General Services Administration

AUTHORIZED FEDERAL SUPPLY SCHEDULE PRICELIST

Multiple Award Schedule – MAS

54151S Information Technology Services

M-square Systems Inc
12020 Sunrise Valley Drive, Suite 126
Reston, Virginia - 20171
Phone: 703-222-1500
Fax- 201-595-0534
muthu.n@msquaresystems.com
www.msquaresystems.com

Contract Number: GS-35F-0099X

Period Covered by Contract: 12/03/2020 and ends 12/02/2025

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

Contract Administration
Muthu Natarajan
President
(703)-222-5500
muthu.n@msquaresystems.com
1a. AUTHORIZED SPECIAL ITEM NUMBERS (SINs):

<table>
<thead>
<tr>
<th>SIN</th>
<th>DESCRIPTION</th>
</tr>
</thead>
<tbody>
<tr>
<td>54151S</td>
<td>Information Technology Professional Services</td>
</tr>
<tr>
<td>OLM</td>
<td>Order Level Materials</td>
</tr>
</tbody>
</table>

1b. Lowest Priced Service and Price for each Service Rate: See Price List

1c. SERVICES OFFERED: See Price List

2. MAXIMUM ORDER PER SIN:

<table>
<thead>
<tr>
<th>SIN</th>
<th>MAXIMUM ORDER</th>
</tr>
</thead>
<tbody>
<tr>
<td>54151S</td>
<td>$500,000 per SIN/Order</td>
</tr>
</tbody>
</table>

This maximum order threshold is a dollar amount at which it is suggested that the ordering agency request higher discounts from the contractor before issuing the order. The contractor may: (1) Offer a new lower price, (2) Offer the lowest price available under the contract, or (3) Decline the order within five (5) days. In accordance with the Maximum Order provisions contained in the Schedule, a delivery order may be placed against the Schedule contract even though it exceeds the maximum order threshold.

3. MINIMUM ORDER LIMITATION: $100

4. GEOGRAPHIC COVERAGE (DELIVERY AREA): The geographic scope of this contract is the 48 contiguous United States and District of Columbia.

5. POINT OF PRODUCTION: United States

6. BASIC DISCOUNT: Prices shown are NET Prices; Basic Discounts have been deducted

7. DISCOUNTS: Prices shown are Net. Basic discounts have been deducted.

8. PROMPT PAYMENT TERMS: SIN 54151S: 1%, net 15 days from receipt of invoice or date of acceptance, whichever is later.

9a. GOVERNMENT PURCHASE CARDS ARE ACCEPTED UP TO THE MICRO-PURCHASE THRESHOLD.
9b. GOVERNMENT PURCHASE CARDS ARE ACCEPTED ABOVE THE MICRO-
PURCHASE THRESHOLD.

10. FOREIGN ITEMS: None

11a. TIME OF DELIVERY: Not applicable to Professional services.

11b. EXPEDITED DELIVERY: Contact Contractor

11c. OVERNIGHT AND 2-DAY DELIVERY: Contact Contractor

11d. URGENT REQUIREMENTS: Contact Contractor

12. F.O.B.POINT: Destination

13a. ORDERING ADDRESS:

   ATTN: Accounts Payable - Muthu Natarajan
   12020 Sunrise Valley Drive, Suite 126
   Reston, Virginia - 20171
   Phone: 703-222-1500
   Fax- 201-595-0534
   Email: muthu.n@msquaresystems.com
   www.msquaresystems.com

13b. ORDERING PROCEDURES: For supplies and service the ordering
procedures, information on Blanket Purchase Agreements (BPAs), and a
sample BPA may be found at the GSA/FSS Schedule homepage (gss.gsa.gov/schedule).

14. PAYMENT ADDRESS:

   ATTN: Accounts Payable - Muthu Natarajan
   12020 Sunrise Valley Drive, Suite 126
   Reston, Virginia - 20171
   Phone: 703-222-1500
   Fax- 201-595-0534
   Email: muthu.n@msquaresystems.com
   www.msquaresystems.com

15. WARRANTY PROVISION: Standard Commercial Warranty
16. EXPORT PACKING CHARGES: Not Applicable
17. TERMS AND CONDITIONS OF GOVERNMENT PURCHASE CARD
   ACCEPTANCE: Will be accepted above the micro-purchase threshold
18. TERMS AND CONDITIONS OF RENTAL: Not Applicable
19. TERMS AND CONDITIONS OF INSTALLATION: Contact Contractor
20. TERMS AND CONDITIONS OF REPAIR PARTS: Contact Contractor
21. TERMS AND CONDITIONS FOR ANY OTHER SERVICES: Contact Contractor
22. LIST OF SERVICE AND DISTRIBUTION POINTS: Contact Contractor
23. LIST OF PARTICIPATING DEALERS: Not Applicable
24. PREVENTIVE MAINTENANCE: Contact Contractor
25. SPECIAL ATTRIBUTES: Not Applicable
26. SECTION 508 COMPLIANCE INFORMATION: Not Applicable
27. DATA UNIVERSAL NUMBER SYSTEM (DUNS) NUMBER: 011494451
28. M-SQUARE SYSTEMS INC. IS CURRENTLY REGISTERED IN THE SYSTEM
    FOR AWARD MANAGEMENT (SAM) DATABASE.
AUTHORIZED INFORMATION TECHNOLOGY SCHEDULE PRICELIST GENERAL PURPOSE COMMERCIAL INFORMATION TECHNOLOGY EQUIPMENT, SOFTWARE AND SERVICES

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

<table>
<thead>
<tr>
<th>FPDS Code</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>D301</td>
<td>IT Facility Operation and Maintenance</td>
</tr>
<tr>
<td>D302</td>
<td>IT Systems Development Services</td>
</tr>
<tr>
<td>D306</td>
<td>IT Systems Analysis Services</td>
</tr>
<tr>
<td>D307</td>
<td>Automated Information Systems Design and Integration Services</td>
</tr>
<tr>
<td>D308</td>
<td>Programming Services</td>
</tr>
<tr>
<td>D310</td>
<td>IT Backup and Security Services</td>
</tr>
<tr>
<td>D311</td>
<td>IT Data Conversion Services</td>
</tr>
<tr>
<td>D313</td>
<td>Computer Aided Design/Computer Aided Manufacturing (CAD/CAM) Services</td>
</tr>
<tr>
<td>D316</td>
<td>IT Network Management Services</td>
</tr>
<tr>
<td>D399</td>
<td>Other Information Technology Services, Not Elsewhere Classified</td>
</tr>
</tbody>
</table>

**Note 1:** All non-professional labor categories must be incidental to and used solely to support hardware, software.

**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 performed by the publisher or manufacturer or one of their authorized agents.

M-square Systems Inc
12020 Sunrise Valley Drive, Suite 126
Reston, Virginia - 20171
(P): 703-222-1500
www.msquaresystems.com
General Services Administration

Federal Acquisition Service

Pricelist current through Modification #_______, dated _11/03/2020_______.

Products and ordering information in this Authorized Information Technology Schedule Pricelist are also available on the GSA Advantage! System (http://www.gsaadvantage.gov).
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 micro purchase threshold, FAR 8.404 requires agencies to consider the catalogs/price lists of at least three schedule contractors or consider reasonably available information by using the GSA Advantage!TM on-line shopping service (www.fsa.gsa.gov). The catalogs/price lists, GSA Advantage!TM and the Federal Supply Service Home Page (www.fsa.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 price lists for a best value determination.

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

1. GEOGRAPHIC SCOPE OF CONTRACT:

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

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

Offerors are requested to check one of the following boxes:
[X] 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.
2. CONTRACTOR’S ORDERING ADDRESS AND PAYMENT INFORMATION:

M-SQUARE SYSTEMS INC
12020 Sunrise Valley Drive, Reston, VA 20191

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 not 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:

Phone: 703-222-5500

3. LIABILITY FOR INJURY OR DAMAGE

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

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

- Block 9: G. Order/Modification under Federal Schedule
- Block 16: Data Universal Numbering System (DUNS) Number: 011494451
- Block 30: Type of Contractor - B Other Small Business
- Block 31: Minority-Owned Small Business- YES
- Block 36: Contractor’s Taxpayer Identification Number (TIN): 37-151-4746

4a. CAGE Code: 5GTF7
4b. Contractor has registered with the Central Contractor Registration Database.
5. FOB Destination

6. DELIVERY SCHEDULE

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

<table>
<thead>
<tr>
<th>SPECIAL ITEM NUMBER</th>
<th>DELIVERY TIME (Days ARO)</th>
</tr>
</thead>
<tbody>
<tr>
<td>132-51</td>
<td>30 Days</td>
</tr>
<tr>
<td></td>
<td>N/A for Services Days</td>
</tr>
</tbody>
</table>

   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.

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

   a. Prompt Payment: 0.5% - 20 days from receipt of invoice or date of acceptance, whichever is later
   b. Quantity - N/A
   c. Dollar Volume – N/A
   d. Government Educational Institutions — N/A
   e. Other - N/A

9. Trade Agreements Act of 1979, as amended:

All items are U.S. made end products, designated country end products, Caribbean Basin country end products,

Canadian end products, or Mexican end products as defined in the Trade Agreements Act of 1979, as amended.

10. Statement Concerning Availability of Export Packing: — N/A
11. Small Requirements:

The minimum dollar value of orders to be issued is $5000.

Maximum Order (All dollar amounts are exclusive of any discount for prompt payment.)

The Maximum Order value for the following Special Item Numbers (SINs) is $500,000;

Special Item Number 132-51 - Information Technology (IT) Professional Services

12. ORDERING PROCEDURES FOR FEDERAL SUPPLY SCHEDULE CONTRACTS

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

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

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

13. FEDERAL INFORMATION TECHNOLOGY/TELECOMMUNICATION STANDARDS REQUIREMENTS:

Ordering activities acquiring products from this Schedule must comply

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 the 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. All costs associated with obtaining/possessing such security clearances should be factored into the price offered under the Multiple Award Schedule.

(b) Travel: The Contractor may be required to travel in performance of orders issued under this contract. Allowable travel and per diem charges are governed by Pub L. 99-234 and FAR Part 31, and are reimbursable by the ordering agency or can be priced as a fixed price item on orders placed under the Multiple Award Schedule. 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 (1) 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


17. PURCHASE OF OPEN MARKET ITEMS

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

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

(1) All applicable acquisition regulations pertaining to the purchase of the items not on the Federal Supply Schedule have been followed (e.g., publicizing (Part 5), competition requirements (Part 6), acquisition of commercial items (Part 12), contracting methods (Parts 13, 14, and 15), and small business programs (Part 19));

(2) The ordering activity contracting officer has determined the price for the items not on the Federal Supply Schedule is fair and reasonable;

(3) The items are clearly labeled on the order as items not on the Federal Supply Schedule; and

(4) All clauses applicable to items not on the Federal Supply Schedule are included in the order.

18. CONTRACTOR COMMITMENTS, WARRANTIES AND REPRESENTATIONS

a. For the purpose of this contract, commitments, warranties and representations include, in addition to those agreed to for the entire schedule contract:
(1) Time of delivery/installation quotations for individual orders;

(2) Technical representations and/or warranties of products concerning performance, total system performance and/or configuration, physical, design and/or functional characteristics and capabilities of a product/equipment/service/software package submitted in response to requirements which result in orders under this schedule contract.

(3) Any representations and/or warranties concerning the products made in any literature, description, drawings and/or specifications furnished by the Contractor.

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

19. OVERSEAS ACTIVITIES

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

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 scheduled contractors. The number of BPAs to be established is within the discretion of the ordering activity establishing the BPA and should be based on a strategy that is expected to maximize the effectiveness of the BPA(s). Ordering activities shall follow FAR 8.405-3 when creating and implementing BPA(s).

21. CONTRACTOR TEAM ARRANGEMENTS

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

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

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

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) by requesting us at (201)-290-6728.

The FIT 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)
SECTION 4:

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. ORDER

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

4. PERFORMANCE OF SERVICES

a. The Contractor shall commence performance of services on the date agreed to by the Contractor and the ordering activity.

b. The Contractor agrees to render services only during normal working hours, unless otherwise agreed to by the Contractor and the ordering activity.

c. The ordering activity should include the criteria for satisfactory completion for each task in the Statement of Work or Delivery Order. Services shall be completed in a good and workmanlike manner.

d. Any Contractor travel required in the performance of IT Services must comply with the Federal Travel Regulation or Joint Travel Regulations, as applicable, in effect on the date(s) the travel is performed. Established Federal Government per diem rates will apply to all Contractor travel. Contractors cannot use GSA city pair contracts.

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

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

(1) Cancel the stop-work order; or

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

(b) If a stop-work order issued under this clause is canceled or the period of the order or any extension thereof expires, the Contractor shall resume work. The Contracting Officer shall make an equitable adjustment in the delivery schedule or contract price, or both, and the contract shall be modified, in writing, accordingly, if
(I) The stop-work order results in an increase in the time required for, or in the Contractor’s cost properly allocable to, the performance of any part of this contract; and
(2) The Contractor asserts its right to the adjustment within 30 days after the end of the period of work stoppage; provided, that, if the Contracting Officer decides the facts justify the action; the Contracting Officer may receive and act upon the claim submitted at any time before final payment under this contract.

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

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

6. INSPECTION OF SERVICES

The Inspection of Services—Fixed Price (AUG 1996) (Deviation — 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 32.246-6 applies to time-and-materials and labor-hour orders placed under this contract.

7. RESPONSIBILITIES OF THE CONTRACTOR

The Contractor shall comply with all laws, ordinances, and regulations (Federal, Stale, 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.

8. RESPONSIBILITIES OF THE ORDERING ACTIVITY

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

9. 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.
10. ORGANIZATIONAL CONFLICTS OF INTEREST

a. Definitions.

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

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

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

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

11. INVOICES

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

12. PAYMENTS

For firm-fixed price orders the ordering activity shall pay the Contractor, upon submission of proper invoices or vouchers, the prices stipulated in this contract for service rendered and accepted. Progress payments shall be made only when authorized by the order. For time- and-materials orders, the Payments under Time-and-Materials and Labor-Hour Contracts at FAR 52.232-7 (DEC 2002), (Alternate II—Feb 2002) (Deviation — May 2003) applies to time-and-materials orders.
placed under this contract. For labor-hour orders, the Payment under Time-and-Materials and Labor-Hour Contracts at FAR 52.232-7 (DEC 2002), (Alternate II- Feb 2002) (Deviation - May 2003)) applies to labor-hour orders placed under this contract.

13. RESUMES

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

14. INCIDENTAL SUPPORT COSTS

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

**Labor Category Descriptions**

*Net Developer / Engineer - Level II*

**Minimum Experience:** Minimum years of experience for performance of this service is 3 to 5 years. May substitute education for experience.

**Functional Responsibility:** A .Net Developer must have experience in developing, testing, implementing and maintaining web-based application systems. Troubleshoots system problems and issues and finds ways to improve the application. Design and build applications using accepted methodologies for architecture, user interface, coding standards, and quality control. Understand and comply with all IT and Information Security policies and procedures, and verify deliverables meet Information Security requirements.

**Minimum Education:** Bachelor’s degree in Computer Science or Equivalent.
.Net Developer / Engineer - Level III

Minimum Experience: Minimum years of experience for performance of this service is 6 to 10 years. May substitute education for experience.

Functional Responsibility: A .Net Developer must have experience in developing, testing, implementing and maintaining web-based application systems. Troubleshoots system problems and issues and finds ways to improve the application. Design and build applications using accepted methodologies for architecture, user interface, coding standards, and quality control. Understand and comply with all IT and Information Security policies and procedures, and verify deliverables meet Information Security requirements.

Minimum Education: Bachelor’s degree in Computer Science or Equivalent.

.Net Developer / Engineer - Level IV

Minimum Experience: Minimum years of experience for performance of this service is more than 10 years. May substitute education for experience.

Functional Responsibility: A .Net Developer must have experience in developing, testing, implementing and maintaining web-based application systems. Troubleshoots system problems and issues and finds ways to improve the application. Design and build applications using accepted methodologies for architecture, user interface, coding standards, and quality control. Understand and comply with all IT and Information Security policies and procedures, and verify deliverables meet Information Security requirements.

Minimum Education: Bachelor’s degree in Computer Science or Equivalent.

Analytics Developer-Level II

Minimum Experience: 3 to 5 years of technical experience as an Analytics Developer.

Functional Responsibility: An Analytics Developer is responsible for design, development and enhancement of processes to make the Enterprise analytical environment automated and robust. Should research and analyse to provide insights leading to new products and services. Must ensure
the timely and accurate generation of all analytic delivery, while promoting consistency and standardization amongst the various types of reports.

**Minimum Education:** Bachelor’s degree in Computer Science or Equivalent.

**Analytics Developer-Level III**

**Minimum Experience:** 6 to 10 years of technical experience as an Analytics Developer.

**Functional Responsibility:** An Analytics Developer is responsible for design, development and enhancement of processes to make the Enterprise analytical environment automated and robust. Should research and analyse to provide insights leading to new products and services. Must ensure the timely and accurate generation of all analytic delivery, while promoting consistency and standardization amongst the various types of reports.

**Minimum Education:** Bachelor’s degree in Computer Science or Equivalent.

**Analytics Developer-Level IV**

**Minimum Experience:** More than 10 years of technical experience as an Analytics Developer.

**Functional Responsibility:** An Analytics Developer is responsible for design, development and enhancement of processes to make the Enterprise analytical environment automated and robust. Should research and analyse to provide insights leading to new products and services. Must ensure the timely and accurate generation of all analytic delivery, while promoting consistency and standardization amongst the various types of reports.

**Minimum Education:** Bachelor’s degree in Computer Science or Equivalent.

**Application Support Engineer / Analyst-Level III**

**Minimum Experience:** 6 to 10 years of technical experience as an Application Support Engineer / Analyst.

**Functional Responsibility:** An Application Support Engineer should design, develop and implement new software products or major enhancements to the existing software. Consulting
with project teams and end users to identify application requirements and perform feasibility analysis on potential future projects. Must assist in the evaluation and recommendation of application software packages, application integration and testing tools. Analyze and troubleshoot problems effectively while minimizing response time.

**Minimum Education:** Bachelor's degree in Computer Science or Equivalent.

**Application Support Engineer / Analyst-Level IV**

**Minimum Experience:** More than 10 years of technical experience as an Application Support Engineer / Analyst.

**Functional Responsibility:** An Application Support Engineer should design, develop and implement new software products or major enhancements to the existing software. Consulting with project teams and end users to identify application requirements and perform feasibility analysis on potential future projects. Must assist in the evaluation and recommendation of application software packages, application integration and testing tools. Analyze and troubleshoot problems effectively while minimizing response time.

**Minimum Education:** Bachelor's degree in Computer Science or Equivalent.

**Artificial Intelligence / Machine Learning Engineer-Level III**

**Minimum Experience:** 6 to 10 years of technical experience as an Artificial Intelligence/ Machine Learning Engineer.

**Functional Responsibility:** An Artificial Intelligence/Machine Learning Engineer is responsible for providing analysis, requirements and algorithm design, implementation, integration, verification, and maintenance of artificial intelligence software systems. Should understand software system specifications and recommend improvements that include understanding the implications of system-level decisions and how to mitigate and leverage them.

**Minimum Education:** Bachelor’s degree in Computer Science or Equivalent.
**Artificial Intelligence / Machine Learning Engineer-Level IV**

**Minimum Experience:** More than 10 years of technical experience as an Artificial Intelligence/Machine Learning Engineer.

**Functional Responsibility:** An Artificial Intelligence/Machine Learning Engineer is responsible for providing analysis, requirements and algorithm design, implementation, integration, verification, and maintenance of artificial intelligence software systems. Should understand software system specifications and recommend improvements that include understanding the implications of system-level decisions and how to mitigate and leverage them.

**Minimum Education:** Bachelor's degree in Computer Science or Equivalent.

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**Big Data Engineer-Level III**

**Minimum Experience:** 6 to 10 years of technical experience as a Big Data Engineer.

**Functional Responsibility:** A Big Data Engineer should have knowledge and experience developing and supporting complex mission-critical production database systems. Should build analytics tools or leverage existing tools to provide actionable insights in regards to end user behavior, aggregate patterns and partner data products. Must analyze issues holistically from the application tier through the database, down to the storage. Will be responsible for building high-quality scalable enterprise data solutions and data services that exceed data, reporting and analytical needs of the organization.

**Minimum Education:** Bachelor's degree in Computer Science or Equivalent.

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**Big Data Engineer-Level IV**

**Minimum Experience:** More than 10 years of technical experience as a Big Data Engineer.

**Functional Responsibility:** A Big Data Engineer should have knowledge and experience developing and supporting complex mission-critical production database systems. Should build analytics tools or leverage existing tools to provide actionable insights in regards to end user behavior, aggregate patterns and partner data products. Must analyze issues holistically from the application tier through the database, down to the storage. Will be responsible for building high-quality scalable enterprise data solutions and data services that exceed data, reporting and analytical needs of the organization.
quality scalable enterprise data solutions and data services that exceed data, reporting and analytical needs of the organization.

**Minimum Education:** Bachelor's degree in Computer Science or Equivalent.

*Blockchain Engineer-Level III*

**Minimum Experience:** 6 to 10 years of technical experience as a Blockchain Engineer.

**Functional Responsibility:** A Blockchain Engineer typically develops and designs integration architecture for integrating applications with a good understanding of multiple Blockchain environments. Must be able to look at the wider picture and consider adding new technologies to solve real business problems and creating new Blockchain operating models. Must be responsible for design, develop, and test solutions to automate processes, activities, and tasks through Blockchain platforms.

**Minimum Education:** Bachelor's degree in Computer Science or Equivalent.

*Blockchain Engineer-Level IV*

**Minimum Experience:** More than 10 years of technical experience as a Blockchain Engineer.

**Functional Responsibility:** A Blockchain Engineer typically develops and designs integration architecture for integrating applications with a good understanding of multiple Blockchain environments. Must be able to look at the wider picture and consider adding new technologies to solve real business problems and creating new Blockchain operating models. Must be responsible for design, develop, and test solutions to automate processes, activities, and tasks through Blockchain platforms.

**Minimum Education:** Bachelor's degree in Computer Science or Equivalent.
**Business/Systems Analyst-Level II**

**Minimum Experience:** 3 to 5 years of technical experience as a Business/Systems Analyst.

**Functional Responsibility:** A Business/Systems Analyst should conduct systems analysis using statistical analysis, data models, and process mapping. Responsible to develop and maintain technical specifications and architecture used to support business requirements. Should ensure the system is configured and deployed properly with the correct code versions and parameters to meet specific customer requirements. Must analyze business processes and re-engineer with an understanding of technical problems and solutions as they relate to the current and future business processes.

**Minimum Education:** Bachelor's degree in Computer Science or Equivalent.

**Business/Systems Analyst-Level III**

**Minimum Experience:** 6 to 10 years of technical experience as a Business/Systems Analyst.

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system is configured and deployed properly with the correct code versions and parameters to meet specific customer requirements. Must analyze business processes and re-engineer with an understanding of technical problems and solutions as they relate to the current and future business processes.

**Minimum Education:** Bachelor's degree in Computer Science or Equivalent.

**Business Intelligence Architect-Level III**

**Minimum Experience:** 6 to 10 years of technical experience as a Business Intelligence Architect.

**Functional Responsibility:** A BI Architect will use technical and business knowledge to develop reporting of key performance indicators to support various business operations also, identify opportunities, new insights and gaps, and react accordingly to business requirements. Responsible for building processes and standards that inspire trust with data and provide consistent metrics across the organization.

**Minimum Education:** Bachelor's degree in Computer Science or Equivalent.

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**Minimum Education:** Bachelor's degree in Computer Science or Equivalent.
**Business Intelligence Developer-Level III**

**Minimum Experience:** 6 to 10 years of technical experience as a Business Intelligence Developer.

**Functional Responsibility:** A Business Intelligence Developer is responsible for supporting and enhancing the BI platform and data management capabilities. Typically a BI Developer involves in development of reports, dashboards, analytics, creation of reference data and technical documentation. Should ensure quality of deliverables using development testing methods, code reviews and user acceptance testing. Must adapt quickly to new technologies to create the most insightful analytics for the business need.

**Minimum Education:** Bachelor's degree in Computer Science or Equivalent.

**Business Intelligence Developer-Level IV**

**Minimum Experience:** More than 10 years of technical experience as a Business Intelligence Developer.

**Functional Responsibility:** A Business Intelligence Developer is responsible for supporting and enhancing the BI platform and data management capabilities. Typically a BI Developer involves in development of reports, dashboards, analytics, creation of reference data and technical documentation. Should ensure quality of deliverables using development testing methods, code reviews and user acceptance testing. Must adapt quickly to new technologies to create the most insightful analytics for the business need.

**Minimum Education:** Bachelor's degree in Computer Science or Equivalent.

**Business Process Analyst-Level II**

**Minimum Experience:** 3 to 5 years of technical experience as a Business Process Analyst.

**Functional Responsibility:** A Business Process Analyst identifies, documents and analyzes business objectives, operational requirements, and current technical business processes to recommend areas for improvement or efficiencies. Must conduct research and business process analysis relevant to the business mission, goals, objectives, strategies, and functions. Should develop recommendations and plans to maximize the capability of existing programs, processes,
procedures, and structures to improve access to information, eliminate process waste, and increase decision-maker awareness while minimizing risks.

**Minimum Education:** Bachelor's degree in Computer Science or Equivalent.

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**Minimum Education:** Bachelor's degree in Computer Science or Equivalent.
Cloud Architect-Level III

**Minimum Experience:** 6 to 10 years of technical experience as a Cloud Architect.

**Functional Responsibility:** A Cloud Architect is responsible for cloud application design, security, management and monitoring. Should align cloud architecture and standards with the business architecture capability and also identifies major technology trends and competitive forces relevant to the business and technology strategies while guiding and influencing the future cloud service offerings based on the business trends.

**Minimum Education:** Bachelor's degree in Computer Science or Equivalent.

Cloud Architect-Level IV

**Minimum Experience:** More than 10 years of technical experience as a Cloud Architect.

**Functional Responsibility:** A Cloud Architect is responsible for cloud application design, security, management and monitoring. Should align cloud architecture and standards with the business architecture capability and also identifies major technology trends and competitive forces relevant to the business and technology strategies while guiding and influencing the future cloud service offerings based on the business trends.

**Minimum Education:** Bachelor's degree in Computer Science or Equivalent.

Cloud Engineer-Level II

**Minimum Experience:** 3 to 5 years of technical experience as a Cloud Engineer.

**Functional Responsibility:** A Cloud Engineer must take ownership of environment maintenance and system problems as detected by monitoring and as escalated by business users. Should be responsible for the architecture, design and implementation of public and private cloud platforms, container platforms, virtual platforms as well as maintaining and enhancing infrastructure as code capabilities. Must analyse technical options available for incorporation into the enterprise cloud solution and enable delivery of the most technically sound and scalable solution.

**Minimum Education:** Bachelor’s degree in Computer Science or Equivalent.
**Cloud Engineer-Level III**

**Minimum Experience:** 6 to 10 years of technical experience as a Cloud Engineer.

**Functional Responsibility:** A Cloud Engineer must take ownership of environment maintenance and system problems as detected by monitoring and as escalated by business users. Should be responsible for the architecture, design and implementation of public and private cloud platforms, container platforms, virtual platforms as well as maintaining and enhancing infrastructure as code capabilities. Must analyse technical options available for incorporation into the enterprise cloud solution and enable delivery of the most technically sound and scalable solution.

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**Minimum Education:** Bachelor's degree in Computer Science or Equivalent.

**Data Analyst/Engineer-Level II**

**Minimum Experience:** 3 to 5 years of technical experience as a Data Analyst/Engineer.

**Functional Responsibility:** A Data analyst/engineer is responsible to interpret and analyze large and varied amounts of complex data to provide the accessible, meaningful and understandable information for a broad spectrum of users. Provide organizational data in a number of formats including dashboards, graphs, charts and reports. Should partner with business domain experts, data analysts and engineering teams to build foundational data sets that are trusted, well
understood, aligned with business strategy and enable self-service. Must also be responsible for hands-on development of high-quality scalable enterprise data solutions and data services, managing product launches and maintenance from inception to launch and through continuous delivery.

**Minimum Education:** Bachelor's degree in Computer Science or Equivalent.

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**Minimum Experience:** 6 to 10 years of technical experience as a Data Analyst/Engineer.

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managing product launches and maintenance from inception to launch and through continuous delivery.

**Minimum Education:** Bachelor's degree in Computer Science or Equivalent.

**Data Architect/Modeler-Level II**

**Minimum Experience:** 3 to 5 years of technical experience as a Data Architect/Modeler.

**Functional Responsibility:** Data Architect/Modeler is responsible to identify, interpret and analyze data results using statistical techniques while providing reports to work with management. Should be able to influence multiple levels on highly technical issues and challenges by communicating strategies and processes around data modeling and architecture to the business teams and higher management. Must design and maintain the logical and physical data.

**Minimum Education:** Bachelor's degree in Computer Science or Equivalent.

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communicating strategies and processes around data modeling and architecture to the business teams and higher management. Must design and maintain the logical and physical data.

**Minimum Education:** Bachelor's degree in Computer Science or Equivalent.

**Data Scientist-Level II**

**Minimum Experience:** 3 to 5 years of technical experience as a Data Scientist.

**Functional Responsibility:** The data scientist will be responsible for predictive modeling and analysis of customer data, as well as researching best practices in analytics and data science, and sharing them across the company to improve analytic capabilities. Must provide analysis, reporting and modeling to internal organizations based on customer data. Ability to produce / present meaningful data visualization to higher-ups and across various involved teams is an added advantage. Must have a strong track record of using data to influence product teams and help them achieve their goals, values up-leveling the broader team.

**Minimum Education:** Bachelor's degree in Computer Science or Equivalent.

**Data Scientist-Level III**

**Minimum Experience:** 6 to 10 years of technical experience as a Data Scientist.

**Functional Responsibility:** The data scientist will be responsible for predictive modeling and analysis of customer data, as well as researching best practices in analytics and data science, and sharing them across the company to improve analytic capabilities. Must provide analysis, reporting and modeling to internal organizations based on customer data. Ability to produce / present meaningful data visualization to higher-ups and across various involved teams is an added advantage. Must have a strong track record of using data to influence product teams and help them achieve their goals, values up-leveling the broader team.

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**Minimum Education:** Bachelor's degree in Computer Science or Equivalent.

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**Database Administrator-Level II**

**Minimum Experience:** 3 to 5 years of technical experience as a Database Administrator.

**Functional Responsibility:** Database Administrator should typically install, upgrade, and maintain the database server, allocating system storage, and planning storage requirements for the database system. Must identify and analyze data discrepancies, quality issues, and work to ensure data integrity and security. Should be able to design and optimize database administration tasks including configuration management, backup or recovery, troubleshooting, performance tuning, monitoring, and space management.

**Minimum Education:** Bachelor's degree in Computer Science or Equivalent.

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**Minimum Experience:** 6 to 10 years of technical experience as a Database Administrator.

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**Minimum Education:** Bachelor's degree in Computer Science or Equivalent.

*DevOps Engineer-Level II*

**Minimum Experience:** 3 to 5 years of technical experience as a DevOps Engineer.

**Functional Responsibility:** A DevOps Engineer should work with IT developers to facilitate better coordination among operations, development, and testing functions by automating and streamlining the integration and deployment processes. While Managing code deployments, fixes, updates and related processes, also must work with open-source technologies as needed. Must have grip on topics related to web hosting architecture, such as server tuning, performance analysis, scaling, local and global load balancing, caching and troubleshooting.

**Minimum Education:** Bachelor's degree in Computer Science or Equivalent.

*DevOps Engineer-Level III*

**Minimum Experience:** 6 to 10 years of technical experience as a DevOps Engineer.
**Functional Responsibility:** A DevOps Engineer should work with IT developers to facilitate better coordination among operations, development, and testing functions by automating and streamlining the integration and deployment processes. WhileManaging code deployments, fixes, updates and related processes, also must work with open-source technologies as needed. Must have grip on topics related to web hosting architecture, such as server tuning, performance analysis, scaling, local and global load balancing, caching and troubleshooting.

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**Minimum Education:** Bachelor's degree in Computer Science or Equivalent.

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**Full-Stack Software Developer/Engineer-Level II**

**Minimum Experience:** 3 to 5 years of technical experience as a Full-Stack Developer/Engineer.

**Functional Responsibility:** A Full-Stack Software Developer/Engineer is responsible for developing front end applications and architecture to connect with backend environments. Must analyze and design databases within an application area also should apply and generate best practices in multiple technical domains using various technology products and services. Should ensure solutions are developed and packaged in an easily consumable and repeatable way for customers and internal technical teams.

**Minimum Education:** Bachelor’s degree in Computer Science or Equivalent.
**Full-Stack Software Developer/Engineer-Level III**

**Minimum Experience:** 6 to 10 years of technical experience as a Full-Stack Developer/Engineer.

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**Minimum Education:** Bachelor's degree in Computer Science or Equivalent.

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**Minimum Experience:** More than 10 years of technical experience as a Full-Stack Developer/Engineer.

**Functional Responsibility:** A Full-Stack Software Developer/Engineer is responsible for developing front end applications and architecture to connect with backend environments. Must analyze and design databases within an application area also should apply and generate best practices in multiple technical domains using various technology products and services. Should ensure solutions are developed and packaged in an easily consumable and repeatable way for customers and internal technical teams.

**Minimum Education:** Bachelor's degree in Computer Science or Equivalent.

**Help Desk Technician / Analyst-Level II**

**Minimum Experience:** 3 to 5 years of technical experience as a Help Desk Technician/Analyst.

**Functional Responsibility:** A Help Desk Technician should have an ability to install and configure operating systems, network and local printers, business applications, user administration and bug fixing in a client server environment. Should provide technical assistance, support, troubleshoot and resolve incidents related to hardware, software and communication failures. May
also perform some network administration tasks, including creating new users, assigning rights, resetting passwords in Active Directory etc.

**Minimum Education:** Bachelor's degree in Computer Science or Equivalent.

*Help Desk Technician / Analyst-Level III*

**Minimum Experience:** 6 to 10 years of technical experience as a Help Desk Technician/Analyst.

**Functional Responsibility:** A Help Desk Technician should have an ability to install and configure operating systems, network and local printers, business applications, user administration and bug fixing in a client server environment. Should provide technical assistance, support, troubleshoot and resolve incidents related to hardware, software and communication failures. May also perform some network administration tasks, including creating new users, assigning rights, resetting passwords in Active Directory etc.

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**Minimum Education:** Bachelor's degree in Computer Science or Equivalent.

*Information Security Analyst-Level II*

**Minimum Experience:** 3 to 5 years of technical experience as an Information Security Analyst.
**Functional Responsibility:** An Information Security Analyst must develop, implement and improve security policies and procedures of the organization. Must be able to initiate and execute the cyber security incident response process, including prioritization and ranking of escalated incidents. Should focus on procedures related to vulnerability management, device hardening and cyber security incident response. Typically, should conduct security audits and risk assessments with commercial tools and techniques which should report and present findings to the team and advise on remediation.

**Minimum Education:** Bachelor's degree in Computer Science or Equivalent.

*Information Security Analyst-Level III*

**Minimum Experience:** 6 to 10 years of technical experience as an Information Security Analyst.

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*Information Security Analyst-Level IV*

**Minimum Experience:** More than 10 years of technical experience as an Information Security Analyst.

**Functional Responsibility:** An Information Security Analyst must develop, implement and improve security policies and procedures of the organization. Must be able to initiate and execute the cyber security incident response process, including prioritization and ranking of escalated incidents. Should focus on procedures related to vulnerability management, device hardening and cyber security incident response. Typically, should conduct security audits and risk assessments with commercial tools and techniques which should report and present findings to the team and advise on remediation.
**Minimum Education:** Bachelor's degree in Computer Science or Equivalent.

*Java Developer / Engineer-Level II*

**Minimum Experience:** 3 to 5 years of technical experience as a Java Developer/Engineer.

**Functional Responsibility:** A Java Developer/Engineer will be responsible for maintaining both new and existing applications, troubleshooting issues, and tuning the application in order to meet the client’s performance requirements. Must utilize open source platforms, tools, databases, front-end frameworks, and middleware to modernize enterprise applications. Should ensure that expected application performance levels are achieved by coordinating, coding, testing, implementing and documenting.

**Minimum Education:** Bachelor's degree in Computer Science or Equivalent.

*Java Developer / Engineer-Level III*

**Minimum Experience:** 6 to 10 years of technical experience as a Java Developer/Engineer.

**Functional Responsibility:** A Java Developer/Engineer will be responsible for maintaining both new and existing applications, troubleshooting issues, and tuning the application in order to meet the client’s performance requirements. Must utilize open source platforms, tools, databases, front-end frameworks, and middleware to modernize enterprise applications. Should ensure that expected application performance levels are achieved by coordinating, coding, testing, implementing and documenting.

**Minimum Education:** Bachelor's degree in Computer Science or Equivalent.

*Java Developer / Engineer-Level IV*

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end frameworks, and middleware to modernize enterprise applications. Should ensure that expected application performance levels are achieved by coordinating, coding, testing, implementing and documenting.

**Minimum Education:** Bachelor’s degree in Computer Science or Equivalent

**Middleware Engineer-Level II**

**Minimum Experience:** 3 to 5 years of technical experience as a Middleware Engineer.

**Functional Responsibility:** A Middleware Engineer is responsible to perform system administration, troubleshooting, monitoring, deploying, problem resolution, system security and change implementation for middleware infrastructure hardware and software issues. Should maintain the application, web, and other server environments used for middleware processes. Must design and implement new solutions and environments in collaboration with other teams.

**Minimum Education:** Bachelor's degree in Computer Science or Equivalent.

**Middleware Engineer-Level III**

**Minimum Experience:** 6 to 10 years of technical experience as a Middleware Engineer.

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Minimum Education: Bachelor’s degree in Computer Science or Equivalent.

Mobile Application Developer-Level II

Minimum Experience: 3 to 5 years of technical experience as a Mobile Application Developer.

Functional Responsibility: A Mobile Application Developer should be responsible to design, develop, test and maintain mobile applications for both iOS and Android platforms. Must develop seamless communication protocols between the mobile application and cloud services. Establish and practice good mobile development processes and procedures. Should monitor project progress and provide status reports as needed.

Minimum Education: Bachelor's degree in Computer Science or Equivalent.

Mobile Application Developer-Level III

Minimum Experience: 6 to 10 years of technical experience as a Mobile Application Developer.

Functional Responsibility: A Mobile Application Developer should be responsible to design, develop, test and maintain mobile applications for both iOS and Android platforms. Must develop seamless communication protocols between the mobile application and cloud services. Establish and practice good mobile development processes and procedures. Should monitor project progress and provide status reports as needed.

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**Minimum Education:** Bachelor’s degree in Computer Science or Equivalent.

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**Network Engineer-Level II**

**Minimum Experience:** 3 to 5 years of technical experience as a Network Engineer.

**Functional Responsibility:** A Network Engineer is a first line responder to any outage of LAN/WAN environments. Should operate with latest security protocols to protect the data across on premise and cloud environments. Able to work on complex problems projects where analysis of situations or data requires an in-depth evaluation of multiple factors. Use networking methods and tools for resolution of incidents or problems. Protect data, software, and hardware by coordinating, planning and implementing network security measures. Perform disaster recovery operations and data backups when required.

**Minimum Education:** Bachelor's degree in Computer Science or Equivalent.

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**Minimum Experience:** 6 to 10 years of technical experience as a Network Engineer.

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**Minimum Education:** Bachelor's degree in Computer Science or Equivalent.

**Product Manager-Level III**

**Minimum Experience:** 6 to 10 years of technical experience as a Product Manager.

**Functional Responsibility:** A Product Manager works closely with designers and engineers to execute a product roadmap aligned with customer needs and the company's mission. Must define the release process and coordinate all of the activities required to launch and take products to market. Should be great with analytical capabilities and project management skills, extreme attention to detail, and the ability to effectively prioritize and multi-task. Must set clear goals and metrics for the team as well as new products and features and be held accountable to achieve them.

**Minimum Education:** Bachelor's degree in Computer Science or Equivalent.

**Product Manager-Level IV**

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**Minimum Education:** Bachelor's degree in Computer Science or Equivalent.

*Program Manager-Level IV*

**Minimum Experience:** More than 10 years of technical experience as a Program Manager.

**Functional Responsibility:** A Program Manager is responsible for managing organization resources efficiently - time, people and budget. Must coordinate with technical professionals and other teams to establish work standards/procedures for project execution. Should develop and maintain cost-conscious and detailed project plans that meet organizational objectives and timelines for both technology solutions and business process improvement. Also, should mentor managers and team members in aspects of leadership, methodology, tools, and people skills.

**Minimum Education:** Bachelor's degree in Computer Science or Equivalent.

*Project Coordinator-Level III*

**Minimum Experience:** 6 to 10 years of technical experience as a Project Coordinator.

**Functional Responsibility:** A Project Coordinator is responsible for the coordination and completion of projects to meet client success criteria. Must utilize project management best practices, including risk management, quality management, change management, and communication. Must collaborate with all the teams involved in the project to ensure all issues are effectively resolved and deadlines are met. Should assist in the preparation of project planning artifacts such as planning, execution, and closure.

**Minimum Education:** Bachelor's degree in Computer Science or Equivalent.

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**Minimum Education:** Bachelor's degree in Computer Science or Equivalent.

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**Project Manager-Level III**

**Minimum Experience:** 6 to 10 years of technical experience as a Project Manager.

**Functional Responsibility:** A Project Manager is responsible to define project scope, develop priorities, technical approaches, specifications to meet the requirements of the project goals and deliverables that support business objectives in collaboration with senior management. Should ensure that quality assurance including the continuous development, improvement and implementation of processes and procedures are in concert with business best practices. Must identify and manage project dependencies and critical paths while planning and schedule project timelines and milestones using appropriate tools.

**Minimum Education:** Bachelor's degree in Computer Science or Equivalent.

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**Minimum Education:** Bachelor's degree in Computer Science or Equivalent.
Python Developer-Level II

Minimum Experience: 3 to 5 years of technical experience as a Python Developer.

Functional Responsibility: A Python Developer should be able to code based on functional specifications and technical design, work independently as well as with the team to implement high quality web services. Must develop back-end components to improve responsiveness and overall performance. Perform code reviews, identify potential issues to reduce technical debt and provide coding best practice recommendations. Should be self-motivated and demonstrate ability to think strategically about business, products, and technical challenges.

Minimum Education: Bachelor's degree in Computer Science or Equivalent.

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Minimum Education: Bachelor's degree in Computer Science or Equivalent.

**QA Automation Engineer-Level II**

Minimum Experience: 3 to 5 years of technical experience as a QA Automation Engineer.

Functional Responsibility: A QA Automation Engineer must monitor all application concepts, identify all automation processes, recommend an appropriate automation framework, evaluate all scripts and recommend changes as per requirements. Should collaborate with product and development teams to analyze and understand application requirements, identifying potential gaps and validate acceptance criteria. Responsible for design, development and maintenance of test automation processes, practices.

Minimum Education: Bachelor's degree in Computer Science or Equivalent.

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Minimum Education: Bachelor's degree in Computer Science or Equivalent.

Quality Analyst-Level II

Minimum Experience: 3 to 5 years of technical experience as a Quality Analyst.

Functional Responsibility: A Quality Analyst is responsible to implement audit practices for internal processes and products while ensuring adherence to all standards of business best practices. Must be able to provide timely metrics and audit outcomes to gauge progress towards quality objectives. Should report to higher level management on Quality Achievement and act as liaison for enterprise quality initiatives.

Minimum Education: Bachelor's degree in Computer Science or Equivalent.

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Minimum Education: Bachelor's degree in Computer Science or Equivalent.

**Salesforce Administrator-Level II**

Minimum Experience: 3 to 5 years of technical experience as a Salesforce Administrator.

Functional Responsibility: A Salesforce Administrator is responsible to participate in all phases of the software development life cycle which includes discovery, analysis, requirements definition, solution design, configuration, testing, deployment, release management, change management and support. Should build custom applications that include administration, configuration, implementing and support experience with Salesforce platform.

Minimum Education: Bachelor's degree in Computer Science or Equivalent.

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Minimum Experience: 6 to 10 years of technical experience as a Salesforce Administrator.

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Minimum Education: Bachelor's degree in Computer Science or Equivalent.

Salesforce Developer-Level II

Minimum Experience: 3 to 5 years of technical experience as a Salesforce Developer.

Functional Responsibility: A Salesforce Developer must have extensive work experience with Salesforce CRM platforms, application development skills, and the ability to solve complex software problems. Should be responsible for designing and developing customized solutions within the Salesforce platform which involves meeting with project managers, analyzing project objectives, troubleshooting application errors, etc. Ability to create dynamic and scalable Salesforce applications that perfectly meet the evolving needs of the company would be an added advantage.

Minimum Education: Bachelor's degree in Computer Science or Equivalent.

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**Minimum Education:** Bachelor's degree in Computer Science or Equivalent.

*SAP Consultant-Level II*

**Minimum Experience:** 3 to 5 years of technical experience as a SAP Consultant.

**Functional Responsibility:** A SAP Consultant serves as a liaison between customer and technical team to implement solutions, resolve questions, and assist with training. Should manage the testing and application of system configurations in line with project time frames. Must work with solutions architects and technical teams to translate project requirements into solution designs, project estimates, and activity plans. Also, should work within the team to identify and resolve common issues with internal processes.

**Minimum Education:** Bachelor's degree in Computer Science or Equivalent.
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**Minimum Education:** Bachelor's degree in Computer Science or Equivalent.

**Scrum Master-Level III**

**Minimum Experience:** 6 to 10 years of technical experience as a Scrum Master.

**Functional Responsibility:** A Scrum Master must have experience managing Agile related projects, well versed in software development life cycle and project management methodologies. Should inspire and empower collaborative teams to deliver quality, innovative, and highly scalable web-based applications to end clients. Provide guidance and leadership, and coach the team in agile practices and processes. Build a culture of accountability in each team member and ensure
each team member is performing productively and engaged with the mission of the team and the organization.

**Minimum Education:** Bachelor's degree in Computer Science or Equivalent.

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**Minimum Education:** Bachelor's degree in Computer Science or Equivalent.

**Security Engineer-Level II**

**Minimum Experience:** 3 to 5 years of technical experience as a Security Engineer.

**Functional Responsibility:** Security Engineer must be able to investigate, identify and detect the pressing security issues and treat them with a level of urgency with the team. This role utilizes in-depth technical knowledge and business requirements to help design and implement a secure solution. Should be accountable for researching, designing, engineering, implementing, and supporting network security solutions.

**Minimum Education:** Bachelor's degree in Computer Science or Equivalent.
Security Engineer-Level III

Minimum Experience: 6 to 10 years of technical experience as a Security Engineer.

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Minimum Education: Bachelor's degree in Computer Science or Equivalent.

SEO/SEM Marketing-Level III

Minimum Experience: 6 to 10 years of technical experience as a SEO/SEM Marketing.

Functional Responsibility: A SEO/SEM is responsible to analyze and report on performance while making statistically stable/relevant optimizations & recommendations based on client specific goals. Must perform market research, trend and competitive analysis, as well as provide views on emerging technologies & marketing opportunities internally and externally to client partners. Should develop, implement and maintain the best practices and procedures of business SEO strategies. Must work collaboratively with the other teams to ensure that client performance goals are attainable and that actionable items to improve performance are being regularly identified and executed.
Minimum Education: Bachelor's degree in Computer Science or Equivalent.

**SEO/SEM Marketing-Level IV**

Minimum Experience: More than 10 years of technical experience as a SEO/SEM Marketing.

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Minimum Education: Bachelor's degree in Computer Science or Equivalent.

**SharePoint Administrator-Level II**

Minimum Experience: 3 to 5 years of technical experience as a SharePoint Administrator.

Functional Responsibility: A SharePoint Administrator is responsible for full lifecycle design and implementation of multi-level SharePoint applications and subsequent support and maintenance. Must do performance monitoring and tuning, upgrades and patching, backup and recovery, as well as troubleshooting and problem resolution. Should develop strategies for optimal use of SharePoint and other collaborative tools.

Minimum Education: Bachelor's degree in Computer Science or Equivalent.

**SharePoint Administrator-Level III**

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**Minimum Education:** Bachelor's degree in Computer Science or Equivalent.

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**SharePoint Developer-Level II**

**Minimum Experience:** 3 to 5 years of technical experience as a SharePoint Developer.

**Functional Responsibility:** A SharePoint Developer is responsible to design, develop, assess business process and suitability for solution implementation using the SharePoint platform. Should provide support and guidance to users on SharePoint features and functionalities. Must provide technical advice to team members and customers on best practices for SharePoint development while developing, delivering requirements and design documents.

**Minimum Education:** Bachelor's degree in Computer Science or Equivalent.

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**SharePoint Developer-Level III**

**Minimum Experience:** 6 to 10 years of technical experience as a SharePoint Developer.

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**Minimum Education:** Bachelor's degree in Computer Science or Equivalent.

### Software Developer-Level II

**Minimum Experience:** 3 to 5 years of technical experience as a Software Developer.

**Functional Responsibility:** A Software Developer typically design, develop, test, troubleshoot and debug software applications for new products or product enhancements to meet requirements and specifications. Should prepare required documentation, including both program-level and user-level documentation and enhances software to reduce operating time and improve efficiency. Must provide technical support to respond to technical or implementation issues, research and resolve problems.

**Minimum Education:** Bachelor's degree in Computer Science or Equivalent.
**Software Developer-Level III**

**Minimum Experience:** 6 to 10 years of technical experience as a Software Developer.

**Functional Responsibility:** A Software Developer typically design, develop, test, troubleshoot and debug software applications for new products or product enhancements to meet requirements and specifications. Should prepare required documentation, including both program-level and user-level documentation and enhances software to reduce operating time and improve efficiency. Must provide technical support to respond to technical or implementation issues, research and resolve problems.

**Minimum Education:** Bachelor's degree in Computer Science or Equivalent.

**Software Developer-Level IV**

**Minimum Experience:** More than 10 years of technical experience as a Software Developer.

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**Minimum Education:** Bachelor's degree in Computer Science or Equivalent.

**Solutions Architect-Level III**

**Minimum Experience:** 6 to 10 years of technical experience as a Solutions Architect.

**Functional Responsibility:** A Solutions Architect is responsible to develop high quality, business scale software products using a structured system development life cycle. Must effectively articulate solutions and discuss business problems with customers and senior management positively influencing outcomes. Should have in-depth understanding of the business processes and service delivery models implemented across organization to deliver successful outcomes and enhance customer mission capabilities.
Minimum Education: Bachelor's degree in Computer Science or Equivalent.

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Minimum Experience: More than 10 years of technical experience as a Solutions Architect.

Functional Responsibility: A Solutions Architect is responsible to develop high quality, business scale software products using a structured system development life cycle. Must effectively articulate solutions and discuss business problems with customers and senior management positively influencing outcomes. Should have in-depth understanding of the business processes and service delivery models implemented across organization to deliver successful outcomes and enhance customer mission capabilities.

Minimum Education: Bachelor's degree in Computer Science or Equivalent.

**Sql Developer-Level II**

Minimum Experience: 3 to 5 years of technical experience as a Sr. Sql Developer.

Functional Responsibility: A Sr. Sql Developer is responsible for providing professional and effective technical services to the company by performing system administration functions. Typically provides technical assistance, problem resolution and troubleshooting support while ensuring that database programs are in compliance with company standards. Must coordinate all phases of system development and implementation including design, build, testing, documentation, deployment and maintenance.

Minimum Education: Bachelor's degree in Computer Science or Equivalent.

**Sql Developer-Level III**

Minimum Experience: 6 to 10 years of technical experience as a Sr. Sql Developer.

Functional Responsibility: A Sr. Sql Developer is responsible for providing professional and effective technical services to the company by performing system administration functions. Typically provides technical assistance, problem resolution and troubleshooting support while
ensuring that database programs are in compliance with company standards. Must coordinate all phases of system development and implementation including design, build, testing, documentation, deployment and maintenance.

**Minimum Education:** Bachelor's degree in Computer Science or Equivalent.

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**Minimum Education:** Bachelor's degree in Computer Science or Equivalent.

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**Systems Architect-Level III**

**Minimum Experience:** 6 to 10 years of technical experience as a Systems Architect.

**Functional Responsibility:** A Systems Architect is responsible to guide the design and development of solutions for complex applications problems, API design, data services, platform services, cloud services and infrastructure services to meet user requirements and align to strategic goals. Should identify and recommend key integration opportunities while performing quantitative and qualitative analyses supporting architectural management. Must also advise and provide recommendations on status, issues, and opportunities for improvement.

**Minimum Education:** Bachelor's degree in Computer Science or Equivalent.

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**Minimum Education:** Bachelor's degree in Computer Science or Equivalent.

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**System Administrator-Level II**

**Minimum Experience:** 3 to 5 years of technical experience as a System Administrator.

**Functional Responsibility:** System Administrator must have a deep and broad knowledge of software, hardware, and networks of the company that typically installs, upgrades and monitors software and hardware. System Administrator must be able to diagnose and resolve problems quickly to limit the work disruptions within the company, that ensures the technology infrastructure runs smooth, safe, and efficiently. The system administrator should be responsible for the upkeep, configuration, and reliable operation of computer network systems and servers.

**Minimum Education:** Bachelor's degree in Computer Science or Equivalent.

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System Administrator-Level IV

Minimum Experience: More than 10 years of technical experience as a System Administrator.

Functional Responsibility: System Administrator must have a deep and broad knowledge of software, hardware, and networks of the company that typically installs, upgrades and monitors software and hardware. System Administrator must be able to diagnose and resolve problems quickly to limit the work disruptions within the company, that ensures the technology infrastructure runs smooth, safe, and efficiently. The system administrator should be responsible for the upkeep, configuration, and reliable operation of computer network systems and servers.

Minimum Education: Bachelor's degree in Computer Science or Equivalent

Technical Support Engineer / Analyst-Level II

Minimum Experience: 3 to 5 years of technical experience as a Technical Support Engineer/Analyst.

Functional Responsibility: A Technical Support Engineer / Analyst responds to support questions from customers, collaborates with the developers and other teams on characterizing, reproducing and fixing issues. Must provide operational support to resolve incidents occurring with deployed applications, perform revisions to deployed applications to fix known bugs, or to restore/enable capabilities expected to be delivered with the latest version of the application.

Minimum Education: Bachelor's degree in Computer Science or Equivalent.

Technical Support Engineer / Analyst-Level III

Minimum Experience: 6 to 10 years of technical experience as a Technical Support Engineer/Analyst.

Functional Responsibility: A Technical Support Engineer / Analyst responds to support questions from customers, collaborates with the developers and other teams on characterizing, reproducing and fixing issues. Must provide operational support to resolve incidents occurring with deployed applications, perform revisions to deployed applications to fix known bugs, or to restore/enable capabilities expected to be delivered with the latest version of the application.
Minimum Education: Bachelor's degree in Computer Science or Equivalent.

Technical Support Engineer / Analyst-Level IV

Minimum Experience: More than 10 years of technical experience as a Technical Support Engineer/Analyst.

Functional Responsibility: A Technical Support Engineer / Analyst responds to support questions from customers, collaborates with the developers and other teams on characterizing, reproducing and fixing issues. Must provide operational support to resolve incidents occurring with deployed applications, perform revisions to deployed applications to fix known bugs, or to restore/enable capabilities expected to be delivered with the latest version of the application.

Minimum Education: Bachelor's degree in Computer Science or Equivalent.

UI/UX Designer-Level II

Minimum Experience: 3 to 5 years of technical experience as a UI/UX Designer.

Functional Responsibility: UX/UI Designer must be responsible for researching, gathering, investigating, and evaluating user requirements in collaboration with product managers and engineers. Should ensure that all elements of user experience are optimized for improved usability, usefulness, and exceptional visual design. Illustrating design ideas using storyboards, process flows, and sitemaps. Designing graphic user interface elements, like menus, tabs, and widgets. UI/UX Designer should focus on the look, layout and must ensure the product makes sense to the user by visually communicating the path.

Minimum Education: Bachelor's degree in Computer Science or Equivalent.

UI/UX Designer-Level III

Minimum Experience: 6 to 10 years of technical experience as a UI/UX Designer.

Functional Responsibility: UX/UI Designer must be responsible for researching, gathering, investigating, and evaluating user requirements in collaboration with product managers and
engineers. Should ensure that all elements of user experience are optimized for improved usability, usefulness, and exceptional visual design. Illustrating design ideas using storyboards, process flows, and sitemaps. Designing graphic user interface elements, like menus, tabs, and widgets. UI/UX Designer should focus on the look, layout and must ensure the product makes sense to the user by visually communicating the path.

**Minimum Education:** Bachelor’s degree in Computer Science or Equivalent.

**UI/UX Designer-Level IV**

**Minimum Experience:** More than 10 years of technical experience as a UI/UX Designer.

**Functional Responsibility:** UX/UI Designer must be responsible for researching, gathering, investigating, and evaluating user requirements in collaboration with product managers and engineers. Should ensure that all elements of user experience are optimized for improved usability, usefulness, and exceptional visual design. Illustrating design ideas using storyboards, process flows, and sitemaps. Designing graphic user interface elements, like menus, tabs, and widgets. UI/UX Designer should focus on the look, layout and must ensure the product makes sense to the user by visually communicating the path.

**Minimum Education:** Bachelor's degree in Computer Science or Equivalent.

**GSA PRICES FOR IT PROFESSIONAL SERVICES**

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