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

Schedule for: General Purpose Commercial Information Technology Equipment, Software and Services

Federal Supply Group: 70 Class: 7010
Contract Number: GS-35F-160DA
Small Business

Period Covered by Contract: 30 January 2016 through 31 January 2021

For more information on ordering from Federal Supply Schedules click on the FSS Schedules button at fss.gsa.gov.

UBISEC Systems, Inc.
2500 E Imperial Hwy Ste 149A-174
Brea, CA 92821-6122
Telephone: 714-515-7000
Fax: 714-515-7000
www.ubisec.com

Ms. Julia Yi
jyi@ubisec.com
714-515-7000
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TERMS AND CONDITIONS APPLICABLE TO INFORMATION TECHNOLOGY
PROFESSIONAL SERVICES (SPECIAL IDENTIFICATION NUMBER 54151S). ..6

LABOR CATEGORY DESCRIPTIONS ............................................................................... 10

UBISEC AUTHORIZED GSA PRICE LIST .................................................................... 24
1a. AUTHORIZED SPECIAL ITEM NUMBERS (SINs):

<table>
<thead>
<tr>
<th>SIN</th>
<th>DESCRIPTION</th>
</tr>
</thead>
<tbody>
<tr>
<td>54151S</td>
<td>Information Technology (IT) Professional Services</td>
</tr>
</tbody>
</table>

1b. Lowest Priced Service and Price for each Service Rate: See Price List

1c. SERVICES OFFERED: See Price List

2. MAXIMUM ORDER PER SIN:

<table>
<thead>
<tr>
<th>SIN</th>
<th>MAXIMUM ORDER</th>
</tr>
</thead>
<tbody>
<tr>
<td>54151S</td>
<td>$500,000 per SIN/Order</td>
</tr>
</tbody>
</table>

This maximum order threshold is a dollar amount at which it is suggested that the ordering agency request higher discounts from the contractor before issuing the order. The contractor may: (1) Offer a new lower price, (2) Offer the lowest price available under the contract, or (3) Decline the order within five (5) days. In accordance with the Maximum Order provisions contained in the Schedule, a delivery order may be placed against the Schedule contract even though it exceeds the maximum order threshold.

3. MINIMUM ORDER LIMITATION: $100

4. GEOGRAPHIC COVERAGE (DELIVERY AREA): The geographic scope of this contract is the 48 contiguous United States and District of Columbia.

5. POINT OF PRODUCTION: United States

6. BASIC DISCOUNT: Prices listed are net, discounts have been deducted and the industrial funding fee has been added.

7. QUANTITY DISCOUNT: Dollar Volume: None.

8. PROMPT PAYMENT TERMS: Net 30 Days

9a. GOVERNMENT PURCHASE CARDS ARE ACCEPTED UP TO THE MICRO-PURCHASE THRESHOLD.
9b. GOVERNMENT PURCHASE CARDS ARE ACCEPTED ABOVE THE MICRO-PURCHASE THRESHOLD.

10. FOREIGN ITEMS: None

11a. TIME OF DELIVERY: Not applicable to professional services.

11b. EXPEDITED DELIVERY: Contact Contractor

11c. OVERNIGHT AND 2-DAY DELIVERY: Contact Contractor

11d. URGENT REQUIREMENTS: Contact Contractor

12. F.O.B. POINT: Destination
   13a. ORDERING ADDRESS:
        ATTN: Order Processing
        UBISEC Systems, Inc.
        2500 E Imperial Hwy Ste 149A-174
        Brea, CA  92821
        Telephone: 714-515-7000
        Fax: 714-515-7000
        www.ubisec.com

   13b. ORDERING PROCEDURES: For supplies and service the ordering procedures, information on Blanket Purchase Agreements (BPAs), and a sample BPA may be found at the GSA/FSS Schedule homepage (gss.gsa.gov/schedule).

14. PAYMENT ADDRESS:
    ATTN: Accounts Receivable
    UBISEC Systems, Inc.
    2500 E Imperial Hwy Ste 149A-174
    Brea, CA  92821
    Telephone: 714-515-7000
    Fax: 714-515-7000
    www.ubisec.com

For Order Processing or Billing assistance: Julia Yi at jyi@ubisec.com.

15. WARRANTY PROVISION: Standard Commercial Warranty

16. EXPORT PACKING CHARGES: Not Applicable
17. TERMS AND CONDITIONS OF GOVERNMENT PURCHASE CARD ACCEPTANCE:
   Will be accepted above the micro-purchase threshold

18. TERMS AND CONDITIONS OF RENTAL: Not Applicable

19. TERMS AND CONDITIONS OF INSTALLATION: Contact Contractor

20. TERMS AND CONDITIONS OF REPAIR PARTS: Contact Contractor

20a. TERMS AND CONDITIONS FOR ANY OTHER SERVICES: Contact Contractor

21. LIST OF SERVICE AND DISTRIBUTION POINTS: Contact Contractor

22. LIST OF PARTICIPATING DEALERS: Not Applicable

23. PREVENTIVE MAINTENANCE: Contact Contractor

24a. SPECIAL ATTRIBUTES: Not Applicable

24b. SECTION 508 COMPLIANCE INFORMATION: Not Applicable

25. DATA UNIVERSAL NUMBER SYSTEM (DUNS) NUMBER: 189273449
1. **SCOPE**
   a. The prices, terms and conditions stated under Special Item Number 54151S 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.

   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**


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 – Dec 2007) Rights in Data – General, may apply.

8. **RESPONSIBILITIES OF THE ORDERING ACTIVITY**

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

All IT 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 (OCT 2008) (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 (OCT 2008) (ALTERNATE I – OCT 2008) (DEVIGATION 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.

26. MANAGEMENT (SAM) DATABASE.
Ubisec Labor Category Descriptions

1. Network Control Technician I - Monitors and maintains the company's network systems. Troubleshoots network systems when necessary and makes improvements to the network. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision. Primary job functions do not typically require exercising independent judgment. Typically reports to a manager. Requires an associate's degree. 0-3 years of experience in Network Control position.

2. Network Control Technician II - Monitors and maintains the company's network systems. Troubleshoots network systems when necessary and makes improvements to the network. Relies on limited experience and judgment to plan and accomplish goals. Performs a variety of tasks. Works under general supervision; typically reports to a manager. A certain degree of creativity and latitude is required. Requires an associate's degree. 2-5 years of experience in Network Control position.

3. Network Control Technician III - Monitors and maintains the company's network systems. Troubleshoots network systems when necessary and makes improvements to the network. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. Directs and leads the work of others. Typically reports to a manager. A wide degree of creativity and latitude is expected. Requires an associate's degree in a related area and at least 5 years of experience in Network Control Position.

4. Network Control Center Supervisor - Supervises and coordinates activities of network control technicians. Oversees the installation, troubleshooting and maintenance of the network. Works closely with the recovery group to resolve installation and quality problems. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. Leads and directs the work of others. A wide degree of creativity and latitude is expected. Typically reports to a manager or head of a unit/department. Requires a bachelor's degree in area of specialty. 5-7 years of experience in Network Control position.

5. Network Control Center Manager -Manages daily activities of the transmission service function on the network. Monitors and maintains quality levels for the telecommunications network and resolves problems with transmission quality. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. Leads and directs the work of others. A wide degree of creativity and latitude is expected. Typically reports to a head of unit/department. Requires a bachelor's degree in area of specialty. At least 7 years of experience Network Control position.

6. Network Administrator I - Sets up, configures, and supports internal and/or external networks. Develops and maintains all systems, applications, security, and network configurations.
Ubisec Systems

Troubleshoots network performance issues and creates and maintains a disaster recovery plan. Recommends upgrades, patches, and new applications and equipment. Provides technical support and guidance to users. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision. Typically reports to a supervisor or manager. Requires a bachelor's degree in area of specialty. 0-2 years of experience in Network Administration.

7. Network Administrator II - Sets up, configures, and supports internal and/or external networks. Develops and maintains all systems, applications, security, and network configurations. Troubleshoots network performance issues and creates and maintains a disaster recovery plan. Recommends upgrades, patches, and new applications and equipment. Provides technical support and guidance to users. Relies on limited experience and judgment to plan and accomplish goals. Performs a variety of tasks. Works under general supervision. A certain degree of creativity and latitude is required. Typically reports to a supervisor or manager. Requires a bachelor's degree in area of specialty. 2-4 years of experience in Network Administration.

8. Network Administrator III - Sets up, configures, and supports internal and/or external networks. Develops and maintains all systems, applications, security, and network configurations. Troubleshoots network performance issues and creates and maintains a disaster recovery plan. Recommends upgrades, patches, and new applications and equipment. Provides technical support and guidance to users. Relies on experience and judgment to plan and accomplish goals. Performs a variety of tasks. May lead and direct the work of others. A wide degree of creativity and latitude is expected. Typically reports to a manager or head of a unit/department. Requires a bachelor's degree in area of specialty. 4-6 years of experience in the field or in Network Administration.

9. Network Administrator IV - Sets up, configures, and supports internal and/or external networks. Develops and maintains all systems, applications, security, and network configurations. Troubleshoots network performance issues and creates and maintains a disaster recovery plan. Recommends upgrades, patches, and new applications and equipment. Provides technical support and guidance to users. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. Leads and directs the work of others. A wide degree of creativity and latitude is expected. Typically reports to a manager or head of a unit/department. Requires a bachelor's degree in area of specialty. 6-8 years of experience in Network Administration.

10. Network Operations Manager - Responsible for the daily performance and availability of the organization's network. Analyzes network and recommends upgrades/changes; assesses organization's current and future network needs. Oversees the daily operations of network staff and records incidents and changes. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. Leads and directs the work of others. A wide
degree of creativity and latitude is expected. Typically reports to top management. Requires a bachelor’s degree in area of specialty. At least 8 years of experience in Network Operations.

11. Network Operations Director - Responsible for the daily performance and availability of the organization’s network. Analyzes network and recommends upgrades/changes; assesses organization’s current and future network needs. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. Leads and directs the work of others. A wide degree of creativity and latitude is expected. Typically reports to top management. Requires a bachelor’s degree. At least 10 years of experience in Network Operations.

12. Network Engineer I - Assists in the development and maintenance of network communications.Uses knowledge of LAN/WAN systems to help design and install internal and external networks. Tests and evaluates network systems to eliminate problems and make improvements. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on experience, and judgement to perform the functions of the job. Works under general supervision. Typically reports to a supervisor. Requires a bachelor’s degree in area of specialty. 0-2 years of experience in Network Engineering.

13. Network Engineer II - Assists in the development and maintenance of network communications.Uses knowledge of LAN/WAN systems to help design and install internal and external networks. Tests and evaluates network systems to eliminate problems and make improvements. Relies on experience and judgment to plan and accomplish goals. Works under general supervision. A certain degree of creativity and latitude is required. Typically reports to a supervisor. Requires a bachelor’s degree in area of specialty. 2-5 years of experience in Network Engineering.

14. Network Engineer III - Assists in the development and maintenance of network communications.Uses knowledge of LAN/WAN systems to help design and install internal and external networks. Tests and evaluates network systems to eliminate problems and make improvements. Relies on experience and judgment to plan and accomplish goals. Performs a variety of tasks. May lead and direct the work of others. A wide degree of creativity and latitude is expected. Typically reports to a supervisor or manager. Requires a bachelor’s degree and at least 5 years of experience in Network Engineering.

15. Network Engineer IV - Assists in the development and maintenance of network communications.Uses knowledge of LAN/WAN systems to help design and install internal and external networks. Tests and evaluates network systems to eliminate problems and make improvements. Relies on experience and judgment to plan and accomplish goals. Performs a variety of tasks. May lead and direct the work of others. A wide degree of creativity and latitude is expected. Typically reports to a manager. Requires a bachelor's degree. 6-8 years of experience in Network Engineering.
16. Network Engineer V - Assists in the development and maintenance of network communications. Uses knowledge of LAN/WAN systems to help design and install internal and external networks. Tests and evaluates network systems to eliminate problems and make improvements. Relies on experience and judgment to plan and accomplish goals. Performs a variety of tasks. May lead and direct the work of others. A wide degree of creativity and latitude is expected. Typically reports to a manager. Requires a bachelor's degree. At least 8 years of experience in Network Engineering.

17. Network Planning Analyst I - Reviews, plans, and evaluates network systems. Provides documentation/project tracking and management reporting. Provides tactical and strategic input on overall network planning and related projects. Works under immediate supervision. Primary job functions do not typically require exercising independent judgment. Typically reports to a project leader or manager. Requires a bachelor's degree in a related area. 0-2 years of experience in the field or in Network Planning.

18. Network Planning Analyst II - Reviews, plans, and evaluates network systems. Provides documentation/project tracking and management reporting. Provides tactical and strategic input on overall network planning and related projects. Familiar with standard concepts, practices, and procedures within a particular field. Relies on limited experience and judgment to plan and accomplish goals. Performs a variety of tasks. Works under general supervision; typically reports to a project leader or manager. A certain degree of creativity and latitude is required. Requires a bachelor's degree in a related area. 2-4 years of experience in Network Planning.

19. Network Planning Analyst III - Reviews, plans, and evaluates network systems. Provides documentation/project tracking and management reporting. Provides tactical and strategic input on overall network planning and related projects. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May lead and direct the work of others. Typically reports to a project leader or manager. A wide degree of creativity and latitude is expected. Requires Bachelor's Degree. 4-6 Years of experience within Network Planning.

20. Network Planning Analyst IV - Reviews, plans, and evaluates network systems. Provides documentation/project tracking and management reporting. Provides tactical and strategic input on overall network planning and related projects. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. Leads and directs the work of others. A wide degree of creativity and latitude is expected. Typically reports to a manager or head of a unit/department. Requires a bachelor's degree in area of specialty. 6-8 years of experience in Network Planning.

21. Network Planning Analyst V - Reviews, plans, and evaluates network systems. Provides documentation/project tracking and management reporting. Provides tactical and strategic
input on overall network planning and related projects. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. May provide consultation on complex projects and is considered to be the top level contributor/specialist. A wide degree of creativity and latitude is expected. Typically reports to a manager or head of a unit/department. Requires a bachelor's degree in area of specialty. At least 8-10 years of experience in Network Planning.

22. Network Planning Manager - Develops, plans, and implements the overall strategic goals of an organization's network system. Evaluates and recommends changes to current and future network requirements to meet the organization's needs. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. Leads and directs the work of others. A wide degree of creativity and latitude is expected. Typically reports to a head of a unit/department. Requires a bachelor's degree in a related area. At least 8 years of experience in Network Planning.

23. Voice Communications Analyst I - Designs, reviews, analyzes and maintains an organization's voice communications software and hardware solutions, and offers support and troubleshooting. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision. Primary job functions do not typically require exercising independent judgment. Typically reports to a supervisor or manager. Requires bachelor’s degree. 0-2 years of experience in Voice Communications.

24. Voice Communications Analyst II - Designs, reviews, analyzes and maintains an organization's voice communications system. Makes suggestions to end users regarding voice communications software and hardware solutions, and offers support and troubleshooting. Ensures uninterrupted access to all voice telecommunication features, including voicemail, ACD or PBX systems. Familiar with standard concepts, practices, and procedures within a particular field. Relies on limited experience and judgment to plan and accomplish goals. Performs a variety of tasks. Works under general supervision. A certain degree of creativity and latitude is expected. Typically reports to a supervisor or manager. Requires bachelor’s degree. 2-4 Years of experience in Voice Communications.

25. Voice Communications Analyst III - Designs, reviews, analyzes and maintains an organization's voice communications system. Makes suggestions to end users regarding voice communications software and hardware solutions, and offers support and troubleshooting. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of tasks. May lead and direct the work of others. A wide degree of creativity and latitude is expected. Typically reports to a supervisor or manager. Requires bachelor’s degree. 4-6 Years of experience in Voice Communications.

26. Voice Communications Analyst IV - Designs, reviews, analyzes and maintains an organization's voice communications system. Makes suggestions to end users regarding voice communications
software and hardware solutions, and offers support and troubleshooting. Ensures uninterrupted access to all telecommunication features. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. May lead and directs the work of others. A wide degree of creativity and latitude is expected. Typically reports to a manager or head of a unit/department. Requires bachelor’s degree. 6-8 years of experience in Voice Communications.

27. Voice Communications Manager - Responsible for managing the policies and procedures of voice communications. Ensures uninterrupted access to all voice telecommunication features including voicemail, acd or pbx systems. Oversees the design and implementation of voice telecommunications networks. Selects vendors and negotiates contracts. Reviews reports. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. Leads and directs the work of others. A wide degree of creativity and latitude is expected. Typically reports to top management. Requires bachelor’s degree. At least 8 years of experience in Voice Communications.

28. Telecommunications Analyst I - Reviews, analyzes, evaluates and maintains an organization’s telecommunications system. Designs, develops and tests telecommunications software solutions. Provides customer training of the telecommunications features and functionality. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision. Primary job functions do not typically require exercising independent judgment. Typically reports to a supervisor or manager. Requires Associate Degree. 0-2 years of experience in Telecommunications.

29. Telecommunications Analyst II - Reviews analyzes, evaluates and maintains an organization's telecommunications system. Designs, develops and tests telecommunications software solutions. Provides customer training of the telecommunications features and functionality. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. A wide degree of creativity and latitude is expected. Typically reports to a supervisor or manager. Requires Associate Degree. 2-4 Years of Experience in Telecommunications.

30. Telecommunications Analyst III - Reviews, analyzes, evaluates and maintains an organization's telecommunication system. Designs, develops and tests communications software solutions. Provides customer training of telecommunications features and functionality. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. May lead and direct the work of others. A wide degree of creativity and latitude is expected. Typically reports to a supervisor or manager. Requires Bachelor’s Degree. 4-6 Years of experience in Telecommunications.

31. Telecommunications Analyst IV - Reviews, analyzes, evaluates and maintains an organization’s telecommunications system. Designs, develops and tests telecommunications software
solutions, Provides customer training of the telecommunications features and functionality. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. Leads and directs the work of others. A wide degree of creativity and latitude is expected. Typically reports to a manager or head of a unit/department. Requires bachelor’s degree. 6-8 Years of Experience in Telecommunications.

32. Telecommunications Engineer I - Designs, develops, implements, maintains and enhances telecommunications networks, systems and equipment. Analyzes existing networks and equipment and identifies opportunities for improvement. Develops solutions that meet business requirement. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision. Typically reports to a supervisor or manager. Requires Bachelor’s Degree. 0-2 years of experience in Telecommunications.

33. Telecommunications Engineer II - Designs, develops, implements, maintains, and enhances telecommunication networks, systems and equipment, Analyzes existing networks and equipment and identifies opportunities for improvement. Develops solutions that meet business requirements. Familiar with standard concepts, practices, and procedures within a particular field. Relies on experience and judgment to plan and accomplish goals. Performs a variety of tasks. Works under general supervision. A certain degree of creativity and latitude is required. Typically reports to a supervisor or manager. Requires Bachelor’s Degree. 2-4 Years of experience in Telecommunications.

34. Telecommunications Engineer III - Designs, develops, implements, maintains, and enhances telecommunication networks, systems and equipment, Analyzes existing networks and equipment and identifies opportunities for improvement. Develops solutions that meet business requirements. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of tasks. May lead and direct the work of others. A wide degree of creativity and latitude is expected. Typically reports to a manager or head of a unit/department. Requires Bachelor’s Degree. 4-6 Years of experience within telecommunications.

35. Telecommunications Engineer IV - Designs, develops, implements, maintains, and enhances telecommunication networks, systems and equipment, Analyzes existing networks and equipment and identifies opportunities for improvement. Develops solutions that meet business requirements. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. May lead and direct the work of others. A wide degree of creativity and latitude is expected. Typically reports to a manager or head of a unit/department. Requires Bachelor’s Degree. 5-8 Years of experience within Telecommunications.

36. Telecommunications Manager - Manages telecommunications staff. Develops, implements and maintains policies and procedures for installing, troubleshooting, repairing and maintaining
telecommunications equipment. Oversees research, evaluation and implementation of new technologies. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. Leads and directs the work of others. A wide degree of creativity and latitude is expected. Typically reports to a head of a unit/department. Requires Bachelor’s Degree. At least 5 years experience within Telecommunications.

37. Telecommunications Director - Responsible for the strategic planning and design of an organization's telecommunications systems. Works with other members of the IS staff to ensure that telecommunications solutions meet company needs. May use voice, data, video, or other systems as needed. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. Leads and directs the work of others. A wide degree of creativity and latitude is expected. Typically reports to top management. Requires Bachelor’s Degree. At least 10 years of experience within Telecommunications.

38. Systems Engineer I - Responsible for the planning and engineering of an organization's systems infrastructure. Includes the implementation and design of hardware and software. Monitors the performance of systems. Relies on limited experience and judgment to plan and accomplish goals. Works under general supervision. A certain degree of creativity and latitude is required. Typically reports to a supervisor or manager. Requires Bachelor’s Degree. 1-2 Years of experience with Systems Engineering.

39. Systems Engineer II - Responsible for the planning and engineering of an organization's systems infrastructure. Includes the implementation and design of hardware and software. Monitors the performance of systems. Relies on limited experience and judgment to plan and accomplish goals. Works under general supervision. A certain degree of creativity and latitude is required. Typically reports to a supervisor or manager. Requires Bachelor’s Degree. 2-4 Years of experience with Systems Engineering.

40. Systems Engineer III - Reviews, analyzes, and modifies programming systems including encoding, testing, debugging and installing to support an organization's application systems. Consults with users to identify current operating procedures and to clarify program objectives. May be expected to write documentation to describe program development, logic, coding, and corrections. Writes manuals for users to describe installation and operating procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May lead and direct the work of others. Typically reports to a project leader or manager. A wide degree of creativity and latitude is expected. Requires a Bachelor’s Degree. At least 5 years of experience with Systems Engineering.

41. Systems Engineer IV - Responsible for the planning and engineering of an organization's systems infrastructure. Includes the implementation and design of hardware and software. Monitors the performance of systems. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. Works under general supervision. Leads and
directs the work of others. A wide degree of creativity and latitude is expected. Typically reports to a manager or head of a unit/department. Requires a Bachelor’s Degree. 6-8 Years of experience with Systems Engineering.

42. Systems Engineer V - Responsible for the planning and engineering of an organization's systems infrastructure. Includes the implementation and design of hardware and software. Monitors the performance of systems. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. May provide consultation on complex projects and is considered to be the top level contributor/specialist. A wide degree of creativity and latitude is expected. Typically reports to a manager or head of a unit/department. Requires a bachelor’s degree. At least 8 years of experience with systems engineering.

43. Systems Architect - Develops and implements policies and procedures to ensure that systems support the organization's business requirements and meet the needs of end users. Defines systems requirements based on user/client needs, cost, and required integration with existing applications, systems, or platforms. Defines technical standards and functionality tests. May develop specifications, prototypes, or initial user guides. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. Leads and directs the work of others. A wide degree of creativity and latitude is expected. Typically reports to a head of a unit/department or top management. Requires a bachelor’s degree. At least 7 years of experience in Systems Architecture.

44. Systems Engineering Manager - Manages daily operations in the department responsible for the planning and engineering of an organization's systems infrastructure. Ensures that hardware and/or software are designed and installed in a manner that meets the needs of the organization. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. Leads and directs the work of others. A wide degree of creativity and latitude is expected. Typically reports to a head of a unit/department. Requires a Bachelor’s Degree. At least 7 years of experience in Systems Engineering.

45. Software Developer I - Codes software applications to adhere to designs supporting internal business requirements or external customers. Standardizes the quality assurance procedure for software. Oversees testing and develops fixes. Relies on experience and judgment to plan and accomplish goals. Performs a variety of tasks. Works under general supervision. A certain degree of creativity and latitude required. Typically reports to a project leader or manager. Requires a Bachelor’s Degree. 1-3 Years of experience in Software Developing.

46. Software Developer II - Codes software applications to adhere to designs supporting internal business requirements or external customers. Standardizes the quality assurance procedure for software. Oversees testing and develops fixes. Relies on experience and judgment to plan and accomplish goals. Performs a variety of tasks. Works under general supervision. A certain degree
of creativity and latitude required. Typically reports to a project leader or manager. Requires a Bachelor’s Degree. 3-5 Years experience in Software Developing.

47. Software Developer III - Codes software applications to adhere to designs supporting internal business requirements or external customers. Standardizes the quality assurance procedure for software. Oversees testing and develops fixes. Relies on experience and judgment to plan and accomplish goals. Performs a variety of tasks. May lead and direct the work of others. A wide degree of creativity and latitude required. Typically reports to a project leader or manager. Requires a bachelor’s degree. 3-5 Years experience in Software Developing.

48. Software Developer IV - Designs, modifies, develops, writes and implements software programming applications. Supports and/or installs software applications/operating systems. Participates in the testing process through test review and analysis, test witnessing and certification of software. Designs, plans, and coordinates work teams. Provides technical support to project team members. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of tasks. Leads and directs the work of others. A wide degree of creativity and latitude is expected. Typically reports to a head of a unit/department. Requires a Bachelor’s degree. 6-8 Years of Experience in Software Developing.

49. Software Engineer I - Designs, modifies, develops, writes and implements software programming applications. Supports and/or installs software applications/operating systems. Participates in the testing process through test review and analysis, test witnessing and certification of software. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision. Primary job functions do not typically require exercising independent judgment. Typically reports to a manager. Requires a Bachelor’s Degree. 1-2 years of experience in Software Engineering.

50. Software Engineer II - Designs, modifies, develops, writes and implements software programming applications. Supports and/or installs software applications/operating systems. Participates in the testing process through test review and analysis, test witnessing and certification of software. Relies on limited experience and judgment to plan and accomplish goals. Performs a variety of tasks. Works under general supervision; typically reports to a manager. A certain degree of creativity and latitude is required. Requires a Bachelor’s Degree. 2-4 years of experience in Software Engineering.

51. Software Engineer III - Designs, modifies, develops, writes and implements software programming applications. Supports and/or installs software applications/operating systems. Participates in the testing process through test review and analysis, test witnessing and certification of software. Performs a variety of complicated tasks. May lead and direct the work of others. May report directly to a project lead or manager. A wide degree of creativity and
latitude is expected. Requires a bachelor’s degree. 4-6 years of experience in Software Engineering.

52. Software Engineer IV - Designs, modifies, develops, writes and implements software programming applications. Supports and/or installs software applications/operating systems. Participates in the testing process through test review and analysis, test witnessing and certification of software. Designs, plans, and coordinates work teams. Provides technical support to project team members. Familiar with a variety of the field’s concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of tasks. Leads and directs the work of others. A wide degree of creativity and latitude is expected. Typically reports to a head of a unit/department. Requires Bachelor’s Degree. 6-8 Years of experience in software engineering.

53. Software Engineer V - Designs, modifies, develops, writes and implements software programming applications/operating systems. Also, coordinates work teams. Provides technical support to project team members. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. May provide consultation on complex projects and is considered to be the top level contributor/specialist. A wide degree of creativity and latitude is expected. May report to an executive or a manager. Requires Bachelor’s Degree. 8-10 Years of experience in software engineering.

54. Software Engineering Director - Responsible for all the software development within an organization. Directs the software engineering function in developing, releasing, and maintaining software applications/operating systems according to business needs. Familiar with a variety of the field’s concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. Leads and directs the work of others. A wide degree of creativity and latitude is expected. Typically reports to top management. Requires bachelor’s degree. At least 10 years of experience with Software Engineering.

55. Software Architect - Responsible for initial design and development of new software or extensive software revisions; products may be for use internally or for resale. Defines product requirements and creates high-level architectural specifications, ensuring feasibility, functionality, and integration with existing systems/platforms. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May provide consultation on complex projects and is considered to be the top level contributor/specialist. May guide a team of developers through the project to completion. Typically reports to a head of a unit/department or top management. Requires Bachelor’s Degree. At least 7 years of experience in Software Architecture.

56. Software Architect, Sr. - Responsible for initial design and development of new software or extensive software revisions; products may be for use internally or for resale. Defines product
requirements and creates high-level architectural specifications, ensuring feasibility, functionality, and integration with existing systems/platforms. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May provide consultation on complex projects and is considered to be the top level contributor/specialist. May guide a team of developers through the project to completion. Typically reports to a head of a unit/department or top management. Requires a Bachelor’s Degree. At least 10 years of experience in Software Architecture.

57. IT Project Coordinator - Coordinates all IT projects and ensures company resources are utilized appropriately. Compiles project status reports, coordinates project schedules, manages project meetings, and identifies and resolves technical problems. Identifies and analyzes systems requirements and defines project scope, requirements, and deliverables. Coordinates project activities and ensures all project phases are documented appropriately. Familiar with standard concepts, practices, and procedures within a particular field. Relies on experience and judgment to plan and accomplish goals. Performs a variety of tasks. A degree of creativity and latitude is required. Typically reports to a supervisor or manager. Requires a Bachelor’s Degree. At least 5 years experience in IT Projects.

58. IT Project Engineer I - Responsible for the completion of long-term IT engineering projects. Performs engineering design evaluations and works to complete projects within budget and scheduling restraints. Develops, implements, and monitors information systems policies and controls to ensure data accuracy, security, and regulatory compliance. Reviews reports of computer and peripheral equipment production, malfunction, and maintenance to determine and address problems. Familiar with standard concepts, practices, and procedures within a particular field. Relies on limited experience and judgment to plan and accomplish goals. Performs a variety of tasks. Works under general supervision. A certain degree of creativity and latitude is required. Typically reports to a supervisor or manager. Requires a Bachelor’s Degree. 1-2 Years of experience in IT Projects.

59. IT Project Engineer II - Responsible for the completion of long-term IT engineering projects. Performs engineering design evaluations and works to complete projects within budget and scheduling restraints. Develops, implements, and monitors information systems policies and controls to ensure data accuracy, security, and regulatory compliance. Reviews reports of computer and peripheral equipment production, malfunction, and maintenance to determine and address problems. Familiar with a variety of the field’s concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. May lead and direct the work of others. A wide degree of creativity and latitude is expected. Typically reports to a supervisor or manager. Requires Bachelor’s Degree. 2-4 Years of experience in IT Engineering.

60. IT Project Engineer III - Responsible for the completion of long-term IT engineering projects. Performs engineering design evaluations and works to complete projects within budget and
Ubisec Systems

scheduling restraints. Develops, implements, and monitors information systems policies and controls to ensure data accuracy, security, and regulatory compliance. Reviews reports of computer and peripheral equipment production, malfunction, and maintenance to determine and address problems. Familiar with a variety of the field’s concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. May lead and direct the work of others. A wide degree of creativity and latitude is expected. Typically reports to a supervisor or manager. Requires Bachelor’s Degree. 4-6 Years of experience in IT Engineering.

61. IT Project Engineer IV - Responsible for the completion of long-term IT engineering projects. Performs engineering design evaluations and works to complete projects within budget and scheduling restraints. Develops, implements, and monitors information systems policies and controls to ensure data accuracy, security, and regulatory compliance. Reviews reports of computer and peripheral equipment production, malfunction, and maintenance to determine and address problems. Familiar with a variety of the field’s concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. May lead and direct the work of others. A wide degree of creativity and latitude is expected. Typically reports to a supervisor or manager. Requires a Bachelor’s Degree. 6-8 Years experience in IT Engineering.

62. IT Project Manager I - Responsible for the coordination and completion of projects within the information technology department. Oversees all aspects of projects. Sets deadlines, assigns responsibilities, and monitors and summarizes progress of project. Builds and maintains working relationships with team members, vendors, and other departments involved in the projects. Prepares reports for upper management regarding status of project. Familiar with a variety of the field's concepts, practices, and procedures. Relies on limited experience and judgment to plan and accomplish goals. Performs a variety of tasks. Leads and directs the work of others. A wide degree of creativity and latitude is expected. Typically reports to a manager or head of a unit/department. Requires a Bachelor’s Degree.

63. IT Project Manager II - Responsible for the coordination and completion of projects within the information technology department. Oversees all aspects of projects. Sets deadlines, assigns responsibilities, and monitors and summarizes progress of project. Builds and maintains working relationships with team members, vendors, and other departments involved in the projects. Prepares reports for upper management regarding status of project. Familiar with a variety of the field's concepts, practices, and procedures. Relies on limited experience and judgment to plan and accomplish goals. Performs a variety of tasks. Leads and directs the work of others. A wide degree of creativity and latitude is expected. Typically reports to a manager or head of a unit/department. Requires Bachelor’s Degree. 4-6 years of experience in IT Project Management.
64. IT Project Manager III - Responsible for the coordination and completion of projects within the information technology department. Oversees all aspects of projects. Sets deadlines, assigns responsibilities, and monitors and summarizes progress of project. Builds and maintains working relationships with team members, vendors, and other departments involved in the projects. Prepares reports for upper management regarding status of project. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. Leads and directs the work of others. A wide degree of creativity and latitude is expected. Typically reports to a manager or head of a unit/department. Requires a Bachelor’s Degree. At least 7 years of experience in IT Project Managing.
## UBISEC Professional IT Services Rates

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The Service Contract Act (SCA) is applicable to this contract and it includes SCA applicable labor categories. The prices for the (***) SCA labor categories are based on the U.S. Department Numbers) identified in the SCA matrix. The prices offered are based on the preponderance of where work is preformed and should the contractor perform in an area with lower SCA rates, resulting in lower wages being paid, the task order prices will be discounted accordingly.”