



GENERAL SERVICES ADMINISTRATION  
MULTIPLE AWARD SCHEDULE (MAS) PRICE LIST  
FSC Group: MAS  
FSC Codes: J070, 7030, D301, D314, D318, D399, U012

Special Item No. 33411	Purchasing of New Electronic Equipment
Special Item No. 811212	Maintenance of Equipment, Repair Services and/or Repair/Spare Parts
Special Item No. 511210	Software Licenses
Special Item No. 54151	Software Maintenance Services
Special Item No. 54151HACS	Highly Adaptive Cybersecurity Services (HACS)
Special Item No. 54151S	Information Technology Professional Services
Special Item No. 611420	Information Technology Training
Special Item No. OLM	Order-Level Materials (OLM)

For more information on ordering from Federal Supply Schedules click on the FSS Schedules button at [fss.gsa.gov](http://fss.gsa.gov).



**Foxhole Technology, Inc.**  
11781 Lee Jackson Highway, Suite 260  
Fairfax, VA 22033-3321  
PHONE: (703) 496-4514  
FAX: (703) 877-0266

Internet Address: [www.foxholetechnology.com](http://www.foxholetechnology.com)  
Contract # GS-35F-0569V  
Period Covered by Contract: 7/10/2009 – 7/09/2024

**Pricelist current through Modification: #PS-A821 awarded 07/10/2020.**

“Prices Shown Herein are Net (discount deducted)” Products and ordering information in this Authorized Multiple Award Schedule Pricelist are also available on the GSA Advantage! System (<http://www.gsadvantage.gov>).

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

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- Pricelist dated 1 January 2011 incorporates awarded Mod #PA-0001 dated 6/25/2010 & #PA-0002 dated 9/7/2010. These Mods incorporate the addition of SINS 132-8, 132-12, 132-32 and additional RioRey, Inc. & Verdasys, Inc. product line(s).
- GSA Mod #PA-0003 incorporated on 26 October 2010, awarding price adjustment.
- Pricelist dated 20 November 2012 incorporates Term and Conditions thru Refresh #30 and Mods #PA-0007 – Addition of IBM Products, #PA-0008 – Deletion of IBM Products, #PA-0009 – Price Increase for IBM Products and #PA-0010 – Price Reduction of IBM Products .
- Pricelist dated 6 August 2013 incorporates Term and Condition thru Refresh #31
- Pricelist dated 29 October 2013 incorporates Modification(s) #PS-0055 and PS-0056 for Cooperative Purchasing (STLOC) and Disaster Recovery (RC).
- Pricelist dated 20 May 2014 Incorporates Modification # PO-0057 for the First 5 Year Option Period and Term and Conditions thru Refresh #32.
- Delete Product Mod (PA-0062) awarded 24 July 2014.
- Mass Mod CM-A377 Incorporates Terms and Condition thru Refresh #33 dated 8 Aug 2014
- Pricelist dated 8 Aug 2014 Incorporates POC Mod (PA-0064)
- Pricelist dated 1 December 2014, incorporates updated EULA for Verdasys.
- Pricelist dated 27 August 2015, incorporates Delete IBM Product Mod #PS-0066.
- Pricelist dated 3 September 2015, incorporates the Equal Employment Opportunity Clearance (EEOC), awarded under Mod #PS-0067.
- Pricelist dated 8 November 2016, incorporates Addition of HACS SINS, awarded under #PS-0069.
- Pricelist dated 11 October 2018 incorporates Mod #PO-0071 for the Deletion of Product(s).
- Pricelist dated 30 January 2019 Incorporates Term and Conditions thru Refresh #51.
- Pricelist dated 19 March 2019 Incorporates Modification for the Second 5 Year Option Period under #PO-0072 and Term and Conditions thru Refresh #52.
- Pricelist dated 13 July 2020 Incorporates Modification #PS-A812 for MAS Consolidation and #PS-A821 for MAS Refresh 3.

**INFORMATION FOR ORDERING ACTIVITIES  
APPLICABLE TO ALL SPECIAL ITEM NUMBERS**

**Contract Number: GS-35F-0569V**

**Contract Period: 7/10/2009 – 7/09/2024**

**Contractor's Name:** Foxhole Technology, Inc.

**Contractor's Address:** 11781 Lee Jackson Highway, Suite 260

Fairfax, VA 22033-3321

Phone: (703) 496-4514

Fax: (703) 877-0266

Email: [Contracts@foxholetechnology.com](mailto:Contracts@foxholetechnology.com)

**Business Size:** Service Disabled Veteran Owned Small Business (SDVOSB)

**Data Universal Numbering System (DUNS):** 791330009

**1a. Special Item Number(s) for this contract:**

SIN CODES	DESCRIPTION	COOP PURCH	DISAST PURCH
33411	Purchasing of New Electronic Equipment	COOP PURCH	DISAST PURCH
811212	Maintenance of Equipment, Repair Services and/or Repair/Spare Parts	COOP PURCH	DISAST PURCH
511210	Software Licenses	COOP PURCH	DISAST PURCH
54151	Software Maintenance Services	COOP PURCH	DISAST PURCH
54151HACS	Highly Adaptive Cybersecurity Services (HACS)	COOP PURCH	DISAST PURCH
54151S	Information Technology Professional Services	COOP PURCH	DISAST PURCH
611420	Information Technology Training	COOP PURCH	DISAST PURCH
OLM	Order-Level Materials (OLM)	COOP PURCH	DISAST PURCH

**1b. Services rates can be found on pages 27-30 of this pricelist**

**2. Maximum Order:**

SIN CODE(s)	MAXIMUM ORDER
33411	\$500,000
811212	\$500,000
511210	\$500,000
54151	\$500,000
54151HACS	\$500,000
54151S	\$500,000
611420	\$250,000
OLM	\$100,000

**3. Minimum Order: \$100.00**

4. **Geographic Scope of Contract:** Geographic scope for all labor categories is CONUS, Alaska, Hawaii, District of Columbia, Puerto Rico and U.S. Territories delivery.
5. **Point of Production:** Foxhole Technology, Inc.  
11781 Lee Jackson Highway, Suite 260  
Fairfax, VA 22033-3321
6. **Basic Discounts:** Prices shown are NET Prices; Basic Discounts have been deducted. Other Special Discounts: None
7. **Quantity Discounts:**

SIN #	Additional Quantity/Volume Discount
SIN 33411	Subject to Negotiation
SIN 811212	Subject to Negotiation
SIN 511210	Subject to Negotiation
SIN 54151	Subject to Negotiation
SIN 54151HACS	\$251k - \$500k - 0.5% Discount > \$500k - Subject to Negotiation
SIN 54151S	\$251k - \$500k - 0.5% Discount > \$500k - Subject to Negotiation
SIN 611420	\$251k - \$500k - 0.5% Discount > \$500k - Subject to Negotiation

8. **Prompt Payment Terms:** 1/4%-20 days/Net 30 from receipt of invoice or date of acceptance. Information for Ordering Offices: Prompt payment terms cannot be negotiated out of the contractual agreement in exchange for other concessions.
- 9a. **Government Purchase Cards:** Are accepted up to the micropurchase threshold.
- 9b. **Government Purchase Cards:** Are accepted above the micropurchase threshold, will accept over \$3,000.
10. **Foreign Items:** None
- 11a. **Time of Delivery:** 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:  
SPECIAL ITEM NUMBER DELIVERY TIME (Days ARO)  
33411 - 30 Days  
811212 - 30 Days  
511210 - 30 Days  
54151 - N/A  
54151HACS - As Negotiated between Foxhole Technology, Inc. and the Ordering Agency.  
54151S - As Negotiated between Foxhole Technology, Inc. and the Ordering Agency.  
611420 - As Negotiated between Foxhole Technology, Inc. and the Ordering Agency.
- 11b. **Expedited Delivery:** Contact Foxhole Technology, Inc.
- 11c. **Overnight and 2-Day Delivery:** Contact Foxhole Technology, Inc.
- 11d. **Urgent Requirements:** When the Multiple Award 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.

12. **F.O.B. Point(s):** Destination

13a. **Ordering Address:** Foxhole Technology, Inc.  
11781 Lee Jackson Highway, Suite 260  
Fairfax, VA 22033-3321  
Phone: (703) 496-4514  
Email: Contracts@foxholetechnology.com

13b. **Ordering Procedures:** Ordering activities shall use the ordering procedures of Federal Acquisition Regulation (FAR) 8.405.3 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. **Payment Address:** Foxhole Technology, Inc.  
11781 Lee Jackson Highway, Suite 260  
Fairfax, VA 22033-3321  
Attn: Bob Toye

15. **Warranty Provision:** In accordance with Standard Commercial Warranty

16. **Export Packaging Charges:** Not Applicable

17. **Terms and Conditions of Government Purchase Card Acceptance:** None

18. **Terms and Conditions of rental, maintenance and repair:** Not Applicable

19. **Terms and Conditions of installation:** Not Applicable

20. **Terms and Conditions of repair parts indicating date of parts price lists and any discounts from list prices:**  
Not Applicable

20a. **Terms and Conditions for any other Services:** Not Applicable

21. **List of service and distribution points:** Not Applicable

22. **List of participating dealers:** Not Applicable

23. **Preventative maintenance:** Not Applicable

24a. **Special attributes such as environmental attributes:** Not Applicable

24b. **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.foxholetechnology.com](http://www.foxholetechnology.com)

25. **Data Universal Numbering System (DUNS) Number:** 791330009

26. **Foxhole Technology, Inc. is registered with the System for Award Management (SAM) database.**

# ORDERING GUIDE FOR OUR CUSTOMERS

## A SUMMARY OF HOW TO USE GSA SCHEDULES

This GSA Multiple Award Schedule can be easily utilized to gain access to contractors for required services. Task Orders may be put in place quickly and efficiently by the Ordering Agency Contracting Officer.

### **SUBPART 8.4 – MULTIPLE AWARD SCHEDULES**

Orders must comply with applicable subsections under the FAR Part 8.4 Acquisition Regulation.

### **FAR Part 51**

Orders can now be processed under FAR Part 51 Deviations. Please review and follow FAR instructions.

### **Eligibility**

GSA Eligibility Order 48002H

For more information on ordering from Multiple Award Schedules click on the link at:  
<http://www.gsa.gov/portal/category/100623>

## FOXHOLE TECHNOLOGY, INC. CORPORATE INFORMATION

### Overview:

Veterans Administration (VA) Verified Service-Disabled, Veteran-Owned Small Business (SDVOSB) – Headquartered in Fairfax, VA, with satellite offices across the U.S. Information technology experts focused on delivering agile enterprise solutions that align mission essential requirements with rapid, innovative, cost-effective technologies that enable mission critical capabilities across the globe. Deep industry, federal and technical expertise, coupled with extensive operational military experience and a successful history of contract support, provide highly critical skill sets to our clients – the same qualities which enabled us to successfully defend our nation built the foundation for our leadership, management, work ethics and strategic partnerships.

### Our Mission:

Deliver agile enterprise solutions that align client business practices with rapid, innovative, cost effective technologies that enable mission critical capabilities.

### Our Vision:

Through a powerful combination of government and industry expertise, Foxhole Technology strives to be the leader in delivering mission driven enterprise solutions—improving performance, shortening time-to-fielding and ensuring mission success.

### What We Do:

#### 1. Cyber Security

- Cyber-Security & Computer Network Defense (CND) – Security Operations Center (SOC)
- IT Risk
- SIM Development
- Cyber-Intelligence
- Security Certifications and Accreditations
- Incident Response
- Vulnerability Assessment
- Penetration Testing
- Cyber Hunt Services

#### 2. Systems Engineering

- Federal Acquisition Framework (5000 series) / Acquisition Certifications
- JCIDS Development / DoDAF / MITA

#### 3. Software Engineering

- Requirements Development & Generation (Rational, DOORs, etc.)
- Business / Mission Modeling (BLEP) – SOA / Cloud
- Software Development & Integration / Database Design, Implementation and Migration
- Software Testing and Evaluation
- Software Deployment, Operations, and Maintenance (DO&M)

#### 4. Network Engineering

- Assess IT activities and Align activities with business goals
- Improve operational efficiency – Define, Measure, Analyze, Improve and Control – Six Sigma
- Reduce cost of day-to-day operations - ITIL
- “As Is-To-Be” Architecture and Design

#### 5. Test & Evaluation

- Software & System Testing and Evaluation – (Agile, Security,
- Interoperability, DTE, OTE, etc.)
- IV&V

For further information, please review our web page at [www.foxholetechnology.com](http://www.foxholetechnology.com).

**TERMS AND CONDITIONS APPLICABLE TO  
PURCHASING OF NEW ELECTRONIC EQUIPMENT (SIN 33411)**

**1. MATERIAL AND WORKMANSHIP**

All equipment furnished hereunder must satisfactorily perform the function for which it is intended.

**2. ORDER**

Written orders, EDI orders (GSA Advantage! and FACNET), credit card orders, and orders placed under blanket purchase agreements (BPA) agreements shall be the basis for purchase in accordance with the provisions of this contract. If time of delivery extends beyond the expiration date of the contract, the Contractor will be obligated to meet the delivery and installation date specified in the original order.

For credit card orders and BPAs, telephone orders are permissible.

**3. TRANSPORTATION OF EQUIPMENT**

FOB DESTINATION. Prices cover equipment delivery to destination, for any location within the geographic scope of this contract.

**4. INSTALLATION AND TECHNICAL SERVICES**

a. **INSTALLATION.** When the equipment provided under this contract is not normally self-installable, the Contractor's technical personnel shall be available to the ordering activity, at the ordering activity's location, to install the equipment and to train ordering activity personnel in the use and maintenance of the equipment. The charges, if any, for such services are listed below, or in the price schedule:

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

The ordering activity issuing the task order against this contract will be responsible for proper administration and enforcement of the Federal labor standards covered by the Davis-Bacon Act. The proper Davis-Bacon wage determination will be issued by the ordering activity at the time a request for quotations is made for applicable construction classified installation, deinstallation, and reinstallation services under SIN 33411.

c. **OPERATING AND MAINTENANCE MANUALS.** The Contractor shall furnish the ordering activity with one (1) copy of all operating and maintenance manuals which are normally provided with the equipment being purchased.

d. The Original Equipment Manufacturer (OEM) Technical Assistance or Warranty Instructions are unable to resolve ordering activity problems Foxhole Technology without additional charge to the ordering activity, has provided a hot line technical support number (703) 496-4514 for the purpose of providing user assistance and guidance in the implementation of the products, software and/or services. The technical support number is available M-F from 8:00am to 4:00pm EST.

## **5. INSPECTION/ACCEPTANCE**

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

## **6. WARRANTY**

- a. Unless specified otherwise in this contract, the Contractor's standard commercial warranty as stated in the contract's commercial pricelist will apply to this contract.
- b. The Contractor warrants and implies that the items delivered hereunder are merchantable and fit for use for the particular purpose described in this contract.
- c. **Limitation of Liability.** Except as otherwise provided by an express or implied warranty, the Contractor will not be liable to the ordering activity for consequential damages resulting from any defect or deficiencies in accepted items.
- d. If inspection and repair of defective equipment under this warranty will be performed at the Contractor's plant, the address is as follows: **TBD; Call Foxhole at (703) 496-4514 for current Manufacturer Instructions.**

## **7. PURCHASE PRICE FOR ORDERED EQUIPMENT**

The purchase price that the ordering activity will be charged will be the ordering activity purchase price in effect at the time of order placement, or the ordering activity purchase price in effect on the installation date (or delivery date when installation is not applicable), whichever is less.

## **8. RESPONSIBILITIES OF THE CONTRACTOR**

The Contractor shall comply with all laws, ordinances, and regulations (Federal, State, City or otherwise) covering work of this character, and shall include all costs, if any, of such compliance in the prices quoted in this offer.

## **9. TRADE-IN OF INFORMATION TECHNOLOGY EQUIPMENT**

When an ordering activity determines that Information Technology equipment will be replaced, the ordering activity shall follow the contracting policies and procedures in the Federal Acquisition Regulation (FAR), the policies and procedures regarding disposition of information technology excess personal property in the Federal Property Management Regulations (FPMR) (41 CFR 101-43.6), and the policies and procedures on exchange/sale contained in the FPMR (41 CFR part 101-46).

**TERMS AND CONDITIONS APPLICABLE TO MAINTENANCE OF EQUIPMENT, REPAIR SERVICES AND/OR REPAIR/SPARE PARTS (SIN 811212)**

**1. SERVICE AREAS**

a. The maintenance and repair service rates listed herein are applicable to any ordering activity location within a N/A mile radius of the Contractor's service points. If any additional charge is to apply because of the greater distance from the Contractor's service locations, the mileage rate or other distance factor shall be negotiated at the Task Order level.

b. When repair services cannot be performed at the ordering activity installation site, the repair services will be performed at the Contractor's plant(s) listed below:

**Contact Foxhole at (703) 496-4514**

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c. The Original Equipment Manufacturer (OEM) Technical Assistance or Warranty Instructions are unable to resolve ordering activity problems Foxhole Technology without additional charge to the ordering activity, has provided a hot line technical support number (703) 496-4514 for the purpose of providing user assistance and guidance in the implementation of the products software and/or services. The technical support number is available from 8:00am to 4:00pm EST.

**2. MAINTENANCE ORDER**

a. Agencies may use written orders, EDI orders, credit card orders, or BPAs, for ordering maintenance under this contract. The Contractor shall confirm orders within fifteen (15) calendar days from the date of receipt, except that confirmation of orders shall be considered automatic for renewals for maintenance (Special Item Number 811212). Automatic acceptance of order renewals for maintenance service shall apply for machines which may have been discontinued from use for temporary periods of time not longer than 120 calendar days. If the order is not confirmed by the Contractor as prescribed by this paragraph, the order shall be considered to be confirmed by the Contractor.

b. The Contractor shall honor orders for maintenance for the duration of the contract period or a lesser period of time, for the equipment shown in the pricelist. Maintenance service shall commence on a mutually agreed upon date, which will be written into the maintenance order. Maintenance orders shall not be made effective before the expiration of any applicable maintenance and parts guarantee/warranty period associated with the purchase of equipment. Orders for maintenance service shall not extend beyond the end of the contract period.

c. Maintenance may be discontinued by the ordering activity on thirty (30) calendar days written notice, or shorter notice when agreed to by the Contractor; such notice to become effective thirty (30) calendar days from the date on the notification. However, the ordering activity may extend the original discontinuance date upon written notice to the Contractor, provided that such notice is furnished at least ten (10) calendar days prior to the original discontinuance date.

d. Annual Funding. When annually appropriated funds are cited on a maintenance order, the period of maintenance shall automatically expire on September 30th of the contract period, or at the end of the contract period, whichever occurs first. Renewal of a maintenance order citing the new appropriation shall be required, if maintenance is to continue during any remainder of the contract period.

e. Cross-year Funding Within Contract Period. Where an ordering activity's specific appropriation authority provides for funds in excess of a 12 month, fiscal year period, the ordering activity may place an order under this schedule contract for a period up to the expiration of the contract period, notwithstanding the intervening fiscal years.

f. Ordering activities should notify the Contractor in writing thirty (30) calendar days prior to the expiration of maintenance service, if maintenance is to be terminated at that time. Orders for continued maintenance will be required if maintenance is to be continued during the subsequent period.

### **3. REPAIR SERVICE AND REPAIR PARTS/SPARE PARTS ORDERS**

- a. Agencies may use written orders, EDI orders, credit card orders, blanket purchase agreements (BPAs), or small order procedures for ordering repair service and/or repair parts/spare parts under this contract. Orders for repair service shall not extend beyond the end of the contract period.
- b. When repair service is ordered, only one chargeable repairman shall be dispatched to perform repair service, unless the ordering activity agrees, in advance, that additional repair personnel are required to effect repairs.

### **4. LOSS OR DAMAGE**

When the Contractor removes equipment to his establishment for repairs, the Contractor shall be responsible for any damage or loss, from the time the equipment is removed from the ordering activity installation, until the equipment is returned to such installation.

### **5. SCOPE**

- a. The Contractor shall provide maintenance for all equipment listed herein, as requested by the ordering activity during the contract term. Repair service and repair parts/spare parts shall apply exclusively to the equipment types/models within the scope of this Multiple Award Schedule.
- b. Equipment placed under maintenance service shall be in good operating condition.
  - (1) In order to determine that the equipment is in good operating condition, the equipment shall be subject to inspection by the Contractor, without charge to the ordering activity.
  - (2) Costs of any repairs performed for the purpose of placing the equipment in good operating condition shall be borne by the Contractor, if the equipment was under the Contractor's guarantee/warranty or maintenance responsibility prior to the effective date of the maintenance order.
  - (3) If the equipment was not under the Contractor's responsibility, the costs necessary to place the equipment in proper operating condition are to be borne by the ordering activity, in accordance with the provisions of Special Item Number 811212 (or outside the scope of this contract).

### **6. RESPONSIBILITIES OF THE ORDERING ACTIVITY**

- a. Ordering activity personnel shall not perform maintenance or attempt repairs to equipment while such equipment is under the purview of a maintenance order, unless agreed to by the Contractor.
- b. Subject to security regulations, the ordering activity shall permit access to the equipment which is to be maintained or repaired.
- c. If the Ordering Activity desires a factory authorized/certified service personnel then this should be clearly stated in the task or delivery order.

### **7. RESPONSIBILITIES OF THE CONTRACTOR**

- a. For equipment not covered by a maintenance contract or warranty, the Contractor's repair service personnel shall complete repairs as soon as possible after notification by the ordering activity that service is required. Within the service areas, this repair service should normally be done within 4 hours after notification.
- b. If the Ordering Activity task or delivery order specifies a factory authorized/certified service personnel then the Contractor is obligated to provide such a factory authorized/certified service personnel for the equipment to be repaired or serviced, unless otherwise agreed to in advance between the Agency and the Contractor.

**8. MAINTENANCE RATE PROVISIONS**

a. The Contractor shall bear all costs of maintenance, including labor, parts, and such other expenses as are necessary to keep the equipment in good operating condition, provided that the required repairs are not occasioned by fault or negligence of the ordering activity.

b. **REGULAR HOURS**

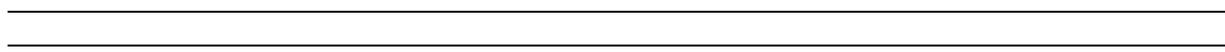
The basic monthly rate for each make and model of equipment shall entitle the ordering activity to maintenance service during a mutually agreed upon nine (9) hour principal period of maintenance, Monday through Friday, exclusive of holidays observed at the ordering activity location.

c. **AFTER HOURS**

Should the ordering activity require that maintenance be performed outside of Regular Hours, charges for such maintenance, if any, will be specified in the pricelist. Periods of less than one hour will be prorated to the nearest quarter hour.

d. **TRAVEL AND TRANSPORTATION**

If any charge is to apply, over and above the regular maintenance rates, because of the distance between the ordering activity location and the Contractor’s service area, the charge will be negotiated at the Task Order level.



e. **QUANTITY DISCOUNTS**

Quantity discounts from listed maintenance service rates for multiple equipment owned and/or leased by an ordering activity are indicated below:

Quantity Range	Discounts
_____ Units	_____ %
_____ Units	_____ %
_____ Units	_____ %

**9. REPAIR SERVICE RATE PROVISIONS**

a. **CHARGES.** Charges for repair service will include the labor charge, computed at the rates set forth below, for the time during which repairmen are actually engaged in work, and, when applicable, the charge for travel or transportation.

b. **MULTIPLE MACHINES.** When repairs are ordered by an ordering activity on two or more machines located in one or more buildings within walking distance of each other, the charges will be computed from the time the repairman commences work on the first machine, until the work is completed on the last machine. The time required to go from one machine to another, or from one building to another, will be considered actual work performance, and chargeable to the ordering activity, provided the time consumed in going between machines (or buildings) is reasonable.

c. **TRAVEL OR TRANSPORTATION**

(1) **AT THE CONTRACTOR'S SHOP**

(a) When equipment is returned to the Contractor's shop for adjustments or repairs which are not covered by the guarantee/warranty provision, the cost of transportation, packing, etc., from the ordering activity location to the Contractor's plant, and return to the ordering activity location, shall be borne by the ordering activity.

(b) The ordering activity should not return defective equipment to the Contractor for adjustments and repairs or replacement without his prior consultation and instruction.

(2) AT THE ORDERING ACTIVITY LOCATION (Within Established Service Areas)

When equipment is repaired at the ordering activity location, and repair service rates are established for service areas or zones, the listed rates are applicable to any ordering activity location within such service areas or zones. No extra charge, time, or expense will be allowed for travel or transportation of repairmen or machines to or from the ordering activity office; such overhead is included in the repair service rates listed.

(3) AT THE ORDERING ACTIVITY LOCATION (Outside Established Service Areas)

(a) If repairs are to be made at the ordering activity location, and the location is outside the service area as shown in paragraph 1.a, the repair service and mileage rates negotiated per subparagraphs 1.a and 8.d will apply.

(b) When the overall travel charge computed at the above mileage rate is unreasonable (considering the time required for travel, actual and necessary transportation costs, and the allowable ordering activity per diem rate for each night the repairman is required to remain overnight at the ordering activity location), the ordering activity shall have the option of reimbursing the Contractor for actual costs, provided that the actual costs are reasonable and allowable. The Contractor shall furnish the ordering activity with a report of travel performed and related expenses incurred. The report shall include departure and arrival dates, times, and the applicable mode of travel.

d. LABOR RATES

(1) REGULAR HOURS

The Regular Hours repair service rates listed herein shall entitle the ordering activity to repair service during the period 8:00 a.m. to 5:00 p.m., Monday through Friday, exclusive of holidays observed at the ordering activity location. There shall be no additional charge for repair service which was requested during Regular Hours, but performed outside the Regular Hours defined above, at the convenience of the Contractor.

(2) AFTER HOURS

When the ordering activity requires that repair service be performed outside the Regular Hours defined above, except Sundays and Holidays observed at the ordering activity location, the After Hours repair service rates listed herein shall apply. The Regular Hours rates defined above shall apply when repair service is requested during Regular Hours, but performed After Hours at the convenience of the Contractor.

(3) SUNDAYS AND HOLIDAYS

When the ordering activity requires that repair service be performed on Sundays and Holidays observed at the ordering activity location, the Sundays and Holidays repair service rates listed herein shall apply. When repair service is requested to be performed during Regular Hours and/or After Hours, but is performed at the convenience of the Contractor on Sundays or Holidays observed at the ordering activity location, the Regular Hours and/or After Hours repair service rates, as applicable, shall apply.

REPAIR SERVICE RATES

LOCATION	MINIMUM CHARGE*	REGULAR HOURS PER HOUR**	AFTER HOURS PER HOUR**	SUNDAYS AND HOLIDAYS PER HOUR
CONTRACTOR'S SHOP	_____	_____	_____	_____
ORDERING ACTIVITY LOCATION (WITHIN ESTABLISHED SERVICE AREAS)	_____	_____	_____	_____
ORDERING ACTIVITY LOCATION (OUTSIDE ESTABLISHED SERVICE AREAS)	_____	_____	_____	_____

\*MINIMUM CHARGES INCLUDE \_\_\_ FULL HOURS ON THE JOB.

\*\*FRACTIONAL HOURS, AT THE END OF THE JOB, WILL BE PRORATED TO THE NEAREST QUARTER HOUR.

**10. REPAIR PARTS/SPARE PARTS RATE PROVISIONS**

All parts, furnished as spares or as repair parts in connection with the repair of equipment, unless otherwise indicated in this pricelist, shall be new, standard parts manufactured by the equipment manufacturer. All parts shall be furnished at prices indicated in the Contractor's commercial pricelist dated \_\_\_\_\_, at a discount of \_\_\_\_\_% from such listed prices.

**11. GUARANTEE/WARRANTY—REPAIR SERVICE AND REPAIR PARTS/SPARE PARTS**

a. REPAIR SERVICE

All repair work will be guaranteed/warranted for a period of \_\_\_\_\_

b. REPAIR PARTS/SPARE PARTS

All parts, furnished either as spares or repairs parts will be guaranteed/warranted for a period \_\_\_\_\_

**12. INVOICES AND PAYMENTS**

a. Maintenance Service

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

(2) Payment for maintenance service of less than one month's duration shall be prorated at 1/30th of the monthly rate for each calendar day.

b. Repair Service and Repair Parts/Spare Parts

Invoices for repair service and parts shall be submitted by the Contractor as soon as possible after completion of work. Payment under blanket purchase agreements will be made quarterly or monthly, except where cash payment procedures are used. Invoices shall be submitted separately to each ordering activity office ordering services under the contract. The cost of repair parts shall be shown as a separate item on the invoice, and shall be priced in accordance with paragraph #10, above. **PROMPT PAYMENT DISCOUNT, IF APPLICABLE, SHALL BE SHOWN ON THE INVOICE.**

**TERMS AND CONDITIONS APPLICABLE TO SOFTWARE LICENSES (SIN 511210) AND  
SOFTWARE MAINTENANCE SERVICES (SIN 54151)**

**1. INSPECTION/ACCEPTANCE**

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

**2. ENTERPRISE USER LICENSE AGREEMENTS REQUIREMENTS (EULA)**

The Contractor shall provide all Enterprise User License Agreements in an editable Microsoft Office (Word) format.

**3. GUARANTEE/WARRANTY**

- a. Unless specified otherwise in this contract, the Contractor's standard commercial guarantee/warranty as stated in the contract's commercial pricelist will apply to this contract.
- b. The Contractor warrants and implies that the items delivered hereunder are merchantable and fit for use for the particular purpose described in this contract.
- c. Limitation of Liability. Except as otherwise provided by an express or implied warranty, the Contractor will not be liable to the ordering activity for consequential damages resulting from any defect or deficiencies in accepted items.

**4. TECHNICAL SERVICES**

The Original Equipment Manufacturer (OEM) Technical Assistance or Warranty Instructions are unable to resolve ordering activity problems Foxhole Technology without additional charge to the ordering activity, has provided a hot line technical support number (703) 496-4514 for the purpose of providing user assistance and guidance in the implementation of the products software and/or services. The technical support number is available from 8:00am to 4:00pm EST.

**5. SOFTWARE MAINTENANCE**

- a. Software maintenance as it is defined: (select software maintenance type):

X  1. Software Maintenance as a Product

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

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

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

Foxhole Software Maintenance include the following:

Upgrades and patches to software are provided as available from the manufacturer, and are available via download from the web.

2. Software Maintenance Services (SIN 54151)

Software maintenance services create, design, implement, and/or integrate customized changes to software that solve one or more problems and is not included with the price of the software. Software maintenance services include person-to-person communications regardless of the medium used to communicate: telephone support, on-line technical support, customized support, and/or technical expertise which are charged commercially.

Software maintenance services are billed in arrears in accordance with 31 U.S.C. 3324.

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

**6. PERIODS OF SOFTWARE LICENSES (SIN 511210) AND SOFTWARE MAINTENANCE SERVICES (SIN 54151)**

a. The Contractor shall honor orders for periods for the duration of the contract period or a lesser period of time.

b. Term licenses and/or maintenance may be discontinued by the ordering activity on thirty (30) calendar days written notice to the Contractor.

c. Annual Funding. When annually appropriated funds are cited on an order for term licenses and/or maintenance, the period of the term licenses and/or maintenance shall automatically expire on September 30 of the contract period, or at the end of the contract period, whichever occurs first. Renewal of the term licenses and/or maintenance orders citing the new appropriation shall be required, if the term licenses and/or maintenance is to be continued during any remainder of the contract period.

d. Cross-Year Funding Within Contract Period. Where an ordering activity's specific appropriation authority provides for funds in excess of a 12 month (fiscal year) period, the ordering activity may place an order under this schedule contract for a period up to the expiration of the contract period, notwithstanding the intervening fiscal years.

e. Ordering activities should notify the Contractor in writing thirty (30) calendar days prior to the expiration of an order, if the term licenses and/or maintenance is to be terminated at that time. Orders for the continuation of term licenses and/or maintenance will be required if the term licenses and/or maintenance is to be continued during the subsequent period.

**7. CONVERSION FROM TERM LICENSE TO PERPETUAL LICENSE**

Not Applicable

**8. TERM LICENSE CESSATION**

Not Applicable

**9. UTILIZATION LIMITATIONS - (SIN 511210 AND 54151)**

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

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

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

(2) Software licenses are by site and by ordering activity. An ordering activity is defined as a cabinet level or independent ordering activity. The software may be used by any subdivision of the ordering activity (service, bureau, division, command, etc.) that has access to the site the software is placed at, even if the subdivision did not participate in the acquisition of the software. Further, the software may be used on a sharing basis where multiple agencies have joint projects that can be satisfied by the use of the software placed at one ordering activity's site. This would allow other agencies access to one ordering activity's database. For ordering activity public domain

databases, user agencies and third parties may use the computer program to enter, retrieve, analyze and present data. The user ordering activity will take appropriate action by instruction, agreement, or otherwise, to protect the Contractor's proprietary property with any third parties that are permitted access to the computer programs and documentation in connection with the user ordering activity's permitted use of the computer programs and documentation. For purposes of this section, all such permitted third parties shall be deemed agents of the user ordering activity.

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

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

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

#### **10. SOFTWARE CONVERSIONS - (SIN 511210)**

Not Applicable

#### **11. DESCRIPTIONS AND EQUIPMENT COMPATIBILITY**

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

#### **12. RIGHT-TO-COPY PRICING**

Not Applicable. There are no right-to-copy licenses, for the products offered by Foxhole Technology, Inc.

**TERMS AND CONDITIONS APPLICABLE TO  
HIGHLY ADAPTIVE CYBERSECURITY SERVICES (HACS) (SIN 54151HACS)**

**1. SCOPE**

- a. The labor categories, prices, terms and conditions stated under Special Item Number 54151HACS apply exclusively to Highly Adaptive Cybersecurity Services within the scope of this Multiple Award Schedule.
- b. Services under this SIN is limited to Highly Adaptive Cybersecurity Services only. Software and hardware products are under different Special Item Numbers on this MAS (e.g., 33411, 511210, 54151), and may be quoted along with services to provide a total solution.
- c. This SIN provides ordering activities with access to Highly Adaptive Cybersecurity services only.
- d. Highly Adaptive Cybersecurity Services provided under this SIN shall comply with all Cybersecurity certifications and industry standards as applicable pertaining to the type of services as specified by ordering agency.
- e. The Contractor shall provide services at the Contractor's facility and/or at the ordering activity location, as agreed to by the Contractor and the ordering activity.

**2. ORDER**

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

**3. PERFORMANCE OF SERVICES**

- a. The Contractor shall commence performance of services on the date agreed to by the Contractor and the ordering activity. All Contracts will be fully funded.
- b. The Contractor agrees to render services 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

**4. INSPECTION OF SERVICES**

Inspection of services is in accordance with 552.212-4 - CONTRACT TERMS AND CONDITIONS – COMMERCIAL ITEMS (MAY 2015) (ALTERNATE II – JUL 2009) (FAR DEVIATION – JUL 2015) (TAILORED) for Firm-Fixed Price and Time-and-Materials and Labor-Hour Contracts orders placed under this contract.

**5. RESPONSIBILITIES OF THE CONTRACTOR**

The Contractor shall comply with all laws, ordinances, and regulations (Federal, State, City, or otherwise) covering work of this character. If the end product of a task order is software, then FAR 52.227-14 (MAY 2014) Rights in Data – General, may apply. The Contractor shall comply with contract clause (52.204-21) to the Federal Acquisition Regulation (FAR) for the basic safeguarding of contractor information systems that process, store, or transmit Federal data received by the contract in performance of the contract. This includes contract documents and all information generated in the performance of the contract.

## **6. RESPONSIBILITIES OF THE ORDERING ACTIVITY**

Subject to the ordering activity's security regulations, the ordering activity shall permit Contractor access to all facilities necessary to perform the requisite Highly Adaptive Cybersecurity Services.

## **7. INDEPENDENT CONTRACTOR**

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

## **8. ORGANIZATIONAL CONFLICTS OF INTEREST**

a. Definitions.

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

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

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

b) To avoid an organizational or financial conflict of interest and to avoid prejudicing the best interests of the ordering activity, ordering activities may place restrictions on the Contractors, its affiliates, chief executives,

## **9. INVOICES**

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

## **10. RESUMES**

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

## **11. 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.

## **12. DESCRIPTION OF HIGHLY ADAPTIVE CYBERSECURITY SERVICES AND PRICING**

**Please see the Foxhole Technology, Inc. HACS services rates and descriptions on pages 28-65 of this Pricelist.**

**TERMS AND CONDITIONS APPLICABLE TO PURCHASE OF  
INFORMATION TECHNOLOGY TRAINING (SIN 611420)**

**1. SCOPE**

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

**2. ORDER**

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

**3. TIME OF DELIVERY**

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

**4. CANCELLATION AND RESCHEDULING**

- a. The ordering activity will notify Foxhole at least seventy-two (72) hours before the scheduled training date, if a student will be unable to attend. Foxhole will then permit the ordering activity to either cancel the order or reschedule the training at no additional charge. In the event the training class is rescheduled, the ordering activity will modify its original training order to specify the time and date of the rescheduled training class.
- b. In the event the ordering activity fails to cancel or reschedule a training course within the time frame specified in paragraph a, above, the ordering activity will be liable for the contracted dollar amount of the training course. Foxhole agrees to permit the ordering activity to reschedule a student who fails to attend a training class within ninety (90) days from the original course date, at no additional charge.
- c. The ordering activity reserves the right to substitute one student for another up to the first day of class.
- d. In the event that Foxhole is unable to conduct training on the date agreed to by Foxhole and the ordering activity, Foxhole will notify the ordering activity at least seventy-two (72) hours before the scheduled training date.
- e. The Original Equipment Manufacturer (OEM) Technical Assistance or Warranty Instructions are unable to resolve ordering activity problems Foxhole Technology without additional charge to the ordering activity, has provided a hot line technical support number (703) 496-4514 for the purpose of providing user assistance and guidance in the implementation of the products software and/or services. The technical support number is available from 8:00am to 4:00pm EST.

**5. FOLLOW-UP SUPPORT**

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

**6. PRICE FOR TRAINING**

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

**7. INVOICES AND PAYMENT**

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

**8. FORMAT AND CONTENT OF TRAINING**

**9. "NO CHARGE" TRAINING**

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

Foxhole Technology, Inc. does not provide any training courses free of charge.

**TERMS AND CONDITIONS APPLICABLE TO INFORMATION TECHNOLOGY (IT)  
PROFESSIONAL SERVICES (SPECIAL ITEM NUMBER 54151S)**

**1. SCOPE**

- a. The prices, terms and conditions stated under Special Item Number 54151S Information Technology Professional Services apply exclusively to IT Services within the scope of this Multiple Award Schedule.
- b. The Contractor shall provide services at the Contractor's facility and/or at the ordering activity location, as agreed to by the Contractor and the ordering activity.

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

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

**3. ORDER**

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

**4. PERFORMANCE OF SERVICES**

- a. The Contractor shall commence performance of services on the date agreed to by the Contractor and the ordering activity.
- b. The Contractor agrees to render services only during normal working hours, unless otherwise agreed to by the Contractor and the ordering activity.
- c. The ordering activity should include the criteria for satisfactory completion for each task in the Statement of Work or Delivery Order. Services shall be completed in a good and workmanlike manner.
- d. Any Contractor travel required in the performance of IT Services must comply with the Federal Travel Regulation or Joint Travel Regulations, as applicable, in effect on the date(s) the travel is performed. Established Federal Government per diem rates will apply to all Contractor travel. Contractors cannot use GSA city pair contracts.
- e. The Original Equipment Manufacturer (OEM) Technical Assistance or Warranty Instructions are unable to resolve ordering activity problems Foxhole Technology without additional charge to the ordering activity, has provided a hot line technical support number (703) 496-4514 for the purpose of providing user assistance and guidance in the implementation of the products software and/or services. The technical support number is available from 8:00am to 4:00pm EST.

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

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

(1) Cancel the stop-work order; or

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

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

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

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

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

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

## **6. INSPECTION OF SERVICES**

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

## **7. RESPONSIBILITIES OF THE CONTRACTOR**

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

## **8. RESPONSIBILITIES OF THE ORDERING ACTIVITY**

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

## **9. INDEPENDENT CONTRACTOR**

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

## **10. ORGANIZATIONAL CONFLICTS OF INTEREST**

### **a. Definitions.**

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

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

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

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

## **11. INVOICES**

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

## **12. PAYMENTS**

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

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

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

(1) The offeror;

(2) Subcontractors; and/or

(3) Divisions, subsidiaries, or affiliates of the offeror under a common control.

## **13. RESUMES**

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

**14. INCIDENTAL SUPPORT COSTS**

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

**15. APPROVAL OF SUBCONTRACTS**

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

**16. DESCRIPTION OF IT SERVICES AND PRICING**

**Please see the Foxhole Technology, Inc. IT Professional Services rates and pricing on the following pages.**

## FOXHOLE TECHNOLOGY, INC. IT PROFESSIONAL SERVICES LABOR RATES

Overview of Foxhole Technology, Inc. Special Item Numbers  
 All Labor Categories are Recovery Purchasing (RC) & Cooperative Purchasing (STLOC).  
 All Foxhole Technology, Inc. Labor Category Rates are 'Contractor Site Rates'.

SINCO DES:	Order #	Labor Category Title	Foxhole Rates Effective 7/10/2019	Foxhole Rates Effective 7/10/2020	Foxhole Rates Effective 7/10/2021	Foxhole Rates Effective 7/10/2022	Foxhole Rates Effective 7/10/2023
54151S	F001	Documentation Specialist	\$27.65	\$28.34	\$29.05	\$29.78	\$30.52
54151S	F002	Software Architect II	\$208.06	\$213.26	\$218.59	\$224.06	\$229.66
54151S	F003	Computer Scientist I	\$104.54	\$107.15	\$109.83	\$112.57	\$115.39
54151S	F004	Computer Scientist II	\$116.03	\$118.93	\$121.90	\$124.95	\$128.08
54151S	F005	Engineer I	\$68.35	\$70.06	\$71.81	\$73.60	\$75.44
54151S	F006	Engineer II	\$83.10	\$85.18	\$87.31	\$89.49	\$91.73
54151S	F007	Engineer III	\$93.52	\$95.86	\$98.26	\$100.71	\$103.23
54151S	F008	Engineer IV	\$105.20	\$107.83	\$110.53	\$113.29	\$116.12
54151S	F009	Engineer V	\$115.08	\$117.96	\$120.91	\$123.93	\$127.03
54151S	F010	RESERVED	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
54151S	F011	RESERVED	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
54151S	F012	RESERVED	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
54151S	F013	RESERVED	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
54151S	F014	RESERVED	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
54151S	F015	Telecommunications Specialist I	\$59.61	\$61.10	\$62.62	\$64.19	\$65.79
54151S	F016	Telecommunications Specialist II	\$69.17	\$70.90	\$72.67	\$74.48	\$76.35
54151S	F017	Telecommunications Specialist III	\$88.93	\$91.15	\$93.43	\$95.77	\$98.16
54151S	F018	Telecommunications Specialist IV	\$82.86	\$84.93	\$87.06	\$89.23	\$91.47
54151S	F019	Telecommunications Specialist V	\$104.22	\$106.83	\$109.50	\$112.23	\$115.04
54151S	F020	Functional Area Analyst I	\$40.55	\$41.56	\$42.60	\$43.67	\$44.76
54151S	F021	Functional Area Analyst II	\$52.66	\$53.98	\$55.33	\$56.71	\$58.13
54151S	F022	Functional Area Analyst III	\$65.22	\$66.85	\$68.52	\$70.24	\$71.99
54151S	F023	Functional Area Analyst IV	\$75.87	\$77.77	\$79.71	\$81.70	\$83.75
54151S	F024	Functional Area Analyst V	\$85.39	\$87.53	\$89.71	\$91.96	\$94.26
54151S	F025	Functional Area Analyst VI	\$98.03	\$100.48	\$102.99	\$105.57	\$108.21
54151S	F026	Systems Analyst I	\$51.72	\$53.01	\$54.34	\$55.69	\$57.09
54151S	F027	Systems Analyst II	\$61.49	\$63.03	\$64.61	\$66.22	\$67.88
54151S	F028	Systems Analyst III	\$74.81	\$76.68	\$78.59	\$80.56	\$82.57
54151S	F029	Systems Analyst IV	\$84.57	\$86.68	\$88.85	\$91.07	\$93.35
54151S	F030	Systems Analyst V	\$98.21	\$100.66	\$103.18	\$105.76	\$108.40
54151S	F031	Systems Analyst VI	\$111.37	\$114.15	\$117.01	\$119.93	\$122.93
54151S	F032	Intelligence Systems Analyst I	\$74.35	\$76.20	\$78.11	\$80.06	\$82.06
54151S	F033	Intelligence Systems Analyst II	\$84.93	\$87.05	\$89.23	\$91.46	\$93.75
54151S	F034	Intelligence Systems Analyst III	\$103.01	\$105.58	\$108.22	\$110.93	\$113.70
54151S	F035	Intelligence Systems Analyst IV	\$132.87	\$136.19	\$139.60	\$143.09	\$146.67
54151S	F036	Intelligence Systems Analyst V	\$147.55	\$151.24	\$155.02	\$158.90	\$162.87
54151S	F037	Intelligence Systems Analyst VI	\$175.60	\$179.99	\$184.49	\$189.10	\$193.83
54151S	F038	Specialized Technical Expert (STE) II	\$115.36	\$118.25	\$121.20	\$124.23	\$127.34
54151S	F039	Specialized Technical Expert (STE) III	\$137.99	\$141.44	\$144.98	\$148.60	\$152.32
54151S	F040	RESERVED	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
54151S	F041	RESERVED	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
54151S	F042	RESERVED	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
54151S	F043	RESERVED	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
54151S	F044	Health Care Functional Analyst V	\$135.29	\$138.67	\$142.14	\$145.69	\$149.33
54151S	F045	Health Care Functional Analyst VI	\$150.96	\$154.74	\$158.60	\$162.57	\$166.63

<b>SINCO DES:</b>	<b>Order #</b>	<b>Labor Category Title</b>	<b>Foxhole Rates Effective 7/10/2019</b>	<b>Foxhole Rates Effective 7/10/2020</b>	<b>Foxhole Rates Effective 7/10/2021</b>	<b>Foxhole Rates Effective 7/10/2022</b>	<b>Foxhole Rates Effective 7/10/2023</b>
54151S	F046	Health Care Systems/Engineering Expert I	\$86.46	\$88.63	\$90.84	\$93.11	\$95.44
54151S	F047	Health Care Systems/Engineering Expert II	\$102.14	\$104.69	\$107.31	\$109.99	\$112.74
54151S	F048	Health Care Systems/Engineering Expert III	\$128.95	\$132.18	\$135.48	\$138.87	\$142.34
54151S	F049	Test Engineer I	\$89.09	\$91.32	\$93.60	\$95.94	\$98.34
54151S	F050	Test Engineer II	\$114.75	\$117.62	\$120.56	\$123.57	\$126.66
54151S	F051	Test Engineer III	\$129.77	\$133.02	\$136.34	\$139.75	\$143.24
54151S	F052	Test Engineer IV	\$160.24	\$164.25	\$168.35	\$172.56	\$176.88
54151S	F053	Developmental & Evaluation Tester III	\$181.65	\$186.19	\$190.84	\$195.61	\$200.50
54151S	F054	Web Portal Architect	\$146.79	\$150.46	\$154.22	\$158.07	\$162.03
54151S	F055	Senior Subject Matter Expert	\$371.81	\$381.10	\$390.63	\$400.40	\$410.41
54151S	F056	Product Application Developer	\$146.79	\$150.46	\$154.22	\$158.07	\$162.03
54151S	F057	Product System Architect	\$146.79	\$150.46	\$154.22	\$158.07	\$162.03
54151S	F058	Software-Subject Matter Expert	\$168.49	\$172.70	\$177.02	\$181.44	\$185.98
54151S	F059	Security Architect	\$204.23	\$209.33	\$214.57	\$219.93	\$225.43
54151S	F060	Security Engineer	\$181.65	\$186.19	\$190.84	\$195.61	\$200.50
54151S	F061	Model and Simulation Analyst	\$181.65	\$186.19	\$190.84	\$195.61	\$200.50
54151S	F062	Information Assurance Specialist II	\$181.65	\$186.19	\$190.84	\$195.61	\$200.50
54151S	F063	System Engineer III	\$181.65	\$186.19	\$190.84	\$195.61	\$200.50

## FOXHOLE TECHNOLOGY, INC. HACS LABOR RATES

All Labor Categories are Recovery Purchasing (RC) & Cooperative Purchasing (STLOC).

All Foxhole Technology, Inc. Labor Category Rates are 'Contractor Site Rates'.

SIN CODES:	Order #	HACS Labor Category Title	Foxhole Rates Effective 7/10/2019	Foxhole Rates Effective 7/10/2020	Foxhole Rates Effective 7/10/2021	Foxhole Rates Effective 7/10/2022	Foxhole Rates Effective 7/10/2023
54151HACS	F064	Cyber Security Program Manager	\$204.23	\$209.34	\$214.57	\$219.93	\$225.43
54151HACS	F065	Cyber Security Operations Manager	\$181.65	\$186.19	\$190.84	\$195.61	\$200.50
54151HACS	F066	Ethical Hacker - Level I	\$74.81	\$76.68	\$78.59	\$80.56	\$82.57
54151HACS	F067	Ethical Hacker - Level II	\$104.54	\$107.15	\$109.83	\$112.58	\$115.39
54151HACS	F068	Ethical Hacker - Level III	\$146.79	\$150.46	\$154.22	\$158.07	\$162.03
54151HACS	F069	Ethical Hacker - Level IV	\$181.65	\$186.19	\$190.85	\$195.62	\$200.51
54151HACS	F070	Vulnerability Analyst - Level I	\$74.81	\$76.68	\$78.59	\$80.56	\$82.57
54151HACS	F071	Vulnerability Analyst - Level II	\$93.52	\$95.86	\$98.26	\$100.71	\$103.23
54151HACS	F072	Vulnerability Analyst - Level III	\$116.03	\$118.93	\$121.90	\$124.95	\$128.07
54151HACS	F073	Vulnerability Analyst - Level IV	\$138.00	\$141.45	\$144.99	\$148.61	\$152.33
54151HACS	F074	Forensics Analyst - Level I	\$74.81	\$76.68	\$78.59	\$80.56	\$82.57
54151HACS	F075	Forensics Analyst - Level II	\$116.03	\$118.93	\$121.90	\$124.95	\$128.07
54151HACS	F076	Forensics Analyst - Level III	\$147.56	\$151.24	\$155.03	\$158.90	\$162.87
54151HACS	F077	Forensics Analyst - Level IV	\$181.65	\$186.19	\$190.85	\$195.62	\$200.51
54151HACS	F078	Cyber Threat Intelligence Analyst - Level I	\$74.34	\$76.20	\$78.11	\$80.06	\$82.06
54151HACS	F079	Cyber Threat Intelligence Analyst - Level II	\$103.01	\$105.58	\$108.22	\$110.93	\$113.70
54151HACS	F080	Cyber Threat Intelligence Analyst - Level III	\$132.87	\$136.19	\$139.60	\$143.09	\$146.67
54151HACS	F081	Cyber Threat Intelligence Analyst - Level IV	\$147.56	\$151.24	\$155.03	\$158.90	\$162.87
54151HACS	F082	Cyber Threat Intelligence Analyst - Level V	\$175.60	\$179.99	\$184.49	\$189.10	\$193.83
54151HACS	F083	Cyber Security System Engineer - Level I	\$85.33	\$87.46	\$89.65	\$91.89	\$94.19
54151HACS	F084	Cyber Security System Engineer - Level III	\$147.56	\$151.24	\$155.03	\$158.90	\$162.87
54151HACS	F085	Cyber Security System Engineer - Level IV	\$181.65	\$186.19	\$190.85	\$195.62	\$200.51
54151HACS	F086	Cyber Security System Engineer - Level V	\$204.23	\$209.34	\$214.57	\$219.93	\$225.43
54151HACS	F087	Cyber Security Analyst - Level I	\$74.81	\$76.68	\$78.59	\$80.56	\$82.57
54151HACS	F088	Cyber Security Analyst - Level II	\$104.54	\$107.15	\$109.83	\$112.58	\$115.39
54151HACS	F089	Cyber Security Analyst - Level III	\$142.65	\$146.22	\$149.87	\$153.62	\$157.46

SIN CODES:	Order #	HACS Labor Category Title	Foxhole Rates Effective 7/10/2019	Foxhole Rates Effective 7/10/2020	Foxhole Rates Effective 7/10/2021	Foxhole Rates Effective 7/10/2022	Foxhole Rates Effective 7/10/2023
54151HACS	F090	Cyber Security Analyst - Level IV	\$168.49	\$172.70	\$177.02	\$181.44	\$185.98
54151HACS	F091	Cyber Security Analyst - Level V	\$181.65	\$186.19	\$190.84	\$195.61	\$200.50
54151HACS	F092	Computer Security Systems Specialist - Level I	\$74.39	\$76.25	\$78.16	\$80.11	\$82.12
54151HACS	F093	Computer Security Systems Specialist - Level II	\$83.10	\$85.17	\$87.30	\$89.49	\$91.72
54151HACS	F094	Computer Security Systems Specialist - Level III	\$104.54	\$107.15	\$109.83	\$112.58	\$115.39
54151HACS	F095	Computer Security Systems Specialist - Level IV	\$115.36	\$118.24	\$121.20	\$124.23	\$127.34
54151HACS	F096	Computer Security Systems Specialist - Level V	\$138.00	\$141.45	\$144.99	\$148.61	\$152.33
54151HACS	F097	Subject Matter Expert (SME) - Level I	\$146.79	\$150.46	\$154.22	\$158.07	\$162.03
54151HACS	F098	Subject Matter Expert (SME) - Level II	\$168.49	\$172.70	\$177.02	\$181.44	\$185.98
54151HACS	F099	Subject Matter Expert (SME) - Level III	\$181.65	\$186.19	\$190.84	\$195.61	\$200.50
54151HACS	F100	Subject Matter Expert (SME) - Level IV	\$208.06	\$213.26	\$218.59	\$224.06	\$229.66
54151HACS	F101	Subject Matter Expert (SME) - Level V	\$237.33	\$243.26	\$249.34	\$255.58	\$261.97
54151HACS	F102	Subject Matter Expert (SME) - Level VI	\$371.81	\$381.10	\$390.63	\$400.40	\$410.41

For additional ordering assistance or information please contact Bob Toye [btoye@foxholetechnology.com](mailto:btoye@foxholetechnology.com) or Peter Dierbeck [pdierbeck@foxholetechnology.com](mailto:pdierbeck@foxholetechnology.com) at Foxhole Technology, Inc.:  
Phone (703) 496-4514, Fax (703) 877-0266.

**FOXHOLE TECHNOLOGY, INC. MAS LABOR CATEGORY DESCRIPTIONS**

<b>Order #</b>	<b>Labor Category Title</b>	<b>Minimum Experience</b>	<b>Minimum Education</b>	<b>Functional Responsibilities</b>
<b>F001</b>	<b>Documentation Specialist</b>	2 years work experience in technical writing/documentation. U.S. Secret Clearance Required.	Associate degree in Business, Technical Writing or English. Technical training may be substituted for a degree.	Under general direction, prepares operation and maintenance manuals and technical publications. Gathers technical information, prepares written text, and coordinates layout and manual organization. Researches written text, and coordinates layout and manual organization. Researches available development/engineering information such as drawings, design reports, equipment and test specifications. May also interview engineers and other technical personnel. Writes individualized copy of analytical, interpretative, documentary or promotional literature. May direct work of lower-level writers and works closely with editors and illustrators.
<b>F002</b>	<b>Software Architect II</b>	10 years work experience in the role of configuration manager or equivalent.	Bachelor's degree in technical field. Technical training may be substituted for a degree.	Under little to no direction, is responsible for defining and executing the Architectures, configuration management policies and practices, especially as they apply to an iterative and incremental lifecycle such as RUP. Establishes and executes the Configuration Plan and all assets.
<b>F003</b>	<b>Computer Scientist I</b>	3 years of project related experience.	Bachelor's degree from an accredited institution in Computer Science, Physics, Mathematics, Operations Research, or Statistics that has equipped the individual with the knowledge, skills, and abilities to successfully perform the duties of the position and at least seven years experience in a directly related field. One year of experience can be substituted by 15 semester hours completed towards a Master's degree in a technically related field. Two years of experience can be substituted by completion of a Master's degree in a technically related field.	Performs professional assignments in the general area of computer hardware, software and firmware such as: computer system protocol analysis, computer operations, programming, data base structuring and management, and evaluation of C4I (NSS) test plans and procedures. Work requires thorough knowledge of concepts and recent developments in the specialty area as well as proficiency in high-level languages.

Order #	Labor Category Title	Minimum Experience	Minimum Education	Functional Responsibilities
F004	<b>Computer Scientist II</b>	7years of project related experience.	Bachelor's degree from an accredited institution in Computer Science, Physics, Mathematics, Operations Research, or Statistics that has equipped the individual with the knowledge, skills, and abilities to successfully perform the duties of the position and at least nine years experience in a directly related field. One year of experience can be substituted by 15 semester hours completed towards a Bachelor's degree in a technically related field. Two years of experience can be substituted by completion of a Bachelor's degree in a technically related field.	Performs professional assignments in the general area of computer hardware, software and firmware such as: computer system protocol analysis, computer operations, programming, data base structuring and management, and evaluation of C4I (NSS) test plans and procedures. Work requires thorough knowledge of concepts and recent developments in the specialty area as well as proficiency in high-level languages.
F005	<b>Engineer I</b>	1 year of project related experience.	Bachelor's degree from an accredited institution in a professional engineering specialty listed in paragraph three that has equipped the individual with the knowledge, skills, and abilities to successfully perform the duties of the position.	Performs professional engineering assignments in support of C4I (NSS) systems engineering efforts in one or more of the following disciplines: communications, electronics, communications security, network analysis, electromagnetic capability, ECM/ECCM, command and control mission analysis, interoperability analysis, system standards, military operations (ground, sea & air), program analysis or program planning. Work requires thorough knowledge of concepts & recent developments in the specialty area. Acceptable engineering degree specialties include the following: systems, mechanical, civil, nuclear, chemical, computer, software, engineering physics, computer science, computer systems, electrical, industrial, Modeling & Simulation, Information Systems Engineering, & aerospace.
F006	<b>Engineer II</b>	3 years of project related experience.	Bachelor's degree from an accredited institution in a professional engineering specialty listed in paragraph three that has equipped the individual with the knowledge, skills, and abilities to successfully perform the duties of the position and at least three years experience in a directly related field. One year of experience can be substituted by 15 semester hours completed towards a Bachelor's degree in a technically related field. Two years of experience can be substituted by completion of a Bachelor's degree in a technically related field.	Performs professional engineering assignments in support of C4I (NSS) systems engineering efforts in one or more of the following disciplines: communications, electronics, communications security, network analysis, electromagnetic capability, ECM/ECCM, command and control mission analysis, interoperability analysis, system standards, military operations (ground, sea & air), program analysis or program planning. Work requires thorough knowledge of concepts & recent developments in the specialty area. Acceptable engineering degree specialties include the following: systems, mechanical, civil, nuclear, chemical, computer, software, engineering physics, computer science, computer systems, electrical, industrial, Modeling & Simulation, Information Systems Engineering, & aerospace.

Order #	Labor Category Title	Minimum Experience	Minimum Education	Functional Responsibilities
F007	Engineer III	5years of project related experience.	Bachelor's degree from an accredited institution in a professional engineering specialty listed in paragraph three that has equipped the individual with the knowledge, skills, and abilities to successfully perform the duties of the position and at least five years experience in a directly related field. One year of experience can be substituted by 15 semester hours completed towards a Bachelor's degree in a technically related field. Two years of experience can be substituted by completion of a Bachelor's degree in a technically related field.	Performs professional engineering assignments in support of C4I (NSS) systems engineering efforts in one or more of the following disciplines: communications, electronics, communications security, network analysis, electromagnetic capability, ECM/ECCM, command and control mission analysis, interoperability analysis, system standards, military operations (ground, sea and air), program analysis or program planning. Work requires thorough knowledge of concepts and recent developments in the specialty area. Acceptable engineering degree specialties include the following: systems, mechanical, civil, nuclear, chemical, computer, software, engineering physics, computer science, computer systems, electrical, industrial, Modeling and Simulation, Information Systems Engineering, and aerospace.
F008	Engineer IV	7 years of project related experience.	Bachelor's degree from an accredited institution in a professional engineering specialty listed in paragraph three that has equipped the individual with the knowledge, skills, and abilities to successfully perform the duties of the position and at least seven years experience in a directly related field. One year of experience can be substituted by 15 semester hours completed towards a Bachelor's degree in a technically related field. Two years of experience can be substituted by completion of a Master's degree in a technically related field.	Performs professional engineering assignments in support of C4I (NSS) systems engineering efforts in one or more of the following disciplines: communications, electronics, communications security, network analysis, electromagnetic capability, ECM/ECCM, command and control mission analysis, interoperability analysis, system standards, military operations (ground, sea and air), program analysis or program planning. Work requires thorough knowledge of concepts and recent developments in the specialty area. Acceptable engineering degree specialties include the following: systems, mechanical, civil, nuclear, chemical, computer, software, engineering physics, computer science, computer systems, electrical, industrial, Modeling and Simulation, Information Systems Engineering and aerospace.
F009	Engineer V	9 years of project related experience.	Master's degree from an accredited institution in a professional engineering specialty listed in paragraph three that has equipped the individual with the knowledge, skills, and abilities to successfully perform the duties of the position and at least nine years experience in a directly related field.	Performs professional engineering assignments in support of C4I (NSS) systems engineering efforts in one or more of the following disciplines: communications, electronics, communications security, network analysis, electromagnetic capability, ECM/ECCM, command and control mission analysis, interoperability analysis, system standards, military operations (ground, sea and air), program analysis or program planning. Work requires thorough knowledge of concepts and recent developments in the specialty area. Acceptable engineering degree specialties include the following: systems, mechanical, civil, nuclear, chemical, computer, software, engineering physics, computer science, computer systems, electrical, industrial, Modeling and Simulation, Information Systems engineering and aerospace.

Order #	Labor Category Title	Minimum Experience	Minimum Education	Functional Responsibilities
F010	RESERVED			
F011	RESERVED			
F012	RESERVED			
F013	RESERVED			
F014	RESERVED			
F015	<b>Telecommunications Specialist I</b>	1 years of project related experience.	Must have completed an Associate's degree or a minimum of 60 semester hours from an accredited institution involving the academic curricula presented in paragraph five, at least one year in the area of specialization, and have completed at least one certification program directly related to this labor category, such as: UNIX System Administrator, Microsoft Certified Professional (MCP), AT&T switches, Nortel switches, ATM, fiber optics, PC maintenance and repair, COMPTIA Network+, and Certified Information Systems Security Professional (CISSP).	Performs technical assignments in the general area of C4I (NSS) applying broad technical knowledge of one or more of such areas and technical knowledge of specific systems or applications. Work requires knowledge of customary approaches, techniques, and requirements appropriate to the assigned computer applications area or specific C4I (NSS) systems, including legacy systems, and trends in the concepts and technologies. Requires specialized experience in evaluating, analyzing, operating, maintaining, managing, or improving C4I (NSS) systems, procedures, and requirements. Academic curricula which support this labor category include: Information Technology, Information Systems, Information Systems Technology, and Engineering Technology, MS Computer Information Systems, MS Information Technology, and MS Information Systems Engineering.
F016	<b>Telecommunications Specialist II</b>	4 years of project related experience.	Must have completed an Associate's degree or a minimum of 60 semester hours from an accredited institution involving the academic curricula presented in paragraph 5, at least four years experience in the area of specialization, and have completed at least one certification program directly related to this labor category, such as: UNIX System Administrator, Microsoft Certified Professional (MCP), AT&T switches, Nortel switches, ATM, fiber optics, PC maintenance and repair, COMPTIA Network+, and Certified Information Systems Security Professional (CISSP). Higher-level certifications such as Microsoft Certified System Engineer (MCSE), Microsoft Certified Solution Developer (MCS D), Microsoft Certified Professional and Internet (MCP&I), Cisco Certified Network Associate (CCNA) and Certified Information Systems Security Professional (CISSP) may be substituted for two years experience. Additionally, a Bachelor's degree from an accredited institution involving the academic curricula presented in paragraph 5 may substitute for one year experience and a related Master's degree may substitute for two years experience.	Performs technical assignments in the general area of C4I (NSS) applying broad technical knowledge of one or more of such areas and technical knowledge of specific systems or applications. Work requires knowledge of customary approaches, techniques, and requirements appropriate to the assigned computer applications area or specific C4I (NSS) systems, including legacy systems, and trends in the concepts and technologies. Requires specialized experience in evaluating, analyzing, operating, maintaining, managing, or improving C4I (NSS) systems, procedures, and requirements. Academic curricula which support this labor category include: Information Technology, Information Systems, Information Systems Technology, and Engineering Technology, MS Computer Information Systems, MS Information Technology, and MS Information Systems Engineering.

Order #	Labor Category Title	Minimum Experience	Minimum Education	Functional Responsibilities
F017	Telecommunications Specialist III	6 years of project related experience.	<p>Must have completed an Associate's degree or a minimum of 60 semester hours from an accredited institution involving the academic curricula presented in paragraph 5, at least six years experience in the area of specialization, and have completed at least one certification program directly related to this labor category, such as: UNIX System Administrator, Microsoft Certified Professional (MCP), AT&amp;T switches, Nortel switches, ATM, fiber optics, PC maintenance and repair, COMPTIA Network+, and Certified Information Systems Security Professional (CISSP). Higher-level certifications such as Microsoft Certified System Engineer (MCSE), Microsoft Certified Solution Developer (MCSA), Microsoft Certified Professional and Internet (MCP&amp;I) Cisco Certified Network Associate (CCNA), and Certified Information Systems Security Professional (CISSP) may be substituted for two years experience. Additionally, a Bachelor's degree from an accredited institution involving the academic curricula presented in paragraph five may substitute for one year experience and a related Master's degree may substitute for two years experience.</p>	<p>Performs technical assignments in the general area of C4I (NSS) applying broad technical knowledge of one or more of such areas and technical knowledge of specific systems or applications. Work requires knowledge of customary approaches, techniques, and requirements appropriate to the assigned computer applications area or specific C4I (NSS) systems, including legacy systems, and trends in the concepts and technologies. Requires specialized experience in evaluating, analyzing, operating, maintaining, managing, or improving C4I (NSS) systems, procedures, and requirements. Academic curricula which support this labor category include: Information Technology, Information Systems, Information Systems Technology, and Engineering Technology, MS Computer Information Systems, MS Information Technology, and MS Information Systems Engineering.</p>

Order #	Labor Category Title	Minimum Experience	Minimum Education	Functional Responsibilities
F018	Telecommunications Specialist IV	8 years of project related experience.	<p>Must have completed an Associate's degree or a minimum of 60 semester hours from an accredited institution involving the academic curricula presented in paragraph 5, at least eight years experience in the area of specialization, and have completed at least one certification program directly related to this labor category, such as: UNIX System Administrator, Microsoft Certified Professional (MCP), AT&amp;T switches, Nortel switches, ATM, fiber optics, PC maintenance and repair, COMPTIA Network+, and Certified Information Systems Security Professional (CISSP). Higher level certifications such as Microsoft Certified System Engineer (MCSE), Microsoft Certified Solution Developer (MCSA), Microsoft Certified Professional and Internet (MCP&amp;I), Cisco Certified Network Associate (CCNA), and Certified Information Systems Security Professional (CISSP) may be substituted for two years experience. Additionally, a Bachelor's degree from an accredited institution involving the academic curricula presented in paragraph 5 may substitute for one year experience and a related Master's degree may substitute for two years experience.</p>	<p>Performs technical assignments in the general area of C4I (NSS) applying broad technical knowledge of one or more of such areas and technical knowledge of specific systems or applications. Work requires knowledge of customary approaches, techniques, and requirements appropriate to the assigned computer applications area or specific C4I (NSS) systems, including legacy systems, and trends in the concepts and technologies. Requires specialized experience in evaluating, analyzing, operating, maintaining, managing, or improving C4I (NSS) systems, procedures, and requirements. Academic curricula which support this labor category include: Information Technology, Information Systems, Information Systems Technology, and Engineering Technology, MS Computer Information Systems, MS Information Technology, and MS Information Systems Engineering.</p>

Order #	Labor Category Title	Minimum Experience	Minimum Education	Functional Responsibilities
F019	Telecommunications Specialist V	10 years of project related experience.	Must have completed an Associate's degree or a minimum of 60 semester hours from an accredited institution involving the academic curricula presented in paragraph five, at least ten years experience in the area of specialization, and have completed at least one certification program directly related to this labor category, such as: UNIX System Administrator, Microsoft Certified Professional (MCP), AT&T switches, Nortel switches, ATM, fiber optics, PC maintenance and repair, COMPTIA Network+, and Certified Information Systems Security Professional (CISSP). Higher level certifications such as Microsoft Certified System Engineer (MCSE), Microsoft Certified Solution Developer (MCSA), Microsoft Certified Professional and Internet (MCP&I), Cisco Certified Network Associate (CCNA) and Certified Information Systems Security Professional (CISSP) may be substituted for two years experience. Additionally, a Bachelor's degree from an accredited institution involving the academic curricula presented in paragraph 5 may substitute for one year experience and a related Master's degree may substitute for an additional two years experience.	Performs technical assignments in the general area of C4I (NSS) applying broad technical knowledge of one or more of such areas and technical knowledge of specific systems or applications. Work requires knowledge of customary approaches, techniques, and requirements appropriate to the assigned computer applications area or specific C4I (NSS) systems, including legacy systems, and trends in the concepts and technologies. Requires specialized experience in evaluating, analyzing, operating, maintaining, managing, or improving C4I (NSS) systems, procedures, and requirements. Academic curricula which support this labor category include: Information Technology, Information Systems, Information Systems Technology, and Engineering Technology, MS Computer Information Systems, MS Information Technology, and MS Information Systems Engineering.
F020	Functional Area Analyst I	2 years of project related experience.	At least two years of experience in the area of specialization.	Includes personnel who provide analytical and management support in areas where capabilities are normally gained primarily through extensive on-the-job experience or specialized formal Government or institutional training or certification. Includes specialty occupations not otherwise covered in the other labor categories.

<b>Order #</b>	<b>Labor Category Title</b>	<b>Minimum Experience</b>	<b>Minimum Education</b>	<b>Functional Responsibilities</b>
<b>F021</b>	<b>Functional Area Analyst II</b>	4 years of project related experience.	At least four years of experience in the area of specialization.	Includes personnel who provide analytical and management support in areas where capabilities are normally gained primarily through extensive on-the-job experience or specialized formal Government or institutional training or certification. Includes specialty occupations not otherwise covered in the other labor categories.
<b>F022</b>	<b>Functional Area Analyst III</b>	6 years of project related experience.	At least six years of experience in the area of specialization.	Includes personnel who provide analytical and management support in areas where capabilities are normally gained primarily through extensive on-the-job experience or specialized formal Government or institutional training or certification. Includes specialty occupations not otherwise covered in the other labor categories.
<b>F023</b>	<b>Functional Area Analyst IV</b>	8 years of project related experience.	At least eight years of experience in the area of specialization and an Associate's degree or at least 30 semester hours from an accredited institution in a related field.	Includes personnel who provide analytical and management support in areas where capabilities are normally gained primarily through extensive on-the-job experience or specialized formal Government or institutional training or certification. Includes specialty occupations not otherwise covered in the other labor categories.
<b>F024</b>	<b>Functional Area Analyst V</b>	10 years of project related experience.	At least eight years of experience in the area of specialization and an Associate's degree from an accredited institution in a related field.	Includes personnel who provide analytical and management support in areas where capabilities are normally gained primarily through extensive on-the-job experience or specialized formal Government or institutional training or certification. Includes specialty occupations not otherwise covered in the other labor categories.
<b>F025</b>	<b>Functional Area Analyst VI</b>	8 years of project related experience.	At least ten years of experience in the area of specialization and a Bachelor's degree from an accredited institution in a related field.	Includes personnel who provide analytical and management support in areas where capabilities are normally gained primarily through extensive on-the-job experience or specialized formal Government or institutional training or certification. Includes specialty occupations not otherwise covered in the other labor categories.

Order #	Labor Category Title	Minimum Experience	Minimum Education	Functional Responsibilities
F026	Systems Analyst I	4 years of project related experience.	Must have completed at least 90 semester hours of formal education from an accredited institution working towards an Associate's degree in a directly related curriculum.	Perform analytical work in support of systems, programs and/or planning activities. Typical duties involve assignments to design test plans and procedures, conduct on-line analysis during test conduct, perform post-test analysis, and support test report generation. Typical duties may also involve assignments to research, analyze, design, develop relationships and develop solutions to resolve problems within the specialty area. The work requires expertise in advanced theory and current practices in the specialty area. General fields for this category include Data Processing, Logistics Management, Communications and Electronics, Mathematics, Financial Management, Acquisition Management, Systems Analysis, Operations Research, Engineering Technology, and Computer Systems Analysis. Educational background must include courses that develop analytical skills.
F027	Systems Analyst II	1 year of project related experience.	Bachelor's degree in a directly related curriculum from an accredited institution that has equipped the individual with the knowledge, skills, and abilities to successfully perform the duties of the position.	Perform analytical work in support of systems, programs and/or planning activities. Typical duties involve assignments to design test plans and procedures, conduct on-line analysis during test conduct, perform post-test analysis, and support test report generation. Typical duties may also involve assignments to research, analyze, design, develop relationships and develop solutions to resolve problems within the specialty area. The work requires expertise in advanced theory and current practices in the specialty area. General fields for this category include Data Processing, Logistics Management, Communications and Electronics, Mathematics, Financial Management, Acquisition Management, Systems Analysis, Operations Research, Engineering Technology, and Computer Systems Analysis. Educational background must include courses that develop analytical skills.
F028	Systems Analyst III	3 years of project related experience.	Bachelor's degree in a directly related curriculum from an accredited institution that has equipped the individual with the knowledge, skills, and abilities to successfully perform the duties of the position and at least three years experience in a directly related field. One year of experience can be substituted by 15 semester hours completed towards a Master's degree in a directly related curriculum. Two years of experience can be substituted by completion of a Master's degree in a directly related field.	Perform analytical work in support of systems, programs and/or planning activities. Typical duties involve assignments to design test plans and procedures, conduct on-line analysis during test conduct, perform post-test analysis, and support test report generation. Typical duties may also involve assignments to research, analyze, design, develop relationships and develop solutions to resolve problems within the specialty area. The work requires expertise in advanced theory and current practices in the specialty area. General fields for this category include Data Processing, Logistics Management, Communications and Electronics, Mathematics, Financial Management, Acquisition Management, Systems Analysis, Operations Research, Engineering Technology, and Computer Systems Analysis. Educational background must include courses that develop analytical skills.

Order #	Labor Category Title	Minimum Experience	Minimum Education	Functional Responsibilities
F029	Systems Analyst IV	5 years of project related experience.	Bachelor's degree in a directly related curriculum from an accredited institution that has equipped the individual with the knowledge, skills, and abilities to successfully perform the duties of the position and at least five years experience in a directly related field. One year of experience can be substituted by 15 semester hours completed towards a Master's degree in a directly related curriculum. Two years of experience can be substituted by completion of a Master's degree in a directly related field.	Perform analytical work in support of systems, programs and/or planning activities. Typical duties involve assignments to design test plans and procedures, conduct on-line analysis during test conduct, perform post-test analysis, and support test report generation. Typical duties may also involve assignments to research, analyze, design, develop relationships and develop solutions to resolve problems within the specialty area. The work requires expertise in advanced theory and current practices in the specialty area. General fields for this category include Data Processing, Logistics Management, Communications and Electronics, Mathematics, Financial Management, Acquisition Management, Systems Analysis, Operations Research, Engineering Technology, and Computer Systems Analysis. Educational background must include courses that develop analytical skills.
F030	Systems Analyst V	7 years of project related experience.	Bachelor's degree in a directly related curriculum from an accredited institution that has equipped the individual with the knowledge, skills, and abilities to successfully perform the duties of the position and at least seven years experience in a directly related field. One year of experience can be substituted by 15 semester hours completed towards a Master's degree in a directly related curriculum. Two years of experience can be substituted by completion of a Master's degree in a directly related field.	Perform analytical work in support of systems, programs and/or planning activities. Typical duties involve assignments to design test plans and procedures, conduct on-line analysis during test conduct, perform post-test analysis, and support test report generation. Typical duties may also involve assignments to research, analyze, design, develop relationships and develop solutions to resolve problems within the specialty area. The work requires expertise in advanced theory and current practices in the specialty area. General fields for this category include Data Processing, Logistics Management, Communications and Electronics, Mathematics, Financial Management, Acquisition Management, Systems Analysis, Operations Research, Engineering Technology, and Computer Systems Analysis. Educational background must include courses that develop analytical skills.
F031	Systems Analyst VI	5 years of project related experience.	Master's degree in a directly related curriculum from an accredited institution that has equipped the individual with the knowledge, skills, and abilities to successfully perform the duties of the position and at least nine years experience in a directly related field.	Perform analytical work in support of systems, programs and/or planning activities. Typical duties involve assignments to design test plans and procedures, conduct on-line analysis during test conduct, perform post-test analysis, and support test report generation. Typical duties may also involve assignments to research, analyze, design, develop relationships and develop solutions to resolve problems within the specialty area. The work requires expertise in advanced theory and current practices in the specialty area. General fields for this category include Data Processing, Logistics Management, Communications and Electronics, Mathematics, Financial Management, Acquisition Management, Systems Analysis, Operations Research, Engineering Technology, and Computer Systems Analysis. Educational background must include courses that develop analytical skills.

Order #	Labor Category Title	Minimum Experience	Minimum Education	Functional Responsibilities
F032	<b>Intelligence Systems Analyst I</b>	2 years of project related experience.	Experience with intelligence, surveillance and reconnaissance (ISR) systems and/or intelligence processes. Associate's degree from an accredited institution in a related field.	<p>Includes personnel who provide technical, analytical and management support in areas of intelligence and electronic warfare operations where knowledge and skills are gained primarily through unique formal education, specialized training, and operational assignments requiring access to sensitive or classified information and systems. General experience, training and/or certifications for this category are concentrated in various intelligence disciplines, intelligence surveillance and reconnaissance (ISR) systems and platforms, and multi-discipline intelligence processes. It includes, but is not limited to the following intelligence disciplines: Cryptology, Intelligence and Electronic Warfare (IEW), Signals Intelligence (SIGINT), Imagery Intelligence (IMINT), Human Intelligence (HUMINT), Measurements and Signatures Intelligence (MASINT), All-Source Intelligence Analysis, Counter-Intelligence (CI), intelligence systems development and maintenance, and other related fields.</p> <p>For the purpose of evaluating qualifications under this labor category, one week of certified intelligence systems or intelligence processes training at a Department of Defense or service school equals 40 course hours of completed training (8 hours per day). Intelligence training can be validated by presenting the appropriate certificate(s) or course completion record from Department of Defense or military service intelligence school that lists the course duration in either hours, days or weeks.</p>

Order #	Labor Category Title	Minimum Experience	Minimum Education	Functional Responsibilities
F033	<b>Intelligence Systems Analyst II</b>	4 years of project related experience.	Experience with intelligence, surveillance and reconnaissance (ISR) systems, and/or intelligence processes. One year of experience can be substituted by 120 course hours of intelligence training. Intelligence training/certification can be in, but not limited to, the intelligence disciplines listed above. Associate's degree from an accredited institution in a related field.	<p>Includes personnel who provide technical, analytical and management support in areas of intelligence and electronic warfare operations where knowledge and skills are gained primarily through unique formal education, specialized training, and operational assignments requiring access to sensitive or classified information and systems. General experience, training and/or certifications for this category are concentrated in various intelligence disciplines, intelligence surveillance and reconnaissance (ISR) systems and platforms, and multi-discipline intelligence processes. It includes, but is not limited to the following intelligence disciplines: Cryptology, Intelligence and Electronic Warfare (IEW), Signals Intelligence (SIGINT), Imagery Intelligence (IMINT), Human Intelligence (HUMINT), Measurements and Signatures Intelligence (MASINT), All-Source Intelligence Analysis, Counter-Intelligence (CI), intelligence systems development and maintenance, and other related fields.</p> <p>For the purpose of evaluating qualifications under this labor category, one week of certified intelligence systems or intelligence processes training at a Department of Defense or service school equals 40 course hours of completed training (8 hours per day). Intelligence training can be validated by presenting the appropriate certificate(s) or course completion record from Department of Defense or military service intelligence school that lists the course duration in either hours, days or weeks.</p>

Order #	Labor Category Title	Minimum Experience	Minimum Education	Functional Responsibilities
F034	<b>Intelligence Systems Analyst III</b>	6 years of project related experience.	Experience with intelligence, surveillance and reconnaissance (ISR) systems, and/or intelligence processes. Must have at least 30 semester hours from an accredited institution. One year of prior technical testing experience or one additional year of intelligence experience or completion of 240 course hours of additional intelligence training can be substituted for the academic requirement. Intelligence training/certification can be in, but not limited to, the intelligence disciplines listed above. No substitution for experience is allowed. Associate's degree from an accredited institution in a related field.	Includes personnel who provide technical, analytical and management support in areas of intelligence and electronic warfare operations where knowledge and skills are gained primarily through unique formal education, specialized training, and operational assignments requiring access to sensitive or classified information and systems. General experience, training and/or certifications for this category are concentrated in various intelligence disciplines, intelligence surveillance and reconnaissance (ISR) systems and platforms, and multi-discipline intelligence processes. It includes, but is not limited to the following intelligence disciplines: Cryptology, Intelligence and Electronic Warfare (IEW), Signals Intelligence (SIGINT), Imagery Intelligence (IMINT), Human Intelligence (HUMINT), Measurements and Signatures Intelligence (MASINT), All-Source Intelligence Analysis, Counter-Intelligence (CI), intelligence systems development and maintenance, and other related fields. For the purpose of evaluating qualifications under this labor category, one week of certified intelligence systems or intelligence processes training at a Department of Defense or service school equals 40 course hours of completed training (8 hours per day). Intelligence training can be validated by presenting the appropriate certificate(s) or course completion record from Department of Defense or military service intelligence school that lists the course duration in either hours, days or weeks.

Order #	Labor Category Title	Minimum Experience	Minimum Education	Functional Responsibilities
F035	<b>Intelligence Systems Analyst IV</b>	8 years of project related experience.	Experience with intelligence, surveillance and reconnaissance (ISR) systems, and/or intelligence processes. Must have an Associate's degree from an accredited institution. Specialized training and/or experience can be substituted for an Associate's degree. Two years of prior ISR/technical testing experience or three additional years of intelligence experience or completion of at least 480 course hours of intelligence training can be substituted for the academic requirement. Intelligence training/certification can be in, but not limited to, the intelligence disciplines listed above. No substitution for experience is allowed. Associate's degree from an accredited institution in a related field.	<p>Includes personnel who provide technical, analytical and management support in areas of intelligence and electronic warfare operations where knowledge and skills are gained primarily through unique formal education, specialized training, and operational assignments requiring access to sensitive or classified information and systems. General experience, training and/or certifications for this category are concentrated in various intelligence disciplines, intelligence surveillance and reconnaissance (ISR) systems and platforms, and multi-discipline intelligence processes. It includes, but is not limited to the following intelligence disciplines: Cryptology, Intelligence and Electronic Warfare (IEW), Signals Intelligence (SIGINT), Imagery Intelligence (IMINT), Human Intelligence (HUMINT), Measurements and Signatures Intelligence (MASINT), All-Source Intelligence Analysis, Counter-Intelligence (CI), intelligence systems development and maintenance, and other related fields.</p> <p>For the purpose of evaluating qualifications under this labor category, one week of certified intelligence systems or intelligence processes training at a Department of Defense or service school equals 40 course hours of completed training (8 hours per day). Intelligence training can be validated by presenting the appropriate certificate(s) or course completion record from Department of Defense or military service intelligence school that lists the course duration in either hours, days or weeks.</p>

Order #	Labor Category Title	Minimum Experience	Minimum Education	Functional Responsibilities
F036	<b>Intelligence Systems Analyst V</b>	6 years of project related experience.	Experience with intelligence, surveillance and reconnaissance (ISR) systems, and/or intelligence processes. Must have a Bachelor's degree from an accredited institution. If the candidate has an Associate's degree, three years of prior technical testing experience or three additional years of intelligence/ISR experience or completion of at least 960 course hours of intelligence training can be substituted for the Bachelor's degree. If the candidate does not have a degree, five years of prior technical testing experience or six additional years of intelligence experience or completion of at least 1440 course hours of intelligence training can be substituted for the Associate's and Bachelor's degrees. Intelligence training/certification can be in, but not limited to, the intelligence disciplines listed above. No substitution for experience is allowed.	<p>Includes personnel who provide technical, analytical and management support in areas of intelligence and electronic warfare operations where knowledge and skills are gained primarily through unique formal education, specialized training, and operational assignments requiring access to sensitive or classified information and systems. General experience, training and/or certifications for this category are concentrated in various intelligence disciplines, intelligence surveillance and reconnaissance (ISR) systems and platforms, and multi-discipline intelligence processes. It includes, but is not limited to the following intelligence disciplines: Cryptology, Intelligence and Electronic Warfare (IEW), Signals Intelligence (SIGINT), Imagery Intelligence (IMINT), Human Intelligence (HUMINT), Measurements and Signatures Intelligence (MASINT), All-Source Intelligence Analysis, Counter-Intelligence (CI), intelligence systems development and maintenance, and other related fields.</p> <p>For the purpose of evaluating qualifications under this labor category, one week of certified intelligence systems or intelligence processes training at a Department of Defense or service school equals 40 course hours of completed training (8 hours per day). Intelligence training can be validated by presenting the appropriate certificate(s) or course completion record from Department of Defense or military service intelligence school that lists the course duration in either hours, days or weeks.</p>

Order #	Labor Category Title	Minimum Experience	Minimum Education	Functional Responsibilities
F037	<b>Intelligence Systems Analyst VI</b>	8 years of project related experience.	Experience with intelligence, surveillance and reconnaissance (ISR) systems, and/or intelligence processes. Must have a Master's degree from an accredited institution. If the candidate possesses a Bachelor's degree, three years of prior technical testing experience or three additional years of intelligence/ISR experience or completion of at least 960 course hours of intelligence training can be substituted for the Master's degree. If the candidate has an Associate's degree, then an additional six years of prior technical testing experience or six additional years of intelligence/ISR experience or completion of at least an additional 1920 course hours of intelligence training can be substituted for the Bachelor's and Master's degrees. If the candidate has no degree, eight years of technical testing or nine years of additional intelligence experience or completion of at least 2400 course hours of intelligence training can be substituted for Associates, Bachelor's, and Master's degrees. Intelligence training/certification can be in, but not limited to, the intelligence disciplines listed above. No substitution for experience is allowed.	<p>Includes personnel who provide technical, analytical and management support in areas of intelligence and electronic warfare operations where knowledge and skills are gained primarily through unique formal education, specialized training, and operational assignments requiring access to sensitive or classified information and systems. General experience, training and/or certifications for this category are concentrated in various intelligence disciplines, intelligence surveillance and reconnaissance (ISR) systems and platforms, and multi-discipline intelligence processes. It includes, but is not limited to the following intelligence disciplines: Cryptology, Intelligence and Electronic Warfare (IEW), Signals Intelligence (SIGINT), Imagery Intelligence (IMINT), Human Intelligence (HUMINT), Measurements and Signatures Intelligence (MASINT), All-Source Intelligence Analysis, Counter-Intelligence (CI), intelligence systems development and maintenance, and other related fields.</p> <p>For the purpose of evaluating qualifications under this labor category, one week of certified intelligence systems or intelligence processes training at a Department of Defense or service school equals 40 course hours of completed training (8 hours per day). Intelligence training can be validated by presenting the appropriate certificate(s) or course completion record from Department of Defense or military service intelligence school that lists the course duration in either hours, days or weeks.</p>
F038	<b>Specialized Technical Expert (STE) II</b>	8 years of project related experience.	Bachelor's degree in a directly related curriculum from an accredited institution.	This category includes technical and functional experts performing professional assignments in support of legacy, specialized, or state-of-the-art systems requiring in-depth knowledge for which expertise is not readily available. Individuals must possess knowledge and expertise that is recognized in the professional community in the required field.
F039	<b>Specialized Technical Expert (STE) III</b>	10 years of project related experience.	Bachelor's degree in a directly related curriculum from an accredited institution.	This category includes technical and functional experts performing professional assignments in support of legacy, specialized, or state-of-the-art systems requiring in-depth knowledge for which expertise is not readily available. Individuals must possess knowledge and expertise that is recognized in the professional community in the required field.

<b>Order #</b>	<b>Labor Category Title</b>	<b>Minimum Experience</b>	<b>Minimum Education</b>	<b>Functional Responsibilities</b>
<b>F040</b>	<b>RESERVED</b>			
<b>F041</b>	<b>RESERVED</b>			
<b>F042</b>	<b>RESERVED</b>			
<b>F043</b>	<b>RESERVED</b>			
<b>F044</b>	<b>Health Care Functional Analyst V</b>	11 years of project related experience.	Must have eleven years of experience or an Associate's Degree in Nursing, Health Care Administration, biomedical sciences, health information management or other allied health care occupations (dietetics, occupational therapy, chiropractic medicine, etc.). One year of experience can be substituted for each 15 semester hours completed towards a BS in a functionally related field. A Bachelor's Degree in Nursing, Health Care Administration, biomedical sciences, health information management or other allied health care occupations (dietetics, occupational therapy, chiropractic medicine, etc.) meets the qualifications for this category. One year of experience can be substituted for 15 semester hours completed towards a Master's in a functionally related field. Associate's degree from an accredited institution in a related field.	This category includes healthcare experts from a variety of professional and analytical fields including physician, dentist, nurse, health care administrator, biomedical sciences (pharmacy, lab, radiology, public health, etc.), medical technician, lab technician, pharmacy technician, allied health technicians (dietetics, occupational therapy, chiropractic medicine, etc.) or other biomedical occupations such as public health or bioenvironmental engineering. Healthcare functionals should have relevant experience in their body of knowledge and be able to apply that knowledge in the development, testing, evaluation and deployment of information capabilities.
<b>F045</b>	<b>Health Care Functional Analyst VI</b>	10 years of project related experience.	Must have 10 years of experience or a Bachelor's Degree in Nursing, Health Care Administration, biomedical sciences, health information management or other allied health care occupations (dietetics, occupational therapy, chiropractic medicine, etc.). One year of experience can be substituted for each 15 semester hours completed towards a Master's in a functionally related field. A Medical Degree or PhD in Nursing, Health Care Administration, biomedical sciences, health information management or other allied health care occupations (dietetics, occupational therapy, chiropractic medicine, etc.) meets the qualifications for this category.	This category includes healthcare experts from a variety of professional and analytical fields including physician, dentist, nurse, health care administrator, biomedical sciences (pharmacy, lab, radiology, public health, etc.), medical technician, lab technician, pharmacy technician, allied health technicians (dietetics, occupational therapy, chiropractic medicine, etc.) or other biomedical occupations such as public health or bioenvironmental engineering. Healthcare functionals should have relevant experience in their body of knowledge and be able to apply that knowledge in the development, testing, evaluation and deployment of information capabilities.

Order #	Labor Category Title	Minimum Experience	Minimum Education	Functional Responsibilities
F046	<b>Health Care Systems/ Engineering Expert I</b>	5 years of project related experience.	Must have a Bachelor's Degree in an engineering, management, technology, or scientific discipline and at least 5 years direct experience with MHS IT systems in the areas of design, development, testing, evaluation, deployment or training. An additional five years of experience can be substituted for the Bachelor's degree.	Perform professional assignments in the areas of design, development, deployment, testing, or training for Military Health System Information Technology systems. Work requires knowledge of one or more MHS IT programs.
F047	<b>Health Care Systems/ Engineering Expert II</b>	7 years of project related experience.	Must have a Bachelor's Degree in an engineering, management, technology, or scientific discipline and at least 8 years direct experience with MHS IT systems in the areas of design, development, testing, evaluation, deployment or training. An additional five years of experience can be substituted for the Bachelor's degree.	Perform professional assignments in the areas of design, development, deployment, testing, or training for Military Health System Information Technology systems. Work requires knowledge of one or more MHS IT programs.
F048	<b>Health Care Systems/ Engineering Expert III</b>	11 years of project related experience.	Must have a Bachelor's Degree in an engineering, management, technology, or scientific discipline and at least 15 years direct experience with MHS IT systems in the areas of design, development, testing, evaluation, deployment or training. Two years of experience can be substituted by completion of a Master's degree in an engineering, management, technology, or scientific discipline. Five years experience can be substituted by completion of PhD in an engineering, management, technology, or scientific discipline.	Perform professional assignments in the areas of design, development, deployment, testing, or training for Military Health System Information Technology systems. Work requires knowledge of one or more MHS IT programs.

Order #	Labor Category Title	Minimum Experience	Minimum Education	Functional Responsibilities
F049	Test Engineer I	7 years of project related experience.	Experience in the area of specialization and a Bachelor's degree from an accredited institution in a related field.	Performs analysis of documented user requirements and directs or assists in the design of test plans in support of user requirements for moderately complex to complex software/hardware applications. Reviews user application system requirements documentation; designs, defines and documents unit and application test plans; transforms test plans into test scripts and executes those scripts. May participate in all phases of risk management assessment and software/hardware development under the direction of a Senior Test Engineer. Responsible for ensuring proper execution of test scripts and documentation of test results in test logs or defect tracking systems. Responsible for ensuring that the test designs and documentation support all applicable client, agency or industry standards, time lines and budgets. Responsible for the development of test data to be used in performing the required tests. Responsible that testing conclusions and recommendations are fully supported by test results, and those project managers are fully informed or testing status and application deviations from documented user requirements. Responsible for/ or assists in the analysis of test results, documents conclusions and makes recommendations as supported by such analysis.
F050	Test Engineer II	9 years of project related experience.	Must have a Bachelor's Degree in an engineering, management, technology, or scientific discipline and at least 10 years direct experience with MHS IT systems in the areas of design, development, testing, evaluation, deployment or training. Two years of experience can be substituted by completion of a Master's degree in an engineering, management, technology, or scientific discipline. An additional five years of experience can be substituted for the Bachelor's degree.	Perform professional assignments in the areas of design, development, deployment, testing, or training for Military Health System Information Technology systems. Work requires knowledge of one or more MHS IT programs.
F051	Test Engineer III	11 years of project related experience.	Must have a Bachelor's Degree in an engineering, management, technology, or scientific discipline and at least 20 years direct experience with MHS IT systems in the areas of design, development, testing, evaluation, deployment or training. Two years of experience can be substituted by completion of a Master's degree in an engineering, management, technology, or scientific discipline. Five years experience can be substituted by completion of PhD in an engineering, management, technology, or scientific discipline.	Perform professional assignments in the areas of design, development, deployment, testing, or training for Military Health System Information Technology systems. Work requires knowledge of one or more MHS IT programs.

Order #	Labor Category Title	Minimum Experience	Minimum Education	Functional Responsibilities
F052	<b>Test Engineer IV</b>	10 years of project related experience.	Must have a Master's Degree in an engineering, management, technology, or scientific discipline and at least 20 years direct experience with MHS IT systems in the areas of design, development, testing, evaluation, deployment or training. Five years experience can be substituted by completion of PhD in an engineering, management, technology, or scientific discipline. * One year of experience may be substituted for one year of education or one year of education may be substituted for one year of experience for all labor categories.	Perform professional assignments in the areas of design, development, deployment, testing, or training for Military Health System Information Technology systems. Work requires knowledge of one or more MHS IT programs.
F053	<b>Developmental and Evaluation Tester III</b>	10years experience as a DT&E Tester	Bachelor's degree in systems analysis, engineering, business management, economics, public administration, policy analysis, or related discipline. 10 years of experience can be substituted for a Master's degree.	Developmental and Evaluation Tester responsible Subject matter expert providing testing expertise for support of user requirements of complex to highly complex software/hardware applications. Directs and/or participates in all phases of risk management assessments and software/hardware development with emphasis on analysis of user requirements, test design and test tools selection. Responsible for ensuring that the test design and documentation support all applicable client, agency or industry standards time lines and budgets. Responsible for ensuring that testing conclusions and recommendations are fully supported by test results, and project managers are fully informed of testing status and application deviations from documented user requirements.
F054	<b>Web Portal Architect</b>	10 years of project related experience.	At least ten years of experience in the area of specialization and a Bachelor's degree from an accredited institution in a related field. One year of experience can be substituted by 15 semester hours completed towards a Bachelor's degree in a technically related field. Two years of experience can be substituted by completion of a Bachelor's degree in a technically related field.	Designs and builds web sites using a variety of graphics software applications, techniques, and tools. Designs and develops user interface features, site animation, and special effects elements. Contributes to the design group's efforts to enhance the look and feel of the organization's on-line offerings. Designs the website to support the organization's strategies and goals relative to external communications.

Order #	Labor Category Title	Minimum Experience	Minimum Education	Functional Responsibilities
F055	<b>Senior Subject Matter Expert</b>	10 years of project related experience.	Experience in the area of specialization and an Associate's degree from an accredited institution in a related field.	Subject matter expert providing testing expertise for support of user requirements of complex to highly complex software/hardware applications. Directs and/or participates in all phases of risk management assessments and software/hardware development with emphasis on analysis of user requirements, test design and test tools selection. Responsible for ensuring that the test design and documentation support all applicable client, agency or industry standards time lines and budgets. Responsible for ensuring that testing conclusions and recommendations are fully supported by test results, and project managers are fully informed of testing status and application deviations from documented user requirements.
F056	<b>Product Application Developer</b>	5 years of project related experience.	Experience in the area of specialization and a Bachelor's degree from an accredited institution in a related field.	Participates in the design of software tools and subsystems to support reuse and domain analysis. Assists Applications Engineer and Applications Programmer to interpret software requirements and design specifications to code and integrate and test software components.
F057	<b>Product System Architect</b>	10 years of project related experience.	Bachelor's Degree in Technology field or equivalent/relevant job experience. Technical training may be substituted for a degree.	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. Identifies, assesses, and presents options for meeting the functional and technical requirements including hardware and software updates or upgrades. Responsible for developing high level system design diagrams. Ensures these systems are compatible and in compliance with the standards for open systems architectures, the Open Systems Interconnection (OSI) and International Standards Organization (ISO) reference models, and profiles of standards - such as Institute of Electrical and Electronic Engineers (IEEE) Open Systems Environment (OSE) reference model - as they apply to the implementation and specification of Information Management (IM) solution of the application platform, across the application program interface (API), and the external environment/software application. Ensures that the common operating environment is compliant. Evaluates analytically and systematically problems of work flows, organization and planning and develops appropriate corrective action.

Order #	Labor Category Title	Minimum Experience	Minimum Education	Functional Responsibilities
F058	<b>Software-Subject Matter Expert (SME)</b>	7 years experience in developing overall software architecture and design of software solutions	Bachelor's degree in technical area. Technical training may be substituted for a degree.	Provides expert support, analysis and research into exceptionally complex problems, and processes relating to the subject matter. Serves as technical expert on executive-level project teams providing technical direction, interpretation and alternatives. Thinks independently and demonstrates exceptional written and oral communications skills. Applies advanced technical principles, theories, and concepts. Contributes to the development of new principles and concepts. Works on unusually complex technical problems and provides solutions which are highly innovative and ingenious. Works under consultative direction toward predetermined long-range goals and objectives. Assignments are often self-initiated. Determines and pursues courses of action necessary to obtain desired results. Develops advanced technological ideas and guides their development into a final product. Expertise is in a particular area of Information Technology (e.g., Information Systems Architecture, Telecommunications Systems Design, Architecture, Implementation, Information Systems Integration, Software Development Methodologies, Security Engineering, Communications and Network Systems Management), or a specific functional area (e.g., finance, logistics, and operations).
F059	<b>Security Architect</b>	6 years of project related experience.	Experience in the area of specialization and a Bachelor's degree from an accredited institution in a related field. One year of experience can be substituted by 15 semester hours completed towards a Bachelor's degree in a technically related field. Two years of experience can be substituted by completion of a Bachelor's degree in a technically related field.	Establishes system Security requirements using analysis of the security engineer(s) in the development of enterprise-wide or large-scale information systems. Determines and identifies high level security functional and technical requirements based on interactions with the user community and knowledge of the enterprise architecture. Designs security 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. Identifies, assesses, and presents options for meeting the functional and technical requirements for security including hardware and software updates or upgrades. Responsible for developing high level system design diagrams. Ensures these systems are compatible and in compliance with the standards for open systems architectures, the Open Systems Interconnection (OSI) and International Standards Organization (ISO) reference models, and profiles of standards - such as Institute of Electrical and Electronic Engineers (IEEE) Open Systems Environment (OSE) reference model - as they apply to the implementation and specification of Information Management (IM) solution of the application platform, across the application program interface (API), and the external environment/software application. Ensures that the security environment is compliant. Provides daily supervision and direction to staff.

Order #	Labor Category Title	Minimum Experience	Minimum Education	Functional Responsibilities
F060	Security Engineer	3 years of project related experience.	Bachelor's degree from an accredited institution in a professional engineering specialty listed in paragraph three that has equipped the individual with the knowledge, skills, and abilities to successfully perform the duties of the position and at least three years experience in a directly related field. One year of experience can be substituted by 15 semester hours completed towards a Bachelor's degree in a technically related field. Two years of experience can be substituted by completion of a Bachelor's degree in a technically related field.	Analyzes and defines security requirements for Multilevel Security (MLS) issues. Designs, develops, engineers and implements solutions to MLS requirements. Responsible for the implementation and development of the MLS. Gathers and organizes technical information about an organization's mission goals and needs, existing security products, and ongoing programs in the MLS arena. Performs risk analyses which also includes risk assessment. Provides daily supervision and direction to staff. Provides technical support for secure software development and integration tasks, including reviewing work products for correctness and adhering to the design concept and to user standards. Knowledgeable of Security/Information Assurance (IA) products such as PKI, VPN, firewalls, and intrusion detection systems. Analyzes and recommends resolution of security/IA problems on the basis of knowledge of the major IA products and services, an understanding of their limitations, and knowledge of the IA disciplines. Provides daily supervision and direction to staff.
F061	Model and Simulation Analyst	8 years of project related experience.	Bachelor's degree from an accredited institution in a professional engineering specialty listed in paragraph three that has equipped the individual with the knowledge, skills, and abilities to successfully perform the duties of the position and at least three years experience in a directly related field. One year of experience can be substituted by 15 semester hours completed towards a Bachelor's degree in a technically related field. Two years of experience can be substituted by completion of a Bachelor's degree in a technically related field.	Model and Simulation Analyst responsible for DoD Production Process and Decision Analysis Responsibilities: *Discrete event simulation programming and/or data and decision analysis techniques for the development of decision support tools. *Provide technical applications to solve existing technical problems, and to optimize and automate manual processes by employing operations research and six sigma techniques such as process mapping/modeling, data mining/manipulation, Monte Carlo technique, statistical analysis, sensitivity analysis, Design of Experiments, prediction methods, linear programming, animation/visualization, and optimization heuristics. *Develop new models and also be able to work with existing complex models, quickly assessing the current code in process locations and subroutines, and write complementary code to integrate with the existing code structure. *Operations Research, Industrial/ Production/ System Engineering background are preferred for their process analysis capability.

Order #	Labor Category Title	Minimum Experience	Minimum Education	Functional Responsibilities
F062	<b>Information Assurance Specialist II</b>	5 years of project related experience.	Bachelor's degree from an accredited institution in a professional engineering specialty listed in paragraph three that has equipped the individual with the knowledge, skills, and abilities to successfully perform the duties of the position and at least three years experience in a directly related field. One year of experience can be substituted by 15 semester hours completed towards a Bachelor's degree in a technically related field. Two years of experience can be substituted by completion of a Bachelor's degree in a technically related field.	Under specific direction, analyzes user needs and current security regulations and guidelines to determine IA functional requirements. Performs functional allocation to identify tasks that must be completed and interrelationships among those tasks. Identifies required resources. Analyzes and defines IA security requirements for MLS systems and non-MLS systems. Designs, develops, engineers, and implements solutions to MLS and non-MLS requirements. Gathers and organizes technical information about an organization's missions, goals, and requirements; existing security products; and ongoing IA programs.
F063	<b>System Engineer III</b>	3 years of project related experience.	Bachelor's degree from an accredited institution in a professional engineering specialty listed in paragraph three that has equipped the individual with the knowledge, skills, and abilities to successfully perform the duties of the position and at least three years experience in a directly related field. One year of experience can be substituted by 15 semester hours completed towards a Bachelor's degree in a technically related field. Two years of experience can be substituted by completion of a Bachelor's degree in a technically related field.	Responsible for designing, engineering, and evaluating IT software/hardware or network architectures and networking technologies. Additionally, responsible for training and supporting clients and their systems.

<b>Order #</b>	<b>Labor Category Title</b>	<b>Minimum Experience</b>	<b>Minimum Education</b>	<b>Functional Responsibilities</b>
<b>F064</b>	<b>Cyber Security Program Manager</b>	7 years of project related experience.	Bachelor's degree in a directly related curriculum from an accredited institution.	Responsible for all contract activities for a Cyber Security related program. Sets policies and procedures, technical standards and methods, and priorities. Coordinates the management of all work performed on tasks under the contract. Coordinates the efforts of subcontractors, team members, and vendors. Acts as the central point of contact with the Contracting Officer, the Contracting Officer's Representative, and other client officials. Exercises full authority to act for the company in the performance of the required work and services under all task orders. Works independently, or under the general direction of senior level company management, on all phases of performance including contract management, project/task order management, coordination of resource needs, coordination with corporate resources and management.
<b>F065</b>	<b>Cyber Security Operations Manager</b>	5 years of project related experience.	Bachelor's degree in a directly related curriculum from an accredited institution.	Leads Cyber Security Incident Response (CSIR) efforts across an organization including determination of the criticality of an incident, appropriate containment, and mitigation activities. Prioritizes advanced computer and network forensic investigations relating to various forms of malware, computer intrusion, theft of information, denial of service, and data breaches. Maintains and updates the Cyber Security Incident Response Plan & Playbook, including the comprehensive contact list, call trees and response approaches for new incident scenarios and integration of new tools and capabilities as identified. Oversees the execution of the Cyber Security Incident Response Playbook by the Security Operations Center and others for minor security incidents. Establishes and maintains strong working relationships with all teams required to support incident response. Acts as the lead for table-top exercises, which assess the effectiveness of cyber incident response capabilities across people, processes, and technology. Improves Incident Response processes by taking advantage of and Integration with new technologies and capabilities.
<b>F066</b>	<b>Ethical Hacker – Level I</b>	3 years of project related experience.	Bachelor's degree in a directly related curriculum from an accredited institution.	Under specific direction identifies flaws and vulnerabilities in security to protect organizational networks and applications from malicious hackers. Quickly detects and corrects common vulnerabilities. Upholds all legal and ethical behavior standards set forth by federal regulations. Responsible for training and educating clients on security awareness.
<b>F067</b>	<b>Ethical Hacker – Level II</b>	5 years of project related experience.	Bachelor's degree in a directly related curriculum from an accredited institution.	Under general supervision performs application analysis, reverse engineering, malware analysis, protocol analysis, and debugging. Penetrates networks or computer systems to identify computer security vulnerabilities. Demonstrates a general understanding of how social engineering is used to compromise networks and end devices.

Order #	Labor Category Title	Minimum Experience	Minimum Education	Functional Responsibilities
F068	<b>Ethical Hacker – Level III</b>	7 years of project related experience.	Bachelor's degree in a directly related curriculum from an accredited institution.	Experienced ethical hacker/penetration tester credentialed by International Council of Electronic Commerce Consultants with the Certified Ethical Hacker (CEH) certification. Possesses proficient knowledge of multiple operating systems and hacking techniques. Possesses excellent communications skills and is comfortable speaking in public. Leads Red Teams and authors' penetration testing Rules of Engagement. Leads teams and oversees penetration testing. Working knowledge with commercial and open source tools and experience with multiple programming languages. Experience with hardware-based and software security exploits and experience with reverse engineering and assembly language. Experience supporting Red Teams in the Department of Defense, Homeland Security, Intelligence Community or other federal agencies.
F069	<b>Ethical Hacker – Level IV</b>	9 years of project related experience.	Bachelor's degree in a directly related curriculum from an accredited institution.	Expert ethical hacker/penetration tester credentialed by International Council of Electronic Commerce Consultants with the Certified Ethical Hacker (CEH) certification. Expert knowledge using commercial and open source tools such as Appscan, Metasploit, Qualys, Nmap, Burp Suite, Kali Linux, and Nessus. Experience writing scripts in PowerShell, Ruby, Python, BASH, etc. Expertise in one or more programming languages, such as Linux, Java, C#, JavaScript, Python, C, XAML, or Visual C. Significant experience with hardware-based and software security exploits and experience with reverse engineering and assembly language. Experience leading Red Teams in the Department of Defense, Homeland Security, Intelligence Community or other federal agencies. Demonstrated ability to penetrate large, complex enterprise networks and systems.
F070	<b>Vulnerability Analyst - Level I</b>	3 years of project related experience.	Bachelor's degree in a directly related curriculum from an accredited institution.	Under specific direction conducts application, network, and system vulnerability assessments, documentation, and consultation of corrective, remediation actions. Responsible for assessing IT systems and supporting processes to ensure assessments and mitigating controls are consistent federal guidelines and organizational risk tolerances. Interacts with various enterprise and business process owners for the documentation, evaluation, and monitoring of current practices that are utilized in performing vulnerability assessment services. This includes the development of methods to ensure the accurate identification, prioritization, and remediation of vulnerabilities.

Order #	Labor Category Title	Minimum Experience	Minimum Education	Functional Responsibilities
F071	<b>Vulnerability Analyst – Level II</b>	5 years of project related experience.	Bachelor’s degree in a directly related curriculum from an accredited institution.	Conducts application, network, and system vulnerability assessments, documentation, and consultation of corrective, remediation actions. Responsible for assessing IT systems and supporting processes to ensure assessments and mitigating controls are consistent federal guidelines and organizational risk tolerances. Responsible for engaging with various enterprise and business process owners for the documentation, evaluation, and monitoring of current practices that are utilized in performing vulnerability assessment services. This includes the development of methods to ensure the accurate identification, prioritization, and remediation of vulnerabilities.
F072	<b>Vulnerability Analyst – Level III</b>	7 years of project related experience.	Bachelor’s degree in a directly related curriculum from an accredited institution.	Responsible for vulnerability management related to software and web applications. Leads periodic vulnerability scanning, web application scanning, and code scanning. Responsible for performing scans, analyzing results, identifying false positives, identifying remediation plans, directing system developers on remediation plans, and managing remediation through closure. Responsible for coordinating audit requests on behalf of a large-scale IT development team, and coordinating all FISMA assessment activities. Identifies remediation plans for known system vulnerabilities, tracks, prioritizes and monitors closure of vulnerabilities and POA&Ms. Facilitates responses to FISMA audit requests and other system assessment requests (e.g. OIG audits) Conducts pre-production assessments including vulnerability scans, web application scans, and code reviews for new releases. Proactively executes vulnerability scans, web application scans, and code reviews on a defined schedule to identify and remediate vulnerabilities a head of third-party assessments
F073	<b>Vulnerability Analyst – Level IV</b>	10 years of project related experience.	Bachelor’s degree in a directly related curriculum from an accredited institution.	Provides enterprise level vulnerability management. Works closely with customer Chief Information Security Officer (CISO) and Chief Information Officer (CIO) to help them make risk based decisions and prioritize investments. Demonstrates an expert understanding of the customer enterprise architecture and key business systems. Designs and deploys vulnerability management systems and has expertise in multiple scanning and vulnerability remediation software programs. Works with vendors and service providers to mitigate zero day exploits.

<b>Order #</b>	<b>Labor Category Title</b>	<b>Minimum Experience</b>	<b>Minimum Education</b>	<b>Functional Responsibilities</b>
<b>F074</b>	<b>Forensics Analyst – Level I</b>	3 years of project related experience.	Bachelor’s degree in a directly related curriculum from an accredited institution.	Under specific direction, provides knowledge in computer and network forensics. Conducts vulnerability assessments/penetration tests of information systems. Develops, researches and maintains proficiency in tools, techniques, countermeasures, and trend in computer and network vulnerabilities, data hiding, and encryption. Identifies, deters, monitors, and investigates computer and network intrusions. Provides computer forensic support to high technology investigations in the form of evidence seizure, computer forensic analysis, and data recovery.
<b>F075</b>	<b>Forensics Analyst – Level II</b>	7 years of project related experience.	Bachelor’s degree in a directly related curriculum from an accredited institution.	Conducts forensic acquisition and analysis of cyber security incidents. Performs "Hunt Operations" actively searching for indicators of compromise. Provides information for the indicator database and assists with signature creation and tuning to ensure proper agency cyber defenses. Works directly with system administrators to remediate systems to mitigate and/or prevent incidents of compromise. Actively work to reduce and mitigate findings from “Hunt Operations” or from other assessments and will report progress as requested by the Government.
<b>F076</b>	<b>Forensics Analyst – Level III</b>	10 years of project related experience.	Bachelor’s degree in a directly related curriculum from an accredited institution.	Independently leads digital forensics investigations. Certified in one or more information technology and forensics areas. Experience maintaining chain of custody and cataloguing evidence/information related to forensics investigation. Experience in eDiscovery and possesses significant working knowledge of EnCase or similar forensics tools.
<b>F077</b>	<b>Forensics Analyst – Level IV</b>	7 years of project related experience.	Master’s degree in a directly related curriculum from an accredited institution that has equipped the individual with the knowledge, skills, and abilities to successfully perform the duties of the position.	Leads and maintains forensics program for a customer. Develops innovative ways to gather information and evidence during digital forensics investigations. Develops and supports Insider Threat Plans and supports enterprise level senior leadership. Has 5 or more years using forensics tools such as EnCase. Experience in supporting administrative or criminal inquiries. Experience working with Office of Inspector General, law enforcement, and intelligence community. Provides briefings to senior executives.
<b>F078</b>	<b>Cyber Threat Intelligence Analyst – Level I</b>	2 years of project related experience.	Associate degree in a directly related curriculum from an accredited institution.	Under specific direction performs cyber threat intelligence analysis, correlates actionable security events, performs network traffic analysis using raw packet data, net flow, IDS, IPS, and custom sensor output as it pertains to the cyber security of communication networks, and participate in the coordination of resources during incident response efforts. Uses both classified and unclassified information to create cyber security intelligence products and threat assessments.

<b>Order #</b>	<b>Labor Category Title</b>	<b>Minimum Experience</b>	<b>Minimum Education</b>	<b>Functional Responsibilities</b>
<b>F079</b>	<b>Cyber Threat Intelligence Analyst – Level II</b>	2 years of project related experience.	Bachelor's degree in a directly related curriculum from an accredited institution.	Under general supervision performs cyber threat intelligence analysis, correlates actionable security events, performs network traffic analysis using raw packet data, net flow, IDS, IPS, and custom sensor output as it pertains to the cyber security of communication networks, and participate in the coordination of resources during incident response efforts. Uses both classified and unclassified information to create cyber security intelligence products and threat assessments and briefs senior leaders.
<b>F080</b>	<b>Cyber Threat Intelligence Analyst – Level III</b>	4 years of project related experience.	Bachelor's degree in a directly related curriculum from an accredited institution.	Under general supervision performs cyber threat intelligence analysis, correlates actionable security events, performs network traffic analysis using raw packet data, net flow, IDS, IPS, and custom sensor output as it pertains to the cyber security of communication networks, and participate in the coordination of resources during incident response efforts. Uses both classified and unclassified information to create cyber security intelligence products and threat assessments and briefs senior leaders.
<b>F081</b>	<b>Cyber Threat Intelligence Analyst – Level IV</b>	6 years of project related experience.	Bachelor's degree in a directly related curriculum from an accredited institution.	With little or no supervision provides cyber intelligence analysis including the reviews classified and unclassified cyber news feeds, signature updates, incident reports, threat briefs, and vulnerability alerts from external sources and to determine its applicability to the customer environment. Disseminates information externally within the cyber intelligence community. Interprets and compiles the information received about emerging threats at different classification levels through data feeds from Internet security firms, Government organizations, private industry, and foreign Governments into actionable monitoring either by developing custom content or by some other means. Identifies potential threats based on enterprise utilized hardware and software and accounts for current and evolving hacking tools and methodologies available to disrupt these systems. Participates in cybersecurity exercises. Leads teams of cyber intelligence analysts.
<b>F082</b>	<b>Cyber Threat Intelligence Analyst – Level V</b>	8 years of project related experience.	Master's degree in a directly related curriculum from an accredited institution that has equipped the individual with the knowledge, skills, and abilities to successfully perform the duties of the position.	Performs complex analysis using classified and unclassified source data to proactively identify threat vectors. Provides expert level analysis for adversary capabilities, intentions, techniques, tactics, and procedures (TTP), and be used to author and redistribute cyber intelligence information, fuse cyber intelligence data into SOC monitoring systems, and provide situational awareness to other members of the cybersecurity team, communicate methods for detecting specific threats, and plan operations to mitigate or disrupt the threat as part of the overarching enterprise Computer Network Defense (CND). Designs, leads, or supports cybersecurity exercises and supports Blue Team/Red Team activity.

<b>Order #</b>	<b>Labor Category Title</b>	<b>Minimum Experience</b>	<b>Minimum Education</b>	<b>Functional Responsibilities</b>
<b>F083</b>	<b>Cyber Security System Engineer – Level I</b>	2 years of project related experience.	Bachelor’s degree in a directly related curriculum from an accredited institution.	Under specific direction, designs, deploys and maintains enterprise computer network defense capabilities from the enterprise down to the end point. Knowledgeable in information assurance software, hardware, or both. Supports the capture of relevant IT requirements and assists team leads and project managers with information assurance architecture and designs. Once deployed, maintains and tunes information assurance systems across network, data center, cloud, and at the application layer as needed. Reports performance issues to senior management.
<b>F084</b>	<b>Cyber Security System Engineer – Level III</b>	6 years of project related experience.	Bachelor’s degree in a directly related curriculum from an accredited institution.	Under general supervision, designs, deploys and maintains enterprise computer network defense capabilities from the enterprise down to the end point. Leads the capture of relevant IT requirements and assists team leads and project managers with information assurance architecture and designs. Once deployed, maintains and tunes information assurance systems across network, data center, cloud, and at the application layer as needed. Integrates and customizes information assurance systems.
<b>F085</b>	<b>Cyber Security System Engineer – Level IV</b>	8 years of project related experience.	Bachelor’s degree in a directly related curriculum from an accredited institution.	Leads the design, deployment and maintenance of enterprise computer network defense capabilities from the enterprise down to the end point. Supports the capture of relevant IT requirements and assists team leads and project managers with information assurance architecture and designs. Once deployed, maintains and tunes information assurance systems across network, data center, cloud, and at the application layer as needed. Leads teams of cyber security engineers. Demonstrates a deep understanding of multiple information assurance software and hardware products. Integrates and customizes information assurance systems.
<b>F086</b>	<b>Cyber Security System Engineer – Level V</b>	10 years of project related experience.	Bachelor’s degree in a directly related curriculum from an accredited institution.	Performs complex enterprise wide assessments of information assurance posture based on deployed computer network defense capabilities. Understands the business impact of potential data loss, interruptions in service, or and correlates that to information into recommended design and deployment priorities. Possesses a deep understanding of enterprise architecture, networks, data centers, public and private cloud, and applications and how information assurance systems interact. Demonstrates an expert level understanding of multiple information assurance software and hardware products.

Order #	Labor Category Title	Minimum Experience	Minimum Education	Functional Responsibilities
F087	<b>Cyber Security Analyst – Level I</b>	3 years of project related experience.	Bachelor’s degree in a directly related curriculum from an accredited institution. Bachelor’s degree may be substituted by the completion of military training in cyber security and 1 year of security experience in a classified environment.	Under specific direction, investigates and contributes to large and small scale computer security incident response events on a global network. Leverages advanced tools to identify and mitigate malicious activity, ranging from malware to potential interactive intrusions. Analyzes computer systems and network traffic for signs of infection or compromise. Identify potential malicious activity from memory dumps, logs, and packet captures. Interact and assist other investigative teams on time sensitive, critical investigations. Participates as part of a close team of technical specialists on coordinated responses and subsequent remediation of security incidents.
F088	<b>Cyber Security Analyst – Level II</b>	5 years of project related experience.	Bachelor’s degree in a directly related curriculum from an accredited institution. Bachelor’s degree may be substituted by the completion of military training in cyber security and 1 year of security experience in a classified environment.	Investigates and contributes to large and small-scale computer security incident response events on a global network. Leverages advanced tools to identify and mitigate malicious activity, ranging from malware to potential interactive intrusions. Analyzes computer systems and network traffic for signs of infection or compromise. Characterizes suspicious binaries and be able identify traits. Identify potential malicious activity from memory dumps, logs, and packet captures. Interact and assist other investigative teams on time sensitive, critical investigations. Participates as part of a close team of technical specialists on coordinated responses and subsequent remediation of security incidents.
F089	<b>Cyber Security Analyst – Level III</b>	6 years of project related experience.	Bachelor’s degree in a directly related curriculum from an accredited institution. Bachelor’s degree may be substituted by the completion of military training in cyber security and 1 year of security experience in a classified environment.	Investigates and contributes to large and small scale computer security incident response events on a global network. Leverages advanced tools to identify and mitigate malicious activity, ranging from malware to potential interactive intrusions. Analyzes computer systems and network traffic for signs of infection or compromise. Characterizes suspicious binaries and be able identify traits. Identify potential malicious activity from memory dumps, logs, and packet captures. Interact and assist other investigative teams with time sensitive, critical investigations. Participates as part of a close team of technical specialists on coordinated responses and subsequent remediation of security incidents. Serves as escalation point from Level 2 analysts and performs further triage on escalated incidents and events. Provides briefings to leadership.

<b>Order #</b>	<b>Labor Category Title</b>	<b>Minimum Experience</b>	<b>Minimum Education</b>	<b>Functional Responsibilities</b>
<b>F090</b>	<b>Cyber Security Analyst – Level IV</b>	7 years of project related experience.	Bachelor’s degree in a directly related curriculum from an accredited institution. Bachelor’s degree may be substituted by the completion of military training in cyber security and 1 year of security experience in a classified environment.	Investigates and contributes to large and small scale computer security incident response events on a global network. Leverages advanced tools to identify and mitigate malicious activity, ranging from malware to potential interactive intrusions. Analyzes computer systems and network traffic for signs of infection or compromise. Characterizes suspicious binaries and be able identify traits. Identify potential malicious activity from memory dumps, logs, and packet captures. Interact and assist other investigative teams with time sensitive, critical investigations. Participates as part of a close team of technical specialists on coordinated responses and subsequent remediation of security incidents. Leads teams of cybersecurity analysts.
<b>F091</b>	<b>Cyber Security Analyst – Level V</b>	9 years of project related experience.	Bachelor’s degree in a directly related curriculum from an accredited institution. Bachelor’s degree may be substituted by the completion of military training in cyber security and 1 year of security experience in a classified environment.	Investigates and contributes to large scale, complex computer security incident response events on a global network. Leverages advanced tools to identify and mitigate malicious activity, ranging from malware to potential interactive intrusions. Analyzes computer systems and network traffic for signs of infection or compromise. Characterizes suspicious binaries and be able identify traits. Identify potential malicious activity from memory dumps, logs, and packet captures. Interact and assist other investigative teams on time sensitive, critical investigations. Act as a subject matter expert on information security related issues pertaining to malware analysis and incident response.
<b>F092</b>	<b>Computer Security Systems Specialist - Level I</b>	2 years of project related experience.	Associate degree in a directly related curriculum from an accredited institution. Associate degree may be substituted by the completion of military training in cyber security.	Under specific direction, analyzes user needs and current security regulations and guidelines to determine IA functional requirements. Performs functional allocation to identify tasks that must be completed and interrelationships among those tasks. Identifies required resources. Analyzes and defines IA security requirements for Multilevel Security (MLS) systems and non-MLS systems. Designs, develops, engineers, and implements solutions to MLS and non-MLS requirements. Gathers and organizes technical information about an organization's missions, goals, and requirements; existing security products; and ongoing IA programs.

Order #	Labor Category Title	Minimum Experience	Minimum Education	Functional Responsibilities
F093	<b>Computer Security Systems Specialist - Level II</b>	3 years of project related experience.	Bachelor's degree in a directly related curriculum from an accredited institution. Bachelor's degree may be substituted by the completion of military training in cyber security and 1 year of security experience in a classified environment.	Under general supervision, analyzes and defines security requirements for Multilevel Security (MLS) issues. Designs, develops, engineers and implements solutions to MLS requirements. Gathers and organizes technical information about an organization's mission goals and needs, existing security products and ongoing programs in the MLS arena. Performs risk analyses, which also includes risk assessment. Provides technical support for secure software development and integration tasks, including reviewing work products for correctness and adhering to the design concept and to user standards. Knowledgeable of Security/IA products such as PKI, VPN, firewalls, and intrusion detection systems. Analyzes and recommends resolution of security/IA problems on the basis of knowledge of the major IA products and services, an understanding of their limitations, and knowledge of the IA disciplines.
F094	<b>Computer Security Systems Specialist - Level III</b>	5 years of project related experience.	Bachelor's degree in a directly related curriculum from an accredited institution. Bachelor's degree may be substituted by the completion of military training in cyber security and 1 year of security experience in a classified environment.	Under general supervision, analyzes and defines security requirements for Multilevel Security (MLS) issues. Designs, develops, engineers and implements solutions to MLS requirements. Gathers and organizes technical information about an organization's mission goals and needs, existing security products and ongoing programs in the MLS arena. Performs risk analyses, which also includes risk assessment. Provides technical support for secure software development and integration tasks, including reviewing work products for correctness and adhering to the design concept and to user standards. Knowledgeable of Security/IA products such as PKI, VPN, firewalls, and intrusion detection systems. Analyzes and recommends resolution of security/IA problems on the basis of knowledge of the major IA products and services, an understanding of their limitations, and knowledge of the IA disciplines.

Order #	Labor Category Title	Minimum Experience	Minimum Education	Functional Responsibilities
F095	<b>Computer Security Systems Specialist - Level IV</b>	8 years of project related experience.	Bachelor's degree in a directly related curriculum from an accredited institution. Bachelor's degree may be substituted by the completion of military training in cyber security and 1 year of security experience in a classified environment.	Analyzes and defines security requirements for Multilevel Security (MLS) issues. Designs, develops, engineers and implements solutions to MLS requirements. Responsible for the implementation and development of the MLS. Gathers and organizes technical information about an organization's mission goals and needs, existing security products, and ongoing programs in the MLS arena. Performs risk analyses which also includes risk assessment. Provides daily supervision and direction to staff. Provides technical support for secure software development and integration tasks, including reviewing work products for correctness and adhering to the design concept and to user standards. Knowledgeable of Security/Information Assurance (IA) products such as PKI, VPN, firewalls, and intrusion detection systems. Analyzes and recommends resolution of security/IA problems on the basis of knowledge of the major IA products and services, an understanding of their limitations, and knowledge of the IA disciplines. Provides daily supervision and direction to staff.
F096	<b>Computer Security Systems Specialist - Level V</b>	10 years of project related experience.	Bachelor's degree in a directly related curriculum from an accredited institution. Bachelor's degree may be substituted by the completion of military training in cyber security and 1 year of security experience in a classified environment.	Analyzes and defines security requirements for Multilevel Security (MLS) issues. Designs, develops, engineers and implements solutions to MLS requirements. Responsible for the implementation and development of the MLS. Gathers and organizes technical information about an organization's mission goals and needs, existing security products, and ongoing programs in the MLS arena. Performs risk analyses which also includes risk assessment. Provides daily supervision and direction to staff. Provides technical support for secure software development and integration tasks, including reviewing work products for correctness and adhering to the design concept and to user standards. Knowledgeable of Security/Information Assurance (IA) products such as PKI, VPN, firewalls, and intrusion detection systems. Analyzes and recommends resolution of security/IA problems on the basis of knowledge of the major IA products and services, an understanding of their limitations, and knowledge of the IA disciplines. Provides daily supervision and direction to staff.
F097	<b>Subject Matter Expert (SME) - Level I</b>	5 years of project related experience.	Bachelor's degree in a directly related curriculum from an accredited institution.	Has in-depth knowledge on one or more security tools, processes, architecture or is an expert in specific types of threats or attacks. Performs tasks of a moderate degree of difficulty with minimal supervision. Knowledge of specific tasks, processes, or functions to meet organization's best practice standards. Skilled in analyzing requirements and solutions. Develops and recommends project process changes to include new solutions and new technologies. Makes recommendations for project specifications, performance and technical standards. Provides technical guidance for other project team members.

Order #	Labor Category Title	Minimum Experience	Minimum Education	Functional Responsibilities
F098	<b>Subject Matter Expert (SME) - Level II</b>	7 years of project related experience.	Bachelor's degree in a directly related curriculum from an accredited institution.	Has in-depth knowledge on one or more security tools, processes, architecture or is an expert in specific types of threats or attacks. Performs tasks of a high degree of difficulty with minimal supervision. Advanced knowledge of specific tasks, processes, or functions to meet organization's best practice standards. Skilled in analyzing technical and performance risk and cost impacts of approaches and solutions to meet client needs. Develops and implements project process changes to include new solutions and new technologies. Generates and approves project specifications. May establish performance and technical standards. Provides technical leadership for other project team members.
F099	<b>Subject Matter Expert (SME) - Level III</b>	9 years of project related experience.	Bachelor's degree in a directly related curriculum from an accredited institution.	Has in-depth knowledge on one or more security tools, processes, architecture or is an expert in specific types of threats or attacks. Performs complex tasks of a high degree of difficulty with minimal supervision. Proficient knowledge of specific tasks, processes, or functions to meet organization's best practice standards. Proficient in developing scenarios for analyzing requirements, risks, cost impacts and solutions to meet client needs. Develops and recommends organizational process changes to include new solutions and new technologies. Establishes performance and technical standards for the project. Provides technical/ management leadership for other project team members.
F100	<b>Subject Matter Expert (SME) - Level IV</b>	10 years of project related experience.	Bachelor's degree in a directly related curriculum from an accredited institution.	Has in-depth knowledge on numerous security tools, processes, architecture and is an expert in specific types of threats or attacks. Performs very complex tasks of a high degree of difficulty. Expert knowledge of specific tasks, processes, or functions to meet organization's best practice standards. Expert in developing scenarios for analyzing requirements, risks, cost impacts and solutions to meet client needs. Develops and implements organizational process changes to include new solutions and new technologies. May make strategic recommendation on organizational performance and technical standards. Provides technical/management leadership for the project teams.

Order #	Labor Category Title	Minimum Experience	Minimum Education	Functional Responsibilities
F101	<b>Subject Matter Expert (SME) – Level V</b>	8 years of project related experience.	Master’s degree in a directly related curriculum from an accredited institution that has equipped the individual with the knowledge, skills, and abilities to successfully perform the duties of the position.	Has in-depth knowledge on numerous security tools, processes, architecture and is an expert in specific types of threats or attacks. Performs very complex tasks. Establishes goals and plans that meet project objectives. Expert knowledge of organizational tasks, processes, or functions to meet organization’s best practice standards. Expert in developing scenarios for analyzing requirements, risks, cost impacts and solutions to meet client needs. May be required to make recommendations on further project developments and with specific systems enhancements. Expert in utilizing new methodologies for solving problems and ensuring that systems are in compliance with organizational requirements and client needs. Make strategic recommendation on organizational performance and technical standards. Provides technical/management leadership for complex project teams.
F102	<b>Subject Matter Expert (SME) – Level VI</b>	10 years of project related experience.	Master’s degree in a directly related curriculum from an accredited institution that has equipped the individual with the knowledge, skills, and abilities to successfully perform the duties of the position.	Recognized as industry leading expert in multiple cyber security tools, processes, architectures and demonstrates clear understanding of emerging threats to proactively mitigate risk. Establishes goals and plans that meet organization objectives. Expert knowledge of technical domain and overall industry. Expert in making recommendations on further project development and with specific systems enhancements. Ensures that the client and the organization is maximizing the impacts and potential of new systems. Implement strategies on organizational performance and technical standards. Provides technical/management leadership for the organization.

<b>EDUCATION AND EXPERIENCE REQUIREMENTS EQUIVALENCY SUBSTITUTION TABLE</b>
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Foxhole Technology, Inc. will provide only people who meet or exceed the minimum qualifications within the labor category descriptions stated herein. Foxhole Technology, Inc. labor categories provide for substituting experience for minimum education requirements and substituting educational degrees for years of experience. These substitutions are allowed for all Foxhole Technology, Inc. labor categories unless specified in the description.

*Allowable Substitutions*

The table below presents the allowable substitutions based on the education and experience of the labor categories in the Pricelist. Experience should be professional and job related, however it does not have to be specific to the project to be accomplished.

<b>DEGREE</b>	<b>DEGREE AND EXPERIENCE &amp; EDUCATION SUBSTITUTIONS</b>	<b>RELATED CERTIFICATION SUBSTITUTIONS</b>
	In general, where it is not stated, the following experience table may be substituted for not having the required degree, unless otherwise specified in the job description.	
Associate's	2 years relevant experience	Trade/Vocational School or Technical Training or Military Training in relevant field
Bachelor's	Associate's + 4 years relevant experience 6 years relevant experience	Professional or Industry Standard Technical Certification in a relevant field. (e.g., MCSE, CCNP, CNA, CNE)
Master's	Bachelor's + 4 years relevant experience Associate's + 8 years relevant experience 10 years relevant experience	Professional License [e.g. Professional Engineer, Registered Communications Distribution Designer (RCDD), Certified Professional Logistician (CPL)]
Doctorate	Master's + 4 years relevant experience Bachelor's + 8 years relevant experience 14 years relevant experience	

## USA COMMITMENT TO PROMOTE SMALL BUSINESS PARTICIPATION PROCUREMENT PROGRAMS

### PREAMBLE

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

### COMMITMENT

To actively seek and partner with small businesses.

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

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

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

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

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

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

We signify our commitment to work in partnership with small, small disadvantaged and women-owned small businesses to promote and increase their participation in ordering activity contracts. To accelerate potential opportunities please contact Bob Toye at Foxhole Technology, Inc. at Phone No.: (703) 496-4514 Fax No.: (703) 877-0266 or Email: [Contracts@foxholetechnology.com](mailto:Contracts@foxholetechnology.com)

**BEST VALUE BLANKET PURCHASE AGREEMENT  
MULTIPLE AWARD SCHEDULE**

(Insert Customer Name)

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

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

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

Signatures

\_\_\_\_\_  
Ordering Activity                      Date

\_\_\_\_\_  
Contractor                              Date

BPA NUMBER \_\_\_\_\_

(CUSTOMER NAME)  
BLANKET PURCHASE AGREEMENT

Pursuant to GSA Multiple Award Schedule Contract Number(s) \_\_\_\_\_, Blanket Purchase Agreements, the Contractor agrees to the following terms of a Blanket Purchase Agreement (BPA) EXCLUSIVELY WITH (Ordering activity):

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

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

Delivery:

DESTINATION                      DELIVERY SCHEDULE/DATES

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

(4) This BPA does not obligate any funds.

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

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

OFFICE                      POINT OF CONTACT

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

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

(a) Name of Contractor;

(b) Contract Number;

(c) BPA Number;

(d) Model Number or National Stock Number (NSN);

(e) Purchase Order Number;

(f) Date of Purchase;

(g) Quantity, Unit Price, and Extension of Each Item (unit prices and extensions need not be shown when incompatible with the use of automated systems; provided, that the invoice is itemized to show the information); and

(h) Date of Shipment.

(9) The requirements of a proper invoice are specified in the Multiple Award Schedule contract. Invoices will be submitted to the address specified within the task/delivery order transmission issued against this BPA.

(10) The terms and conditions included in this BPA apply to all purchases made pursuant to it. In the event of an inconsistency between the provisions of this BPA and the Contractor's invoice, the provisions of this BPA will take precedence.

## **BASIC GUIDELINES FOR USING “CONTRACTOR TEAM ARRANGEMENTS”**

Multiple Award Schedule Contractors may use “Contractor Team Arrangements” (see FAR 9.6) to provide solutions when responding to an ordering activity requirement.

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

Orders under a Team Arrangement are subject to terms and conditions of the Multiple Award Schedule Contract.

Participation in a Team Arrangement is limited to Multiple Award Schedule Contractors.

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

Here is a general outline on how it works:

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

**THE FOXHOLE TECHNOLOGY, INC. SALES AND SERVICE POINTS**

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