GENERAL SERVICES ADMINISTRATION
FEDERAL ACQUISITION SERVICE
AUTHORIZED FEDERAL ACQUISITION SERVICE PRICE LIST

FEDERAL SUPPLY SCHEDILE 70 GENERAL PURPOSE COMMERCIAL INFORMATION
TECHNOLOGY EQUIPMENT, SOFTWARE, AND SERVICES

CONTRACT NUMBER: GS-35F-047CA

CONTRACT PERIOD: 11/04/2014- 11/03/2019

4M Research, Inc.
675 Discovery Drive, Suite 303, Bldg 2
Huntsville, AL 35806

Phone: 256-319-4646
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Internet Address: www.4mresearch.com
Business Size: Woman Owned Small Business

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.

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

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1a. **AUTHORIZED SPECIAL ITEM NUMBERS (SINs):**

SIN	DESCRIPTION
132-51	Information Technology Professional Services

1b. **Lowest Priced Model Number and Price for each SIN:** See Price List

1c. **SERVICES OFFERED:** See Price List

2. **MAXIMUM ORDER PER SIN:**

SIN	MAXIMUM ORDER
132-51	$500,000 per SIN/Order

This maximum order threshold is a dollar amount at which it is suggested that the ordering agency request higher discounts from the contractor before issuing the order. The contractor may: (1) Offer a new lower price, (2) Offer the lowest price available under the contract, or (3) Decline the order within five (5) days. In accordance with the Maximum Order provisions contained in the Schedule, a delivery order may be placed against the Schedule contract even though it exceeds the maximum order threshold.

3. **MINIMUM ORDER LIMITATION:** $100

4. **GEOGRAPHIC COVERAGE (DELIVERY AREA):** The geographic scope of this contract is the 48 contiguous states, Alaska, Hawaii, Puerto Rico, Washington, DC, and U.S. Territories

5. **POINT OF PRODUCTION:** United States

6. **BASIC DISCOUNT:** Prices listed are net, discounts have been deducted and the industrial funding fee has been added

7. **QUANTITY DISCOUNT:** None

8. **PROMPT PAYMENT TERMS:** Net 30

9a. **GOVERNMENT PURCHASE CARDS ARE ACCEPTED UP TO THE MICRO-PURCHASE THRESHOLD.**

9b. **GOVERNMENT PURCHASE CARDS ARE NOT ACCEPTED ABOVE THE MICRO-PURCHASE THRESHOLD.**

10.   **FOREIGN ITEMS:** None

11a.   **TIME OF DELIVERY:** Not Applicable to Services

11b.   **EXPEDITED DELIVERY:** Contact Contractor

11c.   **OVERNIGHT AND 2-DAY DELIVERY:** Contact Contractor

11d.   **URGENT REQUIREMENTS:** Contact Contractor

12.   **F.O.B. POINT:** Not Applicable to Services

13a.   **ORDERING ADDRESS:**   4M Research, Inc.

     675 Discovery Drive, Suite 303, Bldg 2

     Huntsville, AL 35806

13b.   **ORDERING PROCEDURES:** *For supplies and service the ordering procedures, information on Blanket Purchase Agreements (BPAs), and a sample BPA may be found at the GSA/FSS Schedule homepage (gss.gsa.gov/schedule).*

14.   **PAYMENT ADDRESS:** Same as Ordering Address

15.   **WARRANTY PROVISION:** Standard Commercial Warranty

16.   **EXPORT PACKING CHARGES:** Not Applicable

17.   **TERMS AND CONDITIONS OF GOVERNMENT PURCHASE CARD ACCEPTANCE:**

     Will be accepted above the micro-purchase threshold

18.   **TERMS AND CONDITIONS OF RENTAL:** Not Applicable

19.   **TERMS AND CONDITIONS OF INSTALLATION:** Not Applicable

20.   **TERMS AND CONDITIONS OF REPAIR PARTS:** Not Applicable

20a.   **TERMS AND CONDITIONS FOR ANY OTHER SERVICES:** Not Applicable

21.   **LIST OF SERVICE AND DISTRIBUTION POINTS:** Not Applicable

22.   **LIST OF PARTICIPATING DEALERS:** Not Applicable

23.   **PREVENTIVE MAINTENANCE:** Not Applicable

24a.   **SPECIAL ATTRIBUTES:** Not Applicable

24b.   **SECTION 508 COMPLIANCE INFORMATION:** Not Applicable

25.   **DATA UNIVERSAL NUMBER SYSTEM (DUNS) NUMBER:** 825907434

26.   **CONTRACTOR <u>HAS</u> REGISTERED IN THE SYSTEM FOR AWARD MANAGEMENT (SAM) DATABASE.**

27.   **LABOR CATEGORY DESCRIPTIONS**

Program Manager
<u>Functional Responsibilities</u>: Responsible for and leads team on large complex projects. Translates customer requirements into formal agreements and plans to culminate in customer acceptance or results. Possesses expert knowledge of business processes. Responsible for performance, cost, scope, schedule, quality, and appropriate business measurements for their project, according to their project charter. Has extensive professional knowledge of market segment/industry/technology/discipline trends. Works with client to identify business requirements and develops the proposal. Subsequently leads a team in the initiating, planning, controlling, executing, and closing tasks of a project (or segment of a project) to produce the solution deliverable. Executes a wide range of process activities beginning with the request for proposal through development, test, and final delivery.   Anticipates future customer, industry, and business trends. Applies this understanding to complex problems to meet project objectives. As appropriate, challenges the validity of given procedures and processes with a view toward enhancement or improvement. Analyzes information and situations and implements actions independently and or through the management team, to ensure project objectives are met. Analyzes new and complex project related problems and creates innovative solutions involving finance, scheduling, technology, methodology, tools and solution components. Possesses significant breadth of knowledge in business matters, finance, planning, and forecasting and personnel in order to manage team and business processes.
<u>Minimum Education</u>: Bachelor's degree from an accredited college or university which provides substantial knowledge of the information sciences or with a curriculum or major field of study which provides substantial knowledge useful in managing the work specified by the task order(s). Such degrees might be, but should not be limited to, the disciplines of computer science, information systems, physical science, engineering, a mathematics-intensive discipline or business.
<u>Experience</u>: Eleven years of intensive and progressive experience demonstrating the required proficiency levels related to the specific task. Years of intensive and progressive experience must be related to specific task requirements as well as demonstrating the required proficiency levels related management of the specific task requirements.
Education and experience requirements may be substituted with:
1.   A Master's Degree (in subjects described above) and nine years of experience.
2.   A Ph.D. (in subjects described above) and eight years of experience.
3.   No degree with 15 years of intensive and progressive experience demonstrating the required proficiency levels related to task may be substituted.

Project Manager

Functional Responsibilities: Serves as project manager for a large, complex task order (or a group of task orders affecting the same common/standard/migration system) and shall assist the Program Manager in working with the ordering activity Contracting Officer (CO), the contract-level Contracting Officer's Representative (COR), the task order-level COR(s), ordering activity management personnel and customer agency representatives. Under the guidance of the Program Manager, responsible for the overall management of the specific task order(s) and insuring that the technical solutions and schedules in the task order are implemented in a timely manner. Performs enterprise wide horizontal integration planning and interfaces to other functional systems.

Minimum Education: A Bachelor's degree in computer science/systems, information systems/technology, engineering/engineering technology, software engineering/programming, management, natural sciences, social sciences, mathematics or business/finance.

Experience: This position requires a minimum of twelve years IT experience. Experience includes increasing responsibilities in information systems design and management.

Education and experience requirements may be substituted with:
1. A Master's Degree (in subjects described above) and ten years of experience.
2. A Ph.D. (in subjects described above) and eight years of experience.
3. No degree and fifteen years experience.

Task Manager/Lead

Functional Responsibilities: Responsible for applications systems analysis and programming activities for a Government site, facility or multiple locations. Identifies changes in computer and systems technology and interprets their meaning to senior management, bringing current and future knowledge of technology and systems as applied to the client's requirements. Provides technical assistance to facilitate planning and directing the design, installation, modification and operation of an information systems capability. Prepares long and short range plans for application selection, systems development, systems maintenance, production activities and for necessary support resources. Also responsible for applications systems analysis and programming activities for a group or section. Responsible for feasibility studies, time and cost estimates, and the establishment and implementation of new and revised applications systems and programs. Assists in projecting software and hardware requirements. Assigns personnel to various projects 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 activities of the applications systems and programming section. Confers and consults with Government personnel regarding performance and scheduling issues on tasks.

Minimum Education: Bachelor's degree from an accredited college or university in computer science, information systems, engineering or a mathematics-intensive discipline or major field of study which either provided substantial knowledge useful in managing large complex Automated Information Systems (AIS) projects or is closely related to the work as described and required by the task.

Experience: This position requires a minimum of ten years of progressive and intensive experience managing with at least two years of relevant experience in a position with duties commensurate to those defined in the task order requirement or five years specialized experience in a position with duties commensurate to those defined in the task order requirement.

Education and experience requirements may be substituted with:
1. A Master's Degree (in subjects described above) and eight years of experience and 1 year of relevant experience in a position with duties commensurate to those defined in the task order requirement or four years specialized experience in a position with duties commensurate to those defined in the task order requirement.
2. No degree and 14 years of intensive and progressive directly related experience demonstrating the required proficiency levels related to task.

Business Analyst I
Functional Responsibilities: Under direct supervision, serves as subject matter expert associated with content, processes and procedures associated with enterprise applications or other information systems. Applies functional knowledge to design and customization of workflow systems that provide seamless integration for client/server applications. Writes functional requirements, develops test plans and works with production issues.
Minimum Education: Associates degree in related field, Bachelor's preferred
Experience: 1 to 5 years of relevant experience.

Business Analyst II
Functional Responsibilities: Under general supervision serves as subject matter expert associated with content, processes and procedures associated with enterprise applications or other information systems. Applies functional knowledge to design and customization of workflow systems that provide seamless integration for client/server applications. Writes functional requirements, develops test plans and works with production issues.
Minimum Education: Bachelors Degree or equivalent experience
Experience: 5 to 10 years of relevant experience.

Business Analyst III
Functional Responsibilities: Under general direction serves as subject matter expert associated with content, processes and procedures associated with enterprise applications or other information systems. Defines the detailed requirements, analyzes the business needs, and validates solutions with the client. Details requirements through the product development and other functions to support the project team. Monitors other business analysts in software development methods and processes and implementation of those methods. Evaluates development projects and assists in tailoring the development process to meet the project needs.
Minimum Education: Bachelors Degree or equivalent experience
Experience: 10+ years of relevant experience.

Database Analyst/Programmer I
Functional Responsibilities: Under direct supervision, assists in the implementation and maintenance of databases.
Minimum Education: Associates degree in related field, Bachelor's preferred
Experience: A minimum of one (1) year of experience as a developer

Database Analyst/Programmer II
Functional Responsibilities: Under general supervision, designs, implements and maintains moderately complex databases. Includes maintenance of database dictionaries and integration of systems through database design. Competent to work on most phases of database administration, but my require some instruction and guidance in other phases.
Minimum Education: Bachelor's Degree in an information technology related field
Experience: A minimum of five (5) years of experience as a developer

Database Analyst/Programmer III
Functional Responsibilities: Under general direction, designs, implements and maintains complex databases with respect to JCL, access methods, access time, device allocation, validation checks, organization, protection and security, documentation, and statistical methods. 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.
Minimum Education: Bachelor's Degree in an information technology related field
Experience: A minimum of ten (10) years of experience as a developer

Programmer I
Functional Responsibilities: Under direct supervision, maintains one of the specific systems and associated sub-systems. Maintains, debugs and configures related software systems. Provides operating systems planning and evaluation for performance analysis, capacity planning and hardware upgrades. Interfaces with other client groups to resolve user problems, setting standards and improving overall efficiency of the operating system. Codes, tests and implements tools for operations automation. Assists in the planning and conversion for new hardware/software products.
Minimum Education: Associates degree in related field, Bachelor's preferred
Experience: A minimum of one (1) year of experience

Programmer II
Functional Responsibilities: Under minimal direction, provides specialized expertise within multiple systems, software disciplines, as well as general knowledge of related disciplines, applications implications and customer areas. Responsible for performing in-depth analysis and technical support of systems software products, including complex problem resolution, design, development, testing, operational integration and user support. Assists other Senior Software SE with customization, installation maintenance, setting of standards and optimizing product performance.
Minimum Education: Bachelor's degree, or relevant experience
Experience: Five (5) years experience in the field

Programmer III
Functional Responsibilities: Acts independently or under the most general direction, provides top-level technical expertise, including performing in-depth and complex software systems programming and analysis. Main responsibilities include problem resolution and providing technical leadership for the group. Possess broad knowledge of internal operating systems, applications implications and customer areas. Leads planning and conversions of new software applications.
Minimum Education: Bachelor's degree, Masters preferred
Experience: Ten (10) years experience in the field

Subject Matter Expert
Functional Responsibilities: Under general supervision, provides strategic vision and leadership for the implementation of technology across the division, and at times the corporation. Has oversight of the infrastructure and knowledge of the processes required to produce products. Performs high level and complex advisory consulting work as the authority in the Information Systems area. Coordinates with corporate and divisional management on a regular basis to define business objectives, generate, and implement plans to meet those objectives. Coordinates
with other division's staff as required and provide regular status to top management.
Minimum Education: Bachelor's degree in appropriate discipline, Masters preferred or relevant experience
Experience: Ten (10) years of experience in functional disciplines associated with their area of expertise and 5 years experience in related projects

Senior Subject Matter Expert
Functional Responsibilities: Under general direction, provides strategic vision and leadership for the implementation of technology across the division, and at times the corporation. Has oversight of the infrastructure and knowledge of the processes required to produce products. Performs high level and complex advisory consulting work as the authority in the Information Systems area. Coordinates with corporate and divisional management on a regular basis to define business objectives, generate, and implement plans to meet those objectives. Coordinates with other division's staff as required and provide regular status to top management.
Minimum Education: Master's degree in appropriate discipline or relevant experience
Experience: Fifteen (15) years of experience in functional disciplines associated with their area of expertise and 10 years experience in related projects

Systems Administrator III
Functional Responsibilities: Under general direction, responsible for activities related to system administration. Assigns personnel to various projects, directs their activities, and evaluates their work. Ensures long-term requirements of systems operations and administration are included in the overall information systems planning of the organization. Responsible for the installation, maintenance, configuration and integrity of computer software. Implements operating system enhancements that will improve the reliability and performance of the system.
Minimum Education: Bachelor's degree
Experience: A minimum of eight (8) year of relevant experience

Systems Analyst I
Functional Responsibilities: Under immediate supervision, assists in research and fact-finding to develop or modify information systems. Assists in preparing detailed specifications from which programs will be written. Analyzes and revises existing system logic difficulties and documentation as necessary. May use CASE tools.
Minimum Education: Associates degree or equivalent experience, Bachelor's preferred
Experience: A minimum of one (1) year of relevant experience

Systems Analyst II
Functional Responsibilities: Under general supervision, formulates and defines system scope and objectives through research and fact-finding to develop or modify moderately complex information systems. Prepares detailed specifications from which programs will be written. Analyzes and revises existing system logic difficulties and documentation as necessary. Competent to work on most phases of applications systems analysis activities, but requires instruction and guidance in other phases. May use CASE tools.
Minimum Education: Bachelor's degree in related field
Experience: A minimum of six (6) years of relevant experience

Systems Analyst III
Functional Responsibilities: Under general direction, formulates and defines system scope and objectives through user 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. Competent to work on the highest technical level of all phases of applications systems analysis activities. May use CASE tools.
Minimum Education: Bachelor's degree in related field, Masters preferred
Experience: A minimum of ten (10) years of relevant experience

Systems Engineer I
Functional Responsibilities: Under direct supervision assists in performing systems analysis, evaluation, design, integration, documentation and implementation of applications that require comprehensive knowledge and technical skills.
Minimum Education: Associates degree in related field, Bachelor's preferred
Experience: A minimum of one (1) year of relevant experience

Systems Engineer II
Functional Responsibilities: Under general supervision, performs high-level systems analysis, evaluation, design, integration, documentation, and implementation of very complex applications that require a thorough knowledge of administrative and technical skills. Directs and participates in all phases of system development with emphasis on planning, analysis, evaluation, integration, testing and acceptance phases

(IV&V and DT&E). Applies higher-level business or technical principles and methods to very difficult technical problems to arrive at automated engineering solution.
Minimum Education: Bachelor's degree in related field
Experience: A minimum of five (5) years of relevant experience

Systems Engineer III
Functional Responsibilities: Under general direction, performs high-level systems analysis, evaluation, design, integration, documentation, and implementation of very complex applications that require a thorough knowledge of administrative and technical skills. Directs and participates in all phases of system development with emphasis on planning, analysis, evaluation, integration, testing and acceptance phases (IV&V and DT&E). Applies higher-level business or technical principles and methods to very difficult technical problems to arrive at automated engineering solution. Designs and prepares technical reports and related documentation, and makes charts and graphs to record results. Prepare and deliver presentations and briefings as required by the Task Order. May be required to serve as Task Leader. Responsible for ensuring the quality and services delivered for particular task(s) for which this skill is performing the Task Leader position.
Minimum Education: Bachelor's degree in related field, Masters preferred
Experience: A minimum of eight (8) years of relevant experience

Training Specialist I
Functional Responsibilities: Under direct supervision, organizes and conducts basic training and educational programs. Maintains record of training activities, employee progress and program effectiveness.
Minimum Education: Associates Degree in related field, Bachelor's preferred
Experience: A minimum of four (4) years of relevant experience

Training Specialist II
Functional Responsibilities: Under general supervision, organizes and conducts moderately complex training and educational programs. Maintains record of training activities, employee progress and program effectiveness. Competent to work on most phases of information systems training.
Minimum Education: Bachelor's degree in related field
Experience: A minimum of six (6) years of relevant experience

Training Specialist III
Functional Responsibilities: Under general direction, organizes, prepares and conducts complex training and educational programs. Maintains record of training activities, employee progress and program effectiveness. Competent to work at the highest level of all phases of information systems training.
Minimum Education: Bachelor's degree in related field, Masters preferred
Experience: A minimum of eight (8) years of relevant experience

Help Desk Specialist
Functional Responsibilities: Provides phone and in-person support to users in the areas of e-mail, directories, standard Windows desktop applications, and applications developed under this contract or predecessors. Serves as the initial point of contact for troubleshooting hardware/software PC and printer problems.
Minimum Education: Associates degree in related field or related experience
Experience: A minimum of eight (3) years of relevant experience

Principal Industry/Functional Area Expert
Functional Responsibilities: Recognized for strong expertise in industry issues and trends. Utilize functional area expertise gained through direct industry experience to assess the operational and functional baseline of an

organization and its organizational components. Examples of the functional areas would include Human Resources, Finance, Supply, Service, etc. Works with senior managers and executives to provide industry vision and strategic direction with regard to their enterprise. Guides the determination of information technology inadequacies and/or deficiencies that affect the functional area's ability to support/meet organizational goals. Generates functional area strategies for enhanced IT operations in a cross-functional area mode throughout the organization. Participates in account strategy sessions, strategic assessments and design reviews to validate enterprise approach and associated work products, such as ERP implementations. Provides guidance and direction to other professionals, acts in a consulting and/or advisory capacity; coordinates resolution of highly complex problems and tasks, possesses ability to meet and operate under deadlines.

Minimum Education: Bachelor's Degree in computer science/systems, information systems/technology, engineering/engineering technology, software engineering/programming, management, natural sciences, social sciences, mathematics, or business/finance.

Experience: Ten years of general IT experience and formal training and three years experience in BPR methods, plus training and one year experience in enterprise applications.

Senior Industry/Functional Area Specialist

Functional Responsibilities: Recognized for understanding and communicating common best practices for the industry. Utilizes a knowledge base to create conceptual business models and to point out relevant issues and considerations in selecting application software packages, such as those provided by ERP vendors. Assesses the operational and functional baseline of an organization and its organizational components, and helps to define the direction and strategy for an engagement while ensuring the organizational needs are being addressed. Examples of the functional areas would include Human Resources, Finance, Supply, Service, etc. Works with senior managers to provide industry vision and guidance with regard to their industry. Leads the determination and classification of information technology inadequacies and/or deficiencies that affect the functional area's ability to support/meet organizational goals. Supports the development of functional area strategies for enhanced IT operations in a cross-functional area mode throughout the organization. Provides work direction and guidance to other personnel; ensures accuracy of the work of other personnel, operates under deadlines, able to work on multiple tasks.

Minimum Education: Bachelor's Degree in computer science/systems, information systems/technology, engineering/engineering technology, software engineering/programming, management, natural sciences, social sciences, mathematics, or business/finance.

Experience: Six years of experience in BPR methods, plus formal training and one year experience in enterprise applications.

Principal Enterprise Application Product Expert

Functional Responsibilities: Recognized for in-depth knowledge of a specific product or families of enterprise applications, such as ERP products, and associated applications interface technologies. Utilizes technical area expertise to assess the operational and/or technical baseline of an organization as specifically associated with its functional components. Examples of the functional areas would include Human Resources, Finance, Supply, Service, etc. Works with information technology professionals to provide insight and advice to senior managers and executives, concerning the strategic direction and applicability of enterprise-based products. Takes a lead role in contributing to the development of standards and best practices surrounding the use of enterprise products and applications. Provides technical insight into the determination of technical inadequacies and/or deficiencies that affect the functional area's ability to support/meet organizational goals. Generates technical strategies for enhanced operations, as well as ways to improve productivity across functional areas within the organization. Also responsible for developing and educating others with regard to product-specific best practices. Participate in technical assessments and reviews to validate the technical approach and associated work products, such as ERP implementations. Provides guidance and direction to other professionals, acts in a consulting and/or advisory capacity; coordinates resolution of highly complex problems and tasks, possesses ability to meet and operate under deadlines.

Minimum Education: Bachelor's Degree in computer science/systems, information systems/technology, engineering/engineering technology, software engineering/programming, management, natural sciences, social sciences, mathematics, or business/finance.

Experience: Ten years of general IT experience including formal training and two years experience in BPR methods, plus formal training and one year experience in enterprise applications.

Senior Enterprise Application Product Expert

Functional Responsibilities: Recognized for enterprise application implementation expertise, such as with specific ERP products, across functional business areas within an organization. Utilizes technical area expertise to assess, select, manage and implement enterprise application components, and to ensure that the technical solution solves the business problem as an organic part of the organization's operational and functional baseline. Examples of the functional areas would include Human Resources, Finance, Supply, Service, etc. Focus is in a specific product or technology family of technologies on multiple platforms, which is supplemented with a clear understanding of the business requirements and related applications issues. Works with product specialists to brief senior managers and end users on applications integration/functionality within the enterprise. Determines those technology inadequacies and/or deficiencies that affect the functional area's ability to support/meet organizational goals. Supports technical strategies that will improve productivity across functional areas within the organization. Educates others with regard to product-specific best practices. Leads enterprise applications integration efforts and oversee the validation of associated work products. Provides work direction and guidance to other personnel; ensures accuracy of the work of other personnel, operates under deadlines, able to work on multiple tasks.

Minimum Education: Bachelor's Degree in computer science/systems, information systems/technology, engineering/engineering technology, software engineering/programming, management, natural sciences, social sciences, mathematics, or business/finance.

Experience: Six years of general IT experience including formal training and two years experience in BPR methods, plus formal training and one year experience in enterprise applications.

Principal Enterprise Application Business/Architectural Expert

Functional Responsibilities: Recognized for business and/or architectural expertise with regard to effectively adapting functional business requirements and processes to technical solutions based upon comprehensive enterprise application solution sets. Work with senior managers and executives to provide vision and strategic direction for those functional areas that support the defined business disciplines within the enterprise, and to provide insight into selecting the enterprise applications (such as ERP products) that set the direction and establish an approach for a technical solution. Analyzes ERP gap analysis and architecture for full-scale implementation. Designs ERP application interfaces and the solution infrastructure baseline across the functional areas of interest. Manages ERP development, implementation, integration, testing and follow on support. While considering the needs of specific business areas, as well as those of the enterprise, provides expertise on technology and industry trends that will affect enterprise solution sets, including technical platforms and network architectures. Leads technical design reviews, validates enterprise approaches, define application systems that support redesigned or improved business processes, recommends technical architectures that lead to comprehensive business solutions, and assesses work products. Updates and debugs system problems to ensure functionality. Also responsible for developing and educating others with regard to the solution set for business and/or architecture-specific best practices. Provides guidance and direction to other professionals, acts in a consulting and/or advisory capacity; coordinates resolution of highly complex problems and tasks, possesses ability to meet and operate under deadlines.

Minimum Education: Bachelor's Degree in computer science/systems, information systems/technology, engineering/engineering technology, software engineering/programming, management, natural sciences, social sciences, mathematics, or business/finance.

Experience: Ten years of general IT experience, including formal training and two years experience in enterprise applications, plus formal training and one year experience in BPR methods

Senior Enterprise Application Business/Architectural Expert

Functional Responsibilities: Recognized for business and/or architectural expertise with regard to ensuring functional business requirements and process issues are resolved using comprehensive enterprise applications solution sets. Works with senior managers to identify and solve functional area issues, designs business area solutions, develops conceptual business models, translates functional area business requirements into technical requirements, and supports the design and implementation of enterprise application solution sets (such as those provided by ERP products). Plans or generates data bases and/or data models that are the results of business systems planning and data requirements planning. Provides the future business strategies as seen from a data point of view for the systems development and data base administration groups. Analyzes the enterprise information system baseline and performs a "gap analysis" between the baseline, the user operational requirements and the operating capability of enterprise application product sets. Establishes requirements associated with the "gap analysis" to develop enterprise wide systems that support organizational goals and missions. The Design Architecture includes the entire application, database, and interface and communications infrastructure necessary to provide for present and future operational needs. Generates business architecture alternatives that address the technology and industry trends affecting enterprise solution sets. Reviews all implementation and support activities and provides technical direction to the programming functions. Supports technical design reviews, enterprise approach validations, and work product assessments. Provides work direction and guidance to other personnel; ensures accuracy of the work of other personnel, operates under deadlines, able to work on multiple tasks.

Minimum Education: Bachelor's Degree in computer science/systems, information systems/technology, engineering/engineering technology, software engineering/programming, management, natural sciences, social sciences, mathematics, or business/finance.

Experience: Six years of general IT experience, including formal training and two years experience in enterprise applications, plus formal training and one year experience in BPR methods

Senior Enterprise Application Analyst/Designer

Functional Responsibilities: Performs enterprise application team lead responsibilities, including planning tasks, assigning resources to the task, monitoring and tracking progress, and informing project management on all project activities. Performs business and technical analyst functions, including workshop facilitation, business process data validation, enterprise application (ERP product) testing from a functional business area perspective, program development, unit testing of the application code (ERP product) from a technical perspective, work group/work session participation, and delivery of technical and business solutions. Implements data bases that are the results of business systems planning and data requirements planning. Provides for systems development and data base administration groups the future business strategies as seen from a data point of view. Assists with the analysis of enterprise information system baseline and perform a "gap analysis" between the baseline, the user operational requirements and the operating capability of enterprise application product sets. Also perform business and technical designer functions, including making contribution to both the business and technical architecture components of the enterprise solution, supporting industry/functional area/business process specialists and experts, supporting architecture/product/technology specialists and experts, and review/assess enterprise solution products for accuracy and consistency. Provides work direction and guidance to other personnel; ensures accuracy of the work of other personnel, operates under deadlines, able to work on multiple tasks.

Minimum Education: Bachelor's Degree in computer science/systems, information systems/technology, engineering/engineering technology, software engineering/programming, management, natural sciences, social sciences, mathematics, or business/finance.

Experience: Six years of general IT experience, including formal training and two years experience in enterprise applications and/or including formal training and one year experience in data bases such as ORACLE, M204, SYBASE.

Enterprise Application Analyst/Designer

Functional Responsibilities: Performs business and technical analyst functions, including workshop facilitation, business process data validation, enterprise application (ERP product) testing from a functional business area perspective, program development, unit testing of the application code (ERP product) from a technical

perspective, work group/work session participation, and delivery of technical and business solutions. Efforts include participation in the development, integration and deployment of enterprise solutions. Works with senior managers to provide industry vision and strategic direction with regard to their data enterprise. Utilizes functional area expertise to create data base models and to assess the operational and functional date baseline. Examples of functional areas include, providing data models that are the results of business systems planning and data requirements planning. Provides input for systems development and data base administration groups from a data point of view. Also perform business and technical designer functions, including making contribution to both the business and technical architecture components of the enterprise solution, supporting industry/functional area/business process specialists and experts, supporting architecture/product/technology specialists and experts, and review/assess enterprise solution products for accuracy and consistency.

Minimum Education: Bachelor's Degree in computer science/systems, information systems/technology, engineering/engineering technology, software engineering/programming, management, natural sciences, social sciences, mathematics, or business/finance. Three years of additional applicable experience may be substituted for a Bachelor's degree.

Experience: Four years general IT experience and one year experience in enterprise applications and/or including formal training.

Enterprise Application Modeler/Developer

Functional Responsibilities: Responsible for supporting the delivery of technical and business solutions based upon enterprise applications (ERP products based), and working independently to develop enterprise-based programs of medium to high complexity. Activities include the development, integration and deployment of enterprise solutions. Support ERP Analysts, Designers, Business Specialist and Architectural Experts with enterprise applications programming, workshops, documentation, training and user support. Efforts will produce business solution models, technical work products, unit-tested code, instructional courseware, data structures, user interfaces, documentation and enhanced logical processes that will effectively utilize enterprise applications.

Minimum Education: Bachelor's Degree in computer science/systems, information systems/technology, engineering/engineering technology, software engineering/programming, management, natural sciences, social sciences, mathematics, or business/finance. Three years of additional applicable experience may be substituted for a Bachelor's degree.

Experience: Four years of general IT experience and 1 year experience in enterprise applications.

Substitution Policy:
One year of experience is the equivalent of one year of education. One year of education is the equivalent of one year of experience.

28.   OUT-YEAR PRICING MATRIX

LABOR CATEGORY	GSA PRICE 11/04/2014-11/03/2015	GSA PRICE 11/04/2015-11/03/2016	GSA PRICE 11/04/2016-11/03/2017	GSA PRICE 11/04/2017-11/03/2018	GSA PRICE 11/04/2018-11/03/2019
Program Manager	$162.03	$165.10	$168.24	$171.44	$174.70
Project Manager	$145.86	$148.63	$151.45	$154.33	$157.26
Task Manager/Lead	$136.66	$139.26	$141.90	$144.60	$147.35
Business Analyst I	$71.78	$73.14	$74.53	$75.94	$77.39
Business Analyst II	$107.23	$109.27	$111.35	$113.46	$115.62
Business Analyst III	$144.64	$147.39	$150.19	$153.05	$155.96

LABOR CATEGORY	GSA PRICE 11/04/2014-11/03/2015	GSA PRICE 11/04/2015-11/03/2016	GSA PRICE 11/04/2016-11/03/2017	GSA PRICE 11/04/2017-11/03/2018	GSA PRICE 11/04/2018-11/03/2019
Database Analyst/Programmer I	$101.44	$103.36	$105.33	$107.33	$109.37
Database Analyst/Programmer II	$112.70	$114.84	$117.02	$119.24	$121.51
Database Analyst/Programmer III	$135.24	$137.81	$140.43	$143.10	$145.82
Programmer I	$67.51	$68.79	$70.10	$71.43	$72.78
Programmer II	$74.34	$75.76	$77.20	$78.66	$80.16
Programmer III	$91.90	$93.65	$95.43	$97.24	$99.09
Subject Matter Expert	$211.16	$215.17	$219.26	$223.43	$227.67
Senior Subject Matter Expert	$243.12	$247.74	$252.45	$257.24	$262.13
Systems Administrator III	$143.67	$146.40	$149.18	$152.01	$154.90
Systems Analyst I	$98.77	$100.64	$102.56	$104.51	$106.49
Systems Analyst II	$128.17	$130.61	$133.09	$135.62	$138.20
Systems Analyst III	$151.28	$154.15	$157.08	$160.07	$163.11
Systems Engineer I	$105.35	$107.35	$109.39	$111.47	$113.59
Systems Engineer II	$122.69	$125.02	$127.39	$129.81	$132.28
Systems Engineer III	$143.26	$145.98	$148.75	$151.58	$154.46
Training Spec I	$94.93	$96.73	$98.57	$100.44	$102.35
Training Spec II	$102.62	$104.57	$106.56	$108.58	$110.64
Training Spec III	$112.70	$114.84	$117.02	$119.24	$121.51
Help Desk Specialist	$42.33	$43.13	$43.95	$44.79	$45.64
Principal Industry/Functional Area Expert	$217.10	$221.22	$225.43	$229.71	$234.07
Senior Industry/Functional Area Specialist	$173.96	$177.26	$180.63	$184.06	$187.56
Principal Enterprise Application Product Expert	$197.25	$201.00	$204.81	$208.71	$212.67
Senior Enterprise Application Product Expert	$173.96	$177.26	$180.63	$184.06	$187.56

LABOR CATEGORY	GSA PRICE 11/04/2014- 11/03/2015	GSA PRICE 11/04/2015- 11/03/2016	GSA PRICE 11/04/2016- 11/03/2017	GSA PRICE 11/04/2017- 11/03/2018	GSA PRICE 11/04/2018- 11/03/2019
Principal Enterprise Application Business/Architectural Expert	$233.22	$237.66	$242.17	$246.77	$251.46
Senior Enterprise Application Business/Architectural Expert	$172.69	$175.97	$179.31	$182.72	$186.19
Senior Enterprise Application Analyst/Designer	$152.85	$155.75	$158.71	$161.73	$164.80
Enterprise Application Analyst/Designer	$133.98	$136.53	$139.12	$141.76	$144.46
Enterprise Application Modeler/Developer	$122.69	$125.02	$127.39	$129.81	$132.28