

**General Services Administration
Federal Supply Service
Authorized Federal Supply Schedule Price List**

Professional Services Schedule (PSS)

Business Size: Large Business
Federal Supply Group: 00CORP
Contract Number: GS-00F-302CA

For more information on ordering from Federal Supply Schedules
click on the FSS Schedules button at <http://www.gsa.gov/schedules-ordering>

Contract Period: September 15, 2015 – September 14, 2020



CGI Federal Inc.
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Fairfax, VA 22033

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**Price List amendment through modification PS-0026 effective January 24, 2020.*

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>.



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CUSTOMER INFORMATION:**1a. Table of Awarded Special Item Number(s):**

| SIN | Recovery | SIN Description |
|--|--------------|---|
| Financial and Business Solutions (FABs): | | |
| 520-1 | 520-1RC | Program Financial Advisor |
| 520-11 | 520-11RC | Accounting |
| 520-12 | 520-12RC | Budgeting |
| 520-13 | 520-13RC | Complementary Financial Management Services |
| 520-15 | 520-15RC | Outsourcing Recurring Commercial Activities for Financial Management Services |
| 520-21 | 520-21RC | Program Management Services |
| Professional Engineering Services (PES): | | |
| 871-1 | 871-1RC | Strategic Planning for Technology Programs/Activities |
| 871-2 | 871-2RC | Concept Development and Requirements Analysis |
| 871-3 | 871-3RC | System Design, Engineering and Integration |
| 871-4 | 871-4RC | Test and Evaluation |
| 871-5 | 871-5RC | Integrated Logistics Support |
| 871-6 | 871-6RC | Acquisition and Life Cycle Management |
| Mission Oriented Business Integrated Services (MOBIS) | | |
| 874-1 | 874-1RC | Integrated Consulting Services |
| 874-7 | 874-7RC | Integrated Business Program Support Services |
| Order-Level Materials (OLMs) | | |
| 00CORP-500 | 00CORP-500RC | Order-Level Materials (OLMs) |

- 1b. **Labor Category Rates (Unit Price):** CGI Federal's Customer Site and Contractor Site Rates are on pages 6 thru 18. See individual price for applicable SIN awarded in the contract.
- 1c. **Hourly Rates (Services only):** Descriptions of all offered Labor Categories, including job titles, experience, functional responsibility and education are provided from page 19 thru 36.
2. **Maximum Order:** \$1,000,000.00
3. **Minimum Order:** \$100.00
4. **Geographic Coverage (delivery Area):** Domestic and Overseas - Worldwide
5. **Point(s) of production (city, county, and state or foreign country):** Fairfax, Virginia
6. **Discount from list prices or statement of net price:** Government net prices (discounts already deducted).
7. **Quantity discounts:** Applicable to only SINs under 874 as shown in the SIN table above. A quantity discount of 0.5% per individual task order if the task order is funded at \$5,000,000 or more at time of award. This discount must be identified on all applicable quotes and invoices issued under this contract.

8. **Prompt payment terms:** 0.5 percent 10 days, Net 30 days applicable to only SINs under 874 as shown in the SIN table above.
- 9a. **Notification that Government purchase cards are accepted at or below the micro-purchase threshold** – Accepted
- 9b. **Notification whether Government purchase cards are accepted or not accepted above the micro-purchase threshold** - Will Not Accept
10. **Foreign items:** None
- 11a. **Time of Delivery:** Specified on the Task Order
- 11b. **Expedited Delivery:** Contact Contractor
- 11c. **Overnight and 2-day delivery:** Not Applicable
- 11d. **Urgent Requirements:** A faster delivery may be available for urgent requirements. Contact Contractor
12. **F.O.B Points(s):** Destination
- 13a. **Ordering Addresses:**

| For Orders by FaxTransmission | For Mailed Orders | Internet Address |
|---|---|---|
| CGI Federal Inc. (703) 227-7477 To verify transmission: (703) 227-6000 | CGI Federal Inc. Attn: Elisa Rhee 12601 Fair Lakes Circle Fairfax, VA 22033-4902 | gsapss@cgifederal.com http://www.cgifederal.com (Internet) |

- 13b. **Ordering procedures:** For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPA's) are found in Federal Acquisition Regulation (FAR) 8.405-3.
14. **Payment Addresses:**

| Via Mail | Via Federal Express | Via Wire/ACH |
|---|---|--------------|
| CGI Federal Inc. P.O. Box 404922 Atlanta, GA 30384-4922 | Bank of America Lockbox Service Lockbox 404922 6000 Feldwood Road College Park, GA 30349 | See Invoice |

15. **Warranty provision:** Contractor's standard commercial warranty
16. **Export Packing Charges (if applicable):** N/A
17. **Terms and conditions of Government purchase card acceptance (any thresholds above the micro-purchase level):** Contact Contractor
18. **Terms and conditions of rental, maintenance, and repair (if applicable):** N/A
19. **Terms and conditions of installation (if applicable):** N/A
- 20a. **Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices (if applicable):** N/A
- 20b. **Terms and conditions for any other services (if applicable):** N/A

21. **List of service and distribution points (if applicable):** N/A
22. **List of participating dealers (if applicable):** N/A
23. **Preventive maintenance (if applicable):** N/A
- 24a. **Environmental attributes, e.g., recycled content, energy efficiency, and/or reduced pollutants:**
N/A
- 24b. **Section 508 compliance information is available on Electronic and Information Technology (EIT) supplies and services and show where full details can be found on**
<http://www.cgifederal.com> . The EIT standards can be found at: www.Section508.gov/ .
25. **Data Universal Numbering System (DUNS) number:** 145969783
26. **Notification regarding registration in System for Award Management (SAM) database:**
Registered
27. **Pricing:** The rates shown below include the Industrial Funding Fee (IFF) of 0.75%
28. **Travel:** Travel required in the performance of this Schedule and orders placed hereunder must comply with the Joint Travel Regulations, as applicable, in effect on the date(s) the travel is performed. Established Federal Government per diem rates will apply to all contractor travel, plus applicable G&A expenses. GSA city pair contracts cannot be used, and it shall not add IFF onto travel costs.

Special Item Number Descriptions:

Program Financial Advisor (520-1)

Assist agencies on cross-cutting issues, asset marketability, program development, trust or other monetary fund management / benefit administration, equity monitoring, originations, and addresses any other considerations regarding the acquisition, management and/or resolution of an asset.

Accounting (520-11)

Transaction analysis, transaction processing, data analysis and summarization, technical assistance in devising new or revised accounting policies and procedures, classifying accounting transactions, special studies to improve accounting operations.

Budgeting (520-12)

Assess and improve the budget formulation and execution processes, conduct special reviews to resolve budget formulation or budget execution issues, provide technical assistance to improve budget preparation or execution processes.

Complementary Financial Management Services (520-13)

Assess and improve financial management systems, financial reporting and analysis, strategic financial planning, financial policy formulation and development. Devise and implement performance measures, conduct special cost studies, perform actuarial services, perform economic and regulatory analysis, assist with financial quality assurance efforts, perform benchmarking.

Outsourcing Recurring Commercial Activities for Financial Management Services (520-15)

Services that an agency identifies as recurring commercial activities which may include billing, payroll processing, application processing, claim processing, grant application management, loan application management, inventory management, and other financial management activities.

Program Management Services (520-21)

Encompasses the management of financial and business solutions programs and projects and includes but is not limited to program management, program oversight, project management and program

integration of a limited duration. A variety of functions may be utilized to support program integration or project management tasks.

Integrated Consulting Services (SIN 874-1)

Contractors shall provide expert advice and assistance in support of an agency's mission-oriented business functions. Services covered by this SIN include: Management or strategy consulting, including research, evaluations, studies, analyses, scenarios/simulations, reports, business policy and regulation development assistance, strategy formulation, and expert witness services

- * Facilitation and related decision support services

- * Survey services, using a variety of methodologies, including survey planning, design, and development; survey administration; data validation and analysis; reporting, and stakeholder briefings

Integrated Business Program Support Services (SIN 874-7)

Contractors shall provide services to assist agencies in managing their mission-oriented business projects or programs and achieving mission performance goals. Services covered by this SIN include:

- * All phases of program or project management, from planning to closeout.

- * Operational/administrative business support services in order to carry out program objectives.

Strategic Planning for Technology Programs/Activities (SIN 871-1)

Services required under this SIN involve the definition and interpretation of high level organizational engineering performance requirements such as projects, systems, missions, etc., and the objectives and approaches to their achievement. Typical associated tasks include, but are not limited to an analysis of mission, program goals and objectives, program evaluations, analysis of program effectiveness, requirements analysis, organizational performance assessment, special studies and analysis, training, and consulting. Example: The evaluation and preliminary definition of new and/or improved performance goals for navigation satellites such as launch procedures and costs, multi-user capability, useful service life, accuracy and resistance to natural and man-made electronic interference. PES does not include architect-engineer services as defined in the Brooks Act and FAR Part 2. PES does not include design or construction services as defined in the Federal Acquisition Regulation Part 36 and Part 2.

Concept Development and Requirements Analysis (SIN 871-2)

Services required under this SIN involve abstract or concept studies and analysis, requirements definition, preliminary planning, the evaluation of alternative technical approaches and associated costs for the development of enhancement of high level general performance specifications of a system, project, mission or activity. Typical associated tasks include, but are not limited to requirements analysis, cost/cost performance trade-off analysis, feasibility analysis, developing and completing fire safety evaluation worksheets as they relate to professional engineering services, regulatory compliance support, technology/system conceptual designs, training, and consulting. Example: The development and analysis of the total mission profile and life cycle of the improved satellite including examination of performance and cost tradeoffs. PES does not include architect-engineer services as defined in the Brooks Act and FAR Part 2. PES does not include design or construction services as defined in the Federal Acquisition Regulation Part 36 and Part 2.

System Design, Engineering and Integration (SIN 871-3)

Services required under this SIN involve the translation of a system (or subsystem, program, project, activity) concept into a preliminary and detailed design (engineering plans and specifications), performing risk identification/analysis, mitigation, traceability, and then integrating the various components to produce a working prototype or model of the system. Typical associated tasks include, but are not limited to computer-aided design, e.g. CADD, design studies and analysis, design review services, shop drawing review services, submittal review services, conducting fire protection facility surveys, developing risk reduction strategies and recommendations to mitigate identified risk conditions, fire modeling, performance-based design reviews, high level detailed specification and scope preparation, configuration, management and document control, fabrication, assembly and simulation, modeling, training, and consulting. Example: The navigation satellite concept produced in the preceding stage will be converted to a detailed engineering design package, performance will be computer simulated and a working model will be built for testing and design verification. PES does not include architect-engineer services as

defined in the Brooks Act and FAR Part 2. PES does not include design or construction services as defined in the Federal Acquisition Regulation Part 36 and Part 2.

Test and Evaluation (SIN 871-4)

Services required under this SIN involve the application of various techniques demonstrating that a system (subsystem, program, project or activity) performs in accordance with the objectives outlined in the original design. Typical associated tasks include, but are not limited to testing of a prototype, first article(s) testing, environmental testing, performing inspections and witnessing acceptance testing of fire protection and life safety systems as they relate to professional engineering services, independent verification and validation, reverse engineering, simulation and modeling (to test the feasibility of a concept), system, quality assurance, physical testing of the product system, training, and consulting. Example: The navigation satellite-working model will be subjected to a series of tests, which may simulate and ultimately duplicate its operational environment. PES does not include architect-engineer services as defined in the Brooks Act and FAR Part 2. PES does not include design or construction services as defined in the Federal Acquisition Regulation Part 36 and Part 2.

Integrated Logistics Support (SIN 871-5)

Services required under this SIN involves the analysis, planning and detailed design of all engineering specific logistics support including material goods, personnel, and operational maintenance and repair of systems throughout their lifecycles, excluding those systems associated with real property. Typical associated tasks include, but are not limited to ergonomic/human performance analysis, feasibility analysis, logistics planning, requirements determination, policy standards/procedures development, conducting research studies, long-term reliability and maintainability, training, and consulting. Example: The full range of life cycle logistics support for the navigation satellite will be identified and designed in this stage including training, operation and maintenance requirements, and replacement procedures. PES does not include architect-engineer services as defined in the Brooks Act and FAR Part 2. PES does not include design or construction services as defined in the Federal Acquisition Regulation Part 36 and Part 2.

Acquisition and Life Cycle Management (SIN 871-6)

Services required under this SIN involve all of the planning, budget, contract and systems/program management functions required to procure and or/produce, render operational and provide life cycle support (maintenance, repair, supplies, engineering specific logistics) to (technology based) systems, activities, subsystems, projects, etc. Typical associated tasks include, but are not limited to operation and maintenance, evaluation of inspection, testing, and maintenance program for fire protection and life safety systems, program/project management, technology transfer/insertion, training and consulting. Example: During this stage the actual manufacturing, launch, and performance monitoring of the navigation satellite will be assisted through project management, configuration management, reliability analysis, engineering retrofit improvements and similar functions. PES does not include architect-engineer services as defined in the Brooks Act and FAR Part 2. PES does not include design or construction services as defined in the Federal Acquisition Regulation Part 36 and Part 2.

CGI Professional Services Schedule Rates – Contractor Site

| SIN(s) | Labor Category | Year 1 9/15/2015 – 9/14/2016 | Year 2 9/15/2016 – 9/14/2017 | Year 3 9/15/2017 – 9/14/2018 | Year 4 9/15/2018 – 9/14/2019 | Year 5 9/15/2019 – 9/14/2020 |
|--------------|-------------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|
| 874-1, 874-7 | Subject Matter Expert 4 | \$281.19 | \$286.88 | \$292.69 | \$298.62 | \$304.67 |
| 874-1, 874-7 | Subject Matter Expert 3 | \$207.68 | \$211.89 | \$216.18 | \$220.55 | \$225.02 |
| 874-1, 874-7 | Subject Matter Expert 2 | \$177.33 | \$180.92 | \$184.58 | \$188.32 | \$192.13 |
| 874-1, 874-7 | Subject Matter Expert 1 | \$150.77 | \$153.82 | \$156.94 | \$160.12 | \$163.36 |
| 874-1, 874-7 | Program Manager 6 | \$155.21 | \$158.35 | \$161.56 | \$164.83 | \$168.17 |
| 874-1, 874-7 | Program Manager 5 | \$135.40 | \$138.14 | \$140.94 | \$143.79 | \$146.70 |
| 874-1, 874-7 | Program Manager 4 | \$125.52 | \$128.06 | \$130.66 | \$133.30 | \$136.00 |
| 874-1, 874-7 | Program Manager 3 | \$102.89 | \$104.97 | \$107.10 | \$109.27 | \$111.48 |
| 874-1, 874-7 | Program Manager 2 | \$86.16 | \$87.90 | \$89.68 | \$91.50 | \$93.35 |
| 874-1, 874-7 | Program Manager 1 | \$70.48 | \$71.91 | \$73.36 | \$74.85 | \$76.36 |
| 874-1, 874-7 | Management Consultant 5 | \$139.58 | \$142.41 | \$145.29 | \$148.23 | \$151.23 |
| 874-1, 874-7 | Management Consultant 4 | \$127.61 | \$130.19 | \$132.83 | \$135.52 | \$138.26 |
| 874-1, 874-7 | Management Consultant 3 | \$108.20 | \$110.39 | \$112.63 | \$114.91 | \$117.24 |
| 874-1, 874-7 | Management Consultant 2 | \$98.55 | \$100.55 | \$102.58 | \$104.66 | \$106.78 |
| 874-1, 874-7 | Management Consultant 1 | \$86.93 | \$88.69 | \$90.49 | \$92.32 | \$94.19 |
| 874-1, 874-7 | Program Analyst 4 | \$81.22 | \$82.86 | \$84.54 | \$86.25 | \$88.00 |
| 874-1, 874-7 | Program Analyst 3 | \$75.93 | \$77.47 | \$79.04 | \$80.64 | \$82.27 |
| 874-1, 874-7 | Program Analyst 2 | \$64.97 | \$66.29 | \$67.63 | \$69.00 | \$70.40 |
| 874-1, 874-7 | Program Analyst 1 | \$52.62 | \$53.69 | \$54.77 | \$55.88 | \$57.01 |
| 874-1, 874-7 | Technical Support 3 | \$80.41 | \$82.04 | \$83.70 | \$85.39 | \$87.12 |
| 874-1, 874-7 | Technical Support 2 | \$54.46 | \$55.56 | \$56.69 | \$57.84 | \$59.01 |
| 874-1, 874-7 | Technical Support 1 | \$41.82 | \$42.67 | \$43.53 | \$44.41 | \$45.31 |

| SIN(s) | Labor Category | Year 1 9/15/2015 – 9/14/2016 | Year 2 9/15/2016 – 9/14/2017 | Year 3 9/15/2017 – 9/14/2018 | Year 4 9/15/2018 – 9/14/2019 | Year 5 9/15/2019 – 9/14/2020 |
|--|------------------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|
| 874-1, 874-7 | Sr. Administrative Support | \$53.24 | \$54.32 | \$55.42 | \$56.54 | \$57.68 |
| 874-1, 874-7 | Jr. Administrative Support | \$38.85 | \$39.64 | \$40.44 | \$41.26 | \$42.10 |
| 874-1, 874-7 | Sr. Process Specialist | \$39.46 | \$40.26 | \$41.07 | \$41.91 | \$42.76 |
| 874-1, 874-7 | Jr. Process Specialist | \$33.85 | \$34.54 | \$35.23 | \$35.95 | \$36.68 |
| 874-1, 874-7 | Business Consultant 1 | - | - | - | \$118.18 | \$120.57 |
| 874-1, 874-7 | Business Consultant 2 | - | - | - | \$178.17 | \$181.78 |
| 874-1, 874-7 | Business Consultant 3 | - | - | - | \$228.08 | \$232.70 |
| 874-1, 874-7 | Business Solutions Architect | - | - | - | \$238.86 | \$243.70 |
| 874-1, 874-7 | Functional Analyst 1 | - | - | - | \$132.41 | \$135.09 |
| 874-1, 874-7 | Functional Analyst 2 | - | - | - | \$168.09 | \$171.49 |
| 874-1, 874-7 | Functional Analyst 3 | - | - | - | \$209.91 | \$214.16 |
| 874-1, 874-7 | Business Director 1 | - | - | - | \$295.98 | \$301.97 |
| 874-1, 874-7 | Business Director 2 | - | - | - | \$335.38 | \$342.17 |
| 874-1, 874-7 | Advisory Executive 1 | - | - | - | \$359.76 | \$367.05 |
| 874-1, 874-7 | Advisory Executive 2 | - | - | - | \$407.65 | \$415.90 |
| 871-1, 871-2, 871-3, 871-4, 871-5, 871-6 | Senior Program Manager | \$210.50 | \$215.34 | \$220.29 | \$225.36 | \$230.54 |
| 871-1, 871-2, 871-3, 871-4, 871-5, 871-6 | Senior Research Engineer | \$188.00 | \$192.32 | \$196.75 | \$201.27 | \$205.90 |
| 871-1, 871-2, 871-3, 871-4, 871-5, 871-6 | Senior Research Scientist | \$188.00 | \$192.32 | \$196.75 | \$201.27 | \$205.90 |
| 871-1, 871-2, 871-3, 871-4, 871-5, 871-6 | Senior Engineer | \$183.68 | \$187.90 | \$192.23 | \$196.65 | \$201.17 |
| 871-1, 871-2, 871-3, 871-4, 871-5, 871-6 | Senior Scientist | \$183.68 | \$187.90 | \$192.23 | \$196.65 | \$201.17 |

| SIN(s) | Labor Category | Year 1 9/15/2015 – 9/14/2016 | Year 2 9/15/2016 – 9/14/2017 | Year 3 9/15/2017 – 9/14/2018 | Year 4 9/15/2018 – 9/14/2019 | Year 5 9/15/2019 – 9/14/2020 |
|--|------------------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|
| 871-1, 871-2, 871-3, 871-4, 871-5, 871-6 | G15 Supervisor | \$175.70 | \$179.74 | \$183.88 | \$188.10 | \$192.43 |
| 871-1, 871-2, 871-3, 871-4, 871-5, 871-6 | Senior Technical Staff | \$176.50 | \$180.56 | \$184.71 | \$188.96 | \$193.31 |
| 871-1, 871-2, 871-3, 871-4, 871-5, 871-6 | G14 Research Engineer | \$173.32 | \$177.31 | \$181.38 | \$185.56 | \$189.83 |
| 871-1, 871-2, 871-3, 871-4, 871-5, 871-6 | G14 Research Scientist | \$173.32 | \$177.31 | \$181.38 | \$185.56 | \$189.83 |
| 871-1, 871-2, 871-3, 871-4, 871-5, 871-6 | G14 Engineer | \$152.73 | \$156.24 | \$159.84 | \$163.51 | \$167.27 |
| 871-1, 871-2, 871-3, 871-4, 871-5, 871-6 | G14 Scientist | \$152.73 | \$156.24 | \$159.84 | \$163.51 | \$167.27 |
| 871-1, 871-2, 871-3, 871-4, 871-5, 871-6 | G13 Research Engineer | \$126.29 | \$129.19 | \$132.17 | \$135.21 | \$138.32 |
| 871-1, 871-2, 871-3, 871-4, 871-5, 871-6 | G13 Research Scientist | \$126.29 | \$129.19 | \$132.17 | \$135.21 | \$138.32 |
| 871-1, 871-2, 871-3, 871-4, 871-5, 871-6 | Lead Technician | \$109.58 | \$112.10 | \$114.68 | \$117.32 | \$120.02 |
| 871-1, 871-2, 871-3, 871-4, 871-5, 871-6 | Senior Technician | \$115.33 | \$117.98 | \$120.70 | \$123.47 | \$126.31 |
| 871-1, 871-2, 871-3, 871-4, 871-5, 871-6 | G13 Engineer | \$113.47 | \$116.08 | \$118.75 | \$121.48 | \$124.27 |
| 871-1, 871-2, 871-3, 871-4, 871-5, 871-6 | G13 Scientist | \$113.47 | \$116.08 | \$118.75 | \$121.48 | \$124.27 |
| 871-1, 871-2, 871-3, 871-4, 871-5, 871-6 | Principal Systems Analyst | \$129.80 | \$132.79 | \$135.84 | \$138.96 | \$142.16 |
| 871-1, 871-2, 871-3, 871-4, 871-5, 871-6 | G13 Program Analyst | \$111.65 | \$114.22 | \$116.84 | \$119.53 | \$122.28 |
| 871-1, 871-2, 871-3, 871-4, 871-5, 871-6 | G12 Engineer | \$93.36 | \$95.51 | \$97.70 | \$99.95 | \$102.25 |
| 871-1, 871-2, 871-3, 871-4, 871-5, 871-6 | G12 Scientist | \$93.36 | \$95.51 | \$97.70 | \$99.95 | \$102.25 |

| SIN(s) | Labor Category | Year 1 9/15/2015 – 9/14/2016 | Year 2 9/15/2016 – 9/14/2017 | Year 3 9/15/2017 – 9/14/2018 | Year 4 9/15/2018 – 9/14/2019 | Year 5 9/15/2019 – 9/14/2020 |
|--|------------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|
| 871-1, 871-2, 871-3, 871-4, 871-5, 871-6 | Senior Systems Analyst | \$80.62 | \$82.47 | \$84.37 | \$86.31 | \$88.30 |
| 871-1, 871-2, 871-3, 871-4, 871-5, 871-6 | G11 Engineer | \$80.55 | \$82.40 | \$84.30 | \$86.24 | \$88.22 |
| 871-1, 871-2, 871-3, 871-4, 871-5, 871-6 | G11 Scientist | \$80.55 | \$82.40 | \$84.30 | \$86.24 | \$88.22 |
| 871-1, 871-2, 871-3, 871-4, 871-5, 871-6 | Technical Writer | \$73.21 | \$74.89 | \$76.62 | \$78.38 | \$80.18 |
| 871-1, 871-2, 871-3, 871-4, 871-5, 871-6 | Illustrator | \$73.21 | \$74.89 | \$76.62 | \$78.38 | \$80.18 |
| 871-1, 871-2, 871-3, 871-4, 871-5, 871-6 | G9 Engineer | \$71.39 | \$73.03 | \$74.71 | \$76.43 | \$78.19 |
| 871-1, 871-2, 871-3, 871-4, 871-5, 871-6 | G9 Scientist | \$71.39 | \$73.03 | \$74.71 | \$76.43 | \$78.19 |
| 871-1, 871-2, 871-3, 871-4, 871-5, 871-6 | G7 Engineer | \$65.89 | \$67.41 | \$68.96 | \$70.54 | \$72.16 |
| 871-1, 871-2, 871-3, 871-4, 871-5, 871-6 | G7 Scientist | \$65.89 | \$67.41 | \$68.96 | \$70.54 | \$72.16 |
| 871-1, 871-2, 871-3, 871-4, 871-5, 871-6 | Technician | \$65.89 | \$67.41 | \$68.96 | \$70.54 | \$72.16 |
| 871-1, 871-2, 871-3, 871-4, 871-5, 871-6 | Senior Programmer | \$99.28 | \$101.56 | \$103.90 | \$106.29 | \$108.73 |
| 871-1, 871-2, 871-3, 871-4, 871-5, 871-6 | Programmer | \$58.89 | \$60.24 | \$61.63 | \$63.05 | \$64.50 |
| 871-1, 871-2, 871-3, 871-4, 871-5, 871-6 | Analyst | \$58.89 | \$60.24 | \$61.63 | \$63.05 | \$64.50 |
| 871-1, 871-2, 871-3, 871-4, 871-5, 871-6 | Systems Analyst | \$55.95 | \$57.24 | \$58.55 | \$59.90 | \$61.28 |
| 871-1, 871-2, 871-3, 871-4, 871-5, 871-6 | Associate Engineer | \$46.07 | \$47.13 | \$48.21 | \$49.32 | \$50.45 |
| 871-1, 871-2, 871-3, 871-4, 871-5, 871-6 | Associate Analyst | \$46.07 | \$47.13 | \$48.21 | \$49.32 | \$50.45 |

| SIN(s) | Labor Category | Year 1 9/15/2015 – 9/14/2016 | Year 2 9/15/2016 – 9/14/2017 | Year 3 9/15/2017 – 9/14/2018 | Year 4 9/15/2018 – 9/14/2019 | Year 5 9/15/2019 – 9/14/2020 |
|--|----------------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|
| 871-1, 871-2, 871-3, 871-4, 871-5, 871-6 | Engineering Aide | \$42.11 | \$43.08 | \$44.07 | \$45.08 | \$46.12 |
| 871-1, 871-2, 871-3, 871-4, 871-5, 871-6 | Senior Administrative | \$75.49 | \$77.23 | \$79.00 | \$80.82 | \$82.68 |
| 871-1, 871-2, 871-3, 871-4, 871-5, 871-6 | Administrative Support | \$48.04 | \$49.14 | \$50.28 | \$51.43 | \$52.61 |
| 871-1, 871-2, 871-3, 871-4, 871-5, 871-6 | Logistician III | \$97.09 | \$99.32 | \$101.61 | \$103.94 | \$106.33 |
| 871-1, 871-2, 871-3, 871-4, 871-5, 871-6 | Logistician I | \$62.67 | \$64.11 | \$65.59 | \$67.09 | \$68.63 |
| 871-1, 871-2, 871-3, 871-4, 871-5, 871-6 | Program Administrator | \$53.69 | \$54.92 | \$56.19 | \$57.48 | \$58.80 |
| 871-1, 871-2, 871-3, 871-4, 871-5, 871-6 | Contracts Administrator | \$53.69 | \$54.92 | \$56.19 | \$57.48 | \$58.80 |
| 871-1, 871-2, 871-3, 871-4, 871-5, 871-6 | Project Administrator I | \$40.59 | \$41.52 | \$42.48 | \$43.46 | \$44.46 |
| 520-1, 520- 11, 520-12, 520-13, 520- 15, 520-21 | Finance Analyst 1 | - | - | - | \$105.56 | \$107.99 |
| 520-1, 520- 11, 520-12, 520-13, 520- 15, 520-21 | Finance Analyst 2 | - | - | - | \$126.84 | \$129.76 |
| 520-1, 520- 11, 520-12, 520-13, 520- 15, 520-21 | Finance Analyst 3 | - | - | - | \$158.96 | \$162.62 |
| 520-1, 520- 11, 520-12, 520-13, 520- 15, 520-21 | Finance Consultant 1 | - | - | - | \$166.91 | \$170.75 |
| 520-1, 520- 11, 520-12, 520-13, 520- 15, 520-21 | Finance Consultant 2 | - | - | - | \$190.03 | \$194.40 |
| 520-1, 520- 11, 520-12, 520-13, 520- 15, 520-21 | Finance Consultant 3 | - | - | - | \$212.20 | \$217.08 |

| SIN(s) | Labor Category | Year 1 9/15/2015 – 9/14/2016 | Year 2 9/15/2016 – 9/14/2017 | Year 3 9/15/2017 – 9/14/2018 | Year 4 9/15/2018 – 9/14/2019 | Year 5 9/15/2019 – 9/14/2020 |
|---|----------------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|
| 520-1, 520-11, 520-12, 520-13, 520-15, 520-21 | Financial Sr. Consultant 1 | - | - | - | \$202.09 | \$206.74 |
| 520-1, 520-11, 520-12, 520-13, 520-15, 520-21 | Financial Sr. Consultant 2 | - | - | - | \$222.81 | \$227.93 |
| 520-1, 520-11, 520-12, 520-13, 520-15, 520-21 | Financial Sr. Consultant 3 | - | - | - | \$245.64 | \$251.29 |
| 520-1, 520-11, 520-12, 520-13, 520-15, 520-21 | Business Partner 1 | - | - | - | \$224.60 | \$229.77 |
| 520-1, 520-11, 520-12, 520-13, 520-15, 520-21 | Business Partner 2 | - | - | - | \$248.20 | \$253.91 |
| 520-1, 520-11, 520-12, 520-13, 520-15, 520-21 | Business Partner 3 | - | - | - | \$273.64 | \$279.93 |
| 520-1, 520-11, 520-12, 520-13, 520-15, 520-21 | Program Manager 1 | - | - | - | \$245.29 | \$250.93 |
| 520-1, 520-11, 520-12, 520-13, 520-15, 520-21 | Program Manager 2 | - | - | - | \$283.22 | \$289.73 |
| 520-1, 520-11, 520-12, 520-13, 520-15, 520-21 | Executive Business Partner | - | - | - | \$384.59 | \$393.44 |

CGI Professional Services Schedule Rates – Customer Site

| SIN(s) | Labor Category | Year 1 9/15/2015 – 9/14/2016 | Year 2 9/15/2016 – 9/14/2017 | Year 3 9/15/2017 – 9/14/2018 | Year 4 9/15/2018 – 9/14/2019 | Year 5 9/15/2019 – 9/14/2020 |
|--------------|-------------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|
| 874-1, 874-7 | Subject Matter Expert 4 | \$224.94 | \$229.50 | \$234.14 | \$238.88 | \$243.72 |
| 874-1, 874-7 | Subject Matter Expert 3 | \$166.81 | \$170.19 | \$173.63 | \$177.15 | \$180.74 |
| 874-1, 874-7 | Subject Matter Expert 2 | \$142.23 | \$145.11 | \$148.05 | \$151.05 | \$154.11 |
| 874-1, 874-7 | Subject Matter Expert 1 | \$121.09 | \$123.54 | \$126.04 | \$128.60 | \$131.20 |
| 874-1, 874-7 | Program Manager 6 | \$124.17 | \$126.68 | \$129.25 | \$131.87 | \$134.54 |
| 874-1, 874-7 | Program Manager 5 | \$108.31 | \$110.50 | \$112.74 | \$115.02 | \$117.35 |
| 874-1, 874-7 | Program Manager 4 | \$100.43 | \$102.46 | \$104.54 | \$106.66 | \$108.82 |
| 874-1, 874-7 | Program Manager 3 | \$82.32 | \$83.99 | \$85.69 | \$87.42 | \$89.19 |
| 874-1, 874-7 | Program Manager 2 | \$68.92 | \$70.32 | \$71.74 | \$73.19 | \$74.67 |
| 874-1, 874-7 | Program Manager 1 | \$56.39 | \$57.53 | \$58.70 | \$59.89 | \$61.10 |
| 874-1, 874-7 | Management Consultant 5 | \$111.67 | \$113.93 | \$116.24 | \$118.59 | \$120.99 |
| 874-1, 874-7 | Management Consultant 4 | \$102.50 | \$104.58 | \$106.69 | \$108.85 | \$111.05 |
| 874-1, 874-7 | Management Consultant 3 | \$86.55 | \$88.30 | \$90.09 | \$91.92 | \$93.78 |
| 874-1, 874-7 | Management Consultant 2 | \$78.84 | \$80.44 | \$82.07 | \$83.73 | \$85.43 |
| 874-1, 874-7 | Management Consultant 1 | \$69.53 | \$70.94 | \$72.37 | \$73.84 | \$75.34 |
| 874-1, 874-7 | Program Analyst 4 | \$64.97 | \$66.29 | \$67.63 | \$69.00 | \$70.40 |
| 874-1, 874-7 | Program Analyst 3 | \$60.90 | \$62.13 | \$63.39 | \$64.68 | \$65.99 |
| 874-1, 874-7 | Program Analyst 2 | \$51.98 | \$53.03 | \$54.11 | \$55.20 | \$56.32 |
| 874-1, 874-7 | Program Analyst 1 | \$42.09 | \$42.94 | \$43.81 | \$44.70 | \$45.61 |
| 874-1, 874-7 | Technical Support 3 | \$64.34 | \$65.64 | \$66.97 | \$68.33 | \$69.71 |
| 874-1, 874-7 | Technical Support 2 | \$43.56 | \$44.44 | \$45.34 | \$46.26 | \$47.20 |
| 874-1, 874-7 | Technical Support 1 | \$33.47 | \$34.15 | \$34.84 | \$35.54 | \$36.26 |

| SIN(s) | Labor Category | Year 1 9/15/2015 – 9/14/2016 | Year 2 9/15/2016 – 9/14/2017 | Year 3 9/15/2017 – 9/14/2018 | Year 4 9/15/2018 – 9/14/2019 | Year 5 9/15/2019 – 9/14/2020 |
|--|------------------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|
| 874-1, 874-7 | Sr. Administrative Support | \$42.56 | \$43.42 | \$44.30 | \$45.20 | \$46.12 |
| 874-1, 874-7 | Jr. Administrative Support | \$31.07 | \$31.70 | \$32.34 | \$33.00 | \$33.67 |
| 874-1, 874-7 | Sr. Process Specialist | \$31.57 | \$32.21 | \$32.86 | \$33.53 | \$34.21 |
| 874-1, 874-7 | Jr. Process Specialist | \$27.06 | \$27.61 | \$28.17 | \$28.74 | \$29.32 |
| 874-1, 874-7 | Business Consultant 1 | - | - | - | \$108.17 | \$110.36 |
| 874-1, 874-7 | Business Consultant 2 | - | - | - | \$163.10 | \$166.40 |
| 874-1, 874-7 | Business Consultant 3 | - | - | - | \$208.77 | \$213.00 |
| 874-1, 874-7 | Business Solutions Architect | - | - | - | \$218.66 | \$223.09 |
| 874-1, 874-7 | Functional Analyst 1 | - | - | - | \$121.22 | \$123.67 |
| 874-1, 874-7 | Functional Analyst 2 | - | - | - | \$153.86 | \$156.98 |
| 874-1, 874-7 | Functional Analyst 3 | - | - | - | \$192.15 | \$196.04 |
| 874-1, 874-7 | Business Director 1 | - | - | - | \$270.95 | \$276.44 |
| 874-1, 874-7 | Business Director 2 | - | - | - | \$307.01 | \$313.23 |
| 874-1, 874-7 | Advisory Executive 1 | - | - | - | \$329.34 | \$336.01 |
| 874-1, 874-7 | Advisory Executive 2 | - | - | - | \$373.17 | \$380.73 |
| 871-1, 871-2, 871-3, 871-4, 871-5, 871-6 | Senior Program Manager | \$186.09 | \$190.37 | \$194.75 | \$199.23 | \$203.81 |
| 871-1, 871-2, 871-3, 871-4, 871-5, 871-6 | Senior Research Engineer | \$166.23 | \$170.05 | \$173.96 | \$177.97 | \$182.06 |
| 871-1, 871-2, 871-3, 871-4, 871-5, 871-6 | Senior Research Scientist | \$166.23 | \$170.05 | \$173.96 | \$177.97 | \$182.06 |
| 871-1, 871-2, 871-3, 871-4, 871-5, 871-6 | Senior Engineer | \$162.40 | \$166.14 | \$169.96 | \$173.87 | \$177.87 |

| SIN(s) | Labor Category | Year 1 9/15/2015 – 9/14/2016 | Year 2 9/15/2016 – 9/14/2017 | Year 3 9/15/2017 – 9/14/2018 | Year 4 9/15/2018 – 9/14/2019 | Year 5 9/15/2019 – 9/14/2020 |
|--|------------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|
| 871-1, 871-2, 871-3, 871-4, 871-5, 871-6 | Senior Scientist | \$162.40 | \$166.14 | \$169.96 | \$173.87 | \$177.87 |
| 871-1, 871-2, 871-3, 871-4, 871-5, 871-6 | G15 Supervisor | \$142.59 | \$145.87 | \$149.22 | \$152.66 | \$156.17 |
| 871-1, 871-2, 871-3, 871-4, 871-5, 871-6 | Senior Technical Staff | \$142.78 | \$146.06 | \$149.42 | \$152.86 | \$156.38 |
| 871-1, 871-2, 871-3, 871-4, 871-5, 871-6 | G14 Research Engineer | \$142.59 | \$145.87 | \$149.22 | \$152.66 | \$156.17 |
| 871-1, 871-2, 871-3, 871-4, 871-5, 871-6 | G14 Research Scientist | \$142.59 | \$145.87 | \$149.22 | \$152.66 | \$156.17 |
| 871-1, 871-2, 871-3, 871-4, 871-5, 871-6 | G14 Engineer | \$135.03 | \$138.14 | \$141.31 | \$144.56 | \$147.88 |
| 871-1, 871-2, 871-3, 871-4, 871-5, 871-6 | G14 Scientist | \$135.03 | \$138.14 | \$141.31 | \$144.56 | \$147.88 |
| 871-1, 871-2, 871-3, 871-4, 871-5, 871-6 | G13 Research Engineer | \$111.65 | \$114.22 | \$116.84 | \$119.53 | \$122.28 |
| 871-1, 871-2, 871-3, 871-4, 871-5, 871-6 | G13 Research Scientist | \$111.65 | \$114.22 | \$116.84 | \$119.53 | \$122.28 |
| 871-1, 871-2, 871-3, 871-4, 871-5, 871-6 | Lead Technician | \$96.86 | \$99.09 | \$101.37 | \$103.70 | \$106.09 |
| 871-1, 871-2, 871-3, 871-4, 871-5, 871-6 | Senior Technician | \$101.96 | \$104.31 | \$106.70 | \$109.16 | \$111.67 |
| 871-1, 871-2, 871-3, 871-4, 871-5, 871-6 | G13 Engineer | \$95.66 | \$97.86 | \$100.11 | \$102.41 | \$104.77 |

| SIN(s) | Labor Category | Year 1 9/15/2015 – 9/14/2016 | Year 2 9/15/2016 – 9/14/2017 | Year 3 9/15/2017 – 9/14/2018 | Year 4 9/15/2018 – 9/14/2019 | Year 5 9/15/2019 – 9/14/2020 |
|--|---------------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|
| 871-1, 871-2, 871-3, 871-4, 871-5, 871-6 | G13 Scientist | \$95.66 | \$97.86 | \$100.11 | \$102.41 | \$104.77 |
| 871-1, 871-2, 871-3, 871-4, 871-5, 871-6 | Principal Systems Analyst | \$110.21 | \$112.74 | \$115.34 | \$117.99 | \$120.70 |
| 871-1, 871-2, 871-3, 871-4, 871-5, 871-6 | G13 Program Analyst | \$97.42 | \$99.66 | \$101.95 | \$104.30 | \$106.70 |
| 871-1, 871-2, 871-3, 871-4, 871-5, 871-6 | G12 Engineer | \$82.53 | \$84.43 | \$86.37 | \$88.36 | \$90.39 |
| 871-1, 871-2, 871-3, 871-4, 871-5, 871-6 | G12 Scientist | \$82.53 | \$84.43 | \$86.37 | \$88.36 | \$90.39 |
| 871-1, 871-2, 871-3, 871-4, 871-5, 871-6 | Senior Systems Analyst | \$71.28 | \$72.92 | \$74.60 | \$76.31 | \$78.07 |
| 871-1, 871-2, 871-3, 871-4, 871-5, 871-6 | G11 Engineer | \$71.21 | \$72.85 | \$74.52 | \$76.24 | \$77.99 |
| 871-1, 871-2, 871-3, 871-4, 871-5, 871-6 | G11 Scientist | \$71.21 | \$72.85 | \$74.52 | \$76.24 | \$77.99 |
| 871-1, 871-2, 871-3, 871-4, 871-5, 871-6 | Technical Writer | \$64.73 | \$66.22 | \$67.74 | \$69.30 | \$70.89 |
| 871-1, 871-2, 871-3, 871-4, 871-5, 871-6 | Illustrator | \$64.73 | \$66.22 | \$67.74 | \$69.30 | \$70.89 |
| 871-1, 871-2, 871-3, 871-4, 871-5, 871-6 | G9 Engineer | \$63.12 | \$64.57 | \$66.06 | \$67.58 | \$69.13 |
| 871-1, 871-2, 871-3, 871-4, 871-5, 871-6 | G9 Scientist | \$63.12 | \$64.57 | \$66.06 | \$67.58 | \$69.13 |

| SIN(s) | Labor Category | Year 1 9/15/2015 – 9/14/2016 | Year 2 9/15/2016 – 9/14/2017 | Year 3 9/15/2017 – 9/14/2018 | Year 4 9/15/2018 – 9/14/2019 | Year 5 9/15/2019 – 9/14/2020 |
|--|------------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|
| 871-1, 871-2, 871-3, 871-4, 871-5, 871-6 | G7 Engineer | \$58.25 | \$59.59 | \$60.96 | \$62.36 | \$63.79 |
| 871-1, 871-2, 871-3, 871-4, 871-5, 871-6 | G7 Scientist | \$58.25 | \$59.59 | \$60.96 | \$62.36 | \$63.79 |
| 871-1, 871-2, 871-3, 871-4, 871-5, 871-6 | Technician | \$58.25 | \$59.59 | \$60.96 | \$62.36 | \$63.79 |
| 871-1, 871-2, 871-3, 871-4, 871-5, 871-6 | Senior Programmer | \$87.78 | \$89.80 | \$91.86 | \$93.98 | \$96.14 |
| 871-1, 871-2, 871-3, 871-4, 871-5, 871-6 | Programmer | \$52.09 | \$53.29 | \$54.51 | \$55.77 | \$57.05 |
| 871-1, 871-2, 871-3, 871-4, 871-5, 871-6 | Analyst | \$52.09 | \$53.29 | \$54.51 | \$55.77 | \$57.05 |
| 871-1, 871-2, 871-3, 871-4, 871-5, 871-6 | Systems Analyst | \$49.47 | \$50.61 | \$51.77 | \$52.96 | \$54.18 |
| 871-1, 871-2, 871-3, 871-4, 871-5, 871-6 | Associate Engineer | \$40.75 | \$41.69 | \$42.65 | \$43.63 | \$44.63 |
| 871-1, 871-2, 871-3, 871-4, 871-5, 871-6 | Associate Analyst | \$40.75 | \$41.69 | \$42.65 | \$43.63 | \$44.63 |
| 871-1, 871-2, 871-3, 871-4, 871-5, 871-6 | Engineering Aide | \$37.21 | \$38.07 | \$38.94 | \$39.84 | \$40.76 |
| 871-1, 871-2, 871-3, 871-4, 871-5, 871-6 | Senior Administrative | \$66.75 | \$68.29 | \$69.86 | \$71.46 | \$73.10 |
| 871-1, 871-2, 871-3, 871-4, 871-5, 871-6 | Administrative Support | \$42.48 | \$43.46 | \$44.46 | \$45.48 | \$46.53 |

| SIN(s) | Labor Category | Year 1 9/15/2015 – 9/14/2016 | Year 2 9/15/2016 – 9/14/2017 | Year 3 9/15/2017 – 9/14/2018 | Year 4 9/15/2018 – 9/14/2019 | Year 5 9/15/2019 – 9/14/2020 |
|---|-------------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|
| 871-1, 871-2, 871-3, 871-4, 871-5, 871-6 | Logistician III | \$76.52 | \$78.28 | \$80.08 | \$81.92 | \$83.80 |
| 871-1, 871-2, 871-3, 871-4, 871-5, 871-6 | Logistician I | \$49.41 | \$50.55 | \$51.71 | \$52.90 | \$54.12 |
| 871-1, 871-2, 871-3, 871-4, 871-5, 871-6 | Program Administrator | \$53.69 | \$54.92 | \$56.19 | \$57.48 | \$58.80 |
| 871-1, 871-2, 871-3, 871-4, 871-5, 871-6 | Contracts Administrator | \$53.69 | \$54.92 | \$56.19 | \$57.48 | \$58.80 |
| 871-1, 871-2, 871-3, 871-4, 871-5, 871-6 | Project Administrator I | \$32.75 | \$33.50 | \$34.27 | \$35.06 | \$35.87 |
| 520-1, 520-11, 520-12, 520-13, 520-15, 520-21 | Finance Analyst 1 | - | - | - | \$96.63 | \$98.85 |
| 520-1, 520-11, 520-12, 520-13, 520-15, 520-21 | Finance Analyst 2 | - | - | - | \$116.12 | \$118.79 |
| 520-1, 520-11, 520-12, 520-13, 520-15, 520-21 | Finance Analyst 3 | - | - | - | \$145.52 | \$148.87 |
| 520-1, 520-11, 520-12, 520-13, 520-15, 520-21 | Finance Consultant 1 | - | - | - | \$152.80 | \$156.31 |
| 520-1, 520-11, 520-12, 520-13, 520-15, 520-21 | Finance Consultant 2 | - | - | - | \$173.97 | \$177.97 |
| 520-1, 520-11, 520-12, 520-13, 520-15, 520-21 | Finance Consultant 3 | - | - | - | \$194.25 | \$198.72 |

| SIN(s) | Labor Category | Year 1 9/15/2015 – 9/14/2016 | Year 2 9/15/2016 – 9/14/2017 | Year 3 9/15/2017 – 9/14/2018 | Year 4 9/15/2018 – 9/14/2019 | Year 5 9/15/2019 – 9/14/2020 |
|---|----------------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|
| 520-1, 520-11, 520-12, 520-13, 520-15, 520-21 | Financial Sr. Consultant 1 | - | - | - | \$185.01 | \$189.27 |
| 520-1, 520-11, 520-12, 520-13, 520-15, 520-21 | Financial Sr. Consultant 2 | - | - | - | \$203.96 | \$208.65 |
| 520-1, 520-11, 520-12, 520-13, 520-15, 520-21 | Financial Sr. Consultant 3 | - | - | - | \$224.87 | \$230.04 |
| 520-1, 520-11, 520-12, 520-13, 520-15, 520-21 | Business Partner 1 | - | - | - | \$205.60 | \$210.33 |
| 520-1, 520-11, 520-12, 520-13, 520-15, 520-21 | Business Partner 2 | - | - | - | \$227.20 | \$232.43 |
| 520-1, 520-11, 520-12, 520-13, 520-15, 520-21 | Business Partner 3 | - | - | - | \$250.50 | \$256.26 |
| 520-1, 520-11, 520-12, 520-13, 520-15, 520-21 | Program Manager 1 | - | - | - | \$224.54 | \$229.70 |
| 520-1, 520-11, 520-12, 520-13, 520-15, 520-21 | Program Manager 2 | - | - | - | \$259.27 | \$265.23 |
| 520-1, 520-11, 520-12, 520-13, 520-15, 520-21 | Executive Business Partner | - | - | - | \$352.07 | \$360.17 |

** In accordance with 13 C.F.R. 121.404, the Contractor is ineligible to participate in any RFQ that is set aside for small business where the subject contract's awarded size status for the preponderance NAICS designated in the RFQ is "other than small".*

Service Contract Labor Standards/Service Contract Act (SCLS/SCA) Matrix

| SCLS Eligible Labor Category | SCLS Equivalent Code Title | Wage Determination |
|------------------------------|-------------------------------------|--------------------|
| Technical Writer | 30462 – Technical Writer II | 2015-4281 |
| Illustrator | 13042 – Illustrator II | 2015-4281 |
| Technician | 30083 – Engineering Technician III | 2015-4281 |
| Engineering Aide | 30081 – Engineering Technician I | 2015-4281 |
| Administrative Support | 01311 – Secretary I | 2015-4281 |
| Project Administrator I | 01112 – General Clerk II | 2015-4281 |
| Program Analyst 1 | 14071 – Computer Programmer I | 2015-4281 |
| Technical Support 1 | 14101 – Computer Systems Analyst I | 2015-4281 |
| Technical Support 2 | 14102 – Computer Systems Analyst II | 2015-4281 |
| Sr. Administrative Support | 01020 – Administrative Assistant | 2015-4281 |
| Jr. Administrative Support | 01311 – Secretary I | 2015-4281 |
| Senior Administrative | 01020 – Administrative Assistant | 2015-4281 |

The Service Contract Labor Standards, formerly the Service Contract Act (SCA), apply to this contract and it includes SCLS applicable labor categories. Labor categories and fixed price services marked with a (**) in this pricelist are based on the U.S. Department of Labor Wage Determination Number(s) identified in the SCLS/SCA matrix. The prices awarded are in line with the geographic scope of the contract (i.e., nationwide).

Labor Categories for SINs 874-1 & 874-7:

| MOBIS Job Title | General Summary and Functional Responsibilities/Duties | Education and Years of Experience Requirements |
|--------------------------------|---|--|
| Subject Matter Expert 4 | <p>General Summary: Is well known expert in chosen field. Possesses requisite knowledge and expertise so recognized in the professional community that the Government is able to qualify the individual as an expert in the field for an actual Task Order (TO). Works under guidance of management to analyze problems, produce an understanding of the current environment and then to define alternatives for change.</p> <p>Functional Responsibilities/Duties: Examples of duties and responsibilities are as follows:</p> <ul style="list-style-type: none"> • Formulates first problem statement of the issues involved in relating field of expertise to problems of client agency. • Performs functional allocation to identify required tasks and their interrelationships to execute change. • Identifies resources required for each task. | Master's Degree or equivalent** and 10 years of experience |
| Subject Matter Expert 3 | <p>General Summary: Is very knowledgeable in chosen field with considerable work experience. Possesses requisite knowledge and expertise so recognized in the professional community that the Government is able to qualify the individual as an expert in the field for an actual Task Order (TO). Works under management supervision to analyze problems and produce classical output.</p> | Master's Degree or equivalent** and 6 years of experience |

| MOBIS Job Title | General Summary and Functional Responsibilities/Duties | Education and Years of Experience Requirements |
|--------------------------------|--|---|
| | Functional Responsibilities/Duties: Examples of duties and responsibilities are as follows: <ul style="list-style-type: none"> • Prepares functional allocation to identify required tasks and their interrelationships to develop solutions for implementation options. • Identifies resources required for each task. | |
| Subject Matter Expert 2 | General Summary: Is professionally trained expert in the field with considerable work experience. Possesses requisite knowledge and expertise recognized in the professional community that the Government is able to qualify the individual as an expert in the field for an actual Task Order (TO). Works under management supervision or as a member of a team to analyze problems and produce classical output. Functional Responsibilities/Duties: Examples of duties and responsibilities are as follows: <ul style="list-style-type: none"> • Performs functional allocation to identify required tasks and their interrelationships to develop solutions for implementation options. • Identifies resources required for each task. | Bachelor's Degree or equivalent* and 10 years of experience |
| Subject Matter Expert 1 | General Summary: Is professionally trained expert in the field with limited experience. Works under supervision or as member of a team to analyze problems and produce classical output. Functional Responsibilities/Duties: Examples of duties and responsibilities are as follows: <ul style="list-style-type: none"> • Outlines functional allocation to identify required tasks and their interrelationships to broaden solution for implementation considerations. | Bachelor's Degree or equivalent* and 4 years of experience |
| Program Manager 6 | General Summary: Based upon extensive direct experience and working with the guidance of senior management, provides advice, assistance, guidance or consulting for a variety of services in support of the management and integration of programs and/or projects. Functional Responsibilities/Duties: Examples of duties and responsibilities are as follows: <ul style="list-style-type: none"> • Program management leadership from analysis to execution, program integration (particularly as a team leader), program oversight analysis and options development, and project management and all its details. | Master's Degree or equivalent** and 10 years of experience |
| Program Manager 5 | General Summary: Based upon direct experience and working with the guidance of senior management, provides advice, assistance, guidance or consulting for a variety of services in support of the management and integration of programs and/or projects or performs as a program manager. Functional Responsibilities/Duties: Examples of duties and responsibilities are as follows: <ul style="list-style-type: none"> • Program management leadership from analysis to execution, program integration (particularly as a team leader), program oversight analysis and options development, and project management and all its details. | Master's Degree or equivalent** and 7 years of experience |
| Program Manager 4 | General Summary: May work as a team member or under the general guidance of senior management or a program/project leader. Provides advice, assistance, guidance or consulting for a variety of services in support of the management and integration of programs and/or projects or perform as a program manager. | Master's Degree or equivalent** and 4 years of experience |

| MOBIS Job Title | General Summary and Functional Responsibilities/Duties | Education and Years of Experience Requirements |
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| | <p>Functional Responsibilities/Duties: Examples of duties and responsibilities are as follows:</p> <ul style="list-style-type: none"> • Program management leadership from analysis to execution, program integration (particularly as a team leader), program oversight analysis and options development, and project management and all its details. | |
| Program Manager 3 | <p>General Summary: Serves as the project manager for a large-complex task order (or group of task orders affecting the same common/standard/migration system) and shall assist the Program Manager in working with the Government Contracting Officer (CO), the contract-level Contracting Officer's Technical Representative (COTR), the task order-level COR(s), government management personnel and customer agency representatives.</p> <p>Functional Responsibilities/Duties: Examples of duties and responsibilities are as follows:</p> <ul style="list-style-type: none"> • Responsible for the overall management of the specific task order(s) and insuring that the technical solutions and schedules in the task order are implemented in a timely manner. • Performs enterprise wide horizontal integration planning and interfaces to other functional systems. | Bachelor's Degree or equivalent* and 10 years of experience |
| Program Manager 2 | <p>General Summary: Serves as the project manager for a medium sized task order (or group of task orders affecting the same common/standard/migration system) and shall assist the Program Manager in working with the Government Contracting Officer (CO), the contract-level Contracting Officer's Technical Representative (COTR), the task order-level COR(s), government management personnel and customer agency representatives.</p> <p>Functional Responsibilities/Duties: Examples of duties and responsibilities are as follows:</p> <ul style="list-style-type: none"> • Responsible for the overall management of the specific task order(s) and insuring that the technical solutions and schedules in the task order are implemented in a timely manner. • Performs enterprise wide horizontal integration planning and interfaces to other functional systems. | Bachelor's Degree or equivalent* and 6 years of experience |
| Program Manager 1 | <p>General Summary: Serves as the project manager for a small task order (or group of task orders affecting the same common/standard/migration system) and shall assist the Program Manager in working with the Government Contracting Officer (CO), the contract-level Contracting Officer's Technical Representative (COTR), the task order-level COR(s), government management personnel and customer agency representatives.</p> <p>Functional Responsibilities/Duties: Examples of duties and responsibilities are as follows:</p> <ul style="list-style-type: none"> • Responsible for the overall management of the specific task order(s) and insuring that the technical solutions and schedules in the task order are implemented in a timely manner. • Performs enterprise wide horizontal integration planning and interfaces to other functional systems. | Bachelor's Degree or equivalent* and 4 years of experience |
| Management Consultant 5 | <p>General Summary: Based upon extensive experience and working independently, provides expert advice, assistance, guidance or consulting in support of the agencies' management needs for strategic,</p> | Master's Degree or equivalent* |

| MOBIS Job Title | General Summary and Functional Responsibilities/Duties | Education and Years of Experience Requirements |
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| | business, and action planning. Functional Responsibilities/Duties: Examples of duties and responsibilities are as follows: <ul style="list-style-type: none"> • System alignment studies and practices, cycle time analysis and alternatives, building high performance work teams, adopting leadership systems, developing performance measures and indicators, presenting process and productivity improvement options, making organizational assessments, and performing program audits, and evaluations. | and 7 years of experience |
| Management Consultant 4 | General Summary: Based upon experience and working independently and/or with the guidance of senior management, provides expert advice, assistance, guidance or consulting in support of the agencies' management needs for strategic, business, and action planning. Functional Responsibilities/Duties: Examples of duties and responsibilities are as follows: <ul style="list-style-type: none"> • System alignment studies and practices, cycle time analysis and alternatives, building high performance work teams, adopting leadership systems, developing performance measures and indicators, presenting process and productivity improvement options, making organizational assessments, and performing program audits, and evaluations. | Master's Degree or equivalent** and 4 years of experience |
| Management Consultant 3 | General Summary: In response to various needs, provides expert and/or detailed advice, assistance, guidance or consulting to management in support of the agencies' management needs for strategic, business, and action planning. Functional Responsibilities/Duties: Examples of duties and responsibilities are as follows: <ul style="list-style-type: none"> • System alignment studies and practices, cycle time analysis and alternatives, building high performance work teams, adopting leadership systems, developing performance measures and indicators, presenting process and productivity improvement options, making organizational assessments, and performing program audits, and evaluations. | Bachelor's Degree or equivalent** and 10 years of experience |
| Management Consultant 2 | General Summary: Provides expert advice to project teams, identification of analysis techniques and tools, and providing other MOBIS services as required. Functional Responsibilities/Duties: Examples of duties and responsibilities are as follows: <ul style="list-style-type: none"> • Under supervision and based upon experience, assist others in developing and documenting management consulting activities associated with system alignment studies and practices, cycle time analysis and alternatives, building high performance work teams, adopting leadership systems, developing performance measures and indicators, presenting process and productivity improvement options, making organizational assessments, and performing program audits, and evaluations. | Bachelor's Degree or equivalent* and 6 years of experience |
| Management Consultant 1 | General Summary: Provide expert advice to project teams, identify of analysis techniques and tools, and providing other MOBIS services as required. Functional Responsibilities/Duties: Examples of duties and | Bachelor's Degree or equivalent* and 4 years of |

| MOBIS Job Title | General Summary and Functional Responsibilities/Duties | Education and Years of Experience Requirements |
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| | responsibilities are as follows: <ul style="list-style-type: none"> Develops and documents management consulting activities associated with system alignment studies and practices, cycle time analysis and alternatives, building high performance work teams, adopting leadership systems, developing performance measures and indicators, presenting process and productivity improvement options, making organizational assessments, and performing program audits, and evaluations. | experience |
| Program Analyst 4 | General Summary: May work relatively independently as a team lead or under the general guidance of senior management or a program/project leader. Provides a variety of services in support of the management and integration of programs and/or projects. Functional Responsibilities/Duties: Examples of duties and responsibilities are as follows: <ul style="list-style-type: none"> Program management leadership from analysis to execution, program integration (particularly as a team leader), program oversight analysis and options development, and project management and all its details. | Bachelor's Degree or equivalent* and 6 years of experience |
| Program Analyst 3 | General Summary: May work as a team member or under the general guidance of management or a program/project leader. Functional Responsibilities/Duties: Examples of duties and responsibilities are as follows: <ul style="list-style-type: none"> Performs a variety of management tasks that are broad in nature and are concerned with the integration of teams/personnel, tools and techniques to provide MOBIS based program/project management services to improve operations. | Bachelor's Degree or equivalent* and 5 years of experience |
| Program Analyst 2 | General Summary: Under supervision and based upon experience, assist others in analysis and preparation of program and project review materials. Functional Responsibilities/Duties: Examples of duties and responsibilities are as follows: <ul style="list-style-type: none"> Uses a variety of project management tools and database tools like Access, and Microsoft office to make representations of program/project issues and problems. | Bachelor's Degree or equivalent* and 4 years of experience |
| Program Analyst 1 | General Summary: Under close supervision and based upon experience, assist others in analysis and preparation of program and project review materials. Functional Responsibilities/Duties: Examples of duties and responsibilities are as follows: <ul style="list-style-type: none"> Uses variety of project management tools, simple database tools like Access, and Microsoft office to make representations of program/project issues and problems. | High School or GED and 4 years of experience |
| Technical Support 3 | General Summary: May work as a team member or independently in the formation of system designs, development, and specifications translation to design. Functional Responsibilities/Duties: Examples of duties and responsibilities are as follows: <ul style="list-style-type: none"> ADP systems analysis and programming and using major application programming on large-scale database management systems. Uses state-of-the-art computer equipment and high level computer languages. | Bachelor's Degree or equivalent* and 4 years of experience |

| MOBIS Job Title | General Summary and Functional Responsibilities/Duties | Education and Years of Experience Requirements |
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| Technical Support 2 | <p>General Summary: Under close supervision and utilizing past experience, assist other in the technical aspects of the task order assignment and supports MOBIS organization development activities.</p> <p>Functional Responsibilities/Duties: Examples of duties and responsibilities are as follows:</p> <ul style="list-style-type: none"> • Develops applications based on COTS or on microcomputer hardware as applied to web-based networks. | High School or GED and 5 years of experience |
| Technical Support 1 | <p>General Summary: Entry level position. Demonstrated ability through coursework and certifications. Works under close supervision to perform well-prescribed tasks.</p> <p>Functional Responsibilities/Duties: Examples of duties and responsibilities are as follows:</p> <ul style="list-style-type: none"> • Programming • Full installation of applications • Network interfacing | High School or GED and 3 years of experience |
| Senior Administrative Support | <p>General Summary: Provides administrative-type support to technical and management personnel.</p> <p>Functional Responsibilities/Duties: Examples of duties and responsibilities are as follows:</p> <ul style="list-style-type: none"> • Documentation planning and support • Project administration, and general office support and word processing • Spreadsheet development • Executive secretarial support, human resource planning • Event planning and administration • Office relocation planning, mail services, records data input | Bachelor's Degree or equivalent* and 1 year of experience |
| Junior Administrative Support | <p>General Summary: Provides administrative-type support to technical and management personnel.</p> <p>Functional Responsibilities/Duties: Examples of duties and responsibilities are as follows:</p> <ul style="list-style-type: none"> • Documentation planning and support • Project administration, and general office support and word processing • Spreadsheet development • Executive secretarial support, human resource planning • Event planning and administration • Office relocation planning, mail services, records data input | High School or GED and 5 Years of Experience |
| Senior Process Specialist | <p>General Summary: Consults on projects for organizational transformation that require the application of reengineering, organizational, and operational change management approaches and information technology infrastructure redesign.</p> <p>Functional Responsibilities/Duties: Examples of duties and responsibilities are as follows:</p> <ul style="list-style-type: none"> • Applies process improvement and reengineering methodologies and principles to conduct process modernization projects • Activity and data modeling, developing modern business methods, identifying best practices, and creating and assessing performance measurements. Provides group facilitation, interviewing, and training. | Bachelor's Degree or equivalent* and 2 years of experience |
| Junior Process Specialist | <p>General Summary: Under supervision and based upon experience, formulates and defines fundamental business processes and objectives through research and fact-finding combined with an</p> | Bachelor's Degree or equivalent* |

| MOBIS Job Title | General Summary and Functional Responsibilities/Duties | Education and Years of Experience Requirements |
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| | <p>understanding of applicable business systems and industry requirements.</p> <p>Functional Responsibilities/Duties: Examples of duties and responsibilities are as follows:</p> <ul style="list-style-type: none"> • Develops or modifies moderately complex information systems. • Analyzes business and user needs, documenting requirements and revising existing system logic difficulties as necessary. | |
| Senior Program Manager | Provide administrative and technical leadership in completion of multiple contracts, including responsibility for cost, schedule, and overall performance. Plan and procure necessary staff to achieve work completion milestones and deliverables. Direct investigation and resolution of operational problems in conjunction with other engineering and technical personnel. Develop detailed staffing requirements, assignments, and plans to meet customer needs. | Masters' degree required. Fourteen years of experience required. |
| Business Consultant 1 | Business Consultant has experience in business support, business architecture design, financial analysis, change management, or business or systems process redesign practices. Duties include applying analytical and technical skills to assist in implementing solutions and conducting research, collecting and distilling data. Other duties may include performing assessments, documenting organizational business and systems process flows, identifying and documenting functional requirements, developing project documentation and training materials, and producing reports. | Bachelor's degree. Minimum of two years of experience in related areas supporting commercial or federal organizations. |
| Business Consultant 2 | Business Consultant has experience in business support, business architecture design, financial analysis, change management, or business or systems process redesign practices. Duties include applying analytical and technical skills to assist in implementing solutions and conducting research, collecting and distilling data. Other duties may include performing assessments, documenting organizational business and systems process flows, identifying and documenting functional requirements, developing project documentation and training materials, and producing reports. | Bachelor's degree. Minimum of four years of experience in related areas supporting commercial or federal organizations. |
| Business Consultant 3 | Business Consultant has experience in business support, business architecture design, financial analysis, change management, or business or systems process redesign practices. Duties include applying analytical and technical skills to assist in implementing solutions and conducting research, collecting and distilling data. Other duties may include performing assessments, documenting organizational business and systems process flows, identifying and documenting functional requirements, developing project documentation and training materials, and producing reports. | Bachelor's degree. Minimum six years of experience in related areas supporting commercial or federal organizations. |
| Business Solutions Architect | Business Solutions expert charged with leading the design and implementation of a client business or technology solution. Duties include: developing and selecting the technology tools to meet client deliverable, providing the technical expertise to the team developing the solutions, ensuring the solutions meets all government requirements, identifying and informing the client of potential risks as they arise, ensure the solutions will be delivered on time and within budget. | Bachelor's degree. Minimum of eight years of experience in related areas supporting |

| MOBIS Job Title | General Summary and Functional Responsibilities/Duties | Education and Years of Experience Requirements |
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| | | commercial or federal organizations. |
| Functional Analyst 1 | Experience in functional program areas to include strategy, financial management and systems, supply chain, human capital and change management, analytics, or program management disciplines. Operates under the direction of the Program manager. Duties include: Conduct research and analysis; requirements, design, documentation; and business process improvement efforts in core functional areas of strategy, financial management, supply chain, human capital and change management, analytics, or program management disciplines. | Bachelor's degree. Minimum of four years of experience in related areas supporting commercial or federal |
| Functional Analyst 2 | Experience in functional program areas to include strategy, financial management and systems, supply chain, human capital and change management, analytics, or program management disciplines. Operates under the direction of the Program manager. Duties include: Conduct research and analysis; requirements, design, documentation; and business process improvement efforts in core functional areas of strategy, financial management, supply chain, human capital and change management, analytics, or program management disciplines. | Bachelor's degree. Minimum of six years of experience in related areas supporting commercial or federal. |
| Functional Analyst 3 | Experience in functional program areas to include strategy, financial management and systems, supply chain, human capital and change management, analytics, or program management disciplines. Operates under the direction of the Program manager. Duties include: Conduct research and analysis; requirements, design, documentation; and business process improvement efforts in core functional areas of strategy, financial management, supply chain, human capital and change management, analytics, or program management disciplines. | Bachelor's degree. Minimum eight years of experience in related areas supporting commercial or federal. |
| Business Director 1 | Business Director has experience in leading large complex solutions. Comfortable developing slides and presenting to stakeholders and clients. Duties include: monitoring achievement of strategic, financial and operational benefits; ensuring planned business outcomes are achieved and helping adjust programs if necessary; providing guidance to project teams analyzing client and systems data; developing client solutions; performs business strategy and systems assessments. | Bachelor's degree. Minimum eight years of experience in related areas supporting commercial or federal. |
| Business Director 2 | Business Director has experience in leading large complex solutions. Comfortable developing slides and presenting to stakeholders and clients. Duties include: monitoring achievement of strategic, financial and operational benefits; ensuring planned business outcomes are achieved and helping adjust programs if necessary; providing guidance to project teams analyzing client and systems data; developing client solutions; performs business strategy and systems assessments. | Bachelor's degree. Minimum ten years of experience in related areas supporting commercial or federal. |
| Advisory Executive 1 | Advisory Executive has primary management authority for client engagements. Responsible for the overall work performed. Provides primary interface with client management regarding strategic issues. Sets overall policy direction for the client. Directs completion of projects within estimated time frames and budget constraints, reviews work products, advises client in key priorities and solution development. | Bachelor's degree. Minimum twelve years of experience in related areas supporting commercial or |

| MOBIS Job Title | General Summary and Functional Responsibilities/Duties | Education and Years of Experience Requirements |
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| | | federal. |
| Advisory Executive 2 | Advisory Executive has primary management authority for client engagements. Responsible for the overall work performed. Provides primary interface with client management regarding strategic issues. Sets overall policy direction for the client. Directs completion of projects within estimated time frames and budget constraints, reviews work products, advises client in key priorities and solution development. | Bachelor's degree. Minimum fourteen years of experience in related areas supporting commercial or federal |

* Four (4) years of experience is considered equivalent to a Bachelor's Degree

**Two (2) years of experience plus BS/BA is equivalent to a Master's Degree

Labor Categories for SINs 871-1, 871-2, 871-3, 871-4, 871-5, 871-6:

| PES Job Title | General Summary and Functional Responsibilities/Duties | Education and Years of Experience Requirements |
|----------------------------------|---|--|
| Senior Research Engineer | Plans and conducts testing on assigned project to prove/modify theoretical propositions on basis of comments in literature field, established research findings, and experience of other staff members in technological area. Interacts with other research staff. Discusses progress and interim findings at monthly technical review meetings. Continues with project in original concept or modifies direction based on commentary and decision of technical review committee. Sets up prototype equipment; uses experimental materials to test theories. Works with customer/technical personnel to test theories / findings. | A bachelor's degree in Engineering is required and a PhD degree is required. Eighteen years of experience is required. |
| Senior Research Scientist | Plan and conduct analysis on assigned projects to prove/modify theories or findings in support of customer requirements. Interacts with other advanced staff. Discusses progress and interim findings at monthly technical review meetings. Continue with project in original concept or modify direction based on commentary and decision of review committee. Provide a high level of knowledge and analysis capability on specialized applications and environments as well as advice on exceptionally complex problems which require high-level knowledge of the subject matter for effective implementation. | PhD degree required. Eighteen years of experience is required. |
| Senior Engineer | Develops engineering plans and designs in a particular field for a specific area. Investigates and analyzes new materials, equipment invoices, and engineering practices. Analyzes quotations / bids and in developing recommendations. | A Bachelor's degree in Engineering is required and a Master's degree is required. Seventeen years of experience is required. |
| Senior Scientist | Develop specialized plans and designs in a particular field for a specific area. Investigate and analyze new materials, equipment, procedures, processes and engineering practices. Analyze quotations/bids and develop recommendations. Provide expertise in support of customer requirements for complex to highly complex projects. | Masters' degree required. Seventeen years of experience is required. |
| G15 Supervisor | Manage expenditures of material, travel, and labor hours for contracts. Perform manpower planning and staffing for assigned group and support division manpower planning. Present program reviews for upper management. Interact with customers to obtain new business and monitor current contract work. | Bachelor's degree required. Ten years of experience required. |
| Senior Technical Staff | Provide administrative and technical leadership in the completion of multiple contracts, including responsibility for cost, schedule and overall performance. Monitor fulfillment of contract requirements to ensure quality and timeliness of services/deliverables to various customers. Conduct the investigation and resolution of operational problems in conjunction with other engineering and technical personnel. Conduct employee performance evaluations. | Bachelor's degree required. Twelve years of experience required. |

| PES Job Title | General Summary and Functional Responsibilities/Duties | Education and Years of Experience Requirements |
|-------------------------------|---|--|
| G14 Research Engineer | Plans and conducts testing on an assigned project to prove or modify theoretical propositions on the basis of comments in the literature field, established research findings, and the experience of other staff members in the technological area. Interacts with other research staff. Discusses progress and interim findings at monthly technical review meetings. Continues with project in original concept or modifies direction based on commentary and decision of technical review committee. Sets up prototype equipment and uses experimental materials to test theories developed. Works with customer line and technical personnel to test out theories and/ or findings. | A Bachelor's degree in Engineering is required and a Masters degree is required. Eight years of experience required. |
| G14 Research Scientist | Plan and conduct analysis on assigned projects to prove/modify theories or findings in support of customer requirements. Interacts with other advanced staff. Discuss progress and interim findings at monthly review meetings. Continue with project in original concept or modify direction based on commentary and decision of review committee. Work with customer and technical personnel to test out theories and/or findings. Serves as a specialized expert in areas relevant to the project. Demonstrating experience in conducting analysis and developing solutions. Produces and reviews specialized documentation reflecting detailed knowledge of specific area. Recommends measures to improve methods, performance, and quality of product or service, and suggests changes to increase efficiency. | Masters degree required. Eight years of experience required. |
| G14 Engineer | Assist in the development of engineering plans and designs in a particular field for a specific area. Assist in the investigation and analysis of new materials, equipment invoices, and engineering practices. Assists in analyzing quotations / bids and in developing recommendations. | Bachelor's degree in Engineering is required. Eight years of experience is required. |
| G14 Scientist | Plan and conduct analysis on assigned projects. Perform complex evaluations of existing procedures, processes, techniques, models, and/or systems. Assist in the development of specialized plans and designs in a particular field for a specific area. Assist in the investigation and analysis of new materials, equipment, and engineering practices. Prepare charts, tables, graphs, and diagrams to assist in analyzing problems. Coordinates the activities of junior personnel on projects. Provide daily supervision and direction to administrative staff. Coordinate and work closely with engineering, logistics, financial and program management disciplines to define system specifications/requirements. Assist in analyzing quotations/bids and in developing recommendations. Serve as a specialized expert in areas relevant to the project. Demonstrate experience in conducting analysis and developing solutions. Produce and review documentation reflecting detailed knowledge of specific area. Recommend measures to improve methods, performance, and quality of product or service, and suggest changes to increase efficiency. | Bachelor's degree required. Eight years of experience is required. |
| G13 Research Engineer | Plans and conducts testing on assigned project to prove/modify theoretical propositions on basis of comments in literature field, | A Bachelor's degree in |

| PES Job Title | General Summary and Functional Responsibilities/Duties | Education and Years of Experience Requirements |
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| | established research findings, and experience of other staff members in technological area. Interacts with other research staff. Discusses progress and interim findings at monthly technical review meetings. Continues with project in original concept or modifies direction based on commentary and decision of technical review committee. Sets up prototype equipment; uses experimental materials to test theories. Works with customer/technical personnel to test theories/findings. | Engineering is required. Seven years of experience required. |
| G13 Research Scientist | Plans and conducts analysis on assigned projects. Interact with other advanced staff members. Discuss progress and interim findings at monthly technical review meetings. Continues with project in original concept or modifies direction based on commentary and decision of technical review committee. Supplies knowledge and experience of the subject matter for specialized solutions. Work with customer/specialized personnel to tests theories/findings. Coordinate and work closely with engineering, logistics, financial and program management disciplines to define, audit, and support the system specifications/requirements/ data. | Bachelor's degree required. Seven years of experience required. |
| Lead Technician | Provides technical leadership in the completion of assigned contract efforts. Insures that work is satisfactory in meeting contract requirements. Direct on-site customer interface for installation, design, repair, upgrade and maintenance network hardware and software components. Diagnose, repair, assemble and upgrade hardware and software. Maintain liaison with outside hardware and software vendors for system upgrades and maintenance. Provide technical assistance and informal training in implementing network programs based on user requirements. Administer and manage complex local area networks including installation of server software and hardware, system monitoring, license compliance, virus detection, disaster prevention and backups, capacity management, usage reporting and the e-mail system. | High school or equivalent required. Fifteen years of experience required. |
| Senior Technician | Provide technical management and leadership for a given project, task or subtask with overall responsibility for cost, schedule, technical and employee performance. Direct on-site customer interface for installation, design, repair, upgrade and maintenance on both hardware and software. Provides input to diagnose, repair, assemble and upgrade hardware and software. Maintain liaison with outside hardware and software vendors for system upgrades and maintenance. Provide technical assistance and informal training in implementing user requirements. | High school or equivalent required. Eight years of experience required. |
| G13 Engineer | Prepares scientific and technical reports for superiors. Discusses progress and interim findings at monthly technical review meetings. Sets up prototype equipment and uses experimental materials to test theories developed. Draws on expertise from academia, where needed, to assist with relevant parts of the project. | A Bachelor's degree in Engineering is required. Five years of experience is required. |
| G13 Scientist | Plan and conduct analysis on assigned projects. Performs evaluations of existing procedures, processes, techniques, models, and/or systems. Prepare specialized reports for superiors. Discuss progress and interim findings at monthly review meetings. Prepares charts, tables, graphs, and diagrams to assist in analyzing problems. | Bachelor's degree required. Five years of experience is |

| PES Job Title | General Summary and Functional Responsibilities/Duties | Education and Years of Experience Requirements |
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| | Coordinates the activities of junior personnel on projects. Analyze equipment and use required materials and processes to test theories developed. Coordinate and work closely with engineering, logistics, financial and program management disciplines to define, audit, and support the system specifications/requirements/documentation. | required. |
| Principal Systems Analyst | Provide technical management and leadership for a given project, task or subtask with overall responsibility for cost, schedule, technical and employee performance. Perform evaluations in the development, design and implementation, and maintenance of complex programs or systems. Perform site visits and investigations, and analyze problems associated with directed task. | Bachelor's degree required. Ten years of experience is required. |
| G13 Program Analyst | Provide regular status reports to project leaders and customers. Make presentations to customers and company management. Manage small tasks including technical, cost, and schedule tracking and reporting. | Bachelor's degree required. Five years of experience is required. |
| G12 Engineer | Assists in the development of engineering plans and designs in a particular field for a specific area. Assists in the investigation and analysis of new materials, equipment invoices, and engineering practices. Prepares or assists in preparing engineering computations, estimates, surveys, and statistics. Analyzes costs for work projects, performs and assists with equipment and material test studies. | Bachelor's degree required. Three years of experience is required. |
| G12 Scientist | Plan and conduct analysis on assigned projects. Perform evaluations of existing procedures, processes, techniques, models, and/or systems. Prepares charts, tables, graphs, and diagrams to assist in analyzing problems. Coordinates the activities of junior personnel on projects. Assists in the development of plans and design in a particular field for a specific area. Assist in the investigation and analysis of new materials, equipment, procedures, processes and specialized practices. Prepares or assists in preparing engineering computations, estimates, surveys, and statistics. Analyze costs for work projects, performs and assists with equipment and material test studies. Coordinate and work closely with engineering, logistics, financial and program management disciplines to define, audit, and support the system specifications/requirements/ documentation. | Bachelor's degree required. Three years of experience is required. |
| Senior Systems Analyst | Lead team in development or analysis of large-scale SW projects. Provide technical management and leadership for a given project, contract or job with overall responsibility for cost, schedule, technical and employee performance. Perform evaluations in the development, design and implementation, and maintenance of complex programs or systems. Perform site visits and investigations, and analyze problems associated with directed task. | Bachelor's degree required. Eight years of experience required. |
| G11 Engineer | Assists in the development of engineering plans and designs in a particular field for a specific area. Assists in the investigation and analysis of new materials, equipment invoices, and engineering practices. Prepares or assists in preparing engineering computations, estimates, surveys, and statistics. Analyzes costs for work projects, performs and assists with equipment and material test studies. | Bachelor's degree required. Two years of experience required. |
| G11 Scientist | Plan and conduct analysis on assigned projects. Performs | Bachelor's |

| PES Job Title | General Summary and Functional Responsibilities/Duties | Education and Years of Experience Requirements |
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| | evaluations of existing procedures, processes, techniques, models, and/or systems. Prepares charts, tables, graphs, and diagrams to assist in analyzing problems. Provide periodic written reports to Program Manager and/or work area lead. Coordinate and work closely with engineering, logistics, financial and program management disciplines to define, audit, and support the system specifications/requirements/ documentation. | degree required. Two years of experience required. |
| Technical Writer | Responsible for quality control, production, and distribution of documents in accordance with customer requests and schedules. Utilize appropriate computer software. Completes projects with minimum supervision. Proofs carefully to ensure accuracy, completeness and consistency in the work produced. Applies creative writing to customer requests and communicates with the client to ensure the final output appropriately addresses needs, deadlines and budgets. | High school or equivalent required. Four years of experience required. |
| Illustrator | Responsible for quality control, production, and distribution of documents in accordance with customer requests and schedules. Utilize appropriate computer software. Completes projects with minimum supervision. Proofs carefully to ensure accuracy, completeness and consistency in the work produced. Prepares artwork with appropriate compositions, layout and design in accordance with military, commercial or company specifications and standards. Applies creative artwork to customer requests and communicates with the client to ensure the final output appropriately addresses needs, deadlines and budgets. | High school or equivalent required. Four years of experience required. |
| G9 Engineer | Assists engineering department in regard to product redesign to resolve product or production difficulties. Performs work as assigned by group leader or project manager. Provide weekly written report to Program Manager and work-area lead. | Bachelor's degree required. One year of experience required. |
| G9 Scientist | Plan and conduct analysis on assigned projects. Performs evaluations of existing procedures, processes, techniques, models, and/or systems. Prepares charts, tables, graphs, and diagrams to assist in analyzing problems. Provide periodic written report to Program Manager and/or work-area lead. Coordinate and work closely with engineering, logistics, financial and program management disciplines to define, audit, and support the system specifications/requirements/ documentation. | Bachelor's degree required. One year of experience required. |
| G7 Engineer | Assists engineering department in regard to product redesign to resolve product or production difficulties. Performs work as assigned by group leader or project manager. Provide weekly written report to Program Manager and work-area lead. | A Bachelor's degree in Engineering is required. Entry level / no experience required. |
| G7 Scientist | Assists engineering department in regard to product redesign to resolve product or production difficulties. Performs work as assigned by group leader or project manager. Provide weekly written report to Program Manager and work-area lead. | Bachelor's degree required. Entry level / no experience |

| PES Job Title | General Summary and Functional Responsibilities/Duties | Education and Years of Experience Requirements |
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| | | required. |
| Technician | Provide technical input for a given project, task, or subtask. Provides input on installation, design, repair, for both hardware and software components. Provides advice to diagnose, repair, and assemble for hardware and software. Works with outside hardware and software vendors. Provide technical assistance and informal training in implementing user requirements. | High school or equivalent required. Four years of experience required. |
| Senior Programmer | Performs a range of design development, analysis, or review tasks independently. Direct interface with internal/ external customers at all levels from quotations to final design & test activities, design, reviews, and technical working group meetings to comply with requirements & specifications. Conduct site visits and experimental investigations and analyze engineering problems, propose solutions and alternatives, and provide recommendations. Coordinate and work closely with other engineering, logistics, financial, & program management disciplines to define system specifications / requirements. | Bachelor's degree required. Eight years of experience required. |
| Programmer | Performs a range of design development, analysis, or review tasks. Provide input on quotations to final design & test activities, design, reviews, and technical working group meetings to comply with requirements & specifications. Conduct site visits and experimental investigations and analyze engineering problems, propose solutions and alternatives, and provide recommendations. Coordinate and work closely with other engineering, logistics, financial, & program management disciplines to define system specifications/requirements. | Bachelor's degree required. Five years of experience required. |
| Analyst | Performs a range of design development, analysis, or review tasks. Provide input on quotations to final design & test activities, design, reviews, and technical working group meetings to comply with requirements & specifications. Conduct site visits and experimental investigations and analyze engineering problems, propose solutions and alternatives, and provide recommendations. Coordinate and work closely with other engineering, logistics, financial, & program management disciplines to define system specifications/requirements. | Bachelor's degree required. Eight years of experience required. |
| Systems Analyst | Perform a range of design development, analysis or review tasks under minimal supervision. Act as a lead on less complex tasks and responsible for a portion of a design of a design or section of an analysis or design review. Develop, maintain and produce technical documentation and system/ subsystem specifications. Coordinate and work closely with other engineering, logistics, financial, and program management disciplines to define system specifications and requirements. | Bachelor's degree required. Five years of experience required. |
| Associate Engineer | Perform range of design development, analysis or review tasks. Prepare, deliver, submit technical papers & perform engineering studies. Verify/comply with engineering documentation standards/test procedures. Analyze/provide solutions for engineering problems/complex situations. | A Bachelor's degree in Engineering is required. This is an entry level category with no experience required. |
| Associate Analyst | Perform range of design development, analysis or review tasks independently. Prepare, deliver, submit technical papers & perform engineering studies Verify/comply with engineering documentation | Bachelor's degree required. This |

| PES Job Title | General Summary and Functional Responsibilities/Duties | Education and Years of Experience Requirements |
|-------------------------------|---|--|
| | standards/test procedures. Analyze/provide solutions for engineering problems/complex situations. | is an entry level category with no experience required. |
| Engineering Aide | Plans and directs the construction of prototypes to meet customer and internal requirements. Assists engineering department in regard to product redesign to resolve product or production difficulties. Maintains company-required performance/maintenance records for electronic & electrical equipment. | Personnel in this labor category shall be enrolled in an accredited BS program. |
| Senior Administrative | Plans, directs, and coordinates a program management or program support office. Directs the work of a staff of program analysts and procurement personnel either directly or through subordinate supervisors. Develops, plans, reviews, directs, and controls all activities within the department. Makes major decisions, anticipates problems and develops solutions. Supervises the establishment and maintenance of a review and analysis system that assures "closed loop" management within the program and provides the necessary checks and balances. Develops and maintains a close communication with higher level Government personnel, contractor, and company personnel. Responsible for compliance with company policy on equal employment opportunity and affirmative action in all personnel actions under their jurisdiction. Maintains a comprehensive knowledge of analytical models and simulations. Validates the user of models and simulations for performance of sensitivity analysis for decision making under extreme uncertainty. Performs other duties as required. | HS or equivalent. Four years of experience required. |
| Administrative Support | Supports program management or program support office. Supports all activities within the department. Assists in the establishment and maintenance of a review and analysis system that assures "closed loop" management within the program. Assists in the maintenance of close communication with higher level Government personnel, contractor, and company personnel. Supports compliance with company policy on equal employment opportunity and affirmative action in all personnel actions. Performs other duties as required. | HS or equivalent. Two years of experience required |
| Logistician III | Provides engineering specific logistics planning and analysis support to the life cycle of technology-based systems. Analyzes functional processes to identify required tasks. Identifies resource requirements, develops functional requirements for complex integrated logistical systems and develops recommendations for functional process improvement. | Bachelor's degree required. Three years of experience required. |
| Logistician I | Provide data collection, limited analysis, and compiling required end-user documentation for developed systems. | Bachelor's degree required. This is an entry level category with no experience required. |
| Program Administrator | Performs project support work such as Data Management, Business Management, Contract Management, Cost Variance Analysis, General Management, Procurement Strategy and Analysis. Perform | Bachelor's degree required. One |

| PES Job Title | General Summary and Functional Responsibilities/Duties | Education and Years of Experience Requirements |
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| | analysis, planning, establishment of contract compliance and accounting requirements. Develops procedures and other related management and technical duties. | year of experience required. |
| Contracts Administrator | Performs project support work such as Data Management, Business Management, Contract Management, Cost Variance Analysis, General Management, Procurement Strategy and Analysis. Perform analysis, planning, establishment of contract compliance and accounting requirements, development of procedures and other related management and technical duties. | Bachelor's degree required. One year of experience required. |
| Project Administrator I | Serves as file clerk and general office liaison. | High School Diploma required. This is an entry level category with no experience required. |

***Note 1: Substitution equivalent does not apply to Engineering Bachelor's degree requirements.**

***Note 2: Education may be substituted for experience and vice versa as follows: PhD=8 years, MS=6 years, BS=4 years**

Labor Categories for SINs 520-1, 520-11, 520-12, 520-13, 520-15, 520-21:

| FABS Job Title | General Summary and Functional Responsibilities/Duties | Education and Years of Experience Requirements |
|-----------------------------|--|---|
| Finance Analyst 1 | Finance Analyst 1 provides administrative, data entry, budgeting, accounting, documentation and research support on client engagements. Performs document management tasks such as document preparation and imaging. | Bachelor's degree in finance, accounting, business, economics. |
| Finance Analyst 2 | Finance Analyst 2 analyzes information, conducts relevant research, data analysis, and report creation in areas of finance, accounting, budget, and financial management. Assists in drafting and preparing project deliverables. Supports team in implementation and providing budgeting and accounting support; documenting requirements for financial and business management and systems solutions. | Bachelor's degree in finance, accounting, business, economics. Minimum of one year experience in financial, accounting, or business management areas in supporting commercial or federal organizations. |
| Finance Analyst 3 | Finance Analyst 3 analyzes information, conducts relevant research, data analysis, and report creation in areas of finance, accounting, budget, and financial management. Assists in drafting and preparing project deliverables. Supports team in implementation and providing budgeting and accounting support; documenting requirements for financial and business management and systems solutions. | Bachelor's degree in finance, accounting, business, economics. Minimum of two years experience in financial, accounting, or business management areas in supporting commercial or federal organizations. |
| Finance Consultant 1 | Finance Consultant 1 plans, organizes, directs and conducts tasks related to designing financial, business management, and systems processes and capabilities; performing budgeting and accounting activities; defining financial and business solution requirements; conducting business solution testing and deployment; analyzing improper payments; performing value analysis; and, providing financial and business support functional responsibilities to support projects, including financial management of contract management and administration, resource planning and other general business administration functions that directly support the project. May lead teams of Finance Analysts. | Bachelor's degree in finance, accounting, statistics, business, economics. Minimum of two years of experience in financial, accounting, or business management areas in supporting commercial or federal organizations. |
| Finance Consultant 2 | Finance Consultant 1 plans, organizes, directs and conducts tasks related to designing financial, business management, and systems processes and capabilities; performing budgeting and accounting activities; defining financial and business solution requirements; conducting business solution testing and deployment; analyzing improper payments; performing value analysis; and, providing financial and business support functional responsibilities to support projects, including financial management of contract management and administration, resource planning and other general business administration functions that directly support the project. May lead teams of Finance Analysts. | Bachelor's degree in finance, accounting, statistics, business, economics. Minimum of three years experience in financial, accounting, or business management areas in supporting commercial or federal organizations. |
| Finance Consultant 3 | Finance Consultant 1 plans, organizes, directs and conducts tasks related to designing financial, business management, and systems processes and capabilities; performing budgeting and accounting activities; | Bachelor's degree in finance, accounting, statistics, business, economics. Minimum of four years experience in financial, |

| FABS Job Title | General Summary and Functional Responsibilities/Duties | Education and Years of Experience Requirements |
|-----------------------------------|--|---|
| | defining financial and business solution requirements; conducting business solution testing and deployment; analyzing improper payments; performing value analysis; and, providing financial and business support functional responsibilities to support projects, including financial management of contract management and administration, resource planning and other general business administration functions that directly support the project. May lead teams of Finance Analysts. | accounting, or business management areas in supporting commercial or federal organizations. |
| Financial Sr. Consultant 1 | Financial Sr. Consultant 1 provides analytical and program support, and is focused on performance of work in financial management and systems disciplines. Completes assigned engagement tasks within the project scope and budget, while meeting deliverable requirements. Serves as a key analytical resource on engagement team. Assumes responsibility for conducting relevant research, distilling data, and creating reports. Actively engages consulting tools and methodologies to meet project objectives and complete program management activities. Responsible for quality assurance practices and fostering completion and accuracy of system and process documentation. May participate in organizational assessments, and performance measures and indicators. May lead teams of Finance Analysts and/or Finance Consultants. | Bachelor's degree in finance, accounting, statistics, business, economics. Minimum of four years experience in financial, accounting, or business management areas in supporting commercial or federal organizations. |
| Financial Sr. Consultant 2 | Financial Sr. Consultant 2 provides analytical and program support, and is focused on performance of work in financial management and systems disciplines. Completes assigned engagement tasks within the project scope and budget, while meeting deliverable requirements. Serves as a key analytical resource on engagement team. Assumes responsibility for conducting relevant research, distilling data, and creating reports. Actively engages consulting tools and methodologies to meet project objectives and complete program management activities. Responsible for quality assurance practices and fostering completion and accuracy of system and process documentation. May participate in organizational assessments, and performance measures and indicators. May lead teams of Finance Analysts and/or Finance Consultants. | Bachelor's degree in finance, accounting, statistics, business, economics. Minimum of five years experience in financial, accounting, or business management areas in supporting commercial or federal organizations. |
| Financial Sr. Consultant 3 | Financial Sr. Consultant 3 provides analytical and program support, and is focused on performance of work in financial management and systems disciplines. Completes assigned engagement tasks within the project scope and budget, while meeting deliverable requirements. Serves as a key analytical resource on engagement team. Assumes responsibility for conducting relevant research, distilling data, and creating reports. Actively engages consulting tools and methodologies to meet project objectives and complete program management activities. Responsible for quality assurance practices and fostering completion and accuracy of system and process documentation. | Bachelor's degree in finance, accounting, statistics, business, economics. Minimum of six years experience in financial, accounting, or business management areas in supporting commercial or federal organizations. |

| FABS Job Title | General Summary and Functional Responsibilities/Duties | Education and Years of Experience Requirements |
|---------------------------|---|---|
| | May participate in organizational assessments, and performance measures and indicators. May lead teams of Finance Analysts and/or Finance Consultants.. | |
| Business Partner 1 | Business Partner 1 is responsible for project delivery and oversight of key business enablers on projects and identification of needs for new tools. Has regular interaction and communications with the delegated Client representatives. Maintains responsibility for managing business and systems solutions, delegating appropriate resources, and fostering quality assurance principles across projects and deliverables. Involved in process and productivity improvement, as well as systems alignment. Leads teams of Sr. Consultants, Consultants, and Analysts. | Bachelor's degree in finance, accounting, statistics, business, economics. Minimum of eight years experience in financial, accounting, or business management areas in supporting commercial or federal organizations. May have PMP certification or other PM certification or training or financial management certification such as CGFM, CDFM, CPA, etc. |
| Business Partner 2 | Business Partner 2 is responsible for project delivery and oversight of key business enablers on projects and identification of needs for new tools. Has regular interaction and communications with the delegated Client representatives. Maintains responsibility for managing business and systems solutions, delegating appropriate resources, and fostering quality assurance principles across projects and deliverables. Involved in process and productivity improvement, as well as systems alignment. Leads teams of Sr. Consultants, Consultants, and Analysts. | Bachelor's degree in finance, accounting, statistics, business, economics. Minimum of nine years of experience in financial, accounting, or business management areas. May have PMP certification or other PM certification or training; or financial management certification such as CGFM, CDFM, CPA, etc. |
| Business Partner 3 | Business Partner 3 is responsible for project delivery and oversight of key business enablers on projects and identification of needs for new tools. Has regular interaction and communications with the delegated Client representatives. Maintains responsibility for managing business and systems solutions, delegating appropriate resources, and fostering quality assurance principles across projects and deliverables. Involved in process and productivity improvement, as well as systems alignment. Leads teams of Sr. Consultants, Consultants, and Analysts. | Bachelor's degree in finance, accounting, statistics, business, economics. Minimum of ten years of experience in financial, accounting, or business management areas. May have PMP certification or other PM certification or training; or financial management certification such as CGFM, CDFM, CPA, etc. |
| Program Manager 1 | Program Manager 1 provides senior-level management and has responsibility for overall project activities, business and systems solution, with interaction with client executives. Provides technical guidance and project management functions associated with client requirements including, financial management of projects through budget monitoring; recruitment of qualified personnel to support unique client environments; assist in the development and writing of client work plans and budgets. Performs independent quality assurance reviews of program performance and deliverables for contractual compliance. Recognized expert in business process design, financial management, and financial integration. May lead teams of Finance Analysts, Finance Consultants, and/or | Bachelor's degree in finance, accounting, statistics, business, economics. Minimum of eight years of experience in financial, accounting, or business management areas. May have PMP certification or other PM certification or training; or financial management certification such as CGFM, CDFM, CPA, etc. |

| FABS Job Title | General Summary and Functional Responsibilities/Duties | Education and Years of Experience Requirements |
|-----------------------------------|---|--|
| | Managers. | |
| Program Manager 2 | Program Manager 2 provides senior-level management and has responsibility for overall project activities, business and systems solution, with interaction with client executives. Provides technical guidance and project management functions associated with client requirements including, financial management of projects through budget monitoring; recruitment of qualified personnel to support unique client environments; assist in the development and writing of client work plans and budgets. Performs independent quality assurance reviews of program performance and deliverables for contractual compliance. Recognized expert in business process design, financial management, and financial integration. May lead teams of Finance Analysts, Finance Consultants, and/or Managers. | Bachelor's degree in finance, accounting, statistics, business, economics. Minimum of ten years of experience in financial, accounting, or business management areas. May have PMP certification or other PM certification or training; or financial management certification such as CGFM, CDFM, CPA, etc. |
| Executive Business Partner | The Executive Business Partner is responsible for technical subject matter expertise advisory services and the work performed, including project management and final review. Provides primary interface with client management regarding strategic issues. May direct completion of projects within estimated time frames and budget constraints, reviews work products for completeness and adherence to applicable regulations and customer requirements. The Executive Business Partner also delivers, presents, and leads strategic level client meetings. | Bachelor's degree in finance, accounting, statistics, business, economics. Minimum of twelve years of experience in financial, accounting, or business management areas. May have PMP certification or other PM certification or training; or financial management certification such as CGFM, CDFM, CPA, etc. |

Substitutions: An associate degree +2 years relevant experience or 4 years relevant experience may be substituted.