On-line access to contract ordering information, terms and conditions, updated pricing, and the option to create an electronic delivery order are available through GSA Advantage menu-driven database system. The Internet address is gsaadvantage.gov. Agencies can browse the Pragmatics website via the Internet at http://www.Pragmatics.com/.

Contact: Yihong Sun  
VP of Finance  
Tel: (703) 890-8434  
Fax: (703) 650-0926  
Email: LIST_Contracts@Pragmatics.com

Contract Number: GS-35F-0189U  
Period Covered by Contract: January 29, 2018 – January 28, 2023

General Services Administration  
Federal Acquisition Service


Products and ordering information in this authorized FAS Information Technology Schedule Pricelist are also available on the GSA Advantage! System. Agencies can browse GSA Advantage! By accessing the Federal Acquisition Services' Home Page via the internet at http://www.gsaadvantage.gov.

Special Item No. 54151S Information Technology Professional Services.  
SIN 54151S - INFORMATION TECHNOLOGY (IT) PROFESSIONAL SERVICES  
FPDS Code D301 IT Facility Operation and Maintenance
FPDS Code D302 IT Systems Development Services
FPDS Code D306 IT Systems Analysis Services
FPDS Code D307 Automated Information Systems Design and Integration Services
FPDS Code D308 Programming Services
FPDS Code D310 IT Backup and Security Services
FPDS Code D311 IT Data Conversion Services
FPDS Code D313 Computer Aided Design/Computer Aided Manufacturing (CAD/CAM) Services
FPDS Code D316 IT Network Management Services
FPDS Code D317 Creation/Retrieval of IT Related Automated News Services, Data Services, or Other Information Services (All other information services belong under Schedule 76)
FPDS Code D399 Other Information Technology Services, Not Elsewhere Classified

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

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

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

SIN 5415ECOM - ELECTRONIC COMMERCE AND SUBSCRIPTION SERVICES
FPDS Code D399 Other Data Transmission Services, Not Elsewhere Classified -

SIN 54151HEAL – HEALTH INFORMATION TECHNOLOGY (IT) Services
FSC/PSC Class D302 IT AND TELECOM- SYSTEMS DEVELOPMENT
  • Systems Development Services
FSC/PSC Class D306 IT AND TELECOM- SYSTEMS ANALYSIS
  • Systems Analysis Services
FSC/PSC Class D307 IT AND TELECOM- IT STRATEGY AND ARCHITECTURE
  • Automated Information Systems Services
FSC/PSC Class D308 IT AND TELECOM- PROGRAMMING
  • Programming Services
FSC/PSC Class D310 IT AND TELECOM- CYBER SECURITY AND DATA BACKUP
  • Backup and Security Services
FSC/PSC Class D311 IT AND TELECOM- DATA CONVERSION
  • Data Conversion Services
FSC/PSC Class D313 IT AND TELECOM- COMPUTER AIDED DESIGN/COMPUTER AIDED MANUFACTURING (CAD/CAM)
  • Computer Aided Design Services
  • Computer Aided Manufacturing Services
FSC/PSC Class D316 IT AND TELECOM- TELECOMMUNICATIONS NETWORK MANAGEMENT
  • IT Network Management Services
FSC/PSC Class D317 IT AND TELECOM- WEB-BASED SUBSCRIPTION
• Creation/Retrieval of IT Related Automated News Services
• Creation/Retrieval of IT Related Data Services
• Creation/Retrieval of Other Information Services
FSC/PSC Class D399 IT AND TELECOM- OTHER IT AND TELECOMMUNICATIONS
• Other Information Technology Services, Not Elsewhere Classified

Note 1: Includes a wide range of Health IT services to include connected health, electronic health records, health information exchanges, health analytics, personal health information management, innovative Health IT solutions, health informatics, emerging Health IT research, and other Health IT services.

Note 2: Please see the additional terms and conditions applicable to this Special Item Number (SIN) found in a separate attachment to the Solicitation. These terms and conditions do not contain specific and negotiated contractual language for this SIN. The Schedule contractor may have submitted additional information to complete the "fill-in" to the terms and conditions. The ordering activities shall request the Schedule contractors to submit these additional contract terms and conditions for this applicable SIN when responding to an order.

Note 3: This SIN is limited to Health IT services only. Software and hardware products are out of scope.

Note 4: The Transactional Data Reporting (TDR) Rule requires vendors to electronically report the price the federal government paid for an item or service purchased through GSA acquisition vehicles. If both TDR and NON TDR SINs are offered, then the entire contract is subject to TDR and the Price Reduction Clause (PRC) and Commercial Sales Practice (CSP) requirements are removed for the entire contract. If NON TDR SIN(s) are offered only, then the offering will be subject to the PRC and CSP.

SIN 511210 – PERPETUAL SOFTWARE LICENSES
Software maintenance as a product includes the publishing of bug/defect fixes via patches and updates/upgrades in function and technology to maintain the operability and usability of the software product. It may also include other no charge support that is included in the purchase price of the product in the commercial marketplace. No charge support includes items such as user blogs, discussion forums, on-line help libraries, and FAQs (Frequently Asked Questions), hosted chat rooms, and limited telephone, email and/or web-based general technical support for user's self-diagnostics.
Software maintenance as a product does NOT include the creation, design, implementation, integration, etc. of a software package. These examples are considered software maintenance as a service.

FSC CLASS 7030 - INFORMATION TECHNOLOGY SOFTWARE
Large Scale Computers -- Application Software
Microcomputers -- Application Software

NOTE: 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.
# TABLE OF CONTENTS

<table>
<thead>
<tr>
<th>Contents</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Information for Ordering Offices</td>
<td>3</td>
</tr>
<tr>
<td>Terms and Conditions Special Item 54151S, 5415ECOM, &amp; 511210</td>
<td>14</td>
</tr>
<tr>
<td>Small Business Commitment</td>
<td>19</td>
</tr>
<tr>
<td>Suggested Language for Blanket Purchase Agreements</td>
<td>20</td>
</tr>
<tr>
<td>Basic Guidelines for Using Contractor Team Arrangements</td>
<td>23</td>
</tr>
<tr>
<td>Labor Category Descriptions</td>
<td>24</td>
</tr>
<tr>
<td>Labor Category Rates</td>
<td>42</td>
</tr>
<tr>
<td>Hosting Services Description</td>
<td>46</td>
</tr>
<tr>
<td>Hosting Services Rates</td>
<td>47</td>
</tr>
</tbody>
</table>
INFORMATION FOR ORDERING OFFICES

SPECIAL NOTICE TO AGENCIES:

Small Business Participation

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

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

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

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

The geographic scope of this contract is the 48 contiguous states, the District of Columbia, Alaska, Hawaii, the Commonwealth of Puerto Rico, and all U.S. Government installations and/or agencies abroad.

2. CONTRACTOR’S ORDERING ADDRESS:

Pragmatics, Inc.
ATTN: Yihong Sun
1761 Business Center Drive
Reston, VA 20190

FAX: (703) 650-0926
PHONE: (703) 890-8434
Email: LIST_Contracts@pragmatics.com

3. CONTRACTOR’S PAYMENT ADDRESS:

Pragmatics, Inc.
ATTN: Accounts Receivable
1761 Business Center Drive
Reston, VA 20190

Contractors are required to accept the Government purchase card for payments equal to or less than the micro-purchase threshold for oral or written delivery orders. Government purchase cards will/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 can be used by ordering agencies to obtain technical and/or ordering assistance: (703) 890-8500.

3. LIABILITY FOR INJURY OR DAMAGE:

The contractor shall not be liable for any injury to Government personnel or damage to Government 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 COMPLETIONS OF STANDARD FORM 279:

Block 9: G. Order/Modification under Federal Schedule
Block 16: Contractor Establishment Code (DUNS): 15-387-4623
Block 30: Type of Contractor: Large Business
Block 31: Woman-Owned Small Business: NO
Block 36: Contractor's Taxpayer Identification Number: 54-1145723

4.a. CAGE CODE: 41839

4.b. Pragmatics has registered with the Central Contractor Registration (CCR) Database.

5. FOB DESTINATION

6. DELIVERY SCHEDULE:

a. TIME OF DELIVERY

Pragmatics will 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</th>
<th>PRAGMATICS WILL COMMENCE PERFORMANCE ON DATE AGREED TO BY PRAGMATICS AND THE ORDERING ACTIVITY</th>
</tr>
</thead>
<tbody>
<tr>
<td>511210</td>
<td>30 days ARO</td>
<td></td>
</tr>
<tr>
<td>54151S</td>
<td></td>
<td></td>
</tr>
<tr>
<td>54151ECOM</td>
<td>30 days ARO</td>
<td></td>
</tr>
<tr>
<td>54151HEAL</td>
<td></td>
<td></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 agency, agencies are encouraged, if time permits, to contact Pragmatics for the purpose of obtaining accelerated delivery. Pragmatics will reply to the inquiry within 3 workdays after receipt. (Telephonic replies will be confirmed by Pragmatics in writing.) If Pragmatics offers an accelerated delivery time acceptable to the ordering agency, any order(s) placed pursuant to the agreed upon accelerated delivery time frame shall be delivered within this shorter delivery time and in accordance with all other terms and conditions of the contract.
7. DISCOUNTS:

   a. Prompt payment: Net 30 days
   b. Quantity: .5% for task orders over $5 million
   c. Dollar Volume: .5% for task orders over $5 million
   d. Government Educational Institutions: Government Educational Institutions are offered the same discounts as all other Government customers (with the potential exception of SIN 54151HEAL).
   e. Other: Pragmatics will evaluate Health IT SIN 54151HEAL proposal requirements on an individual basis for potential offering of a quantity/volume discount. Such discount would be based upon the evaluated size and complexity of the services to be provided.

8. TRADE AGREEMENTS ACT OF 1979, AS AMENDED:

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

9. STATEMENT CONCERNING AVAILABILITY OF EXPORT PACKING:

   N/A

10. SMALL REQUIREMENTS:

    The minimum dollar value of orders to be issued is $100.00.

11. MAXIMUM ORDER:

    a. Special Item 54151S - Purchase of Services - Maximum order value: $500,000.

12. USE OF FEDERAL SUPPLY SERVICE INFORMATION TECHNOLOGY SCHEDULE CONTRACTS IN ACCORDANCE WITH FAR 8.404:

    Orders placed pursuant to a Multiple Award Schedule (MAS), using the procedures in FAR 8.404, are considered to be issued pursuant to full and open competition. Therefore, when placing orders under Federal Supply Schedules, ordering offices need not seek further competition, synopsize the requirement, make a separate determination of fair and reasonable pricing, or consider small business set-asides in accordance with subpart 19.5. GSA has already determined the prices of items under schedule contracts to be fair and reasonable. By placing an order against a schedule using the procedures outlined below, the ordering office has concluded that the order
represents the best value and results in the lowest overall cost alternative (considering price, special features, administrative costs, etc.) to meet the Government’s needs.

a. Orders placed at or below the micro-purchase threshold:

Ordering offices can place orders at or below the micro-purchase threshold with any Federal Supply Schedule Contractor.

b. Orders exceeding the micro-purchase threshold but not exceeding the maximum order threshold:

Orders should be placed with the Schedule Contractor that can provide the supply or service that represents the best value. Before placing an order, ordering offices should consider reasonably available information about the supply or service offered under MAS contracts by using the "GSA Advantage!" on-line shopping service, or by reviewing the catalogs/price lists of at least three Schedule Contractors and selecting the delivery and other options available under the schedule that meets the agency’s needs. In selecting the supply or service representing the best value, the ordering office may consider--

(1) Special features of the supply or service that are required in effective program performance and that are not provided by a comparable supply or service;

(2) Trade-in considerations;

(3) Probable life of the item selected as compared with that of a comparable item;

(4) Warranty considerations;

(5) Maintenance availability;

(6) Past performance; and

(7) Environmental and energy efficiency considerations.

c. Orders exceeding the maximum order threshold:

Each schedule contract has an established maximum order threshold. This threshold represents the point where it is advantageous for the ordering office to seek a price reduction. In addition to following the procedures in paragraph
b, above, and before placing an order that exceeds the maximum order threshold, ordering offices shall--

(1) Review additional Schedule Contractors’ catalogs/pricelists or use the "GSA Advantage!" on-line shopping service;

(2) Based upon the initial evaluation, generally seek price reductions from the Schedule Contractor(s) appearing to provide the best value (considering price and other factors); and

(3) After price reductions have been sought, place the order with the Schedule Contractor that provides the best value and results in the lowest overall cost alternative. If further price reductions are not offered, an order may still be placed, if the ordering office determines that it is appropriate.

NOTE: For orders exceeding the maximum order threshold, the Contractor may:

(1) Offer a new lower price for this requirement (the Price Reductions clause is not applicable to orders placed over the maximum order in FAR 52.216-19 Order Limitations);

(2) Offer the lowest price available under the contract; or

(3) Decline the order (orders must be returned in accordance with FAR 52.216-19).

d. Blanket Purchase Agreements (BPAs):

The establishment of Federal Supply Schedule BPAs is permitted when following the ordering procedures in FAR 8.404. All schedule contracts contain BPA provisions. Ordering offices may use BPAs to establish accounts with Contractors to fill recurring requirements. BPAs should address the frequency of ordering and invoicing, discounts, and delivery locations and times.

e. Price reductions:

In addition to the circumstances outlined in paragraph c, above, there may be instances when ordering offices will find it advantageous to request a price reduction. For example, when the ordering office finds a schedule supply or service elsewhere at a lower price or when a BPA is being established to fill recurring requirements, requesting a price reduction could be advantageous.
The potential volume of orders under these agreements, regardless of the size of the individual order, may offer the ordering office the opportunity to secure greater discounts. Schedule Contractors are not required to pass on to all schedule users a price reduction extended only to an individual agency for a specific order.

f. **Small business:**

For orders exceeding the micro-purchase threshold, ordering offices should give preference to the items of small business concerns when two or more items at the same delivered price will satisfy the requirement.

g. **Documentation:**

Orders should be documented, at a minimum, by identifying the Contractor the item was purchased from, the item purchased, and the amount paid. If an agency requirement in excess of the micro-purchase threshold is defined so as to require a particular brand name, product, or feature of a product peculiar to one manufacturer, thereby precluding consideration of a product manufactured by another company, the ordering office shall include an explanation in the file as to why the particular brand name, product, or feature is essential to satisfy the agency's needs.

13. **FEDERAL INFORMATION TECHNOLOGY / TELECOMMUNICATION STANDARDS REQUIREMENTS:**

Federal departments and agencies acquiring products from this Schedule must comply with the provisions of the Federal Standards Program, as appropriate (reference: NIST Federal Standards Index). Inquiries to determine whether or not specific products listed herein comply with Federal Information Processing Standards (FIPS) or Federal Telecommunication Standards (FED-STDs), which are cited by ordering offices, shall be responded to promptly by the Contractor.

13.1 **FEDERAL INFORMATION PROCESSING STANDARDS PUBLICATIONS (FIPS PUBS):**

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

13.2 FEDERAL TELECOMMUNICATION STANDARDS (FED-STDs):

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

14. SECURITY REQUIREMENTS:

In the event security requirements are necessary, the ordering activities may incorporate, in their delivery orders, a security clause in accordance with current laws, regulations, and individual agency policy; however, the burden of administering the security requirements shall be with the ordering agency. If any costs are incurred as a result of the inclusion of security requirements, such costs will not exceed ten percent (10%) or $100,000, of the total dollar value of the order, whichever is the least amount.

15. CONTRACT ADMINISTRATION FOR ORDERING OFFICES:

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

16. GSA Advantage!

GSA Advantage! is an on-line, interactive electronic information and ordering system that provides on-line access to vendors' schedule prices with ordering information. GSA Advantage! will allow the user to perform various searches across all contracts including, but not limited to:
(1) Manufacturer;
(2) Manufacturer’s Part Number; and
(3) Product categories.

Agencies can browse GSA Advantage! by accessing the Internet World Wide Web utilizing a browser (ex.: Netscape).

The Internet address is http://www.fss.gsa.gov/.

17. PURCHASE OF INCIDENTAL, NON-SCHEDULE ITEMS

For administrative convenience, open market (non-contract) items may be added to a Federal Supply Schedule Blanket Purchase Agreement (BPA) or an individual order, provided that the items are clearly labeled as such on the order, all applicable regulations have been followed, and price reasonableness has been determined by the ordering activity for the open market (non-contract) items.

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. Upon request of the Contractor, the
Government may provide the Contractor with logistics support, as available, in accordance with all applicable Government regulations. Such Government 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):

Federal Acquisition Regulation (FAR) 13.201 (a) defines Blanket Purchase Agreements (BPAs) as "a simplified method of filling anticipated repetitive needs for supplies or services by establishing 'charge accounts' with qualified sources of supply." The use of Blanket Purchase Agreements under the Federal Supply Schedule Program is authorized in accordance with FAR 13.202(c)(3), which reads, in part, as follows:

"BPAs may be established with Federal Supply Schedule Contractors, if not inconsistent with the terms of the applicable schedule contract."

Federal Supply Schedule contracts contain BPA provisions to enable schedule users to maximize their administrative and purchasing savings. This feature permits schedule users to set up "accounts" with Schedule Contractors to fill recurring requirements. These accounts establish a period for the BPA and generally address issues such as the frequency of ordering and invoicing, authorized callers, discounts, delivery locations and times. Agencies may qualify for the best quantity/volume discounts available under the contract, based on the potential volume of business that may be generated through such an agreement, regardless of the size of the individual orders. In addition, agencies may be able to secure a discount higher than that available in the contract based on the aggregate volume of business possible under a BPA. Finally, Contractors may be open to a progressive type of discounting where the discount would increase once the sales accumulated under the BPA reach certain prescribed levels. Use of a BPA may be particularly useful with the new Maximum Order feature. See the Suggested Format, contained in this Schedule Pricelist, for customers to consider when using this purchasing tool.

21. CONTRACTOR TEAM ARRANGEMENTS:

Federal Supply Schedule Contractors may use "Contractor Team Arrangements" (see FAR 9.6) to provide solutions when responding to a customer agency requirements. The policy and procedures outlined in this part will provide more flexibility and allow innovative acquisition methods when using the Federal Supply Schedules. See the additional information regarding Contractor Team Arrangements in this Schedule Pricelist.

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 Unites 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 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 apply.

The requisitioning 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, de-installation and reinstallation services under SIN 33411.

23. SECTION 508 COMPLIANCE

If applicable, Section508 compliance information on the supplies and services in this contract are available in Electronic and Information Technology (EIT) at the following: www.pragmatics.com

The EIT standard can be found at: www.Section508.gov/
TERMS AND CONDITIONS APPLICABLE TO PERPETUAL SOFTWARE LICENSES (SPECIAL ITEM NUMBER 511210) AND SOFTWARE MAINTENANCE AS A PRODUCT (SPECIAL ITEM NUMBER 511210) OF GENERAL PURPOSE COMMERCIAL INFORMATION TECHNOLOGY SOFTWARE

1. INSPECTION/ACCEPTANCE

The Contractor shall only tender for acceptance those items that conform to the requirements of this contract. The ordering activity reserves the right to inspect or test any software that has been tendered for acceptance. The ordering activity may require repair or replacement of nonconforming software at no increase in contract price. The ordering activity must exercise its post-acceptance rights (1) within a reasonable time after the defect was discovered or should have been discovered; and (2) before any substantial change occurs in the condition of the software, unless the change is due to the defect in the software.

2. GUARANTEE/WARRANTY

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

Pragmatic Warranty.

(a) The warranty provisions contained herein is subject to GSA Terms and Conditions General Warranty clause 2(c). The Contractor warrants and implies that the items delivered hereunder are merchantable and fit for use for the particular purpose described in GSA Master Contract #GS-35F-0189U. In the event of failure to deliver such items, the Government may terminate the contract for cause, and the Contractor shall be liable to the Government for any and all remedies provided by law.

(b) Licensor warrants that the Product will operate in substantial accordance with the applicable Documentation, as it exists at the date of successful Product installation, for a period of ninety (90) days from the date of successful Product installation (the “Warranty Period”) when the Product is used in accordance with that Documentation. This warranty does not apply to errors or malfunctions caused by (i) malfunction of Licensee’s equipment, (ii) software not licensed from Licensor, (iii) abnormal use or (iv) any other cause not directly attributable to Licensor.

(c) If, during the Warranty Period, the Licensee believes that the Product is not substantially performing in accordance with the Documentation, Licensee will immediately notify Licensor in writing and describe with specificity any such non-performance and will provide a listing of output and such other data as may be required by Licensor to reproduce the operating conditions as existed when the non-performance occurred.
(d) Licensor warrants that no portion of the Software shall contain at the time of installation any “time bomb,” “Trojan horse,” “worm,” “drop dead device,” “virus” or other routine, device or undisclosed feature designed to (i) disable, damage, or erase the Product or data, or (ii) perform any other similar actions that would preclude full use of the Product by Licensee.

(e) Licensee’s exclusive remedy and Licensor’s sole liability under this warranty will be for Licensor (i) to use timely efforts to correct such defects and supply Licensee with a corrected fully equivalent version of the Product as soon as reasonably practicable after Licensor has been notified of such defects or (ii) if correction or replacement is not reasonably achievable by Licensor, to refund the full license fee paid and any related service fees upon return of the Product.

(f) The warranties set forth herein are void if Licensee or any third party modifies or changes the Product in any way beyond the scope of the customization options contained in the Product. In order to receive and maintain this warranty, Licensee must (i) use the Product in accordance with the Documentation; and (ii) use the Product on the hardware and with the operating system for which it was designed.

(g) Licensor does not warrant that the operation of the Product will be uninterrupted or error-free.

(h) EXCEPT AS SET FORTH IN THIS SECTION, ALL EXPRESS OR IMPLIED CONDITIONS, REPRESENTATIONS AND WARRANTIES EXCEPT THE WARRANTIES OF MERCHANTABILITY OR FITNESS FOR A PARTICULAR PURPOSE, ARE HEREBY EXCLUDED TO THE EXTENT PERMITTED BY LAW.

b. The Contractor warrants and implies that the items delivered hereunder are merchantable and fit for use for the particular purpose described in this contract.

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

3. TECHNICAL SERVICES

The Contractor, without additional charge to the ordering activity, shall provide a hot line technical support number 703-890-8399 for the purpose of providing user assistance and guidance in the implementation of the software. The technical support number is available from 9:00 AM to 5:00 PM Eastern.

4. SOFTWARE MAINTENANCE

a. Software maintenance as it is defined: (select software maintenance type):
1. Software Maintenance as a Product (SIN 511210)

Software maintenance as a product includes the publishing of bug/defect fixes via patches and updates/upgrades in function and technology to maintain the operability and usability of the software product. It may also include other no charge support that are included in the purchase price of the product in the commercial marketplace. No charge support includes items such as user blogs, discussion forums, on-line help libraries and FAQs (Frequently Asked Questions), hosted chat rooms, and limited telephone, email and/or web-based general technical support for user’s self diagnostics.

Software maintenance as a product does NOT include the creation, design, implementation, integration, etc. of a software package. These examples are considered software maintenance as a service.

Software Maintenance as a product is billed at the time of purchase.

2. Software Maintenance as a Service (SIN 54151)

Software maintenance as a service creates, designs, implements, and/or integrates customized changes to software that solve one or more problems and is not included with the price of the software. Software maintenance as a service includes person-to-person communications regardless of the medium used to communicate: telephone support, on-line technical support, customized support, and/or technical expertise which are charged commercially. Software maintenance as a service is billed arrears in accordance with 31 U.S.C. 3324.

b. Invoices for maintenance service shall be submitted by the Contractor on a quarterly or monthly basis, after the completion of such period. Maintenance charges must be paid in arrears (31 U.S.C. 3324). PROMPT PAYMENT DISCOUNT, IF APPLICABLE, SHALL BE SHOWN ON THE INVOICE.

5. RESERVED (Term licenses and software as a service are not offered)

6. RESERVED (Term Licenses not offered)

7. RESERVED (Term licenses not offered)
8. UTILIZATION LIMITATIONS - (SIN 511210)

a. Software acquisition is limited to commercial computer software defined in FAR Part 2.101.

b. When acquired by the ordering activity, commercial computer software and related documentation so legend shall be subject to the following:

   (1) Title to and ownership of the software and documentation shall remain with the Contractor, unless otherwise specified.

   (2) Software licenses are by site and by ordering activity. An ordering activity is defined as a cabinet level or independent ordering activity. The software may be used by any subdivision of the ordering activity (service, bureau, division, command, etc.) that has access to the site the software is placed at, even if the subdivision did not participate in the acquisition of the software. Further, the software may be used on a sharing basis where multiple agencies have joint projects that can be satisfied by the use of the software placed at one ordering activity’s site. This would allow other agencies access to one ordering activity’s database. For ordering activity public domain databases, user agencies and third parties may use the computer program to enter, retrieve, analyze and present data. The user ordering activity will take appropriate action by instruction, agreement, or otherwise, to protect the Contractor’s proprietary property with any third parties that are permitted access to the computer programs and documentation in connection with the user ordering activity’s permitted use of the computer programs and documentation. For purposes of this section, all such permitted third parties shall be deemed agents of the user ordering activity.

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

   (4) The ordering activity shall have the right to use the computer software and documentation with the computer for which it is acquired at any other facility to which that computer may be transferred, or in cases of Disaster Recovery, the ordering activity has the right to transfer the software to another site if the ordering activity site for which it is acquired is deemed to be unsafe for ordering activity personnel; to use the computer software and documentation with a backup computer when the primary computer is inoperative; to copy computer programs for safekeeping (archives) or backup purposes; to transfer a copy of
the software to another site for purposes of benchmarking new hardware and/or 
software; and to modify the software and documentation or combine it with other 
software, provided that the unmodified portions shall remain subject to these 
restrictions.

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

9. SOFTWARE CONVERSIONS - (SIN 511210)

Full monetary credit will be allowed to the ordering activity when conversion from one 
version of the software to another is made as the result of a change in operating system 
, or from one computer system to another. Under a perpetual license (511210), the 
purchase price of the new software shall be reduced by the amount that was paid to 
purchase the earlier version. Under a term license (511210), conversion credits which 
accrued while the earlier version was under a term license shall carry forward and 
remain available as conversion credits which may be applied towards the perpetual 
license price of the new version.

10. DESCRIPTIONS AND EQUIPMENT COMPATIBILITY

The Contractor shall include, in the schedule pricelist, a complete description of each 
software product and a list of equipment on which the software can be used. Also, 
included shall be a brief, introductory explanation of the modules and documentation 
which are offered.

11. RIGHT-TO-COPY PRICING

The Contractor shall insert the discounted pricing for right-to-copy licenses.

(Not Offered)
TERMS AND CONDITIONS APPLICABLE TO INFORMATION TECHNOLOGY (IT) PROFESSIONAL SERVICES (SPECIAL ITEM NUMBER 54151S) AND ELECTRONIC COMMERCE (EC) SERVICES (SPECIAL ITEM NUMBER 54151ECOM)

1. SCOPE
   a. The prices, terms and conditions stated under Special Item Number 54151S Information Technology Professional Services and Special Item Number 54151ECOM Electronic Commerce Services apply exclusively to IT/EC 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/EC Services must comply with the Federal Travel Regulation or Joint Travel Regulations, as applicable, in effect on the date(s) the travel is performed. Established Federal Government per diem rates will apply to all Contractor travel. Contractors cannot use GSA city pair contracts.

5. STOP-WORK ORDER (FAR 52.242-15) (AUG 1989)
   (a) The Contracting Officer may, at any time, by written order to the Contractor, require the Contractor to stop all, or any part, of the work called for by this contract for a period of 90 days after the order is delivered to the Contractor, and for any further period to which the parties may agree. The order shall be specifically identified as a stop-work order issued under this clause. Upon receipt of the order, the Contractor shall immediately comply with its terms and take all reasonable steps to minimize the incurrence of costs allocable to the work covered by the order during the period of work stoppage. Within a period of 90 days after a stop-work is delivered to the Contractor, or within any extension of that period to which the parties shall have agreed, the Contracting Officer shall either-
      (1) Cancel the stop-work order; or
      (2) Terminate the work covered by the order as provided in the Default, or the Termination for Convenience of the Government, clause of this contract.
   (b) If a stop-work order issued under this clause is canceled or the period of the order or any extension thereof expires, the Contractor shall resume work. The Contracting Officer shall make an equitable adjustment in the delivery schedule or contract price, or both, and the contract shall be modified, in writing, accordingly, if-
      (1) The stop-work order results in an increase in the time required for, or in the Contractor’s cost properly allocable to, the performance of any part of this contract; and
      (2) The Contractor asserts its right to the adjustment within 30 days after the end of the period of work stoppage; provided, that, if the Contracting Officer
decides the facts justify the action, the Contracting Officer may receive and act upon the claim submitted at any time before final payment under this contract.

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

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

6. INSPECTION OF SERVICES


7. RESPONSIBILITIES OF THE CONTRACTOR

The Contractor shall comply with all laws, ordinances, and regulations (Federal, State, City, or otherwise) covering work of this character. If the end product of a task order is software, then FAR 52.227-14 (Deviation – 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/EC Services.

9. INDEPENDENT CONTRACTOR

All IT/EC 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/EC services. Progress payments may be authorized by the ordering activity on individual orders if appropriate. Progress payments shall be based upon completion of defined milestones or interim products. Invoices shall be submitted monthly for recurring services performed during the preceding month.

12. PAYMENTS

For firm-fixed price orders the ordering activity shall pay the Contractor, upon submission of proper invoices or vouchers, the prices stipulated in this contract for service rendered and accepted. Progress payments shall be made only when authorized by the order. For time-and-materials orders, the Payments under Time-and-Materials and Labor-Hour Contracts at FAR 52.212-4 (MAR 2009) (ALTERNATE I – OCT 2008) (DEVIATION I – FEB 2007) applies to time-and-materials orders placed under this contract. For labor-hour orders, the Payment under Time-and-Materials and Labor-Hour Contracts at FAR 52.212-4 (MAR 2009) (ALTERNATE I – OCT 2008) (DEVIATION I – FEB 2007) applies to labor-hour orders placed under this contract. 52.216-31 (Feb 2007) Time-and-Materials/Labor-Hour Proposal Requirements—Commercial Item Acquisition As prescribed in 16.601(e)(3), insert the following provision:

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

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

(1) The offeror;

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

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

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

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

16. DESCRIPTION OF SERVICES AND PRICING
Please see the end of this offer for all Pragmatics’ Inc. hosting services and labor category descriptions and prices.
TERMS AND CONDITIONS APPLICABLE TO HEALTH INFORMATION TECHNOLOGY (IT) SERVICES (SPECIAL ITEM NUMBER 54151HEAL)

Vendor suitability for offering services through the new Health IT SIN must be in accordance with the following laws and standards when applicable to the specific task orders, including but not limited to:

- Health Information Technology for Economic and Clinical Health Act of 2009 (HITECH)
- The Health Insurance Portability and Accountability Act of 1996 (HIPAA)
- National Institute of Standards and Technology (NIST) Federal Information Processing Standards (FIPS) and Special Publications
- Federal Information Security Management Act (FISMA) of 2002

****NOTE: All non-professional labor categories must be incidental to, and used solely to support Health IT services, and cannot be purchased separately.

****NOTE: All labor categories under the Special Item Number 54151S Information Technology Professional Services may remain under SIN 54151S unless the labor categories are specific to the Health IT SIN.

1. SCOPE
   a. The labor categories, prices, terms and conditions stated under Special Item Number 54151HEAL Health Information Technology Services apply exclusively to Health IT Services within the scope of this Information Technology Schedule.

   b. This SIN is limited to Health IT Services only. Software and hardware products are out of scope.

   c. This SIN provides ordering activities with access to Health IT services.

   d. Health IT Services provided under this SIN shall comply with all Healthcare certifications and industry standards as applicable at the task order level.

   e. 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. ORDER
   a. Agencies may use written orders, Electronic Data Interchange (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.

3. PERFORMANCE OF SERVICES
a. The Contractor shall commence performance of services on the date agreed to by the Contractor and the ordering activity. All Contracts will be fully funded.

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 Health 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. All travel will be agreed upon with the client prior to the Contractor’s travel.

4. INSPECTION OF SERVICES

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

6. RESPONSIBILITIES OF THE ORDERING ACTIVITY
Subject to security regulations, the ordering activity shall permit Contractor access to all facilities necessary to perform the requisite Health IT Services.

7. INDEPENDENT CONTRACTOR
All Health 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.

8. 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.

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

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

11. INCIDENTAL SUPPORT COSTS
Incidental support costs are not considered part of 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.

12. APPROVAL OF SUBCONTRACTS
The ordering activity may require that the Contractor receive, from the ordering activity’s Contracting Officer, written consent before placing any subcontract for furnishing any of the work called for in a task order.
13. DESCRIPTION OF HEALTH IT SERVICES AND PRICING

a. The Contractor shall provide a description of each type of Health IT Service offered under Special Item Numbers 54151HEAL Health IT Services and it should be presented in the same manner as the Contractor sells to its commercial and other ordering activity customers. If the Contractor is proposing hourly rates, a description of all corresponding commercial job titles (labor categories) for those individuals who will perform the service should be provided.

b. Pricing for all Health IT Services shall be in accordance with the Contractor's customary commercial practices; e.g., hourly rates, monthly rates, term rates, and/or fixed prices, minimum general experience and minimum education.

The following is an example of the manner in which the description of a commercial job title should be presented:

EXAMPLE:
Commercial Job Title: Health IT Subject Matter Expert
Minimum Education: Medical Doctor or Doctor of Osteopathic Medicine.
Minimum Experience: Ten (10) years.
Functional Description: Significant information technology consulting and clinical information system strategy and implementation experience. Experienced in client engagements representing a wide array of activities, related to professional information technology projects, in a healthcare/clinical environment, including strategic planning related to information technology systems and/or software, governance, process design/redesign, clinical content development, and communications and training strategies for information technology solutions.
USA COMMITMENT TO PROMOTE SMALL BUSINESS PARTICIPATION PROCUREMENT PROGRAMS

PREAMBLE

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

COMMITMENT

To actively seek and partner with small businesses.

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

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

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

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

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

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

We signify our commitment to work in partnership with small, small disadvantaged and women-owned small businesses to promote and increase their participation in ordering activity contracts. To accelerate potential opportunities please contact Yihong Sun, LIST_Contracts@pragmatics.com, (703) 890-8434.
BEST VALUE
BLANKET PURCHASE AGREEMENT
FEDERAL SUPPLY SCHEDULE

(Insert Customer Name)

In the spirit of the Federal Acquisition Streamlining Act (ordering activity) and (Contractor) enter into a cooperative agreement to further reduce the administrative costs of acquiring commercial items from the General Services Administration (GSA) Federal Supply Schedule Contract(s) ____________________.

Federal Supply Schedule contract BPAs eliminate contracting and open market costs such as: search for sources; the development of technical documents, solicitations and the evaluation of offers. Teaming Arrangements are permitted with Federal Supply Schedule Contractors in accordance with Federal Acquisition Regulation (FAR) 9.6.

This BPA will further decrease costs, reduce paperwork, and save time by eliminating the need for repetitive, individual purchases from the schedule contract. The end result is to create a purchasing mechanism for the ordering activity that works better and costs less.

Signatures

<table>
<thead>
<tr>
<th>Ordering Activity</th>
<th>Date</th>
<th>Contractor</th>
<th>Date</th>
</tr>
</thead>
</table>


BPA NUMBER________________

(CUSTOMER NAME)

BLANKET PURCHASE AGREEMENT

Pursuant to GSA Federal Supply Schedule Contract Number(s)______________, Blanket Purchase Agreements, the Contractor agrees to the following terms of a Blanket Purchase Agreement (BPA) EXCLUSIVELY WITH (ordering activity):

(1) The following contract items can be ordered under this BPA. All orders placed against this BPA are subject to the terms and conditions of the contract, except as noted below:

<table>
<thead>
<tr>
<th>MODEL NUMBER/PART NUMBER</th>
<th>BPA DISCOUNT/PRICE</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
</tbody>
</table>

(2) Delivery:

<table>
<thead>
<tr>
<th>DESTINATION</th>
<th>DELIVERY SCHEDULES / DATES</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
</tbody>
</table>

(3) The ordering activity estimates, but does not guarantee, that the volume of purchases through this agreement will be ________________________.

(4) This BPA does not obligate any funds.

(5) This BPA expires on ________________ or at the end of the contract period, whichever is earlier.

(6) The following office(s) is hereby authorized to place orders under this BPA:

<table>
<thead>
<tr>
<th>OFFICE</th>
<th>POINT OF CONTACT</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
</tbody>
</table>

(7) Orders will be placed against this BPA via Electronic Data Interchange (EDI), FAX, or paper.

(8) Unless otherwise agreed to, all deliveries under this BPA must be accompanied by delivery tickets or sales slips that must contain the following information as a minimum:

(a) Name of Contractor;
(b) Contract Number;
(c) BPA Number;
(d) Model Number or National Stock Number (NSN);
(e) Purchase Order Number;
(f) Date of Purchase;
(g) Quantity, Unit Price, and Extension of Each Item (unit prices and extensions need not be shown when incompatible with the use of automated systems; provided, that the invoice is itemized to show the information); and
(h) Date of Shipment.

(9) The requirements of a proper invoice are specified in the Federal Supply Schedule contract. Invoices will be submitted to the address specified within the purchase order transmission issued against this BPA.

(10) The terms and conditions included in this BPA apply to all purchases made pursuant to it. In the event of an inconsistency between the provisions of this BPA and the Contractor’s invoice, the provisions of this BPA will take precedence.
BASIC GUIDELINES FOR USING “CONTRACTOR TEAM ARRANGEMENTS”

Federal Supply Schedule Contractors may use “Contractor Team Arrangements” (see FAR 9.6) to provide solutions when responding to ordering activity requirements.

These Team Arrangements can be included under a Blanket Purchase Agreement (BPA). BPAs are permitted under all Federal Supply Schedule contracts.

Orders under a Team Arrangement are subject to terms and conditions or the Federal Supply Schedule Contract.

Participation in a Team Arrangement is limited to Federal Supply Schedule Contractors.

Customers should refer to FAR 9.6 for specific details on Team Arrangements.

Here is a general outline on how it works:

- The customer identifies their requirements.
- Federal Supply Schedule Contractors may individually meet the customers needs, or -
- Federal Supply Schedule Contractors may individually submit a Schedules “Team Solution” to meet the customer’s requirement.
- Customers make a best value selection.
LABOR CATEGORY DESCRIPTIONS

Listed below are the position descriptions for Pragmatics commercial contracts for professional and technical services. Education and experience requirements are a guide for minimum qualifications for staff members to qualify for the position.

Note: the position descriptions for Health Information Technology Services SIN 54151HEAL are presented in an independent section.

TECHNICAL STAFF POSITIONS

(1) Title: Technical Staff Operations I  
**Minimum Education:** High School Diploma  
**Minimum Experience:** No Experience  
**Functional Description:** Entry level employees are responsible for operating computers, peripheral equipment and other technical tasks. Employee will conduct operation level maintenance of equipment to which they are assigned. Employee will analyze equipment failures, take operator level corrective actions and notify supervisors of continuing issues/problems. Employee requires direct supervision.

(2) Title: Technical Staff Operations I Intermediate  
**Minimum Education:** High School Diploma  
**Minimum Experience:** 6 months  
**Functional Description:** Intermediate level employees are responsible for operating computers, peripheral equipment and other technical tasks. Employees will conduct operator level maintenance of equipment to which they are assigned. Employee will analyze equipment failures, take operator level corrective actions and notify supervisors of continuing issues/problems. Employee works independently.

(3) Title: Technical Staff Operations I Senior  
**Minimum Education:** High School Diploma or one year specialized training  
**Minimum Experience:** 1 year  
**Functional Description:** Entry level employees are responsible for operating computers, peripheral equipment and other technical tasks. Employees will conduct operator level maintenance of equipment to which they are assigned. Employee will analyze equipment failures, take operator level corrective actions and notify supervisors of continuing issues/problems. Employee works independently and supervises other more junior staff.

(4) Title: Technical Staff Operations II  
**Minimum Education:** High School Diploma and Specialized training  
**Minimum Experience:** 6 months  
**Functional Description:** Experienced employees responsible for operating computers, peripheral equipment and other technical tasks. Employees will conduct operator level
Employee will analyze equipment failures, take operator level corrective actions and notify supervisors of continuing issues/problems. Employee requires direct supervision.

(5) **Title**: Technical Staff Operations II Intermediate  
**Minimum Education**: High School Diploma and Specialized training  
**Minimum Experience**: 1 year  
**Functional Description**: Experienced employees responsible for operating computers, peripheral equipment and other technical tasks. Employees will conduct operator level maintenance of equipment to which they are assigned. Employee will analyze equipment failures, take operator level corrective actions and notify supervisors of continuing issues/problems. Employee works independently.

(6) **Title**: Technical Staff Operations II Senior  
**Minimum Education**: High School Diploma and Specialized training  
**Minimum Experience**: 1½ years  
**Functional Description**: Experienced employees responsible for operating computers, peripheral equipment and other technical tasks. Employees will conduct operator level maintenance of equipment to which they are assigned. Employee will analyze equipment failures, take operator level corrective actions and notify supervisors of continuing issues/problems. Employee works independently and supervises staff.

(7) **Title**: Technical Staff Associate  
**Minimum Education**: Two Years specialized technical training  
**Minimum Experience**: 3 months  
**Functional Description**: Experienced electronics and engineering technicians that support software engineering design and development efforts. Employees will conduct operator level maintenance of equipment to which they are assigned. Employee will analyze equipment failures, take operator level corrective actions and notify supervisors of continuing issues/problems. Employee requires direct supervision.

(8) **Title**: Technical Staff Associate Intermediate  
**Minimum Education**: Two year specialized technical training  
**Minimum Experience**: 6 months  
**Functional Description**: Experienced electronics and engineering technicians that support software engineering design and development efforts. Employee works independently.

(9) **Title**: Technical Staff Associate Senior  
**Minimum Education**: 1 year  
**Minimum Experience**: Two Years specialized technical training  
**Functional Description**: Experienced electronics and engineering technicians that support software engineering design and development efforts. Employee works independently and supervises staff.
(10) **Title:** Technical Staff I  
**Minimum Education:** Four years specialized technical training or college degree  
**Minimum Experience:** 1 year  
**Functional Description:** Employee leads computer operations and other technical support processes to satisfy customer requirements. Employee has direct supervision.

(11) **Title:** Technical Staff I Intermediate  
**Minimum Education:** Four years specialized technical training or college degree  
**Minimum Experience:** 1½ years  
**Functional Description:** Employee leads computer operations and other technical processes to satisfy customer requirements. Employee requires minimal supervision.

(12) **Title:** Technical Staff I Senior  
**Minimum Education:** Four years specialized technical training or college degree  
**Minimum Experience:** 2 years  
**Functional Description:** Employee leads computer operations and other technical processes to satisfy customer requirements. Employee requires minimal supervision and supervises staff.

(13) **Title:** Technical Staff II  
**Minimum Education:** College degree  
**Minimum Experience:** 1 year  
**Functional Description:** Provides technical support for staff members engaged in research, design or process development. Employee requires direct supervision.

(14) **Title:** Technical Staff II Intermediate  
**Minimum Education:** College degree  
**Minimum Experience:** 2 years  
**Functional Description:** Provides technical support for staff members engaged in research, design or process development. Performs standard calculations, develops charts/graphs for displaying data. Employee requires minimal supervision.

(15) **Title:** Technical Staff II Senior  
**Minimum Education:** College degree  
**Minimum Experience:** 3 years  
**Functional Description:** Provides technical support for staff members engaged in research, design or process development. Performs standard calculations, develops charts/graphs for displaying data. Employee works independently and supervises staff.

(16) **Title:** Technical Staff III  
**Minimum Education:** College degree
Minimum Experience: 2 years
Functional Description: Assists senior level staff with the development of logic design, I/O design, network structure design and computer architecture design. Employee requires minimal supervision and guidance

(17) Title: Technical Staff III Intermediate
Minimum Education: College degree
Minimum Experience: 3 years
Functional Description: Assists senior level staff with the development of logic design, I/O design, network structure design, and computer architecture design. Employee assists in the development of cost projections and life cycle costs. Employee works independently.

(18) Title: Technical Staff III Senior
Minimum Education: College degree
Minimum Experience: 4 years
Functional Description: Assists senior level staff with the development of logic design, I/O design, network structure design, and computer architecture design. Employee assists in the development of cost projections and life cycle costs. Employee works independently and supervises staff.

(19) Title: Technical Staff IV
Minimum Education: College degree
Minimum Experience: 2 years
Functional Description: Employee performs assignments that require following project specifications and documents and is familiar with programming languages. Employee requires supervision and guidance

(20) Title: Technical Staff IV Intermediate
Minimum Education: College degree
Minimum Experience: 3 years
Functional Description: Employee plans, develops, tests and document client/server applications using source data provided by senior staff members. Employee applies standard programming procedures and processes. Employee requires minimal supervision and guidance.

(21) Title: Technical Staff IV Senior
Minimum Education: College degree
Minimum Experience: 4 years
Functional Description: Employee plans, develops, tests and document client/server applications using source data provided by senior staff members. Employee applies standard programming procedures and processes. Employee prepares documentation for users. Employee works independently and supervises staff.
(22) **Title**: Technical Staff IV Chief  
**Minimum Education**: College degree  
**Minimum Experience**: 5 years  
**Functional Description**: Employee designs, implements and maintains complex business information systems in both a centralized and networked environment. Employee has extensive knowledge of programming tools and is assigned complex tasks. Employee works independently.

(23) **Title**: Technical Staff V  
**Minimum Education**: College degree  
**Minimum Experience**: 6 years  
**Functional Description**: Employee works with users to identify operating requirements and clarify program objectives and creates outline for program development, charts and diagrams. Employee works independently.

(24) **Title**: Technical Staff V Intermediate  
**Minimum Education**: College degree  
**Minimum Experience**: 7 years  
**Functional Description**: Employee works with users to identify operating requirements and clarify program objectives and creates outline for program development, charts and diagrams. Employee assists in the development of unique applications and toolsets. Employee works independently.

(25) **Title**: Technical Staff V Senior  
**Minimum Education**: College degree  
**Minimum Experience**: 8 years  
**Functional Description**: Employee leads low level staff and other technical staff on the development of large complex project or serves as the lead technical expert on several small projects and systems. Employee supervises staff.

(26) **Title**: Technical Staff V Chief  
**Minimum Education**: College degree  
**Minimum Experience**: 9 years  
**Functional Description**: Employee leads low level staff and other technical staff on the development of large complex project or serves as the lead technical expert on several small projects and systems. Trains lower level staff members in processes and techniques. Employee supervises staff.

(27) **Title**: Technical Staff VI  
**Minimum Education**: College degree  
**Minimum Experience**: 5 years
**Functional Description:** Employee performs non-standard engineering and design work that requires considerable technical expertise, creative ability and independent judgment. Employee may provide technical supervision to lower level staff.

(28) **Title:** Technical Staff VI Intermediate  
**Minimum Education:** College degree  
**Minimum Experience:** 6 years  
**Functional Description:** Employee performs a full range of creative engineering/software tasks that requires a high degree of creative ability and extensive engineering/software skills. Employee work independently.

(29) **Title:** Technical Staff VI Senior  
**Minimum Education:** College degree  
**Minimum Experience:** 7 years  
**Functional Description:** Employee performs engineering work in the research, development and design of products and systems. Employee possesses independent judgment and creative abilities. Employee works independently and supervises staff.

(30) **Title:** Technical Staff VI Chief  
**Minimum Education:** College degree  
**Minimum Experience:** 8 years  
**Functional Description:** Employee leads engineering/software design and systems integration that require creation of new knowledge and methods. Employee defines engineering requirements and performance standards. Employee works independently and supervises staff.

(31) **Title:** Technical Staff VII  
**Minimum Education:** College degree  
**Minimum Experience:** 5 years  
**Functional Description:** Employee assists in design and coding of software product components, units and modules in accordance with detailed specifications. Employee has practical knowledge of one or more operating platforms and operating systems.

(32) **Title:** Technical Staff VII Intermediate  
**Minimum Education:** College degree  
**Minimum Experience:** 6 years  
**Functional Description:** Employee assists in design and coding of software product components, units and modules in accordance with detailed specifications. Employee has practical knowledge of one or more operating platforms and operating systems. Employee prepares and conducts comprehensive testing plans. Employee works independently.
(33) **Title**: Technical Staff VII Senior  
**Minimum Education**: College degree  
**Minimum Experience**: 7 years  
**Functional Description**: Employee designs and codes software components that meet production and development schedules. Employee tests and debugs assigned components and units. Employee participates in large system and subsystem planning. Employee serves as a technical source for lower level staff. Employee works independently and supervises staff.

(34) **Title**: Technical Staff VII Chief  
**Minimum Education**: College degree  
**Minimum Experience**: 8 years  
**Functional Description**: Employee develops technical designs and specifications for software. Employee integrates design strategies, product specifications, development schedules and user expectations into product capabilities. Employee provides technical leadership to lower level staff and participates in product demonstrations. Employee works independently and supervises staff.

(35) **Title**: Technical Staff VIII  
**Minimum Education**: Advanced degree  
**Minimum Experience**: 9 years  
**Functional Description**: Employee develops technical designs and specifications for software products and systems. Employee integrates design strategies, specifications, milestones and client expectations into system capabilities. Employee works independently.

(36) **Title**: Technical Staff VIII Intermediate  
**Minimum Education**: Advanced degree  
**Minimum Experience**: 10 years  
**Functional Description**: Employee develops technical designs and specifications for software products and systems. Employee integrates design strategies, specifications, milestones and client expectations into system capabilities. Employee designs and creates testing procedures for complex systems and subsystems. Employee works independently and supervises staff.

(37) **Title**: Technical Staff VIII Senior  
**Minimum Education**: Advanced degree  
**Minimum Experience**: 11 years  
**Functional Description**: Employee oversees technical design, development and implementation of large systems or major software subsystems. Employee assists in defining architecture requirements and establishing standards for design.
(38) **Title:** Technical Staff VIII Chief  
**Minimum Education:** Advanced degree  
**Minimum Experience:** 12 years  
**Functional Description:** Employee serves as primary technical contact for development team. Employee serves as team lead for prioritizing tasks, individual assignments and reviewer of lower level work products. Employee factors emerging technologies and products into system design and functionality. Employee works independently and supervises employees.

(39) **Title:** Technical Staff IX  
**Minimum Education:** Advanced degree and specialized technical knowledge  
**Minimum Experience:** 8 years  
**Functional Description:** Employee builds relationships with technical and financial representatives of customers and clients. Employee assists in preparing complex reports, recommendations and solutions to meet customer requirements utilizing advanced engineering and software solutions. Employee provides technical guidance and expertise in the implementation and operation of new system installations. Employee works independently and supervises staff.

(40) **Title:** Technical Staff IX Intermediate  
**Minimum Education:** Advanced degree and specialized technical knowledge  
**Minimum Experience:** 9 years  
**Functional Description:** Employee is experienced in the analysis and design of business applications for complex systems. Employee is familiar with the current trends and technologies for development of business tools and processes. Employee develops specifications for testing and verification of programs and applications.

(41) **Title:** Technical Staff IX Senior  
**Minimum Education:** Advanced degree and specialized technical knowledge  
**Minimum Experience:** 10 years  
**Functional Description:** Employee is experienced in the analysis and design of business applications for complex systems. Employee is familiar with the current trends and technologies for development of business tools and processes. Employee develops specifications for testing and verification of programs and applications. Employee prepares milestone reports and presentations for clients and project management review.

(42) **Title:** Technical Staff Principal  
**Minimum Education:** Advanced degree and specialized technical knowledge  
**Minimum Experience:** 9 years  
**Functional Description:** Employee develops business wide technical strategies using information and systems analysis tools and procedures. Employee uses engineering and
reverse engineering strategies and techniques to develop additional corporate capabilities. Employee works independently and supervises staff.

(43) **Title:** Technical Staff Principal Intermediate  
**Minimum Education:** Advanced degree and specialized technical knowledge  
**Minimum Experience:** 10 years  
**Functional Description:** Employee develops business wide technical strategies using information and systems analysis tools and procedures. Employee uses engineering and reverse engineering strategies and techniques to develop additional corporate capabilities and applies business process improvement practices for modernization of services and software. Employee works independently and supervises staff.

(44) **Title:** Technical Staff Principal Senior  
**Minimum Education:** 11 years  
**Minimum Experience:** Advanced degree and specialized technical knowledge  
**Functional Description:** Employee uses enterprise wide set of technologies, tools processes and procedures for developing technical solutions to large complex projects and programs. Employee works independently and supervises staff.

(45) **Title:** Principal Investigator  
**Minimum Education:** Advanced degree and specialized technical knowledge  
**Minimum Experience:** 9 years  
**Functional Description:** Employee plans and conducts testing on products/software solutions to verify or improve leading edge technology applications. Employee presents findings and results to technical review committees and clients. Employee works independently.

(46) **Title:** Principal Investigator Intermediate  
**Minimum Education:** Advanced degree and specialized technical knowledge  
**Minimum Experience:** 10 years  
**Functional Description:** Employee plans and conducts testing on products/software solutions to verify or improve leading edge technology applications. Employee presents findings and results to technical review committees and clients. Employee coordinates research and finding between other Technical Staff Principals. Employee works independently.

(47) **Title:** Principal Investigator Senior  
**Minimum Education:** Advanced degree and specialized technical knowledge  
**Minimum Experience:** 11 years  
**Functional Description:** Employee provides technical, managerial and administrative direction for complex systems including definition, analysis, requirements development and implementation of findings. Employee services as technical expert for other staff members.
(48) **Title**: Technical Director  
**Minimum Education**: Advanced degree and specialized technical knowledge  
**Minimum Experience**: 12 years  
**Functional Description**: Employee is responsible for management of technology based systems including software and hardware systems designs, engineering processes. Employee works independently and supervises other staff.

(49) **Title**: Technical Director Intermediate  
**Minimum Education**: Advanced degree and specialized technical knowledge  
**Minimum Experience**: 13 years  
**Functional Description**: Employee is responsible for management of technology based systems including software and hardware systems designs, engineering processes. Employee is responsible for developing and recommending process improvements for software, hardware and engineering processes. Employee works independently and supervises other staff.

(50) **Title**: Technical Director Senior  
**Minimum Education**: Advanced degree and specialized technical knowledge  
**Minimum Experience**: 14 years  
**Functional Description**: Employee directs all engineering/software activities including research and development and technical support for all projects and customers. Employee coordinates design development and improvements for systems and products.

(51) **Title**: Project Manager  
**Minimum Education**: College degree and specialized technical knowledge  
**Minimum Experience**: 7 years  
**Functional Description**: Employee manages all activities for small clients and projects. Employee is responsible for satisfying project’s technical requirements and managing project team resources including other employees, consultants and subcontractors.

(52) **Title**: Project Manager Intermediate  
**Minimum Education**: College degree and specialized technical knowledge  
**Minimum Experience**: 8 years  
**Functional Description**: Employee manages all activities for mid-size to large customers and projects. Employee is responsible for satisfying project’s technical requirements and managing project team resources including other employees, consultants and subcontractors.

(53) **Title**: Project Manager Senior  
**Minimum Education**: College degree and specialized technical knowledge  
**Minimum Experience**: 9 years
**Functional Description:** Employee manages multiple clients or projects. Employee is responsible for meeting project milestones and deliverables and managing project team resources including other employees, consultants and subcontractors.

(54) **Title:** Program Manager  
**Minimum Education:** College degree and specialized technical knowledge  
**Minimum Experience:** 10 years  
**Functional Description:** Employee manages overall aspect of a couple of small or one mid-sized program. Employee is responsible for delivering technical solutions in accordance with contract specifications and within program funding levels. Employee is responsible for the professional growth and development of team members. Employee works independently and supervises Project Managers.

(55) **Title:** Program Manager Intermediate  
**Minimum Education:** College degree and specialized technical knowledge  
**Minimum Experience:** 11 years  
**Functional Description:** Employee manages overall aspect of several mid-sized programs or one large complex program. Employee is responsible for delivering technical solutions in accordance with contract specifications and within program funding levels. Employee is responsible for the professional growth and development of team members. Employee works independently and supervises Project Managers.

(56) **Title:** Program Manager Senior  
**Minimum Education:** College degree and specialized technical knowledge  
**Minimum Experience:** 12 years  
**Functional Description:** Employee manages overall aspect of several large complex programs. Employee is responsible for delivering technical solutions in accordance with contract specifications and within program funding levels. Employee is responsible for the professional growth and development of team members. Employee works independently and supervises Project Managers.

(57) **Title:** Program Director  
**Minimum Education:** Advanced degree and specialized technical knowledge  
**Minimum Experience:** 14 years  
**Functional Description:** Employee administers a technical program that focus on achieving strategic or operating goals. Employee is responsible for providing technical guidance to other staff. Employee represents company/client with professional associations and regulatory agencies.

(58) **Title:** Program Director Intermediate  
**Minimum Education:** Advanced degree and specialized technical knowledge  
**Minimum Experience:** 15 years  
**Functional Description:** Employee administers one or more technical program that focus on achieving strategic or operating goals. Employee is responsible for providing
technical guidance to other staff. Employee serves as staff liaison and key resource to technical steering committees, project teams, task forces and other fact finding boards. Employee represents company/client with professional associations and regulatory agencies.

(59) Title: Program Director Senior  
Minimum Education: Advanced degree and specialized technical knowledge  
Minimum Experience: 16 years  
Functional Description: Employee administers one or more complex technical program that focus on achieving strategic or operating goals. Employee is responsible for providing technical guidance to other staff. Employee serves as driving force for the creation and development of new programs. Employee represents company/client with professional associations and regulatory agencies.
ADMINISTRATIVE SUPPORT POSITIONS

(60) Title: Administrative Staff
Minimum Education: High School diploma or equivalent
Minimum Experience: None
Functional Description: Entry level employee performs routine office or clerical duties including filing, coding, posting and completing forms. Employee will operate general office equipment – copiers, shredders, fax machines and binding equipment. Employee requires direct supervision.

(61) Title: Administrative Staff Intermediate
Minimum Education: High School diploma or equivalent
Minimum Experience: 6 months
Functional Description: Employee performs more complex office duties in addition to routine clerical duties including filing, coding, posting and completing forms. Employee will operate general office equipment – copiers, shredders, fax machines and binding equipment. Employee completes standard office forms and reports. Employee requires direct supervision.

(62) Title: Administrative Staff Senior
Minimum Education: High School diploma or equivalent
Minimum Experience: 1 year
Functional Description: Employee performs complex clerical and administrative tasks, including maintaining computer based records and interfacing with clients, customers and senior management. Employee works independently under general supervision.

(63) Title: Administrative Staff I
Minimum Education: High School diploma or equivalent
Minimum Experience: 2 years
Functional Description: Entry level employee performs a variety of duties including typing correspondence, reports, memo and other office documents. Employee maintains office calendars, schedules, travel itineraries and answers routine questions. Employee works independently under general supervision.

(64) Title: Administrative Staff I Intermediate
Minimum Education: High School diploma or equivalent
Minimum Experience: 3 years
Functional Description: Employee performs both routine and complex office administrative duties. Employee has the ability to design spreadsheets, document tables, and database entry forms. Employee requires working knowledge of spreadsheet, word processing, database, and presentation software packages. Employee works independently under general supervision.
(65) **Title:** Administrative Staff I Senior  
**Minimum Education:** High School diploma and college level classes  
**Minimum Experience:** 4 years  
**Functional Description:** Employee performs a variety of complex and confidential administrative duties. Employee prepares company confidential reports and documents and has extensive working knowledge of policies and procedures. Employee has extensive working knowledge of spreadsheet, word processing, database and presentation software packages. Employee works independently and may supervise lower level administrative support personnel.

(66) **Title:** Administrative Staff II  
**Minimum Education:** High School diploma or equivalent and college level classes  
**Minimum Experience:** 3 years  
**Functional Description:** Employee performs administrative duties for senior level project management or corporate executive team. Employee has comprehensive knowledge of organizational practices, policies and procedures. Employee works independently and may supervise staff.

(67) **Title:** Administrative Staff II Intermediate  
**Minimum Education:** High School diploma or equivalent and college level classes  
**Minimum Experience:** 4 years  
**Functional Description:** Employee performs administrative duties for senior level project management or corporate executive team. Employee has comprehensive knowledge of organizational practices, policies and procedures. Employee schedules and coordinates project team meeting, conferences and technical reviews. Employee works independently and supervises staff.

(68) **Title:** Administrative Staff II Senior  
**Minimum Education:** High School diploma or equivalent and college level classes  
**Minimum Experience:** 5 years  
**Functional Description:** Employee performs administrative duties for senior level project management or corporate executive team. Employee has comprehensive knowledge of organizational practices, policies and procedures. Employee schedules and coordinates project team meeting, conferences and technical reviews. Employee serves a mentor to lower level staff. Employee works independently and supervises staff.

(69) **Title:** Administrative Staff III  
**Minimum Education:** High School diploma or equivalent and specialized training  
**Minimum Experience:** 2 years  
**Functional Description:** Employee schedules and coordinates work flow. Employee assists in the coordination and prioritizing conflicting projects. Employee reviews work to ensure quality standards are meet. Employee works independently and supervises staff.

(70) **Title:** Administrative Staff III Intermediate  
**Minimum Education:** School diploma or equivalent and specialized training
Minimum Experience: 3 years
Functional Description: Employee schedules and coordinates work flow. Employee assists in the coordination and prioritizing of conflicting projects. Employee reviews work to ensure quality standards are met. Employee serves as primary trainer for lower level staff. Employee works independently and supervises staff.

(71) Title: Administrative Staff III Senior
Minimum Education: High School diploma or equivalent and specialized training
Minimum Experience: 4 years
Functional Description: Employee schedules and coordinates work flow. Employee assists in the coordination and prioritizing of conflicting projects. Employee establishes quality control and production metrics to meet project and corporate quality control standards. Employee serves as primary trainer for lower level staff. Employee works independently and supervises staff.

(72) Title: Administrative IV
Minimum Education: College degree or 4 years of specialized training
Minimum Experience: 3 years
Functional Description: Employee supports technical staff and other professional staff members in the development of technical manuals and documents by editing or re-writing. Employee coordinates graphic inputs and other materials required to meet project specifications. Employee works independently.

(73) Title: Administrative IV Intermediate
Minimum Education: College degree or 4 years of specialized training
Minimum Experience: 4 years
Functional Description: Employee supports technical staff and other professional staff members in the development of technical manuals and documents by editing or re-writing. Employee authors original document based on data and inputs provided by technical staff. Employee coordinates graphic inputs and other materials required to meet project specifications. Employee works independently.

(74) Title: Administrative IV Senior
Minimum Education: College degree or 4 years of specialized training
Minimum Experience: 5 years
Functional Description: Employee supports technical staff and other professional staff members in the development of technical manuals and documents by editing or re-writing. Employee authors original document based on data and inputs provided by technical staff. Employee writes analytical, interpretive, documentary and promotional materials. Employee coordinates graphic inputs and other materials required to meet project specifications. Employee works independently and supervises other administrative staff.

(75) Title: Administrative V
Minimum Education: College degree
Minimum Experience: 5 years
Functional Description: Employee prepares reviews and analyzes project and administrative cost records, documents and reports. Employee prepares spreadsheets and presentations for project reviews for both customers and senior management. Employee works independently under general supervision.

(76) Title: Administrative V Intermediate
Minimum Education: College degree
Minimum Experience: 6 years
Functional Description: Employee prepares reviews and analyzes project and administrative cost records, documents and reports. Employee develops detailed cost information for out of scope work requirements for review by project team members. Employee prepares spreadsheets and presentations for project reviews for both customers and senior management. Employee works independently under general supervision.

(77) Title: Administrative V Senior
Minimum Education: College degree
Minimum Experience: 7 years
Functional Description: Employee develops detailed cost information for out of scope work requirements for review by project team members. Employee may present approved project team approved change order requests to customers. Employee prepares spreadsheets and presentations for project reviews for both customers and senior management. Employee works independently under general supervision and supervises other staff.

(78) Title: Administrative VI
Minimum Education: College degree
Minimum Experience: 4 years
Functional Description: Employee is responsible for overall administrative operations of a project site office or at a field office location. Employee supervises all administrative site employees. Employee produces required administrative reports. Employee works independently and supervises staff.

(79) Title: Administrative VI Intermediate
Minimum Education: College degree
Minimum Experience: 5 years
Functional Description: Employee is responsible for overall administrative operations at several small project site offices or at field office locations. Employee supervises all administrative site employees. Employee produces required administrative reports. Employee works independently and supervises staff.

(80) Title: Administrative VI Senior
Minimum Education: College degree
Minimum Experience: 6 years
Functional Description: Employee is responsible for overall administrative operations at a large project site office or at large field office location. Employee supervises all administrative site employees. Employee produces required administrative reports. Employee works independently and supervises other senior administrative staff.

(81) Title: Administrative Specialized
Minimum Education: College degree or 4 years of specialized training
Minimum Experience: 4 years
Functional Description: Employee designs, creates and produces graphics, technical illustrations and other presentation media to support technical and corporate requirements. Employee develops project logos and establishes graphic standards. Employee has extensive knowledge in cutting edge publishing technology and software packages.

(82) Title: Administrative Specialized Intermediate
Minimum Education: College degree or 4 years of specialized training
Minimum Experience: 5 years
Functional Description: Employee develops and presents technical training sessions for professional staff and clients. Employee develops customized training programs and presentations to satisfy customer requirements and corporate training goals. Employee works independently.

(83) Title: Administrative Specialized Senior
Minimum Education: College degree or 4 years of specialized training
Minimum Experience: 6 years
Functional Description: Employee conducts primary and secondary research on technical topics and issues. Employee prepares reports and summarizes results of research. Employee prepares and presents briefings. Employee works independently and supervises other staff.

(84) Title: Administrative Staff Manager
Minimum Education: College degree or 4 years of specialized training
Minimum Experience: 5 years
Functional Description: Employee coordinates subcontract and material purchasing functions for major projects or programs. Employee is responsible for monitoring delivery and performance issues throughout the life of the project. Employee evaluates vendors and supports achieving small business subcontracting goals. Employee works independently and supervises staff.

(85) Title: Administrative Staff Manager Intermediate
Minimum Education: College degree or 4 years of specialized training
Minimum Experience: 6 years
Functional Description: Employee establishes procedures and policy for procurement
of services and supplies in accordance with contract specifications for major projects and programs. Employee develops bid strategy and negotiates small to mid size subcontracts and materials acquisitions. Employee works independently and supervises staff.

(86) **Title:** Administrative Staff Manager Senior  
**Minimum Education:** College degree or 4 years of specialized training  
**Minimum Experience:** 7 years  
**Functional Description:** Employee is responsible for review and negotiation of cost proposals and change order requests for all contract actions. Employee provides oversight review of all contract administration requirements including major subcontracts and material acquisitions. Employee works independently and supervises staff.
HEALTH IT SERVICE (SIN 54151HEAL) POSITIONS

(1) Title: Public Health Analyst Associate  
Minimum Education: Bachelor’s degree in either public health or statistics fields  
Minimum Experience: Zero (0) to two (5) years of relevant experience, approximately three (3) years must be specialized in the areas of public health  
Functional Description: Employees are responsible for overseeing and developing data management systems, including computer programs to monitor data quality. Employees communicate with project staff regarding study activities and protocols and analyze data for reports, presentations, and publications. Employees organize study files, perform scientific, medical and research literature searches in fields such as behavioral and social sciences and epidemiology. Employees provide analytical support to multi-disciplinary teams.

(2) Title: Public Health Analyst Intermediate  
Minimum Education: Bachelor’s degree in either public health or statistics fields  
Minimum Experience: A minimum of five (5) years of relevant experience, approximately three (3) years must be specialized in the areas of public health  
Functional Description: Employees are responsible for overseeing and developing data management systems, including computer programs to monitor data quality. Employees communicate with project staff regarding study activities and protocols and analyze data for reports, presentations, and publications. Employees organize study files, perform scientific, medical and research literature searches in fields such as behavioral and social sciences and epidemiology. Employees provide analytical support to multi-disciplinary teams.

(3) Title: Public Health Analyst Senior  
Minimum Education: Bachelor’s degree in either public health or statistics fields  
Minimum Experience: A minimum of ten (10) years of relevant experience, approximately five (5) years must be specialized in the areas of public health  
Functional Description: Employees are responsible for overseeing and developing data management systems, including computer programs to monitor data quality. Employees communicate with project staff regarding study activities and protocols and analyze data for reports, presentations, and publications. Employees organize study files, perform scientific, medical and research literature searches in fields such as behavioral and social sciences and epidemiology. Employees provide analytical support to multi-disciplinary teams.

(4) Title: LIMS Developer/Administrator Associate  
Minimum Education: Bachelor’s degree in a scientific or computer science discipline  
Minimum Experience: Zero (0) to two (2) years’ experience in developing in any of the following languages: Java, C#, C++, and VB/VBA language. Additionally, must have experience with Crystal Report development and use, along with other tools such as MS
SharePoint.

**Functional Description:** Employees are responsible for the implementation and administration of Laboratory Management Systems (LIMS). Employees develop, configure, solutions evaluate, validate and deploy Enterprise LIMS systems. Employees establish and maintain communication platforms between LIMS and designated laboratory instrumentation. Employees perform required periodic maintenance of the various LIMS installations. Employees develop and maintain a disaster recovery plan for all of the LIMS installations, including off-site backup systems.

(5) **Title:** LIMS Developer/Administrator Intermediate  
**Minimum Education:** Bachelor’s degree in a scientific or computer science discipline  
**Minimum Experience:** A minimum of two (2) years’ experience in developing in any of the following languages: Java, C#, C++, and VB/VBA language. Additionally, must have experience with Crystal Report development and use, along with other tools such as MS SharePoint.  
**Functional Description:** Employees are responsible for the implementation and administration of Laboratory Management Systems (LIMS). Employees develop, configure, solutions evaluate, validate and deploy Enterprise LIMS systems. Employees establish and maintain communication platforms between LIMS and designated laboratory instrumentation. Employees perform required periodic maintenance of the various LIMS installations. Employees develop and maintain a disaster recovery plan for all of the LIMS installations, including off-site backup systems.

(6) **Title:** LIMS Developer/Administrator Senior  
**Minimum Education:** Bachelor’s degree in a scientific or computer science discipline  
**Minimum Experience:** A minimum of seven (7) years’ experience in developing in any of the following languages: Java, C#, C++, and VB/VBA language. Additionally, must have experience with Crystal Report development and use, along with other tools such as MS SharePoint.  
**Functional Description:** Employees are responsible for the implementation and administration of Laboratory Management Systems (LIMS). Employees develop, configure, solutions evaluate, validate and deploy Enterprise LIMS systems. Employees establish and maintain communication platforms between LIMS and designated laboratory instrumentation. Employees perform required periodic maintenance of the various LIMS installations. Employees develop and maintain a disaster recovery plan for all of the LIMS installations, including off-site backup systems.

(7) **Title:** Clinical Informatics Specialist Associate  
**Minimum Education:** Bachelor’s degree in a technology related discipline  
**Minimum Experience:** Zero (0) to five (5) years’ experience in information systems and nursing  
**Functional Description:** Employees design, build, and test clinical information systems to promote future and current functionality. Employees are responsible for troubleshooting and identifying opportunities for clinical information system improvements in the support
of physicians, clinicians, health care workers, affiliates and partners. Employees enhance operations by driving the evolution of customer-oriented, cost-effective, and integrated health information management systems.

(8) **Title:** Clinical Informatics Specialist Intermediate  
**Minimum Education:** Bachelor’s degree in a technology related discipline  
**Minimum Experience:** A minimum of five (5) year experience in information systems and nursing  
**Functional Description:** Employees design, build, and test clinical information systems to promote future and current functionality. Employees are responsible for troubleshooting and identifying opportunities for clinical information system improvements in the support of physicians, clinicians, health care workers, affiliates and partners. Employees enhance operations by driving the evolution of customer-oriented, cost-effective and integrated health information management systems.

(9) **Title:** Clinical Informatics Specialist Senior  
**Minimum Education:** Bachelor’s degree in a technology related discipline  
**Minimum Experience:** A minimum of ten (10) year experience in information systems and nursing  
**Functional Description:** Employees design, build, and test clinical information systems to promote future and current functionality. Employees are responsible for troubleshooting and identifying opportunities for clinical information system improvements in the support of physicians, clinicians, health care workers, affiliates and partners. Employees enhance operations by driving the evolution of customer-oriented, cost-effective, and integrated health information management systems.

(10) **Title:** Data Integration EHR SME Associate  
**Minimum Education:** Bachelor’s degree in a technology related discipline  
**Minimum Experience:** Zero (0) to five (5) years’ experience leading and managing software and database engineering teams.  
**Functional Description:** Employees are responsible for the strategy and delivery of data integration products and solutions between EHR (e.g. EPIC, Cerner, Meditech, Allscripts, etc.) and non-EHR systems. Employees lead software and database engineers in architecting, implementing, delivering and integrating solutions. Employees architect data models, design software systems, manage client engagements, train and mentor staff, document interfaces and data dictionaries and improve processes.

(11) **Title:** Data Integration EHR SME Intermediate  
**Minimum Education:** Bachelor’s degree in a technology related discipline  
**Minimum Experience:** A minimum of five (5) years’ experience leading and managing software and database engineering teams.  
**Functional Description:** Employees are responsible for the strategy and delivery of data integration products and solutions between EHR (e.g. EPIC, Cerner, Meditech, Allscripts, etc.) and non-EHR systems. Employees lead software and database engineers in
architecting, implementing, delivering and integrating solutions. Employees architect data models, design software systems, manage client engagements, train and mentor staff, document interfaces and data dictionaries and improve processes.

(12) Title: Data Integration EHR SME Senior  
**Minimum Education:** Bachelor’s degree in a technology related discipline  
**Minimum Experience:** A minimum of ten (10) years' experience leading and managing software and database engineering teams.  
**Functional Description:** Employees are responsible for the strategy and delivery of data integration products and solutions between EHR (e.g. EPIC, Cerner, Meditech, Allscripts, etc.) and non-EHR systems. Employees lead software and database engineers in architecting, implementing, delivering and integrating solutions. Employees architect data models, design software systems, manage client engagements, train and mentor staff, document interfaces and data dictionaries and improve processes.

(13) Title: Clinical Data Analyst Associate  
**Minimum Education:** Bachelor’s degree in a technology related discipline  
**Minimum Experience:** Zero (0) to two (2) years in clinical systems integration  
**Functional Description:** Employees are responsible for the technical development and architecture surrounding clinical data IT systems. Employees write and evaluate business and system requirements for application development, system integration and interface information architecture for integration solutions. Employees participate in requirement definition, testing, training, implementation, and support of business, functional and system requirements.

(14) Title: Clinical Data Analyst intermediate  
**Minimum Education:** Bachelor’s degree in a technology related discipline  
**Minimum Experience:** A minimum of four (4) years in clinical systems integration  
**Functional Description:** Employees are responsible for the technical development and architecture surrounding clinical data IT systems. Employees write and evaluate business and system requirements for application development, system integration and interface information architecture for integration solutions. Employees participate in requirement definition, testing, training, implementation, and support of business, functional and system requirements.

(15) Title: Clinical Data Analyst Senior  
**Minimum Education:** Bachelor’s degree in a technology related discipline  
**Minimum Experience:** A minimum of eight (8) years in clinical systems integration  
**Functional Description:** Employees are responsible for the technical development and architecture surrounding clinical data IT systems. Employees write and evaluate business and system requirements for application development, system integration and interface information architecture for integration solutions. Employees participate in requirement definition, testing, training, implementation, and support of business, functional and system requirements.
(16) Title: Ethical Hacker/Penetration Tester Associate
Minimum Education: 3-year college diploma in IT or a related field, Certified Ethical Hacker (CEH) certification is required
Minimum Experience: Zero (0) to two (2) years of security-related experience
Functional Description: Employees perform internal and external penetration tests. Employees perform onsite security testing (including social engineering and wireless), vulnerability scans, and will assist in the development of in-house testing tools and processes.

(17) Title: Ethical Hacker/Penetration Tester Intermediate
Minimum Education: 3-year college diploma in IT or a related field, Certified Ethical Hacker (CEH) certification is required
Minimum Experience: A minimum of two (2) years of security-related experience
Functional Description: Employees perform internal and external penetration tests. Employees perform onsite security testing (including social engineering and wireless), vulnerability scans, and will assist in the development of in-house testing tools and processes.

(18) Title: Ethical Hacker/Penetration Tester Senior
Minimum Education: 3-year college diploma in IT or a related field, Certified Ethical Hacker (CEH) certification is required
Minimum Experience: A minimum of six (6) years of security-related experience
Functional Description: Employees perform internal and external penetration tests. Employees perform onsite security testing (including social engineering and wireless), vulnerability scans, and will assist in the development of in-house testing tools and processes.

(19) Title: Research Nurse Associate
Minimum Education: Bachelor’s degree at a 4-year college
Minimum Experience: Zero (0) to two (2) years as a clinical research professional
Functional Description: Employees are responsible for creating, evaluating, and perfecting new and old medications and treatments for medical issues. Employees study diseases, disorders, and aid in developing treatment plans.

(20) Title: Research Nurse Intermediate
Minimum Education: Bachelor’s degree at a 4-year college
Minimum Experience: A minimum of five (5) years as a clinical research professional
Functional Description: Employees are responsible for creating, evaluating, and perfecting new and old medications and treatments for medical issues. Employees study diseases, disorders, and aid in developing treatment plans.

(21) Title: Research Nurse Senior
Minimum Education: Bachelor’s degree at a 4-year college
Minimum Experience: A minimum of ten (10) years as a clinical research professional

Functional Description: Employees are responsible for creating, evaluating, and perfecting new and old medications and treatments for medical issues. Employees study diseases, disorders, and aid in developing treatment plans.

(22) Title: Graphic Designer / Illustrator, Associate
Minimum Education: Bachelor’s Degree
Minimum Experience: Zero (0) to two (2) years of experience in a related field.
Functional Description: Prepares visual presentations by designing art and copy layouts. Plans, analyzes, and creates original visual solutions to communications projects. Identifies the most effective way to get messages across in print and electronic media using color, type, illustration, photography, animation, and various print and layout techniques. Develops the overall layout and production design of magazines, newspapers, journals, corporate reports, and other publications.

(23) Title: Graphic Designer / Illustrator, Staff
Minimum Education: Bachelor’s Degree
Minimum Experience: Two (2) to four (4) years of experience in a related field.
Functional Description: Prepares visual presentations by designing art and copy layouts. Plans, analyzes, and creates original visual solutions to communications projects. Identifies the most effective way to get messages across in print and electronic media using color, type, illustration, photography, animation, and various print and layout techniques. Develops the overall layout and production design of magazines, newspapers, journals, corporate reports, and other publications.

(24) Title: Graphic Designer / Illustrator, Senior
Minimum Education: Bachelor’s Degree
Minimum Experience: Five (5) to seven (7) years of experience in a related field.
Functional Description: Prepares visual presentations by designing art and copy layouts. Plans, analyzes, and creates original visual solutions to communications projects. Identifies the most effective way to get messages across in print and electronic media using color, type, illustration, photography, animation, and various print and layout techniques. Develops the overall layout and production design of magazines, newspapers, journals, corporate reports, and other publications.

(25) Title: Technical Writer, Associate
Minimum Education: Bachelor’s Degree
Minimum Experience: Zero (0) to two (2) years of experience in a related field.
Functional Description: Writes, rewrites and/or edits technical documents such as technical procedure manuals, user manuals, programming manuals, service manuals, operational specifications, and related technical publications to communicate clearly and effectively technical specifications and instructions to a wide range of audiences. Acquires subject knowledge by interviewing product developers, observing performance of production methods, referring to technical specifications, blueprints, engineering
illustrations, and trade journals.

(26) **Title**: Technical Writer, Staff  
**Minimum Education**: Bachelor’s Degree  
**Minimum Experience**: Two (2) to four (4) years of experience in a related field.  
**Functional Description**: Writes, rewrites and/or edits technical documents such as technical procedure manuals, user manuals, programming manuals, service manuals, operational specifications, and related technical publications to communicate clearly and effectively technical specifications and instructions to a wide range of audiences. Acquires subject knowledge by interviewing product developers, observing performance of production methods, referring to technical specifications, blueprints, engineering illustrations, and trade journals.

(27) **Title**: Technical Writer, Lead  
**Minimum Education**: Bachelor’s Degree  
**Minimum Experience**: Eight (8) to ten (10) years of experience in a related field.  
**Functional Description**: Writes, rewrites and/or edits technical documents such as technical procedure manuals, user manuals, programming manuals, service manuals, operational specifications, and related technical publications to communicate clearly and effectively technical specifications and instructions to a wide range of audiences. Acquires subject knowledge by interviewing product developers, observing performance of production methods, referring to technical specifications, blueprints, engineering illustrations, and trade journals.

(28) **Title**: Biostatistician, Associate  
**Minimum Education**: Bachelor’s Degree  
**Minimum Experience**: Zero (0) to two (2) years of experience in a related field.  
**Functional Description**: Performs the design, development, modification and evaluation of a technical infrastructure to expedite conducting and evaluation of clinical trials and basic research. Performs statistical analysis and develops tracking systems to determine the efficiency of clinical trials. Interacts with clinical investigators to determine protocol design. Evaluates databases and statistical analyses programs and interacts with computer groups to determine hardware/software compatibility.

(29) **Title**: Biostatistician, Senior  
**Minimum Education**: Bachelor’s Degree  
**Minimum Experience**: Five (5) to seven (7) years of experience in a related field.  
**Functional Description**: Performs the design, development, modification and evaluation of a technical infrastructure to expedite conducting and evaluation of clinical trials and basic research. Performs statistical analysis and develops tracking systems to determine the efficiency of clinical trials. Interacts with clinical investigators to determine protocol design. Evaluates databases and statistical analyses programs and interacts with computer groups to determine hardware/software compatibility.
(30) **Title:** Biostatistician, Lead  
**Minimum Education:** Bachelor’s Degree  
**Minimum Experience:** Eight (8) to ten (10) years of experience in a related field.  
**Functional Description:** Performs the design, development, modification and evaluation of a technical infrastructure to expedite conducting and evaluation of clinical trials and basic research. Performs statistical analysis and develops tracking systems to determine the efficiency of clinical trials. Interacts with clinical investigators to determine protocol design. Evaluates databases and statistical analyses programs and interacts with computer groups to determine hardware/software compatibility.

(31) **Title:** Data Scientist, Staff  
**Minimum Education:** Bachelor’s Degree  
**Minimum Experience:** Two (2) to four (4) years of experience in a related field.  
**Functional Description:** Involved in the analysis of unstructured and semi-structured data, including latent semantic indexing (LSI), entity identification and tagging, complex event processing (CEP), and the application of analysis algorithms on distributed, clustered, and cloud-based high-performance infrastructures. Exercises creativity in applying non-traditional approaches to large-scale analysis of unstructured data in support of high-value use cases visualized through multi-dimensional interfaces. Handle processing and index requests against high-volume collections of data and high-velocity data streams. Has the ability to make discoveries in the world of big data.

(32) **Title:** Data Scientist, Lead  
**Minimum Education:** Bachelor’s Degree  
**Minimum Experience:** Eight (8) to ten (10) years of experience in a related field.  
**Functional Description:** Involved in the analysis of unstructured and semi-structured data, including latent semantic indexing (LSI), entity identification and tagging, complex event processing (CEP), and the application of analysis algorithms on distributed, clustered, and cloud-based high-performance infrastructures. Exercises creativity in applying non-traditional approaches to large-scale analysis of unstructured data in support of high-value use cases visualized through multi-dimensional interfaces. Handle processing and index requests against high-volume collections of data and high-velocity data streams. Has the ability to make discoveries in the world of big data.

(33) **Title:** Data Scientist, Staff Principal  
**Minimum Education:** Bachelor’s Degree  
**Minimum Experience:** Twelve (12) to fifteen (15) years of experience in a related field.  
**Functional Description:** Involved in the analysis of unstructured and semi-structured data, including latent semantic indexing (LSI), entity identification and tagging, complex event processing (CEP), and the application of analysis algorithms on distributed, clustered, and cloud-based high-performance infrastructures. Exercises creativity in applying non-traditional approaches to large-scale analysis of unstructured data in support of high-value use cases visualized through multi-dimensional interfaces. Handle processing and index requests against high-volume collections of data and high-velocity...
data streams. Has the ability to make discoveries in the world of big data.

**Title**: Health Information Specialist/Customer Care 1  
**Minimum Education**: High School Diploma  
**Minimum Experience**: Zero (0) to one (1) year of experience in a related field.  
**Functional Description**: Is responsible for maintaining the patient health information and ensuring that it is complete and accurate. The Specialist maintains a list of charts in archives; retrieves charts from archives when needed; receives and processes releases of information (ROIs) in a timely manner consistent with policy; assists with and coordinates the data collection for chart audits and quality reviews as assigned; responds to EHR tasks and telephone calls and assists patients regarding health information in a timely manner: assists in the release of medical information and ensures that the release of information is complete according to CHC policy and HIPAA guidelines and documents all patient communication in EHR as appropriate.

**Title**: Health Information Specialist/Customer Care 2  
**Minimum Education**: High School Diploma  
**Minimum Experience**: Three (3) to four (4) years of experience in a related field.  
**Functional Description**: Is responsible for maintaining the patient health information and ensuring that it is complete and accurate. The Specialist maintains a list of charts in archives; retrieves charts from archives when needed; receives and processes releases of information (ROIs) in a timely manner consistent with policy; assists with and coordinates the data collection for chart audits and quality reviews as assigned; responds to EHR tasks and telephone calls and assists patients regarding health information in a timely manner: assists in the release of medical information and ensures that the release of information is complete according to CHC policy and HIPAA guidelines and documents all patient communication in EHR as appropriate.

**Title**: Health Information Specialist/Customer Care 3  
**Minimum Education**: High School Diploma  
**Minimum Experience**: Five (5) to six (6) years of experience in a related field.  
**Functional Description**: Is responsible for maintaining the patient health information and ensuring that it is complete and accurate. The Specialist maintains a list of charts in archives; retrieves charts from archives when needed; receives and processes releases of information (ROIs) in a timely manner consistent with policy; assists with and coordinates the data collection for chart audits and quality reviews as assigned; responds to EHR tasks and telephone calls and assists patients regarding health information in a timely manner: assists in the release of medical information and ensures that the release of information is complete according to CHC policy and HIPAA guidelines and documents all patient communication in EHR as appropriate.

**Title**: Transcriptionist, 1  
**Minimum Education**: High School Diploma  
**Minimum Experience**: Zero (0) to one (1) year of experience in a related field.
**Functional Description:** Responsible uploading, transcribing, and downloading digital dictations. Position may be responsible for additional office tasks including correcting reports, photocopying, mailing and scanning. Downloads, transcribes and uploads dictation for a variety of medical reports, such as patient histories, physical examinations, chart reviews, consultation, or discharge summaries. Reviews and edits transcribed reports or dictated material for spelling, grammar, clarity, consistency, and proper medical terminology.

(38) **Title:** Transcriptionist, 2  
**Minimum Education:** High School Diploma  
**Minimum Experience:** Three (3) to four (4) years of experience in a related field.

(39) **Title:** Transcriptionist, 3  
**Minimum Education:** High School Diploma  
**Minimum Experience:** Five (5) to six (6) years of experience in a related field.

(40) **Title:** Lab Technician, 1  
**Minimum Education:** High School Diploma  
**Minimum Experience:** Zero (0) to one (1) year of experience in a related field.  
**Functional Description:** Performs routine and non-routine analyses as assigned using standard but generally complex chemical analyzing techniques. Logs and prepares samples. Measures volume and weighs sample. Analyzes chemical composition, purity level, etc. by generally complex techniques. Calculates results of analyses and enters into computer system. Prepares worksheets/reports of relevant findings as necessary. Trains and monitors the work of other technicians in specific analyses.

(41) **Title:** Lab Technician, 2  
**Minimum Education:** High School Diploma  
**Minimum Experience:** Three (3) to four (4) years of experience in a related field.  
**Functional Description:** Performs routine and non-routine analyses as assigned using
standard but generally complex chemical analyzing techniques. Logs and prepares samples. Measures volume and weighs sample. Analyzes chemical composition, purity level, etc. by generally complex techniques. Calculates results of analyses and enters into computer system. Prepares worksheets/reports of relevant findings as necessary. Trains and monitors the work of other technicians in specific analyses.

(42) **Title:** Lab Technician, 3  
**Minimum Education:** High School Diploma  
**Minimum Experience:** Five (5) to six (6) years of experience in a related field.  
**Functional Description:** Performs routine and non-routine analyses as assigned using standard but generally complex chemical analyzing techniques. Logs and prepares samples. Measures volume and weighs sample. Analyzes chemical composition, purity level, etc. by generally complex techniques. Calculates results of analyses and enters into computer system. Prepares worksheets/reports of relevant findings as necessary. Trains and monitors the work of other technicians in specific analyses.

**Footnote:**

It is Pragmatics normal commercial practice to accept additional experience (beyond the minimum required to qualify for each labor category) as a substitute for educational requirements in accord with the following table:

<table>
<thead>
<tr>
<th>Degree</th>
<th>Work Experience</th>
</tr>
</thead>
<tbody>
<tr>
<td>Associates Degree</td>
<td>Two years</td>
</tr>
<tr>
<td>Bachelors Degree</td>
<td>Four years</td>
</tr>
<tr>
<td>Professional Certifications</td>
<td>Five years</td>
</tr>
<tr>
<td>Masters Degree</td>
<td>Six years</td>
</tr>
<tr>
<td>PhD Degree</td>
<td>Eight years</td>
</tr>
<tr>
<td>Line #</td>
<td>Level</td>
</tr>
<tr>
<td>--------</td>
<td>-------</td>
</tr>
<tr>
<td>C1</td>
<td>TS1</td>
</tr>
<tr>
<td>C2</td>
<td>TS2</td>
</tr>
<tr>
<td>C3</td>
<td>TS3</td>
</tr>
<tr>
<td>C4</td>
<td>TS4</td>
</tr>
<tr>
<td>C5</td>
<td>TS5</td>
</tr>
<tr>
<td>C6</td>
<td>TS6</td>
</tr>
<tr>
<td>C7</td>
<td>TS7</td>
</tr>
<tr>
<td>C8</td>
<td>TS8</td>
</tr>
<tr>
<td>C9</td>
<td>TS9</td>
</tr>
<tr>
<td>C10</td>
<td>TS10</td>
</tr>
<tr>
<td>C11</td>
<td>TS11</td>
</tr>
<tr>
<td>C12</td>
<td>TS12</td>
</tr>
<tr>
<td>C13</td>
<td>TS13</td>
</tr>
<tr>
<td>C14</td>
<td>TS14</td>
</tr>
<tr>
<td>C15</td>
<td>TS15</td>
</tr>
<tr>
<td>C16</td>
<td>TS16</td>
</tr>
<tr>
<td>C17</td>
<td>TS17</td>
</tr>
<tr>
<td>C18</td>
<td>TS18</td>
</tr>
<tr>
<td>C20</td>
<td>TS20</td>
</tr>
<tr>
<td>C21</td>
<td>TS21</td>
</tr>
<tr>
<td>C22</td>
<td>TS22</td>
</tr>
<tr>
<td>C23</td>
<td>TS23</td>
</tr>
<tr>
<td>C24</td>
<td>TS24</td>
</tr>
<tr>
<td>C25</td>
<td>TS25</td>
</tr>
<tr>
<td>C26</td>
<td>TS26</td>
</tr>
<tr>
<td>C27</td>
<td>TS27</td>
</tr>
<tr>
<td>C28</td>
<td>TS28</td>
</tr>
<tr>
<td>C29</td>
<td>TS29</td>
</tr>
<tr>
<td>C30</td>
<td>TS30</td>
</tr>
</tbody>
</table>

(Continued on next page)
<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>1 Jan</th>
<th>2 Feb</th>
<th>3 Mar</th>
<th>4 Apr</th>
<th>5 May</th>
</tr>
</thead>
<tbody>
<tr>
<td>C31</td>
<td>Technical Staff VII</td>
<td>$117.63</td>
<td>$120.10</td>
<td>$122.62</td>
<td>$125.20</td>
<td>$127.83</td>
</tr>
<tr>
<td>C32</td>
<td>Technical Staff VII Intermediate</td>
<td>$134.76</td>
<td>$137.59</td>
<td>$140.48</td>
<td>$143.43</td>
<td>$146.44</td>
</tr>
<tr>
<td>C33</td>
<td>Technical Staff VII Senior</td>
<td>$157.70</td>
<td>$161.01</td>
<td>$164.39</td>
<td>$167.84</td>
<td>$171.36</td>
</tr>
<tr>
<td>C34</td>
<td>Technical Staff VII Chief</td>
<td>$171.73</td>
<td>$175.34</td>
<td>$179.02</td>
<td>$182.78</td>
<td>$186.62</td>
</tr>
<tr>
<td>C35</td>
<td>Technical Staff VIII</td>
<td>$117.63</td>
<td>$120.10</td>
<td>$122.62</td>
<td>$125.20</td>
<td>$127.83</td>
</tr>
<tr>
<td>C36</td>
<td>Technical Staff VIII Intermediate</td>
<td>$139.74</td>
<td>$142.67</td>
<td>$145.67</td>
<td>$148.73</td>
<td>$151.85</td>
</tr>
<tr>
<td>C37</td>
<td>Technical Staff IX</td>
<td>$130.03</td>
<td>$132.76</td>
<td>$135.55</td>
<td>$138.40</td>
<td>$141.31</td>
</tr>
<tr>
<td>C38</td>
<td>Technical Staff IX Intermediate</td>
<td>$156.72</td>
<td>$160.01</td>
<td>$163.37</td>
<td>$166.80</td>
<td>$170.30</td>
</tr>
<tr>
<td>C39</td>
<td>Technical Staff IX Senior</td>
<td>$184.00</td>
<td>$187.86</td>
<td>$191.81</td>
<td>$195.84</td>
<td>$199.95</td>
</tr>
<tr>
<td>C40</td>
<td>Technical Staff Principal</td>
<td>$153.87</td>
<td>$157.10</td>
<td>$160.40</td>
<td>$163.77</td>
<td>$167.21</td>
</tr>
<tr>
<td>C41</td>
<td>Technical Staff Principal Intermediate</td>
<td>$159.48</td>
<td>$162.83</td>
<td>$166.25</td>
<td>$169.74</td>
<td>$173.30</td>
</tr>
<tr>
<td>C42</td>
<td>Technical Staff Principal Senior</td>
<td>$223.30</td>
<td>$227.99</td>
<td>$232.78</td>
<td>$237.67</td>
<td>$242.66</td>
</tr>
<tr>
<td>C43</td>
<td>Technical Staff Principal Intermediate</td>
<td>$218.84</td>
<td>$223.44</td>
<td>$228.13</td>
<td>$232.92</td>
<td>$237.81</td>
</tr>
<tr>
<td>C44</td>
<td>Technical Staff Principal Senior</td>
<td>$187.55</td>
<td>$191.49</td>
<td>$195.51</td>
<td>$199.62</td>
<td>$203.81</td>
</tr>
<tr>
<td>C45</td>
<td>Technical Director</td>
<td>$228.05</td>
<td>$232.84</td>
<td>$237.73</td>
<td>$242.72</td>
<td>$247.82</td>
</tr>
<tr>
<td>C46</td>
<td>Technical Director Intermediate</td>
<td>$131.06</td>
<td>$133.81</td>
<td>$136.62</td>
<td>$139.49</td>
<td>$142.42</td>
</tr>
<tr>
<td>C47</td>
<td>Technical Director Senior</td>
<td>$191.49</td>
<td>$195.51</td>
<td>$199.62</td>
<td>$203.81</td>
<td>$208.13</td>
</tr>
<tr>
<td>C48</td>
<td>Technical Director</td>
<td>$131.06</td>
<td>$133.81</td>
<td>$136.62</td>
<td>$139.49</td>
<td>$142.42</td>
</tr>
<tr>
<td>C49</td>
<td>Project Manager</td>
<td>$191.49</td>
<td>$195.51</td>
<td>$199.62</td>
<td>$203.81</td>
<td>$208.13</td>
</tr>
<tr>
<td>C50</td>
<td>Project Manager Intermediate</td>
<td>$228.05</td>
<td>$232.84</td>
<td>$237.73</td>
<td>$242.72</td>
<td>$247.82</td>
</tr>
<tr>
<td>C51</td>
<td>Project Manager Senior</td>
<td>$131.06</td>
<td>$133.81</td>
<td>$136.62</td>
<td>$139.49</td>
<td>$142.42</td>
</tr>
<tr>
<td>C52</td>
<td>Project Manager Intermediate</td>
<td>$191.49</td>
<td>$195.51</td>
<td>$199.62</td>
<td>$203.81</td>
<td>$208.13</td>
</tr>
<tr>
<td>C53</td>
<td>Project Manager Senior</td>
<td>$228.05</td>
<td>$232.84</td>
<td>$237.73</td>
<td>$242.72</td>
<td>$247.82</td>
</tr>
<tr>
<td>C54</td>
<td>Program Manager</td>
<td>$131.06</td>
<td>$133.81</td>
<td>$136.62</td>
<td>$139.49</td>
<td>$142.42</td>
</tr>
<tr>
<td>C55</td>
<td>Program Manager Intermediate</td>
<td>$191.49</td>
<td>$195.51</td>
<td>$199.62</td>
<td>$203.81</td>
<td>$208.13</td>
</tr>
<tr>
<td>C56</td>
<td>Program Manager Senior</td>
<td>$228.05</td>
<td>$232.84</td>
<td>$237.73</td>
<td>$242.72</td>
<td>$247.82</td>
</tr>
<tr>
<td>C57</td>
<td>Program Director</td>
<td>$131.06</td>
<td>$133.81</td>
<td>$136.62</td>
<td>$139.49</td>
<td>$142.42</td>
</tr>
<tr>
<td>C58</td>
<td>Program Director Intermediate</td>
<td>$191.49</td>
<td>$195.51</td>
<td>$199.62</td>
<td>$203.81</td>
<td>$208.13</td>
</tr>
</tbody>
</table>

(Continued on next page)
<table>
<thead>
<tr>
<th>Administrative Labor Categories</th>
<th>C60</th>
<th>C61</th>
<th>C62</th>
<th>C63</th>
<th>C64</th>
<th>C65</th>
<th>C66</th>
<th>C67</th>
<th>C68</th>
<th>C69</th>
<th>C70</th>
<th>C71</th>
<th>C72</th>
<th>C73</th>
<th>C74</th>
<th>C75</th>
<th>C76</th>
<th>C77</th>
<th>C78</th>
<th>C79</th>
<th>C80</th>
<th>C81</th>
<th>C82</th>
<th>C83</th>
<th>C84</th>
<th>C85</th>
<th>C86</th>
</tr>
</thead>
<tbody>
<tr>
<td>Administrative Staff</td>
<td>$41.65</td>
<td>$42.52</td>
<td>$43.41</td>
<td>$44.32</td>
<td>$45.25</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Administrative Staff Intermediate</td>
<td>$45.85</td>
<td>$46.81</td>
<td>$47.79</td>
<td>$48.79</td>
<td>$49.81</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Administrative Staff Senior</td>
<td>$61.26</td>
<td>$62.55</td>
<td>$63.86</td>
<td>$65.20</td>
<td>$66.57</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Administrative Staff I</td>
<td>$43.26</td>
<td>$44.17</td>
<td>$45.10</td>
<td>$46.05</td>
<td>$47.02</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Administrative Staff I Intermediate</td>
<td>$52.90</td>
<td>$54.01</td>
<td>$55.14</td>
<td>$56.30</td>
<td>$57.48</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Administrative Staff I Senior</td>
<td>$66.33</td>
<td>$67.72</td>
<td>$69.14</td>
<td>$70.59</td>
<td>$72.07</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Administrative Staff II</td>
<td>$48.18</td>
<td>$49.19</td>
<td>$50.22</td>
<td>$51.27</td>
<td>$52.35</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Administrative Staff II Intermediate</td>
<td>$52.90</td>
<td>$54.01</td>
<td>$55.14</td>
<td>$56.30</td>
<td>$57.48</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Administrative Staff II Senior</td>
<td>$66.33</td>
<td>$67.72</td>
<td>$69.14</td>
<td>$70.59</td>
<td>$72.07</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Administrative Staff III</td>
<td>$56.74</td>
<td>$57.93</td>
<td>$59.15</td>
<td>$60.39</td>
<td>$61.66</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Administrative Staff III Senior</td>
<td>$64.20</td>
<td>$65.55</td>
<td>$66.93</td>
<td>$68.34</td>
<td>$69.78</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Administrative Staff IV</td>
<td>$74.90</td>
<td>$76.47</td>
<td>$78.08</td>
<td>$79.72</td>
<td>$81.39</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Administrative Staff IV Intermediate</td>
<td>$58.35</td>
<td>$59.58</td>
<td>$60.83</td>
<td>$62.11</td>
<td>$63.41</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Administrative Staff V</td>
<td>$75.76</td>
<td>$77.35</td>
<td>$78.97</td>
<td>$80.63</td>
<td>$82.32</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Administrative Staff V Intermediate</td>
<td>$59.71</td>
<td>$60.96</td>
<td>$62.24</td>
<td>$63.55</td>
<td>$64.88</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Administrative Staff V Senior</td>
<td>$67.80</td>
<td>$69.22</td>
<td>$70.67</td>
<td>$72.15</td>
<td>$73.67</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Administrative Staff VI</td>
<td>$72.71</td>
<td>$74.66</td>
<td>$76.65</td>
<td>$78.68</td>
<td>$80.75</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Administrative Staff VI Senior</td>
<td>$69.25</td>
<td>$70.70</td>
<td>$72.18</td>
<td>$73.70</td>
<td>$75.25</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Administrative Specialized Intermediate</td>
<td>$93.71</td>
<td>$95.68</td>
<td>$97.69</td>
<td>$99.74</td>
<td>$101.83</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Administrative Specialized Senior</td>
<td>$113.64</td>
<td>$116.03</td>
<td>$118.47</td>
<td>$120.96</td>
<td>$123.50</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Administrative Manager</td>
<td>$108.26</td>
<td>$110.53</td>
<td>$112.85</td>
<td>$115.22</td>
<td>$117.64</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Administrative Manager Intermediate</td>
<td>$131.59</td>
<td>$134.35</td>
<td>$137.17</td>
<td>$140.05</td>
<td>$142.99</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Administrative Manager Senior</td>
<td>$240.18</td>
<td>$245.22</td>
<td>$250.37</td>
<td>$255.37</td>
<td>$261.00</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**NOTE:** Administrative Labor Categories can only be ordered in concert with, and incidental to, Information Technology Professional Services.

*(Continued on next page)*
<p>| | | | | | | | | | | | | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>HS1</td>
<td>Public Health Analyst Associate</td>
<td>$42.26</td>
<td>$43.15</td>
<td>$44.06</td>
<td>$44.99</td>
<td>$45.93</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>HS2</td>
<td>Public Health Analyst Intermediate</td>
<td>$41.54</td>
<td>$42.83</td>
<td>$43.15</td>
<td>$44.50</td>
<td>$45.88</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>HS3</td>
<td>Public Health Analyst Senior</td>
<td>$88.19</td>
<td>$90.04</td>
<td>$91.93</td>
<td>$93.86</td>
<td>$95.83</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>HS4</td>
<td>LIMS Developer / Administrator Associate</td>
<td>$42.26</td>
<td>$45.61</td>
<td>$46.99</td>
<td>$48.40</td>
<td>$49.84</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>HS5</td>
<td>LIMS Developer / Administrator Intermediate</td>
<td>$86.46</td>
<td>$88.28</td>
<td>$90.13</td>
<td>$92.02</td>
<td>$93.95</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>6</td>
<td>HS6</td>
<td>LIMS Developer / Administrator Senior</td>
<td>$112.93</td>
<td>$115.30</td>
<td>$117.72</td>
<td>$120.19</td>
<td>$122.71</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>7</td>
<td>HS7</td>
<td>Clinical Informatics Specialist Associate</td>
<td>$57.89</td>
<td>$59.11</td>
<td>$60.35</td>
<td>$61.62</td>
<td>$62.91</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>8</td>
<td>HS8</td>
<td>Clinical Informatics Specialist intermediate</td>
<td>$75.03</td>
<td>$76.61</td>
<td>$78.22</td>
<td>$79.84</td>
<td>$81.54</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>9</td>
<td>HS9</td>
<td>Clinical Informatics Specialist Senior</td>
<td>$94.46</td>
<td>$96.44</td>
<td>$98.47</td>
<td>$100.54</td>
<td>$102.65</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>10</td>
<td>HS10</td>
<td>Data Integration EHR SME Associate</td>
<td>$72.25</td>
<td>$73.77</td>
<td>$75.32</td>
<td>$76.90</td>
<td>$78.51</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>11</td>
<td>HS11</td>
<td>Data Integration EHR SME Intermediate</td>
<td>$103.16</td>
<td>$105.33</td>
<td>$107.54</td>
<td>$109.80</td>
<td>$112.11</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>12</td>
<td>HS12</td>
<td>Data Integration EHR SME Senior</td>
<td>$130.91</td>
<td>$133.66</td>
<td>$136.47</td>
<td>$139.34</td>
<td>$142.27</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>13</td>
<td>HS13</td>
<td>Clinical Data Analyst Associate</td>
<td>$58.80</td>
<td>$60.03</td>
<td>$61.29</td>
<td>$62.58</td>
<td>$63.89</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>14</td>
<td>HS14</td>
<td>Clinical Data Analyst Intermediate</td>
<td>$76.70</td>
<td>$78.31</td>
<td>$79.95</td>
<td>$81.63</td>
<td>$83.34</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>15</td>
<td>HS15</td>
<td>Clinical Data Analyst Senior</td>
<td>$97.38</td>
<td>$99.42</td>
<td>$101.51</td>
<td>$103.64</td>
<td>$105.82</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>16</td>
<td>HS16</td>
<td>Ethical Hacker / Penetration Tester Associate</td>
<td>$63.39</td>
<td>$64.72</td>
<td>$66.08</td>
<td>$67.47</td>
<td>$68.89</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>17</td>
<td>HS17</td>
<td>Ethical Hacker / Penetration Tester Intermediate</td>
<td>$84.11</td>
<td>$85.88</td>
<td>$87.68</td>
<td>$89.52</td>
<td>$91.40</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>18</td>
<td>HS18</td>
<td>Ethical Hacker / Penetration Tester Senior</td>
<td>$121.26</td>
<td>$123.81</td>
<td>$126.41</td>
<td>$129.06</td>
<td>$131.77</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>19</td>
<td>HS19</td>
<td>Research Nurse Associate</td>
<td>$46.85</td>
<td>$47.83</td>
<td>$48.83</td>
<td>$49.86</td>
<td>$50.91</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>20</td>
<td>HS20</td>
<td>Research Nurse Intermediate</td>
<td>$60.19</td>
<td>$61.45</td>
<td>$62.74</td>
<td>$64.06</td>
<td>$65.41</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>21</td>
<td>HS21</td>
<td>Research Nurse Senior</td>
<td>$82.68</td>
<td>$84.42</td>
<td>$86.19</td>
<td>$88.00</td>
<td>$89.85</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>22</td>
<td>HS22</td>
<td>Graphic Designer / Illustrator Associate</td>
<td>$56.49</td>
<td>$57.68</td>
<td>$58.89</td>
<td>$60.13</td>
<td>$61.39</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>23</td>
<td>HS23</td>
<td>Graphic Designer / Illustrator Intermediate</td>
<td>$65.35</td>
<td>$66.72</td>
<td>$68.12</td>
<td>$69.55</td>
<td>$71.01</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>24</td>
<td>HS24</td>
<td>Graphic Designer / Illustrator Senior</td>
<td>$77.47</td>
<td>$79.10</td>
<td>$80.76</td>
<td>$82.46</td>
<td>$84.19</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>25</td>
<td>HS25</td>
<td>Technical Writer Associate</td>
<td>$53.02</td>
<td>$54.13</td>
<td>$55.27</td>
<td>$56.43</td>
<td>$57.62</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>26</td>
<td>HS26</td>
<td>Technical Writer Staff</td>
<td>$66.51</td>
<td>$67.91</td>
<td>$69.34</td>
<td>$70.80</td>
<td>$72.29</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>27</td>
<td>HS27</td>
<td>Technical Writer Lead</td>
<td>$95.35</td>
<td>$97.35</td>
<td>$99.39</td>
<td>$101.48</td>
<td>$103.61</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>28</td>
<td>HS28</td>
<td>Biostatistician Associate</td>
<td>$64.28</td>
<td>$65.63</td>
<td>$67.01</td>
<td>$68.42</td>
<td>$69.86</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>29</td>
<td>HS29</td>
<td>Biostatistician Senior</td>
<td>$101.44</td>
<td>$103.57</td>
<td>$105.74</td>
<td>$107.96</td>
<td>$110.23</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>30</td>
<td>HS30</td>
<td>Biostatistician Lead</td>
<td>$141.32</td>
<td>$144.29</td>
<td>$147.32</td>
<td>$150.41</td>
<td>$153.57</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>31</td>
<td>HS31</td>
<td>Data Scientist Staff</td>
<td>$81.58</td>
<td>$83.29</td>
<td>$85.04</td>
<td>$86.83</td>
<td>$88.65</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>32</td>
<td>HS32</td>
<td>Data Scientist Lead</td>
<td>$101.64</td>
<td>$103.77</td>
<td>$105.95</td>
<td>$108.17</td>
<td>$110.44</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>33</td>
<td>HS33</td>
<td>Data Scientist Staff Principal</td>
<td>$145.21</td>
<td>$148.26</td>
<td>$151.37</td>
<td>$154.55</td>
<td>$157.80</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>34</td>
<td>HS34</td>
<td>Health Information Specialist / Customer Care 1</td>
<td>$33.43</td>
<td>$34.13</td>
<td>$34.85</td>
<td>$35.58</td>
<td>$36.33</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>35</td>
<td>HS35</td>
<td>Health Information Specialist / Customer Care 2</td>
<td>$39.68</td>
<td>$40.51</td>
<td>$41.36</td>
<td>$42.23</td>
<td>$43.12</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>36</td>
<td>HS36</td>
<td>Health Information Specialist / Customer Care 3</td>
<td>$48.81</td>
<td>$49.84</td>
<td>$50.89</td>
<td>$51.96</td>
<td>$53.05</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>37</td>
<td>HS37</td>
<td>Transcriptionist 1</td>
<td>$31.43</td>
<td>$32.09</td>
<td>$32.76</td>
<td>$33.45</td>
<td>$34.15</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>38</td>
<td>HS38</td>
<td>Transcriptionist 2</td>
<td>$41.05</td>
<td>$41.91</td>
<td>$42.79</td>
<td>$43.69</td>
<td>$44.61</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>39</td>
<td>HS39</td>
<td>Transcriptionist 3</td>
<td>$50.86</td>
<td>$51.93</td>
<td>$53.02</td>
<td>$54.13</td>
<td>$55.27</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>40</td>
<td>HS40</td>
<td>Lab Technician 1</td>
<td>$47.88</td>
<td>$48.89</td>
<td>$49.92</td>
<td>$50.97</td>
<td>$52.04</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>41</td>
<td>HS41</td>
<td>Lab Technician 2</td>
<td>$41.89</td>
<td>$42.77</td>
<td>$43.67</td>
<td>$44.59</td>
<td>$45.53</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>42</td>
<td>HS42</td>
<td>Lab Technician 3</td>
<td>$57.50</td>
<td>$58.71</td>
<td>$59.94</td>
<td>$61.20</td>
<td>$62.49</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

(Continued on next page)
<table>
<thead>
<tr>
<th>Line #</th>
<th>Skill</th>
<th>Level</th>
<th>Labor Category</th>
<th>Year 10</th>
<th>Year 11</th>
<th>Year 12</th>
<th>Year 13</th>
<th>Year 14</th>
</tr>
</thead>
<tbody>
<tr>
<td>P1</td>
<td>TS1</td>
<td></td>
<td>Technical Staff Operations I</td>
<td>$49.05</td>
<td>$50.08</td>
<td>$51.13</td>
<td>$52.20</td>
<td>$53.30</td>
</tr>
<tr>
<td>P2</td>
<td>TS2</td>
<td></td>
<td>Technical Staff Operations I Intermediate</td>
<td>$55.82</td>
<td>$56.99</td>
<td>$58.19</td>
<td>$59.41</td>
<td>$60.66</td>
</tr>
<tr>
<td>P3</td>
<td>TS3</td>
<td></td>
<td>Technical Staff Operations I Senior</td>
<td>$68.88</td>
<td>$70.33</td>
<td>$71.81</td>
<td>$73.32</td>
<td>$74.86</td>
</tr>
<tr>
<td>P4</td>
<td>TS4</td>
<td></td>
<td>Technical Staff Operations II</td>
<td>$55.52</td>
<td>$56.69</td>
<td>$57.88</td>
<td>$59.10</td>
<td>$60.34</td>
</tr>
<tr>
<td>P5</td>
<td>TS5</td>
<td></td>
<td>Technical Staff Operations II Intermediate</td>
<td>$61.35</td>
<td>$62.64</td>
<td>$63.96</td>
<td>$65.30</td>
<td>$66.67</td>
</tr>
<tr>
<td>P6</td>
<td>TS6</td>
<td></td>
<td>Technical Staff Operations II Senior</td>
<td>$83.65</td>
<td>$85.41</td>
<td>$87.20</td>
<td>$89.03</td>
<td>$90.90</td>
</tr>
<tr>
<td>P7</td>
<td>TS7</td>
<td></td>
<td>Technical Staff Associate</td>
<td>$61.35</td>
<td>$62.64</td>
<td>$63.96</td>
<td>$65.30</td>
<td>$66.67</td>
</tr>
<tr>
<td>P8</td>
<td>TS8</td>
<td></td>
<td>Technical Staff Associate Intermediate</td>
<td>$72.43</td>
<td>$73.95</td>
<td>$75.50</td>
<td>$77.09</td>
<td>$78.71</td>
</tr>
<tr>
<td>P9</td>
<td>TS9</td>
<td></td>
<td>Technical Staff Associate Senior</td>
<td>$91.59</td>
<td>$93.51</td>
<td>$95.47</td>
<td>$97.47</td>
<td>$99.52</td>
</tr>
<tr>
<td>P10</td>
<td>TS10</td>
<td></td>
<td>Technical Staff I</td>
<td>$68.93</td>
<td>$70.38</td>
<td>$71.86</td>
<td>$73.37</td>
<td>$74.91</td>
</tr>
<tr>
<td>P11</td>
<td>TS11</td>
<td></td>
<td>Technical Staff I Intermediate</td>
<td>$82.53</td>
<td>$84.26</td>
<td>$86.03</td>
<td>$87.84</td>
<td>$89.68</td>
</tr>
<tr>
<td>P12</td>
<td>TS12</td>
<td></td>
<td>Technical Staff I Senior</td>
<td>$95.01</td>
<td>$97.01</td>
<td>$99.05</td>
<td>$101.13</td>
<td>$103.25</td>
</tr>
<tr>
<td>P13</td>
<td>TS13</td>
<td></td>
<td>Technical Staff II</td>
<td>$74.62</td>
<td>$76.19</td>
<td>$77.79</td>
<td>$79.42</td>
<td>$81.09</td>
</tr>
<tr>
<td>P14</td>
<td>TS14</td>
<td></td>
<td>Technical Staff II Intermediate</td>
<td>$87.45</td>
<td>$89.29</td>
<td>$91.17</td>
<td>$93.08</td>
<td>$95.03</td>
</tr>
<tr>
<td>P15</td>
<td>TS15</td>
<td></td>
<td>Technical Staff II Senior</td>
<td>$113.48</td>
<td>$115.86</td>
<td>$118.29</td>
<td>$120.77</td>
<td>$123.31</td>
</tr>
<tr>
<td>P16</td>
<td>TS16</td>
<td></td>
<td>Technical Staff III</td>
<td>$81.31</td>
<td>$83.02</td>
<td>$84.76</td>
<td>$86.54</td>
<td>$88.36</td>
</tr>
<tr>
<td>P17</td>
<td>TS17</td>
<td></td>
<td>Technical Staff III Intermediate</td>
<td>$98.03</td>
<td>$100.09</td>
<td>$102.19</td>
<td>$104.34</td>
<td>$106.53</td>
</tr>
<tr>
<td>P18</td>
<td>TS18</td>
<td></td>
<td>Technical Staff III Senior</td>
<td>$126.21</td>
<td>$128.86</td>
<td>$131.57</td>
<td>$134.33</td>
<td>$137.15</td>
</tr>
<tr>
<td>P19</td>
<td>TS19</td>
<td></td>
<td>Technical Staff IV</td>
<td>$111.77</td>
<td>$114.12</td>
<td>$116.52</td>
<td>$118.97</td>
<td>$121.47</td>
</tr>
<tr>
<td>P20</td>
<td>TS20</td>
<td></td>
<td>Technical Staff IV Intermediate</td>
<td>$135.18</td>
<td>$138.02</td>
<td>$140.92</td>
<td>$143.88</td>
<td>$146.90</td>
</tr>
<tr>
<td>P21</td>
<td>TS21</td>
<td></td>
<td>Technical Staff IV Senior</td>
<td>$147.20</td>
<td>$150.29</td>
<td>$153.45</td>
<td>$156.67</td>
<td>$159.96</td>
</tr>
<tr>
<td>P22</td>
<td>TS22</td>
<td></td>
<td>Technical Staff IV Chief</td>
<td>$102.73</td>
<td>$104.89</td>
<td>$107.09</td>
<td>$109.34</td>
<td>$111.64</td>
</tr>
<tr>
<td>P23</td>
<td>TS23</td>
<td></td>
<td>Technical Staff V</td>
<td>$125.75</td>
<td>$128.39</td>
<td>$131.09</td>
<td>$133.84</td>
<td>$136.65</td>
</tr>
<tr>
<td>P24</td>
<td>TS24</td>
<td></td>
<td>Technical Staff V Intermediate</td>
<td>$152.06</td>
<td>$155.25</td>
<td>$158.51</td>
<td>$161.84</td>
<td>$165.24</td>
</tr>
<tr>
<td>P25</td>
<td>TS25</td>
<td></td>
<td>Technical Staff V Senior</td>
<td>$165.59</td>
<td>$169.07</td>
<td>$172.62</td>
<td>$176.25</td>
<td>$179.95</td>
</tr>
<tr>
<td>P26</td>
<td>TS26</td>
<td></td>
<td>Technical Staff V Chief</td>
<td>$111.93</td>
<td>$114.28</td>
<td>$116.68</td>
<td>$119.13</td>
<td>$121.63</td>
</tr>
<tr>
<td>P27</td>
<td>TS27</td>
<td></td>
<td>Technical Staff VI</td>
<td>$135.59</td>
<td>$138.44</td>
<td>$141.35</td>
<td>$144.32</td>
<td>$147.35</td>
</tr>
<tr>
<td>P28</td>
<td>TS28</td>
<td></td>
<td>Technical Staff VI Intermediate</td>
<td>$177.91</td>
<td>$181.65</td>
<td>$185.46</td>
<td>$189.35</td>
<td>$193.33</td>
</tr>
<tr>
<td>P29</td>
<td>TS29</td>
<td></td>
<td>Technical Staff VI Senior</td>
<td>$193.73</td>
<td>$197.80</td>
<td>$201.95</td>
<td>$206.19</td>
<td>$210.52</td>
</tr>
<tr>
<td>P30</td>
<td>TS30</td>
<td></td>
<td>Technical Staff VI Chief</td>
<td>$202.73</td>
<td>$206.89</td>
<td>$211.09</td>
<td>$215.34</td>
<td>$219.64</td>
</tr>
<tr>
<td>Code</td>
<td>Description</td>
<td>Pay Range 1</td>
<td>Pay Range 2</td>
<td>Pay Range 3</td>
<td>Pay Range 4</td>
<td>Pay Range 5</td>
<td></td>
<td></td>
</tr>
<tr>
<td>------</td>
<td>------------------------------------</td>
<td>-------------</td>
<td>-------------</td>
<td>-------------</td>
<td>-------------</td>
<td>-------------</td>
<td></td>
<td></td>
</tr>
<tr>
<td>P31</td>
<td>TS31 Technical Staff VII</td>
<td>$130.01</td>
<td>$132.74</td>
<td>$135.53</td>
<td>$138.38</td>
<td>$141.29</td>
<td></td>
<td></td>
</tr>
<tr>
<td>P32</td>
<td>TS32 Technical Staff VII Intermediate</td>
<td>$152.02</td>
<td>$155.21</td>
<td>$158.47</td>
<td>$161.80</td>
<td>$165.20</td>
<td></td>
<td></td>
</tr>
<tr>
<td>P33</td>
<td>TS33 Technical Staff VII Senior</td>
<td>$177.91</td>
<td>$181.65</td>
<td>$185.46</td>
<td>$189.35</td>
<td>$193.33</td>
<td></td>
<td></td>
</tr>
<tr>
<td>P34</td>
<td>TS34 Technical Staff VII Chief</td>
<td>$193.73</td>
<td>$197.80</td>
<td>$201.95</td>
<td>$206.19</td>
<td>$210.52</td>
<td></td>
<td></td>
</tr>
<tr>
<td>P35</td>
<td>TS35 Technical Staff VIII</td>
<td>$132.72</td>
<td>$135.51</td>
<td>$138.36</td>
<td>$141.27</td>
<td>$144.24</td>
<td></td>
<td></td>
</tr>
<tr>
<td>P36</td>
<td>TS36 Technical Staff VIII Intermediate</td>
<td>$157.65</td>
<td>$160.96</td>
<td>$164.34</td>
<td>$167.79</td>
<td>$171.31</td>
<td></td>
<td></td>
</tr>
<tr>
<td>P37</td>
<td>TS37 Technical Staff IX</td>
<td>$143.40</td>
<td>$146.41</td>
<td>$149.48</td>
<td>$152.62</td>
<td>$155.83</td>
<td></td>
<td></td>
</tr>
<tr>
<td>P38</td>
<td>TS38 Technical Staff Principal</td>
<td>$175.56</td>
<td>$179.25</td>
<td>$183.01</td>
<td>$186.85</td>
<td>$190.77</td>
<td></td>
<td></td>
</tr>
<tr>
<td>P39</td>
<td>TS39 Technical Staff Principal Intermediate</td>
<td>$205.09</td>
<td>$209.40</td>
<td>$213.80</td>
<td>$218.29</td>
<td>$222.87</td>
<td></td>
<td></td>
</tr>
<tr>
<td>P40</td>
<td>TS40 Technical Staff IX Intermediate</td>
<td>$159.78</td>
<td>$163.14</td>
<td>$166.57</td>
<td>$170.07</td>
<td>$173.64</td>
<td></td>
<td></td>
</tr>
<tr>
<td>P41</td>
<td>TS41 Technical Staff IX Senior</td>
<td>$223.30</td>
<td>$227.99</td>
<td>$232.78</td>
<td>$237.67</td>
<td>$242.66</td>
<td></td>
<td></td>
</tr>
<tr>
<td>P42</td>
<td>TS42 Technical Staff Principal Intermediate</td>
<td>$194.76</td>
<td>$198.85</td>
<td>$203.03</td>
<td>$207.29</td>
<td>$211.64</td>
<td></td>
<td></td>
</tr>
<tr>
<td>P43</td>
<td>TS43 Technical Staff Principal Senior</td>
<td>$242.38</td>
<td>$247.47</td>
<td>$252.67</td>
<td>$257.98</td>
<td>$263.40</td>
<td></td>
<td></td>
</tr>
<tr>
<td>P44</td>
<td>TS44 Technical Staff Principal Senior</td>
<td>$242.38</td>
<td>$247.47</td>
<td>$252.67</td>
<td>$257.98</td>
<td>$263.40</td>
<td></td>
<td></td>
</tr>
<tr>
<td>P45</td>
<td>TS45 Principal Investigator</td>
<td>$153.38</td>
<td>$156.60</td>
<td>$159.89</td>
<td>$163.25</td>
<td>$166.68</td>
<td></td>
<td></td>
</tr>
<tr>
<td>P46</td>
<td>TS46 Principal Investigator Intermediate</td>
<td>$191.05</td>
<td>$195.06</td>
<td>$199.16</td>
<td>$203.34</td>
<td>$207.61</td>
<td></td>
<td></td>
</tr>
<tr>
<td>P47</td>
<td>TS47 Principal Investigator Senior</td>
<td>$242.67</td>
<td>$247.77</td>
<td>$252.97</td>
<td>$258.28</td>
<td>$263.70</td>
<td></td>
<td></td>
</tr>
<tr>
<td>P48</td>
<td>TS48 Technical Director</td>
<td>$194.76</td>
<td>$198.85</td>
<td>$203.03</td>
<td>$207.29</td>
<td>$211.64</td>
<td></td>
<td></td>
</tr>
<tr>
<td>P49</td>
<td>TS49 Technical Director Intermediate</td>
<td>$242.38</td>
<td>$247.47</td>
<td>$252.67</td>
<td>$257.98</td>
<td>$263.40</td>
<td></td>
<td></td>
</tr>
<tr>
<td>P50</td>
<td>TS50 Project Manager</td>
<td>$136.06</td>
<td>$138.92</td>
<td>$141.84</td>
<td>$144.82</td>
<td>$147.86</td>
<td></td>
<td></td>
</tr>
<tr>
<td>P51</td>
<td>TS51 Project Manager Intermediate</td>
<td>$157.65</td>
<td>$160.96</td>
<td>$164.34</td>
<td>$167.79</td>
<td>$171.31</td>
<td></td>
<td></td>
</tr>
<tr>
<td>P52</td>
<td>TS52 Project Manager Senior</td>
<td>$213.46</td>
<td>$217.94</td>
<td>$222.52</td>
<td>$227.19</td>
<td>$231.96</td>
<td></td>
<td></td>
</tr>
<tr>
<td>P53</td>
<td>TS53 Program Manager</td>
<td>$163.71</td>
<td>$167.15</td>
<td>$170.66</td>
<td>$174.24</td>
<td>$177.90</td>
<td></td>
<td></td>
</tr>
<tr>
<td>P54</td>
<td>TS54 Program Manager Intermediate</td>
<td>$207.62</td>
<td>$211.98</td>
<td>$216.43</td>
<td>$220.98</td>
<td>$225.62</td>
<td></td>
<td></td>
</tr>
<tr>
<td>P55</td>
<td>TS55 Program Manager Senior</td>
<td>$254.88</td>
<td>$260.23</td>
<td>$265.69</td>
<td>$271.27</td>
<td>$276.97</td>
<td></td>
<td></td>
</tr>
<tr>
<td>P56</td>
<td>TS56 Program Director</td>
<td>$183.32</td>
<td>$187.17</td>
<td>$191.10</td>
<td>$195.11</td>
<td>$199.21</td>
<td></td>
<td></td>
</tr>
<tr>
<td>P57</td>
<td>TS57 Program Director Intermediate</td>
<td>$249.82</td>
<td>$255.07</td>
<td>$260.43</td>
<td>$265.90</td>
<td>$271.48</td>
<td></td>
<td></td>
</tr>
<tr>
<td>P58</td>
<td>TS58 Program Director Senior</td>
<td>$376.28</td>
<td>$384.18</td>
<td>$392.25</td>
<td>$400.49</td>
<td>$408.90</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

(Continued on next page)
### ADMINISTRATIVE STAFF

| Code | Description                       | P60  | P61  | P62  | P63  | P64  | P65  | P66  | P67  | P68  | P69  | P70  | P71  | P72  | P73  | P74  | P75  | P76  | P77  | P78  | P79  | P80  | P81  | P82  | P83  | P84  | P85  | P86  | P87  |
|------|----------------------------------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|
|      |                                  | $46.10 | $47.07 | $48.06 | $49.07 | $50.10 | $51.73 | $52.82 | $53.93 | $55.06 | $56.22 | $59.69 | $60.94 | $62.22 | $63.53 | $64.86 | $74.45 | $76.01 | $77.61 | $79.24 | $80.90 | $53.46 | $54.58 | $55.73 | $56.90 | $58.09 | $76.73 | $78.34 | $79.99 | $81.67 | $83.39 | $58.90 | $60.14 | $61.40 | $62.69 | $64.01 |
| AS1  | Administrative Staff             |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |
| AS2  | Administrative Staff Intermediate|      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |
| AS3  | Administrative Staff Senior      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |
| AS4  | Administrative Staff I           |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |
| AS5  | Administrative Staff I Intermediate|      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |
| AS6  | Administrative Staff I Senior    |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |
| AS7  | Administrative Staff II          |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |
| AS8  | Administrative Staff II Intermediate|      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |
| AS9  | Administrative Staff II Senior   |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |
| AS10 | Administrative Staff III         |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |
| AS11 | Administrative Staff III Intermediate|      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |
| AS12 | Administrative Staff III Senior  |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |
| AS13 | Administrative Staff IV          |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |
| AS14 | Administrative Staff IV Intermediate|      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |
| AS15 | Administrative Staff V           |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |
| AS16 | Administrative Staff V Intermediate|      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |
| AS17 | Administrative Staff V Senior    |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |
| AS18 | Administrative Staff VI          |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |
| AS19 | Administrative Staff VI Intermediate|      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |
| AS20 | Administrative Staff VI Senior   |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |
| AS21 | Administrative Specialized       |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |
| AS22 | Administrative Specialized I     |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |
| AS23 | Administrative Specialized I I   |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |
| AS24 | Administrative Specialized II    |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |
| AS25 | Administrative Specialized II I  |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |
| AS26 | Administrative Manager           |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |
| AS27 | Administrative Manager Intermediate|      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |
| AS28 | Administrative Manager Senior    |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |

**NOTE:** Administrative Labor Categories can only be ordered in concert with, and incidental to, Information Technology Professional Services.

*(Continued on next page)*
<table>
<thead>
<tr>
<th>HS1</th>
<th>Public Health Analyst Associate</th>
<th>$45.99</th>
<th>$46.96</th>
<th>$47.95</th>
<th>$48.96</th>
<th>$49.99</th>
</tr>
</thead>
<tbody>
<tr>
<td>HS2</td>
<td>Public Health Analyst Intermediate</td>
<td>$66.96</td>
<td>$68.37</td>
<td>$69.81</td>
<td>$71.28</td>
<td>$72.78</td>
</tr>
<tr>
<td>HS3</td>
<td>Public Health Analyst Senior</td>
<td>$95.97</td>
<td>$97.99</td>
<td>$100.05</td>
<td>$102.15</td>
<td>$104.30</td>
</tr>
<tr>
<td>HS4</td>
<td>LIMS Developer / Administrator Associate</td>
<td>$69.94</td>
<td>$71.41</td>
<td>$72.91</td>
<td>$74.44</td>
<td>$76.00</td>
</tr>
<tr>
<td>HS5</td>
<td>LIMS Developer / Administrator Intermediate</td>
<td>$94.10</td>
<td>$96.08</td>
<td>$98.10</td>
<td>$100.16</td>
<td>$102.26</td>
</tr>
<tr>
<td>HS6</td>
<td>LIMS Developer / Administrator Senior</td>
<td>$122.90</td>
<td>$125.48</td>
<td>$128.12</td>
<td>$130.81</td>
<td>$133.56</td>
</tr>
<tr>
<td>HS7</td>
<td>Clinical Informatics Specialist Associate</td>
<td>$63.00</td>
<td>$64.32</td>
<td>$65.67</td>
<td>$67.05</td>
<td>$68.46</td>
</tr>
<tr>
<td>HS8</td>
<td>Clinical Informatics Specialist Intermediate</td>
<td>$81.66</td>
<td>$83.37</td>
<td>$85.12</td>
<td>$86.91</td>
<td>$88.74</td>
</tr>
<tr>
<td>HS9</td>
<td>Clinical Informatics Specialist Senior</td>
<td>$102.79</td>
<td>$104.95</td>
<td>$107.15</td>
<td>$109.40</td>
<td>$111.70</td>
</tr>
<tr>
<td>HS10</td>
<td>Data Integration EHR SME Associate</td>
<td>$78.63</td>
<td>$80.28</td>
<td>$81.97</td>
<td>$83.69</td>
<td>$85.45</td>
</tr>
<tr>
<td>HS11</td>
<td>Data Integration EHR SME Intermediate</td>
<td>$112.27</td>
<td>$114.63</td>
<td>$117.04</td>
<td>$119.50</td>
<td>$122.01</td>
</tr>
<tr>
<td>HS12</td>
<td>Data Integration EHR SME Senior</td>
<td>$142.47</td>
<td>$145.46</td>
<td>$148.51</td>
<td>$151.63</td>
<td>$154.81</td>
</tr>
<tr>
<td>HS13</td>
<td>Clinical Data Analyst Associate</td>
<td>$63.99</td>
<td>$65.33</td>
<td>$66.70</td>
<td>$68.10</td>
<td>$69.53</td>
</tr>
<tr>
<td>HS14</td>
<td>Clinical Data Analyst Intermediate</td>
<td>$83.47</td>
<td>$85.22</td>
<td>$87.01</td>
<td>$88.84</td>
<td>$90.71</td>
</tr>
<tr>
<td>HS15</td>
<td>Clinical Data Analyst Senior</td>
<td>$105.98</td>
<td>$108.21</td>
<td>$110.48</td>
<td>$112.80</td>
<td>$115.17</td>
</tr>
<tr>
<td>HS16</td>
<td>Ethical Hacker / Penetration Tester Associate</td>
<td>$68.98</td>
<td>$70.43</td>
<td>$71.91</td>
<td>$73.42</td>
<td>$74.96</td>
</tr>
<tr>
<td>HS17</td>
<td>Ethical Hacker / Penetration Tester Intermediate</td>
<td>$91.53</td>
<td>$93.45</td>
<td>$95.41</td>
<td>$97.41</td>
<td>$99.46</td>
</tr>
<tr>
<td>HS18</td>
<td>Ethical Hacker / Penetration Tester Senior</td>
<td>$131.96</td>
<td>$134.73</td>
<td>$137.56</td>
<td>$140.45</td>
<td>$143.40</td>
</tr>
<tr>
<td>HS19</td>
<td>Research Nurse Associate</td>
<td>$50.99</td>
<td>$52.06</td>
<td>$53.15</td>
<td>$54.27</td>
<td>$55.41</td>
</tr>
<tr>
<td>HS20</td>
<td>Research Nurse Intermediate</td>
<td>$65.51</td>
<td>$66.89</td>
<td>$68.29</td>
<td>$69.72</td>
<td>$71.18</td>
</tr>
<tr>
<td>HS21</td>
<td>Research Nurse Senior</td>
<td>$89.98</td>
<td>$91.87</td>
<td>$93.80</td>
<td>$95.77</td>
<td>$97.78</td>
</tr>
<tr>
<td>HS22</td>
<td>Graphic Designer / Illustrator Associate</td>
<td>$61.48</td>
<td>$62.77</td>
<td>$64.09</td>
<td>$65.44</td>
<td>$66.81</td>
</tr>
<tr>
<td>HS23</td>
<td>Graphic Designer / Illustrator Intermediate</td>
<td>$71.12</td>
<td>$72.61</td>
<td>$74.13</td>
<td>$75.69</td>
<td>$77.28</td>
</tr>
<tr>
<td>HS24</td>
<td>Graphic Designer / Illustrator Senior</td>
<td>$84.31</td>
<td>$86.08</td>
<td>$87.89</td>
<td>$89.74</td>
<td>$91.62</td>
</tr>
<tr>
<td>HS25</td>
<td>Technical Writer Associate</td>
<td>$57.71</td>
<td>$58.92</td>
<td>$60.16</td>
<td>$61.42</td>
<td>$62.71</td>
</tr>
<tr>
<td>HS26</td>
<td>Technical Writer Staff</td>
<td>$72.37</td>
<td>$73.89</td>
<td>$75.44</td>
<td>$77.02</td>
<td>$78.64</td>
</tr>
<tr>
<td>HS27</td>
<td>Technical Writer Lead</td>
<td>$103.76</td>
<td>$105.94</td>
<td>$108.16</td>
<td>$110.43</td>
<td>$112.75</td>
</tr>
<tr>
<td>HS28</td>
<td>Biostatistician Associate</td>
<td>$69.96</td>
<td>$71.43</td>
<td>$72.93</td>
<td>$74.46</td>
<td>$76.02</td>
</tr>
<tr>
<td>HS29</td>
<td>Biostatistician Senior</td>
<td>$110.39</td>
<td>$112.71</td>
<td>$115.08</td>
<td>$117.50</td>
<td>$119.97</td>
</tr>
<tr>
<td>HS30</td>
<td>Biostatistician Lead</td>
<td>$153.79</td>
<td>$157.02</td>
<td>$160.32</td>
<td>$163.69</td>
<td>$167.13</td>
</tr>
<tr>
<td>HS31</td>
<td>Data Scientist Staff</td>
<td>$88.78</td>
<td>$90.64</td>
<td>$92.54</td>
<td>$94.48</td>
<td>$96.46</td>
</tr>
<tr>
<td>HS32</td>
<td>Data Scientist Lead</td>
<td>$110.62</td>
<td>$112.94</td>
<td>$115.31</td>
<td>$117.73</td>
<td>$120.20</td>
</tr>
<tr>
<td>HS33</td>
<td>Data Scientist Staff Principal</td>
<td>$158.02</td>
<td>$161.34</td>
<td>$164.73</td>
<td>$168.19</td>
<td>$171.72</td>
</tr>
<tr>
<td>HS34</td>
<td>Heath Information Specialist / Customer Care 1</td>
<td>$36.38</td>
<td>$37.14</td>
<td>$37.92</td>
<td>$38.72</td>
<td>$39.53</td>
</tr>
<tr>
<td>HS35</td>
<td>Heath Information Specialist / Customer Care 2</td>
<td>$43.18</td>
<td>$44.09</td>
<td>$45.02</td>
<td>$45.97</td>
<td>$46.94</td>
</tr>
<tr>
<td>HS36</td>
<td>Heath Information Specialist / Customer Care 3</td>
<td>$53.12</td>
<td>$54.24</td>
<td>$55.38</td>
<td>$56.54</td>
<td>$57.73</td>
</tr>
<tr>
<td>HS37</td>
<td>Transcriptionist 1</td>
<td>$34.20</td>
<td>$34.92</td>
<td>$35.65</td>
<td>$36.40</td>
<td>$37.16</td>
</tr>
<tr>
<td>HS38</td>
<td>Transcriptionist 2</td>
<td>$44.68</td>
<td>$45.62</td>
<td>$46.58</td>
<td>$47.56</td>
<td>$48.56</td>
</tr>
<tr>
<td>HS39</td>
<td>Transcriptionist 3</td>
<td>$55.35</td>
<td>$56.51</td>
<td>$57.70</td>
<td>$58.91</td>
<td>$60.15</td>
</tr>
<tr>
<td>HS40</td>
<td>Lab Technician 1</td>
<td>$52.10</td>
<td>$53.19</td>
<td>$54.31</td>
<td>$55.45</td>
<td>$56.61</td>
</tr>
<tr>
<td>HS41</td>
<td>Lab Technician 2</td>
<td>$45.59</td>
<td>$46.55</td>
<td>$47.53</td>
<td>$48.53</td>
<td>$49.55</td>
</tr>
<tr>
<td>HS42</td>
<td>Lab Technician 3</td>
<td>$62.58</td>
<td>$63.89</td>
<td>$65.23</td>
<td>$66.60</td>
<td>$68.00</td>
</tr>
</tbody>
</table>
**Description of Pragmatics Tips Of the Day (TOD) Services**

Tips of the Day (TOD) are a GOTS product for which Pragmatics offers application-hosting services. The description, which follows, applies to these services.

Agencies increasingly face cyber-security threats that can impede their missions if not properly handled by system and network users. As new federal policies, issues and regulations emerge agencies face ongoing challenges in educating their employees about information assurance (IA).

Tips of the Day (TOD) is an application that provides users with daily awareness questions based on National Institute of Standards and technology (NIST) requirements for security awareness and role based training. TIP content is easily customizable to address any organizations changing needs. The application is a low cost solution for reinforcing important policies and regulations as well as for alerting users about new and emerging threats.

**Benefits**

- Concise and actionable tips
- Normal and urgent delivery
- Low cost of ownership
- WYS/WYG tip creation
- User friendly administration
- Section 508 compliant
- Enterprise- wide results tracking

**Pragmatics Services Available through our IT Schedule**

- TOD applications hosting
- Installation and deployment
- TIP content development
- Operational oversight
- Training for Administrators & help desk staff
- User interface rebranding/customization
- Custom feature implementation
- Tier 2 and 3 help desk support
Tips of the Day plus Product/Services Description

Tips of the Day Plus (TODPlus) is offered on both a hosted basis and as perpetually licensed software with software maintenance as a product. The description, which follows, applies to both.

Agencies increasingly face cyber-security threats that can impede their missions if not properly handled by system and network users. As new federal policies, issues and regulations emerge agencies face ongoing challenges in educating their employees about information assurance (IA).

TODPlus is a commercially maintained version of TOD that includes enhanced features. TODPlus provides users with daily awareness questions based on National Institute of Standards and Technology (NIST) requirements for security awareness and other role-based training. Tip content is easily customizable to address any organization’s changing needs. The application is a low-cost solution for reinforcing important policies and regulations, as well as for alerting users about new and emerging threats.

Benefits

- Software releases through Pragmatics agreement
- Concise and actionable tips
- Normal and urgent levels of delivery
- Low cost of ownership
- WYSIWYG tip creation
- User-friendly administration system
- Section 508 compliant
- Enterprise-wide results tracking/reporting
- Supported enterprise databases
  - Oracle 10g, 11g
  - My SQL 5.1, 5.5
- Global text substitution

Pragmatics Services Available through our IT Schedule

- Applications hosting
- Installation and deployment
- TIP content development
- Operational oversight
- Training for Administrators & help desk staff
- User interface rebranding/customization
- Custom feature implementation
- Tier 2 and 3 help desk support
### IT Schedule Pricing for Pragmatics TOD/TODPlus Hosting Services 54151ECOM

<table>
<thead>
<tr>
<th>Users</th>
<th>Per User/Per Year Price (includes IFF)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 to 1,999</td>
<td>Pragmatics has a minimum sale policy of 2,000 users</td>
</tr>
<tr>
<td>2,000 to 5,000</td>
<td>$2.87 per user per year</td>
</tr>
<tr>
<td>5,001 to 10,000</td>
<td>$2.63 per user per year</td>
</tr>
<tr>
<td>10,001 to 50,000</td>
<td>$2.15 per user per year</td>
</tr>
<tr>
<td>50,001+</td>
<td>$1.68 per user per year</td>
</tr>
</tbody>
</table>

### IT Schedule Pricing for Pragmatics TODPlus Perpetual Licenses (511210)

<table>
<thead>
<tr>
<th>Users</th>
<th>Perpetual License Fee (w IFF)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Up to 2,000</td>
<td>$2,720.40</td>
</tr>
<tr>
<td>2,001 to 5,000</td>
<td>$6,347.61</td>
</tr>
<tr>
<td>5,001 to 10,000</td>
<td>$12,695.21</td>
</tr>
<tr>
<td>10,001 to 50,000</td>
<td>$27,204.03</td>
</tr>
<tr>
<td>50,001 to 100,000</td>
<td>$45,340.05</td>
</tr>
</tbody>
</table>

### IT Schedule Pricing for Pragmatics Software Maintenance (511210)

<table>
<thead>
<tr>
<th>Users</th>
<th>Annual SW Maintenance (w IFF)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Up to 2,000</td>
<td>$588.49</td>
</tr>
<tr>
<td>2,001 to 5,000</td>
<td>$1,396.47</td>
</tr>
<tr>
<td>5,001 to 10,000</td>
<td>$2,792.95</td>
</tr>
<tr>
<td>10,001 to 50,000</td>
<td>$5,984.89</td>
</tr>
<tr>
<td>50,001 to 100,000</td>
<td>$9,974.81</td>
</tr>
</tbody>
</table>