ManTech

GENERAL SERVICES ADMINISTRATION
FEDERAL ACQUISITION SERVICE

Authorized Multiple Award Schedule 70
GENERAL PURPOSE COMMERCIAL INFORMATION TECHNOLOGY EQUIPMENT, SOFTWARE AND SERVICES

Contract Number
GS-35F-4660G

Contract Period of Performance
July 15, 1997 through July 14, 2017

Pricelist current through Modification PO-0052 dated June 21, 2016

ManTech Advanced Systems International, Inc.
12015 Lee Jackson Highway, 8th Floor
Fairfax, Virginia 22033
Attn: Jeromy Block
Tel: 703-218-6440
Fax: 703-814-4201
Large Business
http://www.mantech.com/

On-line access to contract ordering information, terms, and conditions, up-to-date pricing, and the option to create an electronic delivery order is available through GSA Advantage!, a menu-driven database system. The INTERNET address GSA Advantage! is: http://www.gsaadvantage.gov. For more information on ordering from Federal Supply Schedules click on the FSS Schedules button at http://www.gsa.gov/fas.

TABLE OF CONTENTS

Information for Ordering Agencies 1

Terms and Conditions Applicable to Term Software Licenses (Special Item Number 132-32) of General Purpose Commercial Information Technology Software 7

Price List – ManTech's BAA Information Delivery System (BIDS) Solution 11

Product Description – BAA Information Delivery System (BIDS) 13

Price List – ManTech's DecisionPoint 14

DecisionPoint General Description 16

Terms and Conditions Applicable to Information Technology (IT) Professional Services (SIN 132-51) 17

Labor Rates for Information Technology Services SINS 132-51 & 132-51RC 22

Labor Category Descriptions and Qualifications SINS 132-51 & 132-51RC 33

USA Commitment to Promote Small Business Participation Procurement Programs 85

Federal Supply Schedules Blanket Purchase Agreements 86

Contractor Team Arrangements and Federal Supply Schedules 88

Basic Guidelines for Using "Contractor Team Arrangements" 89

Information for Ordering Agencies

1a. AWARDED SPECIAL ITEM NUMBERS (SINs):

SIN	State and Local Government	Recovery	Title
132-32		132-32RC	Term Software License
132-51	132-51STLOC	132-51RC	Information Technology Professional Services

1c. APPROVED LABOR CATEGORY RATES AND DESCRIPTIONS: See Pages 22-84

2. MAXIMUM ORDER:

SIN	Maximum Order
132-32	$500.000 per order
132-51	$500.000 per order

Notwithstanding this limit, agencies may place and ManTech may honor orders exceeding this limit in accordance with FAR 8.404. This maximum order value is a dollar amount at which it is suggested that the ordering agency request greater discounts from the contractor before issuing the order. The contractor may 1) offer a new lower price, 2) offer the lowest price available under the contract, or 3) decline the order within five (5) days. In accordance with the Maximum Order provisions contained in the Schedule, a delivery order may be placed against the schedule even though it exceeds the maximum order threshold. There is no maximum ceiling for any task order.

3. MINIMUM ORDER: $100.00 unless ManTech agrees to accept a smaller order amount. When the Government requires supplies or services covered by this contract in an amount less than $100, the Government is not obligated to purchase, nor is ManTech obligated to furnish those supplies or services under the contract. However, if the Government places such orders, they shall be deemed to be accepted by ManTech, unless returned to the ordering office within 5 workdays after receipt by ManTech.

4. GEOGRAPHIC COVERAGE: Services offered Locally, Nationally and/or Worldwide. The geographic scope of this contract is the 48 contiguous states and the District of Columbia, Alaska, Hawaii, and the Commonwealth of Puerto Rico, and, on a worldwide basis, all U.S. Government installations and/or agencies abroad and any foreign country in which the U.S. Government does not prohibit trade.

5. POINT OF PRODUCTION: United States of America

6. DISCOUNTS FROM LIST PRICES: Reference Net Pricing included herein. Discounts may be offered on specific orders depending upon the Statement of Work, staffing, geographic location, and other factors.

7. QUANTITY DISCOUNTS: None

8. PROMPT PAYMENT TERMS: None – Net 30 days

9a. GOVERNMENT PURCHASE CARD ACCEPTED AT OT BELOW THE MICROPURCHASE TRESHOLD ($3,000). Government Commercial Credit Cards will be acceptable for payment. Contractors are required to accept the Government purchase card for payments equal to or less than the micro-purchase threshold for oral or written delivery orders

9b. GOVERNMENT PURCHASE CARD ACCEPTED ABOVE THE MICROPURCHASE TRESHOLD. Government purchase cards will be acceptable for payment above the micro-purchase threshold. In addition, bank account information for wire transfer payment will be shown on the invoice.

10. FOREIGN ITEMS: None

11a. TIME OF DELIVERY:

SIN	Delivery Time
132-32	As negotiated between the government and the contractor
132-51	As negotiated between the government and the contractor

11b. EXPEDITED DELIVERY: Contact ManTech

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

11d. URGENT REQUIREMENTS: Contact ManTech

12. FOB POINT: Destination

13a. ORDERING ADDRESS:
ManTech Advanced Systems International, Inc.
12015 Lee Jackson Highway, 8th Floor
Fairfax, VA 22033
Attn: Mr. Jeromy Block
703-218-6440

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

14. PAYMENT ADDRESS:

ManTech Advanced Systems International, Inc.
12015 Lee Jackson Highway, 8th Floor
Fairfax, VA 22033
Attn: Mr. Jeromy Block
703-218-6440

15. WARRANTY PROVISIONS: Reference Ordering Procedures for Services; Standard Commercial Warranty for Products

16. EXPORT PACKING CHARGES: Actual costs plus applicable G&A

17. TERMS AND CONDITIONS OF GOVERNMENT PURCHASE CARD ACCEPTANCE: Government Commercial Credit Cards will be acceptable for payment. Contractors are required to accept the Government purchase card for payments equal to or less than the micro-purchase threshold for oral or written delivery orders. Government purchase 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.

18. TERMS AND CONDITIONS OF RENTAL, MAINTENANCE, AND REPAIR: Not Applicable

19. TERMS AND CONDITIONS OF INSTALLATION: Not Applicable

20. TERMS AND CONDITIONS OF REPAIR PARTS: Not Applicable

20a. TERMS AND CONDITIONS FOR ANY OTHER SERVICES: Not Applicable

21. LIST OF SERVICE AND DISTRIBUTION POINTS: Not Applicable

22. LIST OF PARTICIPATING DEALERS:

ManTech Advanced Systems International, Inc.
c/o ManTech Security & Mission Assurance
7799 Leesburg Pike, Suite 700 South
Falls Church, VA 22043

DUNS: 198148751
CAGE: 0C0P6

ManTech Advanced Systems International, Inc.
c/o ManTech Information Systems & Technology Corporation
14280 Park Meadow Drive, Suite 400
Chantilly, VA 20151

DUNS: 789517976
CAGE: 0N5X4

ManTech Advanced Systems International, Inc.
c/o ManTech Telecommunications & Information Systems Corporation
2250 Corporate Park Drive, Suite 500
Herndon, VA 20171-2898

DUNS: 801008228
CAGE: 0D0S5

ManTech Advanced Systems International, Inc.
c/o ManTech Systems Engineering Corporation
12015 Lee Jackson Highway
Fairfax, VA 22033

DUNS: 174245993
CAGE: 2U954

ManTech Advanced Systems International, Inc.
c/o ManTech SRS Technologies, Inc.
3865 Wilson Blvd, Suite 800
Arlington, VA 22203-1780

DUNS: 066183039
CAGE: 4L958

ManTech Advanced Systems International, Inc.
c/o ManTech Command Control Systems Corporation
2250 Corporate Park Drive, Suite 500
Herndon, VA 20171-2898

DUNS: 142495907
CAGE: 3RAR6

ManTech Advanced Systems International, Inc.
c/o NeXolve Corporation, Inc.
655 Discovery Drive, Bldg 3, Suite 200
Huntsville, AL 35806

DUNS: 829203392
CAGE: 5AAU5

ManTech Advanced Systems International, Inc.
c/o MTCSC, Inc.
925 Corporate Drive, Suite 401
Stafford, VA 22554

DUNS: 176041127
CAGE: 1B1K6

ManTech Advanced Systems International, Inc.
c/o ManTech Mission, Cyber & Technology Solutions, Inc.
7799 Leesburg Pike, Suite 700 South
Falls Church, VA 22043

DUNS: 198148751
CAGE: 0C0P6

ManTech Advanced Systems International, Inc.
c/o ManTech Mission Operations Corporation
7799 Leesburg Pike Suite 700 S
Falls Church, Virginia 22043 - 2436

DUNS: 831130443
CAGE: 5KAN6

23. PREVENTATIVE MAINTENANCE: Not Applicable

24a. SPECIAL ATTRIBUTES: Not Applicable

24b. SECTION 508: Not Applicable

25. DATA UNIVERAL NUMBER SYSTEM (DUNS) NUMBER: 13-962-7525

26. REGISTERED IN THE SYSTEM FOR AWARD MANAGEMENT (SAM) DATABASE: Yes

27. TYPES OF ORDERS: Both firm fixed-price and time and materials task orders are acceptable under this contract.

28. SECURITY REQUIREMENTS: In the event security requirements are necessary, the ordering activities may incorporate in their delivery order(s), a security clause in accordance with current laws, regulations, and individual agency policy; however, the burden of administering the security requirements shall be with the ordering agency. If any costs are incurred as a result of the inclusion of security requirements, such costs will not exceed ten percent (10%) or $100,000, of the total dollar value of the order, whichever is less.

29. CONTRACT ADMINISTRATION FOR ORDERING OFFICES: Any ordering office, 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 (1) Termination for the Government's convenience, and (m) Termination for Cause (See C.1.).

30. PURCHASE OF INCIDENTAL, NON-SCHEDULE ITEMS: For administrative convenience, open market (non-contract) items may be added to a Federal Supply Schedule Blanket Purchase Agreement (BPA) or an individual order, provided that the items are clearly labeled as such on the order, all applicable regulations have been followed, and the price reasonableness has been determined by the ordering activity for the open market (non-contract) items.

31. SUBCONTRACTORS: Subcontractors are to be included on task orders under the schedule price list labor categories and rates when possible. Upon the approval of the ordering agency, subcontractors may be included as off-schedule costs if their services are not suitable under the contract labor categories as listed herein (per the Schedule 70 solicitation).

32. TRAVEL & OTHER DIRECT COSTS (ODCS): For travel and ODCs costs, ManTech will follow the Federal Travel Regulations or Joint Travel Regulations, as applicable. As documented within ManTech's disclosure statement for each Business Unit, ManTech will apply applicable indirect rates to travel and/or ODC costs per our disclosure statements.

33. DIFFERENTIALS/ALLOWANCES: The rates included herein do not include Cost of Living Allowances or Site Differentials, nor do they include Housing or Relocation Costs. These costs, to include overtime pay and shift differentials shall be negotiated separately on a case-by-case basis with the ordering agencies. Additionally, the rates do not include Hazardous Duty Pay or Sea Duty/Isolated Duty. These costs shall also be negotiated separately on a case-by case- basis with the ordering agencies.

34. OVERTIME: ManTech observes all overtime pay requirements of the Fair Labor Standards Act of 1938, as amended. Thus all employees who are subject to the law's wage and hour provisions (that is "non-exempt" employees, such as administrative personnel and certain technicians) will receive compensation for approved overtime in accordance with those provisions. In states that have established other overtime standards, applicable legal requirements will be observed.

35. DEFENSE PRIORITIES AND ALLOCATIONS SYSTEM REQUIREMENTS: For task orders issued under this schedule, ManTech recognizes the Defense Priorities and Allocations System Requirements regulation, reference DFAR 252.211-15.

36. LIABILITY FOR INJURY OR DAMAGE: The Contractor shall not be liable for any injury to Government personnel or damage to Government 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.

37. INDUSTRIAL FUNDING FEE: The Industrial Funding Fee is included in the labor rates and the products awarded under this Schedule. The IFF does not apply to off-schedule items such as travel, materials, and other direct costs.

Terms and Conditions Applicable to Term Software Licenses (Special Item Number 132-32) of General Purpose Commercial Information Technology Software

1. INSPECTION/ACCEPTANCE

The Contractor shall only tender for acceptance those items that conform to the requirements of this contract. The ordering activity reserves the right to inspect or test any software that has been tendered for acceptance. The ordering activity may require repair or replacement of nonconforming software at no increase in contract price. The ordering activity must exercise its postacceptance rights (1) within a reasonable time after the defect was discovered or should have been discovered; and (2) before any substantial change occurs in the condition of the software, unless the change is due to the defect in the software.

2. ENTERPRISE USER LICENSE AGREEMENTS REQUIREMENTS (EULA)

The Contractor shall provide all Enterprise User License Agreements in an editable Microsoft Office (Word) format.

3. GUARANTEE/WARRANTY

a. Unless specified otherwise in this contract, the Contractor's standard commercial guarantee/warranty as stated in the contract's commercial pricelist will apply to this contract.

BIDS and DecisionPoint Warranty:
ManTech WARRANTS that the BIDS and DecisionPoint applications and service provided by its AcqCenter Division shall conform to applicable specifications as detailed in the attached BIDS and DecisionPoint General Descriptions and shall remain free from defects for the duration of the service period agreement. ManTech warrants that the BIDS and DecisionPoint application designs will not contain any computer viruses, worms, trap doors, time bombs, undocumented passwords, disabling code, Trojan horses, or similar malicious mechanism or device. However, ManTech does not warrant data entered, attached, or otherwise provided by clients or other third parties for inclusion in the BIDS or DecisionPoint system.

ManTech's obligation under this Warranty shall be limited to repair at the Headquarters (ManTech IS&T 14280 Park Meadow Drive, Suite 400, Chantilly, VA 20151, Phone (703) 674-2861), or at its option, replacement of defective product. In no event shall ManTech be responsible for incidental or consequential damages whatsoever (including without limitation, special, or indirect damages for personal injury, loss of business profits, compromise of protected information, business interruption, loss of business information, or any other pecuniary loss) to system hardware configuration, or data contained thereon. ManTech shall make good faith efforts, where applicable, to inform customers of potential incidental or consequential damages that could occur by use of BIDS or DecisionPoint, if said potential damages are reasonably foreseeable by ManTech prior to installation and use of the software.

This Warranty shall not apply to Products that have been damaged through negligence, accident, any misuse to include software code tampering, or acts or nature such as floods, fires, earthquakes, lightning strikes, etc.

ManTech's liability, whether in contract or in tort, arising out of warranties or representations, instructions or defects from any cause, shall be limited exclusively to

application replacement and service restoration to include data archival restoration to the extent practicable under the aforementioned conditions. ManTech requires notification of system interruption within seven calendar days of discovery of the interruption to establish a claim under this warranty. To obtain warranty service for BIDS application service, you must first call the AcqCenter.com help desk at (703) 674-2973 or for DecisionPoint application service you must first call (703) 674-9108. The telephone representative will provide further information, including scheduling of service at Warrantees facility if appropriate. During the period of this limited Warranty, ManTech will provide Technical Support at no additional charge to you. Technical Support is limited to application support installed by ManTech. Technical Support may be obtained by calling the BIDS Technical Help Desk, Monday Friday, 8 a.m. to 6 p.m. E.S.T., at (703) 674-2973 or DecisionPoint Technical Help Desk, Monday through Friday, 8 a.m. to 6 p.m. E.S.T at (703) 674-2861.

The above Warranty applies to services and applications provided by ManTech. ManTech may, at the warrantee's request, provide hardware, software, firmware or other information technology from Original Equipment Manufacturers or other third parties. Equipment and services provided, but not manufactured by ManTech, are warranted and will be repaired to the extent of and according to the current terms and conditions of the respective manufacturers. In no event shall ManTech be liable for consequential, incidental, special, indirect or punitive damages or attorney fees or court costs, in relation to any failure of the hardware, software, firmware or information technology provided by ManTech to perform as specified in this warranty. Monetary damages relating to this warranty, whether arising in contract or in tort, or otherwise, shall be limited to the contract price for the specific hardware, software, firmware or information technology subject to a warranty claim.

Disputes regarding this warranty shall be resolved in accordance with FAR clause 52.233-1, Disputes.

b. The Contractor warrants and implies that the items delivered hereunder are merchantable and fit for use for the particular purpose described in this contract. If no implied warranties are given, an express warranty of at least 60 days must be given in accordance with FAR 12.404(b)(2)

c. Limitation of Liability. Except as otherwise provided by an express or implied warranty, the Contractor will not be liable to the ordering activity for consequential damages resulting from any defect or deficiencies in accepted items.

4. TECHNICAL SERVICES

The Contractor, without additional charge to the ordering activity, shall provide a hot line technical support number BIDS (703) 674-2973 or Decision Point (703) 674-2861 for the purpose of providing user assistance and guidance in the implementation of the software. The technical support number is available from 8 a.m. to 6 p.m. EST.

5. PERIODS OF TERM LICENSES (SIN 132-32)

a. The Contractor shall honor orders for periods for the duration of the contract period or a lessor period of time.

b. Term licenses may be discontinued by the ordering activity on thirty (30) calendar days written notice to the Contractor.

c. Annual Funding. When annually appropriated funds are cited on an order for term licenses, the period of the term licenses shall automatically expire on September 30 of the contract period, or at the end of the contract period, whichever occurs first. Renewal of the term licenses citing the new appropriation shall be required, if the term licenses is to be continued during any remainder of the contract period.

d. Cross-Year Funding Within Contract Period. Where an ordering activity's specific appropriation authority provides for funds in excess of a 12 month (fiscal year) period, the ordering activity may place an order under this schedule contract for a period up to the expiration of the contract period, notwithstanding the intervening fiscal years.

e. Ordering activities should notify the Contractor in writing thirty (30) calendar days prior to the expiration of an order, if the term licenses is to be terminated at that time. Orders for the continuation of term licenses will be required if the term licenses is to be continued during the subsequent period.

7. UTILIZATION LIMITATIONS - (SIN 132-32)

a. Software acquisition is limited to commercial computer software defined in FAR Part 2.101.

b. When acquired by the ordering activity, commercial computer software and related documentation so legend shall be subject to the following:

(1) Title to and ownership of the software and documentation shall remain with the Contractor, unless otherwise specified.

(2) Software licenses are by site and by ordering activity. An ordering activity is defined as a cabinet level or independent ordering activity. The software may be used by any subdivision of the ordering activity (service, bureau, division, command, etc.) that has access to the site the software is placed at, even if the subdivision did not participate in the acquisition of the software. Further, the software may be used on a sharing basis where multiple agencies have joint projects that can be satisfied by the use of the software placed at one ordering activity's site. This would allow other agencies access to one ordering activity's database. For ordering activity public domain databases, user agencies and third parties may use the computer program to enter, retrieve, analyze and present data. The user ordering activity will take appropriate action by instruction, agreement, or otherwise, to protect the Contractor's proprietary property with any third parties that are permitted access to the computer programs and documentation in connection with the user ordering activity's permitted use of the computer programs and documentation. For purposes of this section, all such permitted third parties shall be deemed agents of the user ordering activity.

(3) Except as is provided in paragraph 8.b(2) above, the ordering activity shall not provide or otherwise make available the software or documentation, or any portion thereof, in any form, to any third party without the prior written approval of the Contractor. Third parties do not include prime Contractors, subcontractors and agents of the ordering activity who have the ordering activity's permission to use the licensed software and documentation at the facility, and who have agreed to use the licensed software and documentation only in accordance with these restrictions. This provision does not limit the right of the ordering activity to use software, documentation, or information therein, which the ordering activity may already have or obtains without restrictions.

(4) The ordering activity shall have the right to use the computer software and documentation with the computer for which it is acquired at any other facility to which that computer may be transferred, or in cases of Disaster Recovery, the ordering activity has the right to transfer the software to another site if the ordering activity site for which it is acquired is deemed to be unsafe for ordering activity personnel; to use the computer software and documentation with a backup computer when the primary computer is inoperative; to copy computer programs for safekeeping (archives) or backup purposes; to transfer a copy of the software to another site for purposes of benchmarking new hardware and/or software; and to modify the software and documentation or combine it with other software, provided that the unmodified portions shall remain subject to these restrictions.

(5) "Commercial Computer Software" may be marked with the Contractor's standard commercial restricted rights legend, but the schedule contract and schedule pricelist, including this clause, "Utilization Limitations" are the only governing terms and conditions, and shall take precedence and supersede any different or additional terms and conditions included in the standard commercial legend.

8. SOFTWARE CONVERSIONS - (SIN 132-32)

Full monetary credit will be allowed to the ordering activity when conversion from one version of the software to another is made as the result of a change in operating system, or from one computer system to another. Under a term license (132-32), conversion credits which accrued while the earlier version was under a term license shall carry forward and remain available as conversion credits which may be applied towards the perpetual license price of the new version.

9. DESCRIPTIONS AND EQUIPMENT COMPATIBILITY

The Contractor shall include, in the schedule pricelist, a complete description of each software product and a list of equipment on which the software can be used. Also, included shall be a brief, introductory explanation of the modules and documentation which are offered.

Price List – ManTech's BAA Information Delivery System (BIDS) Solution

Are you responsible for getting the Broad Agency Announcement (BAA) out to industry and research organizations, for maintaining control over the influx of proposal submissions, as well as effectively empowering your team of Subject Matter Experts (SMEs), Specialists, and Managers to monitor and analyze the submissions quickly and efficiently?

Ask yourself these questions about your Broad Agency Announcement process

- Can proposals be submitted quickly and easily?
- Can your team of Evaluators access the submissions 24/7 wherever they are?
- Can you quickly gather and evaluate the information you need to make an informed decision?
- Do you have oversight of your evaluation process?

If not, **ManTech's BAA Information Delivery System (BIDS)** is your solution. BIDS is a mature solution that insures your agency's ability to execute and maintain a successful BAA. Everything is provided: hardware, software, secure hosting, 24/7 technical support, a training course and materials, as well as our extensive BAA expertise to assure success. And, since BIDS is easy to deploy, your announcements can be posted to the system **within a few weeks**.

What services are included with BIDS?

BIDS is a 508-compliant solution that has three components: Setup and Training, License and Hosting and Agency Customization. The first two are required; the third is optional.

BIDS SETUP AND INSTRUCTION (SIN 132-51 & 132-51RC)

This service provides your agency with a customized web address (URL), a Verisign issued 128 bit SSL certificate, and the basic customization of BIDS to your BAA evaluation phases and cycles. It includes your agency's logo on the site, so users know they are in the right place. ManTech also provides an initial instruction for up to 25 people at your offices or at our training facilities. The setup and instruction will be provided at the hourly rates on this GSA Schedule for a one-time cost of not to exceed $16,583.

BIDS LICENSE AND HOSTING (SIN 132-32 & 132-32RC)

This service covers all hardware, software, bandwidth, upgrades and technical support for the site at one low monthly price. Your agency is given its own space on fully redundant, production-grade, servers in ManTech's secure data center. The center is continually monitored by network engineers for intrusions and other threats using the latest security hardware and software. Technical support for your agency's site is provided via email, or by phone, by dedicated ManTech Acquisition Center help desk staff. The monthly fee for this service is dependant on the number of BAAs you wish to process in a year:

NUMBER of BAAs PER YEAR	COST
1 BAA	$3,153 per month
2 or 3 BAAs	$4,206 per month
4 or more BAAs	$6,312 per month

AGENCY CUSTOMIZATION (SIN 132-51 & 132-51RC)

Most of our clients find that they have additional needs as they modernize and take control of their BAA process. Among the most commonly requested customizations are:

- Ad-hoc and specialized reports (by funding type, etc.)
- Additional user types (Universal submission readers, etc.)
- Customized Evaluator Computer Based Training (CBTs)
- Specialized Conflict of Interest (COI), or other, process.

Most customers find that they need a minimum of 100 additional software developer hours for application customization to add functions and/or abilities they discover as they better document their BAA process. This customization is provided at the hourly rates of this GSA schedule.

BIDS IS THE SOLUTION FOR YOUR SUCCESSFUL BAA

Discover what many government agencies already know. BIDS is a robust and reliable investment that anyone with a browser can easily use. Don't let your BAA's paperwork take control of you. BIDS puts you in control with real time oversight of the BAA's process from its publishing to final approved proposal. Contact ManTech today for more information.

Product Description – BAA Information Delivery System (BIDS)

"BIDS" is a web-based, Section 508-compliant, secure, fully automated, and paperless Broad Agency Announcement (BAA) management tool that not only streamlines the BAA dissemination and proposal gathering process, but allows for real-time online evaluations while reducing the demand on personnel resources and maintaining the highest levels of information security. BIDS is housed in a secure data center which has the same level of intrusion monitoring as Congress' website.

When awarding numerous multi-million dollar contracts, government proposal evaluators rely on BIDS to provide solutions for award selection. BIDS allows the government customer to electronically release information requests to industry for viewing and downloading, allows vendors to electronically upload submissions, and then provides the government customer with secure access for group evaluations from anywhere in the world in accordance with the customer's customizable evaluation process. BIDS streamlines the acquisition process and significantly increases process efficiency. It also helps government customers solicit innovative ideas and potential research projects from industry and academia on how to use technology to solve problems, e.g., combating the war on terrorism.

BIDS is a mature solution that insures your agency's ability to execute and maintain a successful BAA. Everything is provided: hardware, software, secure hosting, 24/7 technical support, a training course and materials, as well as ManTech's extensive BAA expertise to assure success. And, since BIDS is easy to deploy, you're ready to go within a few weeks.

Price List – ManTech's DecisionPoint

1. Public Internet Configuration License

Secure access to DecisionPoint via the Internet from the customer s desktop

Hosted on the ManTech Secure Server System in the Virginia IT Data Center

Pricing based on not more than 25 evaluators/users for one source selection

DecisionPoint set-up* and user training $12,437.00

Includes:

- One-day on-site user application training session for up to 25 users**
- Application set-up, configuration and routine customizations
- Network performance testing and validation

DecisionPoint license fees $1,851.00/month

Includes:

- 24 by 7 customer-access to the DecisionPoint Technical Help Desk
  - Direct telephone/email support during normal business hours (8:00 AM to 6:00 PM EST Monday Friday)
  - Pager notification during non-business hours and weekends
- DecisionPoint software upgrades at no extra cost
- ManTech DecisionPoint warranty

* Installation and registration of X.509 Certificates (PKI) is an additional $2,000 per source selection (THIS IS A NON-SCHEDULE ITEM).

** Travel expenses required for support outside the local Washington DC area are additional.

2. Private Intranet Access License/Leased Server or Customer Provided Server

Secure access to DecisionPoint via client s private Intranet LAN

Data stored on client-supplied server or server leased from ManTech (non-schedule item)

Pricing based on not more than 25 evaluators/users for one source selection

DecisionPoint installation, set-up* and user training $14,114.00

Includes:

- One-day on-site user application training session for up to 25 users**
- Application set-up, configuration and routine customizations
- Two-day on-site server installation and testing

DecisionPoint license fees $1,086.00/month

Includes:

- 24 by 7 customer-access to the DecisionPoint Technical Help Desk

- Direct telephone/email support during normal business hours (8:00 AM to 6:00 PM EST Monday Friday)
- Pager notification during non-business hours and weekends

- DecisionPoint software upgrades at no extra cost
- ManTech DecisionPoint warranty

* Installation and registration of X.509 Certificates (PKI) is an additional $2,000 per source selection (THIS IS A NON-SCHEDULE ITEM).
** Travel expenses required for support outside the local Washington DC area are additional.
Note: Intranet configurations require a Microsoft SQL Server license and SQL Server Client Access licenses for each user.

Minimum customer-supplied desktop hardware requirements:
Processor Speed: 400 MHz
Available Memory: 256 MB
Operating System: Windows NT 4.0, 2000 or XP
Web Browser: Microsoft Internet Explorer v5.5 or later
Office Suite: Microsoft Office 97 or later (Office 2003 preferred)
PDF Viewer: Adobe Acrobat Reader v4.0 of later

Minimum customer-supplied server hardware requirements for Intranet configuration:
Processor Speed: 850 MHz Pentium III or better
Available Memory: 512 MB, 1 GB recommended
Free Hard Disk Space: 1 GB (does not include space for offeror proposals)

Routine DecisionPoint customizations included in set-up fee for all configurations:

Ratings, Intensities, and Definitions - The DecisionPoint application is adapted to reflect the customer's unique scoring methodology, intensity factors, and the associated definitions as stated in the RFP. For example, customers may use color, numeric, or adjectival rating scales.

Evaluator Workflow - The application workflow may be altered (i.e. moving to Offerors by group or by individual).

Renaming Forms/Fields/Other - Semantic changes to application text. For example, "Information Request" can be changed to "Discussion Item" or "Rating" can be changed to "Score".

Form Validation - Any mandatory fields may be enabled or disabled with the exception of "Criteria" which is always required. Customers may choose which fields are mandatory to force the Evaluators to complete these fields prior to saving a comment.

DecisionPoint General Description

DecisionPoint is an automated source selection evaluation software application. Its primary purpose is to assist proposal evaluators, participating in competitive source selections, in reviewing and recording their comments and rationale on the quality of offeror proposals. DecisionPoint is provided to users as either an Internet-based web application service, or as an Intranet-based software application running on a customer-supplied IT network.

Using DecisionPoint , government contracting officers and source selection managers can grant evaluators secure, online access to offeror proposals and other relevant source selection documentation, thereby eliminating the need for hardcopy information.. Evaluators review offerors proposals, then enter their comments and evaluations into the DecisionPoint database. Evaluator comments are written against the criteria and standards specified in the government s RFP and/or Source Selection Plan. Types of comments include strengths, weaknesses, risks, scores/ratings and information exchanges. As these evaluator comments are entered, contracting officers and source selection managers can review the evaluators work in real-time from any connected system in order to maintain effective/efficient control of the evaluation process.

Once evaluations are complete for an individual offeror, DecisionPoint consolidates each comment into a Consensus Evaluation Report, which evaluation teams review and discuss to arrive at a group consensus evaluation. This process is repeated for each offeror until all offerors have been evaluated.

The major features/benefits of DecisionPoint are:

- **Flexibility**. The application s workflow and interface can be customized to fit individual clients unique source selection processes and terminology.
- **Online Reference Library**. Allows the client to have paperless storage and instant access to source selection documents such as the Request for Proposal (RFP), Source Selection Plan (SSP), Source Selection Evaluator's Guide (SSEG), and offeror proposals.
- **Process Adherence**. Enforces process adherence based on a client s source selection plan by guiding evaluators through the evaluation of each criteria established in the RFP. Standardized comment input templates help ensure evaluator consistency.
- **Promotes Paperless Streamlining Of Process**. Evaluators complete reviews of proposals and enter strengths, weaknesses, ratings, and other comments online.
- **Electronic Archiving**. Captures the results of your source selection in an electronic format that is easily referenced and archived after completion of the process. .
- **Assists Consensus**. The application generates an easily editable draft Group Consensus Evaluation report.
- **Assists Geographically Dispersed Evaluation Teams**. Allows paperless, online proposal evaluation and communication (if the Internet configuration is used) so that evaluation team members do not have to be at the same geographic location in order to conduct the proposal evaluation process. .
- **Management Tracking**. Management can access all evaluator and advisor comments at any time. Allows management to track evaluator progress throughout the entire evaluation process.
- **Secure**. Uses Web server technology, with 128-bit encryption and role-based authentication.

Terms and Conditions Applicable to Information Technology (IT) Professional Services (SIN 132-51)

Note 1: All 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.

1. SCOPE

a. The prices, terms and conditions stated under Special Item Number 132-51 Information Technology Professional Services apply exclusively to IT Services within the scope of this Information Technology Schedule.

b. The Contractor shall provide services at the Contractor's facility and/or at the ordering activity location, as agreed to by the Contractor and the ordering activity.

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

a. Performance incentives may be agreed upon between the Contractor and the ordering activity on individual fixed price orders or Blanket Purchase Agreements under this contract in accordance with this clause.

b. The ordering activity must establish a maximum performance incentive price for these services and/or total solutions on individual orders or Blanket Purchase Agreements.

c. Incentives should be designed to relate results achieved by the contractor to specified targets. To the maximum extent practicable, ordering activities shall consider establishing incentives where performance is critical to the ordering activity's mission and incentives are likely to motivate the contractor. Incentives shall be based on objectively measurable tasks.

3. ORDER

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

b. All task orders are subject to the terms and conditions of the contract. In the event of conflict between a task order and the contract, the contract will take precedence.

4. PERFORMANCE OF SERVICES

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

b. The Contractor agrees to render services only during normal working hours, unless otherwise agreed to by the Contractor and the ordering activity.

c. The ordering activity should include the criteria for satisfactory completion for each task in the Statement of Work or Delivery Order. Services shall be completed in a good and workmanlike manner.

d. Any Contractor travel required in the performance of IT Services must comply with the Federal Travel Regulation or Joint Travel Regulations, as applicable, in effect on the date(s) the travel is performed. Established Federal Government per diem rates will apply to all Contractor travel. Contractors cannot use GSA city pair contracts.

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

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

(1) Cancel the stop-work order; or

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

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

(1) The stop-work order results in an increase in the time required for, or in the Contractor's cost properly allocable to, the performance of any part of this contract; and

(2) The Contractor asserts its right to the adjustment within 30 days after the end of the period of work stoppage; provided, that, if the Contracting Officer decides the facts justify the action, the Contracting Officer may receive and act upon the claim submitted at any time before final payment under this contract.

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

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

6. INSPECTION OF SERVICES

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

7. RESPONSIBILITIES OF THE CONTRACTOR

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

8. RESPONSIBILITIES OF THE ORDERING ACTIVITY

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

9. INDEPENDENT CONTRACTOR

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

10. ORGANIZATIONAL CONFLICTS OF INTEREST

a. Definitions.

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

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

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

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

individual orders placed against the schedule contract. Examples of situations, which may require restrictions, are provided at FAR 9.508.

11. INVOICES

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

12. PAYMENTS

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

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

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

(1) The offeror;

(2) Subcontractors; and/or

(3) Divisions, subsidiaries, or affiliates of the offeror under a common control..

13. RESUMES

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

14. INCIDENTAL SUPPORT COSTS

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

15. APPROVAL OF SUBCONTRACTS

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

16. DESCRIPTION OF IT SERVICES AND PRICING

Please refer to the labor category descriptions and pricing incorporated into this GSA Pricelist.

Labor Rates for Information Technology Services
SINS 132-51 & 132-51RC

ON-SITE (GOVERNMENT) AND OFF-SITE (CONTRACTOR) RATES

Labor Category	Government Site Rate: 5/28/14 - 5/27/15	Government Site Rate: 5/28/15 - 5/27/16	Government Site Rate: 5/28/16 - 7/14/17		Contractor Site Rate: 5/28/14 - 5/27/15	Contractor Site Rate: 5/28/15 - 5/27/16	Contractor Site Rate: 5/28/16 - 7/14/17
Task Supervisor, Associate	$68.69	$70.06	$71.46		$82.62	$84.27	$85.96
Task Supervisor, Staff	$74.58	$76.07	$77.59		$89.71	$91.50	$93.33
Task Supervisor, Senior	$86.19	$87.91	$89.67		$103.67	$105.74	$107.85
Project Manager, Deputy	$104.58	$106.67	$108.80		$125.78	$128.30	$130.87
Project Manager	$123.93	$126.41	$128.94		$149.06	$152.04	$155.08
Program Manager	$145.43	$148.34	$151.31		$174.92	$178.42	$181.99
Program Director	$161.13	$164.35	$167.64		$193.81	$197.69	$201.64
Database Analyst, Associate	$65.99	$67.31	$68.66		$79.37	$80.96	$82.58
Database Analyst, Staff	$85.19	$86.89	$88.63		$102.47	$104.52	$106.61
Database Analyst, Senior	$102.98	$105.04	$107.14		$123.87	$126.35	$128.88
Database Analyst, Principal	$125.13	$127.63	$130.18		$150.51	$153.52	$156.59
Database Analyst, Senior Principal	$123.38	$125.85	$128.37		$148.40	$151.37	$154.40
Database Manager	$155.95	$159.07	$162.25		$187.58	$191.33	$195.16
Database Engineer, Assoc	$65.99	$67.31	$68.66		$79.37	$80.96	$82.58
Database Engineer, Staff	$76.46	$77.99	$79.55		$91.96	$93.80	$95.68
Database Engineer, Senior	$90.33	$92.14	$93.98		$108.64	$110.81	$113.03
Database Engineer, Principal	$119.91	$122.31	$124.76		$144.23	$147.11	$150.05
Database Engineer, Sr Principal	$126.36	$128.89	$131.47		$151.99	$155.03	$158.13
Analyst/Computer Forensic Intrusion, Associate	$71.73	$73.16	$74.62		$86.27	$88.00	$89.76
Analyst/Computer Forensic Intrusion, Staff	$82.94	$84.60	$86.29		$99.75	$101.75	$103.79
Analyst/Computer Forensic Intrusion, Senior	$98.85	$100.83	$102.85		$118.90	$121.28	$123.71
Analyst/Computer Forensic Intrusion, Lead	$117.98	$120.34	$122.75		$141.90	$144.74	$147.63
Analyst/Computer Forensic Intrusion, Principal	$135.57	$138.28	$141.05		$163.06	$166.32	$169.65
Applications Engineer, Associate	$65.99	$67.31	$68.66		$79.37	$80.96	$82.58
Applications Engineer, Staff	$76.46	$77.99	$79.55		$91.96	$93.80	$95.68
Applications Engineer, Senior	$90.33	$92.14	$93.98		$108.64	$110.81	$113.03
Applications Engineer, Principal	$120.19	$122.59	$125.04		$144.56	$147.45	$150.40

Labor Category	Government Site Rate: 5/28/14 - 5/27/15	Government Site Rate: 5/28/15 - 5/27/16	Government Site Rate: 5/28/16 - 7/14/17		Contractor Site Rate: 5/28/14 - 5/27/15	Contractor Site Rate: 5/28/15 - 5/27/16	Contractor Site Rate: 5/28/16 - 7/14/17
Applications Systems Analyst/Programmer, Associate	$65.99	$67.31	$68.66		$79.37	$80.96	$82.58
Applications Systems Analyst/Programmer, Staff	$76.46	$77.99	$79.55		$91.96	$93.80	$95.68
Applications Systems Analyst/Programmer, Senior	$98.11	$100.07	$102.07		$118.01	$120.37	$122.78
Applications Systems Analyst/Programmer, Principal	$110.14	$112.34	$114.59		$132.48	$135.13	$137.83
Applications Systems Analyst/Programmer, Sr Principal	$126.36	$128.89	$131.47		$151.99	$155.03	$158.13
Business Systems Analyst, Associate	$65.99	$67.31	$68.66		$79.37	$80.96	$82.58
Business Systems Analyst, Staff	$75.76	$77.28	$78.83		$91.12	$92.94	$94.80
Business Systems Analyst, Senior	$88.75	$90.53	$92.34		$106.75	$108.89	$111.07
Business Systems Analyst, Principal	$101.14	$103.16	$105.22		$121.64	$124.07	$126.55
Business Systems Analyst, Senior Principal	$128.19	$130.75	$133.37		$154.19	$157.27	$160.42
Configuration Management Specialist, Associate	$65.99	$67.31	$68.66		$79.37	$80.96	$82.58
Configuration Management Specialist, Staff	$71.85	$73.29	$74.76		$86.42	$88.15	$89.91
Configuration Management Specialist, Senior	$93.25	$95.12	$97.02		$112.17	$114.41	$116.70
Configuration Management Specialist, Principal	$107.27	$109.42	$111.61		$129.03	$131.61	$134.24
Configurations/Data Management Analyst Mgr	$124.21	$126.69	$129.22		$149.39	$152.38	$155.43
Document Specialist, Associate	$65.99	$67.31	$68.66		$79.37	$80.96	$82.58
Document Specialist, Staff	$76.46	$77.99	$79.55		$91.96	$93.80	$95.68
Document Specialist, Senior	$90.33	$92.14	$93.98		$108.64	$110.81	$113.03
Document Specialist, Principal	$110.14	$112.34	$114.59		$132.48	$135.13	$137.83
Functional Analyst, Associate	$73.08	$74.54	$76.03		$87.91	$89.67	$91.46
Functional Analyst, Staff	$83.39	$85.06	$86.76		$100.31	$102.32	$104.37
Functional Analyst, Senior	$94.57	$96.46	$98.39		$113.74	$116.01	$118.33

Labor Category	Government Site Rate: 5/28/14 - 5/27/15	Government Site Rate: 5/28/15 - 5/27/16	Government Site Rate: 5/28/16 - 7/14/17		Contractor Site Rate: 5/28/14 - 5/27/15	Contractor Site Rate: 5/28/15 - 5/27/16	Contractor Site Rate: 5/28/16 - 7/14/17
Functional Analyst, Principal	$110.14	$112.34	$114.59		$132.48	$135.13	$137.83
Functional Analyst, Senior Principal	$126.36	$128.89	$131.47		$151.99	$155.03	$158.13
Hardware Engineer, Associate	$65.99	$67.31	$68.66		$79.37	$80.96	$82.58
Hardware Engineer, Staff	$77.77	$79.33	$80.92		$93.54	$95.41	$97.32
Hardware Engineer, Senior	$94.83	$96.73	$98.66		$114.07	$116.35	$118.68
Hardware Engineer, Principal	$114.18	$116.46	$118.79		$137.33	$140.08	$142.88
Hardware Engineer, Senior Principal	$115.01	$117.31	$119.66		$138.33	$141.10	$143.92
Hardware Engineering Manager	$119.28	$121.67	$124.10		$143.47	$146.34	$149.27
Information Security Engineer, Associate	$73.53	$75.00	$76.50		$88.44	$90.21	$92.01
Information Security Engineer, Staff	$82.91	$84.57	$86.26		$99.73	$101.72	$103.75
Information Security Engineer, Senior	$99.08	$101.06	$103.08		$119.17	$121.55	$123.98
Information Security Engineer, Principal	$117.51	$119.86	$122.26		$141.35	$144.18	$147.06
Information Security Engineer, Sr Principal	$134.87	$137.57	$140.32		$162.22	$165.46	$168.77
Information Security Specialist, Associate	$49.42	$50.41	$51.42		$59.45	$60.64	$61.85
Information Security Specialist, Staff	$78.32	$79.89	$81.49		$94.20	$96.08	$98.00
Information Security Specialist, Senior	$92.58	$94.43	$96.32		$111.34	$113.57	$115.84
Information Security Specialist, Principal	$111.36	$113.59	$115.86		$133.94	$136.62	$139.35
Information Security Specialist, Sr Principal	$129.05	$131.63	$134.26		$155.22	$158.32	$161.49
Information Technology Manager	$143.26	$146.13	$149.05		$172.31	$175.76	$179.28
Information Technology Scientist	$160.84	$164.06	$167.34		$193.45	$197.32	$201.27
Information Technology Senior Scientist	$178.24	$181.80	$185.44		$214.39	$218.68	$223.05
Information Technology Supervisor	$110.14	$112.34	$114.59		$132.48	$135.13	$137.83
LAN/WAN Engineer, Associate	$65.99	$67.31	$68.66		$79.37	$80.96	$82.58

Labor Category	Government Site Rate: 5/28/14 - 5/27/15	Government Site Rate: 5/28/15 - 5/27/16	Government Site Rate: 5/28/16 - 7/14/17		Contractor Site Rate: 5/28/14 - 5/27/15	Contractor Site Rate: 5/28/15 - 5/27/16	Contractor Site Rate: 5/28/16 - 7/14/17
LAN/WAN Engineer, Staff	$81.30	$82.93	$84.59		$97.78	$99.74	$101.73
LAN/WAN Engineer, Senior	$108.28	$110.45	$112.66		$130.24	$132.84	$135.50
LAN/WAN Engineer, Principal	$104.47	$106.56	$108.69		$125.66	$128.17	$130.73
LAN/WAN Engineer, Senior Principal	$126.59	$129.12	$131.70		$152.27	$155.32	$158.43
Network Administrator, Associate	$65.99	$67.31	$68.66		$79.37	$80.96	$82.58
Network Administrator, Staff	$80.09	$81.69	$83.32		$96.35	$98.28	$100.25
Network Administrator, Senior	$87.56	$89.31	$91.10		$105.32	$107.43	$109.58
Network Administrator, Principal	$111.99	$114.23	$116.51		$134.70	$137.39	$140.14
Network Administrator, Senior Principal	$126.36	$128.89	$131.47		$151.99	$155.03	$158.13
Network Engineer, Associate	$66.34	$67.67	$69.02		$79.79	$81.39	$83.02
Network Engineer, Staff	$76.42	$77.95	$79.51		$91.93	$93.77	$95.65
Network Engineer, Senior	$94.57	$96.46	$98.39		$113.74	$116.01	$118.33
Network Engineer, Principal	$115.45	$117.76	$120.12		$138.84	$141.62	$144.45
Network Engineer, Senior Principal	$135.88	$138.60	$141.37		$163.45	$166.72	$170.05
Network Engineering Senior Manager	$144.85	$147.75	$150.71		$174.23	$177.71	$181.26
Program Control Analyst, Associate	$67.77	$69.13	$70.51		$81.51	$83.14	$84.80
Program Control Analyst, Staff	$84.67	$86.36	$88.09		$101.84	$103.88	$105.96
Program Control Analyst, Senior	$78.68	$80.25	$81.86		$94.64	$96.53	$98.46
Program Control Analyst, Lead	$108.65	$110.82	$113.04		$130.69	$133.30	$135.97
Program Control Manager	$133.69	$136.36	$139.09		$160.79	$164.01	$167.29
Security Engineer, Associate	$65.99	$67.31	$68.66		$79.37	$80.96	$82.58
Security Engineer, Staff	$93.59	$95.46	$97.37		$112.57	$114.82	$117.12
Security Engineer, Senior	$95.48	$97.39	$99.34		$114.84	$117.14	$119.48
Security Engineer, Principal	$112.42	$114.67	$116.96		$135.21	$137.91	$140.67
Security Engineer, Sr Principal	$133.20	$135.86	$138.58		$160.21	$163.41	$166.68
Software Developer, Associate	$61.21	$62.43	$63.68		$73.62	$75.09	$76.59
Software Developer, Staff	$95.00	$96.90	$98.84		$114.26	$116.55	$118.88

Labor Category	Government Site Rate: 5/28/14 - 5/27/15	Government Site Rate: 5/28/15 - 5/27/16	Government Site Rate: 5/28/16 - 7/14/17		Contractor Site Rate: 5/28/14 - 5/27/15	Contractor Site Rate: 5/28/15 - 5/27/16	Contractor Site Rate: 5/28/16 - 7/14/17
Software Developer, Senior	$102.38	$104.43	$106.52		$123.15	$125.61	$128.12
Software Developer, Principal	$120.26	$122.67	$125.12		$144.64	$147.53	$150.48
Software Developer, Senior Principal	$133.18	$135.84	$138.56		$160.19	$163.39	$166.66
Software Engineer, Associate	$65.99	$67.31	$68.66		$79.37	$80.96	$82.58
Software Engineer, Staff	$80.10	$81.70	$83.33		$96.36	$98.29	$100.26
Software Engineer, Senior	$95.83	$97.75	$99.71		$115.27	$117.58	$119.93
Software Engineer, Principal	$111.94	$114.18	$116.46		$134.63	$137.32	$140.07
Software Engineer, Sr Principal	$131.33	$133.96	$136.64		$157.96	$161.12	$164.34
Software QA Specialist, Associate	$57.95	$59.11	$60.29		$69.71	$71.10	$72.52
Software QA Specialist, Staff	$76.04	$77.56	$79.11		$91.46	$93.29	$95.16
Software QA Specialist, Senior	$86.60	$88.33	$90.10		$104.17	$106.25	$108.38
Software QA Specialist, Principal	$107.26	$109.41	$111.60		$129.02	$131.60	$134.23
Software QA Specialist, Sr Principal	$143.61	$146.48	$149.41		$172.74	$176.19	$179.71
Subject Matter Expert	$117.33	$119.68	$122.07		$141.13	$143.95	$146.83
Subject Matter Expert, Senior	$125.72	$128.23	$130.79		$151.23	$154.25	$157.34
Subject Matter Expert, Principal	$151.66	$154.69	$157.78		$182.42	$186.07	$189.79
Subject Matter Expert, Senior Principal	$160.24	$163.44	$166.71		$192.73	$196.58	$200.51
Systems Administrator, Associate	$68.75	$70.13	$71.53		$82.70	$84.35	$86.04
Systems Administrator, Staff	$77.36	$78.91	$80.49		$93.05	$94.91	$96.81
Systems Administrator, Senior	$89.60	$91.39	$93.22		$107.77	$109.93	$112.13
Systems Administrator, Principal	$108.42	$110.59	$112.80		$130.41	$133.02	$135.68
Systems Administrator, Senior Principal	$132.24	$134.88	$137.58		$159.05	$162.23	$165.47
Systems Administration Manager	$129.74	$132.33	$134.98		$156.05	$159.17	$162.35
Systems Analyst, Associate	$65.99	$67.31	$68.66		$79.37	$80.96	$82.58
Systems Analyst, Staff	$72.92	$74.38	$75.87		$87.71	$89.46	$91.25

Labor Category	Government Site Rate: 5/28/14 - 5/27/15	Government Site Rate: 5/28/15 - 5/27/16	Government Site Rate: 5/28/16 - 7/14/17		Contractor Site Rate: 5/28/14 - 5/27/15	Contractor Site Rate: 5/28/15 - 5/27/16	Contractor Site Rate: 5/28/16 - 7/14/17
Systems Analyst, Senior	$92.44	$94.29	$96.18		$111.19	$113.41	$115.68
Systems Analyst, Principal	$111.03	$113.25	$115.52		$133.55	$136.22	$138.94
Systems Analyst, Senior Principal	$123.87	$126.35	$128.88		$149.00	$151.98	$155.02
Systems Engineer, Associate	$73.53	$75.00	$76.50		$88.44	$90.21	$92.01
Systems Engineer, Staff	$72.90	$74.36	$75.85		$87.69	$89.44	$91.23
Systems Engineer, Senior	$97.41	$99.36	$101.35		$117.17	$119.51	$121.90
Systems Engineer, Principal	$113.25	$115.52	$117.83		$136.23	$138.95	$141.73
Systems Engineer, Sr Principal	$133.66	$136.33	$139.06		$160.77	$163.99	$167.27
Assistant Technical Director	$126.36	$128.89	$131.47		$151.99	$155.03	$158.13
Technical Director 1	$154.54	$157.63	$160.78		$185.88	$189.60	$193.39
Technical Director 2	$177.24	$180.78	$184.40		$213.19	$217.45	$221.80
Director, Information Technology	$148.32	$151.29	$154.32		$178.40	$181.97	$185.61
Systems Architect	$90.33	$92.14	$93.98		$108.64	$110.81	$113.03
Systems Architect, Senior	$108.11	$110.27	$112.48		$130.05	$132.65	$135.30
Systems Architect, Principal	$151.50	$154.53	$157.62		$182.24	$185.88	$189.60
Technical Writer, Associate	$57.88	$59.04	$60.22		$69.62	$71.01	$72.43
Technical Writer, Staff	$64.74	$66.03	$67.35		$77.88	$79.44	$81.03
Technical Writer, Senior	$82.68	$84.33	$86.02		$99.45	$101.44	$103.47
Technical Writer, Principal	$97.00	$98.94	$100.92		$116.66	$118.99	$121.37
Help Desk Specialist, Staff	$67.97	$69.33	$70.72		$81.76	$83.40	$85.07
Help Desk Specialist, Senior	$77.52	$79.07	$80.65		$93.24	$95.10	$97.00
Help Desk Specialist, Principal	$101.14	$103.16	$105.22		$121.64	$124.07	$126.55
Senior Office Administrator	$63.93	$65.21	$66.51		$76.90	$78.44	$80.01

The labor categories and rates listed below apply to proposals that were submitted before May 28, 2014, awards based on proposals submitted before May 28, 2014, and task orders that were awarded before May 28, 2014. Proposals bid after May 28, 2014 will use the labor category rates that start on page 22 and descriptions that start on page 33. If you have any questions or would like a copy of the labor category descriptions for these labor categories, please send an email to GSA@mantech.com.

ON-SITE (GOVERNMENT) AND OFF-SITE (CONTRACTOR) RATES

Labor Category	Government Rate 1/1/12 - 5/28/14	Contractor Rate 1/1/12 - 5/28/14
PROGRAM MANAGER 6	$217.29	$217.29
PROGRAM MANAGER 3	$156.92	$156.92
PROGRAM MANAGER 2	$133.69	$133.69
PRINCIPAL TECHNICAL DIRECTOR	$206.88	$229.90
SR. TECHNICAL DIRECTOR	$167.82	$167.82
TECHNICAL DIRECTOR	$150.81	$150.81
PROJECT MANAGER	$172.42	$191.57
PROGRAM DIRECTOR	$162.93	$224.81
TASK MANAGER	$124.13	$137.95
SUBJECT MATTER SPECIALIST 5	$232.35	$232.35
SUBJECT MATTER SPECIALIST 4	$221.91	$221.91
SUBJECT MATTER SPECIALIST 3	$205.49	$205.49
SUBJECT MATTER SPECIALIST 2	$141.27	$141.27
SUBJECT MATTER SPECIALIST 1	$121.31	$121.31
PRINCIPAL SUBJECT MATTER EXPERT II	$310.97	$345.55
SENIOR SUBJECT MATTER EXPERT II	$203.55	$226.17
SUBJECT MATTER EXPERT I	$169.61	$188.47
SENIOR APPLICATIONS ENGINEER	$136.56	$151.72
APPLICATIONS ENGINEER	$117.23	$130.27
SENIOR APPLICATIONS PROGRAMMER	$103.46	$114.94
APPLICATIONS PROGRAMMER	$89.65	$99.61
JUNIOR APPLICATIONS PROGRAMMER	$57.93	$64.37
SENIOR DATA BASE MANAGEMENT SPECIALIST	$137.95	$153.26
DATA BASE MANAGEMENT SPECIALIST	$103.46	$114.94
JUNIOR DATA BASE MANAGEMENT SPECIALIST	$68.95	$76.64
DATABASE ADMINISTRATOR III	$96.71	$133.42
DATABASE ADMINISTRATOR II	$91.72	$126.55
DATABASE ADMINISTRATOR I	$86.14	$118.85
ENGINEER 6	$134.85	$134.85
ENGINEER 5	$122.01	$122.01
ENGINEER 4	$109.17	$109.17
ENGINEER 3	$98.83	$98.83
ENGINEER 2	$83.48	$83.48
ENGINEER 1	$70.64	$70.64
ANALYST 7	$208.89	$208.89
ANALYST 6	$184.93	$184.93

Labor Category	Government Rate 1/1/12 - 5/28/14	Contractor Rate 1/1/12 - 5/28/14
ANALYST 4	$166.45	$166.45
ANALYST 3	$141.78	$141.78
ANALYST 2	$109.17	$109.17
ANALYST 1	$92.47	$92.47
PRINCIPAL ENGINEER	$151.72	$168.59
PRINCIPAL ENGINEERING SPECIALIST	$151.35	$151.35
ENGINEERING SPECIALIST	$117.23	$130.27
ENGINEER / ANALYST 4	$115.59	$115.59
ENGINEER / ANALYST 3	$90.48	$90.48
ENGINEER / ANALYST 2	$83.34	$83.34
ENGINEER / ANALYST 1	$70.36	$70.36
FUNCTIONAL AREA EXPERT XI	$162.93	$224.81
FUNCTIONAL AREA EXPERT X	$144.33	$199.16
FUNCTIONAL AREA EXPERT IX	$129.98	$179.35
FUNCTIONAL AREA EXPERT VIII	$119.19	$164.45
FUNCTIONAL AREA EXPERT VII	$110.79	$152.87
FUNCTIONAL AREA EXPERT VI	$104.14	$143.68
FUNCTIONAL AREA EXPERT V	$96.71	$133.42
FUNCTIONAL AREA EXPERT IV	$91.72	$126.55
FUNCTIONAL AREA EXPERT III	$86.14	$118.85
FUNCTIONAL AREA EXPERT II	$80.74	$111.39
FUNCTIONAL AREA EXPERT I	$73.87	$101.90
SENIOR FUNCTIONAL ANALYST	$146.31	$162.55
FUNCTIONAL ANALYST	$100.70	$111.89
SENIOR HARDWARE MAINTENANCE/INSTALLATION TECHNICIAN	$89.65	$99.61
HARDWARE MAINTENANCE/INSTALLATION TECHNICIAN	$74.49	$82.76
PRINCIPAL INFORMATION SYSTEMS ENGINEER	$158.62	$176.25
SENIOR INFORMATION SYSTEMS ENGINEER	$144.82	$160.92
INFORMATION SYSTEMS ENGINEER	$115.86	$128.73
PRINCIPAL NETWORK DESIGN ENGINEER	$172.42	$191.57
SENIOR NETWORK ENGINEER	$151.72	$168.59
NETWORK ENGINEERING SPECIALIST	$117.23	$130.27
JUNIOR NETWORK ENGINEER	$82.76	$91.96
NETWORK, COMPUTER & COMMUNICATIONS SPECIALIST 6	$129.46	$129.46
NETWORK, COMPUTER & COMMUNICATIONS SPECIALIST 3	$83.48	$83.48
NETWORK, COMPUTER & COMMUNICATIONS SPECIALIST 2	$70.64	$70.64
NETWORK, COMPUTER & COMMUNICATIONS SPECIALIST 1	$57.79	$57.79
NETWORK ENGINEER IV	$118.89	$118.89
NETWORK ENGINEER III	$93.59	$93.59
NETWORK ENGINEER II	$72.15	$72.15
NETWORK ENGINEER I	$62.79	$62.79
SYSTEM ADMINISTRATOR II	$82.50	$82.50
NETWORK ADMINISTRATOR	$68.95	$76.64
CFIA PRINCIPAL ANALYST	$343.92	$343.92
CFIA SR ANALYST	$274.43	$274.43

Labor Category	Government Rate 1/1/12 - 5/28/14	Contractor Rate 1/1/12 - 5/28/14
CFIA ANALYST	$204.95	$204.95
CFIA JUNIOR ANALYST	$135.48	$135.48
SENIOR SECURITY ENGINEER	$164.12	$164.12
PRINCIPAL INFO SYS RISK MGMT. ANALYST	$129.98	$179.35
SR. INFO SYS RISK MGMT. ANALYST	$119.19	$164.45
PRINCIPAL RISK MGMT. ANALYST	$119.19	$164.45
SENIOR RISK MGMT. ANALYST	$104.14	$143.68
RISK MGMT. SPECIALIST	$67.82	$93.59
SYSTEM SECURITY ENGINEER V	$104.14	$143.68
SYSTEM SECURITY ENGINEER IV	$96.71	$133.42
SYSTEM SECURITY ENGINEER III	$91.72	$126.55
SYSTEM SECURITY ENGINEER II	$86.14	$118.85
SYSTEM SECURITY ENGINEER I	$80.74	$111.39
SECURITY SPECIALIST V	$91.72	$126.55
SECURITY SPECIALIST IV	$86.14	$118.85
SECURITY SPECIALIST III	$80.74	$111.39
SECURITY SPECIALIST II	$73.87	$101.90
SECURITY SPECIALIST I	$67.82	$93.59
INFORMATION ASSURANCE SPECIALIST I	$122.12	$122.12
SENIOR COMPUTER SYSTEMS ANALYST/SENIOR ANALYST	$125.99	$140.02
COMPUTER SYSTEMS ANALYST	$110.35	$122.61
JUNIOR COMPUTER SYSTEMS ANALYST	$59.31	$65.89
SENIOR SYSTEMS ANALYST	$125.54	$139.48
SYSTEMS ANALYST	$110.35	$122.61
PRINCIPAL SOFTWARE DESIGN ENGINEER	$130.67	$130.67
SOFTWARE ENGINEERING SPECIALIST II	$129.98	$179.35
SOFTWARE ENGINEERING SPECIALIST I	$119.19	$164.45
SOFTWARE ENGINEER I	$119.90	$119.90
SOFTWARE ENGINEER II	$106.65	$106.65
SOFTWARE ENGINEER III	$78.23	$78.23
SOFTWARE ENGINEER IV	$59.73	$59.73
PRINCIPAL SYSTEMS ARCHITECT	$165.52	$183.91
SENIOR SYSTEMS ARCHITECT	$144.82	$160.92
INTERMEDIATE SYSTEMS ARCHITECT	$148.27	$148.27
SYSTEMS ARCHITECT	$110.35	$122.61
SENIOR SYSTEMS ENGINEER IV	$182.69	$182.69
SENIOR SYSTEMS ENGINEER III	$153.71	$153.71
SENIOR SYSTEMS ENGINEER II	$151.57	$151.57
SENIOR SYSTEMS ENGINEER I	$133.56	$133.56
SYSTEMS ENGINEER 5	$172.60	$172.60
SYSTEMS ENGINEER 3	$127.38	$127.38
SYSTEMS ENGINEER 2	$95.19	$95.19
SYSTEMS ENGINEER 1	$83.15	$83.15
SENIOR SYSTEMS ENGINEERING SPECIALIST	$144.82	$160.92
SYSTEMS ENGINEERING SPECIALIST	$116.19	$130.27
JUNIOR SYSTEMS ENGINEERING SPECIALIST	$82.76	$91.96

Labor Category	Government Rate 1/1/12 - 5/28/14	Contractor Rate 1/1/12 - 5/28/14
SYSTEMS ENGINEERING SPECIALIST II	$118.89	$118.89
SYSTEMS ENGINEERING SPECIALIST I	$104.97	$104.97
SENIOR TRAINING SPECIALIST	$110.35	$122.61
TRAINING SPECIALIST	$89.65	$99.61
COMPUTER SOFTWARE TRAINER	$89.65	$99.61
ACQUISITION SPECIALIST I	$164.39	$164.39
PROJECT ADMINISTRATION PROFESSIONAL 5	$109.17	$109.17
PROJECT ADMINISTRATION PROFESSIONAL 4	$103.76	$103.76
PROJECT ADMINISTRATION PROFESSIONAL 3	$77.26	$77.26
PROJECT ADMINISTRATION PROFESSIONAL 2	$74.93	$74.93
PROJECT ADMINISTRATION PROFESSIONAL 1	$62.56	$62.56
GRAPHIC & DOCUMENTATION SPECIALIST 2	$90.49	$90.49
GRAPHIC & DOCUMENTATION SPECIALIST 1	$54.15	$54.15
TECHNICAL WRITER/EDITOR	$62.07	$68.95
ADMINISTRATIVE SUPPORT 3	$76.32	$76.32
ADMINISTRATIVE SUPPORT 2	$53.79	$53.79
ADMINISTRATIVE SUPPORT 1	$34.32	$34.32
ADMINISTRATIVE SPECIALIST	$51.04	$56.71
DATA ENTRY CLERK	$40.34	$44.83
INTERN 2	$32.62	$32.62
INTERN 1	$20.92	$20.92

Labor Category Descriptions and Qualifications
SINS 132-51 & 132-51RC

Labor Category Equivalency Language
ManTech is proposing the following labor categories and associated qualifications for services under this contract. All categories may be subject to the requirement of a government security investigation and may need to meet eligibility requirements for access to classified information. Where the job description requires a certain level of educational qualification or "equivalent experience", one year of education equates to 1.5 years of experience. The following guidelines are provided:
High School Diploma 2 years directly related experience Associate Degree 3 – 5 years directly related experience Bachelors Degree 6 – 8 years directly related experience Masters Degree 9 years directly related experience
Subcontractors are to be included on task orders under the contract labor categories and rates, when possible. Upon the approval of the ordering agency, subcontractors may be included as off-schedule costs if their services are not suitable under the contract labor categories as listed herein.

Labor Category	Description
Task Supervisor, Associate	Responsible for the coordination and supervision of a specific technical task or function. Ensures all activities are carried out in accordance with project commitments or specific objectives. Typically supervises between 2 and 10 employees. Responsible for day-to-day coordination and administration of tasks by ensuring quality and productivity standards are maintained while meeting client schedules. Coordinates with other contract and subcontract personnel to ensure work moves smoothly from one functional area to another. Works with project manager and/or client to prepare work schedules and man-hour estimates. Ensures proper training of subordinates. Maintains record of changes in instructions and ensures all team members are informed of changes. Assigns and reviews subordinates' performance. Prepares performance evaluations. Ensures completion of administrative reporting, e.g., timecards, daily statistics, logs, and task narratives. Responds to client requests and questions. Assists with writing manuals and other documentation. Responsible for status and task management reports for area of responsibility. Requires Bachelor's degree in related field or equivalent, and zero to two years of related experience.

Labor Category	Description
Task Supervisor, Staff	Responsible for the coordination and supervision of a specific technical task or function. Ensures all activities are carried out in accordance with project commitments or specific objectives. Typically supervises between 10 and 30 employees. Responsible for day-to-day coordination and administration of tasks by ensuring quality and productivity standards are maintained while meeting client schedules. Coordinates with other contract and subcontract personnel to ensure work moves smoothly from one functional area to another. Works with project manager and/or client to prepare work schedules and man-hour estimates. Ensures proper training of subordinates. Maintains record of changes in instructions and ensures all team members are informed of changes. Assigns and reviews subordinates' performance. Prepares performance evaluations. Ensures completion of administrative reporting, e.g., timecards, daily statistics, logs, and task narratives. Responds to client requests and questions. Assists with writing manuals and other documentation. Responsible for status and task management reports for area of responsibility. Sets up and manages project facilities as dictated by workload requirements. Requires Bachelor's degree in related field or equivalent, and two to four years of related experience.
Task Supervisor, Senior	Responsible for the coordination and supervision of a specific technical task or function. Ensures all activities are carried out in accordance with project commitments or specific objectives. Typically supervises more than 30 employees. Responsible for day-to-day coordination and administration of tasks by ensuring quality and productivity standards are maintained while meeting client schedules. Coordinates with other contract and subcontract personnel to ensure work moves smoothly from one functional area to another. Works with project manager and/or client to prepare work schedules and man-hour estimates. Ensures proper training of subordinates. Maintains record of changes in instructions and ensures all team members are informed of changes. Assigns, reviews subordinates' performance and may prepares performance evaluations. Ensures completion of administrative reporting (timecards, daily statistics, logs, and task narratives.) Responds to client requests and questions. Assists with writing manuals and other documentation. Responsible for status and task management reports for area of responsibility. Sets up and manages project facilities as dictated by workload requirements. Requires Bachelor's degree in related field or equivalent, and five to seven years of related experience.

Labor Category	Description
Project Manager, Deputy	Assists higher level program/project manager in directing the project life cycle by assisting in development of comprehensive project plans to include both long and short-range goals and milestones. Identifies, acquires, and utilizes company resources to achieve project technical objectives. Directs a project team usually within a matrix organization, monitoring and encouraging functional organizations to complete milestones within specific budgets and schedules. May occasion interface with external customers and top management to communicate status of project throughout life cycle. Requires Bachelor's degree or equivalent, and seven to nine years of related experience.
Project Manager	Responsible for the performance of relatively small technical projects or a definable portion of a larger technical program in accordance with contract requirements and company policies, procedures and guidelines. Directs and supervises all support resources for the performance of project assignments and activities. Manages the technical direction of a project through the design, implementation, and testing in accordance with project objectives. Responsible for acquiring follow-on business associated with assigned projects and for supporting new business development by leading relatively small proposals or assisting with major proposals. Requires Bachelor's degree or equivalent, and ten to twelve years of related (technical environment) experience.
Program Manager	Responsible for the performance of a relatively significant program or multiple smaller programs in accordance with contract requirements and company policies, procedures and guidelines. Oversees the technology development and/or application, marketing, and resource allocation within program client base. Program area typically represents more than three functional areas such as engineering, systems analysis, quality control and administration. Responsible for acquiring follow-on business associated with assigned programs and for supporting new business development by leading proposals. Requires Bachelor's degree or equivalent, and twelve to fifteen years of related (technical environment) experience including management experience.
Program Director	Responsible for the successful technical, schedule, and cost performance of a major program, or multiple programs, through subordinate program/project managers, in accordance with contract requirements and company policies, procedures and guidelines. Responsible for acquiring follow-on business associated with assigned programs and for supporting new business development by leading proposals or through program/project managers. Requires Bachelor's degree or equivalent, and sixteen plus years experience in a related technical environment, including five years related management experience.

Labor Category	Description
Database Analyst, Associate	Assists in administering database organizations, standards, controls, procedures, and documentation. Provides entry level technical consulting in the definition, design, and creation of a database environment. Develops applications to help formulate database solutions to business problems, data architectures, database management system facilities and capabilities, and the operation and tuning of databases. Maintains databases with respect to access methods, access time, batch processes, device allocation, validation checks, organization, protection and security, documentation, and statistical methods. Includes maintenance of database dictionaries, and integration of systems through database design. Maintains database dictionaries. Maintains and documents JCL, shell scripts and batch processes. Ensures that documentation is complete and up-to-date. Applies procedures for periodic database backup. Requires Bachelor's degree or equivalent, and zero to two years of related experience.
Database Analyst, Staff	Administers database organizations, standards, controls, procedures, and documentation. Provides technical consulting in the definition, design, and creation of a database environment. Assists applications development staff and users on database solutions to business problems, data architectures, database management system facilities and capabilities, and the operation and tuning of databases. Implements and maintains databases with respect to access methods, access time, batch processes, device allocation, validation checks, organization, protection and security, documentation, and statistical methods. Includes maintenance of database dictionaries, and integration of systems through database design and implementation. Maintains database dictionaries and documents JCL, shell scripts and batch processes. Ensures that documentation is complete and up-to-date. Develops and applies procedures for periodic database backup. Requires Bachelor's degree (in Computer Science, Management Information Systems or related field) or equivalent, and two to four years of related experience.

Labor Category	Description
Database Analyst, Senior	Defines and administers database organizations, standards, controls, procedures, and documentation. Provides experienced technical consulting in the definition, design, and creation of a database environment. Advises applications development staff and users on database solutions to business problems, data architectures, database management system facilities and capabilities, and the operation and tuning of databases. Ensures economic and efficient availability of data within adequate safeguards. Designs, implements, and maintains databases with respect to access methods, access time, batch processes, device allocation, validation checks, organization, protection and security, documentation, and statistical methods. Includes maintenance of database dictionaries, and integration of systems through database design. Develops and maintains expertise in use of automated tools for database design and implementation. Requires Bachelor's degree (in Computer Science, Management Information Systems) or equivalent, and five to seven years of related (data center environment) experience.
Database Analyst, Principal	Defines and oversees database organizations, standards, controls, procedures, and documentation. Provides experienced technical consulting in the definition, design, and creation of a database environment. Advises applications development staff and users on database solutions to business problems, data architectures, database management system facilities and capabilities, and the operation and tuning of databases. Ensures economic and efficient availability of data within adequate safeguards. Designs and implements databases with respect to access methods, access time, batch processes, device allocation, validation checks, organization, protection and security, documentation, and statistical methods. Develops and maintains expertise in use of automated tools for database design and implementation.Develops, maintains and documents JCL, shell scripts and batch processes. Participates as a leader and as a team member, and works to maintain a positive environment. Requires Bachelor's degree (in Computer Science or related field) or equivalent, and seven to nine years of related experience.

Labor Category	Description
Database Analyst, Senior Principal	Defines database organizations, standards, controls, procedures, and documentation. Provides experienced technical consulting in the definition, design, and creation of a database environment. Advises applications development staff and users on database solutions to business problems, data architectures, database management system facilities and capabilities, and the operation and tuning of databases. Ensures economic and efficient availability of data within adequate safeguards. Develops expertise in use of automated tools for database design and implementation. Develops procedures to address needs of JCL, shell scripts and batch processes. Ensures that documentation is complete and up-to-date. Develops procedures relating to database and application security including procedures by which access is authorized, enabled, changed and withdrawn. Develops procedures for periodic database backup. Participates as a leader and as the senior team member. Requires Bachelor's degree (in Computer Science or related field) or equivalent, and ten to twelve years of related experience.
Database Manager	Responsible for all activities related to the design, implementation and administration of computerized databases. Assigns personnel to various projects and directs their activities; reviews and evaluates their work and prepares performance reports. Confers with and advises subordinates on administrative policies and procedures, technical problems, priorities and methods. Consults with and advises users of the various databases. Projects long-range requirements for database administration and design in conjunction with other managers in the information systems function. Prepares activity and progress reports regarding the database design process. A Bachelor degree or equivalent in a related field and ten to twelve years of relevant work experience are required.
Database Engineer, Assoc	Operates at the system level and has learned skills that will apply across the full system life cycle from requirements through database design and implementation. Is trained in system design and development skill as well as database-related skills. The Database Engineer's focus is database-centric, based on the understanding that the heart of every information system is the database, but with a solid view of how the database integrates and operates with other system components. Requirements and design activities will include one of the following: security, backup and recovery, and availability considerations. Will set up and test different design scenarios (or to direct these activities) early in the system development life cycle as part of the process of validating the suitability of proposed design alternatives. Test scenarios must generate sufficient performance data to support database design decisions. Requires Bachelor's degree or equivalent, and zero to two years of related experience.

Labor Category	Description
Database Engineer, Staff	Operates at the system level and has learned skills that will apply across the full system life cycle from requirements through database design and implementation. Is trained in system design and development skill as well as database-related skills. The Database Engineer's focus is database-centric, based on the understanding that the heart of every information system is the database, but with a solid view of how the database integrates and operates with other system components. Requirements and design activities will include one of the following: security, backup and recovery, and availability considerations. Will set up and test different design scenarios (or to direct these activities) early in the system development life cycle as part of the process of validating the suitability of proposed design alternatives. Test scenarios must generate sufficient performance data to support database design decisions. Requires Bachelor's degree or equivalent, and two to four years of related experience.
Database Engineer, Senior	Operates at the system level and has learned skills that will apply across the full system life cycle from requirements through database design and implementation. Is trained in system design and development skill as well as database-related skills. The Database Engineer's focus is database-centric, based on the understanding that the heart of every information system is the database, but with a solid view of how the database integrates and operates with other system components. Skills include defining data and database requirements, defining database design alternatives, designing logical data models, and designing physical databases. May be a skilled DBA, as is often the case, but in all cases understands advanced database concepts such as replication or parallel operations and knows when, from a system perspective, to apply them as part of the engineered solution. Will set up and test different design scenarios (or to direct these activities) early in the system development life cycle as part of the process of validating the suitability of proposed design alternatives. Test scenarios must generate sufficient performance data to support database design decisions. Requires Bachelor's degree or equivalent, and five to seven years of related experience.

Labor Category	Description
Database Engineer, Principal	Operates at the system level and has learned skills that will apply across the full system life cycle from requirements through database design and implementation. Is trained in system design and development skill as well as database-related skills. The Database Engineer's focus is database-centric, based on the understanding that the heart of every information system is the database, but with a solid view of how the database integrates and operates with other system components. Skills include defining data and database requirements, defining database design alternatives, designing logical data models, and designing physical databases.May be a skilled DBA, as is often the case, but in all cases understands advanced database concepts such as replication or parallel operations and knows when, from a system perspective, to apply them as part of the engineered solution. Will set up and test different design scenarios (or to direct these activities) early in the system development life cycle as part of the process of validating the suitability of proposed design alternatives. Test scenarios must generate sufficient performance data to support database design decisions. Requires Bachelor's degree or equivalent, and seven to nine years of related experience.
Database Engineer, Sr Principal	Operates at the system level and has learned skills that will apply across the full system life cycle from requirements through database design and implementation. Is trained in system design and development skill as well as database-related skills. The Database Engineer's focus is database-centric, based on the understanding that the heart of every information system is the database, but with a solid view of how the database integrates and operates with other system components. Skills include defining data and database requirements, defining database design alternatives, designing logical data models, and designing physical databases.May be a skilled DBA, as is often the case, but in all cases understands advanced database concepts such as replication or parallel operations and knows when, from a system perspective, to apply them as part of the engineered solution. Will set up and test different design scenarios (or to direct these activities) early in the system development life cycle as part of the process of validating the suitability of proposed design alternatives. Test scenarios must generate sufficient performance data to support database design decisions. Requires Bachelor's degree or equivalent, and ten to twelve years of related experience.

Labor Category	Description
Analyst/Computer Forensic Intrusion, Associate	Assists in providing computer forensic and intrusion support to high technology investigations in the form of computer evidence seizure, computer forensic analysis, data recovery, and network assessments. Assists in conduct vulnerability assessments/penetration tests of information systems. Researches and maintains proficiency in tools, techniques, countermeasures, and trends in computer network vulnerabilities, data hiding and network security and encryption. Assists in deterring, identifying, monitoring, investigating and analyzing computer network intrusions. Requires Bachelor's degree or equivalent and zero to two years of related experience with a minimum of six months experience in one or more of the following: computer network penetration testing/techniques; computer evidence seizure, computer forensic analysis, data recovery; computer intrusion analysis/incident response, intrusion detection; computer network surveillance/monitoring; network protocols, network devices, multiple operating systems, and secure architectures. Ability to obtain a security clearance.
Analyst/Computer Forensic Intrusion, Staff	Assists in providing computer forensic and intrusion support to high technology investigations in the form of computer evidence seizure, computer forensic analysis, data recovery, and network assessments. Assists in conduct vulnerability assessments/penetration tests of information systems. Researches and maintains proficiency in tools, techniques, countermeasures, and trends in computer network vulnerabilities, data hiding and network security and encryption. Assists in deterring, identifying, monitoring, investigating and analyzing computer network intrusions. Requires Bachelor's degree or equivalent and two to four years of related experience with a minimum of six months experience in one or more of the following: computer network penetration testing/techniques; computer evidence seizure, computer forensic analysis, data recovery; computer intrusion analysis/incident response, intrusion detection; computer network surveillance/monitoring; network protocols, network devices, multiple operating systems, and secure architectures. Ability to obtain a security clearance.

Labor Category	Description
Analyst/Computer Forensic Intrusion, Senior	Provides computer forensic and intrusion support to high technology investigations in the form of computer evidence seizure, computer forensic analysis, data recovery, and network assessments. Conducts vulnerability assessments/penetration tests of information systems. Researches and maintains proficiency in tools, techniques, countermeasures, and trends in computer network vulnerabilities, data hiding and network security and encryption. Assists in deterring, identifying, monitoring, investigating and analyzing computer network intrusions. Requires Bachelor's degree or equivalent and five to seven years of related experience with a minimum of six months experience in one or more of the following: computer network penetration testing and techniques; computer evidence seizure, computer forensic analysis, and data recovery; computer intrusion analysis and incident response, intrusion detection; computer network surveillance/monitoring; network protocols, network devices, multiple operating systems, and secure architectures. Ability to obtain a security clearance.
Analyst/Computer Forensic Intrusion, Lead	Provides computer forensic and intrusion analyst support to high technology investigations in the form of computer evidence seizure, computer forensic analysis, data recovery, and network assessments. Conduct vulnerability assessments/penetration tests of information systems. Researches and maintains proficiency in tools, techniques, countermeasures, and trends in computer network vulnerabilities, data hiding and network security and encryption. Assists in deterring, identifying, monitoring, investigating and analyzing computer network intrusions. Requires Bachelor's degree and seven to nine years of related experience with a minimum of four years experience in one or more of the following: computer network penetration testing and techniques; computer evidence seizure, computer forensic analysis, and data recovery; computer intrusion analysis and incident response, intrusion detection; computer network surveillance/monitoring; network protocols, network devices, multiple operating systems, and secure architectures. Ability to obtain a security clearance.

Labor Category	Description
Analyst/Computer Forensic Intrusion, Principal	Provides knowledge in Computer and network vulnerability testing/penetration techniques; Tool development for computer and network forensics and vulnerability testing. Provides computer forensic support to high technology investigations in the form of evidence seizure, computer forensic analysis, and data recovery. Conducts vulnerability assessments/penetration tests of information systems. Researches and maintains proficiency in tools, techniques, countermeasures, and trends in computer and network vulnerabilities, data hiding and encryption. Develop tools, techniques, training and countermeasures for computer and network vulnerabilities, data hiding and encryption. Deter, identify, monitor and investigate computer and network intrusions. Provides expert knowledge in computer and network forensics. Conducts vulnerability assessments. Researches and maintains proficiency in tools, techniques, countermeasures, and trends in computer and network vulnerabilities. Identify, deter, monitor and investigate computer and network intrusions. Requires Bachelor's degree or equivalent and ten to twelve years of related experience with a minimum of four years experience in one or more of the following:computer network penetration testing and techniques; computer evidence seizure, computer forensic analysis, and data recovery; computer intrusion analysis and incident response,intrusion detection; computer network surveillance and monitoring; network protocols,network devices, multiple operating systems,and secure architectures or Master's degree and seven to nine years of related experience. Ability to obtain a security clearance.
Applications Engineer, Associate	Assists in the selling process to identify, develops, and supports product/service applications. Requires blend of sales, marketing, and technical skills. Interacts with management at customer sites to assess business processes and address product/service needs. Basic involvement in the overall sales process, pre-sales through post-sales support. May participate in sales presentation activities for key prospects and develops and delivers presentations to customer. Requires Bachelor's degree (in technology, engineering or business discipline) or equivalent, and zero to two years related (engineering and/or sales) experience.

Labor Category	Description
Applications Engineer, Staff	Identifies, develops, and supports product/service applications in the selling process. Requires blend of sales, marketing, and technical skills. Interacts with management at customer site to assess business processes and address product/service needs. Strong involvement in the overall sales process, pre-sales through post-sales support. Assists with sales presentation activities for key prospects and develops and delivers presentations to customer. Requires Bachelor's degree (in technology, engineering or business discipline) or equivalent, and two to four years of related (engineering and/or sales) experience.
Applications Engineer, Senior	Identifies, assesses, and evaluates moderately complex product/service solutions requiring a blend of strong sales, marketing, and technical skills. Coordinates resolution of product/service issues, upgrades, and problems. Interacts with management at customer site to assess major business processes and address product/service needs. Strong involvement in the overall sales process, pre-sales through post-sales support. Participates in sales presentation activities and develops and delivers presentations to customer's management. Requires Bachelor's degree (in technology or business discipline) or equivalent, and five to seven years of related (engineering and/or sales) experience.
Applications Engineer, Principal	Strong involvement in the selling process to identify, develop, and support complex product/service solutions requiring a blend of sales and technical expertise. Coordinates resolution of product/service issues, upgrades, and problems. Interacts with top-level management at customer sites to assess major business processes and address product/service needs. Heavily involved in the overall sales process, pre-sales, the closing of sales, and post-sales support. Participates in sales presentation activities for key prospects and develops and delivers presentations to customer's top management. Requires Bachelor's degree (in technology, engineering or business discipline) or equivalent, and seven to nine years of related (engineering and/or sales) experience.
Applications Systems Analyst/Programmer, Associate	Assists in the research to develop or enhance information systems. Assists in the preparation of specifications from which programs will be written. Designs codes, tests, debugs, documents, and maintain programs. Diagrams information flow, showing source and distribution of all segments, processing elements, channels, and methods of entering corrections, and data retention requirements. Attends on-going training sessions to achieve a higher level of technical skill. Requires Bachelor's degree (in Computer Science or related field) or equivalent, and zero to two years of related work experience.

Labor Category	Description
Applications Systems Analyst/Programmer, Staff	Formulates and defines system scope and objectives to develop or modify moderately complex problems to develop or enhance information systems. Prepares detailed specifications from which programs will be written. Designs, codes, tests, debugs, documents, and maintains programs. Diagrams information flow, shows source and distribution of all segments, processes elements, channels, and methods of entering corrections, and data retention requirements. Requires Bachelor's degree or equivalent, and two to four years of related work experience.
Applications Systems Analyst/Programmer, Senior	Formulates and defines system scope and objectives. Establish procedures to solve complex problems regarding system equipment capacity and limitations, operating time and output. Prepare detailed specifications from which programs will be written and design, code, test, debug, and document newly written programs. Diagrams information flow, showing source and distribution of all segments, processing elements, channels, and methods of entering corrections, and data retention requirements. Perform at an advanced technical level on all phases of applications systems analysis and programming activities. May be responsible for the completion of a phase of a project. Provide guidance to less experienced analyst/programmers. Requires Bachelor's degree or equivalent, and five to seven years of related experience.
Applications Systems Analyst/Programmer, Principal	Formulates and defines system scope and objectives for assigned projects. Establishes procedures to solve complex problems regarding system equipment capacity and limitations, operating time and output. Prepares detailed specifications from which programs will be written and designs, codes, tests, debugs, and documents newly written programs. Diagrams information flow, showing source and distribution of all segments, processing elements, channels, and methods of entering corrections, and data retention requirements. Performs at an advanced technical level and has complete understanding of all phases of applications systems analysis and programming activities. Directs, provides guidance, and monitors the performance of less experienced analyst/programmers. Responsible for quality assurance review of assigned project. Requires Bachelor's degree (in Computer Science or related field) or equivalent, and seven to nine years of related experience.

Labor Category	Description
Applications Systems Analyst/Programmer, Sr Principal	Formulates and defines system scope and objectives for assigned projects. Establishes procedures to solve complex problems regarding system equipment capacity and limitations, operating time and output. Prepares detailed specifications from which programs will be written. Designs, codes, tests, debugs, and documents newly written programs. Performs at an advanced technical level and has complete understanding of all phases of applications systems analysis and programming activities. Directs, provides guidance, and monitors the performance of less experienced analyst/programmers. Responsible for quality assurance review of assigned project. Requires Bachelor's degree (in Computer Science or related field) or equivalent, and ten to twelve years of related experience.
Business Systems Analyst, Associate	Assists in developing and defining systems scope and objectives through research combined with a basic understanding of business systems and industry requirements. Interviews personnel from functional user area under study to learn general purpose of systems and information requirements of positions involved in the data flow. Analyzes business and user needs, document requirements, and revises existing system logic difficulties as necessary under direction of more experienced Business System Analyst personnel. Attend on-going training sessions to achieve a higher level of technical skill. Requires Bachelor's degree (in Computer Science or related field) or equivalent, and zero to two years of related experience.
Business Systems Analyst, Staff	Formulates and defines systems scope and objectives through research combined with a basic understanding of business systems and industry requirements. Develops or modifies procedures to solve moderately complex problems within information systems. Analyzes business and user needs, document requirements, and revise existing system logic difficulties as necessary. Provides guidance to less experienced Business System Analysts. Requires Bachelor's degree or equivalent, and two to four years of related experience.
Business Systems Analyst, Senior	Formulates and defines systems scope and objectives through user needs and an understanding of business systems and industry requirements. Develops or modifies procedures to solve complex problems within information systems. Analyzes business and user needs, document requirements, and translate into proper system requirement specifications. Provide guidance to less experienced Business System Analysts. Requires Bachelor's degree (in Computer Science or a related field) or equivalent, and five to seven years of related experience.

Labor Category	Description
Business Systems Analyst, Principal	Provides expertise in the formulation of systems scope and objectives relative to the organization's business plan and industry requirements. Works independently or as a member of a project team responsible for providing technical guidance related to the business implications of the application of various systems. Provides technical consulting on complex projects. Devises and or modifies procedures to solve the most complex technical problems related to computer equipment capacity and limitations, operating time and form of desired results. Creates detailed specifications from which programs will be written. Requires Bachelor's degree (in Computer Science or related field) or equivalent, and seven to nine years of related experience.
Business Systems Analyst, Senior Principal	Provides expertise in the formulation of systems scope and objectives relative to the organization's business plan and industry requirements. Works independently or as a member of a project team responsible for providing technical guidance related to the business implications of the application of various systems. Provides technical consulting on complex projects. Devises and/or modifies procedures to solve the most complex technical problems related to computer equipment capacity and limitations, operating time and form of desired results. Create detailed specifications from which programs will be written. Requires Bachelor's degree (in Computer Science or related field) or equivalent, and ten to twelve years of related experience.
Configuration Management Specialist, Associate	Responsible for routine configuration control during the product development phase. May reviews design release documents for completeness, proper approvals and system updates, to ensure correct configuration modifications. Reviews contracts and drafts configuration plans to encompass all specification requirements. Assists in the maintenance of the database. Requires Bachelor's degree or equivalent, and zero to two years of related experience.
Configuration Management Specialist, Staff	Responsible for advanced configuration control during product development phase. Reviews design release documents for completeness, proper approvals and system updates, to ensure correct configuration modifications. Reviews contracts and drafts configuration plans to encompass all specification requirements. Assists in the maintenance of the database. May also be responsible for contract data submittal and status on smaller projects. Requires Bachelor's degree or equivalent, and two to four years of related experience.

Labor Category	Description
Configuration Management Specialist, Senior	Designs and establishes management documentation. Authorizes the release of drawings, and software configuration changes specified by management and other functional groups. Provides advice and guidance on methods, procedures, and requirements to individuals responsible for the creation of documentation. Plans and implements methods to improve response. Participates in special studies. May provide work leadership for lower level employees. Under the guidance of a senior level analyst, performs data management tasks as required by contract. Requires Bachelor's degree or equivalent, and five to seven years of related experience.
Configuration Management Specialist, Principal	Designs and establishes management documentation. Authorizes the release of drawings, and software configuration changes specified by management and other functional groups. Provides advice and guidance on methods, procedures, and requirements to individuals responsible for the creation of documentation. Plans and implements methods to improve response. Participates in special studies. Provides work leadership for lower level employees. Performs data management tasks as required by contract. Requires Bachelor's degree or equivalent, and seven to nine years of related experience.
Configurations/Data Management Analyst Mgr	Establishes and maintains configuration and data management policies and procedures to be utilized by departmental personnel and other participating functions to ensure a standard and cost effective approach to the application of configuration and data management requirements. Organizes and implements the process of evaluating performance against established policies and procedures to ensure hardware and documentation integrity is being maintained at the least cost to the company and programs. Develops departmental operating budgets, productivity goals, and staffing levels. Provides the resources necessary to maintain the integrity of the Bills of Material Subsystem of the Manufacturing database. Requires Bachelor degree or equivalent experience, and ten to twelve years of experience in the application of MIL and DoD requirements and management experience.
Document Specialist, Associate	Oversees the Document Control (DC) policy system, working closely with technical writing, DC implementation and configuration management staff. Researches and makes recommendations for appropriate hardware and software required for the DC system. Develops and present DC training sessions. Requires Bachelor's degree (Engineering or Technical discipline) or equivalent; zero to two years of related experience.

Labor Category	Description
Document Specialist, Staff	Oversees the Document Control (DC) policy system, working closely with technical writing, DC implementation and configuration management staff. Research and make recommendations for appropriate hardware and software required for the DC system. Develop and present DC training sessions. Requires Bachelor's degree (in Engineering or related field) and two to four years of related experience.
Document Specialist, Senior	Oversees the Document Control (DC) policy system, working closely with technical writing, DC implementation and configuration management staff. Researches and makes recommendations for appropriate hardware and software required for the DC system. Develops and presents DC training sessions. Requires Bachelor's degree (in Engineering or Technical field) or equivalent, and five to seven years of related experience.
Document Specialist, Principal	Oversees the Document Control (DC) policy system, working closely with technical writing, DC implementation and configuration management staff. Researches and makes recommendations for appropriate hardware and software required for the DC system. Develops and presents DC training sessions. Requires Bachelor's degree (in engineering or technical field) or equivalent, and seven to nine years of related experience.
Functional Analyst, Associate	Analyzes factors and components of systems to recommend and institute changes to increase efficiency. Plan studies of work problems and procedures, such as organizational changes, communication, information flow, integrated production methods, or cost analysis. Performs systematic review of selected functions to determine application and design of systems or models. Prepares models of problem areas in the form of one of several equations. Utilizes mathematical models and management plans. Specifies manipulative and computational methods of formulation and uses data processing for solving equations, programming and processing. Prepares charts and diagrams to assist in problem analysis and submits recommendations for solutions. Writes specification manuals and user documentation for client or user personnel. Assists more senior level Functional Analysts in program design and analysis. Requires Bachelor's Degree in related field or equivalent experience and zero to two years of related experience.

Labor Category	Description
Functional Analyst, Staff	Analyzes factors and components of systems to recommend and institute changes to increase efficiency. Plan studies of work problems and procedures, such as organizational changes, communication, information flow, integrated production methods, or cost analysis. Translates user requirements into system specifications, configuration management plans, life cycle management, documentation, and integrated logistics support plans and related operational summaries. Recommends improvements of modifications in sequence of operations, equipment utilization and related matters. Examines and analyzes current and contemplated operations for developing, defining, and coordinating user requirements which will satisfy the total program need. Gathers information from users, defines work problems, and designs a system and procedures to resolve problems. Interfaces with the user and participates in and conducts structured walk through. Writes specifications manuals and user documentation for client or user personnel. Assist more senior level Functional Analysts in the design, development, and analysis of logical and physical database design and maintenance. Requires Bachelor's Degree in related field or equivalent experience and two to four years of related experience.
Functional Analyst, Senior	Analyzes factors and components of systems to recommend and institute changes to increase efficiency. Plan studies of work problems and procedures, such as organizational changes, communication, information flow, integrated production methods, or cost analysis. Recommends improvements of modifications in sequence of operations, equipment utilization and related matters. Examines and analyzes current and contemplated operations for developing, defining, and coordinating user requirements which will satisfy the total program need. Translates user requirements into system specifications, configuration management plans, life cycle management documentation, and integrated logistics support plans and related operational summaries. Writes specifications manuals and user documentation for client or user personnel. Gathers information from users, defines work problems, and designs a system and procedures to resolve problems. May supervise and provide technical direction to lower level staff. Requires Bachelor's Degree in related field or equivalent and five to seven years of related experience.

Labor Category	Description
Functional Analyst, Principal	Oversees the analysis of problems in terms of management information and conceptualizes proposals that afford maximum probability of profit or effectiveness in relation to cost or risk. Performs advanced and complex systematic reviews of selected functions to determine application and design of systems or models. Participates in various testing functions (i.e. string and acceptance tests) to verify that results are correct. Develops and updates functional or operating manuals outlining established methods of performing work in accordance with organizational policy. Trains clients or user personnel in the operation and capabilities of proposed models. Provides functional guidance on more complex projects. Requires Bachelor's Degree in related field or equivalent experience and seven to nine years of related experience.
Functional Analyst, Senior Principal	Serves as a company expert and oversees the analysis of the most complex problems in terms of management information and conceptualizes proposals that afford maximum probability of profit or effectiveness in relation to cost or risk. Performs very advanced and complex systematic reviews of selected functions to determine application and design of systems or models. Participates in various testing functions (i.e. string and acceptance tests) to verify that results are correct. Develops and updates functional or operating manuals outlining established methods of performing work in accordance with organizational policy. Trains clients or user personnel in the operation and capabilities of proposed models. Provides functional guidance on more complex projects. Requires Bachelor's Degree in related field or equivalent experience and ten to twelve years of related experience or Master's degree and seven to nine years of related experience.
Hardware Engineer, Associate	Evaluates reliability of materials, properties and techniques used in production; plans, designs and develops electronic parts, components, integrated circuitry, mechanical systems, equipment and packaging, optical systems and/or DSP systems. Under direct supervision, designs and develops simple equipment, processes and systems that involve data networks, communications, and display. Analyzes equipment specifications and process requirements to conceive a practical design. Based on limited technical knowledge of assigned product line, few technical decisions are made. May prepare related installation guides and instructions. Requires Bachelor's degree in engineering or applied science, or equivalent and zero to two years of experience.

Labor Category	Description
Hardware Engineer, Staff	Evaluates reliability of materials, properties and techniques used in production; plans, designs and develops electronic parts, components, integrated circuitry, mechanical systems, equipment and packaging, optical systems and/or DSP systems. Under general supervision, designs and develops equipment, processes and systems that involve data networks, communications, and display. Analyzes equipment specifications and process requirements to conceive a practical design. Meets with research engineers or scientists and customer representatives to resolve design problems. Based on extensive technical knowledge of assigned product line, develops solutions for design problems. Prepares related installation guides and instructions. Requires Bachelor's degree in engineering or applied science, or equivalent and two to four years of experience.
Hardware Engineer, Senior	Evaluates reliability of materials, properties and techniques used in production; plans, designs and develops electronic parts, components, integrated circuitry, mechanical systems, equipment and packaging, optical systems and/or DSP systems. Under general direction, designs and develops equipment, processes and systems that involve data networks, communications, and display. Analyzes equipment specifications and process requirements to conceive a practical design. Determines feasibility from technical and economic perspectives. Coordinates and consults with research engineers or scientists and customer representatives to resolve design problems. Develops and maintains technical procedures, documentation and manuals. Compiles and analyzes operational data and directs tests to establish standard for new designs or modifications to existing equipment, systems, or processes. May supervise the work of technicians and technologists who provide technical support. Requires Bachelor's degree in engineering or applied science, or equivalent and five to seven years of experience.

Labor Category	Description
Hardware Engineer, Principal	Evaluates reliability of materials, properties and techniques used in production; plans, designs and develops electronic parts, components, integrated circuitry, mechanical systems, equipment and packaging, optical systems and/or DSP systems. Under general direction, designs and develops equipment, processes and systems that involve data networks, communications, and display. Analyzes equipment specifications and process requirements to conceive a practical design. Determines feasibility from technical and economic perspectives. Coordinates and consults with research engineers or scientists and customer representatives to resolve design problems. Develops and maintains technical procedures, documentation and manuals. Compiles and analyzes operational data and directs tests to establish standard for new designs or modifications to existing equipment, systems, or processes. May supervise technical support staff. Requires Bachelor's degree in engineering or applied science, or equivalent and seven to nine years of related experience.
Hardware Engineer, Senior Principal	Evaluates reliability of materials, properties and techniques used in production; plans, designs and develops electronic parts, components, integrated circuitry, mechanical systems, equipment and packaging, optical systems and/or DSP systems. Serves as lead engineer, designs and develops equipment, processes and systems that involve data networks, communications, and display. Analyzes equipment specifications and process requirements to conceive a practical design. Determines feasibility from technical and economic perspectives. Coordinates and consults with research engineers or scientists and customer representatives to resolve design problems. Develops and maintains technical procedures, documentation and manuals. Compiles and analyzes operational data and directs tests to establish standard for new designs or modifications to existing equipment, systems, or processes. May supervise the work of technicians and technologists who provide technical support. Requires Bachelor's degree in engineering or applied science, or equivalent and ten to twelve years of experience.
Hardware Engineering Manager	Manages a work group composed of eight to ten design engineers engaged in a variety of hardware engineering activities. Has responsibility for all phases of project planning and control including schedules, budgets, resource allocation, and results. Decisions are not usually subject to review. Performance is evaluated based on adherence to time schedules, budgets, soundness of approach, and general effectiveness. Requires Bachelor’s degree (in a related field) or equivalent, and ten to twelve years of related (engineering and management) experience or Master’s degree (in Technology or Math) and seven to nine years of related experience.

Labor Category	Description
Information Security Engineer, Associate	Defines, plans, designs, and evaluates information security systems. Assesses architecture and current hardware limitations, defines and designs system specifications, input/output processes and working parameters for hardware/software compatibility. Experience with information networks design, operation, equipment. Interest/aptitude for information security work. Works under of direction of more experienced information security engineer. Requires Bachelor's degree in related discipline (engineering, computer science or related discipline) and zero to two of related experience.
Information Security Engineer, Staff	Defines, plans, designs, and evaluates information security systems. Assesses architecture and current hardware limitations, defines and designs system specifications, input/output processes and working parameters for hardware/software compatibility. Basic familiarity with information network elements – routers, firewalls, etc. Ability to apply technical knowledge to information security designs. Designs and conducts tests of designs and architectures. Requires Bachelor's degree in (field mathematics, telecommunications, electrical engineering, computer engineering, computer science) or related discipline, and two to four years' related experience.
Information Security Engineer, Senior	Defines, plans, designs, and evaluates information security system. Assesses architecture and current hardware limitations, defines and designs system specifications, input/output processes and working parameters for hardware/software compatibility. Designs and conducts tests of designs and architectures. Leads and guides less experienced engineers. Capable of independent management of projects. Requires Bachelor's degree (in field mathematics, telecommunications, electrical engineering, computer engineering, computer science) or equivalent and five to seven years experience with information networks and the security aspects.
Information Security Engineer, Principal	Defines, plans, designs, and evaluates information security systems. Assesses architecture and current hardware limitations, defines and designs system specifications, input/output processes and working parameters for hardware/software compatibility.Performs a variety of complex tasks associated with information security ranging from the design of security components to complex architectures. Supervises the work of other engineers performing a variety of information security tasks. Capable of independent program supervision. Requires Bachelor's degree (in field mathematics, telecommunications, electrical engineering, computer engineering, computer science) or equivalent and seven to nine years related experience.

Labor Category	Description
Information Security Engineer, Sr Principal	Defines, plans, designs, and evaluates information security systems. Assesses architecture and current hardware limitations, defines and designs system specifications, input/output processes and working parameters for hardware/software compatibility. Provides expert level consultation and technical services on all aspects of Information Security. Manages large-scale programs of national or international scope. Maintains senior affiliations with national and international organizations associated with information security. Requires Bachelor's degree or equivalent and ten to twelve years related experience or Master's degree with seven to nine years of experience field mathematics, telecommunications, electrical engineering, computer engineering, computer science.
Information Security Specialist, Associate	Knowledge of information system administration and information network software/hardware including firewalls and intrusion detection systems. Basic familiarity with information security procedures. Safeguards network against unauthorized infiltration, modification, destruction or disclosure. May research, evaluate, test, recommends communicate and implement new security software or devices. Implements, enforces, communicates and develops security policies or plans for data, software applications, hardware, and telecommunications. Provides information to management regarding the negative impact caused by theft, destruction, alteration or denial of access to information. Requires Bachelor's degree in related discipline (engineering, computer science or related discipline) and zero to two of related experience.

Labor Category	Description
Information Security Specialist, Staff	Knowledge and experience with information network security equipment. Understanding of information network threats such as computer viruses. Tests and operates firewalls, intrusion detection systems, enterprise anti-virus systems and software deployment tools. Safeguards the network against unauthorized infiltration, modification, destruction or disclosure. May research, evaluate, test, recommends communicate and implement new security software or devices. Implements, enforces, communicates and develops security policies or plans for data, software applications, hardware, and telecommunications. Provides information to management regarding the negative impact caused by theft, destruction, alteration or denial of access to information. Provides recommendations on information assurance engineering standards, implementation dependencies, and changing information assurance related technologies.Requires Bachelor's degree in (field mathematics, telecommunications, electrical engineering, computer engineering, computer science) or related discipline, and two to four years' related experience or Certification in systems administrator, network certification, etc. six to eight years of experience.
Information Security Specialist, Senior	Manages the company's firewalls and intrusion detection systems. Develops, tests, and operates firewalls, intrusion detection systems, enterprise anti-virus systems and software deployment tools. Safeguards the network against unauthorized infiltration, modification, destruction or disclosure. May research, evaluate, test, recommends communicate and implement new security software or devices. Implements, enforces, communicates and develops security policies or plans for data, software applications, hardware, and telecommunications. Provides information to management regarding the negative impact caused by theft, destruction, alteration or denial of access to information. Provides recommendations on information assurance engineering standards, implementation dependencies, and changing information assurance related technologies. Manages the company's firewalls and intrusion detection systems. Develops, tests, and operates firewalls, intrusion detection systems, enterprise anti-virus systems and software deployment tools. Safeguards the network against unauthorized infiltration, modification, destruction or disclosure. Researches, evaluates, tests, recommends communicate and implement new security software or devices. Implements, enforces, communicates and develops security policies or plans for data, software applications, hardware, and telecommunications. Provides information to management on the negative impact caused by theft, destruction, alteration or denial of access to information. Provides recommendations on information assurance engineering standards, implementation dependencies, and

Labor Category	Description
	changing information assurance related technologies. May supervise lower level staff. Requires Bachelor's degree or equivalent and five to seven years related experience.
Information Security Specialist, Principal	Manages extensive evaluations of major information security networks, prepares evaluation reports, presents recommendations. Conducts trade off analyses of products for clients to determine optimal informant security solutions. Provides consulting services on a wide variety of information assurance topics. Prepares remedial options and supervise correction of information security shortfalls. Works independently in expert role at customer site. Requires Bachelor's degree or equivalent and seven to nine years of directly related experience.
Information Security Specialist, Sr Principal	Functions as expert consultant in all aspects of information security. Prepares in-depth studies and analyses. Manages major information security efforts. Maintains affiliation with national/international organizations. Functions on broad scope programs of national/international basis. Capable of fully independent work in support of a customer either on site or of-site. Requires Bachelor's degree or equivalent and ten to twelve years related experience or Master's degree with seven to nine years of experience field mathematics, telecommunications, electrical engineering, computer engineering, computer science.
Information Technology Manager	Analyzes complex local and wide area network systems, including planning, designing, evaluating, selecting operating systems and protocol suites and configuring communication media with concentrators, bridges, and other devices. Resolves difficult inter-operability problems to obtain operation across all platforms, including e-mail, files transfer, multimedia, teleconferencing and the like. Configures systems to user environments. Supports acquisition of hardware and software as well as subcontractor services. Requires Bachelor's degree (in Computer Science or related field) or equivalent, and ten to twelve years of related (progressively responsible network systems engineering) experience and management experience. Master's degree in Computer Science preferred.
Information Technology Scientist	Analyzes complex local and wide area network systems, including planning, designing, evaluating, selecting operating systems and protocol suites and configuring communication media with concentrators, bridges, and other devices. Resolves difficult inter-operability problems to obtain operation across all platforms, including e-mail, files transfer, multimedia, teleconferencing and the like. Configures systems to user environments. Supports acquisition of hardware and software as well as subcontractor services. Serves as manager or industry-recognized expert. Requires Bachelor's degree (in Computer Science or related field) or equivalent, and twelve to fifteen years of related (progressively responsible network

Labor Category	Description
	systems engineering) experience and management experience or Master's degree in Computer Science with nine to eleven years of related experience.
Information Technology Senior Scientist	Directs all aspects of the local and wide area network systems, including planning, designing, evaluating, selecting operating systems and protocol suites and configuring communication media with concentrators, bridges, and other devices. Resolves difficult and complex inter-operability problems to obtain operation across all platforms, including e-mail, files transfer, multimedia, teleconferencing and the like. Analyzes and configures systems to user environments. Supports acquisition of hardware and software as well as subcontractor services. Serves as in-house and industry recognized expert. Requires Bachelor's degree (in Computer Science or related field) or equivalent, and sixteen plus years of related network systems engineering experience. Master's degree in Computer Science preferred.
Information Technology Supervisor	Responsible for the supervision and direction of a group of Information Systems professionals. Coordinates the activities of the group to meet objectives, deadlines, budgets, and coordinate/resolve customer requests. Serves as the technical specialist for the area of assigned responsibility, provides training and guidance of assigned staff. Requires Bachelor's degree (in a technical discipline) or equivalent, and seven to nine years of related experience.
LAN/WAN Engineer, Associate	Performs as entry level engineer in some of the following area: local and wide area networking, communications, and related software/hardware within a multi-platform operating environment. Works in integration of a total network including the planning, design, installation, maintenance, management, and coordination of the corporate LAN/WAN. Learns in areas of technological developments and applications. Recommend network security and policies. May work with Voice and/or Data Communications Analyst. Requires Bachelor degree or equivalent in Computer Science or a related field, and zero to two years of relevant experience.
LAN/WAN Engineer, Staff	Perform as mid-level contributor with knowledge and experience in local and wide area networking, communications, and related software/hardware within a multi-platform operating environment. Responsible for the integration of a network including assisting in the planning, design, installation, maintenance, management, and coordination of the corporate LAN/WAN. Current on most technological developments and applications, and helps to evaluate vendor products to make recommendations for purchase. May work with Voice and/or Data. Requires Bachelor degree or equivalent (Computer Science or a related field), and two to four years of relevant experience.

Labor Category	Description
LAN/WAN Engineer, Senior	Perform as a senior technical participant with knowledge and experience in local and wide area networking, communications, and related software/hardware within a multi-platform operating environment. Responsible for the integration of a total network including the planning, design, installation, maintenance, management, and coordination of the corporate LAN/WAN. Current on technological developments and applications, and evaluate vendor products to make recommendations for purchase. Recommend network security and policies. May work with Voice and/or Data Communications Analyst. Requires Bachelor's degree or equivalent in Computer Science or a related field, and five to seven years of relevant experience are required.
LAN/WAN Engineer, Principal	Perform as a technical expert with advanced knowledge and experience in local and wide area networking, communications, and related software/hardware within a multi-platform operating environment. Responsible for the overall integration of a total network including the planning, design, installation, maintenance, management, and coordination of the corporate LAN/WAN. Current on technological developments and applications, and evaluate vendor products to make recommendations for purchase. Recommend network security and policies. May work with Voice and/or Data Communications Analyst. Requires Bachelor's degree or equivalent in Computer Science or a related field, and seven to nine years of relevant experience are required.
LAN/WAN Engineer, Senior Principal	Perform as the most senior technical expert with advanced knowledge and experience in local and wide area networking, communications, and related software/hardware within a multi-platform operating environment. Responsible for the overall integration of a total network including the planning, design, installation, maintenance, management, and coordination of the corporate LAN/WAN. Current on technological developments and applications, and evaluate vendor products to make recommendations for purchase. Recommend network security and policies. May work with Voice and/or Data Communications Analyst. Requires Bachelor's degree or equivalent in Computer Science or a related field, and ten to twelve years of related experience.
Network Administrator, Associate	Designs, installs, maintain and coordinate the use of the network system. Evaluates hardware, software and peripheral equipment. Manages network performance to maintain high quality transmission service on the network. Maintains, create/deletes user accounts, maintains and updates system security plans on all platforms. Implements and coordinates network policies, procedures and standards. Enforces security procedures. Supervises and schedules the network technician staff and trains users. Performs other duties as assigned which may require specific physical abilities.Requires Bachelor's

Labor Category	Description
	degree (in Computer Science or related field) or equivalent, and zero to two years of related experience.
Network Administrator, Staff	Designs, installs, maintain and coordinate the use of the network system. Evaluates hardware and software and peripheral equipment for simple networks. Manages network performance. Troubleshoots and resolves problems to ensure quality transmission service on the network. Maintains, creates/deletes user accounts, maintains and updates system security plans on most platforms. Administers network policies, procedures and standards. Enforces security procedures. Performs other duties as assigned which may require specific physical abilities.Requires Bachelor's degree (in Computer Science or Management Information Systems) or equivalent, and two to four years of related (data center environment) experience.
Network Administrator, Senior	Designs, installs, maintains and coordinates the use of the network system. Evaluates hardware and software and peripheral equipment for large, complex networks. Manages network performance. Troubleshoots and resolves complex problems to ensure quality transmission service on the network. Maintains user accounts, maintains and updates system security plans on all platforms. Implements and coordinates network policies, procedures and standards. Enforces security procedures. May supervise and schedule the Network Technician staff and trains users. Performs other duties as assigned which may require specific physical abilities.Requires Bachelor's degree (in Computer Science or Management Information Systems) or equivalent, and five to seven years of related (data center environment) experience.
Network Administrator, Principal	Serves as in-house expert to design, install, maintain and coordinate the use of the network system. Evaluates complex hardware and software and peripheral equipment for large, complex networks. Manages network performance. Troubleshoots and resolves complex problems to ensure quality transmission service on the network. Manages and maintains, create/deletes user accounts, maintains and updates system security plans on all platforms. Implements and manages network policies, procedures and standards. Enforces security procedures. Supervises and schedules the Network Technician staff and trains users. Performs other duties as assigned which may require specific physical abilities.Requires Bachelor's degree (in Computer Science or Management Information Systems) or equivalent, and seven to nine years of related (data center environment) experience.

Labor Category	Description
Network Administrator, Senior Principal	As a recognized industry expert manages the company's designs, installation, and maintains and coordinates the use of the network system. Evaluates complex hardware and software and peripheral equipment for large, complex networks. Manages network performance. Troubleshoots and resolves complex problems to ensure quality transmission service on the network. Manages and maintains, create/deletes user accounts, maintains and updates system security plans on all platforms. Implements and manages network policies, procedures and standards. Enforces security procedures. Manages and schedules the Network Technician staff and develops the training for users. Requires Bachelor's degree (in Computer Science or Management Information Systems) or equivalent, and ten to twelve years of related (data center environment) experience.
Network Engineer, Associate	Evaluates, designs, documents, installs, implements, tests, and performs problem isolation and resolution. Monitors, tunes, sets standards and maintain a range of computer network components and systems. Performs these functions across a limited range of network facilities including some, but not all, physical media, protocol stacks, hubs, routers, bridges, gateways, digital servers, line drivers, telecommunications transport facilities, mainframe VTAM, NCP and related software and hardware, and network management components. Utilizes monitoring, performance analysis, network management, software and hardware equipment to troubleshoot and isolate problems, gauge network performance, and trace data and protocol activity. Requires Bachelor's degree (in Computer Science, Math or Engineering) or equivalent, and zero to two years of related experience.
Network Engineer, Staff	Evaluates, designs, documents, installs, implements, tests, performs problem isolation and resolution. Monitors, tunes, sets standards and maintain a range of computer network components and systems. Performs these functions across most of the network facilities including physical media, protocol stacks, hubs, routers, bridges, gateways, digital servers, line drivers, telecommunications transport facilities, mainframe VTAM, NCP and related software and hardware, and network management components. Provides client consulting and training on the interfacing and use of the network facilities. Begins to plan research, evaluate, and recommend new computer network equipment and technologies. Utilizes monitoring, performance analysis, network management, software and hardware equipment to troubleshoot and isolate problems, gauge network performance, and trace data and protocol activity. Devises solutions to moderately complex operational problems within the capacity and operational limitations of installed equipment. Requires Bachelor's degree

Labor Category	Description
	(in Computer Science, Math or Engineering) or equivalent, and two to four years of related experience.
Network Engineer, Senior	Evaluates, designs, documents, installs, implements, tests, performs problem isolation and resolution, monitors, tunes, and sets standards. Maintains a complex range of computer network components and systems. Performs these functions across a wide range of network facilities including physical media, protocol stacks, hubs, routers, bridges, gateways, digital servers, line drivers, telecommunications transport facilities, mainframe VTAM, NCP and related software and hardware, and network management components. Provides client consulting and training on the interfacing and use of the network facilities. Plans and coordinates computer network initiatives. Researches, evaluates, and recommends new computer network equipment and technologies. Utilizes monitoring, performance analysis, network management, software and hardware equipment to trouble shoot and isolate problems, gauge network performance, and trace data and protocol activity. Devises solutions to operational problems within the capacity and operational limitations of installed equipment. Develops and executes contingency plans for network software and hardware failures including isolated and major outages. Provides internal consulting, technical guidance, information and support to application developers, computer operations, workstation support, company management and departmental clients. Requires Bachelor's degree in (Computer Science, Math or Engineering) or equivalent, and five to seven years of related experience.
Network Engineer, Principal	Evaluates, designs, documents, installs, implements, tests, performs problem isolation and resolution, monitors, tunes, and sets standards. Maintains a complex range of computer network components and systems. Performs these functions across a wide range of network facilities to include: physical media, protocol stacks, hubs, routers, bridges, gateways, digital servers, line drivers, telecommunications transport facilities, mainframe VTAM, NCP (related software/hardware) and network management components. Provides client consulting and training on the interfacing and use of the network facilities. Plans and coordinates major computer network initiatives. Researches, evaluates, and recommends new computer network equipment and technologies. Utilizes monitoring, performance analysis, network management, software and hardware equipment to trouble shoot and isolate problems, gauge network performance, and trace data and protocol activity. Devises solutions to complex operational problems within the capacity and operational limitations of installed equipment. Develops and executes contingency plans for network software and hardware failures including isolated and major outages. Provides internal consulting, technical

Labor Category	Description
	guidance, information and support to application developers, computer operations, workstation support, company management and departmental clients. Assists in internal training programs. Requires Bachelor's degree (in Computer Science, Engineering, Economics or Math) or equivalent, and seven to nine years of related telecommunication analysis experience.
Network Engineer, Senior Principal	Evaluates, designs, documents, installs, implements, tests, performs problem isolation and resolution, monitors, tunes, and sets standards. Maintains a complex range of computer network components and systems. Performs these functions across a wide range of network facilities including physical media, protocol stacks, hubs, routers, bridges, gateways, digital servers, line drivers, telecommunications transport facilities, mainframe VTAM, NCP and related software/hardware, and network management components. Provides client consulting and training on the interfacing and use of the network facilities. Plans and coordinates major computer network initiatives. Researches, evaluates, and recommends new computer network equipment and technologies. Utilizes monitoring, performance analysis, network management, software and hardware equipment to trouble shoot and isolate problems, gauge network performance, and trace data and protocol activity. Devises solutions to complex operational problems within the capacity and operational limitations of installed equipment. Develops and executes contingency plans for network software and hardware failures including isolated and major outages. Provides internal consulting, technical guidance, information and support to application developers, computer operations, workstation support, company management and departmental clients. Assists in internal training programs. Requires Bachelor's degree (in Computer Science, Engineering, Economics or Math) or equivalent, and ten to twelve years of related telecommunication analysis experience.
Network Engineering Senior Manager	Oversees the Network Engineering activities. Reviews and prioritizes network needs and analyzes project costs and feasibility. Develops network analysis standards and methodology consistent with technical requirements. Schedules staff to obtain proper response in a timely manner. Reviews recommendations for network improvement. Requires Bachelor's degree or equivalent and twelve to fifteen years of experience or Master's degree in related field and nine to eleven years of experience, including seven to nine years of management experience.

Labor Category	Description
Program Control Analyst, Associate	Assists in providing on-site project management/administrative support and coordination to a complex contract, project task(s) or business unit. Duties may include contract accounting and reporting, project schedule focus to management, tracking annual fiscal plans and monthly updates, payroll/personnel processing, maintenance and reporting, contract administration, purchasing, facility leasing and service administration. Maintains contract budgets, prepares contract billing, estimates materials, equipment, production costs and delivery schedules. Oversees personnel records, facility administration and purchases equipment and supplies. Requires Bachelor's degree (in Business Administration) or equivalent, and zero to two years of related (project support or management) experience.
Program Control Analyst, Staff	Provides on-site project management/administrative support and coordination to a complex contract, project, task(s) or business unit. Duties may include contract accounting and reporting, project schedule focus to management, tracking annual fiscal plans and monthly updates, payroll/personnel processing, maintenance and reporting, contract administration, purchasing, facility leasing and service administration. Maintains contract budgets, prepares contract-billing, estimates materials, equipment, production costs and delivery schedules. Oversees personnel records, facility administration and purchases equipment and supplies. Requires Bachelor's degree (in Business Administration) or equivalent, and two to four years of related (project support or management) experience.
Program Control Analyst, Senior	Provides senior level on-site project management/administrative support and coordination to a complex contract, project, task(s) or business unit. Duties may include contract accounting and reporting, project schedule focus to management, tracking annual fiscal plans and monthly updates, payroll/personnel processing, maintenance and reporting, contract administration, purchasing, facility leasing and service administration. Maintains contract budgets, prepares contract-billing, estimates materials, equipment, production costs and delivery schedules. Oversees personnel records, facility administration and purchases equipment and supplies. Requires Bachelor's degree (in Business Administration) or equivalent, and five to seven years of related (project support or management) experience.

Labor Category	Description
Program Control Analyst, Lead	Provides senior level on-site project management/administrative support and coordination to a complex contract, project, task(s) or business unit. Duties may include contract accounting and reporting, payroll/personnel processing, project schedule focus to management, tracking annual fiscal plans and monthly updates, maintenance and reporting, contract administration, purchasing, facility leasing and service administration. Maintains contract budgets, prepares contract-billing, estimates materials, equipment, production costs and delivery schedules. Oversees personnel records, facility administration and purchases equipment and supplies. Requires Bachelor's degree (in Business Administration) or equivalent, and seven to nine years of related (project management) experience.
Program Control Manager	Manages assigned group of Program Control Analysts who provide on-site administrative support and coordination to various contract(s), project(s), task(s) or business unit (s). Duties may include the management of contract accounting and reporting, payroll/personnel processing, maintenance and reporting, contract administration, purchasing, facility leasing and service administration. Maintains contract budgets, prepares contract billing, estimates materials, equipment, production costs and delivery schedules. Oversees personnel records, facility administration and purchases equipment and supplies. Participates in introducing the Company operating standards, Plans objectives and goals for staff and selects and trains new employees. Requires Bachelor's degree (in Business Administration) or equivalent, and ten to twelve years of related (project support and supervisory/management) experience.
Security Engineer, Associate	Monitors, evaluates, and maintains systems and procedures to protect the data systems and databases from unauthorized users. Identifies potential threats and responds to reported security violations. Determines causes of security breaches. Researches, recommends, and implements changes to procedures to protect data from future violations. Assist in educating users on security procedures. Requires Bachelor's degree (in Computer Science or related field) or equivalent, and zero to two years of related experience.
Security Engineer, Staff	Monitors, evaluates, and maintains systems and procedures to protect the data systems and databases from unauthorized users. Identifies potential threats and responds to reported security violations. Determines causes of security breaches. Researches, recommends, and implements changes to procedures to protect data from future violations. Assists in educating users on security procedures. Requires Bachelor's degree (in Computer Science or related field) or equivalent, and two to four years of related experience.

Labor Category	Description
Security Engineer, Senior	Monitors, evaluates, and maintains systems and procedures to protect the data systems and databases from unauthorized users. Identifies potential threats and responds to reported security violations. Determines causes of security breaches. Researches, recommends, and implements changes to procedures to protect data from future violations. Assists in educating users on security procedures. Requires Bachelor's degree (in Computer Science or related field) or equivalent, and five to seven years of related work experience.
Security Engineer, Principal	Monitors, evaluates, and maintains systems and procedures to protect the data systems and databases from unauthorized users. Identifies potential threats and respond to reported security violations. Determines causes of security breaches. Researches, recommends, and implements changes to procedures to protect data from future violations. May train and develop subordinates through varied project assignments. Assists in educating users on security procedures. Requires Bachelor's degree (in Computer Science or related field) or equivalent, and seven to nine years of related experience.
Security Engineer, Sr Principal	Serves as a company expert in monitoring, evaluating, and maintaining systems and procedures to protect the data systems and databases from unauthorized users. Identifies potential threats and responds to reported security violations. Determines causes of security breaches. Researches, recommends, and implements changes to procedures to protect data from future violations. Educates users on security procedures. Requires Bachelor's degree (in Computer Science or related field) or equivalent, and ten to twelve years of related experience.
Software Developer, Associate	Performs maintenance on existing software products. Assists in coding, testing, and debugging new software or making enhancements to existing software. Writes programs according to specifications from higher-level personnel. Suggests solutions for problems or software enhancements. May assist in the development of user manuals and work with technical staff to learn and understand problems with software. Attends on-going training sessions to achieve a higher level of technical skill. Requires Bachelor's degree (in Computer Science or related field) or equivalent, and zero to two years of related work experience.

Labor Category	Description
Software Developer, Staff	Develops, codes, tests, and debugs new software or enhancements to existing software. Possesses a good understanding of business applications. Works with technical staff to understand and resolve software problems, resolves customer complaints with software and responds to suggestions for software modifications or enhancements. May be involved in the development of software user manuals and demonstrate software. Requires Bachelor's degree (in Computer Science or related field) or equivalent, and two to four years of related experience.
Software Developer, Senior	Performs as a technical expert in the design development, coding, testing, and debugging new software or complex enhancements to existing software. Works with technical staff to understand and to develop resolution of software problems. Resolves customer complaints with software and respond to suggestions for software modifications or enhancements. Participates in the development of software user manuals. Assists in the training of less experienced software development staff and may act as a team leader on less complex projects. Requires Bachelor's degree (in Computer Science or related field) or equivalent and five to seven years of related experience.
Software Developer, Principal	Performs as the technical expert with thorough understanding of the business application of an assigned project. Performs as a project lead with the responsibility for the instruction, assigning, direction, and monitoring of the performance of assigned software developers working on a specific project. Assists in the scheduling and coordinating of projects and may be involved in the design phase of a project. Works with customers and technical staff in the resolution of software problems and respond to suggestions for software modifications or enhancements. Participates in the development of software user manuals. Requires Bachelor's degree (in Computer Science or related field) or equivalent, and seven to nine years of related experience.
Software Developer, Senior Principal	As a senior staff member, performs as the technical expert with thorough understanding of the business application of an assigned project. Perform as a project lead with the responsibility for the instruction, assigning, direction, and monitoring of the performance of assigned software developers working on a specific project. Assist in the scheduling and coordinating of projects and may be involved in the design phase of a project. Work with customers and technical staff in the resolution of software problems and respond to suggestions for software modifications or enhancements. Participate in the development of software user manuals. Requires Bachelor's degree (in Computer Science or related field) or equivalent, and ten to twelve years of related experience.

Labor Category	Description
Software Engineer, Associate	Assists in designing, developing, troubleshooting, and analyzing software programs for computer-based systems. Assists in evaluating/determining user needs with the maintenance of single-product models and subsystems. Performs routine systems modeling, simulation, and analysis. Designs and develops compilers, assemblers, utility programs, and operating systems. As required, provides inputs for documentation of new or existing programs. Primarily interfaces with intra-organizational staff with infrequent contact with inter-organizational staff and outside customers and vendors on routine matters. Requires Bachelor's degree (in Engineering, Computer Science or related field) or equivalent, and zero to two years of related experience.
Software Engineer, Staff	Designs, develops, troubleshoots, and analyzes software programs for computer based systems. Performs systems modeling, simulation, and analysis. Designs and develops compilers, assemblers, utility programs, and operating systems. As required, provides inputs for documentation of new or existing programs. Primarily interfaces with intra-organizational staff with infrequent contact with inter-organizational staff and outside customers and vendors on routine matters. Requires Bachelor's degree (in Engineering, Computer Science or related field) or equivalent, and two to four years of related experience.
Software Engineer, Senior	Performs subsystem definition, preliminary and detailed design, design implementation, subsystem and system integration, and tests for a subsystem. Participates in software requirements review, preliminary and critical design reviews, integration readiness review, and software acceptance reviews. Researches problems discovered by quality assurance or product support and develops solutions to the problems. Supports proposal efforts. Frequent inter-organizational and outside customer contacts. Represents the organization in providing solutions to difficult technical problems associated with specific projects. Requires Bachelor's degree (in Engineering, Computer Science or related field) or equivalent, and five to seven years of related work experience.

Labor Category	Description
Software Engineer, Principal	Performs system and subsystem definition, preliminary and detailed design, design implementation, and subsystem and system integration and tests for a system. Participates in software requirement review, preliminary and critical design, integration readiness review, and software acceptance review. Acts as technical lead for pre-proposal, proposal, and existing program efforts. Involvement in business development includes briefing customers on company capabilities. Supports program management office in technical role. Represents the organization as the prime customer contact on contracts or projects. May research the marketing requirements for a product, including target environment, performance criteria, and competitive issues. Interacts with senior customer personnel on significant technical matters, often requiring coordinated activity across organizational lines. May provide technical guidance to lower level software engineers. Requires Bachelor's degree (in Engineering, Computer Science or related field) or equivalent, and seven to nine years of related experience.
Software Engineer, Sr Principal	Serves as a company expert in performing system and subsystem definition, preliminary and detailed design, design implementation, and subsystem and system integration and tests for a system. Participates in software requirement review, preliminary and critical design, integration readiness review, and software acceptance review. Acts as technical lead for pre-proposal, proposal, and existing program efforts. Involvement in business development includes briefing customers on company capabilities. Supports program management office in technical role. Represents the organization as the prime customer contact on contracts or projects. Interacts with senior customer personnel on significant technical matters, often requiring coordinated activity across organizational lines. Requires Bachelor's degree (in Engineering, Computer Science or related field) or equivalent, and ten to twelve years of related experience.

Labor Category	Description
Software QA Specialist, Associate	Executes test scripts to ensure that quality software is provided for release to production. May also write, create, and modify test scripts to certify system changes, under close supervision. Reviews requirements, specifications and documentation to gain a thorough understanding of the programs and processes to be certified. Provides or validates estimates for assigned tasks. Develops test control databases. Maintains test databases and ensures their integrity and currency. Distributes test data from control database to development staff to satisfy adequate unit testing. Assists with configuration management tasks on a project (test scripts, source code control, coordination of requirement changes) as required. May write trace-ability matrices and test reports. May perform minor program changes or develop software programs as required. Requires Bachelor's degree or equivalent, and zero to two years of related experience.
Software QA Specialist, Staff	Executes test scripts to ensure that quality software is provided for release to production. May write test scripts. Reviews requirements, specifications and documentation to gain a thorough understanding of the programs and processes to be certified. Provides or validates estimates for assigned tasks. Under moderate supervision, creates and modifies test scripts to certify system changes. Develops test control databases. Maintains test databases and ensures their integrity and currency. Distributes test data from control database to development staff to satisfy adequate unit testing. Assists with configuration management tasks on a project (test scripts, source code control, coordination of requirement changes) as required. Releases completed projects into production. May write trace-ability matrices and test reports. May perform minor program changes or develop software programs as required. Requires Bachelor's degree or equivalent, and two to four years of related experience.

Labor Category	Description
Software QA Specialist, Senior	Ensures that quality software is provided for release to production by independently executing test scripts. Writes test scripts. Reviews requirements, specifications and documentation to gain a thorough understanding of the programs and processes to be certified. Provides or validates estimates for assigned tasks. Creates and modifies test scripts to certify system changes. Develops test control databases. Maintains test databases and ensures their integrity and currency. Distributes test data from control database to development staff to satisfy adequate unit testing. Assists with configuration management tasks on a project (test scripts, source code control, coordination of requirement changes) as required. Releases completed projects into production. May write trace-ability matrices and test reports. May perform program changes or develop software programs as required. Requires Bachelor's degree or equivalent, and five to seven years of related experience.
Software QA Specialist, Principal	Executes test scripts to ensure that quality software is provided for release to production. Develops test scripts. Reviews requirements, specifications and documentation to gain a thorough understanding of the programs and processes to be certified. Provides or validates estimates for assigned tasks. Creates and modifies test scripts to certify system changes. Develops test control databases. Maintains test databases and ensures their integrity and currency. Distributes test data from control database to development staff to satisfy adequate unit testing. Assists in developing the configuration management tasks on a project (test scripts, source code control, coordination of requirement changes) as required. Releases completed projects into production. Writes trace-ability matrices and test reports. Performs major program changes or develops software programs. Requires Bachelor's degree or equivalent, and seven to nine years of related experience.
Software QA Specialist, Sr Principal	Ensures that quality software is provided for release to production by independently executing test scripts. May supervise more junior staff in writing test scripts. Develops and reviews requirements, specifications and documentation to provide staff and users with a thorough understanding of the programs and processes to be certified. Provides estimates for assigned tasks. As lead QA specialist, creates and modifies test scripts to certify system changes. Develops test control databases. Maintains test databases and ensures their integrity and currency. Distributes test data from control database to development staff to satisfy adequate unit testing. Defines configuration management tasks on a project (test scripts, source code control, coordination of requirement changes) as required. Releases completed projects into production. Helps develop trace-ability matrices and test reports. Performs all major program changes or oversees the development software

Labor Category	Description
	programs as required. Requires Bachelor's degree or equivalent, and ten to twelve years of related experience.
Subject Matter Expert	Serves as experienced consultant with experience in supporting large projects related to the individual subject matter expertise. Beginning expertise in functional domains such as finance, personnel, acquisition, etc. Performs research, collection, collation and compilation of data, and preparation of inputs into larger reports. Evaluates and interprets findings. Prepares finished products for review by team leader or higher level analysts. Interfaces with external entities to collect data. Uses and/or develops computer tools to facilitate analysis tasks. Prepares monthly status reports. May be assigned to customer site. May prepare and present briefings. Requires Bachelor's degree in Business, Engineering, Management Sciences, Computer Science, Information Systems, Social Science, Education, Human Resources Development, and Psychology or other related disciplines and eight to ten years of experience or Master's degree and six to eight years of related experience or PhD and four to six years of related experience.
Subject Matter Expert, Senior	Serves as experienced consultant with experience in supporting large projects related to the individual subject matter expertise. Prepares and delivers presentations to colleagues, subordinates, and government representatives. Assures the proper use of current or requested programming, testing and documentation techniques. Produces, reviews and documents reflecting knowledge of areas as identified in the statement of work. Requires Bachelor's degree in Business, Engineering, Management Sciences, Computer Science, Information Systems, Social Science, Education, Human Resources Development, and Psychology or other related disciplines and ten to twelve years of experience or Master's degree and eight to ten years of related experience or PhD and five to seven years of related experience.
Subject Matter Expert, Principal	Relevant experience includes supporting large projects related to the individuals subject matter expertise. Advanced expertise in functional domains such as finance, personnel, acquisition, etc. Experience as a Project Manager. Prepares and delivers presentations to colleagues, subordinates, and government representatives. Assures the proper use of current or requested programming, testing and documentation techniques. Produces and/or reviews substantive and/or complex documentation reflecting detailed knowledge of areas as identified in the statement of work. Requires Bachelor's degree in Business, Engineering, Management Sciences, Computer Science, Information Systems, Social Science, Education, Human Resources Development, and Psychology or other related disciplines and twelve to fifteen years of experience or Master's degree and ten to twelve years of related experience or PhD and eight to nine years of related experience.Requires

Labor Category	Description
	Bachelor's degree in Business, Engineering, Management Sciences, Computer Science, Information Systems, Social Science, Education, Human Resources development, and Psychology or other related disciplines and twelve to fifteen years of experience or Master's degree and ten to twelve years of related experience or PhD and eight to nine years of related experience.
Subject Matter Expert, Senior Principal	Renowned expertise in functional domains such as finance, personnel, acquisition, etc. or technical disciplines such as computer security, network engineering, etc. Extensive experience as technical leaders and senior Project Managers. Prepares and delivers presentations to colleagues, subordinates, and government representatives. Assures the proper use of current or requested testing and documentation techniques. Produces, reviews substantive and complex documentation reflecting detailed knowledge of areas as identified in the statement of work. Requires Bachelor's degree in Business, Engineering, Management Sciences, Computer Science, Information Systems, Social Science, Education, Human Resources Development, and Psychology or other related disciplines, fifteen plus years of experience; or Master's degree, twelve plus years of related experience; or PhD, ten plus years of related experience and project management experience.
Systems Administrator, Associate	Maintains data files and control procedures for a system of networked computers or for a single group of microcomputers linked to a host workstation, or mainframe. Responsible for system security and data integrity. Assigns passwords and monitors use of resources, backs up files as required and responds to management requests for information. Requires Bachelor's degree (in Computer Science or related field) or equivalent, and zero to two years of related experience.
Systems Administrator, Staff	Maintains data files and control procedures for a complex system of networked computers or for a single group of microcomputers linked to a host workstation, or mainframe. Monitors system security and data integrity. Assigns passwords and monitors use of resources, backs up files as required and responds to management requests for information. Performs other duties as assigned which may require specific physical abilities.Requires Bachelor's degree (in Computer Science or related field) or equivalent, and two to four years of related experience.

Labor Category	Description
Systems Administrator, Senior	Maintains data files and control procedures for a complex system of networked computers or for a single group of microcomputers linked to a host workstation, or mainframe. Responsible for system security and data integrity. Assigns passwords and monitors use of resources, backs up files as required and responds to management requests for information. Provides technical guidance to lesser-experienced systems administrators. Performs other duties as assigned which may require specific physical abilities.Requires Bachelor's degree (in Computer Science or related field) or equivalent, and five to seven years of related experience.
Systems Administrator, Principal	Maintain data files and control procedures for a complex system of networked computers or for a single group of microcomputers linked to a host workstation, or mainframe. Responsible for system security and data integrity. Assigns passwords and monitors use of resources, backs up files as required and works with management to define requests for information. Provides technical guidance to lesser-experienced systems administrators. Performs other duties as assigned which may require specific physical abilities.Requires Bachelor's degree (in Computer Science or related field) or equivalent, and seven to nine years of related experience.
Systems Administrator, Senior Principal	Serves as a company expert in establishing procedures for the maintenance of data files and control procedures for a complex system of networked computers or for a single group of microcomputers linked to a host workstation, or mainframe. Responsible for system security and data integrity. Monitors and defines the use of resources, and works with management to define requests for information. Provides technical guidance to lesser-experienced systems administrators. Requires Bachelor's degree (in Computer Science or related field) or equivalent, and ten to twelve years of related experience.
Systems Administration Manager	Oversees and manages the daily operations of the Systems Administration department and staff and apply systems knowledge to ensure that the operating systems and security measures are in place and are running efficiently. Responsible for hiring, motivating, counseling and scheduling staff. Requires Bachelor's degree (in a technical discipline) or equivalent, and ten to twelve years of related experience.
Systems Analyst, Associate	Establish operational databases, software configuration control and system interfaces for computer system(s) assigned. Maintain file servers, network access, document and analyze system anomalies to ensure optimum equipment performance. Prepares system for operational use and support operational tests. Requires Bachelor's degree (in Computer Science or related field) or equivalent, and zero to two years of related experience.

Labor Category	Description
Systems Analyst, Staff	Establishes operational databases, software configuration control and system interfaces for computer system(s) assigned. Maintains file servers, network access, document and analyze system anomalies to ensure optimum equipment performance. Prepares system for operational use and support operational tests. Requires Bachelor's degree (in Computer Science, Management Information Systems or related field) or equivalent, and two to four years of related experience.
Systems Analyst, Senior	Establish complex operational databases, software configuration control and system interfaces for computer system(s) assigned. Maintain file servers, network access, document, analyze, and troubleshoot system anomalies to ensure optimum equipment performance. Prepare system for operational use and support operational tests. Requires Bachelor's degree (in Computer Science, Management Information Systems or related field) or equivalent, and five to seven years of related experience.
Systems Analyst, Principal	Establishes complex operational databases, software configuration control and system interfaces for computer system(s) assigned. Maintains file servers, network access, document, analyze, and troubleshoot system anomalies to ensure optimum equipment performance. May supervise less experienced systems personnel. Prepare system for operational use and oversee operational tests. Requires Bachelor's degree (in Computer Science, Management Information Systems or related field) or equivalent, and seven to nine years of related experience.
Systems Analyst, Senior Principal	Serves as a company expert in establishing complex operational databases, software configuration control and system interfaces for computer system(s) assigned. Develops procedures to maintain file servers, network access, document, analyze, and troubleshoot system anomalies to ensure optimum equipment performance. May supervise less experienced systems personnel. Prepares system for operational use and oversee operational tests. Requires Bachelor's degree (in Computer Science, Management Information Systems or related field) or equivalent, and ten to twelve years of related experience.
Systems Engineer, Associate	Assists in the coding and maintenance of utility programs, job control language and input/output handling programs, as well as other software of minimal complexity. Provides functional and empirical analysis related to the design, development, and implementation of hardware and software operating systems for the organization's products. May assist in the maintenance of program libraries and technical manuals. Attends on-going training sessions to achieve a higher level of technical skill. Requires Bachelor's degree (in Computer Science, Math, Electrical Engineering or related field) or equivalent, and zero to two years of related work experience.

Labor Category	Description
Systems Engineer, Staff	Assists in the definition and programming of moderately complex software. Works effectively on several phases of systems/software programming/analysis with little direction, but may require some instruction and guidance for other aspects. Provides functional and empirical analysis related to the design, development, and implementation of hardware and software operating systems for the organization's products. May assist in the coding of benchmark testing, job accounting and other control modules developed internally by the company. May assist with moderately complex software applications, such as system generations, compilers, link editors, and assemblers. Requires Bachelor's degree (in Computer Science, Math, Electrical Engineering or related field) or equivalent, and two to four years of related experience.
Systems Engineer, Senior	Works from specifications to develop or modify complex software programs to enhance an operating system. May give some direction and guidance to less experienced software systems engineers. Investigates and resolves operational problems in conjunction with other engineering and technical personnel. Develops logic, codes, tests and debugs software packages. Modifies, tests, and debugs retail utilities. Packages and engineers releases to integrate with the company's operating systems. Develops and modifies complex software, such as routines supporting multiprogramming, telecommunications and file management. Requires Bachelor's degree (in Computer Science or related field) or equivalent, and five to seven years of related work experience.
Systems Engineer, Principal	Provides expertise and direction in the development or modification of complex software programs to enhance an operating system. Provides functional and empirical analysis related to the design, development, and implementation of hardware and software operating systems for the organization's products. Responsible for the instruction, assigning, and overseeing the performance of less experienced software systems engineers. Coordinates the activities of the software engineering department with other sections of the corporation's information systems operation. May train and supervise subordinate systems engineers. Requires Bachelor's degree (in Computer Science, Math, Electrical Engineering or related field) and seven to nine years of related experience.
Systems Engineer, Sr Principal	Performs as the highest-level technical expert, providing both internal and external consulting services. Works independently on advanced systems/software analysis projects. Develops and may conduct training programs. Remains current in operating systems/software analysis and technological developments/applications. Recommends future direction or projects to management. Provides expertise and direction in the development or modification of complex software programs to enhance an operating system. Requires Bachelor's degree (in

Labor Category	Description
	Computer Science, Math, Electrical Engineering or related field) or equivalent, and ten to twelve years of related experience.
Assistant Technical Director	Assists in the management of a directorate or is at an entry level in management of a directorate under the close supervision of the Technical or Executive Director. Manages one or more programs. May supervise professional and technical personnel performing in their regular disciplines. May participate in the development and execution of budgets, sales and marketing plans and other strategic tools. Participates in directorate efforts toward achieving established objectives. May serve as the primary or assistant technical and management interface for the company, customer, and senior staff. Provides management services including general administrative oversight, time accounting, financial tracking, cost projection, inventory management, personnel evaluation and support. Responsible for the preparation of and accountability for all contract deliverables. Provides administrative support to tech Quality Assurance Unit and Health and Safety organizations to insure all related contract objectives are achieved. Responsible for assisting in the technical leadership and direction to a multidisciplinary staff. Develops and operates a variety of technical systems related to the specific job function. Specifies systems requirements and insures that completed systems meet requirements. Supports data acquisition process control. Prepares and approves Standard Operating Procedures, Protocols and other technical documentation. Requires Bachelor's degree or equivalent, and ten to twelve years of related (technical environment) experience, financial management including budgeting and cost projections experience, and management experience.
Technical Director 1	Directs and guides the technical activities within a division with supervisory and developmental responsibilities within a functional area. Manages one or more projects or programs, may manage an operating office and supervises professional and technical personnel performing in their customary disciplines. Develops and maintains a sales and marketing plan to achieve previously agreed-upon objectives endorsed by division and group management. Maintains aggressive efforts to achieve objectives. Manages one or more technical programs. Acts as a technical liaison with vendors. Trains and supervises personnel. Assists in proposal process and coordinates with Pricing Department when required. Responsible for all phases of the program budget. Performs analysis for contract reviews with various software. Develops marketing plans. Develops Quality Assurance Programs for all products and services. Prepare Staffing Plans, including skill and labor mix, to support contract operations. May be responsible for recruiting, interviewing, and hiring staff Assign Staff and provide technical direction as necessary to complete

Labor Category	Description
	task. Monitors contract, subcontract, and funding; prepare forecasts of program financial performance. Develops and deliver required contract , departmental, project and/or financial reports. Interacts readily with the technical staff and vendors both within and outside the company.. Ability to conduct independent research. Requires Bachelor's degree or equivalent, and twelve to fifteen years of related (technical environment) experience and management experience including developing operating budgets and reporting/assessing financial information.
Technical Director 2	Directs one or more technical projects/programs within a functional area. May manage an operating office and supervises professional and technical personnel performing in their customary disciplines. Develops and maintains a sales and marketing plan to achieve previously agreed-upon objectives endorsed by division and group management. Maintains aggressive efforts to achieve objectives. Acts as a technical liaison with vendors within and outside the company. Assists in proposal process and coordinates with Pricing Department when required. Responsible for all phases of the program budget. Performs analysis for contract reviews with various software. Develops marketing plans and Quality Assurance Programs for all products and services. Prepare Staffing Plans, including skill and labor mix, to support contract operations. Conducts independent research. Responsible for recruiting, interviewing, hiring and training staff. Assigns staff and provide technical direction to complete task. Monitors contract, subcontract, and funding; prepare forecasts of program financial performance. Develops and deliver required contract, departmental, project and/or financial reports. Requires Bachelor's degree or equivalent in a relevant discipline and sixteen plus years work experience including developing operating budgets and reporting/ assessing financial information.
Director, Information Technology	Directs all aspects of the information systems function. Determines operating philosophy of department and ensures the philosophy is translated into action. Provides top management with technical information and recommendations on information technology. Maintains company and competitive posture in information technology usage. Ensures adequate budget for capital equipment and technical manpower acquisition. Requires Bachelor's degree or equivalent, in computer science or related field and 16 plus years of experience or Master's degree, or equivalent, and twelve plus years of information technology management experience.

Labor Category	Description
Systems Architect	Under minimal supervision designs, implements, and maintains the organization's application systems and/or IT infrastructure for moderately complex systems. Understands user and process requirements and ensures those requirements can be achieved through high quality deliverables. Works closely with developers and engineers to develop road maps for applications, align development plans, and to ensure effective integration among information systems and the IT infrastructure. Ensures that solutions are continuously improved, supported, and aligned with industry and company standards as well as emerging business requirements. Understands the interactions between systems, applications, and services within the environment, and evaluate the impact of changes or additions for moderately complex systems. Analyzes systems and perform usability testing to ensure performance and reliability, enhance scalability, and meet security requirements. Requires a Bachelor's Degree and four to five years experience or equivalent education.
Systems Architect, Senior	Designs, implements, and maintains the organization's application systems and/or IT infrastructure for complex systems. Provides an architectural framework for information system development, maintenance, and enhancement efforts. Understands user and process requirements and ensures those requirements can be achieved through high quality deliverables. Works closely with developers and engineers to develop road maps for applications, align development plans, and to ensure effective integration among information systems and the IT infrastructure. Ensures that solutions are continuously improved, supported, and aligned with industry and company standards as well as emerging business requirements. Understands the interactions between systems, applications, and services within the environment, and evaluate the impact of changes or additions for complex systems. Analyzes systems and perform usability testing to ensure performance and reliability, enhance scalability, and meet security requirements. May assist less experienced peers. Requires a Bachelor's Degree and six to nine years experience or equivalent education.

Labor Category	Description
Systems Architect, Principal	Performs as the technical expert in designing, implementing, and maintainng the organization's application systems and/or IT infrastructure for highly complex systems. Provides an architectural framework for information system development, maintenance, and enhancement efforts. Understands user and process requirements and ensure those requirements can be achieved through high quality deliverables. Works closely with management, developers, and engineers to develop road maps for applications, align development plans, and to ensure effective integration among information systems and the IT infrastructure. Monitors technological advancements to ensure that solutions are continuously improved, supported, and aligned with industry and company standards as well as emerging business requirements. Understand the interactions between systems, applications, and services within the environment, and evaluate the impact of changes or additions for highly complex systems. Analyze systems and perform usability testing to ensure performance and reliability, enhance scalability, and meet security requirements. Assists less experienced peers. Requires a Bachelor's Degree and 10 to 14 years experience or equivalent education. Performs as the technical expert in designing, implementing, and maintaining the organization's application systems and/or IT infrastructure for highly complex systems. Provides an architectural framework for information system development, maintenance, and enhancement efforts. Understands user and process requirements and ensure those requirements can be achieved through high quality deliverables. Works closely with management, developers, and engineers to develop road maps for applications, align development plans, and to ensure effective integration among information systems and the IT infrastructure. Monitors technological advancements to ensure that solutions are continuously improved, supported, and aligned with industry and company standards as well as emerging business requirements. Understand the interactions between systems, applications, and services within the environment, and evaluate the impact of changes or additions for highly complex systems. Analyze systems and perform usability testing to ensure performance and reliability, enhance scalability, and meet security requirements. Assists less experienced peers. Requires a Bachelor's Degree and 10 to 14 years experience or equivalent education. Performs as the technical expert in designing, implementing, and maintainng the organization's application systems and/or IT infrastructure for highly complex systems. Provides an architectural framework for information system development, maintenance, and enhancement efforts. Understands user and

Labor Category	Description
	process requirements and ensure those requirements can be achieved through high quality deliverables. Works closely with management, developers, and engineers to develop road maps for applications, align development plans, and to ensure effective integration among information systems and the IT infrastructure. Monitors technological advancements to ensure that solutions are continuously improved, supported, and aligned with industry and company standards as well as emerging business requirements. Understand the interactions between systems, applications, and services within the environment, and evaluate the impact of changes or additions for highly complex systems. Analyze systems and perform usability testing to ensure performance and reliability, enhance scalability, and meet security requirements. Assists less experienced peers. Requires a Bachelor's Degree and 10 to 14 years experience or equivalent education.
Technical Writer, Associate	Researches, writes, edits, and proofreads technical data for use in documents or sections of documents such as manuals, procedures and specifications. Ensures technical documentation is accurate, complete, meets editorial and government specifications and adheres to standards for quality, graphics, coverage, format, and style. Assists in establishing style guidelines and standards for texts and illustrations. Requires Bachelor's degree or equivalent in related technical field and zero to two years of related (technical writing/copy editing) experience.
Technical Writer, Staff	Researches, writes, edits, and proofreads technical data for use in documents or sections of documents such as manuals, procedures and specifications. Ensures technical documentation is accurate, complete, meets editorial and government specifications and adheres to standards for quality, graphics, coverage, format, and style. Assists in establishing style guidelines and standards for texts and illustrations or equivalent. Requires Bachelor's degree or equivalent (in related technical field) and two to four years of related (technical writing and copy editing) experience.
Technical Writer, Senior	Researches, organizes, writes, edits, and produces technical data for major publication projects. Organizes material and writes descriptive copy according to standards regarding order, clarity, conciseness, style, and terminology. Ensures technical documentation is accurate, complete, meets editorial and government specifications and adheres to standards for quality, graphics, coverage, format, and style.May participate in the establishment of style guidelines and standards for texts and illustrations.May provide work leadership for lower level employees. Requires Bachelor's degree or equivalent in related technical field and five to seven years of related (technical writing/editing) experience.

Labor Category	Description
Technical Writer, Principal	Oversees the writing of technical reports, brochures, and manuals for internal documentation, client reference, or publications. Researches, organizes, writes, edits, and produces data for use in a wide variety of complex technical publications requiring in-depth knowledge and understanding of the subject matter. Recommends overall organization and layout, editorial standards and publication methods. Coordinates publication with outside sources and vendors as needed. Develops department editing standards and styles. May provide work Leadership for lower level employees. Requires Bachelor's degree or equivalent in related technical field and seven to nine years of related (technical writing/editing) experience.
Help Desk Specialist, Staff	Responsible for providing support to end-user community on hardware, software and network related problems, questions, and use. Provides resolutions to out of the ordinary issues for users. If unable to diagnose problem, will work with Help Desk Management to diagonose and resolve problem. Responds to tier two and higher trouble tickets. Ensures problem ownership and promotes end-user satisfaction. Closes activities of tickets assigned. Requires Bachelor's Degree (in Computer Science or related field) or equivalent, and two to four years of related experience in computer hardware, software, networking systems, and in the set-up, configuration, use, and trouble shooting of computer systems.
Help Desk Specialist, Senior	Responsible for providing support to end-user community on difficult hardware, software and network related problems, questions, and use. May provide training and guidance to more junior help desk personnel. Provides resolutions to out of the ordinary issues for users. If unable to diagnose problem, will work with Help Desk Management to diagonose and resolve problem. Responds to tier two and higher trouble tickets. Ensures problem ownership and promotes end-user satisfaction. Closes activities of tickets assigned. Responsible for providing in-depth and high level, support to end-user community on hardware, software and network related problems, questions, and use. Provides problem resolution to users. Confers with user to determine problem. Ensures problem ownership and promotes end-user satisfaction. Requires Bachelor's degree (in Computer Science or related field) or equivalent, and five to seven years of related experience in computer hardware, software, networking systems, and in the set-up, configuration, use, and trouble shooting of computer systems.

Labor Category	Description
Help Desk Specialist, Principal	Serving as company or contract expert, responsible for providing telephone support to end-user community on complex hardware, software and network related problems, questions, and use. May provide training and guidance to more junior help desk personnel. Provides first level problem resolution on the telephone with users, walks the user through a series of steps to determine problem and classify level, priority and nature of problem. If unable to diagnose problem and/or problem requires physical interaction with end user dispatches field engineers from appropriate team. Opens, tracks and closes trouble tickets; ensures problem ownership and promotes end-user satisfaction. Tracks activities of field engineers to who tickets were assigned. Trained and certified in automated help desk management systems. Requires Bachelor's degree (in Computer Science or related field) or equivalent, and seven to nine years of related experience in computer hardware, software, networking systems, and in the set-up, configuration, use, and trouble shooting of computer systems.
Senior Office Administrator	Provides on-site administrative support and coordination to a complex contract, project or task(s). Maintains and tracks costs and performances on contract. Oversees the administrative and clerical functions of assigned contracts, projects, or tasks. Maintains office records and files. May collect time sheets and other personnel records or paperwork for corporate processing. Requires Bachelor's degree or equivalent and two to four years of related experience.

USA COMMITMENT TO PROMOTE SMALL BUSINESS PARTICIPATION PROCUREMENT PROGRAMS

ManTech Advanced Systems International, Inc. provides commercial products and services to the Federal Government. 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 Federal Government contracts. To accelerate potential opportunities please contact

  Kimberly A. Bowley
  Corporate Small Business Liaison Officer
  (703) 218-6317, fax (703) 218-6340
  kim.bowley@mantech.com

FEDERAL SUPPLY SCHEDULES BLANKET PURCHASE AGREEMENTS

BLANKET PURCHASE AGREEMENTS - THEY'RE NOT JUST FOR -SIMPLIFIED ACQUISITION PURCHASES

The use of Blanket Purchase Agreements under the Federal Supply Schedule Program have been permitted for a long time. Check Federal Acquisition Regulation (FAR) 13.303-2(c)(3): "BPAs may be established with Federal Supply Schedule contractors...". Let's look at the benefits of a BPA with a Federal Supply Schedule contractor today:

Setting up a BPA with a Federal Supply Schedule contractor is a way to fill recurring needs while taking advantage of quantity discounts, saving administrative time and reducing paperwork.

In the past, individual orders under a BPA could not exceed the maximum order limitation. Today, that is no longer true. With the removal of the maximum order limitation, agencies are no longer restricted by any dollar limitations when placing orders under a BPA.

For large BPAs, agencies are empowered and encouraged to seek further price reductions.

With a Federal Supply Schedule BPA you can order as much as you want, as little as you want and as often as you want. There is no better tool available to purchase than a Federal Supply Schedule BPA. Your flexibility and the advantages are endless when you set up a BPA!

You can use a BPA as an ordering device that your field offices across the nation can participate in, allowing them to place orders directly. In doing so, your entire agency reaps the benefits of additional discounts negotiated into your own BPA!! In addition, you reduce the administrative burden of writing numerous purchase orders.

Teaming Arrangements are permitted with Federal Supply Schedule Contractors in accordance with FAR 9.6. Teaming Arrangements may be incorporated into your BPA!

FAR 13.3 provides the following procedures for establishing BPAs under the Simplified Acquisition Procedures:

The Contracting Officer may use BPAs:

- When there is a need for a wide variety of items, but the exact items, quantities and delivery requirements are not known in advance.
- When a need for commercial sources of supply for one or more offices that do not have purchase authority exists.
- To reduce the administrative burden of writing numerous purchase orders.
- Contracting Officers must contact Vendors to negotiate the terms and conditions of the BPA.

SAMPLE BPA FORMAT

BPA NUMBER _____

(CUSTOMER NAME)
BLANKET PURCHASE AGREEMENT

Pursuant to GSA Federal Supply Schedule Contract Number(s)_____ and Federal Acquisition Regulation (FAR) 8.405-3, Blanket Purchase Agreements (BPAs), the Contractor agrees to the following terms of a BPA EXCLUSIVELY WITH ___(*Ordering Agency*)___:

(1) The following contract services/products 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:

ITEM (Model/Part Number or Type of Service)	**SPECIAL BPA DISCOUNT/PRICE**
_____	_____
_____	_____

(2) Delivery:

DESTINATION	DELIVERY SCHEDULE/DATES
_____	_____
_____	_____

(3) The Government 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, paper, or oral communications.

(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) Task/Delivery 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 as specified in the Federal Supply Schedule contract. Invoices will be submitted to the address specified within the task/delivery 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.

CONTRACTOR TEAM ARRANGEMENTS AND FEDERAL SUPPLY SCHEDULES

In the spirit of the Federal Acquisition Streamlining Act, all Federal agencies have been encouraged to facilitate innovative contracting/acquisition approaches. FAR Part 1.102 provides Guiding Principles on the Federal Acquisition System, outlining what the System will achieve --

- Satisfy the customer (cost, quality and timeliness of delivery)
- Maximize use of commercial products and services
- Consider contractor's past performance
- Promoting competition
- Minimize administrative costs
- Conduct business with integrity, fairness and openness
- Fulfill public policy objectives

The Federal Supply Schedule program is a source that customers may use to achieve what the System has outlined for Acquisition Teams to follow.

Each member of the "Acquisition Team" is to exercise personal initiative and sound business judgment and is responsible for making acquisition decisions that deliver the best value product or service to meet the customer's needs. FAR 1.102-4 further empowers Government Team members to make acquisition decisions within their areas of responsibility including selection, negotiation and administration. The contracting officer has the authority to the maximum extent practical, to determine the applications of rules, regulations, and policies.

In light of these changes, Federal Supply Schedule customers may refer to FAR 9.6 - Contractors Team Arrangements. The policy and procedures outlined in this part will provide more flexibility and allow innovative acquisition methods when using the Federal Supply Schedules. Customers are encouraged to review this section and should note this is permissible after contract award. Team Arrangements combined with the Federal Supply Schedule Program provide Federal customers a powerful commercial acquisition strategy.

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 a customer agency requirements.

These Team Arrangements can be included under a Blanket Purchase Agreement (BPA). BPA's 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 customers needs, or
- Federal Supply Schedule contractors may submit a Schedules "Team Solution" to meet the customer's requirement.
- Customers make a best value selection.