

**AUTHORIZED FEDERAL SUPPLY SERVICE
INFORMATION TECHNOLOGY SCHEDULE PRICELIST
GENERAL PURPOSE COMMERCIAL INFORMATION TECHNOLOGY
EQUIPMENT, SOFTWARE AND SERVICES**

SIN 132-51 – INFORMATION TECHNOLOGY (IT) PROFESSIONAL SERVICES

FPDS Code D301	IT Facility Operations and Maintenance
FPDS Code D302	IT Systems Development Services
FPDS Code D306	IT Systems Analysis Services
FPDS Code D307	Automated Information Systems Design and Integration Services
FPDS Code D308	Programming Services
FPDS Code D310	IT Backup and Security Services
FPDS Code D311	IT Data Conversion Services
FPDS Code D313	Computer Aided Design/Computer Aided Manufacturing (CAD/CAM) Services
FPDS Code D316	IT Network Management Services
FPDS Code D317	Automated News Services, Data Services, or Other Information
FPDS Code D399	Other Information Technology Services, Not Elsewhere Classified

SIN 132-52 – ELECTRONIC COMMERCE SERVICES

FPDS Code D304	Value Added Network Services (VANs)
FPDS Code D304	E-Mail Services
FPDS Code D304	Internet Access Services
FPDS Code D304	Navigation Services
FPDS Code D399	Other Data Transmission Services, Not Elsewhere Classified – Except “Voice” and Pager Services

SIN 132-60 – AUTHENTICATION PRODUCTS & SERVICES

FPDS Code D399

**Aranea Solutions, Inc.
5030 Bradford Drive Bldg 1, Suite 210
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August 3, 2005 – August 2, 2010 (BASE)
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INFORMATION TECHNOLOGY SCHEDULE PRICELIST

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INFORMATION FOR ORDERING ACTIVITIES
APPLICABLE TO ALL SPECIAL ITEM NUMBERS

SPECIAL NOTICE TO AGENCIES: Small Business Participation

SBA strongly supports the participation of small business concerns in the Federal Supply Schedules Program. To enhance Small Business Participation SBA policy allows agencies to include in their procurement base and goals, the dollar value of orders expected to be placed against the Federal Supply Schedules, and to report accomplishments against these goals.

For orders exceeding the micro-purchase threshold, FAR 8.404 requires agencies to consider the catalogs/pricelists of at least three schedule contractors or consider reasonably available information by using the GSA Advantage!™ on-line shopping service (www.fss.gsa.gov). The catalogs/pricelists, GSA Advantage!™ and the Federal Supply Service Home Page (www.fss.gsa.gov) contain information on a broad array of products and services offered by small business concerns.

This information should be used as a tool to assist ordering activities in meeting or exceeding established small business goals. It should also be used as a tool to assist in including small, small disadvantaged, and women-owned small businesses among those considered when selecting pricelists for a best value determination.

For orders exceeding the micro-purchase threshold, customers are to give preference to small business concerns when two or more items at the same delivered price will satisfy their requirement.

Geographic Scope of Contract:

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

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

Offerors are requested to check one of the following boxes:

- The Geographic Scope of Contract will be domestic and overseas delivery.
- The Geographic Scope of Contract will be overseas delivery only.
- The Geographic Scope of Contract will be domestic delivery only.

For Special Item Number 132-53 Wireless Services ONLY, if awarded, list the limited geographic coverage area:

Contractor’s Ordering Address and Payment Information:

Aranea Solutions, Inc.
5030 Bradford Drive
Bldg 100, Suite 100
Huntsville, AL 35805

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

The following telephone number(s) can be used by ordering activities to obtain technical and/or ordering assistance: (256) 430-0995.

Liability for Injury or Damage

The Contractor shall not be liable for any injury to ordering activity personnel or damage to ordering activity property arising from the use of equipment maintained by the Contractor, unless such injury or damage is due to the fault or negligence of the Contractor.

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: 123288495
- Block 30: Type of Contractor: **B – Other Small Business**
- Block 31: Women Owned Small Business: **Yes**
- Block 36: Contractor’s Taxpayer Identification Number (TIN): **820570215**
- 4a.** CAGE Code: **3CMK8**
- 4b.** Contractor has registered with the Central Contractor Registration Database.

FOB Destination

DELIVERY SCHEDULE

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

SPECIAL ITEM NUMBER	DELIVERY TIME (Days ARO)
132-51	5 Days ARO
132-52	5 Days ARO
132-60	5 Days ARO

- b. **URGENT REQUIREMENTS:** When the Federal Supply Schedule contract delivery order period does not meet the bona fide urgent delivery order requirements of an ordering activity, ordering activities are encouraged, if time permits, to contact the Contractor for the purpose of 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.

Discounts: Prices shown are NET Prices; Basic Discounts have been deducted.

- a. Prompt Payment 1% Net 15 Days
- b. Quantity: None
- c. Dollar Volume: 1.5% for orders in excess of \$3,000,000
- d. Government Educational Institutions
- e. Other: None

Trade Agreement Act of 1979, as amended:

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

Statement Concerning Availability of Export Packing: N/A – Contract for Services only

Small Requirements: The minimum dollar value of orders to be issued is **\$100.00.**

Maximum Order (All dollar amounts are exclusive of any discounts for prompt payment.)

The Maximum Order value for the following Special Items Numbers (SIN's) is \$500,000.

SIN 132-51 – Information Technology (IT) Professional Services

SIN 132-52 – Electronic Commerce Services

SIN 132-60 – Authentication Products and Services

Ordering Procedures for Federal Supply Schedule Contracts

Ordering activities shall use the ordering procedures of Federal Acquisition Regulation (FAR) 8.405 when placing an order or establishing a BPA for supplies or services. These procedures apply to all schedules.

- a. FAR 8.405-1 Ordering procedures for supplies, and services not requiring a statement of work.
- b. FAR 8.505-2 Ordering procedures for services requiring a statement of work.

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

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

Federal Telecommunications Standards (FED-STDS): Telecommunications products under this Schedule that do not conform to Federal Telecommunication Standards (FED-STDS) should not be acquired unless a waiver has been granted in accordance with the applicable "FED-STD." Federal Telecommunication Standards are issued by the U.S. Department of Commerce, National Institute of Standards and Technology (NIST), pursuant to National Security Act. Ordering information and information concerning the availability of FED-STDS should be obtained from the GSA, Federal Supply Service, Specification Section, 470 East L'Enfant Plaza, Suite 8100, SW, Washington, DC 20407 (202) 619-8925. Please include a self addressed mailing envelope when requesting information by mail. Information concerning their applicability can be obtained by writing or calling the U.S. Department of Commerce, National Institute of Standards and Technology, Gaithersburg, MD 20899, telephone number (301) 975-2833.

CONTRACTOR TASKS/ SPECIAL REQUIREMENTS (C-FSS-270) (NOV 2001)

- a.** Security Clearances: The Contractor may be required to obtain/possess varying levels of security clearances in the performance of orders issued under this contract. All costs associated with obtaining/possessing such security clearances should be factored into the price offered under the Multiple Award Schedule.
- b.** Travel: The Contractor may be required to travel in performance of orders issued under this contract. Allowable travel and per diem charges are governed by Pub L. 99-234 and FAR Part 31, and are reimbursable by the ordering agency or can be priced as a fixed price item on orders placed under the Multiple Award Schedule. The Industrial Funding Fee does NOT apply to travel and per diem charges.

NOTE: Refer to FAR Part 31.205-46 Travel Costs, for allowable costs that pertain to official company business travel in regards to this contract.

- c.** Certificates, Licenses and Accreditations: As a commercial practice, the Contractor may be required to obtain/possess any variety of certifications, licenses and accreditation for specific FSC/service code classifications offered. All costs associated with obtaining/possessing such certifications, licenses and accreditations should be factored into the price offered under the Multiple Award Schedule program.
- d.** Insurance: As a commercial practice, the Contractor may be required to obtain/possess insurance coverage for specific FSC/service code classification being offered. All costs associated with obtaining/possessing such insurance should be factored into the price offered under the Multiple Schedule Award program.
- e.** Personnel: The Contractor may be required to provide key personnel, resumes or skill category descriptions in the performance of orders issued under this contract. Ordering activities may require agency approval of additions or replacements to key personnel.
- f.** Organization Conflict of Interest: Where there may be an organizational conflict of interest as determined by the ordering agency, the Contractor's participation in such order may be restricted in accordance with FAR Part 9.5.
- g.** Documentation/Standards: The Contractor may be requested to provide products or services in accordance with rules, regulations, OMB orders, standards and documentation as specified by the agency's order.
- h.** Data/Deliverable Requirements: Any required data/deliverables at the ordering level will be as specified or negotiated in the agency's order.
- i.** Government-Furnished Property: As specified by the agency's order, the Government may provide property, equipment, materials, or resources as necessary.
- j.** Availability of Funds: Many Government agencies' operating funds are appropriated for a specific fiscal year. Funds may not be presently available for any orders places under the contract or any option year. The Government's obligation on orders placed under this contract is contingent upon the availability of appropriated funds from which payment for ordering purposes can be made. No legal liability on the part of the Government for any payment may arise until funds are available to the ordering Contracting Officer.

Contract Administration for Ordering Activities: Any ordering activity, with respect to any one or more delivery orders placed by it under this contract, may exercise the same rights of termination as might the GSA Contracting Officer under provisions of FAR 52.212-4, paragraphs (l) Termination for the ordering activity's convenience, and (m) Termination for Cause (See C.1).

GSA Advantage!

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

- (1) Manufacturer;
- (2) Manufacturer's Part Number: and
- (3) Product Categories

Agencies can browse the GSA Advantage! by accessing the Internet World Wide Web utilizing Browser (ex: Netscape). The Internet address is <http://fsa.gsa.gov/>.

Purchase of Open Market Items

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

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

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

Contractor Commitments, Warranties and Representations

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

- (1) Time of delivery /installation quotations for individual orders;

clause that no laborer or mechanic employed directly upon the site of the work shall received less than the prevailing wage rates as determined by the Secretary of Labor. The requirements of the Davis-Bacon Act do not apply if the construction work is incidental to the furnishings of supplies, equipment, or services. For example, the requirements do not apply to a 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 apply.

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

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:

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

Prime Contractor Ordering From Federal Supply Schedules

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

- a. A copy of the authorization from the ordering activity with whom the contractor has the prime contract (unless a copy was previously furnished to the Federal Supply Schedule contractor); and
- b. The following statement:

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

Insurance – Work on a Government Installation (Jan 1997) (FAR 52.228-5)

- a. The Contractor shall at its own expense, provide and maintain during the entire performance of this contract, at least the kinds and minimum amounts of insurance required in the Schedule or elsewhere in the contract.
- b. Before commencing work under this contract, the Contractor shall notify the Contracting Officer in writing that the required insurance has been obtained. The policies evidencing required

insurance shall contain an endorsement to the effect that any cancellation or any material change adversely affecting the Government's interest shall not be effective –

1. For such period as the laws of the State in which this contract is to be performed prescribe; or
 2. Until 30 days after the insurer or the Contractor gives written notice to the Contracting Officer, whichever period is longer.
- c. The Contractor shall insert the substance of this clause, including this paragraph (c), in subcontracts under this contract that require work on a Government installation and shall require subcontractors to provide and maintain the insurance required in the Schedule or elsewhere in the contract. The Contractor shall maintain a copy of all subcontractors' proofs of required insurance and shall make copies available to the Contracting Officer upon request.

Software Interoperability

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

Advance Payments

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

**TERMS AND CONDITIONS APPLICABLE TO INFORMATION TECHNOLOGY (IT)
PROFESSIONAL SERVICES (SPECIAL ITEM NUMBER 132-51) AND
IDENTITY ACCESS MANAGEMENT PROFESSIONAL SERVICES (SPECIAL ITEM
NUMBER 132-60F)**

1. SCOPE

- a. The prices, terms and conditions stated under Special Item Number 132-51 Information Technology Professional Services and Special Item Number 132-60F Identity Access Management (IT/IAM) Professional Services within the scope of this Information Technology Schedule.
- b. The Contractor shall provide services at the Contractor's facility and/or at the ordering activity location, as agreed to by the Contractor and the ordering activity.

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

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

3. ORDER

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

4. PERFORMANCE OF SERVICES

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

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

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

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

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

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

- (1) The stop-work order results in an increase in the time required for, or in the Contractor's cost properly allocable to, the performance of any part of this contract; and
- (2) The Contractor asserts its right to the adjustment within 30 days after the end of the period of work stoppage; provided, that, if the Contracting Officer decides the facts justify the action, the Contracting Officer may receive and act upon the claim submitted at any time before final payment under this contract.

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

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

6. INSPECTION OF SERVICES

The Inspection of Services–Fixed Price (AUG 1996) (Deviation – May 2003) clause at FAR 52.246-4 applies to firm-fixed price orders placed under this contract. The Inspection–Time-and-Materials and

Labor-Hour (JAN 1986) (Deviation – May 2003) clause at FAR 52.246-6 applies to time-and-materials and labor-hour orders placed under this contract.

7. RESPONSIBILITIES OF THE CONTRACTOR

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

8. RESPONSIBILITIES OF THE ORDERING ACTIVITY

Subject to security regulations, the ordering activity shall permit Contractor access to all facilities necessary to perform the requisite IT/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 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/EC 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 52.232-7 (DEC 2002), (Alternate II – Feb 2002) (Deviation – May 2003) applies to time-and-materials orders placed under this contract. For labor-hour orders, the Payment under Time-and-Materials and Labor-Hour Contracts at FAR 52.232-7 (DEC 2002), (Alternate II – Feb 2002) (Deviation – May 2003)) applies to labor-hour orders placed under this contract.

13. RESUMES

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

14. INCIDENTAL SUPPORT COSTS

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

15. APPROVAL OF SUBCONTRACTS

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

16. DESCRIPTION OF IT/EC SERVICES AND PRICING

Provided under separate cover.

**TERMS AND CONDITIONS APPLICABLE TO
ELECTRONIC COMMERCE (EC) SERVICES (SPECIAL ITEM NUMBER 132-52)**

1. SCOPE

- a. The prices, terms and conditions stated under Special Item Number 132-52 Electronic Commerce Services apply exclusively to EC Services within the scope of this Information Technology Schedule.
- b. The Contractor shall provide services at the Contractor's facility and/or at the ordering activity location, as agreed to by the Contractor and the ordering activity.

2. PERFORMANCE INCENTIVES

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

3. ORDER

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

4. PERFORMANCE OF SERVICES

- a. The Contractor shall commence performance of services on the date agreed to by the Contractor and the ordering activity.
- b. The 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.
- c. 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.

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

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

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

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

- (1) The stop-work order results in an increase in the time required for, or in the Contractor's cost properly allocable to, the performance of any part of this contract; and
- (2) The Contractor asserts its right to the adjustment within 30 days after the end of the period of work stoppage; provided, that, if the Contracting Officer decides the facts justify the action, the Contracting Officer may receive and act upon the claim submitted at any time before final payment under this contract.

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

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

6. INSPECTION OF SERVICES

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

7. RESPONSIBILITIES OF THE CONTRACTOR

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

8. RESPONSIBILITIES OF THE ORDERING ACTIVITY

Subject to security regulations, the ordering activity shall permit Contractor access to all facilities necessary to perform the requisite IT/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 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/EC 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 6.601(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-
 - i) The offeror,
 - ii) Subcontractors; and/or
 - iii) Divisions, subsidiaries, or affiliates of the offeror under a common control.

13. 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.

14. 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.

15. DESCRIPTION OF EC SERVICES AND PRICING

Provided under separate cover.

**TERMS AND CONDITIONS APPLICABLE TO
AUTHENTICATION PRODUCTS AND SERVICES
(SPECIAL ITEM NUMBER 132-60A-E)**

1. ORDER

- a. Agencies may use written orders, EDI orders, blanket purchase agreements, individual purchase orders, or task orders for ordering authentication products and 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.
- c. When placing an order, ordering activities may deal directly with the contractor or ordering activities may send the requirement to the Program Management Office to receive assisted services for a fee.

2. 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 Services under SINS 132-60 A-E 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.

3. 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.

4. INSPECTION OF SERVICES

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

5. RESPONSIBILITIES OF THE ORDERING ACTIVITY

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

6. INDEPENDENT CONTRACTOR

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

7. 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.

8. INVOICES

The Contractor, upon completion of the work ordered, shall submit invoices for products and/or 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.

9. PAYMENTS

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

10. RESUMES

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

11. 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.

12. 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.

13. DESCRIPTION OF AUTHENTICATION PRODUCTS, SERVICES AND PRICING

Provided under separate cover.

Aranea Solutions - GS-35F-0777R		GFY15 *		GFY16 - GFY20 *			
Corporate (Off-Site Rates)		MOD PS-0002		MOD PO-0014			
ID	Labor Category	8/3/14 - 8/2/15	8/3/15 - 8/2/16	8/3/16 - 8/2/17	8/3/17 - 8/2/18	8/3/18 - 8/2/19	8/3/19 - 8/2/20
1	Principal Industry/Functional Area Expert	\$261.92	\$272.40	\$283.30	\$294.63	\$306.41	\$318.67
2	Computer Scientist /Engineer	\$136.21	\$141.66	\$147.32	\$153.21	\$159.34	\$165.72
3	Senior Computer Scientist /Senior Engineer	\$176.04	\$183.07	\$190.40	\$198.01	\$205.93	\$214.17
4	Computer Specialist /Software Specialist Level 1	\$112.56	\$117.07	\$121.75	\$126.62	\$131.69	\$136.96
5	Computer Specialist /Software Specialist Level 2	\$135.33	\$140.75	\$146.38	\$152.23	\$158.32	\$164.65
6	Junior Consultant	\$99.38	\$103.36	\$107.49	\$111.79	\$116.26	\$120.91
7	Consultant	\$131.73	\$137.00	\$142.48	\$148.18	\$154.11	\$160.28
8	Senior Consultant	\$198.76	\$206.71	\$214.98	\$223.58	\$232.52	\$241.82
9	Computer Technician, Level 1	\$73.04	\$75.96	\$79.00	\$82.15	\$85.44	\$88.86
10	Computer Technician, Level 2	\$82.62	\$85.93	\$89.37	\$92.94	\$96.66	\$100.52
11	Computer Technician, Level 3	\$89.83	\$93.42	\$97.16	\$101.05	\$105.09	\$109.29
12	Network Engineer	\$102.98	\$107.10	\$111.38	\$115.84	\$120.47	\$125.29
13	Senior Network Engineer	\$130.52	\$135.74	\$141.17	\$146.82	\$152.69	\$158.80
14	Clerical Assistant **	\$49.38	\$51.35	\$53.41	\$55.54	\$57.76	\$60.07
15	Senior Clerical Assistant **	\$58.37	\$60.71	\$63.14	\$65.67	\$68.29	\$71.02
16	Program Manager Non-Technical 1	\$99.01	\$102.97	\$107.09	\$111.37	\$115.82	\$120.46
17	Program Manager Non-Technical 2	\$128.52	\$133.66	\$139.01	\$144.57	\$150.35	\$156.36
18	Program Manager Non-Technical 3	\$154.22	\$160.39	\$166.80	\$173.47	\$180.41	\$187.63
19	Program Manager Non-Technical 4	\$182.78	\$190.09	\$197.69	\$205.60	\$213.82	\$222.37
20	Program Manager Non-Technical 5	\$215.15	\$223.75	\$232.70	\$242.01	\$251.69	\$261.76
21	Program Manager Technical 1	\$134.23	\$139.60	\$145.18	\$150.99	\$157.03	\$163.31
22	Program Manager Technical 2	\$162.79	\$169.30	\$176.07	\$183.12	\$190.44	\$198.06
23	Program Manager Technical 3	\$189.44	\$197.02	\$204.90	\$213.10	\$221.62	\$230.48
24	Program Manager Technical 4	\$220.86	\$229.69	\$238.88	\$248.44	\$258.37	\$268.71
25	Program Manager Technical 5	\$242.75	\$252.46	\$262.56	\$273.06	\$283.99	\$295.35
26	Program Director 1	\$208.48	\$216.82	\$225.49	\$234.51	\$243.90	\$253.65
27	Program Director 2	\$258.94	\$269.29	\$280.06	\$291.27	\$302.92	\$315.03
28	Project Manager Technical 1	\$111.38	\$115.84	\$120.47	\$125.29	\$130.30	\$135.51
29	Project Manager Technical 2	\$138.04	\$143.56	\$149.30	\$155.27	\$161.48	\$167.94
30	Project Manager Technical 3	\$162.79	\$169.30	\$176.07	\$183.12	\$190.44	\$198.06
31	Project/Program Assistant 1	\$46.65	\$48.51	\$50.45	\$52.47	\$54.57	\$56.75
32	Project/Program Assistant 2	\$56.17	\$58.41	\$60.75	\$63.18	\$65.70	\$68.33
33	Project/Program Assistant 3	\$65.69	\$68.32	\$71.05	\$73.89	\$76.85	\$79.92
34	Program Planning and Control Analyst 1	\$68.54	\$71.28	\$74.13	\$77.10	\$80.18	\$83.39
35	Program Planning and Control Analyst 2	\$82.82	\$86.14	\$89.58	\$93.17	\$96.89	\$100.77
36	Program Planning and Control Analyst 3	\$101.86	\$105.93	\$110.17	\$114.58	\$119.16	\$123.93
37	Program Planning and Control Analyst 4	\$125.66	\$130.68	\$135.91	\$141.35	\$147.00	\$152.88
38	Government Property Administrator 1	\$69.49	\$72.27	\$75.16	\$78.17	\$81.30	\$84.55
39	Government Property Administrator 2	\$83.77	\$87.12	\$90.61	\$94.23	\$98.00	\$101.92
40	Government Property Administrator 3	\$102.81	\$106.92	\$111.20	\$115.65	\$120.27	\$125.09
41	Government Property Administrator 4	\$123.76	\$128.71	\$133.86	\$139.21	\$144.78	\$150.57
42	Government Property Administration Manager 1	\$148.51	\$154.45	\$160.62	\$167.05	\$173.73	\$180.68

Aranea Solutions - GS-35F-0777R		GFY15 *	GFY16 - GFY20 *				
Corporate (Off-Site Rates)		MOD PS-0002	MOD PO-0014				
ID	Labor Category	8/3/14 - 8/2/15	8/3/15 - 8/2/16	8/3/16 - 8/2/17	8/3/17 - 8/2/18	8/3/18 - 8/2/19	8/3/19 - 8/2/20
43	Government Property Administration Manager 2	\$153.27	\$159.39	\$165.77	\$172.40	\$179.30	\$186.47
44	Technical Support Specialist 1 **	\$46.65	\$48.51	\$50.45	\$52.47	\$54.57	\$56.75
45	Technical Support Specialist 2 **	\$63.78	\$66.33	\$68.99	\$71.75	\$74.62	\$77.60
46	Technical Support Specialist 3 **	\$71.40	\$74.26	\$77.23	\$80.32	\$83.53	\$86.87
47	Web Graphics Designer 1	\$74.25	\$77.22	\$80.31	\$83.52	\$86.87	\$90.34
48	Web Graphics Designer 2	\$87.58	\$91.09	\$94.73	\$98.52	\$102.46	\$106.56
49	Web Graphics Designer 3	\$108.52	\$112.86	\$117.38	\$122.07	\$126.96	\$132.04
50	Web Graphics Designer 4	\$118.04	\$122.77	\$127.68	\$132.79	\$138.10	\$143.62
51	Graphic Artist/Illustrator 1	\$63.78	\$66.33	\$68.99	\$71.75	\$74.62	\$77.60
52	Graphic Artist/Illustrator 2	\$80.92	\$84.15	\$87.52	\$91.02	\$94.66	\$98.45
53	Graphic Artist/Illustrator 3	\$99.01	\$102.97	\$107.09	\$111.37	\$115.82	\$120.46
54	Graphic Artist/Illustrator Supervisor	\$109.48	\$113.86	\$118.41	\$123.15	\$128.07	\$133.19
55	Production Planner/Scheduler 1	\$57.12	\$59.40	\$61.78	\$64.25	\$66.82	\$69.49
56	Production Planner /Scheduler 2	\$69.49	\$72.27	\$75.16	\$78.17	\$81.30	\$84.55
57	Production Planner/Scheduler 3	\$85.68	\$89.10	\$92.67	\$96.37	\$100.23	\$104.24
58	Master Scheduler	\$89.49	\$93.07	\$96.79	\$100.66	\$104.69	\$108.88
59	Inventory/Supply Analyst 1 **	\$59.02	\$61.38	\$63.84	\$66.39	\$69.05	\$71.81
60	Inventory/Supply Analyst 2	\$73.30	\$76.23	\$79.28	\$82.45	\$85.75	\$89.18
61	Inventory/Supply Analyst 3	\$76.16	\$79.21	\$82.37	\$85.67	\$89.10	\$92.66
62	Inventory/Supply Analyst 4	\$79.97	\$83.16	\$86.49	\$89.95	\$93.55	\$97.29
63	Inventory/Supply Supervisor	\$56.17	\$58.41	\$60.75	\$63.18	\$65.70	\$68.33
64	Inventory/Supply Manager 1	\$73.30	\$76.23	\$79.28	\$82.45	\$85.75	\$89.18
65	Database Design Engineer / Administrator 1	\$77.11	\$80.20	\$83.40	\$86.74	\$90.21	\$93.82
66	Database Design Engineer / Administrator 2	\$95.20	\$99.01	\$102.97	\$107.09	\$111.37	\$115.83
67	Database Design Engineer / Administrator 3	\$120.90	\$125.74	\$130.77	\$136.00	\$141.44	\$147.09
68	Database Design Engineer / Administrator 4	\$141.84	\$147.51	\$153.41	\$159.55	\$165.93	\$172.57
69	Database Design Engineer / Administrator 5	\$209.43	\$217.81	\$226.53	\$235.59	\$245.01	\$254.81
70	Database Design Engineering Manager 1	\$174.21	\$181.18	\$188.43	\$195.97	\$203.80	\$211.96
71	Database Design Engineering Manager 2	\$217.05	\$225.73	\$234.76	\$244.15	\$253.91	\$264.07
72	Network Systems Engineer/Analyst 1	\$77.11	\$80.20	\$83.40	\$86.74	\$90.21	\$93.82
73	Network Systems Engineer/Analyst 2	\$98.05	\$101.98	\$106.05	\$110.30	\$114.71	\$119.30
74	Network Systems Engineer/Analyst 3	\$119.00	\$123.75	\$128.70	\$133.85	\$139.21	\$144.77
75	Network Systems Engineer/Analyst 4	\$139.94	\$145.54	\$151.36	\$157.42	\$163.71	\$170.26
76	Network Systems Engineer/Analyst 5	\$154.22	\$160.39	\$166.80	\$173.47	\$180.41	\$187.63
77	Network Systems Engineering Manager 1	\$133.28	\$138.61	\$144.15	\$149.92	\$155.91	\$162.15
78	Network Systems Engineering Manager 2	\$165.64	\$172.27	\$179.16	\$186.32	\$193.78	\$201.53
79	Systems Administrator 1	\$73.30	\$76.23	\$79.28	\$82.45	\$85.75	\$89.18
80	Systems Administrator 2	\$92.34	\$96.03	\$99.88	\$103.87	\$108.03	\$112.35
81	Systems Administrator 3	\$115.19	\$119.80	\$124.59	\$129.57	\$134.75	\$140.14
82	Systems Administrator 4	\$130.42	\$135.63	\$141.06	\$146.70	\$152.57	\$158.67
83	Telecommunications/Networks Technician 1	\$63.78	\$66.33	\$68.99	\$71.75	\$74.62	\$77.60

Aranea Solutions - GS-35F-0777R		GFY15 *		GFY16 - GFY20 *			
Corporate (Off-Site Rates)		MOD PS-0002		MOD PO-0014			
ID	Labor Category	8/3/14 - 8/2/15	8/3/15 - 8/2/16	8/3/16 - 8/2/17	8/3/17 - 8/2/18	8/3/18 - 8/2/19	8/3/19 - 8/2/20
84	Telecommunications/Networks Technician 2	\$79.01	\$82.17	\$85.46	\$88.88	\$92.43	\$96.13
85	Telecommunications/Networks Technician 3	\$93.29	\$97.03	\$100.91	\$104.94	\$109.14	\$113.51
86	Telecommunications/Networks Technician 4	\$100.91	\$104.95	\$109.15	\$113.51	\$118.05	\$122.78
87	Web Technical Developer 1	\$77.11	\$80.20	\$83.40	\$86.74	\$90.21	\$93.82
88	Web Technical Developer 2	\$96.15	\$99.99	\$103.99	\$108.15	\$112.48	\$116.98
89	Web Technical Developer 3	\$113.28	\$117.81	\$122.53	\$127.43	\$132.52	\$137.82
90	Web Technical Developer 4	\$130.42	\$135.63	\$141.06	\$146.70	\$152.57	\$158.67
91	Web Technical Development Manager	\$156.12	\$162.37	\$168.86	\$175.62	\$182.64	\$189.95
92	Systems Analyst 1	\$75.21	\$78.21	\$81.34	\$84.60	\$87.98	\$91.50
93	Systems Analyst 2	\$90.44	\$94.05	\$97.81	\$101.73	\$105.80	\$110.03
94	Systems Analyst 3	\$115.19	\$119.80	\$124.59	\$129.57	\$134.75	\$140.14
95	Systems Analyst 4	\$134.23	\$139.60	\$145.18	\$150.99	\$157.03	\$163.31
96	Systems Analysis Manager 1	\$149.46	\$155.44	\$161.65	\$168.12	\$174.85	\$181.84
97	Systems Design Engineer 1	\$85.68	\$89.10	\$92.67	\$96.37	\$100.23	\$104.24
98	Systems Design Engineer 2	\$99.96	\$103.96	\$108.12	\$112.44	\$116.94	\$121.62
99	Systems Design Engineer 3	\$123.76	\$128.71	\$133.86	\$139.21	\$144.78	\$150.57
100	Systems Design Engineer 4	\$151.36	\$157.42	\$163.72	\$170.27	\$177.08	\$184.16
101	Systems Design Engineer 5	\$163.74	\$170.29	\$177.10	\$184.19	\$191.55	\$199.22
102	Systems Design Engineer 6	\$195.15	\$202.96	\$211.08	\$219.52	\$228.30	\$237.43
103	Systems Design Engineer 7	\$227.52	\$236.63	\$246.09	\$255.93	\$266.17	\$276.82
104	Systems Design Engineering Manager 2	\$198.01	\$205.93	\$214.17	\$222.74	\$231.65	\$240.91
105	Software Quality Assurance Engineer 1	\$68.54	\$71.28	\$74.13	\$77.10	\$80.18	\$83.39
106	Software Quality Assurance Engineer 2	\$86.63	\$90.09	\$93.70	\$97.45	\$101.34	\$105.40
107	Software Quality Assurance Engineer 3	\$113.28	\$117.81	\$122.53	\$127.43	\$132.52	\$137.82
108	Software Quality Assurance Engineer 4	\$131.37	\$136.63	\$142.09	\$147.77	\$153.68	\$159.83
109	Software Design Engineer 1	\$85.68	\$89.10	\$92.67	\$96.37	\$100.23	\$104.24
110	Software Design Engineer 2	\$100.91	\$104.95	\$109.15	\$113.51	\$118.05	\$122.78
111	Software Design Engineer 3	\$119.95	\$124.74	\$129.73	\$134.92	\$140.32	\$145.93
112	Software Design Engineer 4	\$143.75	\$149.50	\$155.48	\$161.70	\$168.16	\$174.89
113	Software Design Engineer 5	\$162.79	\$169.30	\$176.07	\$183.12	\$190.44	\$198.06
114	Software Design Engineer 6	\$190.39	\$198.01	\$205.93	\$214.17	\$222.73	\$231.64
115	Software Design Engineer 7	\$202.77	\$210.88	\$219.32	\$228.09	\$237.21	\$246.70
116	Software Design Engineering Manager 1	\$157.08	\$163.36	\$169.89	\$176.69	\$183.76	\$191.11
117	Software Design Engineering Manager 2	\$167.55	\$174.25	\$181.22	\$188.47	\$196.01	\$203.85
118	Information Technology Generalist 1	\$72.35	\$75.24	\$78.25	\$81.38	\$84.63	\$88.02
119	Information Technology Generalist 2	\$90.44	\$94.05	\$97.81	\$101.73	\$105.80	\$110.03
120	Information Technology Generalist 3	\$119.00	\$123.75	\$128.70	\$133.85	\$139.21	\$144.77
121	Sr. System Architect 1	\$137.08	\$142.57	\$148.27	\$154.20	\$160.37	\$166.78
122	Sr. System Architect 2	\$162.79	\$169.30	\$176.07	\$183.12	\$190.44	\$198.06
123	Information Systems/Networks Security Specialist 1	\$77.11	\$80.20	\$83.40	\$86.74	\$90.21	\$93.82

Aranea Solutions - GS-35F-0777R		GFY15 *	GFY16 - GFY20 *				
Corporate (Off-Site Rates)		MOD PS-0002	MOD PO-0014				
ID	Labor Category	8/3/14 - 8/2/15	8/3/15 - 8/2/16	8/3/16 - 8/2/17	8/3/17 - 8/2/18	8/3/18 - 8/2/19	8/3/19 - 8/2/20
124	Information Systems/Networks Security Specialist 2	\$94.25	\$98.02	\$101.94	\$106.02	\$110.26	\$114.67
125	Information Systems/Networks Security Specialist 3	\$115.19	\$119.80	\$124.59	\$129.57	\$134.75	\$140.14
126	Information Systems/Networks Security Specialist 4	\$138.04	\$143.56	\$149.30	\$155.27	\$161.48	\$167.94
127	Information Technology Manager 1	\$153.27	\$159.39	\$165.77	\$172.40	\$179.30	\$186.47
128	Information Technology Manager 2	\$163.74	\$170.29	\$177.10	\$184.19	\$191.55	\$199.22
129	Information Technology Manager 3	\$182.78	\$190.09	\$197.69	\$205.60	\$213.82	\$222.37
130	Technical Writer 1	\$65.69	\$68.32	\$71.05	\$73.89	\$76.85	\$79.92
131	Technical Writer 2	\$79.97	\$83.16	\$86.49	\$89.95	\$93.55	\$97.29
132	Technical Writer 3	\$96.15	\$99.99	\$103.99	\$108.15	\$112.48	\$116.98
133	Technical Writer 4	\$107.57	\$111.87	\$116.35	\$121.00	\$125.84	\$130.88
134	Technical Editor 1	\$68.54	\$71.28	\$74.13	\$77.10	\$80.18	\$83.39
135	Technical Editor 2	\$77.11	\$80.20	\$83.40	\$86.74	\$90.21	\$93.82
136	Technical Editor 3	\$96.15	\$99.99	\$103.99	\$108.15	\$112.48	\$116.98
137	Technical Publications Manager 1	\$114.24	\$118.80	\$123.56	\$128.50	\$133.64	\$138.98
138	Technical Publications Manager 2	\$145.65	\$151.48	\$157.54	\$163.84	\$170.39	\$177.21
139	Geographic Information Systems (GIS/GPS) Analyst 1	\$64.73	\$67.33	\$70.02	\$72.82	\$75.73	\$78.76
140	Geographic Information Systems (GIS/GPS) Analyst 2	\$82.82	\$86.14	\$89.58	\$93.17	\$96.89	\$100.77
141	Geographic Information Systems (GIS/GPS) Analyst 3	\$101.86	\$105.93	\$110.17	\$114.58	\$119.16	\$123.93
142	Geographic Information Systems (GIS/GPS) Analyst 4	\$123.76	\$128.71	\$133.86	\$139.21	\$144.78	\$150.57
143	Geographic Information Systems (GIS/GPS) Analyst 5	\$136.13	\$141.57	\$147.24	\$153.13	\$159.25	\$165.62
144	Field Service Technician 1	\$50.45	\$52.47	\$54.57	\$56.75	\$59.02	\$61.38
145	Field Service Technician 2	\$58.07	\$60.39	\$62.81	\$65.32	\$67.93	\$70.65
146	Field Service Technician 3	\$73.30	\$76.23	\$79.28	\$82.45	\$85.75	\$89.18
147	Field Service Technician 4	\$89.49	\$93.07	\$96.79	\$100.66	\$104.69	\$108.88
148	Instructional Developer 1	\$75.21	\$78.21	\$81.34	\$84.60	\$87.98	\$91.50
149	Instructional Developer 2	\$84.73	\$88.11	\$91.64	\$95.30	\$99.11	\$103.08
150	Instructional Developer 3	\$97.10	\$100.98	\$105.02	\$109.22	\$113.59	\$118.14
151	Instructional Developer 4	\$112.33	\$116.83	\$121.50	\$126.36	\$131.42	\$136.67
152	Instructional Development Manager 1	\$117.09	\$121.78	\$126.65	\$131.72	\$136.98	\$142.46
153	Instructional Development Manager 2	\$127.56	\$132.67	\$137.97	\$143.49	\$149.23	\$155.20
154	Customer Trainer 1	\$73.30	\$76.23	\$79.28	\$82.45	\$85.75	\$89.18
155	Customer Trainer 2	\$79.97	\$83.16	\$86.49	\$89.95	\$93.55	\$97.29
156	Customer Trainer 3	\$99.01	\$102.97	\$107.09	\$111.37	\$115.82	\$120.46
157	Customer Trainer 4	\$115.19	\$119.80	\$124.59	\$129.57	\$134.75	\$140.14
158	Customer Trainer 5	\$130.42	\$135.63	\$141.06	\$146.70	\$152.57	\$158.67
159	Customer Training Manager 1	\$122.80	\$127.72	\$132.83	\$138.14	\$143.67	\$149.41
160	Customer Training Manager 2	\$157.08	\$163.36	\$169.89	\$176.69	\$183.76	\$191.11
161	Functional Analyst 1	\$73.30	\$76.23	\$79.28	\$82.45	\$85.75	\$89.18
162	Functional Analyst 2	\$84.73	\$88.11	\$91.64	\$95.30	\$99.11	\$103.08
163	Functional Analyst 3	\$101.86	\$105.93	\$110.17	\$114.58	\$119.16	\$123.93
164	Functional Analyst 4	\$123.76	\$128.71	\$133.86	\$139.21	\$144.78	\$150.57
165	Functional Analyst 5	\$152.32	\$158.41	\$164.75	\$171.34	\$178.19	\$185.32
166	Functional Analyst 6	\$186.59	\$194.05	\$201.81	\$209.89	\$218.28	\$227.01
167	Functional Analyst 7	\$212.29	\$220.78	\$229.61	\$238.80	\$248.35	\$258.28

Aranea Solutions - GS-35F-0777R		GFY15 *	GFY16 - GFY20 *				
Corporate (Off-Site Rates)		MOD PS-0002	MOD PO-0014				
ID	Labor Category	8/3/14 - 8/2/15	8/3/15 - 8/2/16	8/3/16 - 8/2/17	8/3/17 - 8/2/18	8/3/18 - 8/2/19	8/3/19 - 8/2/20
168	Functional Analyst Manager 1	\$173.26	\$180.19	\$187.40	\$194.89	\$202.69	\$210.80
169	Quality Engineer 1	\$79.97	\$83.16	\$86.49	\$89.95	\$93.55	\$97.29
170	Quality Engineer 2	\$94.25	\$98.02	\$101.94	\$106.02	\$110.26	\$114.67
171	Quality Engineer 3	\$116.14	\$120.79	\$125.62	\$130.64	\$135.87	\$141.30
172	Quality Engineer 4	\$138.99	\$144.55	\$150.33	\$156.34	\$162.60	\$169.10
173	Quality Engineering Manager 1	\$127.56	\$132.67	\$137.97	\$143.49	\$149.23	\$155.20
174	Quality Engineering Manager 2	\$159.93	\$166.33	\$172.98	\$179.90	\$187.09	\$194.58
175	Cyber Security Specialist	\$147.56	\$153.45	\$159.59	\$165.98	\$172.62	\$179.52
176	Information Assurance Engineer	\$176.11	\$183.16	\$190.49	\$198.11	\$206.03	\$214.28
177	Risk Management Specialist	\$152.32	\$158.41	\$164.75	\$171.34	\$178.19	\$185.32

* All Rates Listed Inclusive of IFF

** Service Contract Act Category

**LABOR CATEGORIES FOR SINS 132-51, 132-52, & 132-60
ON SITE RATES**

Aranea Solutions - GS-35F-0777R		GFY15 *	GFY16 - GFY20 *				
Corporate (On-Site Rates)		MOD PS-0002	MOD PO-0014				
ID	Labor Category	8/3/14 - 8/2/15	8/3/15 - 8/2/16	8/3/16 - 8/2/17	8/3/17 - 8/2/18	8/3/18 - 8/2/19	8/3/19 - 8/2/20
1	Principal Industry/Functional Area Expert	\$247.77	\$257.68	\$267.99	\$278.71	\$289.85	\$301.45
2	Computer Scientist /Engineer	\$128.84	\$134.00	\$139.36	\$144.94	\$150.74	\$156.76
3	Senior Computer Scientist /Senior Engineer	\$166.51	\$173.17	\$180.10	\$187.30	\$194.79	\$202.59
4	Computer Specialist /Software Specialist Level 1	\$106.48	\$110.73	\$115.16	\$119.77	\$124.56	\$129.54
5	Computer Specialist /Software Specialist Level 2	\$127.99	\$133.10	\$138.43	\$143.97	\$149.72	\$155.71
6	Junior Consultant	\$94.00	\$97.77	\$101.68	\$105.75	\$109.98	\$114.37
7	Consultant	\$124.61	\$129.60	\$134.78	\$140.17	\$145.78	\$151.61
8	Senior Consultant	\$188.03	\$195.55	\$203.38	\$211.51	\$219.97	\$228.77
9	Computer Technician, Level 1	\$69.09	\$71.86	\$74.73	\$77.72	\$80.83	\$84.07
10	Computer Technician, Level 2	\$78.16	\$81.28	\$84.53	\$87.91	\$91.43	\$95.08
11	Computer Technician, Level 3	\$84.95	\$88.35	\$91.88	\$95.56	\$99.38	\$103.35
12	Network Engineer	\$97.40	\$101.30	\$105.35	\$109.57	\$113.95	\$118.51
13	Senior Network Engineer	\$123.46	\$128.39	\$133.53	\$138.87	\$144.43	\$150.20
14	Clerical Assistant **	\$46.72	\$48.60	\$50.54	\$52.56	\$54.67	\$56.85
15	Senior Clerical Assistant **	\$55.22	\$57.43	\$59.73	\$62.12	\$64.61	\$67.19
16	Program Manager Non-Technical 1	\$94.05	\$97.82	\$101.73	\$105.80	\$110.03	\$114.43
17	Program Manager Non-Technical 2	\$122.09	\$126.98	\$132.06	\$137.34	\$142.83	\$148.54
18	Program Manager Non-Technical 3	\$146.51	\$152.37	\$158.46	\$164.80	\$171.39	\$178.25
19	Program Manager Non-Technical 4	\$173.64	\$180.58	\$187.81	\$195.32	\$203.13	\$211.26
20	Program Manager Non-Technical 5	\$204.39	\$212.57	\$221.07	\$229.91	\$239.11	\$248.67
21	Program Manager Technical 1	\$127.52	\$132.62	\$137.92	\$143.44	\$149.18	\$155.15
22	Program Manager Technical 2	\$154.65	\$160.84	\$167.27	\$173.96	\$180.92	\$188.15
23	Program Manager Technical 3	\$179.97	\$187.17	\$194.65	\$202.44	\$210.54	\$218.96
24	Program Manager Technical 4	\$209.81	\$218.21	\$226.94	\$236.02	\$245.46	\$255.27
25	Program Manager Technical 5	\$230.62	\$239.84	\$249.43	\$259.41	\$269.79	\$280.58
26	Program Director 1	\$198.06	\$205.98	\$214.22	\$222.79	\$231.70	\$240.97
27	Program Director 2	\$245.99	\$255.83	\$266.06	\$276.70	\$287.77	\$299.28
28	Project Manager Technical 1	\$105.81	\$110.05	\$114.45	\$119.03	\$123.79	\$128.74
29	Project Manager Technical 2	\$131.13	\$136.38	\$141.83	\$147.51	\$153.41	\$159.54
30	Project Manager Technical 3	\$154.65	\$160.84	\$167.27	\$173.96	\$180.92	\$188.15
31	Project/Program Assistant 1	\$44.31	\$46.09	\$47.93	\$49.85	\$51.84	\$53.92
32	Project/Program Assistant 2	\$53.36	\$55.49	\$57.71	\$60.02	\$62.42	\$64.92
33	Project/Program Assistant 3	\$62.40	\$64.90	\$67.50	\$70.20	\$73.00	\$75.92
34	Program Planning and Control Analyst 1	\$65.11	\$67.72	\$70.43	\$73.24	\$76.17	\$79.22
35	Program Planning and Control Analyst 2	\$78.68	\$81.83	\$85.10	\$88.51	\$92.05	\$95.73
36	Program Planning and Control Analyst 3	\$96.77	\$100.64	\$104.66	\$108.85	\$113.20	\$117.73
37	Program Planning and Control Analyst 4	\$119.38	\$124.15	\$129.12	\$134.28	\$139.65	\$145.24
38	Government Property Administrator 1	\$66.02	\$68.66	\$71.41	\$74.26	\$77.23	\$80.32
39	Government Property Administrator 2	\$79.58	\$82.76	\$86.08	\$89.52	\$93.10	\$96.82
40	Government Property Administrator 3	\$97.67	\$101.58	\$105.64	\$109.87	\$114.26	\$118.83
41	Government Property Administrator 4	\$117.57	\$122.27	\$127.17	\$132.25	\$137.54	\$143.04

Aranea Solutions - GS-35F-0777R		GFY15 *	GFY16 - GFY20 *				
Corporate (On-Site Rates)		MOD PS-0002	MOD PO-0014				
ID	Labor Category	8/3/14 - 8/2/15	8/3/15 - 8/2/16	8/3/16 - 8/2/17	8/3/17 - 8/2/18	8/3/18 - 8/2/19	8/3/19 - 8/2/20
42	Government Property Administration Manager 1	\$141.08	\$146.72	\$152.59	\$158.70	\$165.04	\$171.65
43	Government Property Administration Manager 2	\$145.60	\$151.42	\$157.48	\$163.78	\$170.33	\$177.15
44	Technical Support Specialist 1 **	\$44.31	\$46.09	\$47.93	\$49.85	\$51.84	\$53.92
45	Technical Support Specialist 2 **	\$60.59	\$63.02	\$65.54	\$68.16	\$70.89	\$73.72
46	Technical Support Specialist 3 **	\$67.83	\$70.54	\$73.37	\$76.30	\$79.35	\$82.53
47	Web Graphics Designer 1	\$70.54	\$73.36	\$76.30	\$79.35	\$82.52	\$85.82
48	Web Graphics Designer 2	\$83.20	\$86.53	\$89.99	\$93.59	\$97.34	\$101.23
49	Web Graphics Designer 3	\$103.10	\$107.22	\$111.51	\$115.97	\$120.61	\$125.43
50	Web Graphics Designer 4	\$112.14	\$116.63	\$121.30	\$126.15	\$131.19	\$136.44
51	Graphic Artist/Illustrator 1	\$60.59	\$63.02	\$65.54	\$68.16	\$70.89	\$73.72
52	Graphic Artist/Illustrator 2	\$76.87	\$79.95	\$83.14	\$86.47	\$89.93	\$93.53
53	Graphic Artist/Illustrator 3	\$94.05	\$97.82	\$101.73	\$105.80	\$110.03	\$114.43
54	Graphic Artist/Illustrator Supervisor	\$104.00	\$108.16	\$112.49	\$116.99	\$121.67	\$126.54
55	Production Planner/Scheduler 1	\$54.26	\$56.43	\$58.69	\$61.04	\$63.48	\$66.02
56	Production Planner /Scheduler 2	\$66.02	\$68.66	\$71.41	\$74.26	\$77.23	\$80.32
57	Production Planner/Scheduler 3	\$81.39	\$84.65	\$88.03	\$91.56	\$95.22	\$99.03
58	Master Scheduler	\$85.01	\$88.42	\$91.95	\$95.63	\$99.46	\$103.43
59	Inventory/Supply Analyst 1 **	\$56.07	\$58.32	\$60.65	\$63.07	\$65.60	\$68.22
60	Inventory/Supply Analyst 2	\$69.64	\$72.42	\$75.32	\$78.33	\$81.46	\$84.72
61	Inventory/Supply Analyst 3	\$72.35	\$75.25	\$78.26	\$81.39	\$84.64	\$88.03
62	Inventory/Supply Analyst 4	\$75.97	\$79.00	\$82.17	\$85.45	\$88.87	\$92.42
63	Inventory/Supply Supervisor	\$53.36	\$55.49	\$57.71	\$60.02	\$62.42	\$64.92
64	Inventory/Supply Manager 1	\$69.64	\$72.42	\$75.32	\$78.33	\$81.46	\$84.72
65	Database Design Engineer / Administrator 1	\$73.25	\$76.19	\$79.23	\$82.40	\$85.70	\$89.13
66	Database Design Engineer / Administrator 2	\$90.44	\$94.06	\$97.82	\$101.73	\$105.80	\$110.04
67	Database Design Engineer / Administrator 3	\$114.86	\$119.45	\$124.23	\$129.20	\$134.36	\$139.74
68	Database Design Engineer / Administrator 4	\$134.75	\$140.14	\$145.74	\$151.57	\$157.64	\$163.94
69	Database Design Engineer / Administrator 5	\$198.96	\$206.92	\$215.20	\$223.81	\$232.76	\$242.07
70	Database Design Engineering Manager 1	\$165.50	\$172.12	\$179.01	\$186.17	\$193.61	\$201.36
71	Database Design Engineering Manager 2	\$206.20	\$214.44	\$223.02	\$231.94	\$241.22	\$250.87
72	Network Systems Engineer/Analyst 1	\$73.25	\$76.19	\$79.23	\$82.40	\$85.70	\$89.13
73	Network Systems Engineer/Analyst 2	\$93.15	\$96.88	\$100.75	\$104.78	\$108.97	\$113.33
74	Network Systems Engineer/Analyst 3	\$113.05	\$117.57	\$122.27	\$127.16	\$132.25	\$137.54
75	Network Systems Engineer/Analyst 4	\$132.94	\$138.26	\$143.79	\$149.54	\$155.53	\$161.75
76	Network Systems Engineer/Analyst 5	\$146.51	\$152.37	\$158.46	\$164.80	\$171.39	\$178.25
77	Network Systems Engineering Manager 1	\$126.61	\$131.68	\$136.94	\$142.42	\$148.12	\$154.04
78	Network Systems Engineering Manager 2	\$157.36	\$163.65	\$170.20	\$177.01	\$184.09	\$191.45
79	Systems Administrator 1	\$69.64	\$72.42	\$75.32	\$78.33	\$81.46	\$84.72
80	Systems Administrator 2	\$87.72	\$91.23	\$94.88	\$98.68	\$102.62	\$106.73
81	Systems Administrator 3	\$109.43	\$113.81	\$118.36	\$123.09	\$128.02	\$133.14
82	Systems Administrator 4	\$123.90	\$128.85	\$134.01	\$139.37	\$144.94	\$150.74

Aranea Solutions - GS-35F-0777R		GFY15 *	GFY16 - GFY20 *				
Corporate (On-Site Rates)		MOD PS-0002	MOD PO-0014				
ID	Labor Category	8/3/14 - 8/2/15	8/3/15 - 8/2/16	8/3/16 - 8/2/17	8/3/17 - 8/2/18	8/3/18 - 8/2/19	8/3/19 - 8/2/20
83	Telecommunications/Networks Technician 1	\$60.59	\$63.02	\$65.54	\$68.16	\$70.89	\$73.72
84	Telecommunications/Networks Technician 2	\$75.06	\$78.06	\$81.19	\$84.43	\$87.81	\$91.32
85	Telecommunications/Networks Technician 3	\$88.63	\$92.17	\$95.86	\$99.70	\$103.68	\$107.83
86	Telecommunications/Networks Technician 4	\$95.86	\$99.70	\$103.69	\$107.84	\$112.15	\$116.64
87	Web Technical Developer 1	\$73.25	\$76.19	\$79.23	\$82.40	\$85.70	\$89.13
88	Web Technical Developer 2	\$91.34	\$94.99	\$98.79	\$102.74	\$106.85	\$111.13
89	Web Technical Developer 3	\$107.62	\$111.92	\$116.40	\$121.06	\$125.90	\$130.93
90	Web Technical Developer 4	\$123.90	\$128.85	\$134.01	\$139.37	\$144.94	\$150.74
91	Web Technical Development Manager	\$148.32	\$154.25	\$160.42	\$166.84	\$173.51	\$180.45
92	Systems Analyst 1	\$71.45	\$74.30	\$77.28	\$80.37	\$83.58	\$86.92
93	Systems Analyst 2	\$85.92	\$89.35	\$92.92	\$96.64	\$100.51	\$104.53
94	Systems Analyst 3	\$109.43	\$113.81	\$118.36	\$123.09	\$128.02	\$133.14
95	Systems Analyst 4	\$127.52	\$132.62	\$137.92	\$143.44	\$149.18	\$155.15
96	Systems Analysis Manager 1	\$141.99	\$147.67	\$153.57	\$159.71	\$166.10	\$172.75
97	Systems Design Engineer 1	\$81.39	\$84.65	\$88.03	\$91.56	\$95.22	\$99.03
98	Systems Design Engineer 2	\$94.96	\$98.76	\$102.71	\$106.82	\$111.09	\$115.54
99	Systems Design Engineer 3	\$117.57	\$122.27	\$127.17	\$132.25	\$137.54	\$143.04
100	Systems Design Engineer 4	\$143.80	\$149.55	\$155.53	\$161.75	\$168.22	\$174.95
101	Systems Design Engineer 5	\$155.55	\$161.78	\$168.25	\$174.98	\$181.98	\$189.26
102	Systems Design Engineer 6	\$185.40	\$192.81	\$200.52	\$208.54	\$216.89	\$225.56
103	Systems Design Engineer 7	\$216.15	\$224.79	\$233.79	\$243.14	\$252.86	\$262.98
104	Systems Design Engineering Manager 2	\$188.11	\$195.64	\$203.46	\$211.60	\$220.06	\$228.87
105	Software Quality Assurance Engineer 1	\$65.11	\$67.72	\$70.43	\$73.24	\$76.17	\$79.22
106	Software Quality Assurance Engineer 2	\$82.30	\$85.59	\$89.01	\$92.57	\$96.28	\$100.13
107	Software Quality Assurance Engineer 3	\$107.62	\$111.92	\$116.40	\$121.06	\$125.90	\$130.93
108	Software Quality Assurance Engineer 4	\$124.80	\$129.79	\$134.99	\$140.38	\$146.00	\$151.84
109	Software Design Engineer 1	\$81.39	\$84.65	\$88.03	\$91.56	\$95.22	\$99.03
110	Software Design Engineer 2	\$95.86	\$99.70	\$103.69	\$107.84	\$112.15	\$116.64
111	Software Design Engineer 3	\$113.95	\$118.51	\$123.25	\$128.18	\$133.30	\$138.64
112	Software Design Engineer 4	\$136.56	\$142.02	\$147.70	\$153.61	\$159.76	\$166.15
113	Software Design Engineer 5	\$154.65	\$160.84	\$167.27	\$173.96	\$180.92	\$188.15
114	Software Design Engineer 6	\$180.87	\$188.11	\$195.63	\$203.46	\$211.60	\$220.06
115	Software Design Engineer 7	\$192.63	\$200.34	\$208.35	\$216.69	\$225.35	\$234.37
116	Software Design Engineering Manager 1	\$149.22	\$155.19	\$161.40	\$167.86	\$174.57	\$181.55
117	Software Design Engineering Manager 2	\$159.17	\$165.54	\$172.16	\$179.04	\$186.21	\$193.65
118	Information Technology Generalist 1	\$68.73	\$71.48	\$74.34	\$77.31	\$80.40	\$83.62
119	Information Technology Generalist 2	\$85.92	\$89.35	\$92.92	\$96.64	\$100.51	\$104.53
120	Information Technology Generalist 3	\$113.05	\$117.57	\$122.27	\$127.16	\$132.25	\$137.54
121	Sr. System Architect 1	\$130.23	\$135.44	\$140.85	\$146.49	\$152.35	\$158.44
122	Sr. System Architect 2	\$154.65	\$160.84	\$167.27	\$173.96	\$180.92	\$188.15

Aranea Solutions - GS-35F-0777R		GFY15 *		GFY16 - GFY20 *			
Corporate (On-Site Rates)		MOD PS-0002		MOD PO-0014			
ID	Labor Category	8/3/14 - 8/2/15	8/3/15 - 8/2/16	8/3/16 - 8/2/17	8/3/17 - 8/2/18	8/3/18 - 8/2/19	8/3/19 - 8/2/20
123	Information Systems/Networks Security Specialist 1	\$73.25	\$76.19	\$79.23	\$82.40	\$85.70	\$89.13
124	Information Systems/Networks Security Specialist 2	\$89.53	\$93.12	\$96.84	\$100.72	\$104.74	\$108.93
125	Information Systems/Networks Security Specialist 3	\$109.43	\$113.81	\$118.36	\$123.09	\$128.02	\$133.14
126	Information Systems/Networks Security Specialist 4	\$131.13	\$136.38	\$141.83	\$147.51	\$153.41	\$159.54
127	Information Technology Manager 1	\$145.60	\$151.42	\$157.48	\$163.78	\$170.33	\$177.15
128	Information Technology Manager 2	\$155.55	\$161.78	\$168.25	\$174.98	\$181.98	\$189.26
129	Information Technology Manager 3	\$173.64	\$180.58	\$187.81	\$195.32	\$203.13	\$211.26
130	Technical Writer 1	\$62.40	\$64.90	\$67.50	\$70.20	\$73.00	\$75.92
131	Technical Writer 2	\$75.97	\$79.00	\$82.17	\$85.45	\$88.87	\$92.42
132	Technical Writer 3	\$91.34	\$94.99	\$98.79	\$102.74	\$106.85	\$111.13
133	Technical Writer 4	\$102.19	\$106.28	\$110.53	\$114.95	\$119.55	\$124.33
134	Technical Editor 1	\$65.11	\$67.72	\$70.43	\$73.24	\$76.17	\$79.22
135	Technical Editor 2	\$73.25	\$76.19	\$79.23	\$82.40	\$85.70	\$89.13
136	Technical Editor 3	\$91.34	\$94.99	\$98.79	\$102.74	\$106.85	\$111.13
137	Technical Publications Manager 1	\$108.52	\$112.86	\$117.38	\$122.07	\$126.96	\$132.04
138	Technical Publications Manager 2	\$138.37	\$143.91	\$149.66	\$155.65	\$161.87	\$168.35
139	Geographic Information Systems (GIS/GPS) Analyst 1	\$61.50	\$63.96	\$66.52	\$69.18	\$71.95	\$74.82
140	Geographic Information Systems (GIS/GPS) Analyst 2	\$78.68	\$81.83	\$85.10	\$88.51	\$92.05	\$95.73
141	Geographic Information Systems (GIS/GPS) Analyst 3	\$96.77	\$100.64	\$104.66	\$108.85	\$113.20	\$117.73
142	Geographic Information Systems (GIS/GPS) Analyst 4	\$117.57	\$122.27	\$127.17	\$132.25	\$137.54	\$143.04
143	Geographic Information Systems (GIS/GPS) Analyst 5	\$129.33	\$134.50	\$139.88	\$145.47	\$151.29	\$157.34
144	Field Service Technician 1	\$47.93	\$49.85	\$51.84	\$53.91	\$56.07	\$58.31
145	Field Service Technician 2	\$55.17	\$57.37	\$59.67	\$62.06	\$64.54	\$67.12
146	Field Service Technician 3	\$69.64	\$72.42	\$75.32	\$78.33	\$81.46	\$84.72
147	Field Service Technician 4	\$85.01	\$88.42	\$91.95	\$95.63	\$99.46	\$103.43
148	Instructional Developer 1	\$71.45	\$74.30	\$77.28	\$80.37	\$83.58	\$86.92
149	Instructional Developer 2	\$80.49	\$83.71	\$87.05	\$90.54	\$94.16	\$97.92
150	Instructional Developer 3	\$92.25	\$95.93	\$99.77	\$103.76	\$107.91	\$112.23
151	Instructional Developer 4	\$106.72	\$110.99	\$115.43	\$120.04	\$124.85	\$129.84
152	Instructional Development Manager 1	\$111.24	\$115.69	\$120.32	\$125.13	\$130.14	\$135.34
153	Instructional Development Manager 2	\$121.19	\$126.03	\$131.08	\$136.32	\$141.77	\$147.44
154	Customer Trainer 1	\$69.64	\$72.42	\$75.32	\$78.33	\$81.46	\$84.72
155	Customer Trainer 2	\$75.97	\$79.00	\$82.17	\$85.45	\$88.87	\$92.42
156	Customer Trainer 3	\$94.05	\$97.82	\$101.73	\$105.80	\$110.03	\$114.43
157	Customer Trainer 4	\$109.43	\$113.81	\$118.36	\$123.09	\$128.02	\$133.14
158	Customer Trainer 5	\$123.90	\$128.85	\$134.01	\$139.37	\$144.94	\$150.74
159	Customer Training Manager 1	\$116.66	\$121.33	\$126.19	\$131.23	\$136.48	\$141.94
160	Customer Training Manager 2	\$149.22	\$155.19	\$161.40	\$167.86	\$174.57	\$181.55
161	Functional Analyst 1	\$69.64	\$72.42	\$75.32	\$78.33	\$81.46	\$84.72
162	Functional Analyst 2	\$80.49	\$83.71	\$87.05	\$90.54	\$94.16	\$97.92
163	Functional Analyst 3	\$96.77	\$100.64	\$104.66	\$108.85	\$113.20	\$117.73
164	Functional Analyst 4	\$117.57	\$122.27	\$127.17	\$132.25	\$137.54	\$143.04
165	Functional Analyst 5	\$144.70	\$150.49	\$156.51	\$162.77	\$169.28	\$176.05

Aranea Solutions - GS-35F-0777R		GFY15 *		GFY16 - GFY20 *			
Corporate (On-Site Rates)		MOD PS-0002		MOD PO-0014			
ID	Labor Category	8/3/14 - 8/2/15	8/3/15 - 8/2/16	8/3/16 - 8/2/17	8/3/17 - 8/2/18	8/3/18 - 8/2/19	8/3/19 - 8/2/20
166	Functional Analyst 6	\$177.26	\$184.35	\$191.72	\$199.39	\$207.37	\$215.66
167	Functional Analyst 7	\$201.68	\$209.74	\$218.13	\$226.86	\$235.93	\$245.37
168	Functional Analyst Manager 1	\$164.60	\$171.18	\$178.03	\$185.15	\$192.55	\$200.26
169	Quality Engineer 1	\$75.97	\$79.00	\$82.17	\$85.45	\$88.87	\$92.42
170	Quality Engineer 2	\$89.53	\$93.12	\$96.84	\$100.72	\$104.74	\$108.93
171	Quality Engineer 3	\$110.33	\$114.75	\$119.34	\$124.11	\$129.08	\$134.24
172	Quality Engineer 4	\$132.04	\$137.32	\$142.81	\$148.53	\$154.47	\$160.65
173	Quality Engineering Manager 1	\$121.19	\$126.03	\$131.08	\$136.32	\$141.77	\$147.44
174	Quality Engineering Manager 2	\$151.93	\$158.01	\$164.33	\$170.90	\$177.74	\$184.85
175	Cyber Security Specialist	\$140.18	\$145.78	\$151.61	\$157.68	\$163.98	\$170.54
176	Information Assurance Engineer	\$167.31	\$174.01	\$180.97	\$188.20	\$195.73	\$203.56
177	Risk Management Specialist	\$144.70	\$150.49	\$156.51	\$162.77	\$169.28	\$176.05

* All Rates Listed Inclusive of IFF

** Service Contract Act Category

ARANEA SOLUTIONS LABOR CATEGORIES

1. PRINCIPAL INDUSTRY/FUNCTIONAL AREA EXPERT

Recognized for strong expertise in industry issues and trends. Utilize functional area expertise gained through direct industry experience to assess the operational and functional baseline of an organization and its organizational components. Work with senior managers and executives to provide industry vision and strategic direction with regard to their enterprise. Guide the determination of information technology inadequacies and/or deficiencies that affect the functional area's ability to support/meet organizational goals. Generate functional area strategies for enhanced IT operations in a cross-functional area mode throughout the organization. Participate in account strategy sessions, strategic assessments and design reviews to validate enterprise approach and associated work products. Provides guidance and direction to other professionals, acts in a consulting and/or advisory capacity; coordinates resolution of highly complex problems and tasks, possesses ability to meet and operate under deadlines. Requires a Bachelors Degree and ten (10) years of experience in the functional area of expertise. Personnel without a Bachelors Degree or with a degree in an unrelated field will have two (2) years relevant professional experience for every year of academic deficiency.

2. COMPUTER SCIENTIST / ENGINEER

With minimum supervision, performs as a task team leader. Has the responsibility of performing on such tasks as system and software analysis, design studies (including trade off studies), configuration and data management, quality assurance, planning, costing and specification definition tasks for automated system projects. Requires a minimum of one (1) year as a task team leader plus an additional six (6) years experience in system or software engineering. Requires a Bachelors Degree in physics, mathematics, electrical or electronic engineering or computer sciences. Personnel without a Bachelors Degree or with a degree in an unrelated field will have three (3) years relevant professional experience for every year of academic deficiency.

3. SENIOR COMPUTER SCIENTIST / SENIOR ENGINEER

Without requiring supervision, performs as a task team leader. Has the responsibility of performing on such tasks as system and software analysis, design studies (including trade-off studies), configuration and data management, quality assurance, planning, costing and specification definition for automated systems projects. Requires a minimum of three (3) years as team leader plus an additional six (6) years experience in system or software engineering. Requires a Bachelors Degree in physics, mathematics, electrical or electronic engineering or computer sciences. Personnel without a Bachelors Degree or with a degree in an unrelated field will have three (3) years relevant professional experience for every year of academic deficiency.

4. COMPUTER SPECIALIST / SOFTWARE SPECIALIST 1

With minimum supervision, must exercise responsibility for technical accuracy in developing software using application software packages. Must have three (3) years of relevant professional experience in the use of similar application software including at least one (1) year specific experience with the offered application software package. Requires a Bachelors Degree in computer science, mathematics, physics, engineering, or a related discipline from an accredited college or university; or a Bachelors Degree in an unrelated discipline with units and grades in one of the above field's equivalent to the requirements for a major at an accredited university. Two (2) years of directly related training up to a limit of two (2) years deficiency towards a degree. The same experience may not be counted toward an academic substitution and the experience requirements below.

5. COMPUTER SPECIALIST / SOFTWARE SPECIALIST 2

With minimum supervision, must exercise responsibility for technical accuracy in developing software using application software packages. Must have six (6) years of relevant professional experience in the use of similar application software including at least one (1) year specific experience with the offered application software package. Requires a Bachelors Degree in computer science, mathematics, physics, engineering, or a related discipline from an accredited college or university; or a Bachelors Degree in an unrelated discipline with units and grades in one of the above field's equivalent to the requirements for a major at an accredited university. Two (2) years of directly related training up to a limit of two (2) years deficiency towards a degree. The same experience may not be counted toward an academic substitution and the experience requirements below.

6. JUNIOR CONSULTANT

The Junior Consultant is an individual who has a specific functional knowledge required for performance in an individual task order. Such individuals should possess unique capability or experience not available under basic labor categories. The Junior Consultant typically works on specific implementation tasks under the direction of a Sr. Consultant, Project Manager, Senior Computer Scientist or a Senior Engineer. A Junior Consultant will have knowledge of complex system implementations in the area of CAD, CAM, CAE, CMIS, BPR or CALS. The Junior Consultant may be knowledgeable of configuration management, data migration, system migration, installation and/or deployment, specialized acquisition, logistics, and/or technological experience in the specific functional tasks required for performance in an individual task order. The Junior Consultant is knowledgeable of system implementations, process improvements and re-engineering methodologies or principles to conduct complex projects or enterprise wide automation. The Junior Consultant assists with the estimation, planning, and design of the technical aspects of assigned projects. Requires a minimum of two (2) years as a task team leader working under the direction of a Senior Consultant, Project Manager, Senior Computer Scientist, or a Senior Engineer in the defense/industrial or acquisition field of expertise. Experience in applications development, systems analysis, database development, automation planning; CAD/CAM/CAE projects including requirements analysis, hardware/software integration; systems implementation or training and deployment of automated systems or projects; project, task or team management. Requires a Bachelors Degree in an engineering or technical field. Personnel without a Bachelors Degree will have two (2) years relevant professional experience for every year of academic deficiency. The same experience may not be counted toward an academic substitution and the experience requirements.

7. CONSULTANT

The Consultant has a specific functional knowledge required for performance in an individual task order. Such individuals should possess unique capability or experience not available under basic labor categories. The Consultant typically works on specific implementation tasks under the direction of a Senior Consultant, Project Manager, Senior Computer Scientist or a Senior Engineer. Requires a minimum of three (3) years as a task team leader working under the direction of a Senior Consultant, Project Manager, Senior Computer Scientist, or a Senior Engineer in the defense/industrial or acquisition field of expertise. Requires a Bachelors Degree. Personnel without a Bachelors Degree will have two (2) years relevant professional experience for every year of academic deficiency. The same experience may not be counted toward an academic substitution and the experience requirements below. Personnel with an advanced degree (Masters) in a technical, business or management area, from an accredited college or university, will only require a minimum of six (6) months experience as previously described.

8. SENIOR CONSULTANT

The Senior Consultant is responsible for directing complex system implementations in the area of Computer-aided Design (CAD), Computer-aided Manufacturing (CAM), Computer-aided Engineering (CAE), Configuration Management Information System (CMIS), Business Process Reengineering (BPR) or Continuous Acquisition Logistics Support (CALs). The Senior Consultant is knowledgeable or may be recognized as an expert or knowledgeable of configuration management, data migration, system migration, installation and/or deployment, specialized acquisition, logistics, and/or technological expertise in the specific functional tasks required for performance in an individual task order. The Senior Consultant is knowledgeable at an expert level of all aspects of system implementations, process improvements and re-engineering methodologies or principles to conduct complex projects or enterprise wide automation. The Senior Consultant estimates, plans, designs, and oversees the technical aspects of assigned projects. The Senior Consultant must have excellent oral and written presentation communications skills and project management experience. Requires a minimum of twelve (12) years experience in specialized acquisition, logistics, and/or technical expertise in applications development, systems analysis, database development, automation planning; CAD/CAM/CAE projects including requirements analysis, hardware/software integration; systems implementation or training and deployment of automated systems or projects; project, task or team management; defense/industrial or acquisition experience in the field of expertise. Requires a Bachelors Degree. Personnel without a Bachelors Degree will have two (2) years relevant professional experience for every year of academic deficiency. The same experience may not be counted toward an academic substitution and the experience requirements below. Personnel with an advanced degree (Masters) in either a technical, business or management area, from an accredited college or university, will only require a minimum of ten (10) years experience as previously described.

9. COMPUTER TECHNICIAN 1

Performs such tasks as system programming, graphics programming, database programming, applications programming, equipment testing, system operation, system and network installation and system monitoring. Requires a High School Diploma and a minimum of three (3) years of experience in system or software engineering.

10. COMPUTER TECHNICIAN 2

Performs such tasks as system programming, graphics programming, database programming, applications programming, equipment testing, system operation, system and network installation and system monitoring. Must function at a professional level of competence and require little or no supervision except for policy and general guidelines. Requires a High School Diploma and a minimum of six (6) years experience, including at least two (2) years at the CT Level 1 or equivalent level, in system or software engineering.

11. COMPUTER TECHNICIAN 3

Performs such tasks as system programming, graphics programming, database programming, applications programming, equipment testing, system operation, system and network installation and system monitoring. Must function at a professional level of competence and must have demonstrated the ability to provide "task team" or "project" leadership, if required. Requires a High School Diploma and a minimum of nine (9) years experience, including at least five (5) years at the CT Level 2 or equivalent level, in system or software engineering.

12. NETWORK ENGINEER

The Network Engineer performs engineering tasks for the design, analysis, planning, and direction of network data communications installation and optimization projects. The Network Engineer has a strong understanding of networking project tasks as required to implement projects that include; multi-protocol network architecture, implementation and installation, Metropolitan Wide Area Network/Local Area Network (MAN/WAN/LAN) development, wellness auditing/performance tuning/troubleshooting of LAN/MAN/WANs, and risk/requirements analysis. Other networking services performed by the Network Engineer include: network technology review, network audit and baseline services, network architectural design services, network implementation and re-engineering services, Banyan/NT/Novell network capacity planning and project services, Ethernet/Token Ring/FDD/other IEEE.802.X Standards implementation, and the development of network migration plans. The Network Engineer typically works on specific implementation tasks under the direction of a Senior Network Engineer. Requires a Bachelors Degree in computer science, engineering, mathematics or physical science or a Bachelors Degree from along with specific networking product certification (i.e., Novell, Microsoft Network, Banyan-Vines). Personnel without a Bachelors Degree or with a degree in an unrelated field will have two (2) years relevant professional experience for every year of academic deficiency. The same experience may not be counted toward an academic substitution and the experience requirements. It is recognized that due to the unique nature of networking engineering that degreed individuals will not require a minimum years of experience, recognizing that the work in design, analysis, planning and direction of network data communications installation and optimization projects will normally be under the direction of an experienced Sr. Network Engineer.

13. SENIOR NETWORK ENGINEER

The Senior Network Engineer performs engineering tasks for the design, analysis, planning, and direction of network data communications installation and optimization projects. The Senior Network Engineer has expert level understanding of networking project tasks including: multi-protocol network architecture, implementation and installation, Metropolitan/Wide Area Network/Local Area Network (MAN/WAN/LAN) development, wellness auditing/performance tuning/troubleshooting of LAN/MAN/WANs, and risks/requirements analysis. Other networking services performed by the Senior Network Engineer include: network technology review, network audit and baseline services, network architectural design services, network implementation and re-engineering services, Banyan/NT/Novell network capacity planning and projection services; Ethernet/Token Ring/FDDI/other IEEE.802.X Standards implementation, and the development of network migration plans. Requires a minimum of two years of experience in the design, analysis, planning, and direction of network data communications installation and optimization projects. Requires a Bachelors Degree in computer science, engineering, mathematics or physical science or a Bachelors Degree along with specific networking product certification (i.e. Novell, Microsoft Network, Banyan-Vines). Personnel without a Bachelors Degree or with a degree in an unrelated field will have two (2) years relevant professional experience for every year of academic deficiency. The same experience may not be counted toward an academic substitution and the experience requirements.

14. CLERICAL ASSISTANT **

Performs office assistance work such as typing, word-processing, scanning, data entry, filing, and library maintenance. Requires a High School Diploma and a minimum of two (2) years experience.

15. SENIOR CLERICAL ASSISTANT **

Performs office assistance work such as typing, word-processing, scanning, data entry, filing, and library maintenance. Requires a High School Diploma and a minimum of four (4) years experience.

16. PROGRAM MANAGER NON-TECHNICAL 1

Responsible for managing NON-TECHNICAL government programs which are of relatively low risk and complexity or are a portion of a larger program. Ensures that all required resources such as engineering, manpower, production, computer time, facilities and the like are available for the program. Plans, directs and monitors program budget and serves as primary customer contact for program information. May be responsible for P&L. May be responsible for business development within current customer base and/or for new customers. Program complexity is the primary criteria for leveling. This job is the LOWEST LEVEL OF COMPLEXITY. Complexity to be determined internally and may or may not be a function of dollar volume or contract length. Excludes Engineers or other individuals temporarily assigned program management responsibilities. Requires a Bachelors Degree with emphasis in business or engineering or equivalent experience and a minimum of five (5) years of program related experience.

17. PROGRAM MANAGER NON-TECHNICAL 2

Responsible for managing NON-TECHNICAL government programs of moderate risk and complexity or may have deputy responsibility for a large program. Frequently is involved simultaneously in several programs. Oversees program budget and schedules prepared by subordinate staff. May have supervisory responsibilities including hiring, firing, salary and performance management. May have primary responsibility for program growth. Serves as primary customer contact. May be responsible for P&L. May be responsible for business development within current customer base and/or for new customers. Program complexity is the primary criteria for leveling. This job has a LOW LEVEL OF COMPLEXITY. Complexity to be determined internally and may or may not be a function of dollar volume or contract length. Excludes Engineers or other individuals temporarily assigned program management responsibilities and technical functional managers for a program. Requires a Bachelors Degree with emphasis in business or engineering or equivalent experience and a minimum of eight (8) years program related experience and prior management experience.

18. PROGRAM MANAGER NON-TECHNICAL 3

Responsible for managing relatively complex NON-TECHNICAL programs. May manage fixed price contracts. Oversees program budget and schedules. May direct staff. Has primary responsibility for program growth; may be responsible for marketing new technology or follow-on business acquisition. May be responsible for P&L. May be responsible for business development within current customer base and/or for new customers. Program complexity is the primary criteria for leveling. This job has a MEDIUM LEVEL OF COMPLEXITY. Complexity to be determined internally and may or may not be a function of dollar volume or contract length. Excludes Engineers or other individuals temporarily assigned program management responsibilities and technical functional managers for a program. Requires a Bachelors Degree or equivalent experience with an advanced degree in engineering or business preferred and a minimum of ten (10) years program related experience in related areas with at least five (5) years functional or program management experience.

19. PROGRAM MANAGER NON-TECHNICAL 4

Responsible for managing very complex and/or high risk NON-TECHNICAL programs. May manage fixed price contracts. Oversees program budget and schedules. May direct staff. Has primary responsibility for program growth; may be responsible for marketing new technology or follow-on business acquisition. May be responsible for P&L. May be responsible for business development within current customer base and/or for new customers. Program complexity is the primary criteria for leveling. This job has a HIGH LEVEL OF COMPLEXITY. Complexity to be determined internally and may or may not be a function of dollar volume or contract length. Excludes Engineers or other individuals temporarily assigned program management responsibilities and technical functional managers for a program. Requires a Bachelors Degree or equivalent experience with an advanced degree in engineering or business preferred and a minimum of twelve (12) years program related experience in related areas with at least seven (7) years functional or program management experience.

20. PROGRAM MANAGER NON-TECHNICAL 5

Responsible for managing the highest-level strategic NON-TECHNICAL programs. May manage fixed price contracts. Oversees program budget and schedules. May direct staff. Has primary responsibility for program growth; may be responsible for marketing new technology or follow-on business acquisition. May be responsible for P&L. May be responsible for business development within current customer base and/or for new customers. Program complexity is the primary criteria for leveling. This job has the HIGHEST LEVEL OF COMPLEXITY. Complexity to be determined internally and may or may not be a function of dollar volume or contract length. Excludes Engineers or other individuals temporarily assigned program management responsibilities and technical functional managers for a program. Requires a Bachelors Degree or equivalent experience with an advanced degree in engineering or business preferred and a minimum of fifteen (15) years program related experience in related areas with at least ten (10) years functional or program management experience.

21. PROGRAM MANAGER- TECHNICAL 1

Responsible for managing TECHNICAL government programs which are of relatively low risk and complexity or are a portion of a larger program. Ensures that all required resources such as engineering, manpower, production, computer time, facilities and the like are available for the program. Plans, directs and monitors program budget and serves as primary customer contact for program information. May be responsible for P&L. May be responsible for business development within current customer base and/or for new customers. Program complexity is the primary criteria for leveling. This job is the LOWEST LEVEL OF COMPLEXITY. Complexity to be determined internally and may or may not be a function of dollar volume or contract length. May include responsibility for a combination of technical and non-technical programs. Requires a Bachelors Degree with emphasis in business or engineering or equivalent experience and a minimum of five (5) years of program related experience.

22. PROGRAM MANAGER- TECHNICAL 2

Responsible for managing TECHNICAL government programs of moderate risk and complexity or may have deputy responsibility for a large program. Frequently is involved simultaneously in several programs. Oversees program budget and schedules prepared by subordinate staff. May have supervisory responsibilities including hiring, firing, salary and performance management. May have primary responsibility for program growth. Serves as primary customer contact. May be responsible for P&L. May be responsible for business development within current customer base and/or for new customers. Program complexity is the primary criteria for leveling, and dollar value of programs is secondary. This job is has a LOW LEVEL OF COMPLEXITY. Complexity to be determined internally and may or may not be a function of dollar volume or contract length. May include responsibility for a combination of technical and non-technical programs. Requires a Bachelors Degree with emphasis in business or engineering or equivalent experience and a minimum of eight (8) years program related experience and prior management experience.

23. PROGRAM MANAGER- TECHNICAL 3

Responsible for managing relatively complex TECHNICAL programs. May manage fixed price contracts. Oversees program budget and schedules. May direct staff. Has primary responsibility for program growth; may be responsible for marketing new technology or follow-on business acquisition. May be responsible for P&L. May be responsible for business development within current customer base and/or for new customers. Program complexity is the primary criteria for leveling. This job has a MEDIUM LEVEL OF COMPLEXITY. Complexity to be determined internally and may or may not be a function of dollar volume or contract length. May include responsibility for a combination of technical and non-technical programs. Requires a Bachelors Degree or equivalent experience with an advanced degree in engineering or business preferred and a minimum of ten (10) years program related experience in related areas with at least five (5) years functional or program management experience.

24. PROGRAM MANAGER- TECHNICAL 4

Responsible for managing complex and/or high risk TECHNICAL programs. May manage fixed price contracts. Oversees program budget and schedules. May direct staff. Has primary responsibility for program growth; may be responsible for marketing new technology or follow-on business acquisition. May be responsible for P&L. May be responsible for business development within current customer base and/or for new customers. Program complexity is the primary criteria for leveling. This job has a HIGH LEVEL OF COMPLEXITY. Complexity to be determined internally and may or may not be a function of dollar volume or contract length. May include responsibility for a combination of technical and non-technical programs. Requires a Bachelors Degree or equivalent experience with an advanced degree in engineering or business preferred and a minimum of twelve (12) years program related experience in related areas with at least seven (7) years functional or program management experience.

25. PROGRAM MANAGER- TECHNICAL 5

Responsible for managing the highest-level strategic TECHNICAL programs. May manage fixed price contracts. Oversees program budget and schedules. May direct staff. Has primary responsibility for program growth; may be responsible for marketing new technology or follow-on business acquisition. May be responsible for P&L. May be responsible for business development within current customer base and/or for new customers. Program complexity is the primary criteria for leveling. This job has the HIGHEST LEVEL OF COMPLEXITY. Complexity to be determined internally and may or may not be a function of dollar volume or contract length. May include responsibility for a combination of technical and non-technical programs. Requires a Bachelors Degree or equivalent experience with an advanced degree in engineering or business preferred and a minimum of fifteen (15) years program related experience in related areas with at least ten (10) years functional or program management experience.

26. PROGRAM DIRECTOR 1

Directs the overall management of the Program Management technical and/or non-technical staff function through subordinate managers. This is the top-level manager in this function responsible for productivity, expense levels and asset management. Rarely becomes involved in day-to-day operational problems; is more concerned to see that overall budgets, schedules, and performance standards are realistically set and attained. Has an overall revenue responsibility of less than \$15 million. HOWEVER, this is only a guideline. Also consider the complexity of the job duties when matching to this position. Requires a Bachelors Degree or equivalent experience with an advanced degree in engineering or business preferred and a minimum of twelve (12) years functional and program management experience.

27. PROGRAM DIRECTOR 2

Directs the overall management of the Program Management technical and/or non-technical function through subordinate managers. This is the top-level manager in this function responsible for productivity, expense levels and asset management. Rarely becomes involved in day-to-day operational problems; is more concerned to see that overall budgets, schedules, and performance standards are realistically set and attained. Has an overall revenue responsibility between \$15 and \$100 million. HOWEVER, this is only a guideline. Also consider the complexity of the job duties when matching to this position. Requires a Bachelors Degree or equivalent experience with an advanced degree in engineering or business preferred and a minimum of fifteen (15) years functional and program management experience.

28. PROJECT MANAGER TECHNICAL 1

Responsible for the day-to-day tactical duties for a basic TECHNICAL program. Not responsible for P&L or business development, but is accountable to oversee results of multi-functional project teams. Responsible for the administrative/operational leadership of a project within the program guidelines set by the Program Manager and customer. Monitors project to ensure work scope, schedule, and budget are well defined and maintained. Provides the coordination between resource managers/supervisors and ensures all necessary reviews and approvals are received. May conduct performance/project analyses during phase-down to benefit future/other projects/missions/programs. May include responsibility for a combination of technical and non-technical programs. Requires a Bachelors Degree with emphasis in Business, Engineering, or equivalent experience and a minimum of five (5) years professional work related experience. ENTRY LEVEL position.

29. PROJECT MANAGER TECHNICAL 2

Responsible for the day-to-day tactical duties for a moderately complex TECHNICAL program. Not responsible for P&L or business development, but is accountable to oversee results of multi-functional project teams. Responsible for the administrative/operational leadership of a project within the program guidelines set by the Program Manager and customer. Monitors project to ensure work scope, schedule, and budget are well defined and maintained. Provides the coordination between resource managers/supervisors and ensures all necessary reviews and approvals are received. May conduct performance/project analyses during phase-down to benefit future/other projects/missions/programs. U May include responsibility for a combination of technical and non-technical programs. Requires a Bachelors Degree with emphasis in Business, Engineering, or equivalent experience and a minimum of two (2) years Project Management experience.

30. PROJECT MANAGER TECHNICAL 3

Responsible for the day-to-day tactical duties for a highly complex TECHNICAL program or group of programs. Not responsible for P&L or business development, but is accountable to oversee results of multi-functional project teams. Responsible for the administrative/operational leadership of a project within the program guidelines set by the Program Manager and customer. Monitors project to ensure work scope, schedule, and budget are well defined and maintained. Provides the coordination between resource managers/supervisors and ensures all necessary reviews and approvals are received. May conduct performance/project analyses during phase-down to benefit future/other projects/missions/programs. May include responsibility for a combination of technical and non-technical programs. Requires a Bachelors Degree with emphasis in Business, Engineering, or equivalent experience and a minimum of five (5) years Project Management experience.

31. PROJECT/PROGRAM ASSISTANT 1

Provides a variety of routine administrative support to a project. Works closely with Project Managers, Team Leads, and other support staff. Compiles technical, financial, and other project data using various database programs for inclusion in reports or presentation materials. Maintains tactical responsibility for tracking project financials. Participates in special projects as required. Makes appointments, travel arrangements, meeting arrangements and coordinates activities between program management, customer, and outside parties. Requires a High School Diploma and a minimum of one (1) to two (2) years of secretarial or administrative support experience. Requires a basic knowledge of program requirements, policies, and procedures. This is not a normal progression from a traditional secretarial role.

32. PROJECT/PROGRAM ASSISTANT 2

Provides a variety of administrative support to a project or projects. Works closely with Project Managers, Team Leads, and other support staff. Compiles technical, financial, and other project data using various database programs for inclusion in reports or presentation materials. Maintains tactical responsibility for tracking project financials. Participates in special projects as required. Makes appointments, travel arrangements, meeting arrangements and coordinates activities between program management, customer, and outside parties. Requires a High School Diploma and a minimum of three (3) to five (5) years of secretarial or administrative support experience. Requires a good knowledge of program requirements, policies, and procedures. This is not a normal progression from a traditional secretarial role.

33. PROJECT/PROGRAM ASSISTANT 3

Provides a variety of administrative support to a complex project or multiple projects. Works closely with Project Managers, Team Leads, and other support staff. Compiles technical, financial, and other project data using various database programs for inclusion in reports or presentation materials. Maintains tactical responsibility for tracking project financials. Participates in special projects as required. Makes appointments, travel arrangements, meeting arrangements and coordinates activities between program management, customer, and outside parties. May provide work leadership for lower level employees. Requires a High School Diploma and a minimum of five (5) years of secretarial or administrative support experience. Requires advanced knowledge of program requirements, policies, and procedures. This is not a normal progression from a traditional secretarial role.

34. PROGRAM PLANNING AND CONTROL ANALYST 1

Assists in developing plans, including budgets and schedules, in order to meet contractual/project requirements for an assigned portion of a program. Assists senior personnel in establishing and defining program requirements. Monitors progress of program requirements. Requires a Bachelors Degree in engineering, science or business administration or equivalent experience. ENTRY LEVEL position.

35. PROGRAM PLANNING AND CONTROL ANALYST 2

Develops plans, including budgets and schedules, in order to meet contractual/project requirements for an assigned portion of a program. Conducts program plan studies. Participates in establishing and defining program plan requirements. Coordinates interdepartmental development of program plans and interfaces with vendors and customers as required. Monitors and reports performance against plans to ensure that contractual, cost and schedule objectives are met. Requires a Bachelors Degree in engineering, science, business administration or equivalent experience and a minimum of two (2) years experience in technical program planning and implementation, contract interpretation, budget development and administration of government projects.

36. PROGRAM PLANNING AND CONTROL ANALYST 3

Develops plans, including budgets and schedules, in order to meet contractual/project requirements for an assigned major portion of a program. Establishes and defines program plan requirements and performs in-depth studies to determine optimum program plans. Coordinates interdepartmental development of program plans. Interfaces with vendors and customers and performs extensive investigations as required. Monitors and reports performance against plans to ensure that contractual, cost and schedule objectives are met. Requires a Bachelors Degree in engineering, science, business administration or equivalent experience and a minimum of five (5) years experience in technical program planning and implementation, contract interpretation, budget development and administration of government projects.

37. PROGRAM PLANNING AND CONTROL ANALYST 4

Develops plans, including budgets and schedules, in order to meet contractual/project requirements for several major portions of a program. Establishes and defines program plan requirements and directs or performs in-depth studies to determine optimum program plans. Coordinates interdepartmental development of program plans. Interfaces with vendors and customers and performs extensive investigations as required. Monitors and reports performance against plans to ensure that contractual, cost and schedule objectives are met; arranges modifications as required. Requires a Bachelors Degree in engineering, science, business administration or equivalent experience and a minimum of eight (8) years experience in technical program planning and implementation, contract interpretation budget development and administration of government projects.

38. GOVERNMENT PROPERTY ADMINISTRATOR 1

Performs tasks relative to the control of government property assigned to the company. Conducts periodic inventories of government-furnished material and equipment. Maintains inventory records on government and capital equipment. Tracks, monitors and reports the status and usage of government property. Prepares reports and documents in compliance with government procedures and requirements. May coordinate subcontractor repair activities. Coordinates activities related to the disposition of government property. Requires a Bachelors Degree or equivalent experience. ENTRY LEVEL position.

39. GOVERNMENT PROPERTY ADMINISTRATOR 2

Responsible for activities associated with the control of government property assigned to the company. Conducts inventories, maintains records and coordinates the preparation of government reports. Tracks and monitors status and usage of government property. Interfaces with other departments and subcontractors on the usage and repair of equipment. Develops systems and procedures for control and monitoring. May review statements, records and reports compiled by lower level personnel. Coordinates activities related to the disposition of government property. Requires a Bachelors Degree or equivalent experience and a minimum of two (2) years government property administration experience.

40. GOVERNMENT PROPERTY ADMINISTRATOR 3

Performs government property administration and accounting duties requiring experience and knowledge in government property administration practices. Develops procedures for receipt and issue of materials and equipment. Prepares a variety of government required reports and represents company during audits. May have responsibility for interface and negotiations with subcontractors. May provide work leadership for lower level employees. Excludes those with full supervisory responsibilities. Requires a Bachelors Degree or equivalent experience and a minimum of five (5) years government property administration experience.

41. GOVERNMENT PROPERTY ADMINISTRATOR 4

Performs complex government property administration and accounting duties requiring thorough knowledge and experience in government property administration practices. Submits recommendations to improve operations. Develops and installs property accounting systems. Generally accountable for property in excess of \$50 million. May provide leadership for lower level employees. Excludes those with full supervisory responsibilities. Requires a Bachelors Degree or equivalent experience and a minimum of eight (8) years government property administration experience.

42. GOVERNMENT PROPERTY ADMINISTRATION MANAGER 1

Responsible for direct management of the Government Property Administration staff engaged in all activities associated with the control of government property assigned to the company. Has responsibility for interface and negotiations with subcontractors and ensures compliance with all regulations regarding government property. Responsible for the employment, performance evaluation, training, counseling, and discipline for the assigned employees. This is typically the first level of management in the Property Administration function. Must directly manage exempt level employees. May manage non-exempt employees directly or through supervisors/leads. Excludes Working Leads. Title may be Supervisor or Manager depending on size of company and department. Requires a Bachelors Degree or equivalent experience and a minimum of five (5) years government property administration experience, including supervision/management experience.

43. GOVERNMENT PROPERTY ADMINISTRATION MANAGER 2

Responsible for management of the Government Property function. Has primary responsibility for supervision and development of first level Supervisors/Managers. Responsible for the employment, training and motivation and discipline of the supervisory/management team. This is the second level of management for the Government Property Administration function; title may be Manager or Director depending on the size of the company and department. MUST HAVE Supervisors or Managers reporting to them. Requires a Bachelors Degree in Business Administration, a related field or equivalent experience and a minimum of eight (8) years configuration analysis experience, including supervision/management experience.

44. TECHNICAL SUPPORT SPECIALIST 1 **

Provides telephone technical support regarding technical aspects of assigned products. Answers questions about installation, operation, configuration, customization and usage of assigned products. Applies basic diagnostic techniques to identify problems, investigate causes and recommend solutions to correct common failures. Escalates complex problems to senior level Technical Support Specialist or Supervisor. Normally considered the Trainee level and primarily handles calls from company employees. Requires a High School Diploma or equivalent and six (6) months customer service experience, or equivalent training and experience. Knowledge of assigned hardware and/or software products required. Must have strong communication skills and be able to effectively communicate technical issues.

45. TECHNICAL SUPPORT SPECIALIST 2 **

Provides telephone technical support regarding technical aspects of assigned products. Answers specific questions about installation, operation, configuration, customization and usage of assigned products. Applies diagnostic techniques to identify problems, investigate causes and recommend solutions to correct common failures. Escalates complex problems to senior level Technical Support Specialist or Supervisor. Requires a High School Diploma or equivalent and a minimum of one (1) to two (2) years customer service experience, or equivalent training and experience. Knowledge of hardware and/or software products required. Must have strong communication skills and be able to effectively communicate technical issues.

46. TECHNICAL SUPPORT SPECIALIST 3 **

Provides telephone technical support regarding complex technical aspects of assigned products. Answers complex questions about installation, operation, configuration, customization and usage of assigned products. Applies advanced diagnostic techniques to identify problems, investigate causes and recommend solutions to correct common failures. Assists lower level Support Specialists with complex problems. May provide work direction to lower level Support Specialists. Requires a High School Diploma or equivalent and a minimum of three (3) to five (5) years customer service experience, or equivalent training and experience. Comprehensive knowledge of hardware and/or software products required. Must have strong communication skills and be able to effectively communicate technical issues.

47. WEB GRAPHICS DESIGNER 1

Produces design and layout of standard Web Sites to meet defined marketing requirements. Implements web graphics design requirements as assigned to meet the defined visual "look, feel and appeal". Requires a Bachelors Degree in graphics design from AIGA accredited school or equivalent experience and a minimum of two (2) to four (4) years related experience. Familiar with common Web Site/Page layout and graphics design/presentation tools and applications, such as Photoshop, Illustrator, Fireworks, and Freehand.

48. WEB GRAPHICS DESIGNER 2

Produces design and layout for a variety of Web Site applications. Recommends techniques and treatments which support the visual "look, feel and appeal" graphics design concepts of the site. Creates and manipulates Web Graphics to optimized palette, size, speed, navigation, structure and web page layout. Plans and designs functional interfaces. Coordinates with marketing, Web content and Web technical staff to define graphics requirements that complement overall functionality and purpose of the Web Site. Requires a Bachelors Degree in graphics design from AIGA accredited school or equivalent experience and a minimum of four (4) to six (6) years related experience. Experienced user with confident working knowledge of a variety of Web Site/Page layout and graphics design presentation tools and applications, such as Photoshop, Illustrator, Fireworks, Freehand, and Flash, which include animation and interaction.

49. WEB GRAPHICS DESIGNER 3

Produces design and layout of critical Web Sites involving new concepts. Creates graphic “look, feel and appeal” of Web Site to meet requirements. Creates and manipulates Web Graphics to optimized palette, size, speed, navigation, structure and web page layout. Plans and designs functional interfaces. Recommends web graphics design standards and techniques consistent with marketing objectives. Requires a Bachelors Degree in degree in graphics design from AIGA accredited school or equivalent experience and a minimum of five (5) to eight (8) years related experience. Expert knowledge and skill in using and applying a wide variety of Web Site/Page layout and graphics design presentation tools and applications, such as Photoshop, Illustrator, Fireworks, Freehand, and Flash, which include animation and interaction.

50. WEB GRAPHICS DESIGNER 4

Produces design and layout of critical Web Sites involving new concepts. Creates graphic “look, feel and appeal” of Web Site to meet requirements. Creates and manipulates Web Graphics to optimized palette, size, speed, navigation, structure and web page layout. Plans, designs and implements functional interfaces. Recommends web graphics design standards and techniques consistent with marketing objectives. May provide work leadership for lower level employees. Excludes those with full supervisory responsibilities. Requires a Bachelors Degree in degree in graphics design from AIGA accredited school or equivalent experience and a minimum of six (6) to ten (10) years related experience. Expert knowledge and skill in using and applying a wide variety of Web Site/Page layout and graphics design presentation tools and applications, such as Photoshop, Illustrator, Fireworks, Freehand, and Flash, which include animation and interaction.

51. GRAPHIC ARTIST/ILLUSTRATOR 1

Assists with the design and development of graphics and illustrations for use in technical materials, manuals, and publications. Operates standard computer hardware and software to prepare, revise, print and store text, illustrations, graphs, charts, etc. May include operation of equipment, such as still and video cameras, for the design and production of photos and videotape. Assists with basic illustration and detail from models, sketches, memory, written or verbal instructions, and imagination. Selects type, draws lettering, lays out material, or performs related duties under direct supervision. Follows specific instructions regarding style, technique, and medium best suited to produce desired effects and conform to reproduction requirements. Requires an Associates Degree in Graphic Design/Art, a related field or equivalent experience. ENTRY LEVEL position.

52. GRAPHIC ARTIST/ILLUSTRATOR 2

Designs and develops graphics and illustrations for use in technical materials, manuals, and publications. Operates computer hardware and software to prepare, revise, print and store text, illustrations, graphs, charts, etc. May include operation of equipment, such as still and video cameras, for the design and production of photos and videotape. Formulates concept and renders illustration and detail from models, sketches, memory, written or verbal instructions, and imagination. Selects type, draws lettering, lays out material, or performs related duties. Determines style, technique, and medium best suited to produce desired effects and conform to reproduction requirements, or follows specific instructions regarding these variables. Requires an Associates Degree in Graphic Design/Art, a related field or equivalent experience and a minimum of two (2) years related graphic design/illustration experience.

53. GRAPHIC ARTIST/ILLUSTRATOR 3

Designs and develops complex graphics and illustrations for use in technical materials, manuals, and publications. Operates computer hardware and software to prepare, revise, print and store text, illustrations, graphs, charts, etc. May include operation of equipment, such as still and video cameras, for the design and production of photos and videotape. Formulates concept and renders illustration and detail from models, sketches, memory, written or verbal instructions, and imagination. Selects type, draws lettering, lays out material, or performs related duties. Determines style, technique, and medium best suited to produce desired effects and conform to reproduction requirements, or follows specific instructions regarding these variables. Requires an Associates Degree in Graphic Design/Art, a related field or equivalent experience and a minimum of five (5) years related graphic design/illustration experience. May provide work leadership for lower level employees. Excludes those with full supervisory responsibilities.

54. GRAPHIC ARTIST/ILLUSTRATOR SUPERVISOR

Responsible for direct supervision of the Graphic Artists and Illustrators staff. Typically manages the day-to-day workflow of subordinate employees. Organizes project and task work loads and selects individuals most qualified for assignments on specific projects. Acts as primary liaison between the Graphic Artists and Illustrators staff and other functional groups and resolves any escalated issues. Responsible for the employment, training, motivation and discipline of assigned employees. This is the first level of supervision of the Graphic Artists/Illustrators function; title may be Supervisor or Manager depending on the size of the company and department. Excludes Working Leads and those with other Supervisors/Managers reporting to them. Requires an Associates Degree in Graphic Design/Art, a related field or equivalent experience and a minimum of one (1) to five (5) years related graphic design/illustration experience including some experience as working lead.

55. PRODUCTION PLANNER/SCHEDULER 1

Develops detailed schedules, material requirements lists and production plans for established product lines. Monitors production activity to ensure a smooth and controlled flow of materials timed to meet production requirements. Troubleshoots and monitors potential scheduling problems, maintaining records such as reports on production and material deficiencies. May prepare work orders for production or purchase requests based on production schedules. Requires a Bachelors Degree in Business Administration, a related field or equivalent experience. ENTRY LEVEL position.

56. PRODUCTION PLANNER/SCHEDULER 2

Develops detailed schedules, material requirements lists and production plans for products and/or production processes where the manufacturing process is variable. Plans and issues schedules and material requirements. Coordinates Engineering, Production Control, Purchasing and other applicable departments to achieve optimum utilization of facilities in meeting production schedules. Provides input to management regarding problems such as shortages, design changes, backlogs and the like. Maintains all appropriate paperwork. Requires a Bachelors Degree in Business Administration, a related field or equivalent experience and a minimum of two (2) years production planning experience, including a working knowledge of manufacturing activities, including purchasing, materials, production processes and engineering.

57. PRODUCTION PLANNER/SCHEDULER 3

Develops detailed schedules, material requirements lists and production plans for complex products and/or production processes where the manufacturing processes are new and/or variable. Reviews engineering plans and product specifications to determine raw material requirements to support manufacturing schedules. Works with Purchasing to obtain and schedule materials based on production forecasts. Works with Engineering and related design areas to develop tools and procedures to maximize facility and equipment utilization. May provide work leadership for lower level employees. Excludes those with full supervisory responsibilities. Requires a Bachelors Degree in Business Administration, a related field or equivalent experience and a minimum of five (5) years production planning experience, including a thorough knowledge of a variety of manufacturing activities including purchasing, materials, engineering and production processes.

58. MASTER SCHEDULER

Develops the master schedule, material requirements lists and production plans for complex products and/or production processes where the manufacturing processes are new and/or variable. Reviews engineering plans and product specifications to determine raw material requirements to support manufacturing schedules. Works with Purchasing to obtain and schedule materials based on production forecasts. Works with Engineering and related design areas to develop tools and procedures to maximize facility and equipment utilization. May provide work leadership for lower level employees. Excludes those with full supervisory responsibilities. Requires a Bachelors Degree in Business Administration, a related field or equivalent experience and a minimum of eight (8) years production planning experience, including a thorough knowledge of a variety of manufacturing activities including purchasing, materials, engineering and production processes.

59. INVENTORY/SUPPLY ANALYST 1 **

Performs detailed duties to maintain supply and inventory levels for deployed systems and/or products. Monitors spare part availability, repair turnaround and inventory levels. Answers inquiries regarding order status, availability, required dates, order status and the like. May be assigned to provisioning, inventory management, spares, replenishment and/or return areas. Requires a High School Diploma or equivalent military supply experience.

60. INVENTORY/SUPPLY ANALYST 2

Determines requirements for assigned area to ensure continued support of deployed systems and/or products. Researches equipment, repair part, allowance, supply and inventory problems. Provides customer information and assures that support requirements and schedules are met. Requires a Bachelors Degree or equivalent military supply experience and a minimum of two (2) years inventory/supply experience.

61. INVENTORY/SUPPLY ANALYST 3

Coordinates the activities of inventory and supply functions. Determines requirements; develops detailed scenarios and identifies trends. Leads the activities at proficiency evaluations of on-site inventories. Participates in major studies and develops procedures and systems. May provide work leadership for lower level employees. Excludes those with full supervisory responsibilities. Requires a Bachelors Degree or equivalent military supply experience and a minimum of five (5) years inventory/supply experience.

62. INVENTORY/SUPPLY ANALYST 4

Coordinates and oversees the activities of inventory and supply functions. Determines requirements; develops and implements detailed scenarios and identifies trends. Leads the activities at proficiency evaluations of on-site inventories. Is a key player in major studies and in developing procedures and systems. Provides work leadership for lower level employees. Excludes those with full supervisory responsibilities. Requires a Bachelors Degree or equivalent military supply experience and a minimum of six (6) years inventory/supply experience.

63. INVENTORY/SUPPLY SUPERVISOR

Responsible for direct supervision of the Inventory/Supply function engaged in activities related to inventory, spare parts, repairs and the like. Typically manages the day-to-day workflow of subordinate non-exempt employees. Monitors the activities at proficiency evaluations. Responsible for the employment, training, motivation and discipline of assigned employees. This is the first level of supervision in the Inventory/Supply Analysis function. Excludes Working Leads and those with other Supervisors/Managers reporting to them. Requires a Bachelors Degree or equivalent military supply experience and a minimum of three (3) to five (5) years inventory/supply experience, including lead responsibilities.

64. INVENTORY/SUPPLY MANAGER 1

Responsible for the direct management of the Inventory Supply function. Directly manages exempt level employees and/or subordinate supervisors. May manage non-exempt employees directly or through supervisors/leads. Has primary responsibility for supervision and development as well as the employment, training, motivation and discipline of the directly reporting staff. Excludes Working Leads. Requires a Bachelors Degree or equivalent military supply experience and a minimum of five (5) years experience in inventory management or related area, including management experience.

65. DATABASE DESIGN ENGINEER/ADMINISTRATOR 1

Assists with the implementation of database applications to accommodate a variety of user needs. Assists with the analysis of informational needs and elements, data relationships and attributes, proposed manipulation, data flow and storage requirements, data output and reporting capabilities. Assists with defining logical attributes and inter-relationships and assists with designing routine data structures to accommodate database production, storage, maintenance and accessibility. Assists in the testing of standard design applications utilizing database management software or general programming software. Assists with the installation, implementation and support of standard systems within the user base. Performs routine system level database maintenance. Requires a Bachelors Degree in Computer Science, a related field or equivalent experience. ENTRY LEVEL position.

66. DATABASE DESIGN ENGINEER/ADMINISTRATOR 2

Designs, develops and implements database applications to accommodate a variety of user needs. Analyzes and determines informational needs and elements, data relationships and attributes, proposed manipulation, data flow and storage requirements and data output and reporting capabilities. Defines logical attributes and inter-relationships and designs data structures to accommodate database production, storage, maintenance and accessibility. Tests designed applications utilizing database management software or general programming software. Installs, implements and supports systems within the user base. Performs system level database maintenance. Requires a Bachelors Degree in Computer Science, a related field or equivalent experience and a minimum of two (2) years related database design and implementation experience.

67. DATABASE DESIGN ENGINEER/ADMINISTRATOR 3

Designs, develops and implements database applications to accommodate a variety of user needs. Analyzes and determines informational needs and elements, data relationships and attributes, proposed manipulation, data flow and storage requirements and data output and reporting capabilities. Defines logical attributes and inter-relationships and designs data structures to accommodate database production, storage, maintenance and accessibility. Tests designed applications utilizing database management software or general programming software. Installs, implements and supports systems within the user base. Performs system level database maintenance. Requires a Bachelors or Masters Degree in Computer Science, a related field or equivalent experience and a minimum of five (5) years related database design and implementation experience.

68. DATABASE DESIGN ENGINEER/ADMINISTRATOR 4

Designs, develops and implements complex database applications to accommodate a wide variety of user needs. Analyzes and determines informational needs and elements, data relationships and attributes, proposed manipulation, data flow and storage requirements and data output and reporting capabilities. Defines logical attributes and inter-relationships and designs data structures to accommodate database production, storage, maintenance and accessibility. May act as a technical project leader or provide work leadership for lower level employees. Excludes those with full supervisory responsibilities. Requires a Bachelors or Masters Degree in Computer Science, a related field or equivalent experience and a minimum of eight (8) years of progressively responsible database design and implementation experience.

69. DATABASE DESIGN ENGINEER/ADMINISTRATOR 5

Designs, develops and implements highly complex database applications to accommodate a wide variety of user needs. Analyzes and determines informational needs and elements, data relationships and attributes, proposed manipulation, data flow and storage requirements and data output and reporting capabilities. Defines logical attributes and inter-relationships and designs data structures to accommodate database production, storage, maintenance and accessibility. May act as a technical project leader or provide work leadership for lower level employees. Excludes those with full supervisory responsibilities. Requires a Bachelors or Masters Degree in Computer Science, a related field or equivalent experience and a minimum of eleven (11) years of progressively responsible database design and implementation experience.

70. DATABASE DESIGN ENGINEERING MANAGER 1

Responsible for the direct supervision of the Database Design Engineering staff. Reviews and prioritizes database needs and analyzes project costs and feasibility. Develops database design standards and methodology consistent with technical requirements. Schedules staff to obtain proper response in a timely manner. Reviews recommendations for database improvement. Responsible for the employment, training and discipline of assigned employees. This is typically the first level of management. Must directly manage exempt level employees. May manage non-exempt employees directly or through supervisors/leads. Excludes Working Leads. Title may be Supervisor or Manager depending on size of company and department. Requires a Bachelors or Masters Degree in Computer Science, Management Information Systems, a related field or equivalent experience and a minimum of five (5) years of Database Design Engineering experience, including supervision/management experience.

71. DATABASE DESIGN ENGINEERING MANAGER 2

Responsible for the management of the Database Design Engineering function through subordinate supervisors/managers. Reviews and prioritizes database needs and analyzes project costs and feasibility. Develops database design standards and methodology consistent with technical requirements. Schedules staff to obtain proper response in a timely manner. Reviews recommendations for database improvement. Responsible for the employment, training and discipline of assigned employees. This is the second level of management of the Database Design Engineering function; title may be Manager or Director depending on size of company or department. MUST HAVE Supervisors/Managers reporting to them. Requires a Bachelors or Masters Degree in Computer Science, Management Information Systems, a related field or equivalent experience and a minimum of eight (8) years of Database Design Engineering experience, including supervision/management experience.

72. NETWORK SYSTEMS ENGINEER/ANALYST 1

Assists in the analysis of local and wide area network systems, including planning, designing, evaluating, selecting operating systems and protocol suites and configuring communication media with concentrators, bridges and other devices. Assists with resolving routine inter-operability problems to obtain operations across all platforms including e-mail, files transfer, multimedia, teleconferencing and the like. Configures routine systems to user environments. Supports acquisition of standard hardware and software as well as subcontractor services as needed. Requires a Bachelors or Masters Degree in Computer Science, a related field or equivalent experience. ENTRY LEVEL position.

73. NETWORK SYSTEMS ENGINEER/ANALYST 2

Analyzes local and wide area network systems, including planning, designing, evaluating, selecting operating systems and protocol suites and configuring communication media with concentrators, bridges and other devices. Resolves interoperability problems to obtain operations across all platforms including e-mail, files transfer, multimedia, teleconferencing and the like. Configures systems to user environments. Supports acquisition of hardware and software as well as subcontractor services as needed. Requires a Bachelors or Masters Degree in Computer Science, a related field or equivalent experience and a minimum of two (2) years of related network systems engineering experience.

74. NETWORK SYSTEMS ENGINEER/ANALYST 3

Analyzes local and wide area network systems, including planning, designing, evaluating, selecting operating systems and protocol suites and configuring communication media with concentrators, bridges and other devices. Resolves interoperability problems to obtain operations across all platforms including e-mail, files transfer, multimedia, teleconferencing and the like. Configures systems to user environments. Supports acquisition of hardware and software as well as subcontractor services as needed. Requires a Bachelors or Masters Degree in Computer Science, a related field or equivalent experience and a minimum of five (5) years of related network systems engineering experience.

75. NETWORK SYSTEMS ENGINEER/ANALYST 4

Analyzes complex local and wide area network systems, including planning, designing, evaluating, selecting operating systems and protocol suites and configuring communication media with concentrators, bridges and other devices. Resolves difficult interoperability problems to obtain operation across all platforms including e-mail, files transfer, multimedia, teleconferencing and the like. Configures systems to user environments. Supports acquisition of hardware and software as well as subcontractor services. May act as a technical project leader or provide work leadership for lower level employees. Excludes those with full supervisory responsibilities. Requires a Bachelors or Masters Degree in Computer Science, a related field or equivalent experience and a minimum of eight (8) years progressively responsible network systems engineering experience.

76. NETWORK SYSTEMS ENGINEER/ANALYST 5

Analyzes complex local and wide area network systems, including planning, designing, evaluating, selecting operating systems and protocol suites and configuring communication media with concentrators, bridges and other devices. Resolves difficult interoperability problems to obtain operation across all platforms including e-mail, files transfer, multimedia, teleconferencing and the like. Configures systems to user environments. Supports acquisition of hardware and software as well as subcontractor services. May act as a technical project leader or provide work leadership for lower level employees. Excludes those with full supervisory responsibilities. Requires a Bachelors or Masters Degree in Computer Science, a related field or equivalent experience and a minimum of eleven (11) years progressively responsible network systems engineering experience.

77. NETWORK SYSTEMS ENGINEERING MANAGER 1

Responsible for the direct supervision of the Network Systems Engineering/Analysis staff. Reviews and prioritizes network needs and analyzes project costs and feasibility. Develops network systems analysis standards and methodology consistent with technical requirements. Schedules staff to obtain proper response in a timely manner. Reviews recommendations for network improvement. Responsible for the employment, training and discipline of assigned employees. This is typically the first level of management. Must directly manage exempt level employees. May manage non-exempt employees directly or through supervisors/leads. Excludes Working Leads. Title may be Supervisor or Manager depending on size of company and department. Requires a Bachelors or Masters Degree in Computer Science, Management Information Systems, a related field or equivalent experience and a minimum of five (5) years of Network Systems Engineering experience, including supervision/management experience.

78. NETWORK SYSTEMS ENGINEERING MANAGER 2

Responsible for the management of the Network Systems Engineering/Analysis function through subordinate supervisors/managers. Reviews and prioritizes network needs and analyzes project costs and feasibility. Develops network systems analysis standards and methodology consistent with technical requirements. Schedules staff to obtain proper response in a timely manner. Reviews recommendations for network improvement. Responsible for the employment, training and discipline of assigned employees. This is the second level of management of the Network System Engineering/Analysis function; title may be Manager or Director depending on size of company or department. MUST HAVE Supervisors/Managers reporting to them. Requires a Bachelors or Masters Degree in Computer Science, Management Information Systems, a related field or equivalent experience and a minimum of eight (8) years of Network Systems Engineering experience, including supervision/management experience.

79. SYSTEMS ADMINISTRATOR 1

Assists with the day-to-day operational maintenance, support, and upgrades for operating systems, workstations and servers. Under close supervision, performs basic software installations and upgrades to operating systems and layered software packages. Follows established IT policies and procedures. Monitors and tunes the system to achieve optimum performance levels. Ensures workstation/server data integrity by implementing standard software and hardware solutions. Ensures data/media recoverability by following a schedule of system backups and database archive operations. Complies with standard operating procedures. Conducts basic hardware and software audits of workstations and servers to ensure compliance with established standards, policies, and configuration guidelines. Provide the day-to-day upkeep and maintenance of the established systems whereas the Analysts determine and develop the systems that will be implemented. Requires an Associates Degree in Computer Science, a related field or equivalent experience and a basic understanding of UNIX and/or Windows based operating systems. ENTRY LEVEL position with up to two years experience in this field.

80. SYSTEMS ADMINISTRATOR 2

Responsible for the day-to-day operational maintenance, support, and upgrades for operating systems, workstations and servers. Under general supervision, performs software installations and upgrades to operating systems and layered software packages. Schedules installations and upgrades and maintains them in accordance with established IT policies and procedures. Monitors and tunes the system to achieve optimum performance levels. Ensures workstation/server data integrity by evaluating, implementing, and managing appropriate software and hardware solutions. Ensures data/media recoverability by implementing a schedule of system backups and database archive operations. Implements and promotes standard operating procedures. Conducts hardware and software audits of workstations and servers to ensure compliance with established standards, policies, and configuration guidelines. Provide the day-to-day upkeep and maintenance of the established systems whereas the Analysts determine and develop the systems that will be implemented. Requires an Associates or Bachelors Degree in Computer Science, a related field or equivalent experience and a minimum of two (2) to five (5) years related systems administration experience. Requires a solid understanding of UNIX and/or Windows based operating systems.

81. SYSTEMS ADMINISTRATOR 3

Responsible for the day-to-day operational maintenance, support, and upgrades for operating systems, workstations and servers. Under limited supervision, performs complex software installations and upgrades to operating systems and layered software packages. Schedules installations and upgrades and maintains them in accordance with established IT policies and procedures. Monitors and tunes the system to achieve optimum performance levels. Ensures workstation/server data integrity by evaluating, implementing, and managing appropriate software and hardware solutions of varying complexities. Ensures data/media recoverability by developing and implementing a schedule of system backups and database archive operations. Plans and implements the modernization of servers. Develops, implements and promotes standard operating procedures and schedules. Conducts hardware and software audits of workstations and servers to ensure compliance with established standards, policies, and configuration guidelines. Work at this level is generally done for the more complex systems. May develop and implement new standards, policies and procedures. May provide work leadership for lower level employees. Provide the day-to-day upkeep and maintenance of the established systems whereas the Analysts determine and develop the systems that will be implemented. Requires an Associates or Bachelors Degree in Computer Science, a related field or equivalent experience and a minimum of five (5) years related systems administration experience.

82. SYSTEMS ADMINISTRATOR 4

Responsible for high-level, day-to-day operational maintenance, support, and upgrades for complex operating systems, workstations and servers. Coordinates, directs and performs complex software installations and upgrades to operating systems and layered software packages. Schedules installations and upgrades and maintains them in accordance with established IT policies and procedures. Continually monitors and tunes multiple systems to achieve optimum performance levels. Ensures workstation/server data integrity by evaluating, implementing, and managing appropriate software and hardware solutions of varying complexities. Ensures data/media recoverability by developing and implementing a schedule of system backups and database archive operations. Plans and implements the modernization of servers. Develops, implements and promotes standard operating procedures and schedules. Conducts hardware and software audits of workstations and servers to ensure compliance with established standards, policies, and configuration guidelines. Develops and implements new standards, policies and procedures. Works closely with Network and Systems Analysts to help determine and develop the systems that will be implemented. Requires an Associates or Bachelors Degree in Computer Science or a related field, or equivalent experience and a minimum of six (6) years related systems administration experience. Bachelors Degree preferred

83. TELECOMMUNICATIONS/NETWORKS TECHNICIAN 1

Telecommunications technicians, under the close direction of a telecommunications supervisor, configure, implement, and maintain voice, data and network communications systems. Monitors communications performance using visual, diagnostic equipment, status indicator checking methods, etc., to locate problems. Utilizes electronic and telephone equipment, punch tools, and cabling tools.

Responds to local area network (LAN) and wide area network (WAN) user requests for system upgrades and changes. May support, from a maintenance standpoint, various systems needs of electronic mail, message centers, or other computer automated communications systems. Interfaces with vendors on new technology and system updates. Requires an Associates degree; or two (2) years of formal technical training and up to one (1) year of related experience; or an equivalent combination of related training and experience, typically zero (0) to three (3) years.

84. TELECOMMUNICATIONS/NETWORKS TECHNICIAN 2

Telecommunications technicians, under the routine direction of a telecommunications supervisor, configure, implement, and maintain voice, data and network communications systems. Monitors communications performance using visual, diagnostic equipment, status indicator checking methods, etc., to locate problems. Utilizes electronic and telephone equipment, punch tools, and cabling tools.

Responds to local area network (LAN) and wide area network (WAN) user requests for system upgrades and changes. May provide maintenance support for various systems such as electronic mail, message centers, or other computer-automated communications systems. Interfaces with vendors on new technology and system updates. Requires an Associates Degree; or two (2) years of formal technical training and a minimum of two (2) years of related experience; or an equivalent combination of related training and experience, typically four (4) to six (6) years.

85. TELECOMMUNICATIONS/NETWORKS TECHNICIAN 3

Telecommunications technicians, under the general direction of a telecommunications supervisor, configure, implement, and maintain voice data and network communications systems. Assists supervisors and communications engineers/analysts in planning and designing communications systems. Monitors communications performance using visual, diagnostic equipment, status indicator checking methods, etc., to locate problems. Utilizes electronic and telephone equipment, punch tools, and cabling tools.

Responds to local area network (LAN) and wide area network (WAN) user requests for system upgrades and changes. May provide maintenance support for various systems such as electronic mail, message centers, or other computer-automated communications systems. Interfaces with vendors on new technology and system updates. Requires an Associates Degree; or two (2) years of formal technical training, and a minimum of five (5) years of related experience; or an equivalent combination of related training and experience, typically eight (8) to ten (10) years.

86. TELECOMMUNICATIONS/NETWORKS TECHNICIAN 4

Telecommunications technicians, under the liberal direction of a telecommunications supervisor, configure, implement, and maintain complex voice, data and network communications systems. These technicians assist supervisors and communications engineers/analysts in planning and designing of complex communications systems. Monitors communications performance using visual, diagnostic equipment, status indicator checking methods, etc., to locate problems. Utilizes electronic and telephone equipment, punch tools, and cabling tools. Responds to local area network (LAN) and wide area network (WAN) user requests for system upgrades and changes. May provide maintenance support for various systems such as electronic mail, message centers, or other computer-automated communications systems. Interfaces with vendors on new technology and system updates. Requires an Associates Degree; or two (2) years of formal technical training, and a minimum of eight (8) years of related experience; or an equivalent combination of related training and experience, typically ten (10) to twelve (12) years.

87. WEB TECHNICAL DEVELOPER 1

Designs and builds web pages using a variety of software applications, techniques and development tools. Develops user interface features, site animation and special effects. Coordinates with web content developers and graphics designers to ensure that needs are technically feasible. Provides technical site maintenance and advice on issues related to animation, search engine techniques, link integrity, navigation, browsers, graphics, and other technical web developments. Develops code using HTML, Visual Basic or other web-based programming languages. Performs functionality and navigation testing. Prepares technical documentation. Requires a Bachelors Degree or equivalent experience and a minimum of one (1) to two (2) years related experience. Requires basic knowledge of web activities, internet techniques, tools, HTML code, JAVA, animation, browsers and basic GUI design related applications.

88. WEB TECHNICAL DEVELOPER 2

Builds, deploys and maintains Web Site pages. Develops and improves site navigation. Coordinates with web content developers and graphics designers to ensure that needs are technically feasible. Provides technical site maintenance, consultation on issues related to animation, search engine techniques, link integrity, navigation, browsers, graphics, and other technical web developments. Develops code using HTML, Visual Basic or other web-based programming languages. Prepares technical documentation. Requires a Bachelors Degree or equivalent experience and a minimum of three (3) to five (5) years related experience. Requires advanced knowledge of web activities, techniques, tools, HTML code, JAVA, animation, browser and GUI design related applications. May require graphics design skills.

89. WEB TECHNICAL DEVELOPER 3

Builds, deploys and maintains Web Site pages. Develops and improves site navigation. Consults with web content developers to ensure that complex needs are technically feasible. Provides technical site maintenance, consultation on issues related to animation, search engine techniques, link integrity, navigation, browsers, graphics, and other technical web developments. Design web architecture. Ensures and develops functionality and navigation testing standards. May provide project leadership. Requires a Bachelors Degree or equivalent experience and a minimum of five (5) to eight (8) years related experience. Requires extensive and in-depth knowledge of web activities, techniques, tools, HTML code, JAVA, animation, browser and GUI design related applications.

90. WEB TECHNICAL DEVELOPER 4

Builds, deploys and maintains complex Web Sites. Develops and improves site navigation. Consults with web content developers to ensure that complex needs are technically feasible. Directs and provides technical site maintenance. Provides knowledge and expertise on issues related to animation, search engine techniques, link integrity, navigation, browsers, graphics, database connectivity and other technical web developments. Recommends and designs web architecture. Ensures and develops functionality and navigation testing standards. Provides project leadership. Requires a Bachelors Degree or equivalent experience and a minimum of eight (8) to ten (10) years related experience. Requires extensive and in-depth knowledge of web activities, techniques, tools, HTML code, JAVA, animation, browser and GUI design related applications.

91. WEB TECHNICAL DEVELOPMENT MANAGER

Responsible for the successful development, implementation, functionality, maintenance, and development of company web site. Tracks and analyzes user trends and traffic. Plans, develops and implements site architecture. Organizes project and task workloads, and selects/assigns staff most qualified for specific projects. Directs the function to ensure progress according to objectives, within budgetary and schedule guidelines. This is typically the first level of management in this job family. Directly manages exempt level employees. May manage non-exempt employees directly or through supervisors/leads. Requires a Bachelors Degree or equivalent experience and a minimum of five (5) years related experience. Advanced knowledge of a wide variety of web support tools and applications. Strong web support/maintenance skills and capabilities.

92. SYSTEMS ANALYST 1

Assists in performing routine analysis and systems design. Gathers information from users for analysis of problem areas and prepares elementary feasibility studies. Assists in preparation of systems specifications. Prepares basic functional process charts describing existing and proposed operations and routine logic flow charts of basic systems. May prepare detailed record layouts from specifications provided by others. May conduct elementary forms design and layout activities. Requires a Bachelors Degree in Computer Science, Management Information Systems, a related field or equivalent experience. Excludes trainees without commensurate combination of academic preparation and/or experience.

93. SYSTEMS ANALYST 2

Performs analysis and systems design for a variety of applications. Analyzes procedures and systems to refine their formulation and converts them to programmable formats. Gathers information from users for analysis of problem areas. Participates in or may plan and conduct preliminary studies of potential data processing applications and prepares design proposals to reflect cost, time and alternative actions to satisfy existing and future needs. Develops detailed system specifications for conversion to programming language by staff programmers. Recommends conversion and system implementation plans including user training and orientation. Requires a Bachelors Degree in Computer Science, Management Information Systems, a related field or equivalent experience and a minimum of two (2) years related systems analysis experience.

94. SYSTEMS ANALYST 3

Analyzes and evaluates user requirements by coordinating with the user to define the problem, data availability, report requirements and system design problems. Defines systems objectives and prepares system design specifications to meet user requirements and satisfy interface problems. Analyzes alternate means of deriving input data to select the most accurate, feasible and economical methods. Defines input and output file specifications including file organization. Defines controls, conversion procedures and system implementation plans including user training and orientation. May provide work leadership to lower level employees. Excludes those with full supervisory responsibilities. Requires a Bachelors Degree in Computer Science, Management Information Systems, a related field or equivalent experience and a minimum of five (5) years of systems analysis experience.

95. SYSTEMS ANALYST 4

Analyzes and evaluates major system project requirements of considerable complexity requiring a thorough understanding of all parameters affecting and interfacing with the system. Reviews user requirements and provides direction in the identification of problem and potential resolution. Provides analytical support in the conceptualization, development and implementation of complex, multiple, inter-linked systems. Defines system objectives and prepares system design specifications to meet user requirements and satisfy interface problems. Formulates logical statements of user requirements and develops solutions through application of systems and methods engineering techniques. Reviews alternate approaches and selects appropriate methodology. May provide work leadership for lower level employees. Excludes those with full supervisory responsibilities. Requires a Bachelors or Masters Degree in Computer Science, Management Information Systems, a related field or equivalent experience and a minimum of eight (8) years of increasingly complex and responsible systems analysis experience.

96. SYSTEMS ANALYSIS MANAGER 1

Responsible for the direct supervision of the Systems Analysis staff. Reviews and prioritizes user needs and analyzes project costs and feasibility. Develops systems analysis standards and methodology consistent with technical requirements. Schedules systems analysis staff to obtain proper response in a timely manner. Reviews recommendations for systems improvement. Responsible for the employment, training and discipline of assigned employees. This is typically the first level of management. Must directly manage exempt level employees. May manage non-exempt employees directly or through supervisors/leads. Excludes Working Leads. Title may be Supervisor or Manager depending on size of company and department. Requires a Bachelors Degree in Computer Science, Management Information Systems, a related field or equivalent experience and a minimum of five (5) years of systems analysis experience, including supervision/management experience.

97. SYSTEMS DESIGN ENGINEER 1

Assists in the design, development, and analysis of new and existing systems and the definition system requirements. Participates in the writing of system specifications and input/output processes and determination of working parameters to assess hardware/software compatibility. Identifies, analyzes and may resolve program support deficiencies. Requires a Bachelors Degree in Computer Science, a related field or equivalent experience. ENTRY LEVEL position.

98. SYSTEMS DESIGN ENGINEER 2

Analyzes new and existing systems, defines system requirements, and performs systems design. Prepares system specifications, input/output processes, and generates working parameters to assess hardware/software compatibility. Coordinates the design of the system and its parts and features, and ensures the integration of total system. Identifies, analyzes and resolves discrepancies and mitigates risk. Requires a Bachelors Degree in Computer Science, a related field or equivalent experience and a minimum of two (2) years system design experience, including hardware/software integration experience.

99. SYSTEMS DESIGN ENGINEER 3

Performs requirements analysis to define the system requirements, concept of operations, and maintainability approach. Assesses the existing system architecture and its limitations, prepares system specifications, input/output processes, and generates technical parameters to evaluate system compatibility and effectiveness. Coordinates design of the system and its parts and features, and enables integration of total system. Analyzes and resolves difficult and complicated technical discrepancies and mitigates project risk. Conducts concept development, trade studies, independent technical investigations and research in systems design. Coordinates and consolidates design efforts on major projects and prepares reports. May provide leadership for lower level employees. Excludes those with full supervisory responsibilities. Requires a Bachelors Degree (Masters preferred) in Computer Science, a related field or equivalent experience and a minimum of five (5) years system design experience, including hardware/software integration.

100. SYSTEMS DESIGN ENGINEER 4

Develops and applies advanced methods, theories and research techniques for system formulation, development, and problem resolution. Plans, conducts and provides technical direction during all phases of the systems engineering life cycle for low visibility as well as significantly challenging projects. Coordinates the efforts of technical support staff in the performance of assigned projects. Conducts investigations and tests of considerable complexity. Reviews literature, patents and current practices relevant to the solution of assigned projects. Reviews completion and implementation of system additions and/or enhancements, prepares reporting and makes recommendations to management. Leads requirement and design reviews, assesses performance against technical performance measures, and evaluates vendor capabilities to meet system requirements and constraints. May provide technical consultation to other organizations and work leadership for lower level employees. Excludes those with full supervisory responsibilities. Requires a Masters Degree in Computer Science, a related field or equivalent experience and a minimum of eight (8) years of applicable progressively complex systems design experience, including hardware/software integration of complex systems.

101. SYSTEMS DESIGN ENGINEER 5

Develops and applies advanced methods, theories and research techniques for system formulation, development, and problem resolution. Plans, conducts and provides technical direction during all phases of the systems engineering life cycle for low visibility as well as significantly challenging projects. Coordinates the efforts of engineers and technical support staff in the performance of assigned projects. Conducts systems analysis to find solutions for complex problems including review of literature, patents and current practices relevant to the evaluation of alternative solutions. Reviews requirements, approaches, and implementation methods of systems additions and/or enhancements, and recommends corrections in technical application and analysis to management. Leads requirement and design reviews, assesses performance against technical performance measures, and evaluates vendor capabilities to meet system requirements and constraints. Provides technical consultation to other organizations. May provide work leadership for lower level employees. Excludes those with full supervisory responsibilities. Requires a Masters Degree in Computer Science, a related field or equivalent experience and a minimum of ten (10) years applicable progressively complex systems design engineering experience, including integration of complex hardware/software systems.

102. SYSTEMS DESIGN ENGINEER 6

Develops and applies advanced methods, theories and research techniques for system formulation, development, problem resolution and derivation of difficult system design requirements and for the application of advanced knowledge and technology development. Plans, conducts and provides technical direction during all phases of the systems engineering life cycle for low visibility as well as significantly challenging projects. coordinates the efforts of engineers and technical support staff in the performance of assigned projects. Conducts systems analysis to find solutions for complex problems including review of literature, patents and current practices relevant to the evaluation of alternative solutions. Reviews requirements, approaches, and implementation methods of systems additions and/or enhancements and recommends corrections in technical application and analysis to management. Leads requirement and design reviews, assesses performance against technical performance measures, and evaluates vendor and subcontractor capabilities to meet system requirements and constraints. Provides technical consultation to other organizations. May provide work leadership for lower level employees. NOTE: This is often the highest level of individual contributor within an organization. Normally widely recognized for their achievements, technical expertise and meritorious standing within their professional field. Work is normally on the forefront of new technologies. Requires a Masters Degree or Doctorate in Computer Science, a related field or equivalent experience and a minimum of twelve (12) years of applicable progressively complex systems design experience, including hardware/software integration of complex systems.

103. SYSTEMS DESIGN ENGINEER 7

This position is not a typical career path for the System Design Engineer. Entry into this position is by invitation only, not an automatic promotion through the ranks. Leading expert in given fields and recognized as such both internally and externally. Develops and applies innovative methods, theories and research techniques in the investigation and solution of extremely complex and difficult system design challenges requiring the expert and innovative application of advanced superior knowledge. Plans, conducts and provides technical direction to solve the most complex provides that require cross functional participation and support high revenue projects. Coordinates the efforts of engineers and technical support staff in the performance of assigned projects. Conducts research and investigates theories and solutions to solve problems of the highest complexity. Reviews literature, patents and applies best practices relevant to the solution to meet system requirements and mitigate risks. Reviews materials that support systems additions and/or enhancements to ensure compliance with requirements and to recommend corrections in technical application and analysis to management. Evaluates vendor and subcontractor capabilities. Provides technical consultation to other organizations. May provide work leadership for lower level employees. These are leaders in their field quite often published authors and holding patents of their own. Requires a Masters Degree or Doctorate in Computer Science, a related field or equivalent experience and a minimum of fifteen (15) years of applicable progressively complex systems design experience, including hardware/software integration of complex systems.

104. SYSTEMS DESIGN ENGINEERING MANAGER 2

Responsible for the management of the Systems Design Engineering function directly or through subordinate supervisors/managers. Organizes project and task work loads and selects individuals most qualified for assignments on specific projects. Directs technical organization to ensure progress according to technical objectives, within budgetary and scheduling guidelines. Performs planning and generates written plans, schedules, and reports. Assesses results of technical projects under direction. Responsible for the employment, training, motivation and discipline of assigned employees. Performs coordination between internal and external organizations including customers. This is the second level of management of the Systems Design Engineering function; title may be Manager or Director depending on size of company and department. MUST HAVE Supervisors/Managers reporting to them. Requires a Bachelors or Masters Degree in Computer Science, a related field or equivalent experience and a minimum of eight (8) years Systems Design Engineering experience, including supervision/management experience.

105. SOFTWARE QUALITY ASSURANCE ENGINEER 1

Assists with the implementation of a software quality assurance program in support of software products and services. Participates in establishing software quality standards for life cycle, documentation, development methods, testing and maintenance. Specifies functional and non-functional software requirements. Assists in establishing quantitative measurements and techniques for measuring software quality. Assists in establishing software test standards and methods and conducts routine software tests. Reviews and evaluates software products and services for adherence to government directives, standards and guidelines concerning software quality assurance. Requires a Bachelors Degree in Computer Science, a related field or equivalent experience. ENTRY LEVEL position.

106. SOFTWARE QUALITY ASSURANCE ENGINEER 2

Responsible for the implementation of a software quality assurance program in support of software products and services. Participates in establishing software quality standards for life cycle, documentation, development methods, testing and maintenance. Specifies functional and non-functional software requirements. Assists in establishing quantitative measurements and techniques for measuring software quality. Establishes software test standards and methods and conducts software tests. Reviews and evaluates software products and services for adherence to government directives, standards and guidelines concerning software quality assurance. Requires a Bachelors Degree in Computer Science, a related field or equivalent experience and a minimum of two (2) years related experience in government software development, quality assurance and testing.

107. SOFTWARE QUALITY ASSURANCE ENGINEER 3

Responsible for the implementation of a software quality assurance program in support of software products and services. Establishes software quality standards for life cycle, documentation, development methods, testing and maintenance. Specifies functional and non-functional software requirements. Establishes quantitative measurements and techniques for measuring software quality. Establishes software test standards and methods and conducts software tests. Reviews and evaluates software products and services for adherence to government directives, standards and guidelines concerning software quality assurance. May provide work leadership for lower level employees. Excludes those with full supervisory responsibilities. Requires a Bachelors Degree in Computer Science, a related field or equivalent experience and a minimum of five (5) years related experience in government software development, quality assurance and testing.

108. SOFTWARE QUALITY ASSURANCE ENGINEER 4

Responsible for the implementation of a software quality assurance program in support of complex software products and services. Establishes software quality standards for life cycle, documentation, development methods, testing and maintenance. Specifies functional and non-functional software requirements. Establishes quantitative measurements and techniques for measuring software quality. Establishes software test standards and methods. Conducts software tests and diagnostics of a complex nature. Reviews and evaluates software products and services for adherence to government directives, standards and guidelines concerning software quality assurance. May work with development programmers in the development of software. Makes recommendations regarding purchase of new software; may provide work leadership for lower level employees. Excludes those with full supervisory responsibilities. Requires a Bachelors Degree in Computer Science, a related field or equivalent experience and a minimum of eight (8) years related experience in government software development, quality assurance and testing.

109. SOFTWARE DESIGN ENGINEER 1

Assists in the design, development, troubleshooting and analysis of software programs for computer based systems. May perform systems modeling, simulation and analysis. Integrates and designs and develops basic compilers, assemblers, utility programs and operating systems. Advises hardware design engineers on machine characteristics that affect software systems, such as storage capacity, processing speed and input/output requirements. As required, provides inputs for documentation of new or existing programs. Excludes those whose primary responsibilities are in applications programming. Requires a Bachelors Degree in Computer Science, a related field or equivalent experience. ENTRY LEVEL position.

110. SOFTWARE DESIGN ENGINEER 2

Designs, develops, troubleshoots and analyzes software programs for computer based systems. Performs systems modeling, simulation and analysis. Integrates or designs and develops compilers, assemblers, utility programs and operating systems. Advises hardware design engineers on machine characteristics that affect software systems, such as storage capacity, processing speed and input/output requirements. Provides inputs for documentation of new or existing programs. Excludes those whose primary responsibilities are in applications programming. Requires a Bachelors Degree in Computer Science, a related field or equivalent experience and a minimum of two (2) years applicable software design engineering experience.

111. SOFTWARE DESIGN ENGINEER 3

Designs, develops, troubleshoots and analyzes typical to complicated software programs for computer based systems. Performs systems modeling, simulation and analysis. Collaborates with hardware design engineers to ensure machine characteristics selected will work effectively with software systems and works with them to resolve incompatibilities. Develops documentation for new or existing programs. May provide work leadership for lower level employees. Excludes those whose responsibilities are primarily in applications programming and those with full supervisory responsibilities. Requires a Bachelors (Masters preferred) Degree in Computer Science, a related field or equivalent experience and a minimum of five (5) years applicable software design engineering experience.

112. SOFTWARE DESIGN ENGINEER 4

Develops and applies advanced methods, theories and research techniques in the investigation and solution of complex and advanced software applications and problems. Plans, conducts and technically directs projects or major phases of projects. Coordinates the efforts of technical support staff in the performance of assigned projects. Conducts investigations and tests of considerable complexity. Reviews literature, patents and best practices relevant to the solution of problems. Reviews technical products to ensure completeness and satisfaction of requirements. Evaluates vendor capabilities to validate that they can provide required products or services. May provide technical consultation to other organizations and work leadership to lower level employees. Excludes those whose responsibilities are primarily in applications programming and those with full supervisory responsibilities. Requires a Masters Degree in Computer Science, a related field or equivalent experience and a minimum of eight (8) years of applicable progressively complex software design engineering experience.

113. SOFTWARE DESIGN ENGINEER 5

Develops and applies advanced methods, theories and research techniques in the investigation and solution of complex and advanced software applications and problems. Plans, conducts, technically directs and evaluates projects or major phases of projects. Coordinates the efforts of engineers and technical support staff in the performance of assigned projects. Conducts investigations and tests of considerable complexity. Reviews literature, patents and best practices relevant to the solution of problems. Performs systems analysis and recommends corrections in technical applications and analysis. Evaluates vendor capabilities to validate that they can provide required products or services. Provides technical consultation to other organizations. May provide work leadership for lower level employees. Excludes those whose responsibilities are primarily in applications programming and those with full supervisory responsibilities. Requires a Masters Degree in Computer Science, a related field or equivalent experience and a minimum of ten (10) years applicable progressively complex software design engineering experience.

114. SOFTWARE DESIGN ENGINEER 6

Develops and applies advanced methods, theories and research techniques in the investigation and solution of highly complex and advanced software applications and problems requiring the expert application of advanced knowledge. Plans, conducts, technically directs and evaluates projects or major phases of significant projects. Coordinates the efforts of engineers and technical support staff in the performance of assigned projects. Conducts investigations and tests of considerable complexity. Reviews literature, patents and best practices relevant to the solution of assigned projects. Performs systems analysis and recommends corrections in technical applications and analysis. Evaluates vendor capabilities to validate that they can provide required products or services. Provides technical consultation to other organizations. May provide work leadership for lower level employees. Excludes those whose responsibilities are primarily in applications programming and those with full supervisory responsibilities. NOTE: This is often the highest level of individual contributor within an organization. Normally widely recognized for their achievements, technical expertise and meritorious standing within their professional field. Work at this level is normally on the forefront of new technologies. Requires a Masters Degree or Doctorate in Computer Science, a related field or equivalent experience and a minimum of twelve (12) years progressively complex software design engineering experience.

115. SOFTWARE DESIGN ENGINEER 7

This position is not a typical career path for the Software Design Engineer. Entry into this position is by invitation only, not an automatic promotion through the ranks. Leading expert in given fields and recognized as such both internally and externally. Develops and applies innovative methods, theories and research techniques in the investigation and solution of extremely complex and advanced software applications and problems requiring the expert application of advanced knowledge. Plans, conducts, technically directs and evaluates the most complex challenges that are cross functional and high revenue significant projects. Coordinates the efforts of engineers and technical support staff in the performance of assigned projects. Conducts investigations and tests for research that is highly complex. Reviews literature, patents and best practices relevant to the solution of problems. Recommends corrections in technical applications and analysis. Evaluates vendor capabilities to validate that they can provide required products or services. Provides technical consultation to other organizations. May provide work leadership for lower level employees. Excludes those whose responsibilities are primarily in applications programming and those with full supervisory responsibilities. These are leaders in their field who are published authors and hold patents of their own. Requires a Masters Degree or Doctorate in Computer Science, a related field or equivalent experience and a minimum of fifteen (15) years progressively complex software design engineering experience.

116. SOFTWARE DESIGN ENGINEERING MANAGER 1

Responsible for the direct management of the Software Design Engineering Staff. Organizes project and task work loads and selects individuals most qualified for assignments on specific projects. Directs technical organization to ensure progress according to technical objectives, within budgetary and schedule guidelines. Assesses results of technical projects under direction and prepares briefs to higher management. Responsible for the employment, training, motivation and discipline of assigned employees and coordinates with managers of other organizations. This is typically the first level of management in this job family. Must directly manage exempt level employees. May manage non-exempt employees directly or through supervisors/leads. Excludes Working Leads. Title may be Supervisor or Manager depending on size of company and department. Requires a Bachelors or Masters Degree in Computer Science, a related field or equivalent experience and a minimum of five (5) years applicable software design engineering experience, including supervision/management experience.

117. SOFTWARE DESIGN ENGINEERING MANAGER 2

Responsible for the management of the Software Design Engineering function directly or through subordinate supervisors/managers. Organizes project and task work loads and selects individuals most qualified for assignments on specific projects. Directs technical organization to ensure progress according to technical objectives, within budgetary and schedule guidelines. Performs planning and generates written plans, schedules, and reports. Assesses results of technical projects under direction. Responsible for the employment, training, motivation and discipline of assigned employees. Performs coordination between internal and external organizations including customers. This is the second level of management of the Software Design Engineering function; title may be Manager or Director depending on size of company and department. MUST HAVE Supervisors/Managers reporting to them. Requires a Bachelors or Masters Degree in Computer Science, a related field or equivalent experience and a minimum of eight (8) years applicable software design engineering experience, including supervision/management experience.

118. INFORMATION TECHNOLOGY GENERALIST 1

Under direct supervision, assists carrying out routine information systems and/or information technology tasks within more than one discipline. Disciplines may include, but are not limited to, application support, database administration, software quality assurance/quality control, software engineering, network telecommunications, and infrastructure operations of administration, analysis, engineering and design. Monitors and supports the information technology and systems infrastructures. Troubleshoots and resolves routine problems. Assists with implementation of various applications. Assists with routine analysis including planning, designing, and evaluating a variety of information technology tools. Responds to user requests for system needs and upgrades. Applies standard methodology, techniques, procedures and criteria. If duties in one specialty encompass more than half the time, position should be matched to the job specific to that discipline and not to this generalist position. Requires an Associates Degree in Computer Science, a related field or equivalent experience. ENTRY LEVEL position.

119. INFORMATION TECHNOLOGY GENERALIST 2

Under general supervision, carries out information systems and/or information technology tasks within more than one discipline. Disciplines may include, but are not limited to, application support, database administration, software quality assurance/quality control, software engineering, network telecommunications, and infrastructure operations of administration, analysis, engineering and design. Monitors and supports the information technology and systems infrastructures. Troubleshoots and resolves basic problems. Implements various applications. Conducts basic analysis including planning, designing, and evaluating a variety of information technology tools. Responds to user requests for system needs and upgrades. Applies standard methodology, techniques, procedures and criteria. If duties in one discipline encompass more than half the time, position should be matched to the job specific to that discipline and not to this generalist position. Requires a Bachelors Degree in Computer Science, a related field or equivalent experience and a minimum of two (2) years related experience in multiple disciplines of the information systems and technology fields.

120. INFORMATION TECHNOLOGY GENERALIST 3

Under general direction, carries out moderately complex information systems and/or information technology tasks within more than one discipline. Disciplines may include, but are not limited to, application support, database administration, software quality assurance/quality control, software engineering, network telecommunications, and infrastructure operations of administration, analysis, engineering and design. Monitors and supports the information technology and systems infrastructures. Troubleshoots and resolves moderately complex problems. Implements various applications of a complex nature. Conducts analysis including planning, designing, and evaluating a variety of information technology tools. Responds to user requests for system needs and upgrades. May require initiative and independent judgment outside of the standard methodology, techniques, procedures and criteria. If duties in one discipline encompass more than half the time, position should be matched to the job specific to that discipline and not to this generalist position. Requires a Bachelors Degree in Computer Science, a related field or equivalent experience and a minimum of five (5) years related experience in multiple disciplines of the information systems and technology fields.

121. SENIOR SYSTEM ARCHITECT 1

Under minimal supervision, carries out complex information systems and/or information technology tasks within more than one discipline. Disciplines may include, but are not limited to, application support, database administration, software quality assurance/quality control, software engineering, network telecommunications, and infrastructure operations of administration, analysis, engineering and design. Monitors and supports the information technology and systems infrastructures. Troubleshoots and resolves moderately complex problems. Implements various applications of a complex nature. Conducts analysis including planning, designing, and evaluating a variety of information technology tools. Responds to user requests for system needs and upgrades. May require initiative and independent judgment outside of the standard methodology, techniques, procedures and criteria. Recommends changes in procedures. May provide work leadership for lower level employees. If duties in one discipline encompass more than half the time, position should be matched to the job specific to that discipline and not to this generalist position. Requires a Bachelors Degree in Computer Science, a related field or equivalent experience and a minimum of eight (8) years related experience in multiple disciplines of the information systems and technology fields.

122. SENIOR SYSTEM ARCHITECT 2

Carries out highly-complex information systems and/or information technology tasks within more than one discipline. Disciplines may include, but are not limited to, application support, database administration, software quality assurance/quality control, software engineering, network telecommunications, and infrastructure operations of administration, analysis, engineering and design. Monitors and supports the information technology and systems infrastructures. Troubleshoots and resolves highly complex problems. Implements various applications of a highly complex nature. Conducts analysis including planning, designing, and evaluating a variety of highly complex information technology tools. Responds to user requests for system needs and upgrades. Requires initiative and independent judgment outside of the standard methodology, techniques, procedures and criteria. Develops and improves processes and procedures. Sought as a resource for resolution of unique or complex problems. May provide work leadership for lower level employees. If duties in one discipline encompass more than half the time, position should be matched to the job specific to that discipline and not to this generalist position. Requires a Bachelors Degree in Computer Science, a related field or equivalent experience and a minimum of ten (10) years experience in multiple disciplines of the information systems and technology fields.

123. INFORMATION SYSTEMS/NETWORKS SECURITY SPECIALIST 1

Under direct supervision, assists carrying out routine phases of information systems/networks security program that involves access to computers and computerized data enabling company to meet contractual requirements for networks security through firewalls and intrusion detection systems. Assists in conducting regular audits to ensure that systems are being operated securely, and information systems security policies and procedures are being implemented as defined in security plans. Assists in developing, testing, and operating routine firewalls, intrusion detection systems, enterprise anti-virus systems and software deployment tools following routine instructions. Safeguards the network against unauthorized infiltration, modification, destruction or disclosure. Researches, evaluates, tests, and implements new security software or devices. Assists in implementing, enforcing, communicating and developing security policies or plans for data, software applications, hardware, telecommunications and information systems security education/awareness programs. Assists in conducting investigations of information systems security violations and incidents, reporting as necessary to management. Responds to queries and requests for routine computer security information and reports. May report into the Security department and act as a liaison between the IT and Security functions OR may report directly into the IT function. Excludes those who perform these duties less than 80% of the time. May have some experience in the Security function and in the field of Computer Science. A degree in Computer Science or computer related military experience a plus, but not required for the job. ENTRY LEVEL position

124. INFORMATION SYSTEMS/NETWORKS SECURITY SPECIALIST 2

Under general supervision, carries out all phases of information systems/networks security program that involves access to computers and computerized data enabling company to meet contractual requirements for networks security through firewalls and intrusion detection systems.. Conducts regular audits to ensure that systems are being operated securely, and information systems security policies and procedures are being implemented as defined in security plans. Develops, tests, and operates firewalls, intrusion detection systems, enterprise anti-virus systems and software deployment tools. Safeguards the network against unauthorized infiltration, modification, destruction or disclosure. Researches, evaluates, tests, communicates and implements new security software or devices. Implements, enforces, communicates and develops security policies or plans for data, software applications, hardware, telecommunications and information systems security education/awareness programs. Conducts routine investigations of information systems security violations and incidents, reporting as necessary to management. Responds to queries and requests for computer security information and reports. May report into the Security department and act as a liaison between the IT and Security functions OR may report directly into the IT function. Excludes those who perform these duties less than 80% of the time. Requires an Associates Degree in Computer Science degree or computer related military experience and a minimum of two (2) years experience in developing and implementing Intrusion Detection Systems and firewalls. A Bachelors Degree in Computer Science a plus, but not required for the job.

125. INFORMATION SYSTEMS/NETWORKS SECURITY SPECIALIST 3

Under general direction, carries out all phases of information systems/networks security program that involves access to computers and computerized data enabling company to meet contractual requirements for networks security. Conducts regular audits to ensure that systems are being operated securely, and information systems security policies and procedures are being implemented as defined in security plans. Develops, tests, and operates firewalls, intrusion detection systems, enterprise anti-virus systems and software deployment tools. Safeguards the network against unauthorized infiltration, modification, destruction or disclosure. Researches, evaluates, tests, recommends, communicates and implements new security software or devices. Implements, enforces, communicates and develops security policies or plans for data, software applications, hardware, telecommunications and information systems security education/awareness programs. Conducts investigations of computer security violations and incidents, reporting as necessary to management. Responds to queries and requests for computer security information and reports. May report into the Security department and act as a liaison between the IT and Security functions OR may report directly into the IT function. Excludes those who perform these duties less than 80% of the time. Requires a Bachelors Degree in Computer Science, a related field or equivalent experience and a minimum of five (5) years experience in developing and implementing Intrusion Detection Systems and firewalls.

126. INFORMATION SYSTEMS/NETWORKS SECURITY SPECIALIST 4

Under minimal supervision, carries out all phases of information systems/networks security program that involves access to computers and computerized data enabling company to meet contractual requirements for networks security. Conducts regular audits to ensure that systems are being operated securely, and information systems security policies and procedures are being implemented as defined in security plans. Conducts investigations of computer security violations and incidents, reporting as necessary to management. Responds to queries and requests for computer security information and reports. Develops, tests, and operates firewalls, intrusion detection systems, enterprise anti-virus systems and software deployment tools. Safeguards the network against unauthorized infiltration, modification, destruction or disclosure. Researches, evaluates, tests, recommends, communicates and implements new security software or devices. Implements, enforces, communicates and develops security policies or plans for data, software applications, hardware, and telecommunications. Develops materials for computer security education/awareness programs. Provides information to management regarding the negative impact on the business caused by theft, destruction, alteration or denial of access to information. Provides recommendations to clients on information assurance engineering standards, implementation dependencies, and changing information assurance related technologies. Provides information assurance project management, technical security staff oversight, and development of mission-critical technical documents. May participate in planning and assigning personnel for certain projects. Recommends changes in procedures. May report into the Security department and act as a liaison between the IT and Security functions OR may report directly into the IT function. Excludes those who perform these duties less than 80% of the time and those with full supervisory responsibilities. May provide work leadership for lower level employees. Requires a Bachelors Degree in Computer Science, a related field or equivalent experience and a minimum of eight (8) years experience in developing and implementing Intrusion Detection Systems and firewalls.

127. INFORMATION TECHNOLOGY MANAGER 1

Plans, organizes, directs, and controls the activities and staff involved in the study, design, development, and installation of data processing systems, including systems analysis, programming and computer operations. Manages through subordinate managers, analysts and programmers, in the development and installation of information systems for planning, control, and operational purposes. Supervises the conduct of feasibility studies for systems improvement and the preparation of systems project proposals. Prepares long-range systems projects/plans with priority recommendations. Presents proposed systems projects to higher management. Reviews facility and equipment requirements and prepares related recommendations. Coordinates all decentralized data processing applications and monitors equipment utilization. Prepares operational forecasts and requirements for data processing, systems development, and communications. Prepares and administers project and department budgets and reports budget performance. Responsible for the employment, training, motivation and discipline of assigned employees. This is typically the first level of management in this job family. Must directly manage exempt level employees. May manage non-exempt employees directly or through supervisors/leads. Excludes Working Leads. Title may be Supervisor or Manager depending on size of company and department. Requires a Bachelors or Masters Degree in Computer Science, a related field or equivalent experience and a minimum of five (5) years within various disciplines in the IT function, including supervision/management experience.

128. INFORMATION TECHNOLOGY MANAGER 2

Plans, organizes, directs, and controls the activities and staff involved in the study, design, development, and installation of data processing systems, including systems analysis, programming and computer operations. Manages through subordinate managers, analysts and programmers, in the development and installation of information systems for planning, control, and operational purposes. Supervises the conduct of feasibility studies for systems improvement and the preparation of systems project proposals. Prepares long-range systems projects/plans with priority recommendations. Presents proposed systems projects to higher management. Reviews facility and equipment requirements and prepares related recommendations. Coordinates all decentralized data processing applications and monitors equipment utilization. Prepares operational forecasts and requirements for data processing, systems development, and communications. Prepares and administers project and department budgets and reports budget performance. Responsible for the employment, training, motivation and discipline of assigned employees. This is the second level of management for the Information Technology function; title may be Manager or Director depending on size of company and department. MUST HAVE Supervisors/Managers reporting to them. Requires a Bachelors or Masters Degree in Computer Science, a related field or equivalent experience and a minimum of eight (8) years applicable experience within various disciplines in the IT function, including supervision/management experience.

129. INFORMATION TECHNOLOGY MANAGER 3

Plans, organizes, directs, and controls the activities and staff involved in the study, design, development, and installation of data processing systems, including systems analysis, programming and computer operations. Manages through subordinate managers, analysts and programmers, in the development and installation of information systems for planning, control, and operational purposes. Directs the conduct of feasibility studies for systems improvement and the preparation of systems project proposals. Prepares long-range systems projects/plans with priority recommendations. Presents proposed systems projects to higher management. Reviews facility and equipment requirements and prepares related recommendations. Directs the coordination of all decentralized data processing applications and monitoring of equipment utilization. Approves operational forecasts and requirements for data processing, systems development, and communications. Approves budgets and reports budget performance. Directs and recommends employment requirements, training, motivation and discipline of assigned employees. This is the third level of management for the Information Technology function; title may be Manager or Director depending on size of company and department. MUST HAVE Supervisors/Managers reporting to them. Requires a Bachelors or Masters Degree in Computer Science, a related field or equivalent experience and a minimum of ten (10) years applicable experience within various disciplines in the IT function, including supervision/management experience.

130. TECHNICAL WRITER 1

Following established procedures and formats, researches and compiles technical data for use in routine documents or sections of documents such as manuals, procedures and specifications. Obtains data and information from independent observation, review of documentation, drawings, schematics and reports, consultation with technical staff members and study of published material. Assists in general layout and manual organization. Excludes those responsible for editing only. Requires a Bachelors Degree in English, Communications, or an applicable technical field or equivalent experience. ENTRY LEVEL position.

131. TECHNICAL WRITER 2

Researches and compiles technical data for use in documents or sections of documents such as manuals, procedures and specifications. Analyzes requirements of project to determine types of publications needed. Obtains data from independent observation, consultation with technical staff members or study of published materials and drawings. Ensures accuracy and completeness of technical documentation. Participates in general layout and manual organization. Excludes those responsible for editing only. Requires a Bachelors Degree in English, Communications, or an applicable technical field or equivalent experience and a minimum of two (2) years technical writing experience.

132. TECHNICAL WRITER 3

Plans and prepares the technical data for major publication projects. Analyzes requirements, develops source material, consults engineering and technical staff and works with editors, illustrators and subject matter experts in preparing a draft. Provides guidance and direction in the areas of quality, graphics, coverage, format and style. Ensures adherence to specifications. May provide work leadership for lower level employees. Excludes those with full supervisory experience and those responsible for editing only. Requires a Bachelors Degree in English, Communications, or an applicable technical field or equivalent experience and a minimum of five (5) years technical writing experience.

133. TECHNICAL WRITER 4

Organizes and prepares information and data for use in a wide variety of complex technical publications requiring in-depth knowledge and understanding of the subject matter and allied fields. Recommends overall organization and layout, mode of presentation, publication methods and project scope. Develops publications concept for best communication of subject matter. May recommend editorial standards. Reviews technical literature prepared by other staff members for content, coverage and clarity. May provide work leadership for lower level employees. Excludes those with full supervisory responsibilities and those responsible for editing only. Requires a Bachelors Degree in English, Communications, or an applicable technical field or equivalent experience and a minimum of eight (8) years technical writing experience.

134. TECHNICAL EDITOR 1

Following established procedures and formats, edits and proofreads technical documents or sections of documents prepared by writers such as manuals, procedures and specifications. Checks drafts for format, clarity and overall cohesiveness. Ensures documents meet editorial and government specifications and adhere to standards for quality, graphics, coverage, format and style. Excludes those responsible for writing only. Requires a Bachelors Degree in English, Journalism, a related field or equivalent experience. ENTRY LEVEL position.

135. TECHNICAL EDITOR 2

Edits and proofreads technical documents or sections of documents prepared by writers such as manuals, procedures and specifications. Checks drafts for format, clarity and overall cohesiveness. Ensures documents meet editorial and government specifications and adhere to standards for quality, graphics, coverage, format and style. May interface with technical writers, illustrators, subject matter experts and other production groups in coordinating/preparing the edited draft for publication. Reviews rough drafts and makes suggestions. Assists in the development of department editing standards and styles and interpretation of government specifications. Excludes those responsible for writing only. Requires a Bachelors Degree in English, Journalism, a related field or equivalent experience and a minimum of two (2) years related copy editing and/or proofreading experience in a technical publications department.

136. TECHNICAL EDITOR 3

Edits and proofreads complex technical documents or sections of documents prepared by writers such as manuals, procedures and specifications. Responsible for following material/production through the stages of publishing (i.e. layout and formatting) by interfacing with technical writers, illustrators, subject matter experts and other stakeholders to ensure the final product meets all required specifications. Participates in the development of department editing standards and styles and the interpretation of government standards. May provide work leadership for lower level employees. Excludes those responsible for writing only and those with full supervisory responsibilities. Requires a Bachelors Degree in English, Journalism, a related field or equivalent experience and a minimum of five (5) years related copy editing and/or proofreading experience in a technical publications department.

137. TECHNICAL PUBLICATIONS MANAGER 1

Responsible for direct management of the Technical Publications staff engaged in all activities associated with the preparation of technical documents and major publications. May direct the activities including one or more of the following functions: writing, editing, and illustrating. Ensures adherence to schedules, specifications, formats and budgets. Responsible for the employment, training, motivation and discipline of assigned employees. This is typically the first level of management in this job family. Must directly manage exempt level employees. May manage non-exempt employees directly or through supervisors/leads. Excludes Working Leads. Title may be Supervisor or Manager depending on size of company and department. Requires a Bachelors Degree in English, Journalism, Communications, or an applicable engineering field or equivalent experience and a minimum of five (5) years technical writing experience, including supervision/management experience.

138. TECHNICAL PUBLICATIONS MANAGER 2

Responsible for management of the Technical Publications function. Has primary responsibility for supervision and development of first level Supervisors/Managers. Responsible for the employment, training, motivation and discipline of the supervisory/management team. This is the second level of management for the Program Planning and Control function; title may be Manager or Director depending on the size of the company and department. MUST HAVE Supervisors or Managers reporting to them. Requires a Bachelors Degree in English, Journalism, Communications, or an applicable engineering field or equivalent experience and a minimum of eight (8) years technical writing experience, including supervision/management experience.

139. GEOGRAPHIC INFORMATION SYSTEMS (GIS/GPS) ANALYST 1

Under direct supervision, performs basic geographic information systems (GIS) analyses on natural resources data. May need basic knowledge of global positioning systems (GPS). Assists in planning, designing, developing documents and assists in analyzing basic spatial and relational databases. Applies basic software to manage spatial and related tabular data. Assists in building routine databases by capturing map information with a coordinate digitizer. Produces computer map products depicting contents of databases. Assists in writing basic software routines to facilitate analysis. Locates sources of GIS data from Government, state agencies, and private companies. Operates computer workstations, digitizers, printers, and plotters following directions. Creates basic user applications and interfaces using various programming languages. Assists in analyzing image data using basic image processing software. Assists in preparing technical research. Requires a Bachelors Degree in Geography, Cartography, Planning, Computer Science, or closely related field (emphases in GIS preferred) and a minimum of one (1) year experience in the application of GIS/GPS technology. Knowledge of geography, concepts of spatial analysis, computer programming, land management, map design, digital image processing, and coordinate geometry. ENTRY LEVEL position.

140. GEOGRAPHIC INFORMATION SYSTEMS (GIS/GPS) ANALYST 2

Under general supervision, performs basic geographic information systems (GIS) analyses on natural resources data. Has basic knowledge of global positioning systems (GPS). Plans, designs, develops, documents, and analyzes basic spatial and relational databases. Applies basic software to manage spatial and related tabular data. Builds routine databases by capturing map information with a coordinate digitizer. Produces computer map products depicting contents of databases. Writes basic software routines to facilitate analysis. Locates sources of GIS data from Government, state agencies, and private companies. Operates computer workstations, digitizers, printers, and plotters following directions. Ability to create basic user applications and interfaces using various programming languages. Analyzes image data using basic image processing software. Prepares technical research. Requires a Bachelors Degree in Geography, Cartography, Planning, Computer Science, or closely related field (emphases in GIS preferred) and a minimum of three (3) years experience in the application of GIS/GPS technology. Knowledge of geography, concepts of spatial analysis, computer programming, land management, map design, digital image processing, and coordinate geometry.

141. GEOGRAPHIC INFORMATION SYSTEMS (GIS/GPS) ANALYST 3

Under general direction, performs geographic information systems (GIS) analyses on natural resources data. Has knowledge of global positioning systems (GPS). Plans, designs, develops, documents, and analyzes spatial and relational databases. Applies software to manage spatial and related tabular data. Builds databases by capturing map information with a coordinate digitizer. Produces computer map products depicting contents of databases. Writes software routines to facilitate analysis. Locates sources of GIS data from Government, state agencies, and private companies. Operates computer workstations, digitizers, printers, and plotters. Creates user applications and interfaces using various programming languages. Analyze image data using image processing software. Prepare and present technical research. Requires a Bachelors Degree in Geography, Cartography, Planning, Computer Science, or closely related field (emphases in GIS/GPS preferred) and a minimum of six (6) years experience in the application of GIS/GPS technology. Knowledge of geography, concepts of spatial analysis, computer programming, land management, map design, digital image processing, and coordinate geometry.

142. GEOGRAPHIC INFORMATION SYSTEMS (GIS/GPS) ANALYST 4

Under minimal supervision, performs complex geographic information systems (GIS) analyses on natural resources data. Has strong knowledge and understanding of global positioning systems (GPS). Plans, designs, and develops complex documents, and analyzes spatial and relational databases. Uses complex software to manage spatial and related tabular data. Builds complex databases by capturing map information with a coordinate digitizer. Produces computer map products depicting contents of databases. Writes complex software routines to facilitate analysis. Locates sources of GIS data from Government, state agencies, and private companies. Operates computer workstations, digitizers, printers, and plotters. Ability to create user applications and interfaces using various complex programming languages. Analyze image data using complex image processing software. Prepares and presents complex technical research. Recommends changes in procedures when necessary. May develop department policies, guidelines, and procedures. Requires a Bachelors Degree in Geography, Cartography, Planning, Computer Science, or closely related field (emphases in GIS/GPS preferred) and a minimum of eight (8) years experience in the application of GIS/GPS technology. Knowledge of geography, concepts of spatial analysis, computer programming, land management, map design, digital image processing, and coordinate geometry.

143. GEOGRAPHIC INFORMATION SYSTEMS (GIS/GPS) ANALYST 5

Performs very complex geographic information systems (GIS) analyses on natural resources data. Has strong knowledge and understanding of global positioning systems (GPS). Plans, designs, and develops very complex documents, and analyzes spatial and relational databases. Uses advanced technical software to manage spatial and related tabular data. Builds very complex databases by capturing map information with a coordinate digitizer. Produces computer map products depicting contents of databases. Writes advanced technical software routines to facilitate analysis. Locates sources of GIS data from Government, state agencies, and private companies. Operates computer workstations, digitizers, printers, and plotters. Creates user applications and interfaces using the most complex programming languages. Analyzes image data using advanced technical image processing software. Prepares and presents very complex technical research. Recommends and implements changes in procedures when necessary. May develop department policies, guidelines, and procedures. May provide work leadership for lower level employees. Recognized as a leader in this field. Requires a Bachelors Degree in Geography, Cartography, Planning, Computer Science, or closely related field (emphases in GIS/GPS preferred) and a minimum of ten (10) years experience in the application of GIS/GPS technology. Knowledge of geography, concepts of spatial analysis, computer programming, land management, map design, digital image processing, and coordinate geometry.

144. FIELD SERVICE TECHNICIAN 1

Under close supervision, performs field activities associated with installing, maintaining and servicing computer-related products at customer sites. May include PC & laptop computers, disc drives, and computer or telecommunications systems and networks. May provide operation/maintenance instruction to customers. Sets up and utilizes specialized test and diagnostic equipment to isolate malfunctions. Replaces defective units/components as appropriate. May work with customer via phone to identify operation/technical problems. Assists in the conduct of equipment/system acceptance testing following established procedures. Performs preventive maintenance. Usually handles basic, non-complex products and/or problems, referring more complex problems to higher-level technicians. Requires Electronics training equivalent to two (2) years of technical trade school or military school and one(1) year of field service or technical activity. Excludes field service trainees.

145. FIELD SERVICE TECHNICIAN 2

Under limited supervision, performs field activities associated with installing, maintaining and servicing computer-related products at customer sites. May include PC & laptop computers, disc drives, and computer or telecommunications systems and networks. May provide operation/maintenance instruction to customers. Sets up and utilizes specialized test and diagnostic equipment to isolate malfunctions. Replaces defective units/components as appropriate. May work with customer via phone to identify operation/technical problems. Assists in the conduct of equipment/system acceptance testing following established procedures. Performs preventive maintenance. Typically handles routine, less complex products and/or problems, receiving direction from higher-level technicians on more complex problems. Requires training equivalent to two (2) years of technical trade school or military school and two (2) years of field service or technical activity. Typically possess two (2) to five (5) years of related experience.

146. FIELD SERVICE TECHNICIAN 3

Under general supervision and usually acting independently, performs a wide variety of activities associated with installing, maintaining, and servicing computer-related products at customer sites and providing technical support to customer in solving technical problems incurred in the installation or operation of company products. May include PC & laptop computers, disc drives, and computer or telecommunications systems and networks. Conducts orientation and training of customers in the technical operation and maintenance of equipment. Conducts start-up, cutover and checkout activities on newly installed systems. Troubleshoots and diagnoses system/equipment interface problems during installations. May assist engineering in determining and solving equipment design problems by setting up special diagnostic test equipment to conduct controlled field experiments and gather engineering data. Prepares operating and malfunction reports and associated documentation. May perform preventive maintenance. Performs modifications and field changes to installed equipment. Typically handles moderately complex products and/or problems, and may provide technical guidance to lower level technicians. Requires training equivalent to two (2) years of technical trade school or military technical school and four (4) years of field service activity, two (2) of which would normally have been within a directly applicable industry. Typically possess six (6) to eight (8) years of related experience.

147. FIELD SERVICE TECHNICIAN 4

Under liberal supervision, provides technical support in field to aid customers and resolve complex technical problems incurred in the installation or operation of company computer-related products. May include PC & laptop computers, disc drives, and computer or telecommunications systems and networks. Activities are generally conducted with a high degree of independence and are virtually self-supervising. Consults with customer regarding pre- and post-installation problems. Conducts and coordinates start-up, cutover and checkout activities on newly installed systems. May review customer equipment interface requirements. Works closely with design engineering in evaluating product performance and conducting field trials. Provides support in the conduct and performance of equipment/system acceptance testing following installation. May conduct technical seminars and training for customer or company personnel, as well as informal on-the-job training for other field service staff members and customers. Handles complex products and problems. May provide work leadership to lower level field service staff. Excludes those with full supervisory responsibilities. Requires training equivalent to two (2) years of technical trade school or military technical school and six (6) years of field service activity, four (4) of which should normally have been within a directly applicable industry. Typically possess ten (10) to fifteen (15) years of related experience.

148. INSTRUCTIONAL DEVELOPER 1

Assists in designing and developing basic level interactive courseware for customer training under direct supervision. Ensures integrity of task analysis, training requirements, training hierarchies, instructional materials, and evaluation plans. Converts basic written materials and/or training requirements to interactive courseware. Assists in developing flow diagrams and story boards following routine processes. Assists in designing instructionally sound lessons in a variety of delivery media. Interacts with other Instructional Developers to ensure technical accuracy of instructional content. Assists in developing manuals, workbooks, and audio/video tapes and discs. Requires a Bachelors Degree in English, Communications, a related field or equivalent experience. ENTRY LEVEL position.

149. INSTRUCTIONAL DEVELOPER 2

Designs and develops basic level interactive courseware for customer training. Ensures integrity of task analysis, training requirements, training hierarchies, instructional materials, and evaluation plans. Converts basic level written materials and/or training requirements to interactive courseware. Develops flow diagrams and storyboards. Designs instructionally sound basic level lessons in a variety of delivery media. Interacts with customer and subject matter experts to ensure technical accuracy of instructional content. Develops basic level manuals, workbooks, and audio/video tapes and discs. Requires a Bachelors Degree in English, Communications, a related field or equivalent experience and a minimum of two (2) years related instructional development experience.

150. INSTRUCTIONAL DEVELOPER 3

Designs and develops moderately complex interactive courseware for customer training. Ensures integrity of task analysis, training requirements, training hierarchies, instructional materials, and evaluation plans. Converts moderately complex level written materials and/or training requirements to interactive courseware. Develops flow diagrams and storyboards. Designs instructionally sound moderately complex level lessons in a variety of delivery media. Interacts with customer and subject matter experts to ensure technical accuracy of instructional content. Develops moderately complex manuals, workbooks, and audio/video tapes and discs. Requires a Bachelors Degree in English, Communications, a related field or equivalent experience and a minimum of five (5) years related instructional development experience.

151. INSTRUCTIONAL DEVELOPER 4

Designs and develops complex level interactive courseware for customer training. Ensures integrity of task analysis, training requirements, training hierarchies, instructional materials, and evaluation plans. Converts complex level written materials and/or training requirements to interactive courseware. Develops flow diagrams and story boards. Designs instructionally sound complex level lessons in a variety of delivery media. Interacts with customer and subject matter experts to ensure technical accuracy of instructional content. Develops manuals, workbooks, and audio/video tapes and discs. May provide work leadership for lower level employees. Requires a Bachelors Degree in English, Communications, a related field or equivalent experience and a minimum of eight (8) years related instructional development experience. Formal training in computer applications/curriculum development/education preferred. Excludes those with full supervisory responsibilities.

152. INSTRUCTIONAL DEVELOPMENT MANAGER 1

Responsible for direct management of the Instructional Development staff. Organizes project and task workloads and selects individuals most qualified for assignments on specific projects. Resolves any issues escalated through the Instructional Developers. Responsible for the employment, training, motivation and discipline of assigned employees. This is typically the first level of management of the Instructional Development function. Must directly manage exempt level employees. May manage non-exempt employees directly or through supervisors/leads. Excludes Working Leads. Title may be Supervisor or Manager depending on the size of the company and department. Requires a Bachelors Degree or equivalent experience and a minimum of five (5) years development and/or training experience, including supervision/management experience.

153. INSTRUCTIONAL DEVELOPMENT MANAGER 2

Responsible for management of the Instructional Development function. Has primary responsibility for supervision and development of first level Supervisors/Managers. Responsible for the employment, training, motivation and discipline of the supervisory/management team. This is the second level of management for the Instructional Development function; title may be Manager or Director depending on the size of the company and department. MUST HAVE Supervisors or Managers reporting to them. Requires a Bachelors Degree in Business Administration, a related field or equivalent experience and a minimum of eight (8) years development and/or training experience, including supervision/management experience.

154. CUSTOMER TRAINER 1

Participates in the development, testing, maintenance and delivery of training programs and related materials in support of customer products. May assist in the development and establishment of course content and objectives. Conducts training sessions and assists in evaluating the effectiveness of training activities. Updates course documentation on a continuous basis to ensure timeliness and relevance. Requires a Bachelors Degree or equivalent experience. ENTRY LEVEL position.

155. CUSTOMER TRAINER 2

Develops, tests, maintains and delivers training programs and related materials in support of customer products. Establishes course content and objectives. Conducts training sessions and develops criteria for evaluating the effectiveness of training activities. Updates course documentation on a continuous basis to ensure timeliness and relevance. Requires a Bachelors Degree or equivalent experience and a minimum of two (2) years training experience.

156. CUSTOMER TRAINER 3

Develops, tests, maintains and delivers training programs and related materials in support of relatively complex products and procedures and/or for a major area or customer. Establishes and/or reviews course content and objectives. May provide work leadership for lower level employees, including evaluating the effectiveness of their training presentations and programs. Excludes those with full supervisory responsibilities. Requires a Bachelors Degree or equivalent experience and a minimum of five (5) years training experience.

157. CUSTOMER TRAINER 4

Coordinates the development and delivery of training programs in support of complex products and procedures and/or for a major area or customer. May deliver training courses or assist lower level trainers in the classroom. Establishes and/or reviews course content and objectives. May provide work leadership for lower level employees, including evaluating the effectiveness of their training presentations and programs. Excludes those with full supervisory responsibilities. Requires a Bachelors Degree or equivalent experience and a minimum of eight (8) years training experience. May provide work leadership for lower level employees.

158. CUSTOMER TRAINER 5

Coordinates the development and delivery of training programs in support of highly complex products and procedures and/or for a major area or multiple customers. May deliver training courses or assist lower level trainers in the classroom. Establishes and/or reviews course content and objectives. May provide work leadership for lower level employees. Develops and implements evaluation effectiveness tools for training programs. Works closely with management to conduct needs assessments. Develops and Implements new programs and/or procedures to meet those needs. Excludes those with full supervisory responsibilities. Requires a Bachelors Degree or equivalent experience and a minimum of ten (10) years training experience. May provide work leadership for lower level employees.

159. CUSTOMER TRAINING MANAGER 1

Responsible for the direct management of the Customer Training staff engaged in all activities associated with the development, testing, maintenance and delivery of customer training programs. Reviews course content and objectives and evaluates the effectiveness of training presentations and programs. Responsible for the employment, training, motivation and discipline of assigned employees. Must directly manage exempt level employees. May manage non-exempt employees directly or through supervisors/leads. Excludes Working Leads. Title may be Supervisor or Manager depending on size of company and department. Requires a Bachelors Degree or equivalent experience and a minimum of five (5) years training experience, including supervision/management experience.

160. CUSTOMER TRAINING MANAGER 2

Responsible for management of the Customer Training function. Has primary responsibility for supervision and development of first level Supervisors/Managers. Responsible for the employment, training, motivation and discipline of the supervisory/management team. This is the second level of management for the Customer Training function; title may be Manager or Director depending on the size of the company and department. MUST HAVE Supervisors or Managers reporting to them. Requires a Bachelors Degree in Business Administration, a related field or equivalent experience and a minimum of eight (8) years training experience, including supervision/management experience.

161. FUNCTIONAL ANALYST 1

Subject Matter Expert - Analyzes actual and predictable interacting operational activities of a military, governmental, or business system to obtain a quantitative, rational basis for decision-making or resource allocation. Utilizes modeling and measuring techniques, mathematics, statistical methods, engineering methods, operational mathematics techniques, and other principles and laws of scientific and economic disciplines in determining solutions. Requires a Bachelors Degree in Engineering, Business Administration, Economics, or equivalent. ENTRY LEVEL position.

162. FUNCTIONAL ANALYST 2

Subject Matter Expert - Analyzes actual and predictable interacting operational activities of a military, governmental, or business system to obtain a quantitative, rational basis for decision-making or resource allocation. Utilizes modeling and measuring techniques, mathematics, statistical methods, engineering methods, operational mathematics techniques, and other principles and laws of scientific and economic disciplines in determining solutions. Requires a Bachelors Degree in Engineering, Business Administration, Economics, or equivalent and a minimum of two (2) years of related Operations Research experience.

163. FUNCTIONAL ANALYST 3

Subject Matter Expert - Analyzes actual and predictable interacting operational activities of a military, governmental, or business system to obtain a quantitative, rational basis for decision-making or resource allocation. Utilizes modeling and measuring techniques, mathematics, statistical methods, engineering methods, operational mathematics techniques, and other principles and laws of scientific and economic disciplines in determining solutions. Requires a Bachelors Degree in Engineering, Business Administration, Economics, or equivalent and a minimum of five (5) years of related Operations Research experience.

164. FUNCTIONAL ANALYST 4

Subject Matter Expert - Analyzes actual and predictable interacting operational activities of a military, governmental, or business system to obtain a quantitative, rational basis for decision-making or resource allocation. Utilizes advanced knowledge of modeling and measuring techniques, mathematics, statistical methods, engineering methods, operational mathematics techniques, and other principles and laws of scientific and economic disciplines in determining solutions. May provide work leadership to lower level employees. Requires a Bachelors Degree in Engineering, Business Administration Economics, or equivalent and a minimum of eight (8) years of related Operations Research experience.

165. FUNCTIONAL ANALYST 5

Subject Matter Expert - Analyzes actual and predictable interacting operational activities of a military, governmental, or business system to obtain a quantitative, rational basis for decision-making or resource allocation. Utilizes advanced knowledge of modeling and measuring techniques, mathematics, statistical methods, engineering methods, operational mathematics techniques, and other principles and laws of scientific and economic disciplines in determining solutions. Provides integral support in the requirements determination, conceptualization, design, development, testing, verification and validation, documentation, and implementation of modeling and simulation based decision support system applications. Requires a Bachelors Degree in Engineering, Business Administration, Economics, or equivalent and a minimum of ten (10) years of related Operations Research experience.

166. FUNCTIONAL ANALYST 6

Subject Matter Expert - analyzes actual and predictable interacting operational activities of a military, governmental, or business system to obtain a quantitative, rational basis for decision-making or resource allocation. Utilizes extremely complex modeling and measuring techniques, mathematics, statistical methods, engineering methods, operational mathematics techniques, and other principles and laws of scientific and economic disciplines in determining solutions. Provides integral support in the requirements determination, conceptualization, design, development, testing, verification and validation, documentation, and implementation of modeling and simulation based decision support system applications. Requires a Masters Degree (PhD preferred) in Engineering, Business Administration, Economics, or specific field of expertise and a minimum of twelve (12) to fifteen (15) years of SME experience with progressively complex experience including five (5) years of leadership roles. Recognized within the company as an authority in the field and has a superior record of creative work most often including published papers, patents, and disclosures.

167. FUNCTIONAL ANALYST 7

Subject Matter Expert - analyzes actual and predictable interacting operational activities of a military, governmental, or business system to obtain a quantitative, rational basis for decision-making or resource allocation. Utilizes extremely complex modeling and measuring techniques, mathematics, statistical methods, engineering methods, operational mathematics techniques, and other principles and laws of scientific and economic disciplines in determining solutions. Provides integral support in the requirements determination, conceptualization, design, development, testing, verification and validation, documentation, and implementation of modeling and simulation based decision support system applications. Requires a PhD in Engineering, Business Administration, Economics, or specific field of expertise and a minimum of fifteen (15) to twenty (20) years of SME experience with progressively complex experience including ten years of leadership roles. Must be recognized beyond the company as an authority in the field and have a superior record of creative work most often including published papers, patents, and disclosures. Has a long-term record of outstanding contributions in more than one specialty; recognized for superior high-level private- and/or public-sector achievement.

168. FUNCTIONAL ANALYSIS MANAGER 1

Responsible for the direct management of the Operations Research staff. Organizes project and task workloads and selects individuals most qualified for assignments on specific projects. Responsible for the employment, training, motivation and discipline of assigned employees. This is typically the first level of management in this job family. Must directly manage exempt level employees. May manage non-exempt employees directly or through supervisors/leads. Excludes Working Leads. Title may be Supervisor or Manager depending on size of company and department. Requires a Bachelors Degree in Engineering, Business Administration, Economics, or equivalent and a minimum of five (5) years of related Operations Research experience.

169. QUALITY ENGINEER 1

Develops, applies, revises and maintains quality standards for receiving, in-process and final inspection in accordance with company and contractual requirements. Writes inspection procedures. Assists in reviewing and evaluating in-process rejections, obtains disposition and implements corrective action as needed. Participates in audits. May provide technical support to inspection personnel. Requires a Bachelors Degree or equivalent experience. ENTRY LEVEL position.

170. QUALITY ENGINEER 2

Develops, applies and revises quality standards for receiving, in-process and final inspection in accordance with company and contractual requirements. Reviews and revises or writes inspection procedures. Reviews and evaluates in-process rejections, obtains disposition and implements corrective action as needed. May interface with customers, vendors and various company departments to resolve quality problems and provide information. Participates in audits. Provides technical support to inspection personnel as needed. Requires a Bachelors Degree or equivalent experience and a minimum of two (2) years quality engineering experience.

171. QUALITY ENGINEER 3

Defines and develops quality standards for receiving, in-process and final inspection in accordance with company and contractual requirements. Reviews and evaluates complex in-process rejections and implements corrective action as needed. Interfaces with customers, vendors and various company departments to resolve quality problems and provide information. Participates in and may lead audits. May provide work leadership for lower level employees. Excludes those with full supervisory responsibilities. Requires a Bachelors Degree or equivalent experience and a minimum of five (5) years quality engineering experience.

172. QUALITY ENGINEER 4

Defines and develops quality standards for receiving, in-process and final inspection in accordance with company and contractual requirements. Reviews and evaluates complex in-process rejections and implements corrective action as needed. Interfaces with customers, vendors and various company departments to resolve quality problems and provide information. Participates in and may lead audits. Provides management with feedback on inspection and test trends, returns and vendor performance. May provide work leadership for lower level employees. Excludes those with full supervisory responsibilities. Requires a Bachelors Degree or equivalent experience and a minimum of eight (8) years quality engineering experience.

173. QUALITY ENGINEERING MANAGER 1

Primary Duties & Responsibilities: Responsible for direct management of the Quality Engineering staff. Oversees and approves quality standards for receiving, in-process and final inspection in accordance with company and contractual requirements. Reviews status of in-process rejections and recommends appropriate corrective action. Acts as primary liaison with customers, vendors and various company departments. Advises management of test trends, returns, vendor performance and audit results and corrective action needed. Responsible for the employment, training, motivation and discipline of assigned employees. This is typically the first level of management in this job family. Must directly manage exempt level employees. May manage non-exempt employees directly or through supervisors/leads. Excludes Working Leads. Title may be Supervisor or Manager depending on size of company and department. Requires a Bachelors Degree or equivalent experience and a minimum of five (5) years Quality Engineering experience, including supervision/management experience.

174. QUALITY ENGINEERING MANAGER 2

Responsible for management of the Quality Engineering function through subordinate supervisors/managers. Oversees and approves quality standards for receiving, in-process and final inspection in accordance with company and contractual requirements. Reviews status of in-process rejections and recommends appropriate corrective action. Acts as a primary liaison with customers, vendors and various company departments. Advises management of test trends, returns, vendor performance and audit results and corrective action needed. Responsible for the employment, training, motivation and discipline of assigned employees. This is the second level of management in the Quality Engineering function; title may be Manager or Director depending on size of company and department. MUST HAVE Supervisors/Managers reporting to them. Requires a Bachelors Degree or equivalent experience and a minimum of eight (8) years Quality Engineering experience, including supervision/management experience.

175. CYBER SECURITY SPECIALIST

Applicant must possess an advanced knowledge and hands-on experiences in Cyber/Information Assurance (IA) tools, techniques, and practices and able to work Certification and Accreditation (C&A) for Joint Services, provide technical remediation approaches, understand DoD and ARMY Cyber/IA regulations, be familiar with DoD and Army Cyber/IA tools, be proficient in Policy and Standard Operating Procedures (SOP) creation. The candidate should be able to provide senior expertise to the Disaster Recovery (DR), Incident Response (IR) and Continuity of Operations (COOP) plans through test and execution of these plans. Requires a Bachelors Degree and a minimum of five (5) years of related experience. Must maintain applicable IA certifications.

176. INFORMATION ASSURANCE ENGINEER

Provide development, implementation, management, and support of systems and networks to customers. Duties will include knowledge of IA principles, concepts, and methods; staying abreast of trends and regulations to ensure effectiveness and compliance; evaluating new and enhanced approaches to delivering IA services; testing and optimizing the functionality of systems, networks, and data; and defining technical requirements. The Applicant should have at least 10 years experience with information technology and information assurance systems development and implementation including networking, servers, information security, IT and IA tools, and facilities. The candidate should be able to assess IA Vulnerabilities, System Security Engineering and Computer Network Defense for mission, test and enterprise computing network and systems. The candidate must be able to lead and present requirements, design and implementations at working groups, configuration control boards, and other technical meetings. This position requires a pro-active/self-starter for this task and to facilitate coordination between all stakeholders. Candidate should expect position responsibilities to evolve over time and be able to adapt. Requires a Bachelors Degree and a minimum of five (5) years of related experience. Must maintain applicable IA Certifications.

177. RISK MANAGEMENT SPECIALIST

The Risk Management Specialist must be able to conduct IA risk assessments and be familiar with risk methodologies. The RMS must be capable of recommending cost-effective risk-mitigating countermeasures, and coordinate security Authority to Connect and Authority to Operate recommendations with Government customers and Designated Approval Authorities (DAA) and Agents of Certification Authority (ACA) following Department of Defense Information Assurance Certification and Accreditation (DIACAP) processes, 8500 requirements, and AR25-2 regulations. Requires a Bachelors Degree and a minimum of two (2) years of related experience. Must maintain applicable IA Certifications.

(CUSTOMER NAME)
Blanket Purchase Agreement

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

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

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

- (2) Delivery:

DESTINATION	DELIVERY SCHEDULES/DATES
_____	_____

- (3) The ordering activity estimates, but does not guarantee, that the volume of purchased 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 places 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) Purchase Order Number;
- (e) Model Number or National Stock Number;
- (f) Date of Purchase

- (g) Quantity, Unit Price, and Extension of Each Item (unit prices and extension need not be shown when incompatible with the use of automated systems; provided, that the Invoice is itemized to show the information); and
- (h) Date of Shipment
- (9) The requirements of a proper invoice are specified in the Federal Supply Schedule contract. Invoices will be submitted to the address specified within the purchase order transmission issued against the 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 and the Contractor's Invoice, the provisions of this BPA will take precedence.

Basic Guidelines for Using "Contractor Team Arrangement"

Federal Supply Schedule Contractors may use "Contractor Team Arrangements" (see FAR 9.6) to provide solutions when responding to a ordering activity 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 of 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 requirement
- Federal Supply Schedule Contractors may individually meet the customer needs, or –
- Federal Supply Schedule Contractors may individually submit a Schedules "Team Solution" to meet the customers requirement.
- Customers make a best value selection.