GENERAL SERVICES ADMINISTRATION
Federal Supply Service

Authorized Federal Supply Schedule

Price List
Revision: October 2022

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

Professional Project Services, Inc. (Pro2Serve)
1100 Bethel Valley Road
Oak Ridge, TN 37830

Federal Supply Schedule for Multiple Award Schedule
Federal Supply Group: Professional Services

For more information on ordering from Federal Supply Schedules go to the GSA Schedules page at GSA.gov

Contract Number: GS-00F-112CA

Business Size: Small Business

Contract Period: April 21, 2015 through April 20, 2025

Price List current as of Modification #PS-0018 effective May 6, 2022

Contract Administration

Point of Contact:	Lesli Alcorn
Title:	Vice President and Director of Contracts
Telephone:	(865) 220-4377
FAX Number:	(865) 220-4441
Web Site:	http://www.p2s.com
Electronic Mail:	alcornl@p2s.com

CUSTOMER INFORMATION:

1a. **Table of Awarded Special Item Number(s) with appropriate cross-reference to page numbers:**

SIN	SIN Title
562910RMI	Environmental Remediation Services – Multiple Industries
562910REM	Environmental Remediation Services
541330ENG	Engineering Services
541380	Testing Laboratory Services
541420	Engineering System Design and Integration Services
541611	Management and Financial Consulting, Acquisition and Grants Management Support, and Business Program and Project Management Services
541620	Environmental Consulting Services
541715	Engineering Research and Development and Strategic Planning
511210	Software Licenses (Perpetual)
54151	Maintenance of Software as a Product
611420	Training Courses
54151S	Information Technology Professional Services.
OLM	Order-Level Materials

1b. Identification of the lowest priced model number and lowest unit price for that model for each special item number awarded in the contract. This price is the Government price based on a unit of one, exclusive of any quantity/dollar volume, prompt payment, or any other concession affecting price. Those contracts that have unit prices based on the geographic location of the customer, should show the range of the lowest price, and cite the areas to which the prices apply. – See Attachment A: Pages 5-9 and Attachment B: Page 40

1c. If the Contractor is proposing hourly rates a description of all corresponding commercial job titles, experience, functional responsibility and education for those types of employees or subcontractors who will perform services shall be provided. If hourly rates are not applicable, indicate "Not applicable" for this item.
- See Attachment A: Pages 10-36 and Attachment B: Pages 40-57

2. **Maximum Order:** $1,000,000.00

3. **Minimum Order:** $100.00

4. **Geographic Coverage (delivery Area):** Domestic and Overseas

5. **Point(s) of production (city, county, and state or foreign country):**
Professional Services: Oak Ridge, Anderson County, TN
WIT and InVizion Products: Bala Cynwyd, Montgomery County, PA
VortexT Products: Oak Ridge, Anderson County, TN
IT Professional Services: Oak Ridge, Anderson County, TN
All other Services: Same as company address

6. **Discount from list prices or statement of net price:** Government net prices (discounts already deducted).
See Attachment

7. **Quantity discounts:** Yes
InVizion Analyzer: two (2) or more licenses for a single task order receives an additional 12.64% discount

InVizion Analyzer Annual Maintenance: two (2) or more licenses for a single task order received an additional 20% discount

8. **Prompt payment terms:** Net 30 days; Information for Ordering Offices: Prompt payment terms cannot be negotiated out of the contractual agreement in exchange for other concessions.

9. **Foreign items (list items by country of origin):** None

10a. **Time of Delivery (Contractor insert number of days):** Specified on the Task Order

10b. **Expedited Delivery. The Contractor will insert the sentence "Items available for expedited delivery are noted in this price list." under this heading. The Contractor may use a symbol of its choosing to highlight items in its price list that have expedited delivery:** Contact Contractor

10c. **Overnight and 2-day delivery. The Contractor will indicate whether overnight and 2-day delivery are available. Also, the Contractor will indicate that the schedule customer may contact the Contractor for rates for overnight and 2-day delivery:** Contact Contractor

10d. **Urgent Requirements. The Contractor will note in its price list the "Urgent Requirements" clause of its contract and advise agencies that they can also contact the Contractor's representative to effect a faster delivery:** Contact Contractor

11. **F.O.B Points(s):** Destination

12a. **Ordering Address(es):** Same as Contractor

12b. **Ordering procedures:** For supplies and services, ordering procedures, and information on Blanket Purchase Agreements (BPA's) are found in Federal Acquisition Regulation (FAR) 8.405-3.

13. **Payment address(es):** Same as company address

14. **Warranty provision:** Contractor's standard commercial warranty.

15. **Export Packing Charges (if applicable):** N/A

16. **Terms and conditions of rental, maintenance, and repair (if applicable):** N/A

17. **Terms and conditions of installation (if applicable):** N/A

18a. **Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices (if applicable):** N/A

18b. **Terms and conditions for any other services (if applicable):** N/A

19. **List of service and distribution points (if applicable):** N/A

20. **List of participating dealers (if applicable):** N/A

21. **Preventive maintenance (if applicable):** N/A

22a. Special attributes such as environmental attributes (e.g., recycled content, energy efficiency, and/or reduced pollutants): N/A

22b. If applicable, indicate that Section 508 compliance information is available on Electronic and Information Technology (EIT) supplies and services and show where full details can be found (e.g. contactor's website or other location.) The EIT standards can be found at: **www.Section508.gov:** N/A

23.   Unique Entity Identifier (UEI) number: FQR5JABDJ9D3

24.   Notification regarding registration in System for Award Management database: Active and current

Final Pricing: Final pricing is provided in the following Attachments:

Attachment A: Professional Services with Labor Categories and Position Descriptions
Attachment B: InVizion and VortexT Products with End User License Agreements

Attachment A – Final Pricing

Professional Services

Pricing, Labor Categories, and Position Descriptions

Labor Category Start Date End Date	Year 6 4.20.2020 4.19.2021	Year 7 4.20.2021 4.19.2022	Year 8 4.20.2022 4.19.2023	Year 9 4.20.2023 4.19.2024	Year 10 4.20.2024 4.19.2025
SIN(s): 541620, 562910REM, 562910RMI					
Air Quality Engineer I	$ 92.36	$ 94.20	$ 96.09	$ 98.01	$ 99.97
Air Quality Engineer II	$ 93.03	$ 94.89	$ 96.79	$ 98.72	$ 100.70
Air Quality Engineer III	$ 121.52	$ 123.95	$ 126.42	$ 128.95	$ 131.53
Air Quality Engineer IV	$ 136.13	$ 138.86	$ 141.63	$ 144.47	$ 147.35
Air Quality Engineer V	$ 150.85	$ 153.87	$ 156.94	$ 160.08	$ 163.29
Associate Engineer	$ 71.33	$ 72.76	$ 74.22	$ 75.70	$ 77.21
Contracts Manager	$ 126.91	$ 129.45	$ 132.04	$ 134.68	$ 137.38
Department Manager	$ 169.51	$ 172.90	$ 176.36	$ 179.88	$ 183.48
Design Consultant	$ 128.11	$ 130.67	$ 133.28	$ 135.95	$ 138.67
Design Specialist	$ 134.07	$ 136.75	$ 139.48	$ 142.27	$ 145.12
Designer	$ 70.29	$ 71.69	$ 73.13	$ 74.59	$ 76.08
Document Control Clerk	$ 57.38	$ 58.53	$ 59.70	$ 60.89	$ 62.11
Engineer	$ 102.05	$ 104.09	$ 106.17	$ 108.30	$ 110.46
Environmental Consultant I	$ 157.10	$ 160.24	$ 163.45	$ 166.72	$ 170.05
Environmental Consultant II	$ 140.17	$ 142.98	$ 145.84	$ 148.75	$ 151.73
Environmental Consultant III	$ 188.60	$ 192.37	$ 196.22	$ 200.14	$ 204.15
Environmental Protection Engineer I	$ 77.75	$ 79.30	$ 80.89	$ 82.51	$ 84.16
Environmental Protection Engineer II	$ 97.58	$ 99.53	$ 101.52	$ 103.55	$ 105.62
Environmental Protection Engineer III	$ 104.57	$ 106.66	$ 108.79	$ 110.97	$ 113.19
Environmental Protection Engineer IV	$ 137.57	$ 140.32	$ 143.13	$ 145.99	$ 148.91
Environmental Protection Engineer V	$ 169.65	$ 173.05	$ 176.51	$ 180.04	$ 183.64
Environmental Scientist I	$ 76.10	$ 77.63	$ 79.18	$ 80.76	$ 82.38
Environmental Scientist II	$ 93.22	$ 95.08	$ 96.98	$ 98.92	$ 100.90
Environmental Scientist III	$ 90.69	$ 92.50	$ 94.35	$ 96.24	$ 98.16
Environmental Scientist IV	$ 122.80	$ 125.25	$ 127.76	$ 130.31	$ 132.92
Environmental Scientist V	$ 124.35	$ 126.84	$ 129.38	$ 131.96	$ 134.60
Estimator	$ 82.95	$ 84.61	$ 86.30	$ 88.03	$ 89.79
Geologist I	$ 84.67	$ 86.37	$ 88.09	$ 89.85	$ 91.65
Geologist II	$ 94.42	$ 96.31	$ 98.24	$ 100.20	$ 102.20
Geologist III	$ 117.74	$ 120.09	$ 122.50	$ 124.95	$ 127.44
Geologist IV	$ 132.21	$ 134.86	$ 137.56	$ 140.31	$ 143.11
Geologist V	$ 157.84	$ 161.00	$ 164.22	$ 167.50	$ 170.85
Graphic Designer	$ 71.63	$ 73.07	$ 74.53	$ 76.02	$ 77.54
Group Leader	$ 134.18	$ 136.86	$ 139.60	$ 142.39	$ 145.24

Labor Category	Year 6	Year 7	Year 8	Year 9	Year 10
	Start Date 4.20.2020 End Date 4.19.2021	4.20.2021 4.19.2022	4.20.2022 4.19.2023	4.20.2023 4.19.2024	4.20.2024 4.19.2025
SIN(s): 541620, 562910REM, 562910RMI					
Group Leader (Estimating)	$ 134.18	$ 136.86	$ 139.60	$ 142.39	$ 145.24
Hydrogeologist I	$ 86.41	$ 88.13	$ 89.90	$ 91.69	$ 93.53
Hydrogeologist II	$ 94.97	$ 96.87	$ 98.81	$ 100.79	$ 102.80
Hydrogeologist III	$ 113.29	$ 115.56	$ 117.87	$ 120.22	$ 122.63
Hydrogeologist IV	$ 136.55	$ 139.28	$ 142.07	$ 144.91	$ 147.81
Hydrogeologist V	$ 151.19	$ 154.22	$ 157.30	$ 160.45	$ 163.66
Industrial Hygienist I	$ 76.69	$ 78.22	$ 79.79	$ 81.38	$ 83.01
Industrial Hygienist II	$ 95.60	$ 97.51	$ 99.46	$ 101.45	$ 103.48
Industrial Hygienist III	$ 112.76	$ 115.01	$ 117.32	$ 119.66	$ 122.05
Industrial Hygienist IV	$ 129.40	$ 131.99	$ 134.63	$ 137.32	$ 140.06
Industrial Hygienist V	$ 149.45	$ 152.44	$ 155.49	$ 158.60	$ 161.77
Junior Drafter	$ 32.80	$ 33.46	$ 34.13	$ 34.81	$ 35.51
Lead Designer	$ 115.29	$ 117.59	$ 119.95	$ 122.34	$ 124.79
Lead Project Controller	$ 166.85	$ 170.19	$ 173.59	$ 177.06	$ 180.60
Lead Technical Writer/Editor	$ 122.21	$ 124.65	$ 127.15	$ 129.69	$ 132.28
Project Administrator	$ 106.99	$ 109.13	$ 111.31	$ 113.53	$ 115.80
Project Engineer	$ 157.49	$ 160.64	$ 163.85	$ 167.13	$ 170.47
Project Manager	$ 176.47	$ 179.99	$ 183.59	$ 187.27	$ 191.01
Project Manager, Environmental Protection	$ 225.35	$ 229.86	$ 234.46	$ 239.15	$ 243.93
Project Manager, Regulatory Compliance	$ 173.99	$ 177.47	$ 181.02	$ 184.64	$ 188.33
Regulatory Compliance Engineer I	$ 88.81	$ 90.59	$ 92.40	$ 94.25	$ 96.13
Regulatory Compliance Engineer II	$ 97.91	$ 99.87	$ 101.87	$ 103.90	$ 105.98
Regulatory Compliance Engineer III	$ 117.01	$ 119.35	$ 121.74	$ 124.17	$ 126.66
Regulatory Compliance Engineer IV	$ 132.42	$ 135.07	$ 137.77	$ 140.53	$ 143.34
Regulatory Compliance Engineer V	$ 156.35	$ 159.48	$ 162.67	$ 165.92	$ 169.24
Risk Analyst I	$ 83.18	$ 84.85	$ 86.54	$ 88.27	$ 90.04
Risk Analyst II	$ 98.30	$ 100.26	$ 102.27	$ 104.31	$ 106.40
Risk Analyst III	$ 111.52	$ 113.75	$ 116.03	$ 118.35	$ 120.72
Risk Analyst IV	$ 139.43	$ 142.22	$ 145.07	$ 147.97	$ 150.93
Risk Analyst V	$ 178.29	$ 181.85	$ 185.49	$ 189.20	$ 192.98
Senior Department Manager	$ 200.58	$ 204.59	$ 208.68	$ 212.86	$ 217.11
Senior Designer	$ 96.67	$ 98.61	$ 100.58	$ 102.59	$ 104.64
Senior Drafter/CAD Operator	$ 91.73	$ 93.56	$ 95.43	$ 97.34	$ 99.29
Senior Engineer	$ 133.11	$ 135.77	$ 138.49	$ 141.26	$ 144.08
Senior Estimator	$ 112.44	$ 114.69	$ 116.98	$ 119.32	$ 121.71
Senior Group Leader	$ 147.34	$ 150.29	$ 153.29	$ 156.36	$ 159.49
Senior Project Controller	$ 120.65	$ 123.07	$ 125.53	$ 128.04	$ 130.60

Labor Category	Year 6 4.20.2020 4.19.2021	Year 7 4.20.2021 4.19.2022	Year 8 4.20.2022 4.19.2023	Year 9 4.20.2023 4.19.2024	Year 10 4.20.2024 4.19.2025
SIN(s): 541620, 562910REM, 562910RMI					
Senior Project Manager	$ 199.82	$ 203.81	$ 207.89	$ 212.05	$ 216.29
Senior Technical Editor/Writer12	$ 85.08	$ 86.78	$ 88.52	$ 90.29	$ 92.09
Technical Clerical (Admin Assistant II)	$ 66.52	$ 67.85	$ 69.21	$ 70.59	$ 72.00
Technical Clerical (Admin Assistant III)	$ 58.92	$ 60.10	$ 61.31	$ 62.53	$ 63.78
Technical Writer/Editor	$ 66.41	$ 67.74	$ 69.09	$ 70.48	$ 71.88
SIN(s): 541611					
Administrative Assistant	$ 50.08	$ 51.08	$ 52.10	$ 53.15	$ 54.21
Management Consultant II	$ 203.43	$ 207.50	$ 211.65	$ 215.88	$ 220.20
Management Consultant III	$ 227.52	$ 232.07	$ 236.71	$ 241.44	$ 246.27
Program Manager II	$ 191.85	$ 195.68	$ 199.60	$ 203.59	$ 207.66
Project Controls	$ 114.35	$ 116.64	$ 118.97	$ 121.35	$ 123.78
Sr. Project Manager	$ 150.46	$ 153.47	$ 156.54	$ 159.67	$ 162.87
Technical Expert I / Advisor I L1	$ 141.48	$ 144.31	$ 147.19	$ 150.14	$ 153.14
Technical Expert II / Advisor II L2	$ 198.20	$ 202.17	$ 206.21	$ 210.34	$ 214.54
SIN(s): 541715, 541420, 541611, 541330ENG					
Assistant Engineer	$ 72.43	$ 73.88	$ 75.35	$ 76.86	$ 78.40
Associate Engineer	$ 91.17	$ 93.00	$ 94.86	$ 96.76	$ 98.69
Chemical Engineer - Junior Level	$ 57.79	$ 58.94	$ 60.12	$ 61.32	$ 62.55
Chemical Engineer - Mid Level	$ 72.43	$ 73.88	$ 75.35	$ 76.86	$ 78.40
Chemical Engineer - Senior Level	$ 94.43	$ 96.32	$ 98.25	$ 100.21	$ 102.22
Civil Engineer - Junior Level	$ 66.49	$ 67.82	$ 69.17	$ 70.56	$ 71.97
Civil Engineer - Mid Level	$ 80.93	$ 82.55	$ 84.20	$ 85.88	$ 87.60
Civil Engineer - Senior Level	$ 108.87	$ 111.05	$ 113.27	$ 115.54	$ 117.85
Clerk - Junior Level	$ 27.62	$ 28.18	$ 28.74	$ 29.32	$ 29.90
Clerk - Mid Level	$ 37.30	$ 38.04	$ 38.80	$ 39.58	$ 40.37
Clerk - Senior Level	$ 40.87	$ 41.69	$ 42.52	$ 43.37	$ 44.24
Contracts Manager	$ 128.40	$ 130.97	$ 133.59	$ 136.26	$ 138.99
Department Manager	$ 172.81	$ 176.27	$ 179.79	$ 183.39	$ 187.06
Design Specialist	$ 137.17	$ 139.91	$ 142.71	$ 145.57	$ 148.48
Designer	$ 71.95	$ 73.39	$ 74.86	$ 76.36	$ 77.88
Designer - Junior Level	$ 39.64	$ 40.43	$ 41.24	$ 42.06	$ 42.90
Designer - Mid Level	$ 49.65	$ 50.64	$ 51.66	$ 52.69	$ 53.74
Designer - Senior Level	$ 60.45	$ 61.66	$ 62.89	$ 64.15	$ 65.43
Document Control Clerk	$ 58.37	$ 59.54	$ 60.73	$ 61.95	$ 63.18
Drafter - Junior Level	$ 33.03	$ 33.69	$ 34.37	$ 35.06	$ 35.76
Drafter - Mid Level	$ 40.25	$ 41.06	$ 41.88	$ 42.72	$ 43.57
Drafter - Senior Level	$ 49.65	$ 50.64	$ 51.66	$ 52.69	$ 53.74

Labor Category	Year 6	Year 7	Year 8	Year 9	Year 10
	Start Date 4.20.2020 End Date 4.19.2021	Start Date 4.20.2021 End Date 4.19.2022	Start Date 4.20.2022 End Date 4.19.2023	Start Date 4.20.2023 End Date 4.19.2024	Start Date 4.20.2024 End Date 4.19.2025
SIN(s): 541715, 541520, 541330ENG					
Electrical Engineer - Junior Level	$ 80.93	$ 82.55	$ 84.20	$ 85.88	$ 87.60
Electrical Engineer - Mid Level	$ 92.92	$ 94.78	$ 96.67	$ 98.61	$ 100.58
Electrical Engineer - Senior Level	$ 111.17	$ 113.39	$ 115.66	$ 117.97	$ 120.33
Engineer	$ 108.87	$ 111.05	$ 113.27	$ 115.54	$ 117.85
Engineering Supervisor - Junior Level	$ 164.55	$ 167.84	$ 171.20	$ 174.62	$ 178.12
Engineering Supervisor - Mid Level	$ 194.03	$ 197.91	$ 201.87	$ 205.91	$ 210.03
Engineering Supervisor - Senior Level	$ 221.13	$ 225.55	$ 230.06	$ 234.66	$ 239.35
Environmental Engineer - Junior Level	$ 57.33	$ 58.48	$ 59.65	$ 60.84	$ 62.06
Environmental Engineer - Mid Level	$ 72.43	$ 73.88	$ 75.35	$ 76.86	$ 78.40
Environmental Engineer - Senior Level	$ 95.09	$ 97.00	$ 98.94	$ 100.92	$ 102.93
Estimator	$ 85.06	$ 86.76	$ 88.49	$ 90.26	$ 92.07
Geotechnical Engineer - Junior Level	$ 66.49	$ 67.82	$ 69.17	$ 70.56	$ 71.97
Geotechnical Engineer - Mid Level	$ 80.93	$ 82.55	$ 84.20	$ 85.88	$ 87.60
Geotechnical Engineer - Senior Level	$ 108.75	$ 110.93	$ 113.15	$ 115.41	$ 117.72
Graphic Designer	$ 72.89	$ 74.35	$ 75.84	$ 77.35	$ 78.90
Group Leader	$ 137.17	$ 139.91	$ 142.71	$ 145.57	$ 148.48
Group Leader (Estimating)	$ 137.17	$ 139.91	$ 142.71	$ 145.57	$ 148.48
Health & Safety Engineer - Junior Level	$ 80.93	$ 82.55	$ 84.20	$ 85.88	$ 87.60
Health & Safety Engineer - Mid Level	$ 91.96	$ 93.80	$ 95.67	$ 97.59	$ 99.54
Health & Safety Engineer - Senior Level	$ 111.17	$ 113.39	$ 115.66	$ 117.97	$ 120.33
Junior Drafter	$ 33.03	$ 33.69	$ 34.37	$ 35.06	$ 35.76
Lead Designer	$ 119.51	$ 121.90	$ 124.33	$ 126.82	$ 129.36
Lead Project Controller	$ 169.59	$ 172.98	$ 176.44	$ 179.97	$ 183.57
Lead Technical Writer/Editor	$ 124.23	$ 126.72	$ 129.25	$ 131.84	$ 134.47
Manufacturing Engineer - Junior Level	$ 111.17	$ 113.39	$ 115.66	$ 117.97	$ 120.33
Manufacturing Engineer - Mid Level	$ 128.31	$ 130.87	$ 133.49	$ 136.16	$ 138.88
Manufacturing Engineer - Senior Level	$ 147.16	$ 150.11	$ 153.11	$ 156.17	$ 159.29
Mechanical Engineer - Junior Level	$ 66.49	$ 67.82	$ 69.17	$ 70.56	$ 71.97
Mechanical Engineer - Mid Level	$ 80.93	$ 82.55	$ 84.20	$ 85.88	$ 87.60
Mechanical Engineer - Senior Level	$ 111.17	$ 113.39	$ 115.66	$ 117.97	$ 120.33
Process Engineer - Junior Level	$ 111.17	$ 113.39	$ 115.66	$ 117.97	$ 120.33
Process Engineer - Mid Level	$ 128.31	$ 130.87	$ 133.49	$ 136.16	$ 138.88
Process Engineer - Senior Level	$ 147.16	$ 150.11	$ 153.11	$ 156.17	$ 159.29
Program Manager - Mid Level	$ 166.90	$ 170.24	$ 173.65	$ 177.12	$ 180.66
Program Manager - Senior Level	$ 194.03	$ 197.91	$ 201.87	$ 205.91	$ 210.03
Project Administrator	$ 109.38	$ 111.57	$ 113.80	$ 116.08	$ 118.40
Project Analyst - Junior Level	$ 39.82	$ 40.62	$ 41.43	$ 42.26	$ 43.11
Project Analyst - Mid Level	$ 49.43	$ 50.42	$ 51.43	$ 52.46	$ 53.50

Labor Category	Year 6	Year 7	Year 8	Year 9	Year 10
Start Date / End Date	4.20.2020 / 4.19.2021	4.20.2021 / 4.19.2022	4.20.2022 / 4.19.2023	4.20.2023 / 4.19.2024	4.20.2024 / 4.19.2025
SIN(s): 541715, 541420, 541330ENG					
Project Analyst - Senior Level	$ 60.79	$ 62.01	$ 63.25	$ 64.51	$ 65.80
Project Control Engineer - Junior Level	$ 108.32	$ 110.49	$ 112.70	$ 114.95	$ 117.25
Project Control Engineer - Mid Level	$ 128.31	$ 130.87	$ 133.49	$ 136.16	$ 138.88
Project Control Engineer - Senior Level	$ 147.69	$ 150.65	$ 153.66	$ 156.73	$ 159.87
Project Engineer	$ 160.38	$ 163.59	$ 166.86	$ 170.20	$ 173.60
Project Engineer - Junior Level	$ 72.43	$ 73.88	$ 75.35	$ 76.86	$ 78.40
Project Engineer - Mid Level	$ 80.93	$ 82.55	$ 84.20	$ 85.88	$ 87.60
Project Engineer - Senior Level	$ 108.87	$ 111.05	$ 113.27	$ 115.54	$ 117.85
Project Manager	$ 180.97	$ 184.59	$ 188.28	$ 192.05	$ 195.89
QA Engineer - Junior Level	$ 66.49	$ 67.82	$ 69.17	$ 70.56	$ 71.97
QA Engineer - Mid Level	$ 80.93	$ 82.55	$ 84.20	$ 85.88	$ 87.60
QA Engineer - Senior Level	$ 111.17	$ 113.39	$ 115.66	$ 117.97	$ 120.33
Senior Department Manager	$ 207.80	$ 211.96	$ 216.19	$ 220.52	$ 224.93
Senior Designer	$ 99.52	$ 101.51	$ 103.54	$ 105.61	$ 107.73
Senior Drafter/CAD Operator	$ 94.44	$ 96.33	$ 98.26	$ 100.22	$ 102.23
Senior Engineer	$ 135.76	$ 138.47	$ 141.24	$ 144.07	$ 146.95
Senior Estimator	$ 116.54	$ 118.87	$ 121.24	$ 123.67	$ 126.14
Senior Project Controller	$ 125.74	$ 128.26	$ 130.82	$ 133.44	$ 136.11
Senior Project Manager	$ 210.95	$ 215.16	$ 219.47	$ 223.86	$ 228.33
Senior Technical Writer/Editor	$ 87.00	$ 88.74	$ 90.52	$ 92.33	$ 94.17
Technical Clerical (Admin Assistant II)	$ 68.67	$ 70.05	$ 71.45	$ 72.88	$ 74.33
Technical Clerical (Admin Assistant III)	$ 60.27	$ 61.48	$ 62.71	$ 63.96	$ 65.24
Technical Writer/Editor	$ 67.96	$ 69.32	$ 70.70	$ 72.12	$ 73.56
Test Engineer - Junior Level	$ 123.59	$ 126.06	$ 128.58	$ 131.16	$ 133.78
Test Engineer - Mid Level	$ 146.84	$ 149.78	$ 152.78	$ 155.83	$ 158.95
Test Engineer - Senior Level	$ 167.68	$ 171.03	$ 174.45	$ 177.94	$ 181.50

Service Contract Labor Standards: The Service Contract Labor Standards (SCLS) is applicable to this contract as it applies to the entire Multiple Award Schedule and all services provided. While no specific labor categories have been identified as being subject to SCLS due to exemptions for professional employees (FAR 22.1101, 22.1102 and 29 CRF 541.300), this contract maintains the provisions and protections for SCLS eligible labor categories. If, and/or when, the contractor adds SCLS labor categories/employees to the contract through the modification process, the contractor must inform the Contracting Officer and establish a SCLS matrix identifying the GSA labor category titles, the occupational code, SCLS labor category titles and the applicable WD number. Failure to do so may result in cancellation of the contract.

Labor Category	Position Description
Air Quality Engineer I	Bachelor Degree and 0 years if qualified as an Engineer in Training (EIT), or Bachelor Degree and 3 years' experience; Master's Degree and 1 years' experience, or High School Graduate and 5 - 8 years' minimum experience. Grade 11 is the entry-level for the professional engineering and scientific disciplines. Entry-level employees perform routine computations, analyses, and other tasks under the close supervision and review of more senior employees. Grade 11 is the junior-level for technical employees, who perform routine tasks as members of a technical team supporting a project. More senior technical personnel review the work of Grade 11 employees before presentation to a Project Manager or similar position.
Air Quality Engineer II	Bachelor Degree and 3 years' experience; Master's Degree and 1 years' experience; and Ph.D. and 0 years' experience. While a Bachelor Degree is preferred a high school diploma and 8 – 10 years' relevant experience may be accepted. Grade 13 is junior-level for the engineering and scientific disciplines and the mid-level for technical skills. Associate engineers and junior scientists perform routine computations, analyses, and tasks under supervision and review of more experienced employees. Mid-level technical employees generally support projects within their expertise and prepare work products for review by the Project Manager or more senior employees.
Air Quality Engineer III	Bachelor Degree and 5 years' experience; Master's Degree and 3 years' experience; and Ph.D. and 1 years' experience. Employees in Grade 14 are competent mid-level professionals, addressing technical problems under supervision or oversight of more senior employees. These employees may provide direct assistance to clients as members of a team.
Air Quality Engineer IV	Bachelor Degree and 7 years' experience; Master's Degree and 5 years' experience; and Ph.D. and 3 years' experience. Group leaders provide technical supervision within departments, assigning and supervising work within the technical group. Senior scientific and engineering employees provide high-level expertise to complex engineering, technical and scientific issues with a minimum of supervision. These employees may mentor junior employees and may review the work of junior employees. Employees at Grade 15 provide direct assistance to clients within the context of project assignments.
Air Quality Engineer V	10 – 17 years' experience in the related engineering or scientific field. Bachelor Degree. Scientists and engineers in this grade provide senior-level expertise to complex problems and projects and, as necessary, provide direct support and assistance to project managers regarding the technical aspects of projects. Employees at Grade 16 work with a minimum of guidance and supervision, may provide direct assistance to clients, and may oversee and/or check the technical performance of employees at lower grades.
Associate Engineer I	Bachelor Degree and 5 years' experience; Master's Degree and 3 years' experience; and Ph.D. and 1 years' experience. While a Bachelor Degree is preferred a high school diploma and 8 – 10 years' relevant experience may be accepted. Grade 13 is junior-level for the engineering and scientific disciplines and the mid-level for technical skills. Associate engineers and junior scientists perform routine computations, analyses, and tasks under supervision and review of more experienced employees. Mid-level technical employees generally support projects within their expertise and prepare work products for review by the Project Manager or more senior employees.

Labor Category	Position Description
Contracts Manager	Bachelor Degree and 10 years' experience; Master's Degree and 5 years' experience; and Ph.D. and 3 years' experience. Group leaders provide technical supervision within departments, assigning and supervising work within the technical group. Senior scientific and engineering employees provide high-level expertise to complex engineering, technical and scientific issues with a minimum of supervision. These employees may mentor junior employees and may review the work of junior employees. Employees at Grade 15 provide direct assistance to clients within the context of project assignments.
Department Manager	Minimum of 15 years' experience in the engineering or scientific discipline applicable to the position and a Bachelor Degree in relevant field. May hold a PE. Provide senior-level technical oversight, assistance, and guidance regarding broad ranges of complex technical issues.
Design Consultant	10 – 17 years' experience in the related engineering or scientific field. Bachelor Degree. Scientists and engineers in this grade provide senior-level expertise to complex problems and projects and, as necessary, provide direct support and assistance to project managers regarding the technical aspects of projects. Employees at Grade 16 work with a minimum of guidance and supervision, may provide direct assistance to clients, and may oversee and/or check the technical performance of employees at lower grades.
Design Specialist	Bachelor Degree and 7 years' experience; Master's Degree and 5 years' experience; and Ph.D. and 3 years' experience. Group leaders provide technical supervision within departments, assigning and supervising work within the technical group. Senior scientific and engineering employees provide high-level expertise to complex engineering, technical and scientific issues with a minimum of supervision. These employees may mentor junior employees and may review the work of junior employees. Employees at Grade 15 provide direct assistance to clients within the context of project assignments.
Designer	Bachelor Degree and 5 years if qualified as an Engineer in Training (EIT), or Bachelor Degree and 7 years' experience; Master's Degree and 5 years' experience, or High School Graduate and 12 years' minimum experience. Perform routine computations, analyses, and other tasks under the close supervision and review of more senior employees. Grade 11 is the junior-level for technical employees, who perform routine tasks as members of a technical team supporting a project. More senior technical personnel review the work of Grade 11 employees before presentation to a Project Manager or similar position.
Document Control Clerk	High school graduate with 6 or more years' relevant experience. Additional education may be substituted for experience.
Engineer	Bachelor Degree and 8 years' experience; Master's Degree and 3 years' experience; and Ph.D. and 1 years' experience. Employees in Grade 14 are competent mid-level professionals, addressing technical problems under supervision or oversight of more senior employees. These employees may provide direct assistance to clients as members of a team.
Environmental Consultant I	Bachelor Degree and 7 years' experience; Master's Degree and 5 years' experience; and Ph.D. and 3 years' experience. Group leaders provide technical supervision within departments, assigning and supervising work within the technical group. Senior scientific and engineering employees provide high-level expertise to complex engineering, technical and scientific issues with a minimum of supervision. These employees may mentor junior employees and may review the work of junior employees. Employees at Grade 15 provide direct assistance to clients within the context of project assignments.

Labor Category	Position Description
Environmental Consultant II	10 – 17 years' experience in the related engineering or scientific field. Bachelor Degree. Scientists and engineers in this grade provide senior-level expertise to complex problems and projects and, as necessary, provide direct support and assistance to project managers regarding the technical aspects of projects. Employees at Grade 16 work with a minimum of guidance and supervision, may provide direct assistance to clients, and may oversee and/or check the technical performance of employees at lower grades.
Environmental Consultant III	Minimum of 15 years' experience in the engineering or scientific discipline applicable to the position and a Bachelor Degree in relevant field. May hold a PE. Provide senior-level technical oversight, assistance, and guidance regarding broad ranges of complex technical issues.
Environmental Protection Engineer I	Bachelor Degree and 0 years if qualified as an Engineer in Training (EIT), or Bachelor Degree and 3 years' experience; Master's Degree and 1 years' experience, or High School Graduate and 5 - 8 years' minimum experience. Grade 11 is the entry-level for the professional engineering and scientific disciplines. Entry-level employees perform routine computations, analyses, and other tasks under the close supervision and review of more senior employees. Grade 11 is the junior-level for technical employees, who perform routine tasks as members of a technical team supporting a project. More senior technical personnel review the work of Grade 11 employees before presentation to a Project Manager or similar position.
Environmental Protection Engineer II	Bachelor Degree and 3 years' experience; Master's Degree and 1 years' experience; and Ph.D. and 0 years' experience. While a Bachelor Degree is preferred a high school diploma and 8 – 10 years' relevant experience may be accepted. Grade 13 is junior-level for the engineering and scientific disciplines and the mid-level for technical skills. Associate engineers and junior scientists perform routine computations, analyses, and tasks under supervision and review of more experienced employees. Mid-level technical employees generally support projects within their expertise and prepare work products for review by the Project Manager or more senior employees.
Environmental Protection Engineer III	Bachelor Degree and 5 years' experience; Master's Degree and 3 years' experience; and Ph.D. and 1 years' experience. Employees in Grade 14 are competent mid-level professionals, addressing technical problems under supervision or oversight of more senior employees. These employees may provide direct assistance to clients as members of a team.
Environmental Protection Engineer IV	Bachelor Degree and 7 years' experience; Master's Degree and 5 years' experience; and Ph.D. and 3 years' experience. Group leaders provide technical supervision within departments, assigning and supervising work within the technical group. Senior scientific and engineering employees provide high-level expertise to complex engineering, technical and scientific issues with a minimum of supervision. These employees may mentor junior employees and may review the work of junior employees. Employees at Grade 15 provide direct assistance to clients within the context of project assignments.
Environmental Protection Engineer V	10 – 17 years' experience in the related engineering or scientific field. Bachelor Degree. Scientists and engineers in this grade provide senior-level expertise to complex problems and projects and, as necessary, provide direct support and assistance to project managers regarding the technical aspects of projects. Employees at Grade 16 work with a minimum of guidance and supervision, may provide direct assistance to clients, and may oversee and/or check the technical performance of employees at lower grades.

Labor Category	Position Description
Environmental Scientist I	Bachelor Degree and 0 years if qualified as an Engineer in Training (EIT), or Bachelor Degree and 3 years' experience; Master's Degree and 1 years' experience, or High School Graduate and 5 - 8 years' minimum experience. Grade 11 is the entry-level for the professional engineering and scientific disciplines. Entry-level employees perform routine computations, analyses, and other tasks under the close supervision and review of more senior employees. Grade 11 is the junior-level for technical employees, who perform routine tasks as members of a technical team supporting a project. More senior technical personnel review the work of Grade 11 employees before presentation to a Project Manager or similar position.
Environmental Scientist II	Bachelor Degree and 3 years' experience; Master's Degree and 1 years' experience; and Ph.D. and 0 years' experience. While a Bachelor Degree is preferred a high school diploma and 8 – 10 years' relevant experience may be accepted. Grade 13 is junior-level for the engineering and scientific disciplines and the mid-level for technical skills. Associate engineers and junior scientists perform routine computations, analyses, and tasks under supervision and review of more experienced employees. Mid-level technical employees generally support projects within their expertise and prepare work products for review by the Project Manager or more senior employees.
Environmental Scientist III	Bachelor Degree and 5 years' experience; Master's Degree and 3 years' experience; and Ph.D. and 1 years' experience. Employees in Grade 14 are competent mid-level professionals, addressing technical problems under supervision or oversight of more senior employees. These employees may provide direct assistance to clients as members of a team.
Environmental Scientist IV	Bachelor Degree and 7 years' experience; Master's Degree and 5 years' experience; and Ph.D. and 3 years' experience. Group leaders provide technical supervision within departments, assigning and supervising work within the technical group. Senior scientific and engineering employees provide high-level expertise to complex engineering, technical and scientific issues with a minimum of supervision. These employees may mentor junior employees and may review the work of junior employees. Employees at Grade 15 provide direct assistance to clients within the context of project assignments.
Environmental Scientist V	10 – 17 years' experience in the related engineering or scientific field. Bachelor Degree. Scientists and engineers in this grade provide senior-level expertise to complex problems and projects and, as necessary, provide direct support and assistance to project managers regarding the technical aspects of projects. Employees at Grade 16 work with a minimum of guidance and supervision, may provide direct assistance to clients, and may oversee and/or check the technical performance of employees at lower grades.
Estimator	Bachelor Degree and 6 years' experience; Master's Degree and 3 years' experience; and Ph.D. and 1 years' experience. While a Bachelor Degree is preferred a high school diploma and 8 – 10 years' relevant experience may be accepted. Grade 13 is junior-level for the engineering and scientific disciplines and the mid-level for technical skills. Associate engineers and junior scientists perform routine computations, analyses, and tasks under supervision and review of more experienced employees. Mid-level technical employees generally support projects within their expertise and prepare work products for review by the Project Manager or more senior employees.

Labor Category	Position Description
Geologist I	Bachelor Degree and 0 years if qualified as an Engineer in Training (EIT), or Bachelor Degree and 3 years' experience; Master's Degree and 1 years' experience, or High School Graduate and 5 - 8 years' minimum experience. Grade 11 is the entry-level for the professional engineering and scientific disciplines. Entry-level employees perform routine computations, analyses, and other tasks under the close supervision and review of more senior employees. Grade 11 is the junior-level for technical employees, who perform routine tasks as members of a technical team supporting a project. More senior technical personnel review the work of Grade 11 employees before presentation to a Project Manager or similar position.
Geologist II	Bachelor Degree and 3 years' experience; Master's Degree and 1 years' experience; and Ph.D. and 0 years' experience. While a Bachelor Degree is preferred a high school diploma and 8 – 10 years' relevant experience may be accepted. Grade 13 is junior-level for the engineering and scientific disciplines and the mid-level for technical skills. Associate engineers and junior scientists perform routine computations, analyses, and tasks under supervision and review of more experienced employees. Mid-level technical employees generally support projects within their expertise and prepare work products for review by the Project Manager or more senior employees.
Geologist III	Bachelor Degree and 5 years' experience; Master's Degree and 3 years' experience; and Ph.D. and 1 years' experience. Employees in Grade 14 are competent mid-level professionals, addressing technical problems under supervision or oversight of more senior employees. These employees may provide direct assistance to clients as members of a team.
Geologist IV	Bachelor Degree and 7 years' experience; Master's Degree and 5 years' experience; and Ph.D. and 3 years' experience. Group leaders provide technical supervision within departments, assigning and supervising work within the technical group. Senior scientific and engineering employees provide high-level expertise to complex engineering, technical and scientific issues with a minimum of supervision. These employees may mentor junior employees and may review the work of junior employees. Employees at Grade 15 provide direct assistance to clients within the context of project assignments.
Geologist V	10 – 17 years' experience in the related engineering or scientific field. Bachelor Degree. Scientists and engineers in this grade provide senior-level expertise to complex problems and projects and, as necessary, provide direct support and assistance to project managers regarding the technical aspects of projects. Employees at Grade 16 work with a minimum of guidance and supervision, may provide direct assistance to clients, and may oversee and/or check the technical performance of employees at lower grades.
Graphic Designer	Bachelor Degree and 2 years' experience. While a Bachelor Degree is preferred a high school diploma and 8 years' relevant experience may be accepted. Grade 13 is the mid-level for technical skills. Mid-level technical employees generally support projects within their expertise and prepare work products for review by the Project Manager or more senior employees.

Labor Category	Position Description
Group Leader	Bachelor Degree and 10 years' experience; Master's Degree and 8 years' experience; and Ph.D. and 5 years' experience. Group leaders provide technical supervision within departments, assigning and supervising work within the technical group. Senior scientific and engineering employees provide high-level expertise to complex engineering, technical and scientific issues with a minimum of supervision. These employees may mentor junior employees and may review the work of junior employees. Employees at Grade 15 provide direct assistance to clients within the context of project assignments.
Group Leader (Estimating)	Bachelor Degree and 10 years' experience; Master's Degree and 8 years' experience; and Ph.D. and 5 years' experience. Group leaders provide technical supervision within departments, assigning and supervising work within the technical group. Senior scientific and engineering employees provide high-level expertise to complex engineering, technical and scientific issues with a minimum of supervision. These employees may mentor junior employees and may review the work of junior employees. Employees at Grade 15 provide direct assistance to clients within the context of project assignments.
Hydrogeologist I	Bachelor Degree and 0 years if qualified as an Engineer in Training (EIT), or Bachelor Degree and 3 years' experience; Master's Degree and 1 years' experience, or High School Graduate and 5 - 8 years' minimum experience. Grade 11 is the entry-level for the professional engineering and scientific disciplines. Entry-level employees perform routine computations, analyses, and other tasks under the close supervision and review of more senior employees. Grade 11 is the junior-level for technical employees, who perform routine tasks as members of a technical team supporting a project. More senior technical personnel review the work of Grade 11 employees before presentation to a Project Manager or similar position.
Hydrogeologist II	Bachelor Degree and 3 years' experience; Master's Degree and 1 years' experience; and Ph.D. and 0 years' experience. While a Bachelor Degree is preferred a high school diploma and 8 – 10 years' relevant experience may be accepted. Grade 13 is junior-level for the engineering and scientific disciplines and the mid-level for technical skills. Associate engineers and junior scientists perform routine computations, analyses, and tasks under supervision and review of more experienced employees. Mid-level technical employees generally support projects within their expertise and prepare work products for review by the Project Manager or more senior employees.
Hydrogeologist III	Bachelor Degree and 5 years' experience; Master's Degree and 3 years' experience; and Ph.D. and 1 years' experience. Employees in Grade 14 are competent mid-level professionals, addressing technical problems under supervision or oversight of more senior employees. These employees may provide direct assistance to clients as members of a team.
Hydrogeologist IV	Bachelor Degree and 7 years' experience; Master's Degree and 5 years' experience; and Ph.D. and 3 years' experience. Group leaders provide technical supervision within departments, assigning and supervising work within the technical group. Senior scientific and engineering employees provide high-level expertise to complex engineering, technical and scientific issues with a minimum of supervision. These employees may mentor junior employees and may review the work of junior employees. Employees at Grade 15 provide direct assistance to clients within the context of project assignments.

Labor Category	Position Description
Hydrogeologist V	10 – 17 years' experience in the related engineering or scientific field. Bachelor Degree. Scientists and engineers in this grade provide senior-level expertise to complex problems and projects and, as necessary, provide direct support and assistance to project managers regarding the technical aspects of projects. Employees at Grade 16 work with a minimum of guidance and supervision, may provide direct assistance to clients, and may oversee and/or check the technical performance of employees at lower grades.
Industrial Hygienist I	Bachelor Degree and 0 years if qualified as an Engineer in Training (EIT), or Bachelor Degree and 3 years' experience; Master's Degree and 1 years' experience, or High School Graduate and 5 - 8 years' minimum experience. Grade 11 is the entry-level for the professional engineering and scientific disciplines. Entry-level employees perform routine computations, analyses, and other tasks under the close supervision and review of more senior employees. Grade 11 is the junior-level for technical employees, who perform routine tasks as members of a technical team supporting a project. More senior technical personnel review the work of Grade 11 employees before presentation to a Project Manager or similar position.
Industrial Hygienist II	Bachelor Degree and 3 years' experience; Master's Degree and 1 years' experience; and Ph.D. and 0 years' experience. While a Bachelor Degree is preferred a high school diploma and 8 – 10 years' relevant experience may be accepted. Grade 13 is junior-level for the engineering and scientific disciplines and the mid-level for technical skills. Associate engineers and junior scientists perform routine computations, analyses, and tasks under supervision and review of more experienced employees. Mid-level technical employees generally support projects within their expertise and prepare work products for review by the Project Manager or more senior employees.
Industrial Hygienist III	Bachelor Degree and 5 years' experience; Master's Degree and 3 years' experience; and Ph.D. and 1 years' experience. Employees in Grade 14 are competent mid-level professionals, addressing technical problems under supervision or oversight of more senior employees. These employees may provide direct assistance to clients as members of a team.
Industrial Hygienist IV	Bachelor Degree and 7 years' experience; Master's Degree and 5 years' experience; and Ph.D. and 3 years' experience. Group leaders provide technical supervision within departments, assigning and supervising work within the technical group. Senior scientific and engineering employees provide high-level expertise to complex engineering, technical and scientific issues with a minimum of supervision. These employees may mentor junior employees and may review the work of junior employees. Employees at Grade 15 provide direct assistance to clients within the context of project assignments.
Industrial Hygienist V	10 – 17 years' experience in the related engineering or scientific field. Bachelor Degree. Scientists and engineers in this grade provide senior-level expertise to complex problems and projects and, as necessary, provide direct support and assistance to project managers regarding the technical aspects of projects. Employees at Grade 16 work with a minimum of guidance and supervision, may provide direct assistance to clients, and may oversee and/or check the technical performance of employees at lower grades.
Junior Drafter	Graduate-to-two years' drafting or CAD experience. Performs simple drafting and/or CAD assignments from sketches or "red line" drawings; makes legible had sketches of field conditions; performs work under daily supervision. Executes work within budgets and schedules. Minimum Education: Bachelor Degree or equivalent experience.

Labor Category	Position Description
Lead Designer	Bachelor Degree and 8 years' experience; Master's Degree and 5 years' experience; and Ph.D. and 3 years' experience. Employees in Grade 14 are competent mid-level professionals, addressing technical problems under supervision or oversight of more senior employees. These employees may provide direct assistance to clients as members of a team.
Lead Project Controller	10 – 15 years' experience in the related engineering or scientific field. Bachelor Degree. Scientists and engineers in this grade provide senior-level expertise to complex problems and projects and, as necessary, provide direct support and assistance to project managers regarding the technical aspects of projects. Employees at Grade 16 work with a minimum of guidance and supervision, may provide direct assistance to clients, and may oversee and/or check the technical performance of employees at lower grades.
Lead Technical Writer/Editor	Bachelor Degree and 7 years' experience; Master's Degree and 5 years' experience; and Ph.D. and 3 years' experience. Group leaders provide technical supervision within departments, assigning and supervising work within the technical group. Senior scientific and engineering employees provide high-level expertise to complex engineering, technical and scientific issues with a minimum of supervision. These employees may mentor junior employees and may review the work of junior employees. Employees at Grade 15 provide direct assistance to clients within the context of project assignments.
Project Administrator	Bachelor Degree and 5 years' experience; Master's Degree and 3 years' experience; and Ph.D. and 1 years' experience. Employees in Grade 14 are competent mid-level professionals, addressing technical problems under supervision or oversight of more senior employees. These employees may provide direct assistance to clients as members of a team.
Project Engineer	10 – 17 years' experience in the related engineering or scientific field. Bachelor Degree. Scientists and engineers in this grade provide senior-level expertise to complex problems and projects and, as necessary, provide direct support and assistance to project managers regarding the technical aspects of projects. Employees at Grade 16 work with a minimum of guidance and supervision, may provide direct assistance to clients, and may oversee and/or check the technical performance of employees at lower grades.
Project Manager	Minimum of 10 years' experience in the engineering or scientific discipline applicable to the position and a Bachelor Degree in relevant field. Leads projects and manages scope, schedule and budget. Provides senior-level technical oversight, assistance, and guidance regarding broad ranges of complex technical issues.
Project Manager, Environmental Protection	Minimum of 15 years' experience in the engineering or scientific discipline applicable to the position and a Bachelor Degree in relevant field. Provides senior-level technical oversight, assistance, and guidance regarding broad ranges of complex technical issues. Leads complex projects related to environmental protection.
Project Manager, Regulatory Compliance	Minimum of 15 years' experience in the engineering or scientific discipline applicable to the position and a Bachelor Degree in relevant field. Provides senior-level technical oversight, assistance, and guidance regarding broad ranges of complex technical issues. Leads complex projects related to Regulatory Compliance.

Labor Category	Position Description
Regulatory Compliance Engineer I	Bachelor Degree and 0 years if qualified as an Engineer in Training (EIT), or Bachelor Degree and 3 years' experience; Master's Degree and 1 years' experience, or High School Graduate and 5 - 8 years' minimum experience. Grade 11 is the entry-level for the professional engineering and scientific disciplines. Entry-level employees perform routine computations, analyses, and other tasks under the close supervision and review of more senior employees. Grade 11 is the junior-level for technical employees, who perform routine tasks as members of a technical team supporting a project. More senior technical personnel review the work of Grade 11 employees before presentation to a Project Manager or similar position.
Regulatory Compliance Engineer II	Bachelor Degree and 3 years' experience; Master's Degree and 1 years' experience; and Ph.D. and 0 years' experience. While a Bachelor Degree is preferred a high school diploma and 8 – 10 years' relevant experience may be accepted. Grade 13 is junior-level for the engineering and scientific disciplines and the mid-level for technical skills. Associate engineers and junior scientists perform routine computations, analyses, and tasks under supervision and review of more experienced employees. Mid-level technical employees generally support projects within their expertise and prepare work products for review by the Project Manager or more senior employees.
Regulatory Compliance Engineer III	Bachelor Degree and 5 years' experience; Master's Degree and 3 years' experience; and Ph.D. and 1 years' experience. Employees in Grade 14 are competent mid-level professionals, addressing technical problems under supervision or oversight of more senior employees. These employees may provide direct assistance to clients as members of a team.
Regulatory Compliance Engineer IV	Bachelor Degree and 7 years' experience; Master's Degree and 5 years' experience; and Ph.D. and 3 years' experience. Group leaders provide technical supervision within departments, assigning and supervising work within the technical group. Senior scientific and engineering employees provide high-level expertise to complex engineering, technical and scientific issues with a minimum of supervision. These employees may mentor junior employees and may review the work of junior employees. Employees at Grade 15 provide direct assistance to clients within the context of project assignments.
Regulatory Compliance Engineer V	10 – 17 years' experience in the related engineering or scientific field. Bachelor Degree. Scientists and engineers in this grade provide senior-level expertise to complex problems and projects and, as necessary, provide direct support and assistance to project managers regarding the technical aspects of projects. Employees at Grade 16 work with a minimum of guidance and supervision, may provide direct assistance to clients, and may oversee and/or check the technical performance of employees at lower grades.
Risk Analyst I	Bachelor Degree and 0 years if qualified as an Engineer in Training (EIT), or Bachelor Degree and 3 years' experience; Master's Degree and 1 years' experience, or High School Graduate and 5 - 8 years' minimum experience. Grade 11 is the entry-level for the professional engineering and scientific disciplines. Entry-level employees perform routine computations, analyses, and other tasks under the close supervision and review of more senior employees. Grade 11 is the junior-level for technical employees, who perform routine tasks as members of a technical team supporting a project. More senior technical personnel review the work of Grade 11 employees before presentation to a Project Manager or similar position.
Labor Category	**Position Description**

Risk Analyst II	Bachelor Degree and 3 years' experience; Master's Degree and 1 years' experience; and Ph.D. and 0 years' experience. While a Bachelor Degree is preferred a high school diploma and 8 – 10 years' relevant experience may be accepted. Grade 13 is junior-level for the engineering and scientific disciplines and the mid-level for technical skills. Associate engineers and junior scientists perform routine computations, analyses, and tasks under supervision and review of more experienced employees. Mid-level technical employees generally support projects within their expertise and prepare work products for review by the Project Manager or more senior employees.
Risk Analyst III	Bachelor Degree and 5 years' experience; Master's Degree and 3 years' experience; and Ph.D. and 1 years' experience. Employees in Grade 14 are competent mid-level professionals, addressing technical problems under supervision or oversight of more senior employees. These employees may provide direct assistance to clients as members of a team.
Risk Analyst IV	Bachelor Degree and 7 years' experience; Master's Degree and 5 years' experience; and Ph.D. and 3 years' experience. Group leaders provide technical supervision within departments, assigning and supervising work within the technical group. Senior scientific and engineering employees provide high-level expertise to complex engineering, technical and scientific issues with a minimum of supervision. These employees may mentor junior employees and may review the work of junior employees. Employees at Grade 15 provide direct assistance to clients within the context of project assignments.
Risk Analyst V	10 – 17 years' experience in the related engineering or scientific field. Bachelor Degree. Scientists and engineers in this grade provide senior-level expertise to complex problems and projects and, as necessary, provide direct support and assistance to project managers regarding the technical aspects of projects. Employees at Grade 16 work with a minimum of guidance and supervision, may provide direct assistance to clients, and may oversee and/or check the technical performance of employees at lower grades.
Senior Department Manager	Minimum of 15 years' experience in the engineering or scientific discipline applicable to the position and a Bachelor Degree in relevant field. May hold a PE. Provide senior-level technical oversight, assistance, and guidance regarding broad ranges of complex technical issues.
Senior Designer	Bachelor Degree and 8 years' experience; Master's Degree and 5 years' experience; and Ph.D. and 3 years' experience. While a Bachelor Degree is preferred a high school diploma and 8 – 10 years' relevant experience may be accepted. Grade 13 is junior-level for the engineering and scientific disciplines and the mid-level for technical skills. Associate engineers and junior scientists perform routine computations, analyses, and tasks under supervision and review of more experienced employees. Mid-level technical employees generally support projects within their expertise and prepare work products for review by the Project Manager or more senior employees.
Senior Drafter/CAD Operator	Bachelor Degree and 5 years' experience; Master's Degree and 3 years' experience; and Ph.D. and 1 years' experience. While a Bachelor Degree is preferred a high school diploma and 8 – 10 years' relevant experience may be accepted. Grade 13 is junior-level for the engineering and scientific disciplines and the mid-level for technical skills. Associate engineers and junior scientists perform routine computations, analyses, and tasks under supervision and review of more experienced employees. Mid-level technical employees generally support projects within their expertise and prepare work products for review by the Project Manager or more senior employees.

Labor Category	Position Description
Senior Engineer	Bachelor Degree and 10 years' experience; Master's Degree and 7 years' experience; and Ph.D. and 5 years' experience. Group leaders provide technical supervision within departments, assigning and supervising work within the technical group. Senior scientific and engineering employees provide high-level expertise to complex engineering, technical and scientific issues with a minimum of supervision. These employees may mentor junior employees and may review the work of junior employees. Employees at Grade 15 provide direct assistance to clients within the context of project assignments.
Senior Estimator	Bachelor Degree and 8 years' experience; Master's Degree and 5 years' experience; and Ph.D. and 3 years' experience. Employees in Grade 14 are competent mid-level professionals, addressing technical problems under supervision or oversight of more senior employees. These employees may provide direct assistance to clients as members of a team.
Senior Group Leader	10 – 17 years' experience in the related engineering or scientific field. Bachelor Degree. Scientists and engineers in this grade provide senior-level expertise to complex problems and projects and, as necessary, provide direct support and assistance to project managers regarding the technical aspects of projects. Employees at Grade 16 work with a minimum of guidance and supervision, may provide direct assistance to clients, and may oversee and/or check the technical performance of employees at lower grades.
Senior Project Controller	Bachelor Degree and 10 years' experience; Master's Degree and 7 years' experience; and Ph.D. and 5 years' experience. Group leaders provide technical supervision within departments, assigning and supervising work within the technical group. Senior scientific and engineering employees provide high-level expertise to complex engineering, technical and scientific issues with a minimum of supervision. These employees may mentor junior employees and may review the work of junior employees. Employees at Grade 15 provide direct assistance to clients within the context of project assignments.
Senior Project Manager	Minimum of 15 years' experience in the engineering or scientific discipline applicable to the position and a Bachelor Degree in relevant field. May hold a PE. Provide senior-level technical oversight, assistance, and guidance regarding broad ranges of complex technical issues.
Senior Technical Editor/Writer12	Bachelor Degree and 7 years' experience; Master's Degree and 5 years' experience; and Ph.D. and 3 years' experience. While a Bachelor Degree is preferred a high school diploma and 8 – 10 years' relevant experience may be accepted. Grade 13 is junior-level for the engineering and scientific disciplines and the mid-level for technical skills. Associate engineers and junior scientists perform routine computations, analyses, and tasks under supervision and review of more experienced employees. Mid-level technical employees generally support projects within their expertise and prepare work products for review by the Project Manager or more senior employees.
Technical Clerical (Admin Assistant II)	High school graduate with 5 or more years' relevant experience. Additional education may be substituted for experience.
Technical Clerical (Admin Assistant III)	High school graduate with 3 or more years' relevant experience. Additional education may be substituted for experience.
Technical Writer/Editor	Three years' technical experience; proven writing skills. Prepares and/or edits technical documents, contract specifications, reports and studies in accordance with applicable style manuals. Coordinates the review of documents; incorporates comments; and prepares final documents for approval and release. Executes work within budgets and schedules. Minimum Education: Bachelor Degree or equivalent experience.

Labor Category	Position Description
Administrative Assistant	• Three or more years of experience previous administrative experience. Must be familiar with general computer use, email, electronic calendars, word processing applications, etc. • Works on routine and non-routine administrative duties with minimal supervision. Duties include composing and typing routine correspondence, copying and filing correspondence, answering telephone and providing information to callers or routing calls to appropriate team member. Routes incoming mail and faxes for employees and managers. Schedules appointments and coordinates itineraries. Arranges travel schedules and reservations as necessary. May work on company/client sensitive information. • High school education or GED required.
Management Consultant II	• Leads group in design of project solutions, task/scheduling review, and performance tracking. Consults with client to review and assess needs, define requirements, make recommendations for implementation, and develop solutions. Supervises administrative and technical staff. Responsible for project deliverables and all critical aspects of program management including, but not limited to, budgeting, scheduling, performance review, costing, quality control, and risk management. Works directly with client. Reports and communicates project status regularly to client and other more senior managers as required. • Position requires Master's Degree in a technical related field (engineering, physical sciences, etc.) and 15+ years' previous experience progressively responsible positions, including five years in management. Previous work experience may be substituted for education requirements.
Management Consultant III	• Leads group in design of project solutions, task/scheduling review, and performance tracking. Consults with client to review and assess needs, define requirements, make recommendations for implementation, and develop solutions. Supervises administrative and technical staff. Responsible for project deliverables and all critical aspects of program management including, but not limited to, budgeting, scheduling, performance review, costing, quality control, and risk management. Works directly with client. Reports and communicates project status regularly to client and other more senior managers as required. • Position requires Master's Degree in a technical related field (engineering, physical sciences, etc.) and 20+ years' previous experience progressively responsible positions, including five years in management. Previous work experience may be substituted for education requirements.

Labor Category	Position Description
Program Manager II	• 15+ years of previous project and/or program management experience. • This position will maintain overall responsibility for the leadership, execution, performance, management, and completion of the various large customer programs. • Manage contract support operations with no supervision, handle multiple types of mid to large-scale programs (programs typically more than $1,000,000 in scope) involving multiple projects and personnel. Organize, direct and coordinate planning and production of all contract support activities. Demonstrates a high level of communication skills with all levels of management. Establishes and alters (as necessary) the management structure to effectively direct contract and technical support activities. Makes assignments, schedules and reviews the work of subordinates. Ensures conformance to task and contract provisions. Interprets policies, purposes, and goals of the organization for subordinates. Assists and directs subordinates in technical policy, designs and resolutions as necessary. • Specific responsibilities include the technical, schedule, and budget requirements, in accordance with the customer contract, and compliance with applicable FAR & DFAR regulations. • Bachelor degree in a related technical field.
Project Controls	• Works under general supervision to provide skilled technical/ accounting, project analysis and program management to ensure budget control, accurate and timely contractor payments, and document review and control. Work with the accounting, budgeting services, purchasing, administrative services, and program management team. Provide routine and specialized financial reports to various departments. • Develops individual project budgets, updates budgets based on project implementation estimates, independent professional estimates, and contractor bids; examines estimates of material, equipment services, production costs, performance requirements, and delivery schedules to ensure accuracy and completeness; reviews contractor payment applications to ensure compliance with contract terms, notifies contractor if any documents are missing or additional information is needed. Advises management of contractual rights and obligations. Coordinates/communicates with project managers regarding project status changes that affect financials. Maintains budgets, committed contracts, and payments in designated systems and reconciles as needed with the company's accounting program. • Position typically requires a Bachelor Degree and 4+ years of previous work experience. A person without a Bachelor Degree can substitute 4 years of previous work experience for educational requirements.

Labor Category	Position Description
Sr. Project Manager	- Working under no supervision is responsible for project and business management of a project or multiple projects, including contractual requirements, development and coordination of schedules and budgets, management of direct and support staff, procurement of materials, etc. - Handles multiple types of mid to large-scale environmental, engineering and/or architectural projects (projects typically more than $250,000 in scope). - Plans and directs highly technical projects within his/her field of expertise. Directs the completion of tasks within estimated timeframes and budget constraints. Schedules and assigns duties to subordinates. Interfaces with management personnel and produces written and orals reports. - Develops and coordinates schedules, budgets, subcontractors, etc. as needed. Ensures project has obtained approvals, permits, etc. as required by federal, state, and/or local regulations and codes and is conducted in accordance with applicable regulations and standards. - Position requires Bachelor Degree in an accepted engineering or technical discipline and typically requires 15+ years of previous project management, engineering or architecture experience. Previous project work experience may be substituted for education requirements.
Technical Expert I / Advisor I L1	- Work under no supervision in the performance of highly specialized technical related duties. Work typically performed requires either special training or knowledge not readily possessed in the field. Work is typically classified and may support National Security interests. - Performs various levels of specialized, one-of-a-kind, complex/non- routine technical work for customers. May work individually or lead project efforts, as needed. - Performs various engineering functions, calculations, etc., to accomplish tasks. Develop technical reports, analyze field data, write/develop software, and review technical operations. Applies technical direction and expertise in areas that may support National Security Interests. Obtains permits, drafts work plans, develops quality plans, interprets and drafts procedures, etc., to comply with state, federal, and DOE Regulations and Orders and other government agency orders and regulations. - Position requires a Bachelor Degree in a technical, engineering, or administrative discipline and 8+ years of previous work experience. Additionally, person typically possesses a training or knowledge that is highly specialized, unique, and/or one-of-a-kind. A person without a Bachelor Degree may substitute 4 years of previous work experience for educational requirements.

Labor Category	Position Description
Technical Expert II / Advisor II L2	• Work under no supervision in the performance of highly specialized technical related duties. Work typically performed requires either special training or knowledge not readily possessed in the field. Work is typically classified and may support National Security interests. • Performs various levels of specialized, one-of-a-kind, complex/non- routine technical work for customers. May work individually or lead project efforts, as needed. • Performs various engineering functions, calculations, etc., to accomplish tasks. Develop technical reports, analyze field data, write/develop software, and review technical operations. Applies technical direction and expertise in areas that may support National Security Interests. Obtains permits, drafts work plans, develops quality plans, interprets and drafts procedures, etc., to comply with state, federal, and DOE Regulations and Orders and other government agency orders and regulations. • Position requires a Bachelor Degree in a technical, engineering, or administrative discipline and 10+ years of previous work experience. Additionally, person typically possesses a training or knowledge that is highly specialized, unique, and/or one-of-a-kind. A person without a Bachelor Degree may substitute 4 years of previous work experience for educational requirements.
Assistant Engineer	Minimum/General Experience: Graduate to three years' experience in the applicable engineering discipline. Applies standard engineering tasks and exhibits an excellent understanding and knowledge of applicable codes, specifications, and standards; prepares and coordinates reports, studies, and calculations; checks drawings as required; performs routine calculations; assists in gathering field data and resolving field problems; and works within budgets and schedules. Minimum Education: Bachelor Degree.
Associate Engineer II	Three to five years' experience in the applicable engineering discipline. Applies standard engineering tasks and exhibits a working knowledge of applicable codes; checks and approved designers' and drafters' in their assignments; generally supervised or mentored by an Engineer or functional manager; works within budgets and schedules. Minimum Education: Bachelor Degree and Engineer in Training (E.I.T.) certified or candidate for certification.
Chemical Engineer - Junior Level	Three years' specialized technical experience in a functional area of expertise. Applies expertise to broadly stated technical problems. Plans, schedules, conducts and coordinates detailed phases of engineering work. Plans, coordinates or prepares equipment or work specifications. Prepares conceptual studies, designs or reports. Performs problem analysis and original design. Conducts engineering studies/assessments and makes recommendations. Minimum Education: BS degree in an engineering discipline.
Chemical Engineer - Mid Level	Six years' specialized technical experience in a functional area of expertise. Applies expertise to broadly stated technical problems. Plans, schedules, conducts and coordinates detailed phases of engineering work. Plans, coordinates or prepares equipment or work specifications. Prepares conceptual studies, designs or reports. Performs problem analysis and original design. Conducts engineering studies/assessments and makes recommendations. Minimum Education: BS degree in an engineering discipline.

Labor Category	Position Description
Chemical Engineer - Senior Level	Nine years' specialized technical experience in a functional area of expertise. Applies expertise to broadly stated technical problems. Plans, schedules, conducts, and coordinates detailed phases of engineering work. Plans, coordinates or prepares equipment or work specifications. Prepares conceptual studies, designs or reports. Performs problem analysis and original design. Conducts engineering studies/assessments and makes recommendations. Minimum Education: BS degree in an engineering discipline.
Civil Engineer - Junior Level	Three years' specialized technical experience in a functional area of expertise. Functional responsibility: Applies expertise to broadly stated technical problems. Plans, schedules, conducts, and coordinates detailed phases of engineering work. Plans, coordinates, or prepares equipment or work specifications. Prepares conceptual studies, designs, or reports. Performs problem analysis and original design. Conducts engineering studies/assessments and makes recommendations. Minimum Education: BS degree in an engineering discipline.
Civil Engineer - Mid Level	Six years' specialized technical experience in a functional area of expertise. Functional responsibility: Applies expertise to broadly stated technical problems. Plans, schedules, conducts, and coordinates detailed phases of engineering work. Plans, coordinates, or prepares equipment or work specifications. Prepares conceptual studies, designs, or reports. Performs problem analysis and original design. Conducts engineering studies/assessments and makes recommendations. Minimum Education: BS degree in an engineering discipline.
Civil Engineer - Senior Level	Nine years' specialized technical experience in a functional area of expertise. Functional responsibility: Applies expertise to broadly stated technical problems. Plans, schedules, conducts, and coordinates detailed phases of engineering work. Plans, coordinates, or prepares equipment or work specifications. Prepares conceptual studies, designs, or reports. Performs problem analysis and original design. Conducts engineering studies/assessments and makes recommendations. Minimum Education: BS degree in an engineering discipline.
Clerk - Junior Level	Two years' experience in an office environment. Carries out assignments on projects. Applies knowledge in a well-defined area in which qualified.
Clerk - Mid Level	Four years' experience in an office environment. Carries out assignments on projects. Applies knowledge in a well-defined area in which qualified.
Clerk - Senior Level	Six years' experience in an office environment. Carries out assignments on projects. Applies knowledge in a well-defined area in which qualified.
Contracts Manager	Ten years' experience in contracts management and/or administration. Functional responsibility: Administers contracts and subordinate tasks in support of Project Managers; provide staff assistance, advice, and contract reviews; exercises independent judgment regarding contractual issues; provides subcontracting support to projects; prepares and issues contract reports; prepares contract issue papers; prepares contract claims; and maintains contract master files. Executes work within budgets and schedules. Minimum Education: Bachelor Degree.

Labor Category	Position Description
Department Manager	Fifteen years' experience in the engineering or scientific discipline applicable to the position. Functional responsibility: Supervises the activities of technical department. Responsible for employee and departmental performance, budget preparation and goal achievement, and departmental policies and procedures. Minimum Education: Bachelor degree in the engineering discipline applicable to the department and may possess Professional Engineer registration.
Design Specialist	Seven years' design or drafting experience or equivalent comprised of formal technical educational training and practical work experience. Applies standard engineering tasks and exhibits an intimate working knowledge of applicable codes, specifications, and standards; performs sophisticated and complex designs and calculations in accordance with established departmental standards; checks and assists designers and drafters; executes work within budgets and schedules. Minimum Education: Bachelor Degree or equivalent experience.
Designer	Seven years' experience in a drafting or design environment. Functional responsibility: Plans and executes designs from basic data supplied. Prepares drawings and/or constructs detailed scale models showing complete engineered systems and/or structures. Reviews and checks calculations, design models, drawings, and design documents. Minimum Education: BS degree in an engineering discipline.
Designer - Junior Level	Experience in a drafting or design environment. Functional responsibility: Plans and executes designs from basic data supplied. Prepares drawings and/or constructs detailed scale models showing complete engineered systems and/or structures. Reviews and checks calculations, design models, drawings, and design documents. Minimum Education: BS degree in an engineering discipline.
Designer - Mid Level	Five years' experience in a drafting or design environment. Functional responsibility: Plans and executes designs from basic data supplied. Prepares drawings and/or constructs detailed scale models showing complete engineered systems and/or structures. Reviews and checks calculations, design models, drawings, and design documents. Minimum Education: BS degree in an engineering discipline.
Designer - Senior Level	Seven years' experience in a drafting or design environment. Functional responsibility: Plans and executes designs from basic data supplied. Prepares drawings and/or constructs detailed scale models showing complete engineered systems and/or structures. Reviews and checks calculations, design models, drawings, and design documents. Minimum Education: BS degree in an engineering discipline.
Document Control Clerk	Six years' of administrative experience. Tracks all project deliverables and, as directed by the Project Manager, outgoing project correspondence; maintains the Project Master File; assures appropriate control of official and classified documents in project files; and establishes and maintains version/configuration control of project drawings, studies, and reports. Minimum Education: Bachelor Degree or equivalent experience.
Drafter - Junior Level	Graduate to 5 years' experience in a technical drawing environment. Prepares detailed design and construction drawings from survey data, engineering sketches and notes. Performs drawing data reduction using computer-aided design software and reduction of survey notes and engineering calculations. Minimum high school degree; BS degree in Graphic Arts or Engineering Technology preferred.

Labor Category	Position Description
Drafter - Mid Level	Six years' experience in a technical drawing environment. Prepares detailed design and construction drawings from survey data, engineering sketches and notes. Performs drawing data reduction using computer-aided design software and reduction of survey notes and engineering calculations. Minimum high school degree; BS degree in Graphic Arts or Engineering Technology preferred.
Drafter - Senior Level	Eight years' experience in a technical drawing environment. Prepares detailed design and construction drawings from survey data, engineering sketches and notes. Performs drawing data reduction using computer-aided design software and reduction of survey notes and engineering calculations. Minimum high school degree; BS degree in Graphic Arts or Engineering Technology preferred.
Electrical Engineer - Junior Level	Three years' specialized technical experience in a functional area of expertise. Applies expertise to broadly stated technical problems. Plans, schedules, conducts and coordinates detailed phases of engineering work. Plans, coordinates or prepares equipment or work specifications. Prepares conceptual studies, designs, or reports. Performs problem analysis and original design. Conducts engineering studies/assessments and makes recommendations. Minimum Education: BS degree in an engineering discipline.
Electrical Engineer - Mid Level	Six years' specialized technical experience in a functional area of expertise. Applies expertise to broadly stated technical problems. Plans, schedules, conducts and coordinates detailed phases of engineering work. Plans, coordinates or prepares equipment or work specifications. Prepares conceptual studies, designs or reports. Performs problem analysis and original design. Conducts engineering studies/assessments and makes recommendations. Minimum Education: BS degree in an engineering discipline.
Electrical Engineer - Senior Level	Nine years' specialized technical experience in a functional area of expertise. Applies expertise to broadly stated technical problems. Plans, schedules, conducts, and coordinates detailed phases of engineering work. Plans, coordinates, or prepares equipment or work specifications. Prepares conceptual studies, designs, or reports. Performs problem analysis and original design. Conducts engineering studies/assessments and makes recommendations. Minimum Education: BS degree in an engineering discipline.
Engineer	Eight years' of professional experience in one or more engineering disciplines; six years in a technical supervisory position; four years' project management experience. Functional responsibility: Plans and directs engineering assignments on a project; prepares and/or approves project procedures for engineering; prepares project studies, reports, forecasts, and special engineering reports. Supervises subordinate engineers. Minimum Education: BS degree in an engineering discipline.
Engineering Supervisor - Junior Level	Ten years' specialized technical experience in a functional area of expertise. Manages multiple engineering projects and personnel. Organizes, directs, and coordinates planning and development of project execution. Demonstrates a high level of communication skills with all levels of management. Directs project feasibility studies. Under stringent timeframes, assembles and recruits personnel to perform assigned tasks. Establishes and alters (as necessary) the management structure to effectively direct engineering support activities. Assigns, schedules, and reviews the work of subordinates. Plans scope definition, project procedures, budgets, and schedules and ensures conformance to same. Interprets policies, purposes, and goals of the organization for subordinates. Minimum Education: BS degree in an engineering discipline.

Labor Category	Position Description
Engineering Supervisor - Mid Level	Fifteen years' specialized technical experience in a functional area of expertise. Manages multiple engineering projects and personnel. Organizes, directs, and coordinates planning and development of project execution. Demonstrates a high level of communication skills with all levels of management. Directs project feasibility studies. Under stringent timeframes, assembles and recruits personnel to perform assigned tasks. Establishes and alters (as necessary) the management structure to effectively direct engineering support activities. Assigns, schedules, and reviews the work of subordinates. Plans scope definition, project procedures, budgets, and schedules and ensures conformance to same. Interprets policies, purposes, and goals of the organization for subordinates. Minimum Education: BS degree in an engineering discipline.
Engineering Supervisor - Senior Level	Twenty years' specialized technical experience in a functional area of expertise. Manages multiple engineering projects and personnel. Organizes, directs, and coordinates planning and development of project execution. Demonstrates a high level of communication skills with all levels of management. Directs project feasibility studies. Under stringent timeframes, assembles and recruits personnel to perform assigned tasks. Establishes and alters (as necessary) the management structure to effectively direct engineering support activities. Assigns, schedules, and reviews the work of subordinates. Plans scope definition, project procedures, budgets, and schedules and ensures conformance to same. Interprets policies, purposes, and goals of the organization for subordinates. Minimum Education: BS degree in an engineering discipline.
Environmental Engineer - Junior Level	Three years' specialized technical experience in a functional area of expertise. Applies expertise to broadly stated technical problems. Plans, schedules, conducts, and coordinates detailed phases of engineering work. Plans, coordinates, or prepares equipment or work specifications. Prepares conceptual studies, designs, or reports. Performs problem analysis and original design. Conducts engineering studies/assessments and makes recommendations. Minimum Education: BS degree in an engineering discipline.
Environmental Engineer - Mid Level	Six years' specialized technical experience in a functional area of expertise. Applies expertise to broadly stated technical problems. Plans, schedules, conducts, and coordinates detailed phases of engineering work. Plans, coordinates, or prepares equipment or work specifications. Prepares conceptual studies, designs, or reports. Performs problem analysis and original design. Conducts engineering studies/assessments and makes recommendations. Minimum Education: BS degree in an engineering discipline.
Environmental Engineer - Senior Level	Nine years' specialized technical experience in a functional area of expertise. Applies expertise to broadly stated technical problems. Plans, schedules, conducts, and coordinates detailed phases of engineering work. Plans, coordinates, or prepares equipment or work specifications. Prepares conceptual studies, designs, or reports. Performs problem analysis and original design. Conducts engineering studies/assessments and makes recommendations. Minimum Education: BS degree in an engineering discipline.
Estimator	Six years of engineering or estimating experience. In-depth review and analysis of plans, specifications, and drawings; develops orderly and accurate cost/schedule estimates based on sound practice and judgment; prepares bills of material; coordinates and recapitulates estimates. Executes work within budgets and schedules. Minimum Education: Bachelor Degree or equivalent experience.

Labor Category	Position Description
Geotechnical Engineer - Junior Level	Three years' specialized technical experience in a functional area of expertise. Applies expertise to broadly stated technical problems. Plans, schedules, conducts, and coordinates detailed phases of engineering work. Plans, coordinates, or prepares equipment or work specifications. Prepares conceptual studies, designs, or reports. Performs problem analysis and original design. Conducts engineering studies/assessments and makes recommendations. Minimum Education: BS degree in an engineering discipline.
Geotechnical Engineer - Mid Level	Six years' specialized technical experience in a functional area of expertise. Applies expertise to broadly stated technical problems. Plans, schedules, conducts, and coordinates detailed phases of engineering work. Plans, coordinates, or prepares equipment or work specifications. Prepares conceptual studies, designs, or reports. Performs problem analysis and original design. Conducts engineering studies/assessments and makes recommendations. Minimum Education: BS degree in an engineering discipline.
Geotechnical Engineer - Senior Level	Nine years' specialized technical experience in a functional area of expertise. Applies expertise to broadly stated technical problems. Plans, schedules, conducts, and coordinates detailed phases of engineering work. Plans, coordinates, or prepares equipment or work specifications. Prepares conceptual studies, designs, or reports. Performs problem analysis and original design. Conducts engineering studies/assessments and makes recommendations. Minimum Education: BS degree in an engineering discipline.
Graphic Designer	Two years' experience. Supports projects and proposals with graphic arts and design services; provides advice and assistance regarding page composition and design; assists project personnel in defining requirements for purchased graphic design services; and assists Technical Writer/Editors regarding the integration of designs into documents and publications. Executes work within budgets and schedules. Minimum Education: Bachelor Degree or equivalent experience.
Group Leader	Ten years' of experience in the applicable engineering discipline. Oversees and coordinates the activities of the engineering group. Advises and assists the department manager. Prepares and executes project plans and budgets for the engineering group. Functions as technical lead. Assists in the development of employees. Executes work within budgets and schedules. Minimum Education: Bachelor degree in the applicable engineering discipline and Professional Engineer registration required.
Group Leader (Estimating)	Ten years' of engineering or estimating. Functional responsibility: Oversees and coordinates the activities of the estimating group. Advises and assists the department manager. Prepares and executes project plans and budgets for the estimating group. Functions as technical lead. Assists in the development of employees. Executes work within budgets and schedules. Minimum Education: Bachelor Degree.
Health & Safety Engineer - Junior Level	Three years' specialized technical experience in a functional area of expertise. Applies expertise to broadly stated technical problems. Plans, schedules, conducts, and coordinates detailed phases of engineering work. Plans, coordinates, or prepares equipment or work specifications. Prepares conceptual studies, designs, or reports. Performs problem analysis and original design. Conducts engineering studies/assessments and makes recommendations. Minimum Education: BS degree in an engineering discipline.

Labor Category	Position Description
Health & Safety Engineer - Mid Level	Six years' specialized technical experience in a functional area of expertise. Applies expertise to broadly stated technical problems. Plans, schedules, conducts, and coordinates detailed phases of engineering work. Plans, coordinates, or prepares equipment or work specifications. Prepares conceptual studies, designs, or reports. Performs problem analysis and original design. Conducts engineering studies/assessments and makes recommendations. Minimum Education: BS degree in an engineering discipline.
Health & Safety Engineer - Senior Level	Nine years' specialized technical experience in a functional area of expertise. Applies expertise to broadly stated technical problems. Plans, schedules, conducts, and coordinates detailed phases of engineering work. Plans, coordinates, or prepares equipment or work specifications. Prepares conceptual studies, designs, or reports. Performs problem analysis and original design. Conducts engineering studies/assessments and makes recommendations. Minimum Education: BS degree in an engineering discipline.
Junior Drafter	Graduate-to-two years' drafting or CAD experience. Performs simple drafting and/or CAD assignments from sketches or "red line" drawings; makes legible had sketches of field conditions; performs work under daily supervision. Executes work within budgets and schedules. Minimum high school degree; BS degree in Graphic Arts or Engineering Technology preferred.
Lead Designer	Eight years' design or drafting experience or equivalent comprised of formal technical training and practical work experience. Applies standard engineering tasks and exhibits a working knowledge of applicable codes, specifications, and standards; performs complex designs and calculations in accordance with established departmental standards with a minimum of supervision; checks and assists designers and drafters; gathers field information and solves field problems; executes work within budgets and schedules. Minimum Education: Bachelor Degree or equivalent experience.
Lead Project Controller	Ten to fifteen years of experience. Functional responsibility: Provides project administration and tracking services to Project Managers; exercises independent judgment regarding administration of project accounts; provides staff advice and analysis to Project Managers; and serves as the project's interface with the automated project control and accounting systems. Minimum Education: Bachelor Degree.
Lead Technical Writer/Editor	Seven years of engineering or technical experience; proven writing skills. Functional responsibility: Coordinates with the Project Manager/Engineer on the total scope of documents required on the project; prepares labor hour estimates and work scopes for document preparation; oversees the document preparation and production process; resolves complex issues of format and style; provides guidance and assistance to senior technical writer/editor and technical writer/editor; provides staff advice and assistance regarding company-wide correspondence policy and formats. Executes work within budgets and schedules. Minimum Education: Bachelor Degree or equivalent experience.
Manufacturing Engineer - Junior Level	Five years' specialized technical experience in a functional area of expertise. Applies expertise to broadly stated technical problems. Plans, schedules, conducts, and coordinates detailed phases of engineering work. Plans, coordinates, or prepares equipment or work specifications. Prepares conceptual studies, designs, or reports. Performs problem analysis and original design. Conducts engineering studies/assessments and makes recommendations. Minimum Education: BS degree in an engineering discipline.

Labor Category	Position Description
Manufacturing Engineer - Mid Level	Ten years' specialized technical experience in a functional area of expertise. Applies expertise to broadly stated technical problems. Plans, schedules, conducts, and coordinates detailed phases of engineering work. Plans, coordinates, or prepares equipment or work specifications. Prepares conceptual studies, designs, or reports. Performs problem analysis and original design. Conducts engineering studies/assessments and makes recommendations. Minimum Education: BS degree in an engineering discipline.
Manufacturing Engineer - Senior Level	Fifteen years' specialized technical experience in a functional area of expertise. Applies expertise to broadly stated technical problems. Plans, schedules, conducts, and coordinates detailed phases of engineering work. Plans, coordinates, or prepares equipment or work specifications. Prepares conceptual studies, designs, or reports. Performs problem analysis and original design. Conducts engineering studies/assessments and makes recommendations. Minimum Education: BS degree in an engineering discipline.
Mechanical Engineer - Junior Level	Three years' specialized technical experience in a functional area of expertise. Applies expertise to broadly stated technical problems. Plans, schedules, conducts, and coordinates detailed phases of engineering work. Plans, coordinates, or prepares equipment or work specifications. Prepares conceptual studies, designs, or reports. Performs problem analysis and original design. Conducts engineering studies/assessments and makes recommendations. Minimum Education: BS degree in an engineering discipline.
Mechanical Engineer - Mid Level	Six years' specialized technical experience in a functional area of expertise. Applies expertise to broadly stated technical problems. Plans, schedules, conducts, and coordinates detailed phases of engineering work. Plans, coordinates, or prepares equipment or work specifications. Prepares conceptual studies, designs, or reports. Performs problem analysis and original design. Conducts engineering studies/assessments and makes recommendations. Minimum Education: BS degree in an engineering discipline.
Mechanical Engineer - Senior Level	Nine years' specialized technical experience in a functional area of expertise. Applies expertise to broadly stated technical problems. Plans, schedules, conducts, and coordinates detailed phases of engineering work. Plans, coordinates, or prepares equipment or work specifications. Prepares conceptual studies, designs, or reports. Performs problem analysis and original design. Conducts engineering studies/assessments and makes recommendations. Minimum Education: BS degree in an engineering discipline.
Process Engineer - Junior Level	Five years' specialized technical experience in a functional area of expertise. Applies expertise to broadly stated technical problems. Plans, schedules, conducts, and coordinates detailed phases of engineering work. Plans, coordinates, or prepares equipment or work specifications. Prepares conceptual studies, designs, or reports. Performs problem analysis and original design. Conducts engineering studies/assessments and makes recommendations. Minimum Education: BS degree in an engineering discipline.
Process Engineer - Mid Level	Ten years' specialized technical experience in a functional area of expertise. Applies expertise to broadly stated technical problems. Plans, schedules, conducts, and coordinates detailed phases of engineering work. Plans, coordinates, or prepares equipment or work specifications. Prepares conceptual studies, designs, or reports. Performs problem analysis and original design. Conducts engineering studies/assessments and makes recommendations. Minimum Education: BS degree in an engineering discipline.

Labor Category	Position Description
Process Engineer - Senior Level	Fifteen years' specialized technical experience in a functional area of expertise. Applies expertise to broadly stated technical problems. Plans, schedules, conducts, and coordinates detailed phases of engineering work. Plans, coordinates, or prepares equipment or work specifications. Prepares conceptual studies, designs, or reports. Performs problem analysis and original design. Conducts engineering studies/assessments and makes recommendations. Minimum Education: BS degree in an engineering discipline.
Program Manager - Mid Level	Fifteen years of progressively responsible technical or managerial experience in one or more engineering disciplines; three years managing large, complex projects involving a large number of people. Functional responsibility: Manages multiple engineering projects and personnel. Organizes, directs, and coordinates planning and development of project execution. Demonstrates a high level of communication skills with all levels of management. Directs project feasibility studies. Under stringent timeframes, assembles and recruits personnel to perform assigned tasks. Establishes and alters (as necessary) the management structure to effectively direct engineering support activities. Assigns, schedules, and reviews the work of subordinates. Plans scope definition, project procedures, budgets, and schedules and ensures conformance to same. Interprets policies, purposes, and goals of the organization for subordinates. Minimum Education: BS degree.
Program Manager - Senior Level	Twenty years of progressively responsible technical or managerial experience in one or more engineering disciplines; three years managing large, complex projects involving a large number of people. Functional responsibility: Manages multiple engineering projects and personnel. Organizes, directs, and coordinates planning and development of project execution. Demonstrates a high level of communication skills with all levels of management. Directs project feasibility studies. Under stringent timeframes, assembles and recruits personnel to perform assigned tasks. Establishes and alters (as necessary) the management structure to effectively direct engineering support activities. Assigns, schedules, and reviews the work of subordinates. Plans scope definition, project procedures, budgets, and schedules and ensures conformance to same. Interprets policies, purposes, and goals of the organization for subordinates. Minimum Education: BS degree.
Project Administrator	Five years of experience. Tracks project budgets and schedule in the automated project control and accounting systems; provides status and reports to Project Managers; administers project accounts as directed; and provides other project administration assistance to Project Managers as directed. Minimum Education: Bachelor Degree or equivalent experience.
Project Analyst - Junior Level	Two years of specialized technical experience in a functional area of expertise. Carries our assignments on projects. Supports cost estimating, analysis, controls activities, schedule development, and maintenance and monitoring activities as directed. Duties encompass a variety of tasks, allowing some latitude in judgment but remaining in a well-defined area. Minimum Education: BS degree in relevant functional area.
Project Analyst - Mid Level	Four years of specialized technical experience in a functional area of expertise. Carries our assignments on projects. Supports cost estimating, analysis, controls activities, schedule development, and maintenance and monitoring activities as directed. Duties encompass a variety of tasks, allowing some latitude in judgment but remaining in a well-defined area. Minimum Education: BS degree in relevant functional area.

Labor Category	Position Description
Project Analyst - Senior Level	Six years of specialized technical experience in a functional area of expertise. Carries our assignments on projects. Supports cost estimating, analysis, controls activities, schedule development, and maintenance and monitoring activities as directed. Duties encompass a variety of tasks, allowing some latitude in judgment but remaining in a well-defined area. Minimum Education: BS degree in relevant functional area.
Project Control Engineer - Junior Level	Three years of specialized technical experience in a functional area of expertise. Provides technical leadership in a well-defined technical area in which the individual is recognized as being an authority. Plans, conducts, and supervises projects requiring proven technical area management skills. Establishes technical objectives of projects and establishes and controls schedules and budgets. Minimum Education: BS degree in relevant functional area.
Project Control Engineer - Mid Level	Ten years of specialized technical experience in a functional area of expertise. Provides senior technical leadership in a well-defined technical area in which the individual is recognized as being an authority. Plans, conducts, and supervises projects requiring proven technical area management skills. Establishes technical objectives of projects and establishes and controls schedules and budgets. Minimum Education: BS degree in relevant functional area.
Project Control Engineer - Senior Level	Fifteen years of specialized technical experience in a functional area of expertise. Provides senior technical leadership in a well-defined technical area in which the individual is recognized as being an authority. Plans, conducts, and supervises projects requiring proven technical area management skills. Establishes technical objectives of projects and establishes and controls schedules and budgets. Minimum Education: BS degree in relevant functional area.
Project Engineer	Ten years of professional experience in one or more engineering disciplines; six years in a technical supervisory position; four years' project management experience. Functional responsibility: Plans and directs engineering assignments on a project; prepares and/or approves project procedures for engineering; and prepares project studies, reports, forecasts, and special engineering reports. Supervises subordinate engineers. Minimum Education: BS degree in an engineering discipline.
Project Engineer - Junior Level	Three years of professional experience in one or more engineering disciplines. Plans and directs engineering assignments on a project; prepares and/or approves project procedures for engineering; and prepares project studies, reports, forecasts, and special engineering reports. Supervises subordinate engineers. Minimum Education: BS degree in an engineering discipline.

Labor Category	Position Description
Project Engineer - Mid Level	Six years of professional experience in one or more engineering disciplines. Plans and directs engineering assignments on a project; prepares and/or approves project procedures for engineering; and prepares project studies, reports, forecasts, and special engineering reports. Supervises subordinate engineers. Minimum Education: BS degree in an engineering discipline.
Project Engineer - Senior Level	Nine years of professional experience in one or more engineering disciplines. Plans and directs engineering assignments on a project; prepares and/or approves project procedures for engineering; and prepares project studies, reports, forecasts, and special engineering reports. Supervises subordinate engineers. Minimum Education: BS degree in an engineering discipline.
Project Manager	Ten years of engineering experience. Responsible for efficient business management and administrative direction of projects, including contractual commitment, coordination of schedules and budgets, and client contact through the entire project. Minimum Education: Bachelor Degree.
QA Engineer - Junior Level	Three years' specialized technical experience in a functional area of expertise. Applies expertise to broadly stated technical problems. Plans, schedules, conducts, and coordinates detailed phases of engineering work. Plans, coordinates, or prepares equipment or work specifications. Prepares conceptual studies, designs, or reports. Performs problem analysis and original design. Conducts engineering studies/assessments and makes recommendations. Minimum Education: BS degree in an engineering discipline.
QA Engineer - Mid Level	Six years' specialized technical experience in a functional area of expertise. Applies expertise to broadly stated technical problems. Plans, schedules, conducts, and coordinates detailed phases of engineering work. Plans, coordinates, or prepares equipment or work specifications. Prepares conceptual studies, designs, or reports. Performs problem analysis and original design. Conducts engineering studies/assessments and makes recommendations. Minimum Education: BS degree in an engineering discipline.
QA Engineer - Senior Level	Nine years' specialized technical experience in a functional area of expertise. Applies expertise to broadly stated technical problems. Plans, schedules, conducts, and coordinates detailed phases of engineering work. Plans, coordinates, or prepares equipment or work specifications. Prepares conceptual studies, designs, or reports. Performs problem analysis and original design. Conducts engineering studies/assessments and makes recommendations. Minimum Education: BS degree in an engineering discipline.
Senior Department Manager	Fifteen years' experience in the engineering or scientific discipline applicable to the position. Supervises the activities of technical department. Responsible for employee and departmental performance, budget preparation and goal achievement, and departmental policies and procedures. Senior Department Managers may be detailed to corporate-level temporary assignments or studies. Minimum Education: Bachelor degree in the engineering discipline applicable to the department.
Senior Designer	Eight years' design or drafting experience or equivalent comprised of formal technical training and practical work experience. Applies standard engineering tasks and exhibits a working knowledge of applicable codes; performs complicated designs and calculations in accordance with established department standards; checks and assists designers and drafters; and works within budgets and schedules. Minimum Education: Bachelor Degree or equivalent experience.

Labor Category	Position Description
Senior Drafter/CAD Operator	Five years of design and/or drafting experience. Prepares drawings from sketches, descriptions, and instructions; makes revisions to existing drawings from verbal explanations and revises complex drawings from sketches; understands and observes all department drafting and CAD standards; independently resolves most drafting or CAD production problems; proficient in the use of field equipment and may supervise the gathering of field data and field reports; and provides guidance and assistance to drafters and junior drafters. Executes work within budgets and schedules. Minimum Education: Bachelor Degree or equivalent experience.
Senior Engineer	Ten years' engineering experience in the applicable engineering discipline. Functional responsibility: Performs sophisticated and complex designs, studies, and calculations; independently evaluates the selection and/or modification of standard techniques, procedures, criteria, and systems to meet project goals; prepares and coordinates reports, studies, and calculations; performs engineering checks; assists the project engineer and department manager as necessary; and executes work within budgets and schedules. Minimum Education: Bachelor Degree.
Senior Estimator	Eight years of engineering or estimating experience. In-depth review and analysis of plans, specifications, and drawings; develops orderly and accurate cost/schedule estimates based on sound practice and judgment; prepares bills of material; and coordinates and recapitulates estimates. Executes work within budgets and schedules. Minimum Education: Bachelor Degree or equivalent experience.
Senior Project Controller	Ten years of experience. Provides project administration and tracking services to Project Managers; exercises independent judgment regarding administration of project accounts; provides staff advice, assistance, and analysis to Project Managers; and serves as the project's interface with the automated project control and accounting systems. Minimum Education: Bachelor Degree or equivalent experience.
Senior Project Manager	Fifteen years of engineering experience. Manages major and/or multiple projects; assists project managers; assumes a lead role in the conceptual planning phase of projects; responsible for the development and successful execution of project plans, requirements, budgets, schedules, reports, and the contractual commitment as well as the attainment of project goals and objectives. Minimum Education: Bachelor Degree.
Senior Technical Writer/Editor	Seven years' technical experience; proven writing skills. Prepares and edits complex technical documents, contract specifications, reports, and studies in accordance with applicable style manuals. Independently resolves issues of format and style; brings issues regarding content to the attention of the author; coordinates and tracks the review process; incorporates review comments into documents; and prepares final documents for approval and release. Assists technical writers/editors as necessary. Executes work within budgets and schedules. Minimum Education: Bachelor Degree or equivalent experience.
Technical Clerical (Admin Assistant II)	High school graduate with 5 or more years' relevant experience. Additional education may be substituted for experience.
Technical Clerical (Admin Assistant III)	High school graduate with 3 or more years' relevant experience. Additional education may be substituted for experience.

Labor Category	Position Description
Technical Writer/Editor	Three years' technical experience; proven writing skills. Prepares and/or edits technical documents, contract specifications, reports, and studies in accordance with applicable style manuals. Coordinates the review of documents; incorporates comments; and prepares final documents for approval and release. Executes work within budgets and schedules. Minimum Education: Bachelor Degree or equivalent experience.
Test Engineer - Junior Level	Three years' specialized technical experience in a functional area of expertise. Applies expertise to broadly stated technical problems. Plans, schedules, conducts, and coordinates detailed phases of engineering work. Plans, coordinates, or prepares equipment or work specifications. Prepares conceptual studies, designs, or reports. Performs problem analysis and original design. Conducts engineering studies/assessments and makes recommendations. Minimum Education: BS degree in an engineering discipline.
Test Engineer - Mid Level	Six years' specialized technical experience in a functional area of expertise. Applies expertise to broadly stated technical problems. Plans, schedules, conducts, and coordinates detailed phases of engineering work. Plans, coordinates, or prepares equipment or work specifications. Prepares conceptual studies, designs, or reports. Performs problem analysis and original design. Conducts engineering studies/assessments and makes recommendations. Minimum Education: BS degree in an engineering discipline.
Test Engineer - Senior Level	Nine years' specialized technical experience in a functional area of expertise. Applies expertise to broadly stated technical problems. Plans, schedules, conducts, and coordinates detailed phases of engineering work. Plans, coordinates, or prepares equipment or work specifications. Prepares conceptual studies, designs, or reports. Performs problem analysis and original design. Conducts engineering studies/assessments and makes recommendations. Minimum Education: BS degree in an engineering discipline.

Attachment B – Final Pricing

InVizion and VortexT Products

Pricing, Labor Categories, Position Descriptions, and End-User License Agreements

PRODUCT NAME	Part Number	PRODUCT DESCRIPTION	GSA OFFER PRICE (inclusive of the .75% IFF)
InVizion Analyzer	INVZ-PUL-ANLZ	InVizion Analyzer Perpetual User License - Includes a one named user license for utilize of the InVizion Analyzer (WIT) software	$4,937.03
WIT Implementation Package	WIT-IMPLMT	WIT Implementation Package - Provides review of customer data package for gap analyses (not more than 3 weeks of support, 15,000 schedule activities and/or ~200 projects/subprojects); telephone support during installation on customer servers; analysis of data and development of initial source portfolio including customizing calculation and cost allocation features (not more than three weeks of support).	$29,692.70
InVizion Analyzer Reviewer	869099000144	Per Additional Named User	$987.41
InVizion Analyzer Pro	869099000113	Per Additional Named User	$9,874.06
InVizion Executive	86909900120	Per Additional Named User	$1,481.11
InVizion API Server	869099000151	Per Server	$19,748.11
InVizion Analyzer Report Server	869099000168	Per Server	$19,748.11
InVizion Analyzer Reviewer Annual Maintenance	N/A	InVizion Analyzer Reviewer Annual Maintenance - Entitles purchaser to 12 months of general technical telephone support and access to all bug fixes, published software upgrades. Purchase required at time of license purchase.	$197.48
InVizion Analyzer Pro Annual Maintenance	N/A	InVizion Analyzer Pro Annual Maintenance - Entitles purchaser to 12 months of general technical telephone support and access to all bug fixes, published software upgrades. Purchase required at time of license purchase.	$1,974.81
InVizion Analyzer Manager Annual Maintenance	N/A	InVizion Analyzer Manager Annual Maintenance - Entitles purchaser to 12 months of general technical telephone support and access to all bug fixes, published software upgrades. Purchase required at time of license purchase.	$394.96
InVizion Analyzer Executive Annual Maintenance	N/A	InVizion Analyzer Executive Annual Maintenance - Entitles purchaser to 12 months of general technical telephone support and access to all bug fixes, published software upgrades. Purchase required at time of license purchase.	$296.22
InVizion Analyzer API Server Annual Maintenance	N/A	InVizion Analyzer API Server Annual Maintenance - Entitles purchaser to 12 months of general technical telephone support and access to all bug fixes, published software upgrades. Purchase required at time of license purchase.	$3,949.62

PRODUCT NAME	Part Number	PRODUCT DESCRIPTION	GSA OFFER PRICE (inclusive of the .75% IFF)
InVizion Analyzer Report Server Annual Maintenance	N/A	InVizion Analyzer Report Server Annual Maintenance - Entitles purchaser to 12 months of general technical telephone support and access to all bug fixes, published software upgrades. Purchase required at time of license purchase.	$3,949.62
VortexT Lite	VTEXT-LTE	**Lite Kit:** VortexT big data analytic software to identify target information, discover new information and expose strategic relationships. VortexT provides rapid data import, robust recommender and analyzer functions, and improved graphics and processing speed. Delivered in a ruggedized case is a server/workstation with one (1) VortexT server/user license and MS Office. Implementation includes four (4) hours of computational analytics support, four (4) hours of SME support and four (4) hours of training, all at GSIA's facility. Requires minimum purchase of one year of Annual Software Maintenance for the Lite Kit for the first twelve (12) months of support.	$39,232.23
VortexT Standard	VTEXT-STD	Standard Kit: VortexT big data analytic software to identify target information, discover new information and expose strategic relationships. VortexT provides rapid data import, robust recommender and analyzer functions, and improved graphics and processing speed. Delivered in a ruggedized case is one (1) server and three (3) laptop workstations with one (1) VortexT server/user and three (3) additional VortexT user licenses and MS Office. Implementation includes set up at user facility, four (4) hours of computational analytics support, four (4) hours of SME support and four (4) hours of training, all onsite at user's facility. Requires minimum purchase of one year of Annual Software Maintenance for Standard Kit for the first twelve (12) months of support.	$99,917.03
VortexT Premium	VTEXT-PRM	Premium Kit: VortexT big data analytic software to identify target information, discover new information and expose strategic relationships. VortexT provides rapid data import, robust recommender and analyzer functions, and improved graphics and processing speed. Delivered in a ruggedized case is one (1) server and six (6) laptop workstations with one (1) VortexT server/user and six (6) additional VortexT user licenses and MS Office. Implementation includes setup at user facility, eight (8) hours of computational analytics support, eight (8) hours of SME support and eight (8) hours of training, all onsite at user's facility. Requires minimum purchase of one year of Annual Software Maintenance for the Premium kit for the first twelve (12) months of support.	$150,458.50
VortexT Premium Additional Work Stations	VTEXT-PRM-ADWS	Premium Kit Additional Workstations. Available with purchase of premium kit only. One (1) additional workstation with VortexT user license and MS Office. Requires minimum purchase of one year Annual Software Maintenance for the Additional Workstation for the first twelve (12) months of support.	$15,955.71
Annual Maintenance - Lite	VTEXT-ASM-LTE	Annual Software Maintenance - Vortex Lite Kit: Required for kit purchase and not included in Kit price. Based on number of server and user licenses per kit. Must purchase a minimum of one year for first twelve (12) months of	$6,216.62

PRODUCT NAME	Part Number	PRODUCT DESCRIPTION	GSA OFFER PRICE (inclusive of the .75% IFF)
		support, additional years may be purchased at time of order.	
Annual Maintenance - Standard	VTEXT-ASM-STD	Annual Software Maintenance - Vortex Standard Kit: Required for kit purchase and not included in Kit price. Based on number of server and user licenses per kit. Must purchase a minimum of one year for first twelve (12) months of support, additional years may be purchased at time of order.	$13,676.57
Annual Maintenance - Premium	VTEXT-ASM-PRM	Annual Software Maintenance - Vortex Premium Kit: Required for kit purchase and not included in Kit price. Based on number of server and user licenses per kit. Must purchase a minimum of one year for first twelve (12) months of support, additional years may be purchased at time of order.	$21,136.52
Annual Maintenance – Additional Work Station	VTEXT-ASM-PRM-ADWS	Annual Software Maintenance - Vortex Premium Kit Additional Workstation: Required for kit purchase and not included in Kit price. Based on number of server and user licenses per kit. Must purchase a minimum of one year for first twelve (12) months of support, additional years may be purchased at time of order.	$2,486.65
Customization Package	VTEXT-CUST	Customization of the VortexT Portable Data Analytics Kit to meet client specific needs includes purchase of additional software (for example a language translation package up to approximately $8,300) and integration of that software for up to approximately $18,000; onsite installation and training for up to approximately $6,500, and SME support for up to approximately $1,500 or any combination thereof.	$29,757.74

Commercial Job Title and Hourly Rate

SIN: 54151S

Labor Category	Year 7	Year 8	Year 9	Year 10
Start Date: End Date:	4.20.2021 4.19.2022	4.20.2022 4.19.2023	4.20.2023 4.19.2024	4.20.2024 4.19.2025
Database Developer or Admin I	$81.92	$ 83.56	$ 85.23	$ 86.93
Database Developer or Admin II	$92.89	$ 94.75	$ 96.64	$ 98.58
Database Developer or Admin III	$95.99	$ 97.91	$ 99.87	$ 101.87
Database Developer or Admin IV	$122.30	$ 124.75	$ 127.24	$ 129.79
Database Developer or Admin V	$125.16	$ 127.66	$ 130.22	$ 132.82
Database Developer or Admin VI	$141.80	$ 144.64	$ 147.53	$ 150.48
IT Architect I	$87.21	$ 88.95	$ 90.73	$ 92.55
IT Architect II	$108.89	$ 111.07	$ 113.29	$ 115.55
IT Architect III	$122.18	$ 124.62	$ 127.12	$ 129.66
IT Architect IV	$139.98	$ 142.78	$ 145.64	$ 148.55
IT Architect V	$176.89	$ 180.43	$ 184.04	$ 187.72
IT Architect VI	$194.90	$ 198.80	$ 202.77	$ 206.83
Network Administrator/Engineer I	$83.73	$ 85.40	$ 87.11	$ 88.85
Network Administrator/Engineer II	$93.89	$ 95.77	$ 97.68	$ 99.64
Network Administrator/Engineer III	$114.52	$ 116.81	$ 119.15	$ 121.53
Network Administrator/Engineer IV	$119.27	$ 121.66	$ 124.09	$ 126.57
Network Administrator/Engineer V	$164.29	$ 167.58	$ 170.93	$ 174.35
Network Administrator/Engineer VI	$193.38	$ 197.25	$ 201.19	$ 205.22
Programmer/Analyst I	$76.18	$ 77.70	$ 79.26	$ 80.84
Programmer/Analyst II	$80.29	$ 81.90	$ 83.53	$ 85.20
Programmer/Analyst III	$116.50	$ 118.83	$ 121.21	$ 123.63
Programmer/Analyst IV	$149.86	$ 152.86	$ 155.91	$ 159.03
Programmer/Analyst V	$151.90	$ 154.94	$ 158.04	$ 161.20
Programmer/Analyst VI	$207.95	$ 212.11	$ 216.35	$ 220.68
Project Manager I	$132.59	$ 135.24	$ 137.95	$ 140.71
Project Manager II	$123.64	$ 126.11	$ 128.64	$ 131.21
SQA Analyst I	$76.66	$ 78.19	$ 79.76	$ 81.35
SQA Analyst II	$101.23	$ 103.25	$ 105.32	$ 107.43
SQA Analyst III	$124.96	$ 127.46	$ 130.01	$ 132.61
SQA Analyst IV	$152.13	$ 155.17	$ 158.28	$ 161.44
Technical Writer	$86.64	$ 88.37	$ 90.14	$ 91.94

Labor Category Position Descriptions	
Commercial Job Title	**Minimum/General Experience; Functional Responsibility; Minimum Education**
Database Developer or Admin I	**Minimum/General Experience**: Zero to three plus years of experience in developing or administering databases such as SQL or Oracle. Familiar with a variety of databases including IMS DB/DC, DB/2, IDMS, Relational to AS400, Oracle, SYBASE, Informix, SQL, Access, Ingress, 2, FoxPro, DataEase, Dbase, and Argus. **Functional Responsibility**: Develops databases in conjunction with client needs and consults with IT staff and clients in regard to design, implementation, and maintenance of databases. Candidate will work with the Program Director or client to meet development and administration goals, standards, and requirements for their databases. Responsible for building/installing databases on servers/clients. Maintain and create users, nodes, instances, databases, tablespaces, containers, buffer-pools and logs. Migrate data between databases. Extract data from one system into flat files and then load into the database without constraints. Write stored procedures, and triggers to populate data from non-constraints tables to normalized tables with constraints. Tune the database manager configuration, database configuration parameters like buffer-pools, shared memory variables, I/O variables, application heap, database heap size, logs and sort area to increase performance of the system. Analyze the execution path of the query to determine the cost, indexing and cardinality. Write scripts to create instances, databases, scheduling online, offline backups and restoring databases. Implement Active Standby Clustering, database partitioning using utilities. Provide highly technical expertise and guidance in the design, implementation, operation and maintenance of database management systems (DBMS). Evaluate and recommend available DBMS products after matching requirements with system capabilities. Determine file organization, indexing methods, and security procedures for specific applications. Control the design and use of databases. Control the global view of databases, control the access to the databases, assure the safekeeping of the databases (from accidental or intentional damage or loss), and monitor the use of databases. Must be capable of defining all required database administration policies, procedures, standards, and guidelines. Is an authority on the design of databases and the use of database management systems. Evaluate and recommend available DBMS products after matching requirements with system capabilities. Prepare and deliver presentations on DBMS concepts. **Minimum Education**: A.S. degree in Computer Science or Information Technology from an accredited school/university. B.S. Degree is preferred.

Labor Category Position Descriptions	
Commercial Job Title	**Minimum/General Experience; Functional Responsibility; Minimum Education**
Database Developer or Admin II	**Minimum/General Experience**: Three to five plus years of experience in developing or administering databases such as SQL or Oracle. Familiar with a variety of databases including IMS DB/DC, DB/2, IDMS, Relational to AS400, Oracle, SYBASE, Informix, SQL, Access, Ingress, 2, FoxPro, DataEase, Dbase, and Argus. **Functional Responsibility**: Develops databases in conjunction with client needs and consults with IT staff and clients in regard to design, implementation, and maintenance of databases. Candidate will work with the Program Director or client to meet development and administration goals, standards, and requirements for their databases. Responsible for building/installing databases on servers/clients. Maintain and create users, nodes, instances, databases, tablespaces, containers, bufferpools and logs. Migrate data between databases. Extract data from one system into flat files and then load into the database without constraints. Write stored procedures, and triggers to populate data from non-constraints tables to normalized tables with constraints. Tune the database manager configuration, database configuration parameters like bufferpools, shared memory variables, I/O variables, application heap, database heap size, logs and sort area to increase performance of the system. Analyze the execution path of the query to determine the cost, indexing and cardinality. Write scripts to create instances, databases, scheduling online, offline backups and restoring databases. Implement Active Standby Clustering, database partitioning using utilities. Provide highly technical expertise and guidance in the design, implementation, operation and maintenance of database management systems (DBMS). Evaluate and recommend available DBMS products after matching requirements with system capabilities. Determine file organization, indexing methods, and security procedures for specific applications. Control the design and use of databases. Control the global view of databases, control the access to the databases, assure the safekeeping of the databases (from accidental or intentional damage or loss), and monitor the use of databases. Must be capable of defining all required database administration policies, procedures, standards, and guidelines. Is an authority on the design of databases and the use of database management systems. Evaluate and recommend available DBMS products after matching requirements with system capabilities. Prepare and deliver presentations on DBMS concepts. **Minimum Education**: A.S. degree in Computer Science or Information Technology from an accredited school/university. B.S. Degree is preferred.

Labor Category Position Descriptions	
Commercial Job Title	**Minimum/General Experience; Functional Responsibility; Minimum Education**
Database Developer or Admin III	**Minimum/General Experience**: Five to ten plus years of experience in developing or administering databases such as SQL or Oracle. Familiar with a variety of databases including IMS DB/DC, DB/2, IDMS, Relational to AS400, Oracle, SYBASE, Informix, SQL, Access, Ingress, 2, FoxPro, DataEase, Dbase, and Argus. **Functional Responsibility**: Develops databases in conjunction with client needs and consults with IT staff and clients in regard to design, implementation, and maintenance of databases. Candidate will work with the Program Director or client to meet development and administration goals, standards, and requirements for their databases. Responsible for building/installing databases on servers/clients. Maintain and create users, nodes, instances, databases, tablespaces, containers, bufferpools and logs. Migrate data between databases. Extract data from one system into flat files and then load into the database without constraints. Write stored procedures, and triggers to populate data from non-constraints tables to normalized tables with constraints. Tune the database manager configuration, database configuration parameters like bufferpools, shared memory variables, I/O variables, application heap, database heap size, logs and sort area to increase performance of the system. Analyze the execution path of the query to determine the cost, indexing and cardinality. Write scripts to create instances, databases, scheduling online, offline backups and restoring databases. Implement Active Standby Clustering, database partitioning using utilities. Provide highly technical expertise and guidance in the design, implementation, operation and maintenance of database management systems (DBMS). Evaluate and recommend available DBMS products after matching requirements with system capabilities. Determine file organization, indexing methods, and security procedures for specific applications. Control the design and use of databases. Control the global view of databases, control the access to the databases, assure the safekeeping of the databases (from accidental or intentional damage or loss), and monitor the use of databases. Must be capable of defining all required database administration policies, procedures, standards, and guidelines. Is an authority on the design of databases and the use of database management systems. Evaluate and recommend available DBMS products after matching requirements with system capabilities. Prepare and deliver presentations on DBMS concepts. **Minimum Education**: A.S. degree in Computer Science or Information Technology from an accredited school/university. B.S. Degree is preferred.

Labor Category Position Descriptions	
Commercial Job Title	**Minimum/General Experience; Functional Responsibility; Minimum Education**
Database Developer or Admin IV	**Minimum/General Experience**: Ten to fifteen plus years of experience in developing or administering databases such as SQL or Oracle. Familiar with a variety of databases including IMS DB/DC, DB/2, IDMS, Relational to AS400, Oracle, SYBASE, Informix, SQL, Access, Ingress, 2, FoxPro, DataEase, Dbase, and Argus. **Functional Responsibility**: Develops databases in conjunction with client needs and consults with IT staff and clients in regard to design, implementation, and maintenance of databases. Candidate will work with the Program Director or client to meet development and administration goals, standards, and requirements for their databases. Responsible for building/installing databases on servers/clients. Maintain and create users, nodes, instances, databases, tablespaces, containers, bufferpools and logs. Migrate data between databases. Extract data from one system into flat files and then load into the database without constraints. Write stored procedures, and triggers to populate data from non-constraints tables to normalized tables with constraints. Tune the database manager configuration, database configuration parameters like bufferpools, shared memory variables, I/O variables, application heap, database heap size, logs and sort area to increase performance of the system. Analyze the execution path of the query to determine the cost, indexing and cardinality. Write scripts to create instances, databases, scheduling online, offline backups and restoring databases. Implement Active Standby Clustering, database partitioning using utilities. Provide highly technical expertise and guidance in the design, implementation, operation and maintenance of database management systems (DBMS). Evaluate and recommend available DBMS products after matching requirements with system capabilities. Determine file organization, indexing methods, and security procedures for specific applications. Control the design and use of databases. Control the global view of databases, control the access to the databases, assure the safekeeping of the databases (from accidental or intentional damage or loss), and monitor the use of databases. Must be capable of defining all required database administration policies, procedures, standards, and guidelines. Is an authority on the design of databases and the use of database management systems. Evaluate and recommend available DBMS products after matching requirements with system capabilities. Prepare and deliver presentations on DBMS concepts. **Minimum Education**: A.S. degree in Computer Science or Information Technology from an accredited school/university. B.S. Degree is preferred.

Labor Category Position Descriptions

Commercial Job Title	Minimum/General Experience; Functional Responsibility; Minimum Education
Database Developer or Admin V	**Minimum/General Experience**: Fifteen to twenty plus years of experience in developing or administering databases such as SQL or Oracle. Familiar with a variety of databases including IMS DB/DC, DB/2, IDMS, Relational to AS400, Oracle, SYBASE, Informix, SQL, Access, Ingress, 2, FoxPro, DataEase, Dbase, and Argus. **Functional Responsibility**: Develops databases in conjunction with client needs and consults with IT staff and clients in regard to design, implementation, and maintenance of databases. Candidate will work with the Program Director or client to meet development and administration goals, standards, and requirements for their databases. Responsible for building/installing databases on servers/clients. Maintain and create users, nodes, instances, databases, tablespaces, containers, bufferpools and logs. Migrate data between databases. Extract data from one system into flat files and then load into the database without constraints. Write stored procedures, and triggers to populate data from non-constraints tables to normalized tables with constraints. Tune the database manager configuration, database configuration parameters like bufferpools, shared memory variables, I/O variables, application heap, database heap size, logs and sort area to increase performance of the system. Analyze the execution path of the query to determine the cost, indexing and cardinality. Write scripts to create instances, databases, scheduling online, offline backups and restoring databases. Implement Active Standby Clustering, database partitioning using utilities. Provide highly technical expertise and guidance in the design, implementation, operation and maintenance of database management systems (DBMS). Evaluate and recommend available DBMS products after matching requirements with system capabilities. Determine file organization, indexing methods, and security procedures for specific applications. Control the design and use of databases. Control the global view of databases, control the access to the databases, assure the safekeeping of the databases (from accidental or intentional damage or loss), and monitor the use of databases. Must be capable of defining all required database administration policies, procedures, standards, and guidelines. Is an authority on the design of databases and the use of database management systems. Evaluate and recommend available DBMS products after matching requirements with system capabilities. Prepare and deliver presentations on DBMS concepts. **Minimum Education**: A.S. degree in Computer Science or Information Technology from an accredited school/university. B.S. Degree is preferred.

Labor Category Position Descriptions	
Commercial Job Title	**Minimum/General Experience; Functional Responsibility; Minimum Education**
Database Developer or Admin VI	**Minimum/General Experience**: Twenty to Twenty-five plus years of experience in developing or administering databases such as SQL or Oracle. Familiar with a variety of databases including IMS DB/DC, DB/2, IDMS, Relational to AS400, Oracle, SYBASE, Informix, SQL, Access, Ingress, 2, FoxPro, DataEase, Dbase, and Argus. **Functional Responsibility**: Develops databases in conjunction with client needs and consults with IT staff and clients in regard to design, implementation, and maintenance of databases. Candidate will work with the Program Director or client to meet development and administration goals, standards, and requirements for their databases. Responsible for building/installing databases on servers/clients. Maintain and create users, nodes, instances, databases, tablespaces, containers, bufferpools and logs. Migrate data between databases. Extract data from one system into flat files and then load into the database without constraints. Write stored procedures, and triggers to populate data from non-constraints tables to normalized tables with constraints. Tune the database manager configuration, database configuration parameters like bufferpools, shared memory variables, I/O variables, application heap, database heap size, logs and sort area to increase performance of the system. Analyze the execution path of the query to determine the cost, indexing and cardinality. Write scripts to create instances, databases, scheduling online, offline backups and restoring databases. Implement Active Standby Clustering, database partitioning using utilities. Provide highly technical expertise and guidance in the design, implementation, operation and maintenance of database management systems (DBMS). Evaluate and recommend available DBMS products after matching requirements with system capabilities. Determine file organization, indexing methods, and security procedures for specific applications. Control the design and use of databases. Control the global view of databases, control the access to the databases, assure the safekeeping of the databases (from accidental or intentional damage or loss), and monitor the use of databases. Must be capable of defining all required database administration policies, procedures, standards, and guidelines. Is an authority on the design of databases and the use of database management systems. Evaluate and recommend available DBMS products after matching requirements with system capabilities. Prepare and deliver presentations on DBMS concepts. **Minimum Education**: A.S. degree in Computer Science or Information Technology from an accredited school/university. B.S. Degree is preferred.
IT Architect I	**Minimum/General Experience**: Zero to three plus years of experience in programming or analyzing programs or systems architect design, database administration, and application development. **Functional Responsibility**: Contribute to the establishment and maintenance of an overall IT architecture relevant to and consistent with business and technology direction and objectives. Develop IT technical and application architectures and participate in setting technology direction and standards. Provide technical architectural design review for major business applications and technology initiatives. Facilitate linkage with key business areas by understanding enterprise requirements and by communicating architecture frameworks best practices and standards. Develop recommendations and requirements for legacy applications to evolve towards conformance with target architecture. Continually review applications, workflow, systems, and network management and network infrastructure, for opportunities to improve effectiveness and efficiency. Translates user requirements into conceptual, logical & physical data models. Leads project teams through the whole cradle to the grave IT projects. Develops data architecture. Develops data standardization and data mapping policies. Works directly with developers and business users. **Minimum Education**: B.S. degree in Computer Science or Information Technology from an accredited school/university. M.S. Degree is preferred.

Labor Category Position Descriptions	
Commercial Job Title	**Minimum/General Experience; Functional Responsibility; Minimum Education**
IT Architect II	**Minimum/General Experience**: Three to five plus years of experience in programming or analyzing programs or systems architect design, database administration, and application development. **Functional Responsibility**: Contribute to the establishment and maintenance of an overall IT architecture relevant to and consistent with business and technology direction and objectives. Develop IT technical and application architectures and participate in setting technology direction and standards. Provide technical architectural design review for major business applications and technology initiatives. Facilitate linkage with key business areas by understanding enterprise requirements and by communicating architecture frameworks best practices and standards. Develop recommendations and requirements for legacy applications to evolve towards conformance with target architecture. Continually review applications, workflow, systems, and network management and network infrastructure, for opportunities to improve effectiveness and efficiency. Translates user requirements into conceptual, logical & physical data models. Leads project teams through the whole cradle to the grave IT projects. Develops data architecture. Develops data standardization and data mapping policies. Works directly with developers and business users. **Minimum Education**: B.S. degree in Computer Science or Information Technology from an accredited school/university. M.S. Degree is preferred.
IT Architect III	**Minimum/General Experience**: Five to ten plus years of experience in programming or analyzing programs or systems architect design, database administration, and application development. **Functional Responsibility**: Contribute to the establishment and maintenance of an overall IT architecture relevant to and consistent with business and technology direction and objectives. Develop IT technical and application architectures and participate in setting technology direction and standards. Provide technical architectural design review for major business applications and technology initiatives. Facilitate linkage with key business areas by understanding enterprise requirements and by communicating architecture frameworks best practices and standards. Develop recommendations and requirements for legacy applications to evolve towards conformance with target architecture. Continually review applications, workflow, systems, and network management and network infrastructure, for opportunities to improve effectiveness and efficiency. Translates user requirements into conceptual, logical & physical data models. Leads project teams through the whole cradle to the grave IT projects. Develops data architecture. Develops data standardization and data mapping policies. Works directly with developers and business users. **Minimum Education**: B.S. degree in Computer Science or Information Technology from an accredited school/university. M.S. Degree is preferred.

Labor Category Position Descriptions	
Commercial Job Title	**Minimum/General Experience; Functional Responsibility; Minimum Education**
IT Architect IV	**Minimum/General Experience**: Ten to fifteen plus years of experience in programming or analyzing programs or systems architect design, database administration, and application development. **Functional Responsibility**: Contribute to the establishment and maintenance of an overall IT architecture relevant to and consistent with business and technology direction and objectives. Develop IT technical and application architectures and participate in setting technology direction and standards. Provide technical architectural design review for major business applications and technology initiatives. Facilitate linkage with key business areas by understanding enterprise requirements and by communicating architecture frameworks best practices and standards. Develop recommendations and requirements for legacy applications to evolve towards conformance with target architecture. Continually review applications, workflow, systems, and network management and network infrastructure, for opportunities to improve effectiveness and efficiency. Translates user requirements into conceptual, logical & physical data models. Leads project teams through the whole cradle to the grave IT projects. Develops data architecture. Develops data standardization and data mapping policies. Works directly with developers and business users. **Minimum Education**: B.S. degree in Computer Science or Information Technology from an accredited school/university. M.S. Degree is preferred.
IT Architect V	**Minimum/General Experience**: Fifteen to twenty plus years of experience in programming or analyzing programs or systems architect design, database administration, and application development. **Functional Responsibility**: Contribute to the establishment and maintenance of an overall IT architecture relevant to and consistent with business and technology direction and objectives. Develop IT technical and application architectures and participate in setting technology direction and standards. Provide technical architectural design review for major business applications and technology initiatives. Facilitate linkage with key business areas by understanding enterprise requirements and by communicating architecture frameworks best practices and standards. Develop recommendations and requirements for legacy applications to evolve towards conformance with target architecture. Continually review applications, workflow, systems, and network management and network infrastructure, for opportunities to improve effectiveness and efficiency. Translates user requirements into conceptual, logical & physical data models. Leads project teams through the whole cradle to the grave IT projects. Develops data architecture. Develops data standardization and data mapping policies. Works directly with developers and business users. **Minimum Education**: B.S. degree in Computer Science or Information Technology from an accredited school/university. M.S. Degree is preferred.

Labor Category Position Descriptions	
Commercial Job Title	**Minimum/General Experience; Functional Responsibility; Minimum Education**
IT Architect VI	**Minimum/General Experience**: Twenty to twenty-five plus years of experience in programming or analyzing programs or systems architect design, database administration, and application development. **Functional Responsibility**: Contribute to the establishment and maintenance of an overall IT architecture relevant to and consistent with business and technology direction and objectives. Develop IT technical and application architectures and participate in setting technology direction and standards. Provide technical architectural design review for major business applications and technology initiatives. Facilitate linkage with key business areas by understanding enterprise requirements and by communicating architecture frameworks best practices and standards. Develop recommendations and requirements for legacy applications to evolve towards conformance with target architecture. Continually review applications, workflow, systems, and network management and network infrastructure, for opportunities to improve effectiveness and efficiency. Translates user requirements into conceptual, logical & physical data models. Leads project teams through the whole cradle to the grave IT projects. Develops data architecture. Develops data standardization and data mapping policies. Works directly with developers and business users. **Minimum Education**: B.S. degree in Computer Science or Information Technology from an accredited school/university. M.S. Degree is preferred.
Network Administrator / Engineer I	**Minimum/General Experience**: Zero to three plus years of experience in IT network engineering systems and administration and/or electronics to establish and maintain security within the networks. Must have a thorough understanding of electrical and electronic circuitry and systems. Possesses field engineering experience related to the actual deployment of technical systems, and holds previous experience working on and developing IP-based systems. **Functional Responsibility**: Administers system/network. Designs and maintains system/network infrastructure. Communicates and works directly with developers and business users. Troubleshoots and repairs networks. Conducts RF surveys and configuration of wireless network systems. Performs general LAN/MAN/WAN management. Installs and tests network and computer communications equipment (e.g. switches, modems, controllers, terminals, and multiplexers) using communications hardware and electrical standards. Develops, tests, and installs network and computer communications software, protocol software, application interfaces, transaction processors, and emulators, using and implementing network standards. Operates computer networks, identifies and solves problems, and performs network restart/recovery. **Minimum Education**: B.S. degree in Computer Science or Information Technology from an accredited school/university. M.S. Degree is preferred.

Labor Category Position Descriptions	
Commercial Job Title	**Minimum/General Experience; Functional Responsibility; Minimum Education**
Network Administrator / Engineer II	**Minimum/General Experience**: Three to five plus years of experience in IT network engineering systems and administration and/or electronics to establish and maintain security within the networks. Must have a thorough understanding of electrical and electronic circuitry and systems. Possesses field engineering experience related to the actual deployment of technical systems, and holds previous experience working on and developing IP-based systems. **Functional Responsibility**: Administers system/network. Designs and maintains system/network infrastructure. Communicates and works directly with developers and business users. Troubleshoots and repairs networks. Conducts RF surveys and configuration of wireless network systems. Performs general LAN/MAN/WAN management. Installs and tests network and computer communications equipment (e.g. switches, modems, controllers, terminals, and multiplexers) using communications hardware and electrical standards. Develops, tests, and installs network and computer communications software, protocol software, application interfaces, transaction processors, and emulators, using and implementing network standards. Operates computer networks, identifies and solves problems, and performs network restart/recovery. **Minimum Education**: B.S. degree in Computer Science or Information Technology from an accredited school/university. M.S. Degree is preferred.
Network Administrator / Engineer III	**Minimum/General Experience**: Five to ten plus years of experience in IT network engineering systems and administration and/or electronics to establish and maintain security within the networks. Must have a thorough understanding of electrical and electronic circuitry and systems. Possesses field engineering experience related to the actual deployment of technical systems, and holds previous experience working on and developing IP-based systems. **Functional Responsibility**: Administers system/network. Designs and maintains system/network infrastructure. Communicates and works directly with developers and business users. Troubleshoots and repairs networks. Conducts RF surveys and configuration of wireless network systems. Performs general LAN/MAN/WAN management. Installs and tests network and computer communications equipment (e.g. switches, modems, controllers, terminals, and multiplexers) using communications hardware and electrical standards. Develops, tests, and installs network and computer communications software, protocol software, application interfaces, transaction processors, and emulators, using and implementing network standards. Operates computer networks, identifies and solves problems, and performs network restart/recovery. **Minimum Education**: B.S. degree in Computer Science or Information Technology from an accredited school/university. M.S. Degree is preferred.

Labor Category Position Descriptions	
Commercial Job Title	**Minimum/General Experience; Functional Responsibility; Minimum Education**
Network Administrator / Engineer IV	**Minimum/General Experience**: Ten to fifteen plus years of experience in IT network engineering systems and administration and/or electronics to establish and maintain security within the networks. Must have a thorough understanding of electrical and electronic circuitry and systems. Possesses field engineering experience related to the actual deployment of technical systems, and holds previous experience working on and developing IP-based systems. **Functional Responsibility**: Administers system/network. Designs and maintains system/network infrastructure. Communicates and works directly with developers and business users. Troubleshoots and repairs networks. Conducts RF surveys and configuration of wireless network systems. Performs general LAN/MAN/WAN management. Installs and tests network and computer communications equipment (e.g. switches, modems, controllers, terminals, and multiplexers) using communications hardware and electrical standards. Develops, tests, and installs network and computer communications software, protocol software, application interfaces, transaction processors, and emulators, using and implementing network standards. Operates computer networks, identifies and solves problems, and performs network restart/recovery. **Minimum Education**: B.S. degree in Computer Science or Information Technology from an accredited school/university. M.S. Degree is preferred.
Network Administrator / Engineer V	**Minimum/General Experience**: Fifteen to twenty plus years of experience in IT network engineering systems and administration and/or electronics to establish and maintain security within the networks. Must have a thorough understanding of electrical and electronic circuitry and systems. Possesses field engineering experience related to the actual deployment of technical systems, and holds previous experience working on and developing IP-based systems. **Functional Responsibility**: Administers system/network. Designs and maintains system/network infrastructure. Communicates and works directly with developers and business users. Troubleshoots and repairs networks. Conducts RF surveys and configuration of wireless network systems. Performs general LAN/MAN/WAN management. Installs and tests network and computer communications equipment (e.g. switches, modems, controllers, terminals, and multiplexers) using communications hardware and electrical standards. Develops, tests, and installs network and computer communications software, protocol software, application interfaces, transaction processors, and emulators, using and implementing network standards. Operates computer networks, identifies and solves problems, and performs network restart/recovery. **Minimum Education**: B.S. degree in Computer Science or Information Technology from an accredited school/university. M.S. Degree is preferred.

Labor Category Position Descriptions	
Commercial Job Title	**Minimum/General Experience; Functional Responsibility; Minimum Education**
Network Administrator / Engineer VI	**Minimum/General Experience**: Twenty to twenty-five plus years of experience in IT network engineering systems and administration and/or electronics to establish and maintain security within the networks. Must have a thorough understanding of electrical and electronic circuitry and systems. Possesses field engineering experience related to the actual deployment of technical systems, and holds previous experience working on and developing IP-based systems. **Functional Responsibility**: Administers system/network. Designs and maintains system/network infrastructure. Communicates and works directly with developers and business users. Troubleshoots and repairs networks. Conducts RF surveys and configuration of wireless network systems. Performs general LAN/MAN/WAN management. Installs and tests network and computer communications equipment (e.g. switches, modems, controllers, terminals, and multiplexers) using communications hardware and electrical standards. Develops, tests, and installs network and computer communications software, protocol software, application interfaces, transaction processors, and emulators, using and implementing network standards. Operates computer networks, identifies and solves problems, and performs network restart/recovery. **Minimum Education**: B.S. degree in Computer Science or Information Technology from an accredited school/university. M.S. Degree is preferred.
Programmer / Analyst I	**Minimum/General Experience**: Zero to three plus years of experience in applying new and proven concepts, practices, and procedures related to the desired application development. Requires experience with two languages, at least one Data Base Management System, and at least one Operating System. May require knowledge of desired hardware, OS/platforms, databases, languages, and any or all ERP skill sets. **Functional Responsibility**: Provides technical support in the design, installation, implementation, integration, operation and maintenance of Program software such as SQL, Oracle, Cold Fusion, and/or relational database applications for Windows environments. Evaluates and recommends hardware/software enhancements as appropriate. Provide life-cycle planning/administration and execution, requirements identification, and projects budgets. Reports in writing and orally to contractor management and government representatives. Works directly with developers and business users. B.S. degree in Computer Science or Information Technology from an accredited school/university. M.S. Degree is preferred.
Programmer / Analyst II	**Minimum/General Experience**: Three to five plus years of experience in applying new and proven concepts, practices, and procedures related to the desired application development. Requires experience with two languages, at least one Data Base Management System, and at least one Operating System. May require knowledge of desired hardware, OS/platforms, databases, languages, and any or all ERP skill sets. **Functional Responsibility**: Provides technical support in the design, installation, implementation, integration, operation and maintenance of Program software such as SQL, Oracle, Cold Fusion, and/or relational database applications for Windows environments. Evaluates and recommends hardware/software enhancements as appropriate. Provide life-cycle planning/administration and execution, requirements identification, and projects budgets. Reports in writing and orally to contractor management and government representatives. Works directly with developers and business users. **Minimum Education**: B.S. degree in Computer Science or Information Technology from an accredited school/university. M.S. Degree is preferred.

Labor Category Position Descriptions	
Commercial Job Title	**Minimum/General Experience; Functional Responsibility; Minimum Education**
Programmer / Analyst III	**Minimum/General Experience**: Five to ten plus years of experience in applying new and proven concepts, practices, and procedures related to the desired application development. Requires experience with two languages, at least one Data Base Management System, and at least one Operating System. May require knowledge of desired hardware, OS/platforms, databases, languages, and any or all ERP skill sets. **Functional Responsibility**: Provides technical support in the design, installation, implementation, integration, operation and maintenance of Program software such as SQL, Oracle, Cold Fusion, and/or relational database applications for Windows environments. Evaluates and recommends hardware/software enhancements as appropriate. Provide life-cycle planning/administration and execution, requirements identification, and projects budgets. Reports in writing and orally to contractor management and government representatives. Works directly with developers and business users. **Minimum Education**: B.S. degree in Computer Science or Information Technology from an accredited school/university. M.S. Degree is preferred.
Programmer / Analyst IV	**Minimum/General Experience**: Ten to fifteen plus years of experience in applying new and proven concepts, practices, and procedures related to the desired application development. Requires experience with two languages, at least one Data Base Management System, and at least one Operating System. May require knowledge of desired hardware, OS/platforms, databases, languages, and any or all ERP skill sets. **Functional Responsibility**: Provides technical support in the design, installation, implementation, integration, operation and maintenance of Program software such as SQL, Oracle, Cold Fusion, and/or relational database applications for Windows environments. Evaluates and recommends hardware/software enhancements as appropriate. Provide life-cycle planning/administration and execution, requirements identification, and projects budgets. Reports in writing and orally to contractor management and government representatives. Works directly with developers and business users. **Minimum Education**: B.S. degree in Computer Science or Information Technology from an accredited school/university. M.S. Degree is preferred.
Programmer / Analyst V	**Minimum/General Experience**: Fifteen to twenty plus years of experience in applying new and proven concepts, practices, and procedures related to the desired application development. Requires experience with two languages, at least one Data Base Management System, and at least one Operating System. May require knowledge of desired hardware, OS/platforms, databases, languages, and any or all ERP skill sets. **Functional Responsibility**: Provides technical support in the design, installation, implementation, integration, operation and maintenance of Program software such as SQL, Oracle, Cold Fusion, and/or relational database applications for Windows environments. Evaluates and recommends hardware/software enhancements as appropriate. Provide life-cycle planning/administration and execution, requirements identification, and projects budgets. Reports in writing and orally to contractor management and government representatives. Works directly with developers and business users. **Minimum Education**: B.S. degree in Computer Science or Information Technology from an accredited school/university. M.S. Degree is preferred.

Labor Category Position Descriptions	
Commercial Job Title	**Minimum/General Experience; Functional Responsibility; Minimum Education**
Programmer / Analyst VI	**Minimum/General Experience**: Twenty to twenty-five plus years of experience in applying new and proven concepts, practices, and procedures related to the desired application development. Requires experience with two languages, at least one Data Base Management System, and at least one Operating System. May require knowledge of desired hardware, OS/platforms, databases, languages, and any or all ERP skill sets. **Functional Responsibility**: Provides technical support in the design, installation, implementation, integration, operation and maintenance of Program software such as SQL, Oracle, Cold Fusion, and/or relational database applications for Windows environments. Evaluates and recommends hardware/software enhancements as appropriate. Provide life-cycle planning/administration and execution, requirements identification, and projects budgets. Reports in writing and orally to contractor management and government representatives. Works directly with developers and business users. **Minimum Education**: B.S. degree in Computer Science or Information Technology from an accredited school/university. M.S. Degree is preferred.
Project Manager I	**Minimum/General Experience**: Five to seven years of previous IT experience. **Functional Responsibility**: Under direct supervision, handles routine, smaller-scale IT projects (projects typically less than $50,000 in scope). Plans and directs projects, including all phases of services under a contract. Ensures that tasks are completed within estimated time-frames and budget constraints, and meet requirements. Schedules and assigns duties to subordinates. Interacts with government management personnel. Reports in writing and orally to contractor management and government representatives, including the government Contracting Officer. Negotiates and makes binding decisions on behalf of the company represented. Works independently. Develops and coordinates schedules, budgets, subcontractors, etc. as needed. Obtains approvals, permits, etc. as required by federal, state, and/or local regulations and codes. Reviews all cost estimates, schedule changes, etc. Prepares and coordinates reports, studies, calculations, etc. as required. May lead conferences/meetings with client to establish project objectives and resolve all levels of design problems. **Minimum Education**: Bachelor's degree from an accredited school/university.
Project Manager II	**Minimum/General Experience**: Seven to ten years of previous IT experience. **Functional Responsibility**: Under limited supervision, handles routine, small to mid-scale IT projects (projects typically more than $50,000 but less than $250,000 in scope). Plans and directs projects, including all phases of services under a contract. Ensures that tasks are completed within estimated time-frames and budget constraints, and meet requirements. Schedules and assigns duties to subordinates. Interacts with government management personnel. Reports in writing and orally to contractor management and government representatives, including the government Contracting Officer. Negotiates and makes binding decisions on behalf of the company represented. Works independently. Develops and coordinates schedules, budgets, subcontractors, etc. as needed. Obtains approvals, permits, etc. as required by federal, state, and/or local regulations and codes. Reviews all cost estimates, schedule changes, etc. Prepares and coordinates reports, studies, calculations, etc. as required. May lead conferences/meetings with client to establish project objectives and resolve all levels of design problems. **Minimum Education**: Bachelor's degree from an accredited school/university.

Labor Category Position Descriptions

Commercial Job Title	Minimum/General Experience; Functional Responsibility; Minimum Education
SQA Analyst I	**Minimum/General Experience**: Zero to three plus years of experience applying new and proven concepts, practices, and procedures related to the desired Quality Assurance Testing. May require knowledge of desired hardware, OS/platforms, databases, languages, and any or all ERP skill sets. Requires experience with various CASE tools, including Oracle Designer and other QA testing tools. **Functional Responsibility**: Review product design documentation to ensure that requirements stated are correct, unambiguous, and verifiable. Consult with product development to evaluate system interfaces, operational requirements, and performance requirements of overall system. Use System Development Lifecycle methodologies and Software Testing Techniques Education to define test methods and create test plans for new or updated software projects to determine if the software will perform accurately and reliably according to documented requirements as well as established standards under both normal and abnormal conditions. Recommend design improvements or corrections to engineers throughout the development process. Maintain effective communication with the project software engineers on project limitation, capability, performance requirement and hardware interface changes. Execute test plans and create test reports to describe program evaluation, testing, and correction. Monitor program performance after implementation to prevent reoccurrence of program operating problems and ensure efficiency of operation. Conduct compatibility tests with vendor-provided programs. Formulate and design software systems, using scientific analysis and mathematical models to predict and measure outcome and consequences of design. Create test tools that facilitate data gathering and test method execution. Support manufacturing by verifying fixture software or any software used during production. Participate in risk management meetings. Works directly with developers and business users. **Minimum Education**: B.S. degree in Computer Science or Information Technology from an accredited school/university. M.S. degree is preferred.
SQA Analyst II	**Minimum/General Experience**: Three to five plus years of experience applying new and proven concepts, practices, and procedures related to the desired Quality Assurance Testing. May require knowledge of desired hardware, OS/platforms, databases, languages, and any or all ERP skill sets. Requires experience with various CASE tools, including Oracle Designer and other QA testing tools. **Functional Responsibility**: Review product design documentation to ensure that requirements stated are correct, unambiguous, and verifiable. Consult with product development to evaluate system interfaces, operational requirements, and performance requirements of overall system. Use System Development Lifecycle methodologies and Software Testing Techniques Education to define test methods and create test plans for new or updated software projects to determine if the software will perform accurately and reliably according to documented requirements as well as established standards under both normal and abnormal conditions. Recommend design improvements or corrections to engineers throughout the development process. Maintain effective communication with the project software engineers on project limitation, capability, performance requirement and hardware interface changes. Execute test plans and create test reports to describe program evaluation, testing, and correction. Monitor program performance after implementation to prevent reoccurrence of program operating problems and ensure efficiency of operation. Conduct compatibility tests with vendor-provided programs. Formulate and design software systems, using scientific analysis and mathematical models to predict and measure outcome and consequences of design. Create test tools that facilitate data gathering and test method execution. Support manufacturing by verifying fixture software or any software used during production. Participate in risk management meetings. Works directly with developers and business users. **Minimum Education**: B.S. degree in Computer Science or Information Technology from an accredited school/university. M.S. degree is preferred.

Labor Category Position Descriptions	
Commercial Job Title	**Minimum/General Experience; Functional Responsibility; Minimum Education**
SQA Analyst III	**Minimum/General Experience**: Five to ten plus years of experience applying new and proven concepts, practices, and procedures related to the desired Quality Assurance Testing. May require knowledge of desired hardware, OS/platforms, databases, languages, and any or all ERP skill sets. Requires experience with various CASE tools, including Oracle Designer and other QA testing tools. **Functional Responsibility**: Review product design documentation to ensure that requirements stated are correct, unambiguous, and verifiable. Consult with product development to evaluate system interfaces, operational requirements, and performance requirements of overall system. Use System Development Lifecycle methodologies and Software Testing Techniques Education to define test methods and create test plans for new or updated software projects to determine if the software will perform accurately and reliably according to documented requirements as well as established standards under both normal and abnormal conditions. Recommend design improvements or corrections to engineers throughout the development process. Maintain effective communication with the project software engineers on project limitation, capability, performance requirement and hardware interface changes. Execute test plans and create test reports to describe program evaluation, testing, and correction. Monitor program performance after implementation to prevent reoccurrence of program operating problems and ensure efficiency of operation. Conduct compatibility tests with vendor-provided programs. Formulate and design software systems, using scientific analysis and mathematical models to predict and measure outcome and consequences of design. Create test tools that facilitate data gathering and test method execution. Support manufacturing by verifying fixture software or any software used during production. Participate in risk management meetings. Works directly with developers and business users. **Minimum Education**: B.S. degree in Computer Science or Information Technology from an accredited school/university. M.S. degree is preferred.
SQA Analyst IV	**Minimum/General Experience**: Ten to fifteen plus years of experience applying new and proven concepts, practices, and procedures related to the desired Quality Assurance Testing. May require knowledge of desired hardware, OS/platforms, databases, languages, and any or all ERP skill sets. Requires experience with various CASE tools, including Oracle Designer and other QA testing tools. **Functional Responsibility**: Review product design documentation to ensure that requirements stated are correct, unambiguous, and verifiable. Consult with product development to evaluate system interfaces, operational requirements, and performance requirements of overall system. Use System Development Lifecycle methodologies and Software Testing Techniques Education to define test methods and create test plans for new or updated software projects to determine if the software will perform accurately and reliably according to documented requirements as well as established standards under both normal and abnormal conditions. Recommend design improvements or corrections to engineers throughout the development process. Maintain effective communication with the project software engineers on project limitation, capability, performance requirement and hardware interface changes. Execute test plans and create test reports to describe program evaluation, testing, and correction. Monitor program performance after implementation to prevent reoccurrence of program operating problems and ensure efficiency of operation. Conduct compatibility tests with vendor-provided programs. Formulate and design software systems, using scientific analysis and mathematical models to predict and measure outcome and consequences of design. Create test tools that facilitate data gathering and test method execution. Support manufacturing by verifying fixture software or any software used during production. Participate in risk management meetings. Works directly with developers and business users. **Minimum Education**: B.S. degree in Computer Science or Information Technology from an accredited school/university. M.S. degree is preferred.

Labor Category Position Descriptions	
Commercial Job Title	**Minimum/General Experience; Functional Responsibility; Minimum Education**
Technical Writer	**Minimum/General Experience**: Two years of work experience as a Technical IT Writer developing IT-related reports, manuals, and other documents. **Functional Responsibility**: Gathers, organizes, analyzes and composes technical information. Edits functional descriptions, system specifications, user manuals, special reports or any other customer deliverables and documents. Conducts research and ensures the use of proper technical terminology. Translates technical information into clear, readable documents to be used by technical and non-technical personnel. Writes procedures and other documents to support IT professionals in their development, installation and maintenance tasks. Expedite collaboration and review of documents. Expedite understanding and description of electronic and computer processing systems to ensure effective use of time and resources. **Minimum Education**: Bachelor's degree in Technical Writing, English, Technical/Scientific, or related field from an accredited school/university.

Attachment 1

TERMS AND CONDITIONS APPLICABLE TO PERPETUAL SOFTWARE LICENSES (SPECIAL ITEM NUMBER 511210) AND MAINTENANCE AS A SERVICE (SPECIAL ITEM NUMBER 54151) 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 post-acceptance 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)

See Attachments 3 and 4.

3. GUARANTEE/WARRANTY

a. **Software Warranty.** 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.

  • Software Warranty: Contractor warrants, for the sole benefit of Licensee, that for ninety (90) days from the date of delivery of the initial purchase of Software (the "Warranty Period"):
    •   the Software will perform substantially in accordance with the functional specifications in the User Documentation for the current version of the Software; and
    •   the electronic media on which the Software is distributed (if applicable) are free from defects in materials and workmanship.

b. **Warranty Limitations.** The foregoing warranty is expressly conditioned on Licensee's observance of the operating procedures set forth in the User Documentation, and shall apply only to the most current English language version of the Software available at the time of purchase. The foregoing warranty shall not apply if the Software has been misused or damaged in any respect. Contractor further warrants that the Customer Support and Enhancement Services, if any, as Contractor furnishes under an addendum to this Agreement, shall be of a good and workmanlike quality.

c. **WARRANTY DISCLAIMER. TO THE MAXIMUM EXTENT PERMITTED BY APPLICABLE LAW, CONTRACTOR DISCLAIMS ANY AND ALL OTHER PROMISES, REPRESENTATIONS AND WARRANTIES WITH RESPECT TO THE MOBILE KIT, THE SUPPORT SERVICES AND OTHER SERVICES, EITHER EXPRESS OR IMPLIED, INCLUDING BUT NOT LIMITED TO THE IMPLIED WARRANTIES OF MERCHANTABILITY AND FITNESS FOR A PARTICULAR PURPOSE. CONTRACTOR DOES NOT WARRANT THAT THE MOBILE KIT WILL MEET LICENSEE'S REQUIREMENTS OR THAT THE OPERATION OF THE SOFTWARE WILL BE UNINTERRUPTED OR ERROR-FREE.**

d. 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

Technical Support is provide for user assistance and guidance in the implementation of the software, as follows:

InVizion (WIT) Products	**VortexT Products**
Monday – Friday	Monday – Friday
8:00 a.m. to 5:00 p.m. Eastern Time	9:00 a.m. to 5:00 p.m. Eastern Time
(484) 270-0239	(865) 220-4300
Email: info@invizionllc.com	

5. SOFTWARE MAINTENANCE

a. Software maintenance as it is defined: (select software maintenance type) :

____**X**____ 1. Software Maintenance as a Product (SIN 511210)

Software maintenance as a product includes the publishing of bug/defect fixes via patches and updates/upgrades in function and technology to maintain the operability and usability of the software product. It may also include other no charge support that are included in the purchase price of the product in the commercial marketplace. No charge support includes items such as user blogs, discussion forums, on-line help libraries and FAQs (Frequently Asked Questions), hosted chat rooms, and limited telephone, email and/or web-based general technical support for user's self-diagnostics.

Software maintenance as a product does NOT include the creation, design, implementation, integration, etc. of a software package. These examples are considered software maintenance as a service.

Software Maintenance as a product is billed at the time of purchase.

____**X**____ 2. Software Maintenance as a Service (SIN 54151)

Software maintenance as a service creates, designs, implements, and/or integrates customized changes to software that solve one or more problems and is not included with the price of the software. Software maintenance as a service includes person-to-person communications regardless of the medium used to communicate: telephone support, on- line technical support, customized support, and/or technical expertise which are charged commercially. Software maintenance as a service is billed arrears in accordance with
31U.S.C. 3324.

Software maintenance as a service is billed in arrears in accordance with 31 U.S.C. 3324.

6. UTILIZATION LIMITATIONS - (SIN 511210 and 54151)

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:

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

• 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.

• Except as otherwise provided herein, 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.

• 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.

7.   SOFTWARE CONVERSIONS - (SIN 511210)

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 perpetual license (511210), the purchase price of the new software shall be reduced by the amount that was paid to purchase the earlier version.

Attachment 2

**TERMS AND CONDITIONS APPLICABLE TO PURCHASE OF
TRAINING COURSES FOR GENERAL PURPOSE COMMERCIAL
INFORMATION TECHNOLOGY EQUIPMENT AND SOFTWARE
(SPECIAL ITEM NUMBER 611420)**

1.   SCOPE

a.   The Contractor shall provide training courses normally available to commercial customers, which will permit ordering activity users to make full, efficient use of general purpose commercial IT products. Training is restricted to training courses for those products within the scope of this solicitation.

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

2.   ORDER

Written orders, EDI orders (GSA Advantage! and FACNET), credit card orders, and orders placed under blanket purchase agreements (BPAs) shall be the basis for the purchase of training courses in accordance with the terms of this contract. Orders shall include the student's name, course title, course date and time, and contracted dollar amount of the course.

3.   TIME OF DELIVERY

The Contractor shall conduct training on the date (time, day, month, and year) agreed to by the Contractor and the ordering activity.

4.   CANCELLATION AND RESCHEDULING

a.   The ordering activity will notify the Contractor at least seventy-two (72) hours before the scheduled training date, if a student will be unable to attend. The Contractor will then permit the ordering activity to either cancel the order or reschedule the training at no additional charge. In the event the training class is rescheduled, the ordering activity will modify its original training order to specify the time and date of the rescheduled training class.

b.   In the event the ordering activity fails to cancel or reschedule a training course within the time frame specified in paragraph a, above, the ordering activity will be liable for the contracted dollar amount of the training course. The Contractor agrees to permit the ordering activity to reschedule a student who fails to attend a training class within ninety (90) days from the original course date, at no additional charge.

c.   The ordering activity reserves the right to substitute one student for another up to the first day of class.

d.   In the event the Contractor is unable to conduct training on the date agreed to by the Contractor and the ordering activity, the Contractor must notify the ordering activity at least seventy-two (72) hours before the scheduled training date.

5.   FOLLOW-UP SUPPORT

The Contractor agrees to provide each student with telephone support or online support for a period of one (1) year from the completion of the training course. During this period, the student may contact the Contractor's instructors for refresher assistance and answers to related course curriculum questions.

6.   PRICE FOR TRAINING

The price that the ordering activity will be charged will be the ordering activity training price in effect at the time of order placement, or the ordering activity price in effect at the time the training course is conducted, whichever is less.

7. INVOICES AND PAYMENT

Invoices for training shall be submitted by the Contractor after ordering activity completion of the training course. Charges for training must be paid in arrears (31 U.S.C. 3324).

8. FORMAT AND CONTENT OF TRAINING

a. The Contractor shall provide written materials (i.e., manuals, handbooks, texts, etc.) normally provided with course offerings, printed and copied two-sided on paper containing 30% postconsumer materials (fiber). Such documentation will become the property of the student upon completion of the training class.

b. **If applicable** For hands-on training courses, there must be a one-to-one assignment of IT equipment to students.

c. The Contractor shall provide each student with a Certificate of Training at the completion of each training course.

d. The Contractor shall provide the following information for each training course offered:

   i. The course title and a brief description of the course content, to include the course format (e.g., lecture, discussion, hands-on training);

   ii. The length of the course;

   iii. Mandatory and desirable prerequisites for student enrollment;

   iv. The minimum and maximum number of students per class;

   v. The locations where the course is offered;

   vi. Class schedules; and

   vii. Price (per student, per class (if applicable)).

e. For those courses conducted at the ordering activity's location, instructor travel charges (if applicable), including mileage and daily living expenses (e.g., per diem charges) are governed by Pub. L. 99-234 and FAR Part 31.205-46, and are reimbursable by the ordering activity on orders placed under the Multiple Award Schedule, as applicable, in effect on the date(s) the travel is performed. Contractors cannot use GSA city pair contracts. The Industrial Funding Fee does NOT apply to travel and per diem charges.

f. For Online Training Courses, a copy of all training material must be available for electronic download by the students.

9. "NO CHARGE" TRAINING

The Contractor shall describe any training provided with equipment and/or software provided under this contract, free of charge, in the space provided below.

InVizion Products: None
VortexT Products: For Lite and Standard Kit, 4 hours of training is provided
For Premium Kit, 8 hours of training is provided

Attachment 3

Pro2Serve
MOBILE KIT LICENSE AGREEMENT

<u>Attachment 4</u>

InVizion LLC
Software License Agreement