



**GENERAL SERVICES ADMINISTRATION**  
**FEDERAL ACQUISITION SERVICE**  
**AUTHORIZED FEDERAL SUPPLY SCHEDULE FSS PRICE LIST**

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.gsadvantage.gov>

**SCHEDULE TITLE:** Multiple Award Schedule

**FEDERAL SUPPLY GROUP:** Professional Services

**CONTRACT NUMBER:** 47QRAA23D003V

**CONTRACT PERIOD:** February 14, 2023 - February 13, 2028

**CONTRACTOR:**

**Bastion Analytics, LLC**  
1020 Saint Andrews Drive  
Pinehurst, North Carolina 28374  
Phone: +1 910.639.3810  
[www.Bastionanalytics.us](http://www.Bastionanalytics.us)

**CONTRACTOR'S ADMINISTRATION SOURCE:**

**Thong Nguyen**  
1020 Saint Andrews Drive  
Pinehurst, North Carolina 28374  
Phone: +1 910.639.3810  
[BastionJV@leydensolutions.com](mailto:BastionJV@leydensolutions.com)

**BUSINESS SIZE:** Small, SDVOSB, SDB, JV

For more information on ordering on ordering go to the following website: <https://www.gsa.gov/schedules>



## CUSTOMER INFORMATION

1a. Table of awarded special item number(s) with appropriate cross-reference to item descriptions and awarded price(s).

SINs	Recovery	SIN Title
541611	541611RC	Administrative Management and General Management Consulting Services
54151S	54151SRC	Professional Information Technology Services
541990	541990RC	All Other Professional, Scientific, and Technical Services (Non-IT)
OLM	OLMRC	Order Level Materials

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

1c. If the Contractor is proposing hourly rates, a description of all corresponding commercial job titles, experience, functional responsibility and education for those types of employees or subcontractors who will perform services shall be provided. If hourly rates are not applicable, indicate “Not applicable” for this item. **See Page 5.**

2. Maximum order:

SINs	Maximum Order
541611	\$1,000,000
54151S	\$500,000
541990	\$1,000,000
OLM	\$250,000

3. Minimum order: **\$100**

4. Geographic coverage (delivery area). **Worldwide**

5. Point(s) of production (city, county, and State or foreign country). **1020 Saint Andrews Drive Pinehurst, North Carolina 28374**



6. Discount from list prices or statement of net price. **Government Net Prices (discounts already deducted.)**

7. Quantity discounts. **1.5% for orders over \$150,000**

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

9. Foreign items (list items by country of origin). **Not Applicable**

10a. Time of delivery. (Contractor insert number of days.) **Contact Contractor**

10b. Expedited Delivery. Items available for expedited delivery are noted in this price list. **Contact Contractor**

10c. Overnight and 2-day delivery. **Contact Contractor**

10d. Urgent Requirements. **Contact Contractor**

11. F.O.B. point(s). **Destination**

12a. Ordering address(es). **1020 Saint Andrews Drive, Pinehurst, North Carolina 28374**

12b. Ordering procedures: See Federal Acquisition Regulation 8.405-3.

13. Payment address(es). **1020 Saint Andrews Drive, Pinehurst, North Carolina 28374**

14. Warranty provision. **Standard Commercial Warranty Terms & Conditions**

15. Export packing charges, if applicable. **Not Applicable**

16. Terms and conditions of rental, maintenance, and repair (if applicable). **Not Applicable**

17. Terms and conditions of installation (if applicable). **Not Applicable**

18a. Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices (if applicable). **Not Applicable**

18b. Terms and conditions for any other services (if applicable). **Not Applicable**



19. List of service and distribution points (if applicable). **Not Applicable**

20. List of participating dealers (if applicable). **Not Applicable**

21. Preventive maintenance (if applicable). **Not Applicable**

22a. Special attributes such as environmental attributes (e.g., recycled content, energy efficiency, and/or reduced pollutants). **Not Applicable**

22b. If applicable, indicate that Section 508 compliance information is available for the information and communications technology (ICT) products and services and show where full details can be found (e.g. contractor’s website or other location.) ICT accessibility standards can be found at:

<https://www.Section508.gov/>. **Not Applicable**

23. Unique Entity ID (UEI). **JPHFV985CTT2**

24. Notification regarding registration in System for Award Management (SAM) database. **Contractor registered and active in SAM**

## LABOR CATEGORY DESCRIPTIONS

Labor Category Title	Labor Category/Service Description	Minimum Education	Minimum Years of Experience	Education Substitutions
Analyst Subject Matter Expert (SME) I	Provides expert technical knowledge and analysis of specialized applications and operational environment, high-level functional systems analysis, design, integration, documentation, and implementation advice on moderately complex problems that require an appropriate level of knowledge of the subject matter for effective implementation. - Applies principles, methods, and knowledge of the functional area of capability to specific requirements, mathematical principles, and methods to difficult and narrowly defined technical problems in engineering and other scientific applications to arrive at automated solutions. - Assists other consultants with analysis and evaluation and with the preparation of	Bachelors	8	Bachelors Degree can be substituted for 4 additional years exp.



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Labor Category Title	Labor Category/Service Description	Minimum Education	Minimum Years of Experience	Education Substitutions
	<p>recommendations for system improvements, optimization, development, and/or maintenance efforts in the following specialties: intelligence; health; information systems architecture, networking; telecommunications, automation; communications protocols, risk management, electronic analysis, software; lifecycle management, software development methodologies, and modeling and simulation.</p>			
<p>Analyst Subject Matter Expert (SME) II</p>	<p>Provides expert technical knowledge and analysis of highly specialized applications and operational environment, high-level functional systems analysis, design, integration, documentation, and implementation advice on moderately complex problems that require an appropriate level of knowledge of the subject matter for effective implementation.</p> <ul style="list-style-type: none"> <li>- Applies principles, methods, and knowledge of the functional area of capability to specific requirements, advanced mathematical principles, and methods to exceptionally difficult and narrowly defined technical problems in engineering and other scientific applications to arrive at automated solutions.</li> <li>- Works with Senior Officials and executive leadership to assist in strategic objectives.</li> <li>- Assists or leads other senior consultants with analysis and evaluation and with the preparation of recommendations for system improvements, optimization, development, and/or maintenance efforts in the following specialties: intelligence; health; information systems architecture, networking; telecommunications, automation; communications protocols, risk management, electronic analysis, software; lifecycle management, software development methodologies, and modeling and simulation.</li> </ul>	<p>Bachelors</p>	<p>13</p>	<p>Bachelors Degree can be substituted for 4 additional years exp.</p>
<p>Technical Systems Analyst/Architect I</p>	<p>Provides research and analytical knowledge of technical systems from direct industry experience to assess the organizational, operational, and functional baseline for law enforcement, homeland defense, emergency preparedness, health and security. Participates as needed in phases of system development with emphasis on the planning, analysis, mission engineering, testing, process integration, documentation, and</p>	<p>Bachelors</p>	<p>8</p>	<p>Bachelors Degree can be substituted for 4 additional years exp.</p>



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	<p>presentation phases.</p> <ul style="list-style-type: none"> <li>-Fuses multiple sources of data/information/intelligence to architect and address and identify threats, problems and vulnerabilities to systems</li> <li>-Applies principles, methods and knowledge of the functional area of capability in sessions, assignments, and designs reviews to validate enterprise approach and associated work products. Provides consulting, training and/or advisory knowledge in organizational and vulnerability assessments, intelligence, cybersecurity, targeting and threat analysis, and resolution of projects and problems. May be required manage projects and tasks.</li> </ul>			
Cyber Security Analyst I	Establishes and satisfies system-wide information security requirements based upon the analysis of user, policy, regulatory, and resource demands. Coordinates with customer organization to establish and define programs, resources, and risks.	Bachelors	2	Bachelors Degree can be substituted for 4 additional years exp.
Cyber Security Analyst II	Establishes and satisfies system-wide information security requirements based upon the analysis of user, policy, regulatory, and resource demands. Coordinates with customer organization to establish and define programs, resources, and risks.	Bachelors	5	Bachelors Degree can be substituted for 4 additional years exp.
Cyber Security Analyst III	Establishes and satisfies system-wide information security requirements based upon the analysis of user, policy, regulatory, and resource demands. Coordinates with customer organization to establish and define programs, resources, and risks.	Bachelors	10	Bachelors Degree can be substituted for 4 additional years exp.
Help Desk Specialist I	Provides first and second-tier support to end users for either PC, server, or mainframe applications and hardware. Responds to and diagnoses problems through discussions with users. Includes problem recognition, research, isolation, and resolution steps. May involve use of problem management database and help desk systems. May interact with network services, software systems engineering, and/or applications development to restore service and/or identify and correct core problem. Escalates more complex problems. Assists in the evaluation of business problems, evaluates and recommends vendor	High School	1	None



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	<p>packages, and implements required software. May assist in the evaluation of personnel end-user computing packages and equipment as well as in the implementation and testing of prototypes. Consults with client area management and staff regarding PC and LAN systems and equipment problems or malfunctions and recommends solutions.</p>			
<p>Help Desk Specialist II</p>	<p>Provides first and second-tier support to end users for either PC, server, or mainframe applications and hardware. Responds to and diagnoses problems through discussions with users. Includes problem recognition, research, isolation, and resolution steps. May involve use of problem management database and help desk systems. May interact with network services, software systems engineering, and/or applications development to restore service and/or identify and correct core problem. Escalates more complex problems. Assists in the evaluation of business problems, evaluates and recommends vendor packages, and implements required software. May assist in the evaluation of personnel end-user computing packages and equipment as well as in the implementation and testing of prototypes. Consults with client area management and staff regarding PC and LAN systems and equipment problems or malfunctions and recommends solutions.</p>	<p>Bachelors</p>	<p>2</p>	<p>Bachelors Degree can be substituted for 4 additional years exp.</p>
<p>Help Desk Specialist III</p>	<p>Provides first and second-tier support to end users for either PC, server, or mainframe applications and hardware. Responds to and diagnoses problems through discussions with users. Includes problem recognition, research, isolation, and resolution steps. May involve use of problem management database and help desk systems. May interact with network services, software systems engineering, and/or applications development to restore service and/or identify and correct core problem. Escalates more complex problems. Assists in the evaluation of business problems, evaluates and recommends vendor</p>	<p>Bachelors</p>	<p>3</p>	<p>Bachelors Degree can be substituted for 4 additional years exp.</p>



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	<p>packages, and implements required software. May assist in the evaluation of personnel end-user computing packages and equipment as well as in the implementation and testing of prototypes. Consults with client area management and staff regarding PC and LAN systems and equipment problems or malfunctions and recommends solutions.</p>			
Project Control Specialist	<p>Directs budgeting, manpower and resource planning, and financial reporting in support of information technology projects. Performs complex evaluations of existing procedures, processes, techniques, models, and/or systems related to management problems or contractual issues. Develops work breakdown structures, prepare charts, tables, graphs, and diagrams to assist in analyzing problems.</p>	Bachelors	4	Bachelors Degree can be substituted for 4 additional years exp.
Project Manager I	<p>Serves as project manager for a large, complex information technology related Task Order or contract. Assists Program Manager in working with Government Contracting Officer, contract or task-level Contracting Officer's Representative, government management personnel, and customer agency representatives. Responsible for developing the Project Management Work Plan and other contract documents. Directs the day-to-day efforts of the contractor technical personnel. Ensures the quality of deliverable documents, software, engineering plans, or installations. Monitors activities under the contract to ensure that all activities are properly executed in accordance with Task Order requirements and the COTR's direction. Performs enterprise wide horizontal integration planning and interfaces to other functional systems.</p>	Bachelors	6	Bachelors Degree can be substituted for 4 additional years exp.





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Project Manager II	Serves as project manager for a large, complex information technology related Task Order or contract. Assists Program Manager in working with Government Contracting Officer, contract or task-level Contracting Officer's Representative, government management personnel, and customer agency representatives. Responsible for developing the Project Management Work Plan and other contract documents. Directs the day-to-day efforts of the contractor technical personnel. Ensures the quality of deliverable documents, software, engineering plans, or installations. Monitors activities under the contract to ensure that all activities are properly executed in accordance with Task Order requirements and the COTR's direction. Performs enterprise wide horizontal integration planning and interfaces to other functional systems.	Bachelors	8	Bachelors Degree can be substituted for 4 additional years exp.
Software Developer IV	Participates in the design of software tools and subsystems to support reuse and domain analysis. Assists with design specification and code. Analyzes functional business applications and design specifications for functional activities. Prepares required documentation. Enhances software to reduce operating time or improve efficiency. Participates in the design of software tools and subsystems to support reuse and domain analysis. Assists in interpreting software requirements and design specifications to code, and integrates and tests software components.	Bachelors	10	Bachelors Degree can be substituted for 4 additional years exp.
Sr. System Administrator I	Must have experience in conducting routine system administration tasks and logging data in system admin logs. Systems administrators are responsible for maintaining system efficiency. Experience in maintaining troubleshooting a wide variety of information technology related systems and networks to include high volume/high availability systems. Must have knowledge on a number of debugging protocols and processes. Must be able to troubleshoot problems and issues identified by customers and implement corrective actions quickly.	Bachelors	3	Bachelors Degree can be substituted for 4 additional years exp.



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Sr. System Administrator II	<p>Must have experience in conducting routine system administration tasks and logging data in system admin logs. Systems administrators are responsible for maintaining system efficiency. Experience in maintaining troubleshooting a wide variety of information technology related systems and networks to include high volume/high availability systems. Must have knowledge on a number of debugging protocols and processes. Must be able to troubleshoot problems and issues identified by customers and implement corrective actions quickly.</p>	Bachelors	6	Bachelors Degree can be substituted for 4 additional years exp.
Telecom Engineer I	<p>Responsible for moderately complex engineering and/or analytical activities associated with one or more technical areas within the telecommunications function (such as, but not limited to, network design, engineering, implementation, or operations/user support). Monitors and responds to complex technical control facility hardware and software problems. Interfaces with vendor support service groups to ensure proper escalation during outages or periods of degraded system performance. Maintains PBX/systems and associated hardware.</p>	Bachelors	3	Bachelors Degree can be substituted for 4 additional years exp.
Telecom Engineer II	<p>Responsible for moderately complex engineering and/or analytical activities associated with one or more technical areas within the telecommunications function (such as, but not limited to, network design, engineering, implementation, or operations/user support). Monitors and responds to complex technical control facility hardware and software problems. Interfaces with vendor support service groups to ensure proper escalation during outages or periods of degraded system performance. Maintains PBX/systems and associated hardware.</p>	Bachelors	5	Bachelors Degree can be substituted for 4 additional years exp.
Telecom Engineer III	<p>Responsible for moderately complex engineering and/or analytical activities associated with one or more technical areas within the telecommunications function (such as, but not limited to, network design, engineering, implementation, or operations/user support). Monitors and responds to complex technical control facility hardware and software problems. Interfaces with vendor support service groups to ensure proper escalation during outages or</p>	Bachelors	8	Bachelors Degree can be substituted for 4 additional years exp.



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	<p>periods of degraded system performance. Maintains PBX/systems and associated hardware.</p>			
<p>Telecom Engineer IV</p>	<p>Responsible for moderately complex engineering and/or analytical activities associated with one or more technical areas within the telecommunications function (such as, but not limited to, network design, engineering, implementation, or operations/user support). Monitors and responds to complex technical control facility hardware and software problems. Interfaces with vendor support service groups to ensure proper escalation during outages or periods of degraded system performance. Maintains PBX/systems and associated hardware.</p>	<p>Bachelors</p>	<p>10</p>	<p>Bachelors Degree can be substituted for 4 additional years exp.</p>
<p>Web Developer</p>	<p>Designs, develops, troubleshoots, debugs, and implements software code using the following web development components: Java, JSP, and XHTML with heavy reliance on JavaScript code for DHTML interfaces. Frequent use and application of technical standards, principles, theories, concepts, and techniques. Provides solutions to a variety of technical problems of moderate scope and complexity. Must contribute to the completion of milestones associated with specific projects.</p>	<p>Bachelors</p>	<p>5</p>	<p>Bachelors Degree can be substituted for 4 additional years exp.</p>
<p>Database Specialist I</p>	<p>Provides support activities related to the administration of computerized databases. Assists in the designs and maintains databases in a client/server environment. Conducts quality control and auditing of databases in a client/server environment to ensure accurate and appropriate use of data. Advises users on access to various client/server databases. Designs, implements, and maintains complex databases with respect to JCL, access methods, access time, device allocation, validation checks, organization, protection and security, documentation, and statistical methods. Applies entry level knowledge and experience with database technologies, development methodologies, and front-end (e.g., COGNOS)/back-end programming languages</p>	<p>Bachelors</p>	<p>4</p>	<p>Bachelors Degree can be substituted for 4 additional years exp.</p>



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Labor Category Title	Labor Category/Service Description	Minimum Education	Minimum Years of Experience	Education Substitutions
	(e.g., SQL). Performs database programming and supports systems design.			
Database Specialist II	Provides all activities related to the administration of computerized databases. Projects long-range requirements for database administration and design in conjunction with other managers in the information systems function. Designs, creates, and maintains databases in a client/server environment. Conducts quality control and auditing of databases in a client/server environment to ensure accurate and appropriate use of data. Advises users on access to various client/server databases. Designs, implements, and maintains complex databases with respect to JCL, access methods, access time, device allocation, validation checks, organization, protection and security, documentation, and statistical methods. Applies knowledge and experience with database technologies, development methodologies, and front-end (e.g., COGNOS)/back-end programming languages (e.g., SQL). Performs database programming and supports systems design. Includes maintenance of database dictionaries, overall monitoring of standards and procedures, file design and storage, and integration of systems through database design.	Bachelors	5	Bachelors Degree can be substituted for 4 additional years exp.
Database Specialist III	Provides high-level activities related to the administration of computerized databases. Projects long-range requirements for database administration and design in conjunction with other managers in the information systems function. Designs, creates, and maintains databases in a client/server environment. Conducts quality control and auditing of databases in a client/server environment to ensure accurate and appropriate use of data. Advises users on access to various client/server databases. Designs, implements, and maintains complex databases with respect to JCL, access methods, access time, device allocation, validation checks, organization, protection and	Bachelors	8	Bachelors Degree can be substituted for 4 additional years exp.



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	security, documentation, and statistical methods. Applies knowledge and experience with database technologies, development methodologies, and front-end (e.g., COGNOS)/back-end programming languages (e.g., SQL). Performs database programming and supports systems design. Includes maintenance of database dictionaries, overall monitoring of standards and procedures, file design and storage, and integration of systems through database design. May be required manage a small technical team.			
Information Engineer I	Supports information retrieval solutions to support client requirements for specified domain subjects, using information retrieval software languages and automated text analysis and extraction techniques	Bachelors	2	Bachelors Degree can be substituted for 4 additional years exp.
Information Engineer II	Develops information retrieval solutions to support client requirements for specified domain subjects, using information retrieval software languages and automated text analysis and extraction techniques	Bachelors	3	Bachelors Degree can be substituted for 4 additional years exp.
Information Engineer III	Develops high-level information retrieval solutions to support client requirements for specified domain subjects, using information retrieval software languages and automated text analysis and extraction techniques. May be required manage a small technical team.	Bachelors	6	Bachelors Degree can be substituted for 4 additional years exp.
Network Architect I	Provides suggestions to managers and technical staff. Develops architectural products and deliverables for the enterprise and operational business lines. Develops strategy of system and the design infrastructure necessary to support that strategy. Advises on standards for the client/server relational database structure for the organization.	Bachelors	2	Bachelors Degree can be substituted for 4 additional years exp.
Network Architect II	Provides mid-level architectural expertise to managers and technical staff. Develops architectural products and deliverables for the enterprise and operational business lines. Supports the development of strategy of system and the design infrastructure necessary to support that strategy. Advises on selection of technological purchases with regards to processing, data storage, data access, and applications development. Sets standards for the client/server	Bachelors	3	Bachelors Degree can be substituted for 4 additional years exp.



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	relational database structure for the organization. Advises of feasibility of potential future projects to management.			
Network Architect III	Provides high-level architectural expertise to managers and technical staff. Develops architectural products and deliverables for the enterprise and operational business lines. Develops strategy of system and the design infrastructure necessary to support that strategy. Advises on selection of technological purchases with regards to processing, data storage, data access, and applications development. Sets standards for the client/server relational database structure for the organization. Advises of feasibility of potential future projects to management. May be required manage a small technical team.	Masters	6	Masters Degree can be substituted for 9 additional years exp.
Principal Network Engineer I	Provides support related to the design, development, and implementation of a network. Develops test strategies, devices, and systems. Assists with stress and performance tests on a variety of computer networks.	Bachelors	2	Bachelors Degree can be substituted for 4 additional years exp.
Principal Network Engineer II	Provides analysis related to the design, development, and implementation of a network. Develops test strategies, devices, and systems. Performs stress and performance tests on a variety of computer networks.	Bachelors	3	Bachelors Degree can be substituted for 4 additional years exp.
Principal Network Engineer III	Provides high-level analysis related to the design, development, and implementation of a network. Develops and implements test strategies, devices, and systems. Performs stress and performance tests on a variety of computer networks. May be required manage a small technical team.	Masters	6	Masters Degree can be substituted for 9 additional years exp.



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Subject Matter Expert I	Serves as subject matter expert, possessing knowledge of a particular area, such as business, computer science, engineering, mathematics, or the various sciences. Provides technical knowledge and support of highly specialized applications and operational environments, functional systems analysis, design, integration, documentation and implementation advice on exceptionally complex problems that need extensive knowledge of the subject matter for effective implementation. Participates as needed in all phases of software development with emphasis on the planning, analysis, testing, integration, documentation, and presentation phases.	Bachelors	4	Bachelors Degree can be substituted for 4 additional years exp.
Subject Matter Expert II	Serves as subject matter expert, possessing extensive knowledge of a particular area, such as business, computer science, engineering, mathematics, or the various sciences. Provides technical knowledge and analysis of highly specialized applications and operational environments, mid-level functional systems analysis, design, integration, documentation and implementation advice on exceptionally complex problems that need extensive knowledge of the subject matter for effective implementation. Participates as needed in all phases of software development with emphasis on the planning, analysis, testing, integration, documentation, and presentation phases. Applies principles, methods and knowledge of the functional area of capability to specific task order requirements, advanced mathematical principles and methods to exceptionally difficult and narrowly defined technical problems in engineering and other scientific applications to arrive at automated solutions.	Bachelors	5	Bachelors Degree can be substituted for 4 additional years exp.
Subject Matter Expert III	Serves as subject matter expert, possessing in-depth knowledge of a particular area, such as business, computer science, engineering, mathematics, or the various sciences. Provides technical knowledge and analysis of highly specialized applications and operational environments, high-level functional systems analysis, design, integration, documentation and implementation advice on exceptionally complex problems that need extensive knowledge of the	Masters	10	Masters Degree can be substituted for 9 additional years exp.



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	<p>subject matter for effective implementation. Participates as needed in all phases of software development with emphasis on the planning, analysis, testing, integration, documentation, and presentation phases. Applies principles, methods and knowledge of the functional area of capability to specific task order requirements, advanced mathematical principles and methods to exceptionally difficult and narrowly defined technical problems in engineering and other scientific applications to arrive at automated solutions. May be required manage a small technical team.</p>			
Systems Engineer III	<p>Provides high-level analysis and engineering related to the design, development, and integration of hardware, software, man-machine interfaces and all system level requirements to provide an integrated IT solution. Develops integrated system test requirement, strategies, devices and systems. Directs overall system level testing. May be required manage a small technical team.</p>	Masters	6	Masters Degree can be substituted for 9 additional years exp.
Technical Writer/Editor I	<p>Writes a variety of technical articles, reports, brochures, and/or manuals for documentation for a wide range of uses. Coordinates the display of graphics and the production of the document. Reviews content of technical documentation for quality. Assists in the production of technical and scientific illustrations for presentations and/or publication, as appropriate to the requirements.</p>	Bachelors	4	Bachelors Degree can be substituted for 4 additional years exp.
Technical Writer/Editor II	<p>Writes a variety of technical articles, reports, brochures, and/or manuals for documentation for a wide range of uses. Coordinates the display of graphics and the production of the document. Ensures content is of high quality and conforms with standards. Reviews content of technical documentation for quality. Produces technical and scientific illustrations for presentations and/or publication, as appropriate to the requirements. Ensures that documents follow the style laid out in the company's style guide.</p>	Bachelors	4	Bachelors Degree can be substituted for 4 additional years exp.





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Technical Writer/Editor III	Writes a variety of high-level technical articles, reports, brochures, and/or manuals for documentation for a wide range of uses. Coordinates the display of graphics and the production of the document. Ensures content is of high quality and conforms with standards. Reviews content of technical documentation for quality. Produces technical and scientific illustrations for presentations and/or publication, as appropriate to the requirements. Ensures that documents follow the style laid out in the company's style guide. May be required manage a small technical team.	Bachelors	8	Bachelors Degree can be substituted for 4 additional years exp.
Test Engineer I	Assists with automated test tools and strategies. Supports test and evaluation procedures to ensure system requirements are met. Develops, maintains, and upgrades automated test scripts and architectures for application products. Also writes, implements, and reports status for system test cases for testing. Assists with providing testing know-how for the support of user requirements of complex to highly complex software/hardware applications. Participates in all phases of risk management assessments and software/hardware development with emphasis on analysis of user requirements, test design and test tools selection.	Bachelors	4	Bachelors Degree can be substituted for 4 additional years exp.
Test Engineer II	Evaluates, recommends, and implements automated test tools and strategies. Designs, implements, and conducts test and evaluation procedures to ensure system requirements are met. Develops, maintains, and upgrades automated test scripts and architectures for application products. Also writes, implements, and reports status for system test cases for testing. Analyzes test cases and provides regular progress reports. Provides testing know-how for the support of user requirements of complex to highly complex software/hardware applications. Directs and/or participates in all phases of risk management assessments and software/hardware development with emphasis on analysis of user requirements, test design and test tools selection.	Bachelors	5	Bachelors Degree can be substituted for 4 additional years exp.
Intelligence Analyst I	<ul style="list-style-type: none"> <li>• Analyzes, assimilates, and evaluates all available intelligence information relating to assigned area of responsibility.</li> <li>• Searches and identifies important new</li> </ul>	Bachelors	Two (2)	None



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	<p>information which may suggest the necessity for further examination or study; preparing finished studies of factual data and providing specialized intelligence and threat analysis and production support.</p> <ul style="list-style-type: none"> <li>• Accesses and performs research on designated intelligence databases for the purpose of identifying information of interest, downloading the identified information to an appropriate medium, and editing the information into format(s) to be specified by the customer.</li> <li>• Provides intelligence and threat analysis of the information that is tailored to the customer's requirements.</li> <li>• Develops information and technical support documents, summaries, reports, presentations and other designated products in support of the customer's information and technical support requirements, and presents briefings to personnel designated by the customer.</li> </ul>			
Intelligence Analyst II	<ul style="list-style-type: none"> <li>• Establishes methodologies to solve problems or satisfy information requirements.</li> <li>• Reviews and evaluates incoming intelligence reports and information, collection plans, and programs; aggregates and analyzes data, draws conclusions, and estimates probabilities based upon knowledge of current and past intelligence situations, and an understanding of the significance of conditions and trends.</li> <li>• Provides specialized intelligence and threat analysis, production support.</li> <li>• Accesses and performs research on designated automated intelligence databases for the purpose of identifying information of interest to the customer, downloading the identified information to an appropriate medium, and editing the information into format(s) to be specified by the customer.</li> <li>• Provides intelligence and threat analysis of the information that is tailored to the customer's requirements and develops information and technical support documents, summaries, reports, presentations and other designated products in support of the customer's information and technical support requirements.</li> <li>• Presents briefings to personnel designated by</li> </ul>	Bachelors	Four (4)	Two (2) Years with Master's Degree



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Labor Category Title	Labor Category/Service Description	Minimum Education	Minimum Years of Experience	Education Substitutions
	the customer and provides leadership and direction to lower-level employees.			
Program Analyst I	<ul style="list-style-type: none"> <li>• Performs analytic work analyzing operational requirements, defining business requirements and functions based on customer needs, business requirement dependency analysis, less complex function and requirements allocation, developing business use cases, maintaining business documentation, performing subject matter research, providing input to project management planning (e.g. status reporting, level of effort, etc.), and acting as quality assurance check for more junior analysts to ensure consistency across work products.</li> <li>• Assists junior staff with tasking.</li> </ul>	Bachelors	Two (2)	None
Program Analyst II	<ul style="list-style-type: none"> <li>• Performs moderately complex analytic work analyzing operational requirements, defining business requirements and functions based on customer needs, business requirement dependency analysis, more complex function and requirements allocation, developing business use cases, developing and maintaining business documentation, performing subject matter research, providing input to project management planning (e.g. status reporting, level of effort, etc.), working with customer independently to develop business requirements and gain customer agreement, acting as quality assurance check for more junior analysts to ensure consistency across work products, implementing standard processes</li> </ul>	Bachelors	Four (4)	Two (2) Years with Master's Degree



GSA Multiple Award Schedule (MAS)

Labor Category Title	Labor Category/Service Description	Minimum Education	Minimum Years of Experience	Education Substitutions
	<p>and methodologies across the team.</p> <ul style="list-style-type: none"> <li>• Provides task specific leadership and guidance to more junior staff.</li> <li>• Leads smaller teams or less complex tasks and provides project level execution guidance as well as input to program level strategy.</li> </ul>			
<p>Management Analyst</p>	<ul style="list-style-type: none"> <li>• Performs complex analytic work or supports programs of moderate size or complexity.</li> <li>• Analyzes complex operational requirements, defining business requirements and functions, developing design specifications, requirement dependency analysis, complex function and requirements allocation, developing test cases, providing specialized subject matter expertise on business, client operations, methodologies, etc., and expert analytic guidance as well as direction to more junior staff.</li> <li>• Performs complex tasking independently with occasional input from more senior staff.</li> <li>• Leads programs of moderate size or complexity and provides project level execution guidance as well as input to program level strategy.</li> <li>• Provides project management planning, developing cost estimates, acting as primary client point of contact for project issues, assessing and mitigating schedule risks, and managing deliverables.</li> </ul>	<p>Bachelors</p>	<p>Four (4)</p>	<p>Two (2) Years with Master's Degree</p>



GSA Multiple Award Schedule (MAS)

Labor Category Title	Labor Category/Service Description	Minimum Education	Minimum Years of Experience	Education Substitutions
Senior Management Analyst	<ul style="list-style-type: none"> <li>• Performs complex analytic work or leads programs of moderate size or complexity.</li> <li>• Analyzes complex operational requirements, defining business requirements and functions, developing design specifications, performing requirement dependency analysis as well as complex function and requirements allocation, developing test cases, providing specialized subject matter expertise on business, client operations, methodologies, etc., and providing expert analytic guidance and direction to more junior staff.</li> <li>• Performs complex tasking independently.</li> <li>• Leads multiple teams concurrently and provides project level execution guidance as well as input to program level strategy.</li> <li>• Provides project management planning and team leadership, staff performance management, developing cost estimates, acting as primary client point of contact for programmatic issues, assessing and mitigating schedule risks, writing proposals, and managing deliverables.</li> </ul>	Bachelors	Six (6)	Four (4) Years with Master's Degree
Project Manager	<ul style="list-style-type: none"> <li>• Serves as project manager for a large, complex programmatic Task Order or contract.</li> <li>• Assists Program Manager in working with Government Contracting Officer, contract or task-level Contracting Officer's Representative, government management personnel, and customer agency representatives.</li> <li>• Develops the Project Management Work Plan and other contract documents.</li> <li>• Directs the day-to-day efforts of the contractor technical personnel.</li> <li>• Ensures the quality of deliverable documents, process improvements, and work products.</li> <li>• Monitors activities under the contract to ensure that all are properly executed in accordance with Task Order requirements and the COTR's direction.</li> <li>• Performs enterprise-wide horizontal integration planning and ensures effective communications and coordination with other organizational components.</li> </ul>	Bachelors	Six (6)	Four (4) Years with Master's Degree



GSA Multiple Award Schedule (MAS)

Labor Category Title	Labor Category/Service Description	Minimum Education	Minimum Years of Experience	Education Substitutions
Program Manager	<ul style="list-style-type: none"> <li>• Plans, organizes, and controls the overall activities of the contract and Task Orders.</li> <li>• Formulates and enforces work standards, assigning contractor schedules, reviewing work discrepancies, supervising contract personnel, and communicating policies, purposes, and goals of organization to subordinates.</li> <li>• Serves as primary client interface; confers with management on strategic issues, and maximizes efficiency in achieving contract and Task Order cost, schedule, and technical quality parameters; performs and meets contract administrative requirements, identifies, and ensures the effectiveness of any corrective action resolution.</li> <li>• Directs and provides expertise for all phases of program/projects from inception through completion across all SOW Functional Areas, and when appropriate, and will serve as a Task Order Project Manager.</li> </ul>	Bachelors	Eight (8)	Six (6) Years with Master's Degree
Systems Engineer	<ul style="list-style-type: none"> <li>• Coordinates and/or performs additions and changes to IT systems, networks, and applications; including investigation, analysis, recommendation, configuration, installation, and testing of new hardware and software.</li> <li>• Provides direct support in the day-to-day operations on IT systems, including the evaluation of system utilization, monitoring response time, and primary support for detection and correction of operational problems.</li> <li>• Troubleshoots and resolves system performance issues; maintaining system standards and connectivity.</li> <li>• Provides technical consultation, training and support to IT staff as designated by the government.</li> </ul>	Bachelors	Eight (8)	Six (6) Years with Master's Degree



# LABOR CATEGORY PRICING

SIN	Labor Category	GSA PRICE including IFF				
		2/14/2023 – 2/13/2024	2/14/2024 – 2/13/2025	2/14/2025 – 2/13/2026	2/14/2026 – 2/13/2027	2/14/2027 – 2/13/2028
541611, 541990	Analyst Subject Matter Expert (SME) I	\$159.59	\$159.59	\$166.14	\$171.46	\$176.94
541611, 541990	Analyst Subject Matter Expert (SME) II	\$179.54	\$179.54	\$186.91	\$192.90	\$199.07
541611, 541990	Technical Systems Analyst/Architect I	\$129.67	\$129.67	\$134.99	\$139.31	\$143.77
54151S, 541990	Cyber Security Analyst I	\$77.91	\$81.10	\$84.43	\$87.13	\$89.92
54151S, 541990	Cyber Security Analyst II	\$89.46	\$93.12	\$96.95	\$100.05	\$103.25
54151S, 541990	Cyber Security Analyst III	\$130.72	\$136.08	\$141.67	\$146.21	\$150.89
54151S, 541990	Help Desk Specialist I	\$49.01	\$51.02	\$53.12	\$54.82	\$56.58
54151S, 541990	Help Desk Specialist II	\$54.37	\$56.60	\$58.92	\$60.81	\$62.75
54151S, 541990	Help Desk Specialist III	\$60.61	\$63.10	\$65.69	\$67.80	\$69.97
54151S, 541990	Project Control Specialist	\$79.85	\$83.13	\$86.54	\$89.31	\$92.17
54151S, 541990	Project Manager I	\$116.96	\$121.76	\$126.75	\$130.81	\$135.00
54151S, 541990	Project Manager II	\$125.52	\$130.67	\$136.04	\$140.39	\$144.89
54151S, 541990	Software Developer IV	\$120.96	\$125.93	\$131.09	\$135.28	\$139.61
54151S, 541990	Sr. System Administrator I	\$87.19	\$90.76	\$94.48	\$97.50	\$100.62
54151S, 541990	Sr. System Administrator II	\$88.12	\$91.72	\$95.49	\$98.54	\$101.69
54151S, 541990	Telecom Engineer I	\$51.92	\$54.04	\$56.26	\$58.07	\$59.92
54151S, 541990	Telecom Engineer II	\$54.57	\$56.80	\$59.13	\$61.03	\$62.98
54151S, 541990	Telecom Engineer III	\$64.47	\$67.12	\$69.87	\$72.11	\$74.42



GSA Multiple Award Schedule (MAS)

54151S, 541990	Telecom Engineer IV	\$67.85	\$70.63	\$73.52	\$75.88	\$78.31
54151S, 541990	Web Developer	\$74.39	\$77.45	\$80.62	\$83.20	\$85.87
54151S, 541990	Database Specialist I	\$87.99	\$87.99	\$95.37	\$98.42	\$101.57
54151S, 541990	Database Specialist II	\$103.11	\$107.33	\$111.74	\$115.31	\$119.00
54151S, 541990	Database Specialist III	\$118.64	\$123.50	\$128.57	\$132.69	\$136.93
54151S, 541990	Information Engineer I	\$83.23	\$86.65	\$90.21	\$93.09	\$96.07
54151S, 541990	Information Engineer II	\$97.56	\$101.56	\$105.72	\$109.11	\$112.60
54151S, 541990	Information Engineer III	\$121.98	\$126.98	\$132.19	\$136.42	\$140.79
54151S, 541990	Network Architect I	\$100.11	\$104.22	\$108.49	\$111.97	\$115.55
54151S, 541990	Network Architect II	\$117.36	\$122.18	\$127.19	\$131.26	\$135.46
54151S, 541990	Network Architect III	\$134.99	\$140.53	\$146.30	\$150.98	\$155.81
54151S, 541990	Principal Network Engineer I	\$116.53	\$121.31	\$126.30	\$130.34	\$134.51
54151S, 541990	Principal Network Engineer II	\$136.60	\$142.19	\$148.03	\$152.77	\$157.65
54151S, 541990	Principal Network Engineer III	\$157.14	\$163.59	\$170.31	\$175.76	\$181.38
54151S, 541990	Subject Matter Expert I	\$158.21	\$164.69	\$171.45	\$176.94	\$182.60
54151S, 541990	Subject Matter Expert II	\$185.45	\$193.06	\$200.99	\$207.42	\$214.05
54151S, 541990	Subject Matter Expert III	\$213.34	\$222.08	\$231.20	\$238.60	\$246.23
54151S, 541990	Systems Engineer III	\$151.21	\$157.41	\$163.88	\$169.12	\$174.53
54151S, 541990	Technical Writer/Editor I	\$70.61	\$73.50	\$76.51	\$78.96	\$81.49
54151S, 541990	Technical Writer/Editor II	\$82.76	\$86.15	\$89.69	\$92.56	\$95.53
54151S, 541990	Technical Writer/Editor III	\$95.22	\$99.12	\$103.18	\$106.49	\$109.90





GSA Multiple Award Schedule (MAS)

54151S, 541990	Test Engineer I	\$83.24	\$86.66	\$90.22	\$93.11	\$96.09
54151S, 541990	Test Engineer II	\$97.58	\$101.58	\$105.74	\$109.13	\$112.62
541611, 54151S, 541990	Intelligence Analyst I	\$91.07	\$94.81	\$98.70	\$101.85	\$105.11
541611, 54151S, 541990	Intelligence Analyst II	\$113.81	\$118.47	\$123.34	\$127.28	\$131.36
541611, 54151S, 541990	Program Analyst I	\$71.02	\$73.93	\$76.97	\$79.43	\$81.97
541611, 54151S, 541990	Program Analyst II	\$83.49	\$86.91	\$90.48	\$93.37	\$96.36
541611, 54151S, 541990	Management Analyst	\$102.80	\$107.01	\$111.40	\$114.96	\$118.64
541611, 54151S, 541990	Senior Management Analyst	\$118.50	\$123.35	\$128.41	\$132.52	\$136.76
541611, 54151S, 541990	Project Manager	\$128.57	\$133.84	\$139.34	\$143.80	\$148.40
541611, 54151S, 541990	Program Manager	\$141.05	\$146.82	\$152.85	\$157.73	\$162.78
541611, 54151S, 541990	Systems Engineer	\$137.85	\$143.50	\$149.39	\$154.17	\$159.10