	BC037	\$61	\$63	\$65	\$67	\$69	BG037	\$46	\$48	\$50	\$52	\$54
NE	Data Production Clerk	BC038	\$42	\$43	\$45	\$47	\$49	BG038	\$31	\$32	\$33	\$34	\$35
NE	Data Production Clerk - Senior	BC039	\$50	\$52	\$54	\$56	\$58	BG039	\$37	\$38	\$39	\$40	\$41
NE	Data Production Clerk - Lead	BC040	\$56	\$58	\$60	\$62	\$64	BG040	\$41	\$42	\$44	\$46	\$48
NE	Database Designer/Administrator - Associate	BC041	\$92	\$95	\$98	\$101	\$104	BG041	\$69	\$71	\$74	\$77	\$80
E	Database Designer/Administrator	BC042	\$117	\$121	\$125	\$129	\$133	BG042	\$87	\$90	\$93	\$96	\$99
E	Database Designer/Administrator - Senior	BC043	\$135	\$140	\$145	\$150	\$155	BG043	\$101	\$105	\$109	\$113	\$117
E	Database Designer/Administrator - Principal	BC044	\$154	\$159	\$165	\$171	\$177	BG044	\$116	\$120	\$124	\$128	\$132

		BAE-IT Site HOURLY RATES						Government Site HOURLY RATES					
FLSA	JOB DESCRIPTION	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009
NE	Database Librarian	BC045	\$82	\$85	\$88	\$91	\$94	BG045	\$61	\$63	\$65	\$67	\$69
NE	Designer/Drafter - Associate	BC046	\$61	\$63	\$65	\$67	\$69	BG046	\$46	\$48	\$50	\$52	\$54
NE	Designer/Drafter	BC047	\$74	\$77	\$80	\$83	\$86	BG047	\$56	\$58	\$60	\$62	\$64
NE	Designer/Drafter - Senior	BC048	\$92	\$95	\$98	\$101	\$104	BG048	\$69	\$71	\$74	\$77	\$80
NE	Designer/Drafter - Lead	BC049	\$101	\$105	\$109	\$113	\$117	BG049	\$76	\$79	\$82	\$85	\$88
NE	Document Production Administrator	BC050	\$67	\$69	\$71	\$74	\$77	BG050	\$51	\$53	\$55	\$57	\$59
NE	Document Production Administrator - Senior	BC051	\$74	\$77	\$80	\$83	\$86	BG051	\$56	\$58	\$60	\$62	\$64
NE	Documentation Assistant	BC052	\$67	\$69	\$71	\$74	\$77	BG052	\$51	\$53	\$55	\$57	\$59
NE	Engineer - Associate	BC053	\$92	\$95	\$98	\$101	\$104	BG053	\$69	\$71	\$74	\$77	\$80
E	Engineer	BC054	\$101	\$105	\$109	\$113	\$117	BG054	\$76	\$79	\$82	\$85	\$88
E	Engineer - Senior	BC055	\$135	\$140	\$145	\$150	\$155	BG055	\$101	\$105	\$109	\$113	\$117
E	Engineer - Lead	BC056	\$135	\$140	\$145	\$150	\$155	BG056	\$101	\$105	\$109	\$113	\$117
E	Engineer - Principal	BC057	\$154	\$159	\$165	\$171	\$177	BG057	\$116	\$120	\$124	\$128	\$132
E	Engineer Chief	BC058	\$205	\$212	\$220	\$228	\$236	BG058	\$154	\$159	\$165	\$171	\$177

		BAE-IT Site HOURLY RATES					Government Site HOURLY RATES						
FLSA	JOB DESCRIPTION	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009
E	Engineering - Supervisor	BC059	\$178	\$184	\$191	\$198	\$205	BG059	\$133	\$138	\$143	\$148	\$153
E	Engineering - Manager	BC060	\$205	\$212	\$220	\$228	\$236	BG060	\$154	\$159	\$165	\$171	\$177
NE	Field Engineer - Associate	BC061	\$74	\$77	\$80	\$83	\$86	BG061	\$56	\$58	\$60	\$62	\$64
E	Field Engineer	BC062	\$101	\$105	\$109	\$113	\$117	BG062	\$76	\$79	\$82	\$85	\$88
E	Field Engineer - Senior	BC063	\$117	\$121	\$125	\$129	\$133	BG063	\$87	\$90	\$93	\$96	\$99
NE	Field Technician - Associate	BC064	\$61	\$63	\$65	\$67	\$69	BG064	\$46	\$48	\$50	\$52	\$54
NE	Field Technician	BC065	\$74	\$77	\$80	\$83	\$86	BG065	\$56	\$58	\$60	\$62	\$64
NE	Field Technician - Senior	BC066	\$92	\$95	\$98	\$101	\$104	BG066	\$69	\$71	\$74	\$77	\$80
NE	Field Technician - Lead	BC067	\$101	\$105	\$109	\$113	\$117	BG067	\$76	\$79	\$82	\$85	\$88
NE	Financial Analyst - Associate	BC068	\$82	\$85	\$88	\$91	\$94	BG068	\$61	\$63	\$65	\$67	\$69
E	Financial Analyst	BC069	\$101	\$105	\$109	\$113	\$117	BG069	\$76	\$79	\$82	\$85	\$88
E	Financial Analyst - Senior	BC070	\$117	\$121	\$125	\$129	\$133	BG070	\$87	\$90	\$93	\$96	\$99
E	Financial Analyst - Lead	BC071	\$135	\$140	\$145	\$150	\$155	BG071	\$101	\$105	\$109	\$113	\$117
E	Financial Analyst - Principal	BC072	\$135	\$140	\$145	\$150	\$155	BG072	\$101	\$105	\$109	\$113	\$117
NE	Functional Analyst - Associate	BC073	\$82	\$85	\$88	\$91	\$94	BG073	\$61	\$63	\$65	\$67	\$69

		BAE-IT Site HOURLY RATES					Government Site HOURLY RATES						
FLSA	JOB DESCRIPTION	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009
E	Functional Analyst	BC074	\$101	\$105	\$109	\$113	\$117	BG074	\$76	\$79	\$82	\$85	\$88
E	Functional Analyst - Senior	BC075	\$117	\$121	\$125	\$129	\$133	BG075	\$87	\$90	\$93	\$96	\$99
E	Functional Analyst - Principal	BC076	\$154	\$159	\$165	\$171	\$177	BG076	\$116	\$120	\$124	\$128	\$132
E	Graphics Designer	BC077	\$92	\$95	\$98	\$101	\$104	BG077	\$69	\$71	\$74	\$77	\$80
E	Graphics Designer - Senior	BC078	\$117	\$121	\$125	\$129	\$133	BG078	\$87	\$90	\$93	\$96	\$99
NE	Graphics Specialist	BC079	\$74	\$77	\$80	\$83	\$86	BG079	\$56	\$58	\$60	\$62	\$64
NE	Graphics Specialist - Senior	BC080	\$92	\$95	\$98	\$101	\$104	BG080	\$69	\$71	\$74	\$77	\$80
NE	Help Desk Analyst - Associate	BC081	\$82	\$85	\$88	\$91	\$94	BG081	\$61	\$63	\$65	\$67	\$69
NE	Help Desk Analyst	BC082	\$101	\$105	\$109	\$113	\$117	BG082	\$76	\$79	\$82	\$85	\$88
NE	Help Desk Analyst - Senior	BC083	\$117	\$121	\$125	\$129	\$133	BG083	\$87	\$90	\$93	\$96	\$99
NE	Help Desk Technician - Associate	BC084	\$61	\$63	\$65	\$67	\$69	BG084	\$46	\$48	\$50	\$52	\$54
NE	Help Desk Technician	BC085	\$74	\$77	\$80	\$83	\$86	BG085	\$56	\$58	\$60	\$62	\$64
NE	Help Desk Technician - Senior	BC086	\$92	\$95	\$98	\$101	\$104	BG086	\$69	\$71	\$74	\$77	\$80
NE	Help Desk Technician - Lead	BC087	\$101	\$105	\$109	\$113	\$117	BG087	\$76	\$79	\$82	\$85	\$88

		BAE-IT Site HOURLY RATES					Government Site HOURLY RATES						
FLSA	JOB DESCRIPTION	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009
NE	Installation Technician - Associate	BC088	\$61	\$63	\$65	\$67	\$69	BG088	\$46	\$48	\$50	\$52	\$54
NE	Installation Technician	BC089	\$74	\$77	\$80	\$83	\$86	BG089	\$56	\$58	\$60	\$62	\$64
NE	Installation Technician - Senior	BC090	\$92	\$95	\$98	\$101	\$104	BG090	\$69	\$71	\$74	\$77	\$80
NE	Installation Technician - Lead	BC091	\$117	\$121	\$125	\$129	\$133	BG091	\$87	\$90	\$93	\$96	\$99
NE	Logistics Analyst - Associate	BC092	\$82	\$85	\$88	\$91	\$94	BG092	\$61	\$63	\$65	\$67	\$69
E	Logistics Analyst	BC093	\$92	\$95	\$98	\$101	\$104	BG093	\$69	\$71	\$74	\$77	\$80
E	Logistics Analyst - Senior	BC094	\$117	\$121	\$125	\$129	\$133	BG094	\$87	\$90	\$93	\$96	\$99
E	Logistics Analyst - Principal	BC095	\$135	\$140	\$145	\$150	\$155	BG095	\$101	\$105	\$109	\$113	\$117
NE	Logistics Assistant	BC096	\$56	\$58	\$60	\$62	\$64	BG096	\$41	\$42	\$44	\$46	\$48
NE	Logistics Assistant - Senior	BC097	\$61	\$63	\$65	\$67	\$69	BG097	\$46	\$48	\$50	\$52	\$54
E	Management Consultant	BC098	\$154	\$159	\$165	\$171	\$177	BG098	\$116	\$120	\$124	\$128	\$132
E	Management Consultant - Senior	BC099	\$205	\$212	\$220	\$228	\$236	BG099	\$154	\$159	\$165	\$171	\$177
NE	Network Administrator - Associate	BC100	\$82	\$85	\$88	\$91	\$94	BG100	\$61	\$63	\$65	\$67	\$69
E	Network Administrator	BC101	\$101	\$105	\$109	\$113	\$117	BG101	\$76	\$79	\$82	\$85	\$88
E	Network Administrator - Senior	BC102	\$117	\$121	\$125	\$129	\$133	BG102	\$87	\$90	\$93	\$96	\$99

		BAE-IT Site HOURLY RATES					Government Site HOURLY RATES						
FLSA	JOB DESCRIPTION	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009
NE	Network Engineer / Analyst - Associate	BC103	\$82	\$85	\$88	\$91	\$94	BG103	\$61	\$63	\$65	\$67	\$69
E	Network Engineer / Analyst	BC104	\$101	\$105	\$109	\$113	\$117	BG104	\$76	\$79	\$82	\$85	\$88
E	Network Engineer / Analyst - Senior	BC105	\$135	\$140	\$145	\$150	\$155	BG105	\$101	\$105	\$109	\$113	\$117
E	Network Engineer / Analyst - Lead	BC106	\$135	\$140	\$145	\$150	\$155	BG106	\$101	\$105	\$109	\$113	\$117
E	Network Engineer / Analyst - Principal	BC107	\$154	\$159	\$165	\$171	\$177	BG107	\$116	\$120	\$124	\$128	\$132
E	Network Operations - Supervisor	BC108	\$135	\$140	\$145	\$150	\$155	BG108	\$101	\$105	\$109	\$113	\$117
E	Network Operations - Manager	BC109	\$154	\$159	\$165	\$171	\$177	BG109	\$116	\$120	\$124	\$128	\$132
E	Network Systems - Supervisor	BC110	\$154	\$159	\$165	\$171	\$177	BG110	\$116	\$120	\$124	\$128	\$132
E	Network Systems - Manager	BC111	\$178	\$184	\$191	\$198	\$205	BG111	\$133	\$138	\$143	\$148	\$153
NE	Network Technician - Associate	BC112	\$67	\$69	\$71	\$74	\$77	BG112	\$51	\$53	\$55	\$57	\$59
NE	Network Technician	BC113	\$82	\$85	\$88	\$91	\$94	BG113	\$61	\$63	\$65	\$67	\$69
NE	Network Technician - Senior	BC114	\$101	\$105	\$109	\$113	\$117	BG114	\$76	\$79	\$82	\$85	\$88
NE	Network Technician - Lead	BC115	\$117	\$121	\$125	\$129	\$133	BG115	\$87	\$90	\$93	\$96	\$99
E	Product Specialist	BC116	\$101	\$105	\$109	\$113	\$117	BG116	\$76	\$79	\$82	\$85	\$88

		BAE-IT Site HOURLY RATES					Government Site HOURLY RATES						
FLSA	JOB DESCRIPTION	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009
E	Product Specialist - Senior	BC117	\$117	\$121	\$125	\$129	\$133	BG117	\$87	\$90	\$93	\$96	\$99
NE	Program Control Analyst - Associate	BC118	\$74	\$77	\$80	\$83	\$86	BG118	\$56	\$58	\$60	\$62	\$64
E	Program Control Analyst	BC119	\$92	\$95	\$98	\$101	\$104	BG119	\$69	\$71	\$74	\$77	\$80
E	Program Control Analyst - Senior	BC120	\$117	\$121	\$125	\$129	\$133	BG120	\$87	\$90	\$93	\$96	\$99
E	Program Control Analyst - Principal	BC121	\$154	\$159	\$165	\$171	\$177	BG121	\$116	\$120	\$124	\$128	\$132
E	Program Manager - Deputy	BC122	\$178	\$184	\$191	\$198	\$205	BG122	\$133	\$138	\$143	\$148	\$153
E	Program Manager	BC123	\$205	\$212	\$220	\$228	\$236	BG123	\$154	\$159	\$165	\$171	\$177
E	Program Manager - Senior	BC124	\$236	\$244	\$253	\$262	\$271	BG124	\$178	\$184	\$191	\$198	\$205
NE	Programmer Assistant	BC125	\$74	\$77	\$80	\$83	\$86	BG125	\$56	\$58	\$60	\$62	\$64
NE	Programmer Analyst - Associate	BC126	\$82	\$85	\$88	\$91	\$94	BG126	\$61	\$63	\$65	\$67	\$69
E	Programmer Analyst	BC127	\$101	\$105	\$109	\$113	\$117	BG127	\$76	\$79	\$82	\$85	\$88
E	Programmer Analyst - Senior	BC128	\$135	\$140	\$145	\$150	\$155	BG128	\$101	\$105	\$109	\$113	\$117
E	Programmer Analyst - Principal	BC129	\$154	\$159	\$165	\$171	\$177	BG129	\$116	\$120	\$124	\$128	\$132
E	Project Manager	BC130	\$154	\$159	\$165	\$171	\$177	BG130	\$116	\$120	\$124	\$128	\$132

		BAE-IT Site HOURLY RATES					Government Site HOURLY RATES						
FLSA	JOB DESCRIPTION	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009
E	Project Manager - Senior	BC131	\$178	\$184	\$191	\$198	\$205	BG131	\$133	\$138	\$143	\$148	\$153
NE	Quality Assurance Technician	BC132	\$61	\$63	\$65	\$67	\$69	BG132	\$46	\$48	\$50	\$52	\$54
NE	Quality Assurance Technician - Senior	BC133	\$74	\$77	\$80	\$83	\$86	BG133	\$56	\$58	\$60	\$62	\$64
NE	Receptionist/Switchboard Operator	BC134	\$50	\$52	\$54	\$56	\$58	BG134	\$37	\$38	\$39	\$40	\$41
NE	Secure Systems Analyst - Associate	BC135	\$92	\$95	\$98	\$101	\$104	BG135	\$69	\$71	\$74	\$77	\$80
E	Secure Systems Analyst	BC136	\$117	\$121	\$125	\$129	\$133	BG136	\$87	\$90	\$93	\$96	\$99
E	Secure Systems Analyst - Senior	BC137	\$154	\$159	\$165	\$171	\$177	BG137	\$116	\$120	\$124	\$128	\$132
E	Secure Systems Analyst - Principal	BC138	\$178	\$184	\$191	\$198	\$205	BG138	\$133	\$138	\$143	\$148	\$153
NE	Secure Systems Engineer - Associate	BC139	\$101	\$105	\$109	\$113	\$117	BG139	\$76	\$79	\$82	\$85	\$88
E	Secure Systems Engineer	BC140	\$117	\$121	\$125	\$129	\$133	BG140	\$87	\$90	\$93	\$96	\$99
E	Secure Systems Engineer - Senior	BC141	\$154	\$159	\$165	\$171	\$177	BG141	\$116	\$120	\$124	\$128	\$132
E	Secure Systems Engineer - Lead	BC142	\$178	\$184	\$191	\$198	\$205	BG142	\$133	\$138	\$143	\$148	\$153
E	Secure Systems Engineer - Principal	BC143	\$178	\$184	\$191	\$198	\$205	BG143	\$133	\$138	\$143	\$148	\$153
E	Secure Systems - Supervisor	BC144	\$178	\$184	\$191	\$198	\$205	BG144	\$133	\$138	\$143	\$148	\$153
E	Secure Systems - Manager	BC145	\$205	\$212	\$220	\$228	\$236	BG145	\$154	\$159	\$165	\$171	\$177

		BAE-IT Site HOURLY RATES					Government Site HOURLY RATES						
FLSA	JOB DESCRIPTION	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009
E	Secure Systems Consultant	BC146	\$205	\$212	\$220	\$228	\$236	BG146	\$154	\$159	\$165	\$171	\$177
E	Secure Systems Consultant - Senior	BC147	\$236	\$244	\$253	\$262	\$271	BG147	\$178	\$184	\$191	\$198	\$205
E	Security Administrator	BC148	\$92	\$95	\$98	\$101	\$104	BG148	\$69	\$71	\$74	\$77	\$80
E	Security Administrator - Senior	BC149	\$101	\$105	\$109	\$113	\$117	BG149	\$76	\$79	\$82	\$85	\$88
E	Security Administrator - Lead	BC150	\$117	\$121	\$125	\$129	\$133	BG150	\$87	\$90	\$93	\$96	\$99
E	Security Administrator - Manager	BC151	\$154	\$159	\$165	\$171	\$177	BG151	\$116	\$120	\$124	\$128	\$132
E	Site Supervisor	BC152	\$135	\$140	\$145	\$150	\$155	BG152	\$101	\$105	\$109	\$113	\$117
E	Site Manager	BC153	\$154	\$159	\$165	\$171	\$177	BG153	\$116	\$120	\$124	\$128	\$132
NE	Software Engineer - Associate	BC154	\$92	\$95	\$98	\$101	\$104	BG154	\$69	\$71	\$74	\$77	\$80
E	Software Engineer	BC155	\$117	\$121	\$125	\$129	\$133	BG155	\$87	\$90	\$93	\$96	\$99
E	Software Engineer - Senior	BC156	\$135	\$140	\$145	\$150	\$155	BG156	\$101	\$105	\$109	\$113	\$117
E	Software Engineer - Principal	BC157	\$154	\$159	\$165	\$171	\$177	BG157	\$116	\$120	\$124	\$128	\$132
E	Staff Manager - Senior	BC158	\$205	\$212	\$220	\$228	\$236	BG158	\$154	\$159	\$165	\$171	\$177
NE	System Administrator - Associate	BC159	\$82	\$85	\$88	\$91	\$94	BG159	\$61	\$63	\$65	\$67	\$69
E	Systems Administrator	BC160	\$101	\$105	\$109	\$113	\$117	BG160	\$76	\$79	\$82	\$85	\$88

		BAE-IT Site HOURLY RATES					Government Site HOURLY RATES						
FLSA	JOB DESCRIPTION	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009
E	Systems Administrator - Senior	BC161	\$117	\$121	\$125	\$129	\$133	BG161	\$87	\$90	\$93	\$96	\$99
NE	Systems Analyst - Associate	BC162	\$82	\$85	\$88	\$91	\$94	BG162	\$61	\$63	\$65	\$67	\$69
E	Systems Analyst	BC163	\$101	\$105	\$109	\$113	\$117	BG163	\$76	\$79	\$82	\$85	\$88
E	Systems Analyst - Senior	BC164	\$117	\$121	\$125	\$129	\$133	BG164	\$87	\$90	\$93	\$96	\$99
E	Systems Analyst - Lead	BC165	\$135	\$140	\$145	\$150	\$155	BG165	\$101	\$105	\$109	\$113	\$117
E	Systems Analyst - Principal	BC166	\$154	\$159	\$165	\$171	\$177	BG166	\$116	\$120	\$124	\$128	\$132
NE	Systems Engineer - Associate	BC167	\$92	\$95	\$98	\$101	\$104	BG167	\$69	\$71	\$74	\$77	\$80
E	Systems Engineer	BC168	\$117	\$121	\$125	\$129	\$133	BG168	\$87	\$90	\$93	\$96	\$99
E	Systems Engineer - Senior	BC169	\$135	\$140	\$145	\$150	\$155	BG169	\$101	\$105	\$109	\$113	\$117
E	Systems Engineer - Principal	BC170	\$154	\$159	\$165	\$171	\$177	BG170	\$116	\$120	\$124	\$128	\$132
E	Systems Consultant	BC171	\$178	\$184	\$191	\$198	\$205	BG171	\$133	\$138	\$143	\$148	\$153
E	Systems Consultant - Senior	BC172	\$205	\$212	\$220	\$228	\$236	BG172	\$154	\$159	\$165	\$171	\$177
NE	Tape Librarian	BC173	\$61	\$63	\$65	\$67	\$69	BG173	\$46	\$48	\$50	\$52	\$54
E	Task - Lead	BC174	\$135	\$140	\$145	\$150	\$155	BG174	\$101	\$105	\$109	\$113	\$117

		BAE-IT Site HOURLY RATES					Government Site HOURLY RATES						
FLSA	JOB DESCRIPTION	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009
E	Task - Supervisor	BC175	\$154	\$159	\$165	\$171	\$177	BG175	\$116	\$120	\$124	\$128	\$132
E	Task - Manager	BC176	\$178	\$184	\$191	\$198	\$205	BG176	\$133	\$138	\$143	\$148	\$153
NE	Technical Analyst - Associate	BC177	\$74	\$77	\$80	\$83	\$86	BG177	\$56	\$58	\$60	\$62	\$64
E	Technical Analyst	BC178	\$101	\$105	\$109	\$113	\$117	BG178	\$76	\$79	\$82	\$85	\$88
E	Technical Analyst - Senior	BC179	\$117	\$121	\$125	\$129	\$133	BG179	\$87	\$90	\$93	\$96	\$99
E	Technical Analyst - Principal	BC180	\$154	\$159	\$165	\$171	\$177	BG180	\$116	\$120	\$124	\$128	\$132
E	Technical - Lead	BC181	\$117	\$121	\$125	\$129	\$133	BG181	\$87	\$90	\$93	\$96	\$99
E	Technical - Supervisor	BC182	\$135	\$140	\$145	\$150	\$155	BG182	\$101	\$105	\$109	\$113	\$117
E	Technical - Manager	BC183	\$154	\$159	\$165	\$171	\$177	BG183	\$116	\$120	\$124	\$128	\$132
E	Technical Director	BC184	\$205	\$212	\$220	\$228	\$236	BG184	\$154	\$159	\$165	\$171	\$177
E	Technical Director - Senior	BC185	\$236	\$244	\$253	\$262	\$271	BG185	\$178	\$184	\$191	\$198	\$205
E	Technical Architect	BC186	\$205	\$212	\$220	\$228	\$236	BG186	\$154	\$159	\$165	\$171	\$177
NE	Technical Trainer - Associate	BC187	\$82	\$85	\$88	\$91	\$94	BG187	\$61	\$63	\$65	\$67	\$69
E	Technical Trainer	BC188	\$101	\$105	\$109	\$113	\$117	BG188	\$76	\$79	\$82	\$85	\$88
E	Technical Trainer - Senior	BC189	\$117	\$121	\$125	\$129	\$133	BG189	\$87	\$90	\$93	\$96	\$99

		BAE-IT Site HOURLY RATES					Government Site HOURLY RATES						
FLSA	JOB DESCRIPTION	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009
NE	Technical Writer / Editor - Associate	BC190	\$82	\$85	\$88	\$91	\$94	BG190	\$61	\$63	\$65	\$67	\$69
E	Technical Writer / Editor	BC191	\$101	\$105	\$109	\$113	\$117	BG191	\$76	\$79	\$82	\$85	\$88
E	Technical Writer / Editor - Senior	BC192	\$117	\$121	\$125	\$129	\$133	BG192	\$87	\$90	\$93	\$96	\$99
E	Technical Writer / Editor - Principal	BC193	\$135	\$140	\$145	\$150	\$155	BG193	\$101	\$105	\$109	\$113	\$117
NE	Telecommunications Engineer / Analyst - Associate	BC194	\$82	\$85	\$88	\$91	\$94	BG194	\$61	\$63	\$65	\$67	\$69
E	Telecommunications Engineer / Analyst	BC195	\$101	\$105	\$109	\$113	\$117	BG195	\$76	\$79	\$82	\$85	\$88
E	Telecommunications Engineer / Analyst - Senior	BC196	\$135	\$140	\$145	\$150	\$155	BG196	\$101	\$105	\$109	\$113	\$117
E	Telecommunications Engineer / Analyst - Principal	BC197	\$154	\$159	\$165	\$171	\$177	BG197	\$116	\$120	\$124	\$128	\$132
NE	Telecommunications Specialist	BC198	\$92	\$95	\$98	\$101	\$104	BG198	\$69	\$71	\$74	\$77	\$80
NE	Telecommunications Specialist - Senior	BC199	\$101	\$105	\$109	\$113	\$117	BG199	\$76	\$79	\$82	\$85	\$88
NE	Telecommunications Technician - Associate	BC200	\$67	\$69	\$71	\$74	\$77	BG200	\$51	\$53	\$55	\$57	\$59
NE	Telecommunications Technician	BC201	\$82	\$85	\$88	\$91	\$94	BG201	\$61	\$63	\$65	\$67	\$69
NE	Telecommunications Technician - Senior	BC202	\$92	\$95	\$98	\$101	\$104	BG202	\$69	\$71	\$74	\$77	\$80
NE	Telecommunications Technician - Lead	BC203	\$117	\$121	\$125	\$129	\$133	BG203	\$87	\$90	\$93	\$96	\$99

		BAE-IT Site HOURLY RATES					Government Site HOURLY RATES						
FLSA	JOB DESCRIPTION	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009
E	Tempest Engineer - Associate	BC204	\$92	\$95	\$98	\$101	\$104	BG204	\$69	\$71	\$74	\$77	\$80
E	Tempest Engineer	BC205	\$117	\$121	\$125	\$129	\$133	BG205	\$87	\$90	\$93	\$96	\$99
E	Tempest Engineer - Senior	BC206	\$135	\$140	\$145	\$150	\$155	BG206	\$101	\$105	\$109	\$113	\$117
E	Tempest Engineer - Principal	BC207	\$154	\$159	\$165	\$171	\$177	BG207	\$116	\$120	\$124	\$128	\$132
NE	Test Technician	BC208	\$67	\$69	\$71	\$74	\$77	BG208	\$51	\$53	\$55	\$57	\$59
NE	Test Technician - Senior	BC209	\$82	\$85	\$88	\$91	\$94	BG209	\$61	\$63	\$65	\$67	\$69
NE	Word Processor - Associate	BC210	\$50	\$52	\$54	\$56	\$58	BG210	\$37	\$38	\$39	\$40	\$41
NE	Word Processor	BC211	\$61	\$63	\$65	\$67	\$69	BG211	\$46	\$48	\$50	\$52	\$54
NE	Word Processor - Senior	BC212	\$67	\$69	\$71	\$74	\$77	BG212	\$51	\$53	\$55	\$57	\$59
NE	Word Processor - Lead	BC213	\$82	\$85	\$88	\$91	\$94	BG213	\$61	\$63	\$65	\$67	\$69
NE	Instructor, Applications - Trainer	BC214	\$60	\$62	\$64	\$66	\$68	BG214	\$62	\$64	\$66	\$68	\$70
E	Certified Instructor	BC215	\$207	\$214	\$222	\$230	\$238	BG215	\$214	\$221	\$229	\$237	\$245
E	Instructor, Systems and Development Tools	BC216	\$141	\$146	\$151	\$156	\$161	BG216	\$146	\$151	\$156	\$162	\$168
E	Instructor - Senior	BC217	\$169	\$175	\$181	\$187	\$193	BG217	\$175	\$181	\$187	\$194	\$201
E	Internet / Intranet Content Designer	BC218	\$128	\$132	\$137	\$142	\$147	BG218	\$132	\$137	\$142	\$147	\$152

		BAE-IT Site HOURLY RATES					Government Site HOURLY RATES						
FLSA	JOB DESCRIPTION	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009
E	Internet / Intranet Developer	BC219	\$145	\$150	\$155	\$160	\$165	BG219	\$150	\$155	\$161	\$167	\$173
E	Microsoft Knowledge Engineer	BC220	\$288	\$298	\$309	\$320	\$331	BG220	\$298	\$308	\$319	\$330	\$341
E	Messaging Technologist	BC221	\$194	\$201	\$208	\$215	\$222	BG221	\$201	\$208	\$215	\$223	\$231
E	Object Oriented Engineer	BC222	\$153	\$158	\$164	\$170	\$176	BG222	\$158	\$163	\$169	\$175	\$181
E	SNA/Mainframe Connectivity Specialist	BC223	\$153	\$158	\$164	\$170	\$176	BG223	\$157	\$162	\$168	\$174	\$180
E	Applications Architect - Senior	BC224	\$208	\$215	\$223	\$231	\$239	BG224	\$215	\$222	\$230	\$238	\$246
E	Applications Engineer - Senior	BC225	\$136	\$141	\$146	\$151	\$156	BG225	\$140	\$145	\$150	\$155	\$160
E	Microsoft Exchange Server-Systems Architect - Senior	BC226	\$195	\$202	\$209	\$216	\$223	BG226	\$202	\$209	\$216	\$224	\$232
E	Microsoft Windows NT-Systems Architect - Senior	BC227	\$195	\$202	\$209	\$216	\$223	BG227	\$202	\$209	\$216	\$224	\$232
E	Microsoft Exchange Server-Systems Engineer - Senior	BC228	\$146	\$151	\$156	\$162	\$168	BG228	\$151	\$156	\$162	\$168	\$174
E	Microsoft Windows NT-Systems Engineer - Senior	BC229	\$146	\$151	\$156	\$162	\$168	BG229	\$151	\$156	\$162	\$168	\$174
E	Systems Architect - Senior	BC230	\$208	\$215	\$223	\$231	\$239	BG230	\$215	\$222	\$230	\$238	\$246
E	Training Manager	BC231	\$139	\$144	\$149	\$154	\$159	BG231	\$143	\$148	\$153	\$158	\$163
NE	Technical Intern I	BC232	\$46	\$48	\$50	\$52	\$54	BG232	\$35	\$36	\$37	\$38	\$39

		BAE-IT Site HOURLY RATES					Government Site HOURLY RATES						
FLSA	JOB DESCRIPTION	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009
NE	Technical Intern II	BC233	\$56	\$58	\$60	\$62	\$64	BG233	\$41	\$42	\$44	\$46	\$48
E	Mainframe Large Scale Product Consultant	BC234	\$234	\$242	\$251	\$260	\$269	BG234	\$234	\$242	\$251	\$260	\$269
E	Mainframe Product Consultant - Senior	BC235	\$234	\$242	\$251	\$260	\$269	BG235	\$234	\$242	\$251	\$260	\$269
E	Mainframe Software Engineer - Senior	BC236	\$234	\$242	\$251	\$260	\$269	BG236	\$234	\$242	\$251	\$260	\$269
E	Mainframe Training- Software/Engineering Specialist - Senior	BC237	\$281	\$291	\$301	\$312	\$323	BG237	\$281	\$291	\$301	\$312	\$323

GEOGRAPHICAL AREA C

STATE	CITY	STATE	CITY	STATE	CITY	STATE	CITY
AL	Birmingham	HI	Wheeler AFB	NV	Las Vegas	UT	Salt Lake City
AL	Huntsville						
AZ	Glendale	IL	Belleville	NY	APO	VA	Chesapeake
AZ	Phoenix	IL	Fairview Heights			VA	Dahlgren
		IL	O'Fallon	OH	Cincinnati	VA	Fort Eustis
		IL	Scott AFB	OH	Cleveland	VA	Fort Lee
CA	Apo			OH	Fairborn	VA	Hampton
CA	Chula Vista	IN	Indianapolis	OH	Wright Patterson AFB	VA	Norfolk
CA	San Diego					VA	Richmond
CA	San Ysidro	KY	Fort Knox	OK	Oklahoma City	VA	Virginia Beach
		KY	Louisville			VA	Yorktown
				OR	Tigard		
CO	Colorado Springs	LA	New Orleans			VT	South Burlington
CO	Denver			PA	Mechanicsburg		
CO	Peterson AFB	MA	Hadley	PA	Philadelphia	WA	Keyport
CO	Schriever AFB			PA	Pittsburgh		
		MD	Linthicum	PA	Warrendale	WV	Clarksburg
CT	New Haven					WV	Fairmont
CT	North Granby	MN	Minneapolis				
				SC	Columbia		
FL	Jacksonville	MO	Kansas City	TN	Memphis	OTHER	Overseas Locations
FL	Kennedy Space Center	MO	Saint Louis				
FL	Miami			TX	Dallas		
		NC	Charlotte	TX	Houston		
GA	Atlanta			TX	Randolph AFB		
GA	Fort Mcpherson	NW	Albuquerque	TX	San Antonio		



		BAE-IT Site HOURLY RATES					Government Site HOURLY RATES						
FLSA	JOB DESCRIPTION	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009
NE	Administrative Assistant I	CC001	\$46	\$48	\$50	\$52	\$54	CG001	\$35	\$36	\$37	\$38	\$39
NE	Administrative Assistant II	CC002	\$56	\$58	\$60	\$62	\$64	CG002	\$41	\$42	\$44	\$46	\$48
NE	Administrative Assistant III	CC003	\$61	\$63	\$65	\$67	\$69	CG003	\$46	\$48	\$50	\$52	\$54
NE	Administrative Assistant IV	CC004	\$74	\$77	\$80	\$83	\$86	CG004	\$56	\$58	\$60	\$62	\$64
E	Cisco Certified Design Associate (CCDA)	CC005	\$106	\$110	\$114	\$118	\$122	CG005	\$80	\$83	\$86	\$89	\$92
E	Cisco Certified Design Professional (CCDP)	CC006	\$122	\$126	\$131	\$136	\$141	CG006	\$92	\$95	\$98	\$101	\$104
E	Cisco Certified Network Associate (CCNA)	CC007	\$92	\$95	\$98	\$101	\$104	CG007	\$69	\$71	\$74	\$77	\$80
E	Cisco Certified Network Professional (CCNP)	CC008	\$122	\$126	\$131	\$136	\$141	CG008	\$92	\$95	\$98	\$101	\$104
E	Cisco Certified Internetworking Engineer (CCIE)	CC009	\$186	\$192	\$199	\$206	\$213	CG009	\$140	\$145	\$150	\$155	\$160
E	Cisco Systems Project Engineer (LAN)	CC010	\$262	\$271	\$281	\$291	\$301	CG010	\$271	\$280	\$290	\$300	\$310
E	Cisco Systems Project Engineer (WAN)	CC011	\$262	\$271	\$281	\$291	\$301	CG011	\$271	\$280	\$290	\$300	\$310
E	Cisco Systems Proj. Eng. (Network Management)	CC012	\$262	\$271	\$281	\$291	\$301	CG012	\$271	\$280	\$290	\$300	\$310
E	Cisco Systems Proj. Eng. (Security Management)	CC013	\$262	\$271	\$281	\$291	\$301	CG013	\$271	\$280	\$290	\$300	\$310
E	Cisco Systems Project Engineer (Network Analyst)	CC014	\$262	\$271	\$281	\$291	\$301	CG014	\$271	\$280	\$290	\$300	\$310

		BAE-IT Site HOURLY RATES					Government Site HOURLY RATES						
FLSA	JOB DESCRIPTION	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009
E	Cisco Systems Project Manager	CC015	\$262	\$271	\$281	\$291	\$301	CG015	\$271	\$280	\$290	\$300	\$310
NE	Computer Maintenance Technician	CC016	\$67	\$69	\$71	\$74	\$77	CG016	\$51	\$53	\$55	\$57	\$59
NE	Computer Maintenance Technician - Senior	CC017	\$84	\$87	\$90	\$93	\$96	CG017	\$62	\$64	\$66	\$68	\$70
NE	Computer Operator - Associate	CC018	\$50	\$52	\$54	\$56	\$58	CG018	\$37	\$38	\$39	\$40	\$41
NE	Computer Operator	CC019	\$56	\$58	\$60	\$62	\$64	CG019	\$41	\$42	\$44	\$46	\$48
NE	Computer Operator - Senior	CC020	\$67	\$69	\$71	\$74	\$77	CG020	\$51	\$53	\$55	\$57	\$59
NE	Computer Operator - Lead	CC021	\$74	\$77	\$80	\$83	\$86	CG021	\$56	\$58	\$60	\$62	\$64
E	Computer Operations - Supervisor	CC022	\$106	\$110	\$114	\$118	\$122	CG022	\$80	\$83	\$86	\$89	\$92
E	Computer Operations - Manager	CC023	\$140	\$145	\$150	\$155	\$160	CG023	\$106	\$110	\$114	\$118	\$122
E	Computer Systems - Supervisor	CC024	\$140	\$145	\$150	\$155	\$160	CG024	\$106	\$110	\$114	\$118	\$122
E	Computer Systems - Manager	CC025	\$162	\$168	\$174	\$180	\$186	CG025	\$122	\$126	\$131	\$136	\$141
NE	Customer Service Representative	CC026	\$50	\$52	\$54	\$56	\$58	CG026	\$37	\$38	\$39	\$40	\$41
NE	Customer Service Representative - Senior	CC027	\$61	\$63	\$65	\$67	\$69	CG027	\$46	\$48	\$50	\$52	\$54
E	Customer Service Specialist	CC028	\$84	\$87	\$90	\$93	\$96	CG028	\$62	\$64	\$66	\$68	\$70

		BAE-IT Site HOURLY RATES					Government Site HOURLY RATES						
FLSA	JOB DESCRIPTION	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009
E	Customer Support - Lead	CC029	\$106	\$110	\$114	\$118	\$122	CG029	\$80	\$83	\$86	\$89	\$92
E	Customer Support - Supervisor	CC030	\$122	\$126	\$131	\$136	\$141	CG030	\$92	\$95	\$98	\$101	\$104
E	Customer Support - Manager	CC031	\$140	\$145	\$150	\$155	\$160	CG031	\$106	\$110	\$114	\$118	\$122
NE	Data Control Clerk	CC032	\$50	\$52	\$54	\$56	\$58	CG032	\$37	\$38	\$39	\$40	\$41
NE	Data Control Clerk - Senior	CC033	\$61	\$63	\$65	\$67	\$69	CG033	\$46	\$48	\$50	\$52	\$54
NE	Data Entry Operator - Associate	CC034	\$37	\$38	\$39	\$40	\$41	CG034	\$28	\$29	\$30	\$31	\$32
NE	Data Entry Operator	CC035	\$46	\$48	\$50	\$52	\$54	CG035	\$35	\$36	\$37	\$38	\$39
NE	Data Entry Operator - Senior	CC036	\$50	\$52	\$54	\$56	\$58	CG036	\$37	\$38	\$39	\$40	\$41
NE	Data Entry Operator - Lead	CC037	\$56	\$58	\$60	\$62	\$64	CG037	\$41	\$42	\$44	\$46	\$48
NE	Data Production Clerk	CC038	\$37	\$38	\$39	\$40	\$41	CG038	\$28	\$29	\$30	\$31	\$32
NE	Data Production Clerk - Senior	CC039	\$46	\$48	\$50	\$52	\$54	CG039	\$35	\$36	\$37	\$38	\$39
NE	Data Production Clerk - Lead	CC040	\$50	\$52	\$54	\$56	\$58	CG040	\$37	\$38	\$39	\$40	\$41
NE	Database Designer/Administrator - Associate	CC041	\$84	\$87	\$90	\$93	\$96	CG041	\$62	\$64	\$66	\$68	\$70
E	Database Designer/Administrator	CC042	\$106	\$110	\$114	\$118	\$122	CG042	\$80	\$83	\$86	\$89	\$92
E	Database Designer/Administrator - Senior	CC043	\$122	\$126	\$131	\$136	\$141	CG043	\$92	\$95	\$98	\$101	\$104

		BAE-IT Site HOURLY RATES					Government Site HOURLY RATES						
FLSA	JOB DESCRIPTION	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009
E	Database Designer/Administrator - Principal	CC044	\$140	\$145	\$150	\$155	\$160	CG044	\$106	\$110	\$114	\$118	\$122
NE	Database Librarian	CC045	\$74	\$77	\$80	\$83	\$86	CG045	\$56	\$58	\$60	\$62	\$64
NE	Designer/Drafter - Associate	CC046	\$56	\$58	\$60	\$62	\$64	CG046	\$41	\$42	\$44	\$46	\$48
NE	Designer/Drafter	CC047	\$67	\$69	\$71	\$74	\$77	CG047	\$51	\$53	\$55	\$57	\$59
NE	Designer/Drafter - Senior	CC048	\$84	\$87	\$90	\$93	\$96	CG048	\$62	\$64	\$66	\$68	\$70
NE	Designer/Drafter - Lead	CC049	\$92	\$95	\$98	\$101	\$104	CG049	\$69	\$71	\$74	\$77	\$80
NE	Document Production Administrator	CC050	\$61	\$63	\$65	\$67	\$69	CG050	\$46	\$48	\$50	\$52	\$54
NE	Document Production Administrator - Senior	CC051	\$67	\$69	\$71	\$74	\$77	CG051	\$51	\$53	\$55	\$57	\$59
NE	Documentation Assistant	CC052	\$61	\$63	\$65	\$67	\$69	CG052	\$46	\$48	\$50	\$52	\$54
NE	Engineer - Associate	CC053	\$84	\$87	\$90	\$93	\$96	CG053	\$62	\$64	\$66	\$68	\$70
E	Engineer	CC054	\$92	\$95	\$98	\$101	\$104	CG054	\$69	\$71	\$74	\$77	\$80
E	Engineer - Senior	CC055	\$122	\$126	\$131	\$136	\$141	CG055	\$92	\$95	\$98	\$101	\$104
E	Engineer - Lead	CC056	\$122	\$126	\$131	\$136	\$141	CG056	\$92	\$95	\$98	\$101	\$104
E	Engineer - Principal	CC057	\$140	\$145	\$150	\$155	\$160	CG057	\$106	\$110	\$114	\$118	\$122

		BAE-IT Site HOURLY RATES					Government Site HOURLY RATES						
FLSA	JOB DESCRIPTION	CLIN	FY 2005 (eff. 7/28/05)	FY 2006	FY 2007	FY 2008	FY 2009	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009
E	Engineer Chief	CC058	\$186	\$192	\$199	\$206	\$213	CG058	\$140	\$145	\$150	\$155	\$160
E	Engineering - Supervisor	CC059	\$162	\$168	\$174	\$180	\$186	CG059	\$122	\$126	\$131	\$136	\$141
E	Engineering - Manager	CC060	\$186	\$192	\$199	\$206	\$213	CG060	\$140	\$145	\$150	\$155	\$160
NE	Field Engineer - Associate	CC061	\$67	\$69	\$71	\$74	\$77	CG061	\$51	\$53	\$55	\$57	\$59
E	Field Engineer	CC062	\$92	\$95	\$98	\$101	\$104	CG062	\$69	\$71	\$74	\$77	\$80
E	Field Engineer - Senior	CC063	\$106	\$110	\$114	\$118	\$122	CG063	\$80	\$83	\$86	\$89	\$92
NE	Field Technician - Associate	CC064	\$56	\$58	\$60	\$62	\$64	CG064	\$41	\$42	\$44	\$46	\$48
NE	Field Technician	CC065	\$67	\$69	\$71	\$74	\$77	CG065	\$51	\$53	\$55	\$57	\$59
NE	Field Technician - Senior	CC066	\$84	\$87	\$90	\$93	\$96	CG066	\$62	\$64	\$66	\$68	\$70
NE	Field Technician - Lead	CC067	\$92	\$95	\$98	\$101	\$104	CG067	\$69	\$71	\$74	\$77	\$80
NE	Financial Analyst - Associate	CC068	\$74	\$77	\$80	\$83	\$86	CG068	\$56	\$58	\$60	\$62	\$64
E	Financial Analyst	CC069	\$92	\$95	\$98	\$101	\$104	CG069	\$69	\$71	\$74	\$77	\$80
E	Financial Analyst - Senior	CC070	\$106	\$110	\$114	\$118	\$122	CG070	\$80	\$83	\$86	\$89	\$92
E	Financial Analyst - Lead	CC071	\$122	\$126	\$131	\$136	\$141	CG071	\$92	\$95	\$98	\$101	\$104
E	Financial Analyst - Principal	CC072	\$122	\$126	\$131	\$136	\$141	CG072	\$92	\$95	\$98	\$101	\$104

		BAE-IT Site HOURLY RATES						Government Site HOURLY RATES					
FLSA	JOB DESCRIPTION	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009
NE	Functional Analyst - Associate	CC073	\$74	\$77	\$80	\$83	\$86	CG073	\$56	\$58	\$60	\$62	\$64
E	Functional Analyst	CC074	\$92	\$95	\$98	\$101	\$104	CG074	\$69	\$71	\$74	\$77	\$80
E	Functional Analyst - Senior	CC075	\$106	\$110	\$114	\$118	\$122	CG075	\$80	\$83	\$86	\$89	\$92
E	Functional Analyst - Principal	CC076	\$140	\$145	\$150	\$155	\$160	CG076	\$106	\$110	\$114	\$118	\$122
E	Graphics Designer	CC077	\$84	\$87	\$90	\$93	\$96	CG077	\$62	\$64	\$66	\$68	\$70
E	Graphics Designer - Senior	CC078	\$106	\$110	\$114	\$118	\$122	CG078	\$80	\$83	\$86	\$89	\$92
NE	Graphics Specialist	CC079	\$67	\$69	\$71	\$74	\$77	CG079	\$51	\$53	\$55	\$57	\$59
NE	Graphics Specialist - Senior	CC080	\$84	\$87	\$90	\$93	\$96	CG080	\$62	\$64	\$66	\$68	\$70
NE	Help Desk Analyst - Associate	CC081	\$74	\$77	\$80	\$83	\$86	CG081	\$56	\$58	\$60	\$62	\$64
NE	Help Desk Analyst	CC082	\$92	\$95	\$98	\$101	\$104	CG082	\$69	\$71	\$74	\$77	\$80
NE	Help Desk Analyst - Senior	CC083	\$106	\$110	\$114	\$118	\$122	CG083	\$80	\$83	\$86	\$89	\$92
NE	Help Desk Technician - Associate	CC084	\$56	\$58	\$60	\$62	\$64	CG084	\$41	\$42	\$44	\$46	\$48
NE	Help Desk Technician	CC085	\$67	\$69	\$71	\$74	\$77	CG085	\$51	\$53	\$55	\$57	\$59
NE	Help Desk Technician - Senior	CC086	\$84	\$87	\$90	\$93	\$96	CG086	\$62	\$64	\$66	\$68	\$70

		BAE-IT Site HOURLY RATES					Government Site HOURLY RATES						
FLSA	JOB DESCRIPTION	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009
NE	Help Desk Technician - Lead	CC087	\$92	\$95	\$98	\$101	\$104	CG087	\$69	\$71	\$74	\$77	\$80
NE	Installation Technician - Associate	CC088	\$56	\$58	\$60	\$62	\$64	CG088	\$41	\$42	\$44	\$46	\$48
NE	Installation Technician	CC089	\$67	\$69	\$71	\$74	\$77	CG089	\$51	\$53	\$55	\$57	\$59
NE	Installation Technician - Senior	CC090	\$84	\$87	\$90	\$93	\$96	CG090	\$62	\$64	\$66	\$68	\$70
NE	Installation Technician - Lead	CC091	\$106	\$110	\$114	\$118	\$122	CG091	\$80	\$83	\$86	\$89	\$92
NE	Logistics Analyst - Associate	CC092	\$74	\$77	\$80	\$83	\$86	CG092	\$56	\$58	\$60	\$62	\$64
E	Logistics Analyst	CC093	\$84	\$87	\$90	\$93	\$96	CG093	\$62	\$64	\$66	\$68	\$70
E	Logistics Analyst - Senior	CC094	\$106	\$110	\$114	\$118	\$122	CG094	\$80	\$83	\$86	\$89	\$92
E	Logistics Analyst - Principal	CC095	\$122	\$126	\$131	\$136	\$141	CG095	\$92	\$95	\$98	\$101	\$104
NE	Logistics Assistant	CC096	\$50	\$52	\$54	\$56	\$58	CG096	\$37	\$38	\$39	\$40	\$41
NE	Logistics Assistant - Senior	CC097	\$56	\$58	\$60	\$62	\$64	CG097	\$41	\$42	\$44	\$46	\$48
E	Management Consultant	CC098	\$140	\$145	\$150	\$155	\$160	CG098	\$106	\$110	\$114	\$118	\$122
E	Management Consultant - Senior	CC099	\$186	\$192	\$199	\$206	\$213	CG099	\$140	\$145	\$150	\$155	\$160
NE	Network Administrator - Associate	CC100	\$74	\$77	\$80	\$83	\$86	CG100	\$56	\$58	\$60	\$62	\$64
E	Network Administrator	CC101	\$92	\$95	\$98	\$101	\$104	CG101	\$69	\$71	\$74	\$77	\$80

		BAE-IT Site HOURLY RATES					Government Site HOURLY RATES						
FLSA	JOB DESCRIPTION	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009
E	Network Administrator - Senior	CC102	\$106	\$110	\$114	\$118	\$122	CG102	\$80	\$83	\$86	\$89	\$92
NE	Network Engineer / Analyst - Associate	CC103	\$74	\$77	\$80	\$83	\$86	CG103	\$56	\$58	\$60	\$62	\$64
E	Network Engineer / Analyst	CC104	\$92	\$95	\$98	\$101	\$104	CG104	\$69	\$71	\$74	\$77	\$80
E	Network Engineer / Analyst - Senior	CC105	\$122	\$126	\$131	\$136	\$141	CG105	\$92	\$95	\$98	\$101	\$104
E	Network Engineer / Analyst - Lead	CC106	\$122	\$126	\$131	\$136	\$141	CG106	\$92	\$95	\$98	\$101	\$104
E	Network Engineer / Analyst - Principal	CC107	\$140	\$145	\$150	\$155	\$160	CG107	\$106	\$110	\$114	\$118	\$122
E	Network Operations - Supervisor	CC108	\$122	\$126	\$131	\$136	\$141	CG108	\$92	\$95	\$98	\$101	\$104
E	Network Operations - Manager	CC109	\$140	\$145	\$150	\$155	\$160	CG109	\$106	\$110	\$114	\$118	\$122
E	Network Systems - Supervisor	CC110	\$140	\$145	\$150	\$155	\$160	CG110	\$106	\$110	\$114	\$118	\$122
E	Network Systems - Manager	CC111	\$162	\$168	\$174	\$180	\$186	CG111	\$122	\$126	\$131	\$136	\$141
NE	Network Technician - Associate	CC112	\$61	\$63	\$65	\$67	\$69	CG112	\$46	\$48	\$50	\$52	\$54
NE	Network Technician	CC113	\$74	\$77	\$80	\$83	\$86	CG113	\$56	\$58	\$60	\$62	\$64
NE	Network Technician - Senior	CC114	\$92	\$95	\$98	\$101	\$104	CG114	\$69	\$71	\$74	\$77	\$80
NE	Network Technician - Lead	CC115	\$106	\$110	\$114	\$118	\$122	CG115	\$80	\$83	\$86	\$89	\$92

		BAE-IT Site HOURLY RATES					Government Site HOURLY RATES						
FLSA	JOB DESCRIPTION	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009
E	Product Specialist	CC116	\$92	\$95	\$98	\$101	\$104	CG116	\$69	\$71	\$74	\$77	\$80
E	Product Specialist - Senior	CC117	\$106	\$110	\$114	\$118	\$122	CG117	\$80	\$83	\$86	\$89	\$92
NE	Program Control Analyst - Associate	CC118	\$67	\$69	\$71	\$74	\$77	CG118	\$51	\$53	\$55	\$57	\$59
E	Program Control Analyst	CC119	\$84	\$87	\$90	\$93	\$96	CG119	\$62	\$64	\$66	\$68	\$70
E	Program Control Analyst - Senior	CC120	\$106	\$110	\$114	\$118	\$122	CG120	\$80	\$83	\$86	\$89	\$92
E	Program Control Analyst - Principal	CC121	\$140	\$145	\$150	\$155	\$160	CG121	\$106	\$110	\$114	\$118	\$122
E	Program Manager - Deputy	CC122	\$162	\$168	\$174	\$180	\$186	CG122	\$122	\$126	\$131	\$136	\$141
E	Program Manager	CC123	\$186	\$192	\$199	\$206	\$213	CG123	\$140	\$145	\$150	\$155	\$160
E	Program Manager - Senior	CC124	\$214	\$221	\$229	\$237	\$245	CG124	\$161	\$167	\$173	\$179	\$185
NE	Programmer Assistant	CC125	\$67	\$69	\$71	\$74	\$77	CG125	\$51	\$53	\$55	\$57	\$59
NE	Programmer Analyst - Associate	CC126	\$74	\$77	\$80	\$83	\$86	CG126	\$56	\$58	\$60	\$62	\$64
E	Programmer Analyst	CC127	\$92	\$95	\$98	\$101	\$104	CG127	\$69	\$71	\$74	\$77	\$80
E	Programmer Analyst - Senior	CC128	\$122	\$126	\$131	\$136	\$141	CG128	\$92	\$95	\$98	\$101	\$104
E	Programmer Analyst - Principal	CC129	\$140	\$145	\$150	\$155	\$160	CG129	\$106	\$110	\$114	\$118	\$122
E	Project Manager	CC130	\$140	\$145	\$150	\$155	\$160	CG130	\$106	\$110	\$114	\$118	\$122

		BAE-IT Site HOURLY RATES					Government Site HOURLY RATES						
FLSA	JOB DESCRIPTION	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009
E	Project Manager - Senior	CC131	\$162	\$168	\$174	\$180	\$186	CG131	\$122	\$126	\$131	\$136	\$141
NE	Quality Assurance Technician	CC132	\$56	\$58	\$60	\$62	\$64	CG132	\$41	\$42	\$44	\$46	\$48
NE	Quality Assurance Technician - Senior	CC133	\$67	\$69	\$71	\$74	\$77	CG133	\$51	\$53	\$55	\$57	\$59
NE	Receptionist/Switchboard Operator	CC134	\$46	\$48	\$50	\$52	\$54	CG134	\$35	\$36	\$37	\$38	\$39
NE	Secure Systems Analyst - Associate	CC135	\$84	\$87	\$90	\$93	\$96	CG135	\$62	\$64	\$66	\$68	\$70
E	Secure Systems Analyst	CC136	\$106	\$110	\$114	\$118	\$122	CG136	\$80	\$83	\$86	\$89	\$92
E	Secure Systems Analyst - Senior	CC137	\$140	\$145	\$150	\$155	\$160	CG137	\$106	\$110	\$114	\$118	\$122
E	Secure Systems Analyst - Principal	CC138	\$162	\$168	\$174	\$180	\$186	CG138	\$122	\$126	\$131	\$136	\$141
NE	Secure Systems Engineer - Associate	CC139	\$92	\$95	\$98	\$101	\$104	CG139	\$69	\$71	\$74	\$77	\$80
E	Secure Systems Engineer	CC140	\$106	\$110	\$114	\$118	\$122	CG140	\$80	\$83	\$86	\$89	\$92
E	Secure Systems Engineer - Senior	CC141	\$140	\$145	\$150	\$155	\$160	CG141	\$106	\$110	\$114	\$118	\$122
E	Secure Systems Engineer - Lead	CC142	\$162	\$168	\$174	\$180	\$186	CG142	\$122	\$126	\$131	\$136	\$141
E	Secure Systems Engineer - Principal	CC143	\$162	\$168	\$174	\$180	\$186	CG143	\$122	\$126	\$131	\$136	\$141
E	Secure Systems - Supervisor	CC144	\$162	\$168	\$174	\$180	\$186	CG144	\$122	\$126	\$131	\$136	\$141

		BAE-IT Site HOURLY RATES					Government Site HOURLY RATES						
FLSA	JOB DESCRIPTION	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009
E	Secure Systems - Manager	CC145	\$186	\$192	\$199	\$206	\$213	CG145	\$140	\$145	\$150	\$155	\$160
E	Secure Systems Consultant	CC146	\$186	\$192	\$199	\$206	\$213	CG146	\$140	\$145	\$150	\$155	\$160
E	Secure Systems Consultant - Senior	CC147	\$214	\$221	\$229	\$237	\$245	CG147	\$161	\$167	\$173	\$179	\$185
E	Security Administrator	CC148	\$84	\$87	\$90	\$93	\$96	CG148	\$62	\$64	\$66	\$68	\$70
E	Security Administrator - Senior	CC149	\$92	\$95	\$98	\$101	\$104	CG149	\$69	\$71	\$74	\$77	\$80
E	Security Administrator - Lead	CC150	\$106	\$110	\$114	\$118	\$122	CG150	\$80	\$83	\$86	\$89	\$92
E	Security Administrator - Manager	CC151	\$140	\$145	\$150	\$155	\$160	CG151	\$106	\$110	\$114	\$118	\$122
E	Site Supervisor	CC152	\$122	\$126	\$131	\$136	\$141	CG152	\$92	\$95	\$98	\$101	\$104
E	Site Manager	CC153	\$140	\$145	\$150	\$155	\$160	CG153	\$106	\$110	\$114	\$118	\$122
NE	Software Engineer - Associate	CC154	\$84	\$87	\$90	\$93	\$96	CG154	\$62	\$64	\$66	\$68	\$70
E	Software Engineer	CC155	\$106	\$110	\$114	\$118	\$122	CG155	\$80	\$83	\$86	\$89	\$92
E	Software Engineer - Senior	CC156	\$122	\$126	\$131	\$136	\$141	CG156	\$92	\$95	\$98	\$101	\$104
E	Software Engineer - Principal	CC157	\$140	\$145	\$150	\$155	\$160	CG157	\$106	\$110	\$114	\$118	\$122
E	Staff Manager - Senior	CC158	\$186	\$192	\$199	\$206	\$213	CG158	\$140	\$145	\$150	\$155	\$160
NE	System Administrator - Associate	CC159	\$74	\$77	\$80	\$83	\$86	CG159	\$56	\$58	\$60	\$62	\$64

		BAE-IT Site HOURLY RATES					Government Site HOURLY RATES						
FLSA	JOB DESCRIPTION	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009
E	Systems Administrator	CC160	\$92	\$95	\$98	\$101	\$104	CG160	\$69	\$71	\$74	\$77	\$80
E	Systems Administrator - Senior	CC161	\$106	\$110	\$114	\$118	\$122	CG161	\$80	\$83	\$86	\$89	\$92
NE	Systems Analyst - Associate	CC162	\$74	\$77	\$80	\$83	\$86	CG162	\$56	\$58	\$60	\$62	\$64
E	Systems Analyst	CC163	\$92	\$95	\$98	\$101	\$104	CG163	\$69	\$71	\$74	\$77	\$80
E	Systems Analyst - Senior	CC164	\$106	\$110	\$114	\$118	\$122	CG164	\$80	\$83	\$86	\$89	\$92
E	Systems Analyst - Lead	CC165	\$122	\$126	\$131	\$136	\$141	CG165	\$92	\$95	\$98	\$101	\$104
E	Systems Analyst - Principal	CC166	\$140	\$145	\$150	\$155	\$160	CG166	\$106	\$110	\$114	\$118	\$122
NE	Systems Engineer - Associate	CC167	\$84	\$87	\$90	\$93	\$96	CG167	\$62	\$64	\$66	\$68	\$70
E	Systems Engineer	CC168	\$106	\$110	\$114	\$118	\$122	CG168	\$80	\$83	\$86	\$89	\$92
E	Systems Engineer - Senior	CC169	\$122	\$126	\$131	\$136	\$141	CG169	\$92	\$95	\$98	\$101	\$104
E	Systems Engineer - Principal	CC170	\$140	\$145	\$150	\$155	\$160	CG170	\$106	\$110	\$114	\$118	\$122
E	Systems Consultant	CC171	\$162	\$168	\$174	\$180	\$186	CG171	\$122	\$126	\$131	\$136	\$141
E	Systems Consultant - Senior	CC172	\$186	\$192	\$199	\$206	\$213	CG172	\$140	\$145	\$150	\$155	\$160
NE	Tape Librarian	CC173	\$56	\$58	\$60	\$62	\$64	CG173	\$41	\$42	\$44	\$46	\$48

		BAE-IT Site HOURLY RATES					Government Site HOURLY RATES						
FLSA	JOB DESCRIPTION	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009
E	Task - Lead	CC174	\$122	\$126	\$131	\$136	\$141	CG174	\$92	\$95	\$98	\$101	\$104
E	Task - Supervisor	CC175	\$140	\$145	\$150	\$155	\$160	CG175	\$106	\$110	\$114	\$118	\$122
E	Task - Manager	CC176	\$162	\$168	\$174	\$180	\$186	CG176	\$122	\$126	\$131	\$136	\$141
NE	Technical Analyst - Associate	CC177	\$67	\$69	\$71	\$74	\$77	CG177	\$51	\$53	\$55	\$57	\$59
E	Technical Analyst	CC178	\$92	\$95	\$98	\$101	\$104	CG178	\$69	\$71	\$74	\$77	\$80
E	Technical Analyst - Senior	CC179	\$106	\$110	\$114	\$118	\$122	CG179	\$80	\$83	\$86	\$89	\$92
E	Technical Analyst - Principal	CC180	\$140	\$145	\$150	\$155	\$160	CG180	\$106	\$110	\$114	\$118	\$122
E	Technical - Lead	CC181	\$106	\$110	\$114	\$118	\$122	CG181	\$80	\$83	\$86	\$89	\$92
E	Technical - Supervisor	CC182	\$122	\$126	\$131	\$136	\$141	CG182	\$92	\$95	\$98	\$101	\$104
E	Technical - Manager	CC183	\$140	\$145	\$150	\$155	\$160	CG183	\$106	\$110	\$114	\$118	\$122
E	Technical Director	CC184	\$186	\$192	\$199	\$206	\$213	CG184	\$140	\$145	\$150	\$155	\$160
E	Technical Director - Senior	CC185	\$214	\$221	\$229	\$237	\$245	CG185	\$161	\$167	\$173	\$179	\$185
E	Technical Architect	CC186	\$186	\$192	\$199	\$206	\$213	CG186	\$140	\$145	\$150	\$155	\$160
NE	Technical Trainer - Associate	CC187	\$74	\$77	\$80	\$83	\$86	CG187	\$56	\$58	\$60	\$62	\$64
E	Technical Trainer	CC188	\$92	\$95	\$98	\$101	\$104	CG188	\$69	\$71	\$74	\$77	\$80

		BAE-IT Site HOURLY RATES					Government Site HOURLY RATES						
FLSA	JOB DESCRIPTION	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009
E	Technical Trainer - Senior	CC189	\$106	\$110	\$114	\$118	\$122	CG189	\$80	\$83	\$86	\$89	\$92
NE	Technical Writer / Editor - Associate	CC190	\$74	\$77	\$80	\$83	\$86	CG190	\$56	\$58	\$60	\$62	\$64
E	Technical Writer / Editor	CC191	\$92	\$95	\$98	\$101	\$104	CG191	\$69	\$71	\$74	\$77	\$80
E	Technical Writer / Editor - Senior	CC192	\$106	\$110	\$114	\$118	\$122	CG192	\$80	\$83	\$86	\$89	\$92
E	Technical Writer / Editor - Principal	CC193	\$122	\$126	\$131	\$136	\$141	CG193	\$92	\$95	\$98	\$101	\$104
NE	Telecommunications Engineer / Analyst - Associate	CC194	\$74	\$77	\$80	\$83	\$86	CG194	\$56	\$58	\$60	\$62	\$64
E	Telecommunications Engineer / Analyst	CC195	\$92	\$95	\$98	\$101	\$104	CG195	\$69	\$71	\$74	\$77	\$80
E	Telecommunications Engineer / Analyst - Senior	CC196	\$122	\$126	\$131	\$136	\$141	CG196	\$92	\$95	\$98	\$101	\$104
E	Telecommunications Engineer / Analyst - Principal	CC197	\$140	\$145	\$150	\$155	\$160	CG197	\$106	\$110	\$114	\$118	\$122
NE	Telecommunications Specialist	CC198	\$84	\$87	\$90	\$93	\$96	CG198	\$62	\$64	\$66	\$68	\$70
NE	Telecommunications Specialist - Senior	CC199	\$92	\$95	\$98	\$101	\$104	CG199	\$69	\$71	\$74	\$77	\$80
NE	Telecommunications Technician - Associate	CC200	\$61	\$63	\$65	\$67	\$69	CG200	\$46	\$48	\$50	\$52	\$54
NE	Telecommunications Technician	CC201	\$74	\$77	\$80	\$83	\$86	CG201	\$56	\$58	\$60	\$62	\$64
NE	Telecommunications Technician - Senior	CC202	\$84	\$87	\$90	\$93	\$96	CG202	\$62	\$64	\$66	\$68	\$70

		BAE-IT Site HOURLY RATES						Government Site HOURLY RATES					
FLSA	JOB DESCRIPTION	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009
NE	Telecommunications Technician - Lead	CC203	\$106	\$110	\$114	\$118	\$122	CG203	\$80	\$83	\$86	\$89	\$92
E	Tempest Engineer - Associate	CC204	\$84	\$87	\$90	\$93	\$96	CG204	\$62	\$64	\$66	\$68	\$70
E	Tempest Engineer	CC205	\$106	\$110	\$114	\$118	\$122	CG205	\$80	\$83	\$86	\$89	\$92
E	Tempest Engineer - Senior	CC206	\$122	\$126	\$131	\$136	\$141	CG206	\$92	\$95	\$98	\$101	\$104
E	Tempest Engineer - Principal	CC207	\$140	\$145	\$150	\$155	\$160	CG207	\$106	\$110	\$114	\$118	\$122
NE	Test Technician	CC208	\$61	\$63	\$65	\$67	\$69	CG208	\$46	\$48	\$50	\$52	\$54
NE	Test Technician - Senior	CC209	\$74	\$77	\$80	\$83	\$86	CG209	\$56	\$58	\$60	\$62	\$64
NE	Word Processor - Associate	CC210	\$46	\$48	\$50	\$52	\$54	CG210	\$35	\$36	\$37	\$38	\$39
NE	Word Processor	CC211	\$56	\$58	\$60	\$62	\$64	CG211	\$41	\$42	\$44	\$46	\$48
NE	Word Processor - Senior	CC212	\$61	\$63	\$65	\$67	\$69	CG212	\$46	\$48	\$50	\$52	\$54
NE	Word Processor - Lead	CC213	\$74	\$77	\$80	\$83	\$86	CG213	\$56	\$58	\$60	\$62	\$64
NE	Instructor, Applications - Trainer	CC214	\$60	\$62	\$64	\$66	\$68	CG214	\$62	\$64	\$66	\$68	\$70
E	Certified Instructor	CC215	\$207	\$214	\$222	\$230	\$238	CG215	\$214	\$221	\$229	\$237	\$245
E	Instructor, Systems and Development Tools	CC216	\$141	\$146	\$151	\$156	\$161	CG216	\$146	\$151	\$156	\$162	\$168
E	Instructor - Senior	CC217	\$169	\$175	\$181	\$187	\$193	CG217	\$175	\$181	\$187	\$194	\$201

		BAE-IT Site HOURLY RATES						Government Site HOURLY RATES					
FLSA	JOB DESCRIPTION	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009
E	Internet / Intranet Content Designer	CC218	\$128	\$132	\$137	\$142	\$147	CG218	\$132	\$137	\$142	\$147	\$152
E	Internet / Intranet Developer	CC219	\$145	\$150	\$155	\$160	\$165	CG219	\$150	\$155	\$161	\$167	\$173
E	Microsoft Knowledge Engineer	CC220	\$288	\$298	\$309	\$320	\$331	CG220	\$298	\$308	\$319	\$330	\$341
E	Messaging Technologist	CC221	\$194	\$201	\$208	\$215	\$222	CG221	\$201	\$208	\$215	\$223	\$231
E	Object Oriented Engineer	CC222	\$153	\$158	\$164	\$170	\$176	CG222	\$158	\$163	\$169	\$175	\$181
E	SNA/Mainframe Connectivity Specialist	CC223	\$153	\$158	\$164	\$170	\$176	CG223	\$157	\$162	\$168	\$174	\$180
E	Applications Architect - Senior	CC224	\$208	\$215	\$223	\$231	\$239	CG224	\$215	\$222	\$230	\$238	\$246
E	Applications Engineer - Senior	CC225	\$136	\$141	\$146	\$151	\$156	CG225	\$140	\$145	\$150	\$155	\$160
E	Microsoft Exchange Server-Systems Architect - Senior	CC226	\$195	\$202	\$209	\$216	\$223	CG226	\$202	\$209	\$216	\$224	\$232
E	Microsoft Windows NT-Systems Architect - Senior	CC227	\$195	\$202	\$209	\$216	\$223	CG227	\$202	\$209	\$216	\$224	\$232
E	Microsoft Exchange Server-Systems Engineer - Senior	CC228	\$146	\$151	\$156	\$162	\$168	CG228	\$151	\$156	\$162	\$168	\$174
E	Microsoft Windows NT-Systems Engineer - Senior	CC229	\$146	\$151	\$156	\$162	\$168	CG229	\$151	\$156	\$162	\$168	\$174
E	Systems Architect - Senior	CC230	\$208	\$215	\$223	\$231	\$239	CG230	\$215	\$222	\$230	\$238	\$246
E	Training Manager	CC231	\$139	\$144	\$149	\$154	\$159	CG231	\$143	\$148	\$153	\$158	\$163

		BAE-IT Site HOURLY RATES						Government Site HOURLY RATES					
FLSA	JOB DESCRIPTION	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009
NE	Technical Intern I	CC232	\$42	\$43	\$45	\$47	\$49	CG232	\$31	\$32	\$33	\$34	\$35
NE	Technical Intern II	CC233	\$50	\$52	\$54	\$56	\$58	CG233	\$37	\$38	\$39	\$40	\$41
E	Mainframe Large Scale Product Consultant	CC234	\$234	\$242	\$251	\$260	\$269	CG234	\$234	\$242	\$251	\$260	\$269
E	Mainframe Product Consultant - Senior	CC235	\$234	\$242	\$251	\$260	\$269	CG235	\$234	\$242	\$251	\$260	\$269
E	Mainframe Software Engineer - Senior	CC236	\$234	\$242	\$251	\$260	\$269	CG236	\$234	\$242	\$251	\$260	\$269
E	Mainframe Training- Software/Engineering Specialist - Senior	CC237	\$281	\$291	\$301	\$312	\$323	CG237	\$281	\$291	\$301	\$312	\$323

GEOGRAPHICAL AREA D

STATE	CITY
AL	Maxwell AFB
AL	Montgomery
FL	Middleburg
FL	Pensacola
FL	Tampa
ID	Pocatello
MO	Springfield
MS	Biloxi
MS	Stennis Space Center
NE	Omaha
PR	San Juan
SC	Charleston
TX	El Paso
VA	Wallops Island

		BAE-IT Site HOURLY RATES					Government Site HOURLY RATES						
FLSA	JOB DESCRIPTION	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009
NE	Administrative Assistant I	DC001	\$41	\$42	\$44	\$46	\$48	DG001	\$31	\$32	\$33	\$34	\$35
NE	Administrative Assistant II	DC002	\$50	\$52	\$54	\$56	\$58	DG002	\$37	\$38	\$39	\$40	\$41
NE	Administrative Assistant III	DC003	\$55	\$57	\$59	\$61	\$63	DG003	\$41	\$42	\$44	\$46	\$48
NE	Administrative Assistant IV	DC004	\$67	\$69	\$71	\$74	\$77	DG004	\$50	\$52	\$54	\$56	\$58
E	Cisco Certified Design Associate (CCDA)	DC005	\$96	\$99	\$103	\$107	\$111	DG005	\$72	\$75	\$78	\$81	\$84
E	Cisco Certified Design Professional (CCDP)	DC006	\$110	\$114	\$118	\$122	\$126	DG006	\$83	\$86	\$89	\$92	\$95
E	Cisco Certified Network Associate (CCNA)	DC007	\$83	\$86	\$89	\$92	\$95	DG007	\$62	\$64	\$66	\$68	\$70
E	Cisco Certified Network Professional (CCNP)	DC008	\$110	\$114	\$118	\$122	\$126	DG008	\$83	\$86	\$89	\$92	\$95
E	Cisco Certified Internetworking Engineer (CCIE)	DC009	\$167	\$173	\$179	\$185	\$191	DG009	\$126	\$130	\$135	\$140	\$145
E	Cisco Systems Project Engineer (LAN)	DC010	\$262	\$271	\$281	\$291	\$301	DG010	\$271	\$280	\$290	\$300	\$310
E	Cisco Systems Project Engineer (WAN)	DC011	\$262	\$271	\$281	\$291	\$301	DG011	\$271	\$280	\$290	\$300	\$310
E	Cisco Systems Proj. Eng. (Network Management)	DC012	\$262	\$271	\$281	\$291	\$301	DG012	\$271	\$280	\$290	\$300	\$310
E	Cisco Systems Proj. Eng. (Security Management)	DC013	\$262	\$271	\$281	\$291	\$301	DG013	\$271	\$280	\$290	\$300	\$310

		BAE-IT Site HOURLY RATES					Government Site HOURLY RATES						
FLSA	JOB DESCRIPTION	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009
E	Cisco Systems Project Engineer (Network Analyst)	DC014	\$262	\$271	\$281	\$291	\$301	DG014	\$271	\$280	\$290	\$300	\$310
E	Cisco Systems Project Manager	DC015	\$262	\$271	\$281	\$291	\$301	DG015	\$271	\$280	\$290	\$300	\$310
NE	Computer Maintenance Technician	DC016	\$60	\$62	\$64	\$66	\$68	DG016	\$45	\$47	\$49	\$51	\$53
NE	Computer Maintenance Technician - Senior	DC017	\$75	\$78	\$81	\$84	\$87	DG017	\$57	\$59	\$61	\$63	\$65
NE	Computer Operator - Associate	DC018	\$46	\$48	\$50	\$52	\$54	DG018	\$34	\$35	\$36	\$37	\$38
NE	Computer Operator	DC019	\$50	\$52	\$54	\$56	\$58	DG019	\$37	\$38	\$39	\$40	\$41
NE	Computer Operator - Senior	DC020	\$60	\$62	\$64	\$66	\$68	DG020	\$45	\$47	\$49	\$51	\$53
NE	Computer Operator - Lead	DC021	\$67	\$69	\$71	\$74	\$77	DG021	\$50	\$52	\$54	\$56	\$58
E	Computer Operations - Supervisor	DC022	\$96	\$99	\$103	\$107	\$111	DG022	\$72	\$75	\$78	\$81	\$84
E	Computer Operations - Manager	DC023	\$126	\$130	\$135	\$140	\$145	DG023	\$95	\$98	\$102	\$106	\$110
E	Computer Systems - Supervisor	DC024	\$126	\$130	\$135	\$140	\$145	DG024	\$95	\$98	\$102	\$106	\$110
E	Computer Systems - Manager	DC025	\$145	\$150	\$155	\$160	\$165	DG025	\$109	\$113	\$117	\$121	\$125
NE	Customer Service Representative	DC026	\$46	\$48	\$50	\$52	\$54	DG026	\$34	\$35	\$36	\$37	\$38
NE	Customer Service Representative - Senior	DC027	\$55	\$57	\$59	\$61	\$63	DG027	\$41	\$42	\$44	\$46	\$48
E	Customer Service Specialist	DC028	\$75	\$78	\$81	\$84	\$87	DG028	\$57	\$59	\$61	\$63	\$65

		BAE-IT Site HOURLY RATES					Government Site HOURLY RATES						
FLSA	JOB DESCRIPTION	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009
E	Customer Support - Lead	DC029	\$96	\$99	\$103	\$107	\$111	DG029	\$72	\$75	\$78	\$81	\$84
E	Customer Support - Supervisor	DC030	\$110	\$114	\$118	\$122	\$126	DG030	\$83	\$86	\$89	\$92	\$95
E	Customer Support - Manager	DC031	\$126	\$130	\$135	\$140	\$145	DG031	\$95	\$98	\$102	\$106	\$110
NE	Data Control Clerk	DC032	\$46	\$48	\$50	\$52	\$54	DG032	\$34	\$35	\$36	\$37	\$38
NE	Data Control Clerk - Senior	DC033	\$55	\$57	\$59	\$61	\$63	DG033	\$41	\$42	\$44	\$46	\$48
NE	Data Entry Operator - Associate	DC034	\$33	\$34	\$35	\$36	\$37	DG034	\$25	\$26	\$27	\$28	\$29
NE	Data Entry Operator	DC035	\$41	\$42	\$44	\$46	\$48	DG035	\$31	\$32	\$33	\$34	\$35
NE	Data Entry Operator - Senior	DC036	\$46	\$48	\$50	\$52	\$54	DG036	\$34	\$35	\$36	\$37	\$38
NE	Data Entry Operator - Lead	DC037	\$50	\$52	\$54	\$56	\$58	DG037	\$37	\$38	\$39	\$40	\$41
NE	Data Production Clerk	DC038	\$33	\$34	\$35	\$36	\$37	DG038	\$25	\$26	\$27	\$28	\$29
NE	Data Production Clerk - Senior	DC039	\$41	\$42	\$44	\$46	\$48	DG039	\$31	\$32	\$33	\$34	\$35
NE	Data Production Clerk - Lead	DC040	\$46	\$48	\$50	\$52	\$54	DG040	\$34	\$35	\$36	\$37	\$38
NE	Database Designer/Administrator - Associate	DC041	\$75	\$78	\$81	\$84	\$87	DG041	\$57	\$59	\$61	\$63	\$65
E	Database Designer/Administrator	DC042	\$96	\$99	\$103	\$107	\$111	DG042	\$72	\$75	\$78	\$81	\$84
E	Database Designer/Administrator - Senior	DC043	\$110	\$114	\$118	\$122	\$126	DG043	\$83	\$86	\$89	\$92	\$95

		BAE-IT Site HOURLY RATES					Government Site HOURLY RATES						
FLSA	JOB DESCRIPTION	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009
E	Database Designer/Administrator - Principal	DC044	\$126	\$130	\$135	\$140	\$145	DG044	\$95	\$98	\$102	\$106	\$110
NE	Database Librarian	DC045	\$67	\$69	\$71	\$74	\$77	DG045	\$50	\$52	\$54	\$56	\$58
NE	Designer/Drafter - Associate	DC046	\$50	\$52	\$54	\$56	\$58	DG046	\$37	\$38	\$39	\$40	\$41
NE	Designer/Drafter	DC047	\$60	\$62	\$64	\$66	\$68	DG047	\$45	\$47	\$49	\$51	\$53
NE	Designer/Drafter - Senior	DC048	\$75	\$78	\$81	\$84	\$87	DG048	\$57	\$59	\$61	\$63	\$65
NE	Designer/Drafter - Lead	DC049	\$83	\$86	\$89	\$92	\$95	DG049	\$62	\$64	\$66	\$68	\$70
NE	Document Production Administrator	DC050	\$55	\$57	\$59	\$61	\$63	DG050	\$41	\$42	\$44	\$46	\$48
NE	Document Production Administrator - Senior	DC051	\$60	\$62	\$64	\$66	\$68	DG051	\$45	\$47	\$49	\$51	\$53
NE	Documentation Assistant	DC052	\$55	\$57	\$59	\$61	\$63	DG052	\$41	\$42	\$44	\$46	\$48
NE	Engineer - Associate	DC053	\$75	\$78	\$81	\$84	\$87	DG053	\$57	\$59	\$61	\$63	\$65
E	Engineer	DC054	\$83	\$86	\$89	\$92	\$95	DG054	\$62	\$64	\$66	\$68	\$70
E	Engineer - Senior	DC055	\$110	\$114	\$118	\$122	\$126	DG055	\$83	\$86	\$89	\$92	\$95
E	Engineer - Lead	DC056	\$110	\$114	\$118	\$122	\$126	DG056	\$83	\$86	\$89	\$92	\$95
E	Engineer - Principal	DC057	\$126	\$130	\$135	\$140	\$145	DG057	\$95	\$98	\$102	\$106	\$110

		BAE-IT Site HOURLY RATES					Government Site HOURLY RATES						
FLSA	JOB DESCRIPTION	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009
E	Engineer Chief	DC058	\$167	\$173	\$179	\$185	\$191	DG058	\$126	\$130	\$135	\$140	\$145
E	Engineering - Supervisor	DC059	\$145	\$150	\$155	\$160	\$165	DG059	\$109	\$113	\$117	\$121	\$125
E	Engineering - Manager	DC060	\$167	\$173	\$179	\$185	\$191	DG060	\$126	\$130	\$135	\$140	\$145
NE	Field Engineer - Associate	DC061	\$60	\$62	\$64	\$66	\$68	DG061	\$45	\$47	\$49	\$51	\$53
E	Field Engineer	DC062	\$83	\$86	\$89	\$92	\$95	DG062	\$62	\$64	\$66	\$68	\$70
E	Field Engineer - Senior	DC063	\$96	\$99	\$103	\$107	\$111	DG063	\$72	\$75	\$78	\$81	\$84
NE	Field Technician - Associate	DC064	\$50	\$52	\$54	\$56	\$58	DG064	\$37	\$38	\$39	\$40	\$41
NE	Field Technician	DC065	\$60	\$62	\$64	\$66	\$68	DG065	\$45	\$47	\$49	\$51	\$53
NE	Field Technician - Senior	DC066	\$75	\$78	\$81	\$84	\$87	DG066	\$57	\$59	\$61	\$63	\$65
NE	Field Technician - Lead	DC067	\$83	\$86	\$89	\$92	\$95	DG067	\$62	\$64	\$66	\$68	\$70
NE	Financial Analyst - Associate	DC068	\$67	\$69	\$71	\$74	\$77	DG068	\$50	\$52	\$54	\$56	\$58
E	Financial Analyst	DC069	\$83	\$86	\$89	\$92	\$95	DG069	\$62	\$64	\$66	\$68	\$70
E	Financial Analyst - Senior	DC070	\$96	\$99	\$103	\$107	\$111	DG070	\$72	\$75	\$78	\$81	\$84
E	Financial Analyst - Lead	DC071	\$110	\$114	\$118	\$122	\$126	DG071	\$83	\$86	\$89	\$92	\$95
E	Financial Analyst - Principal	DC072	\$110	\$114	\$118	\$122	\$126	DG072	\$83	\$86	\$89	\$92	\$95

		BAE-IT Site HOURLY RATES					Government Site HOURLY RATES						
FLSA	JOB DESCRIPTION	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009
NE	Functional Analyst - Associate	DC073	\$67	\$69	\$71	\$74	\$77	DG073	\$50	\$52	\$54	\$56	\$58
E	Functional Analyst	DC074	\$83	\$86	\$89	\$92	\$95	DG074	\$62	\$64	\$66	\$68	\$70
E	Functional Analyst - Senior	DC075	\$96	\$99	\$103	\$107	\$111	DG075	\$72	\$75	\$78	\$81	\$84
E	Functional Analyst - Principal	DC076	\$126	\$130	\$135	\$140	\$145	DG076	\$95	\$98	\$102	\$106	\$110
E	Graphics Designer	DC077	\$75	\$78	\$81	\$84	\$87	DG077	\$57	\$59	\$61	\$63	\$65
E	Graphics Designer - Senior	DC078	\$96	\$99	\$103	\$107	\$111	DG078	\$72	\$75	\$78	\$81	\$84
NE	Graphics Specialist	DC079	\$60	\$62	\$64	\$66	\$68	DG079	\$45	\$47	\$49	\$51	\$53
NE	Graphics Specialist - Senior	DC080	\$75	\$78	\$81	\$84	\$87	DG080	\$57	\$59	\$61	\$63	\$65
NE	Help Desk Analyst - Associate	DC081	\$67	\$69	\$71	\$74	\$77	DG081	\$50	\$52	\$54	\$56	\$58
NE	Help Desk Analyst	DC082	\$83	\$86	\$89	\$92	\$95	DG082	\$62	\$64	\$66	\$68	\$70
NE	Help Desk Analyst - Senior	DC083	\$96	\$99	\$103	\$107	\$111	DG083	\$72	\$75	\$78	\$81	\$84
NE	Help Desk Technician - Associate	DC084	\$50	\$52	\$54	\$56	\$58	DG084	\$37	\$38	\$39	\$40	\$41
NE	Help Desk Technician	DC085	\$60	\$62	\$64	\$66	\$68	DG085	\$45	\$47	\$49	\$51	\$53
NE	Help Desk Technician - Senior	DC086	\$75	\$78	\$81	\$84	\$87	DG086	\$57	\$59	\$61	\$63	\$65

		BAE-IT Site HOURLY RATES					Government Site HOURLY RATES						
FLSA	JOB DESCRIPTION	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009
NE	Help Desk Technician - Lead	DC087	\$83	\$86	\$89	\$92	\$95	DG087	\$62	\$64	\$66	\$68	\$70
NE	Installation Technician - Associate	DC088	\$50	\$52	\$54	\$56	\$58	DG088	\$37	\$38	\$39	\$40	\$41
NE	Installation Technician	DC089	\$60	\$62	\$64	\$66	\$68	DG089	\$45	\$47	\$49	\$51	\$53
NE	Installation Technician - Senior	DC090	\$75	\$78	\$81	\$84	\$87	DG090	\$57	\$59	\$61	\$63	\$65
NE	Installation Technician - Lead	DC091	\$96	\$99	\$103	\$107	\$111	DG091	\$72	\$75	\$78	\$81	\$84
NE	Logistics Analyst - Associate	DC092	\$67	\$69	\$71	\$74	\$77	DG092	\$50	\$52	\$54	\$56	\$58
E	Logistics Analyst	DC093	\$75	\$78	\$81	\$84	\$87	DG093	\$57	\$59	\$61	\$63	\$65
E	Logistics Analyst - Senior	DC094	\$96	\$99	\$103	\$107	\$111	DG094	\$72	\$75	\$78	\$81	\$84
E	Logistics Analyst - Principal	DC095	\$110	\$114	\$118	\$122	\$126	DG095	\$83	\$86	\$89	\$92	\$95
NE	Logistics Assistant	DC096	\$46	\$48	\$50	\$52	\$54	DG096	\$34	\$35	\$36	\$37	\$38
NE	Logistics Assistant - Senior	DC097	\$50	\$52	\$54	\$56	\$58	DG097	\$37	\$38	\$39	\$40	\$41
E	Management Consultant	DC098	\$126	\$130	\$135	\$140	\$145	DG098	\$95	\$98	\$102	\$106	\$110
E	Management Consultant - Senior	DC099	\$167	\$173	\$179	\$185	\$191	DG099	\$126	\$130	\$135	\$140	\$145
NE	Network Administrator - Associate	DC100	\$67	\$69	\$71	\$74	\$77	DG100	\$50	\$52	\$54	\$56	\$58
E	Network Administrator	DC101	\$83	\$86	\$89	\$92	\$95	DG101	\$62	\$64	\$66	\$68	\$70

		BAE-IT Site HOURLY RATES					Government Site HOURLY RATES						
FLSA	JOB DESCRIPTION	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009
E	Network Administrator - Senior	DC102	\$96	\$99	\$103	\$107	\$111	DG102	\$72	\$75	\$78	\$81	\$84
NE	Network Engineer / Analyst - Associate	DC103	\$67	\$69	\$71	\$74	\$77	DG103	\$50	\$52	\$54	\$56	\$58
E	Network Engineer / Analyst	DC104	\$83	\$86	\$89	\$92	\$95	DG104	\$62	\$64	\$66	\$68	\$70
E	Network Engineer / Analyst - Senior	DC105	\$110	\$114	\$118	\$122	\$126	DG105	\$83	\$86	\$89	\$92	\$95
E	Network Engineer / Analyst - Lead	DC106	\$110	\$114	\$118	\$122	\$126	DG106	\$83	\$86	\$89	\$92	\$95
E	Network Engineer / Analyst - Principal	DC107	\$126	\$130	\$135	\$140	\$145	DG107	\$95	\$98	\$102	\$106	\$110
E	Network Operations - Supervisor	DC108	\$110	\$114	\$118	\$122	\$126	DG108	\$83	\$86	\$89	\$92	\$95
E	Network Operations - Manager	DC109	\$126	\$130	\$135	\$140	\$145	DG109	\$95	\$98	\$102	\$106	\$110
E	Network Systems - Supervisor	DC110	\$126	\$130	\$135	\$140	\$145	DG110	\$95	\$98	\$102	\$106	\$110
E	Network Systems - Manager	DC111	\$145	\$150	\$155	\$160	\$165	DG111	\$109	\$113	\$117	\$121	\$125
NE	Network Technician - Associate	DC112	\$55	\$57	\$59	\$61	\$63	DG112	\$41	\$42	\$44	\$46	\$48
NE	Network Technician	DC113	\$67	\$69	\$71	\$74	\$77	DG113	\$50	\$52	\$54	\$56	\$58
NE	Network Technician - Senior	DC114	\$83	\$86	\$89	\$92	\$95	DG114	\$62	\$64	\$66	\$68	\$70
NE	Network Technician - Lead	DC115	\$96	\$99	\$103	\$107	\$111	DG115	\$72	\$75	\$78	\$81	\$84

		BAE-IT Site HOURLY RATES					Government Site HOURLY RATES						
FLSA	JOB DESCRIPTION	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009
E	Product Specialist	DC116	\$83	\$86	\$89	\$92	\$95	DG116	\$62	\$64	\$66	\$68	\$70
E	Product Specialist - Senior	DC117	\$96	\$99	\$103	\$107	\$111	DG117	\$72	\$75	\$78	\$81	\$84
NE	Program Control Analyst - Associate	DC118	\$60	\$62	\$64	\$66	\$68	DG118	\$45	\$47	\$49	\$51	\$53
E	Program Control Analyst	DC119	\$75	\$78	\$81	\$84	\$87	DG119	\$57	\$59	\$61	\$63	\$65
E	Program Control Analyst - Senior	DC120	\$96	\$99	\$103	\$107	\$111	DG120	\$72	\$75	\$78	\$81	\$84
E	Program Control Analyst - Principal	DC121	\$126	\$130	\$135	\$140	\$145	DG121	\$95	\$98	\$102	\$106	\$110
E	Program Manager - Deputy	DC122	\$145	\$150	\$155	\$160	\$165	DG122	\$109	\$113	\$117	\$121	\$125
E	Program Manager	DC123	\$167	\$173	\$179	\$185	\$191	DG123	\$126	\$130	\$135	\$140	\$145
E	Program Manager - Senior	DC124	\$193	\$200	\$207	\$214	\$221	DG124	\$145	\$150	\$155	\$160	\$165
NE	Programmer Assistant	DC125	\$60	\$62	\$64	\$66	\$68	DG125	\$45	\$47	\$49	\$51	\$53
NE	Programmer Analyst - Associate	DC126	\$67	\$69	\$71	\$74	\$77	DG126	\$50	\$52	\$54	\$56	\$58
E	Programmer Analyst	DC127	\$83	\$86	\$89	\$92	\$95	DG127	\$62	\$64	\$66	\$68	\$70
E	Programmer Analyst - Senior	DC128	\$110	\$114	\$118	\$122	\$126	DG128	\$83	\$86	\$89	\$92	\$95
E	Programmer Analyst - Principal	DC129	\$126	\$130	\$135	\$140	\$145	DG129	\$95	\$98	\$102	\$106	\$110
E	Project Manager	DC130	\$126	\$130	\$135	\$140	\$145	DG130	\$95	\$98	\$102	\$106	\$110

		BAE-IT Site HOURLY RATES					Government Site HOURLY RATES						
FLSA	JOB DESCRIPTION	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009
E	Project Manager - Senior	DC131	\$145	\$150	\$155	\$160	\$165	DG131	\$109	\$113	\$117	\$121	\$125
NE	Quality Assurance Technician	DC132	\$50	\$52	\$54	\$56	\$58	DG132	\$37	\$38	\$39	\$40	\$41
NE	Quality Assurance Technician - Senior	DC133	\$60	\$62	\$64	\$66	\$68	DG133	\$45	\$47	\$49	\$51	\$53
NE	Receptionist/Switchboard Operator	DC134	\$41	\$42	\$44	\$46	\$48	DG134	\$31	\$32	\$33	\$34	\$35
NE	Secure Systems Analyst - Associate	DC135	\$75	\$78	\$81	\$84	\$87	DG135	\$57	\$59	\$61	\$63	\$65
E	Secure Systems Analyst	DC136	\$96	\$99	\$103	\$107	\$111	DG136	\$72	\$75	\$78	\$81	\$84
E	Secure Systems Analyst - Senior	DC137	\$126	\$130	\$135	\$140	\$145	DG137	\$95	\$98	\$102	\$106	\$110
E	Secure Systems Analyst - Principal	DC138	\$145	\$150	\$155	\$160	\$165	DG138	\$109	\$113	\$117	\$121	\$125
NE	Secure Systems Engineer - Associate	DC139	\$83	\$86	\$89	\$92	\$95	DG139	\$62	\$64	\$66	\$68	\$70
E	Secure Systems Engineer	DC140	\$96	\$99	\$103	\$107	\$111	DG140	\$72	\$75	\$78	\$81	\$84
E	Secure Systems Engineer - Senior	DC141	\$126	\$130	\$135	\$140	\$145	DG141	\$95	\$98	\$102	\$106	\$110
E	Secure Systems Engineer - Lead	DC142	\$145	\$150	\$155	\$160	\$165	DG142	\$109	\$113	\$117	\$121	\$125
E	Secure Systems Engineer - Principal	DC143	\$145	\$150	\$155	\$160	\$165	DG143	\$109	\$113	\$117	\$121	\$125
E	Secure Systems - Supervisor	DC144	\$145	\$150	\$155	\$160	\$165	DG144	\$109	\$113	\$117	\$121	\$125

		BAE-IT Site HOURLY RATES					Government Site HOURLY RATES						
FLSA	JOB DESCRIPTION	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009
E	Secure Systems - Manager	DC145	\$167	\$173	\$179	\$185	\$191	DG145	\$126	\$130	\$135	\$140	\$145
E	Secure Systems Consultant	DC146	\$167	\$173	\$179	\$185	\$191	DG146	\$126	\$130	\$135	\$140	\$145
E	Secure Systems Consultant - Senior	DC147	\$193	\$200	\$207	\$214	\$221	DG147	\$145	\$150	\$155	\$160	\$165
E	Security Administrator	DC148	\$75	\$78	\$81	\$84	\$87	DG148	\$57	\$59	\$61	\$63	\$65
E	Security Administrator - Senior	DC149	\$83	\$86	\$89	\$92	\$95	DG149	\$62	\$64	\$66	\$68	\$70
E	Security Administrator - Lead	DC150	\$96	\$99	\$103	\$107	\$111	DG150	\$72	\$75	\$78	\$81	\$84
E	Security Administrator - Manager	DC151	\$126	\$130	\$135	\$140	\$145	DG151	\$95	\$98	\$102	\$106	\$110
E	Site Supervisor	DC152	\$110	\$114	\$118	\$122	\$126	DG152	\$83	\$86	\$89	\$92	\$95
E	Site Manager	DC153	\$126	\$130	\$135	\$140	\$145	DG153	\$95	\$98	\$102	\$106	\$110
NE	Software Engineer - Associate	DC154	\$75	\$78	\$81	\$84	\$87	DG154	\$57	\$59	\$61	\$63	\$65
E	Software Engineer	DC155	\$96	\$99	\$103	\$107	\$111	DG155	\$72	\$75	\$78	\$81	\$84
E	Software Engineer - Senior	DC156	\$110	\$114	\$118	\$122	\$126	DG156	\$83	\$86	\$89	\$92	\$95
E	Software Engineer - Principal	DC157	\$126	\$130	\$135	\$140	\$145	DG157	\$95	\$98	\$102	\$106	\$110
E	Staff Manager - Senior	DC158	\$167	\$173	\$179	\$185	\$191	DG158	\$126	\$130	\$135	\$140	\$145
NE	System Administrator - Associate	DC159	\$67	\$69	\$71	\$74	\$77	DG159	\$50	\$52	\$54	\$56	\$58

		BAE-IT Site HOURLY RATES					Government Site HOURLY RATES						
FLSA	JOB DESCRIPTION	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009
E	Systems Administrator	DC160	\$83	\$86	\$89	\$92	\$95	DG160	\$62	\$64	\$66	\$68	\$70
E	Systems Administrator - Senior	DC161	\$96	\$99	\$103	\$107	\$111	DG161	\$72	\$75	\$78	\$81	\$84
NE	Systems Analyst - Associate	DC162	\$67	\$69	\$71	\$74	\$77	DG162	\$50	\$52	\$54	\$56	\$58
E	Systems Analyst	DC163	\$83	\$86	\$89	\$92	\$95	DG163	\$62	\$64	\$66	\$68	\$70
E	Systems Analyst - Senior	DC164	\$96	\$99	\$103	\$107	\$111	DG164	\$72	\$75	\$78	\$81	\$84
E	Systems Analyst - Lead	DC165	\$110	\$114	\$118	\$122	\$126	DG165	\$83	\$86	\$89	\$92	\$95
E	Systems Analyst - Principal	DC166	\$126	\$130	\$135	\$140	\$145	DG166	\$95	\$98	\$102	\$106	\$110
NE	Systems Engineer - Associate	DC167	\$75	\$78	\$81	\$84	\$87	DG167	\$57	\$59	\$61	\$63	\$65
E	Systems Engineer	DC168	\$96	\$99	\$103	\$107	\$111	DG168	\$72	\$75	\$78	\$81	\$84
E	Systems Engineer - Senior	DC169	\$110	\$114	\$118	\$122	\$126	DG169	\$83	\$86	\$89	\$92	\$95
E	Systems Engineer - Principal	DC170	\$126	\$130	\$135	\$140	\$145	DG170	\$95	\$98	\$102	\$106	\$110
E	Systems Consultant	DC171	\$145	\$150	\$155	\$160	\$165	DG171	\$109	\$113	\$117	\$121	\$125
E	Systems Consultant - Senior	DC172	\$167	\$173	\$179	\$185	\$191	DG172	\$126	\$130	\$135	\$140	\$145
NE	Tape Librarian	DC173	\$50	\$52	\$54	\$56	\$58	DG173	\$37	\$38	\$39	\$40	\$41

		BAE-IT Site HOURLY RATES					Government Site HOURLY RATES						
FLSA	JOB DESCRIPTION	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009
E	Task - Lead	DC174	\$110	\$114	\$118	\$122	\$126	DG174	\$83	\$86	\$89	\$92	\$95
E	Task - Supervisor	DC175	\$126	\$130	\$135	\$140	\$145	DG175	\$95	\$98	\$102	\$106	\$110
E	Task - Manager	DC176	\$145	\$150	\$155	\$160	\$165	DG176	\$109	\$113	\$117	\$121	\$125
NE	Technical Analyst - Associate	DC177	\$60	\$62	\$64	\$66	\$68	DG177	\$45	\$47	\$49	\$51	\$53
E	Technical Analyst	DC178	\$83	\$86	\$89	\$92	\$95	DG178	\$62	\$64	\$66	\$68	\$70
E	Technical Analyst - Senior	DC179	\$96	\$99	\$103	\$107	\$111	DG179	\$72	\$75	\$78	\$81	\$84
E	Technical Analyst - Principal	DC180	\$126	\$130	\$135	\$140	\$145	DG180	\$95	\$98	\$102	\$106	\$110
E	Technical - Lead	DC181	\$96	\$99	\$103	\$107	\$111	DG181	\$72	\$75	\$78	\$81	\$84
E	Technical - Supervisor	DC182	\$110	\$114	\$118	\$122	\$126	DG182	\$83	\$86	\$89	\$92	\$95
E	Technical - Manager	DC183	\$126	\$130	\$135	\$140	\$145	DG183	\$95	\$98	\$102	\$106	\$110
E	Technical Director	DC184	\$167	\$173	\$179	\$185	\$191	DG184	\$126	\$130	\$135	\$140	\$145
E	Technical Director - Senior	DC185	\$193	\$200	\$207	\$214	\$221	DG185	\$145	\$150	\$155	\$160	\$165
E	Technical Architect	DC186	\$167	\$173	\$179	\$185	\$191	DG186	\$126	\$130	\$135	\$140	\$145
NE	Technical Trainer - Associate	DC187	\$67	\$69	\$71	\$74	\$77	DG187	\$50	\$52	\$54	\$56	\$58
E	Technical Trainer	DC188	\$83	\$86	\$89	\$92	\$95	DG188	\$62	\$64	\$66	\$68	\$70

		BAE-IT Site HOURLY RATES					Government Site HOURLY RATES						
FLSA	JOB DESCRIPTION	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009
E	Technical Trainer - Senior	DC189	\$96	\$99	\$103	\$107	\$111	DG189	\$72	\$75	\$78	\$81	\$84
NE	Technical Writer / Editor - Associate	DC190	\$67	\$69	\$71	\$74	\$77	DG190	\$50	\$52	\$54	\$56	\$58
E	Technical Writer / Editor	DC191	\$83	\$86	\$89	\$92	\$95	DG191	\$62	\$64	\$66	\$68	\$70
E	Technical Writer / Editor - Senior	DC192	\$96	\$99	\$103	\$107	\$111	DG192	\$72	\$75	\$78	\$81	\$84
E	Technical Writer / Editor - Principal	DC193	\$110	\$114	\$118	\$122	\$126	DG193	\$83	\$86	\$89	\$92	\$95
NE	Telecommunications Engineer / Analyst - Associate	DC194	\$67	\$69	\$71	\$74	\$77	DG194	\$50	\$52	\$54	\$56	\$58
E	Telecommunications Engineer / Analyst	DC195	\$83	\$86	\$89	\$92	\$95	DG195	\$62	\$64	\$66	\$68	\$70
E	Telecommunications Engineer / Analyst - Senior	DC196	\$110	\$114	\$118	\$122	\$126	DG196	\$83	\$86	\$89	\$92	\$95
E	Telecommunications Engineer / Analyst - Principal	DC197	\$126	\$130	\$135	\$140	\$145	DG197	\$95	\$98	\$102	\$106	\$110
NE	Telecommunications Specialist	DC198	\$75	\$78	\$81	\$84	\$87	DG198	\$57	\$59	\$61	\$63	\$65
NE	Telecommunications Specialist - Senior	DC199	\$83	\$86	\$89	\$92	\$95	DG199	\$62	\$64	\$66	\$68	\$70
NE	Telecommunications Technician - Associate	DC200	\$55	\$57	\$59	\$61	\$63	DG200	\$41	\$42	\$44	\$46	\$48
NE	Telecommunications Technician	DC201	\$67	\$69	\$71	\$74	\$77	DG201	\$50	\$52	\$54	\$56	\$58
NE	Telecommunications Technician - Senior	DC202	\$75	\$78	\$81	\$84	\$87	DG202	\$57	\$59	\$61	\$63	\$65

		BAE-IT Site HOURLY RATES						Government Site HOURLY RATES					
FLSA	JOB DESCRIPTION	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009
NE	Telecommunications Technician - Lead	DC203	\$96	\$99	\$103	\$107	\$111	DG203	\$72	\$75	\$78	\$81	\$84
E	Tempest Engineer - Associate	DC204	\$75	\$78	\$81	\$84	\$87	DG204	\$57	\$59	\$61	\$63	\$65
E	Tempest Engineer	DC205	\$96	\$99	\$103	\$107	\$111	DG205	\$72	\$75	\$78	\$81	\$84
E	Tempest Engineer - Senior	DC206	\$110	\$114	\$118	\$122	\$126	DG206	\$83	\$86	\$89	\$92	\$95
E	Tempest Engineer - Principal	DC207	\$126	\$130	\$135	\$140	\$145	DG207	\$95	\$98	\$102	\$106	\$110
NE	Test Technician	DC208	\$55	\$57	\$59	\$61	\$63	DG208	\$41	\$42	\$44	\$46	\$48
NE	Test Technician - Senior	DC209	\$67	\$69	\$71	\$74	\$77	DG209	\$50	\$52	\$54	\$56	\$58
NE	Word Processor - Associate	DC210	\$41	\$42	\$44	\$46	\$48	DG210	\$31	\$32	\$33	\$34	\$35
NE	Word Processor	DC211	\$50	\$52	\$54	\$56	\$58	DG211	\$37	\$38	\$39	\$40	\$41
NE	Word Processor - Senior	DC212	\$55	\$57	\$59	\$61	\$63	DG212	\$41	\$42	\$44	\$46	\$48
NE	Word Processor - Lead	DC213	\$67	\$69	\$71	\$74	\$77	DG213	\$50	\$52	\$54	\$56	\$58
NE	Instructor, Applications - Trainer	DC214	\$60	\$62	\$64	\$66	\$68	DG214	\$62	\$64	\$66	\$68	\$70
E	Certified Instructor	DC215	\$207	\$214	\$222	\$230	\$238	DG215	\$214	\$221	\$229	\$237	\$245
E	Instructor, Systems and Development Tools	DC216	\$141	\$146	\$151	\$156	\$161	DG216	\$146	\$151	\$156	\$162	\$168

		BAE-IT Site HOURLY RATES					Government Site HOURLY RATES						
FLSA	JOB DESCRIPTION	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009
E	Instructor - Senior	DC217	\$169	\$175	\$181	\$187	\$193	DG217	\$175	\$181	\$187	\$194	\$201
E	Internet / Intranet Content Designer	DC218	\$128	\$132	\$137	\$142	\$147	DG218	\$132	\$137	\$142	\$147	\$152
E	Internet / Intranet Developer	DC219	\$145	\$150	\$155	\$160	\$165	DG219	\$150	\$155	\$161	\$167	\$173
E	Microsoft Knowledge Engineer	DC220	\$288	\$298	\$309	\$320	\$331	DG220	\$298	\$308	\$319	\$330	\$341
E	Messaging Technologist	DC221	\$194	\$201	\$208	\$215	\$222	DG221	\$201	\$208	\$215	\$223	\$231
E	Object Oriented Engineer	DC222	\$153	\$158	\$164	\$170	\$176	DG222	\$158	\$163	\$169	\$175	\$181
E	SNA/Mainframe Connectivity Specialist	DC223	\$153	\$158	\$164	\$170	\$176	DG223	\$157	\$162	\$168	\$174	\$180
E	Applications Architect - Senior	DC224	\$208	\$215	\$223	\$231	\$239	DG224	\$215	\$222	\$230	\$238	\$246
E	Applications Engineer - Senior	DC225	\$136	\$141	\$146	\$151	\$156	DG225	\$140	\$145	\$150	\$155	\$160
E	Microsoft Exchange Server-Systems Architect - Senior	DC226	\$195	\$202	\$209	\$216	\$223	DG226	\$202	\$209	\$216	\$224	\$232
E	Microsoft Windows NT-Systems Architect - Senior	DC227	\$195	\$202	\$209	\$216	\$223	DG227	\$202	\$209	\$216	\$224	\$232
E	Microsoft Exchange Server-Systems Engineer - Senior	DC228	\$146	\$151	\$156	\$162	\$168	DG228	\$151	\$156	\$162	\$168	\$174
E	Microsoft Windows NT-Systems Engineer - Senior	DC229	\$146	\$151	\$156	\$162	\$168	DG229	\$151	\$156	\$162	\$168	\$174
E	Systems Architect - Senior	DC230	\$208	\$215	\$223	\$231	\$239	DG230	\$215	\$222	\$230	\$238	\$246
E	Training Manager	DC231	\$139	\$144	\$149	\$154	\$159	DG231	\$143	\$148	\$153	\$158	\$163

		BAE-IT Site HOURLY RATES						Government Site HOURLY RATES					
FLSA	JOB DESCRIPTION	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009	CLIN	FY 2005 eff. 7/28/05	FY 2006	FY 2007	FY 2008	FY 2009
NE	Technical Intern I	DC232	\$37	\$38	\$39	\$40	\$41	DG232	\$28	\$29	\$30	\$31	\$32
NE	Technical Intern II	DC233	\$46	\$48	\$50	\$52	\$54	DG233	\$34	\$35	\$36	\$37	\$38
E	Mainframe Large Scale Product Consultant	DC234	\$234	\$242	\$251	\$260	\$269	DG234	\$234	\$242	\$251	\$260	\$269
E	Mainframe Product Consultant - Senior	DC235	\$234	\$242	\$251	\$260	\$269	DG235	\$234	\$242	\$251	\$260	\$269
E	Mainframe Software Engineer - Senior	DC236	\$234	\$242	\$251	\$260	\$269	DG236	\$234	\$242	\$251	\$260	\$269
E	Mainframe Training- Software/Engineering Specialist - Senior	DC237	\$281	\$291	\$301	\$312	\$323	DG237	\$281	\$291	\$301	\$312	\$323

XTS Related Products and Services – Terms and Conditions

Quantity Discounts

The following discounts are based on the quantity of systems ordered on a single Purchase Order or Delivery Order. They are recalculated for each individual Purchase Order or Delivery Order received.

System Qty	Hardware Discount	Software Discount
1 – 2	0%	0%
3 – 10	4%	5%
11 – 25	7%	8%
26 – 50	9%	11%
51 – 100	11%	16%

DSG Runtime License, maintenance, training, services, and shipping are not subject to the above standard Quantity Discounts.

General Maintenance/Warranty Comments

A hardware product could have 6 maintenance options (Except DII models/bundles or where otherwise specified).

Option 1: “MIBW” Available free with system or factory installed part (“-O”) but should be specified on the order for each Marketing Identifier ordered, 1-year mail-in warranty for initial 13 month period (Acceptance test period plus one year).

Option 2: “OSBW” Available at additional cost, changes initial 1-year warranty from mail-in to on-site, available only in CONUS, Guam, and Germany. Surcharge in addition to free basic one-year warranty.

Option 3: “MIEW” After warranty maintenance, monthly/yearly, mail-in.

Option 4: “OSEW” After warranty maintenance, monthly/yearly, on-site, available only in CONUS, Guam, and Germany.

Option 5: Spare parts warranty for 90-days mail in available free with a spare part purchase.

Option 6: “SPEW” spare parts warranty guarantees that whenever spare is used, it is warranted to work even if 90-day spare parts warranty has expired.

Remember to add the shipping charge(s) to each order.

Remember to select a warranty service option choice for each item of hardware.

Hardware Maintenance and Telephone Software Support charges are expressed as yearly/monthly.

XTS Standard U.S. Government Terms and Conditions

1. Definitions

- a. **Software License Fee:** The software license fee is a one-time charge and allows use of the software only on the system to which it is licensed. This license fee entitles the customer to Telephone Software Support for a 12-month period after acceptance (unless another warranty period is specified by contractual terms).
- b. **Telephone Software Support:** Telephone Software Support will be available free as a part of the License fee for the first 12 months after acceptance (unless another warranty period is specified by contractual terms) or as a result of an order for separately priced Telephone Software Support for the designated software product. Telephone Software Support includes:
- (1) Software product updates, including critical problem fixes, as determined by the Contractor, limited to minor updates (e.g., 4.0.1 to 4.0.2) and major updates (e.g., 4.4.1 to 4.5) and related documentation for a 12-month period after acceptance unless otherwise specified by contractual terms. New Software Releases (e.g., 5.2.E to 6.0) are not included within the warranty and may be made available by the Contractor at extra costs to be determined by the Contractor at time of offer.
 - (2) Up to 3.5 hours per month of telephone support per system provided by the BAE-IT Support staff during the period in which the support is in effect.
 - (3) Telephone access for the receipt and distribution of problem calls 24 hours a day, 7 days a week for a period of 12 months after acceptance.
 - (4) A search by the Contractor of the known- problem file as part of Telephone Software Support.
 - (5) Clarification of software product documentation, such as manuals and technical notes as part of Telephone Software Support.

Phone numbers (including 800 phone numbers) and other means of contacting The Contractor are described in detail in the support appendix of each Software Release Bulletin. The customer must provide their system ID (HSnnnn) on all calls. Customer problem calls will be conveyed to XTS Software response personnel during the Contractor's Virginia, USA, normal hours of availability.

Free Telephone Software Support begins on the day of delivery and continues until the contracted for hours of support have been exhausted or until 13 months after delivery (unless another warranty period is specified by contractual terms) whichever comes first.

A customer's Telephone Software Support account will not be charged for any call in which the customer reports (and BAE-IT can confirm) an error in the software. "Error" is defined as "does not perform in accordance with Contractor's published specifications".

Any on-site service requested will be provided at the Contractor's then current GSA Schedule published labor rates and charges.

The Contractor will support the latest (then-current) releases of XTS software products, the last (immediately prior) releases of XTS software products, and the last B3 (then current) Evaluated releases of XTS software products. Support of other releases is available via negotiated agreements with the licensor on an individual program basis at the discretion of the Contractor.

- c. *Software Commercial Warranty:* The software is under warranty for twelve months after acceptance (unless another warranty period is specified by contractual terms). The warranty affirms that software purchased will function in accordance with the product documentation supplied with the software. During this twelve-month period, software support is provided as defined in Sections _____ above.

After the end of the software warranty period, Telephone Software Support may be provided, at Contractor's discretion, if ordered. At sites with multiple XTS systems, if Telephone Software Support is ordered, it must be ordered for all systems at a site. Telephone Software Support is purchasable in 12-month increments at a maximum of one (1) increment per purchase or until the end of a government fiscal year.

Telephone Software Support need not be continuous. In the event that Telephone Software Support has lapsed and the customer does not have licensed the then current release or the one-prior release (to the minor (4.4.1) release level), the customer must order a software update to the then current release in order to be eligible to resume receiving updates. This release update is provided at the standard software update price of 10% of the then current release's initial license fee list price. The customer is also responsible for any prerequisite hardware or application upgrades that may be required.

- d. *Hardware Commercial Warranty:* The Contractor warrants all hardware supplied with an XTS system for a period of twelve months after acceptance, as defined in this section (unless another warranty term is specified in the bid, delivery order or contract).

The warranty period begins on the day after system acceptance or the 31st day after delivery if no other notice is supplied to the Contractor of a failure to achieve system acceptance through a fault of the Contractor.

The Contractor will furnish mail-in replacement parts during the warranty period unless the parts are required due to the fault or negligence of the Customer in which case there will be a charge for parts to be quoted upon request.

On-site maintenance within the warranty period will be provided if on-site hardware maintenance was purchased by a customer for a system located within 50 miles of a Contractor Customer Response Engineer (CRE) facility during normal working hours as defined in Section 6 of these Standard Terms and Conditions. On-site CRE response with the identified failing part is typically 24 to 48 hours after the failing part is identified by diagnostics run by the customer under the direction by phone of a Contractor CRE.

Additional customer purchasable hardware maintenance options are available for both mail-in and on-site maintenance post-warranty. Software Support for all installed XTS software and hardware maintenance for all installed components are prerequisites for ordering hardware support.

All replaced parts shall become the property of the Contractor. Prior to the expiration of the warranty period, whenever equipment is shipped by the Contractor for replacement purposes, the Contractor shall bear all costs of return shipment including, but not limited to, the cost of packing, transportation, rigging, drayage, and insurance. The customer will bear the cost of shipping parts to the Contractor mail-in depot including insurance against shipping damage.

The unexpired portion of the warranty period shall apply to any replacement provided by the Contractor. Customer purchased spares shall be warranted for a period of 30 days after installation or 90 days after purchase (whichever occurs earlier) unless spares warranty is purchased at the time of spares purchase (a one-time fee of 20%). If a "spares warranty" is purchased, the customer purchased spare is warranted to function correctly when installed or the Contractor will replace it at no charge to the customer.

If, due to security considerations, a customer can not return a defective hard disk to the Contractor for replacement, the Contractor specified disk drive diagnostic must be run by the customer and the results transmitted to the Contractor before a replacement drive is sent by the Contractor.

Spare parts purchases are warranted for 90 days after receipt by customer.

Customer shipment of parts and systems which results in failure of those parts/systems is not covered under hardware or system warranty. The Contractor has the right to bill the customer for the expense incurred in repairing a system or part to operational condition following customer shipment. The Contractor does warrant its packaging and shipment of parts and systems to the original location defined in the contract, delivery order or other government direction statement.

- e. *Evaluation Period:* Should the XTS system products be provided for evaluation to the potential purchaser prior to issuance of a purchase order, the hardware and software warranty period will be reduced by the duration of the evaluation period. Shipping charges billed by the Contractor during the evaluation process will be applied against the purchase order for purchase of the evaluation products. Rejection of evaluated products and systems will be accompanied by a written explanation and payment of a restocking fee equal to the evaluation products monthly maintenance and support for the duration of the evaluation period.
- f. *Delivery:* Delivery shall be within 90 days after receipt of a correct order, as defined by the Contractor. A "correct order" includes obtaining a required export license for those products controlled under the International Traffic in Arms Regulations (ITAR) issued by the Office of Defense Trade Controls, U.S. department of State prior to the order being shipped. Shipments (transfers) to a "foreign" person" within and outside the United States is defined and controlled as an export. Foreign persons includes individuals, corporations and Government entities which are defined under the ITAR and various other U.S. Government regulations. Questions regarding export compliance should be addressed to the Legal Department of the Contractor.

2. Software Acceptance

- a. *Formal Acceptance Period:* The purchaser shall issue a written statement of acceptance or rejection to the Contractor as soon as the software performs (or fails to perform in the case of a rejection) the functions identified in the technical specifications documentation. Such written statement shall be issued no later than 30 days after delivery. The Contractor assumes the system to be accepted 30 days after delivery if no statement is received.

If the purchaser finds the software to be unsatisfactory, gives written notice in accordance with this clause, and the shortcoming that prompted such a finding is not remedied within 30 calendar days after written notice (or mutually agreed upon schedule), the purchaser shall have the right to return the software without any payment or further obligation to the Contractor.

- b. *Acceptance For Project/Production Use:* Should the software be put into project/ production use before the end of the formal acceptance period or if the software is used immediately for project purposes without the benefit of a formal acceptance period then the software shall be deemed to be accepted.

3. Year 2000 Warranty

The Contractor warrants that each XTS hardware, software and firmware product delivered under this contract and listed below shall be able to accurately process date data (including but not limited to calculating, comparing and sequencing) from, into and between the twentieth and twenty first centuries, including leap year calculations, when used in accordance with the XTS product documentation provided by the Contractor, provided that all listed or unlisted products (e.g., hardware, software, firmware) used in combination with such XTS listed product properly exchange date data with it. If the contract requires that specific XTS listed products must perform as a system in accordance with the foregoing warranty, then that warranty shall apply to those listed products as a system.

The duration of this Year 2000 warranty and the remedies available to the Government for breach of this warranty shall be as defined in, and subject to, the terms and limitations of the contractor's standard XTS commercial warranty as defined in these Standard Terms and Conditions.

Listed Products: To be determined for each purchase order.

4. System Acceptance

This paragraph establishes a standard of performance that must be met before any equipment is accepted by the purchaser. This also includes replacement and/or substitute machines, and machines that are added or field modified, at the purchaser's request (when the modification substantially affects the capability), after a system has completed a successful performance period.

- a. *Formal Performance Period:* The performance period shall begin on the delivery date and shall end when the equipment has met the standard of performance for a period of 10 consecutive calendar days by operating in conformance with the Contractor published technical specifications at an effectiveness level of 90 percent or more within the first 30 days after delivery.
- b. *Project/Production Use:* Systems put to project/ production use before the end of the 30-day performance period noted above or put to project/ production use without the benefit of an acceptance period shall be deemed to be accepted.
- c. *Period of Performance:* If the equipment does not meet the standard of performance during the initial 30 consecutive calendar days or other period as noted in (a) above, the standard of performance test shall continue

on a day-by-day basis until the standard of performance is met for a total of 10 consecutive calendar days. Such test shall continue for a maximum of 60 calendar days. Should the standard of performance, previously defined, not be met during the 60-day period then the sole remedy of the purchaser shall be the return of the equipment to the Contractor.

- d. *Effectiveness Level:* The effectiveness level for a system is computed by dividing the operational use time by the sum of that time plus system failure downtime.
- e. *Operational Use Time for Testing:* Operational use time for system performance testing is defined as the accumulated time during which the central processing unit is in actual operation including any interval of time between the start and stop of the central processing unit.
- f. *Operational Use Time for Testing - Field Modified Systems:* Operational use time for performance testing for machines added, field- modified, substituted, and/or replaced is defined as the accumulated time during which a machine is actually in use.
- g. *System Downtime:* The system failure downtime is that period of time when the system is inoperable due to equipment failure and the productive or simulated work being used for acceptance testing cannot be continued.
- h. *System Downtime - Field Modified Systems:* Machine failure downtime for machines added, field-modified, substituted, and/or replaced after the system has completed a successful performance period is that period of time when such machines are inoperable due to their failure.
- i. *System Performance Period:* During a system's performance period, a minimum of 8 hours of operational use time with productive or simulated work will be required as a basis for computing the effectiveness level. However, in computing the effectiveness level, the actual number of operational use hours shall be used when in excess of the minimum of 8 hours. When scheduling operational use time during the performance period, provisions shall be made for preventive maintenance required for the system. Such time shall be excluded from the effectiveness level computation.
- j. *Daily Records:* The purchaser shall maintain appropriate daily records to satisfy the requirements of this paragraph.
- k. *Delay of Performance Testing:* Should it be necessary, the purchaser may delay the start of the formal performance period, but such delay shall not exceed 30 consecutive calendar days' delay; therefore, the formal performance period must start no later than the 31st day after the delivery date.
- l. *Prorated Payment:* If the purchaser does not begin the formal performance period on the 31st day through no fault of the Contractor and the system is not yet accepted through project use, then at the option of the Contractor, the Contractor can require up to 20 percent of the agreed to purchase price, payable monthly in arrears on a prorated basis, up to a maximum of 80 percent of the total purchase price or until the performance period begins, whichever occurs first, but should the delay exceed two months, the remaining 20 percent shall be paid to the Contractor. Any purchase payments will be deducted from the total purchase price. However, if the equipment fails the performance test and is returned to the Contractor, the Contractor must refund all purchase monies.

5. Copyrights

The Contractor's XTS STOP Operating System, related software, and all related documentation are copyrighted by the Contractor and its grantors. Unauthorized copying or modification of the software, or of the written materials, is expressly prohibited. This area will be covered in more detail in the License Agreement.

6. Maintenance of Trusted Computer Hardware

The basic warranty for the XTS is mail-back/ carry- in for 12 months after acceptance. On-site maintenance, whether purchased under warranty or purchased post-warranty, for the XTS will be provided within the Geographic Scope during the Principal Period of Maintenance (PPM) defined as 8:00 a. m. to 5:00 p.m. Monday through Friday, excluding government holidays, in the following manner:

The purchaser must run the Contractor-provided system diagnostics before placing a service call to the Contractor Customer Service Support Center. Should the purchaser call when the Customer Service Support Center is closed, the Customer Service Operations Support Center will respond the next Contractor business day. The typical response time is four (4) hours. The Customer Service Support Center will call the Customer back and analyze the problem using voice communications.

The purchaser must identify their 6-digit System ID (HSnnnn). The caller should be near the system and prepared to run diagnostics or other software as required by the Contractor to assist in the resolution of the problem if necessary.

If Mail-In maintenance has been ordered during the warranty period (or during a purchased extended warranty period), the diagnosis will attempt to isolate the failure to a replaceable unit and the customer will be instructed to send that unit to the Contractor for replacement. The customer will pay for shipping to the Contractor, the replacement part will be shipped back to the customer at the Contractor's expense.

If on-site maintenance has been ordered (either as a separately priced option during the free mail-in basic warranty or purchased post-warranty), the Customer Service Support Center will dispatch part(s) and a Customer Response Engineer (CRE) when required for on-site repair provided that the failed equipment is located within 50 miles of a Contractor CRE facility. Arrival time will typically be 24 to 48 hours after placing a call. For purchasers that have purchased on-site maintenance and who have on-site spares the Customer Service Operations Support Center will dispatch a CRE to provide same day hardware repair within 50 miles of a Contractor CRE facility.

If on-site maintenance has been ordered, the response time for overseas installation with on-site spares shall be next business day plus travel time for all services calls from a Contractor Regional Office.

Maintenance service outside the PPM or required due to purchaser fault, or negligence will be rendered at an on-call rate of \$149/staff-hour, plus T&L.

If, due to security considerations, a customer can not return a defective hard disk to the Contractor for warranty replacement, the Contractor-specified disk drive diagnostic must be run by the customer and the results transmitted to the Contractor before a replacement drive is sent by the Contractor.

Hardware maintenance will be supplied by uncleared engineers under the current maintenance product offerings.

a. *Geographic Scope:* For hardware and software purchases; no limitations.

For on-site hardware maintenance; includes the entire United States, the Commonwealth of Puerto Rico, and only overseas locations in Germany, Guam, Japan and Korea. Canada is included with the understanding that maintenance will be provided by Canadian citizens and not U.S. citizens.

7. Training

XTS training classes are offered to the Customer by the Contractor. These classes can be taught either at a Contractor training facility in Northern Virginia or at the Customer's facility. Availability and specific terms and conditions, as applicable, will be provided upon receipt of a request for quote due to the varied possibilities of availability, shipping, hardware use, classroom facilities, hardware setup, length of class, class size, etc.

8. Installation

The XTS is Customer installable. The Contractor offers security engineering support services should the Customer require these. Availability and specific terms and conditions, as applicable, will be provided upon receipt of a request for quote.

9. License Agreement

All XTS software and documentation must be licensed under an appropriate license agreement, which is included with these terms and conditions.

10. ITAR

The STOP Operating System and related software and documentation are subject to the International Traffic in Arms Regulations (ITARs), and distribution to foreign nationals requires a U.S. State Department license. This license is based on a per contract (program)/per country basis. The Contractor must receive a “letter of intent” for the purchase of an XTS to initiate the ITAR process with the U.S. Government. This procedure takes the U.S. Government between 30 and 60 days (average) to process. The Contractor cannot ship until the Government’s ITAR processing has completed.

Software updates are also subject to specific ITAR approvals and the promptness of deliver is subject to ITAR approval delays.

11. Liability

Except as expressly set forth in writing in this Agreement, THERE ARE NO WARRANTIES EXPRESSED OR IMPLIED. IN NO EVENT WILL THE CONTRACTOR BE LIABLE TO THE CUSTOMER FOR CONSEQUENTIAL DAMAGES resulting from the Contractor’s breach including: (a) any loss resulting from general or particular requirements and needs of which the Contractor at the time of contracting had reason to know and which could not reasonably be prevented by cover or otherwise; and (b) injury to person or property proximately resulting from any breach of warranty.

12. Data and Software Rights

Data and software rights available to the Purchasers with these products are as follows:

- a. Software - Restricted Rights
- b. Data - Limited Rights

Definitions of restricted and limited rights are included in the Software License Agreement included herein.

13. Leasing

Leasing of the XTS is available and will be negotiated on an as required basis.

XTS Standard U.S. Government Software License Agreement

BAE Systems Information Technology Inc (hereinafter “BAE-IT”) agrees to provide to the U.S. Government under Prime Contract No. (hereinafter “Government”) the Software product(s) described in this contract and related material which may be provided herewith subject to the following terms and conditions:

1. Terms and Conditions

a. *Government Limitations:* The software identified on this contract is provided with **RESTRICTED RIGHTS**. The Technical data included with these products is provided with **LIMITED RIGHTS**. Applicable definitions follow:

- (1) BAE-IT grants to the Government a nonexclusive, nontransferable license to use each ordered software product or copies thereof solely for use by the Government on the designated systems specified in the contract. Delivered technical data shall be used solely with the delivered systems.
- (2) If the Government is temporarily unable to use a software product on the designated system because of conditions beyond the Government’s control, the license may be transferred, with the written consent of BAE-IT, during such period to permit the Government to use the software product on another BAE-IT, XTS system.
- (3) The license granted in paragraph 1 above includes the right to make backup copies of each software product that is in non-printed, machine-readable form either in the same forms or in printed form. To protect BAE-IT’s proprietary notice and copyright rights in each software product, the Government agrees to reproduce and incorporate BAE-IT’s proprietary notice or copyright notice including any ITAR legend, as applicable, in any copies or modifications, including partial copies in any form. BAE-IT will provide labels containing these notices upon request.

Limited rights technical data and restricted rights computer software shall be deemed to be adequately and acceptably marked when the appropriate legend is affixed to the exterior surface of storage media for restricted rights computer software or to the cover page of limited rights technical data. Such appropriate legends may include but not be limited to those legends specified in the DFAR/FAR.

- (4) The Government will be responsible for determining the appropriate use to be made of each software product and establishing the limitations of each software product in its data processing operations. It is the Government’s further responsibility to acquire all hardware and obtain current system software revisions that may be required to operate the software product.
- (5) Authorization to make modifications to each software product is **NOT** granted, and BAE-IT will not be responsible for any Government modification or the compatibility of any equipment; software product; future software product releases; test, diagnostic, and verification routines; or engineering change orders with such modifications. BAE-IT’s copyright or proprietary rights continue to exist in each modified software product to the extent provided by the applicable DFAR/FAR clauses and BAE-IT’s notices must be preserved and incorporated. BAE-IT would be allowed to charge a fee, equal to the license fee of BAE-IT’s closest comparable product, for modified software containing BAE-IT proprietary modules if the modified software is distributed or used on systems other than those specified within this agreement.

This does not limit BAE-IT's ability to seek additional monetary recompense for losses and/ or damages resulting from the above noted violation.

- b. *Title:* BAE-IT warrants that it has the right to license and distribute the software in this Software License Agreement. Each software product, with its associated technical data, (which may include listings, flow diagrams, and related documentation) and all copies thereof are BAE-IT Proprietary, and title thereto remains with BAE-IT (or its grantors, if any). All applicable rights in patents, copyrights, trademarks, and trade secrets in the software products are and will remain with BAE-IT (or its grantors, if any). Except as specified in Clause A Government Limitations above, the Government shall not sell, transfer, publish, disclose, display, or otherwise make available any software products and associated technical data or copies thereof to any third party. The Government agrees to secure and protect all software products, associated technical data, and copies thereof in a manner consistent with the maintenance of BAE-IT's rights therein and to take appropriate action by instruction or agreement with its employees or third parties who are permitted access to each software product, associated technical data, or copies thereof to satisfy its obligations hereunder.**

- c. License Term and Disposition of Software**

 - (1) The term of the license will commence upon the Government's receipt of the software product(s).**
 - (2) All licenses will terminate when the Government's possession of the designated system s specified in the contract ceases.**
 - (3) Within 10 days after termination of any license, the Government agrees to destroy each software product, associated technical data, and all copies thereof, and provide BAE-IT with written certification of such destruction.**

- d. *Risk of Loss:* BAE-IT will replace at no charge software products, technical data and media lost or damaged during shipment. If BAE-IT software products, technical data and media are lost or damaged after delivery to the Government, then BAE-IT will replace the software products, technical data and media, at the then current standard published replacement fee.**

- e. *Limitation of Liability:* BAE-IT shall not be liable for any injury to the Government personnel or damage to the Government property arising from the use of the software product(s) or technical data provided by BAE-IT, unless such injury or damage is due to the fault or negligence of BAE-IT. In no event is BAE-IT liable for any indirect, special or consequential damages arising out of this Software License Agreement or the use or inability to use the software product, technical data, or media provided hereunder.**

- f. *Limitation of Remedy:* For software that does not meet the software warranty, the Government may require BAE-IT to, and BAE-IT's entire liability is to; (i) replace any media upon return of the defective media or (ii) if BAE-IT is unable to deliver the media free of such defects, the Government may terminate this License Agreement by returning the software product and related technical data and the Government's license fee will be refunded.**

- g. *Governing Law:* This agreement is governed by the law of the Commonwealth of Virginia.**

BAE Systems Information Technology Inc

By: _____
Signature

By: _____
Signature

Typed Name

Typed Name

Title

Title

Appendices

**Appendix A:
Special Terms for International Locations**

- a. The terms and conditions set forth below shall apply for all orders for installation, maintenance and repair at the locations detailed herein and shall be considered on a case-by-case basis, subject to parts and personnel availability:

Location	Services Available	Travel Charge	Special Terms
Alaska	All	per GSA	None
Australia	All	per GSA	Service by local nationals only
Belgium	All	per GSA	None
Crete	T&M only	reimbursed at cost	Serviced from nearest BAE-IT Service Center
Denmark	T&M only	per GSA OR reimbursed at cost	Serviced from nearest BAE-IT Service Center
Germany	All	per GSA	None
Greece	T&M only	reimbursed at cost	Serviced from nearest BAE-IT Service Center
Guam	All	per GSA	None
Hawaii	All	per GSA	None
Iceland	T&M only	reimbursed at cost	Serviced from nearest BAE-IT Service Center
Italy	All	per GSA	None
Japan	T&M only	per GSA OR reimbursed at cost	None
Korea	All	per GSA OR reimbursed at cost	None
Netherlands	All	per GSA	None
New Zealand	All	per GSA OR reimbursed at cost	Service by local nationals only
Okinawa	T&M only	per GSA OR reimbursed at cost	None
Puerto Rico	All	per GSA	None
Panama	T&M only	per GSA OR reimbursed at cost	None
Portugal	T&M only	per GSA OR reimbursed at cost	None
Spain	T&M only	per GSA OR reimbursed at cost	None
Turkey	T&M only	per GSA OR reimbursed at cost	None
United Kingdom	All	per GSA	None
Singapore	T&M only	per GSA OR reimbursed at cost	None
Cuba	T&M only	per GSA OR reimbursed at cost	Serviced from nearest BAE-IT Service Center

- b. Hardware/Software Purchase/License, Training and Professional Services at the above, or any other OCONUS locations shall be considered on a case-by-case basis. Training and Professional Services will also be subject to personnel availability.

Appendix B: Logistic Support Privileges

In those cases when BAE Systems Information Technology Inc may require logistic support in overseas areas to meet contract obligations, the ordering activities should obtain the required support in accordance with their applicable regulations prior to issuance of any delivery orders under this ADP Schedule Pricelist contract. BAE-IT will provide all the necessary information required by the applicable regulations to assist the ordering activity in obtaining the logistic support privileges. In all cases, the ordering agency will make the decision as to whether BAE-IT will be granted the requested support. The General Services Administration will neither assist in this decision nor arbitrate any dispute pertaining to logistic support. Logistic support that may be furnished by the Government hereunder includes, but is not limited to, the following:

- a. Government-provided telephones, telephone lines, and service, a direct dialing capability, and access to AUTOVON/AUTODIN. The precedence of usage shall depend on the urgency of the requirement and the usage in accordance with Government requirements.
- b. Postal services, which will provide BAE-IT and its employees with the privilege of receipt and dispatch of letter mail, parcel post, exposed film, voice recording/tapes, and the purchase of U.S. postage.
- c. The availability of post and base exchange, dispensary services, commissary, open mess, recreational facilities, dependent schools on military bases, and other privileges to BAE-IT employees to the same extent as is provided to any military personnel and/or U.S. Government civilian employees of equivalent job responsibility.
- d. The provision of banking and check cashing privileges for BAE-IT and, if available, for BAE-IT employees within the constraints established by Government directives.
- e. Billeting, meals, and transportation for maintenance, technical, and management personnel when traveling in remote areas or areas under military jurisdiction in the performance of contractual obligations.
- f. Gasoline, oil, and maintenance for vehicles when in use in remote areas or areas under military jurisdiction in the performance of contractual obligations.
- g. Government transportation of any BAE-IT corporate assets to and from the country in which they are used.
- h. Adequate facilities and office support services where mutually deemed necessary by the Government and BAE-IT.
- i. Military protection of personnel and BAE-IT assets wherever threatened by overt hostility.
- j. Housing suitable for either unmarried personnel or married personnel with or without dependents.
- k. Other logistics support as mutually agreed upon by the Government and BAE-IT and as the occasion and environment demands.
- l. Military Payment Certificate (MPC), where applicable.

If the logistic support is essential to the performance of BAE-IT's personnel whose services are required overseas under this contract and such logistics support is not provided by the Government, BAE-IT shall not be obligated to perform under this Authorized ADP Schedule contract.

APPENDIX C – NYTOR Products Terms & Conditions

1. NYTOR, Inc Limited 2-year Product Warranty

NYTOR, Inc (NYTOR) warrants this product to be free from defects in material and workmanship for a period of Two (2) years after the original date of customer purchase. During this period NYTOR will, at its option, either replace a defective product with a new or remanufactured product or repair it with new or remanufactured parts at no charge except as stated below. It is at the sole discretion of NYTOR to repair or replace parts of warranted product returned to NYTOR. The parts or products that are replaced become the property of manufacturer. Defective parts can be made available upon customer request in writing.

To obtain service under this limited warranty, product must be shipped back to NYTOR for evaluation at customer's expense, along with the dated proof of purchase. All defective product shipments must:

- **Must be shipped back in the original shipping container or equivalent.**
- **Product container must have a VALID RMA number on the address label**
- **Insure the shipment or the customer assume the risk of loss/damage during shipment**
- **Cost of shipment to NYTOR is at customer's expense**
- **NYTOR will pay for product to be shipped back to customer**

Products must have been registered on NYTOR's warranty registration portal found at www.NYTOR.com or you may call NYTOR directly during normal business hours Mon-Fri 8AM-5PM EST at toll-free (877) 776-9867 (NYTOR) or (703) 752-6900.

If through no fault of the customer, NYTOR is unable to replace or repair the product as provided for above, NYTOR will refund the customer's purchase price. In order to request a refund on a defective device, you must follow the defined RMA process listed above. Upon receipt of the product and verification of payment and manufacturing ability not correct the issue. NYTOR will refund the purchase price plus reasonable shipping charges.

Areas not covered by this Warranty

- **Shipping or improper installation or maintenance of the product**
- **Any and all forms of Neglect and/or Misuse**
- **Any use other than ordinary commercial or industrial application**
- **Any attempts to Repair, modification, or installation of options or parts by anyone other than NYTOR**
- **Improper environment i.e. Excessive or inadequate heating or air conditioning or electrical power failures, surges, water damage or other irregularities**

This limited warranty does not cover any of the products hardware that customer or any third party has modified or altered; the customer bears the sole responsibility and liability for any such modifications or alteration.

MANUFACTURER HEREBY DISCLAIMS ANY AND ALL EXPRESS AND IMPLIED WARRANTIES FOR THIS PRODUCT OTHER THAN WHAT IS CONTAINED WITHIN THIS DOCUMENT, INCLUDING THE WARRANTIES OF MERCHANTABILITY AND FITNESS FOR A PARTICULAR PURPOSE. SOME STATES MAY NOT ALLOW THE EXCLUSION OF IMPLIED WARRANTIES, SO THE ABOVE LIMITATION MAY NOT APPLY TO YOU.

THIS LIMITED TWO-YEAR WARRANTY GIVES YOU SPECIFIC LEGAL RIGHTS, YOU MAY ALSO HAVE OTHER RIGHTS WHICH MAY VARY FROM STATE TO STATE.

For all questions related to warranty service on NYTOR products, call NYTOR's toll free number 1-877-776-9876. A web-based warranty processing capability is under development and will be ready for use in early 2006. Additionally, an extended warranty service is being developed to be available also in early 2006. Information on status of these developments may be obtained via NYTOR's toll free number.

2. NYTOR, Inc Post and Extended Warranty Services

Post Warranty: Following expiration of product-warranted period for NYTOR hardware, customers may ship defective hardware at their expense to NYTOR for assessment and recommendation on reparability/replacement. Cost of assessment to the customer will be a flat \$75 per product assessed. Following assessment of defective product, a recommendation with associated customer cost will be sent to the customer for consideration/approval. Upon receipt of approval from customer, NYTOR will execute recommendation and ship the repaired or replacement product back to customer at customer expense. Repairs made to products will be warranted for 90-days. If a full replacement is recommended and customer opts for this action, NYTOR will credit to the customer a percentage of the original cost of the defective product toward the purchase of a current model/replacement model for the defective unit. Following expiration of warranty coverage (2 years after purchase of product) and within 3 years of purchase, 60% credit will be applied. The percentage of credit allowed decreases 20% per year until at the end of 5 years following original purchase, credit value is 0%. Full replacements will be warranted for a full 2 years per NYTOR's hardware warranty.

Extended Warranty: At this time NYTOR does not offer extended warranty coverage plans for its products. Post warranty services are available per Post Warranty discussion above.

For all questions related to warranty, post warranty and extended warranty service on NYTOR products, call NYTOR's toll free number 1-877-776-9876. A web-based warranty processing capability is under development and will be ready for use in early 2006. Additionally, an extended warranty service is being developed to be available also in early 2006. Information on status of these developments may be obtained via NYTOR's toll free number.

3. END USER LICENSE AGREEMENT FOR MICROSOFT EMBEDDED SYSTEMS

You have acquired a device ("DEVICE") that includes software licensed by NYTOR, Inc. ("NYTOR") from Microsoft Licensing Inc. or its affiliates ("MS"). Those installed software products of MS origin, as well as associated media, printed materials, and "online" or electronic documentation ("SOFTWARE") are protected by international intellectual property laws and treaties. The SOFTWARE is licensed, not sold. All rights are reserved.

IF YOU DO NOT AGREE TO THIS END USER LICENSE AGREEMENT ("EULA"), DO NOT USE THE DEVICE OR COPY THE SOFTWARE. INSTEAD, PROMPTLY CONTACT NYTOR FOR INSTRUCTIONS ON RETURN OF THE UNUSED DEVICES FOR A REFUND. ANY USE OF THE SOFTWARE, INCLUDING BUT NOT LIMITED TO USE ON THE DEVICE, WILL CONSTITUTE YOUR AGREEMENT TO THIS EULA (OR RATIFICATION OF ANY PREVIOUS CONSENT).

GRANT OF SOFTWARE LICENSE. This EULA grants you the following license:

- **You may use the SOFTWARE only on the DEVICE.**
- NOT FAULT TOLERANT. THE SOFTWARE IS NOT FAULT TOLERANT. NYTOR HAS INDEPENDENTLY DETERMINED HOW TO USE THE SOFTWARE IN THE DEVICE, AND MS HAS RELIED UPON NYTOR TO CONDUCT SUFFICIENT TESTING TO DETERMINE THAT THE SOFTWARE IS SUITABLE FOR SUCH USE.
- NO WARRANTIES FOR THE SOFTWARE. THE SOFTWARE is provided "AS IS" and with all faults. THE ENTIRE RISK AS TO SATISFACTORY QUALITY, PERFORMANCE, ACCURACY, AND EFFORT (INCLUDING LACK OF NEGLIGENCE) IS WITH YOU. ALSO, THERE IS NO WARRANTY AGAINST INTERFERENCE WITH YOUR ENJOYMENT OF THE SOFTWARE OR AGAINST INFRINGEMENT. IF YOU HAVE RECEIVED ANY WARRANTIES REGARDING THE DEVICE OR THE SOFTWARE, THOSE WARRANTIES DO NOT ORIGINATE FROM, AND ARE NOT BINDING ON, MS.
- Note on Java Support. **The SOFTWARE may contain support for programs written in Java. Java technology is not fault tolerant and is not designed, manufactured, or intended for use or resale as online control equipment in hazardous environments requiring fail-safe performance, such as in the operation of nuclear facilities, aircraft navigation or communication systems, air traffic control, direct life support machines, or weapons systems, in which the failure of Java technology could lead directly to death, personal injury, or severe physical or environmental damage. Sun Microsystems, Inc. has contractually obligated MS to make this disclaimer.**
- **No Liability for Certain Damages.** EXCEPT AS PROHIBITED BY LAW, MS SHALL HAVE NO LIABILITY FOR ANY INDIRECT, SPECIAL, CONSEQUENTIAL OR INCIDENTAL DAMAGES ARISING FROM OR IN CONNECTION WITH THE USE OR PERFORMANCE OF THE SOFTWARE. THIS LIMITATION SHALL APPLY EVEN IF ANY REMEDY FAILS OF ITS ESSENTIAL PURPOSE. IN NO EVENT SHALL MS BE LIABLE FOR ANY AMOUNT IN EXCESS OF U.S. TWO HUNDRED FIFTY DOLLARS (Ú.S. \$250.00).
- Limitations on Reverse Engineering, Decompilation, and Disassembly. **You may not reverse engineer, decompile, or disassemble the SOFTWARE, except and only to the extent that such activity is expressly permitted by applicable law notwithstanding this limitation.**
- SOFTWARE TRANSFER ALLOWED BUT WITH RESTRICTIONS. **You may permanently transfer rights under this EULA only as part of a permanent sale or transfer of the Device, and only if the recipient agrees to this EULA. If the SOFTWARE is an upgrade, any transfer must also include all prior versions of the SOFTWARE.**

- **EXPORT RESTRICTIONS. You acknowledge that SOFTWARE is subject to U.S. export jurisdiction. You agree to comply with all applicable international and national laws that apply to the SOFTWARE, including the U.S. Export Administration Regulations, as well as end-user, end-use and destination restrictions issued by U.S. and other governments. For additional information see www.microsoft.com/exporting.**

If you need more information than is available here, you can reach NYTOR via e-mail at info@nytor.com, or call us at (877) 77NYTOR. For any additional information, questions or problems regarding the NYTOR website. Please send and email to webmaster@nytor.com.