

JANUS

RESEARCH GROUP, INC.

GENERAL SERVICES ADMINISTRATION FEDERAL SUPPLY SERVICE AUTHORIZED FEDERAL SUPPLY SCHEDULE PRICE LIST

On-line access to contract ordering information, terms and conditions, up-to-date pricing, and the option to create an electronic delivery order are available through GSA Advantage!®, a menu-driven database system. The INTERNET address for GSA Advantage!® is: www.GSAAdvantage.gov.

GENERAL PURPOSE COMMERCIAL INFORMATION TECHNOLOGY (IT) EQUIPMENT, SOFTWARE AND SERVICES

SIN 132 50 - TRAINING COURSES-SUBJECT TO COOPERATIVE PURCHASING-Includes Training
FSC/PSC Class U012 EDUCATION/TRAINING- INFORMATION TECHNOLOGY/
TELECOMMUNICATIONS (TELECOM) TRAINING

SIN 132 51 - INFORMATION TECHNOLOGY (IT) PROFESSIONAL SERVICES

FSC/PSC Class D301	IT AND TELECOM- FACILITY OPERATION AND MAINTENANCE
FSC/PSC Class D302	IT AND TELECOM- SYSTEMS DEVELOPMENT
FSC/PSC Class D306	IT AND TELECOM- SYSTEMS ANALYSIS
FSC/PSC Class D307	IT AND TELECOM- IT STRATEGY AND ARCHITECTURE
FSC/PSC Class D308	IT AND TELECOM- PROGRAMMING
FSC/PSC Class D310	IT AND TELECOM- CYBER SECURITY AND DATA BACKUP
FSC/PSC Class D311	IT AND TELECOM- DATA CONVERSION
FSC/PSC Class D313	IT AND TELECOM- COMPUTER AIDED DESIGN/COMPUTER AIDED MANUFACTURING (CAD/CAM)
FSC/PSC Class D316	IT AND TELECOM- TELECOMMUNICATIONS NETWORK MANAGEMENT
FSC/PSC Class D317	IT AND TELECOM- WEB-BASED SUBSCRIPTION
FSC/PSC Class D399	IT AND TELECOM- OTHER IT AND TELECOMMUNICATIONS

Contract Number: GS-35F-0261K

For more information on ordering from Federal Supply Schedules go to
<http://www.gsa.gov/portal/content/104506>

Contract Period: 6/24/2015 – 2/23/2020

JANUS Research Group, Inc.
6504 Reservoir Road, Appling, Georgia 30802
Phone: 706-364-9100
Fax: 706-364-9004
www.janusresearch.com

Contract Administration: 600 Ponder Place Drive, Evans, Georgia 30809
Phone: 706-364-9100 Fax: 706-364-9004
Contract.admin@janusresearch.com

Woman Owned Other Than Small Business



Pricelist current through Modification PA-0037, 20 July 2016, and Mass Modification CM-A525, dated 14 September 2016. Prices Shown Herein are Net (discount deducted).

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Customer Information

1a. Table of awarded special item number(s) with appropriate cross-reference to item descriptions and awarded price(s).

FSC/PSC Class		Page Numbers	
		Labor Categories/ Descriptions	Rates/ Pricing
SIN 132 50 - TRAINING COURSES-SUBJECT TO COOPERATIVE PURCHASING- Includes Training. NOTE: This SIN can only be used to offer IT Training Courses.			
U012	EDUCATION/TRAINING- INFORMATION TECHNOLOGY/TELECOMMUNICATIONS TRAINING		
	FAPV	49	52-56
	CINEMATIC	52	54-58
SIN 132 51 - INFORMATION TECHNOLOGY (IT) PROFESSIONAL SERVICES			
D301	IT AND TELECOM- FACILITY OPERATION AND MAINTENANCE	10	41
D302	IT AND TELECOM- SYSTEMS DEVELOPMENT	10	41
D306	IT AND TELECOM- SYSTEMS ANALYSIS	10	41
D307	IT AND TELECOM- IT STRATEGY AND ARCHITECTURE	10	41
D308	IT AND TELECOM- PROGRAMMING	10	41
D310	IT AND TELECOM- CYBER SECURITY AND DATA BACKUP	10	41
D311	IT AND TELECOM- DATA CONVERSION	10	41
D313	IT AND TELECOM- COMPUTER AIDED DESIGN/COMPUTER AIDED MANUFACTURING (CAD/CAM)	10	41
D316	IT AND TELECOM- TELECOMMUNICATIONS NETWORK MANAGEMENT	10	41
D317	IT AND TELECOM- WEB-BASED SUBSCRIPTION	10	41
D399	IT AND TELECOM- OTHER IT AND TELECOMMUNICATIONS	10	41

1b. Identification of the lowest priced model number and lowest unit price for that model for each special item number awarded in the contract. This price is the Government price based on a unit of one, exclusive of any quantity/dollar volume, prompt payment, or any other concession affecting price. Those contracts that have unit prices based on the geographic location of the customer, should show the range of the lowest price, and cite the areas to which the prices apply. Not Applicable

1c. If the Contractor is proposing hourly rates, a description of all corresponding commercial job titles, experience, functional responsibility and education for those types of employees or subcontractors who will perform services shall be provided. See Pages 10- 39.

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

Special Item Number 132 50 - Training Courses – SUBJECT TO COOPERATIVE PURCHASING Includes Training - \$25,000 per order

Special Item Number 132 51 - Information Technology (IT) Professional Services - \$500,000 per order

3. Minimum Order: The minimum dollar value of orders to be issued is \$100.00.

4. Geographic Coverage (delivery area): Domestic and overseas delivery

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

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

5. Points of Production: Evans, Columbia County, Georgia

6. Prices shown are Government NET Prices: Basic Discounts have been deducted.

7. Quantity Discounts:

SIN 132 50

2% discount is applied to IMI or Cinematic orders greater than \$500,000.

1.5% discount is applied to IMI or Cinematic orders equal to or less than \$500,000.

8. Prompt Payment Terms: Net 30 days. Information for Ordering Offices: Prompt payment terms cannot be negotiated out of the contractual agreement in exchange for other concessions.

9a. Government purchase cards are accepted at or below the micro-purchase threshold.

9b. Government purchase cards are accepted above the micro-purchase threshold.

10. Foreign Items: None

11a. Time of Delivery: The Contractor shall deliver to destination within the number of calendar days after receipt of order (ARO), as set forth below:

SPECIAL ITEM NUMBER

DELIVERY TIME (Days ARO)

132 50 (Training)

As negotiated by Agency and Contractor

132 51 (Services)

As negotiated by Agency and Contractor

11b. Expedited Delivery: The Contractor will insert the sentence “Items available for expedited delivery are noted in this price list.” under this heading. The Contractor may use a symbol of its choosing to highlight items in its price lists that have expedited delivery. **Contact Contractor**

11c. Overnight and 2-day delivery: The Contractor will indicate whether overnight and 2-day delivery are available. Also, the Contractor will indicate that the schedule customer may contact the Contractor for rates for overnight and 2-day delivery. **Contact Contractor**

11d. Urgent Requirements. The Contractor will note in its price list the “Urgent Requirements” clause of its contract and advise agencies that they can also contact the Contractor’s representative to effect a faster delivery. **Contact Contractor**

12. F.O.B. Points: Destination

13a. Ordering Address: JANUS Research Group, Inc.
600 Ponder Place Drive
Evans, Georgia 30809

13b. Ordering procedures: For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPA's) are found in Federal Acquisition Regulation (FAR) 8.405-3.

14. Payment Address: JANUS Research Group, Inc.
600 Ponder Place Drive
Evans, Georgia 30809

15. Warranty Provision: Contractor's standard commercial warranty.

16. Export packing charges: Not applicable

17. Terms and Conditions of Government Purchase Card Acceptance (any thresholds above the micro-purchase level).

Credit cards will be acceptable for payment above the micro-purchase threshold.

The following telephone number can be used by ordering activities to obtain technical and/or ordering assistance: **Office Phone: 706-364-9100**
Fax: 706-364-9004

18. Terms and conditions of rental, maintenance, and repair: Not applicable

19. Terms and conditions of installation: Not applicable

20. Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices: Not applicable

20a. Terms and conditions for any other services: Not applicable

21. List of service and distribution points: Not applicable

22. List of participating dealers: Not applicable

23. Preventive maintenance: Not applicable

24a. Special attributes such as environmental attributes (e.g., recycled content, energy efficiency, and/or reduced pollutants): Not applicable

24b. Section 508 Compliance information is available on Electronic and Information Technology (EIT) supplies and services. Full details can be found www.janusresearch.com. The EIT standard can be found at: www.Section508.gov/.

25. Data Universal Number System (DUNS) Number: 036857050

26. Notification regarding registration in System for Award Management (SAM) database:
Registered and current.

**Terms and Conditions Applicable to Information Technology (IT) Professional Services
(Special Item Number 132 51)**

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

1. SCOPE

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

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

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

3. ORDER

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

4. PERFORMANCE OF SERVICES

- a. The Contractor shall commence performance of services on the date agreed to by the Contractor and the ordering activity.
- b. The Contractor agrees to render services only during normal working hours, unless otherwise agreed to by the Contractor and the ordering activity.
- c. The ordering activity should include the criteria for satisfactory completion for each task in the Statement of Work or Delivery Order. Services shall be completed in a good and workmanlike manner.

d. Any Contractor travel required in the performance of IT Professional 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

In accordance with FAR 52.212-4 CONTRACT TERMS AND CONDITIONS--COMMERCIAL ITEMS (MAR 2009) (DEVIATION I - FEB 2007) for Firm-Fixed Price orders and FAR 52.212-4 CONTRACT TERMS AND CONDITIONS-COMMERCIAL ITEMS (MAR 2009) (ALTERNATE I OCT 2008) (DEVIATION I - FEB 2007) applies to Time-and-Materials and Labor-Hour Contracts orders placed under this contract.

7. RESPONSIBILITIES OF THE CONTRACTOR

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

8. RESPONSIBILITIES OF THE ORDERING ACTIVITY

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

9. INDEPENDENT CONTRACTOR

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

10. ORGANIZATIONAL CONFLICTS OF INTEREST

a. Definitions.

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

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

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

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

11. INVOICES

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

12. PAYMENTS

For firm-fixed price orders the ordering activity shall pay the Contractor, upon submission of proper invoices or vouchers, the prices stipulated in this contract for service rendered and accepted. Progress payments shall be made only when authorized by the order. For time-and-materials orders, the Payments under Time-and-Materials and Labor-Hour Contracts at FAR 52.212-4 (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 IT PROFESSIONAL SERVICES AND PRICING

a. The Contractor shall provide a description of each type of IT Service offered under Special Item Numbers 132-51 IT Professional Services and 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 IT Professional 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: System Engineer

Minimum/General Experience: Three (3) years of technical experience which applies to systems analysis and design techniques for complex computer systems. Requires competence in all phases of systems analysis techniques, concepts and methods; also requires knowledge of available hardware, system software, input/output devices, structure and management practices.

Functional Responsibility: Guides users in formulating requirements, advises alternative approaches, conducts feasibility studies.

Minimum Education: Bachelor's Degree in Computer Science

Labor Category Descriptions - Information Technology (IT) Services – SIN 132 51

Commercial Job Title:	Administrative Support Specialist
Functional Responsibility:	Directly supports Program Manager or Project Manager by maintaining personnel and other files; prepares correspondence, schedules and coordinates travel. Assists in the preparation of presentation graphics and supports the development of contract deliverables and reports by developing and updating graphic presentations to improve the quality and enhance the usability of the documents. Responsible for integrating the graphics generated with automated tools and the deliverable documents.
Minimum Education/ General Experience:	A high school diploma and a minimum of two years experience in the office administration and developing reports/graphics.

Commercial Job Title:	Administrative Support Specialist, Senior <i>Senior Administrative Support Specialist</i>
Functional Responsibility:	Responsible for the management and the performance of several Administrative Support personnel and numerous administrative support requirements concurrently. Directly supports Program Manager or Project Manager by maintaining personnel and other files; prepares correspondence, schedules and coordinates travel. Assists in the preparation of presentation graphics and supports the development of contract deliverables and reports by developing and updating graphic presentations to improve the quality and enhance the usability of the documents. Responsible for integrating the graphics generated with automated tools and the deliverable documents.
Minimum Education/ General Experience:	A high school diploma and a minimum of four years experience in the office administration and developing reports/graphics. Demonstrated ability to manage multiple personnel and tasking concurrently.

Commercial Job Title:	Administrative Support Specialist, Junior <i>Junior Administrative Support Specialist</i>
Functional Responsibility:	Maintains personnel and other files; prepares correspondence, schedules and coordinates travel. Assists in the preparation of presentation graphics and supports the development of contract deliverables and reports by developing and updating graphic presentations to improve the quality and enhance the usability of the documents.
Minimum Education/ General Experience:	A high school diploma and a minimum of one year experience in the office administration and developing reports/graphics.

Commercial Job Title:	Application Systems Analysts/Programmer, Senior <i>Senior Application Systems Analysts/Programmer</i>
Functional Responsibility:	Formulates and defines system scope and objectives. Prepares detailed specifications for programs. Designs, codes, tests, debug and documents programs. Works at the highest technical level of all phases of applications, systems analysis and programming activities. Provides guidance and training to less experienced analysts/programmers. Substantial knowledge useful in managing large, complex AIS projects, is closely related to the work to be automated, and/or in a computer science, information system, a physical science, engineering or a mathematics - intensive discipline, or an applicable training certificate from an accredited training institution.

Minimum Education/ General Experience:	Masters Degree and six years applicable experience, or Bachelors Degree and eight years applicable experience, or fifteen years applicable experience, which should include ten years specialized experience.
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Commercial Job Title:	Automated Data System Specialist
Functional Responsibility:	Possess ADP experience in systems analysis and programming including: specialized systems analysis in operating systems software, database management systems, teleprocessing software, control software, and statistical packages. Possess experience in problem oriented languages and operating systems including all or part of the following: (minimum experience requirements will be identified in individual task orders), MVS-DOS, UNIX, MS-DOS, C, COBOL, ACCESS, Ada, Windows NT, C++, Visual Basic, and JAVA.
Minimum Education/ General Experience:	Bachelors Degree and four years related experience, or eight years applicable experience which should include five years specialized experience.

Commercial Job Title:	Budget Analyst
Functional Responsibility:	Provides support to technical analyses. Provides cost estimating, life-cycle costing, and cost benefit analyses in support of acquisition programs and other analyses. Supports the development and analysis of logistics support and information technology alternatives. Assists in the development of capital plans for major acquisitions. Support business process reengineering studies through the development of baseline cost models and "to be" cost models. Performs "should-cost" analysis and trade studies related to cost trade-off options for major systems development or procurement. Prepares acquisition milestone program documentation to support milestone decisions. Prepares budget submissions in support of major acquisition programs. Monitors program funding and expenditures. Performs day-to-day management of assigned task order projects in the acquisition area. Organizes, directs, and supervises other project personnel in the execution of task order activities.
Minimum Education/ General Experience:	Bachelors Degree and four years related experience, or eight years applicable experience which should include five years specialized experience.

Commercial Job Title:	Budget Analyst, Principal <i>Principal Budget Analyst</i>
Functional Responsibility:	Works in concert to systematically integrate business, cost estimating and financial management processes to ensure the efficient stewardship of public funds. Responsible for formulation of strategic financial plans, preparing cost estimates and correlation of financial requirements into executable budgets. Responsible for assessment of products and or procedures for compliance with government standards, accounting principles, internal controls, and multi-tiered system application standards. Manages completion of work within the time frame specified by the government, ensuring that all financial requirements are met. Prepares milestone status reports and presentations for colleagues, subordinates, and end user representatives.
Minimum Education/ General Experience:	Ph.D. and eight years applicable experience, or Masters Degree and ten years applicable experience, or Bachelor's Degree with twelve years applicable experience of which should include eight years specialized experience.

Commercial Job Title:	Budget Analyst, Senior <i>Senior Budget Analyst</i>
Functional Responsibility:	Provides support to technical analyses. Provides cost estimating, life-cycle costing, and cost benefit analyses in support of acquisition programs and other analyses. Supports the development and analysis of logistics support and information technology alternatives. Assists in the development of capital plans for major acquisitions. Support business process reengineering studies through the development of baseline cost models and "to be" cost models. Performs "should-cost" analysis and trade studies related to cost trade-off options for major systems development or procurement. Prepares acquisition milestone program documentation to support milestone decisions. Prepares budget submissions in support of major acquisition programs. Monitors program funding and expenditures. Performs day-to-day management of assigned task order projects in the acquisition area. Organizes, directs, and supervises other project personnel in the execution of task order activities.
Minimum Education/ General Experience:	Masters Degree and six years applicable experience, or Bachelors Degree and eight years applicable experience, or fifteen years applicable experience, which should include ten years specialized experience.

Commercial Job Title:	CM Change Control Administrator
Functional Responsibility:	Provide support for implementing and administering Configuration and Data Management policies and procedures. Prepare, distribute, track, and file all change proposal submittals requiring formal CCB approval. Prepare distribute, track, and file all Change Proposals for those data deliveries requiring formal approval. Prepare office documentation for the CCB and provide direction to the PCO for contractual implementation. Provide technical and procedural guidance to other personnel and related contractors concerning policies, regulations, and procedures for configuration and data management disciplines to ensure program needs are met.
Minimum Education/ General Experience:	Bachelors Degree and four years related experience, or eight years applicable experience which should include five years specialized experience.

Commercial Job Title:	CM Repository/Data Administrator
Functional Responsibility:	Under general supervision, evaluates project/contact requirements and establishes/maintains a data tracking system (including financial data) to monitor and control data development, revision, and delivery. Coordinates the development, review, and submission of deliverable data in accordance with schedule and project/program requirements; evaluates project/program changes to determine the need for revision of relevant technical/ project documentation; periodically conducts audits of project/program documentation to ensure that a detailed and adequate audit trail exists; maintains contents and controls access to/distribution of project/ program files and technical library data; and prepares presentation of project/program baseline changes for consideration of the Configuration Control Board.
Minimum Education/ General Experience:	Bachelors Degree and four years related experience, or eight years applicable experience which should include five years specialized experience.

Commercial Job Title:	CM Tools Administrator
Functional Responsibility:	Provides highly specialized technical expertise in the use and applications of CM software products and tools. Evaluates requirements and survey

	specifications and suggests data file designs, indexing, and organization, which will facilitate and support validation of findings. Ensures that technical, graphical, and statistical data contained in the tools are applicable and accurate.
Minimum Education/ General Experience:	Bachelors Degree and four years related experience, or eight years applicable experience which should include five years specialized experience.

Commercial Job Title:	Communications Specialist
Functional Responsibility:	Analyzes network characteristics (e.g., traffic, connect time, transmission speeds, packet sizes, and throughput) and recommends procurement, removals, and modifications to network components. Designs and optimizes network topologies and site configurations. Plans installations, transitions, and cutovers of network components and capabilities. Coordinates requirements with users and suppliers. Specialized experience in one of the following: communications software, communications hardware or network specialty. General experience includes all aspects of communication networks. Must demonstrate the ability to work independently or under only general direction.
Minimum Education/ General Experience:	Bachelors Degree and four years related experience, or eight years applicable experience which should include five years specialized experience.

Commercial Job Title:	Communications Specialist, Senior <i>Senior Communications Specialist</i>
Functional Responsibility:	Analyzes network characteristics (e.g., traffic, connect time, transmission speeds, packet sizes, and throughput) and recommends procurement, removals, and modifications to network components. Designs and optimizes network topologies and site configurations. Plans installations, transitions, and cutovers of network components and capabilities. Coordinates requirements with users and suppliers. May manage several communications specialists and several deliverables concurrently.
Minimum Education/ General Experience:	Masters Degree and six years applicable experience, or Bachelors Degree and eight years applicable experience, or fifteen years applicable experience, which should include ten years specialized experience.

Commercial Job Title:	Computer Scientist
Functional Responsibility:	Must have detailed knowledge of modern software development processes, to include object-oriented development and use of tools, and how to apply them to software application program development. Must be capable of providing detailed technical support for software development programs with minimal management supervision. Must be capable of translating operational requirements into detailed software/system requirements. Must be capable of integrating COTS products into software/system architectures. Must be able to rapidly understand the use of tools and technologies and integrate them into existing products and processes. Must have knowledge of distributed systems, and issues regarding database replication and distribution for distributed systems. Must be capable of providing technical direction to design and development teams, and monitoring progress and productivity through the use of metrics. Additionally, must have a general understanding of communications protocols, and be able to quickly understand the Joint Technical Architecture guidelines. Must have excellent interpersonal skills, to include the ability to work on multi-functional teams, as well as proven verbal and written communications skills.
Minimum Education/ General Experience:	Bachelors Degree and four years related experience, or eight years applicable experience which should include five years specialized experience.

Commercial Job Title:	Computer Scientist, Junior <i>Junior Computer Scientist</i>
Functional Responsibility:	<p>Must have detailed knowledge of modern software development processes, to include object-oriented development and use of tools, and how to apply them to software application program development. Must be capable of providing detailed technical support for software development programs with minimal management supervision. Must be capable of translating operational requirements into detailed software/system requirements. Must be capable of integrating COTS products into software/system architectures. Must be able to rapidly understand the use of tools and technologies and integrate them into existing products and processes. Must have knowledge of distributed systems, and issues regarding database replication and distribution for distributed systems. Must be capable of providing technical direction to design and development teams, and monitoring progress and productivity through the use of metrics. Additionally, must have a general understanding of communications protocols, and be able to quickly understand the Joint Technical Architecture guidelines.</p> <p>Must have excellent interpersonal skills, to include the ability to work on multi-functional teams, as well as proven verbal and written communications skills.</p>
Minimum Education/ General Experience:	<p>It is a requirement to have at least five years experience solving computer science problems (or managing the solution of computer problems) in the functional area to which assigned.</p> <ol style="list-style-type: none"> 1. With a Bachelor's of Science Degree: four years general experience of which at least two years must be specialized experience is required. 2. With seven years of general experience of which at least eleven years must be specialized experience, a degree is not required.

Commercial Job Title:	Computer Scientist, Principal <i>Principal Computer Scientist</i>
Functional Responsibility:	<p>Must have detailed knowledge of modern software development processes, to include object-oriented development and use of tools, and how to apply them to software application program development. Must be capable of providing detailed technical support for software development programs with minimal management supervision. Must be capable of translating operational requirements into detailed software/system requirements. Must be capable of integrating COTS products into software/system architectures. Must be able to rapidly understand the use of tools and technologies and integrate them into existing products and processes. Must have knowledge of distributed systems, and issues regarding database replication and distribution for distributed systems. Must be capable of providing technical direction to design and development teams, and monitoring progress and productivity through the use of metrics. Additionally, must have a general understanding of communications protocols, and be able to quickly understand the Joint Technical Architecture guidelines.</p> <p>Must have excellent interpersonal skills, to include the ability to work on multi-functional teams, as well as proven verbal and written communications skills.</p>
Minimum Education/ General Experience:	<p>Ph.D. and eight years applicable experience, or Masters Degree and ten years applicable experience, or Bachelor's Degree with twelve years applicable experience of which should include eight years specialized experience.</p>

Commercial Job Title:	Computer Scientist, Senior <i>Senior Computer Scientist</i>
Functional Responsibility:	<p>Must have detailed knowledge of modern software development processes, to include object-oriented development and use of tools, and how to apply them to software application program development. Must be capable of providing detailed technical support for software development programs with minimal</p>

	<p>management supervision. Must be capable of translating operational requirements into detailed software/system requirements. Must be capable of integrating COTS products into software/system architectures. Must be able to rapidly understand the use of tools and technologies and integrate them into existing products and processes. Must have knowledge of distributed systems, and issues regarding database replication and distribution for distributed systems. Must be capable of providing technical direction to design and development teams, and monitoring progress and productivity through the use of metrics. Additionally, must have a general understanding of communications protocols, and be able to quickly understand the Joint Technical Architecture guidelines.</p> <p>Must have excellent interpersonal skills, to include the ability to work on multi-functional teams, as well as proven verbal and written communications skills.</p>
Minimum Education/ General Experience:	Masters Degree and six years applicable experience, or Bachelors Degree and eight years applicable experience, or fifteen years applicable experience, which should include ten years specialized experience.

Commercial Job Title:	Computer Security Specialist
Functional Responsibility:	<p>Must be capable of acting as the principal technical advisor to the Project Manager on issues pertaining to computer security. Must have an understanding of the security of computer systems. Must have an understanding of the software development process and of the properties of software. Must have an understanding of computer architectures and operating system concepts. Must have the ability to select and apply relevant security requirements to systems in development and in their fielded environment. Must have the ability to organize protective mechanisms into realizable components of a secure system architecture. Must be capable of developing and executing plans for functional and penetration testing.</p>
Minimum Education/ General Experience:	Bachelors Degree and four years related experience, or eight years applicable experience which should include five years specialized experience.

Commercial Job Title:	Computer Security Specialist, Principal <i>Principal Computer Security Specialist</i>
Functional Responsibility:	<p>Must be capable of acting as the principal technical advisor to the Project Manager on issues pertaining to computer security. Must have an understanding of the National and DoD policies that affect the security of computer systems. Must have an understanding of the software development process and of the properties of software. Must have an understanding of computer architectures and operating system concepts. Must have the ability to select and apply relevant security requirements to systems in development and in their fielded environment. Must have the ability to organize protective mechanisms into realizable components of a secure system architecture. Must be capable of developing and executing plans for functional and penetration testing. Must be a recognized expert as demonstrated by presentation papers at National and/or DoD computer security symposia and conferences, or by publication in nationally recognized professional journals. As a recognized expert in the field, must be capable of representing the customer at meetings and conferences addressing computer security issues.</p>
Minimum Education/ General Experience:	Ph.D. and eight years applicable experience, or Masters Degree and ten years applicable experience, or Bachelor's Degree with twelve years applicable experience of which should include eight years specialized experience.

Commercial Job Title:	Computer Security Specialist, Senior <i>Senior Computer Security Specialist</i>
Functional Responsibility:	Must be capable of acting as the principal technical advisor to the Project Manager on issues pertaining to computer security. Must have an understanding of the National and DoD policies that affect the security of computer systems. Must have an understanding of the software development process and of the properties of software. Must have an understanding of computer architectures and operating system concepts. Must have the ability to select and apply relevant security requirements to systems in development and in their fielded environment. Must have the ability to organize protective mechanisms into realizable components of a secure system architecture. Must be capable of developing and executing plans for functional and penetration testing. Must be a recognized expert as demonstrated by presentation papers at National and/or DoD computer security symposia and conferences, or by publication in nationally recognized professional journals. As a recognized expert in the field, must be capable of representing the customer at meetings and conferences addressing computer security issues.
Minimum Education/ General Experience:	Masters Degree and six years applicable experience, or Bachelors Degree and eight years applicable experience, or fifteen years applicable experience, which should include ten years specialized experience.

Commercial Job Title:	Configuration Manager (CM)
Functional Responsibility:	Analyzes proposed product design changes to determine the effect on the overall system. Ensures configuration identification by reviewing design release documents for completeness and proper authorizations. Prepares deviations and waivers for government approval when specifications cannot be met. Compiles audit information. May audit subcontractors' inspection or technical document preparation procedures to verify compliance with contract requirements. Prepares manual or automated records of parts design change documents. Drafts configuration analysis plans to encompass contractual requirements. Reviews contracts and determines configuration requirements. Assists in the development and maintenance of database. Under general supervision, develops, administers, and implements CM plans and procedures; controls configuration baselines and interfaces through Engineering Change Proposal/ Specification processing; conducts functional and physical configuration audits and formal qualifications reviews; establishes and maintains CM documentation control systems; maintains the master records for the establishment and change of configuration baselines, engineering release system, configuration item development record (including the configuration index and change status listing), and configuration status accounting, and provides support to the Configuration Control Board, as required.
Minimum Education/ General Experience:	Bachelors Degree and four years related experience, or eight years applicable experience which should include five years specialized experience.

Commercial Job Title:	Configuration Manager (CM), Principal <i>Principal Configuration Manager (CM)</i>
Functional Responsibility:	Analyzes proposed product design changes to determine the effect on the overall system. Ensures configuration identification by reviewing design release documents for completeness and proper authorizations. Prepares deviations and waivers for government approval when specifications cannot be met. Compiles audit information. May audit subcontractors' inspection or technical document preparation procedures to verify compliance with contract requirements. Prepares manual or automated records of parts design change documents. Drafts configuration analysis plans to encompass contractual requirements. Reviews contracts and determines configuration requirements. Assists in the development

	and maintenance of database. Develops, administers, and implements CM plans and procedures; controls configuration baselines and interfaces through Engineering Change Proposal/ Specification processing; conducts functional and physical configuration audits and formal qualifications reviews; establishes and maintains CM documentation control systems; maintains the master records for the establishment and change of configuration baselines, engineering release system, configuration item development record (including the configuration index and change status listing), and configuration status accounting, and provides support to the Configuration Control Board, as required.
Minimum Education/ General Experience:	Ph.D. and eight years applicable experience, or Masters Degree and ten years applicable experience, or Bachelor's Degree with twelve years applicable experience of which should include eight years specialized experience.

Commercial Job Title:	Configuration Manager (CM), Senior <i>Senior Configuration Manager (CM)</i>
Functional Responsibility:	Analyzes proposed product design changes to determine the effect on the overall system. Ensures configuration identification by reviewing design release documents for completeness and proper authorizations. Prepares deviations and waivers for government approval when specifications cannot be met. Compiles audit information. May audit subcontractors' inspection or technical document preparation procedures to verify compliance with contract requirements. Prepares manual or automated records of parts design change documents. Drafts configuration analysis plans to encompass contractual requirements. Reviews contracts and determines configuration requirements. Assists in the development and maintenance of database. Develops, administers, and implements CM plans and procedures; controls configuration baselines and interfaces through Engineering Change Proposal/ Specification processing; conducts functional and physical configuration audits and formal qualifications reviews; establishes and maintains CM documentation control systems; maintains the master records for the establishment and change of configuration baselines, engineering release system, configuration item development record (including the configuration index and change status listing), and configuration status accounting, and provides support to the Configuration Control Board, as required.
Minimum Education/ General Experience:	Masters Degree and six years applicable experience, or Bachelors Degree and eight years applicable experience, or fifteen years applicable experience, which should include ten years specialized experience.

Commercial Job Title:	Consultant, Senior <i>Senior Consultant</i>
Functional Responsibility:	Provides technical and administrative direction for personnel performing network development tasks, including the review of work products for correctness, adherence to the design concept and to user standards. Possess experience sufficient scope and depth to be able to independently assimilate and gather data pertinent to network systems, organize and present data orally and in writing in a thoroughly comprehensible and logical manner. Must have proven experience in the specified subject matter field or discipline and have excellent analytical, oral, and written communications skills. These skills include, but are not limited to, the following specialties: telecommunications, wide area networks, local area networks, information systems, and systems architecture. Languages (particularly e.g. C and Ada), Operating Systems (e.g. MS DOS, UNIX, POSIX, VM, DOS-VSE, Windows NT, and MVS), Database Management Systems, Automation Security Systems, Decision Support Systems), Artificial Intelligence Systems, Communications Protocols, Electronic Mail, Video Teleconferencing. Effectively integrate workforce and information technology, including cultural change management.
Minimum Education/	Masters Degree and six years applicable experience, or Bachelors Degree and

General Experience:	eight years applicable experience, or fifteen years applicable experience, which should include ten years specialized experience.
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Commercial Job Title:	Database Administrator
Functional Responsibility:	Responsible for all activities related to the administration of computerized databases. Assign personnel to various projects and direct their activities; review and evaluate their work and prepare performance reports. Confer with and advise subordinates on administrative policies and procedures, technical problems, priorities and methods. Consult with and advise users of the various databases. Project long-range requirements for database administration and design in conjunction with other managers in the information systems function. Prepare activity and progress reports regarding the database management section. Ability to lead and direct efforts of staff, excellent problem solving skills, ability to communicate effectively.
Minimum Education/ General Experience:	Bachelors Degree and four years related experience, or eight years applicable experience which should include five years specialized experience.

Commercial Job Title:	Database Administrator, Senior <i>Senior Database Administrator</i>
Functional Responsibility:	Responsible for all activities related to the administration of computerized databases. Assign personnel to various projects and direct their activities; review and evaluate their work and prepare performance reports. Confer with and advise subordinates on administrative policies and procedures, technical problems, priorities and methods. Consult with and advise users of the various databases. Project long-range requirements for database administration and design in conjunction with other managers in the information systems function. Prepare activity and progress reports regarding the database management section. Ability to lead and direct efforts of staff, excellent problem solving skills, ability to communicate effectively.
Minimum Education/ General Experience:	Masters Degree and six years applicable experience, or Bachelors Degree and eight years applicable experience, or fifteen years applicable experience, which should include ten years specialized experience.

Commercial Job Title:	Database Manager
Functional Responsibility:	Design databases for specific user requirements. Maintain a database system for which new applications are being planned and incorporated. Directs activities of Database Specialists. Possess ADP experience in systems analysis and programming including: specialized systems analysis in operating systems software, database management systems, teleprocessing software, control software, and statistical packages. Possess experience in problem oriented languages and operating systems including all or part of the following: (minimum experience requirements will be identified in individual task orders), MVS-DOS, UNIX, MS-DOS, C, COBOL, ACCESS, Ada, Windows NT, C++, Visual Basic, and JAVA. Ensures appropriate linkages to existing databases and data processing systems. Ensures adequate security and recovery procedures are included in all data base designs. Directs the training of user groups in the protocols involved in updating and accessing the database. Monitors database transactions to ensure correct usage of the database. Provides technical expertise on the database system to user and data processing personnel.
Minimum Education/ General Experience:	Bachelors Degree and four years related experience, or eight years applicable experience which should include five years specialized experience.

Commercial Job Title:	Functional Area Expert
Functional Responsibility:	<p>Recognized for strong expertise in industry issues and trends. Utilizes functional area expertise gained through direct industry experience to assess the operational and functional baseline of an organization and its organizational components. Works with senior managers and executives to provide industry vision and strategic direction with regard to their enterprise. Guides the determination of information technology inadequacies and/or deficiencies that affect the functional area's ability to support/meet organizational goals. Generates functional area strategies for enhanced IT operations in a cross-functional area mode throughout the organization. Participates in account strategy sessions, strategic assessments and design reviews to validate enterprise approach and associated work products.</p> <p>Provides guidance and direction to other professionals, acts in a consulting and/or advisory capacity; coordinates resolution of highly complex problems and tasks, possesses ability to meet and operate under deadlines.</p>
Minimum Education/ General Experience:	Bachelors Degree and four years related experience, or eight years applicable experience which should include five years specialized experience.

Commercial Job Title:	Functional Area Expert, Principal <i>Principal Functional Area Expert</i>
Functional Responsibility:	<p>Recognized for strong expertise in industry issues and trends. Utilizes functional area expertise gained through direct industry experience to assess the operational and functional baseline of an organization and its organizational components. Works with senior managers and executives to provide industry vision and strategic direction with regard to their enterprise. Guides the determination of information technology inadequacies and/or deficiencies that affect the functional area's ability to support/meet organizational goals. Generates functional area strategies for enhanced IT operations in a cross-functional area mode throughout the organization. Participates in account strategy sessions, strategic assessments and design reviews to validate enterprise approach and associated work products.</p> <p>Provides guidance and direction to other professionals, acts in a consulting and/or advisory capacity; coordinates resolution of highly complex problems and tasks, possesses ability to meet and operate under deadlines.</p>
Minimum Education/ General Experience:	Ph.D. and eight years applicable experience, or Masters Degree and ten years applicable experience, or Bachelor's Degree with twelve years applicable experience of which should include eight years specialized experience.

Commercial Job Title:	Functional Area Expert, Senior <i>Senior Functional Area Expert</i>
Functional Responsibility:	<p>Recognized for strong expertise in industry issues and trends. Utilizes functional area expertise gained through direct industry experience to assess the operational and functional baseline of an organization and its organizational components. Works with senior managers and executives to provide industry vision and strategic direction with regard to their enterprise. Guides the determination of information technology inadequacies and/or deficiencies that affect the functional area's ability to support/meet organizational goals. Generates functional area strategies for enhanced IT operations in a cross-functional area mode throughout the organization. Participates in account strategy sessions, strategic assessments and design reviews to validate enterprise approach and associated work products.</p> <p>Provides guidance and direction to other professionals, acts in a consulting and/or advisory capacity; coordinates resolution of highly complex problems and tasks, possesses ability to meet and operate under deadlines.</p>

Minimum Education/ General Experience:	Masters Degree and six years applicable experience, or Bachelors Degree and eight years applicable experience, or fifteen years applicable experience, which should include ten years specialized experience.
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Commercial Job Title:	Help Desk
Functional Responsibility:	Under immediate direction of senior help desk personnel, responds to and diagnoses problems through discussions with users. Includes problem recognition, research, isolation and resolution steps. Typically is able to resolve less complex problems immediately, while more complex problems are assigned to second level support, senior operator or supervisor. May involve use of problem management database and help desk systems.
Minimum Education/ General Experience:	Bachelors Degree and four years related experience, or eight years applicable experience which should include five years specialized experience.

Commercial Job Title:	Help Desk, Senior <i>Senior Help Desk</i>
Functional Responsibility:	Responds to and diagnoses problems through discussions with users. Includes problem recognition, research, isolation and resolution steps. Typically is able to resolve less complex problems immediately, while more complex problems are assigned to second level support, senior operator or supervisor. May involve use of problem management database and help desk systems.
Minimum Education/ General Experience:	Masters Degree and six years applicable experience, or Bachelors Degree and eight years applicable experience, or fifteen years applicable experience, which should include ten years specialized experience.

Commercial Job Title:	Information Assurance Engineer
Functional Responsibility:	Must be capable of acting as the principal technical advisor to the Project Manager on issues pertaining to Information Assurance systems and capabilities. Must have an understanding of the security of computer systems. Must have an understanding of the software development process and of the properties of software. Must have an understanding of computer architectures and operating system concepts. Must have the ability to select and apply relevant security requirements to systems in development and in their fielded environment. Must have the ability to organize protective mechanisms into realizable components of a secure system architecture. Must be capable of developing and executing plans for functional and penetration testing. Develops and recommend technical solutions to support client requirements in solving moderate to highly complex network, platform, and system security problems. Typical focus area includes analytical and engineering solutions based on federal and industry INFOSEC policies, doctrine, and regulations. Responsibilities additionally include secure system engineering and development, including system/security requirements analysis and secure system definition and specification development of INFOSEC policies and procedures utilizing technical and analytical skills. Also design test beds of advanced INFOSEC hardware and software solutions.
Minimum Education/ General Experience:	Bachelors Degree and four years related experience, or eight years applicable experience which should include five years specialized experience.

Commercial Job Title:	Information Assurance Engineer, Senior <i>Senior Information Assurance Engineer</i>
Functional Responsibility:	Must be capable of acting as the principal technical advisor to the Project Manager on issues pertaining to Information Assurance systems and

	capabilities. Must have an understanding of the security of computer systems. Must have an understanding of the software development process and of the properties of software. Must have an understanding of computer architectures and operating system concepts. Must have the ability to select and apply relevant security requirements to systems in development and in their fielded environment. Must have the ability to organize protective mechanisms into realizable components of a secure system architecture. Must be capable of developing and executing plans for functional and penetration testing. Develops and recommend technical solutions to support client requirements in solving moderate to highly complex network, platform, and system security problems. Typical focus area includes analytical and engineering solutions based on federal and industry INFOSEC policies, doctrine, and regulations. Responsibilities additionally include secure system engineering and development, including system/security requirements analysis and secure system definition and specification development of INFOSEC policies and procedures utilizing technical and analytical skills. Also design test beds of advanced INFOSEC hardware and software solutions.
Minimum Education/ General Experience:	Masters Degree and six years applicable experience, or Bachelors Degree and eight years applicable experience, or fifteen years applicable experience, which should include ten years specialized experience.

Commercial Job Title:	Information Systems Engineer
Functional Responsibility:	Applies technical professional competency in systems technology to the investigation of planning, engineering and operational needs and problems, the coordination of project activities, and the preparation of plans and documents. Expected to take the lead in project specific teams. Applies broad knowledge of leading-edge information and communication technologies, planning, and engineering processes to the planning, development, design, and operation. Expected to carry out job functions within small project-oriented multidisciplinary teams of professionals and be able to support direct interaction with clients within the context of project progress meetings, design reviews, and project production and delivery. Major results expected include high-quality written, verbal, and graphical deliverables in the form of progress reports, operational concepts, technology reviews, designs, and specifications.
Minimum Education/ General Experience:	Bachelors Degree and four years related experience, or eight years applicable experience which should include five years specialized experience.

Commercial Job Title:	Information Systems Engineer, Manager
Functional Responsibility:	Provides leadership and technical expertise to the development, evaluation and deployment of planning, design, engineering and operational needs and problems, the coordination of project activities, and the preparation of plans and documents. Leads project teams. Applies broad knowledge of leading-edge information and systems design technologies to planning, development, design, and operation. Expected to carry out job functions within project oriented multidisciplinary teams of professionals and be able to support direct interaction with clients within the context of project progress meetings, design reviews, and project production and deployment.
Minimum Education/ General Experience:	Ph.D. and eight years applicable experience, or Masters Degree and ten years applicable experience, or Bachelor's Degree with twelve years applicable experience of which should include eight years specialized experience.

Commercial Job Title:	Information Systems Engineer, Principal <i>Principal Information Systems Engineer</i>
Functional Responsibility:	Applies technical professional competency in systems technology to the investigation of planning, engineering and operational needs and problems, the coordination of project activities, and the preparation of plans and documents. Expected to take the lead in project specific teams. Applies broad knowledge of leading-edge information and communication technologies, planning, and engineering processes to the planning, development, design, and operation. Expected to carry out job functions within small project-oriented multidisciplinary teams of professionals and be able to support direct interaction with clients within the context of project progress meetings, design reviews, and project production and delivery. Major results expected include high-quality written, verbal, and graphical deliverables in the form of progress reports, operational concepts, technology reviews, designs, and specifications.
Minimum Education/ General Experience:	Ph.D. and six years applicable experience, or Masters Degree and ten years applicable experience, or Bachelor's Degree with twelve years applicable experience of which should include eight years specialized experience.

Commercial Job Title:	Information Systems Engineer, Senior <i>Senior Information Systems Engineer</i>
Functional Responsibility:	Applies technical professional competency in systems technology to the investigation of planning, engineering and operational needs and problems, the coordination of project activities, and the preparation of plans and documents. Expected to take the lead in project specific teams. Applies broad knowledge of leading-edge information and communication technologies, planning, and engineering processes to the planning, development, design, and operation. Expected to carry out job functions within small project-oriented multidisciplinary teams of professionals and be able to support direct interaction with clients within the context of project progress meetings, design reviews, and project production and delivery. Major results expected include high-quality written, verbal, and graphical deliverables in the form of progress reports, operational concepts, technology reviews, designs, and specifications.
Minimum Education/ General Experience:	Masters Degree and six years applicable experience, or Bachelors Degree and eight years applicable experience, or fifteen years applicable experience, which should include ten years specialized experience.

Commercial Job Title:	Integrated Logistics Systems (ILS) Manager
Functional Responsibility:	ILS administration, including supply, purchasing, provisioning, design, reliability, validation and maintainability analysis of complex mechanical or electro-mechanical systems/equipment per Department of Defense requirements. Manages several logistics efforts concurrently. Requires significant management experience in the logistics area. Knowledgeable in the preparation of ILS industry standard support documentation. Background in providing assistance to Project Managers in preparing and supporting senior level ILS.
Minimum Education/ General Experience:	Bachelors Degree and four years related experience, or eight years applicable experience which should include five years specialized experience.

Commercial Job Title:	Integrated Logistics Systems (ILS) Manager, Principal <i>Principal Integrated Logistics Systems (ILS) Manager</i>
Functional Responsibility:	Performs senior level ILS administration, including supply, purchasing, provisioning, and design, reliability, validation and maintainability analysis of complex mechanical or electro-mechanical systems/equipment per Commercial

	and/or Department of Defense requirements. Manages several ISL Manager's and logistics efforts concurrently. Provides high level management support and strategic. Must be able to organize and present data orally and in writing in a thoroughly comprehensible and logical manner. Must have proven experience in the specified subject matter field, discipline and have excellent analytical, oral, and written communications skills. Must be able to present presentations to executive level audiences. Effectively integrate workforce and information technology, including cultural change management. Plans, projects, coordinate, manage and oversee logistic system support efforts. Requires significant management experience in the logistics area. Knowledgeable in the preparation of ILS industry standard support documentation. Background in providing assistance to Project Managers in preparing and supporting senior level ILS.
Minimum Education/ General Experience:	Ph.D. and eight years applicable experience, or Masters Degree and ten years applicable experience, or Bachelor's Degree with twelve years applicable experience of which should include eight years specialized experience.

Commercial Job Title:	Integrated Logistics Systems (ILS) Manager, Senior <i>Senior Integrated Logistics Systems (ILS) Manager</i>
Functional Responsibility:	Performs senior level ILS administration, including supply, purchasing, provisioning, and design, reliability, validation and maintainability analysis of complex mechanical or electro-mechanical systems/equipment per Commercial and/or Department of Defense requirements. Manages several ISL Manager's and logistics efforts concurrently. Provides high level management support and strategic. Must be able to organize and present data orally and in writing in a thoroughly comprehensible and logical manner. Must have proven experience in the specified subject matter field, discipline and have excellent analytical, oral, and written communications skills. Must be able to present presentations to executive level audiences. Effectively integrate workforce and information technology, including cultural change management. Plans, projects, coordinate, manage and oversee logistic system support efforts. Requires management experience in the logistics area. Knowledgeable in the preparation of ILS industry standard support documentation. Background in providing assistance to Project Managers in preparing and supporting senior level ILS.
Minimum Education/ General Experience:	Masters Degree and six years applicable experience, or Bachelors Degree and eight years applicable experience, or fifteen years applicable experience, which should include ten years specialized experience.

Commercial Job Title:	IT Operations Executive 2
Functional Responsibility:	Assists the top Information Technology executive in providing strategic and operational direction for planning, designing, implementing, and maintaining the organization's information technology infrastructure. Works with internal departments/units to identify opportunities to improve and refine services to meet their needs. Participates in the investigation, selection, and operation of information systems.
Minimum Education/ General Experience:	Masters Degree and four years applicable experience, or Bachelors Degree and eight years applicable experience, or fifteen years applicable experience, which should include ten years specialized experience.

Commercial Job Title:	Logistician
Functional Responsibility:	Performs logistic program activities from conceptual stage through life cycle of product. Develops and implements logistics program activities including ILS, technical documentation, RAM, provisioning, etc.; coordinates efforts of

	subcontractors and field service personnel; resolves logistics problems; and compiles data on standardization and interchangeability of parts to expedite logistic activities.
Minimum Education/ General Experience:	Bachelors Degree and four years related experience, or eight years applicable experience which should include five years specialized experience. A certified Professional Logistician (CPL) certificate with four years additional related experience may be substituted for the BS degree.

Commercial Job Title:	Multimedia Production Specialist
Functional Responsibility:	Responsible for ensuring the production quality of all promotional materiel, commercials, and public service announcements. Produces presentations and other creative print media based on content prepared by professional staff. Responsible for completing work with in-house resources or through document production service vendors. May prepare specifications and initiate requests for bids, customer quotations, and purchase orders for vendors. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision. Typically reports to a supervisor or manager.
Minimum Education/ General Experience:	Bachelors Degree and four years related experience, or eight years applicable experience which should include five years specialized experience.

Commercial Job Title:	Operations Research/Systems Analyst
Functional Responsibility:	Participates in specific operational aspects of computer models and war games. Performs professional and scientific work requiring the design, development and adaptation of mathematical and statistical modeling and scientific methods to analyze operational requirements and problems. Interacts with system users to translate their requirements into systems, hardware, and software requirements and design. Participates in the development of test strategies. Establishes system information requirements using analysis of the information engineer(s) in the development of enterprise-wide or large-scale information systems. Designs architecture to include the software, hardware, and communications to support the total requirements as well as provide for present and future cross-functional requirements and interfaces. Possesses extensive understanding of system development lifecycle, system operations, or external interfaces.
Minimum Education/ General Experience:	Bachelors Degree and four years related experience, or eight years applicable experience which should include five years specialized experience.

Commercial Job Title:	Operations Research/Systems Analyst, Senior <i>Senior Operations Research/Systems Analyst</i>
Functional Responsibility:	Participates in specific operational aspects of computer models and war games. Performs professional and scientific work requiring the design, development and adaptation of mathematical and statistical modeling and scientific methods to analyze operational requirements and problems. Interacts with system users to translate their requirements into systems, hardware, and software requirements and design. Participates in the development of test strategies. Establishes system information requirements using analysis of the information engineer(s) in the development of enterprise-wide or large-scale information systems. Designs architecture to include the software, hardware, and communications to support the total requirements as well as provide for present and future cross-functional requirements and interfaces.
Minimum Education/	Masters Degree and six years applicable experience, or Bachelors Degree and

General Experience:	eight years applicable experience, or fifteen years applicable experience, which should include ten years specialized experience.
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Commercial Job Title:	Photographer
Functional Responsibility:	Take photographs, processes, and develops film for professional publication, ceremonies and events. Digital photography and image enhancement. Interface with publications for the publishing of photographs and digital images. Operates cameras, broadcasting or video recording cameras, and equipment to photograph various subjects and subject material. May be expected to maintain a variety of program/transmitter logs. Creates and prepares photographic images to display in a variety of published mediums. Selects and assembles equipment according to subject material, anticipated conditions, and knowledge of function of various types of cameras, lenses, films, and accessories. Views subject and setting and plans composition, camera position, and camera angle to produce desired effect. May mix chemicals, and process film and photographic paper. Also may spot and retouch prints and negatives. Works under immediate supervision. Primary job functions do not typically require exercising independent judgment. Typically reports to a supervisor/manager.
Minimum Education/ General Experience:	A high school diploma and a minimum of two years experience in the photography and digital photography. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job.

Commercial Job Title:	Program Analyst, Executive
Functional Responsibility:	Must have senior supervisory experience. Related experience includes technical program management, budgeting, scheduling, trade-off analysis, lifecycle costing, risk management, supportability, test and evaluation, and requirements development. Presentation and briefing skills to top level managers required.
Minimum Education/ General Experience:	Bachelors Degree and eight years related experience.

Commercial Job Title:	Program Analyst, Intermediate
Functional Responsibility:	Must have supervisory experience. Related experience includes technical program management, budgeting, scheduling, trade-off analysis, lifecycle costing, risk management, supportability, test and evaluation, and requirements development. Presentation and briefing skills required.
Minimum Education/ General Experience:	Bachelors Degree and four years related experience, or eight years applicable experience which should include five years specialized experience, can be substituted for a Bachelors Degree.

Commercial Job Title:	Program Analyst, Journeyman
Functional Responsibility:	Related experience includes technical program management, budgeting, scheduling, performance trades, lifecycle costing, risk management, supportability, test and evaluation, and requirements development and management.
Minimum Education/ General Experience:	Bachelors Degree and two years related experience, or six years applicable experience which should include four years specialized experience, can be substituted for a Bachelors Degree.

Commercial Job Title:	Program Analyst, Senior
Functional Responsibility:	Must have supervisory experience. Related experience includes technical program management, budgeting, scheduling, trade-off analysis, lifecycle costing, risk management, supportability, test and evaluation, and requirements development. Presentation and briefing skills to top level managers required.
Minimum Education/ General Experience:	Bachelors Degree and six years related experience, or ten years applicable experience which should include six years specialized experience, can be substituted for a Bachelors Degree.

Commercial Job Title:	Program Manager
Functional Responsibility:	Serves as the contractor's single contract manager, and shall be the contractor's authorized interface with the Government Contracting Officer (CO), the contract level Contracting Officer's Representative (COR), government management personnel and customer agency representatives. Responsible for formulating and enforcing work standards, assigning contractor schedules, reviewing work discrepancies, supervising contractor personnel and communicating policies, purposes, and goals of the organization to subordinates. Shall be responsible for the overall contract performance and shall not serve in any other capacity under this contract. Specialized experience includes: complete engineering project development from inception to deployment, demonstrated ability to provide guidance and direction in the tasks similar to the representative scenarios provided in the RFP, proven expertise in the management and control of funds and resources, demonstrated capability in managing multi-task contracts of this type and complexity. General experience includes increasing responsibilities in information systems design and management.
Minimum Education/ General Experience:	Ph.D. and eight years applicable experience, or Masters Degree and ten years applicable experience, or Bachelor's Degree with twelve years applicable experience of which should include eight years specialized experience.

Commercial Job Title:	Project Director
Functional Responsibility:	Experience in systems development and engineering required. Plans, coordinates, schedules, directs, and controls all engineering and technical support activities applicable to task execution. Reviews and evaluates all work performed. Ensures compliance with all management plans, policies and procedures. Provides recommendations for resolution of technical problems. Must have background in a DOD development and/or acquisition environment.
Minimum Education/ General Experience:	Bachelors Degree and six years related experience.

Commercial Job Title:	Project Manager
Functional Responsibility:	Serves as the project manager for a large, complex task order (or a group of task orders affecting the same common/standard/migration system) and shall assist the Program Manager in working with the Government Contracting Officer (CO), the contract-level Contracting Officer's Representative (COR), the task order-level COR(s), government management personnel and customer agency representatives. Under the guidance of the Program Manager, responsible for the overall management of the specific task order(s) and insuring that the

	technical solutions and schedules in the task order are implemented in a timely manner. Performs enterprise wide horizontal integration planning and interfaces to other functional systems. Specialized experience includes: complete engineering project development from inception to deployment, demonstrated ability to provide guidance and direction in the tasks similar to the representative scenarios provided in the RFP, proven expertise in the management and control of funds and resources, demonstrated capability in managing multi-task contracts of this type and complexity. General experience includes increasing responsibilities in information systems design and management.
Minimum Education/ General Experience:	Ph.D. and eight years applicable experience, or Masters Degree and ten years applicable experience, or Bachelor's Degree with twelve years applicable experience of which should include eight years specialized experience.

Commercial Job Title:	Quality Assurance, Manager <i>Manager Quality Assurance</i>
Functional Responsibility:	Experience as a Quality Manager in a MIL-Q-9858A, MIL-I-45208 or ISO-9000 environment.
Minimum Education/ General Experience:	Bachelors Degree and four years related experience, or eight years applicable experience which should include five years specialized experience, can be substituted for a Bachelors Degree.

Commercial Job Title:	Secretary
Functional Responsibility:	Perform standard secretarial and office management duties, including reception, clerical, administrative and stenographic tasks. This requires a thorough familiarity with office automation systems, the ability to create, prepare and proofread routine correspondence and technical documents, financial and management spreadsheets, and presentations.
Minimum Education/ General Experience:	A high school diploma and demonstrated proficiency in the full range of office automation systems.

Commercial Job Title:	Senior Engineer/Chief Scientist
Functional Responsibility:	Established practitioners of one or more engineering or scientific disciplines recognized by both peers and external community for accomplishments in engineering or scientific disciplines. These disciplines include but are not limited to electronics, aeronautics, human factors, manufacturing, product assurance, physical and environmental safety, high altitude and space weather, civil engineering, structural/materials analyses and acquisition.
Minimum Education/ General Experience:	PhD and eight years applicable experience, or Masters Degree and ten years applicable experience, or Bachelor's Degree with twelve years applicable experience of which should include eight years specialized experience.

Commercial Job Title:	Software Engineer, Intermediate <i>Engineer, Software, Intermediate</i>
Functional Responsibility:	Shall possess progressively complex experience in computer simulation, client-server architectures, advanced networking techniques and protocols, data bases (flat-file, relational, and object-oriented), high-order programming languages, and operating systems (e.g., UNIX/ULTRIX, HP-UX, SUN-OS, VAX/VMS, Harris VOS). In addition must have experience in design and development of advanced networking techniques and protocols, data base

	management systems, and programming in high order languages (e.g., C, C++, ADA, FORTRAN).
Minimum Education/ General Experience:	Bachelors Degree and four years related experience.

Commercial Job Title:	Software Engineer, Journeyman <i>Engineer, Software, Journeyman</i>
Functional Responsibility:	Shall have the technical background and skills to perform in all phases of software design, development, documentation, and implementation.
Minimum Education/ General Experience:	Bachelors Degree and two years related experience, or six years applicable experience which should include four years specialized experience, can be substituted for a Bachelors Degree.

Commercial Job Title:	Software Engineer, Senior <i>Engineer, Software, Senior</i>
Functional Responsibility:	Shall possess progressively complex experience in computer simulation, client-server architectures, advanced networking techniques and protocols, data bases, high-order programming languages, and operating systems (e.g., UNIX/ULTRIX, HP-UX, SUN-OS, VAX/VMS, Harris VOS). In addition must have experience in design and development of advanced networking techniques and protocols, data base management systems, and programming in high order languages.
Minimum Education/ General Experience:	Bachelors Degree and six years related experience.

Commercial Job Title:	Subject Matter Expert (SME) I
Functional Responsibility:	Works under guidelines established by supervisor. Receives instructions on specific assignment objectives, features, possible solutions, etc. Work is reviewed for consistency and completeness. Applicable functional areas include systems engineering, network engineering, acquisition management, business process reengineering, specialty engineering (e.g., communications, systems safety, quality assurance, test and evaluation, human factors, reliability and maintainability, systems security etc.), organizational planning, financial management, acquisition logistics, configuration and data information systems, and support or program management. Performs routine assignments associated with the implementation of standard techniques, procedures and/or criteria as they apply to the technical or administrative discipline relating to the task. Using prescribed methods and information supplied, prepares draft inputs to program documentation as it relates to any of the support functions. Reviews final draft documents for conformity to requirements and completeness. Maintains management files. Tracks preparation and delivery status of data deliverables. Attends meetings, design reviews, working groups and briefings. Reports issues and problems. Performs other related duties as assigned.
Minimum Education/ General Experience:	Bachelors Degree and two years related experience, or six years applicable experience which should include four years specialized experience, can be substituted for a Bachelors Degree.

Commercial Job Title:	Subject Matter Expert (SME) II
Functional Responsibility:	Works under general guidelines established by supervisor; receives overall instructions on specific assignment objectives, features, possible solutions, etc.

	Assistance is furnished on unusual problems and work is reviewed for consistency and completeness. Applicable functional areas include systems engineering, network engineering, acquisition management, business process reengineering, specialty engineering (e.g., communications, systems safety, quality assurance, test and evaluation, human factors, reliability and maintainability, systems security etc.), organizational planning, financial management, acquisition logistics, configuration and data information systems, and support or program management. Performs routine assignments on a broad range of tasks associated with the implementation of standard techniques, procedures and/or criteria as they apply to the technical or administrative discipline relating to the task. Using prescribed methods and information supplied, develops draft inputs to program documentation as it relates to any of the support functions. Reviews final draft documents for conformity to requirements and completeness. Organizes and maintains management files. Tracks preparation and delivery status of required deliverables. Attends meetings, design reviews, working groups and briefings. Reports issues and problems. Recommends solutions. May direct the activities of other personnel. Performs other related duties as assigned.
Minimum Education/ General Experience:	Bachelors Degree and four years related experience, or eight years applicable experience which should include five years specialized experience, can be substituted for a Bachelors Degree.

Commercial Job Title:	Subject Matter Expert (SME) III
Functional Responsibility:	Works independently under general guidelines or objectives. Possesses advanced technical and managerial skills; fully knowledgeable and experienced in all aspects of a program or functional area. Applicable functional areas include systems engineering, network engineering, acquisition management, business process reengineering, specialty engineering (e.g., communications, systems safety, quality assurance, test and evaluation, human factors, reliability and maintainability, systems security etc.), organizational planning, financial management, acquisition logistics, configuration and data information systems, and support or program management. Manages a single systems acquisition program/project or major functional area. Fully knowledgeable of all aspects of the program or programs under his/her management. Establishes objectives and requirements. Develops budgets. Develops program/project standards and schedules. Monitors outside resources. Has experience or extensive knowledge with the processes and procedures relative to the functional area. Coordinates, reviews and supervises work of assigned staff. Reviews/oversees the preparation of all related documentation. Conducts program reviews, meetings, etc. Performs other related duties as assigned
Minimum Education/ General Experience:	Bachelors Degree and six years related experience.

Commercial Job Title:	Subject Matter Expert (SME) IV
Functional Responsibility:	Works independently under general guidelines or objectives. Possesses advanced technical and managerial skills; fully knowledgeable and experienced in all aspects of a program or functional area. Applicable functional areas include systems engineering, network engineering, acquisition management, business process reengineering, specialty engineering (e.g., communications, systems safety, quality assurance, test and evaluation, human factors, reliability and maintainability, systems security etc.), organizational planning, financial management, acquisition logistics, configuration and data information systems, and support or program management. Manages a single systems acquisition program/project or major functional area. Fully knowledgeable of all aspects of the program or programs under his/her

	management. Establishes objectives and requirements. Develops budgets. Develops program/project standards and schedules. Monitors outside resources. Has experience or extensive knowledge with the processes and procedures relative to the functional area. Coordinates, reviews and supervises work of assigned staff. Reviews/oversees the preparation of all related documentation. Conducts program reviews, meetings, etc. Performs other related duties as assigned.
Minimum Education/ General Experience:	Bachelors Degree and eight years related experience.

Commercial Job Title:	Supply Technician
Functional Responsibility:	Issue tools; calibrate and maintain status of calibration on special tools and equipment; insure tools and equipment returned are clean and working properly; maintain inventory of components of calibrated equipment; turn-in unsafe or unserviceable tools and equipment; maintain required supplies for tool room operation; properly label packages and include inventory list, project code and value; prepare shipping documentation; file shipping documents and inventory listings of shipped items; log outgoing shipments; assist in research and preparation of requisitioning documents for supplies and "Off-Line" requisitions; prepare supply request documentation; order parts, material and equipment for stock, maintenance and projects; document requisitions in Register and Record of Demands; maintain accountability of recoverable items; turn-in and maintain records of excess or unserviceable parts and equipment; order, record and attain materials and/or equipment procured through Army Unit Supply; maintain and distribute administrative supply stocks; document and ship Warranty Repair Items; maintain and record cancellations, modifications and status of requisitioning documents; do lateral searches of parts; issue documented supplies to maintenance personnel; document supply requests; maintain warehouse stockage by ordering supplies; maintain and inventory warehouse stock; prepare requisitions for documentation on monthly reports.
Minimum Education/ General Experience:	A high school diploma and a minimum of two years experience in the supply administration. Military supply experience is helpful.

Commercial Job Title:	System Administrator
Functional Responsibility:	Responsible for installing, configuring, and maintaining Unix workstations and servers, including Web servers in support of business processing requirements. Performs software installations and upgrades to Unix operating systems and layered software packages. Schedules installations and upgrades and maintain them in accordance with established IS policies, procedures and SLAs. Monitors and tunes the system to achieve optimum level of performance. Ensures Unix workstation/server data integrity by evaluating, implementing and managing appropriate software and hardware solutions. Ensures data/media recoverability by implementing a schedule of system backups and database archive operations. Supports media management through internal methods and procedures or through offsite storage and retrieval services. Develops and promotes standard operating procedures. Conducts routine hardware and software audits of Unix workstations and servers for compliance with established standards, policies, configuration guidelines and procedures. Develops and maintain a comprehensive Unix hardware and software configuration database/library of all supporting documentation.
Minimum Education/ General Experience:	Bachelors Degree and four years related experience, or eight years applicable experience which should include five years specialized experience.

Commercial Job Title:	System Administrator, Senior <i>Senior System Administrator</i>
Functional Responsibility:	Responsible for installing, configuring, and maintaining Unix workstations and servers, including Web servers in support of business processing requirements. Performs software installations and upgrades to Unix operating systems and layered software packages. Schedules installations and upgrades and maintain them in accordance with established IS policies, procedures and SLAs. Monitors and tunes the system to achieve optimum level of performance. Ensures Unix workstation/server data integrity by evaluating, implementing and managing appropriate software and hardware solutions. Ensures data/media recoverability by implementing a schedule of system backups and database archive operations. Supports media management through internal methods and procedures or through offsite storage and retrieval services. Develops and promotes standard operating procedures. Conducts routine hardware and software audits of Unix workstations and servers for compliance with established standards, policies, configuration guidelines and procedures. Develops and maintain a comprehensive Unix hardware and software configuration database/library of all supporting documentation.
Minimum Education/ General Experience:	Masters Degree and six years applicable experience, or Bachelors Degree and eight years applicable experience, or fifteen years applicable experience, which should include ten years specialized experience.

Commercial Job Title:	Systems Analyst
Functional Responsibility:	Interacts with system users to translate their requirements into systems, hardware, and software requirements and design. Participates in the development of test strategies. Establishes system information requirements using analysis of the information engineer(s) in the development of enterprise-wide or large-scale information systems. Designs architecture to include the software, hardware, and communications to support the total requirements as well as provide for present and future cross-functional requirements and interfaces. Ensures these systems are compatible and in compliance with the standards for open systems architectures, the Open Systems Interconnection (OSI) and International Standards Organization (ISO) reference models, and profiles of standards - such as Institute of Electrical and Electronic Engineers (IEEE) Open Systems Environment (OSE) reference model - as they apply to the implementation and specification of Information Management (IM) solution of the application platform, across the application program interface (API), and the external environment/software application. Ensures that the common operating environment is TAFIM compliant.
Minimum Education/ General Experience:	Bachelors Degree and four years related experience, or eight years applicable experience which should include five years specialized experience.

Commercial Job Title:	Systems Analyst, Principal <i>Principal Systems Analyst</i>
Functional Responsibility:	Interacts with system users to translate their requirements into systems, hardware, and software requirements and design. Participates in the development of test strategies. Leads a team of at least two engineer/analyst professionals. Establishes system information requirements using analysis of the information engineer(s) in the development of enterprise-wide or large-scale information systems. Designs architecture to include the software, hardware, and communications to support the total requirements as well as provide for present and future cross-functional requirements and interfaces. Ensures these systems are compatible and in compliance with the standards for open systems architectures, the Open Systems Interconnection (OSI) and International Standards Organization (ISO) reference models, and profiles of standards - such

	as Institute of Electrical and Electronic Engineers (IEEE) Open Systems Environment (OSE) reference model - as they apply to the implementation and specification of Information Management (IM) solution of the application platform, across the application program interface (API), and the external environment/software application. Ensures that the common operating environment is TAFIM compliant.
Minimum Education/ General Experience:	Ph.D. and eight years applicable experience, or Masters Degree and ten years applicable experience, or Bachelor's Degree with twelve years applicable experience of which should include eight years specialized experience.

Commercial Job Title:	Systems Analyst, Senior <i>Senior Systems Analyst</i>
Functional Responsibility:	Interacts with system users to translate their requirements into systems, hardware, and software requirements and design. Participates in the development of test strategies. Establishes system information requirements using analysis of the information engineer(s) in the development of enterprise-wide or large-scale information systems. Designs architecture to include the software, hardware, and communications to support the total requirements as well as provide for present and future cross-functional requirements and interfaces. Ensures these systems are compatible and in compliance with the standards for open systems architectures, the Open Systems Interconnection (OSI) and International Standards Organization (ISO) reference models, and profiles of standards - such as Institute of Electrical and Electronic Engineers (IEEE) Open Systems Environment (OSE) reference model - as they apply to the implementation and specification of Information Management (IM) solution of the application platform, across the application program interface (API), and the external environment/software application. Ensures that the common operating environment is TAFIM compliant.
Minimum Education/ General Experience:	Masters Degree and six years applicable experience, or Bachelors Degree and eight years applicable experience, or fifteen years applicable experience, which should include ten years specialized experience.

Commercial Job Title:	Systems Architect
Functional Responsibility:	Assists in the establishment of system information requirements using analysis of the information engineer(s) in the development of enterprise-wide or large-scale information systems. Designs architecture to include the software, hardware, and communications to support the total requirements as well as provide for present and future cross-functional requirements and interfaces. Ensures these systems are compatible and in compliance with the standards for open systems architectures, the Open Systems Interconnection (OSI) and International Standards Organization (ISO) reference models, and profiles of standards - such as Institute of Electrical and Electronic Engineers (IEEE) Open Systems Environment (OSE) reference model - as they apply to the implementation and specification of Information Management (IM) solution of the application platform, across the application program interface (API), and the external environment/software application. Ensures that the common operating environment is TAFIM compliant. Evaluates analytically and systematically problems of workflow, organization, and planning and develops appropriate corrective action.
Minimum Education/ General Experience:	Bachelors Degree and four years related experience, or eight years applicable experience which should include five years specialized experience.

Commercial Job Title:	Systems Architect, Principal <i>Principal Systems Architect</i>
Functional Responsibility:	Supervision of Large, complex or inherently dissimilar subsystems. Plan project technical coordination, management and engineering. Responsible for the architecture tradeoff analysis with assurance that the system will achieve business and quality goals. Provides comprehensive definition of all aspects of system development from analysis of mission needs to verification of system performance. Establishes system information requirements using analysis of the information engineer(s) in the development of enterprise-wide or large-scale information systems. Designs architecture to include the software, hardware, and communications to support the total requirements as well as provide for present and future cross-functional requirements and interfaces. Ensures these systems are compatible and in compliance with the standards for open systems architectures, the Open Systems Interconnection (OSI) and International Standards Organization (ISO) reference models, and profiles of standards - such as Institute of Electrical and Electronic Engineers (IEEE) Open Systems Environment (OSE) reference model - as they apply to the implementation and specification of Information Management (IM) solution of the application platform, across the application program interface (API), and the external environment/software application. Ensures that the common operating environment is TAFIM compliant. Evaluates analytically and systematically problems of workflow, organization, and planning and develops appropriate corrective action. Provides daily supervision and direction to staff.
Minimum Education/ General Experience:	Ph.D. and eight years applicable experience, or Masters Degree and ten years applicable experience, or Bachelor's Degree with twelve years applicable experience of which should include eight years specialized experience.

Commercial Job Title:	Systems Architect, Senior <i>Senior Systems Architect</i>
Functional Responsibility:	Establishes system information requirements using analysis of the information engineer(s) in the development of enterprise-wide or large-scale information systems. Designs architecture to include the software, hardware, and communications to support the total requirements as well as provide for present and future cross-functional requirements and interfaces. Ensures these systems are compatible and in compliance with the standards for open systems architectures, the Open Systems Interconnection (OSI) and International Standards Organization (ISO) reference models, and profiles of standards - such as Institute of Electrical and Electronic Engineers (IEEE) Open Systems Environment (OSE) reference model - as they apply to the implementation and specification of Information Management (IM) solution of the application platform, across the application program interface (API), and the external environment/software application. Ensures that the common operating environment is TAFIM compliant. Evaluates analytically and systematically problems of workflow, organization, and planning and develops appropriate corrective action. Provides daily supervision and direction to staff.
Minimum Education/ General Experience:	Masters Degree and six years applicable experience, or Bachelors Degree and eight years applicable experience, or fifteen years applicable experience, which should include ten years specialized experience.

Commercial Job Title:	Systems Engineer <i>Engineer</i>
Functional Responsibility:	Provides technical solutions for routine and complex engineering studies, problems and tasks. Performs evaluation of alternatives and assessment of risks and costs. Plan project coordination, management and engineering. Develops analytical and conceptual techniques and methodology for problem solutions. Performs enterprise-wide strategic systems planning, business information

	<p>planning, business and analysis. Performs process and data modeling in support of the planning and analysis efforts using both manual and automated tools, such as Integrated Computer-Aided Software Engineering (I-CASE) tools. Applies reverse engineering and re-engineering disciplines to develop migration strategic and planning documents. Has experience with such methodologies as IDEF O process modeling and IDEF IX data modeling. Provides technical guidance in software engineering techniques and automated support tools. Specialized experience in one of the following: communications software, communications hardware or network specialty. General experience includes all aspects of communication networks. Must demonstrate the ability to work independently or under only general direction.</p>
Minimum Education/ General Experience:	Bachelors Degree and four years related experience, or eight years applicable experience which should include five years specialized experience.

Commercial Job Title:	Systems Engineer, Junior <i>Junior Systems Engineer</i>
Functional Responsibility:	<p>Provides technical solutions for routine and complex engineering studies, problems and tasks. Performs evaluation of alternatives and assessment of risks and costs. Plan project coordination, management and engineering. Develops analytical and conceptual techniques and methodology for problem solutions. Performs enterprise-wide strategic systems planning, business information planning, business and analysis. Performs process and data modeling in support of the planning and analysis efforts using both manual and automated tools, such as Integrated Computer-Aided Software Engineering (I-CASE) tools. Applies reverse engineering and re-engineering disciplines to develop migration strategic and planning documents. Has experience with such methodologies as IDEF O process modeling and IDEF IX data modeling. Provides technical guidance in software engineering techniques and automated support tools. Specialized experience in one of the following: communications software, communications hardware or network specialty. General experience includes all aspects of communication networks. Must demonstrate the ability to work independently or under only general direction.</p>
Minimum Education/ General Experience:	Bachelors Degree or four years applicable experience which should include two years specialized experience.

Commercial Job Title:	Systems Engineer, Principal <i>Principal Systems Engineer</i>
Functional Responsibility:	<p>Provides technical and administrative direction for personnel performing system engineering and network development tasks, including the review of work products for correctness, adherence to the design concept and to user standards. Possess experience sufficient scope and depth to be able to independently assimilate and gather data pertinent to the system engineering of network systems, applications. Must be able to organize and present data orally and in writing in a thoroughly comprehensible and logical manner. Must have proven experience in the specified subject matter field, discipline and have excellent analytical, oral, and written communications skills. Effectively integrate workforce and information technology, including cultural change management. Plan project coordination, management and engineering. Provides comprehensive definition of all aspects of system development from analysis of mission needs to verification of system performance. Performs evaluation of alternatives and assessment of risks and costs. Applies an enterprise-wide set of disciplines for the planning, analysis, design and construction of information systems on an enterprise-wide basis or across a major sector of the enterprise. Develops analytical and conceptual techniques and methodology for problem solutions. Performs enterprise-wide strategic systems planning, business information planning, business and analysis. Performs process and data modeling in support of the planning and analysis efforts using both manual and</p>

	automated tools, such as Integrated Computer-Aided Software Engineering (I-CASE) tools. Applies reverse engineering and re-engineering disciplines to develop migration strategic and planning documents. Has experience with such methodologies as IDEF O process modeling and IDEF IX data modeling. Provides technical guidance in software engineering techniques and automated support tools.
Minimum Education/ General Experience:	Ph.D. and eight years applicable experience, or Masters Degree and ten years applicable experience, or Bachelor's Degree with twelve years applicable experience of which should include eight years specialized experience.

Commercial Job Title:	Systems Engineer, Senior <i>Senior Systems Engineer</i>
Functional Responsibility:	Plan project coordination, management and engineering. Provides comprehensive definition of all aspects of system development from analysis of mission needs to verification of system performance. Performs evaluation of alternatives and assessment of risks and costs. Applies an enterprise-wide set of disciplines for the planning, analysis, design and construction of information systems on an enterprise-wide basis or across a major sector of the enterprise. Develops analytical and conceptual techniques and methodology for problem solutions. Performs enterprise-wide strategic systems planning, business information planning, business and analysis. Performs process and data modeling in support of the planning and analysis efforts using both manual and automated tools, such as Integrated Computer-Aided Software Engineering (I-CASE) tools. Applies reverse engineering and re-engineering disciplines to develop migration strategic and planning documents. Has experience with such methodologies as IDEF O process modeling and IDEF IX data modeling. Provides technical guidance in software engineering techniques and automated support tools.
Minimum Education/ General Experience:	Masters Degree and six years applicable experience, or Bachelors Degree and eight years applicable experience, or fifteen years applicable experience, which should include ten years specialized experience.

Commercial Job Title:	Technical Writer/Editor
Functional Responsibility:	Assists in collecting and organizing information required for preparation of user's manuals, training materials, installation guides, proposals, and reports. Edits functional descriptions, system specifications, user's manuals, special reports, or any other customer deliverables and documents. Specialized experience includes demonstrated experience in editing documents, including technical documents. Demonstrated ability to work independently or under only general direction.
Minimum Education/ General Experience:	Bachelors Degree and four years related experience, or eight years applicable experience which should include five years specialized experience.

Commercial Job Title:	Technical Writer/Editor, Senior <i>Senior Technical Writer/Editor</i>
Functional Responsibility:	Supervises and assists in collecting and organizing information required for preparation of user's manuals, training materials, installation guides, proposals, and reports. Edits functional descriptions, system specifications, user's manuals, special reports, or any other customer deliverables and documents. Specialized experience includes demonstrated experience in editing documents, including technical documents. Demonstrated ability to work independently or under only general direction.
Minimum Education/ General Experience:	Masters Degree and six years applicable experience, or Bachelors Degree and eight years applicable experience, or fifteen years applicable experience, which should include ten years specialized experience.

Commercial Job Title:	Technology Trainer
Functional Responsibility:	Responsibilities include, but are not limited to, developing and conducting courses with prepared or developed instructional materials to educate technical and non-technical personnel as well as gathering and assimilating information on subject matter; organizing and condensing material and preparing course outlines, handouts and visual aids. Organizes, prepares and conducts complex training and educational programs for information systems or user personnel. Designs and develops training programs. Records training activities and program effectiveness.
Minimum Education/ General Experience:	Bachelors Degree and four years related experience, or eight years applicable experience which should include five years specialized experience.

Commercial Job Title:	Training Graphics Designer I
Functional Responsibility:	Produces graphic sketches, designs, and copy layouts for online content. Determines size and arrangement of illustrative material and copy, selects style and size of type, and arranges layout based upon available space, knowledge of layout principles, and aesthetic design concepts. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision. Primary job functions do not typically require exercising independent judgment.
Minimum Education/ General Experience:	Associates Degree and two years related experience, or four years applicable experience which should include two years specialized experience, can be substituted for an Associate's Degree.

Commercial Job Title:	Training Graphics Designer II
Functional Responsibility:	Produces copy layouts for on-line content. Determines size and arrangement of illustrative material and copy, selects style and size of type, and arranges layout based upon available space, knowledge of layout principles, and aesthetic design concepts. Familiar with standard concepts, practices, and procedures within a particular field. Relies on limited experience and judgment to plan and accomplish goals. Performs a variety of tasks. Works under general supervision; typically reports to a manager.
Minimum Education/ General Experience:	Associates Degree and three years related experience, or six years applicable experience which should include four years specialized experience, can be substituted for an Associate's Degree.

Commercial Job Title:	Training Graphics Designer III
Functional Responsibility:	Produces graphic sketches, designs, storyboards, 3-D models and/or animation for a broad range of rich, photo-realistic animations. Ability to function effectively as part of a multidisciplinary team producing high-quality animations in a fast-paced work environment; proficiency with state-of-the-art software to produce accurate and innovative animations; ability to quickly learn and integrate new tools and technologies to meet customer needs. Require an associate's degree or its equivalent and experience in the specific field. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May act in liaison capacity with other

	departments, divisions, and staff. Has developed management and technical leadership skills. Typically reports to a manager. A wide degree of creativity and latitude is expected.
Minimum Education/ General Experience:	Associates Degree and six year related experience, or eight years applicable experience which should include six years specialized experience, can be substituted for an Associate's Degree.

Commercial Job Title:	Training Modeler Animator I
Functional Responsibility:	Under general supervision produces storyboards, 3-D models and/or animations. Ability to function effectively as part of a multidisciplinary team; proficiency with state-of-the-art software to produce accurate and innovative animations; ability to quickly learn and integrate new tools and technologies. Relies on instructions and pre-established guidelines to perform the functions of the job.
Minimum Education/ General Experience:	Associates Degree and one year related experience, or three years applicable experience which should include two years specialized experience, can be substituted for an Associate's Degree.

Commercial Job Title:	Training Modeler Animator II
Functional Responsibility:	Produces storyboards, 3-D models and/or animation for a broad range of rich, photo-realistic animations. Ability to function effectively as part of a multidisciplinary team producing high-quality animations in a fast-paced work environment; proficiency with state-of-the-art software to produce accurate and innovative animations; ability to quickly learn and integrate new tools and technologies to meet customer needs. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision; typically reports to a supervisor or manager.
Minimum Education/ General Experience:	Associates Degree and three years related experience, or six years applicable experience which should include four years specialized experience, can be substituted for an Associate's Degree.

Commercial Job Title:	Training Modeler Animator III
Functional Responsibility:	Plans, conducts, oversees, and/or manages modeling and animation related tasks. Produces storyboards, 3-D models and/or animation for a broad range of complex, rich, photo-realistic animations. Ability to function effectively as lead for a multidisciplinary team producing high-quality models and animations in a fast-paced work environment; proficiency with state-of-the-art software to produce accurate and innovative animations; ability to quickly learn and integrate new tools and technologies to meet customer needs. Ensures the continuity of team members work throughout the simulation. Possesses and applies specific knowledge of software development approach. Technical assignments are broad.
Minimum Education/ General Experience:	Associates Degree and five years related experience, or seven years applicable experience which should include five years specialized experience, can be substituted for an Associate's Degree.

Commercial Job Title:	Training Scene Framer I
Functional Responsibility:	Under close supervision executes quality assurance related tasks. Performs rudimentary insertion of visual and audio assets into screenplay scenes.

	Technical assignments are very specific.
Minimum Education/ General Experience:	Bachelors Degree and two years related experience, or six years applicable experience which should include four years specialized experience, can be substituted for a Bachelors Degree.

Commercial Job Title:	Training Scene Framers II
Functional Responsibility:	Under general supervision executes scene framing related tasks. Performs insertion and manipulation of visual and audio assets within screenplay scenes. Possesses and applies general knowledge of software development approach. Technical assignments are broad.
Minimum Education/ General Experience:	Bachelors Degree and four years related experience, or eight years applicable experience which should include five years specialized experience, can be substituted for a Bachelors Degree.

Commercial Job Title:	Training Scene Framers III
Functional Responsibility:	Plans, conducts, oversees, and/or manages scene framing related tasks. Performs complex manipulation of visual and audio assets within screenplay scenes. Ensures the continuity of team members work throughout the simulation. Possesses and applies specific knowledge of software development approach. Technical assignments are broad.
Minimum Education/ General Experience:	Bachelors Degree and six years related experience, or ten years applicable experience which should include six years specialized experience, can be substituted for a Bachelors Degree.

Commercial Job Title:	Virtual Reality Modeler
Functional Responsibility:	Prepares drawings of unique, complex or original designs that require a high degree of precision; performs unusually difficult assignments requiring considerable initiative, resourcefulness, and modeling expertise. Assures that anticipated problems in simulation, training development, and operation are resolved by the drawing produced. Exercises independent judgment in selecting and interpreting data based on knowledge of the systems intent. Ability to translate photographic and printed materials into full 3-D models. Position requires modeling of military and civilian hardware and environments using 3D CAD/CAE packages and/or modeling packages. Will develop decimated variants of high fidelity models that are reconfigurable to various levels of detail, resolution and materials to support various analysis applications and visual simulations. Will develop high quality texture maps from photographs of the actual hardware and their operating environments and map to low fidelity model variants.
Minimum Education/ General Experience:	Bachelors Degree and four years related experience, or eight years applicable experience which should include five years specialized experience.

Commercial Job Title:	Virtual Reality Modeler, Senior <i>Senior Virtual Reality Modeler</i>
Functional Responsibility:	Prepares drawings of unique, complex or original designs that require a high degree of precision; performs unusually difficult assignments requiring considerable initiative, resourcefulness, and modeling expertise. Assures that anticipated problems in simulation, training development, and operation are resolved by the drawing produced. Exercises independent judgment in selecting and interpreting data based on knowledge of the systems intent. Ability to translate photographic and printed materials into full 3-D models. Position

	requires modeling of military and civilian hardware and environments using 3D CAD/CAE packages and/or modeling packages. Will develop decimated variants of high fidelity models that are reconfigurable to various levels of detail, resolution and materials to support various analysis applications and visual simulations. Will develop high quality texture maps from photographs of the actual hardware and their operating environments and map to low fidelity model variants. Shall provide all necessary guidance to lower-level modelers for resolution of all problems.
Minimum Education/ General Experience:	Masters Degree and six years applicable experience, or Bachelors Degree and eight years applicable experience, or fifteen years applicable experience, which should include ten years specialized experience.

Commercial Job Title:	VTC Technician
Functional Responsibility:	Establishes, maintains, operates and monitors the quality of video connections in secure and non-secure locations. Makes operational adjustments to assure quality connections. Maintains and supports VTC equipment. Maintains, coordinates and de-conflicts VTC systems schedules.
Minimum Education/ General Experience:	Bachelors Degree and four years related experience, or eight years applicable experience which should include five years specialized experience.

Commercial Job Title:	Web Developer
Functional Responsibility:	Designs and builds web pages using a variety of graphics software applications, techniques, and tools. Designs and develops user interface features, site animation, and special-effects elements. Contributes to the design group's efforts to enhance the look and feel of the organization's online offerings. Designs the website to support the organization's strategies and goals relative to external communications. Responsible for developing and providing content that will motivate and entertain users so that they regularly access the website and utilize it as a major source for information and decision making. Responsible for managing/performing website editorial activities including gathering and researching information that enhances the value of the site. Locates, negotiates, and pursues content. Seeks out customers to gather feedback for website improvement and enhancements. Requires understanding of web-based technologies and thorough knowledge of HTML, PhotoShop, Illustrator, and/or other design-related applications.
Minimum Education/ General Experience:	Bachelors Degree and four years related experience, or eight years applicable experience which should include five years specialized experience.

Commercial Job Title:	Web Developer, Senior <i>Senior Web Developer</i>
Functional Responsibility:	Designs and builds web pages using a variety of graphics software applications, techniques, and tools. Designs and develops user interface features, site animation, and special-effects elements. Contributes to the design group's efforts to enhance the look and feel of the organization's online offerings. Designs the website to support the organization's strategies and goals relative to external communications. Responsible for developing and providing content that will motivate and entertain users so that they regularly access the website and utilize it as a major source for information and decision making. Responsible for managing/performing website editorial activities including gathering and researching information that enhances the value of the site. Locates, negotiates, and pursues content. Seeks out customers to gather feedback for website improvement and enhancements. Requires understanding

	of web-based technologies and thorough knowledge of HTML, PhotoShop, Illustrator, and/or other design-related applications.
Minimum Education/ General Experience:	Masters Degree and six years applicable experience, or Bachelors Degree and eight years applicable experience, or fifteen years applicable experience, which should include ten years specialized experience.

Commercial Job Title:	Word Processor/Graphics
Functional Responsibility:	Ability to create professional-quality reports and associated materials, the operation and manipulation of standard office automation products and proofreading text and graphics to isolate and correct all forms of errors.
Minimum Education/ General Experience:	A high school diploma and demonstrated proficiency in the full range of office automation systems.

Price List – Labor Category Rates – SIN 132 51

Annual escalation factor will be based on the annual Bureau of Labor Statistics (BLS) Employment Cost Index (ECI), specifically “Table 5: COMPENSATION (NOT SEASONALLY ADJUSTED): Employment Cost Index for total compensation, for private industry workers, by occupational group and industry” for the Occupational Group and Industry “Professional, scientific, and technical services”.

Special Item Number: 132 51					
Information Technology Professional Services					
Labor Category Rates					
GSA Schedule Price List for Government-Site (On-Site) IT Professional Services					
Special Item Number 132 51					
Labor Category	6/24/15 thru 2/23/16	2/24/16 thru 2/23/17	2/24/17 thru 2/23/18	2/24/18 thru 2/23/19	2/24/19 thru 2/23/20
Administrative Support Specialist	\$55.59	\$56.65	\$57.73	\$58.83	\$59.95
Administrative Support Specialist, Senior	\$68.35	\$69.65	\$70.97	\$72.32	\$73.69
Administrator Support Specialist, Junior	\$48.22	\$49.14	\$50.07	\$51.02	\$51.99
Application Systems Analysts/Programmer, Senior	\$100.41	\$102.32	\$104.26	\$106.24	\$108.26
Automated Data System Specialist	\$58.40	\$59.51	\$60.64	\$61.79	\$62.96
Budget Analyst	\$66.10	\$67.36	\$68.64	\$69.94	\$71.27
Budget Analyst, Principal	\$98.14	\$100.00	\$101.90	\$103.84	\$105.81
Budget Analyst, Senior	\$78.48	\$79.97	\$81.49	\$83.04	\$84.62
CM Change Control Administrator	\$74.24	\$75.65	\$77.09	\$78.55	\$80.04
CM Repository/Data Administrator	\$83.64	\$85.23	\$86.85	\$88.50	\$90.18
CM Tools Administrator	\$67.27	\$68.55	\$69.85	\$71.18	\$72.53
Communications Specialist	\$58.01	\$59.11	\$60.23	\$61.37	\$62.54
Communications Specialist, Senior	\$75.07	\$76.50	\$77.95	\$79.43	\$80.94
Computer Scientist	\$75.78	\$77.22	\$78.69	\$80.19	\$81.71
Computer Scientist, Junior	\$60.94	\$62.10	\$63.28	\$64.48	\$65.71
Computer Scientist, Principal	\$109.07	\$111.14	\$113.25	\$115.40	\$117.59
Computer Scientist, Senior	\$90.90	\$92.63	\$94.39	\$96.18	\$98.01
Computer Security Specialist	\$75.39	\$76.82	\$78.28	\$79.77	\$81.29
Computer Security Specialist, Principal	\$116.72	\$118.94	\$121.20	\$123.50	\$125.85
Computer Security Specialist, Senior	\$100.42	\$102.33	\$104.27	\$106.25	\$108.27
Configuration Manager	\$73.35	\$74.74	\$76.16	\$77.61	\$79.08
Configuration Manager, Principal	\$104.33	\$106.31	\$108.33	\$110.39	\$112.49
Configuration Manager, Senior	\$86.76	\$88.41	\$90.09	\$91.80	\$93.54
Consultant, Senior	\$101.84	\$103.77	\$105.74	\$107.75	\$109.80
Database Administrator	\$78.39	\$79.88	\$81.40	\$82.95	\$84.53
Database Administrator, Senior	\$91.79	\$93.53	\$95.31	\$97.12	\$98.97
Database Manager	\$85.80	\$87.43	\$89.09	\$90.78	\$92.50

Functional Area Expert	\$81.49	\$83.04	\$84.62	\$86.23	\$87.87
Functional Area Expert, Principal	\$118.61	\$120.86	\$123.16	\$125.50	\$127.88
Functional Area Expert, Senior	\$96.96	\$98.80	\$100.68	\$102.59	\$104.54
Help Desk	\$66.02	\$67.27	\$68.55	\$69.85	\$71.18
Help Desk, Senior	\$77.35	\$78.82	\$80.32	\$81.85	\$83.41
Information Assurance Engineer	\$75.39	\$76.82	\$78.28	\$79.77	\$81.29
Information Assurance Engineer, Senior	\$94.00	\$95.79	\$97.61	\$99.46	\$101.35
Information Systems Engineer	\$96.07	\$97.90	\$99.76	\$101.66	\$103.59
Information Systems Engineer, Manager	\$148.74	\$151.57	\$154.45	\$157.38	\$160.37
Information Systems Engineer, Principal	\$142.54	\$145.25	\$148.01	\$150.82	\$153.69
Information Systems Engineer, Senior	\$118.81	\$121.07	\$123.37	\$125.71	\$128.10
Integrated Logistics Systems Manager	\$78.65	\$80.14	\$81.66	\$83.21	\$84.79
Integrated Logistics Systems Manager, Principal	\$115.35	\$117.54	\$119.77	\$122.05	\$124.37
Integrated Logistics Systems Manager, Senior	\$89.22	\$90.92	\$92.65	\$94.41	\$96.20
IT Operations Executive 2	\$160.86	\$163.92	\$167.03	\$170.20	\$173.43
Logistician	\$63.80	\$65.01	\$66.25	\$67.51	\$68.79
Multimedia Production Specialist	\$46.90	\$47.79	\$48.70	\$49.63	\$50.57
Operations Research/Systems Analyst	\$88.01	\$89.68	\$91.38	\$93.12	\$94.89
Operations Research/Systems Analyst, Senior	\$93.51	\$95.29	\$97.10	\$98.94	\$100.82
Photographer	\$51.02	\$51.99	\$52.98	\$53.99	\$55.02
Program Analyst, Executive	\$93.68	\$95.46	\$97.27	\$99.12	\$101.00
Program Analyst, Intermediate	\$76.84	\$78.30	\$79.79	\$81.31	\$82.85
Program Analyst, Journeyman	\$52.48	\$53.48	\$54.50	\$55.54	\$56.60
Program Analyst, Senior	\$88.14	\$89.81	\$91.52	\$93.26	\$95.03
Program Manager	\$141.67	\$144.36	\$147.10	\$149.89	\$152.74
Project Director	\$147.81	\$150.62	\$153.48	\$156.40	\$159.37
Project Manager	\$134.22	\$136.77	\$139.37	\$142.02	\$144.72
Quality Assurance, Manager	\$94.41	\$96.20	\$98.03	\$99.89	\$101.79
Secretary	\$46.88	\$47.77	\$48.68	\$49.60	\$50.54
Senior Engineer/Chief Scientist	\$143.90	\$146.63	\$149.42	\$152.26	\$155.15
Software Engineer, Intermediate	\$97.38	\$99.23	\$101.12	\$103.04	\$105.00
Software Engineer, Journeyman	\$80.74	\$82.27	\$83.83	\$85.42	\$87.04
Software Engineer, Senior	\$116.89	\$119.11	\$121.37	\$123.68	\$126.03
Subject Matter Expert I	\$75.73	\$77.17	\$78.64	\$80.13	\$81.65
Subject Matter Expert II	\$91.20	\$92.93	\$94.70	\$96.50	\$98.33
Subject Matter Expert III	\$103.11	\$105.07	\$107.07	\$109.10	\$111.17
Subject Matter Expert IV	\$116.87	\$119.09	\$121.35	\$123.66	\$126.01
Supply Technician	\$49.51	\$50.45	\$51.41	\$52.39	\$53.39
System Administrator	\$78.39	\$79.88	\$81.40	\$82.95	\$84.53
System Administrator, Senior	\$91.79	\$93.53	\$95.31	\$97.12	\$98.97
Systems Analyst	\$67.82	\$69.11	\$70.42	\$71.76	\$73.12

Systems Analyst, Principal	\$104.44	\$106.42	\$108.44	\$110.50	\$112.60
Systems Analyst, Senior	\$92.21	\$93.96	\$95.75	\$97.57	\$99.42
Systems Architect	\$61.81	\$62.98	\$64.18	\$65.40	\$66.64
Systems Architect, Principal	\$128.15	\$130.58	\$133.06	\$135.59	\$138.17
Systems Architect, Senior	\$88.98	\$90.67	\$92.39	\$94.15	\$95.94
Systems Engineer	\$110.48	\$112.58	\$114.72	\$116.90	\$119.12
Systems Engineer, Junior	\$64.56	\$65.79	\$67.04	\$68.31	\$69.61
Systems Engineer, Principal	\$187.02	\$190.57	\$194.19	\$197.88	\$201.64
Systems Engineer, Senior	\$130.47	\$132.95	\$135.48	\$138.05	\$140.67
Technical Writer/Editor	\$33.04	\$33.67	\$34.31	\$34.96	\$35.62
Technical Writer/Editor, Senior	\$56.70	\$57.78	\$58.88	\$60.00	\$61.14
Technology Trainer	\$87.90	\$89.57	\$91.27	\$93.00	\$94.77
Training Graphics Designer I	\$61.49	\$62.66	\$63.85	\$65.06	\$66.30
Training Graphics Designer II	\$69.61	\$70.93	\$72.28	\$73.65	\$75.05
Training Graphics Designer III	\$77.74	\$79.22	\$80.73	\$82.26	\$83.82
Training Modeler Animator I	\$42.60	\$43.41	\$44.23	\$45.07	\$45.93
Training Modeler Animator II	\$67.80	\$69.09	\$70.40	\$71.74	\$73.10
Training Modeler Animator III	\$96.57	\$98.40	\$100.27	\$102.18	\$104.12
Training Scene Frammer I	\$56.95	\$58.03	\$59.13	\$60.25	\$61.39
Training Scene Frammer II	\$67.80	\$69.09	\$70.40	\$71.74	\$73.10
Training Scene Frammer III	\$81.37	\$82.92	\$84.50	\$86.11	\$87.75
Virtual Reality Modeler	\$90.90	\$92.63	\$94.39	\$96.18	\$98.01
Virtual Reality Modeler, Senior	\$109.49	\$111.57	\$113.69	\$115.85	\$118.05
VTC Technician	\$75.39	\$76.82	\$78.28	\$79.77	\$81.29
Web Developer	\$71.22	\$72.57	\$73.95	\$75.36	\$76.79
Web Developer, Senior	\$86.73	\$88.38	\$90.06	\$91.77	\$93.51
Word Processor/Graphics	\$48.29	\$49.21	\$50.14	\$51.09	\$52.06

The Service Contract Act (SCA) applies to all nonprofessional services to be provided under this Schedule except for any pricing offered for services outside of the United States. These labor categories are considered bona fide executive, administrative, professional labor and generally exempt from the SCA. To the extent that any labor is subject to the SCA and within scope of an Order JANUS will comply with applicable SCA wage determination rates and fringe benefits regardless of the price proposed and awarded on any resultant Schedule contract.

**Special Item Number: 132 51
Information Technology Professional Services
Labor Category Rates**

**GSA Schedule Price List for Contractor-Site (Off-Site) IT Professional Services
Special Item Number 132 51**

Labor Category	6/24/15 thru 2/23/16	2/24/16 thru 2/23/17	2/24/17 thru 2/23/18	2/24/18 thru 2/23/19	2/24/19 thru 2/23/20
Administrative Support Specialist	\$60.05	\$61.19	\$62.35	\$63.53	\$64.74
Administrative Support Specialist, Senior	\$73.81	\$75.21	\$76.64	\$78.10	\$79.58
Administrator Support Specialist, Junior	\$52.08	\$53.07	\$54.08	\$55.11	\$56.16
Application Systems Analysts/Programmer, Senior	\$108.47	\$110.53	\$112.63	\$114.77	\$116.95
Automated Data System Specialist	\$66.10	\$67.36	\$68.64	\$69.94	\$71.27
Budget Analyst	\$72.24	\$73.61	\$75.01	\$76.44	\$77.89
Budget Analyst, Principal	\$107.25	\$109.29	\$111.37	\$113.49	\$115.65
Budget Analyst, Senior	\$85.79	\$87.42	\$89.08	\$90.77	\$92.49
CM Change Control Administrator	\$81.15	\$82.69	\$84.26	\$85.86	\$87.49
CM Repository/Data Administrator	\$91.41	\$93.15	\$94.92	\$96.72	\$98.56
CM Tools Administrator	\$73.51	\$74.91	\$76.33	\$77.78	\$79.26
Communications Specialist	\$67.65	\$68.94	\$70.25	\$71.58	\$72.94
Communications Specialist, Senior	\$81.08	\$82.62	\$84.19	\$85.79	\$87.42
Computer Scientist	\$83.38	\$84.96	\$86.57	\$88.21	\$89.89
Computer Scientist, Junior	\$66.60	\$67.87	\$69.16	\$70.47	\$71.81
Computer Scientist, Principal	\$119.99	\$122.27	\$124.59	\$126.96	\$129.37
Computer Scientist, Senior	\$99.34	\$101.23	\$103.15	\$105.11	\$107.11
Computer Security Specialist	\$82.43	\$84.00	\$85.60	\$87.23	\$88.89
Computer Security Specialist, Principal	\$127.57	\$129.99	\$132.46	\$134.98	\$137.54
Computer Security Specialist, Senior	\$106.59	\$108.62	\$110.68	\$112.78	\$114.92
Configuration Manager	\$80.15	\$81.67	\$83.22	\$84.80	\$86.41
Configuration Manager, Principal	\$114.03	\$116.20	\$118.41	\$120.66	\$122.95
Configuration Manager, Senior	\$94.84	\$96.64	\$98.48	\$100.35	\$102.26
Consultant, Senior	\$111.32	\$113.44	\$115.60	\$117.80	\$120.04
Database Administrator	\$85.52	\$87.14	\$88.80	\$90.49	\$92.21
Database Administrator, Senior	\$100.25	\$102.15	\$104.09	\$106.07	\$108.09
Database Manager	\$92.68	\$94.44	\$96.23	\$98.06	\$99.92
Functional Area Expert	\$88.78	\$90.47	\$92.19	\$93.94	\$95.72
Functional Area Expert, Principal	\$129.40	\$131.86	\$134.37	\$136.92	\$139.52
Functional Area Expert, Senior	\$105.71	\$107.72	\$109.77	\$111.86	\$113.99
Help Desk	\$71.83	\$73.19	\$74.58	\$76.00	\$77.44

Help Desk, Senior	\$84.22	\$85.82	\$87.45	\$89.11	\$90.80
Information Assurance Engineer	\$82.43	\$84.00	\$85.60	\$87.23	\$88.89
Information Assurance Engineer, Senior	\$102.74	\$104.69	\$106.68	\$108.71	\$110.78
Information Systems Engineer	\$105.01	\$107.01	\$109.04	\$111.11	\$113.22
Information Systems Engineer, Manager	\$162.57	\$165.66	\$168.81	\$172.02	\$175.29
Information Systems Engineer, Principal	\$155.79	\$158.75	\$161.77	\$164.84	\$167.97
Information Systems Engineer, Senior	\$129.83	\$132.30	\$134.81	\$137.37	\$139.98
Integrated Logistics Systems Manager	\$84.95	\$86.56	\$88.20	\$89.88	\$91.59
Integrated Logistics Systems Manager, Principal	\$121.81	\$124.12	\$126.48	\$128.88	\$131.33
Integrated Logistics Systems Manager, Senior	\$97.18	\$99.03	\$100.91	\$102.83	\$104.78
IT Operations Executive 2	\$216.88	\$221.00	\$225.20	\$229.48	\$233.84
Logistician	\$68.90	\$70.21	\$71.54	\$72.90	\$74.29
Multimedia Production Specialist	\$50.69	\$51.65	\$52.63	\$53.63	\$54.65
Operations Research/Systems Analyst	\$95.05	\$96.86	\$98.70	\$100.58	\$102.49
Operations Research/Systems Analyst, Senior	\$102.20	\$104.14	\$106.12	\$108.14	\$110.19
Photographer	\$55.11	\$56.16	\$57.23	\$58.32	\$59.43
Program Analyst, Executive	\$98.86	\$100.74	\$102.65	\$104.60	\$106.59
Program Analyst, Intermediate	\$81.11	\$82.65	\$84.22	\$85.82	\$87.45
Program Analyst, Journeyman	\$55.39	\$56.44	\$57.51	\$58.60	\$59.71
Program Analyst, Senior	\$93.03	\$94.80	\$96.60	\$98.44	\$100.31
Program Manager	\$156.61	\$159.59	\$162.62	\$165.71	\$168.86
Project Director	\$156.01	\$158.97	\$161.99	\$165.07	\$168.21
Project Manager	\$141.67	\$144.36	\$147.10	\$149.89	\$152.74
Quality Assurance, Manager	\$99.65	\$101.54	\$103.47	\$105.44	\$107.44
Secretary	\$50.67	\$51.63	\$52.61	\$53.61	\$54.63
Senior Engineer/Chief Scientist	\$151.87	\$154.76	\$157.70	\$160.70	\$163.75
Software Engineer, Intermediate	\$109.41	\$111.49	\$113.61	\$115.77	\$117.97
Software Engineer, Journeyman	\$91.54	\$93.28	\$95.05	\$96.86	\$98.70
Software Engineer, Senior	\$130.95	\$133.44	\$135.98	\$138.56	\$141.19
Subject Matter Expert I	\$79.95	\$81.47	\$83.02	\$84.60	\$86.21
Subject Matter Expert II	\$96.24	\$98.07	\$99.93	\$101.83	\$103.76
Subject Matter Expert III	\$108.82	\$110.89	\$113.00	\$115.15	\$117.34
Subject Matter Expert IV	\$123.35	\$125.69	\$128.08	\$130.51	\$132.99
Supply Technician	\$53.49	\$54.51	\$55.55	\$56.61	\$57.69
System Administrator	\$85.66	\$87.29	\$88.95	\$90.64	\$92.36
System Administrator, Senior	\$100.33	\$102.24	\$104.18	\$106.16	\$108.18
Systems Analyst	\$74.60	\$76.02	\$77.46	\$78.93	\$80.43
Systems Analyst, Principal	\$111.40	\$113.52	\$115.68	\$117.88	\$120.12
Systems Analyst, Senior	\$101.03	\$102.95	\$104.91	\$106.90	\$108.93
Systems Architect	\$66.42	\$67.68	\$68.97	\$70.28	\$71.62
Systems Architect, Principal	\$135.81	\$138.39	\$141.02	\$143.70	\$146.43
Systems Architect, Senior	\$96.22	\$98.05	\$99.91	\$101.81	\$103.74

Systems Engineer	\$119.30	\$121.57	\$123.88	\$126.23	\$128.63
Systems Engineer, Junior	\$70.56	\$71.90	\$73.27	\$74.66	\$76.08
Systems Engineer, Principal	\$205.72	\$209.63	\$213.61	\$217.67	\$221.81
Systems Engineer, Senior	\$138.17	\$140.80	\$143.48	\$146.21	\$148.99
Technical Writer/Editor	\$35.69	\$36.37	\$37.06	\$37.76	\$38.48
Technical Writer/Editor, Senior	\$61.26	\$62.42	\$63.61	\$64.82	\$66.05
Technology Trainer	\$96.08	\$97.91	\$99.77	\$101.67	\$103.60
Training Graphics Designer I	\$64.88	\$66.11	\$67.37	\$68.65	\$69.95
Training Graphics Designer II	\$73.47	\$74.87	\$76.29	\$77.74	\$79.22
Training Graphics Designer III	\$82.07	\$83.63	\$85.22	\$86.84	\$88.49
Training Modeler Animator I	\$44.98	\$45.83	\$46.70	\$47.59	\$48.49
Training Modeler Animator II	\$71.57	\$72.93	\$74.32	\$75.73	\$77.17
Training Modeler Animator III	\$101.93	\$103.87	\$105.84	\$107.85	\$109.90
Training Scene Framer I	\$60.11	\$61.25	\$62.41	\$63.60	\$64.81
Training Scene Framer II	\$71.57	\$72.93	\$74.32	\$75.73	\$77.17
Training Scene Framer III	\$85.87	\$87.50	\$89.16	\$90.85	\$92.58
Virtual Reality Modeler	\$99.34	\$101.23	\$103.15	\$105.11	\$107.11
Virtual Reality Modeler, Senior	\$119.66	\$121.93	\$124.25	\$126.61	\$129.02
VTC Technician	\$82.43	\$84.00	\$85.60	\$87.23	\$88.89
Web Developer	\$77.82	\$79.30	\$80.81	\$82.35	\$83.91
Web Developer, Senior	\$94.78	\$96.58	\$98.42	\$100.29	\$102.20
Word Processor/Graphics	\$52.14	\$53.13	\$54.14	\$55.17	\$56.22

The Service Contract Act (SCA) applies to all nonprofessional services to be provided under this Schedule except for any pricing offered for services outside of the United States. These labor categories are considered bona fide executive, administrative, professional labor and generally exempt from the SCA. To the extent that any labor is subject to the SCA and within scope of an Order JANUS will comply with applicable SCA wage determination rates and fringe benefits regardless of the price proposed and awarded on any resultant Schedule contract.

Terms and Conditions Applicable to Purchase of Training Courses for General Purpose
Commercial Information Technology Equipment and Software
(Special Item Number 132 50)

1. SCOPE

- a. The Contractor shall provide training courses normally available to commercial customers, which will permit ordering activity users to make full, efficient use of general purpose commercial IT products. Training is restricted to training courses for those products within the scope of this solicitation.
- b. The Contractor shall provide training at the Contractor's facility and/or at the ordering activity's location, as agreed to by the Contractor and the ordering activity.

2. ORDER

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

3. TIME OF DELIVERY

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

4. CANCELLATION AND RESCHEDULING

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

5. FOLLOW-UP SUPPORT

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

6. PRICE FOR TRAINING

The price that the ordering activity will be charged will be the ordering activity training price in effect at the time of order placement, or the ordering activity price in effect at the time the training course is conducted, whichever is less.

7. INVOICES AND PAYMENT

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

8. FORMAT AND CONTENT OF TRAINING

a. The Contractor shall provide written materials (i.e., manuals, handbooks, texts, etc.) normally provided with course offerings. Such documentation will become the property of the student upon completion of the training class.

b. ****If applicable**** For hands-on training courses, there must be a one-to-one assignment of IT equipment to students.

c. The Contractor shall provide each student with a Certificate of Training at the completion of each training course.

d. The Contractor shall provide the following information for each training course offered:

- (1) The course title and a brief description of the course content, to include the course format (e.g., lecture, discussion, hands-on training);
- (2) The length of the course;
- (3) Mandatory and desirable prerequisites for student enrollment;
- (4) The minimum and maximum number of students per class;
- (5) The locations where the course is offered;
- (6) Class schedules; and
- (7) Price (per student, per class (if applicable)).

e. For those courses conducted at the ordering activity’s location, instructor travel charges (if applicable), including mileage and daily living expenses (e.g., per diem charges) are governed by Pub. L. 99-234 and FAR Part 31.205-46, and are reimbursable by the ordering activity on orders placed under the Multiple Award Schedule, as applicable, in effect on the date(s) the travel is performed. Contractors cannot use GSA city pair contracts. The Industrial Funding Fee does NOT apply to travel and per diem charges.

f. For Online Training Courses, a copy of all training material must be available for electronic download by the students.

9. “NO CHARGE” TRAINING

The Contractor shall describe any training provided with equipment and/or software provided under this contract, free of charge, in the space provided below.

Training Courses Descriptions – SIN 132 50

Familiarize, Acquire, Practice, and Validate (FAPV)

Four Modes of Learning

JANUS developed the “Four Modes of Learning” approach, which the U.S. Army Training and Doctrine Command (TRADOC) adopted and implemented as the simulation development standard. TRADOC’s Development Standard Operating Procedure (SOP) defines four modes of learning: familiarize, acquire, practice and validate (FAPV). These four modes function independently, yet complement one another to provide a holistic learning experience. JANUS’ simulation-based training product provides simple access to learning modes in the form of independent training modules. JANUS develops a Lesson Manager screen for each simulation product. This screen allows learners to select familiarize, acquire, practice, and validate lessons for each training topic as available.

JANUS measures development efforts based on the resources required to develop a single hour of interactive multimedia instruction (IMI). However, the four learning modes described within this document provide varying levels of interactivity. As an example, an hour of instruction in the familiarize mode provides very little interactivity between the learner and the simulation system whereas an hour of instruction in the validate mode provides extensive interactivity including tools, system behaviors and responses, learner feedback, and performance tracking. As a result, development effort for a single hour of IMI is affected by the learning mode required of the instruction.

Familiarize

JANUS develops familiarize lessons to teach the student pre-requisite knowledge for performing a task. This mode of learning allows the student to form a conceptual connection between text-based instructional content and the realistic representation of the equipment provided in the simulation product. Familiarize lessons typically help the learner understand training subjects from a “bird’s eye” view, providing training material with a low level of interactivity and serving as an introduction to material prior to executing acquire, practice, or validate lessons.

Acquire

JANUS develops acquire lessons to assist the learner in discovering how to accomplish a task. This discovery can include a required sequence of actions, required interaction with objects (or subjects), any tools required to perform such interaction, and any expected responsive behaviors of objects or subjects. JANUS’ acquire lessons provide interactive functionality to the student to gain knowledge about specific components or tasks. In acquire lessons; JANUS’ simulation training user interface displays a sequence of steps that must be performed successfully before continuing to the next step. Graduated feedback is provided if a learner struggles with a specific step, becoming more specific with each failed attempt. The acquire mode is designed to prevent the learner from skipping steps or performing steps out of sequence. As the goal of an acquire lesson is simply the acquisition of skills or knowledge, no scoring information is provided upon completion.

Practice

JANUS develops practice lessons to provide the learner with near a means to self-test his or her performance. Similar to acquire, practice lessons provide sequential steps that must be performed successfully and in the correct order to continue. However, during a practice lesson, the simulation system tracks unsuccessful attempts to perform each step. Graduated feedback and contextual hints are provided if a learner struggles with a specific step, becoming more specific with each failed attempt. Upon the third failed attempt at an individual step, the step is marked as failed and the full text of the step is provided. The user must complete the step successfully in order to continue the training. Failure of any individual step in a lesson results in the failure of the entire lesson. Upon completion of the practice lesson, an after-action review (AAR) is provided to allow the learner to review his or her own performance.

Validate

JANUS develops validate lessons to provide the learner with an immersive task training experience. Similar to acquire and practice lessons, JANUS' simulation product requires the learner to successfully perform steps in sequence. However, unlike acquire and practice lessons, no graduated feedback or hints are provided if the learner struggles with an individual step. Upon the third unsuccessful attempt of an individual step, the step is considered failed, as is the lesson. No further information is provided to assist the learner in completion of the step. If the learner is unable to successfully complete a specific step, he or she is unable to continue the lesson. Typically, validate lessons are designed with a time allotment for completion. If the learner becomes "stuck" on a step and is unable to continue, the lesson will end with a time violation and the lesson is considered failed.

FAPV Products and Services Pricelist

FAPV Associated Labor Categories

There are ten approved IT Schedule labor categories used in developing JANUS' FAPV training products.

- Engineer/Chief Scientist, Senior
- Systems Engineer, Senior
- Program Manager
- Project Manager
- Quality Assurance, Manager
- Software Engineer, Senior
- Subject Matter Expert III
- Virtual Reality Modeler, Senior
- Technology Trainer
- Virtual Reality Modeler

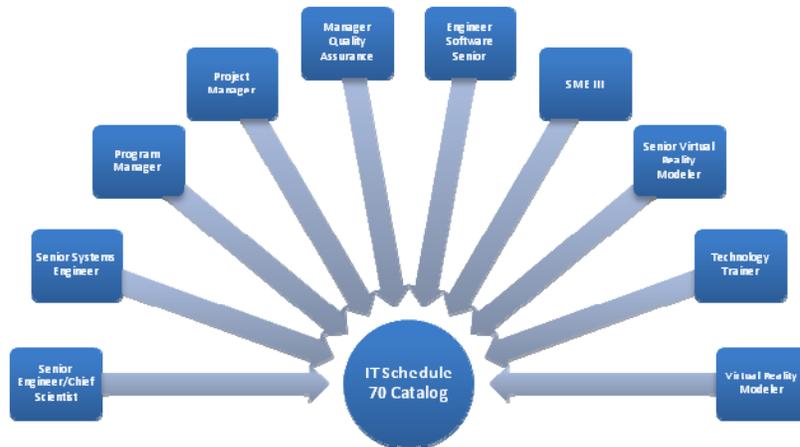


Figure 1: FAPV Labor Categories.

All labor categories used in developing FAPV training are approved and in our GSA IT Schedule 70 catalog.

Familiarize Mode

Familiarize lessons serve primarily as a “push” of information from the system to the user. There are sequential steps, but these steps simply represent the structure of the training content. As the user proceeds through the training content, there is no way to “fail” a specific step. Progressing through familiarize content provides very little interactivity between the simulation system and the user. In most cases, input from the user is limited to clicking on a button in the user interface to proceed to the next step.

Acquire Mode

Acquire lessons provide significantly more interactivity than familiarize lessons. In acquire mode, JANUS’ IMI content allows the user to interact with the 3D environment by navigating within the 3D space, selecting and identifying objects or components, interacting with knobs, buttons, and controls, observing object or component responsive behaviors, and receiving simulation system feedback.

Practice Mode

Practice lessons provide similar interactivity to acquire lessons, but require additional training logic such as contextual hints and pass/fail tracking.

Validate Mode

Validate lessons provide the most interactivity of the four learning modes as well as the most complex training logic.

FAPV Pricing

All pricing is based on current approved Off Site rates in the JANUS IT Schedule 70 catalog. Off Site rates are used because all development is performed at JANUS locations. Labor

category rates incorporate any GSA-applied discounts and include the Industrial Funding Fee (IFF). Mode pricing is escalated at the same rate as our labor rate escalation.

Price Escalation

As described, annual mode price escalation is tied to JANUS’ labor rate escalation which takes effect during changes in periods of performance.

Lesson Type	6/24/15 thru 2/23/16	2/24/16 thru 2/23/17	2/24/17 thru 2/23/18	2/24/18 thru 2/23/19	2/24/19 thru 2/23/20
Familiarize	\$11,824.05	\$12,048.76	\$12,277.91	\$12,511.26	\$12,749.13
Acquire	\$22,903.65	\$23,339.01	\$23,782.86	\$24,234.87	\$24,695.55
Practice	\$30,746.64	\$31,331.24	\$31,926.87	\$32,533.74	\$33,151.99
Validate	\$46,422.01	\$47,304.70	\$48,204.00	\$49,120.25	\$50,053.73

Table 1: Price Escalation.

Annual escalation is tied to JANUS’ labor rate escalation.

Cinematic Development

Cinematic Content Types

JANUS Research Group, Inc. (JANUS) is an industry leader in solving modern training challenges. Our cinematic-based training product line increases the richness of training content, improves learner retention, and simplifies training of complex concepts and strategies. JANUS’ cinematic-based training products present training material as a rich multimedia experience using modern video and computer graphics production techniques.

JANUS’ cinematic training products can be subdivided into three content types: video, visualization, and 3D sequence. JANUS mixes and matches these content types to provide the most engaging presentation of training material for a given cinematic product. Each content type has strengths and weaknesses for presenting various types of content. JANUS’ storyboarding and design process attempts to find the best content type fit for the content we’re presenting.

Video

JANUS’ cinematic development team provides custom-integration, editing, and production for raw video content. Typically, this process involves audio and video (A/V) compression, clipping, merging, and synchronization. Our A/V editors use industry-standard tools to create powerful and engaging final productions using pre-existing or custom-filmed audio and video segments.

Visualization

In addition to video content, JANUS’ cinematic-based training integrates custom-designed visualization content. We define visualization content as two-dimensional (2D) animated content

used to visualize complex concepts or interactions. In the frame below, we are using custom visualization content to demonstrate a global communications strategy with many components and moving pieces. Just viewing this as a static slide (e.g., in a Power Point presentation) is insufficient to fully understand the concept. JANUS' visualization content gradually builds the concept up over time, allowing the learner to learn each part of the bigger picture before learning how it fits together.

3D Sequence

The final content type, and the most time consuming to produce, is three-dimensional (3D) sequence content. We define 3D sequence content as animated and fully 3D immersive content. Typically this type of content excels at telling a story or describing a scenario. To produce 3D sequence content, JANUS' cinematic team develops detailed 3D environments including all terrain, roads, flora, and sky textures. JANUS developers and artists then populate these environments with realistic 3D objects such as buildings, vehicles, debris, etc. Finally, JANUS artists design and animate all required characters. Once the sequence is animated from the approved storyboard, video production takes place to create depth of field and enhanced effects.

Cinematic Integration

JANUS' cinematic-based training content can be deployed as a standalone package for execution on an individual learner's computer (Mac or PC) or portable device such as the Apple iPhone or a Windows Mobile device. Additionally, this content can be embedded in other JANUS training products such as virtual environment training or serious games.

Cinematic Products and Services Pricelist

Cinematic Labor Category Mix

There are five (5) approved IT Schedule labor categories used in developing JANUS' Cinematic training products. All five labor categories are associated with 3D Sequence, Video, and Visualization modes.

- Subject Matter Expert I
- Virtual Reality Modeler, Senior
- Project Manager
- Training Graphics Designer III
- Training Graphics Designer II

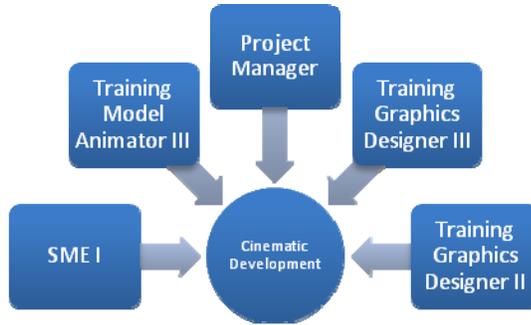


Figure 2: Cinematic Labor Categories.

All labor categories used in developing Cinematic training are approved and in our GSA IT Schedule 70 catalog.

Cinematic Pricing

All pricing is based on current approved Off Site rates in the JANUS IT Schedule 70 catalog. Off Site rates are used because all development is performed at JANUS locations. Labor category rates incorporate any GSA-applied discounts and include the Industrial Funding Fee (IFF). Cinematic pricing is escalated at the same rate as our labor rate escalation.

Cinematic Price Escalation

Lesson Type	6/24/15 thru 2/23/16	2/24/16 thru 2/23/17	2/24/17 thru 2/23/18	2/24/18 thru 2/23/19	2/24/19 thru 2/23/20
3D Sequence	\$22,198.78	\$22,620.46	\$23,050.31	\$23,488.17	\$23,934.82
Video	\$11,099.39	\$11,310.27	\$11,525.26	\$11,744.24	\$11,967.57
Visualization	\$16,690.12	\$17,007.22	\$17,330.50	\$17,659.78	\$17,995.60

Table 2: Price Escalation.

Annual escalation is tied to JANUS' labor rate escalation.

Discounted Pricing

Customers purchasing JANUS training services described above are eligible for a 2% discount for all orders greater than \$500,000 per training service and a 1.5% discount for all orders less than or equal to \$500,000 per training service, non-cumulative. For example, if a customer purchases \$600,000 in training services, a 2% discount will be applied. If the same customer subsequently purchases \$300,000 in training services, a 1.5% discount will apply.

FAPV Discount (Orders > 500K)

The following table shows the price per IMI hour of development for orders greater than \$500,000.

6/24/15 thru 2/23/16			
Lesson Type	Price	Discount Rate for Orders Over \$500K	Price After Discount
Familiarize	\$11,824.05	2.00%	\$11,587.57
Acquire	\$22,903.65	2.00%	\$22,445.58
Practice	\$30,746.64	2.00%	\$30,131.71
Validate	\$46,422.01	2.00%	\$45,493.57
2/24/16 thru 2/23/17			
Lesson Type	Price	Discount Rate for Orders Over \$500K	Price After Discount
Familiarize	\$12,048.76	2.00%	\$11,807.78
Acquire	\$23,339.01	2.00%	\$22,872.23
Practice	\$31,331.24	2.00%	\$30,704.62
Validate	\$47,304.70	2.00%	\$46,358.61
2/24/17 thru 2/23/18			
Lesson Type	Price	Discount Rate for Orders Over \$500K	Price After Discount
Familiarize	\$12,277.91	2.00%	\$12,032.35
Acquire	\$23,782.86	2.00%	\$23,307.20
Practice	\$31,926.87	2.00%	\$31,288.33
Validate	\$48,204.00	2.00%	\$47,239.92
2/24/18 thru 2/23/19			
Lesson Type	Price	Discount Rate for Orders Over \$500K	Price After Discount
Familiarize	\$12,511.26	2.00%	\$12,261.03
Acquire	\$24,234.87	2.00%	\$23,750.17
Practice	\$32,533.74	2.00%	\$31,883.07
Validate	\$49,120.25	2.00%	\$48,137.85
2/24/19 thru 2/23/20			
Lesson Type	Price	Discount Rate for Orders Over \$500K	Price After Discount
Familiarize	\$12,749.13	2.00%	\$12,494.15
Acquire	\$24,695.55	2.00%	\$24,201.64
Practice	\$33,151.99	2.00%	\$32,488.95
Validate	\$50,053.73	2.00%	\$49,052.66

Table 3: FAPV Discount Orders > 500K.

A 2% discounts is applied to IMI orders greater than \$500,000.

FAPV Discount (Orders <= 500K)

The following table shows the price per IMI hour of development for orders equal to or less than \$500,000.

6/24/15 thru 2/23/16			
Lesson Type	Price	Discount Rate for Orders <= \$500K	Price After Discount
Familiarize	\$11,824.05	1.50%	\$11,646.69
Acquire	\$22,903.65	1.50%	\$22,560.10
Practice	\$30,746.64	1.50%	\$30,285.44
Validate	\$46,422.01	1.50%	\$45,725.68

2/24/16 thru 2/23/17			
Lesson Type	Price	Discount Rate for Orders <= \$500K	Price After Discount
Familiarize	\$12,048.76	1.50%	\$11,868.03
Acquire	\$23,339.01	1.50%	\$22,988.92
Practice	\$31,331.24	1.50%	\$30,861.27
Validate	\$47,304.70	1.50%	\$46,595.13

2/24/17 thru 2/23/18			
Lesson Type	Price	Discount Rate for Orders <= \$500K	Price After Discount
Familiarize	\$12,277.91	1.50%	\$12,093.74
Acquire	\$23,782.86	1.50%	\$23,426.12
Practice	\$31,926.87	1.50%	\$31,447.97
Validate	\$48,204.00	1.50%	\$47,480.94

2/24/18 thru 2/23/19			
Lesson Type	Price	Discount Rate for Orders <= \$500K	Price After Discount
Familiarize	\$12,511.26	1.50%	\$12,323.59
Acquire	\$24,234.87	1.50%	\$23,871.35
Practice	\$32,533.74	1.50%	\$32,045.73
Validate	\$49,120.25	1.50%	\$48,383.45

2/24/19 thru 2/23/20			
Lesson Type	Price	Discount Rate for Orders <= \$500K	Price After Discount
Familiarize	\$12,749.13	1.50%	\$12,557.89
Acquire	\$24,695.55	1.50%	\$24,325.12
Practice	\$33,151.99	1.50%	\$32,654.71
Validate	\$50,053.73	1.50%	\$49,302.92

Table 4: FAPV Discount Orders <= 500K.

A 1.5% discount is applied to IMI orders equal to or less than \$500,000.

Cinematics Discount (Orders > 500K)

The following table shows the price per Cinematic minute of development for orders greater than \$500,000.

6/24/15 thru 2/23/16			
Lesson Type	Price	Discount Rate for Orders Over \$500K	Price After Discount
3D Sequence	\$22,198.78	2.00%	\$21,754.80
Video	\$11,099.39	2.00%	\$10,877.40
Visualization	\$16,690.12	2.00%	\$16,356.32
2/24/16 thru 2/23/17			
Lesson Type	Price	Discount Rate for Orders Over \$500K	Price After Discount
3D Sequence	\$22,620.46	2.00%	\$22,168.05
Video	\$11,310.27	2.00%	\$11,084.06
Visualization	\$17,007.22	2.00%	\$16,667.08
2/24/17 thru 2/23/18			
Lesson Type	Price	Discount Rate for Orders Over \$500K	Price After Discount
3D Sequence	\$23,050.31	2.00%	\$22,589.30
Video	\$11,525.26	2.00%	\$11,294.75
Visualization	\$17,330.50	2.00%	\$16,983.89
2/24/18 thru 2/23/19			
Lesson Type	Price	Discount Rate for Orders Over \$500K	Price After Discount
3D Sequence	\$23,488.17	2.00%	\$23,018.40
Video	\$11,744.24	2.00%	\$11,509.36
Visualization	\$17,659.78	2.00%	\$17,306.58
2/24/19 thru 2/23/20			
Lesson Type	Price	Discount Rate for Orders Over \$500K	Price After Discount
3D Sequence	\$23,934.82	2.00%	\$23,456.12
Video	\$11,967.57	2.00%	\$11,728.22
Visualization	\$17,995.60	2.00%	\$17,635.69

Table 5: Cinematics Discount Orders > 500K.

A 2% discount is applied to Cinematics orders greater than \$500,000.

Cinematics Discount (Orders <= 500K)

The following table shows the price per Cinematic minute of development for orders equal to or less than \$500,000.

6/24/15 thru 2/23/16			
Lesson Type	Price	Discount Rate for Orders <= \$500K	Price After Discount
3D Sequence	\$22,198.78	1.50%	\$21,865.80
Video	\$11,099.39	1.50%	\$10,932.90
Visualization	\$16,690.12	1.50%	\$16,439.77
2/24/16 thru 2/23/17			
Lesson Type	Price	Discount Rate for Orders <= \$500K	Price After Discount
3D Sequence	\$22,620.46	1.50%	\$22,281.15
Video	\$11,310.27	1.50%	\$11,140.62
Visualization	\$17,007.22	1.50%	\$16,752.11
2/24/17 thru 2/23/18			
Lesson Type	Price	Discount Rate for Orders <= \$500K	Price After Discount
3D Sequence	\$23,050.31	1.50%	\$22,704.56
Video	\$11,525.26	1.50%	\$11,352.38
Visualization	\$17,330.50	1.50%	\$17,070.54
2/24/18 thru 2/23/19			
Lesson Type	Price	Discount Rate for Orders <= \$500K	Price After Discount
3D Sequence	\$23,488.17	1.50%	\$23,135.84
Video	\$11,744.24	1.50%	\$11,568.08
Visualization	\$17,659.78	1.50%	\$17,394.88
2/24/19 thru 2/23/20			
Lesson Type	Price	Discount Rate for Orders <= \$500K	Price After Discount
3D Sequence	\$23,934.82	1.50%	\$23,575.79
Video	\$11,967.57	1.50%	\$11,788.06
Visualization	\$17,995.60	1.50%	\$17,725.67

Table 6: *Cinematics Discount <= 500K.*

A 1.5% discount is applied to Cinematics orders equal to or less than \$500,000.

USA Commitment to Promote Small Business Participation Procurement Programs

PREAMBLE

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

COMMITMENT

To actively seek and partner with small businesses.

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

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

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

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

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

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

We signify our commitment to work in partnership with small, small disadvantaged and women-owned small businesses to promote and increase their participation in ordering activity contracts. To accelerate potential opportunities please contact Jeannette C. Loop or Tony L, Loop, Phone Number: 706-364-9100, Fax Number: 706-364-9004, e-mail jeannette.loop@janusresearch.com or tony.loop@janusresearch.com.

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:

MODEL NUMBER/PART NUMBER	*SPECIAL BPA DISCOUNT/PRICE
--------------------------	-----------------------------

_____	_____
_____	_____
_____	_____

(2) Delivery:

DESTINATION	DELIVERY SCHEDULES / DATES
-------------	----------------------------

_____	_____
_____	_____
_____	_____

(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:

OFFICE	POINT OF CONTACT
--------	------------------

_____	_____
_____	_____
_____	_____

(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.
