



8200 Greensboro Drive, Suite 801, McLean, Virginia 22102
Telephone: 703-748-7180 Fax: 703-748-7188 www.datasourceinc.com
President and CEO Pamela Hopkins (phopkins@datasourceinc.com)

GSA Schedule 70
GSA Contract Number: GS-35F-5903H
SIN 132 51

DataSource, Inc. is a small, woman-owned business based in McLean, Virginia. We have provided Information Technology services to federal and state government and commercial customers since 1994. Our core technical capabilities include full systems development life cycle services and program/project management. DataSource follows recognized Capability Maturity Model Integration (CMMI®) practices that are proven to increase the quality of products and services. We are currently assessed as CMMI® Level 2.

DataSource offers GSA customers a variety of IT services, with a total of 34 Labor Categories. DataSource's Price List and Labor Category descriptions follow:

DataSource GSA Pricelist

<i>GSA Labor Category</i>	<i>GSA Hourly Rate</i>	
	<i>With IFF</i>	<i>Without IFF</i>
Program Manager	\$147.01	\$ 145.91
Mid-Level Software Engineer	\$122.07	\$ 121.15
Mid-Level Systems Analyst	\$115.97	\$ 115.10
Senior Programmer Analyst	\$123.15	\$ 122.23
Quality Assurance Analyst	\$92.29	\$ 91.60
Internet/Intranet Specialist I	\$84.93	\$ 84.29
Task/Project Manager	\$144.88	\$ 143.79
IT Subject Matter Expert	\$197.50	\$ 196.02
Senior Business Process Reengineering Specialist	\$116.95	\$116.07
Business Process Reengineering Specialist	\$ 88.43	\$ 87.76
Junior Business Process Reengineering Specialist	\$ 68.15	\$ 67.64
Senior IT Specialist	\$122.59	\$121.67
IT Specialist	\$102.91	\$ 102.14
Junior IT Specialist	\$77.08	\$ 76.50
Senior IT Technician	\$73.95	\$ 73.40
IT Technician	\$60.40	\$ 59.95
Junior IT Technician	\$50.02	\$ 49.64
Systems Architect	\$135.47	\$ 134.45
Senior Security Specialist	\$116.95	\$ 116.07
Security Specialist	\$102.91	\$ 102.14
Junior Security Specialist	\$72.11	\$ 71.57
Disaster Recovery Specialist	\$116.95	\$ 116.07
Privacy Analyst	\$102.91	\$ 102.14
IT Administrative Specialist	\$45.21	\$ 44.87
Applications Programmer	\$102.91	\$ 102.14
Applications Systems Analyst	\$102.91	\$ 102.14
Data Architect	\$116.95	\$ 116.07
Network Engineer	\$88.42	\$ 87.76
EVM Specialist	\$119.37	\$ 118.47
Senior Database Analyst/Programmer	\$116.95	\$116.07
Test Engineer (Lead)	\$72.98	\$ 72.43
Senior Functional Analyst	\$132.22	\$ 131.23
Senior Systems Developer	\$108.61	\$ 107.80
Configuration Management Specialist	\$94.45	\$ 93.74

DataSource Labor Category Descriptions/Qualifications

Special Item Number: 132-51

Program Manager

Performs day-to-day management of overall contract support operations. Organizes, directs, and coordinates planning and production of all contract support activities. Demonstrates written and oral communications skills. Serves as the focal point for contact with the client in regard to program activities. Accountable for the quality and timely delivery of all contractual items. Assists in marketing efforts and pursuance of follow-on business.

*Qualifications: BS/BA + 5 years industry experience

Mid-level Software Engineer

Reviews and analyzes system specifications. Prepares programming specifications. Analyzes existing systems/subsystems for reusability benefits and needed changes. Prepares design plans and written analyses. Develops software in accordance with specifications. Prepares unit and test scripts. Prepares documentation.

*Qualifications: BS/BA + 5 years of industry experience

Mid-level Business Systems Analyst

Under senior supervision, provides analysis and documentation of business processes and business data, including process and data models if applicable; develops system requirements and works with software developers to complete system design. Additionally, based on system requirements and design products, develops test cases for systems, integration and/or user acceptance testing. Works with user personnel in performance of these tasks as necessary, and follows standards set by customer, technical managers, and other authorities for the project/program.

*Qualifications: BS/BA + 4 years of industry experience

Senior Programmer/Analyst

Performs high-level functional and technical analyses, systems design, development, integration, documentation, and implementation on information system development and maintenance projects. Participates in all phases of the systems development life cycle (SDLC), including business process analysis, requirements, high-level design/architecture, low-level design/specifications, coding, test case development, testing, documentation, training, implementation and operations/sustainment. May provide oversight to more junior team members or team members with less functional and application knowledge.

Works with business users to document and model business processes and data in accordance with current methodologies and tools. Designs and prepares technical reports and related documentation, and delivers presentations and briefings as applicable. Assists Project Manager in making schedule and technical decisions for the project.

*Qualifications: BS/BA + 6 years of industry experience

Quality Assurance Analyst

Establishes and maintains the policies and procedures for evaluating systems and associated documentation. Reviews the project and artifacts to ensure compliance with the policies, procedures, and quality of products throughout the project life cycle. Performs testing of software systems in accordance with established standards for projects, and reports defects and enhancement requests using appropriate procedures and tools. Prepares reports of test results and progress as directed. May perform various types of testing, including: system, integration, parallel, security, performance/load, stress, blackbox, whitebox, usability, etc. Works with development team to communicate and re-test reported defects.

*Qualifications: BS/BA + 2 years of industry experience

Internet/Intranet Specialist

Translates application requirements into the design of complex web sites and/or web pages, including integrating web pages and applications. Applies new and emerging technologies as well as state-of-the-art technologies to the web page development process.

*Qualifications: BS/BA + 4 years of industry experience

Task/Project Manager

Senior manager responsible for coordinating the management of all work performed. Acts as central point of contact. Ultimately responsible for coordinating effort of subcontractors, team members, and coordinating with other contractors under the direction of Government Program/Project Manager. Capable of negotiating and making binding decisions for the company.

*Qualifications: BS/BA + 8 years industry experience

IT Subject Matter Expert

Provides extremely high level subject matter expertise for work described in the task. Provides advanced technical knowledge and analysis of highly specialized applications and operational environments, high-level functional systems analysis, design, integration, documentation, training, and implementation advice on complex problems. Participates as needed in all phases of software development with emphasis on planning, analysis, testing, integration, documentation, training and presentation phases. Applies principles, methods, and knowledge of specific functional areas of expertise to specific task order requirements. Provides advice on esoteric problems which require extensive knowledge of subject matter. Designs and prepares technical reports, studies, and related documentation; makes charts and

graphs to record results; and prepares and delivers presentations, training, and briefings as required by the task order.

*Qualifications: MS/MA + 8 years industry experience

Senior Business Process Reengineering Specialist

Within the context of IT systems modernization projects, applies process improvement and re-engineering methodologies and principles to conduct process modernization projects. Responsible for effective transitioning of existing project teams and the facilitation of project teams to accomplish project activities and objectives. May be responsible for activity and data modeling, developing modern business methods, identifying best practices, and creating and assessing performance measurements. Provides group facilitation, interviewing and training, and additional forms of knowledge transfer. Key coordinator among multiple project teams to ensure enterprise-wide integration of reengineering efforts.

*Qualifications: BS/BA + 10 years industry experience

Business Process Reengineering Specialist

Within the context of IT systems modernization projects, applies process improvement and re-engineering methodologies and principles to conduct process modernization projects. Responsible for effective transitioning of existing project teams and facilitation of project teams to accomplish project activities and objectives. May be responsible for activity and data modeling, developing modern business methods, identifying best practices, and creating and assessing performance measurements. Provides group facilitation, interviewing and training, and additional forms of knowledge transfer. Key coordinator among multiple project teams to ensure enterprise-wide integration of reengineering efforts.

*Qualifications: BS/BA + 6 years industry experience

Junior Business Process Reengineering Specialist

Within the context of IT systems modernization projects, assists in applying process improvement and re-engineering methodologies and principles to conduct process modernization projects. Assists in effective transitioning of existing project teams and facilitation of project teams to accomplish project activities and objectives. May be responsible for assisting in activity and data modeling, developing modern business methods, identifying best practices, and creating and assessing performance measurements. Provides group facilitation, interviewing, training, and additional forms of knowledge transfer. Assists in coordination among multiple project teams to ensure enterprise-wide integration of reengineering efforts.

*Qualifications: BS/BA + 4 years industry experience

Senior IT Specialist

Provides high-level functional and technical analysis, design, development, integration, documentation, and implementation assistance on problems which require a thorough knowledge of the related technical subject matter for effective system deployment. Participates in all phases of systems development, and

applies principles and methods of the functional area to difficult problems in technical areas to arrive at automated solutions. Designs and prepares technical reports and related documentation; makes charts and graphs to record results; prepares and delivers presentations and briefings as required by the task order. Performs as Project Manager as required.

*Qualifications: BS/BA + 8 years industry experience

IT Specialist

Provides functional and technical analysis, design, development, integration, documentation, and implementation assistance on problems which require a thorough knowledge of the related technical subject matter for effective system deployment. Participates in all phases of systems development, and applies principles and methods of the functional area to difficult problems in technical areas to arrive at automated solutions. Designs and prepares technical reports and related documentation; makes charts and graphs to record results; and prepares and delivers presentations and briefings as required by the task order. Performs as a member of a team or as Team Lead as required.

*Qualifications: BS/BA + 5 years industry experience

Junior IT Specialist

Assists in functional and technical analysis, design, development, integration, documentation, and implementation assistance on problems which require a thorough knowledge of the related technical subject matter for effective system deployment. Participates in all phases of systems development, and assists in applying principles and methods of the functional area to difficult problems in technical areas to arrive at automated solutions. Designs and prepares technical reports and related documentation; makes charts and graphs to record results; and prepares and delivers presentations and briefings as required by the task order. Performs as a member of a team with limited supervision.

*Qualifications: BS/BA + 2 years industry experience

Senior IT Technician

Provides day-to-day technical support services necessary for the operation, maintenance, modification and enhancement of systems. Provides support in the less technical disciplines of IT, such as computer operations, moving and installing equipment, computer cabling, data entry and verification, media duplication, document control and software installation. Performs as a member of a team or Team Lead as required.

*Qualifications: AS/AA + 5 years industry experience

IT Technician

Provides day-to-day technical support services necessary for the operation, maintenance, modification and enhancement of systems. Provides assistance and support in the less technical disciplines of IT, such as computer operations, moving and installing equipment, computer cabling, data entry and verification,

media duplication, document control and software installation. Performs as a member of a team or Team Lead as required.

*Qualifications: AS/AA + 3 years industry experience

Junior IT Technician

Assists in the day-to-day technical support services necessary for the operation, maintenance, modification and enhancement of systems. Provides support in the less technical disciplines of IT, such as computer operations, moving and installing equipment, computer cabling, data entry and verification, media duplication, document control and software installation. Performs as a member of a team.

*Qualifications: AS/AA + 2 years industry experience

Systems Architect

Establishes system information requirements using analysis from information engineer(s) in the development of enterprise-wide or large scale information systems. Designs architecture to include the software, hardware, and communications that support the total requirements as well as provide for present and future cross-functional requirements and interfaces. Performs as a senior level supervisor who provides daily supervision and direction to staff.

*Qualifications: BS/BA + 8 years industry experience

Senior Security Specialist

Oversees the efforts of security staff to design, develop, engineer and implement solutions to security requirements. Gathers and organizes technical information about an organization's mission goals and needs, existing security products, and ongoing programs, and performs risk analyses to include risk assessment. Provides support to plan, coordinate, and implement the organization's information security.

Provides support for facilitating and helping agencies identify their current security infrastructures and define future programs, and to design and implement security related to IT systems. A working knowledge of several of the following areas is required: business security practices and procedures; current security tools available; hardware/software security implementation; different communication protocols; encryption techniques/tools; familiarity with commercial products, and current Internet/EC technology. Provides daily supervision and direction to staff. Very knowledgeable and experienced in all aspects of security with superior oral and written communication skills.

Provides highly technical and specialized guidance and solutions to complex security problems; performs elaborate analyses and studies; and prepares reports and gives presentations to upper management. Performs duties independently or as a member of a team and may serve as contractor Task Order/Project Manager.

*Qualifications: BS/BA + 7 years industry experience

Security Specialist

Provides support with planning, coordinating, and implementing the organization's information security. Provides support for facilitating and helping agencies identify their current security infrastructures and define future programs, and for designing and implementing security related to IT systems. Experience in several of the following areas is required: business security practices and procedures; current security tools available; hardware/software security implementation; different communication protocols; encryption techniques/tools; familiarity with commercial products, and current Internet/EC technology. Has ability to serve as Information System Security Officer. Knowledgeable and experienced in all aspects of security; demonstrates strong oral and written communication skills; provides highly technical and specialized guidance and solutions to complex security problems; performs analyses and studies; and prepares reports and gives presentations to management. Performs independently or as a member of a team.

*Qualifications: BS/BA + 5 years industry experience

Junior Security Specialist

Assists in providing support to plan, coordinate, and implement the organization's information security. Assists in providing support for facilitating and helping agencies identify their current security infrastructures and define future programs, and for designing and implementing security related to IT systems. Experience in several of the following areas is required: business security practices and procedures; current security tools available; hardware/software security implementation; different communication protocols; encryption techniques/tools; familiarity with commercial products, and current Internet/EC technology. Demonstrates strong oral and written communication skills and may serve as an Information System Security Officer.

*Qualifications: BS/BA + 3 years industry experience

Disaster Recovery Specialist

Responsible for the security and integrity of assigned electronic data, data systems, and data networks; and provides support in the development of government agencies' emergency management and business recovery plans. Contributes knowledge of business processes, management structures, technology programs/platforms; performs functions pertaining to agencies' business risk assessment; reviews and develops business recovery strategies; drafts procedures for identifying failures and invoking contingency plans; creates response procedures; and identifies communications channels. Communicates with various response teams during testing and actual execution of recovery procedures; and supports the design, development, installation, implementation, and administration of backup solutions.

*Qualifications: BS/BA + 8 years industry experience

Privacy Analyst

Experienced in developing privacy-specific standards and procedures. Contributes to the Certification & Accreditation process. Has expert knowledge in privacy regulations, directives, and statutes; and in the

impact of information technology and software development on the privacy of the information assets. Must hold current certification in CIPP/G and currently hold one or more of the following certifications: Certified Information System Security Professional (CISSP); Certified Information Security Auditor (CISA); Certified Information Security Manager (CISM); or Certified Business Continuity Professional (CBCP).

*Qualifications: BS/BA + 8 years industry experience

IT Administrative Specialist

Assists in preparing and/or maintaining technical and administrative documentation, procedures, and methods. Coordinates special documentation services as required. Very knowledgeable in computer-based documentation and presentation techniques, technical writing, technical proofreading and technical editing, and demonstrates strong oral and written communications skills.

*Qualifications: AS/AA + 3 years industry experience

Applications Programmer

Develops/modifies procedures to solve complex problems in view of computer equipment capacity and limitations, operating time and desired results. Designs, codes, tests, debugs and documents software code, modules and programs, and is able to work with minimal supervision. Performs business analysis, gathers and documents functional and system requirements, and develops detailed design specifications. Based on detailed design, develops software, tests, de-bugs and refines the software to produce the required product. Prepares required documentation, including both program-level and user-level documentation. Enhances software to reduce operating time and/or improve efficiency, and provides technical direction to programmers to ensure program deadlines are met.

*Qualifications: BS/BA + 5 years industry experience

Applications Systems Analyst

Formulates/defines system scope and objectives based on user needs; and devises or modifies procedures to solve complex problems in view of computer equipment capacity and limitations, operating time and desired results. Competent to work at the highest level of all phases of applications systems analysis and may use CASE tools. Provides analysis and design of business systems for different applications such as: financial, accounting, human resources, and other enterprise systems. Handles test scripts and service requirements; works closely with end users on project development and implementation; specifies the inputs to be accessed by the system; designs the processing steps; and formats the output to meet user needs. Prepares cost-benefit and return-on-investment analyses.

*Qualifications: BS/BA + 5 years industry experience

Data Architect

Performs data warehouse activities, including data design, database architecture, and metadata and repository creation. Translates business needs into long-term architecture solutions; defines, designs, and builds dimensional databases; and is responsible for developing data warehousing blueprints, evaluating hardware and software platforms, and integrating systems. Evaluates the reusability of current data for additional analyses, and conducts data cleaning to rid the system of old, unused or duplicate data. Reviews object and data models and the metadata repository to structure the data for better management and quicker access.

*Qualifications: BS/BA + 8 years industry experience

Network Engineer

Tests and analyzes all elements of network facilities including power, software, security features, communications devices, lines, modems and terminals for the overall integration of the enterprise network. Responsible for the planning, modeling, simulation, design, installation, maintenance, management and coordination of network. Monitors and controls the performance and status of network resources; utilizes software and hardware tools; identifies and diagnoses complex problems and factors affecting network performance; maintains technical currency; and studies vendor products to determine those which best meet client needs. Provides guidance and direction for less experienced network support technicians.

*Qualifications: BS/BA + 6 years industry experience

EVM Specialist

Provides management techniques that relate resource planning to schedules and to technical, cost, and schedule requirements. Reviews and reports effective internal cost and schedule management control systems to permit the government to rely on timely data produced for determining product-oriented contract status. Provides subject matter expertise in the creation and maintenance of detailed project plans and in comparing work plans to statements of work. Conducts assessments and evaluations of project performance through the independent analysis and interpretation of objective and subjective evidence, and through direct discussion with project team members. Conducts extensive research on EVMS related topics in order to provide subject matter expertise to contracts with EVMS requirements.

*Qualifications: BS/BA + 5 years industry experience

Senior Database Analyst/Programmer

Formulates and defines system scope and objectives for assigned projects, and prepares detailed specifications for programs. Responsible for program design, coding, testing, debugging and documentation. Has full technical responsibility for all phases of application analysis, programming, and maintenance of computerized databases. Understands the business or function for which applications are designed. Duties also include instructing, directing and checking the work of other systems analysts and programming personnel. Works with management to develop database strategies to support organization

requirements; consults with and advises users on access to various databases; and directs the maintenance and use of the corporate and/or customer database standards and training. Responsible for quality assurance review and for directing and monitoring the work of team members.

*Qualifications: BS/BA + 8 years industry experience

Senior Systems Developer

Experienced in performing requirements analysis, systems analysis, planning, coding, documentation, testing, and implementation for web-enabled applications and databases. Experienced in the construction and sustainment of Internet and Intranet web sites using standard technologies, and in web server administration. Has specific experience in one or more of the following technologies: Object-oriented methodologies, .NET, Java, C, Visual Basic, ASP, PL/SQL, UNIX, COBOL, MAXIMO, XML, CAT, XIITML, SAP, and/or other technologies used for programming and web-based software development.

*Qualifications: BS/BA + 8 years industry experience *or* MS/MA + 3

Senior Functional Analyst

Subject matter expert in functional capabilities and requirements for one or more specific applications, with demonstrated experience in assisting with systems design, systems analysis, and systems development for complex integrated systems. Experienced in incorporating functional requirements into new or existing systems. Must have a minimum of five (5) years of experience in the specific application to be supported.

*Qualifications: BS/BA + 10 years industry experience *or* MS/MA + 8

Configuration Management Specialist

Experienced in providing support for the development, implementation and sustainment of an enterprise-wide CM process. Collects, analyzes and reports metrics. Analyzes and resolves complex technical configuration problems associated with designing, developing, installing and interfacing various customer systems/products and equipment; and maintains appropriate version control procedures for all system configuration items. Confers with customer representatives to establish change reporting procedures, and coordinates directives for change authorization and documentation.

*Qualifications: BS/BA + 4 years industry experience

Test Engineer (Lead)

Subject matter expert in providing testing expertise for support of user requirements of complex to highly complex software/hardware applications. Directs and/or participates in all phases of risk management assessments and software/hardware development with emphasis on analysis of user requirements, test design and test tools selection. Responsible for ensuring that test design and documentation support all applicable client, agency or industry standards, time lines and budget. Ensures that testing conclusions

and recommendations are fully supported by test results, and project managers are fully informed of testing status and application deviations from documented user requirements.

*Qualifications: BS/BA + 4 years industry experience

**Two (2) years of experience may be substituted for a BS/BA degree.*

Four (4) years of experience may be substituted for an MS/MA degree. If the candidate holds a BS/BA, an additional two (2) years of experience may be substituted for a MS/MA degree.

In some cases, the requirement for an MS/MA degree for an IT Subject Matter Expert may be waived if the person has 20+ years of industry experience and holds a BS/BA degree.

One (1) year of experience may be substituted for an AS/AA degree.