

AUTHORIZED INFORMATION TECHNOLOGY SCHEDULE PRICE LIST

CONTRACT NUMBER: GS-35F-4522G GENERAL PURPOSE COMMERCIAL INFORMATION TECHNOLOGY EQUIPMENT, SOFTWARE and SERVICES

Special Item No. 132-51 Information Technology Professional Services

- FPDS Code D301 IT Facility Operation and Maintenance
- FPDS Code D302 IT Systems Development Services
- FPDS Code D306 IT Systems Analysis Services
- FPDS Code D307 Automated Information Systems Design and Integration Services
- FPDS Code D308 Programming Services
- FPDS Code D310 IT Backup And Security Services
- FPDS Code D311 IT Data Conversion Services
- FPDS Code D313 Computer Aided Design/Computer Aided Manufacturing (CAD/CAM) Services
- FPDS Code D316 IT Network Management Services
- FPDS Code D317 Creation/Retrieval of IT Related Automated News Services, Data Services, or Other Information Services (All other information services belong under Schedule 76)
- FPDS Code D399 Other Information Technology Services, not elsewhere classified

Note 1: Any non-professional labor categories must be incidental to and used solely to support hardware, software, and/or professional services, and cannot be purchased separately.

Note 2: Offerors and Agencies are advised that the Group 70 – Information Technology Schedule is not to be used as a means to procure services which properly fall under the Brooks Act. These services include, but are not limited to, architectural, engineering, mapping, cartographic production, remote sensing, geographic information systems, and related services. FAR 36.6 distinguishes between mapping services of an A/E nature and mapping services which are not connected nor incidental to the traditionally accepted A/E Services.

Note 3: This solicitation is not intended to solicit for the reselling of IT Professional Services, except for the provision of implementation, maintenance, integration, or training services in direct support of a product. Under such circumstances the services must be performance by the publisher or manufacturer or one of their authorized agents.

Period Covered by the Contract: 1 April 1997 to 31 March 2012
Price List current through Modification Number PA 0099, dated August 5, 2010

General Services Administration Federal Acquisition Service

Products and ordering information in this Authorized FSS Information Technology Schedule Pricelist are also available on the GSA Advantage! System. Agencies can browse GSA Advantage! by accessing the Federal Acquisition Service's Home Page via the Internet at <http://www.fss.gsa.gov/>

Northrop Grumman Space & Mission Systems Corp.

12900 Federal Systems Park Drive
Mail Stop FP1/7165
Fairfax, VA 22033-4411

www.is.northropgrumman.com

TABLE OF CONTENTS

Section No.	Page No.
1.0 INFORMATION FOR ORDERING ACTIVITIES.....	7
Special Notice To Ordering Activities: Small Business Participation.....	7
1.1 Geographic Scope Of Contract.....	7
1.2 Contractor's Ordering Address And Payment Information.....	7
1.3 Liability For Injury or Damage	8
1.4 Statistical Data For Government Ordering Activity Completion Of Standard Form 279	8
1.5 F.O.B. Destination: SIN 132-51: Destination. For F.O.B. Destination for all other SINS see Attachment 1.).....	8
1.6 Delivery Schedule	8
1.7 Discounts	9
1.8 Trade Agreements Act Of 1979, As Amended	9
1.9 Statement Concerning Availability Of Export Packing.....	9
1.10 Small Requirements.....	9
1.11 Maximum Order:	9
1.12 Ordering Procedures For Federal Supply Schedule Contracts	9
1.13 Federal Information Technology/Telecommunication Standards Requirements	9
1.13.1 Federal Information Processing Standards Publications (FIPS PUBS)	9
1.13.2 Federal Telecommunication Standards (FED-STDS).....	10
1.14 Contractor Tasks/Special Requirements.....	10
1.15 Contract Administration For Ordering Activities.....	11
1.16 GSA Advantage!	11
1.17 Purchase of Non-Schedule Items.....	11
1.18 Contractor Commitments, Warranties and Representations	12
1.19 Overseas Activities.....	12
1.20 Blanket Purchase Agreements (BPAs)	12
1.21 Contractor Team Arrangements (CTA)	12
1.22 Installation, Deinstallation, Reinstallation	13
1.23 Section 508 Compliance	13
1.24 Prime Contractor Ordering From Federal Supply Schedules.	13
1.25 Insurance—Work On A Government Installation (JAN 1997)(FAR 52.228-5).....	13
1.26 Software Interoperability.	14
1.27 Advance Payments	14
2.0 TERMS AND CONDITIONS APPLICABLE TO INFORMATION TECHNOLOGY PROFESSIONAL SERVICES (SPECIAL ITEM NUMBER 132-51)	15
2.1 Scope.....	15
2.2 Performance Incentives	15
2.3 Order.....	15
2.4 Performance of Services.....	15
2.5 Stop-Work Order (FAR 52.242-15)(AUG 1989)	16
2.6 Inspection Of Services	16

TABLE OF CONTENTS

Section No.	Page No.
2.7	Responsibilities Of The Contractor..... 16
2.8	Responsibilities Of The Ordering Activity 17
2.9	Independent Contractor 17
2.10	Organizational Conflicts Of Interest..... 17
2.11	Invoices..... 17
2.12	Payments..... 17
2.13	Resumes..... 18
2.14	Incidental Support Costs 18
2.15	Approval Of Subcontracts 18
3.0	USA COMMITMENT TO PROMOTE SMALL BUSINESS PARTICIPATION PROCUREMENT PROGRAMS 19
4.0	BLANKET PURCHASE AGREEMENTS (BPAS)..... 20
5.0	BASIC GUIDELINES FOR USING “CONTRACTOR TEAM ARRANGEMENTS” 23
6.0	ADDITIONAL INFORMATION FOR NORTHROP GRUMMAN SPACE & MISSION SYSTEMS CORP. INFORMATION TECHNOLOGY PROFESSIONAL SERVICES 24
7.0	NORTHROP GRUMMAN SPACE & MISSION SYSTEMS CORP. INFORMATION TECHNOLOGY PROFESSIONAL SERVICES LABOR CATEGORY DESCRIPTIONS..... 26
7.1	Development Services 26
7.1.1	Senior Development Program Director..... 26
7.1.2	Development Program Director 26
7.1.3	Development Program Manager 26
7.1.4	Deputy Development Program Manager 27
7.1.5	Senior Project Support Specialist 27
7.1.6	Project Support Specialist 27
7.1.7	Associate Project Support Specialist..... 27
7.1.8	Contract Support Specialist..... 27
7.1.9	Quality Assurance/Configuration Management Engineer 27
7.1.10	Quality Assurance/Configuration Management Analyst..... 28
7.1.11	Senior System Support Specialist 28
7.1.12	System Support Specialist..... 28
7.1.13	Senior Systems Development Engineer 28
7.1.14	Systems Development Engineer 29
7.1.15	Associate Systems Development Engineer 29
7.1.16	Senior Software Development Engineer..... 29
7.1.17	Software Development Engineer..... 29
7.1.18	Associate Software Development Engineer 29
7.1.19	Hardware Support Specialist 30
7.1.20	Associate Hardware Support Specialist..... 30
7.1.21	Senior Programmer 30
7.1.22	Programmer 30
7.1.23	Junior Programmer 30

TABLE OF CONTENTS

Section No.	Page No.
7.2	Integration Support Services 30
7.2.1	Support Program Director..... 30
7.2.2	Deputy Support Program Director 30
7.2.3	Support Program Manager 31
7.2.4	Senior Project Control Analyst..... 31
7.2.5	Project Control Analyst..... 31
7.2.6	Associate Project Control Analyst 31
7.2.7	Quality Assurance Manager 32
7.2.8	Principal Systems Support Engineer 32
7.2.9	Senior Systems Support Engineer 32
7.2.10	Systems Support Engineer..... 32
7.2.11	Associate Systems Support Engineer 32
7.2.12	Senior Systems Engineer/Architect 33
7.2.13	Systems Engineer/Architect 33
7.2.14	Associate Systems Engineer/Architect 33
7.2.15	Senior Software Support Engineer 33
7.2.16	Software Support Engineer 33
7.2.17	Associate Software Support Engineer 33
7.2.18	Senior Systems Analyst..... 34
7.2.19	Systems Analyst..... 34
7.2.20	Associate Systems Analyst 34
7.2.21	Senior Systems Administrator 34
7.2.22	Systems Administrator..... 34
7.2.23	Associate Systems Administrator 35
7.2.24	Senior Communications Engineer 35
7.2.25	Database Management Specialist..... 35
7.2.26	Senior Database Administration Specialist..... 35
7.2.27	Database Administration Specialist 35
7.2.28	Associate Database Administration Specialist..... 35
7.2.29	Curriculum Development Specialist..... 36
7.2.30	Instructor 36
7.2.31	Senior System Support Technician 36
7.2.32	System Support Technician..... 36
7.2.33	Associate System Support Technician 36
7.2.34	Senior Technical Writer 36
7.2.35	Technical Writer 36
7.3	Technical Services 37
7.3.1	Technical Program Manager 37
7.3.2	Technical Manager 37
7.3.3	Quality Assurance Specialist 37
7.3.4	Project Control Specialist 37
7.3.5	Program Management Support Specialist..... 37
7.3.6	Clerical 37
7.3.7	Technical Analyst I 37

TABLE OF CONTENTS

Section No.	Page No.
7.3.8	Technical Analyst II 37
7.3.9	Technical Analyst III 38
7.3.10	Technical Analyst IV 38
7.3.11	Technical Analyst V 38
7.3.12	Systems Engineering Specialist 38
7.3.13	Principal Software Engineer 38
7.3.14	Senior Software Engineer..... 38
7.3.15	Software Engineer 39
7.3.16	Associate Software Engineer 39
7.3.17	Senior Applications Programmer 39
7.3.18	Senior Logistics Management Specialist 39
7.3.19	Logistics Management Specialist 39
7.3.20	Senior Computer Systems Specialist 39
7.3.21	Computer Systems Specialist..... 39
7.3.22	Senior Hardware Design/Test Engineer 39
7.3.23	Hardware Design/Test Engineer 40
7.3.24	Associate Hardware Design/Test Engineer 40
7.3.25	Principal Technical Specialist 40
7.3.26	Senior Technical Specialist 40
7.3.27	Technical Support Manager 40
7.3.28	Technical Support Specialist 40
7.3.29	Senior Instructor/Writer..... 40
7.3.30	Technical Instructor/Writer..... 40
7.4	Hourly Labor Rates For Northrop Grumman Space & Mission Systems Corp. Information Technology Professional Services Error! Bookmark not defined.

1.0 INFORMATION FOR ORDERING ACTIVITIES

SPECIAL NOTICE TO ORDERING ACTIVITIES: Small Business Participation

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

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

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

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

1.1 GEOGRAPHIC SCOPE OF CONTRACT

All U.S. states and the District of Columbia. Services can be provided in U.S. territories and foreign locations subject to mutual agreement in any resulting delivery order.

1.2 CONTRACTOR'S ORDERING ADDRESS AND PAYMENT INFORMATION

Northrop Grumman Space & Mission Systems Corp.
Mission Systems Sector
12900 Federal Systems Park Drive
Fairfax, VA 22003-4411

Contractor's Payment Address: (To be specified on invoice for non EFT, checks)

Northrop Grumman Space & Mission Systems Corp.
c/o JP Morgan Chase Bank, New York
Account Number: See Invoice
P.O. Box 27307
New York, NY 10087-7307

Wire Transfer Payment: (EFT Remittance)

Northrop Grumman Space & Mission Systems Corp.
Account Number: See Invoice
Bank ABA Number: See Invoice
P.O. Box 27307
New York, NY 10087-7307

Credit Cards: Contractors are required to accept credit cards for payments equal to or less than the micro-purchase threshold for oral or written delivery orders. Credit cards will be acceptable for payment above the

micro-purchase threshold. In addition, bank account information for wire transfer payments will be shown on the invoice.

Technical and Ordering Assistance: The following telephone and facsimile numbers may be used by ordering activities to obtain technical and/or ordering assistance.

Deena M. der Boghossian, GSA IT Schedule Contracts Manager

Email: deena.derboghossian@ngc.com

Telephone: 703.556.1636

Fax: 703.556.1518

1.3 LIABILITY FOR INJURY OR DAMAGE

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

1.4 STATISTICAL DATA FOR GOVERNMENT ORDERING ACTIVITY COMPLETION OF STANDARD FORM 279

Block 9: G. Order/Modification Under Federal Schedule

Block 16: Data Universal Numbering System (DUNS) Number: 152791505

Block 30: Type of Contractor – C. Large Business

Block 31: Woman-Owned Small Business – No

Block 36: Contractor's Taxpayer Identification Number (TIN): 34-0575430

4a. CAGE Code: 1B054

4b. Contractor has registered with the Central Contractor Registration Database.

1.5 **F.O.B. Destination:** SIN 132-51: Destination. For F.O.B. Destination for all other SINs see Attachment 1.)

1.6 DELIVERY SCHEDULE

A. **Special Item Number (SIN)/Time Of Delivery.** The contractor shall deliver to destination within the number of calendar days after receipt of order (ARO), as set forth below.

SIN	DELIVERY TIME (DAYS ARO)
132-51	Specified in each order.

B. **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 the Contractor for the purpose of obtaining accelerated delivery. The Contractor shall reply to the inquiry within 3 workdays after receipt. (Telephonic replies shall be confirmed by the contractor in writing.) If the Contractor offers an accelerated delivery time acceptable to the ordering activity, any delivery 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.

1.7 DISCOUNTS

- A. **Prompt Payment:** None
- B. **Quantity:** None
- C. **Dollar Volume:** None
- D. **Government Educational Institutions:** None
- E. **Other:** None

1.8 TRADE AGREEMENTS ACT OF 1979, AS AMENDED

All hardware and/or software items are United States made end products, designated country end products, Caribbean Basin country end products, Canadian end products, or Mexican end products as defined in the Trade Agreements Act of 1979, as amended.

1.9 STATEMENT CONCERNING AVAILABILITY OF EXPORT PACKING

Not applicable.

1.10 SMALL REQUIREMENTS

The minimum dollar value of delivery orders to be issued is \$100.

1.11 MAXIMUM ORDER:

Maximum Order value for Special Item Number 132-51 – Information Technology (IT) Professional Services is \$500,000.

1.12 ORDERING PROCEDURES FOR FEDERAL SUPPLY SCHEDULE CONTRACTS

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

- A. FAR 8.405-1 Ordering procedures for supplies and services not requiring a statement of work.
- B. FAR 8.405-2 Ordering procedures for services requiring a statement of work.

1.13 FEDERAL INFORMATION TECHNOLOGY/TELECOMMUNICATION STANDARDS REQUIREMENTS

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

1.13.1 FEDERAL INFORMATION PROCESSING STANDARDS PUBLICATIONS (FIPS PUBS)

Information Technology products under this Schedule that do not conform to Federal Information Processing Standards (FIPS) should not be acquired unless a waiver has been granted in accordance with the applicable "FIPS Publication." Federal Information Processing Standards Publications (FIPS PUBS) are issued by the U.S. Department of Commerce, National Institute of Standards and Technology (NIST), pursuant to National Security Act. Information concerning their availability and applicability should be obtained from the National Technical Information Service (NTIS), 5285 Port Royal Road, Springfield, Virginia 22161. FIPS PUBS include voluntary standards when these are adopted for Federal use. Individual

orders for FIPS PUBS should be referred to the NTIS Sales Office, and orders for subscription service should be referred to the NTIS Subscription Officer, both at the above address, or telephone number (703) 487-4650.

1.13.2 FEDERAL TELECOMMUNICATION STANDARDS (FED-STDS)

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

1.14 CONTRACTOR TASKS/SPECIAL REQUIREMENTS

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

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

- C. Certifications, Licenses and Accreditations: As a commercial practice, the Contractor may be required to obtain/possess any variety of certifications, licenses and accreditations for specific FSC/service code classifications offered. All costs associated with obtaining/possessing such certifications, licenses and accreditations should be factored into the price offered under the Multiple Award Schedule program.
- D. Insurance: As a commercial practice, the Contractor may be required to obtain/possess insurance coverage for specific FSC/service code classifications offered. All costs associated with obtaining/possessing such insurance should be factored into the price offered under the Multiple Award Schedule program.
- E. Personnel: The Contractor may be required to provide key personnel, resumes or skill category descriptions in the performance of orders issued under this contract. Ordering activities may require agency approval of additions or replacements to key personnel.

- F. Organizational Conflicts of Interest: Where there may be an organizational conflict of interest as determined by the ordering agency, the Contractor's participation in such order may be restricted in accordance with FAR Part 9.5.
- G. Documentation/Standards: The Contractor may be requested to provide products or services in accordance with rules, regulations, OMB orders, standards and documentation as specified by the agency's order.
- H. Data/Deliverable Requirements: Any required data/deliverables at the ordering level will be as specified or negotiated in the agency's order.
- I. Government-Furnished Property: As specified by the agency's order, the Government may provide property, equipment, materials or resources as necessary.
- J. Availability of Funds: Many Government agencies' operating funds are appropriated for a specific fiscal year. Funds may not be presently available for any orders placed under the contract or any option year. The Government's obligation on orders placed under this contract is contingent upon the availability of appropriated funds from which payment for ordering purposes can be made. No legal liability on the part of the Government for any payment may arise until funds are available to the ordering Contracting Officer.

1.15 CONTRACT ADMINISTRATION FOR ORDERING ACTIVITIES

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

1.16 GSA ADVANTAGE!

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

- Manufacturer;
- Manufacturer's Part Number; and
- Product Categories.

Agencies can browse GSA Advantage! by accessing the Internet World Wide Web utilizing a browser (ex.: NetScape). The Internet address is <http://www.fss.qsa.gov>.

1.17 PURCHASE OF NON-SCHEDULE ITEMS

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

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

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

1.18 CONTRACTOR COMMITMENTS, WARRANTIES AND REPRESENTATIONS

- A. For the purpose of this contract, commitments, warranties and representations include, in addition to those agreed to for the entire Schedule contract:
 - 1) Time of delivery/installation quotations for individual delivery orders;
 - 2) Technical representations and/or warranties of products concerning performance, total system performance and/or configuration, physical, design and/or functional characteristics and capabilities of a product/equipment/service/software package submitted in response to requirements which result in delivery orders under this Schedule contract.
 - 3) Any representations and/or warranties concerning the products made in any literature, description, drawings and/or specifications furnished by the Contractor.
- B. The above is not intended to encompass items not currently covered by the GSA Schedule contract.

1.19 OVERSEAS ACTIVITIES

The terms and conditions of this contract shall apply to all delivery orders for installation, maintenance and repair of equipment in areas listed in the price list outside the 48 contiguous states, Alaska, Hawaii, and the District of Columbia, except as indicated below:

Upon request of the Contractor, the Government may provide the Contractor with logistics support, as available, in accordance with all applicable Government regulations. Such Government support will be provided on a reimbursable basis, and will only be provided to the Contractor's technical personnel whose services are exclusively required for the fulfillment of the terms and conditions of this contract.

1.20 BLANKET PURCHASE AGREEMENTS (BPAs)

The use of BPAs under any schedule contract to fill repetitive needs for supplies or services is allowable. BPAs may be established with one or more schedule contractors. The number of BPAs to be established is within the discretion of the ordering activity establishing the BPA and should be based on a strategy that is expected to maximize the effectiveness of the BPA(s). Ordering activities shall follow FAR 8.405-3 when creating and implementing BPA(s).

1.21 CONTRACTOR TEAM ARRANGEMENTS (CTA)

Contractors participating in contractor team arrangements must abide by all terms and conditions of their respective contracts. This includes compliance with Clauses 552.238-74, Industrial Funding Fee and Sales Reporting, i.e., each contractor (team member) must report sales and remit the IFF for all products and services provided under its individual contract.

1.22 INSTALLATION, DEINSTALLATION, REINSTALLATION

The Davis-Bacon Act (40 U.S.C. 276a-276a-7) provides that contracts in excess of \$2,000 to which the United States or the District of Columbia is a party for construction, alteration, or repair (including painting and decorating) of public buildings or public works with the United States, shall contain a clause that no laborer or mechanic employed directly upon the site of the work shall receive less than the prevailing wage rates as determined by the Secretary of Labor. The requirements of the Davis-Bacon Act do not apply if the construction work is incidental to the furnishing of supplies, equipment, or services. For example, the requirements do not apply to simple installation or alteration of a public building or public work that is incidental to furnishing supplies or equipment under a supply contract. However, if the construction, alteration or repair is segregable and exceeds \$2,000, then the requirements of the Davis-Bacon Act applies.

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

1.23 SECTION 508 COMPLIANCE

If applicable, Section 508 compliance information on the supplies and services in this contract are available in Electronic and Information Technology (EIT) at the following:

Section 508 compliance information on deliverables under delivery orders will be available upon request from Northrop Grumman's contractual representative on the delivery order level.

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

1.24 PRIME CONTRACTOR ORDERING FROM FEDERAL SUPPLY SCHEDULES.

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

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

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

1.25 INSURANCE—WORK ON A GOVERNMENT INSTALLATION (JAN 1997)(FAR 52.228-5)

- A. The Contractor shall, at its own expense, provide and maintain during the entire performance of this contract, at least the kinds and minimum amounts of insurance required in the Schedule or elsewhere in the contract.
- B. Before commencing work under this contract, the Contractor shall notify the Contracting Officer in writing that the required insurance has been obtained. The policies evidencing required insurance shall contain an endorsement to the effect that any cancellation or any material change adversely affecting the Government's interest shall not be effective—

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

1.26 SOFTWARE INTEROPERABILITY.

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

1.27 ADVANCE PAYMENTS

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

2.0 TERMS AND CONDITIONS APPLICABLE TO INFORMATION TECHNOLOGY PROFESSIONAL SERVICES (SPECIAL ITEM NUMBER 132-51)

2.1 SCOPE

- A. The prices, terms and conditions stated under Special Item Number 132-51, Information Technology Professional Services, and Special Item Number 132-52, Electronic Commerce Services, apply exclusively to IT/EC Services within the scope of this IT Schedule.
- B. The Contractor shall provide services at the Contractor's facility and/or at the Government location, as agreed to by the Contractor and the ordering activity.

2.2 PERFORMANCE INCENTIVES

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

2.3 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 delivery 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.

2.4 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 travel required in the performance of services must comply with the Federal Travel Regulation or Joint Travel Regulations, as applicable, in effect on the date(s) the travel is performed. Travel costs shall be addressed in accordance with FAR 31.205-46. Northrop Grumman shall not use

GSA City Pair Contracts. Northrop Grumman shall not add the 0.75% Industrial Funding Fee to the travel costs.

2.5 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.

2.6 INSPECTION OF SERVICES

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

2.7 RESPONSIBILITIES OF THE CONTRACTOR

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

2.8 RESPONSIBILITIES OF THE ORDERING ACTIVITY

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

2.9 INDEPENDENT CONTRACTOR

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

2.10 ORGANIZATIONAL CONFLICTS OF INTEREST

A. Definitions

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

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

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

- B. To avoid an organizational or financial conflict of interest and to avoid prejudicing the best interests of the 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.

2.11 INVOICES

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

2.12 PAYMENTS

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

2.13 RESUMES

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

2.14 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.

2.15 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 delivery order.

3.0 USA COMMITMENT TO PROMOTE SMALL BUSINESS PARTICIPATION PROCUREMENT PROGRAMS

PREAMBLE

Northrop Grumman Space & Mission Systems Corp. provides commercial products and services to ordering activities. We are committed to promoting participation of small, small disadvantaged and women-owned small businesses in our contracts. We pledge to provide opportunities to the small business community through reselling opportunities, mentor-protégé programs, joint ventures, teaming arrangements, and subcontracting.

COMMITMENT

To actively seek and partner with small businesses.

To identify, qualify, mentor and develop small, small disadvantaged and women-owned small businesses by purchasing from these businesses whenever practical.

To develop and promote company policy initiatives that demonstrate our support for awarding contracts and subcontracts to small business concerns.

To undertake significant efforts to determine the potential of small, small disadvantaged and women-owned small business to supply products and services to our company.

To insure procurement opportunities are designed to permit the maximum possible participation of small, small disadvantaged, and women-owned small businesses.

To attend business opportunity workshops, minority business enterprise seminars, trade fairs, procurement conferences, etc., to identify and increase small businesses with whom to partner.

To publicize in our marketing publications our interest in meeting small businesses that may be interested in subcontracting opportunities.

We signify our commitment to work in partnership with small, small disadvantaged and women-owned small businesses to promote and increase their participation in ordering activity contracts. To accelerate potential opportunities please contact:

Sharon Whittaker
Sector Manager, Socioeconomic Business Programs
Email: Sharon.Whittaker@ngc.com
Telephone: 703.556.1693

4.0 BLANKET PURCHASE AGREEMENTS (BPAS)

The establishment of Federal Supply Schedule BPAs is permitted when following the ordering procedures in FAR 8.405-3. All Schedule contracts contain BPA provisions. The ordering activity may use BPAs to establish accounts with Contractors to fill recurring requirements. BPAs should address the frequency of ordering and invoicing and delivery locations and times.

Below is a sample BPA:

BEST VALUE
BLANKET PURCHASE AGREEMENT
FEDERAL SUPPLY SCHEDULE

(Insert Customer Name)

In the spirit of the Federal Acquisition Streamlining Act, (ordering activity) and Northrop Grumman Mission Systems enter into a cooperative agreement to further reduce the administrative costs of acquiring commercial items from the General Services Administration (GSA) Federal Supply Schedule Contract(s)

_____.

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

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

Signatures

Ordering Activity Date

Contractor Date

BPA NUMBER _____

(CUSTOMER NAME)
BLANKET PURCHASE AGREEMENT

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

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

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

- (2) Delivery:

DESTINATION	DELIVERY SCHEDULES / DATES
_____	_____
_____	_____
_____	_____

- (3) The ordering activity estimates, but does not guarantee, that the volume of purchases through this agreement will be _____.

- (4) This BPA does not obligate any funds.

- (5) This BPA expires on _____ or at the end of the contract period, whichever is earlier.

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

OFFICE	POINT OF CONTACT
_____	_____
_____	_____
_____	_____

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

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

- (a) Name of Contractor;
- (b) Contract Number;
- (c) BPA Number;
- (d) Model Number or National Stock Number (NSN);
- (e) Purchase Order Number;
- (f) Date of Purchase;

- (g) Quantity, Unit Price, and Extension of Each Item (unit prices and extensions need not be shown when incompatible with the use of automated systems; provided, that the invoice is itemized to show the information); and
 - (h) Date of Shipment.
- (9) The requirements of a proper invoice are specified in the Federal Supply Schedule contract. Invoices will be submitted to the address specified within the purchase order transmission issued against this BPA.
- (10) The terms and conditions included in this BPA apply to all purchases made pursuant to it. In the event of an inconsistency between the provisions of this BPA and the Contractor's invoice, the provisions of this BPA will take precedence.

5.0 BASIC GUIDELINES FOR USING "CONTRACTOR TEAM ARRANGEMENTS"

Federal Supply Schedule Contractors may use "Contractor Team Arrangements" (see FAR 9.6) to provide solutions when responding to an ordering activity's requirements.

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

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

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

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

Here is a general outline on how it works:

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

6.0 ADDITIONAL INFORMATION FOR NORTHROP GRUMMAN SPACE & MISSION SYSTEMS CORP INFORMATION TECHNOLOGY PROFESSIONAL SERVICES

1. The prices indicated in a task order proposal are valid for a period of 90 days, unless extended in writing by Northrop Grumman.
2. The Government's order shall contain a detailed description of the specific effort and the duration of service.
3. The minimum level of effort for a Government delivery order shall be 40 hours.
4. Northrop Grumman's travel policy is to charge in accordance with the Federal Travel Regulations and Joint Travel Regulations. All requested travel between Government sites shall be an allowable cost. Other Direct Costs, including travel, will be billed in accordance with Northrop Grumman's policies and Government-approved business systems.
5. The Government site rate is appropriate when full-time Northrop Grumman personnel are or will be performing on a Government site for at least 90 consecutive business days. The Government site rate is contingent upon the Government providing facilities and resources that are at least equal to facilities that the Government provides to its own personnel of comparable experience, ability, and position performing similar work.
6. The dedicated contractor site rate is appropriate for orders when the normal place of performance is located at a Northrop Grumman facility.
7. Should personnel performing a particular service become unavailable for continuing performance, Northrop Grumman will provide a suitable substitute, if available. Performance will be subject to personal time off, in accordance with Northrop Grumman policy, on a mutually agreeable schedule.
8. Service is subject to the availability of qualified personnel.
9. If there are no stipulations in the Request for Proposal/Request for Quote that direct specific operational capabilities of any deliverables for access by handicapped personnel, and no specific Section 508 Standards are identified for implementation, Northrop Grumman's proposal/quote will not include any costs or plans to make any deliverables accessible to handicapped persons. Should the Government desire to incorporate specific handicap accessibility into any deliverables, it shall communicate those requirements to Northrop Grumman in writing. Northrop Grumman will provide a price estimate to incorporate the specific accessibility requirements into the deliverables.
10. In accordance with the U.S. Department of State Guidelines, Northrop Grumman provides employees with "danger" or "hazard" pay when they are traveling to certain designated countries. This additional compensation is provided to offset employees for the additional risk of traveling to and working in an environment more dangerous than their standard work location. "Danger" or "hazard" pay will be handled on a delivery order basis if applicable and will be an allowable cost to the order.
11. Northrop Grumman maintains United States Government approved Purchasing and Accounting Systems, and, as such, invoice backup will not be submitted unless Northrop Grumman and the Government mutually agree to an alternative course of action. Detailed records of Northrop Grumman's labor, travel, and Other Direct Costs are available for inspection and can be verified through the Defense Contract Audit Agency (DCAA). Payment of an invoice will not be unreasonably held up while an audit is being requested. Receipts under \$75 are not required in any circumstance.

12. Computing Services are supplied to projects through Northrop Grumman Information Systems Processes service center. The service center provides personal computers, workstations, local area network (LAN), Remote Network Access (RNA), E-Services, to the Cost Center Code (CCC) supporting the project. The center maintains separate expenses that are allocated for computers, LAN, RNA, E-Services, to the CCC supporting the project. Costs are on a recovery basis, inclusive of a nominal department operation cost. The cost is allocated through the accounting system to specific Job Numbers (JNs) based on the number of hours personnel in the CCC charge to each JN. These costs are not included in Northrop Grumman's GSA IT Schedule labor rates.
13. Northrop Grumman can bill both purchased labor and subcontract personnel through its labor rates as long as all personnel meet the minimum education and experience requirements for their respective labor categories.

7.0 NORTHROP GRUMMAN SPACE & MISSION SYSTEMS CORP. INFORMATION TECHNOLOGY PROFESSIONAL SERVICES LABOR CATEGORY DESCRIPTIONS

The following labor category descriptions define the minimum qualifications for the proposed labor categories for Development Services, Integration Support Services, and Technical Support Services. For all labor categories, experience may be substituted for an educational degree. Registration as a professional engineer in a particular society will be considered the equivalent of a bachelor's degree.

7.1 DEVELOPMENT SERVICES

7.1.1 Senior Development Program Director

Requires a Bachelor's degree and twelve (12) years of progressively more responsible experience in directing and managing system development. Duties may include technical leadership, planning and implementation, risk management, contracts management, procurement, and cost control. Develops and enforces work standards, reviews work quality, provides quality assurance and configuration management, assigns contractor schedules, and communicates goals, objectives, and policies of the organization to subordinates. Oversees financial management and administrative activities, such as budgeting, financial reporting, and manpower and resource planning. Performs complex evaluations of existing procedures, processes, techniques, models, and/or systems relating to management problems or contractual issues that require reports and recommended solutions. Supervises and directs staff on a daily basis. Experience in project development life cycle, from inception to deployment, with an ability to provide guidance and direction in the tasks is required.

7.1.2 Development Program Director

Requires a Bachelor's degree and nine (9) years of progressively more responsible experience in directing and managing system development. Duties may include technical leadership, planning and implementation, risk management, contracts management, procurement, and cost control. Develops and enforces work standards, reviews work quality, provides quality assurance and configuration management, assigns contractor schedules, and communicates goals, objectives, and policies of the organization to subordinates. Oversees financial management and administrative activities, such as budgeting, financial reporting, and manpower and resource planning. Performs complex evaluations of existing procedures, processes, techniques, models, and/or systems relating to management problems or contractual issues that require reports and recommended solutions. Supervises and directs staff on a daily basis. Experience in project development life cycle, from inception to deployment, with an ability to provide guidance and direction in the tasks is required.

7.1.3 Development Program Manager

Requires a Bachelor's degree and six (6) years of progressively more responsible experience in directing and managing system development. Develops and enforces work standards, provides quality assurance and configuration management, reviews work quality, assigns contractor schedules, and communicates goals, objectives, and policies of the organization to subordinates. Oversees financial management and administrative activities, such as budgeting, financial reporting, and manpower and resource planning. Performs complex evaluations of existing procedures, processes, techniques, models, and/or systems relating to management problems or contractual issues that require reports and recommended solutions. Supervises and directs staff on a daily basis. Experience in some project development life cycle phases from inception to deployment, with an ability to provide guidance and direction in these tasks areas is required.

7.1.4 Deputy Development Program Manager

Requires a Bachelor's degree and two (2) years of experience is required in directing and managing system development. Develops and enforces work standards, provides quality assurance and configuration management, reviews work quality, assigns contractor schedules, and communicates goals, objectives, and policies of the organization to subordinates. Oversees all financial management and administration activities, such as budgeting, financial reporting, and manpower and resource planning. Performs complex evaluations of existing procedures, processes, techniques, models, and/or systems relating to management problems or contractual issues that require reports and recommended solutions. Supervises and directs staff on a daily basis. Experience in some project development life cycle phases from inception to deployment, with an ability to provide guidance and direction in these tasks areas is required.

7.1.5 Senior Project Support Specialist

Requires an Associate's degree and five (5) years experience maintaining personnel records and other files. Prepares and edits routine correspondence, assists in the preparation of presentation graphics, schedules meetings, and schedules and coordinates travel. Supports the development of contract deliverables and reports by developing and updating graphic presentations to improve the quality and enhance the usability of these documents. Acts as advisor to other support personnel. Highly experienced in company and government policies and procedures is required.

7.1.6 Project Support Specialist

Requires an Associate's degree. Maintains personnel records and other files, prepares and edits routine correspondence, assists in the preparation of presentation graphics, schedules meetings, and schedules and coordinates travel. Supports the development of contract deliverables and reports by developing and updating graphic presentations to improve the quality and enhance the usability of these documents. Extensive knowledge of company and customer policies and procedures.

7.1.7 Associate Project Support Specialist

Requires a high school diploma and four (4) years applicable experience maintaining personnel records and other files. Prepares and edits routine correspondence, assists in the preparation of presentation graphics, schedules meetings, and schedules and coordinates travel. Supports the development of contract deliverables and reports by developing and updating graphic presentations to improve the quality and enhance the usability of these documents. Extensive knowledge of company and customer policies and procedures.

7.1.8 Contract Support Specialist

Requires a Bachelor's degree and three (3) years experience performing complex analysis development, and reviewing program data to identify trends, variances, or potential problems. Supports the development of forecasts, plans, budgets, and manpower estimates. Coordinates schedules to facilitate completion of tasks, task order reviews, contract deliverables, briefing/presentations, and IPR preparation.

7.1.9 Quality Assurance/Configuration Management Engineer

Requires a Bachelor's degree and three (3) years of experience in a software development discipline, configuration management, or quality assurance. Maintains the level of quality throughout the software life cycle. Conducts formal and informal reviews, at predetermined times, throughout the development life cycle. Provides technical and administrative guidance for personnel performing development tasks, including review of work products for accuracy, adherence to the design concept and to applicable standards, review of program documentation to assure compliance with government

standards/requirements, and for progress in accordance with schedules. Coordinates problem solution and user satisfaction. Make recommendations, if needed, for approval of major system installations.

7.1.10 Quality Assurance/Configuration Management Analyst

Requires a high school diploma and two (2) years of experience in a software development discipline, configuration management, or quality assurance. Participates/conducts formal and informal reviews, at predetermined times, throughout the development life cycle. Provides technical and administrative guidance for personnel performing development tasks, including review of work products for accuracy, adherence to the design concept and to applicable standards, review of program documentation to assure compliance with government standards/requirements, and for progress in accordance with schedules. Coordinates problem solution and user satisfaction. Make recommendations, if needed, for approval of major system installations.

7.1.11 Senior System Support Specialist

Requires an Associate's degree and three (3) years experience supervising and managing the day-to-day activities of the configuration and operation of computer systems. Performs system capacity analysis and planning, and optimizes system performance and resource utilization. Provides COTS installation, license management and maintenance, system configuration and modifications. Provides services to include system backup and restoration, user configurations, system privilege controls, role and users definitions, and dynamic upgrade and substitutions of components (memory, disk space, etc.) required in development and integration test beds and environment. Ensures computer systems resources are used in an efficient and effective manner. Provides highly technical expertise in the use of Data Base Management Systems (DBMS). Evaluates and recommends DBMS products to support validated user requirements. Provides assistance to users in resolving system problems, provides system backups, and system maintenance. Coordinates the resolution of production-related problems. Ensures production schedules are met.

7.1.12 System Support Specialist

Requires a high school diploma and two (2) years experience performing system capacity analysis and planning, and, optimizing system performance and resource utilization. Provides assistance to users in resolving system problems, provides system backups, and system maintenance. Supports COTS installation, license management and maintenance, system configuration and modifications. Provides services to include system backup and restoration, user configurations, role and users definitions, and assists in system upgrade and substitutions of components (memory, disk space etc.) required in development, integration test beds, and environment. Ensures production schedules are met. Monitors computer systems resources. Coordinates the resolution of production-related problems. Provides some technical expertise in the use of DBMS. Evaluates and recommends DBMS products to support validated user requirements. Supports the day to-day activities of configuration, and operation of computer systems.

7.1.13 Senior Systems Development Engineer

Requires a Bachelor's degree and seven (7) years experience applying an organization-wide set of disciplines for the planning, analysis, design, and construction of systems on a system-wide basis or across a major sector of the enterprise. Provides expertise in one or more engineering disciplines such as: electronic engineering, communications engineering, information engineering, network engineering, security, ECM/ECCM, interoperability analysis, system standards, military operations (ground, sea, and air), program analysis, requirements analysis, program planning, cost analysis.

7.1.14 Systems Development Engineer

Requires a Bachelor's degree and five (5) years experience applying an organization-wide set of disciplines for the planning, analysis, design, and construction of systems on a system -wide basis or across a major sector of the enterprise. Proficient in one or more engineering disciplines such as: electronic engineering, communications engineering, information engineering, network engineering security, ECM/ECCM, interoperability analysis, system standards, military operations (ground, sea, and air), program analysis, requirements analysis, program planning, cost analysis.

7.1.15 Associate Systems Development Engineer

Requires a Bachelor's degree and one (1) year of experience supporting systems development and integration efforts. Understands the disciplines for planning, analysis, design, and construction of systems on a system -wide basis or across a major sector of the enterprise. Knowledgeable or academically-trained in one or more engineering disciplines such as: electronic engineering, communications engineering, information engineering, network engineering security, ECM/ECCM, interoperability analysis, system standards, military operations (ground, sea, and air), program analysis, requirements analysis, program planning, cost analysis.

7.1.16 Senior Software Development Engineer

Requires a Bachelor's degree and ten (10) years experience in software development and integration techniques, tools, and methodologies. Performs as technical lead on very critical or complex tasks. Analyzes systems requirements and design specifications. Develops block diagrams and logic flow charts. Develops and translates detailed design into computer software. Tests, debugs, and refines the computer software to produce the required product. Prepares required documentation, including project plans, software program, and user documentation. Engineers software to optimize operating time and efficiency. Estimates software development cost and schedule, interpreting software requirements and design specifications. Knowledgeable in state-of-the-art design and development of technologies such as operating systems, communications software, education and training systems, database compilers, object technologies, and network and communications technologies.

7.1.17 Software Development Engineer

Requires a Bachelor's degree and six (6) years software development and integration experience. Analyzes systems requirements and design specifications. Develops block diagrams and logic flow charts. Develops and translates detailed design into computer software. Tests, debugs, and refines the computer software to produce the required product. Prepares required documentation, including project plans, software program, and user documentation. Engineers software to optimize operating time and efficiency. Estimates software development cost and schedule, interpreting detailed design specifications. Knowledgeable in the design and development of technologies such as operating systems, communications software, database compilers, object technologies, and network and communications technologies.

7.1.18 Associate Software Development Engineer

Requires a Bachelor's degree. Analyzes systems requirements and design specifications. Participates in the development of detailed designs. Translates detailed design into computer software. Tests, debugs, and refines the computer software to produce the required product. Prepares required documentation, including design and user documentation. Enhances software to reduce operating time or improve efficiency. Also supports the design, implementation, and maintenance of databases with respect to access methods, access time, device allocation, validation checks, organization, protection and security,

documentation, guidelines, and statistical methods. Maintains database dictionaries, monitors standards and procedures, and integration of systems through database design.

7.1.19 Hardware Support Specialist

Requires a high school diploma and three (3) years experience with network and database security systems. Provides knowledge and experience in one or more disciplines or procedures including hardware installation, repair, calibrating and modifying electronic equipment, unpacking, inspection, test and configuration, and trouble shooting functions.

7.1.20 Associate Hardware Support Specialist

Requires a high school diploma and one (1) year experience with database security systems. Provides some knowledge and support in one discipline or procedure including hardware installation, repair, calibrating and modifying electronic equipment, unpacking, inspection, test and configuration and trouble shooting functions.

7.1.21 Senior Programmer

Requires a Bachelor's degree and eight (8) years of direct programming experience. Extensive experience with state-of-the-art computer equipment, structured programming techniques, object programming techniques, and high-level computer languages.

7.1.22 Programmer

Requires a Bachelor's degree and five (5) years of direct programming experience. Knowledge of state-of-the-art computer equipment, structured programming techniques, object programming techniques, and high-level computer languages.

7.1.23 Junior Programmer

Requires a high school diploma and one (1) year programming experience. Knowledge of state-of-the-art computer equipment, programming techniques, and capability in one high-level computer language. Assist in Operation and Maintenance support and assist in prototype development for requirements validations and conceptual operations.

7.2 INTEGRATION SUPPORT SERVICES

7.2.1 Support Program Director

Requires a Bachelor's degree and thirteen (13) years of progressively more responsible experience in systems support and management. Manages and directs the daily tasks required to perform ongoing support and operations/maintenance activities. Interfaces with government management personnel, contract managers, and customer agency representatives. Develops and enforces work standards, assigns contractor schedules, reviews work quality, communicates goals, objectives, and policies of the organization to subordinates. Provides leadership for the project team, coordinates with the functional organizations-HR, finance, contracts and pricing and supervises senior managers within the project organization. Manages multiple, large task orders ensuring conformance to task specifications and contract provisions. Directs, oversees, and controls a team of multidiscipline personnel to accomplish the overall management of the contract.

7.2.2 Deputy Support Program Director

Requires a Bachelor's degree and nine (9) years of progressively more responsible experience in systems support and management. Manages and directs the daily tasks required to perform ongoing support and

operations/maintenance activities. Interfaces with government management personnel, contract managers, and customer agency representatives. Assists with developing and enforcing work standards, assigning contractor schedules, reviewing work quality, communicating goals, objectives and policies of the organization to subordinates. Supports the leadership of the project team, coordinates with the functional organizations- HR, finance, contracts and pricing, and supervises senior managers within the project organization. Manages single, large task orders or multiple small task orders ensuring conformance to task specifications and contract provisions. Provides expertise to conduct investigations and studies, and presents recommendations and solutions related to short-and long-range program planning requirements. Classifies and summarizes data for preparation and submission of reports on a recurring basis. Can serve as the Support Program Director in the absence of the Program Director.

7.2.3 Support Program Manager

Requires a Bachelor's degree and six (6) years of progressively more responsible experience in systems support and management. Manages one or more small task orders in the following areas: performance of the assigned task or task area including cost, schedule, and technical performance. Provides leadership to the task team. Manages and directs the daily tasks required to perform ongoing support and operations/maintenance activities. Interfaces with the customer for a task area, and manages the overall task. Directs, oversees, and controls a team of multi-disciplined personnel to accomplish engineering activities of the separate task areas.

7.2.4 Senior Project Control Analyst

Requires a Bachelor's degree and four (4) years of direct or related applying the theories, principles, and practices of financial management, including time value analysis, cash flow analysis, and cost/benefit analysis. Prepares the financial forecasts and other financial reporting. Establishes good business practices and ensures compliance with policies and procedures. Conducts investigations and studies, and presents recommendations and solutions related to program administration and planning requirements. Develops and submits reports on a recurring basis. Is familiar with the Government appropriation process. Experienced in conducting quantitative analysis using operations research tools, economics, and other quantitative techniques.

7.2.5 Project Control Analyst

Requires an Associate's degree and three (3) years of direct or related experience applying the theories, principles and practices of financial management, including time value analysis, cash flow analysis, and cost/benefit analysis. Assists in and/or prepares the financial forecasts and other project control reporting. Assists and/or establishes good business practices and ensures compliance with policies and procedures. Assists with conducting investigations and studies, and presents recommendations and solutions related to program planning requirements. Assists with preparation and submission of reports on a recurring basis. Is familiar with the Government appropriation process. Assists with conducting quantitative analysis using operations research tools, economics, and other quantitative techniques.

7.2.6 Associate Project Control Analyst

Requires a high school diploma and two (2) years of direct or related experience performing one or more of the following tasks: Produces data to develop financial forecasts and other financial reporting. Assists with preparation of financial forecasts and other financial reporting. Assists with conducting investigations related to program planning requirements. Assists with preparation and submission of reports on a recurring basis.

7.2.7 Quality Assurance Manager

Requires a Bachelor's degree and eight (8) years experience (or equivalent combination of education and experience). Relevant experience includes, but is not limited to, systems integration and support, configuration management, software testing, application of metrics to software quality assessment, and team leader responsibilities. Duties may include establishing and maintaining a process for evaluating software and associated documentation, and providing daily supervision and direction to support staff.

7.2.8 Principal Systems Support Engineer

Requires a Bachelor's degree and twelve (12) years of progressively more responsible experience in information systems design, integration, and management. Provides technical expertise or specialty engineering for the entire system engineering life cycle. Life cycle support can include concept development, requirements development, system specifications, system analysis, tradeoffs, baseline management, architectural development, test specifications, product evaluations, feasibility analyses, transition planning, modeling, and simulation. Specialty engineering can include, but is not limited to configuration management, system safety, system security, reliability, availability, maintenance, human factors, and domain-specific expertise.

7.2.9 Senior Systems Support Engineer

Requires a Bachelor's degree and eight (8) years of progressively more responsible experience in both information systems design and management. Provides technical expertise or specialty engineering for the entire system engineering life cycle. Life cycle support can include concept development, requirements development, system specifications, system analysis, tradeoffs, baseline management, architectural development, test specifications, product evaluations, feasibility analyses, transition planning, training, modeling, and simulation. Specialty engineering can include, but is not limited to configuration management, system safety, system security, reliability, availability, maintenance, human factors, and domain-specific expertise.

7.2.10 Systems Support Engineer

Requires a Bachelor's degree and five (5) years of progressively more responsible experience in both information systems design and management. Provides technical expertise or specialty engineering for the entire system engineering life cycle. Life cycle support can include concept development, requirements development, system specifications, system analysis, tradeoffs, baseline management, architectural development, test specifications, product evaluations, feasibility analyses, transition planning, training, modeling, and simulation. Specialty engineering can include, but is not limited to configuration management, system safety, system security, reliability, availability, maintenance, human factors, and domain-specific expertise.

7.2.11 Associate Systems Support Engineer

Requires a Bachelor's degree and one (1) year of experience in both information systems design and management. Provides technical expertise or specialty engineering for the entire system engineering life cycle. Life cycle support can include concept development, requirements development, system specifications, system analysis, tradeoffs, baseline management, architectural development, test specifications, product evaluations, feasibility analyses, transition planning, training, modeling, and simulation. Specialty engineering can include, but is not limited to configuration management, system safety, system security, reliability, availability, maintenance, human factors, and domain-specific expertise.

7.2.12 Senior Systems Engineer/Architect

Requires a Bachelor's degree and fifteen (15) years experience (or equivalent combination of education and experience). Relevant experience includes, but is not limited to, supervisory experience, expert knowledge of system analysis and design methodologies and tools, and experience with large and complex systems. Duties may include performing, leading, and coordinating the analysis and design of system architectures to include software, hardware, and communications and system development, integration, and migration.

7.2.13 Systems Engineer/Architect

Requires a Bachelor's degree and seven (7) years experience (or equivalent combination of education and experience). Relevant experience includes, but is not limited to, knowledge of system analysis and design methodologies and tools, and experience with large and complex systems. Duties may include performing and sometimes leading architecture analysis and design; system development, integration, and migration.

7.2.14 Associate Systems Engineer/Architect

Requires a Bachelor's degree (or equivalent combination of education and experience). Duties may include performing system analysis, design, and development tasks, usually under the guidance of a more senior leader or manager.

7.2.15 Senior Software Support Engineer

Requires a Bachelor's degree and eight (8) years of progressively more responsible experience in information systems design, integration and management. Performs tradeoff analyses, constructs top-level designs, develops test specifications, develops integration plans, performs software audits, develops software transition plans, and provides software maintenance approaches. Ascertains user requirements. Performs complex software system analysis based on requirements. Performs software integration and configuration management. Experienced with mainframe and micro-computer programming, including a variety of application and operating system software packages and CASE tools.

7.2.16 Software Support Engineer

Requires a Bachelor's degree and four (4) years of progressively more responsible experience in information systems design, integration and management. Assists and/or performs tradeoff analyses, develops test specifications, develops integration plans, performs software audits, develops software transition plans, and provides software maintenance approaches. Ascertains user requirements. Performs software system analysis based on requirements. Provides the following IV&V support: review system requirements analyses, system specifications, rapid prototypes, information engineering tools and techniques, supporting system and media conversions, and plan system IV&V/Test and Evaluation (T&E). Assists with/responsible for software integration and configuration management. Some experience with mainframe and micro-computer programming, including a variety of application and operating system software packages and CASE tools.

7.2.17 Associate Software Support Engineer

Requires a Bachelor's degree. Performs one or more of the following: Assists with software integration and configuration management. Assists with database design and performs software system analysis. Has some knowledge in state-of-the-art, software design methodologies.

7.2.18 Senior Systems Analyst

Requires a Bachelor's degree and eight (8) years of progressively more responsible experience in systems analysis and engineering. Performs professional assignments in the general areas of computer hardware and software such as: analysis of computer systems, protocols, computer operations, database structuring and management, and evaluation of computer test plans and procedures. Translates user automation requirements into hardware, software, and communications requirements, and solutions. Provides expertise in the following: 4GL, object-oriented, client server technology, database technology, network operating systems, military systems, electronic publishing tools, techniques and environments, and Internet Web technology.

7.2.19 Systems Analyst

Requires a Bachelor's degree and five (5) years of progressively more responsible experience systems analysis and engineering. Assists with/performs professional assignments in the general areas of computer hardware and software such as: analysis of computer systems, protocols, computer operations, database structuring and management, and evaluation of computer test plans and procedures. Assists with the translation of user automation requirements into hardware, software, and communications requirements and solutions. Provides expertise in some of the following: 4GL, object-oriented, client server technology, database technology, network operating systems, military systems, electronic publishing tools, techniques, environments, and Internet Web technology.

7.2.20 Associate Systems Analyst

Requires a Bachelor's degree and two (2) years of progressively more responsible experience in systems analysis and engineering. Assists with performing professional assignments in the general areas of computer hardware and software such as: analysis of computer systems, protocols, computer operations, database structuring and management, and evaluation of computer test plans and procedures. Assists with the translation of user automation requirements into hardware, software, and communications requirements and solutions. Provides expertise in one or more of the following: 4GL, object-oriented, client server technology, database technology, network operating systems, military systems, electronic publishing tools, techniques, and environments, Internet Web technology.

7.2.21 Senior Systems Administrator

Requires a Bachelor's degree and five (5) years of progressively more responsible experience performing systems and network management/administration responsibilities. Provides expertise to properly maintain IT systems operations, monitoring application/system software and hardware operations, routine/high priority system problem identification, and high priority corrective action. Coordinates system resource availability with database analysts, system and application programmers, and other users. Performs/oversees systems administration and network management/administration responsibilities. Ensures compliance with electronic and physical security procedures and standards. Directs and trains users. Provides continuous liaison with users and project staff to identify unique and/or common difficulties and prepare plans for their resolution.

7.2.22 Systems Administrator

Requires an Associate's degree and six (6) years of progressively more responsible experience in computer systems operations/maintenance. Provides customer support to provide expertise to properly maintain IT systems operations, monitoring application/system software and hardware operations, routine/high priority system problem identification, and high priority corrective action. Provides continuous liaison with users to identify unique and/or common difficulties and prepare plans for their resolution.

Assists with the coordination of system resource availability with database analysts, system and application programmers, and other users. Performs and oversees systems administration and network management/administration responsibilities. Ensures/assists with ensuring compliance with electronic and physical security procedures and standards.

7.2.23 Associate Systems Administrator

Requires an Associate's degree and two (2) years of progressively more responsible experience assisting with maintenance of IT systems operations, monitoring application/system software and hardware operations, routine/high priority system problem identification, and high priority corrective action. Coordinates system resource availability with database analysts, system and application programmers, and other users. Performs systems administration and network management/ administration, and system help desk responsibilities. Ensures compliance with electronic and physical security procedures and standards.

7.2.24 Senior Communications Engineer

Requires a Bachelor's degree and ten (10) years experience (or equivalent combination of education, certification, and experience). Relevant experience includes, but is not limited to, supervisory experience; planning, designing, installing, and supporting communications networks; knowledge of communications engineering principles; and network analysis. Duties may include providing technical direction for communications activities, evaluation of communications systems, and supervision of network maintenance and staff.

7.2.25 Database Management Specialist

Requires a Bachelor's degree and five (5) years of progressively more responsible experience performing database management and administration. Provides planning and implementation guidance for incorporating new applications to the database system. Coordinates system resources with system operators, system and application programmers, and other users. Experience in the most current principles and practices of managing database systems and the ability to modify and maintain databases for specific user requirements.

7.2.26 Senior Database Administration Specialist

Requires a Bachelor's degree and three (3) years of progressively more responsible experience in database systems maintenance. Provides the knowledge and experience to maintain database systems. Some experience in the most current principles and practices of managing database systems and the ability to modify and maintain databases for specific user requirements.

7.2.27 Database Administration Specialist

Requires an Associate's degree and three (3) years experience performing database systems maintenance. Provides the knowledge to maintain database systems. Has the understanding of the most current principles and practices of managing database systems and the ability to modify and maintain databases for specific user requirements.

7.2.28 Associate Database Administration Specialist

Requires a high school diploma and three (3) years experience in performing database systems maintenance. Provides the knowledge to maintain database systems. Has the understanding of the most current principles and practices of managing database systems and the ability to modify and maintain databases for specific user requirements.

7.2.29 Curriculum Development Specialist

Requires a Bachelor's degree and three (3) years of progressively more responsible experience in the areas developing and implementing training programs. Develops alternate training scenarios, appropriate training approaches, and prepares training plans, training curricula, and materials. Identifies the best approach in meeting specific training requirements. Identifies both hardware and software components of the IT and considers different approaches for systems training, and determines the best application of available training tools.

7.2.30 Instructor

Requires a Bachelor's degree and two (2) years of progressively more responsible experience in the areas of developing and implementing training programs. Identifies the best approach in meeting specific training requirements. Identifies/assists with identification of both hardware and software components of the IT and consider different approaches for systems training, and determines the best application of available training tools.

7.2.31 Senior System Support Technician

Requires an Associate's degree and eight (8) years experience in the design of complex electronic systems. Expertise may include, but not be limited to, RF system, data communications, computer systems, and networks. Shall be familiar with installation and/or drafting standards and other quality control issues.

7.2.32 System Support Technician

Requires an Associate's degree and three (3) years experience in the design of complex electronic systems. Experience may include, but not be limited to, RF system, data communications, computer systems, and networks. Shall be familiar with installation and/or drafting standards and other quality control issues. Provides the technical experience to support the design of complex electronic systems.

7.2.33 Associate System Support Technician

Requires a high school diploma and two (2) years experience in the design of complex electronic systems. Expertise may include, but not be limited to, RF system, data communications, computer systems, and networks. Shall be familiar with installation and/or drafting standards and other quality control issues. Supports the design of complex electronic systems.

7.2.34 Senior Technical Writer

Requires an Associate's degree and eight (8) years experience in the preparation of written instructions, procedures, reports, minutes, hardware/software descriptions, and other technical documentation in accordance with applicable regulations and new releases of technical material. Experienced in applying word processing techniques to technical or scientific subject matter.

7.2.35 Technical Writer

Requires an Associate's degree. Capable of preparing written instructions, procedures, reports, minutes, hardware/software descriptions, and other technical documentation in accordance with applicable regulations and new releases of technical material. Experienced in applying word processing techniques to technical or scientific subject matter.

7.3 TECHNICAL SERVICES

7.3.1 Technical Program Manager

Requires a Bachelor's degree and ten (10) years experience (or equivalent combination of education and experience). Relevant experience includes, but is not limited to, experience in managing projects, contracts, funds, and resources. Duties may include contract management, large project management, and interface with the customer.

7.3.2 Technical Manager

Requires a Bachelor's degree and seven (7) years experience (or equivalent combination of education and experience). Relevant experience includes, but is not limited to, progressive hardware/software development experience and management of contracts. Duties may include managing technical areas of projects and serving as the focal point for questions about projects.

7.3.3 Quality Assurance Specialist

Requires a Bachelor's degree (or equivalent related experience). Duties may include planning, implementing, and testing QA activities in support of ADP and/or communications systems programs.

7.3.4 Project Control Specialist

Requires a Bachelor's degree and six (6) years experience (or equivalent combination of education and experience). Relevant experience includes, but is not limited to, experience in the preparation and analysis of financial statements and the development of complex project schedules. Duties may include directing financial management and administrative activities.

7.3.5 Program Management Support Specialist

Requires a Bachelor's degree and two (2) years experience (or equivalent combination of education and experience). Relevant experience may include, but is not limited to, graphics, report preparation, and experience in contract administration. Duties may include assisting in the preparation of management and financial reports and presentations.

7.3.6 Clerical

Requires high school diploma and one (1) year experience. Relevant experience includes, but is not limited to, clerk/assistant type work.

7.3.7 Technical Analyst I

Requires a Master's degree and ten (10) years experience (or equivalent combination of education and experience). Relevant experience includes, but is not limited to, extensive knowledge of analytical techniques, experience in gathering data to solve complex technical problems (e.g., requirements definition, operations research, modeling), and team leader responsibilities. In conjunction with the provision of professional information technology services, duties may include analysis of complex problems, definition of functional requirements, operations research, modeling, process analysis and design, developing and providing training materials, and providing daily supervision.

7.3.8 Technical Analyst II

Requires a Bachelor's degree and ten (10) years experience (or equivalent combination of education and experience). Relevant experience includes, but is not limited to, substantial knowledge of analytical techniques, experience in gathering data to solve complex technical problems (e.g., requirements definition, operations research, modeling), and team leader responsibilities. In conjunction with the

provision of professional information technology services, duties may include analysis of complex problems, definition of functional requirements, operations research, modeling, process analysis and design, developing and providing training materials, and providing daily supervision.

7.3.9 Technical Analyst III

Requires a Bachelor's degree and five (5) years experience (or equivalent combination of education and experience). Relevant experience includes, but is not limited to, knowledge of analytical techniques, experience in gathering data to solve complex technical problems (e.g., requirements definition, operations research, modeling), and team leader responsibilities. In conjunction with the provision of professional information technology services, duties may include analysis of complex problems, definition of functional requirements, operations research, modeling, process analysis and design, developing and providing training materials, and providing daily supervision.

7.3.10 Technical Analyst IV

Requires a Bachelor's degree and two (2) years experience (or equivalent combination of education and experience). Relevant experience includes, but is not limited to, knowledge of analytical techniques and experience in gathering data to solve complex technical problems (e.g., requirements definition, operations research, modeling). In conjunction with the provision of professional information technology services, duties may include analysis of complex problems, definition of functional requirements and developing and providing training materials.

7.3.11 Technical Analyst V

Requires a Bachelor's degree (or equivalent combination of education and experience). In conjunction with the provision of professional information technology services, duties may include analysis of problems and definition of requirements, usually under the guidance of a more senior leader or manager.

7.3.12 Systems Engineering Specialist

Requires a Bachelor's degree (or equivalent combination of education and experience). Duties include, but are not limited to, performing hardware and software analyses to provide comparative data or performance characteristics and suitability within the existing environment, usually under the guidance of a more senior leader or manager.

7.3.13 Principal Software Engineer

Requires a Master's degree and ten (10) years experience (or equivalent combination of education and experience). Relevant experience includes, but is not limited to, analysis and design of applications on complex systems, use of programming languages, and knowledge of storage and retrieval methods. Duties may include providing leadership services in the application of software to solve scientific, engineering, database, and other technical problems.

7.3.14 Senior Software Engineer

Requires a Bachelor's degree and ten (10) years experience (or equivalent combination of education and experience). Relevant experience includes, but is not limited to, use of programming languages, knowledge of database management systems, and software development management experience. Duties may include performing, leading, and coordinating activities in one or more of the following areas: requirements analysis, design analysis, design, programming, software integration, documentation, test and evaluation, and other technical tasks.

7.3.15 Software Engineer

Requires a Bachelor's degree and three (3) years experience (or equivalent combination of education and experience). Relevant experience includes, but is not limited to, use of programming languages and knowledge of database management systems. Duties may include requirements analysis, design analysis, design, programming, software integration, documentation, test and evaluation, and other technical tasks.

7.3.16 Associate Software Engineer

Requires a Bachelor's degree (or equivalent combination of education and experience). Duties may include analysis, design, programming, and documentation tasks, usually under the guidance of a more senior leader or manager.

7.3.17 Senior Applications Programmer

Requires a Bachelor's degree and three (3) years experience (or equivalent combination of education and experience). Relevant experience includes, but is not limited to, knowledge of management information systems and ADP system concepts, and experience as a programming team leader. Duties may include designing, programming, documenting, and implementing software applications.

7.3.18 Senior Logistics Management Specialist

Requires a Bachelor's degree and eight (8) years experience (or equivalent combination of education and experience). Relevant experience includes, but is not limited to, performing supply management functions in an automated logistics management environment. Duties may include providing technical and administrative direction for personnel performing supply management and logistics automation functions, and performing supply management functions in an automated logistics environment.

7.3.19 Logistics Management Specialist

Requires a Bachelor's degree and five (5) years experience (or equivalent combination of education and experience). Relevant experience includes, but is not limited to, performing supply management functions in an automated logistics management environment. Duties may include providing technical and administrative direction for personnel performing logistics automation functions, and performing supply management functions in an automated logistics environment.

7.3.20 Senior Computer Systems Specialist

Requires a Bachelor's degree or five (5) years experience (or equivalent combination of education and experience). Relevant experience includes, but is not limited to, operating mainframe, mini or client/server based computer systems. Duties may include monitoring and supporting computer processing; coordinating input, output, and file media; distributing output; and controlling computer operation.

7.3.21 Computer Systems Specialist

Requires an Associate's degree or three (3) years experience (or equivalent combination of education and experience). Relevant experience includes, but is not limited to, operating mainframe, mini or client/server based computer systems. Duties may include monitoring and supporting computer processing; coordinating input, output, and file media.

7.3.22 Senior Hardware Design/Test Engineer

Requires a Bachelor's degree and seven (7) years experience (or equivalent combination of education and experience). Relevant experience includes, but is not limited to, reliability engineering, hardware/system design, and management experience. Duties may include system test and evaluation, and advising technical personnel on a broad range of information systems issues.

7.3.23 Hardware Design/Test Engineer

Requires a Bachelor's degree and five (5) years experience (or equivalent combination of education and experience). Relevant experience includes, but is not limited to, designing, developing, and executing system test procedures. Duties may include designing, developing, and testing proposed solutions to business problems and client requirements prior to implementation.

7.3.24 Associate Hardware Design/Test Engineer

Requires a Bachelor's degree and three (3) years experience (or equivalent combination of education and experience). Relevant experience includes, but is not limited to, application testing. Duties may include testing new versions of applications and system software prior to deployment, usually under the guidance of a more senior leader or manager.

7.3.25 Principal Technical Specialist

Requires a Master's degree and ten (10) years experience (or equivalent combination of education and experience). Relevant experience includes, but is not limited to, expertise in the required technical specialty. Duties may include providing leadership services in specialized technical areas as required.

7.3.26 Senior Technical Specialist

Requires a Master's degree and seven (7) years experience (or equivalent combination of education and experience). Relevant experience includes, but is not limited to, expertise in the required technical specialty. Duties may include acting as a technical supervisor, performing analyses or studies, and enhancing or implementing system software solutions.

7.3.27 Technical Support Manager

Requires a Bachelor's degree and five (5) years experience (or equivalent combination of education and experience). Relevant experience includes, but is not limited to, management of help desks; knowledge of PC operating systems, applications, and networks; and supervision of help desk personnel. Duties may include daily supervision and direction of staff that provide user support.

7.3.28 Technical Support Specialist

Requires a Bachelor's degree and two (2) years experience (or equivalent combination of education and experience). Relevant experience includes, but is not limited to, knowledge of PC operating systems, applications, and networks. Duties may include user support and troubleshooting of hardware, software, and printer problems.

7.3.29 Senior Instructor/Writer

Requires a Bachelor's degree and five (5) years experience (or equivalent combination of education and experience). Relevant experience includes, but is not limited to, writing and editing technical documents and knowledge of information systems. Duties may include training and development preparation of user and technical documentation and training course materials.

7.3.30 Technical Instructor/Writer

Requires a Bachelor's degree and three (3) years experience (or equivalent combination of education and experience). Relevant experience includes, but is not limited to, writing and editing technical documents and knowledge of information systems. Duties may include training and development preparation of user and technical documentation and training course materials.

**7.4 HOURLY LABOR RATES FOR NORTHROP GRUMMAN SPACE & MISSION SYSTEMS CORP.
INFORMATION TECHNOLOGY PROFESSIONAL SERVICES**

DEVELOPMENT SERVICES											
No.	Labor Category	Education/Experience Requirements	October 2007 - December 2007		January 2008 - December 2008		January 2009 - December 2009				
			Contractor Site	Government Site	Contractor Site	Government Site	Contractor Site	Government Site			
1.1	Senior Development Program Director	Bachelor's + 12	\$246.06	\$186.37	\$253.44	\$191.96	\$261.05	\$197.72			
1.2	Development Program Director	Bachelor's + 9	\$220.81	\$170.31	\$227.43	\$175.42	\$234.26	\$180.68			
1.3	Development Program Manager	Bachelor's + 6	\$190.76	\$139.83	\$196.48	\$144.02	\$202.38	\$148.35			
1.4	Deputy Development Program Manager	Bachelor's + 2	\$145.71	\$107.19	\$150.08	\$110.41	\$154.58	\$113.72			
1.5	Senior Project Support Specialist	Associate's + 5	\$78.12	\$53.07	\$80.46	\$54.66	\$82.88	\$56.30			
1.6	Project Support Specialist	Associate's	\$65.34	\$38.43	\$67.30	\$39.58	\$69.32	\$40.77			
1.7	Associate Project Support Specialist	High School + 4	\$57.17	\$32.95	\$58.89	\$33.94	\$60.65	\$34.96			
1.8	Contract Support Specialist	Bachelor's + 3	\$139.07	\$91.15	\$143.24	\$93.88	\$147.54	\$96.70			
1.9	Quality Assurance/Conf. Mgmt. Engineer	Bachelor's + 3	\$169.66	\$124.37	\$174.75	\$128.10	\$179.99	\$131.94			
1.1	Quality Assurance/Conf. Mgmt. Analyst	High School + 2	\$129.95	\$88.88	\$133.85	\$91.55	\$137.86	\$94.29			
1.11	Senior System Support Specialist	Associate's + 3	\$129.95	\$87.16	\$133.85	\$89.77	\$137.86	\$92.47			
1.12	System Support Specialist	High School + 2	\$113.57	\$60.44	\$116.98	\$62.25	\$120.49	\$64.12			
1.13	Senior System Development Engineer	Bachelor's + 7	\$190.76	\$144.34	\$196.48	\$148.67	\$202.38	\$153.13			
1.14	Systems Development Engineer	Bachelor's + 5	\$165.96	\$124.28	\$170.94	\$128.01	\$176.07	\$131.85			
1.15	Associate Systems Development Engineer	Bachelor's + 1	\$145.71	\$107.19	\$150.08	\$110.41	\$154.58	\$113.72			
1.16	Senior Software Development Engineer	Bachelor's + 10	\$190.76	\$140.66	\$196.48	\$144.88	\$202.38	\$149.23			
1.17	Software Development Engineer	Bachelor's + 6	\$165.96	\$124.28	\$170.94	\$128.01	\$176.07	\$131.85			
1.18	Associate Software Development Engineer	Bachelor's	\$119.82	\$93.86	\$123.41	\$96.68	\$127.12	\$99.58			
1.19	Hardware Support Specialist	High School + 3	\$97.04	\$72.99	\$99.95	\$75.18	\$102.95	\$77.44			
1.20	Associate Hardware Support Specialist	High School + 1	\$85.77	\$62.23	\$88.34	\$64.10	\$90.99	\$66.02			
1.21	Senior Programmer	Bachelor's + 8	\$132.97	\$128.08	\$136.96	\$131.92	\$141.07	\$135.88			
1.22	Programmer	Bachelor's + 5	\$108.58	\$81.49	\$111.84	\$83.93	\$115.19	\$86.45			
1.23	Junior Programmer	High School + 1	\$84.34	\$58.70	\$86.87	\$60.46	\$89.48	\$62.27			

DEVELOPMENT SERVICES											
No.	Labor Category	Education/Experience Requirements	January 2010 - December 2010		January 2011 - December 2011		January 2012 - December 2012				
			Contractor Site	Government Site	Contractor Site	Government Site	Contractor Site	Government Site			
1.1	Senior Development Program Director	Bachelor's + 12	\$268.88	\$203.65	\$276.94	\$209.76	\$285.25	\$216.05			
1.2	Development Program Director	Bachelor's + 9	\$241.29	\$186.10	\$248.52	\$191.69	\$255.98	\$197.44			
1.3	Development Program Manager	Bachelor's + 6	\$208.45	\$152.80	\$214.70	\$157.38	\$221.14	\$162.10			
1.4	Deputy Development Program Manager	Bachelor's + 2	\$159.22	\$117.13	\$164.00	\$120.64	\$168.92	\$124.26			
1.5	Senior Project Support Specialist	Associate's + 5	\$85.36	\$57.99	\$87.92	\$59.73	\$90.56	\$61.52			
1.6	Project Support Specialist	Associate's	\$71.40	\$41.99	\$73.54	\$43.25	\$75.75	\$44.55			
1.7	Associate Project Support Specialist	High School + 4	\$62.47	\$36.01	\$64.35	\$37.09	\$66.28	\$38.20			
1.8	Contract Support Specialist	Bachelor's + 3	\$151.97	\$99.60	\$156.52	\$102.59	\$161.22	\$105.67			
1.9	Quality Assurance/Conf. Mgmt. Engineer	Bachelor's + 3	\$185.39	\$135.90	\$190.95	\$139.98	\$196.68	\$144.18			
1.1	Quality Assurance/Conf. Mgmt. Analyst	High School + 2	\$142.00	\$97.12	\$146.26	\$100.04	\$150.65	\$103.04			
1.11	Senior System Support Specialist	Associate's + 3	\$142.00	\$95.24	\$146.26	\$98.10	\$150.65	\$101.04			
1.12	System Support Specialist	High School + 2	\$124.70	\$66.04	\$127.82	\$68.03	\$131.66	\$70.07			
1.13	Senior System Development Engineer	Bachelor's + 7	\$208.45	\$157.72	\$214.70	\$162.46	\$221.14	\$167.33			
1.14	Systems Development Engineer	Bachelor's + 5	\$181.35	\$135.80	\$186.79	\$139.88	\$192.39	\$144.07			
1.15	Associate Systems Development Engineer	Bachelor's + 1	\$159.22	\$117.13	\$164.00	\$120.64	\$168.92	\$124.26			
1.16	Senior Software Development Engineer	Bachelor's + 10	\$208.45	\$153.70	\$214.70	\$158.31	\$221.14	\$163.06			
1.17	Software Development Engineer	Bachelor's + 6	\$181.35	\$135.80	\$186.79	\$139.88	\$192.39	\$144.07			
1.18	Associate Software Development Engineer	Bachelor's	\$130.93	\$102.56	\$134.86	\$105.64	\$138.90	\$108.81			
1.19	Hardware Support Specialist	High School + 3	\$106.04	\$79.76	\$109.22	\$82.15	\$112.50	\$84.62			
1.20	Associate Hardware Support Specialist	High School + 1	\$93.72	\$68.00	\$96.53	\$70.04	\$99.43	\$72.14			
1.21	Senior Programmer	Bachelor's + 8	\$145.30	\$139.96	\$149.66	\$144.16	\$154.15	\$148.48			
1.22	Programmer	Bachelor's + 5	\$118.65	\$89.05	\$122.21	\$91.72	\$125.87	\$94.47			
1.23	Junior Programmer	High School + 1	\$92.16	\$64.14	\$94.93	\$66.07	\$97.77	\$68.05			

INTEGRATION SUPPORT SERVICES											
No.	Labor Category	Education/Experience Requirements		October 2007 - December 2007		January 2008 - December 2008		January 2008 - December 2008		January 2009 - December 2009	
		Contractor Site	Government Site	Contractor Site	Government Site	Contractor Site	Government Site	Contractor Site	Government Site	Contractor Site	Government Site
2.1	Support Program Director	Bachelor's + 13	\$185.67	\$141.79	\$191.24	\$146.04	\$196.98	\$150.43			
2.2	Deputy Support Program Director	Bachelor's + 9	\$159.01	\$117.24	\$163.78	\$120.76	\$168.69	\$124.38			
2.3	Support Program Manager	Bachelor's + 6	\$147.59	\$105.14	\$152.02	\$108.29	\$156.58	\$111.54			
2.4	Senior Project Control Analyst	Bachelor's + 4	\$95.53	\$72.75	\$98.40	\$74.93	\$101.35	\$77.18			
2.5	Project Control Analyst	Associate's + 3	\$82.83	\$56.08	\$85.31	\$57.76	\$87.87	\$59.50			
2.6	Associate Project Control Analyst	High School + 2	\$57.17	\$36.83	\$58.89	\$37.93	\$60.65	\$39.07			
2.7	Quality Assurance Manager	Bachelor's + 8	\$96.89	\$84.34	\$99.80	\$86.87	\$102.79	\$89.48			
2.8	Principal Systems Support Engineer	Bachelor's + 12	\$179.05	\$141.79	\$184.42	\$146.04	\$189.95	\$150.43			
2.9	Senior Systems Support Engineer	Bachelor's + 8	\$157.05	\$113.07	\$161.76	\$116.46	\$166.61	\$119.96			
2.10	Systems Support Engineer	Bachelor's + 5	\$116.98	\$87.67	\$120.49	\$90.30	\$124.10	\$93.01			
2.11	Associate Systems Support Engineer	Bachelor's + 1	\$74.87	\$59.57	\$77.12	\$61.36	\$79.43	\$63.20			
2.12	Senior Systems Engineer/Architect	Bachelor's + 15	\$145.60	\$117.52	\$149.97	\$121.05	\$154.47	\$124.68			
2.13	Systems Engineer/Architect	Bachelor's + 7	\$97.52	\$78.74	\$100.45	\$81.10	\$103.46	\$83.54			
2.14	Associate Systems Engineer/Architect	Bachelor's	\$58.83	\$47.48	\$60.59	\$48.90	\$62.41	\$50.37			
2.15	Senior Software Support Engineer	Bachelor's + 8	\$124.82	\$73.75	\$128.56	\$75.96	\$132.42	\$78.24			
2.16	Software Support Engineer	Bachelor's + 4	\$97.04	\$67.61	\$99.95	\$69.64	\$102.95	\$71.73			
2.17	Associate Software Support Engineer	Bachelor's	\$84.34	\$55.20	\$86.87	\$56.86	\$89.48	\$58.56			
2.18	Senior Systems Analyst	Bachelor's + 8	\$140.78	\$111.18	\$145.00	\$114.52	\$149.35	\$117.95			
2.19	Systems Analyst	Bachelor's + 5	\$120.96	\$89.84	\$124.59	\$92.54	\$128.33	\$95.31			
2.20	Associate Systems Analyst	Bachelor's + 2	\$99.11	\$63.51	\$102.08	\$65.42	\$105.15	\$67.38			
2.21	Senior Systems Administrator	Bachelor's + 5	\$123.85	\$102.95	\$127.57	\$106.04	\$131.39	\$109.22			
2.22	Systems Administrator	Associate's + 6	\$97.04	\$77.15	\$99.95	\$79.46	\$102.95	\$81.85			
2.23	Associate Systems Administrator	Associate's + 2	\$83.31	\$40.61	\$85.81	\$41.83	\$88.38	\$43.08			
2.24	Senior Communications Engineer	Bachelor's + 10	\$114.94	\$95.80	\$118.39	\$98.67	\$121.94	\$101.63			
2.25	Database Management Specialist	Bachelor's + 5	\$134.48	\$100.10	\$138.51	\$103.10	\$142.67	\$106.20			
2.26	Senior Database Administration Specialist	Bachelor's + 3	\$119.22	\$77.15	\$122.80	\$79.46	\$126.48	\$81.85			
2.27	Database Administration Specialist	Associate's + 3	\$82.83	\$60.44	\$85.31	\$62.25	\$87.87	\$64.12			
2.28	Associate Database Administration Specialist	High School + 3	\$65.00	\$34.78	\$66.95	\$35.82	\$68.96	\$36.90			
2.29	Curriculum Development Specialist	Bachelor's + 3	\$169.66	\$117.24	\$174.75	\$120.76	\$179.99	\$124.38			
2.30	Instructor	Bachelor's + 2	\$90.67	\$63.51	\$93.39	\$65.42	\$96.19	\$67.38			
2.31	Senior Systems Support Technician	Associate's + 8	\$124.82	\$73.75	\$128.56	\$75.96	\$132.42	\$78.24			
2.32	System Support Technician	Associate's + 3	\$107.02	\$58.66	\$110.23	\$60.42	\$113.54	\$62.23			
2.33	Associate System Support Technician	High School + 2	\$56.36	\$45.25	\$58.05	\$46.61	\$59.79	\$48.01			
2.34	Senior Technical Writer	Associate's + 8	\$110.39	\$67.61	\$113.70	\$69.64	\$117.11	\$71.73			
2.35	Technical Writer	Associate's	\$77.38	\$39.30	\$79.70	\$40.48	\$82.09	\$41.69			

INTEGRATION SUPPORT SERVICES												
No.	Labor Category	Education/Experience Requirements	January 2010 - December 2010		January 2011 - December 2011		January 2012 - December 2012					
			Contractor Site	Government Site	Contractor Site	Government Site	Contractor Site	Government Site				
2.1	Support Program Director	Bachelor's + 13	\$202.89	\$154.94	\$208.97	\$159.59	\$215.24	\$164.37				
2.2	Deputy Support Program Director	Bachelor's + 9	\$173.75	\$128.11	\$178.97	\$131.95	\$184.34	\$135.91				
2.3	Support Program Manager	Bachelor's + 6	\$161.28	\$114.89	\$166.11	\$118.34	\$171.10	\$121.89				
2.4	Senior Project Control Analyst	Bachelor's + 4	\$104.39	\$79.50	\$107.52	\$81.88	\$110.75	\$84.34				
2.5	Project Control Analyst	Associate's + 3	\$90.51	\$61.28	\$93.23	\$63.12	\$96.02	\$65.01				
2.6	Associate Project Control Analyst	High School + 2	\$62.47	\$40.25	\$64.35	\$41.45	\$66.28	\$42.70				
2.7	Quality Assurance Manager	Bachelor's + 8	\$105.87	\$92.16	\$109.05	\$94.93	\$112.32	\$97.77				
2.8	Principal Systems Support Engineer	Bachelor's + 12	\$195.65	\$154.94	\$201.52	\$159.59	\$207.57	\$164.37				
2.9	Senior Systems Support Engineer	Bachelor's + 8	\$171.61	\$123.55	\$176.76	\$127.26	\$182.06	\$131.08				
2.10	Systems Support Engineer	Bachelor's + 5	\$127.83	\$95.80	\$131.66	\$98.67	\$135.61	\$101.63				
2.11	Associate Systems Support Engineer	Bachelor's + 1	\$81.81	\$65.09	\$84.27	\$67.05	\$86.79	\$69.06				
2.12	Senior Systems Engineer/Architect	Bachelor's + 15	\$159.10	\$128.42	\$163.87	\$132.27	\$168.79	\$136.24				
2.13	Systems Engineer/Architect	Bachelor's + 7	\$106.56	\$86.04	\$109.76	\$88.62	\$113.05	\$91.28				
2.14	Associate Systems Engineer/Architect	Bachelor's	\$64.29	\$51.88	\$66.21	\$53.44	\$68.20	\$55.04				
2.15	Senior Software Support Engineer	Bachelor's + 8	\$136.39	\$80.59	\$140.49	\$83.01	\$144.70	\$85.50				
2.16	Software Support Engineer	Bachelor's + 4	\$106.04	\$73.88	\$109.22	\$76.10	\$112.50	\$78.38				
2.17	Associate Software Support Engineer	Bachelor's	\$92.16	\$60.32	\$94.93	\$62.13	\$97.77	\$63.99				
2.18	Senior Systems Analyst	Bachelor's + 8	\$153.83	\$121.49	\$158.45	\$125.13	\$163.20	\$128.89				
2.19	Systems Analyst	Bachelor's + 5	\$132.18	\$98.17	\$136.14	\$101.12	\$140.23	\$104.15				
2.20	Associate Systems Analyst	Bachelor's + 2	\$108.30	\$69.40	\$111.55	\$71.48	\$114.90	\$73.63				
2.21	Senior Systems Administrator	Bachelor's + 5	\$135.33	\$112.50	\$139.39	\$115.87	\$143.58	\$119.35				
2.22	Systems Administrator	Associate's + 6	\$106.04	\$84.30	\$109.22	\$86.83	\$112.50	\$89.44				
2.23	Associate Systems Administrator	Associate's + 2	\$91.04	\$44.38	\$93.77	\$45.71	\$96.58	\$47.08				
2.24	Senior Communications Engineer	Bachelor's + 10	\$125.60	\$104.68	\$129.37	\$107.82	\$133.25	\$111.06				
2.25	Database Management Specialist	Bachelor's + 5	\$146.95	\$109.38	\$151.36	\$112.66	\$155.90	\$116.04				
2.26	Senior Database Administration Specialist	Bachelor's + 3	\$130.27	\$84.30	\$134.18	\$86.83	\$138.21	\$89.44				
2.27	Database Administration Specialist	Associate's + 3	\$90.51	\$66.04	\$93.23	\$68.03	\$96.02	\$70.07				
2.28	Associate Database Administration Specialist	High School + 3	\$71.03	\$38.01	\$73.16	\$39.15	\$75.35	\$40.32				
2.29	Curriculum Development Specialist	Bachelor's + 3	\$185.39	\$128.11	\$190.95	\$131.95	\$196.68	\$135.91				
2.30	Instructor	Bachelor's + 2	\$99.08	\$69.40	\$102.05	\$71.48	\$105.11	\$73.63				
2.31	Senior Systems Support Technician	Associate's + 8	\$136.39	\$80.59	\$140.49	\$83.01	\$144.70	\$85.50				
2.32	System Support Technician	Associate's + 3	\$116.94	\$64.10	\$120.45	\$66.02	\$124.07	\$68.00				
2.33	Associate System Support Technician	High School + 2	\$61.59	\$49.45	\$63.43	\$50.93	\$65.34	\$52.46				
2.34	Senior Technical Writer	Associate's + 8	\$120.63	\$73.88	\$124.24	\$76.10	\$127.97	\$78.38				
2.35	Technical Writer	Associate's	\$84.56	\$42.94	\$87.09	\$44.23	\$89.70	\$45.56				

TECHNICAL SERVICES

No.	Labor Category	Education/Experience Requirements	October 2007 - December 2007		January 2008 - December 2008		January 2009 - December 2009	
			Contractor Site	Government Site	Contractor Site	Government Site	Contractor Site	Government Site
3.1	Technical Program Manager	Bachelor's + 10	\$ 171.19	\$ 137.91	\$ 176.33	\$ 142.05	\$ 181.62	\$ 146.31
3.2	Technical Manager	Bachelor's + 7	\$ 139.67	\$ 112.21	\$ 143.86	\$ 115.58	\$ 148.18	\$ 119.04
3.3	Quality Assurance Specialist	Bachelor's	\$ 57.74	\$ 49.50	\$ 59.47	\$ 50.99	\$ 61.26	\$ 52.51
3.4	Project Control Specialist	Bachelor's + 6	\$ 56.84	\$ 50.23	\$ 58.55	\$ 51.74	\$ 60.30	\$ 53.29
3.5	Program Management Support Specialist	Bachelor's + 2	\$ 47.89	\$ 39.69	\$ 49.33	\$ 40.88	\$ 50.81	\$ 42.11
3.6	Clerical	High School + 1	\$ 34.06	\$ 28.01	\$ 35.08	\$ 28.85	\$ 36.13	\$ 29.72
3.7	Technical Analyst I	Master's + 10	\$ 177.90	\$ 149.17	\$ 183.24	\$ 153.65	\$ 188.73	\$ 158.25
3.8	Technical Analyst II	Bachelor's + 10	\$ 149.17	\$ 125.91	\$ 153.65	\$ 129.69	\$ 158.25	\$ 133.58
3.9	Technical Analyst III	Bachelor's + 5	\$ 116.31	\$ 97.15	\$ 119.80	\$ 100.06	\$ 123.39	\$ 103.07
3.10	Technical Analyst IV	Bachelor's + 2	\$ 82.11	\$ 68.44	\$ 84.57	\$ 70.49	\$ 87.11	\$ 72.61
3.11	Technical Analyst V	Bachelor's	\$ 61.58	\$ 51.31	\$ 63.43	\$ 52.85	\$ 65.33	\$ 54.43
3.12	Systems Engineering Specialist	Bachelor's	\$ 57.74	\$ 49.50	\$ 59.47	\$ 50.99	\$ 61.26	\$ 52.51
3.13	Principal Software Engineer	Master's + 10	\$ 118.13	\$ 95.35	\$ 121.67	\$ 98.21	\$ 125.32	\$ 101.16
3.14	Senior Software Engineer	Bachelor's + 10	\$ 90.49	\$ 74.32	\$ 93.20	\$ 76.55	\$ 96.00	\$ 78.85
3.15	Software Engineer	Bachelor's + 3	\$ 69.12	\$ 57.70	\$ 71.19	\$ 59.43	\$ 73.33	\$ 61.21
3.16	Associate Software Engineer	Bachelor's	\$ 44.83	\$ 37.33	\$ 46.17	\$ 38.45	\$ 47.56	\$ 39.60
3.17	Senior Applications Programmer	Bachelor's + 3	\$ 59.87	\$ 51.48	\$ 61.67	\$ 53.02	\$ 63.52	\$ 54.62
3.18	Senior Logistics Management Specialist	Bachelor's + 8	\$ 72.37	\$ 61.51	\$ 74.54	\$ 63.36	\$ 76.78	\$ 65.26
3.19	Logistics Management Specialist	Bachelor's + 5	\$ 53.54	\$ 45.51	\$ 55.15	\$ 46.88	\$ 56.80	\$ 48.28
3.20	Senior Computer Systems Specialist	Bachelor's + 5	\$ 49.94	\$ 42.46	\$ 51.44	\$ 43.73	\$ 52.98	\$ 45.05
3.21	Computer Systems Specialist	Associate's + 3	\$ 44.68	\$ 39.37	\$ 46.02	\$ 40.55	\$ 47.40	\$ 41.77
3.22	Senior Hardware Design/Test Engineer	Bachelor's + 7	\$ 89.98	\$ 73.04	\$ 92.68	\$ 75.23	\$ 95.46	\$ 77.49
3.23	Hardware Design/Test Engineer	Bachelor's + 5	\$ 69.50	\$ 57.12	\$ 71.59	\$ 58.83	\$ 73.73	\$ 60.60
3.24	Associate Hardware Design/Test Engineer	Bachelor's + 3	\$ 44.79	\$ 37.11	\$ 46.13	\$ 38.22	\$ 47.52	\$ 39.37
3.25	Principal Technical Specialist	Master's + 10	\$ 87.85	\$ 73.83	\$ 90.49	\$ 76.04	\$ 93.20	\$ 78.33
3.26	Senior Technical Specialist	Master's + 7	\$ 71.68	\$ 60.05	\$ 73.83	\$ 61.85	\$ 76.05	\$ 63.71
3.27	Technical Support Manager	Bachelor's + 5	\$ 80.06	\$ 68.44	\$ 82.46	\$ 70.49	\$ 84.94	\$ 72.61
3.28	Technical Support Specialist	Bachelor's + 2	\$ 54.74	\$ 45.51	\$ 56.38	\$ 46.88	\$ 58.07	\$ 48.28
3.29	Senior Instructor/Writer	Bachelor's + 5	\$ 82.11	\$ 68.27	\$ 84.57	\$ 70.32	\$ 87.11	\$ 72.43
3.30	Technical Instructor/Writer	Bachelor's + 3	\$ 54.74	\$ 45.51	\$ 56.38	\$ 46.88	\$ 58.07	\$ 48.28

TECHNICAL SERVICES

No.	Labor Category	Education/Experience Requirements	January 2010 - December 2010		January 2011 - December 2011		January 2012 - December 2012	
			Contractor Site	Government Site	Contractor Site	Government Site	Contractor Site	Government Site
3.1	Technical Program Manager	Bachelor's + 10	\$187.06	\$150.70	\$192.68	\$155.22	\$198.46	\$159.88
3.2	Technical Manager	Bachelor's + 7	\$152.62	\$122.61	\$157.20	\$126.29	\$161.92	\$130.08
3.3	Quality Assurance Specialist	Bachelor's	\$63.09	\$4.09	\$64.99	\$55.71	\$66.94	\$57.38
3.4	Project Control Specialist	Bachelor's + 6	\$62.11	\$4.89	\$63.97	\$56.53	\$65.89	\$58.23
3.5	Program Management Support Specialist	Bachelor's + 2	\$52.33	\$43.37	\$53.90	\$44.67	\$55.52	\$46.01
3.6	Clerical	High School + 1	\$37.22	\$30.61	\$38.33	\$31.53	\$39.48	\$32.47
3.7	Technical Analyst II	Master's + 10	\$194.40	\$163.00	\$200.23	\$167.89	\$206.23	\$172.93
3.8	Technical Analyst III	Bachelor's + 10	\$163.00	\$137.59	\$167.89	\$141.71	\$172.93	\$145.96
3.9	Technical Analyst III	Bachelor's + 5	\$127.10	\$106.16	\$130.91	\$109.34	\$134.84	\$112.62
3.10	Technical Analyst IV	Bachelor's + 2	\$89.72	\$74.79	\$92.42	\$77.03	\$95.19	\$79.34
3.11	Technical Analyst V	Bachelor's	\$67.29	\$56.07	\$69.31	\$57.75	\$71.39	\$59.48
3.12	Systems Engineering Specialist	Bachelor's	\$63.09	\$4.09	\$64.99	\$55.71	\$66.94	\$57.38
3.13	Principal Software Engineer	Master's + 10	\$129.08	\$104.19	\$132.96	\$107.32	\$136.95	\$110.54
3.14	Senior Software Engineer	Bachelor's + 10	\$98.88	\$81.21	\$101.85	\$83.65	\$104.90	\$86.16
3.15	Software Engineer	Bachelor's + 3	\$75.53	\$63.05	\$77.80	\$64.94	\$80.13	\$66.89
3.16	Associate Software Engineer	Bachelor's	\$48.99	\$40.79	\$50.46	\$42.02	\$51.97	\$43.28
3.17	Senior Applications Programmer	Bachelor's + 3	\$65.42	\$56.25	\$67.38	\$57.94	\$69.41	\$59.68
3.18	Senior Logistics Management Specialist	Bachelor's + 8	\$79.08	\$67.21	\$81.45	\$69.23	\$83.90	\$71.31
3.19	Logistics Management Specialist	Bachelor's + 5	\$58.50	\$49.73	\$60.26	\$51.22	\$62.07	\$52.76
3.20	Senior Computer Systems Specialist	Bachelor's + 5	\$54.57	\$46.40	\$56.21	\$47.79	\$57.89	\$49.22
3.21	Computer Systems Specialist	Associate's + 3	\$48.82	\$43.02	\$50.29	\$44.31	\$51.80	\$45.64
3.22	Senior Hardware Design/Test Engineer	Bachelor's + 7	\$98.32	\$79.81	\$101.27	\$82.21	\$104.31	\$84.67
3.23	Hardware Design/Test Engineer	Bachelor's + 5	\$75.94	\$62.42	\$78.22	\$64.29	\$80.57	\$66.22
3.24	Associate Hardware Design/Test Engineer	Bachelor's + 3	\$48.94	\$40.55	\$50.41	\$41.77	\$51.92	\$43.02
3.25	Principal Technical Specialist	Master's + 10	\$96.00	\$80.68	\$98.88	\$83.10	\$101.84	\$85.59
3.26	Senior Technical Specialist	Master's + 7	\$78.33	\$65.62	\$80.68	\$67.59	\$83.10	\$69.61
3.27	Technical Support Manager	Bachelor's + 5	\$87.48	\$74.79	\$90.11	\$77.03	\$92.81	\$79.34
3.28	Technical Support Specialist	Bachelor's + 2	\$59.82	\$49.73	\$61.61	\$51.22	\$63.46	\$52.76
3.29	Senior Instructor/Writer	Bachelor's + 5	\$89.72	\$74.60	\$92.42	\$76.84	\$95.19	\$79.14
3.30	Technical Instructor/Writer	Bachelor's + 3	\$59.82	\$49.73	\$61.61	\$51.22	\$63.46	\$52.76