AUTHORIZED FEDERAL SUPPLY SCHEDULE
INFORMATION TECHNOLOGY SCHEDULE PRICELIST
GENERAL PURPOSE COMMERCIAL INFORMATION TECHNOLOGY
EQUIPMENT, SOFTWARE, AND SERVICES

Special Item No. 132-51 Information Technology Professional Services

FPDS Code D301   IT and Telecom - Facility Operation and Maintenance
FPDS Code D302   IT and Telecom - Systems Development
FPDS Code D306   IT and Telecom - Systems Analysis
FPDS Code D307   IT and Telecom - IT Strategy and Architecture
FPDS Code D308   IT and Telecom - Programming
FPDS Code D310   IT and Telecom - Cyber Security and Data Backup
FPDS Code D311   IT and Telecom - Data Conversion
FPDS Code D313   IT and Telecom - Computer Aided Design/Computer Aided Manufacturing (CAD/CAM)
FPDS Code D316   IT and Telecom - Telecommunications Network Management
FPDS Code D317   IT and Telecom - Web-Based Subscription
FPDS Code D318   IT and Telecom - Integrated Hardware/Software/Services Solutions
FPDS Code D399   IT and Telecom - Other IT and Telecommunications

Azimuth Incorporated
3741 Morgantown Industrial Park
Morgantown, WV 26501
(304) 292-3700 (Tel)
(304) 292-0873 (Fax)
www.azimuthinc.com
Attn: Tina M Hartzell

Contract Number: **GS-35F-5694H**

Period Covered by Contract: **June 01, 1998 through June 22, 2018**

**Pricelist Current through Modification PO-007 effective June 23, 2013

General Services Administration
Federal Acquisition Service

Products and ordering information in this Authorized FAS Information Technology Schedule Pricelist are also available on the GSA Advantage! System. Agencies can browse GSA Advantage! by accessing the Federal Acquisition Services' Home Page via the Internet at http://www.fss.gsa.gov/

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INFORMATION FOR ORDERING OFFICES

SPECIAL NOTICE TO AGENCIES:

Small Business Participation

SBA strongly supports the participation of small business concerns in the Federal Acquisition Service. To enhance Small Business Participation SBA policy allows agencies to include in their procurement base and goals, the dollar value of orders expected to be placed against the Federal Supply Schedules, and to report accomplishments against these goals.

For orders exceeding the micropurchase threshold, FAR 8.404 requires agencies to consider the catalog/pricelists of at least three schedule contractors or consider reasonably available information by using the GSA Advantage! on-line shopping service (www.fss.gsa.gov). The catalogs/pricelists, GSA Advantage! And the Federal Acquisition Service Home Page (www.fss.gsa.gov) contain information on a broad array of products and services offered by small business concerns.

This information should be used as a tool to assist ordering activities in meeting or exceeding established small business goals. It should also be used as a tool to assist in including small, small disadvantaged, and women-owned small businesses among those considered when selecting pricelists for a best value determination.

For orders exceeding the micropurchase threshold, customers are to give preference to small business concerns when two or more items at the same delivered price will satisfy their requirement.

INFORMATION FOR ORDERING OFFICES

1.0 **Geographic Scope of Contract:** The forty-eight (48) contiguous states and the District of Columbia including Alaska, Hawaii, and the commonwealth of Puerto Rico.

2.0 **Contractor's Ordering Address and Payment Information:**

> Azimuth, Incorporated
> 3741 Morgantown Industrial Park
> Morgantown, WV 26505

The Government purchase card will be acceptable for payment equal to or less than the micro-purchase threshold for oral and written delivery orders. The Government purchase card will also be acceptable for payment above the micro-purchase threshold. In addition, bank account information for wire transfer payments will be shown on the invoice.

Below are the telephone and facsimile numbers that can be used by ordering agencies to obtain technical and/or ordering assistance.

> (304) 292-3700 (Tel)   (304) 292-0873 (Fax)

3.0 **Liability for Injury or Damage:**

Azimuth will not be liable for any injury to ordering activity personnel or damage to ordering activity property arising from the use of equipment being maintained, unless such injury or damage is due to our own fault or negligence.

4.0 **Statistical Data for Government Ordering Office for Completion of Standard Form 279:**

Block 9:   G. Order/Modification Under Federal Schedule

Block 16:   Contractor Establishment Code (DUNS): 60-320-3142

Block 30:   Type of Contractor- B-Other Small Business-Service Connected Disabled Veteran

Block 31:   Woman-Owned Small Business- No

Block 36:   Contractor's Tax Identification Number (TIN) 55-0686327

4a. **CAGE Code:**   0EVF6

5.0 **FOB Destination:**

6.0   Delivery Schedule:

(a)   TIME OF DELIVERY: Azimuth will deliver Information Technology Professional Services within the number of calendar days after receipt of order (ARO), as set forth below.

Special Item Number	Delivery Time
132-51	30 Days (ARO)

(b)   URGENT REQUIREMENTS: When the Federal Supply Schedule contract delivery period does not meet the bona fide urgent delivery requirements of an ordering activity, ordering activities are encouraged, if time permits, to contact Azimuth for the purpose of obtaining accelerated delivery. Azimuth will reply to the inquiry within three (3) workdays after receipt. (Telephonic replies will be confirmed by Azimuth in writing.) If the company offers an accelerated delivery time acceptable to the ordering activity, any order(s) placed pursuant to the agreed upon accelerated delivery time frame will be delivered within this shorter delivery time and in accordance with all other terms and conditions of the contract.

7.0   Discounts:

Prices shown are NET Prices; Basic Discounts have been deducted.

(a)   Prompt Payment: Not Applicable.

(b)   Prices shown are for government site and contractor site rates. If work is ordered that is to be performed on a government site, the government site rate will apply.

(b)   Government Educational Institutions: Receive the same discount as all other Government customers.

8.0   Trade Agreement Act of 1979, as amended:

All items are U.S. made end products, designated country end products, Caribbean Basin country end products, Canadian end products, or Mexican end products as defined in the Trade Agreements Act of 1979, as amended.

9.0   Statement Concerning Availability of Export Packing:

 Not applicable.

10.0   Small Requirements:

The minimum dollar value of orders to be issued is $2,500.00

11.0   Maximum Order (All dollar amounts are exclusive of any discount for prompt payment.):

Special Item 132-51 - Information Technology Professional Services

The maximum dollar value per order for Information Technology Professional Services will be $500,000.

12.0   Ordering Procedures for Federal Supply Schedule Contracts:

Ordering activities shall use the ordering procedures of Federal Acquisition Regulation (FAR) 8.405 when placing an order or establishing a BPA for supplies or services. These procedures apply to all schedules.

a.   FAR 8.405-1 Ordering procedures for supplies and services not requiring a Statement of Work.

b.   FAR 8.405-2 Ordering procedures for services requiring a Statement of Work.

13.0   Federal Information Technology/Telecommunication Standards Requirements:

Ordering activities acquiring services and products from this Schedule must comply with the provisions of the Federal Standards Program, as appropriate (reference: NIST Federal Standards Index). Inquiries to determine whether or not specific services and products listed herein comply with Federal Information Processing Standards (FIPS) or Federal Telecommunication Standards (FED-STDS), which are cited by ordering activities, shall be responded to promptly by Azimuth.

13.1   Federal Information Processing Standards Publications (FIPS PUBS):

Information Technology products under this Schedule that do not conform to Federal Information Processing Standards (FIPS) should not be acquired unless a waiver has been granted in accordance with the applicable "FIPS Publication." FIPS PUBS are issued by the U.S. Department of Commerce, National Institute of Standards and Technology (NIST), pursuant to National Security Act. Information concerning their availability and applicability should be obtained from the National Technical Information Service (NTIS), 5285 Port Royal Road, Springfield, Virginia 22161. FIPS PUBS include voluntary standards when these are adopted for Federal use. Individual orders for FIPS PUBS should be referred to the NTIS Sales Office, and orders for subscription service should be referred to the NTIS Subscription Officer, both at the above address, or telephone number (703)487-4650.

13.2   Federal Telecommunication Standards (FED-STDS):

Telecommunication products under this Schedule that do not conform to Federal Telecommunication Standards (FED-STDS) should not be acquired unless a waiver has been granted in accordance with the applicable "FED-STD." Federal Telecommunication Standards are issued by the U.S. Department of Commerce, National Institute of Standards and Technology (NIST), pursuant to National Security Act. Ordering information and information concerning the availability of FED-STDS should be obtained from the GSA, Federal Acquisition Service, Specification Section, 470 East L'Enfant Plaza, Suite 8100, SW, Washington, DC 20407, telephone number (202)619-8925. Please include a self-addressed mailing label when requesting information by mail. Information concerning their applicability can be obtained by writing or calling the

U.S.Department of Commerce, National Institute of Standards and Technology, Gaithersburg, MD 20899, telephone number (301)975-2833.

14.0   Contractor Tasks/Special Requirements (C-FSS-370) (NOV 2001)

a.   Security Clearances: Azimuth may be required to obtain/possess varying levels of security clearances in the performance of orders issued under this contract. All costs associated with obtaining/possessing such security clearances have been factored into the prices offered under the Multiple Award Schedule.

b.   Travel – Azimuth may be required to travel in performance of orders issued under this contract. Allowable travel and per diem charges are governed by Pub. L. 99-234 and FAR Part 31, and are reimbursable by the ordering agency or can be priced as a fixed price items on orders placed under the Multiple Award Schedule. The Industrial Funding Fee does NOT apply to travel and per diem charges.

c.   Certifications, Licenses and Accreditations: As a commercial practice, the Contractor may be required to obtain/possess any variety of certifications, licenses and accreditations for specific FSC/service code classifications offered. Azimuth has already factored all costs associated with obtaining/possessing such certifications, licenses and accreditations into the price offered under the Multiple Award Schedule.

d.   Insurance: As a commercial practice, the Contractor may be required to obtain/possess insurance coverage for specific FSC/service code classifications offered. All costs associated with obtaining/possessing such insurance should be factored into the price offered under the Multiple Award Schedule program.

e.   Personnel: The Contractor may be required to provide key personnel, resumes or skill category descriptions in the performance of orders issued under this contract. Ordering activities may require agency approval of additions or replacements to key personnel.

f.   Organizational Conflicts of Interest: Where there may be an organizational conflict of interest as determined by the ordering agency, the Contractor's participation in such order may be restricted in accordance with FAR Part 9.5.

g.   Documentation/Standards: The Contractor may be requested to provide products or services in accordance with rules, regulations, OMB orders, standards and documentation as specified by the agency's order.

h.   Data/Deliverable Requirements: Any required data/deliverables at the ordering level will be as specified or negotiated in the agency's order.

i.   Government-Furnished Property: As specified by the agency's order, the Government may provide property, equipment, materials or resources as necessary.

j.   Availability of Funds: Many Government agencies' operating funds are appropriated for a specific fiscal year. Funds may not be presently available for any orders placed under the contract or any option year. The Government's obligation on

orders placed under this contract is contingent upon the availability of appropriated funds from which payment for ordering purposes can be made. No legal liability on the part of the Government for any payment may arise until funds are available to the ordering Contracting Officer.

15.0   Contract Administration for Ordering Officers:

Any ordering activity, with respect to any one or more delivery orders placed by it under this contract, may exercise the same rights of termination as might the GSA Contracting Officer under provisions of FAR 52.212-4, paragraphs (l) Termination for the ordering activity's Convenience, and (m) Termination for Cause (See C.1).

16.0   GSA Advantage!:

GSA Advantage! is an on-line, interactive electronic information and ordering system that provides on-line access to Azimuth's schedule prices with ordering information. GSA Advantage! will allow the user to perform various searches across all contracts including, but not limited to:

a.   Search by Azimuth or contract number to view or download its complete GSA approved price list with terms, conditions, and up-to-date pricing.

b.   Perform various searches across all contracts including, but not limited to:

(1)   Manufacture;
(2)   Manufacturer's Part Number; and
(3)   Product category(ies).

Agencies can browse GSA Advantage! by accessing the Internet World Wide   Web utilizing a browser (example: NetScape). The Internet address is: http://www.fss.gsa.gov/.

17.0   Purchase of Open Market Items:

Open Market Items are also known as incidental items, noncontract items, non-Schedule items, and items not on a Federal Supply Schedule contract. Other Direct Costs (ODCs) are not part of this contract and should be treated as open market purchases. Ordering Activities procuring open market items must follow FAR 8.402(f).

For administrative convenience, an ordering activity contracting officer may add items not on the Federal Supply Multiple Award Schedule (MAS) – referred to as open market items – to a Federal Supply Schedule blanket purchase agreement (BPA) or an individual task or delivery order, only if

(1)   All applicable acquisition regulations pertaining to the purchase of the items on the Federal Supply Schedule have been followed (e.g., publicizing (part 5), competition requirements (Part 6), acquisition of commercial items (Part 12), contracting methods (Parts 13, 14, and 15) and small business programs (Part 19).

(2)   The ordering activity contracting officer has determined the price for the

items not on the Federal Supply Schedule is fair and reasonable;

        (3)   The items are clearly labeled on the order as items not on the Federal Supply Schedule; and

        (4)   All clauses applicable to items not on the Federal Supply Schedule are included in the order.

18.0 Contractor Commitments, Warranties, and Representations:

a.   For the purpose of this contract, commitments, warranties and representations include, in addition to those agreed to for the entire schedule contract:

        (1)   Time of delivery/installation quotations for individual orders;

        (2)   Technical representations and/or warranties of products concerning performance, total system performance and/or configuration, physical, design, and/or functional characteristics and capabilities of a product/equipment/service/software package submitted in response to requirements which result in orders under this schedule contract.

        (3)   Any representations and/or warranties concerning the products made in any literature, description, drawings and/or specifications furnished by the Contractor.

b.   The above is not intended to encompass items not currently covered by the GSA Schedule contract.

19.0 Overseas Activities:

The terms and conditions of this contract shall apply to all orders for installation, maintenance and repair of equipment in areas listed in the pricelist outside the contiguous states and the District of Columbia.

Upon Azimuth's request, the Government may provide the company with logistics support, as available, in accordance with all applicable Government regulations. Such Government support will be provided on a reimbursable basis, and will only be provided to Azimuth's technical personnel whose services are exclusively required for the fulfillment of the terms and conditions of this contract.

20.0 Blanket Purchase Agreements (BPAs)

The use of BPAs under any schedule contract to fill repetitive needs for supplies or services is allowable. BPAs may be established with one or more schedule contractors. The number of BPAs to be established is within the discretion of the ordering activity establishing the BPA and should be based on a strategy that is expected to maximize the effectiveness of the BPA(s). Ordering activities shall follow FAR 8.405-3 when creating and implementing BPS(s).

21.0   Contractor Team Arrangements

Contractors participating in contractor team arrangements must abide by all terms and conditions of their respective contracts. This includes compliance with Clauses 552.238-74, Industrial Funding Fee and Sales Reporting, i.e., each contractor (team member) must report sales and remit the IFF for all products and services provided under its individual contract.

22.0   Installation, Deinstallation, Reinstallation

The Davis-Bacon Act (40 U.S.C. 276a-276a-7) provides that contracts in excess of $2,000 to which the United States or the District of Columbia is a party for construction, alterations, or repair (including painting and decorating) of public buildings or public works with the United States, shall contain a clause that no laborer or mechanic employed directly upon the site of the work shall receive less than the prevailing wage rates as determined by the Secretary of Labor. The requirements of the Davis-Bacon Ac t do not apply if the construction work is incidental to the furnishing of supplies, equipment, or services. For example, the requirements do not apply to simple installation or alteration of a public building or public work that is incidental to furnishing supplies or equipment under a supply contract. However, if the construction, alteration or repair is segregable and exceeds $2,000 then the requirements of the Davis-Bacon Act applies.

The ordering activity issuing the task order again this contract will be responsible for proper administration and enforcement of the Federal labor standards covered by the Davis-Bacon Act. The proper Davis-Bacon wage determination will be issued by the ordering activity at the time a request for quotation is made for applicable construction classified installation, deinstallation and reinstallation services under SIN 132-8.

23.0   Section 508 Compliance

If applicable, Section 508 compliance information on the supplies and services in this contract are available in Electronic and Information Technology (EIT) www.azimuthinc.com. The EIT standard can be found at www.Section508.gov.

24.0   Prime Contractor Ordering from Federal Supply Schedules

Prime Contractors (on cost reimbursement contracts) placing orders under Federal Supply Schedules, on behalf of an ordering activity, shall follow the terms of the applicable schedule and authorization and include with each order:

(a)   A copy of the authorization from the ordering activity with whom the contractor has the prime contract (unless a copy was previously furnished to the Federal Supply

Schedule contractor); and

(b)   The following statement: This order is placed under written authorization from _____dated_____. In the event of any inconsistency between the terms and conditions of this order and those of your Federal Supply Schedule contract, the latter will govern.

25.0   Insurance – Work on a Government Installation (JAN 1997)(FAR 52.228-5)

(a)   The Contractor shall, at its own expense, provide and maintain during the entire performance of this contract, at least the kinds and minimum amounts of insurance required in the Schedule or elsewhere in the contract.

(b)   Before commending work under this contract, the Contractor shall notify the Contracting Officer in writing that the required insurance has been obtained. The policies evidencing required insurance shall contain an endorsement to the effect that any cancellation or any material change adversely affecting the Government's interest shall not be effective-

    (1)   for such period as the laws of the State in which this contract is to be performed prescribe; or

    (2)   Until 30 days after the insurer or the Contractor gives written notice to the Contracting Officer, whichever period is longer.

(c)   The Contractor shall insert the substance of this clause, including this paragraph c in subcontracts under this contract that require work on a Government installation and shall require subcontractors to provide and maintain the insurance required in the Schedule or elsewhere in the contract. The Contractor shall maintain a copy o0f all subcontractors' proofs of required insurance, and shall make copies available to the Contracting Officer upon request.

26.0   Software Interoperability

Offerors are encouraged to identify within their software items any component interfaces that support open standard interoperability. An item's interface may be identified as interoperable on the basis of participation in a Government agency-sponsored program or in an independent organization program. Interfaces may be identified by refefrence to an interface registered in the component registry located at www.core.gov

27.0   Advance Payments

A payment under this contract to provide a service or deliver an article for the United States Government may not be more than the value of the service already provided or the article already delivered. Advance or pre-payment is not authorized or allowed under this contract. (31U.S.C. 3324)

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

1.0   Scope:

(a)   Azimuth will provide services at the company's facility and/or at the ordering activity location, as agreed to by Azimuth and the ordering office.

(b)   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.

2.0   Performance Incentives:

a.   Performance incentives may be agreed upon between Azimuth and the ordering activity on individual fixed price orders or Blanket Purchase Agreements under this contract in accordance with this clause.

b.   The ordering activity must establish a maximum performance incentive price for these services and/or total solutions on individual orders or Blanket Purchase Agreements.

c.   Incentives should be designed to relate results achieved by the Contractor to specified targets. To the maximum extent practicable, ordering activities shall consider establishing incentives where performance is critical to the ordering activity's mission and incentives are likely to motivate the contractor. Incentives shall be based on objectively measurable tasks.

3.0   Order:

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

b.   All task orders are subject to the terms and conditions of the contract. In the event of conflict between a task order and the contract, the contract will take precedence.

4.0 Performance of Services:

a. The Contractor shall commence performance of services on the date agreed to by the Contractor and the ordering activity.

b. The Contractor agrees to render services only during normal working hours, unless otherwise agreed to by the Contractor and the ordering activity.

c. The ordering activity should include the criteria for satisfactory completion for each task in the Statement of Work or Delivery Order. Services shall be completed in a good and workmanlike manner.

d. Any Contractor travel required in the performance of IT Professional 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 contractors travel. Contractors cannot use GSA city pair contracts.

5.0 Stop Work Order (FAR 52.242-15)(AUG 1989)

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

(1) Cancel the stop-work order; or

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

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

(1) The stop-work order results in an increase in the time required for, or in Azimuth's cost properly allocable to, the performance of any part of this contract; and

(2) Azimuth asserts its right to the adjustment within 30 days after the end of the period of work stoppage; provided, that, if the Contracting Officer decides the facts justify the

action, the Contracting Officer may receive and act upon the claim submitted at any time before final payment under this contract.

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

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

6.0   Inspection of Services:

The Inspection of Services-fixed price (AUG 1996) (Deviation-May 2003) 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) (Deviation-May 2003) clause at FAR 52.246-6 applies to time-and-materials and labor-hour orders placed under this contract.

7.0   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(Deviation-May 2003) Rights in Data-General, may apply.

8.0   Responsibilities of the Ordering Activity:

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

9.0   Independent Contractor:

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

10.0   Organizational Conflicts of Interest:

a.   Definitions.

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

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

An "Organizational conflict of interest" exists when the nature of the work to be performed under a proposed ordering activity contract, without some restrictions 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 ordering activity, ordering activities may place restrictions on the Contractors, its affiliates, chief executives, directors, subsidiaries and subcontractors at any tier when placing orders against schedule contracts. Such restrictions shall be consistent with FAR 9.505 and shall be designed to avoid, neutralize, or mitigate organizational conflicts of interest that might otherwise exist in situations related to individual orders placed against the schedule contract. Examples of situations, which may require restrictions, are provided at FAR 9.508.

11.0   Invoices:

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

12.0   Payments:

For firm-fixed price orders the ordering activity shall pay the Contractor, upon submission of proper invoices or vouchers, the prices stipulated in this contract for service rendered and accepted. Progress payments shall be made only when authorized by the order. For time-and-materials orders, the payments under Time-and-Materials and Labor-Hour Contracts at FAR 52.232-7 (DEC 2002), (Alternate II-Feb 2002)(Deviation-May 2003) applies to time-and-materials orders placed under this contract. For labor-hour orders, the payment under Time-and-Materials and Labor-Hour Contracts at FAR 52.232-7 (DEC 2002), (Alternate II-Feb 2002)(Deviation-May 2003) applies to labor-hour orders placed under this contract. 52.216-31 (Feb 2007) Time and Maerials/Labor-Hour Proposal Requirements-Commercial Ittem Acquisition as prescribed in 16.6019e)(3), insert the following provision:

(a)   The Government contemplates award of a Time and Materials or Labor-Hour type of contract resulting from this solicitation.
(b)   The offeror must specify fixed hourly rates in its offer that include wages, overhead, general and administrative expenses, and profit. The offeror must specify whether the fixed hourly rate for each labor category applies to labor performed by

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

13.0   Resumes:

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

14.0   Incidental Support Costs:

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

15.0   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.

16.0   Description of IT Professional Services and Pricing:

a.   The following Section III, Labor Category Descriptions, provides detailed descriptions of all labor categories being proposed by Azimuth to support GSA's Information Technology Professional Services requirements.

b.   Section IV, Information Technology Professional Services Labor Rates, identifies the fixed price labor hour rates for which Azimuth is selling each proposed labor category to the Government agencies under this solicitation.

Labor Category	Education	Experience	General Description
Program Manager I	Minimum Bachelor's Degree in Business, Computer Science, Engineering, Information Systems, Mathematics, or one of the formal or applied Sciences; or, any similar degree equivalent	Entry Level to 2 years experience	Manages the technical side of complex, mission---critical, strategic and advanced technology---based programs for government and/or commercial clients. Responsible for all technical projects and tasks under the program; and, has direct accountability to the customer, the company and any subcontractor partners as to said projects and tasks.
Program Manager II	Minimum Bachelor's Degree in Business, Computer Science, Engineering, Information Systems, Mathematics, or one of the formal or applied Sciences; or, any similar degree equivalent	2 years to 8 years experience or professional certification, license or advanced degree equivalent	Manages the technical side of complex, mission---critical, strategic and advanced technology---based programs for government and/or commercial clients. Responsible for all technical projects and tasks under the program; and, has direct accountability to the customer, the company and any subcontractor partners as to said projects and tasks.
Program Manager III	Minimum Master's Degree in Business, Computer Science, Engineering, Information Systems, Mathematics, or one of the formal or applied Sciences; or, any similar degree equivalent	8 or more years experience or professional certification, license or advanced degree equivalent	Manages the technical side of complex, mission---critical, strategic and advanced technology---based programs for government and/or commercial clients. Responsible for all technical projects and tasks under the program; and, has direct accountability to the customer, the company and any subcontractor partners as to said projects and tasks.
Business Operations Manager I	Minimum Bachelor's Degree in Accounting, Business, Computer Science, Engineering, Finance, Information Systems, Mathematics, or one of the formal or applied Sciences; or, any similar degree equivalent	Entry Level to 2 years experience	Manages the business operations side of complex, mission---critical, strategic and advanced technology---based programs for government and/or commercial clients. Responsible for all business operations projects and tasks under the program; and, has direct accountability to the customer, the company and any subcontractor partners as to said projects and tasks.

Labor Category	Education	Experience	General Description
Business Operations Manager II	Minimum Bachelor's Degree in Accounting, Business, Computer Science, Engineering, Finance, Information Systems, Mathematics, or one of the formal or applied Sciences; or, any similar degree equivalent	2 years to 8 years experience or professional certification, license or advanced degree equivalent	Manages the business operations side of complex, mission---critical, strategic and advanced technology---based programs for government and/or commercial clients. Responsible for all business operations projects and tasks under the program; and, has direct accountability to the customer, the company and any subcontractor partners as to said projects and tasks.
Business Operations Manager III	Minimum Bachelor's Degree in Accounting, Business, Computer Science, Engineering, Finance, Information Systems, Mathematics, or one of the formal or applied Sciences; or, any similar degree equivalent	8 or more years experience or professional certification, license or advanced degree equivalent	Manages the business operations side of complex, mission---critical, strategic and advanced technology---based programs for government and/or commercial clients. Responsible for all business operations projects and tasks under the program; and, has direct accountability to the customer, the company and any subcontractor partners as to said projects and tasks.
Technical Project Lead I	Minimum Bachelor's Degree in Business, Computer Science, Engineering, Information Systems, Mathematics, or one of the formal or applied Sciences; or, any similar degree equivalent	Entry Level to 2 years experience	Initiates, executes and controls the technical side of projects under complex, mission---critical, strategic and advanced technology---based programs for government and/or commercial clients. Responsible for all technical tasks under the program; and, has direct accountability to the Program Manager and Business Operations Manager.
Technical Project Lead II	Minimum Bachelor's Degree in Business, Computer Science, Engineering, Information Systems, Mathematics, or one of the formal or applied Sciences; or, any similar degree equivalent	2 years to 8 years experience or professional certification, license or advanced degree equivalent	Initiates, executes and controls the technical side of projects under complex, mission---critical, strategic and advanced technology---based programs for government and/or commercial clients. Responsible for all technical tasks under the program; and, has direct accountability to the Program Manager and Business Operations Manager.

Labor Category	Education	Experience	General Description
Technical Project Lead III	Minimum Bachelor's Degree in Business, Computer Science, Engineering, Information Systems, Mathematics, or one of the formal or applied Sciences; or, any similar degree equivalent	8 or more years experience or professional certification, license or advanced degree equivalent	Initiates, executes and controls the technical side of projects under complex, mission---critical, strategic and advanced technology---based programs for government and/or commercial clients. Responsible for all technical tasks under the program; and, has direct accountability to the Program Manager and Business Operations Manager.
Technical Task Lead I	Minimum Associate's Degree in Business, Electronics, Information Systems or one of the social or applied Sciences; or, any similar degree equivalent	Entry Level to 2 years experience	Initiates, executes, and controls the technical side of tasks under projects under complex, mission---critical, strategic and advanced technology---based programs for government and/or commercial clients. Responsible for all technical activities under designated tasks; and, has direct accountability to the Technical Project Lead.
Technical Task Lead II	Minimum Bachelor's Degree in Business, Computer Science, Engineering, Information Systems, Mathematics, or one of the formal or applied Sciences; or, any similar degree equivalent	2 years to 8 years experience or professional certification, license or advanced degree equivalent	Initiates, executes, and controls the technical side of tasks under projects under complex, mission---critical, strategic and advanced technology---based programs for government and/or commercial clients. Responsible for all technical activities under designated tasks; and, has direct accountability to the Technical Project Lead.
Technical Task Lead III	Minimum Bachelor's Degree in Business, Computer Science, Engineering, Information Systems, Mathematics, or one of the formal or applied Sciences; or, any similar degree equivalent	8 or more years experience or professional certification, license or advanced degree equivalent	Initiates, executes, and controls the technical side of tasks under projects under complex, mission---critical, strategic and advanced technology---based programs for government and/or commercial clients. Responsible for all technical activities under designated tasks; and, has direct accountability to the Technical Project Lead.

Labor Category	Education	Experience	General Description
Data Center Specialist I	Minimum Associate's Degree in Business, Electronics, Information Systems or one of the social or applied Sciences; or, any similar degree equivalent	Entry Level to 2 years experience	Supports the overall operation and maintenance of a data center including but not limited to support of the electrical, mechanical and HVAC equipment within the data center. Capable of implementing state--- of---the---art technologies to maintain high reliability, accessibility, redundancy and overall performance of the data center while keeping operating costs down. Skilled at analyzing for optimized resource utilization and efficient data migration, when necessary.
Data Center Specialist II	Minimum Bachelor's Degree in Business, Computer Science, Engineering, Information Systems, Mathematics, or one of the formal or applied Sciences; or, any similar degree equivalent	2 years to 8 years experience or professional certification or advanced degree equivalent	Supports the overall operation and maintenance of a data center including but not limited to support of the electrical, mechanical and HVAC equipment within the data center. Capable of implementing state--- of---the---art technologies to maintain high reliability, accessibility, redundancy and overall performance of the data center while keeping operating costs down. Skilled at analyzing for optimized resource utilization and efficient data migration, when necessary.
Data Center Specialist III	Minimum Bachelor's Degree in Business, Computer Science, Engineering, Information Systems, Mathematics, or one of the formal or applied Sciences; or, any similar degree equivalent	8 or more years experience or professional certification or advanced degree equivalent	Supports the overall operation and maintenance of a data center including but not limited to support of the electrical, mechanical and HVAC equipment within the data center. Capable of implementing state--- of---the---art technologies to maintain high reliability, accessibility, redundancy and overall performance of the data center while keeping operating costs down. Skilled at analyzing for optimized resource utilization and efficient data migration, when necessary.

Labor Category	Education	Experience	General Description
Software Developer I	Minimum Bachelor's Degree in Computer Science, Engineering, Information Systems, Mathematics, or one of the formal or applied Sciences; or, any similar degree equivalent	Entry Level to 2 years experience	Utilizes state---of---the---art techniques to design, develop, implement, test, debug, review and document software applications and computer programs. Responsible for handling complex design assignments and implementing any applicable industry standards and/or customer lifecycle development models of relevance.
Software Developer II	Minimum Bachelor's Degree in Computer Science, Engineering, Information Systems, Mathematics, or one of the formal or applied Sciences; or, any similar degree equivalent	2 years to 8 years experience or professional certification or advanced degree equivalent	Utilizes state---of---the---art techniques to design, develop, implement, test, debug, review and document software applications and computer programs. Responsible for handling complex design assignments and implementing any applicable industry standards and/or customer lifecycle development models of relevance.
Software Developer III	Minimum Bachelor's Degree in Computer Science, Engineering, Information Systems, Mathematics, or one of the formal or applied Sciences; or, any similar degree equivalent	8 or more years experience or professional certification or advanced degree equivalent	Utilizes state---of---the---art techniques to design, develop, implement, test, debug, review and document software applications and computer programs. Responsible for handling complex design assignments and implementing any applicable industry standards and/or customer lifecycle development models of relevance.
Engineer I	Minimum Bachelor's Degree in Computer Science, Engineering, Information Systems; or, any similar degree equivalent	Entry Level to 2 years experience	Performs complex engineering analysis and tasks, including, but not limited to, research, development, design, test and evaluation, in support of mission---critical, strategic and advanced technology---based programs.
Engineer II	Minimum Bachelor's Degree in Computer Science, Engineering, Information Systems; or, any similar degree equivalent	2 years to 5 years experience or professional license or advanced degree equivalent	Performs complex engineering analysis and tasks, including, but not limited to, research, development, design, test and evaluation, in support of mission---critical, strategic and advanced technology---based programs.

Labor Category	Education	Experience	General Description
Engineer III	Minimum Bachelor's Degree in Computer Science, Engineering, Information Systems; or, any similar degree equivalent	5 to 8 years experience or professional license or advanced degree equivalent	Performs complex engineering analysis and tasks, including, but not limited to, research, development, design, test and evaluation, in support of mission---critical, strategic and advanced technology---based programs.
Engineer IV	Minimum Bachelor's Degree in Computer Science, Engineering, Information Systems; or, any similar degree equivalent	8 to 12 years experience or professional license or advanced degree equivalent	Performs complex engineering analysis and tasks, including, but not limited to, research, development, design, test and evaluation, in support of mission---critical, strategic and advanced technology---based programs.
Engineer V	Minimum Master's Degree in Computer Science, Engineering, Information Systems; or, any similar degree equivalent	12 or more years experience or professional license or advanced degree equivalent	Performs complex engineering analysis and tasks, including, but not limited to, research, development, design, test and evaluation, in support of mission---critical, strategic and advanced technology---based programs.
Scientist I	Minimum Bachelor's Degree in Computer Science, Mathematics, or one of the formal, social or applied Sciences; or, any similar degree equivalent	Entry Level to 2 years experience	Responsible for the provision of scientific expertise and technical support services necessary to accomplish new and ongoing research, development, test and evaluation programs, including the development and implementation of relevant scientific methods and standards. Must possess working knowledge of technical software applications relevant to their scientific discipline.
Scientist II	Minimum Bachelor's Degree in Computer Science, Mathematics, or one of the formal, social or applied Sciences; or, any similar degree equivalent	2 years to 5 years experience or advanced degree equivalent	Responsible for the provision of scientific expertise and technical support services necessary to accomplish new and ongoing research, development, test and evaluation programs, including the development and implementation of relevant scientific methods and standards. Must possess working knowledge of technical software applications relevant to their scientific discipline.

Labor Category	Education	Experience	General Description
Scientist III	Minimum Bachelor's Degree in Computer Science, Mathematics, or one of the formal, social or applied Sciences; or, any similar degree equivalent	5 to 8 years experience or advanced degree equivalent	Responsible for the provision of scientific expertise and technical support services necessary to accomplish new and ongoing research, development, test and evaluation programs, including the development and implementation of relevant scientific methods and standards. Must possess working knowledge of technical software applications relevant to their scientific discipline.
Scientist IV	Minimum Bachelor's Degree in Computer Science, Mathematics, or one of the formal, social or applied Sciences; or, any similar degree equivalent	8 to 12 years experience or advanced degree equivalent	Responsible for the provision of scientific expertise and technical support services necessary to accomplish new and ongoing research, development, test and evaluation programs, including the development and implementation of relevant scientific methods and standards. Must possess working knowledge of technical software applications relevant to their scientific discipline.
Scientist V	Minimum Master's Degree in Computer Science, Mathematics, or one of the formal, social or applied Sciences; or, any similar degree equivalent	12 or more years experience or advanced degree equivalent	Responsible for the provision of scientific expertise and technical support services necessary to accomplish new and ongoing research, development, test and evaluation programs, including the development and implementation of relevant scientific methods and standards. Must possess working knowledge of technical software applications relevant to their scientific discipline.
Business Technical Analyst I	Minimum Associate's Degree in Business, Information Systems or one of the social or applied Sciences; or, any similar degree equivalent	Entry Level to 2 years experience	Applies business, management and technical analysis processes, statistical methods and/or analytical research techniques to develop solutions and strategies in response to client requirements.

Labor Category	Education	Experience	General Description
Business Technical Analyst II	Minimum Bachelor's Degree in Business, Information Systems or one of the social or applied Sciences; or, any similar degree equivalent	2 years to 8 years experience or professional certification, license or advanced degree equivalent	Applies business, management and technical analysis processes, statistical methods and/or analytical research techniques to develop solutions and strategies in response to client requirements.
Business Technical Analyst III	Minimum Bachelor's Degree in Business, Information Systems or one of the social or applied Sciences; or, any similar degree equivalent	8 or more years experience or professional certification, license or advanced degree equivalent	Applies business, management and technical analysis processes, statistical methods and/or analytical research techniques to develop solutions and strategies in response to client requirements.
Financial Analyst I	Minimum Associate's Degree in Accounting, Business, Finance, Information Systems; or, any similar degree equivalent	Entry Level to 2 years experience	Prepares budget estimates and forecasts to support programs, projects and tasks; administers approved budgets and determines funding requirements within authorized limits; evaluates and administers requests for funds; monitors, controls and reports upon obligations and expenditures (of both direct and indirect costs); and, develops and interprets financial resources and budget policies and guidelines.
Financial Analyst II	Minimum Bachelor's Degree in Accounting, Business, Finance, Information Systems; or, any similar degree equivalent	2 years to 8 years experience or professional certification, license or advanced degree equivalent	Prepares budget estimates and forecasts to support programs, projects and tasks; administers approved budgets and determines funding requirements within authorized limits; evaluates and administers requests for funds; monitors, controls and reports upon obligations and expenditures (of both direct and indirect costs); and, develops and interprets financial resources and budget policies and guidelines.

Labor Category	Education	Experience	General Description
Financial Analyst III	Minimum Bachelor's Degree in Accounting, Business, Finance, Information Systems; or, any similar degree equivalent	8 or more years experience or professional certification, license or advanced degree equivalent	Prepares budget estimates and forecasts to support programs, projects and tasks; administers approved budgets and determines funding requirements within authorized limits; evaluates and administers requests for funds; monitors, controls and reports upon obligations and expenditures (of both direct and indirect costs); and, develops and interprets financial resources and budget policies and guidelines.
Technician I	Minimum High School Diploma, G.E.D.; or, any similar educational certification equivalent	Entry Level to 2 years experience	Performs miscellaneous technical duties that may include, but not be limited to, installation of equipment, installation of parts, wiring, cabling, soldering, connecting, testing, troubleshooting, technical drawing, calibration, inspection, maintenance and activities pertaining to compliance with applicable environmental health and safety regulations.
Technician II	Minimum Associate's Degree in Business, Electronics, Information Systems or one of the social or applied Sciences; or, any similar degree equivalent	2 years to 8 years experience or professional certification, license or advanced degree equivalent	Performs miscellaneous technical duties that may include, but not be limited to, installation of equipment, installation of parts, wiring, cabling, soldering, connecting, testing, troubleshooting, technical drawing, calibration, inspection, maintenance and activities pertaining to compliance with applicable environmental health and safety regulations.
Technician III	Minimum Bachelor's Degree in Computer Science, Engineering, Information Systems, Mathematics, or one of the formal or applied Sciences; or, any similar degree equivalent	8 or more years experience or professional certification, license or advanced degree equivalent	Performs miscellaneous technical duties that may include, but not be limited to, installation of equipment, installation of parts, wiring, cabling, soldering, connecting, testing, troubleshooting, technical drawing, calibration, inspection, maintenance and activities pertaining to compliance with applicable environmental health and safety regulations.

Labor Category	Education	Experience	General Description
Programmer I	Minimum Bachelor's Degree in Computer Science, Engineering, Information Systems, Mathematics, or one of the formal or applied Sciences; or, any similar degree equivalent	Entry Level to 2 years experience	Using various programming, machine and/or assembly languages, designs, codes, tests and debugs various required computer---based applications. Prepares required documentation, including but not limited to, user---level documentation and/or test reports.
Programmer II	Minimum Bachelor's Degree in Computer Science, Engineering, Information Systems, Mathematics, or one of the formal or applied Sciences; or, any similar degree equivalent	2 years to 8 years experience or professional certification or advanced degree equivalent	Using various programming, machine and/or assembly languages, designs, codes, tests and debugs various required computer---based applications. Prepares required documentation, including but not limited to, user---level documentation and/or test reports.
Programmer III	Minimum Bachelor's Degree in Computer Science, Engineering, Information Systems, Mathematics, or one of the formal or applied Sciences; or, any similar degree equivalent	8 or more years experience or professional certification or advanced degree equivalent	Using various programming, machine and/or assembly languages, designs, codes, tests and debugs various required computer---based applications. Prepares required documentation, including but not limited to, user---level documentation and/or test reports.
Training/Outreach Coordinator I	Minimum High School Diploma, G.E.D.; or, any similar educational certification equivalent	Entry Level to 2 years experience	Develops and delivers training curricula, outreach materials and other facilitative or strategic communications type deliverables in support of mission---critical, advanced technology---based programs.
Training Outreach Coordinator II	Minimum Associate's Degree in Business, Information Systems or one of the social or applied Sciences; or, any similar degree equivalent	2 years to 8 years experience or professional certification, license or advanced degree equivalent	Develops and delivers training curricula, outreach materials and other facilitative or strategic communications type deliverables in support of mission---critical, advanced technology---based programs.
Training/Outreach Coordinator III	Minimum Bachelor's Degree in Business, Computer Science, Information Systems, or one of the formal or applied Sciences; or, any similar degree equivalent	8 or more years experience or professional certification, license or advanced degree equivalent	Develops and delivers training curricula, outreach materials and other facilitative or strategic communications type deliverables in support of mission---critical, advanced technology---based programs.

Labor Category	Education	Experience	General Description
Technical Writer I	Minimum High School Diploma, G.E.D.; or, any similar educational certification equivalent	Entry Level to 2 years experience	Researches, writes, edits and proofreads technical data for use in documents or sections of documents such as manuals, procedures, specifications, special reports and any other customer deliverables and documents.
Technical Writer II	Minimum Associate's Degree in Business, English, Information Systems or one of the social or applied Sciences; or, any similar degree equivalent	2 years to 8 years experience or professional certification or advanced degree equivalent	Researches, writes, edits and proofreads technical data for use in documents or sections of documents such as manuals, procedures, specifications, special reports and any other customer deliverables and documents.
Technical Writer III	Minimum Bachelor's Degree in Business, Computer Science, Engineering, English, Information Systems, Mathematics, or one of the formal or applied Sciences; or, any similar degree equivalent	8 or more years experience or professional certification or advanced degree equivalent	Researches, writes, edits and proofreads technical data for use in documents or sections of documents such as manuals, procedures, specifications, special reports and any other customer deliverables and documents.
Operator I	Minimum High School Diploma, G.E.D.; or, any similar educational certification equivalent	Entry Level to 2 years experience	Possesses knowledge and specific skill of a specific technology or computer software program utilized to provide overall quality support services in furtherance of program, project and/or tasks objectives.
Operator II	Minimum High School Diploma, G.E.D.; or, any similar educational certification equivalent	2 years to 8 years experience or professional certification, license or advanced degree equivalent	Possesses knowledge and specific skill of a specific technology or computer software program utilized to provide overall quality support services in furtherance of program, project and/or tasks objectives.
Operator III	Minimum High School Diploma, G.E.D.; or, any similar educational certification equivalent	8 or more years experience or professional certification, license or advanced degree equivalent	Possesses knowledge and specific skill of a specific technology or computer software program utilized to provide overall quality support services in furtherance of program, project and/or tasks objectives.

Labor Category	Education	Experience	General Description
IT Specialist I	Minimum Associate's Degree in Business, Electronics, Information Systems or one of the social or applied Sciences; or, any similar degree equivalent	Entry Level to 2 years experience	Provides direct technical support to staff and customers on various information technology issues. May test hardware and software products. May respond and follow---up on internal and external customer support problems. May provide support to end users for either PC, server or mainframe applications or hardware.
IT Specialist II	Minimum Bachelor's Degree in Business, Computer Science, Engineering, Information Systems, Mathematics, or one of the formal or applied Sciences; or, any similar degree equivalent	2 years to 8 years experience or professional certification or advanced degree equivalent	Provides direct technical support to staff and customers on various information technology issues. May test hardware and software products. May respond and follow---up on internal and external customer support problems. May provide support to end users for either PC, server or mainframe applications or hardware.
IT Specialist III	Minimum Bachelor's Degree in Business, Computer Science, Engineering, Information Systems, Mathematics, or one of the formal or applied Sciences; or, any similar degree equivalent	8 or more years experience or professional certification or advanced degree equivalent	Provides direct technical support to staff and customers on various information technology issues. May test hardware and software products. May respond and follow---up on internal and external customer support problems. May provide support to end users for either PC, server or mainframe applications or hardware.
Enterprise Architect I	Minimum Bachelor's Degree in Computer Science, Engineering, Information Systems, Mathematics, or one of the formal or applied Sciences; or, any similar degree equivalent	Entry Level to 2 years experience	Establishes system information requirements to develop enterprise---wide or large scale information systems. Designs architecture to include the software, hardware, and necessary telecommunications and networking protocols. Utilizes workflows. Ensures system compatibility and compliance with applicable industry standards (IEEE, etc).

Labor Category	Education	Experience	General Description
Enterprise Architect II	Minimum Bachelor's Degree in Computer Science, Engineering, Information Systems, Mathematics, or one of the formal or applied Sciences; or, any similar degree equivalent	2 years to 8 years experience or professional certification or advanced degree equivalent	Establishes system information requirements to develop enterprise---wide or large scale information systems. Designs architecture to include the software, hardware, and necessary telecommunications and networking protocols. Utilizes worklfows. Ensures system compatibility and compliance with applicable industry standards (IEEE, etc).
Enterprise Architect III	Minimum Bachelor's Degree in Computer Science, Engineering, Information Systems, Mathematics, or one of the formal or applied Sciences; or, any similar degree equivalent	8 or more years experience or professional certification or advanced degree equivalent	Establishes system information requirements to develop enterprise---wide or large scale information systems. Designs architecture to include the software, hardware, and necessary telecommunications and networking protocols. Utilizes worklfows. Ensures system compatibility and compliance with applicable industry standards (IEEE, etc).
Data Administrator/Data Specialist I	Minimum High School Diploma, G.E.D.; or, any similar educational certification equivalent	Entry Level to 2 years experience	Enters, transcribes, and/or verifies a variety of data sets into on---line or personal computer system or programs. Assignments are routine to somewhat complex in nature and work parameters are typically well defined. Maintains files, records, and/or chronologies of entry activities. Produces output in a variety of media.
Data Administrator/Data Specialist II	Minimum High School Diploma, G.E.D.; or, any similar educational certification equivalent	2 years to 8 years experience or professional certification or advanced degree equivalent	Enters, transcribes, and/or verifies a variety of data sets into on---line or personal computer system or programs. Assignments are routine to somewhat complex in nature and work parameters are typically well defined. Maintains files, records, and/or chronologies of entry activities. Produces output in a variety of media.

Labor Category	Education	Experience	General Description
Data Administrator/Data Specialist III	Minimum High School Diploma, G.E.D.; or, any similar educational certification equivalent	8 or more years experience or professional certification or advanced degree equivalent	Enters, transcribes, and/or verifies a variety of data sets into on---line or personal computer system or programs. Assignments are routine to somewhat complex in nature and work parameters are typically well defined. Maintains files, records, and/or chronologies of entry activities. Produces output in a variety of media.
Subject Matter Expert I	Advanced Degree or Prior Position (military or professional) of Direct Relevance and Significant Responsibility Resulting in Unique Knowledge	5 to 10 years of experience	Provides vision, strategic direction, policy level consultation and/or specific relevant expertise in topic area(s) of critical importance to the overall success of highly complex government and/or commercial programs.
Subject Matter Expert II	Advanced Degree or Prior Position (military or professional) of Direct Relevance and Significant Responsibility Resulting in Unique Knowledge	10 to 15 years of experience	Provides vision, strategic direction, policy level consultation and/or specific relevant expertise in topic area(s) of critical importance to the overall success of highly complex government and/or commercial programs.
Subject Matter Expert III	Advanced Degree or Prior Position (military or professional) of Direct Relevance and Significant Responsibility Resulting in Unique Knowledge	15 --- 20 years of experience	Provides vision, strategic direction, policy level consultation and/or specific relevant expertise in topic area(s) of critical importance to the overall success of highly complex government and/or commercial programs.
Subject Matter Expert IV	Advanced Degree or Prior Position (military or professional) of Direct Relevance and Significant Responsibility Resulting in Unique Knowledge	20 – 25 years of experience	Provides vision, strategic direction, policy level consultation and/or specific relevant expertise in topic area(s) of critical importance to the overall success of highly complex government and/or commercial programs.

Labor Category	Education	Experience	General Description
Subject Matter Expert V	Advanced Degree or Prior Position (military or professional) of Direct Relevance and Significant Responsibility Resulting in Unique Knowledge	25 – 30 years of experience	Provides vision, strategic direction, policy level consultation and/or specific relevant expertise in topic area(s) of critical importance to the overall success of highly complex government and/or commercial programs.
Computer/Network Security Specialist I	Minimum Associate's Degree in Business, Electronics, Information Systems or one of the social or applied Sciences; or, any similar degree equivalent	Entry Level to 2 years experience	Designs, develops and recommends integrated computer and network security and/or information assurance strategies and solutions. Translates security requirements into system specifications and provides for monitoring and control of critical infrastructure assets.
Computer/Network Security Specialist II	Minimum Bachelor's Degree in Computer Science, Engineering, Information Systems, Mathematics, or one of the formal or applied Sciences; or, any similar degree equivalent	2 years to 8 years experience or professional certification or advanced degree equivalent	Designs, develops and recommends integrated computer and network security and/or information assurance strategies and solutions. Translates security requirements into system specifications and provides for monitoring and control of critical infrastructure assets.
Computer/Network Security Specialist III	Minimum Bachelor's Degree in Computer Science, Engineering, Information Systems, Mathematics, or one of the formal or applied Sciences; or, any similar degree equivalent	8 or more years experience or professional certification or advanced degree equivalent	Designs, develops and recommends integrated computer and network security and/or information assurance strategies and solutions. Translates security requirements into system specifications and provides for monitoring and control of critical infrastructure assets.
Intelligence Analyst I	Minimum Associate's Degree in Business, Information Systems or one of the social or applied Sciences; or, any similar degree equivalent	Entry Level to 2 years experience	Gathers, analyzes and reports findings and recommendations on data related to national security, military strategy and/or international issues and policy. Data may be collected from satellite images, Internet chatter, military and/or other strategic intelligence reports.

Labor Category	Education	Experience	General Description
Intelligence Analyst II	Minimum Bachelor's Degree in Business, Computer Science, Engineering, Information Systems, Mathematics, or one of the formal or applied Sciences; or, any similar degree equivalent	2 years to 8 years experience or professional certification or advanced degree equivalent	Gathers, analyzes and reports findings and recommendations on data related to national security, military strategy and/or international issues and policy. Data may be collected from satellite images, Internet chatter, military and/or other strategic intelligence reports.
Intelligence Analyst III	Minimum Master's Degree in Business, Computer Science, Engineering, Information Systems, Mathematics, or one of the formal or applied Sciences; or, any similar degree equivalent	8 or more years experience or professional certification or advanced degree equivalent	Gathers, analyzes and reports findings and recommendations on data related to national security, military strategy and/or international issues and policy. Data may be collected from satellite images, Internet chatter, military and/or other strategic intelligence reports.
Web Designer I	Minimum High School Diploma, G.E.D.; or, any similar educational certification equivalent	Entry Level to 2 years experience	Using a variety of software applications and code (i.e., HTML, XML, JavaScript, Visual Basic, SQL Server, etc.), designs and builds websites. Also designs and develops graphical user interface features, site animation and other special features or special effects elements.
Web Designer II	Minimum Associate's Degree in Business, Graphic Design, Information Systems, Web Design or one of the social or applied Sciences; or, any similar degree equivalent	2 years to 8 years experience or professional certification or advanced degree equivalent	Using a variety of software applications and code (i.e., HTML, XML, JavaScript, Visual Basic, SQL Server, etc.), designs and builds websites. Also designs and develops graphical user interface features, site animation and other special features or special effects elements.
Web Designer III	Minimum Bachelor's Degree in Computer Science, Engineering, Information Systems, Mathematics, or one of the formal or applied Sciences; or, any similar degree equivalent	8 or more years experience or professional certification or advanced degree equivalent	Using a variety of software applications and code (i.e., HTML, XML, JavaScript, Visual Basic, SQL Server, etc.), designs and builds websites. Also designs and develops graphical user interface features, site animation and other special features or special effects elements.

Labor Category	Education	Experience	General Description
Systems Integrator I	Minimum Bachelor's Degree in Computer Science, Engineering, Information Systems, Mathematics, or one of the formal or applied Sciences; or, any similar degree equivalent	Entry Level to 2 years experience	Responsible for bringing together IT component subsystems into a whole and ensuring that those subsystems function together seamlessly. Must be capable of creating end product that allows for inputting, processing, interpreting, storing, and categorizing disparate data types and feeds. Requires in depth knowledge of multiple IT products, software components and standards, as well as, working knowledge of architecture, design, validation and verification best practices.
Systems Integrator II	Minimum Bachelor's Degree in Computer Science, Engineering, Information Systems, Mathematics, or one of the formal or applied Sciences; or, any similar degree equivalent	2 years to 8 years experience or professional certification or advanced degree equivalent	Responsible for bringing together IT component subsystems into a whole and ensuring that those subsystems function together seamlessly. Must be capable of creating end product that allows for inputting, processing, interpreting, storing, and categorizing disparate data types and feeds. Requires in depth knowledge of multiple IT products, software components and standards, as well as, working knowledge of architecture, design, validation and verification best practices.
Systems Integrator III	Minimum Bachelor's Degree in Computer Science, Engineering, Information Systems, Mathematics, or one of the formal or applied Sciences; or, any similar degree equivalent	8 or more years experience or professional certification or advanced degree equivalent	Responsible for bringing together IT component subsystems into a whole and ensuring that those subsystems function together seamlessly. Must be capable of creating end product that allows for inputting, processing, interpreting, storing, and categorizing disparate data types and feeds. Requires in depth knowledge of multiple IT products, software components and standards, as well as, working knowledge of architecture, design, validation and verification best practices.

Labor Category	Education	Experience	General Description
Quality Assurance/Quality Control Specialist I	Minimum Associate's Degree in Business, Electronics, Information Systems or one of the social or applied Sciences; or, any similar degree equivalent	Entry Level to 2 years experience	Carries out procedures to ensure that all information systems products and services meet company and client standards and end-‑‑user requirements. Leads the quality audit functions, documents all issues, and is directly responsible for initiating, execution and closing out all corrective actions.
Quality Assurance/Quality Control Specialist II	Minimum Bachelor's Degree in Business, Computer Science, Engineering, Information Systems, Mathematics, or one of the formal or applied Sciences; or, any similar degree equivalent	2 years to 8 years experience or professional certification, license or advanced degree equivalent	Carries out procedures to ensure that all information systems products and services meet company and client standards and end-‑‑user requirements. Leads the quality audit functions, documents all issues, and is directly responsible for initiating, execution and closing out all corrective actions.
Quality Assurance/Quality Control Specialist III	Minimum Bachelor's Degree in Business, Computer Science, Engineering, Information Systems, Mathematics, or one of the formal or applied Sciences; or, any similar degree equivalent	8 or more years experience or professional certification, license or advanced degree equivalent	Carries out procedures to ensure that all information systems products and services meet company and client standards and end-‑‑user requirements. Leads the quality audit functions, documents all issues, and is directly responsible for initiating, execution and closing out all corrective actions.
Data Mining/Data Warehousing Specialist I	Minimum Bachelor's Degree in Business, Computer Science, Engineering, Information Systems, Mathematics, or one of the formal or applied Sciences; or, any similar degree equivalent	Entry Level to 2 years experience	Applies data analysis and statistical techniques on large data sets (interprets those results and reports on them) in order to develop predictive models that address and target problems. Experienced in database design, particularly in the integration of multiple data sources into a single repository. Designs, implements and supports data warehousing infrastructures and is responsible for verifying accuracy of data and the maintenance and support of the data warehouse.

Azimuth Incorporated

Contract Number GS-35F-5694H

Labor Category	Education	Experience	General Description
Data Mining/Data Warehousing Specialist II	Minimum Bachelor's Degree in Business, Computer Science, Engineering, Information Systems, Mathematics, or one of the formal or applied Sciences; or, any similar degree equivalent	2 years to 8 years experience or professional certification or advanced degree equivalent	Applies data analysis and statistical techniques on large data sets (interprets those results and reports on them) in order to develop predictive models that address and target problems. Experienced in database design, particularly in the integration of multiple data sources into a single repository. Designs, implements and supports data warehousing infrastructures and is responsible for verifying accuracy of data and the maintenance and support of the data warehouse.
Data Mining/Data Warehousing Specialist III	Minimum Bachelor's Degree in Business, Computer Science, Engineering, Information Systems, Mathematics, or one of the formal or applied Sciences; or, any similar degree equivalent	8 or more years experience or professional certification or advanced degree equivalent	Applies data analysis and statistical techniques on large data sets (interprets those results and reports on them) in order to develop predictive models that address and target problems. Experienced in database design, particularly in the integration of multiple data sources into a single repository. Designs, implements and supports data warehousing infrastructures and is responsible for verifying accuracy of data and the maintenance and support of the data warehouse.
Telecommunications & Networking Specialist I	Minimum High School Diploma, G.E.D.; or, any similar educational certification equivalent	Entry Level to 2 years experience	Provides telecommunications---related technical services in support of activities including planning, purchasing, designing, installing and maintaining telecommunications technologies. Designs, configures, tests, monitors, repairs and optimizes telecommunications networks, including wide area and local area networks.

Labor Category	Education	Experience	General Description
Telecommunications & Networking Specialist II	Minimum Associate's Degree in Business, Electronics, Information Systems or one of the social or applied Sciences; or, any similar degree equivalent	2 years to 8 years experience or professional certification or advanced degree equivalent	Provides telecommunications---related technical services in support of activities including planning, purchasing, designing, installing and maintaining telecommunications technologies. Designs, configures, tests, monitors, repairs and optimizes telecommunications networks, including wide area and local area networks.
Telecommunications & Networking Specialist III	Minimum Bachelor's Degree in Business, Computer Science, Engineering, Information Systems, Mathematics, or one of the formal or applied Sciences; or, any similar degree equivalent	8 or more years experience or professional certification or advanced degree equivalent	Provides telecommunications---related technical services in support of activities including planning, purchasing, designing, installing and maintaining telecommunications technologies. Designs, configures, tests, monitors, repairs and optimizes telecommunications networks, including wide area and local area networks.
Project Engineer I	Minimum Bachelor's Degree in Computer Science, Engineering, Information Systems; or, any similar degree equivalent	Entry Level to 2 years experience	Possesses specialized experience and progressive skill in the overall management of information systems including information systems technical support and systems applications and associated software applications. Provides for technical direction of substantive projects within an engineering---related field.
Project Engineer II	Minimum Bachelor's Degree in Computer Science, Engineering, Information Systems; or, any similar degree equivalent	2 years to 8 years experience or professional certification or advanced degree equivalent	Possesses specialized experience and progressive skill in the overall management of information systems including information systems technical support and systems applications and associated software applications. Provides for technical direction of substantive projects within an engineering---related field.

Labor Category	Education	Experience	General Description
Project Engineer III	Minimum Bachelor's Degree in Computer Science, Engineering, Information Systems; or, any similar degree equivalent	8 or more years experience or professional certification or advanced degree equivalent	Possesses specialized experience and progressive skill in the overall management of information systems including information systems technical support and systems applications and associated software applications. Provides for technical direction of substantive projects within an engineering---related field.
Graphics Designer I	Minimum Associate's Degree in Business, Graphics Design, Information Systems or one of the social or applied Sciences; or, any similar degree equivalent	Entry Level to 2 years experience	Plans, lays out, and illustrates technical or scientific materials using computer graphics systems and/or computer graphics equipment including commonly used art media and commercially available graphics packages. Interfaces externally to determine scope of project and best graphic medium. Executes graphics projects and controls schedules and production. Coordinates with outside vendors, as required.
Graphics Designer II	Minimum Bachelor's Degree in Business, Computer Science, Engineering, Graphics Design, Information Systems, Mathematics, or one of the formal or applied Sciences; or, any similar degree equivalent	2 years to 8 years experience or professional certification or advanced degree equivalent	Plans, lays out, and illustrates technical or scientific materials using computer graphics systems and/or computer graphics equipment including commonly used art media and commercially available graphics packages. Interfaces externally to determine scope of project and best graphic medium. Executes graphics projects and controls schedules and production. Coordinates with outside vendors, as required.

Labor Category	Education	Experience	General Description
Graphics Designer III	Minimum Bachelor's Degree in Business, Computer Science, Engineering, Graphics Design, Information Systems, Mathematics, or one of the formal or applied Sciences; or, any similar degree equivalent	8 or more years experience or professional certification or advanced degree equivalent	Plans, lays out, and illustrates technical or scientific materials using computer graphics systems and/or computer graphics equipment including commonly used art media and commercially available graphics packages. Interfaces externally to determine scope of project and best graphic medium. Executes graphics projects and controls schedules and production. Coordinates with outside vendors, as required.
Facility Security Officer	Minimum High School Diploma, G.E.D.; or, any similar educational certification equivalent	2 ore more years experience in general security plus FSO certification	Conducts initial security briefings, debriefings, indoctrinations, and continuing security education and awareness training to all cleared personnel; writes/edits, maintains and enforces security plans and procedures; and, oversees the personnel security, physical security, information security, communications security, OPSEC, visit request and visitor control processes. Also sets up and maintains employee accounts in JPAS and participates as the company lead in any DSS or related security inspections and audits.
Logistician I	Minimum Associate's Degree in Business, Electronics, Information Systems, Logistics or one of the social or applied Sciences; or, any similar degree equivalent	Entry Level to 2 years experience	Designs and/or directs the flow of equipment, supplies and/or information between the point of origin and the point of consumption in order to meet the mission requirements of advanced technology---based programs for government and/or commercial clients. Requires the integration of information, transportation, inventory, warehousing, material handling, packaging, security and any and all related procurement regulations.

Labor Category	Education	Experience	General Description
Logistician II	Minimum Bachelor's Degree in Business, Computer Science, Engineering, Information Systems, Logistics, Mathematics, or one of the formal or applied Sciences; or, any similar degree equivalent	2 years to 8 years experience or professional certification or advanced degree equivalent	Designs and/or directs the flow of equipment, supplies and/or information between the point of origin and the point of consumption in order to meet the mission requirements of advanced technology---based programs for government and/or commercial clients. Requires the integration of information, transportation, inventory, warehousing, material handling, packaging, security and any and all related procurement regulations.
Logistician III	Minimum Bachelor's Degree in Business, Computer Science, Engineering, Information Systems, Logistics, Mathematics, or one of the formal or applied Sciences; or, any similar degree equivalent	8 or more years experience or professional certification or advanced degree equivalent	Designs and/or directs the flow of equipment, supplies and/or information between the point of origin and the point of consumption in order to meet the mission requirements of advanced technology---based programs for government and/or commercial clients. Requires the integration of information, transportation, inventory, warehousing, material handling, packaging, security and any and all related procurement regulations.
Administrative Support Specialist I	Minimum High School Diploma, G.E.D.; or, any similar educational certification equivalent	Entry Level to 2 years experience	Handles day---to---day administrative matters in support of assigned projects and tasks. Activities may include but not be limited to: composing business correspondence; reports or related material; document editing; filing; controlling access to sensitive information; responding to external or internal inquiries and requests for information; and, internal project support (i.e., research, communications, etc.) on behalf of corporate management and associated staff.

Labor Category	Education	Experience	General Description
Administrative Support Specialist II	Minimum High School Diploma, G.E.D.; or, any similar educational certification equivalent	2 years to 8 years experience or professional certification or advanced degree equivalent	Handles day---to---day administrative matters in support of assigned projects and tasks. Activities may include but not be limited to: composing business correspondence; reports or related material; document editing; filing; controlling access to sensitive information; responding to external or internal inquiries and requests for information; and, internal project support (i.e., research, communications, etc.) on behalf of corporate management and associated staff.
Administrative Support Specialist III	Minimum Associate's Degree in Accounting, Business, Finance, Information Systems, Office Administration or one of the social or applied Sciences; or, any similar degree equivalent	8 or more years experience or professional certification or advanced degree equivalent	Handles day---to---day administrative matters in support of assigned projects and tasks. Activities may include but not be limited to: composing business correspondence; reports or related material; document editing; filing; controlling access to sensitive information; responding to external or internal inquiries and requests for information; and, internal project support (i.e., research, communications, etc.) on behalf of corporate management and associated staff.

Azimuth, Incorporated
GS-25F-5694H, OPTION PERIOD THREE

Labor Category Title	Applicable Special Item Number(s)	Minimum Education/ Degree	Miinimum Years Experience	6/23/13 to 6/22/14 GSA Price Contractor Site	6/23/13 to 6/22/14 GSA Price Government Site Site	6/23/14 to 6/22/15 GSA Price Contractor Site Site	6/23/14 to 6/22/15 GSA Price Government Site Site	6/23/15 to 6/22/16 GSA Price Contractor Site Site	6/23/15 to 6/22/16 GSA Price Government Site Site	6/23/16 to 6/22/17 GSA Price Contractor Site Site	6/23/16 to 6/22/17 GSA Price Government Site Site	6/23/17 to 6/22/18 GSA Price Contractor Site Site	6/23/17 to 6/22/18 GSA Price Government Site Site
Program Manager I	132-51	Bachelor's	0 to 2	$154.19	$92.69	$156.81	$94.27	$159.48	$95.87	$162.19	$97.50	$164.95	$99.16
Program Manager II	132-51	Bachelor's	2 to 8	$169.93	$102.15	$172.82	$103.89	$175.76	$105.65	$178.74	$107.45	$181.78	$109.28
Program Manager III	132-51	Master's	8+	$195.97	$117.80	$199.30	$119.80	$202.69	$121.84	$206.14	$123.91	$209.64	$126.02
Business Operations Manager I	132-51	Bachelor's	0 to 2	$141.22	$84.89	$143.62	$86.33	$146.06	$87.80	$148.55	$89.29	$151.07	$90.81
Business Operations Manager II	132-51	Bachelor's	2 to 8	$162.41	$97.63	$165.17	$99.29	$167.98	$100.98	$170.83	$102.69	$173.74	$104.44
Business Operations Manager III	132-51	Bachelor's	8+	$186.79	$112.29	$189.97	$114.20	$193.19	$116.14	$196.48	$118.11	$199.82	$120.12
Technical Project Lead I	132-51	Bachelor's	0 to 2	$81.39	$48.93	$82.77	$49.76	$84.18	$50.61	$85.61	$51.47	$87.07	$52.34
Technical Project Lead II	132-51	Bachelor's	2 to 8	$115.96	$69.71	$117.93	$70.90	$119.94	$72.10	$121.98	$73.33	$124.05	$74.57
Technical Project Lead III	132-51	Bachelor's	8+	$154.19	$92.69	$156.81	$94.27	$159.48	$95.87	$162.19	$97.50	$164.95	$99.16
Technical Task Lead I	132-51	Associate's	0 to 2	$73.23	$44.03	$74.47	$44.78	$75.74	$45.54	$77.03	$46.31	$78.34	$47.10
Technical Task Lead II	132-51	Bachelor's	2 to 8	$89.52	$53.81	$91.04	$54.72	$92.59	$55.66	$94.16	$56.60	$95.76	$57.56
Technical Task Lead III	132-51	Bachelor's	8+	$109.49	$65.82	$111.35	$66.94	$113.24	$68.08	$115.17	$69.23	$117.13	$70.41
Data Center Specialist I	132-51	Associate's	0 to 2	$59.79	$35.94	$60.81	$36.55	$61.84	$37.17	$62.89	$37.80	$63.96	$38.45
Data Center Specialist II	132-51	Bachelor's	2 to 8	$71.78	$43.15	$73.00	$43.88	$74.24	$44.63	$75.50	$45.39	$76.79	$46.16
Data Center Specialist III	132-51	Bachelor's	8+	$86.17	$51.80	$87.63	$52.68	$89.12	$53.58	$90.64	$54.49	$92.18	$55.41
Software Developer I	132-51	Bachelor's	0 to 2	$81.09	$48.74	$82.47	$49.57	$83.87	$50.41	$85.30	$51.27	$86.75	$52.14
Software Developer II	132-51	Bachelor's	2 to 8	$97.31	$58.50	$98.96	$59.49	$100.65	$60.51	$102.36	$61.53	$104.10	$62.58
Software Developer III	132-51	Bachelor's	8+	$116.77	$70.19	$118.76	$71.38	$120.77	$72.60	$122.83	$73.83	$124.92	$75.09
Engineer I	132-51	Bachelor's	0 to 2	$81.39	$48.93	$82.77	$49.76	$84.18	$50.61	$85.61	$51.47	$87.07	$52.34
Engineer II	132-51	Bachelor's	2 to 5	$97.64	$58.70	$99.30	$59.70	$100.99	$60.71	$102.70	$61.74	$104.45	$62.79
Engineer III	132-51	Bachelor's	5 to 8	$125.64	$75.53	$127.78	$76.81	$129.95	$78.12	$132.16	$79.45	$134.40	$80.80
Engineer IV	132-51	Bachelor's	8 to 12	$154.19	$92.69	$156.81	$94.27	$159.48	$95.87	$162.19	$97.50	$164.95	$99.16
Engineer V	132-51	Master's	12+	$163.77	$98.45	$166.55	$100.12	$169.39	$101.83	$172.27	$103.56	$175.19	$105.32
Scientist I	132-51	Bachelor's	0 to 2	$105.30	$63.30	$107.09	$64.38	$108.91	$65.47	$110.76	$66.58	$112.65	$67.72
Scientist II	132-51	Bachelor's	2 to 5	$117.21	$70.46	$119.20	$71.66	$121.23	$72.88	$123.29	$74.11	$125.39	$75.37
Scientist III	132-51	Bachelor's	5 to 8	$140.64	$84.54	$143.03	$85.98	$145.46	$87.44	$147.94	$88.93	$150.45	$90.44
Scientist IV	132-51	Bachelor's	8 to 12	$168.74	$101.44	$171.61	$103.16	$174.53	$104.92	$177.49	$106.70	$180.51	$108.52
Scientist V	132-51	Master's	12+	$195.97	$117.80	$199.30	$119.80	$202.69	$121.84	$206.14	$123.91	$209.64	$126.02
Business Technical Analyst I	132-51	Associate's	0 to 2	$73.23	$44.03	$74.47	$44.78	$75.74	$45.54	$77.03	$46.31	$78.34	$47.10
Business Technical Analyst II	132-51	Bachelor's	2 to 8	$87.86	$52.81	$89.35	$53.71	$90.87	$54.62	$92.42	$55.55	$93.99	$56.49
Business Technical Analyst III	132-51	Bachelor's	8+	$105.43	$63.38	$107.22	$64.46	$109.05	$65.55	$110.90	$66.67	$112.78	$67.80
Financial Analyst I	132-51	Associate's	0 to 2	$65.11	$39.13	$66.22	$39.80	$67.34	$40.47	$68.49	$41.16	$69.65	$41.86
Financial Analyst II	132-51	Bachelor's	2 to 8	$78.11	$46.95	$79.44	$47.75	$80.79	$48.56	$82.16	$49.39	$83.56	$50.22
Financial Analyst III	132-51	Bachelor's	8+	$81.39	$48.93	$82.77	$49.76	$84.18	$50.61	$85.61	$51.47	$87.07	$52.34
Technician I	132-51	HS/GED	0 to 2	$50.44	$30.33	$51.30	$30.85	$52.17	$31.37	$53.06	$31.90	$53.96	$32.45
Technician II	132-51	Associate's	2 to 8	$60.74	$36.51	$61.77	$37.13	$62.82	$37.76	$63.89	$38.40	$64.98	$39.06
Technician III	132-51	Bachelor's	8+	$77.03	$46.30	$78.34	$47.09	$79.67	$47.89	$81.03	$48.70	$82.40	$49.53
Programmer I	132-51	Bachelor's	0 to 2	$73.23	$44.03	$74.47	$44.78	$75.74	$45.54	$77.03	$46.31	$78.34	$47.10
Programmer II	132-51	Bachelor's	2 to 8	$87.86	$52.81	$89.35	$53.71	$90.87	$54.62	$92.42	$55.55	$93.99	$56.49

Job Title	Code	Education	Experience										
Programmer III	132-51	Bachelor's	8+	$116.77	$70.19	$118.76	$71.38	$120.77	$72.60	$122.83	$73.83	$124.92	$75.09
Training/Outreach Coordinator I	132-51	HS/GED	0 to 2	$65.11	$39.13	$66.22	$39.80	$67.34	$40.47	$68.49	$41.16	$69.65	$41.86
Training/Outreach Coorindator II	132-51	Associate's	2 to 8	$81.36	$48.91	$82.74	$49.74	$84.15	$50.59	$85.58	$51.45	$87.04	$52.32
Training/Outreach Coordinator III	132-51	Bachelor's	8+	$101.67	$61.12	$103.40	$62.16	$105.16	$63.22	$106.94	$64.29	$108.76	$65.38
Technical Writer I	132-51	HS/GED	0 to 2	$65.11	$39.13	$66.22	$39.80	$67.34	$40.47	$68.49	$41.16	$69.65	$41.86
Technical Writer II	132-51	Associate's	2 to 8	$81.36	$48.91	$82.74	$49.74	$84.15	$50.59	$85.58	$51.45	$87.04	$52.32
Technical Writer III	132-51	Bachelor's	8+	$101.67	$61.12	$103.40	$62.16	$105.16	$63.22	$106.94	$64.29	$108.76	$65.38
Operator I	132-51	HS/GED	0 to 2	$46.56	$27.99	$47.35	$28.47	$48.16	$28.95	$48.98	$29.44	$49.81	$29.94
Operator II	132-51	HS/GED	2 to 8	$50.44	$30.33	$51.30	$30.85	$52.17	$31.37	$53.06	$31.90	$53.96	$32.45
Operator III	132-51	HS/GED	8+	$60.74	$36.51	$61.77	$37.13	$62.82	$37.76	$63.89	$38.40	$64.98	$39.06
IT Specialist I	132-51	Associate's	0 to 2	$65.11	$39.13	$66.22	$39.80	$67.34	$40.47	$68.49	$41.16	$69.65	$41.86
IT Specialist II	132-51	Bachelor's	2 to 8	$78.11	$46.95	$79.44	$47.75	$80.79	$48.56	$82.16	$49.39	$83.56	$50.22
IT Specialist III	132-51	Bachelor's	8+	$86.17	$51.80	$87.63	$52.68	$89.12	$53.58	$90.64	$54.49	$92.18	$55.41
Enterprise Architect I	132-51	Bachelor's	0 to 2	$81.36	$48.91	$82.74	$49.74	$84.15	$50.59	$85.58	$51.45	$87.04	$52.32
Enterprise Architect II	132-51	Bachelor's	2 to 8	$93.54	$56.24	$95.13	$57.20	$96.75	$58.17	$98.39	$59.16	$100.06	$60.16
Enterprise Architect III	132-51	Bachelor's	8+	$107.57	$64.66	$109.40	$65.76	$111.26	$66.88	$113.15	$68.01	$115.07	$69.17
Data Administrator/Data Specialist I	132-51	HS/GED	0 to 2	$65.11	$39.13	$66.22	$39.80	$67.34	$40.47	$68.49	$41.16	$69.65	$41.86
Data Administrator/Data Specialist II	132-51	HS/GED	2 to 8	$78.11	$46.95	$79.44	$47.75	$80.79	$48.56	$82.16	$49.39	$83.56	$50.22
Data Administrator/Data Specialist III	132-51	HS/GED	8+	$81.39	$48.93	$82.77	$49.76	$84.18	$50.61	$85.61	$51.47	$87.07	$52.34
Subject Matter Expert I	132-51	Master's	10+	$161.91	$97.33	$164.66	$98.98	$167.46	$100.67	$170.31	$102.38	$173.20	$104.12
Subject Matter Expert II	132-51	Master's	12+	$178.12	$107.08	$181.15	$108.90	$184.23	$110.75	$187.36	$112.63	$190.54	$114.55
Subject Matter Expoert III	132-51	Master's	15+	$195.86	$117.74	$199.19	$119.74	$202.58	$121.78	$206.02	$123.85	$209.52	$125.95
Subject Matter Expert IV	132-51	Master's PHD	15+	$222.20	$133.57	$225.98	$135.84	$229.82	$138.15	$233.73	$140.50	$237.70	$142.89
Subject Matter Expert V	132-51	Master's PHD	20+	$266.89	$160.44	$271.43	$163.17	$276.04	$165.94	$280.73	$168.76	$285.51	$171.63
Computer/Network Security Specialist I	132-51	Associate's	0 to 2	$65.11	$39.13	$66.22	$39.80	$67.34	$40.47	$68.49	$41.16	$69.65	$41.86
Computer/Network Security Specialist II	132-51	Bachelor's	2 to 8	$78.11	$46.95	$79.44	$47.75	$80.79	$48.56	$82.16	$49.39	$83.56	$50.22
Computer/Network Security Specialist III	132-51	Bachelor's	8+	$86.17	$51.80	$87.63	$52.68	$89.12	$53.58	$90.64	$54.49	$92.18	$55.41
Intelligence Analyst I	132-51	Associate's	0 to 2	$81.36	$48.91	$82.74	$49.74	$84.15	$50.59	$85.58	$51.45	$87.04	$52.32
Intelligence Analyst II	132-51	Bachelor's	2 to 8	$126.93	$76.31	$129.09	$77.61	$131.28	$78.93	$133.51	$80.27	$135.78	$81.63
Intelligence Analyst III	132-51	Master's	8+	$145.79	$87.63	$148.27	$89.12	$150.79	$90.63	$153.35	$92.18	$155.96	$93.74
Web Designer I	132-51	HS/GED	0 to 2	$65.11	$39.13	$66.22	$39.80	$67.34	$40.47	$68.49	$41.16	$69.65	$41.86
Web Designer II	132-51	Associate's	2 to 8	$78.11	$46.95	$79.44	$47.75	$80.79	$48.56	$82.16	$49.39	$83.56	$50.22
Web Designer III	132-51	Bachelor's	8+	$93.72	$56.34	$95.31	$57.30	$96.93	$58.27	$98.58	$59.26	$100.26	$60.27
Systems Integrator I	132-51	Bachelor's	0 to 2	$81.39	$48.93	$82.77	$49.76	$84.18	$50.61	$85.61	$51.47	$87.07	$52.34
Systems Integrator II	132-51	Bachelor's	2 to 8	$101.74	$61.16	$103.47	$62.20	$105.23	$63.26	$107.02	$64.33	$108.84	$65.43
Systems Integrator III	132-51	Bachelor's	8+	$127.17	$76.45	$129.33	$77.75	$131.53	$79.07	$133.77	$80.42	$136.04	$81.78
Quality Assurance/Quality Control Specialist I	132-51	Associate's	0 to 2	$76.04	$45.71	$77.33	$46.49	$78.65	$47.28	$79.98	$48.08	$81.34	$48.90
Quality Assurance/Quality Control Specialist II	132-51	Bachelor's	2 to 8	$95.07	$57.16	$96.69	$58.13	$98.33	$59.12	$100.00	$60.12	$101.70	$61.15
Quality Assurance/Quality Control Specialist III	132-51	Bachelor's	8+	$118.84	$71.43	$120.86	$72.64	$122.91	$73.88	$125.00	$75.14	$127.13	$76.41
Data Mining/Data Warehousing Specialist I	132-51	Bachelor's	0 to 2	$81.36	$48.91	$82.74	$49.74	$84.15	$50.59	$85.58	$51.45	$87.04	$52.32
Data Mining/Data Warehousing Specialist II	132-51	Bachelor's	2 to 8	$93.54	$56.24	$95.13	$57.20	$96.75	$58.17	$98.39	$59.16	$100.06	$60.16

Title	Code	Education	Experience									
Data Mining/Data Warehousing Specialist III	132-51	Bachelor's	8+	$107.57	$64.66	$109.40	$65.76	$111.26	$66.88	$113.15	$68.01	$115.07	$69.17
Telecommunications & Networking Specialist I	132-51	HS/GED	0 to 2	$65.11	$39.13	$66.22	$39.80	$67.34	$40.47	$68.49	$41.16	$69.65	$41.86
Telecommunications & Networking Specialist II	132-51	Associate's	2 to 8	$81.39	$48.93	$82.77	$49.76	$84.18	$50.61	$85.61	$51.47	$87.07	$52.34
Telecommunications & Networking Specialist III	132-51	Bachelor's	8+	$97.67	$58.72	$99.33	$59.72	$101.02	$60.73	$102.74	$61.77	$104.48	$62.82
Project Engineer I	132-51	Bachelor's	0 to 2	$83.32	$50.09	$84.74	$50.94	$86.18	$51.81	$87.64	$52.69	$89.13	$53.58
Project Engineer II	132-51	Bachelor's	2 to 8	$95.85	$57.62	$97.48	$58.60	$99.14	$59.60	$100.82	$60.61	$102.54	$61.64
Project Engineer III	132-51	Bachelor's	8+	$110.24	$66.27	$112.11	$67.40	$114.02	$68.54	$115.96	$69.71	$117.93	$70.89
Graphics Designer I	132-51	Associate's	0 to 2	$65.11	$39.13	$66.22	$39.80	$67.34	$40.47	$68.49	$41.16	$69.65	$41.86
Graphic Designer II	132-51	Bachelor's	2 to 8	$81.39	$48.93	$82.77	$49.76	$84.18	$50.61	$85.61	$51.47	$87.07	$52.34
Graphics Designer III	132-51	Bachelor's	8+	$97.67	$58.72	$99.33	$59.72	$101.02	$60.73	$102.74	$61.77	$104.48	$62.82
Facility Security Officer	132-51	HS/GED	2+	$84.81	$50.98	$86.25	$51.85	$87.72	$52.73	$89.21	$53.62	$90.73	$54.54
Logistician I	132-51	Associate's	0 to 2	$73.20	$44.01	$74.44	$44.76	$75.71	$45.52	$77.00	$46.29	$78.31	$47.08
Logistician II	132-51	Bachelor's	2 to 8	$91.52	$55.01	$93.08	$55.95	$94.66	$56.90	$96.27	$57.86	$97.90	$58.85
Logisitican III	132-51	Bachelor's	8+	$114.40	$68.77	$116.34	$69.94	$118.32	$71.13	$120.33	$72.34	$122.38	$73.57
Administrative Support Specialist I	132-51	HS/GED	0 to 2	$58.64	$35.25	$59.64	$35.85	$60.65	$36.46	$61.68	$37.08	$62.73	$37.71
Administrative Support Specialist II	132-51	HS/GED	2 to 8	$67.45	$40.55	$68.60	$41.24	$69.76	$41.94	$70.95	$42.65	$72.15	$43.38
Administrative Support Specialist III	132-51	Associate's	8+	$89.95	$54.07	$91.48	$54.99	$93.03	$55.92	$94.62	$56.87	$96.22	$57.84