MAS AUTHORIZED INFORMATION TECHNOLOGY
PROFESSIONAL SERVICES SCHEDULE PRICELIST

SIN 54151S- INFORMATION TECHNOLOGY PROFESSIONAL SERVICES

<table>
<thead>
<tr>
<th>FPDS Code</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>D301</td>
<td>IT Facility Operation and Maintenance</td>
</tr>
<tr>
<td>D302</td>
<td>IT Systems Development Services</td>
</tr>
<tr>
<td>D306</td>
<td>IT Systems Analysis Services</td>
</tr>
<tr>
<td>D307</td>
<td>Automated Information Systems Design and Integration Services</td>
</tr>
<tr>
<td>D308</td>
<td>Programming Services</td>
</tr>
<tr>
<td>D310</td>
<td>IT Backup and Security Services</td>
</tr>
<tr>
<td>D311</td>
<td>IT Data Conversion Services</td>
</tr>
<tr>
<td>D313</td>
<td>Computer Aided Design/Computer Aided Manufacturing (CAD/CAM) Services</td>
</tr>
<tr>
<td>D316</td>
<td>IT Network Management Services</td>
</tr>
<tr>
<td>D317</td>
<td>Creation/Retrieval of IT Related Automated News Services, Data Services, or Other Information Services (All other information services belong under Schedule 76)</td>
</tr>
<tr>
<td>D399</td>
<td>Other Information Technology Services, Not Elsewhere Classified</td>
</tr>
</tbody>
</table>

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

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

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

Converge Networks Corporation
3 Bethesda Metro Center
Suite 530
Bethesda, Maryland 20817
Tony Ghazi- Program Manager
(301) 520-4285; tony.ghazi@cnc01.com
Eddy P. Gill- Contract Administer/POC
(901)355-2888/ (240)207-2150 ext. 201; nti.eg@bellsouth.net

www.convergnet.com

Contract Number: GS-35F-0428R
Period Covered: March 18, 2020 to March 17, 2025 (Option Year 3)

IT Professional Services and ordering information in this Authorized MAS Information Technology Schedule Pricelist are also available on the GSA Advantage! System by accessing www.gsaadvantage.gov
CUSTOMER INFORMATION:

1a. TABLE OF AWARDED SPECIAL ITEM NUMBERS (SINs)

<table>
<thead>
<tr>
<th>Special Item Numbers (SINs)</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>54151S; OLM</td>
<td>IT Professional Services</td>
</tr>
</tbody>
</table>

1b. The Lowest Priced Labor Category Title:

<table>
<thead>
<tr>
<th>Special Item Numbers (SINs)</th>
<th>Labor Category Title</th>
<th>GSA Price</th>
</tr>
</thead>
<tbody>
<tr>
<td>54151S</td>
<td>Network Engineer</td>
<td>$82.78</td>
</tr>
</tbody>
</table>

2. GEOGRAPHIC SCOPE OF CONTRACT: The Geographic Scope of Contract will be domestic.

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.

3. ORDERING ADDRESS AND PAYMENT INFORMATION:

Converge Networks Corporation
3 Bethesda Metro Center, Suite 530
Bethesda, MD 20814

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

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

**Ordering Assistance**
CNC GSA Schedule
Telephone: 240-207-2150

**Technical Assistance**
Customer Technical Assistance
Telephone: 240-207-2150
4. **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.

5. **Data Universal Numbering System (DUNS) Number:** 118330203  
   5a. **Taxpayer Identification Number (TIN):** 51-0420687  
   5b. **Business Size:** Small Business Concern  
   5c. **CAGE Code:** 3A7F2  
   5d. Converge Networks Corporation (CNC) SAM registration is current.

6. **FOB POINT - DESTINATION**

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

<table>
<thead>
<tr>
<th>Special Item Numbers</th>
<th>Normal Delivery</th>
<th>Expedited Delivery</th>
</tr>
</thead>
<tbody>
<tr>
<td>54151S; OLM</td>
<td>Upon agreement between CNC and the Ordering Activity</td>
<td>Upon agreement between CNC and the Ordering Activity</td>
</tr>
</tbody>
</table>

   b. **URGENT REQUIREMENTS:** When the Federal Supply Schedule contract delivery period does not meet the bona fide urgent delivery requirements of an ordering activity, ordering activities are encouraged, if time permits, to contact the Contractor for the purpose of obtaining accelerated delivery. The Contractor shall reply to the inquiry within 3 workdays after receipt. (Telephonic replies shall be confirmed by the Contractor in writing.) If the Contractor offers an accelerated delivery time acceptable to the ordering activity, any order(s) placed pursuant to the agreed upon accelerated delivery time frame shall be delivered within this shorter delivery time and in accordance with all other terms and conditions of the contract.

8. **DISCOUNTS:** Prices shown are NET Prices; Basic Discounts have been deducted.
   
   a. **Prompt Payment Discount:** None Offered  
   b. **Quantity Discounts:** None Offered  
   c. **Dollar Volume:** None Offered
d. **Government Educational Institutions Discounts**: Offered the same discounts/concessions as all other Government customers under this contract.

e. **Other**: None offered

9. **TRADE AGREEMENTS ACT OF 1979, as Amended**

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

10. **STATEMENT CONCERNING AVAILABILITY OF EXPORT PACKING**: Export packing is not offered under this contract.

11. **SMALL REQUIREMENTS**: The minimum dollar value of orders to be issued is $100.00.

12. **MAXIMUM ORDER (All dollar amounts are exclusive of any discount for prompt payment.)**

   a. The Maximum Order value for the following Special Item Numbers (SIN) 54151S is $500,000:

13. **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.

14. **FEDERAL INFORMATION TECHNOLOGY TELECOMMUNICATION STANDARDS REQUIREMENTS**

Ordering activities acquiring products from this Schedule must comply with the provisions of the Federal Standards Program, as appropriate (reference: NIST Federal Standards Index). Inquiries to determine whether or not specific products listed herein comply with Federal Information Processing Standards (FIPS) or Federal Telecommunication Standards (FED-STDS), which are cited by ordering activities, shall be responded to promptly by the Contractor.
14.1 FEDERAL INFORMATION PROCESSING STANDARDS PUBLICATIONS (FIPS PUBS)

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

14.2 FEDERAL TELECOMMUNICATION STANDARDS (FED-STDs)

Telecommunication products under this Schedule that do not conform to Federal Telecommunication Standards (FED-STDs) should not be acquired unless a waiver has been granted in accordance with the applicable "FED-STD." Federal Telecommunication Standards are issued by the U.S. Department of Commerce, National Institute of Standards and Technology (NIST), pursuant to National Security Act. Ordering information and information concerning the availability of FED-STDs should be obtained from the GSA, Federal 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 calling the U.S. Department of Commerce, National Institute of Standards and Technology, Gaithersburg, MD 20899, telephone number (301)975-2833.

15. 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).

16. **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 52.212-4)

17. **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

18. 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.

19. 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.

20. **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.

21. **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).

22. **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.

23. **INSTALLATION, DEINSTALLATION, REINSTALLATION**

The Davis-Bacon Act (40 U.S.C. 276a-276a-7) provides that contracts in excess of $2,000 to which the United States or the District of Columbia is a party for construction, alteration, or repair (including painting and decorating) of public buildings or public works with the United States, shall contain a clause that no laborer or mechanic employed directly upon the site of the work shall received less than the prevailing wage rates as determined by the Secretary of Labor. The
requirements of the Davis-Bacon Act do not apply if the construction work is incidental to the furnishing of supplies, equipment, or services. For example, the requirements do not apply to simple installation or alteration of a public building or public work that is incidental to furnishing supplies or equipment under a supply contract. However, if the construction, alteration or repair is segregable and exceeds $2,000, then the requirements of the Davis-Bacon Act applies. The ordering activity issuing the task order against this contract will be responsible for proper administration and enforcement of the Federal labor standards covered by the Davis-Bacon Act. The proper Davis-Bacon wage determination will be issued by the ordering activity at the time a request for quotations is made for applicable construction classified installation, deinstallation, and reinstallation services under SIN 132-8 or 132-9.

24. **SECTION 508 COMPLIANCE**

If applicable, Section 508 compliance information on the supplies and services in this contract are available in Electronic and Information Technology (EIT) at the following:

www.convergnet.com

The EIT standard can be found at: www.Section508.gov/.

25. **PRIME CONTRACTOR ORDERING FROM FEDERAL SUPPLY SCHEDULES**

Prime Contractors (on cost reimbursement contracts) placing orders under Federal Supply Schedules, on behalf of an ordering activity, shall follow the terms of the applicable schedule and authorization and include with each order –

(a) A copy of the authorization from the ordering activity with whom the contractor has the prime contract (unless a copy was previously furnished to the Federal Supply Schedule contractor); and

(b) The following statement:

This order is placed under written authorization from _______ dated _______. In the event of any inconsistency between the terms and conditions of this order and those of your Federal Supply Schedule contract, the latter will govern.

26. **INSURANCE—WORK ON A GOVERNMENT INSTALLATION (JAN 1997)(FAR 52.228-5)**

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

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

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

27. **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](http://www.core.gov).

28. **ADVANCE PAYMENTS**

A payment under this contract to provide a service or deliver an article for the United States Government may not be more than the value of the service already provided or the article already delivered. Advance or pre-payment is not authorized or allowed under this contract. (31 U.S.C. 3324)
TERMS AND CONDITIONS APPLICABLE TO INFORMATION TECHNOLOGY
PROFESSIONAL SERVICES
(SPECIAL ITEM NUMBER 54151S)

1. SCOPE
   a. The prices, terms and conditions stated under Special Item Numbers 54151S
      Information Technology Professional Services apply exclusively to IT Services
      within the scope of this Information Technology Schedule.
   b. The Contractor shall provide services at the ordering activity location, as agreed to by
      the Contractor and the ordering activity.

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

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

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

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

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

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

   1. Cancel the stop-work order; or
   2. Terminate the work covered by the order as provided in the Default, or the Termination for Convenience of the Government, clause of this contract.

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

   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**

The Inspection of Services—Fixed Price (AUG 1996) (Deviation – May 2003) clause at FAR 52.246-4 applies to firm-fixed price orders placed under this contract. The Inspection—Time-and-Materials and Labor-Hour (JAN 1986) (Deviation – May 2003) clause at FAR 52.246-6 applies to time-and-materials and labor-hour orders placed under this contract.

7. **RESPONSIBILITIES OF THE CONTRACTOR**

The Contractor shall comply with all laws, ordinances, and regulations (Federal, State, City, or otherwise) covering work of this character. If the end product of a task order is software, then FAR 52.227-14 (Deviation – May 2003) Rights in Data – General, may apply.

8. **RESPONSIBILITIES OF THE ORDERING ACTIVITY**

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

9. **INDEPENDENT CONTRACTOR**

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

10. **ORGANIZATIONAL CONFLICTS OF INTEREST**

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

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

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

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

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

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

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

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 SERVICE AND PRICING
Unless otherwise stated within the Labor Category Description, the substitutions below will be acceptable. Education that exceeds the minimum requirements for a position can be used to fulfill the minimum experience level.
Experience that exceeds the minimum requirements for a position can be used to fulfill the minimum education requirements.

<table>
<thead>
<tr>
<th>REQUIRED EDUCATION</th>
<th>EDUCATION LEVEL ACHIEVED BY EMPLOYEE</th>
<th>ADDITIONAL YEARS OF EXPERIENCE CREDITED TO THE EMPLOYEE</th>
</tr>
</thead>
<tbody>
<tr>
<td>MA/MS</td>
<td>Ph.D.</td>
<td>4</td>
</tr>
<tr>
<td>BA/BS</td>
<td>Ph.D.</td>
<td>6</td>
</tr>
<tr>
<td>BA/BS</td>
<td>MA/MS</td>
<td>2</td>
</tr>
<tr>
<td>HS/GED</td>
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<th>ACTUAL EDUCATION</th>
<th>REQUIRED EDUCATION</th>
<th>ADDITIONAL YEARS EXPERIENCE NEEDED TO SUPPLEMENT EDUCATIONAL REQUIREMENTS</th>
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<td>MA/MS</td>
<td>Ph.D.</td>
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LABOR CATEGORIES DESCRIPTIONS

1. Principal 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 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. Responsible for the oversight of the entire project interfacing with the client along with the project manager in some cases. Knowledge of all aspects of the project, including cloud services and cybersecurity requirements. Shall be responsible for the overall contract performance and shall not serve in any other capacity under this contract.

Minimum General Experience: Twenty (20) years of experience of which at least fifteen (15) years of specialized experience. Specialized experience includes: project development from inception to deployment, expertise in the management and control of funds and resources using complex reporting mechanisms, and demonstrated capability in managing multi-task contracts and/or subcontracts of various types and complexity. General experience in information systems design and/or management.

Minimum Education: Master’s degree in individual’s area of expertise

2. Senior Program Manager
Functional Responsibility: Serves as the contractor’s single contract manager and contractor’s authorized interface with the Government Contracting Officer (CO), the Contracting Officer’s Representative (COR), government management personnel and customer agency representatives. Responsible for overall contract performance and shall not serve in any other capacity. Responsible for defining and enforcing work standards, assigning contractor schedules, reviewing work discrepancies, supervising contractor personnel, and communicating policies, purposes, and goals of the organization to subordinates.

Minimum General Experience: This position requires a minimum of twelve (12) years experience, of which at least ten (10) years must be specialized. Specialized experience includes: project development from inception to deployment, expertise in the management and control of funds and resources using complex reporting mechanisms, and demonstrated capability in managing multi-task contracts and/or subcontracts of various types and complexity. General experience includes increasing responsibilities in information systems design and/or management.

Minimum Education & Certification: A Bachelor’s degree in Computer Science, Information Systems, Engineering, Business, or other related disciplines. PMP certification
Education/Experience Substitution:

a. With a Master’s Degree, ten (10) years of general experience of which at least six (6) years specialized experience is required.

b. With a Ph.D., four (4) years of general experience of which at least two (2) years specialized experience is required.

c. With sixteen (16) years general experience of which at least twelve (12) years is specialized experience, a college degree is not required.

3. Program Manager

Functional Responsibility: Serves as the contractor’s single contract manager, and contractor’s authorized interface with the Government Contracting Officer (CO), the Contracting Officer’s Representative (COR), government management personnel, and customer agency representatives. Responsible for the overall contract performance and shall not serve in any other capacity under this contract. 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.

Minimum General Experience: This position requires a minimum of eight (8) years experience, of which at least six years must be specialized. Specialized experience includes: project development from inception to deployment, expertise in the management and control of funds and resources using complex reporting mechanisms, and demonstrated capability in managing multi-task contracts and/or subcontracts of various types and complexity. General experience includes increasing responsibilities in information systems design and/or management.

Minimum Education & Certification: A Bachelor’s degree in Computer Science, Information Systems, Engineering, Business, or other related discipline. PMP certification

Education/Experience Substitution:

1. With a Master’s Degree, six (6) years of general experience of which at least four (4) years specialized experience is required.

2. With a Ph.D., two (2) years of general experience of which at least two (2) years specialized experience is required.

3. With sixteen (16) years general experience of which at least ten (10) years is specialized experience, a college degree is not required.

4. Senior Project Manager

Functional Responsibility: Serves as the project manager for a delivery order (or a group of delivery orders) and assists the program manager on large orders in working with the Government Contracting Officer (CO), the Contracting Officer’s Representative (COR), the Contracting Officers Technical Representative(s) (COTR), government management personnel and customer agency representatives. Under the guidance of the Program Manager,
responsible for the overall management of the specific delivery order(s) and insuring that technical solutions and schedules in the delivery order are implemented in a timely manner. Performs enterprise-wide horizontal integration planning and interfaces to other functional systems.

Minimum General Experience: This position requires a minimum of ten (10) years experience of which at least eight (8) years must be specialized. Specialized experience includes: project development from inception to deployment, expertise in the management and control of funds and resources, and demonstrated capability in managing multi- task contracts and/or subcontracts of various types and complexity. General experience includes increasing responsibilities in information systems design and/or management.

Minimum Education & Certification: A Bachelor’s degree in Computer Science, Information Systems, Engineering, Business, or other related discipline. PMP certification

Education/Experience Substitution:

1. With a Master’s Degree, eight (8) years of general experience of which at least six (6) years specialized experience is required.

2. With a Ph.D., four (4) years of general experience of which at least two (2) years specialized experience is required.

3. With fourteen (14) years general experience of which at least twelve (12) years is specialized experience, a college degree is not required.

5. Project Manager

Functional Responsibility: Serves as the project manager for a delivery order (or a group of delivery orders) and assists the program manager on larger delivery orders in working with the Government Contracting Officer (CO), the Contracting Officer’s Representative (COR), the Contracting Officers Technical Representative(s) (COTR), government management personnel and customer agency representatives. Under the guidance of the Program Manager, responsible for the overall management of the specific delivery order(s) and ensuring that technical solutions and schedules in the delivery order are implemented in timely manner. Performs enterprise-wide horizontal integration planning and interfaces to other functional systems.

Minimum General Experience: This position requires a minimum of eight (8) years of experience of which at least six years must be specialized. Specialized experience includes: project development from inception to deployment, expertise in the management and control of funds and resources, and demonstrated capability in managing multi- task contracts and/or subcontracts of various types and complexity. General experience includes increasing responsibilities in information systems design and/or management.

Minimum Education & Certification: A Bachelor’s degree in Computer Science, Information Systems, Engineering, Business, or other related discipline. PMP certification
Education/Experience Substitution:

1. With a Master’s Degree, six (6) years of general experience of which at least four (4) years specialized experience is required.

2. With a Ph.D., two (2) years of general experience of which at least two (2) years specialized experience is required.

3. With twelve (12) years general experience of which at least ten (10) years is specialized experience, a college degree is not required.

6. Project Control Specialist

Functional Responsibility: Directs financial management and administrative activities, such as budgeting, manpower and resource planning, and financial reporting. Performs complex evaluations of existing procedures, processes, techniques, models, and/or systems related to management problems or contractual issues, which would require a report and recommend solutions. Develops work breakdown structures and prepares charts, tables, graphs, and diagrams to assist in analyzing problems. Provides daily supervision and direction to staff.

Minimum General Experience: This position requires a minimum of six (6) years experience, of which at least four years must be specialized. Specialized experience includes: preparation and analysis of financial statements, development of complex project schedules. General experience includes increasing responsibilities in general accounting or management activities. Must demonstrate the ability to work independently or under general direction.

Minimum Education: A Bachelor’s degree in Computer Science, Information Systems, Engineering, Business, Accounting, or other related discipline.

Education/Experience Substitution:

1. With a Master’s Degree, four (4) years of general experience of which at least two (2) years must be specialized experience is required.

2. With ten (10) years of general experience of which at least eight (8) years of specialized experience, a degree is not required.

7. Senior Computer Specialist

Functional Responsibility: Expert in the area of enterprise computer and security strategy and implementation. Lead participant in ongoing enterprise computer, security and business continuance initiatives. The Senior Computer Specialist is responsible for the development and implementation of enterprise strategy. Analyzes and defines security requirements for large enterprises. Lead the planning, design, development, engineering, and implementation of enterprise solutions for security safeguards and business continuance requirements. Also, gathers and organizes technical information about an organization’s security goals and needs, existing security products, and ongoing security and business continuance initiatives. Directs risk analyses which also include risk assessments and costs/benefits trade-offs. Provides daily supervision and direction to staff.
Minimum General Experience: This position requires a minimum of twelve (12) years experience, of which at least ten (10) years must be specialized experience in defining computer and security requirements for high level applications, evaluation of approved product capabilities, and developing solutions.

Minimum Education: Must have a Bachelor’s degree in Electrical Engineering, Information Science, Information Systems, Computer Science, Physics, Math, or other related discipline.

Education/Experience Substitution:

1. With a Master’s Degree, ten (10) years general experience of which at least eight (8) years must be specialized experience is required.

2. With a Ph.D., six (6) years general experience of which at least four (4) years must be specialized experience is required.

3. With sixteen (16) years general experience of which at least fourteen (14) years is specialized, a college degree is not required.

8. Computer Specialist

Functional Responsibility: Expert in the area of enterprise and computer security strategy and implementation. Lead participant in ongoing enterprise computer, security and business continuance initiatives. The Computer Specialist is responsible for the development and implementation and development of the enterprise strategy. Analyzes and defines security requirements for large enterprises. Lead the planning, design, development, engineering, and implementation of enterprise solutions for security safeguards and business continuance requirements. Also, gathers and organizes technical information about an organization’s security goals and needs, existing security products, and ongoing security and business continuance initiatives. Directs risk analyses which also include risk assessments and costs/benefits trade-offs. Provides daily supervision and direction to staff.

Minimum General Experience: This position requires a minimum of eight (8) years experience, of which at least six years specialized experience in defining computer and security requirements for high level applications, evaluation of approved product capabilities, and developing solutions.

Minimum Education: Bachelor’s degree in Electrical Engineering, Information Science, Information Systems, Computer Science, Physics, Math, or other related discipline.

Education/Experience Substitution:

1. With a Master’s Degree (in the fields described above), six (6) years general experience of which at least four (4) years must be specialized experience is required.

2. With a Ph.D., two (2) years general experience of which at least two (2) years must be specialized experience is required.
3. With twelve (12) years general experience of which at least ten (10) years is specialized, a college degree is not required.

9. Principal Enterprise Architect

Functional Responsibility: Provides expert enterprise-related consulting and support services. Experience includes studies, analysis, and development of enterprise-wide information technology (IT) architectures for large and diversified organizations, as well as design, development, and deployment of individual IT systems within enterprise architecture. Specializes in information technology programs including GUI-based applications, object-oriented technology, RDBMs, and web-based applications. This includes applications development, architecture and system design of client/server systems, and large database applications and their integration with LAN/WAN systems utilizing RDBMS technology such as Oracle and MS SQL. May also specialize in network infrastructure engineering including technologies such as network management, content management, storage networking, optical networking, Voice over IP, IP Telephony, IPTV, videoconferencing, data/voice/video convergence, Wireless LANs, ATM, e-commerce, and security and business continuance. May also provide project planning and design services based on user work requirements. Recognized expert in the field with preferably one or more articles published in related trade journals.

Minimum General Experience: Ten (10) years progressive work experience in individual’s area of technological expertise

Minimum Education & Certification: Master’s degree in individual’s area of scientific expertise, FEAC certification

Education/Experience Substitution:

1. With a Bachelor’s degree, twelve (12) years progressive work experience in individual’s area of technological expertise.
2. With a Ph.D., six (6) years progressive work experience in individual’s area of technological expertise.
3. With sixteen (16) years work progressive experience in individual’s area of technological expertise, a college degree is not required.

10. Senior Enterprise Architect

Functional Responsibility: Provides expert enterprise-related consulting and support services. Experience includes studies, analysis, and development of enterprise-wide information technology (IT) architectures for large and diversified organizations, as well as the design, development, and deployment of individual IT systems within enterprise architecture. Specializes in information technology programs including GUI-based applications, object-oriented technology, RDBMs, and web-based applications. This includes applications development, architecture and system design of client/server systems, and large database applications and their integration with LAN/WAN systems utilizing RDBMS technology such as Oracle and MS SQL. May also specialize in network infrastructure engineering
including technologies such as network management, content management, storage networking, optical networking, Voice over IP, IP Telephony, IPTV, videoconferencing, data/voice/video convergence, Wireless LANs, ATM, e-commerce, and security and business continuance. May provide project planning and design services based on user work requirements.

Minimum General Experience: Six (6) years progressive work experience in individual’s area of expertise  
Minimum Education & Certification: Master’s degree in individual’s area of scientific expertise, FEAC certification  
Education/Experience Substitution:  
1. With a Bachelor’s degree, eight (8) years progressive work experience in individual’s area of technological expertise.  
2. With a Ph.D., two (2) years progressive work experience in individual’s area of technological expertise.  
3. With twelve (12) years work progressive experience in individual’s area of technological expertise, a college degree is not required.  

11. Enterprise Architect

Functional Responsibility: Provides expert enterprise-related consulting and support services. Experience includes studies, analysis, and development of enterprise-wide information technology (IT) architectures for large and diversified organizations, as well as design, development, and deployment of individual IT systems within enterprise architecture. Specializes in information technology programs including GUI-based applications, object-oriented technology, RDBMs, and web-based applications. This includes applications development, architecture and system design of client/server systems, and large database applications and their integration with LAN/WAN systems utilizing RDBMS technology such as Oracle and MS SQL. May also specialize in network infrastructure engineering including technologies such as network management, content management, storage networking, optical networking, Voice over IP, IP Telephony, IPTV, videoconferencing, data/voice/video convergence, Wireless LANs, ATM, e-commerce, and security and business continuance. May provide project planning and design services based on user work requirements.  
Minimum General Experience: Four (4) years progressive work experience in individual’s area of expertise  
Minimum Education & Certification: Master’s degree in individual’s area of scientific expertise, FEAC certification  
Education/Experience Substitution:  
1. With a Bachelor’s degree, six (6) years progressive work experience in individual’s area of technological expertise. With ten (10) years work progressive experience in individual’s area of technological expertise, a college degree is not required.
12. Principal Software Engineer

Functional Responsibility: Plans, coordinates and controls software operations, estimates resources required, assigns accountability, and establishes success criteria. Develops complete, consistent, unambiguous requirements specifications detailing precisely what the software will accomplish. Applies structured programming techniques and procedures including top-down hierarchical software design, module integration, interface definition, and design. May provide engineering analysis for estimating relative software costs and determines tradeoffs, management analysis for defining requirements; monitors progress, coordinates personnel, and assesses risks. Performs software life-cycle analysis and planning in response to dynamic, overall computer system requirements.

Minimum General Experience: Ten (10) years experience in the design, development, implementation, testing and validation, operation and maintenance of computer software. Five (5) years experience in managing/administering software engineering functions.

Minimum Education: Bachelor’s degree in Computer Science, Information or Resource Management, Mathematics, Electronic Engineering, Business Management/Administration or other related discipline is required with appropriate cross training or equivalent experience in associated disciplines.

Education/Experience Substitution:

1. With a Master’s Degree (in the fields described above), eight (8) years progressive work experience in individual’s area of technological expertise.

2. With fourteen (14) years work progressive experience in individual’s area of technological expertise, a college degree is not required.

13. Senior Software Engineer

Functional Responsibility: Plans, coordinates and controls software operations, estimates resources required, assigns accountability, and establishes success criteria. Develops complete, consistent, unambiguous requirements specifications detailing precisely what the software will accomplish. Applies structured programming techniques and procedures including top-down hierarchical software design, module integration, interface definition, and design. Responsibilities may include providing analysis for defining requirements, monitoring progress, coordinating personnel, and assessing risks. May test and validate software modules, module integration, and system performance. Analyzes and evaluates the need for new software or the modification of existing software, and validates consequent software performance.

Minimum General Experience: Eight (8) years experience in the design, development, implementation, operation and maintenance, testing and validation of computer system software. Three (3) years experience in managing/administering software engineering functions.

Minimum Education: Bachelor’s degree in Computer Science, Information or Resource
Management, Mathematics, Electronic Engineering, Business Management/Administration, or other related discipline.

Education/Experience Substitution:
1. With a Master’s Degree (in the fields described above), six (6) years progressive work experience in individual’s area of technological expertise.
2. With a Ph.D. (in the fields described above), two (2) years progressive work experience in individual’s area of technological expertise.
3. With twelve (12) years work progressive experience in individual’s area of technological expertise, a college degree is not required.

14. Software Engineer

Functional Responsibility: Plans, coordinates and controls software operations; estimates resources required; assigns accountability; and establishes success criteria. Develops complete, consistent, unambiguous requirements specifications detailing precisely what the software will accomplish. Implements structure programming techniques and procedures including top-down hierarchical software design, module integration, interface definition, and design. Provides analysis for defining requirements, monitoring progress, coordinating personnel, and assessing risks. May test and validate software modules, module integration, and system performance.

Minimum General Experience: Four (4) years experience in the design, development, implementation, operation and maintenance, testing and validation of computer system software. Two (2) years specialized experience in using software engineering tools.

Minimum Education: Bachelor’s degree in Computer Science, Information or Resource Management, Mathematics, Electronic Engineering, Business Management/Administration or other related discipline.

Education/Experience Substitution:
1. With a Master’s Degree (in the fields described above), two (2) years progressive work experience in individual’s area of technological expertise.
2. With ten (10) years work progressive experience in individual’s area of technological expertise, a college degree is not required.

15. Senior Networking Specialist

Functional Responsibility: Responsible for client support for the design and implementation of a variety of communications networks. Supports connectivity among disparate networks with varying operating systems, e-mail systems, directory services, and other enterprise-wide applications. Plans, installs and monitors communication circuits. Manages and monitors a variety of interconnected LANs and associated equipment including routers, hubs, modem pools, and gateways. Analyzes WAN interface requirements. May support video conferencing applications and services as well as associated equipment and communication requirements. May provide task-level support for project staff.
Minimum General Experience: Eight (8) years of progressive experience in planning, designing and analyzing connectivity and infrastructure capacity requirements for data, voice and video communications networks and systems; analyses may include such network parameters as traffic levels, connect time, transmission speeds, and packet size/throughput ratios. Two of the six years must include progressive supervisory experience. Three (3) years of experience must also include direct work with any of the following network technologies including ATM, Ethernet, SONET, TCP/IP, SNA, Ethernet, Token Ring, Windows NT, Novell NetWare, Banyan VINES, Unix, Linux, remote access systems, client-server technology, gateway systems, ISDN, public telephone systems, and a variety of media including fiber, copper, and microwave.

Minimum Education: Bachelor’s degree in Computer Science, Engineering, IT Systems, or other related discipline.

Education/Experience Substitution:

With a Master’s Degree (in the fields described above), Six (6) years progressive work experience in individual’s area of technological expertise.

1. With a Ph.D. (in the fields described above), two (2) years progressive work experience in individual’s area of technological expertise.

2. With ten (10) years work progressive experience in individual’s area of technological expertise, a college degree is not required.

16. Senior Network Engineer

Functional Responsibility: Provides network design, development, implementation, and installation support; hardware or software product analyses and recommendations; product acquisition support; network administration and management; equipment installation and maintenance; and technology refreshment analysis. Also provides task-level staff oversight.

Minimum General Experience: Five (5) years general experience and three (3) years specialized experience planning, designing and analyzing multi-platform, multi-system networks. Must also have documented working knowledge of at least one of the following network operating systems including Windows NT, Unix, Linux, Sun Solaris, Novell NetWare, and VINES.

Minimum Education: Bachelor’s degree in Computer Science or other related discipline.

Education/Experience Substitution:

1. With a Master’s Degree (in the fields described above), three (3) years progressive work experience in individual’s area of technological expertise.

2. With nine (9) years work progressive experience in individual’s area of technological expertise, a college degree is not required.
17. Network Engineer

Functional Responsibility: Provides network design, development, implementation and installation support; hardware or software product analyses and recommendations; product acquisition support; network administration and management; equipment installation and maintenance; and technology refreshment analysis.

Minimum General Experience: Three (3) years general experience and one (1) year specialized experience planning, designing and analyzing multi-platform, multi-system networks. Must also have documented working knowledge of at least one of the following network operating systems including Windows NT, Unix, Linux, Sun Solaris, Novell NetWare, and VINES.

Minimum Education: Bachelor’s degree in Computer Science or other related discipline.

Education/Experience Substitution:

1. With a Master’s Degree (in the fields described above), one (1) years progressive work experience in individual’s area of technological expertise.

2. With seven (7) years work progressive experience in individual’s area of technological expertise, a college degree is not required.

18. Senior Consultant

Functional Responsibility: Expert in the area of information systems for larger enterprises. Provides consulting services to implement new systems and applications, and improve efficiency and productivity of existing systems. Acts as liaison to facilitate efficient output and confers with the client to ensure project cooperation.

Minimum General Experience: (12) years of experience consulting with federal government agencies or large corporations, including ten (10) years experience in facilitating team efficiency and consulting federal government agencies or large corporations on major IT initiatives (e.g. Enterprise Architecture, Network Infrastructure, Enterprise Security, Business Continuance, e-Commerce Strategy, Enterprise IP Telephony, BPR, Software Engineering, Information Systems, Facilities Management).

Minimum Education: Bachelor’s degree in related discipline.

Education/Experience Substitution:

1. With a Master’s Degree (in the fields described above), ten (10) years progressive work experience in individual’s area of technological expertise.

2. With a Ph.D. (in the fields described above), six (6) years progressive work experience in individual’s area of technological expertise.

3. With sixteen (16) years work progressive experience in individual’s area of technological expertise, a college degree is not required.
19. Consultant

Functional Responsibility: Expert in the area of information systems for larger enterprises. Provides consulting services to implement new systems and applications, and improve efficiency and productivity of existing systems. Acts as liaison to facilitate efficient output and confers with the client to ensure project cooperation.

Minimum General Experience: eight (8) years of experience consulting with federal government agencies or large corporations, including eight (5) years experience in facilitating team efficiency and consulting federal government agencies or large corporations on major IT initiatives (e.g. Enterprise Architecture, Network Infrastructure, Enterprise Security, Business Continuance, e-Commerce Strategy, Enterprise IP Telephony, BPR, Software Engineering, Information Systems, Facilities Management).

Minimum Education: Bachelor’s degree in related discipline.

Education/Experience Substitution:

1. With a Master’s Degree (in the fields described above), six (6) years progressive work experience in individual’s area of technological expertise.

2. With a Ph.D. (in the fields described above), two (2) years progressive work experience in individual’s area of technological expertise.

3. With twelve (12) years work progressive experience in individual’s area of technological expertise, a college degree is not required.

20. Senior Industry Expert

Functional Responsibility: Senior Industry Expert in the development of IT strategy initiatives and planning, design and implementation of information systems for large enterprises including operational application systems.


Minimum General Experience: Twenty (20) years of experience consulting with federal government agencies or large corporations, including ten (10) years experience in facilitating team efficiency and consulting federal government agencies or large corporations on major IT initiatives (e.g. including IT Governance, risk management, financial and administrative systems, Enterprise Architecture, Network Infrastructure, Enterprise Security, Business Continuance, e-Commerce Strategy, Enterprise IP Telephony, BPR, Software Engineering, Information Systems, Facilities Management).

Minimum Education: Bachelor’s degree in related discipline
Education/Experience Substitution:

1. With a Master’s Degree (in the fields described above), eighteen (18) years progressive work experience in individual’s area of technological expertise.

2. With a Ph.D. (in the fields described above), fourteen (14) years progressive work experience in individual’s area of technological expertise.

3. With twenty four (24) years work progressive experience in individual’s area of technological expertise, a college degree is not required.

21. Industry Expert


Minimum General Experience: Fifteen (15) years of experience consulting with federal government agencies or large corporations, including ten (10) years experience in facilitating team efficiency and consulting federal government agencies or large corporations on major IT initiatives (e.g. IT Governance, risk management, financial and administrative systems, Enterprise Architecture, Network Infrastructure, Enterprise Security, Business Continuance, e-Commerce Strategy, Enterprise IP Telephony, BPR, Software Engineering, Information Systems, Facilities Management).

Minimum Education: Bachelor’s degree in related discipline.

Education/Experience Substitution:

1. With a Master’s Degree (in the fields described above), thirteen (13) years progressive work experience in individual’s area of technological expertise.

2. With a Ph.D. (in the fields described above), nine (9) years progressive work experience in individual’s area of technological expertise.

3. With nineteen (19) years work progressive experience in individual’s area of technological expertise, a college degree is not required.

22. Enterprise Transformation Expert

Functional Responsibility: Assesses existing enterprise and is responsible for the development of an overall enterprise transformation plan. Develops and executes transformation strategies and activities to enable successful implementation of information technology initiatives and
business transformation programs. Works with government executives and managers to systematically build leadership support for transformation initiatives, involving stakeholders in preparing for change, provides communications and outreach support, identifies risks associated with transformation initiatives and develops mitigation strategies, designs and executes organizational structures to support IT and transformation initiatives, develops measures to assess organizational readiness for change and to assess progress at implementing change; identifies and develops plans to make legal, policy, changes process required to support IT and transformation initiatives.

Minimum /General Experience: This position requires a minimum of ten (10) years experience, of which at least eight (8) years must be specialized in related transformation disciplines. The Enterprise Transformation Expert should possess excellent oral and written communications skills.

Minimum Education: A Bachelor’s degree in Management, Information Technology, Engineering, Business, or other related disciplines.

Education/Experience Substitution:

1. With a Master’s Degree, eight (8) years of general experience of which at least six (6) years in specialized experience is required.

2. With a Ph.D., four (4) years of general experience of which at least two (2) years of specialized experience.

23. Enterprise Assessment Expert

Functional Responsibility: Assesses business objectives, conducts gap analysis of existing versus needed capability, and identifies business requirements. Evaluates business requirements to identify potential software, hardware, and system architectures can be employed to meet business objectives. Develops potential technical solutions to meet business needs and supports analysis of alternatives for best fit. Evaluates technical trends and provides recommendations for technology and architecture to meet business objectives. Performs research on emerging technologies to support proof-of-concept (POC) capabilities and identify future solutions for the organization.

Minimum /General Experience: This position requires a minimum of ten (10) years experience, of which at least eight (8) years must be specialized in related enterprise assessment disciplines. The Enterprise Assessment Expert should possess excellent oral and written communications skills.

Minimum Education: A Bachelor’s degree in Management, Information Technology, Engineering, Business, or other related disciplines.
Education/Experience Substitution:

1. With a Master’s Degree, eight (8) years of general experience of which at least six (6) years in specialized experience is required.

2. With a Ph.D., four (4) years of general experience of which at least two (2) years of specialized experience.

24. Enterprise Assessment Analyst

Functional Responsibility: Assists in the assessment of business objectives, participates in a gap analysis of existing versus needed capability, and supports the identification of business requirements. Participates in the evaluation of business requirements to identify potential software, hardware, and system architectures can be employed to meet business objectives. Supports the development of potential technical solutions to meet business needs and supports analysis of alternatives for best fit. Supports the evaluation of technical trends and provides recommendations for technology and architecture to meet business objectives. Performs research on emerging technologies to support proof-of-concept (POC) capabilities and identify future solutions for the organization.

Minimum /General Experience: This position requires a minimum of eight (8) years experience, of which at least six years must be specialized in related enterprise assessment disciplines. The Enterprise Assessment Analyst should possess excellent oral and written communication skills.

Minimum Education: A Bachelor’s degree in Management, Information Technology, Engineering, Business, or other related disciplines.

Education/Experience Substitution:

1. With a Master’s Degree, six (6) years of general experience of which at least four (4) years in specialized experience is required.

2. With a Ph.D., two (2) years of general experience of which at least two (2) years of specialized experience.

25. IT Infrastructure Analyst

Functional Responsibility: Provides support in the translation of business requirements into infrastructure (e.g., Data Center, LAN, MAN, WAN, Voice and Video) requirements, designs and orders. Participates in the in-depth engineering analysis of infrastructure alternatives for government agencies in support of their strategic modernization efforts and enhancement designs for medium and large-scale information technology infrastructures. Provides interface support to infrastructure strategic program management; as well as infrastructure end operations personnel, and infrastructure end users.

Minimum /General Experience: This position requires a minimum of eight (8) years experience, of which at least six years must be specialized in related infrastructure analysis disciplines. The IT Infrastructure Analyst should possess excellent oral and written communications skills.
Minimum Education: A Bachelor’s degree in Management, Information Technology, Engineering, Business, or other related disciplines.

Education/Experience Substitution:

1. With a Master’s Degree, six (6) years of general experience of which at least four (4) years in specialized experience is required.
2. With a Ph.D., two (2) years of general experience of which at least two (2) years of specialized experience.

26. Principal Systems Architect

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 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 workflows, organization, and planning and develops appropriate corrective action. Provides daily supervision and direction to staff.

Minimum/General Experience: This position requires a minimum of ten (10) years experience, of which at least eight (8) years must be specialized in related systems architecture disciplines. The Principal Systems Architect should possess excellent oral and written communication skills.

Minimum Education: A Bachelor’s degree in Management, Information Technology, Engineering, Business, or other related disciplines.

Education/Experience Substitution:

1. With a Master’s Degree, eight (8) years of general experience of which at least six (6) years in specialized experience is required.
2. With a Ph.D., four (4) years of general experience of which at least two (2) years of specialized experience.

27. Senior Systems Architect

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 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. Analytically and systematically evaluates problems of workflow, organization, and planning and develops appropriate corrective action.

Minimum /General Experience: This position requires a minimum of eight (8) years of experience, of which at least six (6) years must be specialized in related systems architecture disciplines. The Senior Systems Architect should possess excellent oral and written communication skills.

Minimum Education: A Bachelor’s degree in Management, Information Technology, Engineering, Business, or other related disciplines.

Education/Experience Substitution:

1. With a Master’s Degree, six (6) years of general experience of which at least four (4) years in specialized experience is required.

2. With a Ph.D., two (2) years of general experience of which at least two (2) years of specialized experience.

28. Principal IT Security Specialist

Functional Responsibility: Provides support to plan, coordinate, and implement the organization’s information security. Provides support for facilitating and helping agencies identify their current security infrastructure and define future programs, design and implementation of security related to IT systems. Oversees the efforts of security staff to design, develop, engineer and implement solutions to security requirements. Responsible for the implementation and development of the agency’s IT security. Gathers and organizes technical information about an organization’s mission goals and needs, existing security products, and ongoing programs in the multi-level security (MLS) arena. Performs risk analyses which also includes risk assessment. Provides support to plan, coordinate, and implement the organization’s information security. Provides support for facilitating and helping agencies identify their current security infrastructure and define future programs, design and implementation of security related to IT systems. Possesses a working knowledge of business security practices and procedures; current security tools available; hardware/software security implementation; different communication protocols; encryption
techniques/tools; and is also familiar with commercial products and current Internet/EC technology. The Principal IT Security Specialist should possess ability to serve as an Information System Security Officer (ISSO). Provides daily supervision and direction to staff.

Minimum /General Experience: This position requires a minimum of ten (10) years experience, of which at least eight (8) years must be specialized in related security disciplines. The Principal IT Security Specialist should possess excellent oral and written communication skills.

Minimum Education: A Bachelor’s degree in Management, Information Technology, Engineering, Business, or other related disciplines.

Education/Experience Substitution:

1. With a Master’s Degree, eight (8) years of general experience of which at least six (6) years in specialized experience is required.

2. With a Ph.D., four (4) years of general experience of which at least two (2) years of specialized experience.

29. **Senior IT Security Specialist**

Functional Responsibility: Provides support to plan, coordinate, and implement the organization’s information security. Provides support for facilitating and helping agencies identify their current security infrastructure and define future programs, design and implementation of security related to IT systems. Oversees the efforts of security staff to design, develop, engineer and implement solutions to security requirements. Responsible for the implementation and development of the agency’s IT security. Gathers and organizes technical information about an organization’s mission goals and needs, existing security products, and ongoing programs in the multi-level security (MLS) arena. Performs risk analyses which also includes risk assessment. Provides support to plan, coordinate, and implement the organization’s information security. Provides support for facilitating and helping agencies identify their current security infrastructure and define future programs, design and implementation of security related to IT systems. Possesses a working knowledge of business security practices and procedures; current security tools available; hardware/software security implementation; different communication protocols; encryption techniques/tools; and is also familiar with commercial products and current Internet/EC technology. Provides daily supervision and direction to staff.

Minimum General Experience: This position requires a minimum of eight (8) years experience, of which at least six years must be specialized in related security disciplines. Good oral and written communications skills.

Minimum: A Bachelor’s in Management, Information Technology, Engineering, Business, or other related disciplines.
Education/Experience Substitution:

1. With a Master’s Degree, six (6) years of general experience of which at least four (4) years specialized experience is required.

2. With a Ph.D., two (2) years of general experience of which at least two (2) years specialized experience is required.

30. Intermediate IT Security Specialist

Functional Responsibility: Provides support to plan, coordinate, and implement the organization’s information security. Provides support for facilitating and helping agencies identify their current security infrastructure and define future programs, design, and implementation of security related to IT systems. The Intermediate IT Security Specialist supports the implementation and development of an agency’s IT security plan. Gathers and organizes technical information about an organization’s mission goals and needs, existing security products, and ongoing programs in the multi-level security (MLS) arena. Performs risk analyses which also includes risk assessment. Provides support to plan, coordinate, and implement the organization’s information security. Possesses a working knowledge of business security practices and procedures; current security tools available; hardware/software security implementation; different communication protocols; encryption techniques/tools; and is also familiar with commercial products and current Internet/EC technology.

Minimum /General Experience: This position requires a minimum of six (6) years experience, of which at least four years must be specialized in related security disciplines. Good documentation skills.

Minimum Education: A Bachelor’s degree in Information Technology, Engineering or other related

Education/Experience Substitution:

1. With a Master’s Degree, four (4) years of general experience of which at least two (2) years in specialized experience is required.

2. With a Ph.D., two (2) years of general experience of which at least one (1) years of specialized experience.
31. Senior Business Analyst

Functional Responsibility: Assists in applying best practices for the industry to the customer using a knowledge base to create conceptual business models and identify relevant issues and considerations in selecting application software packages. Assesses the operational and functional baseline of an organization and its organizational components, and helps to define the direction and strategy for an engagement while ensuring the organizational needs are being addressed. Typical areas addressed include Human Resources, Finance, Supply, and operations. Identify information technology inadequacies and/or deficiencies that affect the functional area’s ability to support/meet organizational goals. Supports the development of functional area strategies for enhanced IT. Manages the day to day activities associated with the design and development of information systems, collaboratively facilitates development of information system architecture, works with vendors to assist in the selection of system components, develops project plan, and monitors and advises on the control of the project throughout project lifecycle. Provides high level working knowledge of cloud computing platforms as related to business process management and modeling, familiarization of cloud virtualization and infrastructure. Ability to simplify and standardize complex concepts and/or processes. Possesses ability to manage workload and multiple priorities. Provides high level assistance in analyzing all relevant cybersecurity event data and other threat breaches.

Minimum General Experience: Six (6) years progressive work experience in individual’s area of expertise.

Minimum Education: Bachelor’s degree in individual’s area of scientific expertise.

32. Business Analyst

Functional Responsibility: Provides high-level expertise in business process and system analysis, design, improvement, and implementation efforts and in translating business process needs into technical requirements. Provides expertise in change management and training support. Provides organizational and strategic planning for a wide variety of technical and functional environments. Provides expertise in, but not limited to, Configuration Management, Strategic Planning, Knowledge Management, Business Analysis and Technical Analysis. Guides, advises and oversees less experienced analysts. Provides working knowledge of cloud computing platforms as related to business process management and modeling, familiarization of cloud virtualization and infrastructure. Ability to simplify and standardize on complex concepts and/or processes. Provides assistance in analyzing all relevant cybersecurity event data and other threat breaches.
Minimum General Experience: Four (4) years progressive work experience in individual’s area of expertise.

Minimum Education: Bachelor’s degree in individual’s area of scientific expertise.

**33. Principal Functional Analyst**

Functional Responsibility: Senior level expert with extensive knowledge developing and applying analytical methodologies and principles, and is a recognized leader. Leads the application of analytic techniques and helps define project objectives and strategic direction. Responsible for providing leadership and vision to client and project teams on the methodology. Resolves complex problems that require in-depth knowledge of analytic methodologies and principles. Implements cybersecurity solutions to functional applications and initiates cybersecurity security status reports. Development of strategic planning, designing, migration, and implementation for cloud services. Provides managerial leadership to the analytical team. Directs activities of analysts and other staff activities related to the application of analytical techniques and methodologies.

Minimum General Experience: Ten (10) years progressive work experience

Minimum Education: Master’s degree in individual’s area of analytical expertise

**34. Senior Functional Analyst**

Functional Responsibility: Possesses demonstrated knowledge and experience in the application of methodologies and principles to address client needs. Applies analytic techniques in the evaluation of project objectives and contributes to the implementation of strategic direction. Conducts senior analyst functions including data modeling and creation of performance measurements to support project objectives. Responsible for functional configuration of cybersecurity platform, assists in compiling cybersecurity status reports, and responsible for first line end-user support. Assists in the development of strategic planning, designing, migration, and implementation for cloud services. Directs the activities of staff as necessary.

Minimum General Experience: Eight (8) years progressive work experience

Minimum Education: Bachelor’s degree in individual’s area of expertise

**36. Principal Subject Matter Expert**

Functional Responsibility: Provides expert technical, managerial, and administrative direction for problem definition, analysis, requirements development and implementation for complex to extremely complex systems in the subject matter area. Makes recommendations and advises on organization-wide system improvements, optimization or maintenance
efforts in the following specialties: information systems architecture, networking; telecommunications, automation; communications protocols, risk management/electronic analysis, software, life-cycle management, software development methodologies, and modeling and simulation. Provides exceptional level of expertise in cloud and cybersecurity domains, specifically relative to analysis, design, planning, implementation, and integration. Has executive level oversight for multiple programs and project teams providing expertise throughout the entire lifecycle of a project. Oversees all functions in the subject matter area.

Minimum General Experience: Twelve (12) years of experience in the IT field, Ten (10) of which in specialized area.

Minimum Education: Bachelor’s degree in individual’s area of scientific expertise

37. Senior Subject Matter Expert

Functional Responsibility: Defines the problems and analyzes and develops plans and requirements in the subject matter area for moderately complex to complex systems. Coordinates and manages the preparation of analysis, evaluations, and recommendations for proper implementation of programs and systems specifications in the following specialties: information systems architecture, networking; telecommunications, automation, communications protocols, risk management/electronic analysis, software, life-cycle management, software development methodologies, and modeling and simulation. Provides support in cloud and cybersecurity domains, specifically relative to analysis, design, planning, implementation, and integration. Assist in oversight for multiple programs and project teams providing expertise throughout the entire lifecycle of a project.

Minimum General Experience: Ten (10) years of experience in the IT field, Eight (8) years of which in specialized area.

Minimum Education: Bachelor’s degree in individual’s area of scientific expertise.

39. Principal Acquisition Specialist

Functional Responsibility: Provides high-level acquisition expertise in support of logistics planning and analytical activities. Is very familiar with the Federal Acquisition Regulations (FAR) and can apply the concepts in the context of logistics task efforts. Experience with the Government’s process for acquisition programs and the various program reviews required for acquisition approval. Provides guidance on the government contracting process to include: development of the solicitation material, the solicitation review process, and the contract award process.
Can assist in the development of milestone documentation to support major systems acquisition. Familiar with cloud computing language and terminology. Assists in oversight of anti-tamper compliance and cybersecurity certification, and supports cybersecurity audits and required testing. Capable of managing separate task orders related to Acquisition and can provide guidance to acquisition specialist personnel.

Minimum General Experience: Ten (10) years of experience as a contracts/acquisition professional

Minimum Education: Bachelor’s degree in individual’s area of scientific expertise
## RATE SCHEDULE - OPTION 3

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Average Rate: $152.60 $155.35 $158.15 $160.99 $163.89