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

MULTIPLE AWARD SCHEDULE (MAS)

Category: INFORMATION TECHNOLOGY (IT)
Subcategory: IT Services
Special Item Number: 54151S – Information Technology Professional Services

Supplement No. 03
November 2021

Contract Number: GS-35F-289GA
Modification #PO-0007

Period Covered by Contract: March 20, 2017 – March 19, 2027

For more information on ordering from Federal Supply Schedules, visit www.gsa.gov/schedules.

Liberty Business Associates, LLC
Woman Owned Small Business (WOSB)
3509 Iron Horse Road
Ladson, SC 29456
Phone: (843) 329-1991 Fax: (843) 329-1992
www.LibertyBA.com
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CUSTOMER INFORMATION:

1. Table of Awarded 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 Cooperative Purchasing (STLOC) and Disaster Recovery (RC) - Includes resources and facilities management, database planning and design, systems analysis and design, network services, programming, conversion and implementation support, network services project management, data/records management, and other services relevant to 29CFR541.400.</td>
</tr>
</tbody>
</table>

| OLM   | Order-Level Materials (OLMs) are supplies and/or services acquired in direct support of an individual task or delivery order placed against a Federal Supply Schedule (FSS) contract or FSS blanket purchase agreement (BPA). OLMs are not defined, priced, or awarded at the FSS contract level. They are unknown before a task or delivery order is placed against the FSS contract or FSS BPA. |

Liberty has been awarded Cooperative Purchasing, which authorizes state and local government entities to purchase Information Technology (IT) services from this GSA MAS contract for SIN 54151S. In addition, Liberty’s award includes Disaster Recovery, which provides for state and local governments to use GSA’s schedules for Disaster Recovery.

1b. Lowest Priced Model Number and Price For Each SIN: N/A

1c. Hourly Rates (Services only): See IT PROFESSIONAL SERVICES RATES - SIN 54151S for Liberty’s hourly rates. Descriptions of all corresponding job titles, experience, functional responsibility and education for the professional services offered can be found in the Labor Category Descriptions section.

2. Maximum Order: $500,000 per order per SIN 54151S

3. Minimum Order: $100.00 per order/per SIN 54151S per solicitation

4. Geographic Coverage: Domestic Delivery. This is delivery within the 48 contiguous states, Alaska, Hawaii, Puerto Rico, Washington, DC, and U.S. Territories.

5. Points of Production: N/A

6. Discount from List Prices: Basic discount of 3% from Awarded Commercial Price List. For calculation of the GSA Schedule price, see IT PROFESSIONAL SERVICES RATES - SIN 54151S.
7. **Quantity Discounts:** 1% for orders greater than $150,000

8. **Prompt Payment Terms:** 0.5% for 10 Days, 0% Net 30

9. **Government Purchase Cards:** Government Purchase Cards will be accepted as detailed below; however, no additional discounts will apply under the contract.

   9a. Liberty will accept the Government card for payments equal to or less than the micro-purchase threshold.

   9b. Liberty will accept the Government card for payments above the micro-purchase threshold based upon mutual agreement.

10. **Foreign Items:** Foreign items are not available under this contract.

11. **Delivery Terms**
   11a. **Time of Delivery:** Negotiated at the Task Order level

   11b. ** Expedited Delivery Terms:** Contact for rates

   11c. **Overnight and 2-Day Delivery Terms:** As negotiated between Liberty and the ordering activity

   11d. **Urgent Requirements:** When the Federal Supply Schedule contract delivery period does not meet the bona fide urgent delivery requirements of an ordering activity, ordering activities are encouraged, if time permits, to contact Liberty for the purpose of obtaining accelerated delivery. If Liberty offers an accelerated delivery time acceptable to the ordering activity, any order(s) placed pursuant to the agreed upon accelerated delivery time frame shall be delivered within this shorter delivery time and in accordance with all other terms and conditions of the contract.

12. **FOB Point:** Destination

13. **Ordering**
   13a. **Ordering Address:** 3509 Iron Horse Road
       Ladson, SC 29456

   13b. **Ordering Procedures:** Ordering activities shall use the ordering procedures described in Federal Acquisition Regulation 8.405-3 when placing an order or establishing a BPA for supplies or services. The ordering procedures, information on
Blanket Purchase Agreements (BPA’s) and a sample BPA can be found at gsa.gov under Home > Acquisition > Purchasing Programs > GSA Schedules.

14. **Payment Address:** Liberty Business Associates, LLC
    3509 Iron Horse Road
    Ladson, SC  29456

15. **Warranty Provision:** N/A

16. **Export Packing Charges:** Export Packing is not offered under this contract.

17. **Terms and Conditions of Government Purchase Card Acceptance:** Government Purchase Cards will be accepted as noted in 9a and 9b herein; however, no additional discounts will apply.

18. **Terms and Conditions of Rental, Maintenance, and Repair (If Applicable):** N/A

19. **Terms and Conditions of Installation (If Applicable):** N/A

20. **Terms and Conditions of Repair Parts indicating Date of Parts Price Lists and Any Discounts from List Prices (If Available):** N/A
    20a. **Terms and Conditions for Any Other Services (If Applicable):** N/A

21. **List of Service and Distribution Points (If Applicable):** N/A

22. **List of Participating Dealers (If Applicable):** N/A

23. **Preventive Maintenance (If Applicable):** N/A

24. **Special Attributes**
    24a. **Environmental Attributes (e.g., recycled content, energy efficiency, and/or reduced pollutants):** N/A
    24b. **Section 508 Compliance for Electronic and Information Technology (EIT):** N/A

25. **Data Universal Numbering System (DUNS) Number:** 112485433

26. **Notification regarding Registration in System For Award Management (SAM) Database:** Liberty Business Associates, LLC has an Active Registration in the SAM database.
ADDITIONAL CONTRACTOR INFORMATION

CAGE Code: 3U3S5  
DUNS Unique Entity ID: 112485433  
SAM Unique Entity ID: JG19DCSWY363  
Taxpayer Identification Number (TIN): 30-0079001  
Business Size: Small Business (SB), Woman-Owned Small Business (WOSB)  
Contractor’s GSA POC: contracts@libertyba.com
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 (MAY 2014) 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 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 2018) (DEVIATION – FEB 2018) (ALTERNATE I – JAN 2017) (DEVIATION – 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 2018) (DEVIATION – FEB 2018) (ALTERNATE I – JAN 2017) (DEVIATION – FEB 2007) applies to labor-hour orders placed under this contract. For 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 PROFESSIONAL SERVICES AND PRICING
See subsequent pages for labor categories, descriptions, and rates.

Note 1 All non-professional labor categories must be incidental to, and used solely to support professional services, and cannot be purchased separately.
LABOR CATEGORY DESCRIPTIONS

Provided below is a description of each of the categories of IT professional services offered by Liberty under this Schedule. Experience, education, and description of duties for the service categories in the schedule are provided as a guideline to the typical background for staff to be provided under individual task orders.

PROGRAM MANAGER

Functional Responsibility: Performs overall management of contract support operations. Responsible for the performance and phases of IT programs/projects from inception through completion, ensuring performance meets all contractual requirements within cost and schedule. Manages multiple project(s) within a portfolio and the associated resources to ensure technical solutions are implemented in a timely manner. Has the requisite authority for full control over all company resources necessary for performance. Coordinates the planning and production of all IT program support activities, interfacing with other functional areas. Provides technical guidance and project management functions associated with client requirements including, but not limited to: technical management of projects; budget monitoring; personnel recruitment to support client; and assistance in the development and writing of client work plans. Manages the day-to-day activities. Delivers presentations and leads client meetings for IT-related projects.

Experience: Fifteen (15) years of administrative, technical, and managerial experience and/or directly relevant industry experience.

Minimum Educational Requirement: Bachelor's degree

PROJECT MANAGER

Functional Responsibility: Administers individual IT projects. Ensures technical solutions, schedules, objectives, budget, and personnel are implemented in a timely manner. Oversees project personnel, coordinates scheduling of work, directs budgeting and cost control, assists in writing proposals and preparing bids, and assists in logistics control of equipment and material for IT-related projects.

Senior Project Manager - Fifteen (15) years of administrative, technical, or managerial experience and/or directly relevant experience or Project Management Professional (PMP) certification through the Project Management Institute with eight (8) years of relevant experience. Bachelor's degree or higher.

Project Manager - Ten (10) years of administrative, technical, or managerial experience and/or directly relevant experience or Project Management Professional (PMP) certification through the Project Management Institute with five (5) years of relevant experience. Bachelor's degree.
Jr. Project Manager – Five (5) years of administrative, technical, or managerial experience and/or directly relevant experience or Project Management Professional (PMP) certification through the Project Management Institute with two (2) years of relevant experience. Bachelor’s degree.

SUBJECT MATTER EXPERT

Functional Responsibility: Responsible for providing the highest level of IT expertise and guidance to the team and stakeholders. Defines the problem and analyzes and develops plans and requirements in the subject matter area for simple to complex problems and/or systems. Directs IT analysis and evaluations and provides recommendations for proper IT implementation, improvements, optimization, development, and/or maintenance efforts.

Subject Matter Expert 5 - At least Eighteen (18) years of applicable experience. Bachelor’s Degree or higher in an IT-related field or other relevant scientific, project or technical discipline and any applicable IT certifications.

Subject Matter Expert 4 - At least fifteen (15) years of applicable experience. Bachelor’s Degree or higher in an IT-related field or other relevant scientific, project or technical discipline and any applicable IT certifications.

Subject Matter Expert 3 - At least twelve (12) years of applicable experience with a Bachelor’s Degree in an IT-related field or other relevant scientific, project or technical discipline and any applicable IT certifications.

Subject Matter Expert 2 - At least ten (10) years of applicable experience with a Bachelor’s Degree in an IT-related field or other relevant scientific, project or technical discipline and any applicable IT certifications.

Subject Matter Expert 1 - At least eight (8) years of applicable experience with a Bachelor’s Degree in an IT-related field or other relevant scientific, project or technical discipline.

BUSINESS SYSTEMS ANALYST

Functional Responsibility: Under general direction, formulates and defines IT systems scope and objectives based on both user needs and a good understanding of applicable business systems and industry requirements. Devises or modifies procedures to solve simple to complex problems considering computer equipment capacity and limitations, operating time, and form of desired results. Includes analysis of business and user needs, documentation of requirements, and translation into proper system requirement specifications. Competent to work up to the highest technical level of most phases of systems analysis while considering the business implications of the application of technology to the current and future business environment.
Senior Business Systems Analyst - Six (6) years of directly relevant industry experience and a Bachelor's degree.

Business Systems Analyst - Four (4) years of directly relevant industry experience and a Bachelor's degree.

Junior Business Systems Analyst - Two (2) years of directly relevant industry experience and a Bachelor’s degree.

REQUIREMENTS ANALYST

Functional Responsibility: Analyzes and provides assessments of IT system requirements to stakeholders. Conducts research and studies, assimilates, and distills data for integration and prioritization, and prepares and presents comprehensive briefings. Knowledge and experience in capabilities integration, capabilities-based assessment, development of key performance parameters, and the development of requirements documentation with an IT services/solutions-based scope. Assists Project leaders and system design and development teams by developing a requirements matrix and maintaining functional capability map to defined and approved system requirements during development, updates, upgrades, and new releases of software, hardware and necessary system patches. Possesses the experience, training, technical and analytical expertise, and other necessary required credentials to develop, staff, and finalize requirements staffing packets in accordance with regulatory guidance and department processes. Familiar with Architecture Framework documentation and procedures for the design, development, and documentation of complex IT systems and systems of systems.

Senior Requirements Analyst - Six (6) years of experience in requirement management development or related experience and a Bachelor’s degree.

Requirements Analyst - Four (4) years of experience in requirement management development or related experience and a Bachelor’s degree.

Junior Requirements Analyst - Two (2) years of experience in requirement management development or related experience and a Bachelor’s degree.

DIGITAL FORENSIC EXAMINER

Functional Responsibility: Responsible for managing cases for digital forensics recovery of evidence and ensuring data integrity. Delivers presentations and leads client meetings. Utilizes latest hardware and software tools to complete a verified forensics image of computers and mobile devices. Leads incident response and disaster recovery. Conducts analysis and provides results in a meaningful way for a variety of clients. Manages, maintains, and evaluates state-of-the-art computer hardware and software. Executes projects timely and successfully.
Experience: Degree in criminal justice, information technology, or computer science or experience in the military, law enforcement, or other relevant technical area. Expertise in the areas of computer and mobile forensics and electronic discovery with practice using advanced technologies for digital forensics. Experience working in IT and trained in the latest forensic techniques and evidence handling procedures.

Minimum Educational Requirement: Bachelor's degree and applicable discipline certification such as AccessData Certified Examiner (ACE), Cellebrite Certified Logical Operator (CCLO), and Cellebrite Certified Physical Analyst (CCPA).

DIGITAL FORENSIC TECHNICIAN


Experience: Degree in criminal justice, information technology, or computer science or experience in the military, law enforcement, or other relevant technical area.

Minimum Educational Requirement: Bachelor's degree and applicable discipline certifications.

DATA ARCHITECT

Functional Responsibility: Provides a variety of professional, technical and analytical support in the areas of analysis, design, development and implementation of systems and technologies. Translates business needs into long-term architecture solutions. Defines, designs, and builds dimensional databases. Responsible for developing data warehousing blueprints, evaluating hardware and software platforms, and integrating systems. Evaluates reusability of current data for additional analyses. Conducts data cleaning to rid the system of old, unused, or duplicate data. Reviews object and data models and the metadata repository to structure the data for better management and quicker access.

Senior Data Architect - Eight (8) years of directly relevant industry experience with a Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or other related scientific, project, or technical discipline.

Data Architect - Five (5) years of directly relevant industry experience with a Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or other related scientific, project, or technical discipline.

Jr. Data Architect - Three (3) years of directly relevant industry experience with a Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or other related scientific, project, or technical discipline.
DATA ANALYST

Functional Responsibility: Uses information supplied to perform technical analyses. Analyzes system to system architecture, key performance parameters, key system attributes, additional system attributes, and all other elements of architecture. Reviews data loaded into data warehouses for accuracy. Evaluates reusability of current data for additional analyses. Responsible for the implementation, maintenance and support of an enterprise data warehouse system and corresponding data marts. Analyzes system for old, unused, or duplicate data.

Senior Data Analyst - Five (5) years of directly relevant industry experience with a Bachelor's degree.

Data Analyst - Three (3) years of directly relevant industry experience with a Bachelor's degree.

Jr. Data Analyst - One (1) year of directly relevant industry experience with a Bachelor's degree.

MANAGEMENT ANALYST

Functional Responsibility: Supports requirements analysis, project management, program/project planning, and contract/project reporting for IT projects. Responsible for IT program/project administrative tasks, data collection and analysis, and documentation preparation. Uses advanced information technology to develop and/or integrate data and produce required documentation. Analyzes and presents verbal and/or written recommendations detailing technical analysis pertaining to program management issues. Conducts the financial management tasks needed to track IT program expenditures. Assists with process improvements, implementation and compliance. Works directly with customers to compile relevant information for data calls. Responsible for development of IT program status reports.

Management Analyst 3 - Six (6) years of related work experience, which includes program/project administration, contract administration, fiscal management, information technology, or other relevant work experience, and a Bachelor's degree or 12 years of experience.

Management Analyst 2 - Four (4) years of related work experience, which includes program/project administration, contract administration, fiscal management, information technology, or other relevant work experience, and a Bachelor's degree or 8 years of experience.

Management Analyst 1 - Two (2) years of related work experience, which includes program/project administration, contract administration, fiscal management, information
technology, or other relevant work experience, and a Bachelor's degree or 4 years of experience.

**WINDOWS SYSTEM ENGINEER**

**Functional Responsibility:** Provides Windows System Engineering services. Responsible for installation, configuration, management, and virtualization of Microsoft Windows servers (domain controllers, application servers, Exchange servers, file servers, web servers, virtual servers, SCCM servers, and SQL servers). Troubleshoots and resolves all Windows network related issues, including connectivity and performance problems. Performs software/hardware installations and upgrades to network equipment (servers and switches) and other required maintenance. Installs and updates antivirus software on servers and performs security implementations on equipment. Conducts backup/restore operations of network information in accordance with backup and retention policy. Creates and maintains user accounts, security groups, distribution groups, and information access control.

**Senior Windows Systems Engineer:** Ten (10) years of relevant experience with a Bachelor's degree in Computer Science, Information Systems, Engineering, or other related technical discipline and applicable certifications.

**Windows Systems Engineer:** Five (5) years of directly relevant industry experience with a Bachelor's degree in Computer Science, Information Systems, Engineering, or other related technical discipline and applicable certifications.

**Junior Windows Systems Engineer:** Three (3) years of industry experience with a Bachelor's degree in Computer Science, Information Systems, Engineering, or other related technical discipline and applicable certifications.
<table>
<thead>
<tr>
<th>Labor Category Description</th>
<th>GSA Rate with IFF</th>
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<tbody>
<tr>
<td>Program Manager</td>
<td>$102.62</td>
</tr>
<tr>
<td>Senior Project Manager</td>
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<td>Project Manager</td>
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<td>Jr. Project Manager</td>
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<td>Jr. Business Systems Analyst</td>
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<td>Senior Requirements Analyst</td>
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<td>Jr. Requirements Analyst</td>
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<td>Digital Forensic Examiner</td>
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<td>Sr. Data Architect</td>
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