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

MULTIPLE AWARD SCHEDULE (MAS)
FSC CODE: D399

INTEGRATED SYSTEMS, INC.

Integrated Systems Inc.
8245, Boone Boulevard, Suite 700
Tysons Corner, VA 22182
Phone: 703-288-4030
Fax: 703-288-4303
Email: GSAORDERS@global-isicom
Website: www.global-isicom

Business Size: Small Business, Woman Owned Business
Woman-Owned (WOSB)
SBA Certified Small Disadvantaged Business

CONTRACT NUMBER
GS35F0604N

PERIOD COVERED BY CONTRACT
May 13, 2018 – May 12, 2023

PRICE LIST CURRENT THROUGH
Modification PS-A812, dated April 1, 2020

For more information on ordering from Federal Supply Schedule click on the FSS Schedules button at fss.gsa.gov. On-line access to contract ordering information, terms and conditions, up-to-date pricing, and the option to create an electronic delivery order is available through GSA Advantage!™, a menu-driven database system. The INTERNET address for GSA Advantage!™ is: http://www.GSAAdvantage.gov.
INTEGRATED SYSTEMS INFORMATION

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

<table>
<thead>
<tr>
<th>SIN</th>
<th>RECOVERY</th>
<th>SIN Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>54151S</td>
<td>54151SRC</td>
<td>Information Technology Professional Services</td>
</tr>
<tr>
<td>OLM</td>
<td>OLMRC</td>
<td>Order-Level Materials (OLMs)</td>
</tr>
</tbody>
</table>

1b. LOWEST PRICED MODEL NUMBER AND PRICE PER SIN: See Awarded Price List

1c. HOURLY RATES: See Awarded Price List

2. MAXIMUM ORDER: 54151S: $500,000; OLM: $250,000
   *Ordering activities may request a price reduction at any time before placing an order, establishing a BPA, or in conjunction with the annual BPA review. However, the ordering activity shall seek a price reduction when the order or BPA exceeds the simplified acquisition threshold. Schedule contractors are not required to pass on to all schedule users a price reduction extended only to an individual ordering activity for a specific order or BPA.

3. MINIMUM ORDER: $100.00

4. GEOGRAPHIC COVERAGE: Domestic delivery

5. POINT OF PRODUCTION: United States

6. DISCOUNT FROM LIST PRICES: Prices are listed as GSA Net, discount deducted and IFF included.

7. QUANTITY DISCOUNT: None

8. PROMPT PAYMENT TERMS: Net 30 Days
   Information for Ordering Offices: Prompt payment terms cannot be negotiated out of the contractual agreement in exchange for other concessions.

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

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

10. FOREIGN ITEMS: None

11a. TIME OF DELIVERY: As Negotiated

11b. EXPEDITED DELIVERY: To be negotiated at the task order level.

11c. OVERNIGHT AND 2-DAY DELIVERY: To be negotiated at the task order level.

11d. URGENT REQUIREMENTS: When the Federal Supply Schedule contract delivery period does not meet the bona fide urgent delivery requirements of an ordering agency, agencies are encouraged, if time permits, to contact 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 agency, any order(s) placed pursuant to the agreed upon accelerated delivery time frame shall be delivered within this shorter delivery time and in accordance with all other terms and conditions of the contract. Urgent Requirement clause in accordance with I-FSS-140-B.

12. FOB POINT: Destination
13a. **ORDERING ADDRESS:** 8245, Boone Boulevard, Suite 700
Tysons Corner, VA 22182
Phone: 703-288-4030
Fax: 703-288-4303
Email: GSAORDERS@global-is.com

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

14. **PAYMENT ADDRESS:** 8245, Boone Boulevard, Suite 700
Tysons Corner, VA 22182
Phone: 703-288-4030
Fax: 703-288-4303
Email: GSAORDERS@global-is.com

15. **WARRANTY PROVISION:** Standard Commercial Warranty

16. **EXPORT PACKING CHARGES:** None

17. **TERMS AND CONDITIONS OF GOVERNMENT PURCHASE CARD ACCEPTANCE:** Credit cards accepted above and below the micro-purchase threshold.

18. **TERMS AND CONDITIONS OF RENTAL, MAINTENANCE, AND:** N/A

19. **TERMS AND CONDITIONS OF INSTALLATION:** N/A

20. **TERMS AND CONDITIONS OF REPAIR PARTS INDICATING DATE OF PARTS PRICE LISTS AND ANY DISCOUNTS FROM LIST PRICES:** N/A

20a. **TERMS AND CONDITIONS FOR ANY OTHER SERVICES:** N/A

21. **LIST OF SERVICE AND DISTRIBUTION POINTS:** N/A

22. **LIST OF PARTICIPATING DEALERS:** N/A

23. **PREVENTIVE MAINTENANCE:** N/A

24a. **SPECIAL ATTRIBUTES SUCH AS ENVIRONMENTAL ATTRIBUTES** (e.g. recycled content, energy efficiency, and/or reduced pollutants): N/A

24b. **SECTION 508 COMPLIANCE:** If applicable, Section 508 compliance information is available on Electronic and Information Technology (EIT) supplies and services and will be addressed on a task order basis. The EIT standards can be found at: www.Section508.gov

25. **DUNS NUMBER:** 078570335

26. **NOTIFICATION REGARDING IN SYSTEM FOR AWARD MANAGEMENT (SAM) DATABASE:** Integrated Systems Inc. has an Active Registration in the SAM database.

CAGE CODE: 1SUAS
STATISTICAL DATA FOR GOVERNMENT ORDERING OFFICE COMPLETION OF STANDARD FORM 279:
Block 9: G. Order/Modification Under Federal Schedule Block 16: Data Universal Numbering System (DUNS) Number 07-857-0335

Block 30: Type of Contractor - ____________A____________

A. Small Disadvantaged Business B. Other Small Business C. Large Business G. Other Nonprofit Organization L. Foreign Contractor

Block 31: Woman-Owned Small Business - ___YES___

Block 36: Contractor's Taxpayer Identification Number (TIN): 58-2532352

CAGE Code: 1SU8

Contractor has registered with the System For Award Management (SAM)

Products and ordering information in this Authorized FSS Information Technology Schedule Pricelist are also available on the GSA Advantage! System. Agencies can browse GSA Advantage! by accessing the Federal Supply Service’s Home Page via the Internet at http://www.fss.gsa.gov/
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 Information Technology Schedule.
   b. The Contractor shall provide services at the Contractor’s facility and/or at the Government location, as agreed to by the Contractor and the ordering office.

2. PERFORMANCE INCENTIVES
   a. When using a performance based statement of work, performance incentives may be agreed upon between the Contractor and the ordering office on individual fixed price orders or Blanket Purchase Agreements, for fixed price tasks, under this contract in accordance with this clause.
   b. The ordering office must establish a maximum performance incentive price for these services and/or total solutions on individual orders or Blanket Purchase Agreements.
   c. To the maximum extent practicable, ordering offices shall consider establishing incentives where performance is critical to the agency’s mission and incentives are likely to motivate the contractor. Incentives shall be based on objectively measurable tasks.
   d. The above procedures do not apply to Time and Material or labor hour orders.

3. ORDERING PROCEDURES FOR SERVICES (REQUIRING A STATEMENT OF WORK)
   FAR 8.402 contemplates that GSA may occasionally find it necessary to establish special ordering procedures for individual Federal Supply Schedules or for some Special Item Numbers (SINs) within a Schedule. GSA has established special ordering procedures for services that require a Statement of Work. These special ordering procedures take precedence over the procedures in FAR 8.404 (b)(2) through (b)(3).
   GSA has determined that the prices for services contained in the contractor’s price list applicable to this Schedule are fair and reasonable. However, the ordering office using this contract is responsible for considering the level of effort and mix of labor proposed to perform a specific task being ordered and for making a determination that the total firm-fixed price or ceiling price is fair and reasonable.
   (a) When ordering services, ordering offices shall—
      (1) Prepare a Request (Request for Quote or other communication tool):
         (i) A statement of work (a performance-based statement of work is preferred) that outlines, at a minimum, the work to be performed, location of work, period of performance, deliverable schedule, applicable standards, acceptance criteria, and any special requirements (i.e., security clearances, travel, special knowledge, etc.) should be prepared.
         (ii) The request should include the statement of work and request the contractors to submit either a firm-fixed price or a ceiling price to provide the services outlined in the statement of work. A firm-fixed price order shall be requested, unless the ordering office makes a determination that it is not possible at the time of placing the order to estimate accurately the extent or duration of the work or to anticipate cost with any reasonable degree of confidence. When such a determination is made, a labor hour or time-and-materials proposal may be requested. The firm-fixed price shall be based on the rates in the schedule contract and shall consider the mix of labor categories and level of effort required to perform the services described in the statement of work. The firm-fixed price of the order should also include any travel costs or other incidental costs related to performance of the services ordered, unless the order provides for reimbursement of travel costs at the rates provided in the...
Federal Travel or Joint Travel Regulations. A ceiling price must be established for labor-hour and time-and-materials orders.

(iii) The request may ask the contractors, if necessary or appropriate, to submit a project plan for performing the task, and information on the contractor’s experience and/or past performance performing similar tasks.

(iv) The request shall notify the contractors what basis will be used for selecting the contractor to receive the order. The notice shall include the basis for determining whether the contractors are technically qualified and provide an explanation regarding the intended use of any experience and/or past performance information in determining technical qualification of responses. If consideration will be limited to schedule contractors who are small business concerns as permitted by paragraph (2)(i) below, the request shall notify the contractors that will be the case.

(2) Transmit the Request to Contractors:

(i) Based upon an initial evaluation of catalogs and price lists, the ordering office should identify the contractors that appear to offer the best value (considering the scope of services offered, pricing and other factors such as contractors’ locations, as appropriate). When buying IT professional services under SIN 54151S ONLY, the ordering office, at its discretion, may limit consideration to those schedule contractors that are small business concerns. This limitation is not applicable when buying supplies and/or services under other SINs as well as SIN 54151S. The limitation may only be used when at least three (3) small businesses that appear to offer services that will meet the agency’s needs are available, if the order is estimated to exceed the micro-purchase threshold.

(ii) The request should be provided to three (3) contractors if the proposed order is estimated to exceed the micro-purchase threshold, but not exceed the maximum order threshold. For proposed orders exceeding the maximum order threshold, the request should be provided to additional contractors that offer services that will meet the agency’s needs. Ordering offices should strive to minimize the contractors’ costs associated with responding to requests for quotes for specific orders. Requests should be tailored to the minimum level necessary for adequate evaluation and selection for order placement. Oral presentations should be considered, when possible.

(3) Evaluate Responses and Select the Contractor to Receive the Order:

After responses have been evaluated against the factors identified in the request, the order should be placed with the schedule contractor that represents the best value. (See FAR 8.404)

(b) The establishment of Federal Supply Schedule Blanket Purchase Agreements (BPAs) for recurring services is permitted when the procedures outlined herein are followed. All BPAs for services must define the services that may be ordered under the BPA, along with delivery or performance time frames, billing procedures, etc. The potential volume of orders under BPAs, regardless of the size of individual orders, may offer the ordering office the opportunity to secure volume discounts. When establishing BPAs, ordering offices shall—

(1) Inform contractors in the request (based on the agency’s requirement) if a single BPA or multiple BPAs will be established and indicate the basis that will be used for selecting the contractors to be awarded the BPAs.

(i) SINGLE BPA: Generally, a single BPA should be established when the ordering office can define the tasks to be ordered under the BPA and establish a firm-fixed price or ceiling price for individual tasks or services to be ordered. When this occurs, authorized users may place the order directly under the established BPA when the need for service arises. The schedule contractor that represents the best value should be awarded the BPA. (See FAR 8.404)

(ii) MULTIPLE BPAs: When the ordering office determines multiple BPAs are needed to meet its requirements, the ordering office should determine which contractors can meet any technical qualifications before establishing the BPAs. When multiple BPAs are established, the authorized users must follow the procedures in (a)(2)(ii) above and then place the order with the Schedule contractor that represents the best value.
Review BPAs Periodically: Such reviews shall be conducted at least annually. The purpose of the review is to determine whether the BPA still represents the best value. (See FAR 8.404)

The ordering office should give preference to small business concerns when two or more contractors can provide the services at the same firm-fixed price or ceiling price.

When the ordering office’s requirement involves both products as well as executive, administrative and/or professional, services, the ordering office should total the prices for the products and the firm-fixed price for the services and select the contractor that represents the best value. (See FAR 8.404)

The ordering office, at a minimum, should document orders by identifying the contractor from which the services were purchased, the services purchased, and the amount paid. If other than a firm-fixed price order is placed, such documentation should include the basis for the determination to use a labor-hour or time-and-materials order. For agency requirements in excess of the micro-purchase threshold, the order file should document the evaluation of Schedule contractors’ quotes that formed the basis for the selection of the contractor that received the order and the rationale for any trade-offs made in making the selection.

Ordering procedures for other services available on schedule at fixed prices for specifically defined services or tasks should use the procedures in FAR 8.404. These procedures are listed in the pricelist, under "Information for Ordering Offices,” paragraph #12.

4. 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 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.

5. PERFORMANCE OF SERVICES

a. The Contractor shall commence performance of services on the date agreed to by the Contractor and the ordering office.

b. The Contractor agrees to render services only during normal working hours, unless otherwise agreed to by the Contractor and the ordering office.

c. The Agency should include the criteria for satisfactory completion for each task in the Statement of Work or Delivery Order. Services shall be completed in a good and workmanlike manner.

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

6. INSPECTION OF SERVICES

The Inspection of Services–Fixed Price (AUG 1996) clause at FAR 52.246-4 applies to firm-fixed price orders placed under this contract. The Inspection–Time-and-Materials and Labor-Hour (JAN 1986) clause at FAR 52.246-6 applies to time-and-materials and labor-hour orders placed under this contract.
7. RESPONSIBILITIES OF THE CONTRACTOR
The Contractor shall comply with all laws, ordinances, and regulations (Federal, State, City, or otherwise) covering work of this character. If the end product of a task order is software, then FAR 52.227-14 Rights in Data – General, may apply.

8. RESPONSIBILITIES OF THE GOVERNMENT
Subject to security regulations, the ordering office shall permit Contractor access to all facilities necessary to perform the requisite IT/EC Services.

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

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 Government contract, without some restriction on 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 Government, ordering offices may place restrictions on 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.

11. INVOICES
The Contractor, upon completion of the work ordered, shall submit invoices for IT/EC services. Progress payments may be authorized by the ordering office 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 Government 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 (Alternate I (APR 1984)) at FAR 52.232-7 applies to time-and-materials orders placed under this contract. For labor-hour orders, the Payment under Time-and-Materials and Labor-Hour Contracts (FEB 1997) (Alternate II (JAN 1986)) at FAR 52.232-7 applies to labor-hour orders placed under this contract.

13. RESUMES
Resumes shall be provided to the GSA Contracting Officer or the user agency 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 agency 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

Integrated Systems provides both fixed price and time and material [hourly] staff for specific activities, projects, and design/development/development programs spanning business processes, IT systems, networks, applications, WWW-related services and systems, and like systems and devices.

Integrated Systems’ list of time and material [hourly] staff/positions and on-site rates are provided herein below, with the description of the packaged services following. For off-site, additional $12 will be added to these rates for each labor category.

The on-site rates for the government Year 1 (2018/2019), Year 2 (2019/2020), Year 3 (2020/2021), Year 4 (2021/2022), and Year 5 (2022/2023), are presented respectively in the following table. The annual escalation rate for Years 2 thru year 5 is 1.98%.
DESCRIPTION OF Information Technology (IT) SERVICES AND PRICING

Integrated Systems provides both fixed price and time and material [hourly] staff for specific activities, projects, and design/development/development programs spanning business processes, IT systems, networks, applications, Web related services and systems, and like systems and devices

**Time And Material [Hourly] Government-Site Rates**

The following figures are inclusive of the IFF

<table>
<thead>
<tr>
<th>Labor Category</th>
<th>Rate May 13, 2018 – May 12, 2019</th>
<th>Rate May 13, 2019- May 12, 2020</th>
<th>Rate May 13, 2020- May 12, 2021</th>
<th>Rate May 13, 2021- May 12, 2022</th>
<th>Rate May 13, 2022- May 12, 2023</th>
</tr>
</thead>
<tbody>
<tr>
<td>Application Architect (Senior)</td>
<td>$174.87</td>
<td>$179.24</td>
<td>$183.72</td>
<td>$188.31</td>
<td>$193.02</td>
</tr>
<tr>
<td>Application Programmer</td>
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<td>$110.10</td>
<td>$112.85</td>
<td>$115.67</td>
<td>$118.57</td>
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<tr>
<td>Business Architect</td>
<td>$150.59</td>
<td>$154.36</td>
<td>$158.21</td>
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<tr>
<td>Data Architect</td>
<td>$130.81</td>
<td>$134.08</td>
<td>$137.43</td>
<td>$140.87</td>
<td>$144.39</td>
</tr>
<tr>
<td>Education and Training Specialist</td>
<td>$132.52</td>
<td>$135.83</td>
<td>$139.23</td>
<td>$142.71</td>
<td>$146.28</td>
</tr>
<tr>
<td>Principal Application / System Architect</td>
<td>$174.87</td>
<td>$179.24</td>
<td>$183.72</td>
<td>$188.31</td>
<td>$193.02</td>
</tr>
<tr>
<td>Principal Data Architect</td>
<td>$151.44</td>
<td>$155.23</td>
<td>$159.11</td>
<td>$163.09</td>
<td>$167.16</td>
</tr>
<tr>
<td>Principal Functional Subject Matter Expert</td>
<td>$197.24</td>
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<td>$207.23</td>
<td>$212.41</td>
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<tr>
<td>Principal Staff Engineer</td>
<td>$151.44</td>
<td>$155.23</td>
<td>$159.11</td>
<td>$163.09</td>
<td>$167.16</td>
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<tr>
<td>Principal Systems Architect</td>
<td>$174.87</td>
<td>$179.24</td>
<td>$183.72</td>
<td>$188.31</td>
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<td>Project Leader</td>
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<td>$130.62</td>
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<tr>
<td>Project Manager</td>
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<td>$134.79</td>
<td>$138.16</td>
<td>$141.61</td>
<td>$145.15</td>
</tr>
<tr>
<td>Senior (Sr.) Education and Training Specialist</td>
<td>$164.38</td>
<td>$168.49</td>
<td>$172.70</td>
<td>$177.02</td>
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<tr>
<td>Senior (Sr.) Information Systems Security Specialist</td>
<td>$190.67</td>
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<td>$200.32</td>
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</tr>
<tr>
<td>Senior (Sr.) Staff Engineer (Technical System, Integration)</td>
<td>$151.44</td>
<td>$155.23</td>
<td>$159.11</td>
<td>$163.09</td>
<td>$167.16</td>
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<tr>
<td>Senior (Sr.) Test Engineer</td>
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<td>$163.09</td>
<td>$167.16</td>
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<td>Architect IV</td>
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<tr>
<td>Subject matter Expert 4</td>
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<td>$261.14</td>
<td>$267.67</td>
<td>$274.36</td>
</tr>
</tbody>
</table>

Table 1  Time And Material [Hourly] Govt. Site Rates
Table 2 Time And Material [Hourly] Contractor-Site Rates

Service Contract Labor Standards (SCLS)

The Service Contract Labor Standards (SCLS), also referred to as the Service Contract Act (SCA) is applicable to this contract as it applies to the entire Multiple Award Schedule and all services provided. While no specific labor categories/services have been identified as being subject to SCLS/SCA due to exemptions for professional employees (FAR 22.1101, 22.1102 and 29 CFR 541.300), this contract still maintains the provisions and protections for SCA eligible labor categories. If and/or when the contractor adds SCA labor categories/employees to the contract through the modification process, the contractor must inform the Contracting Officer and establish a SCA.
matrix identifying the GSA labor category titles, the occupational code, SCA labor category titles and the applicable WD number. Failure to do so may result in cancellation of the contract.

**DESCRIPTIONS OF IT SERVICE PROFESSIONALS**

<table>
<thead>
<tr>
<th>Table 3 Service Offerings</th>
<th>Labor Category Descriptions</th>
</tr>
</thead>
<tbody>
<tr>
<td>Application Architect (Senior)</td>
<td><strong>Minimum/General Experience:</strong> Has five to seven (5-7) years of experience planning, designing, building, and implementing mid-range to large-scale IT systems (department to enterprise), with at least 4 years of experience developing application, development, network, and technical architectures for mid-range to large-scale client/server and mainframe applications. Demonstrated ability to develop and execute architecture strategies and to perform feasibility studies and integration analyses. Experience supervising and providing guidance in implementing various mid-range architectures and supporting implementation of large-scale applications. <strong>Functional Responsibilities:</strong> Able to lead team in developing application, development, network, and technical architectures for mid-range client/server and mainframe applications. Responsible for gathering and defining the architecture requirements and for ensuring that the architectures are compatible and in compliance with the appropriate IT organization and project standards. <strong>Minimum Education:</strong> A Master’s Degree (or Bachelor's Degree with related experience) from an accredited college or university with a major in Computer Science, Information Systems, Engineering, Business, or other related scientific or technical discipline.</td>
</tr>
<tr>
<td>Application Programmer</td>
<td><strong>Minimum/General Experience:</strong> Minimum of three to five (3-5) years of computer experience in information systems design. At least three (3) years of experience as an application programmer on large-scale DBMS, knowledge of computer equipment, and ability to develop complex software to satisfy design objectives. <strong>Functional Responsibilities:</strong> Analyzes functional business applications and design specifications for functional areas such as finance, accounting, personnel, manpower, logistics, and contracts. Develops block diagrams and logic flowcharts. Translates detailed design into computer software. Tests, debugs, and refines the computer software to produce the required product. Prepares required documentation, including both program-level and user-level documentation. Enhances software to reduce operating time or improve efficiency. Provides technical direction to programmers as required to ensure program deadlines are met. <strong>Minimum Education:</strong> BA/BS or equivalent.</td>
</tr>
<tr>
<td>Business Architect</td>
<td><strong>Minimum/General Experience:</strong> Has six-to-eight (6-8) years of experience in performing or managing the analysis of business processes, and effecting the design and development of business process analysis, business models, recommended procedures, technology influence directives, and like items. Experience in systems analysis, documentation and analytical tools, functional and business and/or data requirement analysis, systems documentation preparation. <strong>Functional Responsibilities:</strong> Develops analyses of business environments and systems, and business processes in support of the planning and analysis efforts using manual and automated tools. Provides business requirements and rules input to system and software engineering efforts . Capable of applying business process improvement practices to modernization projects. Applies, as appropriate, activity and data modeling transaction flow analysis; internal control and risk analysis; modern business methods; and performance measurement techniques. Assists in establishing standards for information systems procedures. Develops and applies high level organization wide information models and process flow information. <strong>Minimum Education:</strong> A Master’s Degree (or Bachelor's Degree with related experience) from an accredited college or university with a major in Computer Science, Information Systems, Engineering, Business, or other related scientific or technical discipline.</td>
</tr>
<tr>
<td>Table 3 Service Offerings</td>
<td></td>
</tr>
<tr>
<td>---------------------------</td>
<td></td>
</tr>
<tr>
<td>Labor Category Descriptions</td>
<td></td>
</tr>
</tbody>
</table>

Data Architect

**Minimum/General Experience:** Has three-to-eight (3-8) years experience in Data Modeling/DBMS systems analysis, design, implementation and programming of which least 2-3 years of experience in using current DBMS technologies, application design utilizing various database management systems and experience with DBMS internals.

**Functional Responsibilities:** Capable of providing highly technical expertise and support in the use of DBMS. Able to evaluate and recommend available DBMS products and implementation approaches to support validated user requirements. Defines file organization, indexing methods, and security procedures for specific user applications. Develops, implements, and maintains database back-up and recovery procedures for the processing environments, and ensures that data integrity, security, and recoverability are built into the DBMS applications.

**Minimum Education:** A Master’s Degree (or Bachelor’s Degree with related experience) from an accredited college or university with a major in Computer Science, Information Systems, Engineering, Business, or other related scientific or technical discipline, or 3 years of equivalent experience in a related field.

Principal Application / System Architect

**Minimum/General Experience:** Has six-to-ten (6-10) years of experience planning, designing, building, and implementing mid-range to large-scale IT systems (department to enterprise), with at least 3 years of experience developing application, development, network, and technical architectures for mid-range to large-scale client/server and mainframe applications. Demonstrated ability to develop and execute architecture strategies and to perform feasibility studies and integration analyses. Experience supervising and providing guidance in implementing various mid-range architectures and supporting implementation of large-scale applications.

**Functional Responsibilities:** Able to lead team in developing application, development, network, and technical architectures for mid-range client/server and mainframe applications. Responsible for gathering and defining the architecture requirements and for ensuring that the architectures are compatible and in compliance with the appropriate IT organization and project standards.

**Minimum Education:** A Master’s Degree (or Bachelor's Degree with related experience) from an accredited college or university with a major in Computer Science, Information Systems, Engineering, Business, or other related scientific or technical discipline.

Principal Data Architect

**Minimum/General Experience:** Has five-to-eight (5-8) years experience in DBMS systems analysis, design, implementation and programming of which least 2-3 years of experience in using current DBMS technologies, application design utilizing various database management systems and experience with DBMS internals.

**Functional Responsibilities:** Capable of providing highly technical expertise and support in the use of DBMS. Able to evaluate and recommend available DBMS products and implementation approaches to support validated user requirements. Defines file organization, indexing methods, and security procedures for specific user applications. Develops, implements, and maintains database back-up and recovery procedures for the processing environments, and ensures that data integrity, security, and recoverability are built into the DBMS applications. Supports complex heterogeneous system integration of DB components and provides applications integration guidance. May act as sub-project lead.

**Minimum Education:** A Master’s Degree (or Bachelor's Degree with related experience) from an accredited college or university with a major in Computer Science, Information Systems, Engineering, Business, or other related scientific or technical discipline, or 3 years of equivalent experience in a related field.

Principal Functional Subject Matter Expert

**Minimum/General Experience:** Fifteen-twenty (15-20) or more years of experience in the analysis of user needs to determine functional requirements. Skilled communicator with an outstanding level of knowledge. Possesses unique knowledge and expertise in such areas as enterprise planning, ERP design and deployment, e-commerce, etc.

**Functional Responsibilities:** Performs needs assessment and develops functional requirements. Identifies tasks, interrelationships, and resources that are required for each task. Demonstrates exceptional oral and written communication skills, and is recognized as an expert in the applicable subject matter.

**Minimum Education:** Master’s Degree or equivalent.
<table>
<thead>
<tr>
<th>Labor Category Descriptions</th>
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<tbody>
<tr>
<td>Principal Staff Engineer (Technical System, Integration)</td>
</tr>
<tr>
<td><strong>Minimum/General Experience:</strong> Five-to-eight (5-8) or more years of experience performing engineering design, development and integration of complex information systems.</td>
</tr>
<tr>
<td><strong>Functional Responsibilities:</strong> Manages and directs a staff of engineers and technical support personnel during the design and integration of complex information systems. Formulates and develops systems or subsystems architecture, requirements and design documents. Problem solver. Requires minimal technical support from the Principle Engineer or Subject Matter Expert. Possesses excellent communications and motivational skills.</td>
</tr>
<tr>
<td><strong>Minimum Education:</strong> BA or BS Degree or equivalent.</td>
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<tr>
<td>Principal Systems Architect</td>
</tr>
<tr>
<td><strong>Minimum/General Experience:</strong> Four-to-nine (4-9) years of related experience in providing assistance in such areas as acquisition support functions, including provisioning, logistics support analysis, life-cycle cost, test and evaluation, systems analysis and design, data and/or network management, support equipment, maintenance planning, and the development of technical documentation.</td>
</tr>
<tr>
<td><strong>Functional Responsibilities:</strong> Under limited supervision, collects and analyzes data to provide accurate technical information in support of project tasks. Uses structured analysis techniques to define support requirements. Analyzes and documents support requirements and develops appropriate support data. May assist in the development and/or production of supporting documentation. Develops procedures to record and track data to facilitate internal management reviews and project activities, and ensures effective data flow on the project.</td>
</tr>
<tr>
<td><strong>Minimum Education:</strong> BA or BS Degree or equivalent.</td>
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<tr>
<td>Project Leader</td>
</tr>
<tr>
<td><strong>Minimum/General Experience:</strong> Six-to-eight (6-8) years of experience performing semi-complex functional activities of the project by providing management and technical direction to project personnel. Familiar with the principles of regularly exercising independent judgment, as well as a high level of analytic skill, in solving technical, administrative, and managerial problems. Provides direction for specific project level tasks.</td>
</tr>
<tr>
<td><strong>Functional Responsibilities:</strong> Defines and directs technical specification and tasks to be performed by team members, defines target dates of tasks and subtasks. Provides guidance and assistance in coordinating output and ensuring the technical adequacy of the end product.</td>
</tr>
<tr>
<td><strong>Minimum Education:</strong> BA or BS degree or BS degree or equivalent.</td>
</tr>
<tr>
<td>Project Manager</td>
</tr>
<tr>
<td><strong>Minimum/General Experience:</strong> Seven-ten (7-10) years of experience performing complex functional activities of the project by providing management and technical direction to project personnel. Familiar with the principles of regularly exercising independent judgment, as well as a high level of analytic skill, in solving complex technical, administrative, and managerial problems. Provides overall direction for all project level activities.</td>
</tr>
<tr>
<td><strong>Functional Responsibilities:</strong> Under limited supervision, responsible for all aspects of project performance (i.e., technical, contractual, administrative, financial). Manages and supervises personnel involved in all aspects of project activity, organizes and assigns responsibilities to subordinates, and oversees the successful completion of all assigned tasks. Responsible for various technical, managerial and financial reports to the client.</td>
</tr>
<tr>
<td><strong>Minimum Education:</strong> BA or BS Degree or equivalent.</td>
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<tr>
<td>Table 3 Service Offerings</td>
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<tr>
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</tr>
<tr>
<td>Labor Category Descriptions</td>
</tr>
</tbody>
</table>

**Senior (Sr.) Education and Training Specialist**

**Minimum/General Experience:** Five (5) years or more of experience in education and training of technical and/or management items generally relating to and employing technology.

**Functional Responsibilities:** Conducts the research necessary to develop and revise training plans and courses, and prepares appropriate training catalogs. Prepares all instructor materials (course outline, background material, and training aids). Prepares all student materials (course manuals, workbooks, handouts, completion certificates, and course critique forms). Trains personnel by conducting formal classroom courses, workshops, and seminars. At least 2 years of Senior (Sr.) level attendee curriculum development and conduct, development of presentations and course material, evaluation techniques and methodologies, and like items.

**Minimum Education:** A Master’s Degree (or BA or BS Degree with related experience) from an accredited college or university with a major in Computer Science, Information Systems, Engineering, Business, or other related scientific or technical discipline or 4 years of equivalent experience in a related field.

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**Senior (Sr.) Information Systems Security Specialist**

**Minimum/General Experience:** Five to eight (5-8) years of experience, with at least three to five (3-5) years of experience in defining computer security requirements for high-level applications, evaluation of approved security product capabilities, and developing solutions to Multi-Level Security (MLS) problems

**Functional Responsibilities:** Analyzes and defines security requirements for MLS issues. Designs, develops, engineers, and implements solutions to MLS requirements. Responsible for the implementation and development of the MLS solution. 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 include risk assessment. Provides daily supervision and direction to staff.

**Minimum Education:** A Master’s Degree (or BA or BS Degree with related experience) from an accredited college or university with a major in Computer Science, Information Systems, Engineering, Business, or other related scientific or technical discipline.

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**Senior (Sr.) Staff Engineer (Technical System, Integration)**

**Minimum/General Experience:** Five to eight (5-8) or more years of experience performing engineering design, development and integration of complex information systems.

**Functional Responsibilities:** Manages and directs a staff of engineers and technical support personnel during the design and integration of complex information systems. Formulates and develops systems or subsystems architecture, requirements and design documents. Problem solver. Requires minimal technical support from the Principle Engineer or Subject Matter Expert. Possesses excellent communications and motivational skills.

**Minimum Education:** BA or BS Degree or equivalent.

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**Senior (Sr.) Test Engineer**

**Minimum/General Experience:** Four to ten (4-10) years of experience performing difficult and complex software engineering activities relative to the design and development of existing software and new or existing systems or subsystems software. Experience working with third/fourth generation languages in the design and implementation of systems. At least four (4) years experience in state of the art real-time software design and development.

**Functional Responsibilities:** Works under limited supervision in performing difficult and complex software engineering assignments relative to the modification and/or development of software systems. Formulates and develops systems or subsystems architecture, requirements, and design documents. Performs software algorithm development, design, coding, and documentation work of systems. Evaluates subcontractor software activities, so as to ensure compliance with software engineering standards. Skilled in the interface of software with computer hardware systems, computer-aided software engineering (CASE) tools, and complex software system development.

**Minimum Education:** BA or BS Degree or equivalent.
Table 3 Service Offerings

Labor Category Descriptions

Architect IV

Minimum/General Experience: Position requires a MS Degree in computer science, management Information Systems (MIS), engineering, math, or an equivalent field/experience, with 10 years of general IT experience and 7 years architecture experience.

General Position Responsibilities: The Architect provides vision and consultative advise to the client on subject that typically involve significant breadth and depth of knowledge. He/she draws on his/her experience in developing similar solutions and applies that learning to the specific client situation. Depending on the different disciplines these architects may focus on, they may assume different alternative titles such as Business Architect, Application Architect, Data Architect or Technical Architect. The different levels of Architect positions are governed by the Education and Experience that an individual possesses.

Functional Responsibilities: Understands the general capabilities of information technology and applications and assists in identifying opportunities for process redesign and improvement. Applies Federal Business Reference Model (BRM). Works closely with the business experts during the Architecture Phase and assists in identifying business and performance issues. Researches best practices for business processes and communicates them to the business representatives. Develops products to include application principles, constraints and assumptions (PCAs); Standards; application taxonomies; technical architecture; functional architecture; common services architecture; execution framework and design patterns. Ensures the application architecture being developed is compliant with the EA and meets the business and technical objectives. Assures requirements are implemented correctly. Resolves conflicts/issues arising from data model integration and complies with Federal Data Reference Model (DRM). Ensures that Technical Architecture is compliant with Enterprise Architecture (EA). Brings greater specialized knowledge of specific technologies to a project. Identifies potential uses of particular technologies, point out subtle issues surrounding them, and solidify plans for using them. Carefully evaluates issues and considerations involved in selecting technology vendors and products and provides early advisory information to stakeholders.

Minimum Education: MS Degree or equivalent.

SUBJECT MATTER EXPERT IV

Minimum/General Experience: Position requires a MS Degree in computer science, management Information Systems (MIS), engineering, math, or an equivalent field/experience, with 10 years of general IT experience and 7 years architecture experience.

General Position Responsibilities: The Subject Matter Expert provides industry trends, technology vision and specialized consultative advise to the client on subject that typically involve significant breadth and depth of knowledge. He/she draws on his/her experience in developing similar solutions and applies that learning to the specific client situation. The different levels of Subject Matter Expert positions are governed by the Education and Experience that an individual possesses.

Functional Responsibilities: Understands the general capabilities of information technology and applications and assists in identifying opportunities for process redesign and improvement. Applies Federal Business Reference Model (BRM). Works closely with the business experts during the Architecture Phase and assists in identifying business and performance issues. Researches best practices for business processes and communicates them to the business representatives. Develops products to include application principles, constraints and assumptions (PCAs); Standards; application taxonomies; technical architecture; functional architecture; common services architecture; execution framework and design patterns. Ensures the application architecture being developed is compliant with the EA and meets the business and technical objectives. Assures requirements are implemented correctly. Resolves conflicts/issues arising from data model integration and complies with Federal Data Reference Model (DRM). Ensures that Technical Architecture is compliant with Enterprise Architecture (EA). Brings greater specialized knowledge of specific technologies to a project. Identifies potential uses of particular technologies, point out subtle issues surrounding them, and solidify plans for using them. Carefully evaluates issues and considerations involved in selecting technology vendors and products and provides early advisory information to stakeholders.

Minimum Education: MS Degree or equivalent.
COMMITMENT TO PROMOTING PARTICIPATION OF SMALL, SMALL DISADVANTAGED AND WOMEN-OWNED SMALL BUSINESSES IN OUR CONTRACTS

PREAMBLE

Integrated Systems, Inc. provides commercial products and services to the Federal Government. 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 Federal Government contracts. To accelerate potential opportunities please contact Integrated Systems, Inc., Ms. Indu Seetharam, President, lSeetharam@GLOBAL-ISI.COM or alternately Mr. Sampath Seetharam, COO, SSeetharam@GLOBAL-ISI.COM, Phone 703-288-4030, Ext 117, Fax: 703-288-4303.

BEST VALUE BLANKET PURCHASE AGREEMENT FEDERAL SUPPLY SCHEDULE

(Insert Customer Name)

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

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

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

Signatures

<table>
<thead>
<tr>
<th>Agency</th>
<th>Date</th>
<th>Contractor</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Integrated Systems Inc.</td>
<td></td>
<td>GS35F0604N</td>
<td></td>
</tr>
<tr>
<td>703-288-4030</td>
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</tbody>
</table>
BLANKET PURCHASE AGREEMENT

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

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

<table>
<thead>
<tr>
<th>MODEL NUMBER/PART NUMBER</th>
<th>*SPECIAL BPA DISCOUNT/PRICE</th>
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</thead>
<tbody>
<tr>
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2. Delivery:

<table>
<thead>
<tr>
<th>DESTINATION</th>
<th>DELIVERY SCHEDULES / DATES</th>
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3. The Government estimates, but does not guarantee, that the volume of purchases through this agreement will be _________________.

4. This BPA does not obligate any funds.

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

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

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

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

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

   a. Name of Contractor;
   b. Contract Number;
   c. BPA Number;
   d. Model Number or National Stock Number (NSN);
   e. Purchase Order Number;
   f. Date of Purchase;
   g. Quantity, Unit Price, and Extension of Each Item (unit prices and extensions need not be shown when incompatible with the use of automated systems; provided, that the invoice is itemized to show the information); and
   h. Date of Shipment.
The requirements of a proper invoice are specified in the Federal Supply Schedule contract. Invoices will be submitted to the address specified within the purchase order transmission issued against this BPA.

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

Federal Supply Schedule Contractors may use “Contractor Team Arrangements” (see FAR 9.6) to provide solutions when responding to a customer agency requirement.

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

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

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

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

Here is a general outline on how it works:

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