

General Services Administration

Federal Supply Service

Authorized Federal Supply Schedule 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 are available through GSA Advantage, a menu-driven database system. The Internet address for GSA Advantage! is: <http://www.GSAAdvantage.gov>

Professional Services Schedule

Industrial Group: 00CORP

Contract No. GS-00F-179CA Consolidated GSA Contract

Contract Period: July 1, 2015 through June 30, 2020

For more information on ordering from Federal Supply Schedules, go to the GSA Schedules home page at <http://www.gsa.gov/portal/content/1099145>

For more information, please contact:

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www.arcadis.com

Business Size: Other than small business

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CUSTOMER INFORMATION

1a. Awarded Special Item Numbers (SIN): 871-1 through 871-7 and 899-1, 899-3, 899-7,899-8

SIN 871-1 Strategic Planning for Technology Programs/Activities
SIN 871-2 Concept Development and Requirements Analysis
SIN 871-3 System Design, Engineering and Integration
SIN 871-4 Test and Evaluation
SIN 871-5 Integrated Logistics Support
SIN 871-6 Acquisition and Life Cycle Management
SIN 871-7 Construction Management
SIN 899-1 Environmental Consulting Services
SIN 899-3 Environmental Training Services
SIN 899-7 Geographic Information Systems (GIS) Services
SIN 899-8 Remediation and Reclamation Services

SIN 871-1RC Strategic Planning for Technology Programs/Activities
SIN 871-2RC Concept Development and Requirements Analysis
SIN 871-3RC System Design, Engineering and Integration
SIN 871-4RC Test and Evaluation
SIN 871-5RC Integrated Logistics Support
SIN 871-6RC Acquisition and Life Cycle Management
SIN 871-7RC Construction Management
SIN 899-1RC Environmental Consulting Services
SIN 899-3RC Environmental Training Services
SIN 899-7RC Geographic Information Systems (GIS) Services
SIN 899-8RC Remediation and Reclamation Services

1b. Please see **Appendix A** for Price List.

1c. Please see **Appendix A** for Labor Category Descriptions

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

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

4. **Geographic Coverage** (Delivery Area): Worldwide

5. **Point(s) of Production:** Highlands Ranch, CO and ARCADIS offices worldwide

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

7. **Quantity discounts:** No quantity discounts are available.

8. **Prompt Payment Terms:** No special discount is offered for prompt payment. Payment terms are net 30 days.

9a. **Acceptance of Government Credit Cards:** Government purchase cards are accepted up to the micro-purchase threshold.

9b. **Acceptance of Government Credit Cards:** Government purchase cards are not accepted above the micro-purchase threshold.

10. **Foreign items:** Not Applicable

11a. **Time of Delivery:** Specified in each task order

11b. **Expedited Delivery:** Specified in each task order

11c. **Overnight and 2-day delivery:** Specified in each task order

11d. **Urgent Requirements:** Not Applicable

12. **F.O.B. Point(s):** Destination

13a. **Ordering Address:**

ARCADIS U.S., Inc.

630 Plaza Drive, Suite 200

Highlands Ranch, CO 80129

Telephone: 720-344-3500

Facsimile: 720-344-3535

13b. **Ordering Procedures:** For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPAs) and a sample BPA can be found at the GSA schedule homepage:

<http://www.gsa.gov/portal/content/104447>

14. **Payment address:**

ARCADIS U.S., Inc.

62638 Collections Center Drive

Chicago, IL 60693-0626

Phone: 1-800-376-2703

For wire or ACH payments, ARCADIS will provide the necessary information on the invoice.

15. **Warranty Provision:** Not Applicable

16. **Export Packing Charges:** Not Applicable.

17. **Terms and conditions of Government Purchase Card Acceptance:** Government Commercial Credit Cards will be acceptable for payments. Bank account information for wire transfer payments or ACH payments will be shown on the invoices.

18. **Terms and conditions of rental, maintenance, and repair:** Not Applicable

19. **Terms and conditions of installation:** Not Applicable

20. **Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices:** Not Applicable

20a. **Terms and conditions for any other services:** Not Applicable

21. **List of service and distribution points:** Not Applicable

22. **List of participating dealers:** Not Applicable

23. **Preventive maintenance:** Not Applicable

24a. **Special attributes such as environmental attributes, (e.g., recycled content, energy efficiency, and/or reduced pollutants):** ARCADIS has been responsible for the development and implementation of recycling plans and programs; energy management ranging from energy audits to the design of energy-efficient and sustainable buildings and processes; and/or development, implementation, and monitoring of air, water, and wastewater pollution prevention and investigation and environmental contamination, the remediation of sites containing hazardous, toxic, and radioactive waste (HTRW).

24b. **Section 508:** If applicable, Section 508 compliance on Electronic and Information Technology (EIT) supplies and services will be addressed on a task order basis. The EIT standards can be found at: www.Section508.gov

25. **Data Universal Numbering System (DUNS) Number:** 081509838

26. **System for Award Management (SAM) Database:** ARCADIS U.S., Inc. is registered in the System for Award Management (SAM) Database.

COMPANY INFORMATION

ARCADIS U.S., Inc. is an international company providing consultancy, engineering, and management services in infrastructure, environment, and buildings, to enhance mobility, sustainability, and quality of life. ARCADIS develops, designs, implements and operates projects for companies and governments. With more than 28,000 employees worldwide (6,200 employees and 160 offices in the U.S.) and more than \$3.5B in gross revenue, the company has an extensive international network that is supported by strong local market positions.

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SERVICES OFFERED

ARCADIS is capable of providing services for the following primary engineering disciplines:

Civil Engineering: Structural, Transportation, Environmental, Water Resources, Geotechnical, Surveying, Other Civil Engineering Specialties

Electrical Engineering: Circuits and Systems, Communications, Control Systems, Engineering Management, Instrumentation and Measurement, Power Engineering, Other Electrical Engineering Specialties

For the following Special Identification Numbers (SINs):

871-1 Strategic Planning for Technology Programs/Activities

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, requirements analysis, organizational performance assessment, special studies and analysis, training, privatization and outsourcing.

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.

Inappropriate use of this SIN is providing professional engineering services not specifically related to strategic planning for technology programs/activities and its associated disciplines.

871-2 Concept Development and Requirements Analysis

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 or 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, regulatory compliance support, technology conceptual designs, training, privatization and outsourcing.

Example: The development and analysis of the total mission profile and life cycle of the improved satellite including examination of performance and cost tradeoffs.

Inappropriate use of this SIN is providing professional engineering services not specifically related to concept development and requirements analysis and its associated disciplines.

871-3 System Design, Engineering and Integration

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, design studies and analysis, high level detailed specification preparation, configuration management and document control, fabrication, assembly and simulation, modeling, training, privatization and outsourcing.

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.

Inappropriate use of this SIN is providing professional engineering services not specifically related to concept development and requirements analysis and its associated disciplines.

871-4 Test and Evaluation

Services required under this SIN involves the application of various techniques demonstrating that a prototype 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 testing of a prototype and first article(s) testing, environmental testing, independent verification and validation, reverse engineering, simulation and modeling (to test the feasibility of a concept), system safety, quality assurance, physical testing of the product or system, training, privatization and outsourcing.

Example: The navigation satellite working model will be subjected to a series of tests which may simulate and ultimately duplicate its operational environment.

Inappropriate use of this SIN is providing professional engineering services not specifically related to testing and evaluating and its associated disciplines.

871-5 Integrated Logistics Support

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 life cycles. Typical associated tasks include, but are not limited to ergonomic/human performance analysis, feasibility analysis, logistics planning, requirements determination, policy standards/procedures development, long-term reliability and maintainability, training, privatization and outsourcing.

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.

Inappropriate use of this SIN is providing professional engineering services not specifically related to integrated logistics support and its associated disciplines.

871-6 Acquisition and Life Cycle Management

Services required under this SIN involve all of the planning, budgetary, contract and systems/program management execution 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, program/project management, technology transfer/insertion, training, privatization and outsourcing.

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.

Inappropriate use of this SIN is professional engineering services not specifically related to acquisition and life cycle management and associated disciplines.

871-7 Construction Management

Customer agencies shall utilize construction managers as its principal agent to advise on or manage the process over the project regardless of the project delivery method used. The Construction Manager assumes the position of professional adviser or extension of staff to the customer agency. The Construction Manager frequently helps the customer agency identify which delivery method is the best for the project. The construction management approach utilizes a firm (or team of firms) with construction, design and management expertise to temporarily expand the customer agency's capabilities, so that they can successfully accomplish their program or project. The Construction Manager also provides expert advice in support of the customer agency's decisions in the implementation of the project.

The following are some of the tasks to be covered under Construction Management:

- **Project Design Phase Services:** These services may include: design technical reviews; code compliance reviews; constructability reviews; analysis of Value Engineering proposals; preparation of cost estimates (including independent check estimates); cost analysis; cost control/monitoring; energy studies; utility studies; site investigations; site surveys; scheduling (including preparation of schedules and schedule reviews); review of design scope changes (including analysis of schedule impact); scheduling/conducting/documenting design related meetings; and performing market studies (material availability, contractor interest, etc.).
- **Project Procurement Phase Services:** These services may include: providing assistance to the Contracting Officer in contract procurement; answering bid/RFP questions; attending/participating in site visits; attending/participating in pre-bid conferences; preparing and issuing solicitation amendments for review and approval by the Government Contracting Officer; and performing cost/bid/proposal analysis.
- **Project Construction Phase Services:** These services may include: establishing temporary field offices; setting up job files, working folders, and record keeping systems; maintaining organized construction files; scheduling and conducting preconstruction meetings; documenting actions taken and decisions made, etc.; monitoring the submittal review process; review and monitoring of project schedules for construction progress with emphasis on milestone completion dates, phasing requirements, work flow, material deliveries, test dates, etc.; assisting in problem resolution and handling of disputed issues (including development of Government position); maintaining marked up sets of project plans and specifications for future as-built drawings; performing routine inspections of construction as work proceeds, taking action to identify work that does not conform to the contract requirements, and notifying the contractors when work requires correction; compiling, through site inspections, lists of defects and omissions related to the work performed and providing these lists to the contractor for correction; review of construction contractor payment requests (including preparation of necessary forms for payment processing); monitoring project financial data and budgetary cost accounting; administration of construction contract change orders (issuing proposal requests, preparing cost estimates, reviewing cost proposals, assisting agency in negotiations, preparing change order packages for processing); scheduling, conducting, and documenting regular progress meetings with all interested parties to review project status, discuss problems, and resolve issues; scheduling, conducting, and documenting (prepare minutes, etc. for distribution) construction related project meetings; monitoring construction contractor compliance with established safety standards (note and report unsafe working conditions, failures to adhere to safety plan required by construction contract); monitoring construction contractor's compliance with contract labor standards; coordination of construction activities with customer Managers and occupying agency personnel; monitoring the design and construction clarification process and, when appropriate, reminding the A/E and other parties involved of the need for timely actions; participating in all "Partnering" activities during construction (workshops, meetings, etc.); preparing special reports and regular project status reports; providing for progress and/or final photographs of project work; perform

site surveys; provide assistance in obtaining permits; perform hazardous material assessments and monitoring of hazardous material abatement work; and provide cost estimating assistance.

- **Commissioning Services.** These services shall include, but are not limited to, providing professional and technical expertise for start-up, calibration, and/or certification of a facility or operating systems within a facility. The CM must be able to provide any level of commissioning need from total support to specialty services. Commissioning services may require start-up planning, forecasting start-up duration, estimating start-up costs, determining start-up objectives, organizing start-up teams and team assignments, testing building system components, conducting performance tests.
- **Testing Services:** The CM may be tasked to provide the services of an independent testing agency/laboratory to perform project specific quality control testing and inspection services. The services may include, but are not limited to, testing/inspection of soils, concrete, precast concrete connections, steel, steel decking, applied fireproofing, roofing, curtain walls/glazing, and elevator installations.
- **Claims Services:** The CM may be tasked to provide Claims Services when and as required by the Government for specific projects. The CM will review disputes and claims from the A&E and/or construction contractor(s) and render all assistance that the Government may require, including, but not limited to, the following: Furnishing reports with supporting information necessary to resolve disputes or defend against the claims; preparation and assembly of appeal files; participation in meetings or negotiations with claimants; appearance in legal proceedings; preparation of cost estimates for use in claims negotiations; preparation of risk assessments/analyses relative to claim exposures; preparation of findings of fact and any other documentation required by the Government.
- **Post Construction Services:** At or near substantial completion of project construction, the CM may be tasked to provide services such as: Performing Post Occupancy Evaluations (POEs); assisting Agency in the formulation of lessons learned; providing occupancy planning including development of move schedules, cost estimates, inventory lists, etc.; providing move coordination, relocation assistance, and/or furniture coordination; providing telecommunication and computer coordination.

***Services Not Included:**

The following services are not currently being solicited. However, GSA reserves the sole right to include these services under PES at a future time during the period of performance. If GSA exercises this right, it will refresh the solicitation and consider offers from all eligible sources.

1. Construction and Architect-Engineering Services as set forth in FAR Part 36 (including construction, alteration or repair (including dredging, excavating and painting) of buildings, structures, or other real property). Offerors interested in providing these services may contact GSA's Public Buildings Service (PBS) for additional information.

2. Computer Engineering and Information Technology. Offerors interested in providing computer/software engineering and information technology services are directed to contact GSA's Group 70 Schedule for Information Technology for additional information (contact Chuck Popelka at (703) 305-7573).

3. Environmental Advisory Services as listed below are not currently being solicited. These services are covered under the GSA Environmental Advisory services contract.

4. Foundations and Landscaping Engineering. Offerors interested in providing foundations and landscaping engineering are directed to contact GSA's PBS for additional information.

5. Heating, Ventilation and Air-Conditioning (HVAC) related to buildings, structures, or other real property set forth for Construction and Architect-Engineering services governed by FAR Part 36. Offerors interested in providing these services are directed to contact GSA's PBS for additional information. Please note that HVAC related to the manufacture, production, furnishing, construction, alteration, repair, processing or assembling of vessels, aircraft, or other kinds of personal property IS included and solicited within the scope of PES.

6. Research and Development as set forth in FAR Part 35.

7. Products/materials already solicited under other Federal Supply Service (FSS) Schedule contracts (e.g., information technology, paper, chemicals, pharmaceuticals, laboratory instruments, etc.). However, PES contractors may team across FSS Schedules to provide a total solution to agency requirements.

Recovery SINS 871-1RC through 871-7RC

SIN 899-1 – Environmental Consulting Services:

The services include, but are not limited to: Planning and Documentation Services for the development, planning, facilitation, coordination, and documentation of and/or for environmental initiatives (or mandates such as Executive Order 13423) in areas of chemical, radiological, and/or hazardous materials; ISO 14001 Environmental Management System (EMS) and sustainable performance measure development; Environmental Assessment (EA) and Environmental Impact Statement (EIS) preparation under the National Environmental Policy Act (NEPA); Endangered species, wetland, watershed, and other natural resource management plans; Archeological and/or cultural resource management plans; Environmental program and project management; Environmental regulation development; Economic, technical and/or risk analysis; other environmentally related studies and/or consultations; Homeland Security solutions that include Biochemical protection; Crime prevention through environmental design surveys (CPTED); Economical, technical and/or risk analysis; Identification and mitigation of threats inclusive of protective measures to mitigate the threats; and Vulnerability assessments. Compliance Services such as review, audit, and implementation/management of EMS and other compliance and contingency plans and performance measures; Permitting; Spill prevention/control and countermeasure plans; Pollution prevention surveys; and Community Right to-Know Act reporting. Advisory Services for ongoing advice and assistance with data and information in support of agency environmental programs involving areas such as Hazardous material spills; Material safety data sheets (MSDS), Biological/medical data sheets; Information hotlines; Poison control hotlines; Environmental regulations and environmental policy/procedure updates; Management, furnishing, or inventory of MSDS. Waste Management Consulting Services to provide guidance in support of waste-related data collection, feasibility studies and risk analyses; Resource Conservation and Recovery Act/Comprehensive Environmental Response Compensation and Liability Act (RCRA/CERCLA) site investigations; Hazardous and/or non-hazardous exposure assessments; Waste characterization and source reduction studies; Review and recommendation of waste tracking or handling systems; Waste management plans and/or surveys; Waste minimization/pollution prevention initiatives; and Review of technologies and processes impacting waste management.

Note: Services involving only the consulting portion of environmental remediation efforts are included under this SIN. Any actual remediation efforts are performed under SIN 899-8.

SIN 899-3 – Environmental Training Services:

This SIN is designed to aid agencies in training personnel in a variety of environmentally related subjects in order to meet Federal mandates and Executive Orders. Environmentally related training can be conducted on- or off-site using standard off-the-shelf, customized, or computer/web-based interactive courses. Examples of environmental training courses include: Air/blood borne pathogens; Asbestos awareness; Environmental management planning and operations and maintenance (O&M) planning; Asbestos Hazard Emergency Response Act (AHERA); Compliance with environmental laws/regulations; Comprehensive Environmental Response Compensation and Liability Act (CERCLA); Confined space training; Electronics management; Emergency response plans; Environmental audits, awareness, compliance, and management; Fire preparedness training; First responder; Hazardous materials and waste (HAZMAT) training to include compliance, operation, packaging, handling, generators, and incident

response; Hazardous waste operations and emergency response (HAZWOPER) training inclusive of transportation, storage and disposal; ISO 14001 Environmental Management Systems (EMS); Lead training to include awareness, inspecting, assessing, rehabilitation, and renovation; Mold (abatement, assessment); National Environmental Policy Act (NEPA); Natural habitat preservation; Occupational Safety and Health Administration (OSHA); Pollution prevention; Public fire safety education; Resource Conservation and Recovery Act (RCRA); Sustainable environmental practices; Water conservation; and Wetlands regulation and permitting.

SIN 899-7 – Geographic Information Systems (GIS) Services:

Provides GIS services in support of environmental programs. Services include, but are not limited to: Creation/enforcement of environmental legislation; Cultural resource GIS (CRGIS); Environmental cost assessment; Environmental impact analyses; Environmental regulatory compliance; Groundwater monitoring; Growth forecast modeling; Habitat conservation plans; Habitat modeling; Image analysis support for emergency response; Mapping, Cartography and Mashups (e.g., combining data from more than one source into a single integrated tool); Migration pattern analysis; Natural resource planning; Remote sensing for environmental studies; Terrestrial, marine, and/or atmospheric measuring/management; Vegetation mapping; and Watershed characterization for mitigation planning. Note: The services offered under this SIN shall NOT include construction and architect-engineering services as set forth in FAR Part 36, including surveying and mapping services as defined under the Brooks Act of 1972 (Public Law 92-582, 40 U.S. 1102 et seq.).

SIN 899-8 – Remediation and Reclamation Services:

Remediation services include, but are not limited to: Excavation, removal and disposal of hazardous waste; Site preparation, characterization, field investigation, conservation and closures; Wetland restoration; Emergency response clean up (ERC); Underground storage tank/above-ground storage tank (UST/AST) removal; Air monitoring; Soil vapor extraction; Stabilization/solidification, bio-venting, carbon absorption, reactive walls, containment, monitoring and/or reduction of hazardous waste sites, as well as unexploded ordnance removal; Remediation-related laboratory testing (e.g., biological, chemical, physical, pollution and soil testing). Reclamation services include, but are not limited to: Land (e.g., creating new land from sea or riverbeds and/or restoring areas to a more natural state, such as after pollution, desertification, or salination have made it unusable); and Water and refrigerant reclamation. Note: Services offered under this SIN shall NOT include any remediation/transportation/disposal of radioactive waste, asbestos removal and/or paint removal, construction and architect-engineer services as set forth in FAR Part 36 (including construction, alteration or repair of buildings, structures, or other real property). Disposal services performed under SIN must be ancillary to remediation services performed.

Appendix A: Price List and Labor Category Descriptions

SINS: C871-1 through C871-7 including RC (Recovery Contracting) SINS	Year 1	Year 2	Year 3	Year 4	Year 5
	7/1/2015	7/1/2016	7/1/2017	7/1/2018	7/1/2019
	to	to	to	to	
Labor Categories	6/30/2016	6/30/2017	6/30/2018	6/30/2019	6/30/2020
Corporate Director	\$233.78	\$238.46	\$243.22	\$248.09	253.05
Program Manager	\$175.00	\$178.50	\$182.07	\$185.71	\$189.43
Senior Project Manager	\$165.43	\$168.74	\$172.11	\$175.56	\$179.07
Project Manager	\$129.88	\$132.48	\$135.13	\$137.83	\$140.59
Task Manager	\$95.71	\$97.62	\$99.58	\$101.57	\$103.60
Senior Project Advisor	\$198.25	\$202.22	\$206.26	\$210.38	\$214.59
Project Advisor	\$169.53	\$172.92	\$176.38	\$179.91	\$183.50
Principal Sci/Eng/Des/Arch	\$152.14	\$155.18	\$158.29	\$161.45	\$164.68
Senior Sci/Eng/Des/Arch	\$129.88	\$132.48	\$135.13	\$137.83	\$140.59
Project Sci/Eng/Des/Arch	\$93.70	\$95.57	\$97.49	\$99.44	\$101.42
Staff Sci/Eng/Des/Arch	\$70.53	\$71.94	\$73.38	\$74.85	\$76.34
Sci/Eng/Des/Arch	\$71.09	\$72.51	\$73.96	\$75.44	\$76.95
Project Assistant	\$53.32	\$54.39	\$55.47	\$56.58	\$57.72
Technician II	\$86.13	\$87.85	\$89.61	\$91.40	\$93.23
Technician I	\$46.49	\$47.42	\$48.37	\$49.34	\$50.32
Field Observer	\$79.31	\$80.90	\$82.51	\$84.16	\$85.85
CADD/Drafter II	\$77.94	\$79.50	\$81.09	\$82.71	\$84.36
CADD/Drafter I	\$66.99	\$68.33	\$69.70	\$71.09	\$72.51
Clerical / Secretarial	\$50.59	\$51.60	\$52.63	\$53.69	\$54.76

SINS: C899-1, C899-3, C899-7 and C899-8 including RC (Recover Contracting) SINS	Hourly Price (Includes 0.75% IFF)
Labor Categories	
Program Manager	\$130.00
Senior Project Manager	\$123.00
Project Manager	\$94.00
Task Manager	\$83.84
Senior Expert	\$157.00
Project Advisor	\$123.00
Principal Sci/Eng/Arch/Designer	\$105.00
Senior Sci/Eng/Arch/Designer	\$98.00
Project Sci/Eng/Arch/Designer	\$83.00
Staff Sci/Eng/Arch/Designer	\$74.69
Sci/Eng/Arch/Designer II	\$71.00
Sci/Eng/Arch/Designer I	\$61.00
Project Coordinator	\$65.44
Project Assistant	\$58.70
Field Manager	\$98.99
Field Observer	\$64.00
Technician III	\$65.35
Technician II	\$58.38
Technician I	\$52.03
CADD/Drafter II	\$70.35
CADD/Drafter I	\$56.43
Clerical/Secretarial	\$52.94

ARCADIS U.S. Inc. acknowledges the requirements of the Service Contract Act (SCA) and confirms contract prices for the non-exempt labor categories meet the SCA minimums in the contract. The SCA matrix identifies the labor categories that fall under the requirements of the SCA, and the matrix and narrative below are included in this price list.

SCA MATRIX –		
SCA Eligible Contract Labor Category	SCA Equivalent Code - Title	WD Number
Project Coordinator	01313 - Secretary III	05-2059
Project Assistant	01312 - Secretary II	05-2059
Field Manager	30085 - Engineering Technician V	05-2059
Field Observer	30090 - Environmental Technician	05-2059
Technician III	30083 - Engineering Technician III	05-2059
Technician II	30082 - Engineering Technician II	05-2059
Technician I	30081 - Engineering Technician I	05-2059
CADD/Drafter II	30063 - Drafter/CADD Operator III	05-2059
CADD/Drafter I	30062 - Drafter/CADD Operator II	05-2059
Clerical/Secretarial	01612 - Word Processor II	05-2059

The Service Contract Act (SCA) is applicable to this contract and it includes SCA applicable labor categories. The prices for the cited SCA labor categories are based on the U.S. Department of Labor Wage Determination Number(s) identified in the SCA matrix. The prices offered are based on the preponderance of where work is performed and should the contractor perform in an area with lower SCA rates, resulting in lower wages being paid, the task order prices will be discounted accordingly.

ARCADIS Labor Category Descriptions and Qualifications For SINS C899-1, C899-3, C899-7, and C899-8

Labor Titles	Education and Experience	License and Certifications	Roles and Responsibilities
Program Manager	<p>Bachelor's Degree and minimum 20 years' experience plus appropriate continuing education.</p> <p>Minimum 8 years project management experience.</p>	<p>PE, PG or other similar professional registration desirable.</p> <p>Certified Project Manager 3 only: CPM Certificate.</p>	<p>Professional/Technical: Recognized expert in technical or professional field. Excellent professional skills. Develops projects and solutions. Strategic problem solving skills. Responsible for \$2M in net revenue. Defines project and task scope Prepares project work plan Schedules and coordinate project resources Responsible for conducting Project & Financial Reviews. Primary client contact</p>
Senior Project Manager	<p>Bachelor's Degree and minimum 18 years' experience plus appropriate continuing education.</p> <p>Minimum 6 years project management experience.</p>	<p>PE, PG or other similar professional registration desirable.</p> <p>Certified Project Manager 2 only: CPM Certificate.</p>	<p>Professional/Technical: Excellent professional skills. Recognized expert in technical or professional field. Develops projects and solutions. Strategic problem solving skills. Responsible for \$1.5M in net revenue. Defines project and task scope Prepares project work plan Schedules and coordinate project resources Responsible for conducting project & financial reviews. Primary client contact</p>
Project Manager	<p>Bachelor's Degree and minimum 12 years' experience plus appropriate continuing education.</p> <p>Associate PM: Bachelor's Degree and 6 years' minimum experience, plus appropriate continuing education. Additionally, APM requires minimum 4 years' project management experience.</p>	<p>PE, PG or other similar professional registration desirable.</p> <p>Certified Project Manager 1 only: CPM Certificate</p>	<p>Professional/Technical Excellent professional skills Provides expert technical skills to the organization Exercises independent judgment and demonstrates innovation Innovative problem solving skills Client contact with PM direction for task packages</p>

Labor Titles	Education and Experience	License and Certifications	Roles and Responsibilities
Task Manager	Bachelor's Degree and minimum 9 years' experience plus appropriate continuing education. Task Manager 2: Minimum 2 years of project management experience	PE, PG, or other similar professional registration desirable.	Professional/Technical Good professional skills Provides competent technical skills to the organization Exercises independent judgment and evaluation Takes the lead in developing technical solutions Assists in task scope definition Assists in planning of assigned task packages Schedules and coordinates task resources Daily financial monitoring and reporting to CPM
Senior Project Advisor/Expert	Bachelor's Degree and minimum 20 years' experience plus appropriate continuing education.	PE, PG, or other similar professional registration desirable.	Professional/Technical Excellent professional skills Internal expert for significant area of knowledge Develops projects and solutions Able to assist team in application of specific technology Excellent written and verbal communication skills Develops complex presentations Represents the company to internal and external clients Leads knowledge transfer and development of staff within an area of expertise Able to mentor and teach the next generation of experts Recruits and motivates staff to achieve goals and objectives Manages a significant team for the company Establishes goals and objectives for the team or business unit consistent with the company's strategic direction Expert only: Externally recognized in marketplace as expert in field
Project Advisor	Bachelor's Degree and minimum 15 years' experience plus appropriate continuing education.	PE, PG, or other similar professional registration desirable.	Professional/Technical Excellent professional skills Internal expert for significant area/discipline Develops projects and solutions Strategic problem solving skills Leads team for implementation of solutions Excellent written and verbal communication skills Develops complex presentations Represents the company to internal and external clients Recruits and motivates staff to achieve goals and objectives Manages a significant team for the company Establishes goals and objectives for the team or business unit consistent with the company's strategic direction

Labor Titles	Education and Experience	License and Certifications	Roles and Responsibilities
Principal Sci/Eng/Arch/Designer	Bachelor's Degree and minimum 15 years' experience plus appropriate continuing education.	PE, PG or other related certification	<p>Professional/Technical</p> <ul style="list-style-type: none"> Internal expert for significant area/discipline Develops projects and solutions Possesses strategic problem solving skills Able to assist design team of application of specific technology Excellent written and verbal communication skills Develops complex presentations Represents the company to internal and external clients Recruits and motivates staff to achieve goals and objectives Manages a significant team for the company Establishes goals and objectives for the team or business unit consistent with the company's strategic direction.
Senior Sci/Eng/Arch/Designer	Bachelor's Degree and minimum 11 years' experience plus appropriate continuing education.	PE, PG or other related certification	<p>Professional/Technical</p> <ul style="list-style-type: none"> Excellent professional skills Exercises independent judgment and demonstrates innovation internal leader for technical skills on a project Demonstrates innovative problem solving skills Strong written and verbal communication skills for complex reports and presentations Motivates staff to meet team goals and objectives Communicates effectively with outside clients, vendors, staff, and market representatives Establishes goals and objectives for the team or business unit consistent with the company's strategic direction Recruits and motivates team members Motivate staff to meet team goals and objectives
Project Sci/Eng/Arch/Designer	Bachelor's Degree and minimum 8 years' experience plus appropriate continuing education.	PE, PG or other related certification	<p>Professional/Technical</p> <ul style="list-style-type: none"> Exercises independent judgment and evaluation Strong professional skills Provides competent technical skills to the organization Takes the lead in developing technical solutions Communicates with company staff on tasks and projects Strong written and verbal communication skills for complex reports and presentations Gives clear direction and delegates effectively Helps recruit team members Helps establish and meet goals for the team Requires minimum oversight Developing ability to sell additional services on client/project teams

Labor Titles	Education and Experience	License and Certifications	Roles and Responsibilities
Staff Sci/Eng/Arch/Designer	Bachelor's Degree and minimum 4 years' experience plus appropriate continuing education.	PE, PG or EIT or other related certification	Professional/Technical Good professional skills Implements assigned tasks independently Exercises independent judgment and evaluation Demonstrates developed problem solving skills Communicates wwith company staff on tasks and projects Developing written and verbal communication skills for complex reports and presentations Communicates goals and objectives to team members Develops complex written reports Requires little day-to-day direction Potentially oversees or supervises small teams Responsible for mentoring and professional development of junior staff
Sci/Eng/Arch/Designer 2	Bachelor's Degree and minimum 2 years' experience plus appropriate continuing education.	EIT or other related certification	Professional/Technical Implements routine tasks through application of standard techniques and methods Improving professional skills Demonstrates progressively improved problem solving skills
Sci/Eng/Arch/Designer 1	Bachelor's Degree plus appropriate continuing education.	EIT or other related certification	Professional/Technical Implements routine tasks through application of standard techniques/methods Improving professional skills Demonstrates progressively improved problem solving skills Communicates effectively with other team members Prepares complex written reports Improving written and verbal communication skills
Project Coordinator	Bachelor's Degree 5 to 8 years' experience plus appropriate continuing education.		Professional/Technical Strong written communication, proof reading and basic research skills required Ability to track and monitor project schedules and budgets, and administer project and financial management accounting activities Ability to meet multiple and simultaneous deadlines Strong understanding of project planning tools and software Implements tasks through application of standard techniques/methods Prepares progressively complex written reports Communicates effectively with other team members Developing written and verbal communication skills

Labor Titles	Education and Experience	License and Certifications	Roles and Responsibilities
Project Assistant	Associate's Degree and minimum 4 years' experience plus appropriate continuing education.		<p>Professional/Technical Strong written communication, proof reading and basic research skills required May track and monitor project schedules and budgets, and administer project and financial management accounting activities Ability to meet multiple and simultaneous deadlines. Implements some complex tasks under Direction Implements some complex tasks under direction Communicates effectively with other team members Prepares more complex written reports</p>
Field Manager	Bachelor's Degree and minimum 15 years' experience plus appropriate continuing education.		<p>Professional/Technical Excellent professional skills Implements assigned tasks independently and provides direction to others Exercises independent judgment Demonstrates developed problem solving skills Develops complex written reports Communicates with company staff on tasks and projects Developed written and verbal communication skills for complex reports and presentations Communicates goals and objectives to team members Oversee or supervise several teams or crews Responsible for mentoring, developing, and recruitment of junior staff</p>
Field Observer	Bachelor's Degree and minimum 8 years' experience plus appropriate continuing education.		<p>Professional/Technical Good professional skills Implements assigned tasks independently Exercises independent judgment Demonstrates developed problem solving skills Meets quality and quantity goals</p>
Technician III	Associate's Degree and minimum 8 years' experience plus appropriate continuing education.		<p>Professional/Technical Meets quality and quantity goals Implements assigned tasks independently Exercises independent judgment Demonstrates progressively improved problem solving skills Good professional skills Develops complex written reports Communicates with team members Improving written and verbal communication skills Requires little day-to-day direction Responsible for mentoring and development of junior staff</p>

Labor Titles	Education and Experience	License and Certifications	Roles and Responsibilities
Technician II	H.S. Diploma and minimum 4 years' experience		Professional/Technical Meets quality and quantity goals Implements progressively complex tasks under direction Takes direction well Communicates well on routine inquiries Prepares progressively complex written reports
Technician I	H.S. Diploma and 0 to 2 years' experience		Professional/Technical Meets quality and quantity goals Implements progressively complex tasks under direction Takes direction well Prepares routine written reports Communicates well on routine inquiries
CADD/Drafter II	Bachelor's Degree and minimum 10 years' experience plus appropriate continuing education.		Professional/Technical Good professional skills Implements assigned tasks independently Exercises independent judgment Demonstrates developed problem solving skills Meets quality and quantity goals Develops complex written reports Communicates with company staff on projects Developing written and verbal communication skills for complex reports and presentations Communicates goals and objectives to team members Responsible for mentoring and development of junior staff Oversee or supervise teams or crews
CADD/Drafter I	H.S. Diploma and minimum 5 years' experience plus appropriate continuing education		Professional/Technical Meets quality and quantity goals Implements progressively complex tasks under direction Takes direction well Communicates well on routine inquiries Prepares progressively complex written reports
Clerical/Secretarial	Associate's Degree and minimum 2 years' experience plus appropriate continuing education.		Professional/Technical Implements some complex tasks under direction Takes direction well Prepares more complex written reports Communicates well on routine inquiries

ARCADIS Labor Category Descriptions and Qualifications For SINS C871-1 through C871-7

Labor Titles	Education and Experience	License and Certifications	Roles and Responsibilities
Corporate Director	Bachelor's Degree and minimum 20 year's experience or Master's Degree and 15 years' experience.	PE, PG or other similar professional registration	<p>Professional/Technical: Recognized expert in technical or professional field Excellent professional skills Develops projects and solutions. Develops and makes complex presentations Represents the company to internal and external clients and markets Recruits and motivates team members Develops strategic plans and direction Establishes goals and objectives for the company consistent with the strategic direction Serves as a role model for and motivates managers Responsible for overall project management, portfolio management, risk management and client management</p>
Program Manager	Bachelor's Degree and minimum 18 years of experience or a Master's Degree and 14 years of experience <i>Minimum 8 years project management experience.</i>	PE, PG or other similar professional registration	<p>Professional/Technical: Recognized expert in technical or professional field. Excellent professional skills. Develops projects and solutions. Strategic problem solving skills. Responsible for \$2M in net revenue. Defines project and task scope Prepares project work plan Schedules and coordinate project resources Responsible for conducting Project & Financial Reviews. Primary client contact</p>
Senior Project Manager	Bachelor's Degree and minimum 15 years' of experience or Master's Degree and 12 years' experience. Minimum 6 years project management experience.	PE, PG or other similar professional registration Certified Project Manager CPM Certificate	<p>Professional/Technical: Excellent professional skills. Recognized expert in technical or professional field. Develops projects and solutions. Strategic problem solving skills. Responsible for \$1.5M in net revenue. Defines project and task scope Prepares project work plan Schedules and coordinate project resources Responsible for conducting project & financial reviews. Primary client contact</p>

Labor Titles	Education and Experience	License and Certifications	Roles and Responsibilities
Project Manager	Bachelor's Degree and minimum 10 years of experience or equivalent plus appropriate continuing education.	PE, PG or other similar professional registration	<p>Professional/Technical Excellent professional skills Provides expert technical skills to the organization Exercises independent judgment and demonstrates innovation Innovative problem solving skills Client contact with PM direction for task packages</p>
Task Manager	Bachelor's Degree and minimum 8 years' experience.		<p>Professional/Technical Good professional skills Provides competent technical skills to the organization Exercises independent judgment and evaluation Takes the lead in developing technical solutions Assists in task scope definition Assists in planning of assigned task packages Schedules and coordinates task resources Daily financial monitoring and reporting to CPM</p>
Senior Project Advisor/Expert	Bachelor's Degree and minimum 18 years' experience or Master's Degree and 15 years' experience	PE, PG, or other similar professional registration desirable.	<p>Professional/Technical Excellent professional skills Internal expert for significant area of knowledge Develops projects and solutions Leads teams for implementation of solutions</p> <p>Expert only: Externally recognized in marketplace as expert in field</p>
Project Advisor	Bachelor's Degree and minimum 15 years' experience or Master's Degree and minimum of 10 years' experience	PE, PG, or other similar professional registration desirable.	<p>Professional/Technical Excellent professional skills Internal expert for significant area/discipline Develops projects and solutions Strategic problem solving skills Able to assist design team of application of specific technology Complete at least one technical paper or give one technical presentation at a major technical conference per year</p>

Labor Titles	Education and Experience	License and Certifications	Roles and Responsibilities
Principal Sci/Eng/Arch/Designer	Bachelor's Degree and minimum 15 years' experience	PE, PG or other related certification	Professional/Technical Internal expert for significant area/discipline Develops projects and solutions Possesses strategic problem solving skills Able to assist design team of application of specific technology
Senior Sci/Eng/Arch/Designer	Bachelor's Degree and minimum 11 years' experience	PE, PG or other related certification	Professional/Technical Excellent professional skills Exercises independent judgment and demonstrates innovation internal leader for technical skills on a project Demonstrates innovative problem solving skills
Project Sci/Eng/Arch/Designer	Bachelor's Degree and minimum 8 years' experience		Professional/Technical Exercises independent judgment and evaluation Strong professional skills Provides competent technical skills to the organization Takes the lead in developing technical solutions
Staff Sci/Eng/Arch/Designer	Bachelor's Degree and minimum 5 years' experience		Professional/Technical Good professional skills Implements assigned tasks independently Exercises independent judgment and evaluation Demonstrates developed problem solving skills
Sci/Eng/Arch/Designer	Bachelor's Degree and no required experience		Professional/Technical Implements routine tasks through application of standard techniques and methods Improving professional skills Demonstrates progressively improved problem solving skills

Labor Titles	Education and Experience	License and Certifications	Roles and Responsibilities
Project Assistant	Associate's Degree and minimum 2 years' experience or 5 years of experience		Professional/Technical Strong written communication, proof reading and basic research skills required May track and monitor project schedules and budgets, and administer project and financial management accounting activities Ability to meet multiple and simultaneous deadlines. Implements some complex tasks under direction
Field Observer	Associates Degree and minimum 8 years' experience or 20 years of experience without a degree		Professional/Technical Good professional skills Implements assigned tasks independently Exercises independent judgment Demonstrates developed problem solving skills Meets quality and quantity goals
Technician II	H.S. Diploma and minimum 4 years' experience		Professional/Technical Meets quality and quantity goals Implements routine tasks through application of standard techniques and methods
Technician I	H.S. Diploma and no minimum experience		Professional/Technical Meets quality and quantity goals Implements progressively complex tasks under direction
CADD/Drafter II	Bachelor's Degree and recommended minimum 15 years' experience or Associates Degree with 20 years' experience		Professional/Technical Good professional skills Implements assigned tasks independently Exercises independent judgment Demonstrates developed problem solving skills Meets quality and quantity goals
CADD/Drafter I	H.S. Diploma and minimum 5 years' experience		Professional/Technical Meets quality and quantity goals Implements progressively complex tasks under direction
Clerical/Secretarial	H.S. Diploma and minimum of 2 years' experience or an Associates' Degree and no minimum experience required		Professional/Technical Implements some complex tasks under direction Takes direction well