



GSA PRICE LIST

Federal Supply Schedule 70 – Information Technology

GS-35F-100DA

**Contract Period: December 14, 2015
through December 13, 2020**

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

Redhorse Corporation

363 5th Avenue, Suite 201
San Diego, CA 92101
Phone: 619/241-4609
Fax: 619/241-4609
Web Address: <http://redhorsecorp.com>

Taxpayer Identification Number (TIN)

26-1283951

CAGE Code

4WS86

DUNS Number

808149004

Business Size

8(a), Service-Disabled Veteran-Owned, and Native American owned small business

For More Information, Please Contact

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About Redhorse Corporation

Redhorse Corporation (Redhorse) provides technical and management consulting services in the government, energy, environment, information technology, and intelligence markets. We serve commercial and government clients, delivering solutions that improve operations, compliance, and business performance as well as reduce risk, save money, and enhance security. Redhorse works in collaboration with our customers to augment existing capabilities and deliver the right resources at the right time to provide the right solution.

Information Technology. Redhorse offers a wide range of information technology services to support wired and wireless computer networks and information systems. We have extensive experience with the design, delivery, implementation, installation, and operation of local area networks, wide area networks, enterprise-level information systems, and wireless systems for critical public safety and public service systems. We understand network security and information assurance and have experience providing information technology and security solutions to both private and government clients. We offer Information Technology Solutions to our customers’ needs in the following areas:

- Program and Project Management
- IT Strategy and Governance
- Cyber Security
- Information Assurance
- Data Center and Cloud Architecture
- Data Analytics and Business Intelligence
- Wireless Network Design
- Systems Engineering and Integration

Redhorse at a Glance
<ul style="list-style-type: none"> ➤ 8(a), Service-Disabled Veteran-Owned, and Native American Owned Small Business ➤ Experienced Management Team ➤ Team of Senior-Level Subject Matter Experts ➤ Market Focus Areas: <ul style="list-style-type: none"> ✓ Business Solutions ✓ Energy ✓ Environment ✓ Information Technology ✓ Intelligence ➤ Government approved accounting system ➤ Expertise in Government Contracting ➤ ISO 9001 Certified

Customer Information

1a. Awarded Special Item Numbers:

132-51: Information Technology Professional Services

1b. Labor Rates: Please see Appendix A for Labor Rates.

1c. Labor Category Descriptions: Please see B.

2. Maximum Order: All SINs have a Maximum Order of \$1,000,000.00.

3. Minimum Order: \$100

4. Geographic Coverage (Delivery Area): Domestic and overseas



5. Point of Production: The primary point of production is the Redhorse Corporation corporate headquarters, located in San Diego, California.

6. Discount from List Prices: All prices listed are net prices.

7. Quantity Discounts: None

8. Prompt Payment Terms: No special discount is offered for prompt payment. Payment terms are net 30 days.

9a. Acceptance of Government Credit Cards: Government credit cards will be accepted for orders at or below the micro-purchase threshold.

9b. Acceptance of Government Credit Cards: Government credit cards will be accepted for orders above the micro-purchase threshold.

10. Foreign Items: Not applicable

11a. Time of Delivery: Specified in each task order

11b. Expedited Delivery: None

11c. Overnight and 2-Day Delivery: None

11d. Urgent Requirements: Not available

12. F.O.B. Points(s): Destination

13a. Ordering Address: Redhorse Corporation
Attention: Bernadine Holmes, Senior Contracts Administrator
363 5th Avenue, Suite 201
San Diego, CA 92101
(619) 241-4609 telephone
(619) 241-4609 facsimile
bernadine.holmes@redhorsecorp.com

13b. Ordering Procedures: The ordering procedures for supplies and services, information on Blanket Purchase Agreements (BPA), and a sample BPA can be found at the GSA/FSS Schedule homepage (<http://fss.gsa.gov/schedules>).



14. Payment Address is as Follows:

Payment by Mail: Redhorse Corporation
Accounting Department
363 5th Avenue, Suite 201
San Diego, CA 92101
(619) 241-4609

Payment by Wire Transfer: Regents Bank
c/o Redhorse Corporation
Routing Transit Number: 122243321
Account Number: 2110450

15. Warranty Provision: Not applicable

16. Export Packing Charges: Not applicable

17. Terms and Conditions of Government Purchase Card Acceptance: Government commercial credit cards will be acceptable for payments. Bank account information will be shown on the invoices.

18. Terms and Conditions of Rental, Maintenance, and Repair: Not applicable

19. Terms and Conditions of Installation: Not applicable

20. Terms and Conditions of Repair Parts Indicating Date of Parts Price Lists and Any Discounts from List Prices: Not applicable

20a. Terms and Conditions for Any Other Services: Not applicable

21. List of Service and Distribution Points: Not applicable

22. List of Participating Dealers: Not applicable

23. Preventive Maintenance: Not applicable

24a. Special Attributes: Not applicable

24b. Section 508. If applicable, Section 508 compliance information on Electronic and Information Technology (EIT) supplies and services will be addressed on a task order basis. The EIT standards can be found at www.Section508.gov: Not applicable

25. Data Universal Numbering System (DUNS) Number: 808149004

26. Central Contractor Registration (CCR) Database: Redhorse Corporation is registered in the System for Award Management.



Redhorse Offering

GENERAL PURPOSE COMMERCIAL INFORMATION TECHNOLOGY EQUIPMENT, SOFTWARE, AND SERVICES (IT)

Redhorse understands the challenges, risks, and opportunities involved in building and operating networks and systems that optimize operations, ensure effective communication, and securely maintain mission critical and business sensitive information. We are helping government and business customers define, design, deploy, manage, and secure their IT infrastructure.

SIN 132-51: Information Technology Professional Services. Information Technology Professional Services includes resources and facilities management, database planning and design, systems analysis and design, network services, programming, millennium conversion services, conversion and implementation support, network services project management, data/records management, subscriptions/publications (electronic media), and other services.

TERMS AND CONDITIONS APPLICABLE TO INFORMATION TECHNOLOGY (IT) PROFESSIONAL SERVICES (SPECIAL ITEM NUMBER 132-51)
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The phrase, "Information Technology (IT) Professional Services/Identity Access Management (IAM) Professional Services" in the following paragraphs may need to be revised in order to be consistent with the Offeror's proposal; e.g., if only IT Professional Services are offered, all references to IAM Services should be deleted.

******NOTE:** *All non-professional labor categories must be incidental to, and used solely to support professional services, and cannot be purchased separately.*

1. SCOPE

- a. The prices, terms and conditions stated under Special Item Number 132-51 Information Technology Professional Services apply exclusively to 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.
- 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/IAM 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

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

7. RESPONSIBILITIES OF THE CONTRACTOR

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

8. RESPONSIBILITIES OF THE ORDERING ACTIVITY



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

9. INDEPENDENT CONTRACTOR

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

10. ORGANIZATIONAL CONFLICTS OF INTEREST

a. Definitions.

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

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

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

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

11. INVOICES

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

12. PAYMENTS

For firm-fixed price orders the ordering activity shall pay the Contractor, upon submission of



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

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

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

- (1) The offeror;
- (2) Subcontractors; and/or
- (3) Divisions, subsidiaries, or affiliates of the offeror under a common control.

13. RESUMES

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

14. INCIDENTAL SUPPORT COSTS

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

15. APPROVAL OF SUBCONTRACTS

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

16. DESCRIPTION OF IT/IAM PROFESSIONAL SERVICES AND PRICING

- a. The Contractor shall provide a description of each type of IT/IAM Service offered under Special Item Numbers 132-51 IT/IAM Professional Services should be presented in the same manner as the Contractor sells to its commercial and other ordering activity customers. If the Contractor is proposing hourly rates, a description of all corresponding commercial job titles (labor categories) for those individuals who will perform the service should be provided.



- b. Pricing for all IT/IAM Professional Services shall be in accordance with the Contractor’s customary commercial practices; e.g., hourly rates, monthly rates, term rates, and/or fixed prices, minimum general experience and minimum education.

The following is an example of the manner in which the description of a commercial job title should be presented:

EXAMPLE: Commercial Job Title: System Engineer

Minimum/General Experience: Three (3) years of technical experience which applies to systems analysis and design techniques for complex computer systems. Requires competence in all phases of systems analysis techniques, concepts and methods; also requires knowledge of available hardware, system software, input/output devices, structure and management practices.

Functional Responsibility: Guides users in formulating requirements, advises alternative approaches, conducts feasibility studies.

Minimum Education: Bachelor’s Degree in Computer Science

Appendix A – Redhorse Labor Rates					
Labor Category	Year 1	Year 2	Year 3	Year 4	Year 5
	01/01/2016 12/31/2016	01/01/2017 12/31/2017	01/01/2018 12/31/2018	01/01/2019 12/31/2019	01/01/2020 12/31/2020
Senior Principal	\$219.19	\$225.77	\$232.54	\$239.52	\$246.70
Principal	\$203.67	\$209.78	\$216.08	\$222.56	\$229.23
Program Manager	\$189.80	\$195.49	\$201.35	\$207.39	\$213.62
Business Manager	\$116.78	\$120.29	\$123.90	\$127.61	\$131.44
Senior Project Manager	\$178.13	\$183.47	\$188.97	\$194.64	\$200.48
Project Manager	\$134.43	\$138.46	\$142.61	\$146.89	\$151.30
Field Lead	\$108.46	\$111.71	\$115.06	\$118.51	\$122.07
Project Coordinator	\$78.42	\$80.77	\$83.20	\$85.69	\$88.26
Functional Specialist III	\$399.41	\$411.39	\$423.73	\$436.44	\$449.54
Functional Specialist II	\$365.18	\$376.14	\$387.42	\$399.05	\$411.02
Functional Specialist I	\$330.95	\$340.88	\$351.10	\$361.64	\$372.48
Subject Matter Expert V	\$317.18	\$326.69	\$336.49	\$346.59	\$356.99
Subject Matter Expert IV	\$281.96	\$290.41	\$299.13	\$308.10	\$317.34
Subject Matter Expert III	\$263.14	\$271.03	\$279.16	\$287.53	\$296.16
Subject Matter Expert II	\$239.22	\$246.40	\$253.79	\$261.40	\$269.25
Subject Matter Expert I	\$215.31	\$221.77	\$228.42	\$235.27	\$242.33
Engineer IV	\$207.73	\$213.97	\$220.39	\$227.00	\$233.81
Engineer III	\$141.25	\$145.49	\$149.85	\$154.35	\$158.98
Engineer II	\$108.63	\$111.88	\$115.24	\$118.70	\$122.26
Engineer I	\$81.48	\$83.92	\$86.44	\$89.03	\$91.70



Senior Systems Engineer	\$189.80	\$195.49	\$201.35	\$207.39	\$213.62
Senior Network Engineer	\$177.74	\$183.08	\$188.57	\$194.22	\$200.05
Application Developer	\$124.23	\$127.96	\$131.80	\$135.75	\$139.82
Analyst IV	\$159.39	\$164.17	\$169.10	\$174.17	\$179.39
Appendix A – Redhorse Labor Rates (Continued)					
Labor Category	Year 1	Year 2	Year 3	Year 4	Year 5
	01/01/2016 12/31/2016	01/01/2017 12/31/2017	01/01/2018 12/31/2018	01/01/2019 12/31/2019	01/01/2020 12/31/2020
Analyst III	\$146.41	\$150.81	\$155.33	\$159.99	\$164.79
Analyst II	\$113.88	\$117.29	\$120.81	\$124.44	\$128.17
Analyst I	\$91.10	\$93.83	\$96.65	\$99.55	\$102.53
Auditor III	\$135.57	\$139.64	\$143.83	\$148.14	\$152.59
Auditor II	\$97.61	\$100.54	\$103.56	\$106.66	\$109.86
Auditor I	\$75.93	\$78.21	\$80.55	\$82.97	\$85.46
Security Specialist IV	\$157.91	\$162.65	\$167.53	\$172.56	\$177.73
Security Specialist III	\$122.08	\$125.74	\$129.51	\$133.40	\$137.40
Security Specialist II	\$93.59	\$96.40	\$99.29	\$102.27	\$105.34
Security Specialist I	\$52.90	\$54.48	\$56.12	\$57.80	\$59.54
Executive Administrative Assistant III	\$123.99	\$127.71	\$131.54	\$135.48	\$139.55
Executive Administrative Assistant II	\$105.25	\$108.41	\$111.66	\$115.01	\$118.46
Executive Administrative Assistant I	\$95.88	\$98.76	\$101.72	\$104.78	\$107.92
Senior Logistics Management Specialist	\$144.94	\$149.29	\$153.77	\$158.38	\$163.13
Logistics Management Specialist	\$107.04	\$110.26	\$113.56	\$116.97	\$120.48
Logistics Specialist	\$83.56	\$86.06	\$88.65	\$91.30	\$94.04
Logistics Operations Specialist	\$57.74	\$59.48	\$61.26	\$63.10	\$64.99
Technical Editor/Writer II	\$88.61	\$91.26	\$94.00	\$96.82	\$99.73
Technical Editor/Writer	\$74.78	\$77.03	\$79.34	\$81.72	\$84.17
Administrative Support III**	\$72.66	\$74.84	\$77.09	\$79.40	\$81.78
Administrative Support II**	\$65.08	\$67.03	\$69.04	\$71.11	\$73.24
Administrative Support**	\$54.32	\$55.95	\$57.63	\$59.35	\$61.14
Technician III**	\$77.38	\$79.70	\$82.09	\$84.56	\$87.09
Technician II**	\$65.83	\$67.80	\$69.84	\$71.93	\$74.09
Network Technician**	\$51.20	\$52.74	\$54.32	\$55.95	\$57.62
GIS/CAD Specialist II	\$105.04	\$108.19	\$111.44	\$114.78	\$118.22

Notes: ** Indicates Service Contract Act (SCA) eligible categories



Service Contract Act Matrix		
SCA Eligible Contract Labor Category	SCA Equivalent Code – Title	WD Number
Administrative Support III	01020 – Administrative Assistant	05-2057
Administrative Support II	01313 – Secretary III	05-2057
Administrative Support	01013 – Accounting Clerk III	05-2057
Technician III	30083 – Engineering Technician III	05-2057
Technician II	30082 – Engineering Technician II	05-2057
Network Technician	30081 – Engineering Technician I	05-2057
The SCA is applicable to this contract and includes SCA applicable labor categories. The prices for the indicated SCA labor categories are based on the U.S. Department of Labor Wage Determination Number(s) identified in the matrix. The prices offered are based on the preponderance of where work is performed and should work be performed in an area with lower SCA rates, resulting in lower wages being paid, the task order prices will be discounted accordingly.		

Appendix B – Redhorse Labor Category Descriptions

Senior Principal – Senior corporate manager responsible for the management, direction, and operation of major aspects of the business. Provides executive-level expert guidance and direction to single or multiple program areas. Manages complex organizations and teams by integrating skills into client-focused, results-oriented consulting solutions. Integrates technical requirements and solutions into business process reengineering requirements and translates concepts into operational improvements and systems. Requires a bachelor’s degree in a related field and 18 or more years of professional experience in a related field, or a master’s degree in a related field and 16 or more years of professional experience in a related field, or a Ph.D. degree in a related field and 14 or more years of experience in a related field.

Principal – Corporate manager responsible for analyzing, planning, directing, and coordinating activities of designated projects and organizations within the business. Ensures that goals and objectives of those projects and organizations are accomplished within prescribed time frames and budgets. Provides management, organizational, and energy improvement services that include energy planning and strategies, energy choice analysis, risk management, metering services, billing and management oversight, and preparing agency statement of work. Requires a bachelor’s degree in a related field and 16 or more years of professional experience in a related field, or a master’s degree in a related field and 14 or more years of professional experience in a related field, or a Ph.D. degree in a related field and 10 or more years of experience in a related field.

Program Manager – Directs programs to meet customer mission requirements. Provides overall management of budget and ensures projects and programs are executed within contract parameters. Serves as the customer’s primary point of contact. Maintains full authority and responsibility for contract and financial management, resource commitment, staffing, and client satisfaction. Ensures correct resources and technical approaches are applied. Oversees the QA program established for the contract. Ensures effective communication between and among the contract management team and the customer. Proactively identifies and resolves issues and problems.



Requires a bachelor's degree in a related field and 16 or more years of professional experience in business, information technology, engineering, science, or a related field.

Business Manager – Manages financial systems and oversees administrative contractual requirements. Tracks budgets for multiple projects and communicates frequently internally and externally with the senior principal and principal, and externally with the client regarding adherence to budgets and contract terms and conditions. Provides financial forecasts and reviews past performance with the client regarding funding. Also responsible for all procurement and subcontract management on a project. Requires a bachelor's degree in business, accounting, or a related field, and 5 years of experience with financial management.

Senior Project Manager – Directs complex projects requiring integration of refined engineering techniques with the outputs of other disciplines, such as environmental, engineering, energy, and law. Provides management, organizational, and environmental services that include planning and strategies, consulting and analysis, compliance and risk management, and management oversight. Requires a bachelor's degree in a related field and 14 or more years of professional experience in a related field, or a master's degree in a related field and 12 or more years of professional experience in environmental, planning, sustainability, or a related field.

Project Manager – Directs the performance of a variety of related projects and implements project management. Responsible for ensuring high quality products and services that are delivered according to the agreed schedule and budget of the applicable task/delivery order. Also provides overall management of budget and ensures projects and subcontracting plans are operated within the parameters of the contract. Requires a bachelor's degree in a related field or equivalent and a minimum of 10 years of experience in environmental, planning, sustainability, or a related field.

Field Lead – Performs field inspections, quality control, data collection, and oversight of construction, audits, and other field activities. Reviews project requirements and plans and implements field activities to meet project requirements. Checks compliance to specifications, standards, and construction practices. Collects field samples, installs data collection systems, collects and analyzes data, and documents field and data collection activities. Requires a bachelor's degree in a related field such as business, engineering, science, or information systems, and 8 years of related experience.

Project Coordinator – Manages project schedules and budgets and oversees administrative contractual requirements. Tracks deliverables and reporting requirements for multiple projects and communicates frequently with project managers regarding budgets, schedules, and contract terms and conditions. Also responsible for all invoice backup preparation and procurement and subcontract management on a project. Requires a bachelor's degree in business, accounting, or a related field, and 5 years of experience with project coordination or management.

Functional Specialist III – Recognized industry expert with in-depth understanding of key issues and trends. Provides thought leadership to senior key stakeholders and acts in consultative and/or advisory capacity and possesses the ability to mediate and resolve high level conflicts. Oversees major functions, disciplines, or segments of a program/project relating to resources and facilities management and planning, network architecture and design, database planning and design,



systems analysis, engineering, network services, conversion and implementation support, project management, data/records management, and other business, engineering, and information technology related services. Responsibilities may include long-range planning and full responsibility for all aspects of program/project performance. Utilizes functional area expertise gained through direct industry experience to assess the operational and functional baseline of an organization and its critical components. Works with senior managers and executives to provide industry vision and strategic direction with regard to their enterprise. Guides the determination of information technology inadequacies and/or deficiencies that affect the functional area's ability to support/meet organizational goals. Generates functional area strategies for enhanced IT operations in a cross-functional area mode throughout the organization. Participates in account strategy sessions, strategic assessments and design reviews to validate enterprise approach and associated work products. Coordinates resolution of highly complex problems, organizational dynamics and tasks, possesses ability to meet and operate under deadlines. Requires a master's degree in a related field such as computer science/systems, information systems/technology, engineering/engineering technology, software engineering/programming, management, natural sciences, social sciences, mathematics, or business/finance, and 16 years of related experience.

Functional Specialist II – Manages major functions, disciplines, or segments of a program/project relating to resources and facilities management and planning, network architecture and design, database planning and design, systems analysis, engineering, network services, conversion and implementation support, project management, data/records management, and other business, engineering, and information technology related services. Responsibilities may include long-range planning and full responsibility for all aspects of program/project performance. Recognized for strong expertise in industry issues and trends. Utilizes functional area expertise gained through direct industry experience to assess the operational and functional baseline of an organization and its critical components. Works with senior managers and executives to provide industry vision and strategic direction with regard to their enterprise. Guides the determination of information technology inadequacies and/or deficiencies that affect the functional area's ability to support/meet organizational goals. Generates functional area strategies for enhanced IT operations in a cross-functional area mode throughout the organization. Participates 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, organizational dynamics and tasks, possesses ability to meet and operate under deadlines. Requires a master's degree in a related field such as computer science/systems, information systems/technology, engineering/engineering technology, software engineering/programming, management, natural sciences, social sciences, mathematics, or business/finance, and 14 years of related experience.

Functional Specialist I – Supports major functions, disciplines, or segments of a program/project relating to resources and facilities management and planning, network architecture and design, database planning and design, systems analysis, engineering, network services, conversion and implementation support, project management, data/records management, and other business, engineering, and information technology related services. Responsibilities may include long-range planning and full responsibility for all aspects of program/project performance. Recognized for strong expertise in industry issues and trends. Utilizes functional area expertise gained through direct industry experience to assess the operational and functional baseline of an organization and



its organizational components. Works with senior managers and executives to provide industry vision and strategic direction with regard to their enterprise. Guides the determination of information technology inadequacies and/or deficiencies that affect the functional area's ability to support/meet organizational goals. Generates functional area strategies for enhanced IT operations in a cross-functional area mode throughout the organization. Participates 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, organizational dynamics and tasks, possesses ability to meet and operate under deadlines. Requires a master's degree in a related field such as computer science/systems, information systems/technology, engineering/engineering technology, software engineering/programming, management, natural sciences, social sciences, mathematics, or business/finance, and 10 years of related experience.

Subject Matter Expert V – Highly experienced senior leader with wisdom and vision, who is capable of driving strategic thinking from an organizational-wide perspective. Proven ability to build organizations from scratch and to motivate and inspire other leaders in standing up and rapidly scaling nationwide or multinational mobile network operators (MNOs) or similar organizations. Capable and experienced in supporting MNOs or similar organizations in the following: defining company vision, strategy, goals and start-up milestones; managing multiple projects and provide mentoring and guidance to officers, senior leaders, managers and project managers; providing subject matter expertise in multiple wireless network or MNO functional and business areas; developing overall goals, objectives, deliverables and schedules for multiple projects and the administrative, financial and time arrangements to define, launch and sustain the projects; ensuring effective and creative idea generation across functions and among team leaders; analyzing market research results, and developing insights and integrating individual work streams into a single, cohesive report with company/client-specific actionable recommendations; performing major initiatives and project quality reviews and driving continuous improvement efforts, and planning and facilitating significant meetings with company or client executives.

Requires senior leadership experience in advising on multiple technical, operational, or business issues; delivering improvements and cost savings; recruiting, developing and managing teams; developing consensus; delivering value to customers; and should be knowledgeable and skilled in wireless telecommunication technology/business processes; developing business/technology strategy capabilities; marketing, finance and general business acumen; Project/Program management; Leadership/Management; Team building; and have excellent written, verbal and large group presentation skills. Requires a master's degree in a related field such as computer science, business, engineering, or information systems, and 20 years of related experience.

Subject Matter Expert IV – Recognized expert in their field (technical or business) who is capable of strategic thinking and thought leadership in that field. Proven ability in leading one or more functional areas within a mobile network operator (MNO) or similar organizations in their field of expertise. Capable and experienced in supporting MNOs or similar organizations in the following: managing functional and cross-functional teams by developing work plans and managing project execution timelines; as an independent expert, complete sections of significant wireless telecommunication network plans, covering a variety of subject areas including specific technologies and products, markets and market trends, competitor analysis, financial impact, etc.; being a project point person both internally and externally; leading thinking and structure for a



project; conducting primary research including market surveys of vendors and users as well as secondary research; analyzing findings, developing insights and integrating individual work streams into a single, cohesive plan with specific actionable recommendations and deliverables; supporting development of work plan estimates and resource/staff plans; planning and facilitating meetings with company or client project management; identifying company's/client's requirements, environment and culture, through insightful questions in order to develop appropriate recommendations that can be implemented.

Requires senior leadership experience in advising on technical, operational, or business issues; managing/supporting business/technology projects; gathering, compiling and analyzing data; surveying and statistical analysis; developing consensus; and should be knowledgeable and skilled in project management; wireless telecommunication area of expertise; understanding of marketing, finance and general business acumen; ability to analyze problems; and have excellent written, verbal and presentation skills. Requires a master's degree in a related field such as computer science, business, engineering, or information systems, and 16 years of related experience.

Subject Matter Expert III – Provides technical, managerial, and administrative direction for problem definition, analysis, requirements development, and implementation for complex to extremely complex systems in the subject matter area. Makes recommendations and advises on organization-wide system improvements, optimization or maintenance efforts in the following specialties: information systems architecture; networking; telecommunications; automation; communications protocols; risk management/electronic analysis; software; lifecycle management; software development methodologies; and modeling and simulation. Requires a bachelor's degree in a related field such as computer science, business, engineering, or information systems, and 20 years of related experience.

Subject Matter Expert II – Defines the problems and analyzes and develops plans and requirements in the subject matter area for moderately-complex to complex systems. Coordinates and manages the preparation of analysis, evaluations, and recommendations for proper implementation of programs and systems specifications in the following specialties: information systems architecture, networking, telecommunications, automation, communications protocols, risk management/electronic analysis, software, lifecycle management, software development methodologies, and modeling and simulation. Requires a bachelor's degree in a related field such as computer science, business, engineering, or information systems, and 16 years of related experience.

Subject Matter Expert I – Develops requirements from a project's inception to its conclusion in the subject matter area for simple to moderately complex systems. Assists other senior consultants with analysis and evaluation and with the preparation of recommendations for system improvements, optimization, development, and/or maintenance efforts in the following specialties: information systems architecture, networking, telecommunications, automation, communications protocols, risk management/electronic analysis, software, lifecycle management, software development methodologies, and modeling and simulation. Requires a bachelor's degree in a related field such as computer science, business, engineering, or information systems, and 12 years of related experience or a master's degree and 10 years of professional experience.



Engineer IV – Plans and directs complex projects requiring the integration of refined engineering techniques with the outputs of other disciplines. Establishes performance and technical standards. Performs complex design and analysis tasks, including the design of complex systems. Requires a bachelor's degree or equivalent in a technical discipline and 16 or more years of experience, or a master's degree and 14 years of professional experience. Depending on the requirements of a specific project, may also be required to hold a registration as a Professional Engineer.

Engineer III – Devises tests to evaluate and check systems. Performs and documents the results of complex analyses and design tasks. May design complex systems and act as a project manager. Requires a bachelor's degree or equivalent in a technical discipline, and 10 or more years of experience. Depending on the requirements of a specific project, may also be required to hold a registration as a Professional Engineer.

Engineer II – Performs analysis and design tasks. Also prepares specifications and assists in the development of performance and technical standards. Requires a bachelor's degree or equivalent, and 6 years of experience. Depending on the requirements of a specific project, may also be required to hold a registration as a Professional Engineer.

Engineer I – Provides basic technical assistance in engineering under the supervision of more experienced personnel. Requires a bachelor's degree or equivalent, and 2 years of experience.

Senior Systems Engineer – Oversees plans for automated data processing systems from project inception to conclusion. Analyzes user needs to determine requirements and conducts feasibility studies. Identifies resources required for each task. May supervise a large support staff and/or serve as liaison to client staff. Provides strategic guidance to other technical staff in areas such as specifications, architectures, and information system design. Researches developments in field of expertise and applies them to the client environment, including emerging technologies, lessons learned, best practices, and assessment methodologies. Interfaces with client personnel at all organizational levels. Develops white papers and system documentation. Converts functional specifications to technical specifications. Works independently without direct supervision. Requires a bachelor's degree in a related field such as computer science, business, engineering, or information systems, and 8 years of related experience.

Senior Network Engineer – Provides technical and administrative direction for personnel responsible for network design, implementation, and operations tasks, including the review of work products for correctness, adherence to the design concept, and to user standards and progress in accordance with schedules. Makes recommendations, if needed, for approval of major network installations. Prepares milestone status reports and deliveries/presentations on network progress to colleagues, subordinates, and end-user representatives. Provides daily supervision and direction to support staff for the analysis and design of voice networks, LAN and WAN data networks, wireless networks, and/or network management systems to support voice and data services. Provides technical analysis engineering and direction of RF (radio frequency) information system development and testing. Defines requirements, technical guidance and direction, system testing, and appraising and presenting solutions. Requires a bachelor's degree in a related field such as computer science, business, engineering, or information systems, and 10 years of related experience.



Application Developer – Analyzes user needs to determine requirements and conducts feasibility studies. Identifies resources required for each task. May supervise a small support staff and/or serve as liaison to client staff. Researches developments in field of expertise and applies them to the client environment, including emerging technologies, lessons learned, best practices, and assessment methodologies. Interfaces with client personnel at all organizational levels. Develops white papers and system documentation. Converts functional specifications to technical specifications. Works independently without direct supervision. Requires a bachelor's degree in a related field such as computer science, business, engineering, or information systems, and 5 years of related experience.

Analyst IV – Directs management analysis processes, statistical methods, and advanced technical and analytical research techniques to develop security solutions and strategies based on client requirements with a law enforcement, professional security, or emergency preparedness services-based scope. Leads the analyses of operational activities to obtain a quantitative basis for decision making and resource allocation. Employs process improvements and reengineering methodologies and principles for modernization of systems and projects. Oversees the development of project plans to achieve performance-based objectives, enhancing implementation, systems, and service. Provides integral support in research and development, organizational and vulnerability assessments, intelligence and threat analysis, mission requirements determination, policy and procedures development, concept definition design, testing, integration verification and validation, documentation, implementation, and operations and maintenance. Requires a bachelor's degree in computer science, engineering, information systems, security management, or a related field, and 16 years of professional work experience or a master's degree and 14 years of professional experience.

Analyst III – Manages the analysis of processes, statistical methods, and advanced technical and analytical research techniques to develop solutions and strategies based on client compliance, security, and business requirements. Analyzes operational activities to obtain a quantitative basis for decision-making and resource allocation. Conducts process improvements and reengineering methodologies and principles for modernization of systems and projects. Develops project plans to achieve performance-based objectives, enhancing implementation, systems, and service. Supports research and development, organizational and vulnerability assessments, intelligence and threat analysis, mission requirements determination, policy and procedures development, concept definition design, testing, integration verification and validation, documentation, implementation, and operations and maintenance. Requires a bachelor's degree in computer science, engineering, information systems, security management, business, management, or a related field, and 12 years of professional work experience or a master's degree and 10 years of professional experience.

Analyst II – Applies management analysis processes, statistical methods, and advanced technical and analytical research techniques to develop security solutions and strategies based on client requirements with a law enforcement, professional security, or emergency preparedness services-based scope. Analyzes operational activities to obtain a quantitative basis for decision-making and resource allocation. Employs process improvements and reengineering methodologies and principles for modernization of systems and projects. Creates project plans to achieve performance-based objectives, enhancing implementation, systems, and service. Provides integral support in research and development, organizational and vulnerability assessments, intelligence

and threat analysis, mission requirements determination, policy and procedures development, concept definition design, testing, integration verification and validation, documentation, implementation, and operations and maintenance. Requires a bachelor's degree in computer science, engineering, information systems, security management, or a related field, and 8 years of professional work experience or a master's degree and 6 years of professional experience.

Analyst I – Provides assistance to analyze processes and systems, statistical methods, and advanced technical and analytical research techniques to develop security solutions and strategies based on client compliance, security, and business requirements. Supports operational activities to obtain a quantitative basis for decision-making and resource allocation. Assists with process improvements and reengineering methodologies and principles for modernization of systems and projects. Assists with preparation of project plans to achieve performance-based objectives, enhancing implementation, systems, and service. Requires an associate's degree in computer science, engineering, information systems, security management, business, management, or a related field, and 5 years of professional work experience or a bachelor's degree and 3 years of professional experience.

Auditor III – Oversees the design, development, and support of a wide range of complex information systems including operational performance tracking and reporting systems. Oversees the gathering of performance requirements and development of the functional specifications. Provides guidance on the optimization and performance ramifications of coding decisions, and object-oriented design. Provides project management, quality assurance, and technical oversight of the development and implementation efforts. Requires a bachelor's degree in a related field such as business, engineering, science, or information systems, and 8 years of related experience.

Auditor II – Performs a variety of technical and economic analysis in support of customer business requirements, including planning, operations, and performance optimization. Collects and interprets engineering and operational performance data; develops project design basis; develops specifications; performs detailed engineering; ensures conformance to applicable engineering codes and standards, as well as customer policies and procedures. Requires a bachelor's degree in a related field such as business, engineering, science, or information systems, and 4 years of related experience.

Auditor I – Performs technical and business studies in support of customer operations and programs. Assists in the integration of information and findings about operational performance, supports economic analyses, and conducts technical and business analysis. Requires a bachelor's degree in a related field such as business, engineering, science, or information systems, and zero to two years of related experience.

Security Specialist IV — Designs, develops, and recommends integrated security system solutions for law enforcement, homeland defense, emergency preparedness, and security clients. Provides technical engineering services for the support of integrated security systems and solutions. Interfaces with the client in the strategic design process to translate security and business requirements into technical designs. Configures and validates secure systems and tests security products and systems to detect security weakness. Conducts regular audits to ensure that systems are being operated securely and computer security policies and procedures are being implemented



as defined in security plans. Supports security disciplines associated with HSPD-12 related work. Duties include analysis of mission requirements, secure architecture design, organizational and vulnerability assessments, intelligence and threat analysis, and system security/network analysis. Requires a bachelor's degree in computer science, engineering, information systems, security management, or a related field and 10 years of professional work experience.

Security Specialist III — Provides technical engineering services for the support of integrated security systems and solutions. Interfaces with the client in the strategic design process to translate security and business requirements into technical designs. Configures and validates secure systems and tests security products and systems to detect security weakness. Conducts regular audits to ensure that systems are being operated securely and computer security policies and procedures are being implemented as defined in security plans. Supports security disciplines associated with Homeland Security Presidential Directive (HSPD-12) related work. Responsibilities include analysis of mission requirements, secure architecture design, organizational and vulnerability assessments, intelligence and threat analysis, and system security/network analysis. Requires a bachelor's degree in computer science, engineering, information systems, security management, or a related field and 8 years of professional work experience.

Security Specialist II – Assists with providing technical engineering services for the support of integrated security systems and solutions. Supports strategic design process to translate security and business requirements into technical designs. Helps to configure and validates secure systems and tests security products and systems to detect security weakness. Conducts regular audits to ensure that systems are being operated securely and computer security policies and procedures are being implemented as defined in security plans. Supports security disciplines associated with HSPD-12 related work. Responsibilities include technical support for the analysis of mission requirements, secure architecture design, organizational and vulnerability assessments, intelligence and threat analysis, and system security/network analysis. Requires a bachelor's degree in computer science, engineering, information systems, security management, or a related field and 4 years of professional work experience.

Security Specialist I – Supports security and antiterrorism programs to include information, personnel, and physical security. Requires knowledge of government and industrial security requirements, with the ability to effectively interact with technical staff, customer community, and other security staff members. Maintains personnel security files and databases on employees, and processes security clearances and access requests. Supports security disciplines associated with HSPD-12 related work. Requires a bachelor's degree in computer science, business, information systems, law enforcement, security management, or a related field, and zero to two years of professional work experience.

Executive Administrative Assistant III – Performs a variety of administrative functions to support the operations of a program office. Performs specialized administrative support tasks of a non-routine and non-repetitive nature. Monitors projects and finances for members of an assigned functional unit. Performs professional level tasks both formal and informal requiring independent judgment, initiative and tact; determines method of collection and analysis for assigned projects; and prepares complex briefings. Coordinates administrative work within the secretarial and



clerical support group. Responsible for preparing various reports, making recommendations for actions, project administration, event planning, office relocation planning, and other duties as assigned. Requires a bachelor's degree in business administration, management, or related field and 12 years of experience.

Executive Administrative Assistant II – Performs a variety of administrative functions to support the operations of a program office. Performs specialized administrative support tasks of a non-routine and non-repetitive nature. Monitors projects and finances for members of an assigned functional unit. Performs professional level tasks both formal and informal requiring independent judgment, initiative and tact; determines method of collection and analysis for assigned projects; and prepares complex briefings. Coordinates administrative work within the secretarial and clerical support group. Responsible for preparing various reports, making recommendations for actions, project administration, event planning, office relocation planning, and other duties as assigned. Requires a bachelor's degree in business administration, management, or related field and 10 years of experience.

Executive Administrative Assistant I – Performs a variety of administrative functions to support the operations of a program office and senior managers. Performs specialized administrative support tasks of a non-routine and non-repetitive nature. Monitors projects and finances for members of an assigned functional unit. Performs professional level tasks both formal and informal requiring independent judgment, initiative, and tact; determines method of collection and analysis for assigned projects and prepares complex briefings. Coordinates administrative work within the secretarial and clerical support group. Responsible for preparing various reports and making recommendations for actions, project management, event planning, office relocation planning and other duties as assigned. Requires an associate's degree and 5 years of experience.

Senior Logistics Management Specialist – Provides management of integrated logistics support and facility management services to meet customer operational requirements. Plans, schedules, delegates, and manages all aspects of logistics and facility programs utilizing knowledge of operational requirements, policies, procedures, and compliance. Directs and participates in configuration and data management efforts. Responsible for life cycle cost, analysis, planning, and scheduling. Responsible for space optimization, information management, security, environmental, and other operational compliance requirements. Requires a bachelor's degree in facility management, engineering, information systems, security management, business, management, or a related field, and 14 years of experience.

Logistics Management Specialist – Implements and participates in professional integrated logistics support and facility management, including procurement production techniques, production management, design data reviews and analysis, and configuration and data management. Utilizes knowledge of operational requirements, policies, and procedures to improve facility operations and meet customer business and compliance requirements. Responsibilities include planning and carrying out work within a team or with other organizations to address changes in regulations, program, and technology. Requires a bachelor's degree in facility management, engineering, information systems, security management, business, management, or a related field, and 10 years of professional work experience.



Logistics Specialist – Provides logistics and facility management services in support of customer operational, compliance, and security requirements. Functions as member of the integrated logistics and facility support team providing assistance and data entry and retrieval in the area of configuration management, data management, operations, training, testing, transportation, reliability, and maintainability. Responsible for participating in periodic audits and systems configuration verification and maintains program data and provisioning files. Requires a bachelor's degree in facility management, engineering, information systems, security management, business, management, or a related field, and 6 years of experience.

Logistics Operations Specialist – Supports operations and facility administration by maintaining related documentation including operation manuals, user guides, training materials and other system technical documentation. Assists in performing configuration management in support of engineering, security, and compliance requirements. Reviews and analyzes procedures and operations to identify and resolve various problems. Assists in coordinating the implementation of building systems and technology. Provides configuration management and other system life cycle support. Participates in planning, scheduling, and directing assigned tasks and responsibilities. Responsible for preparation of procedures, documentation, and reports. Requires an associate's degree, and 2 years of professional work experience.

Technical Editor/Writer II – Writes reports, manuals, training courses, and other documents, and ensures quality of those documents written by others. Reviews grammar, writing style, and syntax of documentation. Requires bachelor's degree or equivalent and more than 10 years of professional work experience.

Technical Editor/Writer – Works with technical specialists, writes reports, manuals, training courses, and other documents, and ensures quality of those documents written by others. Reviews grammar, writing style, and syntax of documentation. Requires bachelor's degree or equivalent and more than 6 years of professional work experience.

Administrative Support III – Performs diversified clerical, administrative, and general office duties of a highly responsible and confidential nature to senior management. Organizes and maintains files of correspondence and records. Routes or answers routine correspondence not requiring manager's attention. Prepares special reports, gathering and summarizing data. Organizes and expedites flow of work through manager's office. Initiates follow-up action. Requires knowledge of applicable policies, procedures, operations, and organization. Requires more than 5 years of professional work experience.

Administrative Support II – Performs diversified clerical, administrative, and general office duties. Communicates and coordinates instructions with various individuals and/or departments. Furnishes and obtains information from multiple sources. Organizes and maintains files of correspondence and records. Follows up on pending matters. Schedules appointments, maintains and disseminates schedules and work plans, and coordinates arrangements for meetings and conferences. Requires more than 3 years of professional work experience.



Administrative Support – Assists technical experts with the organization of tasks, preparation for meetings and other sessions, documentation of meeting results, and completion of contractually required paperwork. Requires zero to five years of professional work experience.

Technician III – Performs non-routine and complex assignments. Works under general supervision of a scientist or engineer. Performs investigations, studies, and assessments that may require nonstandard procedures and complex instrumentation. Monitors, records, computes, and analyzes test data, and prepares test reports. May supervise lower level technicians. Requires 6 or more years of experience in engineering, energy, environmental, information technology, or relevant field.

Technician II – Performs assignments that are broad in nature and are concerned with analysis, development, and implementation of technical solutions. Operates monitoring, testing, or processing equipment of moderate complexity. May construct components or subassemblies of prototype models. May troubleshoot malfunctioning equipment and make simple repairs. Extracts and processes data. Requires 2 to 6 years of experience in engineering, energy, environmental, information technology, or relevant field.

Network Technician – Performs a variety of network engineering tasks that are broad in nature and are concerned with the design and implementation of integrated networks, including personnel, hardware, software, and support facilities and/or equipment. Conducts installation and baseline testing of Ethernet switches, router, hubs, and patch panels. Troubleshoots and resolves any operational problems that occur during installation. Provides documentation, including inventory, network diagrams, change management, weekly reports, etc. Requires a high school diploma and 5 years of general work experience.

GIS/CAD Specialist II – Manages data analysis and creation of various maps for incorporation into reports and or presentations. Leads the development of GIS, AutoCAD, and database software at a senior level. Requires a bachelor's degree in a related field and 5 years of experience in ArcView, ArcInfo, Intergraph, MapInfo, AutoCAD, or other graphics programs.

LABOR CATEGORY SUBSTITUTIONS INFORMATION

Redhorse's labor categories provide for substituting experience for minimum education requirements and substituting educational degrees for years of experience. The table below presents the general substitutions based on the education and experience of the labor categories in the pricelist. Experience should be professional and job related, however it does not have to be specific to the project to be accomplished. However, if a degree is used in place of experience, the degree should be related to the project or task. These substitutions are applicable for all Redhorse labor categories.

Degree	Degree and Experience Substitution	Related Experience Substitution
Associate's	2 Years	2 Years
Bachelor's	Associate's + 2 Years	4 Years
Master's	Bachelor's + 2 Years	6 Years
Doctorate	Master's + 4 Years	10 Years

In lieu of the required degree or experience, candidates with special qualifications may be considered on a case-by-case basis by the ordering agency.