

E N V I S A G E

Technologies, LLC



FY2017 - 2022 Product Catalog

GSA Schedule Contract

GS-35F-0058N

Contract Period 10/24/2017 – 10/23/2022

Complete through Modification 49

NAICS Code(s):

541511

511210

541512

541513

541519

Contact Information

101 W. Kirkwood Avenue, Suite 200

Bloomington, IN 47404-6132

(888) 313-8324 or (812) 330-7101

<http://www.envisagenow.com>

December 2018

E N V I S A G E



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 GSA *Advantage!*® Is: GSAAdvantage.gov.

GENERAL PURPOSE COMMERCIAL INFORMATION TECHNOLOGY EQUIPMENT, SOFTWARE, AND SERVICES

FSC GROUP: Class 7030, 6910 STANDARD INDUSTRY GROUP: 70

FSC Product Codes: 7030, U012

Contract number: GS-35F-0058N

For more information on ordering from Federal Supply Schedules click on the FSS Schedules button at fss.gsa.gov.

Contract Period: October 24, 2002 through October 23, 2022

Envisage Technologies

101 W. Kirkwood Avenue, Suite 200, Bloomington, Indiana 47404-6132

Phone : 888-313-8324 Fax : 812-330-7102

Contact : Ari Vidali Email : info@envisagenow.com

Contractor's internet address/web site where schedule information can be found: www.envisagenow.com

DUNS: 01-883-2795 CAGE Code: 1UYB2

Business size: Other than Small Business

- 1a. Table of awarded special item numbers with appropriate cross-reference to item descriptions and awarded price(s).
 - SIN- 132-32
Software maintenance subscription, see pp 8-25
 - SIN 132-33
Software License, see pp 8-18
 - SIN 132-40
Cloud Services, see pp 21-26
 - SIN 132-51
Labor, see pp 28-29
- 1b. See above
- 1c. See above
2. Maximum Order: \$500,000 (Note: Maximum Orders do not apply to Special Item 132-34 Maintenance of Software)
3. Minimum Order: \$100
4. Geographic coverage (delivery area): 50 United States and the District of Columbia and Puerto Rico
5. Point(s) of production (city, county, and State or foreign country): Bloomington, Indiana, USA

6. Discount from list prices or statement of net price: As listed in following pages
7. Quantity discounts: None
8. Prompt payment terms: None
- 9a. Government purchase cards are accepted at or below the micro-purchase threshold.
- 9b. Government purchase cards are accepted above the micro-purchase threshold.
10. Foreign items (list items by country of origin). None
- 11a. Time of delivery: 60 Days or as negotiated between contractor and ordering agency.
- 11b. Expedited Delivery. Contact the Contractor.
- 11c. Overnight and 2-day delivery: Contact the Contractor
- 11d. Urgent requirements: Contact the Contractor
12. FOB point: Destination
- 13a. Order address: Set forth above
- 13b. Ordering procedures: For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPA's) are found in Federal Acquisition Regulation (FAR) 8.405-3.
14. Payment address: Set forth above
15. Warranty provision: As noted on page 25
16. Export packing charges: Not applicable.
17. Terms and conditions of Government purchase card acceptance (thresholds above the micro-purchase level): None
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 discounts from price lists: 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. Preventative maintenance: Not applicable
- 24a. Special attributes such as environmental attributes: Not applicable
- 24b. If applicable, indicate that Section 508 compliance information is available on Electronic and Information Technologies (EIT) supplies and services and show where full details can be found (e.g. contractors website or other location). The EIT standards can be found at www.Section508.gov/. www.envisagenow.com VPAT may be furnished upon request.
25. Data Universal Number System (DUNS) number: Set forth above
26. Contractor is registered in the SAM database.

Company Profile

Envisage Technologies is a recognized leader in law enforcement and public safety training modernization and automation. For over a decade, we have assisted numerous premier Federal and State law enforcement training organizations within the Department of Homeland Security (DHS), the U.S. Department of Justice (DOJ), U.S. Military, and Public Safety training organizations with enterprise software. Our solutions help these organizations achieve operational readiness by automating complex training logistics, storing complete and accurate training, certification and skills records, and maximizing the use of limited resources. For more information, visit www.envisagenow.com.

Acadis® Readiness Suite – Federal Edition

Acadis® is the flagship family of solutions from Envisage Technologies, working together seamlessly. Collectively, they embody a single, powerful idea: to make certain our police, emergency services and military communities are trained, equipped, and ready to respond. That idea ties directly to our clients' shared purpose: to ensure public safety and security.

We help them do that by putting efficient, repeatable and scalable processes in place before a crisis to help ensure the right information is right at hand during a crisis. We enable our clients to get that information — and put it to work in standardizing and automating processes

No matter what your priority in readiness, you'll find the Acadis Readiness Suite – Federal Edition an irreplaceable resource. If you need legally defensible training records (for both acquired knowledge and skills), you'll find it here. If you need to view an up-to-the-moment status your personnel and equipment inventory, you'll find it here. And if you need a way to streamline your training scheduling and operations to lower costs, you'll find it here.

Backed by a decade-long track record of success and built on an Agile development process that incorporates user feedback directly into product design, our web-based solutions deliver benefits of value to every training and crisis management team:

Maximize Your Efficiency -- By choosing the Acadis Readiness Suite – Federal Edition modules that best fit your operations, you can easily consolidate the multiple systems you currently use into a single, flexible and more powerful tool. Processes like handling class registrations, managing curricula or configuring testing templates that took weeks can now be done in hours if not minutes. With Acadis, you can do more with less, so you'll be saving money and turning your focus away from tedious paperwork and toward more important pursuits.

Save Your Team Money -- Today, government officials at all levels are under constant pressure ("mandate," really) to do more with less. Fortunately, the Acadis Readiness Suite

– Federal Edition helps you do just that by streamlining and automating laborious, time-consuming training management and reporting tasks. So you can reposition your personnel in places where you need them most (like putting more boots on the ground, for instance). Since you'll be spending fewer resources trying in vain to get a series of disconnected software tools to do more than they're capable of, you'll also be delivering vital cost savings for your department or agency.

Simplify Your Scheduling -- With the Scheduling module, you can truly revolutionize the scheduling of your training by tracking hundreds of individual class calendars, facilities, resources and training personnel. The Registration module helps you get trainees into classes quicker and easier through secure online registration. So you can always ensure the right instructors and right personnel are put in the right courses, right from the start.

Track Your Pros from “Hire to Retire” -- The Training module gives you the power to track your personnel from “hire to retire.” Over the years, as members of your team train in the classroom, on the range or online, you're automatically generating detailed training transcripts and certification and qualification reports. Not only are you building a secure training history for each professional, you're simultaneously creating a true view of the overall strengths and weaknesses of your entire team.

Maintain Your Team's Compliance and Mitigate Litigation -- Since no two work environments are identical, the Compliance Management module lets you define precisely which characteristics are essential to your personnel. Expirations, conferral requirements, security clearances, age — you define whatever variables are most critical for your team's certifications and qualifications. By ensuring accurate recording of your team's compliance, you build a legally defensible position for potential failure-to-train litigation.

Forecast Your Budgets Precisely -- What should your training budget look like next year? How about in five years? With your team's complete training history right at your fingertips, you can develop forward-looking plans (and budgets) that address specific gaps in your training program.

Make Your Readiness Future-Proof -- Through Agile development, we bring new features to market faster — features identified and refined in close collaboration with our clients. So you benefit from best practices advanced by your peers all across the country. Plus, as the heavy push toward interoperability among local, state and federal agency continues, you can be confident you're managing readiness on a platform that's dynamic, flexible and future-proof.

Since the Acadis Readiness Suite– Federal Edition is a module-based system, it's designed to change as your needs evolve. So you can start with the components that address your most pressing challenges and go from there. Each time you introduce a new module, you'll find new ways to standardize your training and make it more efficient, effective and compliant.

LIFELONG WORKFORCE TRACKING

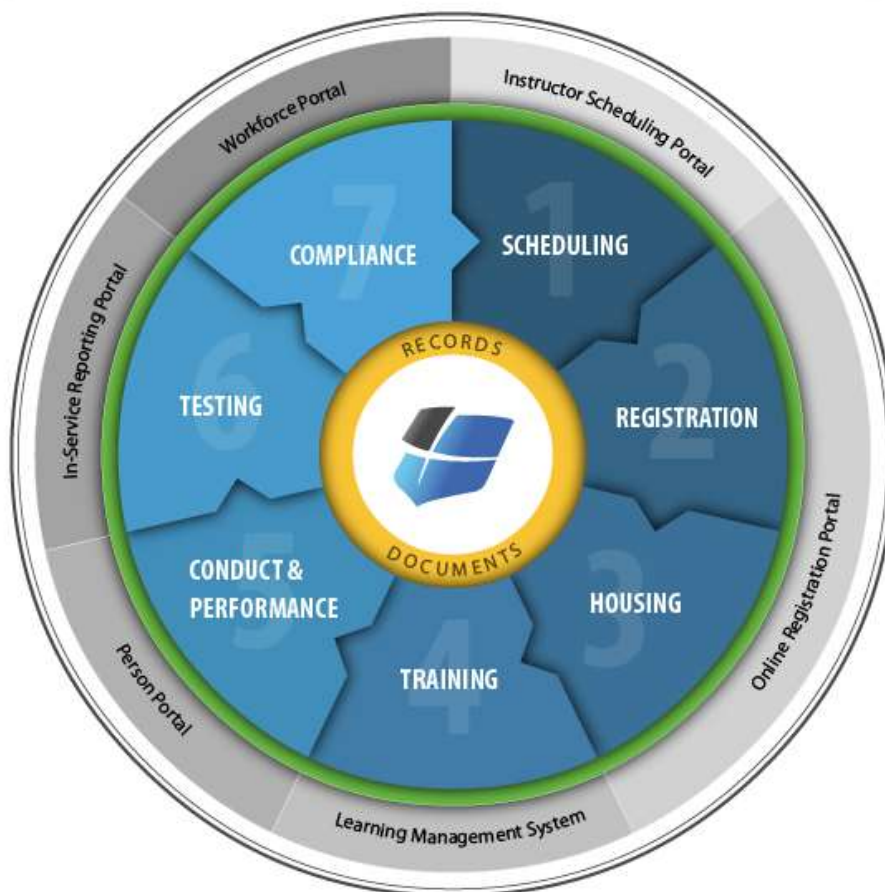
EMPLOYMENT ♦ TRAINING ♦ CERTIFICATION



APPLICANTS



RETIRED PERSONNEL



Acadis Readiness Suite – Federal Edition: Modules

The Acadis Readiness Suite – Federal Edition is made up of a series of software modules that can be purchased independently and configured to seamlessly interact with the core enterprise Acadis Training. Add-on modules include the following:

- Acadis Training
- Acadis LMS
- Acadis Scheduling
- Acadis Registration
- Acadis Housing
- Acadis Testing
- Acadis Inventory
- Acadis Documents
- Acadis Performance Evaluation
- Acadis Dashboards
- Acadis Forecasting
- Acadis Surveys
- Acadis Compliance
- Acadis Portal
 - Acadis Personal Portal
 - Acadis Instructor Scheduling Portal
 - Acadis Performance Evaluations Portal
 - Acadis Online Registration
 - Acadis Workforce Portal
 - Acadis Online Testing

Acadis Online – Federal Edition

Acadis Online – Federal Edition provides the power of the Acadis in a hosted model, commonly referred to as Software as a Service (SaaS). Envisage manages the entire hardware and software system environment in our FISMA-Conformant secure cloud framework, and provides all upgrades and enhancements to Acadis and hosted modules. Acadis is then made available to training organizations via a secure web interface to the Envisage secure data facility. Customers can choose between three levels of security:

1. FISMA-Conformant – Meets and exceeds all FISMA standards but does not include C&A paperwork or ATO support.
2. Full Federal C&A – Includes dedicated hardware, all C&A paperwork, ongoing C&A updates and comes with an Authority to Operate (ATO) guarantee from our secure cloud host (Please call for Pricing).
3. FedRAMP – Hosting services within a secure, FedRAMP-authorized cloud environment via secure datacenter (Please call for Pricing).

Acadis Readiness Suite – Federal Edition: Modules

License fees are based on number of active person records within the purchasing organization/academy. All pricing is inclusive of Industrial Funding Fee.

Product Name	Product SIN #	Product MFR #	Product GSA Price
Acadis Training	132-33 (License) - Small	ATMS - SA	\$22,670.03
	132-33 (License) - Medium	ATMS - MED	\$29,924.43
	132-33 (License) - Large	ATMS - LG	\$54,408.06
	132-32 (Maintenance Subscription) - Small	ATMS - SA – MA	\$4,534.01
	132-32 (Maintenance Subscription) - Medium	ATMS - MED - MA	\$5,984.89
	132-32 (Maintenance Subscription) - Large	ATMS - LG - MA	\$10,881.61
Commercial Description			
<p>The Acadis Readiness Suite is a Commercial-off-the-Shelf (COTS) Blended Training Management System. The software is designed specifically for high-risk training environments including law enforcement, public safety, military and homeland security. It enables training organizations to manage the entire training lifecycle for personnel, including basic and advanced training, in-service training and professional development, online and distributed learning, and practical exercises, creating a complete detailed, lifelong training record.</p> <p>Acadis is a comprehensive, modular training management solution. It facilitates the effective management of curriculum, officers, instructors, grades, qualifications/certifications, and management reporting. It provides real-time access to critical training and human resources information using your existing PC and a secure Internet connection. As the leading software solution for high-stakes training, Acadis is currently the training system of record for numerous premier State, Federal, and Military training organizations.</p>			

Product Name	Product SIN #	Product MFR #	Product GSA Price
Acadis LMS	132-33 (License) - Small	LMS - SA	\$22,670.03
	132-33 (License) - Medium	LMS - MED	\$29,924.43
	132-33 (License) - Large	LMS - LG	\$54,408.06
	132-32 (Maintenance Subscription) - Small	LMS - SA - MA	\$4,534.01
	132-32 (Maintenance Subscription) - Medium	LMS - MED - MA	\$5,984.89
	132-32 (Maintenance Subscription) - Large	LMS - LG - MA	\$54,408.06

Commercial Description

The Acadis LMS is designed to deliver online, interactive courseware in a widely distributed manner via the Acadis Portal. It delivers SCORM-compliant (versions 1.2 through 2004r4) online training courses, allows the assignment or self-registration to online training and tracks the successful completion of the training event in the person record. If the online course includes a certificate or test, Acadis allows you to set parameters to update the learner record with these data points upon completion of the course. This Acadis LMS module provides a low-cost delivery vehicle for online, pre- or post-basic training courses and supports a fully blended training approach. In contrast to generic, stand-alone LMS platforms, Acadis LMS augments residential and skills-based training management, aggregating all dimensions of lifelong learning in legally defensible training records.

Product Name	Product SIN #	Product MFR #	Product GSA Price
Acadis Scheduling	132-33 (License) - Small	SCHED - SA	\$27,204.03
	132-33 (License) - Medium	SCHED - MED	\$45,340.05
	132-33 (License) - Large	SCHED - LG	\$81,612.09
	132-32 (Maintenance Subscription) – Small	SCHED - SA - MA	\$5,440.81
	132-32 (Maintenance Subscription) - Medium	SCHED - MED - MA	\$9,068.01
	132-32 (Maintenance Subscription) - Large	SCHED - LG - MA	\$16,322.42

Commercial Description

Acadis Scheduling streamlines complex scheduling tasks, using automated business rules. This module is capable of scheduling individual training programs or forecasting pre-scheduled training programs simultaneously. The sophisticated rules-based scheduling engine intelligently applies sequencing, priorities, dependencies and resource requirements for each block of instruction via highly-configurable model schedules. Upon completion of business rules, this tool automatically schedules instructors, resources, and identifies conflicts for automated resolution. Acadis Scheduling reduces scheduling time and cost by up to 90% and institutionalizes scheduling workflows.

Product Name	Product SIN #	Product MFR #		Product GSA Price
Acadis Registration	132-33 (License) - Small	ASR - SA		\$21,944.58
	132-33 (License) - Medium	ASR - MED		\$29,924.43
	132-33 (License) - Large	ASR - LG		\$54,408.06
	132-32 (Maintenance Subscription) - Small	ASR - SA - MA		\$4,388.92
	132-32 (Maintenance Subscription) - Medium	ASR - MED - MA		\$5,984.89
	132-32 (Maintenance Subscription) - Large	ASR - LG - MA		\$10,881.61

Commercial Description

Acadis Registration manages registration for scheduled training courses, tracks student pre-requisites, and wait lists. Prerequisites automatically ensure that students are authorized to take courses. Acadis can manage over-bookings by placing students on a waitlist. Registrars can easily enroll students into active classes and their data will automatically transfer to the class roster. User-defined fields allow for the capture of additional custom information (such dietary requirements, uniform size, etc.) during the registration process. The registration module is designed to maximize class fill-rates with students who have met defined pre-requisites. At a glance monitors provide an overview of registration status and waitlists for all scheduled and planned classes.

Product Name	Product SIN #	Product MFR #		Product GSA Price
Acadis Housing	132-33 (License) - Small	ASH - SA		\$21,944.58
	132-33 (License) - Medium	ASH - MED		\$29,924.43
	132-33 (License) - Large	ASH - LG		\$54,408.06
	132-32 (Maintenance Subscription) - Small	ASH - SA - MA		\$4,388.92
	132-32 (Maintenance Subscription) - Medium	ASH - MED - MA		\$5,984.89
	132-32 (Maintenance Subscription) - Large	ASH - LG - MA		\$10,881.61

Commercial Description

Acadis Housing uses an easy-to-navigate web interface to capacity plan and manage all facets of your student housing. Easily create and manage custom building, floor, dorm room configurations (e.g., number of beds) and current status for each room. It allows user-customization for adding specific information about the customer facility and then, based on reservations and availability, automatically assigns students to rooms/beds based on dynamic business rules, ensuring optimal use of student housing facilities or barracks. The business rules include housing types, class proximity, same-gender room assignments, seniority rules, and cost rules. Americans with Disabilities Act (ADA) requirements and other special needs rules are also available.

Product Name	Product SIN #	Product MFR #	Product GSA Price
Acadis Testing	132-33 (License) - Small	AT - SA	\$21,944.58
	132-33 (License) - Medium	AT - MED	\$29,924.43
	132-33 (License) - Large	AT - LG	\$54,408.06
	132-32 (Maintenance Subscription) - Small	AT - SA - MA	\$4,388.92
	132-32 (Maintenance Subscription) - Medium	AT - MED - MA	\$5,984.89
	132-32 (Maintenance Subscription) - Large	AT - LG - MA	\$10,881.61

Commercial Description

The award-winning Acadis Testing automates numerous testing functions. It includes a full-featured test builder, question repository, and randomization engine. Acadis Testing supports the linking of Terminal and Enabling learning objectives to individual exam questions, and allows instructors to quickly pinpoint learning objectives and questions students are missing. Users can select between three discrete delivery methods for exams: fully online (via web browser), via Paper and OMR (optical mark reader) scanner, or paper only. In addition, testing allows for the randomization of test questions, ensuring that exam security is maintained. Test scores are automatically graded and applied to individual students.

Product Name	Product SIN #	Product MFR #	Product GSA Price
Acadis Inventory	132-33 (License) - Small	INV - SA	\$22,670.03
	132-33 (License) - Medium	INV - MED	\$29,924.43
	132-33 (License) - Large	INV - LG	\$54,408.06
	132-32 (Maintenance Subscription) - Small	INV - SA - MA	\$4,534.01
	132-32 (Maintenance Subscription) - Medium	INV - MED - MA	\$5,984.89
	132-32 (Maintenance Subscription) - Large	INV - LG - MA	\$10,881.61

Commercial Description

Acadis Inventory allows organizations to track, manage and certify critical resources such as vehicles, weapons, communication gear, services animals and other resources. This module provides the ability to track inventory by owner and person assigned. Once the asset is defined, including NIMS typing if applicable, organizations can maintain an accurate chain of custody record. Organizations and training academies can maintain the records throughout the lifecycle of the resource, and ensure accurate stock of various NIMS resources to be deployed for training, operations and incident response.

Product Name	Product SIN #	Product MFR #		Product GSA Price
Acadis Documents	132-33 (License) - Small	ADM - SA		\$21,944.58
	132-33 (License) - Medium	ADM - MED		\$29,924.43
	132-33 (License) - Large	ADM - LG		\$54,408.06
	132-32 (Maintenance Subscription) - Small	ADM - SA - MA		\$4,388.92
	132-32 (Maintenance Subscription) - Medium	ADM - MED - MA		\$5,984.89
	132-32 (Maintenance Subscription) - Large	ADM - LG - MA		\$10,881.61

Commercial Description

Acadis Documents enables training organizations to upload, store and retrieve vital training and HR documents related to persons (certificates, counseling forms, etc.), curriculum (lesson plans, teacher's guides, PowerPoint presentations, etc.) and compliance documentation. Acadis will maintain these documents historically thus eliminating the need for paper storage and ensuring that documents are available for easy access by authorized administrative staff, HR, compliance officers and training personnel when needed. In addition, the module assists high-liability training organizations in maintaining legally defensible records, supporting unique compliance requirements and streamlining accreditation.

Product Name	Product SIN #	Product MFR #		Product GSA Price
Acadis Performance Evaluations	132-33 (License) - Small	APF - PE - SA		\$22,670.03
	132-33 (License) - Medium	APF - PE - MED		\$29,924.43
	132-33 (License) - Large	APF - PE - LG		\$54,408.06
	132-32 (Maintenance Subscription) - Small	APF - PE - SA - MA		\$4,534.01
	132-32 (Maintenance Subscription) - Medium	APF - PE - MED - MA		\$5,984.89
	132-32 (Maintenance Subscription) - Large	APF - PE - LG - MA		\$10,881.61

Commercial Description

Acadis Performance Evaluations allows agencies to capture supervisory reviews (Field Training Programs-FTP or Field Observation Reports [FOR]) for personnel during basic, advanced and on-the-job training programs. This capability ensures individual competencies are aligned with personnel job roles and are adequately tracked. When necessary, remediation actions for individual competencies can be input and stored with the personnel records. Competencies can be tracked across multiple user-defined dimensions which can be configured to mirror essential job tasks and provides user-defined acceptable ratings.

Product Name	Product SIN #	Product MFR #	Product GSA Price
Acadis Dashboards	132-33 (License) - Small	ARRBD - SA	\$22,670.03
	132-33 (License) - Medium	ARRBD - MED	\$29,924.43
	132-33 (License) - Large	ARRBD - LG	\$54,408.06
	132-32 (Maintenance Subscription) - Small	ARRBD - SA - MA	\$4,534.01
	132-32 (Maintenance Subscription) - Medium	ARRBD - MED - MA	\$5,984.89
	132-32 (Maintenance Subscription) - Large	ARRBD - LG - MA	\$10,881.61

Commercial Description

Information and required reports are delivered "live" on the Acadis platform via management reports and role-based dashboards. Acadis Dashboards has numerous standard reports that may be suitable to fulfill reporting needs. Dashboards aggregate critical information onto a single screen enabling staff to view and query the system for detailed information immediately.

Product Name	Product SIN #	Product MFR #	Product GSA Price
Acadis Compliance	132-33 (License) - Small	ACM - SA	\$21,944.58
	132-33 (License) - Medium	ACM - MED	\$29,924.43
	132-33 (License) - Large	ACM - LG	\$54,408.06
	132-32 (Maintenance Subscription) - Small	ACM - SA - MA	\$4,388.92
	132-32 (Maintenance Subscription) - Medium	ACM - MED - MA	\$5,984.89
	132-32 (Maintenance Subscription) - Large	ACM - LG - MA	\$10,881.61

Commercial Description

Acadis Compliance is designed to simplify compliance management for personnel, organizations, facilities and resources (such as vehicles). It allows users to track candidates by individual job role for qualification/certification completions against defined (re)certification criteria. The module automates the time-consuming process of managing new application information and tracking complex recertification requirements. In addition, Compliance ensures that the workforce fulfills all recertification or periodic audit requirements. Automated alerts via the management dashboard and reports ensure that that all personnel, facilities and resources are in compliance with re-qualification/certification policies and requirements.

Ongoing qualifications and certifications to be tracked are completely user configurable, allowing compliance officers to track readiness of almost any person, asset or facility. This module will allow Headquarters to access summary information for each division to ensure compliance policies are being met and essential certifications and required periodic audits remain current.

Product Name	Product SIN #	Product MFR #	Product GSA Price
Acadis Portal	132-33 (License) - Small	APF - SA	\$22,670.03
	132-33 (License) - Medium	APF - MED	\$45,340.05
	132-33 (License) - Large	APF - LG	\$66,009.96
	132-32 (Maintenance) - Small	APF - SA - MA	\$4,534.01
	132-32 (Maintenance) - Medium	APF - MED - MA	\$9,068.01
	132-32 (Maintenance) - Large	APF - LG - MA	\$13,602.02

Commercial Description

The Acadis Portal provides the foundation for the distribution of Acadis functionality across a wide geography. The Portal Framework includes distributed In-Service Reporting by field offices and agencies, to provide tracking of non-Academy training.

The Acadis Portal is required to implement any of the associated portal modules including the Personal Portal, Instructor Scheduling Portal, Performance Evaluations Portal, Online Registration, the Workforce Portal and Online Testing. The framework provides a web-based architecture for a training organization to collect information from agencies and field offices critical in view of maintaining accurate, comprehensive and legally defensible training records.

Product Name	Product SIN #	Product MFR #	Product GSA Price <i>per student</i>
Acadis Personal Portal	132-33 (License) - Small	APF – SPP -SA	\$9.97
	132-33 (License) - Medium	APF – SPP - MED	\$7.49
	132-33 (License) - Large	APF – SPP - LG	\$4.99
	132-32 (Maintenance Subscription) - Small	APF – SPP - SA - MA	\$1.99
	132-32 (Maintenance Subscription) - Medium	APF – SPP - MED - MA	\$1.50
	132-32 (Maintenance Subscription) - Large	APF – SPP - LG - MA	\$1.00

Commercial Description

The Acadis Personal Portal provides secure access to individuals across a wide geography. In conjunction with the Acadis Portal, the Acadis Personal Portal allows all personnel to review and edit their contact information and view training assigned to them (individual training plan), training history, and qualifications and certifications earned. In addition, the portal immediately flags certifications that are out of status or about to expire and allows individuals to print their training history and individual certificates.

Product Name	Product SIN #	Product MFR #		Product GSA Price per instructor
Acadis Instructor Scheduling Portal	132-33 (License) - Small	APF - ISP - SA		\$498.74
	132-33 (License) - Medium	APF - ISP - MED		\$249.37
	132-33 (License) - Large	APF - ISP - LG		\$124.69
	132-32 (Maintenance Subscription) - Small	APF - ISP - SA - MA		\$99.75
	132-32 (Maintenance Subscription) - Medium	APF - ISP - MED - MA		\$49.87
	132-32 (Maintenance) - Large	APF - ISP - LG - MA		\$24.38
Commercial Description				
In conjunction with the Acadis Portal Framework, the Acadis Instructor Scheduling Portal allows designated training staff to review their schedule, manage their individual availability and view their instructor calendar including any resulting conflicts. The Acadis Instructor Scheduling Portal makes published teaching opportunities available for instructors to see. Acadis Instructor Portal is integrated into Acadis Scheduling allowing academy staff to immediately be notified of conflicts arising from leave or changes in instructor availabilities. The automated scheduling technology will take these availabilities into account when automatically scheduling instructional staff for training events.				

Product Name	Product SIN #	Product MFR #		Product GSA Price per agency
Acadis Performance Evaluations Portal	132-33 (License) - Small	APF - PEP - SA		\$4,987.66
	132-33 (License) - Medium	APF - PEP - MED		\$2,493.82
	132-33 (License) - Large	APF - PEP - LG		\$1,246.91
	132-32 (Maintenance Subscription) - Small	APF - PEP - SA - MA		\$997.53
	132-32 (Maintenance Subscription) - Medium	APF - PEP - MED - MA		\$498.74
	132-32 (Maintenance Subscription) - Large	APF - PEP - LG - MA		\$249.37
Commercial Description				
Acadis Performance Evaluations Portal allows agencies to capture supervisory reviews (Field Training Programs [FTP] or Field Observation Reports [FOR]) for personnel during basic, advanced and on-the-job training programs directly from field offices. This capability ensures continuity of learning and professionalism in individual competencies are aligned with personnel job roles and are adequately tracked. When necessary, remediation actions for individual competencies can be input and stored with the personnel records. Competencies can be tracked across multiple user-defined dimensions which can be configured to mirror essential job tasks and provides user-defined acceptable ratings.				

Product Name	Product SIN #	Product MFR #		Product GSA Price <i>per agency</i>
Acadis Online Registration	132-33 (License) - Small	APF - OR - SA		\$4,987.66
	132-33 (License) - Medium	APF - OR - MED		\$2,493.82
	132-33 (License) - Large	APF - OR - LG		\$1,246.91
	132-32 (Maintenance Subscription) - Small	APF - OR - SA - MA		\$997.53
	132-32 (Maintenance Subscription) - Medium	APF - OR - MED - MA		\$498.74
	132-32 (Maintenance Subscription) - Large	APF - OR - LG - MA		\$249.37
Commercial Description				
In conjunction with the Acadis Portal Framework, Acadis Online Registration allows individuals and designated training coordinators to view available training events and register personnel to attend them. Acadis Online Registration automatically calculates available seats and can put students on the wait-list for unavailable classes. The module is integrated with Acadis Registration, allowing registrars to review new registrations and ensure that pre-requisites are met prior to enrollment.				

Product Name	Product SIN #	Product MFR #		Product GSA Price
Acadis Workforce Portal	132-33 (License) - Small	APF - WFP - SA		\$22,670.03
	132-33 (License) - Medium	APF - WFP - MED		\$29,924.43
	132-33 (License) - Large	APF - WFP - LG		\$54,408.06
	132-32 (Maintenance Subscription) - Small	APF - WFP - SA - MA		\$4,534.01
	132-32 (Maintenance Subscription) - Medium	APF - WFP - MED - MA		\$5,984.89
	132-32 (Maintenance Subscription) - Large	APF - WFP - LG - MA		\$10,881.61
Commercial Description				
In conjunction with the Acadis Portal Framework, Acadis Workforce Portal allows individual agencies to view full training and certification records for all their personnel. Each designated agency representative can be granted access to view their personnel, contact information, training and certification information, and manage hiring/separation events. Further, the Workforce Portal provides a compliance monitor so the agency representative can see personnel and their certification expirations to plan for recertification.				

Product Name	Product SIN #	Product MFR #		Product GSA Price
Acadis Online Testing	132-33 (License) - Small	APF - OT - SA		\$22,670.03
	132-33 (License) - Medium	APF - OT - MED		\$29,924.43
	132-33 (License) - Large	APF - OT - LG		\$54,408.06
	132-32 (Maintenance Subscription) - Small	APF - OT - SA - MA		\$4,534.01
	132-32 (Maintenance Subscription) - Medium	APF - OT - MED - MA		\$5,984.89
	132-32 (Maintenance Subscription) - Large	APF - OT - LG - MA		\$10,881.61
Commercial Description				
In conjunction with the Acadis Portal Framework, Acadis Online Testing allows students to login to an online test with their student ID and Exam ID and take approved tests. The tests can be timed and include automatic save-as-you-go features when questions are answered. Tests results are automatically calculated and provided to the test taker. The Online Testing portal appends question and test results to the student record. The Testing Portal is integrated with Acadis Testing, where tests are created and published to the Testing Portal.				

Product Name	Product SIN #	Product MFR #		Product GSA Price
Acadis Surveys	132-33 (License) - Small	SRV - WFP - SA		\$22,670.03
	132-33 (License) - Medium	SRV - WFP - MED		\$29,924.43
	132-33 (License) - Large	SRV - WFP - LG		\$54,408.06
	132-32 (Maintenance Subscription) - Small	SRV - WFP - SA - MA		\$4,534.01
	132-32 (Maintenance Subscription) - Medium	SRV - WFP - MED - MA		\$5,984.89
	132-32 (Maintenance Subscription) - Large	SRV - WFP - LG - MA		\$10,881.61
Commercial Description				
Acadis Surveys is a fully integrated survey builder module that affords instructional designers the ability to develop and automate key aspects of student surveying. This module provides the ability to customize and automatically distribute electronic surveys, collect student reaction to training and instruction, and store data in Acadis for evaluation. Together with Acadis Testing and Acadis Performance, the Suite now supports Kirkpatrick Levels 1, 2 and 3 evaluations, allowing assessment of reaction, learning, and behavior. In addition, the module is also flexible enough to support non-instructional surveys.				

Product Name	Product SIN #	Product MFR #		Product GSA Price
Acadis Forecasting	132-33 (License) - Small	FCS - OT - SA		\$22,670.03
	132-33 (License) - Medium	FCS - OT - MED		\$29,924.43
	132-33 (License) - Large	FCS - OT - LG		\$54,408.06
	132-32 (Maintenance Subscription) - Small	FCS - OT - SA - MA		\$4,534.01
	132-32 (Maintenance Subscription) - Medium	FCS - OT - MED - MA		\$5,984.89
	132-32 (Maintenance Subscription) - Large	FCS - OT - LG - MA		\$10,881.61
Commercial Description				
Acadis Forecasting is designed to help managers track progress towards organizational readiness goals and more effectively utilize limited resources by targeting specific readiness gaps. In enables critical response managers to define numbers and types of qualified personnel needed to achieve a specific goal and track these resources against defined targets to better align the organization's training plans to specific NIMS plans or Preparedness Goals.				

Acadis Online™

Acadis Online provides the power of the Acadis Readiness Suite in a self-hosted subscription model, commonly referred to as Software as a Service (SaaS). Your agency manages the hardware-software system environment on your secure cloud framework, (Microsoft Windows server environment and the Oracle database) and Envisage provides all upgrades and enhancements to Acadis and licensed modules. Acadis is then made available to training organizations via a secure web interface to the secure data facility. Agencies can choose between three levels of hosting security:

FISMA-Conformant – Meets and exceeds all FISMA standards but does not include C&A paperwork or ATO support.

Full Federal C&A – Includes all C&A paperwork, ongoing C&A updates and comes with an Authority to Operate (ATO) guarantee from our secure cloud host (Please call for Pricing).

FedRAMP – Hosting services within a secure, FedRAMP-authorized cloud environment via secure datacenter (Please call for Pricing).

Product Name	Product SIN #	Product MFR #	Product GSA Price*
			<i>*Per Active Person Record/Per Month</i>
Acadis Online: Training	132-32 (turnkey license) - Small	AO - TMS - SM	\$.73
	132-32 (turnkey license) - Medium	AO - TMS - MED	\$.36
	132-32 (turnkey license) - Large	AO - TMS - LG	\$.27
Acadis Online: LMS	132-32 (turnkey license) - Small	AO - LMS - SM	\$.73
	132-32 (turnkey license) - Medium	AO - LMS - MED	\$.36
	132-32 (turnkey license) - Large	AO - LMS - LG	\$.27
Acadis Online: Scheduling	132-32 (turnkey license) - Small	AO - SCHED - SM	\$1.14
	132-32 (turnkey license) - Medium	AO - SCHED - MED	\$.60
	132-32 (turnkey license) - Large	AO - SCHED - LG	\$.45
Acadis Online: Registration	132-32 (turnkey license) - Small	AO - ASR - SM	\$.73
	132-32 (turnkey license) - Medium	AO - ASR - MED	\$.36
	132-32 (turnkey license) - Large	AO - ASR - LG	\$.27
Acadis Online: Housing	132-32 (turnkey license) - Small	AO - ASH - SM	\$.73
	132-32 (turnkey license) - Medium	AO - ASH - MED	\$.36
	132-32 (turnkey license) - Large	AO - ASH - LG	\$.27
Acadis Online: Testing	132-32 (turnkey license) - Small	AO - AT - SM	\$.73
	132-32 (turnkey license) - Medium	AO - AT - MED	\$.36
	132-32 (turnkey license) - Large	AO - AT - LG	\$.27
Acadis Online: Inventory	132-32 (turnkey license) - Small	AO - INV - SM	\$.73
	132-32 (turnkey license) - Medium	AO - INV - MED	\$.36
	132-32 (turnkey license) - Large	AO - INV - LG	\$.27

Acadis Online: Documents	132-32 (turnkey license) - Small	AO - ADM - SM		\$.73
	132-32 (turnkey license) - Medium	AO - ADM - MED		\$.36
	132-32 (turnkey license) - Large	AO - ADM - LG		\$.27
Acadis Online: Performance Evaluations	132-32 (turnkey license) - Small	AO - PE - SM		\$.36
	132-32 (turnkey license) - Medium	AO - PE - MED		\$.27
	132-32 (turnkey license) - Large	AO - PE - LG		\$.16
Acadis Online: Dashboards	132-32 (turnkey license) - Small	AO - ARBDR- SM		\$.73
	132-32 (turnkey license) - Medium	AO - ARBDR- MED		\$.36
	132-32 (turnkey license) - Large	AO - ARBDR- LG		\$.27
Acadis Online: Compliance	132-32 (turnkey license) - Small	AO - ACM- SM		\$.73
	132-32 (turnkey license) - Medium	AO - ACM- MED		\$.36
	132-32 (turnkey license) - Large	AO - APF - LG		\$.27
Acadis Online: Acadis Portal	132-32 (turnkey license) - Small	AO - AFP - SM		\$.55
	132-32 (turnkey license) - Medium	AO - APF - MED		\$.36
	132-32 (turnkey license) - Large	AO - APF- LG		\$.27
Acadis Online: Personal Portal	132-32 (turnkey license) - Small	AO - APF- IS - SM		\$.27
	132-32 (turnkey license) - Medium	AO - APF – IS - MED		\$.22
	132-32 (turnkey license) - Large	AO - APF – IS - LG		\$.16
Acadis Online: Instructor Scheduling Portal	132-32 (turnkey license) - Small	AO - APF- ISP - SM		\$.27
	132-32 (turnkey license) - Medium	AO - APF- ISP -MED		\$.22
	132-32 (turnkey license) - Large	AO - APF- ISP - LG		\$.16
Acadis Online: Workforce Portal	132-32 (turnkey license) - Small	AO - APF- WFP - SM		\$.73
	132-32 (turnkey license) - Medium	AO - APF- WFP-MED		\$.36
	132-32 (turnkey license) - Large	AO - APF- WFP - LG		\$.27
Acadis Online: Online Performance Evaluations Portal	132-32 (turnkey license) - Small	AO - APF- PEP - SM		\$.73
	132-32 (turnkey license) - Medium	AO - APF- PEP -MED		\$.36
	132-32 (turnkey license) - Large	AO - APF- PEP - LG		\$.27
Acadis Online: Online Registration	132-32 (turnkey license) - Small	AO - APF- OR - SM		\$.27
	132-32 (turnkey license) - Medium	AO - APF- OR -MED		\$.22
	132-32 (turnkey license) - Large	AO - APF- OR - LG		\$.16
Acadis Online: Online Testing	132-32 (turnkey license) - Small	AO - APF- OT - SM		\$.73
	132-32 (turnkey license) - Medium	AO - APF- OT -MED		\$.36
	132-32 (turnkey license) - Large	AO - APF- OT - LG		\$.27
Acadis Online: One Time Setup	132-32 (Service) - Small	AO - APF- OTS - SM		\$6,801.01
	132-32 (Service) - Medium	AO - APF- OTS -MED		\$10,881.61
	132-32 (Service) - Large	AO - APF- OTS - LG		\$18,136.02

*These fees reflect a FISMA-conformant, shared environment. Please call for pricing should you require a dedicated server environment, FedRAMP authorization, or a FISMA-compliant instance on a dedicated server environment.

Acadis Online Cloud™

Acadis Online Cloud provides the power of the Acadis Readiness Suite in a hosted model, commonly referred to as Software as a Service (SaaS). Envisage manages the entire hardware-software system environment in our FISMA-Conformant secure cloud framework, (Microsoft Windows server environment and the Oracle database) and provides all upgrades and enhancements to Acadis and licensed modules. Acadis is then made available to training organizations via a secure web interface to the Envisage secure data facility. Agencies can choose between three levels of hosting security:

FISMA-Conformant – Meets and exceeds all FISMA standards but does not include C&A paperwork or ATO support.

Full Federal C&A – Includes all C&A paperwork, ongoing C&A updates and comes with an Authority to Operate (ATO) guarantee from our secure cloud host (Please call for Pricing).

FedRAMP – Hosting services within a secure, FedRAMP-authorized cloud environment via secure datacenter (Please call for Pricing).

Product Name	Product SIN #	Product MFR #	Product GSA Price* <i>*Per Active Person Record/Per Month</i>
Acadis Online Cloud: Training	132-40 (turnkey license) - Small	AO - TMS - SM - CLD	\$.73
	132-40 (turnkey license) - Medium	AO - TMS - MED - CLD	\$.36
	132-40 (turnkey license) - Large	AO - TMS - LG - CLD	\$.27
Acadis Online Cloud: LMS	132-40 (turnkey license) - Small	AO - LMS - SM - CLD	\$.73
	132-40 (turnkey license) - Medium	AO - LMS - MED - CLD	\$.36
	132-40 (turnkey license) - Large	AO - LMS - LG - CLD	\$.27
Acadis Online Cloud: Scheduling	132-40 (turnkey license) - Small	AO - SCHED - SM - CLD	\$1.14
	132-40 (turnkey license) - Medium	AO - SCHED - MED - CLD	\$.60
	132-40 (turnkey license) - Large	AO - SCHED - LG - CLD	\$.45
Acadis Online Cloud: Registration	132-40 (turnkey license) - Small	AO - ASR - SM - CLD	\$.73
	132-40 (turnkey license) - Medium	AO - ASR - MED - CLD	\$.36
	132-40 (turnkey license) - Large	AO - ASR - LG - CLD	\$.27
Acadis Online Cloud: Housing	132-40 (turnkey license) - Small	AO - ASH - SM - CLD	\$.73
	132-40 (turnkey license) - Medium	AO - ASH - MED - CLD	\$.36
	132-40 (turnkey license) - Large	AO - ASH - LG - CLD	\$.27
Acadis Online Cloud: Testing	132-40 (turnkey license) - Small	AO - AT - SM - CLD	\$.73
	132-40 (turnkey license) - Medium	AO - AT - MED - CLD	\$.36
	132-40 (turnkey license) - Large	AO - AT - LG - CLD	\$.27
Acadis Online Cloud: Inventory	132-40 (turnkey license) - Small	AO - INV - SM - CLD	\$.73
	132-40 (turnkey license) - Medium	AO - INV - MED - CLD	\$.36
	132-40 (turnkey license) - Large	AO - INV - LG - CLD	\$.27

Acadis Online Cloud: Documents	132-40 (turnkey license) - Small	AO - ADM - SM - CLD		\$.73
	132-40 (turnkey license) - Medium	AO - ADM - MED - CLD		\$.36
	132-40 (turnkey license) - Large	AO - ADM - LG - CLD		\$.27
Acadis Online Cloud: Performance Evaluations	132-40 (turnkey license) - Small	AO - PE - SM - CLD		\$.36
	132-40 (turnkey license) - Medium	AO - PE - MED - CLD		\$.27
	132-40 (turnkey license) - Large	AO - PE - LG - CLD		\$.16
Acadis Online Cloud: Dashboards	132-40 (turnkey license) - Small	AO - ARBDR- SM - CLD		\$.73
	132-40 (turnkey license) - Medium	AO - ARBDR- MED - CLD		\$.36
	132-40 (turnkey license) - Large	AO - ARBDR- LG - CLD		\$.27
Acadis Online Cloud: Compliance	132-40 (turnkey license) - Small	AO - ACM- SM - CLD		\$.73
	132-40 (turnkey license) - Medium	AO - ACM- MED - CLD		\$.36
	132-40 (turnkey license) - Large	AO - APF - LG - CLD		\$.27
Acadis Online Cloud: Acadis Portal	132-40 (turnkey license) - Small	AO - AFP - SM - CLD		\$.55
	132-40 (turnkey license) - Medium	AO - APF - MED - CLD		\$.36
	132-40 (turnkey license) - Large	AO - APF- LG - CLD		\$.27
Acadis Online Cloud: Personal Portal	132-40 (turnkey license) - Small	AO - APF- IS - SM - CLD		\$.27
	132-40 (turnkey license) - Medium	AO - APF – IS - MED - CLD		\$.22
	132-40 (turnkey license) - Large	AO - APF – IS - LG - CLD		\$.16
Acadis Online Cloud: Instructor Scheduling Portal	132-40 (turnkey license) - Small	AO - APF- ISP - SM - CLD		\$.27
	132-40 (turnkey license) - Medium	AO - APF- ISP -MED - CLD		\$.22
	132-40 (turnkey license) - Large	AO - APF- ISP - LG - CLD		\$.16
Acadis Online Cloud: Workforce Portal	132-40 (turnkey license) - Small	AO - APF- WFP - SM - CLD		\$.73
	132-40 (turnkey license) - Medium	AO - APF- WFP-MED - CLD		\$.36
	132-40 (turnkey license) - Large	AO - APF- WFP - LG - CLD		\$.27
Acadis Online Cloud: Online Performance Evaluations Portal	132-40 (turnkey license) - Small	AO - APF- PEP - SM - CLD		\$.73
	132-40 (turnkey license) - Medium	AO - APF- PEP -MED - CLD		\$.36
	132-40 (turnkey license) - Large	AO - APF- PEP - LG - CLD		\$.27
Acadis Online Cloud: Online Registration	132-40 (turnkey license) - Small	AO - APF- OR - SM - CLD		\$.27
	132-40 (turnkey license) - Medium	AO - APF- OR -MED - CLD		\$.22
	132-40 (turnkey license) - Large	AO - APF- OR - LG - CLD		\$.16
Acadis Online Cloud: Online Testing	132-40 (turnkey license) - Small	AO - APF- OT - SM - CLD		\$.73
	132-40 (turnkey license) - Medium	AO - APF- OT -MED - CLD		\$.36
	132-40 (turnkey license) - Large	AO - APF- OT - LG - CLD		\$.27

*These fees reflect a FISMA-conformant, shared environment. Please call for pricing should you require a dedicated server environment, FedRAMP authorization, or a FISMA-compliant instance on a dedicated server environment.

Commercial Description

Acadis Online Cloud provides training organizations with access to all of the functionality of the Acadis Readiness Suite without the need for large capital expenditures in Hardware or Software. Provided as a turn-key service, everything that an organization requires to run and maintain Acadis is included for a reasonable monthly subscription fee. Acadis Online Cloud can be accessed securely via a web browser. Acadis Online Cloud includes everything an academy needs to run our software. Staff can securely log onto Acadis Online Cloud from existing workstations with Internet Explorer. The Acadis Readiness Suite and related data are hosted within our Secure-cleared SecureCloud environment and servers are administered by Oracle and Microsoft professionals possessing government security clearances.

This option has reduced the cost of ownership for our clients, as they are not required to purchase server hardware, operating systems or Oracle database software, as well as reducing the need for additional and often expensive IT staff.

Envisage provides all data backup, helpdesk and continuity of operations allowing the training organization to focus on its mission.

Acadis Online Cloud allows an organization to bring the functionality online very quickly yet still retain the option to install the system locally at a later date.

Product Name	Product SIN #	Product MFR #		Product GSA Price
Additional Hosting Services <i>*Per Month</i>	132-32 (Service) – Content Hosting (per GB over 30)	CH – GB		Call for Pricing
	132-32 (Service) – Burst Bandwidth (per 5Mbps)	BURST -5		Call for Pricing

Commercial Description

Secure Hosting configuration is a *shared server environment* for your Acadis Online instance. Specifications include:

FISMA-conformant hosting environment

1 – Web Server

1 – Database Server

1 – Portal Server

30 GB of storage space

6 MBps of bandwidth (fully-redundant Tier I backbone)

Should a customer need additional storage or bandwidth, these can be purchased as individual units.

Acadis Bundles

Acadis modules may be purchased as software bundles, increasing cost savings. These software bundles automate numerous training processes and decrease the cost of ownership.

Product Name	Product SIN #	Product MFR #		Product GSA Price <i>*Per Active Person Record/Per Month</i>
Acadis Basic – Small (<1,000)	132-32 (SaaS Bundle) – Small	AO – BASIC – SM		\$3.93
Acadis Basic – Medium (1,0001 – 5,000)	132-32 (SaaS Bundle) – Medium	AO – BASIC – MED		\$1.96
Acadis Basic – Large (5,001 – 10,000)	132-32 (SaaS Bundle) – Large	AO – BASIC – LG		\$1.46
Commercial Description				
Acadis Basic includes the following modules: Acadis Training, plus any six modules				

Product Name	Product SIN #	Product MFR #		Product GSA Price* <i>Per Active Person Record/Per Month</i>
Acadis Advanced – Small (<1,000)	132-32 (SaaS Bundle) – Small	AO – ADVANCED – SM		\$8.06
Acadis Advanced – Medium (1,0001 – 5,000)	132-32 (SaaS Bundle) – Medium	AO – ADVANCED – MED		\$4.68
Acadis Advanced – Large (5,001 – 10,000)	132-32 (SaaS Bundle) – Large	AO – ADVANCED - LG		\$3.12
Commercial Description				
Acadis Advanced includes the following modules: Acadis Training, plus any twelve modules				

Product Name	Product SIN #	Product MFR #		Product GSA Price <i>*Per Active Person Record/Per Month</i>
Acadis Enterprise – Small (<1,000)	132-32 (SaaS Bundle) – Small	AO – ENTERPRISE – SM		\$9.07
Acadis Enterprise – Medium (1,0001 – 5,000)	132-32 (SaaS Bundle) – Medium	AO – ENTERPRISE – MED		\$4.23
Acadis Enterprise – Large (5,001 – 10,000)	132-32 (SaaS Bundle) – Large	AO – ENTERPRISE – LG		\$3.53
Commercial Description				
Acadis Enterprise includes the following modules: Acadis Training Acadis Documents Acadis Portal Acadis Workforce Portal Acadis Personal Portal Acadis Dashboards Acadis Scheduling Acadis Instructor Scheduling Portal		Acadis Registration Acadis Online Registration Acadis Housing Acadis Testing Acadis Online Testing Acadis Performance Evaluation Acadis Compliance Acadis LMS Acadis Inventory Acadis Performance Evaluations with Portal		

Product Name	Product SIN #	Product MFR #		Product GSA Price <i>*Per Active Person Record/Per Month</i>
Acadis Basic – Small (<1,000)	132-40 (SaaS Bundle) – Small	AO – BASIC – SM – CLD		\$3.93
Acadis Basic – Medium (1,0001 – 5,000)	132-40 (SaaS Bundle) – Medium	AO – BASIC – MED – CLD		\$1.96
Acadis Basic – Large (5,001 – 10,000)	132-40 (SaaS Bundle) – Large	AO – BASIC – LG – CLD		\$1.46
Commercial Description				
Acadis Basic includes the following modules: Acadis Training, plus any six modules				

Product Name	Product SIN #	Product MFR #		Product GSA Price <i>*Per Active Person Record/Per Month</i>
Acadis Advanced – Small (<1,000)	132-40 (SaaS Bundle) – Small	AO – ADVANCED – SM – CLD		\$8.06
Acadis Advanced – Medium (1,0001 – 5,000)	132-40 (SaaS Bundle) – Medium	AO – ADVANCED – MED – CLD		\$4.68
Acadis Advanced – Large (5,001 – 10,000)	132-40 (SaaS Bundle) – Large	AO – ADVANCED – LG – CLD		\$3.12
Commercial Description				
Acadis Advanced includes the following modules: Acadis Training, plus any twelve modules				

Product Name	Product SIN #	Product MFR #		Product GSA Price <i>*Per Active Person Record/Per Month</i>
Acadis Enterprise – Small (<1,000)	132-40 (SaaS Bundle) – Small	AO – ENTERPRISE – SM – CLD		\$9.07
Acadis Enterprise – Medium (1,0001 – 5,000)	132-40 (SaaS Bundle) – Medium	AO – ENTERPRISE – MED – CLD		\$4.23
Acadis Enterprise – Large (5,001 – 10,000)	132-40 (SaaS Bundle) – Large	AO – ENTERPRISE – LG – CLD		\$3.53
Commercial Description				
Acadis Enterprise includes the following modules: Acadis Training Acadis Documents Acadis Portal Acadis Workforce Portal Acadis Personal Portal Acadis Dashboards Acadis Scheduling Acadis Instructor Scheduling Portal		Acadis Registration Acadis Online Registration Acadis Housing Acadis Testing Acadis Online Testing Acadis Performance Evaluation Acadis Compliance Acadis LMS Acadis Inventory Acadis Performance Evaluations with Portal		

Acadis Custom Development – Cost Per Point

Product Name	Product MFR #		Product GSA Price*
Custom Development Point	CDP - CD		\$3,261.79
Commercial Description			
<p>Envisage utilizes Agile Methodology for custom development of the Acadis Readiness Suite. The Agile approach allows for quick definition and validation of user requirements, engagement of the entire solution team to develop the highest priority features first, and achievement of targeted project milestone dates with the requisite - but no superfluous - functionality. A critical foundation of Agile development is the quality control structure built into the process. Unlike traditional waterfall development, Agile stresses quality and relevancy of software features through continuous end-user feedback loops and short iterations. Custom Development is documented with user stories. Each story is then estimated using a point system, which includes input from systems analysts, software designers, software engineers, developers, quality assurance analysts, and project managers. It also includes unit testing, automated tests, and full regression testing prior to release to customers.</p>			

*An annualized version of Custom Development Points may be referred to as “Premium SaaS.” Each tier of Premium SaaS is equal to 240 Custom Development Points per year. 75% of development points are allocated for new feature development and enhancements to the Acadis software, while the remaining 25% are set aside for regression testing in order to remain compliant with applicable federal regulations and emerging technology.

Professional Services (Hourly Prices by Labor Category)
Product SIN #132-51

Labor Category	GSA / Hour
Program Management	
Program Manager	\$221.35
Applications Development Manager	\$189.32
Enterprise Application Development	
Agile Manager	\$230.96
Agile Developer IV	\$212.91
Agile Developer III	\$189.74
Agile Developer II	\$158.11
Agile Developer I	\$113.84
Application Development	
Project Manager	\$158.11
Senior Systems Engineer	\$189.73
Database Administrator	\$158.11
Senior Systems Analyst	\$158.11
Programmer Lead	\$158.11
Programmer Senior	\$113.84
Programmer Intermediate	\$94.86
Programmer Associate	\$75.89
Senior Configuration Management Analyst	\$189.73
Configuration Management Analyst	\$158.11
Web Graphics Designer	\$107.52
Quality Assurance / Testing	
QA Manager	\$158.11
Senior Quality Assurance Analyst	\$114.21
QA Analyst	\$94.86
Help Desk Manager	\$158.11
Help Desk Analyst	\$94.86
Documentation Specialist	\$75.89

Labor Category	GSA / Hour
Network Design / Implementation	
Technical Support Manager	\$113.84
Technical Support - Security Engineer	\$189.73
Technical Support - Network Specialist	\$120.06
Training	
IT Training Specialist - Senior	\$158.11
IT Training Specialist	\$101.20

ENVISAGE Accepts Government Credit Cards

TERMS AND CONDITIONS APPLICABLE TO TERM SOFTWARE LICENSES (SPECIAL ITEM NUMBER 132-32), PERPETUAL SOFTWARE LICENSES (SPECIAL ITEM NUMBER 132-33), MAINTENANCE (SPECIAL ITEM NUMBER 132-34), AND CLOUD SERVICES (SPECIAL ITEM NUMBER 132-40) OF GENERAL PURPOSE COMMERCIAL INFORMATION TECHNOLOGY SOFTWARE

1. INSPECTION/ACCEPTANCE

The Contractor shall only tender for acceptance those items that conform to the requirements of this contract. The Government reserves the right to inspect or test any software that has been tendered for acceptance. The Government may require repair or replacement of nonconforming software at no increase in contract price. The Government must exercise its post acceptance rights (1) within a reasonable time after the defect was discovered or should have been discovered; and (2) before any substantial change occurs in the condition of the software, unless the change is due to the defect in the software.

2. GUARANTEE/WARRANTY

- a. Unless specified otherwise in this contract, the Contractor's standard commercial guarantee/warranty as stated in the contract's commercial pricelist will apply to this contract.
- b. The Contractor warrants and implies that the items delivered hereunder are merchantable and fit for use for the particular purpose described in this contract.
- c. Limitation of Liability. Except as otherwise provided by an express or implied warranty, the Contractor will not be liable to the Government for consequential damages resulting from any defect or deficiencies in accepted items.

3. TECHNICAL SERVICES

The Contractor, without additional charge to the Government, shall provide a hot line technical support number (812) 330-7101 for the purpose of providing user assistance and guidance in the implementation of the software. The technical support number is available from Monday through Friday from 8:30 am to 5:30 pm Eastern time.

4. SOFTWARE MAINTENANCE

- a. Software maintenance service shall include the following:
Regular updates and/or enhancements from fixed reported "bugs", improved updated software as they are made available,
- b. Invoices for maintenance service shall be submitted by the Contractor on a quarterly or monthly basis, after the completion of such period. Maintenance charges must be paid in arrears (31 U.S.C. 3324). PROMPT PAYMENT DISCOUNT, IF APPLICABLE, SHALL BE SHOWN ON THE INVOICE.

5. PERIODS OF TERM LICENSE (132-32) AND MAINTENANCE (132-34)

- a. The Contractor shall honor orders for periods for the duration of the contract period or a lesser period of time.

- b. Maintenance may be discontinued by the Government on thirty (30) calendar days written notice to the Contractor.
 - c. Annual Funding. When annually appropriated funds are cited on an order for maintenance, the period of the maintenance shall automatically expire on September 30 of the contract period, or at the end of the contract period, whichever occurs first. Renewal of the maintenance orders citing the new appropriation shall be required, if the maintenance is to be continued during any remainder of the contract period.
 - d. Cross-Year Funding Within Contract Period. Where an ordering office's specific appropriation authority provides for funds in excess of a 12 month (fiscal year) period, the ordering office may place an order under this schedule contract for a period up to the expiration of the contract period, notwithstanding the intervening fiscal years.
 - e. Ordering offices should notify the Contractor in writing thirty (30) calendar days prior to the expiration of an order, if the maintenance is to be terminated at that time. Orders for the continuation of maintenance will be required if the maintenance is to be continued during the subsequent period.
- 6. UTILIZATION LIMITATIONS - (132-32, 132-33 AND 132-34)**
- a. Software acquisition is limited to commercial computer software defined in FAR Part 2.101.
 - b. When acquired by the Government, commercial computer software and related documentation so legend shall be subject to the following:
 - (1) Title to and ownership of the software and documentation shall remain with the Contractor, unless otherwise specified.
 - (2) Software licenses are granted by site/location, by agency, and applicable active person record volumes. An agency is defined as a cabinet level or independent agency. For Government public domain databases, user agencies and third parties may use the computer program to enter, retrieve, analyze and present data. The user agency will take appropriate action by instruction, agreement, or otherwise, to protect the Contractor's proprietary property with any third parties that are permitted access to the computer programs and documentation in connection with the user agency's permitted use of the computer programs and documentation. For purposes of this section, all such permitted third parties shall be deemed agents of the user agency.
 - (3) Except as is provided in paragraph 8.b(2) above, the Government shall not provide or otherwise make available the software or documentation, or any portion thereof, in any form, to any third party without the prior written approval of the Contractor. Third parties do not include prime Contractors, subcontractors and agents of the government who have the Government's permission to use the licensed software and documentation at the facility, and who have agreed to use the licensed software and documentation only in accordance with these restrictions. This provision does not limit the right of the Government to use software, documentation, or

information therein, which the Government may already have or obtains without restrictions.

- (4) The Government shall have the right to use the computer software and documentation with the computer for which it is acquired at any other facility to which that computer may be transferred, or in cases of disaster recovery, the Government has the right to transfer the software to another site if the Government

site for which it is acquired is deemed to be unsafe for Government personnel; to use the computer software and documentation with a backup computer when the primary computer is inoperative; to copy computer programs for safekeeping (archives) or backup purposes; to transfer a copy of the software to another site for purposes of benchmarking new hardware and/or software; and to modify the software and documentation or combine it with other software, provided that the unmodified portions shall remain subject to these restrictions.

- (5) "Commercial Computer Software" may be marked with the Contractor's standard commercial restricted rights legend, but the schedule contract and schedule pricelist, including this clause, "Utilization Limitations" are the only governing terms and conditions, and shall take precedence and supersede any different or additional terms and conditions included in the standard commercial legend.

7. SOFTWARE CONVERSIONS - (132-32, AND 132-33)

Full monetary credit will be allowed to the Government when conversion from one version of the software to another is made as the result of a change in operating system, or from one computer system to another. Under a perpetual license (132-33), the purchase price of the new software shall be reduced by the amount that was paid to purchase the earlier version.

8. DESCRIPTIONS AND EQUIPMENT COMPATIBILITY

The Contractor shall include, in the schedule pricelist, a complete description of each software product and a list of equipment on which the software can be used. Also, included shall be a brief, introductory explanation of the modules and documentation which are offered.

9. DISCOUNT

The GSA discounts for SINS 132-32, 132-32STLOC, 132-32RC – Term Software Licenses, 132-33, 132-33STLOC, and 132-33RC – Perpetual Software Licenses are specified as follows: basic discount of 10.67% off Acadis Readiness Suite Commercial Pricelist dated 12/1/2017.

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

1. SCOPE

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

2. PERFORMANCE INCENTIVES

- a. When using a performance based statement of work, performance incentives may be agreed upon between the Contractor and the ordering office on individual fixed price orders or Blanket Purchase Agreements, for fixed price tasks, under this contract in accordance with this clause.
- b. The ordering office must establish a maximum performance incentive price for these services and/or total solutions on individual orders or Blanket Purchase Agreements.
- c. To the maximum extent practicable, ordering offices shall consider establishing incentives where performance is critical to the agency's mission and incentives are likely to motivate the contractor. Incentives shall be based on objectively measurable tasks.
- d. The above procedures do not apply to Time and Material or labor hour orders.

3. ORDERING PROCEDURES FOR SERVICES (REQUIRING A STATEMENT OF WORK)

FAR 8.402 contemplates that GSA may occasionally find it necessary to establish special ordering procedures for individual Federal Supply Schedules or for some Special Item Numbers (SINs) within a Schedule. GSA has established special ordering procedures for services that require a Statement of Work. These special ordering procedures take precedence over the procedures in FAR 8.404 (b)(2) through (b)(3).

GSA has determined that the prices for services contained in the contractor's price list applicable to this Schedule are fair and reasonable. However, the ordering office using this contract is responsible for considering the level of effort and mix of labor proposed to perform a specific task being ordered and for making a determination that the total firm-fixed price or ceiling price is fair and reasonable.

- a. When ordering services, ordering offices shall—
 - (1) Prepare a Request (Request for Quote or other communication tool):
 - (i) A statement of work (a performance-based statement of work is preferred) that outlines, at a minimum, the work to be performed, location of work, period of performance, deliverable schedule, applicable standards,

acceptance criteria, and any special requirements (i.e., security clearances, travel, special knowledge, etc.) should be prepared.

- (ii) The request should include the statement of work and request the contractors to submit either a firm-fixed price or a ceiling price to provide the services outlined in the statement of work. A firm-fixed price order shall be requested, unless the ordering office makes a determination that it is not possible at the time of placing the order to estimate accurately the extent or duration of the work or to anticipate cost with any reasonable degree of confidence. When such a determination is made, a labor hour or time-and-materials proposal may be requested. The firm-fixed price shall be based on the rates in the schedule contract and shall consider the mix of labor categories and level of effort required to perform the services described in the statement of work. The firm-fixed price of the order should also include any travel costs or other incidental costs related to performance of the services ordered, unless the order provides for reimbursement of travel costs at the rates provided in the Federal Travel or Joint Travel Regulations. A ceiling price must be established for labor-hour and time-and-materials orders.
- (iii) The request may ask the contractors, if necessary or appropriate, to submit a project plan for performing the task, and information on the contractor's experience and/or past performance performing similar tasks.
- (iv) The request shall notify the contractors what basis will be used for selecting the contractor to receive the order. The notice shall include the basis for determining whether the contractors are technically qualified and provide an explanation regarding the intended use of any experience and/or past performance information in determining technical qualification of responses. If consideration will be limited to schedule contractors who are small business concerns as permitted by paragraph (2)(i) below, the request shall notify the contractors that will be the case.

(2) Transmit the Request to Contractors:

- (i) Based upon an initial evaluation of catalogs and price lists, the ordering office should identify the contractors that appear to offer the best value (considering the scope of services offered, pricing and other factors such as contractors' locations, as appropriate). When buying IT professional services under SIN 132—51 ONLY, the ordering office, at its discretion, may limit consideration to those schedule contractors that are small business concerns. This limitation is not applicable when buying supplies and/or services under other SINs as well as SIN 132-51. The limitation may only be used when at least three (3) small businesses that appear to offer services that will meet the agency's needs are available, if the order is estimated to exceed the micro-purchase threshold.
- (ii) The request should be provided to three (3) contractors if the proposed order is estimated to exceed the micro-purchase threshold, but not exceed the maximum order threshold. For proposed orders exceeding the maximum order threshold, the request should be provided to additional

contractors that offer services that will meet the agency's needs. Ordering offices should strive to minimize the contractors' costs associated with responding to requests for quotes for specific orders. Requests should be tailored to the minimum level necessary for adequate evaluation and selection for order placement. Oral presentations should be considered, when possible.

- (3) Evaluate Responses and Select the Contractor to Receive the Order:
After responses have been evaluated against the factors identified in the request, the order should be placed with the schedule contractor that represents the best value. (See FAR 8.404)

- b. The establishment of Federal Supply Schedule Blanket Purchase Agreements (BPAs) for recurring services is permitted when the procedures outlined herein are followed. All BPAs for services must define the services that may be ordered under the BPA, along with delivery or performance time frames, billing procedures, etc. The potential volume of orders under BPAs, regardless of the size of individual orders, may offer the ordering office the opportunity to secure volume discounts.

When establishing BPAs, ordering offices shall—

- (1) Inform contractors in the request (based on the agency's requirement) if a single BPA or multiple BPAs will be established, and indicate the basis that will be used for selecting the contractors to be awarded the BPAs.
 - (i) SINGLE BPA: Generally, a single BPA should be established when the ordering office can define the tasks to be ordered under the BPA and establish a firm-fixed price or ceiling price for individual tasks or services to be ordered. When this occurs, authorized users may place the order directly under the established BPA when the need for service arises. The schedule contractor that represents the best value should be awarded the BPA. (See FAR 8.404)
 - (ii) MULTIPLE BPAs: When the ordering office determines multiple BPAs are needed to meet its requirements, the ordering office should determine which contractors can meet any technical qualifications before establishing the BPAs. When multiple BPAs are established, the authorized users must follow the procedures in (a)(2)(ii) above and then place the order with the Schedule contractor that represents the best value.
- (2) Review BPAs Periodically: Such reviews shall be conducted at least annually. The purpose of the review is to determine whether the BPA still represents the best value. (See FAR 8.404)

- c. The ordering office should give preference to small business concerns when two or more contractors can provide the services at the same firm-fixed price or ceiling price.

- d. When the ordering office's requirement involves both products as well as executive, administrative and/or professional, services, the ordering office should total the prices for the products and the firm-fixed price for the services and select the contractor that represents the best value. (See FAR 8.404). The ordering office, at a minimum, should document orders by identifying the contractor from which the services were purchased, the services purchased, and the amount paid. If other than a firm-fixed price order is placed, such documentation should include the basis for the determination to use a labor-hour or time-and-materials order. For agency requirements in excess of the micro-purchase threshold, the order file should document the evaluation of Schedule contractors' quotes that formed the basis for the selection of the contractor that received the order and the rationale for any trade-offs made in making the selection. Ordering procedures for other services available on schedule at fixed prices for specifically defined services or tasks should use the procedures in FAR 8.404. These procedures are listed in the pricelist, under "Information for Ordering Offices," paragraph #12.
- 4. ORDER**
 - a. Agencies may use written orders, EDI orders, blanket purchase agreements, individual purchase orders, or task orders for ordering services under this contract. Blanket Purchase Agreements shall not extend beyond the end of the contract period; all services and delivery shall be made and the contract terms and conditions shall continue in effect until the completion of the order. Orders for tasks which extend beyond the fiscal year for which funds are available shall include FAR 52.232-19 Availability of Funds for the Next Fiscal Year. The purchase order shall specify the availability of funds and the period for which funds are available.
 - b. All task orders are subject to the terms and conditions of the contract. In the event of conflict between a task order and the contract, the contract will take precedence.
- 5. PERFORMANCE OF SERVICES**
 - a. The Contractor shall commence performance of services on the date agreed to by the Contractor and the ordering office.
 - b. The Contractor agrees to render services only during normal working hours, unless otherwise agreed to by the Contractor and the ordering office.
 - c. The Agency should include the criteria for satisfactory completion for each task in the Statement of Work or Delivery Order. Services shall be completed in a good and workmanlike manner.
 - d. Any Contractor travel required in the performance of IT Services must comply with the Federal Travel Regulation or Joint Travel Regulations, as applicable, in effect on the date(s) the travel is performed. Established Federal Government per diem rates will apply to all Contractor travel. Contractors cannot use GSA city pair contracts.
- 6. INSPECTION OF SERVICES**

The Inspection of Services–Fixed Price (AUG 1996) clause at FAR 52.246-4 applies to firm-fixed price orders placed under this contract. The Inspection–Time-and-Materials and Labor-Hour (JAN 1986) clause at FAR 52.246-6 applies to time-and-materials and labor-hour orders placed under this contract.

7. RESPONSIBILITIES OF THE CONTRACTOR

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

8. RESPONSIBILITIES OF THE GOVERNMENT

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

9. INDEPENDENT CONTRACTOR

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

10. ORGANIZATIONAL CONFLICTS OF INTEREST

a. Definitions.

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

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

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

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

11. INVOICES

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

12. PAYMENTS

For firm-fixed price orders the Government shall pay the Contractor, upon submission of proper invoices or vouchers, the prices stipulated in this contract for service rendered and accepted.

- Progress payments shall be made only when authorized by the order. For time-and-materials orders, the Payments under Time-and-Materials and Labor-Hour Contracts (Alternate I (APR 1984)) at FAR 52.232-7 applies to time-and-materials orders placed under this contract. For labor-hour orders, the Payment under Time-and-Materials and Labor-Hour Contracts (FEB 2002) (Alternate II (FEB 2002)) at FAR 52.232-7 applies to labor-hour orders placed under this contract.
13. **RESUMES**
Resumes shall be provided to the GSA Contracting Officer or the user agency upon request.
 14. **INCIDENTAL SUPPORT COSTS**
Incidental support costs are available outside the scope of this contract. The costs will be negotiated separately with the ordering agency in accordance with the guidelines set forth in the FAR.
 15. **APPROVAL OF SUBCONTRACTS**
The ordering activity may require that the Contractor receive, from the ordering activity's Contracting Officer, written consent before placing any subcontract for furnishing any of the work called for in a task order.
 16. **DESCRIPTION OF IT SERVICES AND PRICING**
Please refer to the attached Professional Information Technology Labor Category Descriptions and GSA pricing.
 17. **EQUIVALENCY**
Envisage reserves the right to make the following substitutions in the education and/or experience requirements of any of the service skill categories set forth herein.
 - a. One year of experience is the equivalent of one year of education.
 - b. One year of education is the equivalent of one year of experience.
 - c. Certification related to the technology is equivalent to two years of the experience/education
 18. **DISCOUNT**
The GSA discounts for SINs 132-51, 132-51STLOC – IT Professional Services, and 132-32RC are specified as follows: basic discount of 10.67% off Envisage Commercial Pricelist dated 4/1/2014 - 1/1/2018.

ENVISAGE'S INFORMATION TECHNOLOGY LABOR CATEGORY DESCRIPTIONS

PROGRAM MANAGER:

Functional Responsibility: Organizational oversight, budgeting, project time line schedule adherence monitoring, contract negotiation and modifications, and project delivery and production support. Ensures Quality Assurance is involved in all aspects of the operation. Ensures adherence to budgets and business plans through periodic review of financial reports. Responsible for contract administration and/or outsourcing contract administration and service levels, including negotiation of contract provisions, interface with legal department and maintenance of appropriate documentation. Interfaces with client management, functional and technical staff to ensure responsive communications are effectively managed. Reports to the CEO.

Education: Bachelor's Degree in a related discipline.

Experience: Five years program management experience.

APPLICATIONS DEVELOPMENT MANAGER:

Functional Responsibility: Responsible for all systems analysis and programming activities, managing two or more of the following families: applications systems analysis and programming, operating systems analysis and programming, or database management. Analyzes proposed and actual projects in terms of the feasibility of using information systems. Responsible for feasibility studies, time and cost estimates, and the establishment and implementation of new or revised information systems and programs. Reviews all systems development project requests and coordinate schedules and related departmental activity. Provides overall direction and guidance to assigned project managers. Reviews and evaluates work of subordinate staff and prepares performance reports. Prepares activity and progress reports regarding all systems analysis and programming sections. Responsible for developing, implementing and enforcing policies, standards and methodologies. Oversight of all information systems personnel administration, including selection, training and personnel development. Reports to the Program Manager.

Education: Bachelor's Degree in a related discipline.

Experience: Five years practical experience.

AGILE MANAGER:

Functional Responsibility: Helps the team to research technologies and choose whether to implement technologies that might be useful. Provides estimates when group estimating is not used. Works with individual team members to make some medium-sized technical design decisions, moderates discussions among team members to make larger design decisions, and takes responsibility to overall technical choices. Works with the team to maximize code quality, minimize unintentional technical debt in the artifacts we generate to support future development efforts, and to measure progress in reduction of technical debt. Works with the team to track down any build or deployment issues that keep our configuration management processes from being smooth and reliable. Makes appropriate developers available for 3rd level support while minimizing the long-term impact of such issues. Represents the developer point of view in considering process and product decisions at the management level. Recruits, coaches and helps to retain agile developers. Helps resolve personnel issues.

Education: Bachelor's Degree in a related field or equivalent experience

Experience: 10 years

AGILE DEVELOPER IV:

Functional Responsibility: Works independently and with peers to author code with correctness demonstrated via automated unit and integration tests. Structures code to allow for high degree of testability. Follows and makes improvements to company-wide best practices for coding, including the adoption of appropriate design patterns. Proposes appropriate enterprise-level architectures. Implements or debugs highly complex program features based on summarized written specifications, sample design illustrations, and detailed conversations with business analysts. Estimates with great accuracy the size of development tasks relative to other tasks. Makes system-wide design decisions and is available as a resource to consult on other design decisions. Restructures the design of large areas of working code to improve its organization and maintainability. Generates change files to enable code and database updates to be propagated to test environments via automated processes. Sets up or maintains source code repositories and the processes that draw upon them to produce reliable automated builds. Innovates as necessary to improve processes that enable the agile methodology. Maintains in-depth understanding of specific technologies used for user interface, database, and middle tier development. Works on all application programming activities with better code quality, fewer bugs, and/or better speed than average Agile Developer 3. Researches best practices in software development and provides recommendations to Program Manager. Assists in the hiring of other developers. Mentors less senior developers. Provides training on software methodology to developers and non-developers to improve overall group effectiveness. Reports to the Agile Development Manager.

Education: Bachelor's Degree or equivalent experience

Experience: 7 years

AGILE DEVELOPER III:

Functional Responsibility: Works independently and with peers to author code with correctness demonstrated via automated unit and integration tests. Structures code to allow for high degree of testability. Follows and suggests improvements to company-wide best practices for coding, including the adoption of appropriate design patterns. Participates in enterprise-level architecture discussions. Implements or debugs highly complex program features based on summarized written specifications, sample design illustrations, and detailed conversations with business analysts. Estimates with greater accuracy the size of development tasks relative to other tasks. Collaborates with peers to make system-wide design decisions. Restructures the design of large areas of working code to improve its organization and maintainability. Generates change files to enable code and database updates to be propagated to test environments via automated processes. Sets up or maintains source code repositories and the processes that draw upon them to produce reliable automated builds. Maintains in-depth understanding of specific technologies used for user interface, database, and middle tier development. Works on all application programming activities with better code quality, fewer bugs, and/or better speed than average Agile Developer 2, obtaining help when necessary. Mentors less senior developers. Reports to the Agile Development Manager.

Education: Bachelor's Degree or equivalent experience

Experience: 4 years

AGILE DEVELOPER II:

Functional Responsibility: Works independently and with peers to author code with correctness demonstrated via automated unit and integration tests. Structures code to allow for high degree of testability. Follows and suggests improvements to company-wide best practices for coding. Implements or debugs complex program features based on summarized written specifications, sample design illustrations, and detailed conversations with business analysts. Estimates the size of development tasks relative to other tasks. Collaborates with peers to make significant design decisions. Restructures the design of larger areas of working code to improve its organization and maintainability. Generates change files to enable code and database updates to be propagated to test environments via automated processes. Sets up or maintains source code repositories and the processes that draw upon them to produce reliable automated builds. Maintains extensive understanding of specific technologies used for user interface, database, and middle tier development. Works on all application programming activities with better code quality, fewer bugs, and/or better speed than average Agile Developer 1, obtaining help when necessary. Reports to the Agile Development Manager.

Education: Bachelor's Degree or equivalent experience

Experience: 2 years

AGILE DEVELOPER I:

Functional Responsibility: With minimal supervision, works with peers to author code with correctness demonstrated via automated unit and integration tests. Follows practices for coding conventions. Implements or debugs moderately complex program features based on summarized written specifications, sample design illustrations, and detailed conversations with business analysts. Estimates the size of development tasks relative to other tasks. Collaborates with peers to make design decisions with limited scope. Restructures the design of working code to improve its organization and maintainability. Generates change files to enable code and database updates to be propagated to test environments via automated processes. Maintains familiarity with specific technologies used for user interface, database, and middle tier development. Works competently on most application programming activities, obtaining help when necessary. Reports to the Agile Development Manager.

Education: Bachelor's Degree or equivalent experience

Experience: Optional

PROJECT MANAGER:

Functional Responsibility: Responsible for applications systems analysis and programming activities for a group or section. Assists in projecting software and hardware requirements. Provides overall direction and guidance to assigned technical personnel. Reviews and evaluates work of subordinated staff and prepares performance reports. Prepares activity and progress reports regarding applications systems analysis and programming. Confers with and advises subordinates on administrative policies and procedures, technical problems, priorities and methods. Reviews systems development project requests and coordinates schedules and related departmental activities. Reports to the Manager, Applications Development.

Education: Bachelor's Degree in a related discipline.

Experience: Three years practical experience.

SENIOR SYSTEMS ENGINEER:

Functional Responsibility: Formulates/defines specifications for complex software programming applications or modifies/maintains complex existing applications. Focal point for technical troubleshooting and leads the organization into new technologies. Acts independently under general direction. Provides technical consulting on complex projects. Responsible for program design, coding, testing, debugging and documentation. Has full technical knowledge of all phases of software systems programming applications. Also has duties instructing, directing and checking the work and peer review of other applications systems programming personnel. Acts as project leader for projects with small budgets or limited duration. Reports to the Manager, Applications Development or Project Manager of a particular project.

Education: Bachelor's Degree in a related discipline.

Experience: Five years practical experience.

DATABASE ADMINISTRATOR:

Functional Responsibility: Responsible for all activities related to the administration of relational databases. Consults with and advises users of the various databases. Projects long-range requirements for database administration and design in conjunction with other managers in the information systems function. Prepares activity and progress reports regarding the database management section. Under general direction, designs, implements and maintains complex databases, access methods, access time, device allocation, validation checks, organization, protection and security, documentation, and statistical methods. Includes maintenance of database dictionaries, overall monitoring of standards and procedures, and integration of systems through database design. Competent to work at the highest level of all phases of database management. Reports to the Manager, Applications Development or Project Manager of a particular project.

Education: Bachelor's Degree in a related discipline.

Experience: Three years practical experience.

SENIOR SYSTEMS ANALYST:

Functional Responsibility: Formulates/Defines system scope and objectives based on user defined needs. Devises or modifies procedures to solve complex problems considering computer equipment capacity and limitations, operating time and form of

desired results. Prepares detailed specifications from which programs will be written. Analyzes and revises existing system logic difficulties and documentation as necessary. Has full technical knowledge of all phases of applications systems analysis. Also has duties instructing, directing and checking the work of other systems analysis personnel. Responsible for quality assurance peer reviews. Reports to Applications Development Project Manager.

Education: Bachelor's Degree in a related discipline.

Experience: Two years practical experience.

PROGRAMMER LEAD:

Functional Responsibility: Devises or modifies procedures to solve complex problems considering computer equipment capacity and limitations, operating time and form of desired results. Responsible for program design, coding, testing, debugging and internal program documentation. Has full technical knowledge of all phases of applications programming. Also has duties instructing, directing and performing peer review with other programming personnel. Acts as project leader for projects with small budgets or limited duration. Responsible for directing and monitoring the work of team members. Reports to the Applications Development Project Manager.

Education: Associate's Degree in a related discipline.

Experience: Three years practical experience.

PROGRAMMER SENIOR:

Functional Responsibility: Top-level technical expert in one or more highly specialized phases of applications programming. Acts independently under general direction. Provides technical consulting on complex projects. Devises or modifies procedures to solve complex problems considering computer equipment capacity and limitations, operating time and form of desired results. Responsible for program design, coding, testing, debugging and documentation. Has full technical knowledge of all phases of applications programming. May have duties instructing, directing and checking the work of other applications programming personnel. May have quality assurance review responsibilities. Reports to the Applications Development Project Manager.

Education: Associate's Degree in a related discipline.

Experience: Two years practical experience.

PROGRAMMER INTERMEDIATE:

Functional Responsibility: Under general supervision, modifies moderately complex applications programs from detailed specifications. Codes, tests, debugs, documents and maintains those programs. Competent to work on most phases of applications programming activities, but requires instruction and guidance in phases. Reports to the Applications Development Project Manager.

Education: Associate's Degree in a related discipline.

Experience: N/A

PROGRAMMER ASSOCIATE:

Functional Responsibility: Under immediate supervision, modifies applications programs from detailed specifications. Codes, tests, debugs, documents and maintains those programs. This level is staffed by beginners who have had sufficient educational background and/or experience to qualify them to start in applications programming. Reports to the Applications Development Project Manager.

Education: Associate's Degree in a related discipline.

Experience: N/A

SENIOR CONFIGURATION MANAGEMENT ANALYST:

Functional Responsibility: Formulates/defines change control and version control procedures. Responsible for the effective version control of all products produced for clients and internal software and documentation. Administers the change control process and version control process for small, medium and large system modifications. Works with the Quality Assurance Department to ensure documentation is up to date with the software releases and that version control is adhered to within all documentation. Devises improvements to current procedures and develops models of possible future configurations. Also has duties instructing, directing and checking the work and peer review of other configuration management personnel. Reports to the Applications Development Project Manager.

Education: Associate's Degree in a related discipline.

Experience: Two years practical experience.

CONFIGURATION MANAGEMENT ANALYST:

Functional Responsibility: Responsible for the effective version control of all products produced for clients and internal software and documentation. Establishes the change control guidelines and version control guidelines for small, medium and large system modifications. Works with the Quality Assurance Department to ensure documentation is up to date with the software releases and that version control is adhered to within all documentation. Reports to the Applications Development Project Manager.

Education: Associate's Degree in a related discipline.

Experience: N/A

WEB GRAPHICS DESIGNER:

Functional Responsibility: Responsible for the graphical look and feel of web site development. Heavily influenced by the User Interface and ergonomics of the site flow and usage of information from the site. Responsible for creating company logos and graphics for printed materials that support client organizations. Works with a variety of graphic design products to produce graphics in the format compatible with the client's requirements. Integrates the overall look and feel with the mind to technical requirements. Ensures that graphic projects are completed on time, within budget and to user's satisfaction. Interfaces with users to determine scope of project and best graphic medium. Reports to the Applications Development Project Manager.

Education: Associate's Degree in a related discipline.

Experience: N/A

QUALITY ASSURANCE MANAGER:

Functional Responsibility: Responsible for the effective management and review of all software and documentation produced for clients. Ensures that all contractual line items are met in the production of products. Administers change control process for software development. Ensures adequate product testing prior to implementation. Serves as the peer review of all changes and modifications for software and documentation. Administers problem management process including monitoring and reporting on problem resolution. Supervises all documentation activities. Sometimes functions as editor or in small departments as writer. Confers with and advises subordinates on administrative policies and procedures, technical problems, priorities and methods. Makes recommendations to superiors regarding the acquisition and/or implementation of software to increase information systems efficiency. Assigns work to subordinates,

monitors performance and conducts performance appraisals. Interviews and makes recommendations for additional staff. Reports to the Program Manager.

Education: Bachelor's Degree in a related discipline.

Experience: Two years practical experience.

SENIOR QUALITY ASSURANCE – ANALYST:

Functional Responsibility: Under minimal direction, carries out procedures to ensure that all information systems products and services meet minimum company standards and end-user requirements. Formulates/defines test plans for information systems. Thoroughly tests software to ensure proper operation and freedom from defects. Documents all problems and work to resolve them; reports progress on problem resolution to management. Devises improvements to current procedures and develops models of possible future configurations. Also has duties instructing, directing and checking the work and peer review of other quality assurance personnel. Performs workflow analysis and recommends quality improvements. Reports to the Quality Assurance Manager.

Education: Associate's Degree in a related discipline.

Experience: Three years practical experience.

QUALITY ASSURANCE – ANALYST:

Functional Responsibility: Under general direction, carries out procedures to ensure that all information systems products and services meet minimum company standards and end-user requirements. Thoroughly tests software to ensure proper operation and freedom from defects. Documents all problems and work to resolve them; reports progress on problem resolution to management. Devises improvements to current procedures and develops models of possible future configurations. Performs workflow analysis and recommends quality improvements. Reports to the Quality Assurance Manager.

Education: Associate's Degree in a related discipline.

Experience: Two years practical experience.

HELP DESK MANAGER:

Functional Responsibility: Responsible for the effective management of all trouble/problem/help requests received from clients. Ensures all requests are responded to within a minimum amount of time. Develops problem escalation procedures. Confers with end users to ensure the effective resolution of help requests. Coordinates with systems analysis, programming and computer operations in order to provide effective service to all end users. Supervises all Help Desk activities. Confers with and advises subordinates on administrative policies and procedures, technical problems, priorities and methods. Consults with personnel in other information systems sections to coordinate activities. Prepares activity and progress reports regarding the information systems help desk section. Interviews and makes recommendations for additional staff. Reports to the Customer Care Manager.

Education: Bachelor's Degree in a related discipline.

Experience: Two years practical experience.

HELP DESK ANALYST:

Functional Responsibility: Under general direction, acts as the interdepartmental interface between the user and systems programming and operations. Assists in establishing systems analysis, programming and computer operations priorities in order to provide effective service to all end users. Confers with end users to determine issues that may arise regarding Information Systems or Hardware. Manages problem escalation procedures. Recommends standard policies and procedures for providing routine service. This is a Customer Service Representative. Works to ensure that trouble/problem/help requests are responded to within a minimum amount of time. Reports to the Quality Assurance Manager.

Education: Associate's Degree in a related discipline.

Experience: N/A

DOCUMENTATION SPECIALIST:

Functional Responsibility: Under general direction, is responsible for preparing and/or maintaining systems, programming and operations documentation, procedures and methods, including user manuals, etc. Maintains a current internal documentation library. Ensures that documents follow the style laid out in the company's style guide. Provides or coordinates special documentation services as required. Reports to the Quality Assurance Manager.

Education: Associate's Degree in a related discipline.

Experience: One year practical experience.

TECHNICAL SUPPORT MANAGER:

Functional Responsibility: Provides technical direction to facilitate planning and directing the design, installation, modification and operation of information systems. Evaluates vendor proposals for purchases of hardware, software and technical services to assure adherence to technical specifications. Prepares long- and short-range plans for production activities and for necessary support resources. Plans and recommends changes to the operating system and its configuration. Prepares cost estimates for current and proposed projects, reflecting the equipment and staff requirements. Responsible for the IT operations and one or more of the following: information center, data security, telecommunications, IT training. Provides overall direction and guidance to assigned project personnel. Confers with and advises subordinates on administrative policies and procedures, technical problems, priorities and methods. Consults with personnel in other information technology sections to coordinate activities. Reviews and evaluates work of subordinated staff and prepares performance reports. Prepares activity and progress reports. Reports to the Program Manager.

Education: Bachelor's Degree in a related discipline.

Experience: Two years practical experience.

TECHNOLOGY SUPPORT – SECURITY ENGINEER:

Functional Responsibility: Directs and implements the necessary controls and procedures to cost-effectively protect information systems assets from intentional or inadvertent modification, disclosure or destruction. Monitors security of electronic data, applications system usage, networks and physical environment. Provides guidance and direction for the physical protection of information systems assets to other functional units. Provides reports to superiors regarding effectiveness of data network security and makes recommendations for the adoption of new procedures. Interfaces with user community to understand their security needs and implements procedures to accommodate them. Ensures that user community understands and adheres to necessary procedures to maintain security. Conducts accurate evaluation of the level of security required. Provides management with status reports. Reports to the Technical Support Manager.

Education: Bachelor's Degree in a related discipline.

Experience: Two years practical experience.

TECHNOLOGY SUPPORT – NETWORK SPECIALIST:

Functional Responsibility: Responsible for the acquisition, installation, maintenance and usage of the company's local area network. Studies vendor products to determine those which best meet company needs; assists in presentation of information to client management resulting in purchase and installation of hardware, software, and telecommunication equipment. Manages LAN performance and maintains LAN security. Ensures that security procedures are implemented and enforced. Installs all network software. Evaluates, develops and maintains telecommunications systems. Troubleshoots LAN problems. Establishes and implements LAN policies, procedures and standards and ensures their conformance with information systems and company's objectives. Trains users on LAN operation. Reports to the Technical Support Manager.

Education: Bachelor's Degree in a related discipline.

Experience: Two years practical experience.

INFORMATION TECHNOLOGY (IT) TRAINING SPECIALIST SENIOR:

Functional Responsibility: Develops training material targeted at a functional end users level of expertise. Organizes, prepares and conducts complex training and educational programs for information systems or user personnel. Designs and develops in-house programs. Maintains records of training activities, employee progress and program effectiveness. Competent to work at the highest level of all phases of information systems training. Responsible for all activities associated with education programs for personnel within the information systems function or for user personnel. May oversee contract fulfillment and service levels of an outsourced training function. Assigns personnel to the various training tasks and directs their activities; reviews and evaluates their work and prepares performance reports. Confers with and advises subordinates on administrative policies and procedures, technical problems, priorities and methods. Consults with personnel in other information systems sections to coordinate activities. Prepares activity and progress reports regarding the information systems training section. Reports to the Program Manager.

Education: Bachelor's Degree in a related discipline.

Experience: Two years practical experience.

INFORMATION TECHNOLOGY (IT) TRAINING SPECIALIST:

Functional Responsibility: Develops training material targeted at a functional end users level of expertise. Organizes, prepares and conducts complex training and educational programs for information systems or user functional personnel. Competent to work at all phases of information systems training. Works with client end users to ensure all aspects of training is covered for the appropriate client audience. Reports to the IT Training Specialist Senior.

Education: Associate's Degree in a related discipline.

Experience: N/A