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

3Links Technologies, Inc.
8701 Georgia Avenue, Suite 705
Silver Spring, MD 20910
Phone: (301) 588-8292
Fax: (301) 588-8294

www.3linkstechnologies.com

Contract Number: **GS-35F-0336V**

**MAS 54151S - Information Technology Professional Services**

**MAS OLM - Order-Level Materials (OLM)**

Period Covered by Contract: **March 27, 2019-March 26, 2024**

Price List Current Through Mod #: **Ps-A812 Dated May 11, 2020**

**Business size:** Small Business

**Business types:** certified SBD, Minority Owned Business, Svc-Related Disabled Vet Owned, Dot Certified Disadvantaged Business Enterprise, Veteran Owned Business.

General Services Administration
Federal Acquisition Service
1. **Awarded Special Item Number(s):**

<table>
<thead>
<tr>
<th>Category/SIN</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>54151S</td>
<td><strong>Information Technology Professional Services</strong> IT Professional Services and/or labor categories for database planning and design; systems analysis, integration, and design; programming, conversion and implementation support; network services, data/records management, and testing.</td>
</tr>
<tr>
<td>OLM</td>
<td><strong>Order-Level Materials (OLM)</strong> OLMs are supplies and/or services acquired in direct support of an individual task or delivery order placed against a Schedule contract or BPA. OLM pricing is not established at the Schedule contract or BPA level, but at the order level. Since OLMs are identified and acquired at the order level, the ordering contracting officer (OCO) is responsible for making a fair and reasonable price determination for all OLMs.</td>
</tr>
</tbody>
</table>

1b. Identification of the lowest priced labor category description and hourly rate awarded under the contract is:

<table>
<thead>
<tr>
<th>Labor Category Description</th>
<th>GSA Hourly Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Telecommunications Technician I</td>
<td>43.91</td>
</tr>
</tbody>
</table>

1c. Labor Category Descriptions of all corresponding commercial job titles, experience, functional responsibility and education are outlined on Pages 12-18 within this pricelist.

2. **Maximum Order:** $500,000 per SINs

3. **Minimum Order:** $100

4. **Geographic Scope of Coverage:** The Geographic Scope of Coverage is Domestic Delivery. This 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.
5. **Quantity Discount:** None
6. **Prompt Payment Terms:** None Offered
7. **Government Purchase Cards:** Government Purchase Cards will be accepted however no additional discounts will apply under the contract.
8. **Government Educational Institutional Discounts:** The Government Educational Institutions are offered the same types of discounts and concessions under this contract as all other Government customers.
9. **Foreign Items:** No foreign items are awarded under this contract.
10. **Normal Delivery Terms:** As negotiated between 3Links Technologies, Inc. and the Ordering Activity
11a. **Expedited Delivery Terms:** As Negotiated between 3Links Technologies, Inc. and the Ordering Activity
11b. **Overnight/2-Day Delivery Terms:** As negotiated between 3Links Technologies, Inc. and the Ordering Activity
11c. **Urgent Requirements:** When the Federal Supply Schedule contract delivery period does not meet the bona fide urgent delivery requirements of an ordering activity, ordering activities are encouraged, if time permits, to contact the Contractor for the purpose of obtaining accelerated delivery. The Contractor shall reply to the inquiry within 3 workdays after receipt. (Telephonic replies shall be confirmed by the Contractor in writing.) If the Contractor offers an accelerated delivery time acceptable to the ordering activity, any order(s) placed pursuant to the agreed upon accelerated delivery time frame shall be delivered within this shorter delivery time and in accordance with all other terms and conditions of the contract.
11. **FOB Point:** Destination
12. **Ordering Address:** 3Links Technologies, Inc.  
   Attn: GSA Orders  
   8701 Georgia Avenue, Suite 705  
   Silver Spring, MD 20910
13. **Payment Address:** 3Links Technologies, Inc. Attn: Accounts Receivable  
   8701 Georgia Avenue, Ste 705  
   Silver Spring, MD 20910
14. **Warranty/Guarantee Provisions:** All services performed under this contract will be guaranteed to be completed in a satisfactory workmanlike manner as delineated with this Authorized FSS IT Schedule Pricelist.
15. **Export Packing Charges:** Export Packing is not offered under this contract.
16. **List of Participating Dealers:** 3Links Technologies, Inc. does not authorize any participating dealers under this contract.
17. **Environmental Attributes (e.g., recycled content, energy efficiency, and/or reduced pollutants):** Not Applicable
18. **Section 508 Compliance:** Contact 3Links Technologies, Inc. for Section 508 compliance information. The EIT standards can be found at: http://www.section508.gov
19. **Liability For Injury or Damage:** The Contractor shall not be liable for any injury to ordering activity personnel or damage to ordering activity property arising from the use of equipment maintained by the Contractor, unless such injury or damage is due to the fault or negligence of the Contractor.

20. **Data Universal Numbering System (DUNS) Number:** 01522-9300
20a. **Taxpayer Identification Number (TIN):** 54-2021051
20b. **Business Size:** Small Business Concern
20c. **CAGE Code:** 50L10
20d. **3Links Technologies, Inc. is currently registered within the System for Award Management (SAM) database.**

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

22. **Ordering Procedures for Federal Supply Schedule Contracts:** Ordering activities shall use the ordering procedures of Federal Acquisition Regulation (FAR) 8.405 when placing an order or establishing a BPA for supplies or services. These procedures apply to all schedules.
   a. FAR 8.405-1 Ordering procedures for supplies, and services not requiring a statement of work.
   b. FAR 8.405-2 Ordering procedures for services requiring a statement of work.

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

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

25. **Federal Telecommunication Standards (FED-STDs):** Telecommunication products under this Schedule that do not conform to Federal Telecommunication Standards (FED-STDs) should not be acquired unless a waiver has been granted in accordance with the applicable "FED-STD." Federal Telecommunication Standards are issued by the U.S. Department of Commerce, National Institute of Standards and Technology (NIST), pursuant to National Security Act. Ordering information and information concerning the availability of FED-STDs should be obtained from the GSA, Federal Acquisition Service, Specification Section, 470 East L’Enfant Plaza, Suite 8100, SW, Washington, DC 20407, telephone number (202)619-8925. Please include a self-addressed mailing label when requesting information by mail. Information concerning their applicability can be obtained by writing or
26. **Contractor Tasks/Special Requirements (C-FSS-370) (NOV 2003):**

(a) **Security Clearances:** The Contractor may be required to obtain/possess varying levels of security clearances in the performance of orders issued under this contract. All costs associated with obtaining/possessing such security clearances should be factored into the price offered under the Multiple Award Schedule.

(b) **Travel:** The Contractor may be required to travel in performance of orders issued under this contract. Allowable travel and per diem charges are governed by Pub. L. 99-234 and FAR Part 31, and are reimbursable by the ordering agency or can be priced as a fixed price item on orders placed under the Multiple Award Schedule. Travel in performance of a task order will only be reimbursable to the extent authorized by the ordering agency. The Industrial Funding Fee does NOT apply to travel and per diem charges.

(c) **Certifications, Licenses and Accreditations:** As a commercial practice, the Contractor may be required to obtain/possess any variety of certifications, licenses and accreditations for specific FSC/service code classifications offered. All costs associated with obtaining/possessing such certifications, licenses and accreditations should be factored into the price offered under the Multiple Award Schedule program.

(d) **Insurance:** As a commercial practice, the Contractor may be required to obtain/possess insurance coverage for specific FSC/service code classifications offered. All costs associated with obtaining/possessing such insurance should be factored into the price offered under the Multiple Award Schedule program.

(e) **Personnel:** The Contractor may be required to provide key personnel, resumes or skill category descriptions in the performance of orders issued under this contract. Ordering activities may require agency approval of additions or replacements to key personnel.

(f) **Organizational Conflicts of Interest:** Where there may be an organizational conflict of interest as determined by the ordering agency, the Contractor’s participation in such order may be restricted in accordance with FAR Part 9.5.

(g) **Documentation/Standards:** The Contractor may be requested to provide products or services in accordance with rules, regulations, OMB orders, standards and documentation as specified by the agency’s order.

(h) **Data/Deliverable Requirements:** Any required data/deliverables at the ordering level will be as specified or negotiated in the agency’s order.

(i) **Government-Furnished Property:** As specified by the agency’s order, the Government may provide property, equipment, materials or resources as necessary.

(j) **Availability of Funds:** Many Government agencies’ operating funds are appropriated for a specific fiscal year. Funds may not be presently available for any orders placed under the contract or any option year. The Government’s obligation on orders placed under this contract is contingent upon the availability of appropriated funds from which payment for ordering purposes can be made. No legal liability on the part of the Government for any payment may arise until funds are available to the ordering Contracting Officer.
(k) Overtime: For professional services, the labor rates in the Schedule should not vary by virtue of the Contractor having worked overtime. For services applicable to the Service Contract Act (as identified in the Schedule), the labor rates in the Schedule will vary as governed by labor laws (usually assessed a time and a half of the labor rate).

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

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

1. Manufacturer;
2. Manufacturer’s Part Number; and
3. Product categories.

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

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

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

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

30. Contractor Commitments, Warranties and Representations:

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

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

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

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

None

Upon request of the Contractor, the ordering activity may provide the Contractor with logistics support, as available, in accordance with all applicable ordering activity regulations. Such ordering activity support will be provided on a reimbursable basis, and will only be provided to the Contractor’s technical personnel whose services are exclusively required for the fulfillment of the terms and conditions of this contract.

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

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

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

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

35. **Prime Contractor Ordering from Federal Supply Schedules:** Prime Contractors (on cost reimbursement contracts) placing orders under Federal Supply Schedules, on behalf of an ordering activity, shall follow the terms of the applicable schedule and authorization and include with each order —

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

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

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

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

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

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

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

TERMS AND CONDITIONS APPLICABLE
Information Technology Professional Services
(SPECIAL ITEM NUMBERS 54151S, OLM)

*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 Numbers 132-51, 132-51STLOC, and 132-51RC Information Technology Professional Services apply exclusively to IT Professional Services within the scope of this Information Technology Schedule.
   b. The Contractor shall provide services at the Contractor’s facility and/or at the ordering activity location, as agreed to by the Contractor and the ordering activity.

2. PERFORMANCE INCENTIVES I-FSS-60 Performance Incentives (April 2000)
   a. Performance incentives may be agreed upon between the Contractor and the ordering activity on individual fixed price orders or Blanket Purchase Agreements under this contract.
   b. The ordering activity must establish a maximum performance incentive price for these services and/or total solutions on individual orders or Blanket Purchase Agreements.
   c. Incentives should be designed to relate results achieved by the contractor to specified targets. To the maximum extent practicable, ordering activities shall consider establishing incentives where performance is critical to the ordering activity’s mission and incentives are likely to motivate the contractor. Incentives shall be based on objectively measurable tasks.

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

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

5. STOP-WORK ORDER (FAR 52.242-15) (AUG 1989)
   a) The Contracting Officer may, at any time, by written order to the Contractor, require the Contractor to stop all, or any part, of the work called for by this contract for a period of 90 days after the order is delivered to the Contractor, and for any further period to which the parties may agree. The order shall be specifically identified as a stop-work order issued under this clause. Upon receipt of the order, the Contractor shall immediately comply with its terms and take all reasonable steps to minimize the incurrence of costs allocable to the work covered by the order during the period of work stoppage. Within a period of 90 days after a stop-work is delivered to the Contractor, or within any extension of that period to which the parties shall have agreed, the Contracting Officer shall either-
(1) Cancel the stop-work order; or

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

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

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

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

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

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

6. INSPECTION OF SERVICES


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
## Labor Category Descriptions

### 1.1 DESCRIPTION OF IT SERVICES AND PRICING

<table>
<thead>
<tr>
<th>Position</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Program Manager</strong></td>
<td>Program Manager is required to have a minimum of 12 years program or project management experience. Minimum of eight (8) years supervisory or oversight of IT related programs and/or projects and technical work experience, such as engineering or information processing, including 10 years of supervisory/management experience.</td>
</tr>
<tr>
<td><strong>Functional Responsibility</strong></td>
<td>Functional Responsibility: Manage the overall contract, and serves as the single point of contact for the contractor with the entity regarding the contract. The manager will perform overall management for the contract support operations, such as project planning and control. Organize, direct and coordinate the planning and production of all contract activities, project and support activities, including subcontractors. Oversee the development of or develops work breakdown structures, charts, tables, graphs, major milestones calendars and diagrams to assist in analyzing problems and making recommendations. Provide management of projects, ensuring maximum effectiveness in the use of resources for the timely completion of projects. Demonstrate excellent written and verbal communications skills. Establish and alter corporate management structure to direct effective and efficient contract support activities. Negotiate and make binding decisions for the Contractor.</td>
</tr>
<tr>
<td><strong>Minimum Education</strong></td>
<td>AA in Computer Science, IS, engineering, business, finance, management or other related field. An equivalent combination of education and experience, which provides comparable knowledge, is acceptable.</td>
</tr>
</tbody>
</table>

| **Project Manager**       | Project Manager is required to have a minimum of 10 years Project Management experience. Minimum of 5 years managing IT related projects. Demonstrate leadership roles on at least 3 successful projects, delivered on time within budget. |
| **Functional Responsibility** | The Project Manager is assign the management of a specific project and the work performance under assigned Task Orders. Performed day-to-day management of the project, identify issues and risks, recommending possible issue and risk mitigation strategies associated with the project. Responsible for ensuring that work performed under Task Orders is within scope, consistent with requirements, and delivered on time and on budget. Provide solutions to improve efficiency (e.g., reduce costs while maintaining or improving performance levels). Monitor issues and provide resolutions for up-to-date status reports. Demonstrate excellent writing and oral communications skills. |
| **Minimum Education**     | Bachelor’s Degree in Engineering, Computer Science, Information Systems, Business or other related discipline. An equivalent combination of education and experience, which provides comparable knowledge, is acceptable. |

| **Telecommunications Technician Sr.** | 10 years or more of related experience. |
| **Functional Responsibility** | Telecommunications Programmer/Systems Analyst • Develops telecommunications software solutions to address user needs. • Interfaces with users to define needs. • Designs, develops, and tests complex |
communications software interface programs.

The Senior Telecommunications Technician provides in-depth analysis of trouble conditions and facilitates repair efforts. Works independently or coordinates a team of technicians as necessary. Monitor vendors’ installation of equipment, and perform/coordinate system testing and evaluation activities. Inspect and review hardware installation, wiring, power, grounding, system database validation, and other activities to ensure quality installation of services for the client. May perform adjacent installation, de-installation and relocation activities including, but not limited to; site preparation and installation and/or removal of cabling and wiring systems, terminal equipment, automated data processing services, and associated hardware and software. May be required to perform quality assurance testing of voice and data switching equipment. May install and/or maintain LAN/WAN equipment or networks of LANs/WANs. Communicate effectively in writing and verbally with all levels of technical, engineering, and management personnel, as required. Coordinate the repair of large or complex troubles. Perform in the area of network testing, analysis, and optimization. Apply transmission-engineering principles to existing networks to ensure receipt of quality voice and data telecommunications services.

Perform installation of various telephone, coaxial, and fiberoptic cables. which may include vertical and horizontal cables. Perform installation, de-installation, and relocation activities including but not limited to site preparation and installation and/or remove of cable and wire systems. Perform installation of voice and LAN cabling to meet specific requirements of the manufacturer and BICSI with regard to the requirements of category 5 and 6 voice and LAN cable. Use complex test equipment to perform quality assurance of voice and LAN wire to meet BICSI specifications. Keeps and provides detailed records and drawings of cable and wiring plants.

Minimum Education

Bachelors Degree or equivalent and or vocation training.

<table>
<thead>
<tr>
<th>Telecommunication Technician III</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Min/Gen Exp</strong></td>
</tr>
<tr>
<td><strong>Functional Responsibility</strong></td>
</tr>
<tr>
<td><strong>Minimum Education</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Telecommunication Technician II</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Min/Gen Exp</strong></td>
</tr>
<tr>
<td><strong>Functional Responsibility</strong></td>
</tr>
<tr>
<td></td>
</tr>
</tbody>
</table>
Electronic, cable systems and Data networking systems. Analyze any complex combination of circuits associated with any combination of equipment on the system indicated, in order to locate and clear trouble. Include associated ironwork, bus bars, conduit and fittings, frame and emergency lighting, exhaust piping, vents, and frames. Also includes mark and drill floors, letter and number, paint and retouch, pressure clean. Adjust, clean and lubricate any apparatus. Familiar with standard concepts, practices, and procedures within a particular field. Relies on limited experience and the judgment to plan and accomplish goals. Perform a variety of task. Works under general supervision; typically reports to a protect leader or manager. A certain degree of creativity and latitude is required.

### Minimum Education

AA in Computer Science, IS, engineering, business, finance, management or other related field. An equivalent combination of education and experience, which provides comparable knowledge, is acceptable.

## Telecommunication Technician I

**Min/Gen Exp**  
Minimum of 3 years experience in described work

**Functional Responsibility**  
Installs, troubleshoots, repairs and maintains telecommunications equipments. Provides reports, completes requests for new service, determines methodology for installing telephone service, determines appropriateness of moderate equipment changes or modifications, cal switches, test trunks, test links and installs communication circuits. Perform Maintenance Operations; install transmissions Systems, Antenna Systems, Power Systems, PBX Electronic, cable systems and data networking systems. Analyze any complex combination of circuits associated with any combination of equipment on the system indicated, in order to locate and clear trouble. Includes associated ironwork, bars, conduit and fittings; framing and emergency lighting, exhaust piping, vents, and frames. Also includes mark and drilled floors, letter and number, paint and retouch, pressure clean. Adjust, clean and lubricate any apparatus. 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. Work under immediate supervision. Little creativity is required. Typically reports to a project leader or manager.

**Minimum Education**  
High School Diploma. An equivalent combination and experience, which provides comparable knowledge, is acceptable.

## Communication Analyst, Sr.

**Min/Gen Exp**  
5+ years of experience in telecommunications with strong emphasis in network design, traffic engineering, equipment vendors, and carriers. Certified Network Professional (CNP) designation, preferred

**Functional Responsibility**  
Support voice, client/server infrastructure, and data communications including office systems, network planning and development and voice communications. Serve as team leader or project manager to provide consulting and analysis, selection, configuration, acquisition and installation of complex voice, data communications or server infrastructure hardware and communications facilities including peripheral and terminal devices. Coordinate and completes projects according to plan. Perform communications or server infrastructure projects, such as: reviewing vendor
supplied technical descriptions and performance data and pricing information for applicability to specifications; installing and configuring hardware and software; installing and implementing vendor packages; assessing user needs for communications systems; and recommending voice, data communications, or server infrastructure standards. May use modeling techniques to plan new systems or identify complications in existing ones. May be responsible for integrating e-mail, fax, and telephone applications, as well as installing the servers, routers, modems, or drivers required for these systems. May be responsible for training users in any new procedures related to systems changes.

Minimum Education
BA/BS in engineering, computer science, or business administration or equivalent work experience.

Communications Analyst, Intermediate

<table>
<thead>
<tr>
<th>Min/Gen Exp</th>
<th>2/4 years’ experience in telecommunications with particular emphasis in traffic engineering and network design.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Functional Responsibility</td>
<td>Assists Senior Level Communications Analyst or Department Manager in the planning, design, and implementation of communications networks. Support voice, client/server infrastructure, and data communications including office systems, network planning and development and voice communications. May assist in communications or server infrastructure projects, such as: reviewing vendor supplied technical descriptions and performance data and pricing information for applicability to specifications; installing and configuring hardware and software; installing and implementing vendor packages; assessing user needs for communications systems; and recommending voice, data communications, or server infrastructure standards.</td>
</tr>
<tr>
<td>Minimum Education</td>
<td>AA/AS in engineering, computer science, or business administration or equivalent work experience.</td>
</tr>
</tbody>
</table>

Voice/VTC Communications Administrator

<table>
<thead>
<tr>
<th>Min/Gen Exp</th>
<th>3 years or more of related experience.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Functional Responsibility</td>
<td>The administrator works with assigned customers to lead and complete the planning, integration, testing, and customer acceptance of the assigned project within the time and budget parameters of the project with an emphasis on quality and professionalism. Delegates to field technicians. Proficient at installing all AV systems and components. Ability to troubleshoot basic audio, video, and control systems problems.</td>
</tr>
<tr>
<td>Minimum Education</td>
<td>Associates degree or equivalent and or vocational training.</td>
</tr>
</tbody>
</table>

Voice/VTC Communications Technician

<table>
<thead>
<tr>
<th>Min/Gen Exp</th>
<th>2 years or more of related experience.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Functional Responsibility</td>
<td>Monitors and responds to complex technical control facility hardware and software problems. Interfaces with vendor support service groups to ensure proper escalation during outages or periods of degraded system performance. Maintains PBX/systems and associated hardware. Assists in the planning, design, and implementation of communications systems infrastructure activities, including planning, and designing.</td>
</tr>
<tr>
<td>Minimum Education</td>
<td>High School Diploma or equivalent and or vocational training.</td>
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</table>

VTC Communication Analyst
<table>
<thead>
<tr>
<th>Min/Gen Exp</th>
<th>5 years or more of related experience.</th>
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</thead>
<tbody>
<tr>
<td><strong>Functional Responsibility</strong></td>
<td>Assists in the planning, design, and implementation of communications networks. Performs test and analysis of VTC communications and systems and equipment. Coordinate communications line configuration with service providers to support worldwide VTC sessions. Provide phone based user support and troubleshooting for videoconferencing related issues. Remotely access global based video conference systems as needed and authorized to perform system monitoring, trouble shooting and maintenance processes, as well as reservation policy management, and video conference coordination. Must have demonstrated knowledge in the management and use of Initial AccessWare software and AccessSwitch product features including remote alarm notification, option modules, alarms and corrective actions. Must be familiar with provisioning E1 and T1 PRI trunk lines, ISDN signaling traces, provisioning BRI trunk and port lines and cause codes as a troubleshooting tool and setting up inverse multiplexing to support BONDING video calls.</td>
</tr>
<tr>
<td><strong>Minimum Education</strong></td>
<td>Bachelor Degree or equivalent, and or vocational school diploma</td>
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</table>

### Web Operations Manager

<table>
<thead>
<tr>
<th>Min/Gen Exp</th>
<th>5 years’ experience in this field</th>
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<tbody>
<tr>
<td><strong>Functional Responsibility</strong></td>
<td>Responsible for ongoing oversight of web strategy and operations. Develops business plan and annual budget for website function. Accountable for budget, staff planning, management, and product and service delivery. Oversees operational activities of the website(s) with specific attention aimed at content creation and website maintenance. Should have strong knowledge of the major coding software html, JavaScript and C++.</td>
</tr>
<tr>
<td><strong>Minimum Education</strong></td>
<td>BA in Computer Science/IT or equivalent experience and certification</td>
</tr>
</tbody>
</table>

### Web Producer

<table>
<thead>
<tr>
<th>Min/Gen Exp</th>
<th>Requires two years of experience in this field.</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Functional Responsibility</strong></td>
<td>Responsible for creating and gathering content, in order to publish it on the World Wide Web. Responsibilities include driving traffic to web pages, formatting and managing the digital content plus gathering and researching information that enhances the value of the site. Other skill requirements would be knowledge of digital media formats used for interactive media, audio, video and text. May require deeper technical knowledge for programming, coding, graphic design or site analytics plus programing like Flash, HTML, XHTML, CSS, XML, JavaScript and RSS in web publishing.</td>
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<tr>
<td><strong>Minimum Education</strong></td>
<td>BA degree or equivalent experience</td>
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</table>

### Video Producer

<table>
<thead>
<tr>
<th>Min/Gen Exp</th>
<th>(2) years w/AA or (4) years w/BA of video and audio production or broadcasting experience</th>
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</thead>
<tbody>
<tr>
<td><strong>Functional Responsibility</strong></td>
<td>Conceptualizes designs and coordinates the production of video and audio programs to be used in training and staff development, public information and education presentations, promotional programs, and internal and external informational productions. Writes, either individually or as a member of a team, and edits scripts for video and audio productions. Serves as &quot;producer&quot; in the production of video and audio programs conducting</td>
</tr>
</tbody>
</table>
research, developing scripts, scheduling production activity, coordinating set production, props and costume acquisition, and assuring an overall production schedule is maintained.

### Minimum Education
2 Yrs AA or 4 Yrs BA

### Technical Editor Writer (STAR CLIN 116)

<table>
<thead>
<tr>
<th>Min/Gen Exp</th>
<th>5 years of technical communication experience and demonstrated ability to learn technical subject matter</th>
</tr>
</thead>
<tbody>
<tr>
<td>Functional Responsibility</td>
<td>Writes a variety of technical articles, reports, brochures, and/or manuals for documentation for a wide range of uses. Coordinates the display of graphics and the production of the document. Responsible for taking technical information and rewriting it in a way that can be easily understood and utilized by non-technical people. Work may include instruction manuals, user guides, manuals, white pages, design specifications, system manuals, and online help. Should be an expert in English language and grammar.</td>
</tr>
<tr>
<td>Minimum Education</td>
<td>associate’s or bachelor’s degree in a science or technology field</td>
</tr>
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</table>

### Help Desk Operations Manager

<table>
<thead>
<tr>
<th>Min/Gen Exp</th>
<th>Requires 7 years’ experience in the field. ITIL V3 Certification</th>
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<tbody>
<tr>
<td>Functional Responsibility</td>
<td>Manages the performance of Level 1 and Level 2 services &amp; support to clients (internal and external) and ensure that service levels are achieved. Ensures customer expectations are met or exceeded. Responsible for ensuring the staff is meeting and exceeding expectations in regards to performance, meeting defined metrics/benchmarks, and that standards and processes are followed to provide effective customer service and meet requirements. Oversees 100% of the requests, incidents and problems. Manages and coordinates urgent and complicated support issues. Act as escalation point for all requests and incidents. Develop and mature phone/ticket escalation processes to ensure free flowing escalation and information within the organization. Determine root cause of issues and communicate appropriately to internal and external customers. Provide data and reporting of KPI’s and trends to IT department and others in ad-hoc, weekly, monthly and as needed. Will drive Ticket Deep Dive and develop strategies for improvement. Work to make Service Desk the single source of truth and service delivery channel for IT. Monitor and manage phone queue. Train, coach and mentor Service Desk Specialists (Level 1 / 2) including career development. Manage process for communicating outage/emergency activities to the organization. Manage vendor relationships as it depends on daily operational needs.</td>
</tr>
<tr>
<td>Minimum Education</td>
<td>BA/BS in engineering, computer science, or business administration or equivalent work experience.</td>
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</table>

### Help Desk Specialist

<table>
<thead>
<tr>
<th>Min/Gen Exp</th>
<th>3-5 years field experience or in a related area</th>
</tr>
</thead>
<tbody>
<tr>
<td>Functional Responsibility</td>
<td>Under general supervision, provides support to end users on a variety of issues. Identifies, researches, and resolves technical problems. Responds to telephone calls, email and personnel requests for technical support. Documents, tracks, and monitors the problem to ensure a timely resolution. May require an associate’s degree in a related area and. 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</td>
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3LINKS TECHNOLOGIES, INC. CORPORATE CONFIDENTIAL INFORMATION. DO NOT REUSE OR DISCLOSE  WWW.3LINKSTECHNOLOGIES.COM
Help Desk Sr. Tech

| Minimum Education | AA degree in engineering, computer science, or business administration or equivalent work experience. |

Minimum Education | BA/BS in computer science, or business administration or equivalent work experience. |

Minimum Education | BA/BS in software engineering, computer science, or business administration or equivalent work experience. |

Quality Assurance Analyst Sr.

| Functional Responsibility | The Senior Quality Assurance Analyst develops and establishes quality assurance standards and measures for the information technology services within the organization. This individual will also gather and analyze data in support of business cases, proposed projects, and systems requirements. This will include writing test plans and scripts for tracking defects and fixes in product development, software application development, information systems, and operations systems. The QA Analyst will apply proven analytical and problem-solving skills to help validate IT processes through careful testing in order to maximize the benefit of business investments in IT initiatives. May conduct internal audits to measure and assure adherence to established QA standards for software development, application integration, and information system performance, and corresponding documentation. May create and execute test plans and scripts that will determine optimal application performance according to specifications. |

Minimum Education | BA/BS in computer science, or business administration or equivalent work experience. |

Quality Assurance Analyst, Intermediate

| Minimum Education | AA Degree in Computer Science, Information Technology or related discipline |

Minimum Education | AA Degree in Information Technology or related discipline |

Minimum Education | AA Degree in Computer Science, Information Technology or related discipline |

Minimum Education | AA Degree in Information Technology or related discipline |
## IT PROFESSIONAL SERVICES RATES

Information Technology Professional Services
(SPECIAL ITEM NUMBERS 54151S)

<table>
<thead>
<tr>
<th>Labor Category Offered</th>
<th>Government Net Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Program Manager</td>
<td>$93.16</td>
</tr>
<tr>
<td>Project Manager</td>
<td>$87.48</td>
</tr>
<tr>
<td>Telecommunications Technician Sr.</td>
<td>$57.84</td>
</tr>
<tr>
<td>Telecommunications Technician III</td>
<td>$53.29</td>
</tr>
<tr>
<td>Telecommunications Technician II</td>
<td>$48.37</td>
</tr>
<tr>
<td>Telecommunications Technician I</td>
<td>$43.91</td>
</tr>
<tr>
<td>Communications Analyst, Sr.</td>
<td>$99.65</td>
</tr>
<tr>
<td>Communications Analyst, Intermediate</td>
<td>$77.57</td>
</tr>
<tr>
<td>Voice Communications Administrator</td>
<td>$78.99</td>
</tr>
<tr>
<td>Voice Communications Technician</td>
<td>$69.36</td>
</tr>
<tr>
<td>VTC Communication Analyst</td>
<td>$43.99</td>
</tr>
<tr>
<td>Web Operations Manager</td>
<td>$106.84</td>
</tr>
<tr>
<td>Web Producer</td>
<td>$86.84</td>
</tr>
<tr>
<td>Video Producer</td>
<td>$93.47</td>
</tr>
<tr>
<td>Technical Editor Writer</td>
<td>$85.25</td>
</tr>
<tr>
<td>Help Desk Operations Manager</td>
<td>$79.16</td>
</tr>
<tr>
<td>Help Desk Specialist</td>
<td>$73.94</td>
</tr>
<tr>
<td>Help Desk Senior Tech</td>
<td>$66.62</td>
</tr>
<tr>
<td>Quality Assurance Analyst, Sr.</td>
<td>$78.14</td>
</tr>
<tr>
<td>Quality Assurance Analyst, Intermediate</td>
<td>$70.25</td>
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</tbody>
</table>