

**GENERAL SERVICES ADMINISTRATION**  
**Federal Supply Service**  
**Authorized Federal Supply Schedule Price List**

*On-line access to contract ordering information, terms and conditions, up-to-date pricing, and the option to create an electronic delivery order are available through GSA Advantage!, a menu driven database system. The INTERNET address for GSA Advantage! is: [www.GSAAdvantage.gov](http://www.GSAAdvantage.gov).*

Schedule Title: Multiple Award Schedule

Professional Services, Information Technology  
PSC: DJ01, DA01, DB10, UO12, R408, T006, R499, DD01, R701, R708,  
R422, R704, U006

Contract Number: GS-00F-161CA

*For more information on ordering from Federal Supply Schedules click on the FSS Schedules button at [fss.gsa.gov](http://fss.gsa.gov).*

Contract Period: June 12, 2020 – June 11, 2025

**MetroStar Systems, LLC**

Address: 1856 Old Reston Avenue, Suite 100  
Reston VA 20190-3330

Phone Number: 703-481-9581

Fax Number: 703-481-9511

Web site: [www.metrostarsystems.com/contract-vehicles/](http://www.metrostarsystems.com/contract-vehicles/)

Contact for contract administration: Ruben Cruz

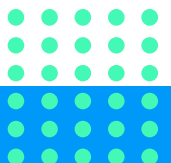
Email: [contracts@metrostar.com](mailto:contracts@metrostar.com)

Business size: Other than Small

For more information on ordering from Federal Supply Schedules go to the GSA Schedules page at [GSA.gov](http://GSA.gov).

Price list current as of Modification #PS-0040 effective August 16, 2023

Prices Shown Herein are Net (discount deducted)

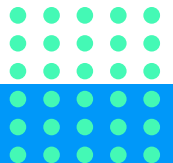


## CUSTOMER INFORMATION

1a. Table of awarded Special Item Numbers (SINs):

Category	Subcategory	SIN	SIN Title
Information Technology	IT Services	54151HACS	54151HACS Highly Adaptive Cybersecurity Services (HACS)
Information Technology	IT Services	54151S	54151S Information Technology Professional Services
Information Technology	IT Solutions	518210C	518210C Cloud and Cloud-Related IT Professional Services
Information Technology	IT Training	611420	611420 Information Technology Training
Professional Services	Business Administrative Services	541611	541611 Management and Financial Consulting, Acquisition and Grants Management Support, and Business Program and Project Management Services
Professional Services	Marketing and Public Relations	512110	512110 Video/Film Production
Professional Services	Marketing and Public Relations	541430	541430 Graphic Design Services
Professional Services	Marketing and Public Relations	541511	541511 Web Based Marketing
Professional Services	Marketing and Public Relations	541613	541613 Marketing Consulting Services
Professional Services	Marketing and Public Relations	541810	541810 Advertising Services
Professional Services	Marketing and Public Relations	541820	541820 Public Relations Services
Professional Services	Marketing and Public Relations	541910	541910 Marketing Research and Analysis
Professional Services	Training	611430	611430 Professional and Management Development Training
Professional Services	Training	611512	611512 Flight Training
Miscellaneous	Complementary SINs	OLM	OLM Order Level Materials

1b. Identification of the lowest priced model number and lowest unit price for that model for each special item number awarded in the contract. This price is the Government price based on a unit of one, exclusive of any quantity/dollar volume, prompt payment, or any other concession affecting price. Those contracts that have unit prices based on the geographic location of the customer, should show the range of the lowest price, and cite the areas to which the prices apply. See Page 5



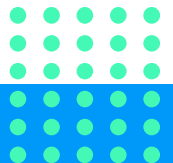
1c. If the Contractor is proposing hourly rates, a description of all corresponding commercial job titles, experience, functional responsibility, and education for those types of employees or subcontractors who will perform services shall be provided. If hourly rates are not applicable, indicate "Not Applicable" for this item. See Page 9

2. Maximum order for each SIN:

SIN	Maximum Order Limit (MoL)
541611	\$1,000,000.00
512110	\$1,000,000.00
541430	\$1,000,000.00
541511	\$1,000,000.00
541613	\$1,000,000.00
541810	\$1,000,000.00
541820	\$1,000,000.00
541910	\$1,000,000.00
611430	\$1,000,000.00
611512	\$1,000,000.00
54151HACS	\$500,000.00
54151S	\$500,000.00
518210C	\$500,000.00
611420	\$250,000.00
OLM	\$250,000.00

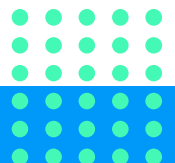
3. Minimum order: \$100.00
4. Geographic coverage (delivery area): Domestic, 50 states, Washington DC, Puerto Rico, US Territories
5. Point(s) of production: Reston VA (Fairfax Country)
6. Discount from list prices or statement of net price: Net prices are included on this price list.
7. Quantity discounts: None
8. Prompt payment terms: 0.25% 20 days, Net 30 days Information for Ordering Offices: Prompt payment terms cannot be negotiated out of the contractual agreement in exchange for other concessions.
9. Foreign items: none
- 10a. Time of delivery: As specified on Task Order and as mutually agreed upon
- 10b. Expedited delivery: Items available for expedited delivery are noted in this price list.
- 10c. Overnight and 2-day delivery: Contact the Contractor for rates
- 10d. Urgent requirements: Agencies can contact the Contractor's representative to affect a faster delivery
11. F.O.B. point(s): Destination
- 12a. Ordering address(es):

MetroStar Systems, LLC  
1856 Old Reston Avenue, Suite 100



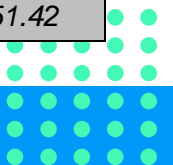
Reston, VA 20190

- 12b. Ordering procedures: For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPA's) are found in Federal Acquisition Regulation (FAR) 8.405-3.
13. Payment address:  
MetroStar Systems, LLC  
1856 Old Reston Avenue, Suite 100  
Reston, VA 20190
14. Warranty provision: Standard Commercial Warranty, Customer should contact contractor for a copy of the warranty
15. Export packing charges: N/A
16. Terms and conditions of rental, maintenance, and repair: N/A
17. Terms and conditions of installation: N/A
- 18a. Terms and conditions of repair parts: N/A
- 18b. Terms and conditions for any other services: N/A
19. List of service and distribution points: N/A
20. List of participating dealers: N/A
21. Preventative maintenance: N/A
- 22a. Special attributes such as environmental attributes: N/A
- 22b. Section 508 compliance: N/A
23. Unique Entity Identifier (UEI) number: GFHQVAFQJ1B5; DUNS 125313051
24. Notification regarding registration in the System for Award Management (SAM) database. Registered

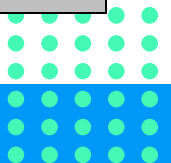


MetroStar Systems, LLC  
Labor Rates

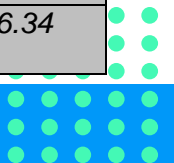
		Year 9 June 12 2023 to June 11 2024	Year 10 June 12 2024 to June 11 2025
SIN	Labor Category	GSA PRICE including IFF	GSA PRICE including IFF
54151S	Architectural Consultant	\$391.93	\$411.53
54151S	Business Analyst	\$131.61	\$138.19
54151S	Business Analyst II	\$157.91	\$165.81
54151S	Business Process Specialist	\$172.95	\$181.59
54151S	Computer Programmer I	\$90.99	\$95.55
54151S	Computer Programmer II	\$125.67	\$131.96
54151S	Computer Programmer III	\$138.75	\$145.69
54151HACS	Cyber Project Manager I	\$126.38	\$132.70
54151HACS	Cyber Project Manager II	\$172.35	\$180.97
54151HACS	Cyber Security/Risk Auditor I	\$126.38	\$132.70
54151HACS	Cyber Security/Risk Auditor II	\$178.09	\$186.99
54151HACS	Cyber Security/Risk Auditor III	\$201.06	\$211.11
54151HACS	Cybersecurity SME I	\$149.36	\$156.83
54151HACS	Cybersecurity SME II	\$189.57	\$199.05
54151HACS	Cybersecurity Software Developer I	\$132.12	\$138.73
54151HACS	Cybersecurity Software Developer II	\$155.12	\$162.88
54151HACS	Cybersecurity Software Developer III	\$189.57	\$199.05
54151HACS	Cybersecurity Systems Engineer I	\$96.51	\$101.34
54151HACS	Cybersecurity Systems Engineer II	\$155.12	\$162.88
54151HACS	Cybersecurity Systems Engineer III	\$178.11	\$187.01
54151S	Database Analyst	\$137.06	\$143.91
54151S	Database Analyst II	\$142.53	\$149.65
54151S	Database Programmer I	\$92.50	\$97.13
54151S	Database Programmer II	\$124.59	\$130.82
54151S	Graphic Specialist/Multimedia	\$124.59	\$130.82
54151HACS	Information Assurance/Cybersecurity Analyst I	\$126.38	\$132.70
54151HACS	Information Assurance/Cybersecurity Analyst II	\$166.59	\$174.92
54151S	Information Technology Analyst I	\$97.62	\$102.50
54151S	Information Technology Analyst II	\$138.75	\$145.69
54151S	Information Technology Analyst III	\$184.91	\$194.16
54151S	Intranet/Internet Systems Architect	\$144.20	\$151.42



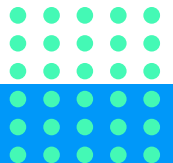
		Year 9 June 12 2023 to June 11 2024	Year 10 June 12 2024 to June 11 2025
SIN	Labor Category	GSA PRICE including IFF	GSA PRICE including IFF
54151HACS	Intrusion/Threat Detection Analyst I	\$114.90	\$120.64
54151HACS	Intrusion/Threat Detection Analyst II	\$137.87	\$144.77
54151HACS	Intrusion/Threat Detection Analyst III	\$183.82	\$193.01
54151S	Microsoft Technology Specialist	\$234.90	\$246.65
54151S	Network Security Specialist	\$171.29	\$179.86
54151S	Network Specialist	\$140.14	\$147.14
54151HACS	Penetration Tester I	\$114.90	\$120.64
54151HACS	Penetration Tester II	\$149.36	\$156.83
54151HACS	Penetration Tester III	\$201.06	\$211.11
54151S	PKI Specialist	\$135.47	\$142.24
54151S	Principal Consultant	\$371.58	\$390.16
54151S	Program Manager	\$173.01	\$181.66
54151S	Project Manager	\$155.73	\$163.52
54151S	Quality Assurance Engineer	\$77.84	\$81.73
54151HACS	Risk/Vulnerability Analyst I	\$149.36	\$156.83
54151HACS	Risk/Vulnerability Analyst II	\$172.35	\$180.97
54151S	Senior Systems Engineer	\$152.75	\$160.38
54151S	Software Engineer	\$140.14	\$147.14
54151S	Software Engineer II	\$186.86	\$196.20
54151S	Subject Matter Expert I	\$233.57	\$245.25
54151S	Subject Matter Expert II	\$305.04	\$320.29
54151S	Systems Administrator/Help Desk	\$117.15	\$123.00
54151S	Systems Analyst	\$101.73	\$106.82
54151S	Systems Analyst II	\$113.76	\$119.46
54151S	Systems Architect	\$144.20	\$151.42
54151S	Technical Writer	\$68.52	\$71.95
54151S	Web Designer	\$77.84	\$81.73
54151S	Web Portal Administrator	\$100.33	\$105.35
54151S	Web Portal Architect	\$172.19	\$180.81
54151S	Web Portal Engineer	\$148.80	\$156.23
54151S	Web Portal Engineer II	\$164.43	\$172.65
541611, 611512, 541611	Consultant III	\$152.68	\$160.31
541611, 611512, 541611	Consultant II	\$125.41	\$131.68



		<b>Year 9 June 12 2023 to June 11 2024</b>	<b>Year 10 June 12 2024 to June 11 2025</b>
<b>SIN</b>	<b>Labor Category</b>	<b>GSA PRICE including IFF</b>	<b>GSA PRICE including IFF</b>
541611, 611512, 541611	Consultant I	\$98.15	\$103.05
541611, 541611	Data Analyst II	\$103.61	\$108.79
541611, 541611	Data Analyst I	\$81.79	\$85.88
611512	Training Specialist II	\$141.76	\$148.86
611512	Training Specialist I	\$96.56	\$101.39
541810, 541820, 541511, 541910, 541430, 541613, 541613	Communication Consultant I	\$89.37	\$93.84
541810, 541820, 541511, 541910, 541430, 541613, 541613	Communications Consultant II	\$101.29	\$106.36
541810, 541820, 541511, 541910, 541430, 541613, 541613	Communications Consultant III	\$131.08	\$137.64
541810, 541820, 541613, 541613	Creative Writer	\$95.34	\$100.10
541810, 541820, 541511, 541910, 541613, 541613	Creative Writer II	\$113.21	\$118.87
541810, 541820, 541511, 541430, 541613, 541613	Graphic Designer/Illustrator I	\$101.29	\$106.36
541810, 541820, 541511, 541430, 541613, 541613	Graphic Designer/Illustrator II	\$119.16	\$125.12
541810, 541820, 541511, 541430, 541613, 541613	Information Architect	\$154.90	\$162.65
541810, 541910, 541613, 541613	Marketing Consultant	\$119.16	\$125.12
541810, 541820, 541511, 541430, 541613, 541613	Mobile Developer I	\$112.00	\$117.60
541810, 541820, 541511, 541430, 541613, 541613	Mobile Developer II	\$133.47	\$140.14
541810, 541511, 541613, 541613	New Media Coordinator	\$70.90	\$74.45
541810, 541511, 541613, 541613	New Media Producer I	\$82.23	\$86.34



		Year 9 June 12 2023 to June 11 2024	Year 10 June 12 2024 to June 11 2025
SIN	Labor Category	GSA PRICE including IFF	GSA PRICE including IFF
541810, 541511, 541613, 541613	New Media Producer II	\$107.24	\$112.60
541810, 541511, 541613, 541613	New Media Producer III	\$126.79	\$133.13
541810, 541820, 541511, 541910, 541430, 541613, 541613	Program Manager	\$184.70	\$193.93
541810, 541820, 541511, 541910, 541430, 541613, 541613	Project Coordinator	\$92.96	\$97.60
541810, 541820, 541511, 541910, 541430, 541613, 541613	Project Manager	\$160.87	\$168.91
541810, 541511, 541613, 541613	Social Media Strategist II	\$125.12	\$131.38
541810, 541820, 541511, 541613, 541613	Video Producer I	\$107.24	\$112.60
541810, 541820, 541511, 541613, 541613	Video Producer II	\$119.16	\$125.12
541810, 541820, 541511, 541430, 541613, 541613	Web Designer I	\$101.29	\$106.36
541810, 541820, 541511, 541430, 541613, 541613	Web Designer II	\$113.21	\$118.87
541810, 541820, 541511, 541430, 541613, 541613	Web Designer III	\$137.04	\$143.89
541810, 541820, 541511, 541430, 541613, 541613	Web Developer I	\$96.53	\$101.36
541810, 541820, 541511, 541430, 541613, 541613	Web Developer II	\$116.19	\$122.01
541810, 541820, 541511, 541430, 541613, 541613	Web/Mobile Solutions Architect	\$154.90	\$162.65

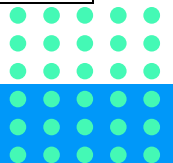




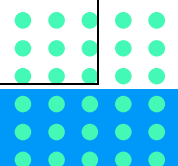
## MetroStar Systems, LLC GS-00F-161CA

### Labor Category Descriptions

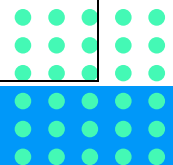
SIN	Labor Category	Description	Minimum Education	Min Years of Exp
54151S	Architectural Consultant	Consults with clients and other project team members to design, develop and enforce systems architecture, network design, security, lifecycle, project management, capacity planning, business continuity approaches, performance measurement and monitoring, operations, and maintenance processes (change management, configuration management, release management). Has strong client facing skills and advanced comprehension of software and system methodology and process.	Bachelors	10
54151S	Business Analyst	Supports the development, enhancement, and maintenance of business solutions in support of information technology planning, research and implementation. Business solutions are based on the customer's needs and crafted to drive the development of information technology solutions. Documents customer requirements and interacts with the project team to apply a deeper understanding of the customer's business. Supports aspects of the business cycle including proposals, feasibility studies, implementations, and business development. Anticipates, researches, identifies, and develops solutions to the customer's problems. Communicates business solutions to project and implementation team to ensure that business requirements are developed and implemented accurately to meet the customer's requirements.	Bachelors	2
54151S	Business Analyst II	Manages, directs and supports the development, enhancement and maintenance of business solutions in support of information technology planning, research and implementation. Business solutions are based on the customer's needs and crafted to drive the development of information technology solutions. Acts as a liaison between customer and other support groups to identify business processes, systems and product requirements. Documents customer requirements and interacts with the project team to apply a deeper understanding of the customer's business. Supports aspects of the business cycle including proposals, feasibility studies, implementations and business development. Anticipates, researches, identifies and develops solutions to the customer's problems. Communicates business solutions to project and implementation team to ensure that business requirements are developed and implemented accurately to meet the customer's requirements.	Bachelors	5



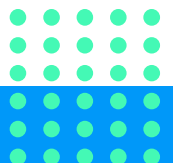
SIN	Labor Category	Description	Minimum Education	Min Years of Exp
54151S	Business Process Specialist	Consults with clients and other project team members to perform the listed business analysis functions for enterprise collaboration and integration solutions, consults with functional groups within the organization to communicate and clearly define business needs, and ensure product and services are aligned with business needs, solicits customer requirements through interviews and/or existing systems documentation or procedures; evaluate requirements for enterprise application integration, service activation, and delivering new or modified software system enhancements and/or integration solutions, process improvements and studies and test the interactions between systems to take advantage of new or more effective ways of providing needed information.	Bachelors	5
54151S	Computer Programmer I	May perform work on operating systems or applications. Prepares a variety of computer programs, associated documentation, and design specifications, including logical system design diagrams. Assists in and/or conducts detailed analysis of defined system specifications and assist in and/or develop methods for problem solution. Converts symbolic statements of work processes to detailed design, and coding into program language. Assists in and/or develops detailed programs and design and produces diagrams indicating mathematical computations, sequence data, and solutions. Primary scope of responsibility is the analysis, design, development, testing, and debugging of computer software in support of distinct product hardware or technical service line(s), or business. Activities range from operating system architecture, through integration and software design, to selection of computer systems, languages, and equipment. Analyzes system requirements to enable the design and development of large-scale database applications.	Bachelors	2
54151S	Computer Programmer II	May perform work on operating systems or applications using various programming languages. Employ software engineering principles, methodology, and tools. Develop detailed programs and design and produces diagrams indicating mathematical computations, sequence data, and solutions. Additionally, is involved with test and system integration of programs and consequent debugging of errors. Primary scope of responsibility is the analysis, design, development, testing, and debugging of computer software in support of distinct product hardware or technical service line(s) or business. Activities range from operating system architecture, through integration and software design, to selection of computer systems, languages, and equipment. Analyze and translate system requirements into programming code, screens, and reports for a given automation information system and/or application. Participate in testing system modules and other configuration items such as functional requirements document,	Bachelors	5



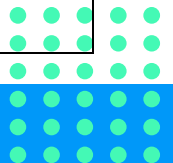
SIN	Labor Category	Description	Minimum Education	Min Years of Exp
		<p>system requirements document, and configuration management plan. Defines the interrelationships between fields in the database and clarifies system use of all data items. Analyzes requirements for configuration management control develops and maintains the Configuration Management Plan, and implements instructions for assigned programs. Ensures configuration identification by reviewing design release documents for completeness and proper authorizations. Provides advice and guidance to individuals responsible for the creation of documentation.</p>		
54151S	Computer Programmer III	<p>May perform work on operating systems or applications using various programming languages. Employ software engineering principles, methodology, and tools. Develop detailed programs and design and produces diagrams indicating mathematical computations, sequence data, and solutions. Additionally, is involved with test and system integration of programs and consequent debugging of errors. Primary scope of responsibility is the analysis, design, development, testing, and debugging of computer software in support of distinct product hardware or technical service line(s) or business. Activities range from operating system architecture, through integration and software design, to selection of computer systems, languages, and equipment. Analyze and translate system requirements into programming code, screens, and reports for a given automation information system and/or application. Participate in testing system modules and other configuration items such as functional requirements document, system requirements document, and configuration management plan. Defines the interrelationships between fields in the database and clarifies system use of all data items. Analyzes requirements for configuration management control develops and maintains the Configuration Management Plan, and implements instructions for assigned programs. Ensures configuration identification by reviewing design release documents for completeness and proper authorizations. Provides advice and guidance to individuals responsible for the creation of documentation. Prepares waivers and authorizes the release of changes specified by program management and other functional groups. Provides advice and guidance to individuals responsible for the creation of documentation. Participates in the administration of configuration baseline control through coordination of Engineering Change Proposal/Specification Change preparation and processing. Supports baseline management reviews such as configuration control boards, engineering review boards, and system review boards. Prepares and maintains master records for</p>	Bachelors	7



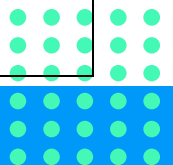
SIN	Labor Category	Description	Minimum Education	Min Years of Exp
		<p>the establishment and change of configuration baselines, engineering release systems, and configuration item development records, including the configuration index and change status listing. Establishes/conducts as-built system audits such as functional/physical configuration audits Assists in and/or directs the analysis and design of management systems. Analyzes management problems in terms of workflow, information requirements and sources, decision processes, and relationship of functional areas. Provides basis for, and assists with, the development of MIS systems. Assists in the analysis of cost, schedule, and technical performance of programs/projects.</p>		
54151HACS	Cyber Project Manager I	<p>Responsible for the successful cost, schedule, performance, and quality of the contract. Serves as the main point of contact for the Contracting Officer (CO), the Contracting Officer's Representative (COR), the Government Program Manager, and the Contractor's senior management. Ensures proper performance of tasks necessary to ensure the most efficient and effective execution of the contract. Utilizes expert communication skills needed to direct the skilled technical resources and report on the technical progress, issues, and problem areas, as well as write and review technical documents. Plans, executes, and finalizes projects that meet or exceed customer objectives. Develops the overall project plan and manages project operations. Manages the project stakeholders, project team, project risk, project schedule, project budget, and project conflicts. Ensures team members know and execute their respective roles and the roles of the other team members. Ensures proper relationships are established between customers, teaming partners, and vendors to facilitate the delivery of information technology services</p>	Bachelors	1



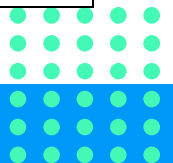
SIN	Labor Category	Description	Minimum Education	Min Years of Exp
54151HACS	Cyber Project Manager II	Responsible for the successful cost, schedule, performance, and quality of the contract. Serves as the main point of contact for the Contracting Officer (CO), the Contracting Officer's Representative (COR), the Government Program Manager, and the Contractor's senior management. Ensures proper performance of tasks necessary to ensure the most efficient and effective execution of the contract. Utilizes expert communication skills needed to direct the skilled technical resources and report on the technical progress, issues, and problem areas, as well as write and review technical documents. Plans, executes, and finalizes projects that meet or exceed customer objectives. Develops the overall project plan and manages project operations. Manages the project stakeholders, project team, project risk, project schedule, project budget, and project conflicts. Ensures team members know and execute their respective roles and the roles of the other team members. Ensures proper relationships are established between customers, teaming partners, and vendors to facilitate the delivery of information technology services	Bachelors	5
54151HACS	Cyber Security/Risk Auditor I	Assists in evaluating cyber security risks, testing controls designed to mitigate risk, communicating issues and findings to management . Devises solutions for business improvements, and follows-up on corrective actions. May participate in execute technical audit projects focused on evaluating the effectiveness of cyber security governance, tools and operations. May evaluate the design, effectiveness and efficiency of information technology and security processes, procedures, and technical controls including solution implementations, identify and address systemic gaps in cyber security risk management	Bachelors	1
54151HACS	Cyber Security/Risk Auditor II	Assists in evaluating cyber security risks, testing controls designed to mitigate risk, communicating issues and findings to management . Devises solutions for business improvements, and follows-up on corrective actions. May participate in execute technical audit projects focused on evaluating the effectiveness of cyber security governance, tools and operations. May evaluate the design, effectiveness and efficiency of information technology and security processes, procedures, and technical controls including solution implementations, identify and address systemic gaps in cyber security risk management	Bachelors	5
54151HACS	Cyber Security/Risk Auditor III	Assists in evaluating cyber security risks, testing controls designed to mitigate risk, communicating issues and findings to management . Devises solutions for business improvements, and follows-up on corrective actions. May participate in execute technical audit projects focused on evaluating the effectiveness of cyber security governance, tools and operations. May evaluate the design,	Bachelors	10



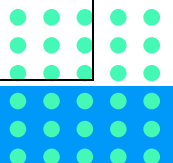
SIN	Labor Category	Description	Minimum Education	Min Years of Exp
		effectiveness and efficiency of information technology and security processes, procedures, and technical controls including solution implementations, identify and address systemic gaps in cyber security risk management		
54151HACS	Cybersecurity SME I	Generally recognized as a leader in the industry in their area of expertise; sought out by others in the area of expertise for advice and guidance. Provides expert support, analysis, and strategy. Policy, research, and advice into exceptionally complex problems, and processes relating to cybersecurity or other functional area. Serves as technical expert on executive-level project teams providing technical direction, interpretation, and alternatives. Expertise is in cybersecurity or other functional area. Performs highly specialized and technical tasks associated with the most current and cutting-edge technologies including research and development. May serve as a technical consultant to a project or a number projects dealing with area of cybersecurity or other related technical fields. Coordinates with Customers/Government personnel to ensure the problems have been properly defined and the solutions satisfy customer needs	Bachelors	1
54151HACS	Cybersecurity SME II	Generally recognized as a leader in the industry in their area of expertise; sought out by others in the area of expertise for advice and guidance. Provides expert support, analysis, and strategy. Policy, research, and advice into exceptionally complex problems, and processes relating to cybersecurity or other functional area. Serves as technical expert on executive-level project teams providing technical direction, interpretation, and alternatives. Expertise is in cybersecurity or other functional area. Performs highly specialized and technical tasks associated with the most current and cutting-edge technologies including research and development. May serve as a technical consultant to a project or a number projects dealing with area of cybersecurity or other related technical fields. Coordinates with Customers/Government personnel to ensure the problems have been properly defined and the solutions satisfy customer needs	Masters	5
54151HACS	Cybersecurity Software Developer I	Develops, maintains, and enhances complex and diverse software systems. Provides specific input to the software components of system design to include hardware/software trade-offs, software reuse, use of COTS/GOTS in place of new development, and requirements analysis and synthesis from system level to individual software components. Designs, implements, and integrates software applications or performs software engineering tasks. Utilizes software engineering and design methodologies appropriate to the development, integration, and production environment. Ensures efficient delivery of software	Bachelors	1



SIN	Labor Category	Description	Minimum Education	Min Years of Exp
		<p>engineering capabilities using industry standards and repeatable processes. Reviews and tests software components for adherence to the design requirements and documents test results. Analyzes and studies customer requirements to determine the most effective software and web technologies to satisfy their needs. Develops and maintains software and web development technical documentation to assist with software and web application maintenance and upgrades</p>		
54151HACS	Cybersecurity Software Developer II	<p>Develops, maintains, and enhances complex and diverse software systems. Provides specific input to the software components of system design to include hardware/software trade-offs, software reuse, use of COTS/GOTS in place of new development, and requirements analysis and synthesis from system level to individual software components. Designs, implements, and integrates software applications or performs software engineering tasks. Utilizes software engineering and design methodologies appropriate to the development, integration, and production environment. Ensures efficient delivery of software engineering capabilities using industry standards and repeatable processes. Reviews and tests software components for adherence to the design requirements and documents test results. Analyzes and studies customer requirements to determine the most effective software and web technologies to satisfy their needs. Develops and maintains software and web development technical documentation to assist with software and web application maintenance and upgrades</p>	Bachelors	5
54151HACS	Cybersecurity Software Developer III	<p>Develops, maintains, and enhances complex and diverse software systems. Provides specific input to the software components of system design to include hardware/software trade-offs, software reuse, use of COTS/GOTS in place of new development, and requirements analysis and synthesis from system level to individual software components. Designs, implements, and integrates software applications or performs software engineering tasks. Utilizes software engineering and design methodologies appropriate to the development, integration, and production environment. Ensures efficient delivery of software engineering capabilities using industry standards and repeatable processes. Reviews and tests software components for adherence to the design requirements and documents test results. Analyzes and studies customer requirements to determine the most effective software and web technologies to satisfy their needs. Develops and maintains software and web development technical documentation to assist with software and web application maintenance and upgrades</p>	Bachelors	10

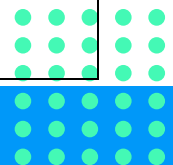


SIN	Labor Category	Description	Minimum Education	Min Years of Exp
54151HACS	Cybersecurity Systems Engineer I	<p>Analyzes user's requirements, concept of operations documents, and high-level system architectures to develop network requirements specifications. Guides users in formulating requirements, advises alternative approaches, and conducts feasibility studies. Provides technical leadership for the integration of network requirements, design, and technology. Incorporates new network plans, designs and systems into ongoing operations. Develops network architecture and network design documentation. Guides network development and implementation planning through assessment or preparation of network engineering management plans and network integration and test plans. Designs and performs integration of new technologies into local and wide area networks. Provides advanced troubleshooting and problem resolution of complex network problems. Performs administration duties for networking hardware including routers, switches, hubs, gateways, access points, network interface cards, networking cables, network bridges, modems, ISDN adapters, firewalls and other related network hardware. Interacts with the customer/Government regarding Systems Engineering technical considerations and for associated problems, issues or conflicts. Provides comprehensive definition of all aspects of system development from analysis of mission needs to verification of system performance. Performs evaluation of system alternatives and assessment of risks and costs</p>	Bachelors	1
54151HACS	Cybersecurity Systems Engineer II	<p>Analyzes user's requirements, concept of operations documents, and high-level system architectures to develop network requirements specifications. Guides users in formulating requirements, advises alternative approaches, and conducts feasibility studies. Provides technical leadership for the integration of network requirements, design, and technology. Incorporates new network plans, designs and systems into ongoing operations. Develops network architecture and network design documentation. Guides network development and implementation planning through assessment or preparation of network engineering management plans and network integration and test plans. Designs and performs integration of new technologies into local and wide area networks. Provides advanced troubleshooting and problem resolution of complex network problems. Performs administration duties for networking hardware including routers, switches, hubs, gateways, access points, network interface cards, networking cables, network bridges, modems, ISDN adapters, firewalls, and other related network hardware. Interacts with the customer/Government regarding Systems</p>	Bachelors	5

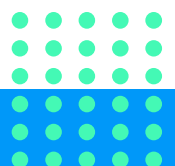




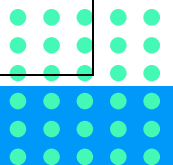
SIN	Labor Category	Description	Minimum Education	Min Years of Exp
		Engineering technical considerations and for associated problems, issues, or conflicts. Provides comprehensive definition of all aspects of system development from analysis of mission needs to verification of system performance. Performs evaluation of system alternatives and assessment of risks and costs		
54151HACS	Cybersecurity Systems Engineer III	Analyzes user's requirements, concept of operations documents, and high-level system architectures to develop network requirements specifications. Guides users in formulating requirements, advises alternative approaches, and conducts feasibility studies. Provides technical leadership for the integration of network requirements, design, and technology. Incorporates new network plans, designs and systems into ongoing operations. Develops network architecture and network design documentation. Guides network development and implementation planning through assessment or preparation of network engineering management plans and network integration and test plans. Designs and performs integration of new technologies into local and wide area networks. Provides advanced troubleshooting and problem resolution of complex network problems. Performs administration duties for networking hardware including routers, switches, hubs, gateways, access points, network interface cards, networking cables, network bridges, modems, ISDN adapters, firewalls and other related network hardware. Interacts with the customer/Government regarding Systems Engineering technical considerations and for associated problems, issues or conflicts. Provides comprehensive definition of all aspects of system development from analysis of mission needs to verification of system performance. Performs evaluation of system alternatives and assessment of risks and costs	Bachelors	10
54151S	Database Analyst	Analyzes organizational and computer database systems. Designs and implements computer database systems in both standalone and network configurations. Is knowledgeable in both commercially available off-the-shelf (COTS) and custom database software platforms. Develops technical documentation detailing the installation procedures.	Bachelors	2
54151S	Database Analyst II	System requirement analysis, decomposition, derivation, and documentation. Maintenance of contractual and engineering baselines. System design and design documentation. Software design,	Bachelors	3



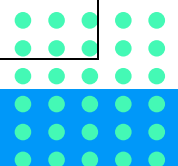
SIN	Labor Category	Description	Minimum Education	Min Years of Exp
		development, and test support. System integration, risk identification and mitigation and process improvement. Relational database design and implementation.		
54151S	Database Programmer I	Works with customer to set the information management direction. Provides insight and advice to customer concerning the strategic direction for data management. Conducts information technology assessments and large-scale data management reviews, and provides solutions for urgent customer needs.	Bachelors	3
54151S	Database Programmer II	System requirement analysis, decomposition, derivation, and documentation. Maintenance of contractual and engineering baselines. System design and design documentation. Software design, development, and test support. System integration, risk identification and mitigation and process improvement. Relational database design and implementation.	Bachelors	4
54151S	Graphic Specialist/Multimedia	Reviews graphics requests to determine scope of requirements, consults with and advises requester regarding the most appropriate and economical means of effective request. Designs templates for use by word processing and graphics staff to produce documents (e.g., proposals).	Bachelors	4
54151HACS	Information Assurance/Cybersecurity Analyst I	Identifies and manages network and system vulnerabilities and security events. Receives, acknowledges, disseminates, tracks, reports, and updates vulnerability management (VM) alerts, vulnerability assessments, red/blue team events, security incidents and events. Supports or performs global inspection services to ensure compliance with applicable mandates and/or standards. Collects intrusion artifacts and utilizes discovered data to enable mitigation of potential Computer Network Defense incidents within the enterprise. Correlates incident data to identify specific vulnerabilities and makes recommendations that enable expeditious remediation. Identifies and reports detected events through persistent monitoring and analysis of I&W and AS&W indicators, dissemination and reporting of cyber related activity. Supports and/or performs inspections of enclave services. Tests, implements, deploys, maintains, and administers the infrastructure systems which are required to effectively manage the DCO provider network and resources. Conducts/participates in risk assessments during the certification and accreditation process. Provides security certification test and evaluation of assets, vulnerability management and response, security assessments, and customer support	Bachelors	1



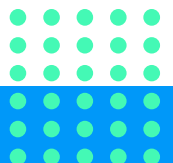
SIN	Labor Category	Description	Minimum Education	Min Years of Exp
54151HACS	Information Assurance/Cybersecurity Analyst II	Identifies and manages network and system vulnerabilities and security events. Receives, acknowledges, disseminates, tracks, reports, and updates vulnerability management (VM) alerts, vulnerability assessments, red/blue team events, security incidents and events. Supports or performs global inspection services to ensure compliance with applicable mandates and/or standards. Collects intrusion artifacts and utilizes discovered data to enable mitigation of potential Computer Network Defense incidents within the enterprise. Correlates incident data to identify specific vulnerabilities and makes recommendations that enable expeditious remediation. Identifies and reports detected events through persistent monitoring and analysis of I&W and AS&W indicators, dissemination and reporting of cyber related activity. Supports and/or performs inspections of enclave services. Tests, implements, deploys, maintains, and administers the infrastructure systems which are required to effectively manage the DCO provider network and resources. Conducts/participates in risk assessments during the certification and accreditation process. Provides security certification test and evaluation of assets, vulnerability management and response, security assessments, and customer support	Bachelors	5
54151S	Information Technology Analyst I	: Works under close supervision, developing the requirements of a product or system from inception to conclusion. Develops required specifications for simple to moderately complex problems.	Bachelors	1
54151S	Information Technology Analyst II	Works under close supervision, developing the requirements of a product or system from inception to conclusion. Develops required specifications for simple to moderately complex problems.	Bachelors	2
54151S	Information Technology Analyst III	Works under close supervision, developing the requirements of a product or system from inception to conclusion. Reviews, analyzes, and modifies programming systems including encoding, testing, debugging, and installing to support an organization's application systems. Consults with users to identify current operating procedures and to clarify program objectives. May be expected to write documentation to describe program development, logic, coding, and corrections. Writes manuals for users to describe installation and operating procedures.	Bachelors	5
54151S	Intranet/Internet Systems Architect	Designs, implements, and reviews network systems in terms of machine capabilities and man-machine interface. Prepares reports and studies concerning hardware systems and Internet/Intranet applications. Prepares functional requirements and specifications for hardware acquisitions.	Bachelors	2
54151HACS	Intrusion/Threat Detection Analyst I	Responsible for intrusion detection, response, investigation, correlation, analysis, and reporting. Performs command and control functions in response to incidents. Conducts cyber incident	Bachelors	1



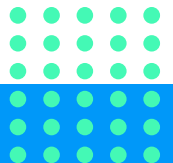
SIN	Labor Category	Description	Minimum Education	Min Years of Exp
		trend analysis and malware analysis. Tests, implements, deploys, maintains, and administers the infrastructure systems which are required to effectively manage the DCO provider network and resources. May participate in risk assessment during the Certification and Accreditation process		
54151HACS	Intrusion/Threat Detection Analyst II	Responsible for intrusion detection, response, investigation, correlation, analysis, and reporting. Performs command and control functions in response to incidents. Conducts cyber incident trend analysis and malware analysis. Tests, implements, deploys, maintains, and administers the infrastructure systems which are required to effectively manage the DCO provider network and resources. May participate in risk assessment during the Certification and Accreditation process	Bachelors	5
54151HACS	Intrusion/Threat Detection Analyst III	Responsible for intrusion detection, response, investigation, correlation, analysis, and reporting. Performs command and control functions in response to incidents. Conducts cyber incident trend analysis and malware analysis. Tests, implements, deploys, maintains, and administers the infrastructure systems which are required to effectively manage the DCO provider network and resources. May participate in risk assessment during the Certification and Accreditation process	Bachelors	10
54151S	Microsoft Technology Specialist	Consults with clients and other project team members to design, build and manage Microsoft Solutions. Performs a variety of complicated tasks. May lead and direct the work of others. Typically reports to a project leader or manager. A wide degree of creativity and latitude is expected.	Bachelors	5
54151S	Network Security Specialist	Provides technical design guidance and/or system administration and trouble call resolution in support of the network security products. Individual will manage firewalls, routers and intrusion detection equipment.	Bachelors	2
54151S	Network Specialist	: Performs a variety of network engineering tasks which are broad in nature and are concerned with the design and implementation of integrated networks, including personal, hardware, software, and support facilities and/or equipment. Installs; configures and maintains software in a client/server networked environment. Installs local area networks (LANs) as well as wide area networks (WANs.) Selects, orders and installs equipment at Customer field sites. This activity includes the installation of infrastructure and equipment, operating systems, and user software, as well as maintenance and exercise support. Installs infrastructures including routers, hubs, and interconnections. Assists in providing technical documentation to support installation activities. Assists with Customer on-site surveys. Participates in the preparation of drawings and reports documenting and recording on-site activities. Interfaces with customers, end users and team members for site activities as directed. Performs systems tests and introductory training as	Bachelors	2



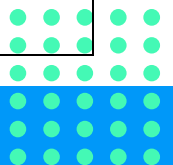
SIN	Labor Category	Description	Minimum Education	Min Years of Exp
		required. Performs trips to customer sites for installations, surveys and audits.		
54151HACS	Penetration Tester I	Conducts and/or supporting authorized penetration testing on enterprise network assets. Emulates adversarial cyber activities to identify weaknesses, enumerate vulnerabilities, and assess the overall security posture of customer networks and information systems. Analyzes site/enterprise DCO policies and configurations and evaluates compliance with regulations and enterprise directives. Assists with the selection of cost-effective security controls to mitigate risk. Assesses threats to the environment via penetration testing, risk assessments and other assessments. Provides inputs on the adequacy of security designs and architectures. Supports cybersecurity assessments, defensive and offensive operations. Provides support to security certification test and evaluation of assets, vulnerability management and response, security assessments, and provides customer support and guidance	Bachelors	1
54151HACS	Penetration Tester II	Conducts and/or supporting authorized penetration testing on enterprise network assets. Emulates adversarial cyber activities to identify weaknesses, enumerate vulnerabilities, and assess the overall security posture of customer networks and information systems. Analyzes site/enterprise DCO policies and configurations and evaluates compliance with regulations and enterprise directives. Assists with the selection of cost-effective security controls to mitigate risk. Assesses threats to the environment via penetration testing, risk assessments and other assessments. Provides inputs on the adequacy of security designs and architectures. Supports cybersecurity assessments, defensive and offensive operations. Provides support to security certification test and evaluation of assets, vulnerability management and response, security assessments, and provides customer support and guidance	Bachelors	5



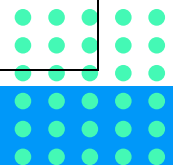
SIN	Labor Category	Description	Minimum Education	Min Years of Exp
54151HACS	Penetration Tester III	Conducts and/or supporting authorized penetration testing on enterprise network assets. Emulates adversarial cyber activities to identify weaknesses, enumerate vulnerabilities, and assess the overall security posture of customer networks and information systems. Analyzes site/enterprise DCO policies and configurations and evaluates compliance with regulations and enterprise directives. Assists with the selection of cost-effective security controls to mitigate risk. Assesses threats to the environment via penetration testing, risk assessments and other assessments. Provides inputs on the adequacy of security designs and architectures. Supports cybersecurity assessments, defensive and offensive operations. Provides support to security certification test and evaluation of assets, vulnerability management and response, security assessments, and provides customer support and guidance	Bachelors	10
54151S	PKI Specialist	: Formulates and defines system scope and objectives based on user needs. Devises or modifies procedures to solve complex PKI problems considering computer equipment capacity and limitations, operating time and form of desired results. Prepares detailed specifications from which PKI solutions can be formulated. Analyzes existing PKI system logic difficulties and documentation as necessary. Competent to work at the highest technical level of all phases of PKI systems analysis activities.	Bachelors	3
54151S	Principal Consultant	Consults with clients and other project team members to analyze, design, schedule, construction and deliver software and system solutions. Performs increasingly complex tasks for delivery to the client, communicates regularly with client about project status, leads in the development of project documentation that is technically accurate and meets intended objectives and identify problems and recommends appropriate solutions for clients in a wide variety of circumstances.	Bachelors	8
54151S	Program Manager	Represent the organization/company as a prime contact on contracts or projects and interacts with senior internal and external personnel. Develops solutions to a variety of complex problems; work is performed without appreciable direction and participates in determining objectives of assignments.	Bachelors	5



SIN	Labor Category	Description	Minimum Education	Min Years of Exp
54151S	Project Manager	<p>Consults with the customer to ensure conformity to project and contractual obligations for, but not limited to, IT projects/initiatives. Must be familiar with all phases of the systems' development life-cycle. Supervises the analysis, design and development of new systems and system enhancements. Approves documentation standards, system specifications, feasibility and justification reports, and policy recommendations. Supervises the development and installation of techniques and procedures to implement policy decisions with regard to organizational structures, program evaluation and productivity improvements. Establishes and maintains technical and financial reports in order to show progress of projects to management and customers. Organizes and assigns responsibilities to subordinates and supervises the successful completion of all assigned IT tasks. Ensures the development, maintenance and implementation of Program Management Plans and Technical Specifications Plan; documents that guide the performance of all functional and technical activities performed. Ensures that maximum service is obtained from all operations through efficient use of personnel and equipment. Simultaneously plans and manages diverse and highly technical projects. Responsible for leading and performing IT training of line personnel on the project approach, techniques, software, hardware, etc.</p>	Bachelors	5
54151S	Quality Assurance Engineer	<p>Ensures project methodologies, quality assurance standards, and guidelines are implemented throughout the duration of the project. Ensures that specific standards and measures identified in detail work plans are appropriate and reasonable for achieving the defined quality objectives for specific deliverables. Ensures an appropriate quality-training program for all project participants is developed and implemented. Reviews the adequacy of and adherence to general project controls, such as technical methodologies and change control procedures. Ensures quality control activities are performed consistently and continuously; and analyzes errors and defects to provide a basis for improving the quality of all documentation.</p>	Bachelors	3
54151HACS	Risk/Vulnerability Analyst I	<p>Performs data gathering, research, and analysis while conducting threat, vulnerability, risk, and maturity assessments. May apply critical thinking, conduct gap analysis, and develop implementation plans for the improvement of the risk management-related program. Contributes to constant innovation and improvement</p>	Bachelors	1
54151HACS	Risk/Vulnerability Analyst II	<p>Performs data gathering, research, and analysis while conducting threat, vulnerability, risk, and maturity assessments. May apply critical thinking, conduct gap analysis, and develop implementation plans for the improvement of the risk management-</p>	Bachelors	5

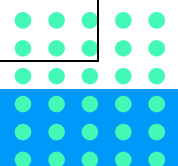


SIN	Labor Category	Description	Minimum Education	Min Years of Exp
		related program. Contributes to constant innovation and improvement		
54151S	Senior Systems Engineer	Defines and executes engineering activities within a project. These activities may consist of systems planning, performance management, capacity planning, testing and validation, benchmarking, information engineering, and developing and staffing of a system engineering management plan a multitude of software programs to include the design and use of spreadsheets, graphics and reports, database management, design and development. Knowledgeable of the problems inherent in information systems, network security, data communication.	Bachelors	4
54151S	Software Engineer	Analyzes and studies complex system requirements. Designs software tools and subsystems to support software reuse and domain analyses and manages their implementation. Manages software development and support using formal specifications, data flow diagrams, other accepted design techniques. Interprets software requirements and design specifications to code, and integrates and test software components. Estimates software development costs and schedule. Reviews existing program and assists in making refinements, reducing operating time, and improving current techniques. Supervises software configuration management.	Bachelors	2
54151S	Software Engineer II	Experience completing complex software tasks using C++ and Object-Oriented software analysis design and programming. Manages software development and support using formal specifications, data flow diagrams, or other accepted design techniques. Interprets software requirements and design specifications to code, and integrates and test software components. Estimates software development costs and schedule. Reviews existing program and assists in making refinements, reducing operating time, and improving current techniques. Supervises software configuration management.	Bachelors	3
54151S	Subject Matter Expert I	Serves as a subject matter technical expert in areas relevant to project. Provide guidance to the technical staff on the functional producers, processes, of subject matter. Interfaces with Government management personnel and functional proponents. Reports in writing and orally to Contractor management and Government representatives, including the Government CO and COTR.	Bachelors	3
54151S	Subject Matter Expert II	Analyzes user needs to determine functional requirements. Performs functional allocation to identify required tasks. Identifies resources required for each task. Possesses knowledge and expertise so recognized in the profession that the Government is able to qualify the individual as an expert in the field.	Bachelors	5

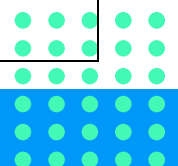




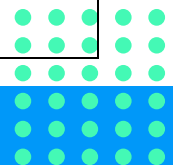
SIN	Labor Category	Description	Minimum Education	Min Years of Exp
54151S	Systems Administrator/Help Desk	Install, configure, and maintain operating system and other Commercial of the Shelf (COTS) software products. Perform everyday system administration tasks like creating user ids, backup and restore. Move/Add/ Change user workstations, which includes IP and Switch administration. Monitor LAN/WAN traffic and overall system performance. Maintain documentation for processes and procedures.	Bachelors	2
54151S	Systems Analyst	Preparing, analyzing, editing and testing computer programs. Provided technical support to users and assisted with policy implementation and other computer related issues in the LAN. Familiar with a multitude of software programs including the design and use of spreadsheets, graphics and reports, database management, design and development. Knowledgeable of the problems inherent in information systems, network security, data communication.	Bachelors	4
54151S	Systems Analyst II	Reviews, analyzes, and modifies programming systems including encoding, testing, debugging, and installing to support an organization's application systems. Consults with users to identify current operating procedures and to clarify program objectives. May be expected to write documentation to describe program development, logic, coding, and corrections. Writes manual for users to describe installation and operating procedures.	Bachelors	5
54151S	Systems Architect	Applies advanced concepts, theories and principles and contributes towards the development of new principles and concepts. Advises top management and customers on advanced technical research studies and applications; managerial/leadership experience or necessary skills. Broad knowledge of one or more areas of system architecture (s) including system life cycle, design, develop methodologies & information systems.	Bachelors	5
54151S	Technical Writer	Collects and organizes technical information required for preparation of moderately complex technical publications. Prepares written text and coordinates layout and organization of manuals and other documents according to prepared outlines and specifications. Edits documents such as functional descriptions, system specifications, user manuals, special reports, and client deliverables produced on the project. Researches available technical data including drawings, design reports, equipment and test specifications. Translates technical information into concise and understandable documents for technical and non-technical users.	Bachelors	2
54151S	Web Designer	Ensure the quality of design elements on the website. Develop and modify graphics for the website. Assist in the overall design, navigation and cohesiveness of the site. Meet criteria for making changes to the site as outlined by the customer. Coordinate the work of designers to enhance the appeal of the site.	Bachelors	2



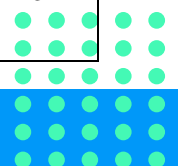
SIN	Labor Category	Description	Minimum Education	Min Years of Exp
54151S	Web Portal Administrator	Install, configure, and maintain operating system and other Commercial of the Shelf (COTS) software products. Perform everyday system administration tasks like creating user ids, permissions, backup and restore. Move/Add/Change user workstations, which includes IP and Switch administration. Monitor LAN/WAN traffic and overall system performance. Maintain documentation for processes and procedures.	Bachelors	3
54151S	Web Portal Architect	Develop proof of concept, prototypes, and overall system architecture; develop methodology and practices for creation and management of re-usable solution assets software, architecture, and methodology. Ensure release conforms to all security standards and other non-functional requirements.	Bachelors	5
54151S	Web Portal Engineer	Consults with clients and other project team members to design, build and manage Portal sites. Develops custom code (i.e., Java, .NET etc.) These activities may consist of systems planning, performance management, capacity planning, testing and validation, benchmarking, information engineering, and developing and staffing of a system engineering management plan.	Bachelors	4
54151S	Web Portal Engineer II	Works with customer to set the Portal taxonomy direction. Provides insight and advice to customer concerning the strategic direction for data management. Conducts information technology assessments and large-scale data management reviews, and provides solutions for urgent customer needs. Develops custom code (i.e., Java, .NET etc.).	Bachelors	5
541611, 611512, 541611	Consultant III	Represent the organization/company as a prime contact on contracts or projects and interacts with senior internal and external personnel. Develops solutions to a variety of complex problems. Applies advanced skills to provide management and technical expertise by conducting and/or participating in the strategic, tactical, and operational aspects of projects. Provides leadership and technical expertise in the areas of delivering process and productivity improvement solutions, facilitation of large and small groups, developing business and strategic plans, providing performance measurement and business process reengineering training, and conducting financial and cycle-time analysis.	Masters	5
541611, 611512, 541611	Consultant II	Consults with the customer to ensure conformity to project and contractual obligations for projects/initiatives. Approves documentation standards, system specifications, feasibility and justification reports, and policy recommendations. Establishes and maintains reports in order to show progress of projects to management and customers. Organizes and assigns responsibilities to subordinates and supervises the successful completion of all assigned tasks. Ensures the development, maintenance, and implementation of	Bachelors	3



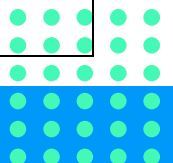
SIN	Labor Category	Description	Minimum Education	Min Years of Exp
		Project Management Plans. Ensures that maximum service is obtained from all operations through efficient use of personnel and equipment.		
541611, 611512, 541611	Consultant I	Consultants apply their advanced skills to provide management and technical expertise by conducting and/or participating in the strategic, tactical, and operational aspects of projects. Consultants provide leadership and technical expertise in the areas of delivering process and productivity improvement solutions, facilitation of large and small groups, developing business and strategic plans, providing performance measurement and business process reengineering training, and conducting financial and cycle-time analysis.	Bachelors	1
541611, 541611	Data Analyst II	Possesses knowledge of applying analytic methodologies and principles to address project needs. Serves as a member of the consulting team performing analytical tasks and technical team assignments; performs research, support, and reporting functions.	Bachelors	3
541611, 541611	Data Analyst I	Principle Duties and Responsibility: Possesses knowledge of applying analytic methodologies and principles to address project needs. Serves as a member of the consulting team performing analytical tasks and technical team assignments; performs research, support, and reporting functions.	Bachelors	1
611512	Training Specialist II	Provides appropriate training to achieve project goal and maintain currency in applicable state-of-the-art technologies and business paradigms. Conducts the research necessary to develop and revise training courses. Develops and revises these courses and prepares appropriate training catalogs. Prepares instructor materials (course outline, background material, and training aids). Prepares student materials (course manuals, workbooks, handouts, completion certificates, and course survey forms). Trains personnel by conducting formal classroom courses, workshops and seminars or providing web-based training.	Bachelors	5
611512	Training Specialist I	Provides appropriate training to achieve project goal and maintain currency in applicable state-of-the-art technologies and business paradigms. Conducts the research necessary to develop and revise training courses. Develops and revises these courses and prepares appropriate training catalogs. Prepares instructor materials (course outline, background material, and training aids). Prepares student materials (course manuals, workbooks, handouts, completion certificates, and course survey forms). Trains personnel by conducting formal classroom courses, workshops and seminars or provides web-based training	Bachelors	3
541810, 541820, 541511, 541910, 541430,	Communication Consultant I	Develops, coordinates, executes, manages, and evaluates outreach communications strategies, plans, and activities. Develops short and long-term strategic communication plans for clients; implements communication plans including liaison with content providers, marketing consultants and	Bachelors	1



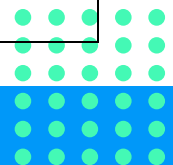
SIN	Labor Category	Description	Minimum Education	Min Years of Exp
541613, 541613		production team. Reviews communication products for clarity, effectiveness, and alignment with image and messaging. Researches and analyzes new approaches and techniques.		
541810, 541820, 541511, 541910, 541430, 541613, 541613	Communications Consultant II	Develops, coordinates, executes, manages, and evaluates outreach communications strategies, plans, and activities. Develops short and long-term strategic communication plans for clients; implements communication plans including liaison with content providers, marketing consultants and production team. Reviews communication products for clarity, effectiveness, and alignment with image and messaging. Researches and analyzes new approaches and techniques.	Bachelors	3
541810, 541820, 541511, 541910, 541430, 541613, 541613	Communications Consultant III	Develops, coordinates, executes, manages, and evaluates outreach communications strategies, plans, and activities. Develops short and long-term strategic communication plans for clients; implements communication plans including liaison with content providers, marketing consultants and production team. Reviews communication products for clarity, effectiveness, and alignment with image and messaging. Researches and analyzes new approaches and techniques.	Bachelors	5
541810, 541820, 541613, 541613	Creative Writer	Works with team members and agency clients to create persuasive messages for all media types. Creates and edits messaging and copy that reflects the client's marketing strategy and objectives and is able to write across all mediums. May have related experience in writing documents and scripts for media-based projects such as multi-media productions, video and/or film productions, live events, interactive training, speech writing, and website production.	Bachelors	2
541810, 541820, 541511, 541910, 541613, 541613	Creative Writer II	Works with team members and agency clients to create persuasive messages for all media types. Creates and edits messaging and copy that reflects the client's marketing strategy and objectives and is able to write across all mediums. May have related experience in writing documents and scripts for media-based projects such as multi-media productions, video and/or film productions, live events, interactive training, speech writing, and website production. Capability to work in language(s) other than English.	Bachelors	5
541810, 541820, 541511, 541430, 541613, 541613	Graphic Designer/Illustrator I	Executes graphic/illustration projects and assists in coordination of all production scheduling. Interfaces with users and project leaders to determine scope of project and best medium. Experienced in original graphic design and/or illustration as well as using stock photos and clip art. Interfaces with agency and technical staff to assure quality products are delivered on time and within budget.	High School	0
541810, 541820, 541511, 541430,	Graphic Designer/Illustrator II	Executes graphic/illustration projects and assists in coordination of all production scheduling. Interfaces with users and project leaders to determine scope of project and best medium. Has a wide range of experience in creative design for print, web, and	Bachelors	3



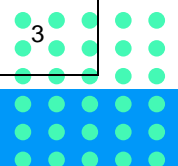
SIN	Labor Category	Description	Minimum Education	Min Years of Exp
541613, 541613		multimedia. Ensures quality control and cost control through entire creative process in conjunction with clients' requirements. Oversees the design work produced by Graphic Designer/Illustrator I.		
541810, 541820, 541511, 541430, 541613, 541613	Information Architect	Develops thorough, realistic plans that support organizational objectives. Works with clients to understand their business models and goals and help define strategy, content, and features for design of their web site and web/internal applications. Analyzes audiences and their information and functional needs. Defines site architecture and navigation that serves as a blueprint of the site/applications. Works with project team to create wireframes, site maps, schematics, process maps, feature lists, mockups, visual specification, working prototypes, and other artifacts to describe the intended user experience	Bachelors	8
541810, 541910, 541613, 541613	Marketing Consultant	Recommends, prioritizes, develops plans and directs the execution of marketing projects and assessments. Customizes marketing principles and practices to respond to the needs of the organization; reviews marketing strategies, programs, and goals for focused integration into overall marketing plan. Formulates and implements marketing policy and procedures. Develops long and short-range marketing operation plans. Identifies and analyzes customer needs and satisfaction. Evaluates effectiveness through attainment of goals/ metrics and analysis of data. Develops promotional strategies for but not limited to, advertising, outreach and event marketing, promotions, radio, web, television and video production, and written publications.	Bachelors	3
541810, 541820, 541511, 541430, 541613, 541613	Mobile Developer I	Specializes in the design, construction, redeployments, maintenance, support and programming of noncomplex mobile applications. Performs tests across multiple devices using prescribed testing applications. Creates application prototypes with new features or entirely new applications on current and future mobile platforms	Bachelors	2
541810, 541820, 541511, 541430, 541613, 541613	Mobile Developer II	Specializes in the design, construction, redeployments, maintenance, support and programming of noncomplex mobile applications. Performs tests across multiple devices using prescribed testing applications. Creates application prototypes with new features or entirely new applications on current and future mobile platforms. Ensure that all developed programs are properly documented. Works with the project team to define requirements and estimate completion times. Leads the analysis, design, coding unit testing, and implementation of mobile applications.	Bachelors	5
541810, 541511, 541613, 541613	New Media Coordinator	Assists the New Media Producers with production and management of products using New Media platforms and a variety of other mediums including video, print, broadcast, teleconferencing, and electronic means. Provides administrative and production support to the project team. Has	High School	2



SIN	Labor Category	Description	Minimum Education	Min Years of Exp
		experience with the Microsoft Office suite and multi-media devices		
541810, 541511, 541613, 541613	New Media Producer I	Produces and manages products using New Media platforms and a variety of other mediums including video, print, broadcast, teleconferencing, and electronic means. Interfaces with users to determine scope of project and best medium. Has experience with multi-media devices. Interfaces with agency and technical staff to assure quality products are delivered on time and within budget.	High School	6
541810, 541511, 541613, 541613	New Media Producer II	Produces and manages products using New Media platforms and a variety of other mediums including video, print, broadcast, teleconferencing, and electronic means. Interfaces with users to determine scope of project and best medium. Has experience with multi-media devices. Interfaces with agency and technical staff to assure quality products are delivered on time and within budget.	Bachelors	3
541810, 541511, 541613, 541613	New Media Producer III	Leads and manages complex projects and products using New Media platforms and a variety of other mediums including video, print, broadcast, teleconferencing, and electronic means. Oversees the interfacing with users to determine scope of project and best medium. Is highly experienced with multi-media devices. Interfaces with agency and technical staff to assure quality products are delivered on time and within budget.	Bachelors	5
541810, 541820, 541511, 541910, 541430, 541613, 541613	Program Manager	Supervises all program elements to ensure the program meets or exceeds client expectations. Determines the most cost-effective means of achieving client goals and researches new ways of reducing costs. Serves as primary point of contact with client, assuring that the client is up to date on program status and overall progress. Guides the development of program components and acts as quality assurance officer for all program elements	Bachelors	6
541810, 541820, 541511, 541910, 541430, 541613, 541613	Project Coordinator	Assists in leading the project team and coordinating the project. Implements the agreed action plan to the agreed standards and deadlines. Acts as a liaison with the project team and customer on all project-related matters, ensuring the effective preparation and delivery of all project activities, events, meetings, and production of all necessary documentation. Provides ongoing evaluation of project activities/events and reporting on project progress.	Bachelors	2
541810, 541820, 541511, 541910, 541430, 541613, 541613	Project Manager	Guides all involved with a project from start to finish, ensuring timely project completion. Serves as the key point of project contact between clients and internal functional departments, including marketing strategy, creative services, marketing/communications, information management and production management. Creates schedules and tasks for each project, coordinates functional department assignments and ensures the integration of client direction and feedback. Provides status reports to internal team on a weekly	Bachelors	4



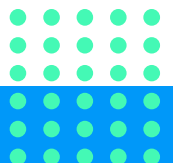
SIN	Labor Category	Description	Minimum Education	Min Years of Exp
		basis and facilitates communication among internal team members		
541810, 541511, 541613, 541613	Social Media Strategist II	Is responsible for the strategic and creative direction of Social Media projects. Specializes in Social Media strategy and campaign execution. Coordinates and collaborates with client and other team members on project activities and goals. Has extensive experience in and knowledge of all facets of Social Media technology and programs	Bachelors	5
541810, 541820, 541511, 541613, 541613	Video Producer I	Directs talent and provides video layout, direction, and design for all types of videos. Manages all aspects of the video production or other functions required to create the video. Generates video and audio content for the web with either existing or new footage. Is capable of applying effects, transitions, title sequences, and other editing functions to production	Bachelors	2
541810, 541820, 541511, 541613, 541613	Video Producer II	Directs talent and provides video layout, direction, and design for all types of videos. Manages all aspects of video production or other functions required to create the video. Generates video and audio content for the web with either existing or new footage. Capable of applying effects, transitions, and title sequences and other editing functions to production.	Bachelors	4
541810, 541820, 541511, 541430, 541613, 541613	Web Designer I	Creates design prototypes, including graphic design, site navigation, and layout of content, for web sites and web-based application. Ensures the layout of the content is accessible and logical. Creates visual concepts that match the content and the image wanted by the clients.	Bachelors	1
541810, 541820, 541511, 541430, 541613, 541613	Web Designer II	Creates complex design prototypes, including graphic design, site navigation, and layout of content, for web sites and web-based application. Ensures the layout of the content is accessible, logical and easy to navigate. Creates visual concepts that match the content and the image wanted by the clients.	Bachelors	3
541810, 541820, 541511, 541430, 541613, 541613	Web Designer III	Creates complex design prototypes, including graphic design, site navigation, and layout of content, for web sites and web-based application. Ensures the layout of the content is accessible, logical and easy to navigate. Creates visual concepts that match the content and the image wanted by the clients. Contributes to the overall development of the clients Web Strategy. Assists Web Designer I and Web Designer II with new Web Design techniques and technology.	Bachelors	5
541810, 541820, 541511, 541430, 541613, 541613	Web Developer I	Specializes in the design, construction, redeployments, maintenance, support, and programming of noncomplex web-based applications. Builds and integrates databases in several platforms and repairs/upgrades applications. Possesses excellent computer, written, and communication skills	Bachelors	1
541810, 541820, 541511,	Web Developer II	Responsible for the architecture, design, construction, redeployments, maintenance, support and programming of complex web- based	Bachelors	3



SIN	Labor Category	Description	Minimum Education	Min Years of Exp
541430, 541613, 541613		applications. Supports the development of Web-based custom applications for e-Commerce, CRM, online marketing and operations. Builds and integrates databases in several platforms and repairs/upgrades applications. Possesses excellent written and communication skills.		
541810, 541820, 541511, 541430, 541613, 541613	Web/Mobile Solutions Architect	Defines architecturally significant technical frameworks, standards, and software development best practices that contribute to sustainable and scalable delivery of web-based and mobile technology solutions. Elicits non-functional requirements from stakeholders to ensure architectural support of evolution and execution qualities such as availability, accessibility, reliability, recovery, performance, testability, resilience, security, privacy, interoperability, platform compatibility, maintainability, modifiability, and usability. Advises IT management, project managers and team members on emerging technologies and innovations that should be considered in the context of the project.	Bachelors	8

SCLS Eligible Contract Labor Category	SCLS Equivalent Code Title	WD Number
Creative Writer I	30462 – Technical Writer	2015-4282
Creative Writer II	30463 – Technical Writer	2015-4282
Training Specialist I	15050 – computer Based Training Specialist / Instructor	2015-4282
Training Specialist II	15050 – computer Based Training Specialist Instructor	2015-4282

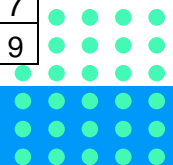
The Service Contract Labor Standards, formerly the Service Contract Act (SCA), apply to this contract and it includes SCLS applicable labor categories. Labor categories and fixed price services marked with a (\*\*) in this pricelist are based on the U.S. Department of Labor Wage Determination Number(s) identified in the SCLS/SCA matrix. The prices awarded are in line with the geographic scope of the contract (i.e., nationwide).





## Substitution Methodology for MetroStar Systems, LLC

Labor Category	Min Edu	Min Exp	Ph D	Master s	Bachelor s	Associat e	High School
Consultant III	Masters	5	NA	5	7	9	13
Consultant II	Bachelors	3	NA	NA	3	5	7
Consultant I	Bachelors	1	NA	NA	1	3	5
Data Analyst II	Bachelors	3	NA	NA	3	5	7
Data Analyst I	Bachelors	1	NA	NA	1	3	5
Training Specialist II	Bachelors	5	NA	NA	5	7	9
Training Specialist I	Bachelors	3	NA	NA	3	5	7
Communication Consultant I	Bachelors	1	NA	NA	1	3	5
Communications Consultant II	Bachelors	3	NA	NA	3	5	7
Communications Consultant III	Bachelors	5	NA	NA	5	7	9
Creative Writer	Bachelors	2	NA	NA	2	4	6
Creative Writer II	Bachelors	5	NA	NA	5	7	9
Graphic Designer/Illustrator I	High School	0	NA	NA	NA	NA	GED
Graphic Designer/Illustrator II	Bachelors	3	NA	NA	3	5	7
Information Architect	Bachelors	8	NA	NA	8	10	12
Marketing Consultant	Bachelors	3	NA	NA	3	5	7
Mobile Developer I	Bachelors	2	NA	NA	2	4	6
Mobile Developer II	Bachelors	5	NA	NA	5	7	9
New Media Coordinator	High School	2	NA	NA	NA	NA	GED + 2
New Media Producer I	High School	6	NA	NA	NA	NA	GED + 6
New Media Producer II	Bachelors	3	NA	NA	3	5	7
New Media Producer III	Bachelors	5	NA	NA	5	7	9
Program Manager	Bachelors	6	NA	NA	6	8	10
Project Coordinator	Bachelors	2	NA	NA	2	4	6
Project Manager	Bachelors	4	NA	NA	4	6	8
Social Media Strategist II	Bachelors	5	NA	NA	5	7	9
Video Producer I	Bachelors	2	NA	NA	2	4	6
Video Producer II	Bachelors	4	NA	NA	4	6	8
Web Designer I	Bachelors	1	NA	NA	1	3	5
Web Designer II	Bachelors	3	NA	NA	3	5	7
Web Designer III	Bachelors	5	NA	NA	5	7	9



Web Developer I	Bachelors	1	NA	NA	1	3	5
Web Developer II	Bachelors	3	NA	NA	3	5	7
Web/Mobile Solutions Architect	Bachelors	8	NA	NA	8	10	12

