

AUTHORIZED INFORMATION TECHNOLOGY SCHEDULE PRICELIST
GENERAL PURPOSE COMMERCIAL INFORMATION TECHNOLOGY EQUIPMENT, SOFTWARE & SERVICES

SPECIAL ITEM NUMBER 132-51 - INFORMATION TECHNOLOGY (IT) PROFESSIONAL SERVICES

FPDS Code D301	IT Facility Operation and Maintenance
FPDS Code D302	IT Systems Development Services
FPDS Code D306	IT Systems Analysis Services
FPDS Code D307	Automated Information Systems Design and Integration Services
FPDS Code D308	Programming Services
FPDS Code D310	IT Backup and Security Services
FPDS Code D311	IT Data Conversion Services
FPDS Code D316	IT Network Management Services
FPDS Code D399	Other Information Technology Services, Not Elsewhere Classified

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

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

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



Segue Technologies, Inc.
2300 Wilson Boulevard, Suite 420
Arlington, VA 22201
(P) 703-549-8033 (F) 703-549-8233
www.seguetech.com

Contract Number: 47QTCA19D001L
Period Covered by Contract: November 1, 2018 through October 31, 2023

General Services Administration
Federal Acquisition Service

Products and ordering information in this Authorized Information Technology Schedule Pricelist are also available on the GSA Advantage! System (<http://www.gsaadvantage.gov>).

CUSTOMER INFORMATION:

1. Awarded Special Item Number(s):

SIN	Description
132-51	Information Technology Services

1b. Identification of the lowest priced model number and lowest unit price for that model for each special item number awarded in the contract: Not Applicable.

1c. Descriptions of all corresponding commercial job titles with experience, functional responsibility and education are provided beginning on page 4.

2. Maximum Order: \$500,000

3. Minimum Order: \$100

4. Geographic Coverage: Domestic

5. Point of Production: N/A

6. Prices Shown Herein are Net (discount deducted)

7. Quantity Discount: None

8. Prompt Payment Terms: 0.5% 10 Days/Net 30

9. **Government Purchase Cards** are accepted above the micro-purchase threshold.

10. **Foreign Items:** None

11. **Time of Delivery:** Segue Technologies, Inc. shall deliver or perform services in accordance with the terms negotiated in an agency's order.

11b. **Expedited Delivery:** Consult with Contractor

11c. **Overnight/2-Day Delivery:** Consult with Contractor

11d. **Urgent Requirements:** Consult with Contractor

12. **FOB Point:** Destination

- 13. Ordering Address:** Segue Technologies, Inc.
Attn: GSA Orders
2300 Wilson Boulevard, Suite 420
Arlington, VA 22201
- 14. Payment Address:** Segue Technologies, Inc.
Attn: Accounts Receivable
2300 Wilson Boulevard, Suite 420
Arlington, VA 22201
- 15. Warranty Provisions:** Contractor's Standard Warranty
- 16. Export Packing charges:** Not applicable
- 17. Terms and conditions of Government Purchase Card Acceptance:** Contact Segue Technologies, Inc. for terms and conditions of Government Purchase Card acceptance.
- 18. Terms and conditions of rental, maintenance, and repair:** Not applicable
- 19. Terms and conditions of installation:** Not applicable
- 20b. Terms and conditions of repair parts:** Not applicable
- 20b. Terms and conditions for any other services:** Not applicable
- 20. List of service and distribution points:** Not applicable
- 21. List of participating dealers:** Not applicable
- 22. Preventive maintenance:** Not applicable
- 24a. Environmental attributes, e.g., recycled content, energy efficiency, and/or reduced pollutants:**
Not applicable
- 24b. Section 508:** Contact Segue Technologies, Inc. for compliance information. The EIT standards can be found at: <http://www.section508.gov>
- 25. DUNS Number:** 00-4459553
- 26.** Segue Technologies, Inc. is registered in the System for Award Management (SAM) database.

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

*****NOTE: All non-professional labor categories must be incidental to, and used solely to support professional services, and cannot be purchased separately.**

1. SCOPE

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

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

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

3. ORDER

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

4. PERFORMANCE OF SERVICES

- a. The Contractor shall commence performance of services on the date agreed to by the Contractor and the ordering activity.
- b. The Contractor agrees to render services only during normal working hours, unless otherwise agreed to by the Contractor and the ordering activity.
- c. The ordering activity should include the criteria for satisfactory completion for each task in the Statement of Work or Delivery Order. Services shall be completed in a good and workmanlike manner.
- d. Any Contractor travel required in the performance of IT Services must comply with the Federal Travel Regulation or Joint Travel Regulations, as applicable, in effect on the date(s) the travel is performed. Established Federal Government per diem rates will apply to all Contractor travel. Contractors cannot use GSA city pair contracts.

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

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

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

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

- (1) The stop-work order results in an increase in the time required for, or in the Contractor's cost properly allocable to, the performance of any part of this contract; and
- (2) The Contractor asserts its right to the adjustment within 30 days after the end of the period of work stoppage; provided, that, if the Contracting Officer decides the facts justify the action, the Contracting Officer may receive and act upon the claim submitted at any time before final payment under this contract.

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

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

6. INSPECTION OF SERVICES

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

7. RESPONSIBILITIES OF THE CONTRACTOR

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

8. RESPONSIBILITIES OF THE ORDERING ACTIVITY

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

9. INDEPENDENT CONTRACTOR

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

10. ORGANIZATIONAL CONFLICTS OF INTEREST

a. Definitions.

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

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

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

b. To avoid an organizational or financial conflict of interest and to avoid prejudicing the best interests of the ordering activity, ordering activities may place restrictions on the Contractors, its affiliates, chief executives, directors, subsidiaries and subcontractors at any tier when placing orders against schedule contracts. Such restrictions shall be consistent with FAR 9.505 and shall be designed to avoid, neutralize, or mitigate organizational conflicts of interest that might otherwise exist in situations related to individual orders placed against the schedule contract. Examples of situations, which may require restrictions, are provided at FAR 9.508.

11. INVOICES

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

12. PAYMENTS

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

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

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

(1) The offeror;

- (2) Subcontractors; and/or
- (3) Divisions, subsidiaries, or affiliates of the offeror under a common control.

13. RESUMES

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

14. INCIDENTAL SUPPORT COSTS

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

15. APPROVAL OF SUBCONTRACTS

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

16. LABOR CATEGORIES AND PRICING

Labor Category - Contractor Site	11/1/18-10/31/19	11/1/19-10/31/20	11/1/20-10/31/21	11/1/21-10/31/22	11/1/22-10/31/23
Project Manager	\$133.63	\$136.98	\$140.40	\$143.91	\$147.51
Principal Network Engineer	\$162.19	\$166.24	\$170.40	\$174.66	\$179.02
Network Engineer Level 2	\$128.03	\$131.23	\$134.51	\$137.87	\$141.32
Senior Network Technician	\$110.97	\$113.74	\$116.58	\$119.50	\$122.49
Database Design Eng Level 2	\$119.63	\$122.62	\$125.68	\$128.83	\$132.05
Senior Database Admin	\$103.29	\$105.87	\$108.52	\$111.23	\$114.01
Principal Software Engineer	\$162.19	\$166.24	\$170.40	\$174.66	\$179.02
Software Engineer Level 2	\$119.63	\$122.62	\$125.68	\$128.83	\$132.05
Software Engineer Level 1	\$76.83	\$78.75	\$80.72	\$82.74	\$84.81
Subject Matter Expert 3	\$183.51	\$188.09	\$192.80	\$197.62	\$202.56
Systems Analyst Level 4	\$138.95	\$142.42	\$145.98	\$149.63	\$153.37
Systems Analyst Level 3	\$115.22	\$118.10	\$121.05	\$124.08	\$127.18
Systems Analyst Level 2	\$101.91	\$104.46	\$107.07	\$109.75	\$112.49
Publications Spec Level 2	\$93.89	\$96.24	\$98.65	\$101.11	\$103.64
Web Software Developer Level 2	\$227.39	\$233.07	\$238.90	\$244.87	\$250.99
Web Software Developer Level 1	\$148.57	\$152.28	\$156.09	\$159.99	\$163.99
Consultant	\$275.62	\$282.51	\$289.58	\$296.81	\$304.24
Information Systems Security Engineer Level 2	\$241.17	\$247.19	\$253.37	\$259.71	\$266.20
Graphic Designer Level 1	\$100.75	\$103.27	\$105.85	\$108.50	\$111.21
Labor Category - Government Site	11/1/18-10/31/19	11/1/19-10/31/20	11/1/20-10/31/21	11/1/21-10/31/22	11/1/22-10/31/23
Senior Network Technician	\$88.32	\$90.53	\$92.79	\$95.11	\$97.49
Network Technician Level 2	\$72.83	\$74.65	\$76.51	\$78.43	\$80.39
Software Engineer Level 2	\$105.29	\$107.92	\$110.62	\$113.39	\$116.22
Systems Analyst Level 4	\$111.15	\$113.92	\$116.77	\$119.69	\$122.68
Program Manager	\$137.02	\$140.45	\$143.96	\$147.56	\$151.24
Principle Database Des Eng	\$133.81	\$137.16	\$140.58	\$144.10	\$147.70

LABOR CATEGORY DESCRIPTIONS

Segue Technologies, Inc. offers only the personnel who meet or exceed the minimum qualification requirements stated in the Labor Category Descriptions provided herein. Segue Technologies, Inc. does allow experience to substitute for education requirements. Segue Technologies, Inc.'s criteria for minimum experience substitution by educational degree is as follows.

Degree	Experience Equivalence	Other Equivalence
Associates	2 years relevant experience	Vocational/technical training in work related fields**
Bachelors	Associates + 3 years relevant experience 5 years relevant experience	Professional Certification in work related fields, such as vendor certifications (e.g., Microsoft NT) Technical training in work related fields**
Masters	Bachelors + 3 years relevant experience Associates + 5 years relevant experience	Professional license, e.g., Professional Engineer
Doctorate	Masters + 3 years relevant experience Bachelors + 6 years relevant experience	

* Multiple degrees at the same level are equivalent to two additional years of experience

** Years of relevant experience equivalence depends on type, length, and scope of training,

Ordering activities may have access to any *Segue Technologies, Inc.* employee resume (by request) before, during or after assignment of any GSA order. If for some extenuating reason a person assigned to an order must be replaced or substituted, the ordering activity will be notified in advance, in writing, and the substituting personnel will have equal or greater qualifications than the departing employee.

Job Title: **Management (01)**

Minimum/General Experience:

Experience acting as lead, manager, and administrator for contract efforts. Experience serving as primary interface and point of contact with client program authorities and representatives on technical and program issues. Experience supervising program and project operations by developing procedures, planning and directing execution of all aspects of the effort, and monitoring and reporting progress. Must possess academic degrees, professional training, or equivalent experience in areas appropriate for the work undertaken, including, but not restricted to, the following discipline areas: computer science, information systems, decision sciences, architecture, planning, design, engineering, operations research, math, physics, political science, international relations, liberal arts, business or management, economics or other social sciences.

Functional Responsibility:

Responsible for overall technical, business, and financial management of programs/ projects. Oversees program budgets, schedules, and performance. Directs staff. Has primary responsibility for program health. Responsible for ensuring corporate resources are available and are effectively used to meet client goals and requirements. Serves as contractor's single point of contact for the client.

Minimum Education and Experience Requirements:

Category*	Job Title & Level	Degree**	Yrs Exp. **
01-MGR-3-x	Program Manager	Bachelors	10
01-MGR-2-x	Project Manager	Bachelors	5

Job Title: Network Engineer (02)

Minimum/General Experience:

Network Engineers are experienced in local, wide or metropolitan area network technology. They possess direct knowledge and experience with the design, deployment or operational aspects of computer networks. Must possess academic degrees, professional training, or equivalent experience in areas appropriate for the work undertaken, including, but not restricted to, the following discipline areas: computer science, information systems, networks systems or other related scientific or technical discipline.

Functional Responsibility:

Responsible for the direct execution and supervision of the Network Engineering tasks. Develops network designs and methodologies consistent with technical requirements. Makes recommendations for network improvement and performs technology refreshment and network upgrade tasks. Resolves interoperability problems to obtain operations across all platforms including e-mail, resource sharing, multimedia, teleconferencing, and the like. Configures server systems to meet user requirements. Supports acquisition of network hardware and software.

Minimum Education and Experience Requirements:

Category*	Job Title & Level	Degree**	Yrs Exp. **
02-NWE-3-x	Principal Network Engineer	Masters	8
02-NWE-2-x	Network Engineer Level 2	Bachelors	4

Job Title: Network Technician (03)

Minimum/General Experience:

Network Technicians are experienced in general pc based network technology. Must have solid customer service and end user support background. They have general computer training on office automation technologies. Must be familiar with hardware or software upgrade and maintenance techniques. Must possess academic education, professional training, or equivalent experience in areas appropriate for the work undertaken, including, but not restricted to, the following discipline areas: in computer science, information systems, networks systems or other related scientific or technical discipline.

Functional Responsibility:

Acts as member of the customer service center or technical team and possess in depth knowledge of microcomputer hardware and software systems. Demonstrates office automation trouble shooting and end user problem resolution skills. Performs the operation, monitoring and maintenance of various office automation and network components. Demonstrates excellent oral and interpersonal skills. Configures systems to meet user requirements. Supports acquisition of network hardware and software. Working knowledge of PC based office automation systems. Installs PC equipment and associated peripherals. Can respond effectively to basic trouble calls and can diagnose general end user problems.

Minimum Education and Experience Requirements:

Category*	Job Title & Level	Degree**	Yrs Exp. **
03-NET-3-x	Senior Network Technician	Associates	10
03-NET-2-x	Network Technician Level 2	Associates	5

Job Title: Database Design Engineer (04)

Minimum/General Experience:

Data Base Design Engineers are experienced in the theory, design and development of detailed relational databases and the software used to create such designs. They are aware of the mathematical computations, sequence of data, and business process rules associated with the PC based application they support. They have the ability to translate design specifications into efficient and effective procedures and views required to support programming instructions. Must be fully aware of current technologies for both the hardware and software required to support; network and client/server applications. Must possess academic degrees, professional training, or equivalent experience in areas appropriate for the work undertaken, including, but not restricted to, the following discipline areas: computer science, information systems, networks systems or other related scientific or technical discipline, or equivalent experience.

Functional Responsibility:

Designs, develops, and implements highly complex database applications to accommodate a wide variety of user needs. Analyzes and determines informational needs and elements, data relationships and attributes, proposed manipulation, data flow and storage requirements, and data output and reporting capabilities. Defines logical attributes and inter-relationships and designs data structures to accommodate database production, storage, maintenance, and accessibility.

Minimum Education and Experience Requirements:

Category*	Job Title & Level	Degree**	Yrs Exp. **
04-DBE-3-x	Principal Database Design Engineer	Masters	8
04-DBE-2-x	Database Design Engineer Level 2	Bachelors	4

Job Title: Database Administrator (05)

Minimum/General Experience:

Data Base Administrators are experienced in the maintenance and development of detailed relational databases and the software used to support such designs. They are aware of the sequence of data and business process rules associated with the PC based application they support. They have the ability to manipulate data to support the programming instructions required by the application. Must be aware of current technologies for both the hardware and software required to support; network and client/server applications. Possesses education, professional training, or equivalent experience in areas appropriate for the work undertaken, including, but not restricted to, the following discipline areas: network systems, database systems, etc.

Functional Responsibility:

Data Base Administrators install database engines (e.g. SQL Server, Oracle), the applications which they support, and create or modify SQL procedures to assist in overall database management including removal of database anomalies. They manage database backups and restorations, the data dictionary with respect to modifications, and the physical environment (server disk storage, devices, server memory) in which it resides. They also manage user access (add/delete users, define access privileges) and monitor database performance (database indexing, transaction log management). They are responsible for the initial diagnosis and repair for problems specifically related to the database and are required to work independently or with designers and users, to include the resolution of runtime errors.

Minimum Education and Experience Requirements:

Category*	Job Title & Level	Degree**	Yrs Exp. **
05-DBA-3-x	Senior Database Administrator	Masters	8

Job Title: Software Engineer (06)

Minimum/General Experience:

Software Engineers are experienced in the theory, design and development of advanced information systems and general PC based application development. They have advanced computer training, business process engineering, and an in-depth understanding of application development in support of automation. Must be familiar with both hardware and software in various environments, to include, but not limited to stand-alone; network, client/server (both LAN and WAN). Must possess academic degrees, professional training, or equivalent experience in areas appropriate for the work undertaken, including, but not restricted to, the following discipline areas: computer science, information systems, networks systems or other related scientific or technical discipline.

Functional Responsibility:

Develops and applies advanced methods, theories, and research techniques in the investigation and solution of highly complex and advanced software applications and problems requiring the expert application of advanced knowledge. Plans, conducts, technically directs, and evaluates projects or major phases of significant projects, coordinating the efforts of engineers and technical support staff in the performance of assigned projects. Conducts investigations and tests of considerable complexity for emerging technologies. Reviews literature, patents, and current practices relevant to the solution of assigned projects. Recommends corrections in technical applications and analysis and evaluates vendor capabilities to provide required products or services. Provides technical consultation to clients.

Minimum Education and Experience Requirements:

Category*	Job Title & Level	Degree**	Yrs Exp. **
06-SWE-3-x	Principal Software Engineer	Masters	8
06-SWE-2-x	Software Engineer Level 2	Bachelors	4
06-SWE-1-x	Software Engineer Level 1	Assoc./Bac h.	1

Job Title: Subject Matter Expert (11)

Minimum/General Experience:

Experience in one or more functional/operational domains and expertise in related military and commercial applications. Experience operating with management processes providing sophisticated planning, scheduling, performance tracking, and risk management. Experience in management structures geared towards delivery of end-item products and the application of repeatable processes, modern development methodologies, and techniques including simulations, war gaming, prototyping, and systems demonstrations. Experience in conducting analyses of systems, operational, and management problems and conceptualizing and developing solutions; formulating problem statements conducive to application of analytical methods; and development of analysis methods and approaches. Experience in broad scope of applications and uses of systems analysis, including requirements analyses, system and sub-system definition, program and process analyses, evaluations, cost-benefit analyses, planning,

etc.. Requires knowledge of techniques and tools of systems analysis, e.g., modeling and simulation, operations research techniques, functional decomposition, surveys, business process re-engineering, etc. Must possess academic degrees, professional training, or equivalent experience in areas appropriate for the work undertaken, including, but not restricted to, the following discipline areas: computer science, information systems, decision sciences, architecture, planning, design, engineering, operations research, math, physics, political science, international relations, liberal arts, business or management, economics or other social sciences.

Functional Responsibility:

Plans study of work problems and procedures (e.g., organizational change, communications, information flow, decision making processes, control processes, operational effectiveness, or cost analyses). Gathers and organizes information on problem or procedures including present operating procedures. Analyzes data, develops information, and assesses available solutions or alternate methods of proceeding. Organizes and documents findings of studies and prepares recommendations for implementation of new systems, procedures, or organizational changes. Coordinates with clients and trains users to ensure smooth implementation and functional performance of new systems, procedures, or organizations. Develops and implements operational tests and assessments. Develops and maintains functional and operating documentation.

Minimum Education and Experience Requirements:

Category*	Job Title & Level	Degree**	Yrs Exp. **
11-SME-3-x	Subject Matter Expert III	Masters	12

Job Title: Systems Analyst (12)

Minimum/General Experience:

Experience in conducting analyses of systems, operational, and management problems and conceptualizing and developing solutions; formulating problem statements conducive to application of analytical methods; and development of analysis methods and approaches. Experience in broad scope of applications and uses of systems analysis, including requirements analyses, system and sub-system definition, program and process analyses, evaluations, cost-benefit analyses, planning, etc.. Requires knowledge of techniques and tools of systems analysis, e.g., modeling and simulation, operations research techniques, functional decomposition, surveys, business process re-engineering, etc. Must possess academic degrees, professional training, or equivalent experience in areas appropriate for the work undertaken, including, but not restricted to, the following discipline areas: computer science, information systems, decision sciences, architecture, planning, design, engineering, operations research, math, physics, political science, international relations, liberal arts, business or management, economics or other social sciences.

Functional Responsibility:

Plans study of work problems and procedures (e.g., organizational change, communications, information flow, decision making processes, control processes, operational effectiveness, or cost analyses). Gathers and organizes information on problem or procedures including present operating procedures. Analyzes data, develops information, and assesses available solutions or alternate methods of proceeding. Organizes and documents findings of studies and prepares recommendations for implementation of new systems, procedures, or organizational changes. Coordinates with clients and trains users to ensure smooth implementation and functional performance of new systems, procedures, or organizations. Develops and implements operational tests and assessments. Develops and maintains functional and operating documentation.

Minimum Education and Experience Requirements:

Category*	Job Title & Level	Degree**	Yrs Exp. **
12-SYS-4-x	Systems Analyst Level 4	Bachelors	6
12-SYS-3-x	Systems Analyst Level 3	Bachelors	4
12-SYS-2-x	Systems Analyst Level 2	Bachelors	2

Job Title: Publications Specialist (14)

Minimum/General Experience:

Experience in documentation disciplines including technical writing, editing, layout, document development and production, and desktop publishing. Experience in visual arts disciplines including graphics design, illustration, photography, and video. Background in the design and presentation of multi-media environments, including incorporation of audio, video, text, and graphics into multi-media and single media presentations. Knowledge and experience with equipment and software for the design and production of documents, graphics, videotape, and web documents. Must possess academic education, professional training, or equivalent experience in areas appropriate for the work undertaken, including, but not restricted to, the following discipline areas: communications, English, journalism, liberal arts, applicable technical field, graphics design, art, or other related fields.

Functional Responsibility:

Researches, organizes, writes, edits, proofreads, and produces data for use in a wide variety of complex technical publications requiring knowledge and understanding of the subject matter and allied fields. Recommends overall organization and layout, editorial standards, publication methods and the like. Coordinates publications with outside sources as needed. Ensures technical documentation is accurate, complete, meets editorial guidelines and government specifications, and adheres to standards for quality, graphics, coverage, format and style. Designs and develops graphics and illustrations for use in technical materials, manuals, publications, and for inclusion in software and applications development. Operates computer hardware and software to prepare, revise, print and store text, illustrations, graphs, charts, etc. including operation of equipment, such as still and video cameras, for the design and production of photos and videotapes. Formulates concept and renders illustration and detail from models, sketches, memory, written or verbal instructions, and imagination. Selects type, draws lettering,

lays out material, or performs related duties. Determines style, technique, and medium best suited to produce desired effect and conform to reproduction requirements.

Minimum Education and Experience Requirements:

Category*	Job Title & Level	Degree**	Yrs Exp. **
14-PUB-2-x	Publications Specialist Level 2	Associates	5

Job Title: Web Software Developer

Minimum/General Experience:

Experience designing, developing, debugging and implementing software code (i.e., HTML, CGI, JavaScript, etc.) for components of websites and web-based applications. Requires strong navigation and site-design expertise. Development experience in web-based languages. Background designing and developing Internet applications using Internet tools. Experience designing and maintaining database management systems, knowledge of computer equipment and ability to develop complex applications to satisfy design objectives.

Functional Responsibility:

Designs, develops, tests, debugs, and maintains Internet applications. Works with graphic designers and other project team members to develop interface design and overall site architecture. Performs requirements analyses and prepares required documentation. Conducts assessments of relevant web software and other tools. May provide direction to other programmers, database administrators and quality assurance specialists.

Minimum Education and Experience Requirements:

Category*	Job Title & Level	Degree**	Yrs Exp. **
01-WSD-2-x	Web Software Developer Level 2	Bachelors	7
01-WSD-1-x	Web Software Developer Level 1	Bachelors	4

Job Title: Consultant

Minimum/General Experience:

Experienced in both technical and business practice areas directly related to the client's solution needs. Experience includes holding technical responsibility for projects, successful history of task accomplishment, and the ability to perform in high-stress, quick reaction situations. May have published articles in field of expertise and/or make presentations at professional conferences.

Functional Responsibility:

Assists in developing programs and implementing creative and innovative solutions to the client's problems. Applies expert knowledge, experience and ability to ensure finely targeted and optimized approach by technical staff to meeting client requirements. Conducts advanced analysis, documents and summarizes results, and develops and recommends creative and innovative solutions to the client's problems. Provides direction to technical staff. Interfaces with client senior management to present and explain proposed solutions.

Minimum Education and Experience Requirements:

Category*	Job Title & Level	Degree**	Yrs Exp. **
01-CST-1-x	Consultant	Bachelor	12

Job Title: Information Systems Security Engineer

Minimum/General Experience:

Experienced in the analysis, design, and test of complex information security systems. Experience includes holding technical responsibility for projects, successful history of task accomplishment, preparation of security related documentation for all phases of Security Life Cycle Management, and the ability to perform in high-stress, quick reaction situations. Specific experience with firewalls, computer intrusion detection systems, authentication systems, access control systems, and vulnerability analysis testing tools, amongst others is required.

Functional Responsibility:

Provide technical analysis, make recommendations, and implement approaches to preventing and solving security problems associated with network access controls, user authentication, and authorization. Prepares security assessment, certification, accreditation, and other documentation to support client security programs and requirements. Implements security measures to safeguard information in computer systems, networks, and web sites against accidental or malicious modification, destruction or disclosure.

Minimum Education and Experience Requirements:

Category*	Job Title & Level	Degree**	Yrs Exp. **
01-ISE-1-x	Information Systems Security Engineer Level 2	Bachelors	7

Job Title: Graphic Designer

Minimum/General Experience:

Experience designing and preparing brochures, flip charts, illustrations, and related graphic materials using sophisticated computer-aided graphics software packages. Experience resolving computer design problems using available software tools and demonstrating creativity and resourcefulness when interfacing with members of the technical staff. Ability to interface with the client to determine requirements and translate requirements into effective graphic images and designs.

Functional Responsibility:

Responsible for providing creative services to clients that includes electronic graphic design and arts. Provide technical assistance to clients in transferring ideas into print, computer or other media in original design and recommend changes to improve quality. Review graphics requests to determine scope of requirements. Create electronic graphic elements and computer generated animation. Transfer stock/footage to video and communicate with clients during editing sessions regarding composites and editing of generated graphic elements.

Minimum Education and Experience Requirements:

Category*	Job Title & Level	Degree**	Yrs Exp. **
01-GRD-1-x	Graphic Designer Level 1	Bachelor	4