



COMMERCIAL PRICE LIST

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1.0 Introduction

VIKINT has developed these Labor Category (LCAT) Descriptions for use in providing professional services to commercial organizations, business, and other state and federal entities.

This Commercial Price List includes Vikint Inc.'s rates for both Government and Commercial clients. These prices include a 3% escalation rate for each additional year of services. Prompt Payment Terms are Net 30.

2.0 Allowable Substitutions

VIKINT will provide personnel who meet or exceed the minimum qualifications within the labor category descriptions stated within this document. Our labor categories allow for substituting experience for minimum education requirements, position relevant certifications, and substituting educational levels for years of experience. These substitutions are allowed for all VIKINT labor categories to facilitate placement of qualified personnel with the most relevant experience, certifications, and/or education to fulfill a project need.

Table 1 presents the allowable substitutions based on the education, certification, and experience. Experience should be professional and job related, however it does not have to be specific to the project to be accomplished.

Table 1. Allowable Substitutions

| Degree | Minimum Degree and Experience Education Substitution | Related Certification Substitution |
|--------------------|---|---|
| Associate's | <ul style="list-style-type: none"> 2 years relevant experience | Trade/vocational school certification or documented technical training or documented military training in relevant field |
| Bachelor's | <ul style="list-style-type: none"> Associate's + 4 years relevant experience, or 6 years relevant experience | Professional or industry standard technical certification in relevant field (e.g., CompTIA cloud+, AWS, GCP, CRISC, CISM, CISA, CEH, CISSP, PMP) |
| Master's | <ul style="list-style-type: none"> Bachelor's + 4 years relevant experience, or Associate's + 8 years relevant experience, or 10 years relevant experience | Professional license [e.g. Professional Engineer, Registered Communications Distribution Designer (RCDD), Certified Professional Logistician (CPL)] |
| Doctorate | <ul style="list-style-type: none"> Master's + 4 years relevant experience, or Bachelor's + 8 years relevant experience, or 14 years relevant experience | Professional license [e.g. Professional Engineer, Registered Communications Distribution Designer (RCDD), Certified Professional Logistician (CPL)] and combined relevant experience of at least 10 years |

3.0 Labor Category Descriptions

3.1. Program Manager

| Labor Category | Program Manager | | | |
|--|---|-------------|------------|-------|
| Functional Responsibilities | The Program Manager is the primary point of contact for the customer (Contracting Officer, Contracting Officer's Representative, and other officials) and is responsible for organizing, directing, and managing all aspects of contract operational support functions involving multiple complex and inter-related project tasks that often require managing teams of contractor personnel at multiple locations. They provide overall direction of program activities. They also manage and maintain contractor interface with the senior levels of the customer's organization. Regularly consult with customer and contractor personnel to formulate and review task plans and deliverables, ensuring conformance with program and project task schedules and costs and contractual obligations. They establish and maintain technical and financial reports to show progress of projects to management and customers, organize and assign responsibilities to subordinates, oversee and be responsible for the successful completion of all assigned tasks. In general, work complexity and responsibility will be greater at higher levels. | | | |
| Minimum Qualifications and Experience | Qualifications and experience will be determined on a case-by-case basis in relation to the project's scope of work. Normally, the labor category requires the following minimum qualifications and experience for each corresponding level. Degrees are in relevant discipline area from an accredited institution, certifications are from an industry recognized certifying body, and candidate is able to obtain necessary Agency Clearance Level. The Program Manager may need to hold a Project Management Professional (PMP) Certification. | | | |
| | Level | Education | Experience | Rate |
| | Level I | Associate's | 0-1 years | \$155 |
| | Level II | Bachelor's | 1-3 years | \$175 |
| | Level III | Bachelor's | 3-6 years | \$205 |
| | Level IV | Bachelor's | 6-10 years | \$250 |
| Level V | Master's | 10+ years | \$275 | |

3.2. Project / Task Manager

| Labor Category | Project / Task Manager | | | |
|--|---|-------------|------------|-------|
| Functional Responsibilities | The Project/Task Manager is responsible for all project performance activities. They ensure compliance with project, contract, task, agency and government related regulations and guidance. They coordinate and manage of all work performed on projects/tasks under the contract. Coordinating the efforts of all team members (employees, subcontractors, and consultants). They can be the main point of contact for customer lead personnel including the Contracting Officer, Contracting Officer's Representative, and other officials. Analyzing new and complex project-related problems and create innovative solutions that normally involve the schedule, technology, methodology, tools, solution components, and financial management of the project. They exercise full authority on behalf of the company to ensure deliverables are completed according to contract quality and schedule requirements, and all obligated personnel perform to contract requirements for customer satisfaction. | | | |
| Minimum Qualifications and Experience | Qualifications and experience will be determined on a case-by-case basis in relation to the project's scope of work. Generally, the labor category requires the following minimum qualifications and experience for each corresponding level. Degrees are in relevant discipline area from an accredited institution and candidate is able to obtain necessary Clearance Level. In general, work complexity and responsibility will be greater at higher levels. | | | |
| | Level | Education | Experience | Rate |
| | Level I | Associate's | 0-1 years | \$125 |
| | Level II | Bachelor's | 1-3 years | \$155 |

| Labor Category | Project / Task Manager | | | |
|----------------|------------------------|----------------------------|------------|-------|
| | Level III | Bachelor's | 3-6 years | \$195 |
| | Level IV | Bachelor's + Certification | 6-10 years | \$205 |
| | Level V | Master's + Certification | 10+ years | \$250 |

3.3. Support Specialist

| Labor Category | Support Specialist | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|--|--|------------|-------|--|-------|-----------|------------|------|---------|---------------------|-----------|------|----------|---------------------|-----------|------|-----------|-------------|-----------|------|----------|-------------|------------|-------|---------|------------|-----------|-------|
| Functional Responsibilities | <p>The Support Specialist provides administrative support specifically dedicated to the requirements of the project team. They may assist in budget preparation and financial control activities. Assisting in the preparation of presentations and control of records, statistics, and reports regarding operations, financial tracking, and personnel changes using various databases and programs. Assisting in the development of reports and presentations using software packages for word processing, spreadsheets, database, desktop publishing and graphics (MS Office Suite). Composes, prepares, edits and proofreads letters, reports and other correspondence. Administers client- specific programs, projects, and/or processes. Serves as liaison regarding administrative issues related to purchasing, personnel, facilities, and operations. Coordinates meetings and appointments between program manager, client, and external-parties. Support may also include making travel arrangements, meeting/event arrangements and preparations. Resolve questions and problems and escalates issues to higher levels. In general, work complexity and responsibility will be greater at higher levels.</p> | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Minimum Qualifications and Experience | <p>Qualifications and experience will be determined on a case-by-case basis in relation to the project's scope of work. Generally, the labor category requires the following minimum qualifications and experience for each corresponding level. Degrees are in relevant discipline area from an accredited institution and candidate is able to obtain necessary Clearance Level.</p> <table border="1"> <thead> <tr> <th>Level</th> <th>Education</th> <th>Experience</th> <th>Rate</th> </tr> </thead> <tbody> <tr> <td>Level I</td> <td>High School Diploma</td> <td>0-1 years</td> <td>\$75</td> </tr> <tr> <td>Level II</td> <td>High School Diploma</td> <td>1-3 years</td> <td>\$85</td> </tr> <tr> <td>Level III</td> <td>Associate's</td> <td>3-6 years</td> <td>\$95</td> </tr> <tr> <td>Level IV</td> <td>Associate's</td> <td>6-10 years</td> <td>\$110</td> </tr> <tr> <td>Level V</td> <td>Bachelor's</td> <td>10+ years</td> <td>\$125</td> </tr> </tbody> </table> | | | | Level | Education | Experience | Rate | Level I | High School Diploma | 0-1 years | \$75 | Level II | High School Diploma | 1-3 years | \$85 | Level III | Associate's | 3-6 years | \$95 | Level IV | Associate's | 6-10 years | \$110 | Level V | Bachelor's | 10+ years | \$125 |
| Level | Education | Experience | Rate | | | | | | | | | | | | | | | | | | | | | | | | | |
| Level I | High School Diploma | 0-1 years | \$75 | | | | | | | | | | | | | | | | | | | | | | | | | |
| Level II | High School Diploma | 1-3 years | \$85 | | | | | | | | | | | | | | | | | | | | | | | | | |
| Level III | Associate's | 3-6 years | \$95 | | | | | | | | | | | | | | | | | | | | | | | | | |
| Level IV | Associate's | 6-10 years | \$110 | | | | | | | | | | | | | | | | | | | | | | | | | |
| Level V | Bachelor's | 10+ years | \$125 | | | | | | | | | | | | | | | | | | | | | | | | | |

3.4. Business / IT Analyst

| Labor Category | Business / IT Analyst | | | |
|------------------------------------|---|--|--|--|
| Functional Responsibilities | <p>The Business / IT Analyst performs services that include, but are not limited to, applying management analysis processes, statistical methods, and advanced technical and analytical research techniques to determine solutions based on client requirements with an IT services/solutions-based scope. They analyze operational activities to obtain a quantitative, rational basis for decision making and resource allocation. Employing process improvements and reengineering methodologies and principles for modernization of systems and projects. Developing project plans to achieve performance-based objectives, enhancing implementation, systems and service. Providing integral support in mission requirements determination, conceptualization, design, development, testing, verification and validation, documentation, and implementation of system applications. Assisting in the development of reports and presentations using software packages for word processing, spreadsheets, database, desktop publishing and graphics (e.g., Adobe products, MS Office Suite). In general, work complexity and responsibility will be greater at higher levels.</p> | | | |
| | <p>Qualifications and experience will be determined on a case-by-case basis in relation to the project's scope of work. Generally, the labor category requires the following minimum</p> | | | |

| Labor Category | Business / IT Analyst | | | |
|---------------------------------------|---|-------------|------------|-------|
| Minimum Qualifications and Experience | qualifications and experience for each corresponding level. Degrees are in relevant discipline area from an accredited institution and candidate is able to obtain necessary Clearance Level. | | | |
| | Level | Education | Experience | Rate |
| | Level I | Associate's | 0-1 years | \$85 |
| | Level II | Associate's | 1-3 years | \$95 |
| | Level III | Associate's | 3-6 years | \$125 |
| | Level IV | Bachelor's | 6-10 years | \$150 |
| Level V | Bachelor's | 10+ years | \$165 | |

3.5. Information Technology (IT) Specialist

| Labor Category | Information Technology (IT) Specialist | | | |
|---------------------------------------|---|---------------------|------------|-------|
| Functional Responsibilities | The Information Technology Specialist provides overall IT systems support including network communications, data, and hardware services ranging from analysis to security, for performance according to standards and requirements. Providing support with monitoring, installing and performing maintenance on personal computers, laptop computers, software, and networks. They also support designing, testing and implementing interface programs, developing security procedures, and regulating usage. Providing support in responding to system user requests for assistance. Delivering support for on-the-spot diagnostic evaluations, implementation of corrections, and training users in proper operation of systems and programs. Maintaining logs and inventory of equipment repairs, assist in administering all computer platforms as directed and assist in resolving any operations problems. Support network administration with server maintenance and administration. Require general knowledge of enterprise management products (e.g., Desktop, application, network, etc.) including, but not limited to, Microsoft, Macintosh, ServiceNow, CISCO, UNIX, etc. In general, work complexity and responsibility will be greater at higher levels. | | | |
| Minimum Qualifications and Experience | Qualifications and experience will be determined on a case-by-case basis in relation to the project's scope of work. Generally, the labor category requires the following minimum qualifications and experience for each corresponding level. Degrees are in relevant discipline area from an accredited institution and candidate is able to obtain necessary Clearance Level. | | | |
| | Level | Education | Experience | Rate |
| | Level I | High School Diploma | 0-1 years | \$100 |
| | Level II | Associate's | 1-3 years | \$125 |
| | Level III | Associate's | 3-6 years | \$155 |
| | Level IV | Bachelor's | 6-10 years | \$165 |
| Level V | Bachelor's | 10+ years | \$185 | |

3.6. System Administrator

| Labor Category | System Administrator | | | |
|-----------------------------|--|--|--|--|
| Functional Responsibilities | The System Administrator manages the daily activities of configuration and operation of systems which may be virtual/cloud, mainframe, mini, or client/server based. Assisting with the optimizing of system operation and resource utilization and perform system capacity analysis and planning. Maintains data files and control procedures for a network application linked to a host server. Responsible for system security and data integrity. Assigning passwords and monitoring use of resources. Knowledgeable to run applications on department-wide or enterprise computer systems. Installs new software, system upgrades, and patches to resolve software problems. Performing backups and recovery. May lead and administer approved changes to systems within approved change control process. May have "ownership" of specific systems and have | | | |

| Labor Category | System Administrator | | | |
|---------------------------------------|---|-------------|------------|-------|
| | designated authority to provide input or make decisions on future direction of system functionality. In general, work complexity and responsibility will be greater at higher levels. | | | |
| Minimum Qualifications and Experience | Qualifications and experience will be determined on a case-by-case basis in relation to the project's scope of work. Generally, the labor category requires the following minimum qualifications and experience for each corresponding level. Degrees are in relevant discipline area from an accredited institution and candidate is able to obtain necessary Clearance Level. | | | |
| | Level | Education | Experience | Rate |
| | Level I | Associate's | 0-1 years | \$85 |
| | Level II | Associate's | 1-3 years | \$95 |
| | Level III | Associate's | 3-6 years | \$125 |
| | Level IV | Bachelor's | 6-10 years | \$150 |
| Level V | Bachelor's | 10+ years | \$185 | |

3.7. Systems Architect

| Labor Category | Systems Architect | | | |
|---------------------------------------|--|-------------|------------|-------|
| Functional Responsibilities | The Systems Architect is responsible for establishing system information requirements using analysis of the information engineer(s) in the development of enterprise-wide or large-scale information systems. Provides architectural guidelines for all software/system design activities to current and future technological environments, to include project planning, scope, management, tracking, control, and reporting activities. Maintains and provides state-of-the-art knowledge of technologies, planning, design, and analysis methodologies. They design the architecture to include the software, hardware, and communications to support the total requirements as well as provide for present and future cross-functional requirements and interfaces. Ensuring these systems are compatible and in compliance with Agency enterprise architecture and applicable reference models and industry standards. Providing expert technical and leadership support for complex processes, structural elements, components, equipment, machinery, applications, systems, software, networks, telecommunications, or facilities. Evaluate analytically and systematically problems of workflows, organization, and planning and develop appropriate corrective action. Manage staff/teams as necessary. In general, work complexity and responsibility will be greater at higher levels. | | | |
| Minimum Qualifications and Experience | Qualifications and experience will be determined on a case-by-case basis in relation to the project's scope of work. Generally, the labor category requires the following minimum qualifications and experience for each corresponding level. Degrees are in relevant discipline area from an accredited institution and candidate is able to obtain necessary Clearance Level. | | | |
| | Level | Education | Experience | Rate |
| | Level I | Associate's | 0-1 years | \$125 |
| | Level II | Bachelor's | 1-3 years | \$165 |
| | Level III | Bachelor's | 3-6 years | \$185 |
| | Level IV | Bachelor's | 6-10 years | \$225 |
| Level V | Bachelor's | 10+ years | \$250 | |

3.8. Network / Systems Engineer

| Labor Category | Network / Systems Engineer | | | |
|-----------------------------|--|--|--|--|
| Functional Responsibilities | The Network / Systems Engineer is responsible for the planning, analysis, design, testing, and troubleshooting of networks or operational systems. Providing comprehensive technical support and/or leadership for elements such as: complex processes, applications, systems, software, | | | |

| Labor Category | Network / Systems Engineer | | | |
|--|---|-------------|------------|-------|
| | <p>networks, telecommunications, facilities, or machinery. Performing / leading project planning, scope, control, management, tracking, or review activities. Providing support in areas such as: research, studies, requirements/specifications definition, analysis, assessments, planning, acquisition, design, development, integration, overseeing, testing, installation, performance tuning, operation, deployment, or maintenance. Provide direct support in the day-to-day operations on communications, collaboration tools, and applications (e.g., network hardware, operating systems, etc.), including the evaluation of supporting system utilization, monitoring response time and primary support for detection and correction of operational problems using knowledge of hardware and software installation and maintenance in the services environment. Performs and/or leads technical document development/preparation. Uses applicable methodologies, modeling/estimating techniques, tools, applications, systems, software, or databases to perform assigned tasks. Ensures compliance with agency, federal, or industry standards and guidance. In general, work complexity and responsibility will be greater at higher levels.</p> | | | |
| Minimum Qualifications and Experience | <p>Qualifications and experience will be determined on a case-by-case basis in relation to the project's scope of work. Generally, the labor category requires the following minimum qualifications and experience for each corresponding level. Degrees are in relevant discipline area from an accredited institution and candidate is able to obtain necessary Clearance Level.</p> | | | |
| | Level | Education | Experience | Rate |
| | Level I | Associate's | 0-1 years | \$125 |
| | Level II | Associate's | 1-3 years | \$155 |
| | Level III | Associate's | 3-6 years | \$195 |
| | Level IV | Bachelor's | 6-10 years | \$225 |
| | Level V | Bachelor's | 10+ years | \$250 |

3.9. Developer (Software / Application)

| Labor Category | Developer (Software / Application) | | | |
|--|--|---------------------|------------|-------|
| Functional Responsibilities | <p>The Developer is responsible for designing, development, testing and deployment of software and applications, utilizing extensive programming language knowledge. Providing functional analysis, technical specifications and performance requirements definition for software solution development. Developing software documentation including flowcharts, diagrams, and code. Preparing, implementing, and testing software solutions against system specifications, standards, functional requirements, and Section 508 compliance. Actively involved in the evaluation of problems with workflow, organization, and planning and help in the development of appropriate corrective action. Implementation and support of development efforts of applications. In general, work complexity and responsibility will be greater at higher levels.</p> | | | |
| Minimum Qualifications and Experience | <p>Qualifications and experience will be determined on a case-by-case basis in relation to the project's scope of work. Generally, the labor category requires the following minimum qualifications and experience for each corresponding level. Degrees are in relevant discipline area from an accredited institution and candidate is able to obtain necessary Clearance Level.</p> | | | |
| | Level | Education | Experience | Rate |
| | Level I | High School Diploma | 0-1 years | \$95 |
| | Level II | Associate's | 1-3 years | \$125 |
| | Level III | Bachelor's | 3-6 years | \$135 |
| | Level IV | Bachelor's | 6-10 years | \$175 |
| | Level V | Bachelor's | 10+ years | \$225 |

3.10. Software Engineer

| Labor Category | Software Engineer | | | |
|--|---|---------------------|------------|-------|
| Functional Responsibilities | The Software Engineer is responsible for designing, development, testing and deployment of software and applications. Providing functional analysis, technical specifications and performance requirements definition for software solution development. Formulates or alters procedures to solve complex problems considering computer equipment capacity and limitations. Prepares detailed specifications from which programs will be written. Develops software documentation including flowcharts, diagrams, and code. Preparing, implementing, and testing software solutions against system specifications, standards, functional requirements, and Section 508 compliance. Detailed understanding of software development methodologies (e.g., Agile, Waterfall, DevSecOps) and technical environments that may include SQL, HTML, C++, Python, Client/Server, Oracle, PowerBuilder, Visual Basic, JAVA, and other source code requirements. In general, work complexity and responsibility will be greater at higher levels. | | | |
| Minimum Qualifications and Experience | Qualifications and experience will be determined on a case-by-case basis in relation to the project's scope of work. Generally, the labor category requires the following minimum qualifications and experience for each corresponding level. Degrees are in relevant discipline area from an accredited institution and candidate is able to obtain necessary Clearance Level. | | | |
| | Level | Education | Experience | Rate |
| | Level I | High School Diploma | 0-1 years | \$125 |
| | Level II | Associate's | 1-3 years | \$155 |
| | Level III | Bachelor's | 3-6 years | \$175 |
| | Level IV | Bachelor's | 6-10 years | \$225 |
| | Level V | Bachelor's | 10+ years | \$275 |

3.11. Cybersecurity Engineer

| Labor Category | Cybersecurity Engineer | | | |
|--|--|---------------------|------------|-------|
| Functional Responsibilities | The Cybersecurity Engineer supports the protection of cyber infrastructure, assurance of agency information, and operations that protect and defend information, information systems, and critical infrastructure assets. They will have a detailed understanding of NIST, FISMA, CISA, and agency specific cybersecurity regulations and guidance. May be responsible for developing security and assessment requirements, designing penetration testing, Risk Management Framework (RMF) support, vulnerability management, continuous monitoring, cyber incident response & management, Identity Access Management (IAM), assessments & authorizations, disaster recovery planning and IT auditing. Participates in the development of proprietary security assessment tools, develops and recommends technical solutions to support client requirements in solving complex network, application and system security problems. Provide support with Governance, Risk Management and Compliance program within information technology and operational technology systems. Research and evaluate emerging information technologies; interpret requirements and provide analytical reviews for system architecture, equipment and software. In general, work complexity and responsibility will be greater at higher levels. | | | |
| Minimum Qualifications and Experience | Qualifications and experience will be determined on a case-by-case basis in relation to the project's scope of work. Generally, the labor category requires the following minimum qualifications and experience for each corresponding level. Degrees are in relevant discipline area from an accredited institution and candidate is able to obtain necessary Clearance Level. Technical certifications such as CCNA, CCDA, CCIE, CISM, CISSP, GSLC, CCISO, CAP, CASP, MCSA/MCSE, CEH, CISA, Security+, OSCP (DoD 8570 - IAM Level III or IAT Level III) may be required on individual projects. | | | |
| | Level | Education | Experience | Rate |
| | Level I | High School Diploma | 0-1 years | \$125 |

| Labor Category | Cybersecurity Engineer | | | |
|----------------|------------------------|-------------|------------|-------|
| | Level II | Associate's | 1-3 years | \$150 |
| | Level III | Bachelor's | 3-6 years | \$175 |
| | Level IV | Bachelor's | 6-10 years | \$225 |
| | Level V | Bachelor's | 10+ years | \$275 |

3.12. Cybersecurity Analyst

| Labor Category | Cybersecurity Analyst | | | |
|--|---|------------------|-------------------|-------------|
| Functional Responsibilities | <p>The Cybersecurity Analyst assists with the development and implementation of information assurance (IA), and security standards and procedures. Coordinating, developing, and evaluating security programs for an organization. Performing analysis, design, and development of security features. Analyzing general information assurance-related technical problems and provides basic engineering and technical support in solving these problems. Performs vulnerability/risk analyses of systems and applications during all phases of the system development life cycle. Assisting in the coordination and escalation of security incidents based on the tiered Incident Response approach. Practical experience in threat analysis, hunting, using multiple Security information and event management (SIEM) software/tools and analyst detection workflow. Responsible for vulnerability management related to software and web applications. Leads periodic vulnerability scanning, web application scanning, and code scanning. Responsible for performing scans, analyzing results, identifying false positives, identifying remediation plans, directing system developers on remediation plans, and managing remediation through closure. Identifies remediation plans for known system vulnerabilities, tracks, prioritizes and monitors closure of vulnerabilities and POA&Ms. Facilitates responses to FISMA audit requests and other system assessment requests (e.g. OIG audits). In general, work complexity and responsibility will be greater at higher levels.</p> | | | |
| Minimum Qualifications and Experience | <p>Qualifications and experience will be determined on a case-by-case basis in relation to the project's scope of work. Generally, the labor category requires the following minimum qualifications and experience for each corresponding level. Degrees are in relevant discipline area from an accredited institution and candidate is able to obtain necessary Clearance Level. Technical certifications such as CCNA, CCDA, CCIE, CISM, CISSP, GSLC, CCISO, CAP, CASP, MCSA/MCSE, CEH, CISA, Security+, OSCP (DoD 8570 - IAM Level III or IAT Level III) may be required on individual projects.</p> | | | |
| | Level | Education | Experience | Rate |
| | Level I | Associate's | 0-1 years | \$125 |
| | Level II | Associate's | 1-3 years | \$145 |
| | Level III | Bachelor's | 3-6 years | \$175 |
| | Level IV | Bachelor's | 6-10 years | \$225 |
| | Level V | Bachelor's | 10+ years | \$275 |

3.13. Ethical Hacker

| Labor Category | Ethical Hacker | | | |
|------------------------------------|--|--|--|--|
| Functional Responsibilities | <p>The Ethical Hacker is responsible for identifying flaws and vulnerabilities in security to protect organizational networks and applications from malicious hackers. Quickly detects and corrects common vulnerabilities. Upholds all legal and ethical behavior standards set forth by federal regulations. Responsible for training and educating clients on security awareness. Performs application analysis, reverse engineering, malware analysis, protocol analysis, and debugging. Penetrates networks or computer systems to identify computer security vulnerabilities. Demonstrates understanding of how social engineering is used to compromise networks and end devices. Expertise in one or more programming languages, such as C#, Java, JavaScript, Python,</p> | | | |

| Labor Category | Ethical Hacker | | | |
|---------------------------------------|--|----------------------------|------------|-------|
| | C, XAML, Linux, or Visual C. Expert knowledge using commercial and open source tools such as Appscan, Metasploit, Qualys, Nmap, Burp Suite, Kali Linux, and Nessus. Writing scripts in PowerShell, Ruby, Python, BASH, etc. Experience with hardware based and software security exploits and experience with reverse engineering and assembly language. Experience leading Red Teams and demonstrated ability to penetrate large, complex enterprise networks and systems. In general, work complexity and responsibility will be greater at higher levels. | | | |
| Minimum Qualifications and Experience | Qualifications and experience will be determined on a case-by-case basis in relation to the project's scope of work. Generally, the labor category requires the following minimum qualifications and experience for each corresponding level. Degrees are in relevant discipline area from an accredited institution and candidate is able to obtain necessary Clearance Level. Hold active Certified Ethical Hacker (CEH) certification. | | | |
| | Level | Education | Experience | Rate |
| | Level I | Associate's | 0-1 years | \$125 |
| | Level II | Bachelor's | 1-3 years | \$155 |
| | Level III | Bachelor's + Certification | 3-6 years | \$175 |
| | Level IV | Bachelor's + Certification | 6-10 years | \$225 |
| Level V | Bachelor's + Certification | 10+ years | \$275 | |

3.14. Forensics Analyst

| Labor Category | Forensics Analyst | | | |
|---------------------------------------|--|-------------|------------|-------|
| Functional Responsibilities | The Forensics Analyst conducts forensic acquisition, analysis of cyber security incidents, and vulnerability assessments/penetration tests of information systems. Develops, researches and maintains proficiency in tools, techniques, countermeasures, and trend in computer and network vulnerabilities, data hiding, and encryption. Identifies, deters, monitors, and investigates computer and network intrusions. Provides computer forensic support to high technology investigations in the form of evidence seizure, computer forensic analysis, and data recovery. Performs "Hunt Operations" actively searching for indicators of compromise. Providing information for the indicator database and assists with signature creation and tuning to ensure proper agency cyber defenses. Works directly with system administrators to remediate systems to mitigate and/or prevent incidents of compromise. Actively work to reduce and mitigate findings from "Hunt Operations" or from other assessments and will report progress as requested by the Government. Develops innovative ways to gather information and evidence during digital forensics investigations. Develops and supports Insider Threat Plans and supports enterprise level senior leadership. Experience using forensics tools such as EnCase, Wireshark, CAINE, SNORT, and Autopsy. Supporting administrative or criminal inquiries – working with Office of Inspector General (OIG), law enforcement, and intelligence community. Prepares and delivers findings/briefings to senior executives and leadership. In general, work complexity and responsibility will be greater at higher levels. | | | |
| Minimum Qualifications and Experience | Qualifications and experience will be determined on a case-by-case basis in relation to the project's scope of work. Generally, the labor category requires the following minimum qualifications and experience for each corresponding level. Degrees are in relevant discipline area from an accredited institution and candidate is able to obtain necessary Clearance Level. | | | |
| | Level | Education | Experience | Rate |
| | Level I | Associate's | 0-1 years | \$125 |
| | Level II | Associate's | 1-3 years | \$185 |
| | Level III | Bachelor's | 3-6 years | \$205 |
| | Level IV | Bachelor's | 6-10 years | \$250 |
| Level V | Master's | 10+ years | \$275 | |

3.15. Cloud Architect

| Labor Category | Cloud Architect | | | |
|--|---|-------------|------------|-------|
| Functional Responsibilities | The Cloud Architect designs and implements enterprise infrastructure and platforms required for cloud computing. Analyzes system requirements and ensures that systems will be securely integrated with current applications. Has a deep understanding of system development in cloud environments, including Software as Service (SaaS), Platform as Service (PaaS), or Infrastructure as a Service (IaaS). Experience with one or more cloud platforms (e.g., AWS, Azure, Google). In general, work complexity and responsibility will be greater at higher levels. | | | |
| Minimum Qualifications and Experience | Qualifications and experience will be determined on a case-by-case basis in relation to the project's scope of work. Generally, the labor category requires the following minimum qualifications and experience for each corresponding level. Degrees are in relevant discipline area from an accredited institution and candidate is able to obtain necessary Clearance Level. A professional cloud architect certification may be required on individual projects. | | | |
| | Level | Education | Experience | Rate |
| | Level I | Associate's | 0-1 years | \$115 |
| | Level II | Associate's | 1-3 years | \$150 |
| | Level III | Bachelor's | 3-6 years | \$195 |
| | Level IV | Bachelor's | 6-10 years | \$250 |
| Level V | Master's | 10+ years | \$275 | |

3.16. Cloud Engineer

| Labor Category | Cloud Engineer | | | |
|--|---|-------------|------------|-------|
| Functional Responsibilities | The Cloud Engineer implements and designs server, network, and software configurations for a cloud computing infrastructure and applications with a focus on DevOps principles. Actively monitors the performance of systems. Detailed understanding of standard concepts, practices, and procedures of cloud technology, including Software as Service (SaaS), Platform as Service (PaaS), or Infrastructure as a Service (IaaS). In general, work complexity and responsibility will be greater at higher levels. | | | |
| Minimum Qualifications and Experience | Qualifications and experience will be determined on a case-by-case basis in relation to the project's scope of work. Generally, the labor category requires the following minimum qualifications and experience for each corresponding level. Degrees are in relevant discipline area from an accredited institution and candidate is able to obtain necessary Clearance Level. | | | |
| | Level | Education | Experience | Rate |
| | Level I | Associate's | 0-1 years | \$125 |
| | Level II | Associate's | 1-3 years | \$165 |
| | Level III | Bachelor's | 3-6 years | \$185 |
| | Level IV | Bachelor's | 6-10 years | \$225 |
| Level V | Master's | 10+ years | \$275 | |

3.17. Cloud Migration Specialist

| Labor Category | Cloud Migration Specialist | | | |
|------------------------------------|--|--|--|--|
| Functional Responsibilities | The Cloud Migration Specialist develops migration strategies for applications, servers, etc., for a cloud computing infrastructure and applications with a focus on DevOps principles. They manage deployments and develops metrics, plans and acceptance criteria for the migration of systems. Detailed understanding with standard concepts, practices, and procedures of cloud | | | |

| Labor Category | Cloud Migration Specialist | | | |
|--|---|-------------|------------|-------|
| | technology, including Software as Service (SaaS), Platform as Service (PaaS), or Infrastructure as a Service (IaaS). In general, work complexity and responsibility will be greater at higher levels. | | | |
| Minimum Qualifications and Experience | Qualifications and experience will be determined on a case-by-case basis in relation to the project's scope of work. Generally, the labor category requires the following minimum qualifications and experience for each corresponding level. Degrees are in relevant discipline area from an accredited institution and candidate is able to obtain necessary Clearance Level. | | | |
| | Level | Education | Experience | Rate |
| | Level I | Associate's | 0-1 years | \$125 |
| | Level II | Associate's | 1-3 years | \$165 |
| | Level III | Bachelor's | 3-6 years | \$185 |
| | Level IV | Bachelor's | 6-10 years | \$225 |
| | Level V | Bachelor's | 10+ years | \$275 |

3.18. Subject Matter Expert

| Labor Category | Subject Matter Expert | | | |
|--|--|-------------|-------------|-------|
| Functional Responsibilities | A Subject Matter Expert is the definitive source of knowledge, technique, or expertise in a specific area of business or technology. Including but not limited to: Business Processes, Strategy, Computer Hardware, Computer Programming, Data Security, Data Storage, Artificial Intelligence/Machine Learning, Cloud Technologies and Networking. The Subject Matter Expert uses their advanced knowledge of a specific area solve to complex issues/problems and to implement best practices. Analyzes requirements, risks, cost impacts and solutions to meet client functional and technical performance needs. Making recommendations on project specific enhancements and organizational performance and technical standards. Utilizing new methodologies for solving problems and ensuring that systems are in compliance with organizational requirements and client needs. May lead a project or work in support of a team with a need for their specialized knowledge. In general, work complexity and responsibility will be greater at higher levels. | | | |
| Minimum Qualifications and Experience | Qualifications and experience will be determined on a case-by-case basis in relation to the project's scope of work. Generally, the labor category requires the following minimum qualifications and experience for each corresponding level. Degrees are in relevant discipline area from an accredited institution and candidate is able to obtain necessary Clearance Level. Additional certifications and licences may be required on individual projects. | | | |
| | Level | Education | Experience | Rate |
| | Level I | Associate's | 3-6 years | \$175 |
| | Level II | Bachelor's | 6-10 years | \$225 |
| | Level III | Bachelor's | 10-15 years | \$285 |
| | Level IV | Master's | 15-20 years | \$355 |
| | Level V | Master's | 20+ years | \$400 |

3.19. Documentation Specialist / Technical Writer

| Labor Category | Documentation Specialist / Technical Writer | | | |
|------------------------------------|--|--|--|--|
| Functional Responsibilities | The Documentation Specialist/Technical Writer composes, edits, and prepares documents of a technical, management, or business nature. Publications may include communications, training materials, installations guides, proposals, reports, and operation and maintenance manuals. Participates in all phases of documentation development, from gathering technical information, | | | |

| Labor Category | Documentation Specialist / Technical Writer | | | |
|--|---|-------------|------------|-------|
| | preparing written text, and coordinating layout and document organization. May conduct research and interviews with technical, managerial, and business staff to develop content. May coordinate other writers and work closely with editors and illustrators. May assist in establishing style guidelines and standards for text and illustration. Extracts data from various sources to satisfy requirements. Assists in final production of product deliverables. Deep understanding of document development tools (i.e., Microsoft Suite, Adobe products) and processes. In general, work complexity and responsibility will be greater at higher levels. | | | |
| Minimum Qualifications and Experience | Qualifications and experience will be determined on a case-by-case basis in relation to the project's scope of work. Generally, the labor category requires the following minimum qualifications and experience for each corresponding level. Degrees are in relevant discipline area from an accredited institution and candidate is able to obtain necessary Clearance Level. | | | |
| | Level | Education | Experience | Rate |
| | Level I | Associate's | 0-1 years | \$85 |
| | Level II | Associate's | 1-3 years | \$105 |
| | Level III | Associate's | 3-6 years | \$125 |
| | Level IV | Bachelor's | 6-10 years | \$135 |
| | Level V | Bachelor's | 10+ years | \$175 |

3.20. Agile Coach

| Labor Category | Agile Coach | | | |
|--|--|-------------|------------|-------|
| Functional Responsibilities | The Agile Coach may assist or lead teams to apply Agile thinking to the specific environment and impediments they face. Works as an advisor and helps the team adapt the methodology to their environment, and challenge the existing environment. Working with project teams to analyze current systems and processes and develops a strategy for adoption of agile best practices. Facilitates agile adoption by providing education and development of individuals and teams through workshops and one-on-one coaching. Lead cultural change by advancing an agile mindset and ensuring the organization is adhering to industry/agile best practices. In general, work complexity and responsibility will be greater at higher levels. | | | |
| Minimum Qualifications and Experience | Qualifications and experience will be determined on a case-by-case basis in relation to the project's scope of work. Generally, the labor category requires the following minimum qualifications and experience for each corresponding level. Degrees are in relevant discipline area from an accredited institution and candidate is able to obtain necessary Clearance Level. Certification as an Agile Coach or Scrum Master and experience in using Scrum, Kanban, and Scaled Agile Framework (SAFe). | | | |
| | Level | Education | Experience | Rate |
| | Level I | Associate's | 0-1 years | \$115 |
| | Level II | Associate's | 1-3 years | \$135 |
| | Level III | Bachelor's | 3-6 years | \$175 |
| | Level IV | Bachelor's | 6-10 years | \$205 |
| | Level V | Bachelor's | 10+ years | \$250 |

3.21. ScrumMaster

| Labor Category | ScrumMaster | | | |
|------------------------------------|---|--|--|--|
| Functional Responsibilities | The Scrum Master facilitates or guides a software development product owner, team, and organization on how to use Agile/Scrum concepts, values, practices, and principles focusing on improving team effectiveness. The Scrum Master leads discussions and decision making, and | | | |

| Labor Category | ScrumMaster | | | |
|--|---|-------------|------------|-------|
| | assists in mediation of conflict resolution. Demonstrates expertise in eliciting and documenting business requirements from project stakeholders. Creates Requirement Documents (RD) and based on the project need, develop Test Plans (TPs) and Test Cases. In general, work complexity and responsibility will be greater at higher levels. | | | |
| Minimum Qualifications and Experience | Qualifications and experience will be determined on a case-by-case basis in relation to the project's scope of work. Generally, the labor category requires the following minimum qualifications and experience for each corresponding level. Degrees are in relevant discipline area from an accredited institution and candidate is able to obtain necessary Clearance Level. Certification as a Scrum Master and experience in using Scrum, Kanban, and Scaled Agile Framework (SAFe). | | | |
| | Level | Education | Experience | Rate |
| | Level I | Associate's | 0-1 years | \$115 |
| | Level II | Associate's | 1-3 years | \$135 |
| | Level III | Bachelor's | 3-6 years | \$165 |
| | Level IV | Bachelor's | 6-10 years | \$195 |
| Level V | Bachelor's | 10+ years | \$235 | |

3.22. Quality Assurance / Test Engineer

| Labor Category | Quality Assurance / Test Engineer |
|--|---|
| Functional Responsibilities | The Quality Assurance/Test Engineer develops and implements quality control methodologies to ensure compliance with quality assurance standards, guidelines, and procedures. Developing and defining major and minor characteristics of quality including quality metrics and scoring parameters and determines requisite quality control resources for a project. Establishes and maintains a process for evaluating hardware, software, and associated documentation and/or assist in the evaluation. Conducts and/or participates in formal and informal reviews at pre-determined points throughout the development life cycle. Knowledgeable and experienced with web and desktop application software testing and quality assurance standards and practices, developing test requirements and procedures, performing tests of software functionality, performance, load, usability, and 508 compliance. Develop test plans, test cases, automated tests and scripts. Perform manual and automated tests on software functionality, usability, and accessibility (508 compliancy). Perform stress testing and performance testing. Manage bugs and error tracking. Compose and present test results to management. Coordinate and prioritize application modifications and bug fixes. Work with multiple development teams and software projects. Knowledgeable with Quality Assurance and Testing Methodologies; Test Plan and Test Case Development; Experience with automated testing applications like Silk Performer; Microsoft SQL Server 2005 and SQL scripting; Documentation and Reporting skills; Microsoft Visual Studio 2005; Microsoft C# and ASP.NET; .NET, Web Services and Service Oriented Architecture; Cross-browser DHTML web design; JavaScript, HTML, XML, XSLT and SQL; Microsoft Internet Information Server; Operating system experience with Windows XP and Server 2003; VMware Server/Desktop Virtualization; Experience with the compliancy requirements of Section 508 of the Rehabilitation Act for web applications design; Tortoise SVN/Subversion Source Code Control; CoLab – Web-based team collaboration and project management tool; Microsoft Office Products including Visio and Project; ESRI technologies including ArcSDE, ArcIMS, ArcGIS; and Scripting Proficiency (i.e. Cygwin, Dos, Bash, Perl, Python, and/or VBscript). In general, work complexity and responsibility will be greater at higher levels. |
| Minimum Qualifications and Experience | Qualifications and experience will be determined on a case-by-case basis in relation to the project's scope of work. Generally, the labor category requires the following minimum qualifications and experience for each corresponding level. Degrees are in relevant discipline area from an accredited institution and candidate is able to obtain necessary Clearance Level. |

| Labor Category | Quality Assurance / Test Engineer | | | |
|----------------|-----------------------------------|-------------|------------|-------|
| | Level | Education | Experience | Rate |
| | Level I | Associate's | 0-1 years | \$95 |
| | Level II | Associate's | 1-3 years | \$125 |
| | Level III | Bachelor's | 3-6 years | \$155 |
| | Level IV | Bachelor's | 6-10 years | \$185 |
| | Level V | Bachelor's | 10+ years | \$225 |

3.23. Computer Scientist

| Labor Category | Computer Scientist | | | |
|--|--|-------------|------------|-------|
| Functional Responsibilities | <p>The Computer Scientist serves as a senior consultant in complex or mission critical requirements. Develops, modifies, and applies computer modeling and programming applications to analyze and solve mathematical and scientific problems affecting system and program performance. Participates in all phases of scientific and engineering projects such as research, design, development, testing, modeling, simulating, training, and documentation. May lead Emerging Technology initiatives like Artificial Intelligence (AI)/Machine Learning (ML), automation, distributed ledger, quantum computing, edge computing, or virtual reality/augmented reality. In general, work complexity and responsibility will be greater at higher levels.</p> | | | |
| Minimum Qualifications and Experience | <p>Qualifications and experience will be determined on a case-by-case basis in relation to the project's scope of work. Generally, the labor category requires the following minimum qualifications and experience for each corresponding level. Degrees are in relevant discipline area from an accredited institution and candidate is able to obtain necessary Clearance Level.</p> | | | |
| | Level | Education | Experience | Rate |
| | Level I | Associate's | 0-1 years | \$125 |
| | Level II | Bachelor's | 1-3 years | \$165 |
| | Level III | Bachelor's | 3-6 years | \$205 |
| | Level IV | Bachelor's | 6-10 years | \$235 |
| Level V | Bachelor's | 10+ years | \$275 | |

3.24. Data Scientist

| Labor Category | Data Scientist |
|--|---|
| Functional Responsibilities | <p>The Data Scientist identifies business trends and problems through complex big data analysis. Interpreting results from multiple sources using a variety of techniques, ranging from simple data aggregation via statistical analysis to complex data mining operations. Uses machine learning tools to organize, process, clean, and validate the data. Performs detailed analysis looking for information and patterns, developing prediction systems, presenting the data in a easily understandable manner, and propose potential solutions and strategies to solve problems. designs, develops and implements the most valuable business solutions for the organization. Prepares big data, implements data models and develops database to support the business solutions. Works on advanced, complex technical projects or business issues requiring state of the art technical or industry knowledge. In general, work complexity and responsibility will be greater at higher levels.</p> |
| Minimum Qualifications and Experience | <p>Qualifications and experience will be determined on a case-by-case basis in relation to the project's scope of work. Generally, the labor category requires the following minimum qualifications and experience for each corresponding level. Degrees are in relevant discipline area from an accredited institution and candidate is able to obtain necessary Clearance Level.</p> |

| Labor Category | Data Scientist | | | |
|----------------|----------------|-------------|------------|-------|
| | Level | Education | Experience | Rate |
| | Level I | Associate's | 0-1 years | \$125 |
| | Level II | Associate's | 1-3 years | \$155 |
| | Level III | Bachelor's | 3-6 years | \$205 |
| | Level IV | Bachelor's | 6-10 years | \$235 |
| | Level V | Master's | 10+ years | \$275 |

3.25. Database Specialist

| Labor Category | Database Specialist | | | |
|--|---|-------------|------------|-------|
| Functional Responsibilities | <p>The Database Specialist provides all activities related to the administration of computerized databases. Designs, manages and maintains database of high complexity. Analyzes database requirements of assigned projects. Analyzes and determines information needs and elements, database relationships and attributes, proposed manipulation, data flow and storage requirements, and data output and reporting capabilities. Applies knowledge and experience with database technologies, development methodologies, and front-end (e.g., COGNOS)/back-end programming languages (e.g., SQL). Tests and implements changes or new database designs. Performs database recovery and back-up. Writes logical and physical database descriptions, including location, space, access method, and security requirements. Provides direction to programmers and analysts as required to affect changes to database management systems. Monitors databases, analyzes and organizes data, and applies new technology designs and programs. Evaluates and optimizes database configuration and access. Advises users on access to multiple databases, and resolve database performance and capacity issues; data confliction and inappropriate usage. In general, work complexity and responsibility will be greater at higher levels.</p> | | | |
| Minimum Qualifications and Experience | <p>Qualifications and experience will be determined on a case-by-case basis in relation to the project's scope of work. Generally, the labor category requires the following minimum qualifications and experience for each corresponding level. Degrees are in relevant discipline area from an accredited institution and candidate is able to obtain necessary Clearance Level. Database Certification maybe required to fulfill some positions.</p> | | | |
| | Level | Education | Experience | Rate |
| | Level I | Associate's | 0-1 years | \$105 |
| | Level II | Associate's | 1-3 years | \$130 |
| | Level III | Bachelor's | 3-6 years | \$155 |
| | Level IV | Bachelor's | 6-10 years | \$195 |
| | Level V | Bachelor's | 10+ years | \$225 |

3.26. Data Analyst

| Labor Category | Data Analyst |
|------------------------------------|---|
| Functional Responsibilities | <p>The Data Analyst is responsible for analyzing data using statistical techniques, implementing and maintaining databases, gathering data from primary and secondary sources, identifying, analyzing and interpreting trends from the data. Creating presentations and reports that logically present data findings that help organizational decision making. Proficient in one or more of the common data analytics tools; Microsoft Excel, R, Python, SAS, Microsoft Power BI, Tableau, Splunk, Qlick, Google Data Studio, Metabase, IBM Cognos, Jupyter Notebook, RapidMiner, Oracle Analytics Cloud, or Domo. In general, work complexity and responsibility will be greater at higher levels.</p> |

| Labor Category | Data Analyst | | | |
|--|--|-------------|------------|-------|
| Minimum Qualifications and Experience | Qualifications and experience will be determined on a case-by-case basis in relation to the project's scope of work. Generally, the labor category requires the following minimum qualifications and experience for each corresponding level. Degrees are in relevant discipline area from an accredited institution and candidate is able to obtain necessary Clearance Level. Data Analytics Certification maybe required to fulfill some positions. | | | |
| | Level | Education | Experience | Rate |
| | Level I | Associate's | 0-1 years | \$95 |
| | Level II | Associate's | 1-3 years | \$115 |
| | Level III | Bachelor's | 3-6 years | \$135 |
| | Level IV | Bachelor's | 6-10 years | \$165 |
| | Level V | Bachelor's | 10+ years | \$205 |

3.27. Data Entry Specialist

| Labor Category | Data Entry Specialist | | | |
|--|---|---------------------|------------|-------|
| Functional Responsibilities | The Data Entry Specialist transcribes and enters data into automated database files. Selects procedures to be followed in searching for, interpreting, selecting or coding items to be entered from source documents. Performs updating and maintaining of database support systems and files, and supports automated retrieval operations in support of staff requirements. Prepares, maintains and preserves on file, technical or administrative documentation, data, correspondence and records. Performs documentation response tracking functions. Provides technical typing, word processing, proofreading and grammar context review, graphics presentations preparation, filing, and reproduction documentation support and office equipment operation. In general, work complexity and responsibility will be greater at higher levels. | | | |
| Minimum Qualifications and Experience | Qualifications and experience will be determined on a case-by-case basis in relation to the project's scope of work. Generally, the labor category requires the following minimum qualifications and experience for each corresponding level. Degrees are in relevant discipline area from an accredited institution and candidate is able to obtain necessary Clearance Level. | | | |
| | Level | Education | Experience | Rate |
| | Level I | High School Diploma | 0-1 years | \$45 |
| | Level II | High School Diploma | 1-3 years | \$55 |
| | Level III | High School Diploma | 3-6 years | \$75 |
| | Level IV | High School Diploma | 6-10 years | \$85 |
| | Level V | High School Diploma | 10+ years | \$105 |

3.28. SharePoint Developer

| Labor Category | SharePoint Developer | | | |
|------------------------------------|--|--|--|--|
| Functional Responsibilities | The SharePoint Developer is responsible for creating, configuring, and customizing organizational SharePoint systems. Possesses extensive knowledge of SharePoint and MS Office software, proficiency with front-end programming languages, and the ability to solve complex software issues. Building new landing page, department templates/pages, newsletter, banner and videos accessible to any device. Using SharePoint Framework SPx to create website designs with OOTB, UI extension, page layouts, themes, and display templates. Code pages using HTML5, JavaScript, and Typescript, jQuery, CSS, SQL, Bootstrap, or responsive design for all devices. Create web parts, lists/library, content types, site columns, master pages, search navigation, permissions, and data management. Building workflow forms using PowerApps/Flow. Migrate data to SharePoint Online from SP 2010/2013/2016 using designated migration tool(s). | | | |

| Labor Category | SharePoint Developer | | | |
|--|---|-------------|------------|-------|
| | Developing new web components using XML, .NET, SQL, and C#. Designing, coding, and implementing scalable applications. Extending SharePoint functionality with forms, web parts, and application technologies. Testing and debugging code, reviewing website interface and software stability, and troubleshooting software issues. Maintaining and updating SharePoint applications. Providing systems training to staff and customers. In general, work complexity and responsibility will be greater at higher levels. | | | |
| Minimum Qualifications and Experience | Qualifications and experience will be determined on a case-by-case basis in relation to the project's scope of work. Generally, the labor category requires the following minimum qualifications and experience for each corresponding level. Degrees are in relevant discipline area from an accredited institution and candidate is able to obtain necessary Clearance Level. | | | |
| | Level | Education | Experience | Rate |
| | Level I | Associate's | 0-1 years | \$95 |
| | Level II | Associate's | 1-3 years | \$115 |
| | Level III | Associate's | 3-6 years | \$145 |
| | Level IV | Associate's | 6-10 years | \$175 |
| | Level V | Associate's | 10+ years | \$205 |

3.29. Configuration Management Specialist

| Labor Category | Configuration Management Specialist | | | |
|--|---|---------------------|------------|-------|
| Functional Responsibilities | The Configuration Management Specialist is responsible for recommendation of configuration management solutions which meet organizational requirements. To include but, not limited to: Configuration Management of Databases, Operating System Configuration Management, Predictive and Preventive Maintenance, Secure Configuration Management, Software Configuration Management Configuration Maintain documentations for reference purposes to educate staff on configuration policies and practices. Plan and coordinate system configuration activities for satisfactory completion. Assist in developing tools to support daily configuration management activities, assist in designing of automation tools in the support of configuration procedures, assist in configuration audits and implementation of audit recommendations. Analyze, communicate, and resolve configuration problems and enforce configuration management policies and practices. In general, work complexity and responsibility will be greater at higher levels. | | | |
| Minimum Qualifications and Experience | Qualifications and experience will be determined on a case-by-case basis in relation to the project's scope of work. Generally, the labor category requires the following minimum qualifications and experience for each corresponding level. Degrees are in relevant discipline area from an accredited institution and candidate is able to obtain necessary Clearance Level. | | | |
| | Level | Education | Experience | Rate |
| | Level I | High School Diploma | 0-1 years | \$75 |
| | Level II | High School Diploma | 1-3 years | \$95 |
| | Level III | Associate's | 3-6 years | \$115 |
| | Level IV | Associate's | 6-10 years | \$135 |
| | Level V | Associate's | 10+ years | \$165 |

3.30. Help Desk Specialist

| Labor Category | Help Desk Specialist | | | |
|------------------------------------|--|--|--|--|
| Functional Responsibilities | The Help Desk Specialist responds to and diagnoses problems through discussions with users. Maintains call logs and evaluates problems. Experience supporting and installing LAN-based | | | |

| Labor Category | Help Desk Specialist | | | |
|--|--|---------------------|------------|-------|
| | application software. Experience supporting various operating systems and business COTS packages, hardware troubleshooting ability including printers, PC's, (networked and stand-alone), and be able to troubleshoot LAN log in and connectivity. In general, work complexity and responsibility will be greater at higher levels. | | | |
| Minimum Qualifications and Experience | Qualifications and experience will be determined on a case-by-case basis in relation to the project's scope of work. Generally, the labor category requires the following minimum qualifications and experience for each corresponding level. Degrees are in relevant discipline area from an accredited institution and candidate is able to obtain necessary Clearance Level. May require one or more of the following certifications: A+ CE, CCNA Security, Network CE, or other 8570 or equivalent certifications. | | | |
| | Level | Education | Experience | Rate |
| | Level I | High School Diploma | 0-1 years | \$65 |
| | Level II | High School Diploma | 1-3 years | \$75 |
| | Level III | High School Diploma | 3-6 years | \$95 |
| | Level IV | High School Diploma | 6-10 years | \$105 |
| Level V | High School Diploma | 10+ years | \$125 | |

3.31. Logistician

| Labor Category | Logistician | | | |
|--|---|---------------------|------------|-------|
| Functional Responsibilities | The Logistician performs a variety of logistics tasks which are broad in nature and are concerned with the design, implementation, operation, and performance of logistics functions, including supply chain, acquisition, distribution, transportation, warehousing, training, and operations and maintenance. May involve the application of professional scientific approaches to analyzing and solving a wide variety of management, operational and modeling and simulation problems. Responsible for the review and validation of information pertaining to logistics operations. Performs supply inventory research and analysis on military/government supply programs. Analyzes logistics policies, procedures, inventory processes and Supply Management Information Systems. Prepares recommendations and impact analysis to decision makers along with suggested means of implementation. Provides support and logistics expertise to logistics strategic planning efforts, business process reengineering efforts, and various financial analyses. Assists in the conduct of specific technical analyses such as capacity planning, warehousing analyses, and transportation analysis. Responsible for supply/material control policies, regulations and procedures. Conducts studies, analyzes and evaluates supply functions, and recommends solutions and/or process improvements. Assists in the conduct of system design alternatives analyses and other logistics analyses. In general, work complexity and responsibility will be greater at higher levels. | | | |
| Minimum Qualifications and Experience | Qualifications and experience will be determined on a case-by-case basis in relation to the project's scope of work. Generally, the labor category requires the following minimum qualifications and experience for each corresponding level. Degrees are in relevant discipline area from an accredited institution and candidate is able to obtain necessary Clearance Level. | | | |
| | Level | Education | Experience | Rate |
| | Level I | High School Diploma | 0-1 years | \$75 |
| | Level II | High School Diploma | 1-3 years | \$85 |
| | Level III | Associate's | 3-6 years | \$115 |
| | Level IV | Associate's | 6-10 years | \$135 |
| Level V | Bachelor's | 10+ years | \$160 | |

3.32. Network Technician

| Labor Category | Network Technician | | | |
|--|--|---------------------|------------|-------|
| Functional Responsibilities | The Network Technician is responsible for designing, documenting and testing additions, enhancements and changes to the network. Performs assessments of new data networking technologies for applicability to the network and provides engineering support to Network Operations for problems within the network. Knowledge of network design and/or architecture experience in a multi-router, multi-location, multi-protocol environment and experience with the operation and troubleshooting networks. In general, work complexity and responsibility will be greater at higher levels. | | | |
| Minimum Qualifications and Experience | Qualifications and experience will be determined on a case-by-case basis in relation to the project's scope of work. Generally, the labor category requires the following minimum qualifications and experience for each corresponding level. Degrees are in relevant discipline area from an accredited institution and candidate is able to obtain necessary Clearance Level. | | | |
| | Level | Education | Experience | Rate |
| | Level I | High School Diploma | 0-1 years | \$75 |
| | Level II | High School Diploma | 1-3 years | \$95 |
| | Level III | Associate's | 3-6 years | \$115 |
| | Level IV | Bachelor's | 6-10 years | \$140 |
| | Level V | Bachelor's | 10+ years | \$165 |

3.33. PC Deskside Technician

| Labor Category | PC Deskside Technician | | | |
|--|--|---------------------|------------|-------|
| Functional Responsibilities | The PC Deskside Technician provides support to monitor, install and perform maintenance on personal computers, laptop computers, software, and networks. Provides support in responding to system user requests for assistance. Provides support for on-the-spot diagnostic evaluations, implementation of corrections, and training users in proper operation of systems and programs. Provides support with installing and support for approved PC software; perform upgrades to all computer platforms, trains office staff on computers, maintains logs and inventory of equipment repairs, assists in administering all computer platforms as directed and assists in resolving any operational problems. Supports other IT operations as directed. Require general knowledge of enterprise management products (e.g., Desktop, application, network) including, but not limited to, Microsoft, Macintosh, ServiceNow, CISCO, UNIX, etc. In general, work complexity and responsibility will be greater at higher levels. | | | |
| Minimum Qualifications and Experience | Qualifications and experience will be determined on a case-by-case basis in relation to the project's scope of work. Generally, the labor category requires the following minimum qualifications and experience for each corresponding level. Degrees are in relevant discipline area from an accredited institution and candidate is able to obtain necessary Clearance Level. May require one or more of the following certifications: A+ CE, CCNA Security, Network CE, or other 8570 or equivalent certifications. | | | |
| | Level | Education | Experience | Rate |
| | Level I | High School Diploma | 0-1 years | \$65 |
| | Level II | High School Diploma | 1-3 years | \$75 |
| | Level III | High School Diploma | 3-6 years | \$95 |
| | Level IV | Associate's | 6-10 years | \$115 |
| | Level V | Associate's | 10+ years | \$135 |

3.34. Telecom Technician

| Labor Category | Telecom Technician | | | |
|--|--|---------------------|------------|-------|
| Functional Responsibilities | <p>The Telecom Technician installs, maintains and troubleshoots wiring systems, modems, digital devices, computer hardware and peripherals. Performs testing, troubleshooting, installation and maintenance of circuits. Knowledgeable with cabling standards, basic telecommunication standards, and asynchronous modem set-up parameters. Analyzes customer’s image, voice, and data requirements, and develops solutions. Develops design standards and communication requirements. Participates in studies to determine system capacities and reliabilities. Makes recommendations to enhance existing systems. Provides problem resolutions for all networks, to include performance monitoring, loop back tests, line monitoring, and failure determination. Provides software and hardware configuration and installation support. In general, work complexity and responsibility will be greater at higher levels.</p> | | | |
| Minimum Qualifications and Experience | <p>Qualifications and experience will be determined on a case-by-case basis in relation to the project’s scope of work. Generally, the labor category requires the following minimum qualifications and experience for each corresponding level. Degrees are in relevant discipline area from an accredited institution and candidate is able to obtain necessary Clearance Level. May require one or more of the following certifications: CCT, CCNT, CIPTS, CTNS, iNARTE, MCSA, RCCD or similar certifications.</p> | | | |
| | Level | Education | Experience | Rate |
| | Level I | High School Diploma | 0-1 years | \$75 |
| | Level II | High School Diploma | 1-3 years | \$105 |
| | Level III | High School Diploma | 3-6 years | \$125 |
| | Level IV | Associate’s | 6-10 years | \$145 |
| | Level V | Associate’s | 10+ years | \$175 |

3.35. Modeling & Simulation Specialist

| Labor Category | Modeling & Simulation Specialist | | | |
|--|---|-----------|------------|------|
| Functional Responsibilities | <p>The Modeling & Simulation Specialist uses computer software to perform analysis on systems, products, and processes or to predict outcomes. Prepares drawings of unique, complex, or original designs that require a high degree of precision. Ability to translate photographic and printed materials into full 3-D models. May require modeling of military and civilian hardware and environments using 3D CAD/CAE packages and/or modeling packages. May develop decimated variants of high-fidelity models that are reconfigurable to various levels of detail, resolution and materials to support various analysis applications and visual simulations. May develop high quality texture maps from photographs of the actual hardware and their operating environments and map to low fidelity model variants. May create discrete event simulation programming and/or data and decision analysis techniques for the development of decision support tools. Use technical applications to solve existing technical problems, and to optimize and automate manual processes by employing operations research and six sigma techniques such as process mapping/modeling, data mining/manipulation, Monte Carlo technique, statistical analysis, sensitivity analysis, design of experiments, prediction methods, linear programming, animation/visualization, and optimization heuristics. Developing new models and work with existing complex models, quickly assessing the current code in process locations and subroutines, and write complementary code to integrate with the existing code structure. In general, work complexity and responsibility will be greater at higher levels.</p> | | | |
| Minimum Qualifications and Experience | <p>Qualifications and experience will be determined on a case-by-case basis in relation to the project’s scope of work. Generally, the labor category requires the following minimum qualifications and experience for each corresponding level. Degrees are in relevant discipline area from an accredited institution and candidate is able to obtain necessary Clearance Level.</p> | | | |
| | Level | Education | Experience | Rate |

| Labor Category | Modeling & Simulation Specialist | | | |
|----------------|----------------------------------|-------------|------------|-------|
| | Level I | Associate's | 0-1 years | \$85 |
| | Level II | Associate's | 1-3 years | \$105 |
| | Level III | Bachelor's | 3-6 years | \$125 |
| | Level IV | Bachelor's | 6-10 years | \$165 |
| | Level V | Bachelor's | 10+ years | \$205 |

3.36. Strategy Consultant

| Labor Category | Strategy Consultant | | | |
|--|--|-------------|------------|-------|
| Functional Responsibilities | The Strategy Consultant provides analysis of business practices and develops strategies for organizational improvement. Support may include enterprise strategy development, future scenario analysis, policy analysis, customer/stakeholder insight, innovation, organizational development, and performance measurement. Providing facilitation, presentation delivery, and coaching to drive organizational change. Communicates risks and business objectives with leadership and stakeholders. Serve as a trusted advisor to executive-level leadership on organizational problem definition and solution design. Transforms strategy into an efficient and effective portfolio of programs and projects that will meet an organization's strategic objectives. Selecting the most relevant tools/techniques to support strategic outcomes. Successfully applies industry expertise in strategic planning to propose appropriate solutions to the organization's struggles and issues. In general, work complexity and responsibility will be greater at higher levels. | | | |
| Minimum Qualifications and Experience | Qualifications and experience will be determined on a case-by-case basis in relation to the project's scope of work. Generally, the labor category requires the following minimum qualifications and experience for each corresponding level. Degrees are in relevant discipline area from an accredited institution and candidate is able to obtain necessary Clearance Level. | | | |
| | Level | Education | Experience | Rate |
| | Level I | Associate's | 0-1 years | \$150 |
| | Level II | Bachelor's | 1-3 years | \$185 |
| | Level III | Bachelor's | 3-6 years | \$225 |
| | Level IV | Bachelor's | 6-10 years | \$305 |
| | Level V | Master's | 10+ years | \$350 |

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3.37. Communications Consultant

| Labor Category | Communications Consultant | | | |
|--|---|-----------|------------|------|
| Functional Responsibilities | The Communications Consultant provides expert advice to solve complex communications problems, create value, improve processes, and maximize efficiency. Plan and create communications strategies by interviewing internal sources, collecting relevant information, and developing materials for media releases and communication sessions. Manages and supports customized media, advertising, and public relation services. Prepares communication materials such as reports, videos, and presentations. Manages communication campaigns and responses to inquiries. May also work on projects, such as branding, media analysis, and communications audits. In general, work complexity and responsibility will be greater at higher levels. | | | |
| Minimum Qualifications and Experience | Qualifications and experience will be determined on a case-by-case basis in relation to the project's scope of work. Generally, the labor category requires the following minimum qualifications and experience for each corresponding level. Degrees are in relevant discipline area from an accredited institution and candidate is able to obtain necessary Clearance Level. | | | |
| | Level | Education | Experience | Rate |

| Labor Category | Communications Consultant | | | |
|----------------|---------------------------|---------------------|------------|-------|
| | Level I | High School Diploma | 0-1 years | \$95 |
| | Level II | Associate's | 1-3 years | \$115 |
| | Level III | Bachelor's | 3-6 years | \$135 |
| | Level IV | Bachelor's | 6-10 years | \$165 |
| | Level V | Bachelor's | 10+ years | \$205 |

3.38. Communications Specialist

| Labor Category | Communications Specialist | | | |
|--|--|---------------------|------------|-------|
| Functional Responsibilities | The Communications Specialist is responsible for leading and implementing communication tasks. Develops communication and advertising campaigns and responses to inquiries. Assists with determining communication objectives, media selection, media placement, and evaluation of advertising strategies. Responds to communication challenges with creative solutions. Relays progress to client on a regular basis. Creates content for information campaigns, press briefings and editorials. Keeps abreast of industry news and trends and writes analysis. Provides communications-related assistance with program management services including financial and business solutions, video production, and graphic design tasks. Assists with integrated marketing and integrated business program tasks. In general, work complexity and responsibility will be greater at higher levels. | | | |
| Minimum Qualifications and Experience | Qualifications and experience will be determined on a case-by-case basis in relation to the project's scope of work. Generally, the labor category requires the following minimum qualifications and experience for each corresponding level. Degrees are in relevant discipline area from an accredited institution and candidate is able to obtain necessary Clearance Level. | | | |
| | Level | Education | Experience | Rate |
| | Level I | High School Diploma | 0-1 years | \$85 |
| | Level II | Associate's | 1-3 years | \$105 |
| | Level III | Bachelor's | 3-6 years | \$125 |
| | Level IV | Bachelor's | 6-10 years | \$165 |
| | Level V | Bachelor's | 10+ years | \$205 |

3.39. Marketing Consultant

| Labor Category | Marketing Consultant | | | |
|--|---|---------------------|------------|-------|
| Functional Responsibilities | The Marketing Consultant provides expert advice on creating and implementing marketing strategies to promote an organization or business. Collaboratively works with organizational leadership and stakeholders to identify marketing goals, creating marketing materials, and monitoring campaign results. Perform research on organization's brand image, audience reach, and market position. Prepares and delivers detailed market research reports and marketing presentations. In general, work complexity and responsibility will be greater at higher levels. | | | |
| Minimum Qualifications and Experience | Qualifications and experience will be determined on a case-by-case basis in relation to the project's scope of work. Generally, the labor category requires the following minimum qualifications and experience for each corresponding level. Degrees are in relevant discipline area from an accredited institution and candidate is able to obtain necessary Clearance Level. | | | |
| | Level | Education | Experience | Rate |
| | Level I | High School Diploma | 0-1 years | \$115 |
| | Level II | Associate's | 1-3 years | \$145 |
| | Level III | Bachelor's | 3-6 years | \$175 |

| Labor Category | | Marketing Consultant | | |
|----------------|----------|----------------------|------------|-------|
| | Level IV | Bachelor's | 6-10 years | \$185 |
| | Level V | Bachelor's | 10+ years | \$225 |

3.40. Instructional Designer

| Labor Category | | Instructional Designer | | |
|--|--|------------------------|-------------------|-------------|
| Functional Responsibilities | The Instructional Designer designs and conducts complex training needs assessments and develops and implements courses and a range of learning and professional development activities for client organizations. Develops functional training materials and course curricula following the five-step Analysis, Design, Development, Implementation, and Evaluation (ADDIE) process. Conducts research to ensure that content is thorough, relevant, accurate, and current. Designs, edits and maintains curriculum for training/learning sessions. Converts technical information into user-friendly instructional and communication material. Selects appropriate instructional procedures or methods. Develops and maintains reference tools. Continually assesses and monitors all training products to determine effectiveness. Designs cost-effective strategies for developing and delivering training. In general, work complexity and responsibility will be greater at higher levels. | | | |
| Minimum Qualifications and Experience | Qualifications and experience will be determined on a case-by-case basis in relation to the project's scope of work. Generally, the labor category requires the following minimum qualifications and experience for each corresponding level. Degrees are in relevant discipline area from an accredited institution and candidate is able to obtain necessary Clearance Level. | | | |
| | Level | Education | Experience | Rate |
| | Level I | High School Diploma | 0-1 years | \$95 |
| | Level II | Associate's | 1-3 years | \$125 |
| | Level III | Associate's | 3-6 years | \$150 |
| | Level IV | Bachelor's | 6-10 years | \$175 |
| | Level V | Bachelor's | 10+ years | \$225 |

3.41. Training Instructor

| Labor Category | | Training Instructor | | |
|--|--|---------------------|-------------------|-------------|
| Functional Responsibilities | The Training Instructor designs and conducts complex training needs assessments and develops and implements courses and a range of learning and professional development activities for client organizations. Works with stakeholders, SMEs, and specialists to define training objectives and to gather, analyze, translate and compose technical information into training content. Develops long term learning strategies and leads and manages teams in the design and implementation of learning activities. Strengthens learning management and learning processes; develops tools and guidance to support knowledgemanagement capacity; keeps abreast of knowledge management and organizational learning best practices. Demonstrates advanced skills in instructor-led, online, and blended learning. Promotes interaction, discussion, and knowledge exchange among participants to maximize the learning experience. Assesses participant progress over course duration and provides personal feedback on assignments submitted by participants, when applicable. Develops and executes customer evaluations/satisfaction surveys to measure training effectiveness. Reports to management on training progress and metrics. In general, work complexity and responsibility will be greater at higher levels. | | | |
| Minimum Qualifications and Experience | Qualifications and experience will be determined on a case-by-case basis in relation to the project's scope of work. Generally, the labor category requires the following minimum qualifications and experience for each corresponding level. Degrees are in relevant discipline area from an accredited institution and candidate is able to obtain necessary Clearance Level. | | | |
| | Level | Education | Experience | Rate |

| Labor Category | Training Instructor | | | |
|----------------|---------------------|---------------------|------------|-------|
| | Level | Education | Experience | Rate |
| | Level I | High School Diploma | 0-1 years | \$95 |
| | Level II | Associate's | 1-3 years | \$115 |
| | Level III | Associate's | 3-6 years | \$135 |
| | Level IV | Bachelor's | 6-10 years | \$175 |
| | Level V | Bachelor's | 10+ years | \$225 |

3.42. Leadership / Executive Coach

| Labor Category | Leadership / Executive Coach | | | |
|--|---|------------|-------------|-------|
| Functional Responsibilities | The Leadership/Executive Coach provides expert knowledge, advice, research, analysis, and leadership to client executive and leadership teams. Confers with client executive leadership to help the client shape their organization/program vision and communicating that vision to project team(s) and other critical stakeholders. Serves as a key facilitator between multiple teams. Provides insight and advice concerning strategic direction and applicability of up to date, industry standard solutions. Provides leadership to influence objectives of complex efforts. Coaches C-level and other executives. Recognized in the professional community as an expert in their specific field. In general, work complexity and responsibility will be greater at higher levels. | | | |
| Minimum Qualifications and Experience | Qualifications and experience will be determined on a case-by-case basis in relation to the project's scope of work. Generally, the labor category requires the following minimum qualifications and experience for each corresponding level. Degrees are in relevant discipline area from an accredited institution and candidate is able to obtain necessary Clearance Level. | | | |
| | Level | Education | Experience | Rate |
| | Level I | Bachelor's | 5-10 years | \$205 |
| | Level II | Bachelor's | 10+ years | \$265 |
| | Level III | Bachelor's | 10-15 years | \$325 |
| | Level IV | Master's | 15-20 years | \$395 |
| | Level V | Master's | 20+ years | \$475 |

3.43. Desktop Publisher

| Labor Category | Desktop Publisher | | | |
|--|--|---------------------|------------|-------|
| Functional Responsibilities | The Desktop Publisher use computer software to design page layouts for newspapers, books, brochures, and other items that are printed or published online. Reviewing text, graphics, and other objects created by writers and graphic designers. May edit graphics and text to correct errors. Receives approval from management or client on any revised layouts or corrections before submitting/uploading final files for printing or online publishing. In general, work complexity and responsibility will be greater at higher levels. | | | |
| Minimum Qualifications and Experience | Qualifications and experience will be determined on a case-by-case basis. Generally, the labor category requires the following minimum qualifications and experience for each corresponding level. Degrees are in relevant discipline area from an accredited institution and candidate is able to obtain necessary Clearance Level. | | | |
| | Level | Education | Experience | Rate |
| | Level I | High School Diploma | 0-1 years | \$95 |
| | Level II | High School Diploma | 1-3 years | \$105 |
| | Level III | Associate's | 3-6 years | \$155 |

| Labor Category | Desktop Publisher | | | |
|----------------|-------------------|-------------|------------|-------|
| | Level IV | Associate's | 6-10 years | \$135 |
| | Level V | Associate's | 10+ years | \$150 |

3.44. Graphic Artist

| Labor Category | Graphic Artist | | | |
|--|--|---------------------|------------|-------|
| Functional Responsibilities | The Graphic Artist leads the design process, maintaining creative integrity from concept to execution. Provides best in class individual design. Allocates and coordinates assignments among graphic design and production teams, providing direction throughout process. Works closely with production teams to execute all projects in a timely and cost-efficient manner. Presents creative ideas to management for assigned projects. Uses influencing and decision-making process skills to move the brand forward. Maintains current knowledge of design trends and techniques. Proficiency in Adobe Products (i.e., InDesign, Photoshop and Illustrator), PowerPoint, Keynote and other digital design tools. Ability to manage multiple assignments simultaneously while maintaining deadlines. In general, work complexity and responsibility will be greater at higher levels. | | | |
| Minimum Qualifications and Experience | Qualifications and experience will be determined on a case-by-case basis in relation to the project's scope of work. Generally, the labor category requires the following minimum qualifications and experience for each corresponding level. Degrees are in relevant discipline area from an accredited institution and candidate is able to obtain necessary Clearance Level. | | | |
| | Level | Education | Experience | Rate |
| | Level I | High School Diploma | 0-1 years | \$75 |
| | Level II | High School Diploma | 1-3 years | \$105 |
| | Level III | Associate's | 3-6 years | \$125 |
| | Level IV | Associate's | 6-10 years | \$145 |
| | Level V | Associate's | 10+ years | \$175 |

3.45. Graphic Designer

| Labor Category | Graphic Designer | | | |
|--|--|---------------------|------------|-------|
| Functional Responsibilities | The Graphic Designer develops art and copy layout material to be presented visually in magazines, books, and newspapers; on product packaging; via television, computer monitor, Web site and by other visual communication media. Plans presentations that typically include illustrations, photographs, and text. Selects styles and sizes of type. Draws or prepares samples of proposed designs. Prepares illustrations and rough sketches. Develops style sheets, logo type, and graphic standards for printed and published materials. Prepares series of drawings to illustrate sequence and timing of story development for video or computer presentation. Prepares notes and instructions for desktop publishing. Designs and produces pages for Web sites. Reviews final layout and recommends improvements as necessary. Proficiency in Adobe InDesign, Adobe Photoshop and Adobe Illustrator, PowerPoint, Keynote and other digital design tools. Ability to manage multiple assignments simultaneously while maintaining deadlines. In general, work complexity and responsibility will be greater at higher levels. | | | |
| Minimum Qualifications and Experience | Qualifications and experience will be determined on a case-by-case basis in relation to the project's scope of work. Generally, the labor category requires the following minimum qualifications and experience for each corresponding level. Degrees are in relevant discipline area from an accredited institution and candidate is able to obtain necessary Clearance Level. | | | |
| | Level | Education | Experience | Rate |
| | Level I | High School Diploma | 0-1 years | \$95 |
| | Level II | Associate's | 1-3 years | \$115 |

| Labor Category | Graphic Designer | | | |
|----------------|------------------|-------------|------------|-------|
| | Level III | Associate's | 3-6 years | \$125 |
| | Level IV | Bachelor's | 6-10 years | \$150 |
| | Level V | Bachelor's | 10+ years | \$185 |

3.46. Video Production Specialist

| Labor Category | Video Production Specialist | | | |
|--|--|---------------------|------------|-------|
| Functional Responsibilities | The Video Production Specialist manages pre-production, production and post-production activities. Maintains and operates video equipment, edits select footage and stays up-to date with all new technological advances. Familiar with standard concepts, practices, and procedures within a particular field. In general, work complexity and responsibility will be greater at higher levels. | | | |
| Minimum Qualifications and Experience | Qualifications and experience will be determined on a case-by-case basis in relation to the project's scope of work. Generally, the labor category requires the following minimum qualifications and experience for each corresponding level. Degrees are in relevant discipline area from an accredited institution and candidate is able to obtain necessary Clearance Level. | | | |
| | Level | Education | Experience | Rate |
| | Level I | High School Diploma | 0-1 years | \$105 |
| | Level II | Associate's | 1-3 years | \$125 |
| | Level III | Bachelor's | 3-6 years | \$150 |
| | Level IV | Bachelor's | 6-10 years | \$185 |
| | Level V | Bachelor's | 10+ years | \$225 |

3.47. Multimedia Specialist

| Labor Category | Multimedia Specialist | | | |
|--|--|-------------|------------|-------|
| Functional Responsibilities | The Multimedia Specialist provides graphic design support across a range of media including audio and video to develop and present information for publications, presentations, and other communication materials to enhance audience understanding of agency mission and programs. Develops and produces a variety of promotional, educational, communications, marketing, and implementation materials and tools. In general, work complexity and responsibility will be greater at higher levels. | | | |
| Minimum Qualifications and Experience | Qualifications and experience will be determined on a case-by-case basis in relation to the project's scope of work. Generally, the labor category requires the following minimum qualifications and experience for each corresponding level. Degrees are in relevant discipline area from an accredited institution and candidate is able to obtain necessary Clearance Level. | | | |
| | Level | Education | Experience | Rate |
| | Level I | Associate's | 0-1 years | \$115 |
| | Level II | Associate's | 1-3 years | \$125 |
| | Level III | Bachelor's | 3-6 years | \$150 |
| | Level IV | Bachelor's | 6-10 years | \$165 |
| | Level V | Bachelor's | 10+ years | \$205 |

3.48. Audio Engineer

| Labor Category | Audio Engineer | | | |
|---------------------------------------|--|---------------------|------------|-------|
| Functional Responsibilities | The Audio Engineer is responsible for acquiring all audio necessary for video production. Responsible for leveling, monitoring and recording of audio during production. Decides which microphones to use as well as placements of the microphones. Uses field microphone mixer and operating shotgun, boom, hardwire, and/or wireless microphones. Responsible for ensuring that a quality audio signal is provided to the camera or other recording device. In general, work complexity and responsibility will be greater at higher levels. | | | |
| Minimum Qualifications and Experience | Qualifications and experience will be determined on a case-by-case basis in relation to the project's scope of work. Generally, the labor category requires the following minimum qualifications and experience for each corresponding level. Degrees are in relevant discipline area from an accredited institution and candidate is able to obtain necessary Clearance Level. | | | |
| | Level | Education | Experience | Rate |
| | Level I | High School Diploma | 0-1 years | \$75 |
| | Level II | High School Diploma | 1-3 years | \$105 |
| | Level III | High School Diploma | 3-6 years | \$125 |
| | Level IV | Associate's | 6-10 years | \$145 |
| | Level V | Associate's | 10+ years | \$175 |

3.49. Voice Artist

| Labor Category | Voice Artist | | | |
|---------------------------------------|---|---------------------|------------|-------|
| Functional Responsibilities | The Voice Artist performs voice-over or voice acting for characters or narrators in a variety of formats including shows, films, commercials, and video games. Supports comprehensive marketing solutions. Provides work in recording studios with sound engineers. Able to read and interpret scripts, effectively portrays appropriate emotion and tone. In general, work complexity and responsibility will be greater at higher levels. | | | |
| Minimum Qualifications and Experience | Qualifications and experience will be determined on a case-by-case basis in relation to the project's scope of work. Generally, the labor category requires the following minimum qualifications and experience for each corresponding level. Degrees are in relevant discipline area from an accredited institution and candidate is able to obtain necessary Clearance Level. | | | |
| | Level | Education | Experience | Rate |
| | Level I | High School Diploma | 0-1 years | \$115 |
| | Level II | High School Diploma | 1-3 years | \$125 |
| | Level III | High School Diploma | 3-6 years | \$150 |
| | Level IV | Associate's | 6-10 years | \$165 |
| | Level V | Associate's | 10+ years | \$205 |

3.50. Audio / Video Editor

| Labor Category | Audio / Video Editor | | | |
|-----------------------------|--|--|--|--|
| Functional Responsibilities | The Audio/Video Editor is responsible for editing of audio and video and other post production tasks in support of a wide variety of content and comprehensive marketing solutions including web-based marketing and interactive marketing and advertising. Helps ensure integrated business mission and goal production deadlines and objectives are met. Provides finished video products through assembling, organizing, and rearranging previously recorded materials into cohesive products. Making edits or corrections to video shots in order to produce seamless scenes. In general, work complexity and responsibility will be greater at higher levels. | | | |

| Labor Category | Audio / Video Editor | | | |
|--|---|---------------------|------------|-------|
| Minimum Qualifications and Experience | Qualifications and experience will be determined on a case-by-case basis in relation to the project's scope of work. Generally, the labor category requires the following minimum qualifications and experience for each corresponding level. Degrees are in relevant discipline area from an accredited institution and candidate is able to obtain necessary Clearance Level. | | | |
| | Level | Education | Experience | Rate |
| | Level I | High School Diploma | 0-1 years | \$75 |
| | Level II | High School Diploma | 1-3 years | \$105 |
| | Level III | Associate's | 3-6 years | \$150 |
| | Level IV | Bachelor's | 6-10 years | \$165 |
| | Level V | Bachelor's | 10+ years | \$205 |

3.51. Web Developer

| Labor Category | Web Developer | | | |
|--|--|---------------------|------------|-------|
| Functional Responsibilities | The Web Developer creates and oversees website design and strategy often aligned with financial and business solutions and plans. Plans, designs, evaluates, develops, tests, edits, maintains, and documents look and flow of websites to maximize use of internet capabilities for increased web-based marketing potential. Interviews clients to help them clarify their goals and integrated marketing and business solutions for establishing a website. Designs or supervises design of digitized images, banners, bullets, charts, image maps and other graphics to enhance appearance of site. Applies knowledge of programming techniques and computer internet systems. In general, work complexity and responsibility will be greater at higher levels. | | | |
| Minimum Qualifications and Experience | Qualifications and experience will be determined on a case-by-case basis in relation to the project's scope of work. Generally, the labor category requires the following minimum qualifications and experience for each corresponding level. Degrees are in relevant discipline area from an accredited institution and candidate is able to obtain necessary Clearance Level. | | | |
| | Level | Education | Experience | Rate |
| | Level I | High School Diploma | 0-1 years | \$85 |
| | Level II | High School Diploma | 1-3 years | \$105 |
| | Level III | Associate's | 3-6 years | \$150 |
| | Level IV | Bachelor's | 6-10 years | \$165 |
| | Level V | Bachelor's | 10+ years | \$205 |

3.52. Web Administrator

| Labor Category | Web Administrator | | | |
|--|--|--|--|--|
| Functional Responsibilities | The Web Maintainer manages the upkeep of assigned website(s). Creating and/or maintain web content management systems, SQL servers, and web-related software such as wikis, portals, and SharePoint. Supports website content and manages applications and systems related to the scope of the project. Designs and implements web pages, interactive media, and multimedia projects. Ensures organizational branding guidelines are utilized within the website(s) design. Develops information architecture, design wireframes, mockups, etc. for the design process. Applies best practices in user experience, customer experience, and design. In general, work complexity and responsibility will be greater at higher levels. | | | |
| Minimum Qualifications and Experience | Qualifications and experience will be determined on a case-by-case basis in relation to the project's scope of work. Generally, the labor category requires the following minimum qualifications and experience for each corresponding level. Degrees are in relevant discipline area from an accredited institution and candidate is able to obtain necessary Clearance Level. | | | |

| Labor Category | Web Administrator | | | |
|----------------|-------------------|---------------------|------------|-------|
| | Level | Education | Experience | Rate |
| | Level I | High School Diploma | 0-1 years | \$75 |
| | Level II | High School Diploma | 1-3 years | \$105 |
| | Level III | Associate's | 3-6 years | \$125 |
| | Level IV | Bachelor's | 6-10 years | \$145 |
| | Level V | Bachelor's | 10+ years | \$175 |

3.53. User Experience (UX) Specialist

| Labor Category | User Experience (UX) Specialist | | | |
|--|--|---------------------|------------|-------|
| Functional Responsibilities | <p>The UX Specialist works with management teams to create solutions and establish user experience goals, serving as an ambassador for clients to achieve optimal usability. Designs, develops, and implements cross-browser and cross-platform user interface, such as graphics and multimedia, for web applications, web pages, and web components. Maintains and enhances user interface of existing web applications, web pages, and web components. Plans, conducts and analyzes qualitative and quantitative research to inform strategy and user interface design for websites, web applications, and marketing. Plans information and interaction architecture for websites and web applications. Facilitates participatory system and web design processes with stakeholders and internal team members. Conducts user testing to validate and refine websites and web applications. Presents research, strategy and concepts to stakeholders. Develops wireframes, HTML/CSS prototypes, user interfaces and interactions. Analyzes systems for process and workflow improvements. Works with a multidisciplinary team throughout a website, web application or marketing project to ensure implementation is serving organizational goals and user needs well. In general, work complexity and responsibility will be greater at higher levels.</p> | | | |
| Minimum Qualifications and Experience | <p>Qualifications and experience will be determined on a case-by-case basis in relation to the project's scope of work. Generally, the labor category requires the following minimum qualifications and experience for each corresponding level. Degrees are in relevant discipline area from an accredited institution and candidate is able to obtain necessary Clearance Level.</p> | | | |
| | Level | Education | Experience | Rate |
| | Level I | High School Diploma | 0-1 years | \$70 |
| | Level II | High School Diploma | 1-3 years | \$85 |
| | Level III | Associate's | 3-6 years | \$105 |
| | Level IV | Bachelor's | 6-10 years | \$150 |
| | Level V | Bachelor's | 10+ years | \$165 |

3.54. Social Media Specialist

| Labor Category | Social Media Specialist | | | |
|------------------------------------|---|--|--|--|
| Functional Responsibilities | <p>The Social Media Specialist provides strategic counsel for clients building digital and social media campaigns. Building and maintain the organization by way of social/new/multimedia channels. Provides minute by minute participation in conversations that surround content and brand, answer comments, be a mediator. Creates content for feeds and snippets in various social media sites. Conducts keyword research including cataloging and indexing target keyword phrases. Participates in new media, optimizing tags, and search engines through copywriting, creative & keyword optimization. Creates and updates daily, weekly, and monthly reports. Analyzes campaigns and translates anecdotal or qualitative data into recommendations and plans for revising social media campaigns. In general, work complexity and responsibility will be greater at higher levels.</p> | | | |

| Labor Category | Social Media Specialist | | | |
|--|---|---------------------|------------|-------|
| Minimum Qualifications and Experience | Qualifications and experience will be determined on a case-by-case basis in relation to the project's scope of work. Generally, the labor category requires the following minimum qualifications and experience for each corresponding level. Degrees are in relevant discipline area from an accredited institution and candidate is able to obtain necessary Clearance Level. | | | |
| | Level | Education | Experience | Rate |
| | Level I | High School Diploma | 0-1 years | \$75 |
| | Level II | Associate's | 1-3 years | \$125 |
| | Level III | Associate's | 3-6 years | \$155 |
| | Level IV | Bachelor's | 6-10 years | \$185 |
| | Level V | Bachelor's | 10+ years | \$225 |

3.55. Customer Experience (CX) Consultant

| Labor Category | Customer Experience (CX) Consultant | | | |
|--|---|---------------------|------------|-------|
| Functional Responsibilities | The Customer Experience (CX) Consultant is responsible for developing views of both present and future customer journeys through quality research. Leading projects that enhance client's understanding of the customer. Serving as customer advocate during new product launches and service upgrades. Developing customer needs and use cases throughout a customer journey. Translating customer needs into business requirements and lead teams in developing business and customer cases to help drive experience improvement. Providing understanding and interpretation customer experience measurements. Developing operational plans to deliver great customer experiences. Possesses a strong cross-functional understanding of service delivery to be able to identify and engage boundary partners. Leading facilitated sessions in customer journey mapping and service blueprinting. Creates effective communications across multiple internal channels to increase ability to change the customer experience. In general, work complexity and responsibility will be greater at higher levels. | | | |
| Minimum Qualifications and Experience | Qualifications and experience will be determined on a case-by-case basis in relation to the project's scope of work. Generally, the labor category requires the following minimum qualifications and experience for each corresponding level. Degrees are in relevant discipline area from an accredited institution and candidate is able to obtain necessary Clearance Level. | | | |
| | Level | Education | Experience | Rate |
| | Level I | High School Diploma | 0-1 years | \$115 |
| | Level II | Associate's | 1-3 years | \$125 |
| | Level III | Associate's | 3-6 years | \$150 |
| | Level IV | Bachelor's | 6-10 years | \$165 |
| | Level V | Bachelor's | 10+ years | \$205 |

3.56. Event Coordinator

| Labor Category | Event Coordinator | | | |
|------------------------------------|---|--|--|--|
| Functional Responsibilities | The Event Coordinator is responsible for planning and coordinating all aspects of event management, to include; venue selection, budget adherence, managing vendors, and ensuring client satisfaction. Actively work with clients to understand the purpose and requirements for each event. Planning event with understanding of budget and time constraints. Maintaining database of vendors (catering, decorating, entertainment, etc.) and provide the best options for budget. Negotiating with vendors to achieve favorable terms. Organize and oversee event staff. Onsite point of contact for the client during the event to troubleshoot and resolve issues. In general, work complexity and responsibility will be greater at higher levels. | | | |

| Labor Category | Event Coordinator | | | |
|--|---|---------------------|------------|-------|
| Minimum Qualifications and Experience | Qualifications and experience will be determined on a case-by-case basis in relation to the project's scope of work. Generally, the labor category requires the following minimum qualifications and experience for each corresponding level. Degrees are in relevant discipline area from an accredited institution and candidate is able to obtain necessary Clearance Level. | | | |
| | Level | Education | Experience | Rate |
| | Level I | High School Diploma | 0-1 years | \$75 |
| | Level II | High School Diploma | 1-3 years | \$125 |
| | Level III | High School Diploma | 3-6 years | \$155 |
| | Level IV | High School Diploma | 6-10 years | \$185 |
| | Level V | Associate's | 10+ years | \$225 |

3.57. Event Support Specialist

| Labor Category | Event Support Specialist | | | |
|--|--|---------------------|------------|-------|
| Functional Responsibilities | The Event Support Specialist performs the tasks and responsibilities assigned by the Event Coordinator. Duties may include ordering catering, decorating event space, setting up rooms for conferences/events, setting up audio/video systems, testing lighting, or any other logistical needs. Maintains communications with team members to ensure each person has a clear understanding of the events purpose, roles, and timelines. Provides direction, information, or support at trade shows, meetings, and special events. In general, work complexity and responsibility will be greater at higher levels. | | | |
| Minimum Qualifications and Experience | Qualifications and experience will be determined on a case-by-case basis in relation to the project's scope of work. Generally, the labor category requires the following minimum qualifications and experience for each corresponding level. Degrees are in relevant discipline area from an accredited institution and candidate is able to obtain necessary Clearance Level. | | | |
| | Level | Education | Experience | Rate |
| | Level I | High School Diploma | 0-1 years | \$75 |
| | Level II | High School Diploma | 1-3 years | \$105 |
| | Level III | High School Diploma | 3-6 years | \$125 |
| | Level IV | High School Diploma | 6-10 years | \$145 |
| | Level V | Associate's | 10+ years | \$175 |

3.58. Project / Event Scheduler

| Labor Category | Project / Event Scheduler | | | |
|------------------------------------|---|--|--|--|
| Functional Responsibilities | The Project /Event Scheduler develops and manages schedules for projects or events. Assisting with schedule planning, coordinating tasks, and monitoring the timelines of scheduled assignments. Monitoring project timelines and deadlines and identifying potential scheduling delays and facilitate remedial actions. Consulting with project managers and technical experts to set up assignments, tasks, and subtasks. Developing, implementing, and maintaining an effective scheduling management system. Coordinating project timelines with internal departments and external stakeholders. Evaluating performance and preparing project progress reports. Accommodating updates and changes to project schedules. Recommending actions to keep projects within budget, and completed on time. Keeping stakeholders informed of project timelines and deadlines. Documenting project scheduling processes and maintaining records. Organizing workflows and appointments by reading and routing correspondence, collecting customer information, and managing assignments. Manages department schedule by maintaining calendars for department personnel and arranging meetings, conferences, teleconferences, and | | | |

| Labor Category | Project / Event Scheduler | | | |
|--|---|---------------------|------------|-------|
| | travel. Manage travel logistics project or event teams. In general, work complexity and responsibility will be greater at higher levels. | | | |
| Minimum Qualifications and Experience | Qualifications and experience will be determined on a case-by-case basis in relation to the project's scope of work. Generally, the labor category requires the following minimum qualifications and experience for each corresponding level. Degrees are in relevant discipline area from an accredited institution and candidate is able to obtain necessary Clearance Level. | | | |
| | Level | Education | Experience | Rate |
| | Level I | High School Diploma | 0-1 years | \$75 |
| | Level II | High School Diploma | 1-3 years | \$105 |
| | Level III | High School Diploma | 3-6 years | \$125 |
| | Level IV | High School Diploma | 6-10 years | \$145 |
| | Level V | Associate's | 10+ years | \$175 |

3.59. Acquisition Specialist

| Labor Category | Acquisition Specialist | | | |
|--|---|---------------------|------------|-------|
| Functional Responsibilities | The Acquisition Specialist provides support to projects by performing complex analytical assignments in multiple areas of acquisition expertise. Possesses demonstrated knowledge and extensive experience in more than one areas of expertise within acquisition management. Provides subject matter acquisition expertise in support of government procurement agencies to define proposals and qualify vendors. Applies knowledge of government/defense acquisition processes to support customers in the analysis and improvement of acquisition process policy and procedures. Devises strategies for deploying and implementing new acquisition policy initiatives and measuring the effectiveness of implementation. Uses quantitative analytical techniques to assess system acquisition process issues and develops risk reduction/mitigation approaches for improving acquisition/program planning, control and execution. Expert knowledge of the Federal Acquisition Regulations (FAR) and applies the concepts in the context of task efforts. Provides guidance on the government contracting process to include: development of the solicitation material, the solicitation review process, and the contract award process. Supports contract negotiation and administration of routine contracts or subcontracts. Analyzes estimates of service, material, equipment and production costs. Reviews performance requirements ensuring contract is in accordance with legal requirements, customer specifications, and Government regulations. In general, work complexity and responsibility will be greater at higher levels. | | | |
| Minimum Qualifications and Experience | Qualifications and experience will be determined on a case-by-case basis in relation to the project's scope of work. Generally, the labor category requires the following minimum qualifications and experience for each corresponding level. Degrees are in relevant discipline area from an accredited institution and candidate is able to obtain necessary Clearance Level. Acquisition training and certifications may be required to fill some project requirements. | | | |
| | Level | Education | Experience | Rate |
| | Level I | High School Diploma | 0-1 years | \$85 |
| | Level II | High School Diploma | 1-3 years | \$105 |
| | Level III | Associate's | 3-6 years | \$125 |
| | Level IV | Bachelor's | 6-10 years | \$150 |
| | Level V | Bachelor's | 10+ years | \$185 |

3.60. Organizational Development Consultant

| Labor Category | Organizational Development Consultant | | | |
|--|--|---------------------|------------|-------|
| Functional Responsibilities | Organizational Development Consultant designs and conducts large scale organizational assessments, conducts research and structured data gathering, analyzes findings, and identifies organizational development needs, designs and leads organizational development interventions, and guides and facilitates strategic and program planning activities for organizations. Synthesizes and analyzes programmatic and/or organizational information to identify and summarize data patterns and trends to support planning and decision-making. Strengthens organizational learning management and learning processes; develops tools and guidance to support knowledge management capacity; facilitates adoption of knowledge management and organizational learning best practices. Provides expert assistance and guidance in functional or technical areas of expertise and develops and implements communications programs strategies. In general, work complexity and responsibility will be greater at higher levels. | | | |
| Minimum Qualifications and Experience | Qualifications and experience will be determined on a case-by-case basis in relation to the project's scope of work. Generally, the labor category requires the following minimum qualifications and experience for each corresponding level. Degrees are in relevant discipline area from an accredited institution and candidate is able to obtain necessary Clearance Level. | | | |
| | Level | Education | Experience | Rate |
| | Level I | High School Diploma | 0-1 years | \$120 |
| | Level II | Associate's | 1-3 years | \$135 |
| | Level III | Bachelor's | 3-6 years | \$160 |
| | Level IV | Bachelor's | 6-10 years | \$185 |
| | Level V | Bachelor's | 10+ years | \$225 |

3.61. Writer

| Labor Category | Writer | | | |
|--|---|-------------|------------|-------|
| Functional Responsibilities | The Writer is responsible for writing and editing documents, whitepapers, and other collateral. Deep understanding of proposal processes, writing standards, and persuasive writing techniques. Thoroughly review and digest requirements and develop concepts and content for technical, management, past performance, and resume response sections. Ability to research and write content. Ability to interview Subject Matter Experts (SMEs), gather information, and articulate their area of expertise. Developing content by logically assembling information, creating solutions/approaches, outcomes, and benefits – incorporating win themes and discriminators. Ability to draft, revise, and edit sections based on suggestions and feedback obtained during review sessions. Editing of deliverables prepared by other contributors; ensuring technical accuracy, clarity, and voice consistency. Reviewing proposal graphics for spelling, grammar, and conceptual understanding. Expertise in Microsoft Office Suite, SharePoint, Adobe, and other products. In general, work complexity and responsibility will be greater at higher levels. | | | |
| Minimum Qualifications and Experience | Qualifications and experience will be determined on a case-by-case basis in relation to the project's scope of work. Generally, the labor category requires the following minimum qualifications and experience for each corresponding level. Degrees are in relevant discipline area from an accredited institution and candidate is able to obtain necessary Clearance Level. | | | |
| | Level | Education | Experience | Rate |
| | Level I | Associate's | 0-1 years | \$75 |
| | Level II | Associate's | 1-3 years | \$125 |
| | Level III | Bachelor's | 3-6 years | \$140 |
| | Level IV | Bachelor's | 6-10 years | \$165 |
| | Level V | Bachelor's | 10+ years | \$205 |

3.62. Editor

| Labor Category | Editor | | | |
|--|--|---------------------|------------|-------|
| Functional Responsibilities | The Editor is responsible for ensuring the voice of a program, ensuring that all written materials are accurate and of high quality. Working with writers to improve their content to make sure it flows well while also educating them about best practices for writing well in general. Actively identifying ways to improve the document's flow and advising clients regarding changes needed within specific pieces/collateral, so everything comes together seamlessly at publication time. | | | |
| Minimum Qualifications and Experience | Qualifications and experience will be determined on a case-by-case basis in relation to the project's scope of work. Generally, the labor category requires the following minimum qualifications and experience for each corresponding level. Degrees are in relevant discipline area from an accredited institution and candidate is able to obtain necessary Clearance Level. | | | |
| | Level | Education | Experience | Rate |
| | Level I | High School Diploma | 0-1 years | \$105 |
| | Level II | Associate's | 1-3 years | \$125 |
| | Level III | Bachelor's | 3-6 years | \$140 |
| | Level IV | Bachelor's | 6-10 years | \$165 |
| Level V | Bachelor's | 10+ years | \$205 | |

3.63. Pricing Consultant

| Labor Category | Pricing Consultant | | | |
|--|---|---------------------|------------|-------|
| Functional Responsibilities | The Pricing Consultant reviews and interprets solicitation documentation; identifying potential pricing impacts and developing questions for clarification. Responsible for developing, communicating, and executing the pricing subcontracting strategies. Working closely with Leadership to determine appropriate labor mix, partnerships, clearances, facilities, benefits, etc. Gather and interpret salary survey data, company rates, and analysis of Cost vs. Price and Direct vs. Indirect rate structures. Developing cost and pricing exhibits to demonstrate compliance and responsiveness to solicitation requirements. Prepare and conduct pricing reviews with Contracts, Leadership, and other departments as necessary. Understanding of the proposal life cycle as well as contract types, including fixed-price, Cost Plus, Time & Materials (T&M), and Labor Hour (LH). Pricing experience with GSA Schedules, GWACS, BPA/IDIQs, Commercial and State & Local. Understanding of Federal Acquisition Regulation (FAR) and other acquisition regulations relating to proposal pricing and ability to explain their relevancy to bids and pricing. Ability to effectively communicate and demonstrate complicated pricing and procurement concepts to others. In general, work complexity and responsibility will be greater at higher levels. | | | |
| Minimum Qualifications and Experience | Qualifications and experience will be determined on a case-by-case basis in relation to the project's scope of work. Generally, the labor category requires the following minimum qualifications and experience for each corresponding level. Degrees are in relevant discipline area from an accredited institution and candidate is able to obtain necessary Clearance Level. | | | |
| | Level | Education | Experience | Rate |
| | Level I | High School Diploma | 0-1 years | \$150 |
| | Level II | Associate's | 1-3 years | \$165 |
| | Level III | Bachelor's | 3-6 years | \$205 |
| | Level IV | Bachelor's | 6-10 years | \$255 |
| Level V | Bachelor's | 10+ years | \$305 | |