

**GENERAL SERVICES ADMINISTRATION
FEDERAL SUPPLY SERVICE
AUTHORIZED FEDERAL SUPPLY SERVICE SCHEDULE PRICE LIST**

Multiple Award Schedule

**P3I Incorporated
77 Main Street
Hopkinton, MA 01748
Phone: 435-7882 Fax: 508-435-7886
P31@p3i-inc.com**

Contract Number: 47QTCA20D000K

Contact Period: October 7, 2019 through October 6, 2024

Special Item Numbers: 132-51, 132-100

Pricelist current through: Contract Award

Contract Administration: Janice Guy

Business Size: Small, Disadvantaged

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

On-line access to contract ordering information, terms and conditions, up-to-date pricing, and the option to create an electronic delivery order are available through GSA Advantage!®, a menu-driven database system. The INTERNET address GSA

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Customer Information

1a. Table of Awarded Special Item Number(s) with appropriate cross-reference to page numbers:

SIN	Title	Page
132-51	IT Professional Services	Page 11
132-100	Ancillary Supplies/Services	Page 28

1b. Identification of the lowest priced model number and lowest unit price for that model for each special item number awarded in the contract. Pricing begins on page 29.

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. Labor categories begin on page 11.

2. Maximum Order: \$500,000.00 per SIN

3. Minimum Order: \$100.00

4. Geographic Coverage (delivery Area): Scope of this contract is the 48 contiguous states and Alaska, Hawaii, Puerto Rico, Washing, DC and U.S. Territories. In addition, P3i will consider contracts outside the continental United States subject to the specified terms and conditions of the specific orders. The hourly labor rates for overseas efforts shall be the rates established herein for the 48 continuous states adjusted by a Cost of Living Adjustment as defined in the Joint Travel Regulations.

5. Point(s) of production (city, county, and state or foreign country): U.S.

6. Discount from list prices or statement of net price: Government net prices (discounts already deducted).

7. Quantity discounts: 1% discount on single order sales of \$400,000 - \$499,000.

8. Prompt payment terms: None

9a. Notification that Government purchase cards are accepted up to the micro-purchase threshold: Yes

9b. Notification whether Government purchase cards are accepted or not accepted above the micro-purchase threshold: Yes

10. Foreign items (list items by country of origin): None

11a. Time of Delivery (Contractor insert number of days): Specified on the Task Order

11b. Expedited Delivery. The Contractor will insert the sentence “Items available for expedited delivery are noted in this price list.” under this heading. The Contractor may use a symbol of its choosing to highlight items in its price list that have expedited delivery: Contact Contractor

11c. Overnight and 2-day delivery. The Contractor will indicate whether overnight and 2-day delivery are available. Also, the Contractor will indicate that the schedule customer may contact the Contractor for rates for overnight and 2-day delivery: Contact Contractor

11d. Urgent Requirements. The Contractor will note in its price list the “Urgent Requirements” clause of its contract and advise agencies that they can also contact the Contractor’s representative to effect a faster delivery: Contact Contractor

12. F.O.B Points(s): Destination

13a. Ordering Address(es):

P3i, Incorporated
77 Main Street
Hopkinton, MA 01748

13b. Ordering procedures: For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPA’s), are found in Federal Acquisition Regulation (FAR) 8.405-3.

14. Payment address(es): Same as company address

15. Warranty provision:

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

- (1) Time of delivery/installation quotations for individual orders
- (2) Technical representations and/or warranties of products concerning performance, total system performance and/or configuration, physical, design and/or functional characteristics and capabilities of a product/equipment/service/software package submitted in response to requirements which result in orders under this schedule contract.
- (3) Any representations and/or warranties concerning the products made in any literature, description, drawings and/or specifications furnished by the Contractor.

16. Export Packing Charges (if applicable): N/A

17. Terms and conditions of Government purchase card acceptance (any thresholds above the micro-purchase level): Contact Contractor

- 18. Terms and conditions of rental, maintenance, and repair (if applicable):** N/A
- 19. Terms and conditions of installation (if applicable):** N/A
- 20. Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices (if applicable):** N/A
- 20a. Terms and conditions for any other services (if applicable):** N/A
- 21. List of service and distribution points (if applicable):** N/A
- 22. List of participating dealers (if applicable):** N/A
- 23. Preventive maintenance (if applicable):** N/A
- 24a. Environmental attributes, e.g., recycled content, energy efficiency, and/or reduced pollutants:** N/A
- 24b. If applicable, indicate that Section 508 compliance information is available on Electronic and Information Technology (EIT) supplies and services and show where full details can be found (e.g. contactor's website or other location.) The EIT standards can be found at: www.Section508.gov/.**
- 25. Data Universal Numbering System (DUNS) number:** 10-995-7238
- 26. Notification regarding registration in System for Award Management (SAM) database:**
Registered

TERMS AND CONDITIONS APPLICABLE TO ANCILLARY SUPPLIES AND/OR SERVICES (SPECIAL ITEM NUMBER 132-100)

Terms and Conditions for SIN 132-100

Non-professional labor categories must be incidental to, and used solely to support professional services, and cannot be offered or purchased separately. Further, non-professional labor categories shall be offered under SIN 132-100 only and must be offered in conjunction with professional service SINs.

The Service Contract Labor Standards (SCLS) may be applicable to services offered under SIN 132 100. The following language shall be included at the end or beginning of each detailed position description. "Non-professional labor categories must be incidental to, and used solely to support professional services, and cannot be purchased separately.

Ancillary supplies and/or services are support supplies and services which are not within the scope of any other SIN under schedule 70.

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

Terms and Conditions for SIN 132-51

1. SCOPE

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

2. PERFORMANCE INCENTIVES I-FSS-60 Performance Incentives (April 2000)

- a. Performance incentives may be agreed upon between the Contractor and the ordering activity on individual fixed price orders or Blanket Purchase Agreements under this contract in accordance with this clause.
- b. The ordering activity must establish a maximum performance incentive price for these services and/or total solutions on individual orders or Blanket Purchase Agreements.
- c. Incentives should be designed to relate results achieved by the contractor to specified targets. To the maximum extent practicable, ordering activities shall consider establishing incentives where performance is critical to the ordering activity's mission and incentives are likely to motivate the contractor. Incentives shall be based on objectively measurable tasks.

3. ORDER

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

4. PERFORMANCE OF SERVICES

- a. The Contractor shall commence performance of services on the date agreed to by the Contractor and the ordering activity.
- b. The Contractor agrees to render services only during normal working hours, unless otherwise agreed to by the Contractor and the ordering activity.
- c. The ordering activity should include the criteria for satisfactory completion for each task in the Statement of Work or Delivery Order. Services shall be completed in a good and workmanlike manner.
- d. Any Contractor travel required in the performance of IT Services must comply with the Federal Travel Regulation or Joint Travel Regulations, as applicable, in effect on the date(s) the travel is performed. Established Federal Government per diem rates will apply to all Contractor travel. Contractors cannot use GSA city pair contracts.

5. STOP-WORK ORDER (FAR 52.242-15)(AUG 1989)

- a. The Contracting Officer may, at any time, by written order to the Contractor, require the Contractor to stop all, or any part, of the work called for by this contract for a period of 90 days after the order is delivered to the Contractor, and for any further period to which the parties may agree. The order shall be specifically identified as a stop-work order issued under this clause. Upon receipt of the order, the Contractor shall immediately comply with its terms and take all reasonable steps to minimize the incurrence of costs allocable to the work covered by the order during the period of work stoppage. Within a period of 90 days after a stop-work is delivered to the Contractor, or within any extension of that period to which the parties shall have agreed, the Contracting Officer shall either-
- (1) Cancel the stop-work order; or
 - (2) Terminate the work covered by the order as provided in the Default, or the Termination for Convenience of the Government, clause of this contract.
- b. If a stop-work order issued under this clause is canceled or the period of the order or any extension thereof expires, the Contractor shall resume work. The Contracting Officer shall make an equitable adjustment in the delivery schedule or contract price, or both, and the contract shall be modified, in writing, accordingly, if-
- (1) The stop-work order results in an increase in the time required for, or in the Contractor's cost properly allocable to, the performance of any part of this contract; and
 - (2) The Contractor asserts its right to the adjustment within 30 days after the end of the period of work stoppage; provided that, if the Contracting Officer decides the facts justify the action, the Contracting Officer may receive and act upon the claim submitted at any time before final payment under this contract.
- c. If a stop-work order is not canceled and the work covered by the order is terminated for the convenience of the Government, the Contracting Officer shall allow reasonable costs resulting from the stop-work order in arriving at the termination settlement.
- d. If a stop-work order is not canceled and the work covered by the order is terminated for default, the Contracting Officer shall allow, by equitable adjustment or otherwise, reasonable costs resulting from the stop-work order.

6. INSPECTION OF SERVICES

In accordance with 552.212-4 CONTRACT TERMS AND CONDITIONS—COMMERCIAL ITEMS (JAN 2017) (DEVIATION – FEB 2007)(DEVIATION - FEB 2018) for Firm-Fixed Price orders; or GSAR 552.212-4 CONTRACT TERMS AND CONDITIONS—COMMERCIAL ITEMS (JAN 2017) (DEVIATION - FEB 2018) (ALTERNATE I - JAN 2017) (DEVIATION - FEB 2007) for Time-and-Materials and Labor-Hour Contracts orders placed under this contract.

7. RESPONSIBILITIES OF THE CONTRACTOR

The Contractor shall comply with all laws, ordinances and regulations (Federal, State, City, or otherwise) covering work of this character. If the end product of a task order is software, then FAR 52.227-14 (Dec 2007) Rights in Data – General, may apply.

8. RESPONSIBILITIES OF THE ORDERING ACTIVITY

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

9. INDEPENDENT CONTRACTOR

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

10. ORGANIZATIONAL CONFLICTS OF INTEREST

a. Definitions

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

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

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

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

11. INVOICES

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

12. PAYMENTS

For firm-fixed price orders the ordering activity shall pay the Contractor, upon submission of proper invoices or vouchers, the prices stipulated in this contract for service rendered and accepted. Progress payments shall be made only when authorized by the order. For time-and-materials orders, the Payments under Time-and-Materials and Labor-Hour Contracts at FAR 52.212-4 (MAR 2009) (ALTERNATE I – OCT 2008) (DEVIATION I – FEB 2007) applies to time-and-materials orders placed under this contract. For labor-hour orders, the Payment under Time-and-Materials and Labor-Hour Contracts at FAR 52.212-4 (MAR 2009) (ALTERNATE I – OCT 2008) (DEVIATION I – FEB 2007) applies to labor-hour orders placed under this contract. 52.216-31(Feb 2007) Time-and Materials/Labor-Hour Proposal Requirements—Commercial Item Acquisition. As prescribed in 16.601(e)(3), insert the following provision:

a. The Government contemplates award of a Time-and-Materials or Labor-Hour type of contract resulting from this solicitation.

b. The offeror must specify fixed hourly rates in its offer that include wages, overhead, general and administrative expenses, and profit. The offeror must specify whether the fixed hourly rate for each labor category applies to labor performed by—

(1) The offeror;

(2) Subcontractors; and/or

(3) Divisions, subsidiaries, or affiliates of the offeror under a common control.

13. RESUMES

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

14. INCIDENTAL SUPPORT COSTS

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

15. APPROVAL OF SUBCONTRACTS

The ordering activity may require that the Contractor receive, from the ordering activity's Contracting Officer, written consent before placing any subcontract for furnishing any of the work called for in a task order.

16. DESCRIPTION OF IT SERVICES AND PRICING

P3I, Inc. offers the Information Technology Professional Services listed below. Ordering activities are encouraged to contact a P3I, Inc. GSA ordering representative to plan or specify their ordering requirements. The Information Technology Professional Services listed may be ordered in whole or in part, requiring differing labor mixes and hours. Services can also be combined in a single order for more comprehensive or longer term on or off-site services. Our representatives are available to help you specify your minimum requirements necessary to ensure complete and satisfactory performance.

- Project and Program Management
- Systems Acquisition Support Services
- Specialty Engineering
- Systems Development & Integration
- Systems and Operational Analysis and Design
- Systems Reengineering
- Facility Management Services
- Information Systems Security
- Web Services
- Executive Information Systems
- Network Services
- Database Planning and Design
- Programming
- Quality Assurance
- Data/Records Management
- Desktop Support Administration
- Systems Planning
- Data Warehousing

P3I, Incorporated Labor Category Descriptions

SIN 132-51

Senior Manager III 1 1A SM03

Experience: Must have 25 years of experience in a related IT, Information Security, Security and/or Cybersecurity field including supervisory or management experience.

Education: Advanced Degree in associated discipline or the equivalent years of experience. PMP certification desired.

Functional Responsibility: Provides management and technical direction to program managers or other program or project personnel. Exercises independent judgment and a high level of analytical skills in solving technical, administrative and managerial problems. Accountable for project planning, execution and performance. May be responsible for preparation of risk management assessments and Risk Management Framework (RFM) documentation. Other documents may include but not be limited to: Input to Program Protection Implementation Plan, System/Subsystem Design Document, Acceptance Test Report, Acceptance Test Procedures, Application Migration Plan, Application Migration Qualification Test Plan, Application Migration Qualification Test Procedures, Qualification Test Report. Program management and supervisory experience including Government IT project experience preferred. DoD 8570 as required.

Senior Manager II 2 1B SM02

Experience: Must have 15 years of experience in a related IT, Information Security, Security and/or Cybersecurity related field including supervisory or management experience.

Education: Advanced Degree in associated discipline or the equivalent years in experience.

Functional Responsibility: Provides management and technical direction to program managers or other program or project personnel. Exercises independent judgment and a high level of analytical skills in solving technical, administrative and managerial problems. Accountable for project planning, execution and performance. May be responsible for preparation of risk management assessments and Risk Management Framework (RFM) documentation. Other documents may include but not be limited to: Input to Program Protection Implementation Plan, System/Subsystem Design Document, Acceptance Test Report, Acceptance Test Procedures, Application Migration Plan, Application Migration Qualification Test Plan, Application Migration Qualification Test Procedures, Qualification Test Report. Program management and supervisory experience including Government IT project experience preferred. DoD 8570 as required.

Senior Manager I 3 1C SM01

Experience: Must have 12 years of experience in a related IT, Information Security, Security and/or Cybersecurity field including supervisory or management experience.

Education: BA/BS Degree in associated discipline or the equivalent years in experience.

Functional Responsibility: Provides management and technical direction to program managers or other program or project personnel. Exercises independent judgment and a high level of analytical skills in solving technical, administrative and managerial problems. Accountable for project planning, execution and performance. May be responsible for preparation or input into risk management assessments and Risk Management Framework (RFM) documentation. Other documents may include but not be limited to: Input to Program Protection Implementation Plan, System/Subsystem Design Document, Acceptance Test Report, Acceptance Test Procedures, Application Migration Plan, Application Migration Qualification Test Plan, Application Migration Qualification Test Procedures, Qualification Test Report. Program management and supervisory experience including Government IT project experience preferred. DoD 8570 as required.

Program Manager III 4 2A PM03

Experience: Must have 20 years of experience in a related IT, Information Security, Security and/or Cybersecurity field including supervisory or management experience.

Education: Advanced Degree, or BA/BS Degree plus 10 years of equivalent experience, or 20 equivalent years of

experience.

Functional Responsibility: Plans, organizes, and directs all project level IT, Security and/or Cybersecurity activities. Ensures goals and objectives of program are accomplished within contract terms and conditions. Interfaces with client management personnel and is adept in oral and written communications. May be responsible for ensuring preparation of risk management assessments and Risk Management Framework (RFM) documentation. Other documents may include but not be limited to: Input to Program Protection Implementation Plan, System/Subsystem Design Document, Acceptance Test Report, Acceptance Test Procedures, Application Migration Plan, Application Migration Qualification Test Plan, Application Migration Qualification Test Procedures, and Qualification Test Report. Program management and supervisory experience including Government IT project experience preferred. DoD 8570 as required.

Program Manager II 5 2B PM02

Experience: Must have 15 years of experience in a related IT, Information Security, Security and/or Cybersecurity field including supervisory or management experience

Education: Advanced Degree, or BA/BS Degree plus 5 years of equivalent experience, experience, or 15 equivalent years of experience. .

Functional Responsibility: Plans, organizes, and directs all project level IT, Security and/or Cybersecurity activities. Ensures goals and objectives of program are accomplished within contract terms and conditions. Interfaces with client management personnel and is adept in oral and written communications. May be responsible for development and review of such documents as: Program Protection Implementation Plan, System/Subsystem Design Document, Acceptance Test Report, Application Migration Plan, Application Migration Qualification Test Plan, and Application Migration Qualification Test Procedures. Training Plan and Training Module. Program management and supervisory experience including Government IT project experience preferred. DoD 8570 as required

Program Manager I 6 2C PM01

Experience: Must have 10 years of experience in a related IT, Information Security, Security and/or Cybersecurity field including supervisory or management experience.

Education: Advanced Degree, or BA/BS Degree plus 4 years of equivalent experience, or 10 equivalent years of experience.

Functional Responsibility: Plans, organizes, and directs all project level IT, Security and/or Cybersecurity activities. Ensures goals and objectives of program are accomplished within contract terms and conditions. Interfaces with client management personnel and is adept in oral and written communications. May be responsible for development of such documents as: Program Protection Implementation Plan, System/Subsystem Design Document, Acceptance Test Report, Application Migration Plan, Application Migration Qualification Test Plan, and Application Migration Qualification Test Procedures. Training Plan and Training Module. TO and TCTO Update Inputs. DoD 8570 as required.

Project Manager 7 2D PM00

Experience: Must have 8 years of experience in a related IT, Information Security, Security and/or Cybersecurity field including supervisory or management experience.

Education: BA/BS Degree or the equivalent years in experience.

Functional Responsibility: Accountable for all aspects of project performance. Provides overall direction to all project level activity and personnel interfaces with client personnel. May be responsible for providing input to such documents as: Program Protection Implementation Plan, System/Subsystem Design Document, Acceptance Test Report, Application Migration Plan, Application Migration Qualification Test Plan, and Application Migration Qualification Test Procedures. Training Plan and Training Module. TO and TCTO Update Inputs. Demonstrates oral and written communication skills. DoD 8570 as required.

Consultant Expert 8 3A CNSEX

Experience: Recognized for achievements and technical expertise in the specific industry or subject matter; to include, but not be limited to: Information Technology, Networking, Cybersecurity, Information Systems Security, Security and architectures.

Education: BA/BS Degree or equivalent years in experience.

Functional Responsibility: Develops and applies advanced methods, theories, and research techniques in the investigation and solution of complex concept, planning, design, or implementation of IT and/or Cybersecurity problems. May plan and perform Information System Security architecture, policy, research, design assessment, development, integration and other assignments in a specific technical area. Supervises a broad team of Information Systems Security engineers, architects and advisory staff for policy creation. Responsible for highly complex security technical/engineering areas, architectures and policy. Expert in single or multiple security/IT disciplines. May provide expert security policy, analytical, and architectural guidance and insight into specific technologies and their application and independently perform a variety of system security design and integration tasks where a specific submit matter expertise is necessary. Expert in overall policy and risk architectures for high-security operations. Expert in architecture and technical implementation of NIST and FISMA policy and practices. Recognized for achievements and technical expertise in subject matter. DoD 8570 as required.

Technical Expert 9 3B TECHEX

Experience: Must have 15 years of experience in the industry and be recognized for technical expertise in the subject matter.

Education: Advanced Degree in the associated technical discipline or the equivalent years in experience.

Functional Responsibility: Serves as the senior technical architect or advisor for strategies for designing and implementing complex systems involving information processing, communications and networking. Knowledgeable of state-of-the-art or emerging technologies and methodologies, as well architecture and technical implementation of NIST and FISMA policy and practices. DoD 8570 as required.

Functional Expert 10 3C FUNLEX

Experience: Must have 15 years of experience and recognized for functional expertise in the subject matter.

Education: BA/BS Degree or equivalent years of experience.

Functional Responsibility: Serves as the subject matter expert who analyzes user needs to determine functional requirements as they apply to ADP equipment or solutions. Works with engineers and technical analysts to incorporate the functional requirements into new or existing systems. May remain involved through the system design and implementation. DoD 8570 as required.

Subject Matter Expert III 11 4A SME03

Experience: Must have 15 years of experience in the industry. At least 10 of those years must be directly related to the required area of expertise.

Education: Advanced Degree, or BA/BS Degree plus 10 years of equivalent experience, or 15 equivalent years of experience.

Functional Responsibility: Provides technical management and direction for problem definition, analysis and requirements development and implementation for complex systems in the subject matter area. Provides recommendations and advice on system improvements, optimization, and maintenance in the following areas: Information Systems Architecture, Cybersecurity, Automation, Telecommunications, Networking, Communication Protocols, Software, Electronic Email, Modeling and Simulation, Data Storage and Retrieval, etc. DoD 8570 as required.

Subject Matter Expert II 12 4B SME02

Experience: Must have 12 years of experience in the industry. At least 8 of those years must be directly related to the required

area of expertise.

Education: Advanced Degree, or BA/BS Degree plus 8 years of equivalent experience, or 12 equivalent years of experience.

Functional Responsibility: Defines problems and analyzes and develops plans and requirements in the subject matter area for complex systems. Coordinates and manages the preparation of analysis, evaluations, and recommendations for proper implementation of programs and system specifications in the following areas: Information Systems Architecture, Cybersecurity, Automation, Telecommunications, Networking, Communication Protocols, Software, Electronic Email, Modeling and Simulation, Data Storage and Retrieval, etc. DoD 8570 as required.

Subject Matter Expert I 13 4C SME01

Experience: Must have 8 years of experience in the industry. At least 4 of those years must be directly related to the required area of expertise.

Education: Advanced Degree, or BA/BS Degree plus 5 years of equivalent experience, or 8 equivalent years of experience.

Functional Responsibility: Defines problems and analyzes and develops plans and requirements in the subject matter area for complex systems. Coordinates and manages the preparation of analysis, evaluations, and recommendations for proper implementation of programs and system specifications in the following areas: Information Systems Architecture, Cybersecurity, Automation, Telecommunications, Networking, Communication Protocols, Software, Electronic Email, Modeling and Simulation, Data Storage and Retrieval, etc. DoD 8570 as required.

Chief Scientist 14 5A CFST

Experience: Must have 15 years of applicable related IT, Information Security, Cybersecurity, Security and/or related experience applying knowledge of computer science/information technology concepts to automated solutions.

Education: Advanced Degree in related industry or the equivalent years of experience.

Functional Responsibility: Uses scientific and engineering logic to independently identify conceptual or theoretical solutions to problems of computer hardware, or software design and operation. Performs development of simulation models; development of information systems; development of satellite or electronic warfare systems; computer-based performance analysis techniques; or, provides top-level assessment reviews involving the resolution of complex information technology, cybersecurity, network engineering problems and implementation of integrated networks, including personnel, hardware, software, and support facilities and/or equipment. May develop alternative approaches to design, test and evaluation techniques for solving automation problems, evaluates and recommends optimum solutions. May formulate architectural design, functional specifications, interfaces and documentation of computer systems considering system interrelationships, operating modes and equipment configuration. Possesses knowledge of federal policies, practices, regulations and systems related to the subject technical requirements and automated solutions considering the current system environment and the potential integration of added systems. DoD 8570 as required.

Senior Scientist 15 5B SRST

Experience: Must have 12 years of experience in the IT, Information Security, Cybersecurity, Security industry.

Education: Advanced Degree in related discipline or the equivalent years in experience.

Functional Responsibility: Leads a medium to large team performing tasking in area of discipline and related areas, or independently performs highly complex tasks in area of discipline or related areas. Uses scientific and engineering logic to independently identify conceptual or theoretical solutions to problems of computer hardware, or software design and operation. May develop alternative approaches to design, test and evaluation techniques for solving automation problems, evaluates and recommends optimum solutions. May formulate architectural design, functional specifications, interfaces and documentation of computer systems considering system interrelationships, operating modes and equipment configuration. Supervises or performs a variety of technical tasks particularly in the area of network engineering that requires the design and implementation of integrated networks, including personnel, hardware, software and support facilities and/or equipment. May perform technical requirements that are broad in nature and require working independently. Responsible for major technical/engineering projects of higher complexity. Plans and performs network engineering research, design development, and related engineering tasks. DoD 8570 as required.

Scientist III 16 5C ST03

Experience: Must have 10 years of applicable experience in the IT, Information Security, Cybersecurity, Security industry.

Education: BA/BS Degree in related discipline or the equivalent years in experience.

Functional Responsibility: Leads a several member team performing tasking in area of discipline or independently performs complex tasks in area of discipline. Uses scientific and engineering logic to independently identify conceptual or theoretical solutions to problems of computer hardware, or software design and operation. Supervises or performs a variety of technical tasks particularly in the area of network engineering that requires the design and implementation of integrated networks, including personnel, hardware, software and support faculties and/or equipment. May perform technical requirements that are broad in nature and require working independently. Responsible for major technical/engineering projects of higher complexity. Plans and performs network engineering research, design development, and related engineering tasks. DoD 8570 as required.

Scientist II 17 5D ST02

Experience: Must have 5 years of applicable experience in the IT, Information Security, Cybersecurity, Security industry.

Education: BA/BS Degree in related discipline or the equivalent years in experience.

Functional Responsibility: Lead tasking in area of discipline within an overall effort, independently performs tasks in area of discipline. Performs a variety of technical tasks particularly in the area of network engineering that requires the design and implementation of integrated networks, including personnel, hardware, software and support faculties and/or equipment. May perform technical requirements that are broad in nature and require working independently. Responsible for major technical/engineering projects of higher complexity. Plans and performs network engineering research, design development, and related engineering tasks. DoD 8570 as required.

Scientist I 18 5E ST01

Experience: Must have 3 years of applicable experience IT, Information Security, Cybersecurity, Security industry.

Education: BA /BS Degree in related discipline or the equivalent years in experience.

Functional Responsibility: Supports tasking in area of discipline within a specific effort. Performs a variety of technical tasks particularly in the area of network engineering that requires the design and implementation of integrated networks, including personnel, hardware, software and support faculties and/or equipment. May perform technical requirements that are broad in nature. Responsible for supporting major technical/engineering projects of higher complexity. Supports and performs network engineering research, design development, and related engineering tasks. DoD 8570 as required.

Associate Scientist 19 5F ASST

Experience: No experience required.

Education: BA/BS Degree in related discipline of information technology or the equivalent years in experience

Functional Responsibility: Performs tasking in area such as: IT, Information Security, Cybersecurity, and Security. May perform technical requirements that are broad in nature. Responsible for supporting technical/engineering projects. . DoD 8570 as required.

Chief Engineer 20 6A CHENG

Experience: Must have 12 years of applicable experience in the IT, Information Security, Cybersecurity, Security industry.

Education: Advanced Degree in related discipline or the equivalent years in experience.

Functional Responsibility: Technical leader and manager for multiple tasks in area of discipline and related areas.

Independently performs exceptionally complex tasks in area of discipline or related areas. Establishes system information requirements using analysis of the information engineers in the development of enterprise-wide or large-scale information systems. Designs 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. Ensures these systems are compatible and in compliance with the standards for open systems architectures, the Open Systems Interconnection (OSI) and International Standards Organization (ISO) reference models, and profiles of standards - such as Institute of Electrical and Electronic Engineers (IEEE) Open Systems Environment (OSE) reference model - as they apply to the implementation and specification of Information Management solution of the application platform, across the application program interface (API), and the external environment/software application. Ensures that the common operating environment is TAFIM compliant. Evaluates analytically and systematically problems of work flows, organization, and planning and develops appropriate corrective action. Provides daily supervision and direction to staff. IT experience in supervision of system architects, use of structured analysis, design methodologies and design tools (such as IDEFIX, entity relationship diagrams), and other design techniques. Must have experience with object-oriented principles, and the logical and physical functional, operational, and technical architecture of large and complex information systems. DoD 8570 as required.

Senior Engineer 21 6B SRENG

Experience: Must have 10 years of applicable experience in the IT, Information Security, Cybersecurity, Security industry.

Education: Advanced Degree in related discipline or the equivalent years in experience.

Functional Responsibility: Leads a medium to large team performing tasking in area of discipline and related areas, or independently performs complex tasks in area of discipline or related areas. Establishes system information requirements using analysis of the information engineers in the development of enterprise-wide or large-scale information systems. Designs 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. Ensures these systems are compatible and in compliance with the standards for open systems architectures, the Open Systems Interconnection (OSI) and International Standards Organization (ISO) reference models, and profiles of standards - such as Institute of Electrical and Electronic Engineers (IEEE) Open Systems Environment (OSE) reference model - as they apply to the implementation and specification of Information Management solution of the application platform, across the application program interface (API), and the external environment/software application. Ensures that the common operating environment is TAFIM compliant. Evaluates analytically and systematically problems of work flows, organization, and planning and develops appropriate corrective action. Provides daily supervision and direction to staff. IT experience in supervision of system architects, use of structured analysis, design methodologies and design tools (such as IDEFIX, entity relationship diagrams), and other design techniques. Must have experience with object-oriented principles, and the logical and physical functional, operational, and technical architecture of large and complex information systems. DoD 8570 as required.

Engineer III 22 6C ENG03

Experience: Must have 6 years of applicable experience in the IT, Information Security, Cybersecurity, Security industry.

Education: BA/BS Degree in related discipline or the equivalent years in experience.

Functional Responsibility: Leads a several member team for design, implementation, and integration in area of discipline or independently performs complex engineering analysis tasks in area of discipline. Establishes system information requirements using analysis of the information engineers in the development of enterprise-wide or large-scale information systems. Designs 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. Ensures these systems are compatible and in compliance with the standards for open systems architectures, the Open Systems Interconnection (OSI) and International Standards Organization (ISO) reference models, and profiles of standards - such as Institute of Electrical and Electronic Engineers (IEEE) Open Systems Environment (OSE) reference model - as they apply to the implementation and specification of Information Management solution of the application platform, across the application program interface (API), and the external environment/software application. Ensures that the common operating environment is TAFIM compliant. Evaluates analytically and systematically problems of work flows, organization, and planning and develops appropriate corrective action. Provides daily supervision and direction to staff. IT experience in supervision of system architects, use of structured analysis, design methodologies and design tools (such as IDEFIX, entity relationship diagrams), and other design techniques. Must have experience with object-oriented principles, and the logical and physical functional, operational, and technical architecture of large and complex information systems. DoD 8570 as required.

Engineer II 23 6D ENG02

Experience: Must have 3 years of applicable experience in the IT, Information Security, Cybersecurity, Security industry.

Education: BA/BS Degree in related discipline or the equivalent years in experience

Functional Responsibility: Lead for design, implementation, and integration tasks in area of discipline within an overall effort. Independently performs tasks in area of discipline. Supports establishment of system information requirements using analysis of the information engineers in the development of enterprise-wide or large-scale information systems. Supports design of 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. Ensures these systems are compatible and in compliance with the standards for open systems architectures, the Open Systems Interconnection (OSI) and International Standards Organization (ISO) reference models, and profiles of standards - such as Institute of Electrical and Electronic Engineers (IEEE) Open Systems Environment (OSE) reference model - as they apply to the implementation and specification of Information Management solution of the application platform, across the application program interface (API), and the external environment/software application. IT experience in use of structured analysis, design methodologies and design tools (such as IDEFIX, entity relationship diagrams), and other design techniques. Must have experience with object-oriented principles, and the logical and physical functional, operational, and technical architecture of large and complex information systems. . DoD 8570 as required.

Engineer I 24 6E ENG01

Experience: Must have 1 year of applicable experience in the IT, Information Security, Cybersecurity, Security industry.

Education: BA/BS Degree in related discipline or the equivalent years in experience.

Functional Responsibility: Performs tasking in area of discipline within an overall effort. Supports design of 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. Ensures these systems are compatible and in compliance with the standards for open systems architectures, the Open Systems Interconnection (OSI) and International Standards Organization (ISO) reference models, and profiles of standards - such as Institute of Electrical and Electronic Engineers (IEEE) Open Systems Environment (OSE) reference model - as they apply to the implementation and specification of Information Management solution of the application platform, across the application program interface (API), and the external environment/software application. DoD 8570 as required.

Associate Engineer 25 6F AENG

Experience: No experience required.

Education: BA/BS degree in related discipline or the equivalent years in experience.

Functional Responsibility: Performs tasking in the IT, Information Security, Cybersecurity, Security discipline as directed. DoD 8570 as required.

Chief Systems Engineer 26 7A CSENG

Experience: Must have 12 years of applicable experience.

Education: Advanced Degree or the equivalent years in experience.

Functional Responsibility: Plan, coordinate and manage engineering projects. Act as lead in defining and executing systems engineering activities within a project. Provide comprehensive definition of all aspects of system development from analysis of mission needs to verification of system performance. DoD 8570 as required.

Senior Systems Engineer 27 7B SSENG

Experience: Must have 10 years of applicable experience.

Education: Advanced Degree or the equivalent years in experience.

Functional Responsibility: Plan, coordinate, and manage engineering projects. Provide comprehensive definition of all aspects of system development from analysis of mission needs to verification of system performance. DoD 8570 as required.

Systems Engineer III 28 7C SENG03

Experience: Must have 10 years of applicable experience.

Education: BA/BS Degree or the equivalent years in experience.

Functional Responsibility: Define and execute systems engineering activities within a project. Activities may consist of systems planning, performance management, capacity planning, testing and validation, benchmarking, information engineering, and development and staffing of a system-engineering plan. DoD 8570 as required.

Systems Engineer II 29 7D SENG02

Experience: Must have 5 years of applicable experience.

Education: BA/BS Degree or the equivalent years in experience.

Functional Responsibility: Define and execute systems engineering activities within a project. Activities may consist of systems planning, performance management, capacity planning, testing and validation, benchmarking, information engineering, and development and staffing of a system-engineering plan. DoD 8570 as required.

Systems Engineer I 30 7E SENG01

Experience: Must have 1 year of applicable experience.

Education: BA/BS Degree or the equivalent years in experience.

Functional Responsibility: Perform systems engineering activities as directed. DoD 8570 as required.

Associate Systems Engineer I 31 7F ASENG01

Experience: No experience required.

Education: BA/BS Degree or the equivalent years in experience.

Functional Responsibility: Perform systems engineering activities as directed. DoD 8570 as required.

Chief SW Engineer 32 8A CSWENG

Experience: Must have 12 years of applicable experience.

Education: Advanced Degree or the equivalent years in experience.

Functional Responsibility: Technical leader and manager for multiple tasks in design, implementation, and integration of software or independently performs exceptionally complex software development tasks. DoD 8570 as required.

Senior SW Engineer 33 8B SSWENG

Experience: Must have 10 years of applicable experience.

Education: Advanced Degree or the equivalent years in experience.

Functional Responsibility: Leads a medium to large team performing design, implementation, and integration of software or

independently performs highly complex software development tasks. DoD 8570 as required.

SW Engineer III 34 8C SWEN03

Experience: Must have 8 years of applicable experience.

Education: BA/BS Degree or the equivalent years in experience.

Functional Responsibility: Leads team for design, implementation, and integration of software or independently performs complex software development tasks. DoD 8570 as required.

SW Engineer II 35 8D SWEN02

Experience: Must have 4 years of applicable experience

Education: BA/BS Degree or the equivalent years in experience.

Functional Responsibility: Leads software design, implementation, and integration tasks within a software development effort. DoD 8570 as required.

SW Engineer I 36 8E SWEN01

Experience: Must have 1 year of applicable experience.

Education: BA/BS Degree or the equivalent years in experience.

Functional Responsibility: Performs software design, implementation, and integration tasks within a software development effort. DoD 8570 as required.

Associate SW Engineer 37 8F ASWEN

Experience: No experience required.

Education: BA/BS Degree or the equivalent years in experience

Functional Responsibility: Performs software design, implementation, and integration tasks as directed. . DoD 8570 as required.

IT Design Engineer 38 9 DSENG

Experience: Must have 8 years of experience in the industry.

Education: Advanced Degree, or BA/BS Degree plus 6 years of equivalent experience, or 8 equivalent years of experience.

Functional Responsibility:

Information Technology/Security Design Engineer - Provides necessary design expertise to the development of IT solutions and the enhancement of existing systems. Plans and performs Information System Security architecture, policy, research, design assessment, development, integration and other assignments in a specific technical area. Provides support for new and existing Network initiatives security systems standard for network/ application / database; providing technical support as needed Advises customers on network best practices based on infrastructure needs. Evaluates customer current network posture and report on possible deficiencies. Assists other engineering groups with solutions needed to meet Security / Infrastructure and Use Case requirements. Prepares reports by collecting, analyzing, and summarizing data and trends. Assists with develop custom, efficient, complete cloud management strategies for AWS and other cloud providers. Interfaces with broad team of Information Systems Security engineers, architects, and advisory staff for policy creation. Responsible for highly complex security technical/engineering areas, architectures, and policy. Network, Application and Database Security hardening background, Network Hardware Configuration, Network Protocols, Networking Standards, Data analysis capabilities, required. Familiarity with NIST Cybersecurity Standards (800-53, 800-171) & FISMA, PCI-DSS, HIPAA Security Standards, preferred. DoD 8570 as required.

Cybersecurity/Communications Design Engineer - Applies an interdisciplinary, collaborative approach to plan, design, develop, validate and verify Cyber solutions across the lifecycle. Conduct cyber risk assessment activities including threat modeling, vulnerability analysis and analysis of mitigation solutions. Coordinate and addresses Supply Chain risk management concerns. Develops, evaluate and analyze design constrains, trade-offs and detailed system and security design as they pertain to the Cyber domain. Coordinates with Cyber and system architects and developers to provide oversight in the development of solutions. Conducts cybersecurity test and evaluation of hardware and/or software designs to verify and validate compliance with defined specifications and requirements. Employs cyber security processes, methods, techniques and tools and assure their consistent application. Implements appropriate Assessment and Authorization activities as required by customers. A&A Package Development (RMF) required. Experience with eMASS, HBSS, ACAS, SCAP Compliance Checker (SCC), DISA STIGs preferred, DoD 8570 as required.

Senior IT Practicing Engineer 39 10A SPENG

Experience: Must have 6 years of relevant experience.

Education: Advanced Degree, or BA/BS Degree plus 4 years of equivalent experience, or 6 equivalent years of experience.

Functional Responsibility:

Senior Information Technology/Security Design Engineer - Provides necessary design expertise to the development of IT solutions and the enhancement of existing systems. Plans and performs Information System Security architecture, policy, research, design assessment, development, integration and other assignments in a specific technical area. Provides support for new and existing Network initiatives security systems standard for network/ application / database; providing technical support as needed Advises customers on network best practices based on infrastructure needs. Evaluates customer current network posture and report on possible deficiencies. Assists other engineering groups with solutions needed to meet Security / Infrastructure and Use Case requirements. Prepares reports by collecting, analyzing, and summarizing data and trends. Assists with develop custom, efficient, complete cloud management strategies for AWS and other cloud providers. Interfaces with broad team of Information Systems Security engineers, architects, and advisory staff for policy creation. Responsible for highly complex security technical/engineering areas, architectures, and policy. Network, Application and Database Security hardening background, Network Hardware Configuration, Network Protocols, Networking Standards, Data analysis capabilities, required. Familiarity with NIST Cybersecurity Standards (800-53, 800-171) & FISMA, PCI-DSS, HIPAA Security Standards, preferred. DoD 8570 as required.

Senior Practicing Cybersecurity/Communications Engineer- Applies an interdisciplinary, collaborative approach to plan, design, develop, validate and verify Cyber solutions across the lifecycle. Conduct cyber risk assessment activities including threat modeling, vulnerability analysis and analysis of mitigation solutions. Coordinate and addresses Supply Chain risk management concerns. Develops, evaluate and analyze design constrains, trade-offs and detailed system and security design as they pertain to the Cyber domain. Coordinates with Cyber and system architects and developers to provide oversight in the development of solutions. Conducts cybersecurity test and evaluation of hardware and/or software designs to verify and validate compliance with defined specifications and requirements. Employs cyber security processes, methods, techniques and tools and assure their consistent application. Implements appropriate Assessment and Authorization activities as required by customers. A&A Package Development (RMF) required. Experience with eMASS, HBSS, ACAS, SCAP Compliance Checker (SCC), DISA STIGs preferred, DoD 8570 as required.

IT Practicing Engineer 40 10B PRENG

Experience: Must have 4 years of relevant experience.

Education: BA/BS Degree or the equivalent years in experience.

Functional Responsibility:

Practicing Information Technology/Security Design Engineer - Provides necessary design support in the development of IT solutions and the enhancement of existing systems. Performs Information System Security architecture, policy, research, design assessment, development, integration and other assignments in a specific technical area. Provides support for new and existing Network initiatives security systems standard for network/ application / database; providing technical support as needed Advises customers on network best practices based on infrastructure needs. Evaluates customer current network posture and report on possible deficiencies. Assists other engineering groups with solutions needed to meet Security / Infrastructure and Use Case requirements. Prepares reports by collecting, analyzing, and summarizing data and trends. Assists with develop custom, efficient, complete cloud management strategies for AWS and

other cloud providers. Interfaces with broad team of Information Systems Security engineers, architects, and advisory staff for policy creation. Responsible for highly complex security technical/engineering areas, architectures, and policy. Network, Application and Database Security hardening background, Network Hardware Configuration, Network Protocols, Networking Standards, Data analysis capabilities, required. Familiarity with NIST Cybersecurity Standards (800-53, 800-171) & FISMA, PCI-DSS, HIPAA Security Standards, preferred. DoD 8570 as required.

Practicing Cybersecurity/Communications Engineer- Applies an interdisciplinary, collaborative approach to design, develop, validate and verify Cyber solutions across the lifecycle. Support cyber risk assessment activities including threat modeling, vulnerability analysis and analysis of mitigation solutions. Coordinate and addresses Supply Chain risk management concerns. Develops, evaluate and analyze design constrains, trade-offs and detailed system and security design as they pertain to the Cyber domain. Coordinates with Cyber and system architects and developers to provide oversight in the development of solutions. Conducts cybersecurity test and evaluation of hardware and/or software designs to verify and validate compliance with defined specifications and requirements. Employs cyber security processes, methods, techniques and tools and assure their consistent application. Implements appropriate Assessment and Authorization activities as required by customers. A&A Package Development (RMF) required. Experience with eMASS, HBSS, ACAS, SCAP Compliance Checker (SCC), DISA STIGs preferred, DoD 8570 as required.

Associate IT Practicing Engineer 41 10C APRENG

Experience: Must have 2 years of relevant experience.

Education: Associate's Degree or the equivalent years in experience.

Functional Responsibility: Perform practicing Information technology/security design engineering and/or cybersecurity/communications engineering tasking as directed in support of IT installations, communications, and other information/technical systems. DoD 8570 as required.

Chief Programmer 42 11A CPGMR

Experience: Must have 10 years of relevant experience.

Education: BA/BS Degree or the equivalent years in experience.

Functional Responsibility: Leads large or complex programming efforts. Requires the ability to write specifications, work statements and proposals; designs and develops documentation of data requirements; provides methodologies for evaluating moderately complex tasks. Analyzes and studies complex system requirements and prepares recommendations for change. 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 and Computer Aided Software Engineering (CASE) tools. Estimates software development costs and schedule. Prepares existing programs and assists in making refinements, reducing operating time, and improving current techniques. Supervises software configuration management. Experience managing or performing software engineering activities, including specialized programming/development experience. Specialized experience includes demonstrated experience working with modern Languages, SQL, and third/fourth generation languages in the design and implementation of systems and using database management systems. General experience includes increasing responsibilities in software engineering activities and knowledge of applicable standards. DoD 8570 as required.

Senior Programmer 43 11B SPGMR

Experience: Must have 7 years of relevant experience.

Education: BA/BS Degree or the equivalent years in experience.

Functional Responsibility: Performs general programming support to implement corrections or enhancements to application software. Requires the ability to write specifications, work statements and proposals; designs and develops documentation of data requirements; provides methodologies for evaluating moderately complex tasks. May guide programmer/analysts at a lower level and other technical personnel on assigned work. Develops program specifications for application software development under general supervision. Defines the logic, performs the coding, tests, and debugs the programs. Prepares system and program specifications and documentation that includes designing report formats, record layouts, screen layouts, and algorithms. Implements modifications to existing systems. Documents program and system logic. Defines and designs data

capture forms, data conversion procedures, data validation/correction steps, and database definition tables. Typically leads complex software design/development initiatives. Experience in building programs with a specific emphasis on internet applications. DoD 8570 as required.

Programmer 44 11C PGMR

Experience: Must have 4 years of relevant experience.

Education: BA/BS Degree or the equivalent years in experience.

Functional Responsibility: Performs general programming support to implement corrections or enhancements to application software. Requires the ability to write specifications, work statements and proposals; designs and develops documentation of data requirements; provides methodologies for evaluating moderately complex tasks. Prepares program specifications, and helps with preparation of user documentation and system implementation. Analyzes designs, develops, implements and maintains client/server applications over distributed networks and related protocols for various systems. Converts and/or ports fully developed code over to other platforms using different processor architectures or operating systems. Performs system analysis and design techniques for Internet or Intranet development and distribution to remote sites using various technologies, which may include HyperText Markup Language (HTML), HyperText Transfer Protocol (HTTP), and Common Gateway Interface (CGI), Visual Studio or equivalent. Develops and applies organization-wide information models for use in designing and building integrated, shared software, and database management systems. Constructs sound, logical business improvement opportunities consistent with corporate Information Management guiding principles, cost savings, and open system architecture objectives. Programming experience with an emphasis in building Internet applications with high level development languages such as VisualStudio.net or equivalent. DoD 8570 as required.

Associate Programmer 45 11D APGMR

Experience: None required.

Education: BA/BS Degree or the equivalent years in experience.

Functional Responsibility: Performs basic programming support as directed. Uses system analysis and design techniques for Internet or Intranet development and distribution to remote sites using various technologies, which may include HyperText Markup Language (HTML), HyperText Transfer Protocol (HTTP), and Common Gateway Interface (CGI), Visual Studio or equivalent. Programming experience with an emphasis in building Internet applications with high level development languages such as VisualStudio.net or equivalent. DoD 8570 as required.

Data Management Specialist 46 12 DMSP

Experience: Must have 5 years of relevant experience including familiarity with standards for configuration management and document preparation relative to information technology systems.

Education: High School Diploma or equivalent.

Functional Responsibility: Perform documentation and configuration control of networks and system hardware and software, as well as the management of IT documents, records, and data. Skills in technical writing and database administration preferred. DoD 8570 as required.

Chief IT Analyst 47 13A CANAL

Experience: Must have 18 years of applicable experience.

Education: Advanced Degree or the equivalent years in experience.

Functional Responsibility: Technical leader and manager for multiple tasks in area of discipline and related areas (Information Technology, Cybersecurity, Operations Analysis and Organization, etc.), or independently performs exceptionally complex tasks in area of discipline or related areas.

Lead and motivate a team of IT and security professionals and engineers to help ensure a secure and stable environment. Leverage information security and technology resources within outside the organization to lead strategic security planning with IT Technology/Operations, development teams, and users across the organization to ensure a secure infrastructure, applications, and overall data security; Amend, implement and monitor a strategic, comprehensive enterprise information security program to ensure the integrity, confidentiality and availability of confidential company information/data. Communicate and ensure compliance with organizational IT and security policies and standards; proactively work with other units to implement practices that meet defined policies and standards for information security. Provide support, guidance, mentoring and education, to ensure that appropriate monitoring and controls are in place for compliance with established security policies and procedures. Direct comprehensive security assessments for all organizational information systems and advise on mitigating vulnerabilities. Create and manage information security and risk management awareness training programs. Facilitate and identify acceptable levels of risk, and establish roles and responsibilities with regard to information classification and protection. Work with developers and architects to ensure security is appropriately built into the software development cycle and DevOps pipeline and ensure appropriate internal testing of applications prior to deployment. Coordinate the performance of internal and external network and systems vulnerability assessments and penetration tests. Develop appropriate metrics to measure the efficiency and effectiveness of the program, facilitate appropriate resource allocation and increase the maturity of the security program. DoD 8570 as required.

Senior Analyst 48 13B SANAL

Experience: Must have 15 years of applicable experience.

Education: Advanced Degree or the equivalent years in experience.

Functional Responsibility: Leads a medium to large team performing tasking in area of discipline and related areas (Information Technology, Cybersecurity, Operations Analysis and Organization, T&E/IV&V, Technical Documentation, Program Support, Acquisition Management, Business Process Reengineering, Financial Management, etc.), or independently performs highly complex tasks in area of discipline or related areas.

Serves as an analyst responsible for the assessment of relevant systems, technical products and/or applicable procedures government standards. Manages completion of work within the time frame specified by the government ensuring that all system requirements are met. Prepares milestone status reports and presentations for colleagues, subordinates, and end-user representatives. Experience demonstrating IT-related program, deliverables, and staff management including experience with increasing responsibilities as a team leader or first level supervisor. Possesses a thorough knowledge of relevant systems requirements. Must be able to grasp interrelationships between relevant subject matter and automated solutions, considering the current system environment and the potential integration of added systems. DoD 8570 as required.

Analyst III 49 13C ANAL03

Experience: Must have 10 years of applicable experience.

Education: BA/BS Degree or the equivalent years in experience.

Functional Responsibility: Leads a several member team performing tasking in area of discipline (Information Technology, Cybersecurity, Operations Analysis and Organization, T&E/IV&V, Technical Documentation, Program Support, Acquisition Management, Business Process Reengineering, Financial Management, etc.) or independently performs complex tasks in area of discipline. DoD 8570 as required.

Successfully integrates business concepts and processes into IT technical solutions and systems. Responsible for assessing technical products and/or procedures for compliance with government standards and principles. Assists in ensuring that completion of technical requirements are within the time frame specified by the client and that business objectives are met. Prepares milestone status reports and presentations for colleagues, subordinates, and end user representatives. Experience working with a technical team and/or group of analysts to develop technical solutions. Possess knowledge of Federal policies, practices, regulation, and systems related to the subject technical requirements. Must be able to grasp the objectives of relevant IT system requirements and automated solutions, considering the current system environment and the potential integration of added systems.

Analyst II 50 13D ANAL02

Experience: Must have 5 years of applicable experience.

Education: BA/BS Degree or the equivalent years in experience.

Functional Responsibility: Support tasking in area of discipline (Information Technology, Cybersecurity, Operations Analysis and Organization, T&E/IV&V, Technical Documentation, Program Support, Acquisition Management, Business Process Reengineering, Financial Management, etc.) performs tasks in area of discipline as directed. Support integrating business concepts and processes into IT technical solutions and systems. Assists in ensuring that completion of technical requirements are within the time frame specified by the client and that business objectives are met. Possess knowledge of Federal policies, practices, regulation, and systems related to the subject technical requirements. Must be able to grasp the objectives of relevant IT system requirements and automated solutions, considering the current system environment and the potential integration of added systems. DoD 8570 as required.

Analyst I 51 13E ANAL01

Experience: Must have 3 years of applicable experience.

Education: BA/BS Degree or the equivalent years in experience.

Functional Responsibility: Support tasking in area of discipline (Information Technology, Cybersecurity, Operations Analysis and Organization, T&E/IV&V, Technical Documentation, Program Support, Acquisition Management, Business Process Reengineering, Financial Management, etc.) performs tasks in area of discipline as directed. Support integrating business concepts and processes into IT technical solutions and systems. Assists in ensuring that completion of technical requirements are within the time frame specified by the client and that business objectives are met. Possess knowledge of Federal policies, practices, regulation, and systems related to the subject technical requirements. Must be able to grasp the objectives of relevant IT system requirements and automated solutions, considering the current system environment and the potential integration of added systems. DoD 8570 as required.

Associate Analyst 52 13F AANAL

Experience: No experience required.

Education: BA/BS Degree or the equivalent years in experience.

Functional Responsibility: Support tasking in area of discipline (Information Technology, Cybersecurity, Operations Analysis and Organization, T&E/IV&V, Technical Documentation, Program Support, Acquisition Management, Business Process Reengineering, Financial Management, etc.) performs tasks in area of discipline as directed. Support integrating business concepts and processes into IT technical solutions and systems. Must be able to grasp the objectives of relevant IT system requirements and automated solutions, considering the current system environment and the potential integration of added systems. DoD 8570 as required.

Chief Operations Systems Specialist 53 14A COSSP

Experience: Must have 10 years of applicable experience.

Education: Advanced Degree or the equivalent years in experience.

Functional Responsibility: Technical leader and manager for multiple tasks in operations systems discipline and related areas (requirements and operations analysis; system vulnerability analysis; development of system plans and procedures; design of backup systems and command and control systems to ensure continuity of operations and continuity of government; program support; system documentation, test and evaluation, etc.).Independently performs exceptionally complex tasks in operations systems discipline or related areas. DoD 8570 as required.

Senior Operations Systems Specialist 54 14B SOSSP

Experience: Must have 7 years of applicable experience.

Education: Advanced Degree or the equivalent years in experience.

Functional Responsibility: Leads a medium to large team performing tasking in the operations systems discipline and related areas (requirements and operations analysis; system vulnerability analysis; development of system plans and procedures;

design of backup systems and command and control systems to ensure continuity of operations and continuity of government; program support; system documentation, test and evaluation, etc.). Independently performs exceptionally complex tasks in operations systems discipline or related areas. DoD 8570 as required.

Operations Systems Specialist III 55 14C OSSP03

Experience: Must have 5 years of applicable experience.

Education: BA/BS Degree or the equivalent years in experience.

Functional Responsibility: Leads a several member team performing tasking in the operations systems discipline areas (requirements and operations analysis; system vulnerability analysis; development of system plans and procedures; design of backup systems and command and control systems to ensure continuity of operations and continuity of government; program support; system documentation, test and evaluation, etc.). Independently performs complex tasks in operations systems discipline. DoD 8570 as required.

Operations Systems Specialist II 56 14D OSSP02

Experience: Must have 3 years of applicable experience.

Education: BA/BS Degree or the equivalent years in experience.

Functional Responsibility: Lead for tasking in operations systems discipline areas (requirements and operations analysis; system vulnerability analysis; development of system plans and procedures; design of backup systems and command and control systems to ensure continuity of operations and continuity of government; program support; system documentation, test and evaluation, etc.). Independently performs tasks in operations systems discipline. DoD 8570 as required.

Operations Systems Specialist I 57 14E OSSP01

Experience: Must have 1 year of applicable experience.

Education: BA/BS Degree or the equivalent years in experience.

Functional Responsibility: Performs tasking in operations systems discipline areas (requirements and operations analysis; system vulnerability analysis; development of system plans and procedures; design of backup systems and command and control systems to ensure continuity of operations and continuity of government; program support; system documentation, test and evaluation, etc.) within an overall effort. DoD 8570 as required.

Associate Operations Systems Specialist 58 14F AOSSP

Experience: No experience required.

Education: BA/BS Degree or the equivalent years in experience.

Functional Responsibility: Performs tasking in operations systems discipline areas (requirements and operations analysis; system vulnerability analysis; development of system plans and procedures; design of backup systems and command and control systems to ensure continuity of operations and continuity of government; program support; system documentation, test and evaluation, etc.) as directed. DoD 8570 as required.

Associate Logistics Specialist 61 15C ALOGS

Experience: Must have 1 year of relevant experience.

Education: Associates Degree or the equivalent years in experience.

Functional Responsibility: Performs logistics support as directed equivalents in support of fielded and emerging information technology systems. DoD 8570 as required.

Senior Graphics Illustrator / Artist 62 16A SGIA

Experience: Must have 5 years of applicable experience.

Education: Associates Degree or completion of a technical school program in related area or the equivalent years in experience.

Functional Responsibility: Creates graphic design, artwork and documentation layout including on-line, interactive, Internet and World Wide Web documents. Demonstrates creativity and resourcefulness and the regular use of independent judgment when interfacing with customers and staff. Uses available software tools to resolve complex design problems. DoD 8570 as required.

Graphics Illustrator / Artist 63 16B GIA

Experience: Must have 2 years of applicable experience.

Education: Associates Degree or completion of a technical school program in related area or the equivalent years in experience.

Functional Responsibility: Creates graphic design, artwork and documentation layout including on-line, interactive, Internet and World Wide Web documents. DoD 8570 as required.

Computer Based Training Specialist 64 17 CBTS

Experience: Must have 4 years of relevant experience in developing and providing technical and end-user training on computer hardware and application software.

Education: Bachelor's Degree or equivalent.

Functional Responsibility: Conducts the research necessary to develop and present training courses and appropriate training documentation and handouts.

Technical Support IV 65 18A TECH04

Experience: Must have 7 years of applicable experience.

Education: Bachelor's Degree or equivalent or High School Diploma plus 5 years of years of equivalent experience.

Functional Responsibility: Provides technical support as required in the areas of IT, data management, document control, computer support, project control, and other support as required. Installation of hardware and software may be required. Develops and prepares IT documentation (such as TOs and TCTOs) to support installations, correspondence, and presentations. Supports the development of contract deliverables and reports by developing and updating graphic presentations to improve the quality and enhance the usability of these documents. Responsible for integrating the graphics and CAD drawings generated with automated tools and the deliverable documents. Experience in providing publication support and developing graphic/artistic presentations for publications and documents including specialized experience using commercial automated graphics systems, CAD and desktop publishing systems. Demonstrated ability to work independently or under only general direction. DoD 8570 as required.

Technical Support III 66 18B TECH03

Experience: Must have 5 years of applicable experience.

Education: Bachelor's Degree or equivalent or High School Diploma plus 3 years of equivalent experience.

Functional Responsibility: Provides technical support as required in the areas of IT, data management, document control, computer support, project control, and other support as required. Installation of hardware and software may be required. Develops and prepares IT documentation (such as TOs and TCTOs) to support installations, correspondence, and presentations. Supports the development of contract deliverables and reports by developing and updating graphic

presentations to improve the quality and enhance the usability of these documents. Responsible for integrating the graphics and CAD drawings generated with automated tools and the deliverable documents. Experience in providing publication support and developing graphic/artistic presentations for publications and documents including specialized experience using commercial automated graphics systems, CAD and desktop publishing systems. Demonstrated ability to work independently or under only general direction. DoD 8570 as required.

Technical Support II 67 18C TECH02

Experience: Must have 3 years of applicable experience.

Education: High School Diploma or equivalent.

Functional Responsibility: Provides technical support as required in the areas of IT, data management, document control, computer support, project control, and other support as required. Installation of hardware and software may be required. Prepares IT documentation (such as TOs and TCTOs) to support installations and correspondence. Supports the development of contract deliverables and reports by developing and updating graphic presentations to improve the quality and enhance the usability of these documents. May be responsible for integrating the graphics and CAD drawings generated with automated tools and the deliverable documents. Experience in providing publication support and developing graphic/artistic presentations for publications and documents including specialized experience using commercial automated graphics systems, CAD and desktop publishing systems. DoD 8570 as required.

Technical Support 68 18D TECH01

Experience: None required.

Education: High School Diploma or equivalent. DoD 8570 as required.

Functional Responsibility: Provides technical support as required in the areas of IT, data management, document control, computer support, project control, and other support as required. Installation of hardware and software may be required. Support preparation of IT documentation (such as TOs and TCTOs) to support installations and correspondence. Supports the development of contract deliverables. May be responsible for integrating the graphics and CAD drawings generated with automated tools and the deliverable documents. DoD 8570 as required.

Senior Technical Writer 69 19A STWR

Experience: Must have 6 years of relevant experience.

Education: Associates degree or the equivalent years in experience.

Functional Responsibility: Performs writing, editing, and rewriting of technical material. Prepares user guides and other technical documentation and presentations. Responsible for creating a documentation methodology and framework and maintains proper methodology for purposes of consistency and efficiency. Prepares and/or maintains documentation pertaining to programming, information systems (IT) operations, systems operation and user documentation in support thereof. Translates technical specifications into user documentation. Plans, writes and maintains systems and user support documentation efforts, including online help screen(s). Applies knowledge of military documentation content and format standards to prepare, edit, and publish technical materials. Experience performing technical writing/editing functions including experience in performing technical writing/editing functions with respect to data collection, data reduction, engineering analysis, mathematics, information or digital systems. A wide degree of creativity and latitude is required.

Technical Writer 70 19B TWR

Experience: Must have 2 years of relevant experience.

Education: Associates degree or the equivalent years in experience.

Functional Responsibility: Performs writing, editing, and rewriting of material of a technical nature. Prepares user guides and other technical documentation. Performs writing, editing, and rewriting of technical material. May prepare user guides and other technical documentation. Responsible for ensuring consistency in the documentation. Maintains documentation

pertaining to programming, information systems (IT) operations, systems operation and user documentation in support thereof. Translates technical specifications into user documentation. Plans, writes and maintains systems and user support documentation efforts, including online help screen(s). Knowledge of military documentation content and format standards to prepare, edit, and publish technical materials, preferred.

SIN 132-100

Senior Logistics Specialist 59 15A SLOGS

Experience: Must have 12 years of relevant experience.

Education: BA/BS degree or the equivalent years in experience.

Functional Responsibility: Performs logistics support analyses, level of repair analyses, integrated logistic support planning and other ILS related documentation. Requires experience with MIL-STD-1369, MIL-STD-1388/1 or corresponding commercial equivalents in support of fielded and emerging information technology systems. DoD 8570 as required.

Logistics Specialist 60 15B LOGS

Experience: Must have 8 years of relevant experience.

Education: Associates Degree or the equivalent years in experience.

Functional Responsibility: Performs logistics support analyses, level of repair analyses, integrated logistic support planning and other ILS related documentation. Requires experience with MIL-STD-1369, MIL-STD-1388/1 or corresponding commercial equivalents in support of fielded and emerging information technology systems. DoD 8570 as required.

Technical Typist / Word Processor 71 19C TTWP

Experience: Must have 2 years of relevant experience including technical and scientific notation.

Education: None. Associates degree preferred or the equivalent years in experience.

Functional Responsibility: Supports preparation of various documents including text, tables, and matrices as components of user guides, user documentation and contract deliverables. Updates IT documentation (such as TOs and TCTOs). Assists in the other tasking as directed.

Non-professional labor categories must be incidental to, and used solely to support professional services, and cannot be purchased separately.

P3I, Inc. guarantees the satisfactory completion of the IT Services performed under the task order and further agrees to offer only the personnel who meet or exceed the minimum qualification requirements stated in the Commercial Labor Category Descriptions provided herein. P3I, Inc. does allow experience to substitute for education requirements. P3I, Inc.'s criteria for substituting experience for educational degrees are:

Associate Degree: In lieu of an Associate's Degree, personnel may have two (2) years of specific, related experience with similar functional responsibilities.

Bachelor's Degree: In lieu of a Bachelor's Degree, personnel may have an Associate's Degree and a minimum of four (4) years of additional specific, related experience with similar functional responsibilities.

Advanced Degree: In lieu of an Advanced or Graduate Degree (Masters or above), personnel may have a Bachelor's Degree and a minimum of four (4) years of additional general experience and a minimum of two (2) additional years of specific related experience with similar functional responsibilities.

P3I, Incorporated Labor Category Rates

No-Professional labor categories must be in direct support of professional categories.

SIN	Cat.	Category	Labor Category Name	October 7, 2019 – October 6, 2020		October 7, 2020 – October 6, 2021		October 7, 2021 – October 6, 2022		October 7, 2022 – October 6, 2023		October 7, 2023 – October 6, 2024	
				P3I	Customer	P3I	Customer	P3I	Customer	P3I	Customer	P3I	Customer
				Site	Site	Site	Site	Site	Site	Site	Site	Site	Site
132-51	1A	SM03	Senior Manager III	\$345.73	\$265.93	\$355.07	\$273.11	\$364.66	\$280.49	\$374.50	\$288.06	\$384.61	\$295.84
132-51	1B	SM02	Senior Manager II	\$304.43	\$234.17	\$312.65	\$240.49	\$321.09	\$246.99	\$329.76	\$253.66	\$338.66	\$260.51
132-51	1C	SM01	Senior Manager I	\$265.28	\$204.06	\$272.44	\$209.57	\$279.80	\$215.23	\$287.35	\$221.04	\$295.11	\$227.01
132-51	2A	PM03	Program Manager III	\$215.27	\$165.59	\$221.08	\$170.06	\$227.05	\$174.65	\$233.18	\$179.36	\$239.47	\$184.21
132-51	2B	PM02	Program Manager II	\$191.35	\$147.19	\$196.52	\$151.16	\$201.82	\$155.24	\$207.27	\$159.43	\$212.87	\$163.74
132-51	2C	PM01	Program Manager I	\$171.77	\$132.13	\$176.41	\$135.70	\$181.17	\$139.36	\$186.06	\$143.12	\$191.09	\$146.99
132-51	2D	PM00	Project Manager	\$137.75	\$105.51	\$141.47	\$108.36	\$145.29	\$111.29	\$149.22	\$114.29	\$153.25	\$117.38
132-51	3A	CNSEX	Consultant Expert	\$302.42	\$271.52	\$310.59	\$278.85	\$318.97	\$286.38	\$327.58	\$294.12	\$336.43	\$302.06
132-51	3B	TECHEX	Technical Expert	\$204.02	\$156.94	\$209.52	\$161.18	\$215.18	\$165.53	\$220.99	\$170.00	\$226.96	\$174.59
132-51	3C	FUNLEX	Functional Expert	\$306.05	\$235.41	\$314.31	\$241.76	\$322.80	\$248.29	\$331.51	\$254.99	\$340.46	\$261.88
132-51	4A	SME03	Subject Matter Expert III	\$267.46	\$205.72	\$274.68	\$211.28	\$282.10	\$216.98	\$289.71	\$222.84	\$297.54	\$228.86
132-51	4B	SME02	Subject Matter Expert II	\$194.85	\$149.89	\$200.12	\$153.94	\$205.52	\$158.09	\$211.07	\$162.36	\$216.77	\$166.75
132-51	4C	SME01	Subject Matter Expert I	\$162.39	\$124.91	\$166.77	\$128.28	\$171.27	\$131.75	\$175.90	\$135.30	\$180.65	\$138.96
132-51	5A	CFST	Chief Scientist	\$190.69	\$146.68	\$195.84	\$150.64	\$201.13	\$154.71	\$206.56	\$158.88	\$212.13	\$163.17
132-51	5B	SRST	Senior Scientist	\$149.89	\$115.31	\$153.94	\$118.43	\$158.09	\$121.62	\$162.36	\$124.91	\$166.75	\$128.28
132-51	5C	ST03	Scientist III	\$124.59	\$95.81	\$127.95	\$98.40	\$131.40	\$101.05	\$134.95	\$103.78	\$138.60	\$106.59
132-51	5D	ST02	Scientist II	\$112.04	\$86.18	\$115.07	\$88.50	\$118.18	\$90.89	\$121.37	\$93.35	\$124.64	\$95.87
132-51	5E	ST01	Scientist I	\$78.60	\$60.47	\$80.72	\$62.10	\$82.90	\$63.78	\$85.14	\$65.50	\$87.44	\$67.27
132-51	5F	ASST	Associate Scientist	\$57.66	\$44.34	\$59.22	\$45.53	\$60.82	\$46.76	\$62.46	\$48.02	\$64.15	\$49.32

P3I, Incorporated Labor Category Rates

No-Professional labor categories must be in direct support of professional categories.

SIN	Cat. No.	Category ID	Labor Category Name	October 7, 2019 – October 6, 2020		October 7, 2020 – October 6, 2021		October 7, 2021 – October 6, 2022		October 7, 2022 – October 6, 2023		October 7, 2023 – October 6, 2024	
				P3I	Customer	P3I	Customer	P3I	Customer	P3I	Customer	P3I	Customer
				Site	Site	Site	Site	Site	Site	Site	Site	Site	Site
132-51	6A	CHENG	Chief Engineer	\$232.84	\$179.10	\$239.12	\$183.94	\$245.58	\$188.91	\$252.21	\$194.01	\$259.02	\$199.24
132-51	6B	SRENG	Senior Engineer	\$188.46	\$145.40	\$193.54	\$149.33	\$198.77	\$153.36	\$204.14	\$157.50	\$209.65	\$161.75
132-51	6C	ENG03	Engineer III	\$141.93	\$109.16	\$145.76	\$112.11	\$149.70	\$115.13	\$153.74	\$118.24	\$157.89	\$121.43
132-51	6D	ENG02	Engineer II	\$130.84	\$100.64	\$134.37	\$103.36	\$138.00	\$106.15	\$141.73	\$109.01	\$145.55	\$111.96
132-51	6E	ENG01	Engineer I	\$99.80	\$76.76	\$102.49	\$78.83	\$105.26	\$80.96	\$108.10	\$83.15	\$111.02	\$85.39
132-51	6F	AENG	Associate Engineer	\$75.83	\$58.32	\$77.87	\$59.90	\$79.98	\$61.52	\$82.14	\$63.18	\$84.35	\$64.88
132-51	7A	CSENG	Chief Systems Engineer	\$208.46	\$160.35	\$214.09	\$164.68	\$219.87	\$169.13	\$225.81	\$173.70	\$231.90	\$178.39
132-51	7B	SSENG	Senior Systems Engineer	\$166.33	\$127.95	\$170.82	\$131.41	\$175.43	\$134.96	\$180.17	\$138.60	\$185.03	\$142.34
132-51	7C	SENG03	Systems Engineer III	\$162.51	\$125.01	\$166.90	\$128.39	\$171.40	\$131.85	\$176.03	\$135.41	\$180.78	\$139.07
132-51	7D	SENG02	Systems Engineer II	\$135.07	\$103.89	\$138.72	\$106.70	\$142.46	\$109.58	\$146.31	\$112.54	\$150.26	\$115.58
132-51	7E	SENG01	Systems Engineer I	\$124.47	\$93.59	\$127.83	\$96.11	\$131.29	\$98.71	\$134.83	\$101.37	\$138.47	\$104.11
132-51	7F	ASENG01	Associate Systems Engineer I	\$109.82	\$84.48	\$112.79	\$86.76	\$115.83	\$89.11	\$118.96	\$91.51	\$122.17	\$93.98
132-51	8A	CSWENG	Chief SW Engineer	\$215.27	\$165.59	\$221.08	\$170.06	\$227.05	\$174.65	\$233.18	\$179.36	\$239.47	\$184.21
132-51	8B	SSWENG	Senior SW Engineer	\$188.46	\$144.98	\$193.54	\$148.90	\$198.77	\$152.92	\$204.14	\$157.05	\$209.65	\$161.29
132-51	8C	SWEN03	SW Engineer III	\$161.88	\$124.53	\$166.25	\$127.89	\$170.74	\$131.34	\$175.35	\$134.89	\$180.09	\$138.53
132-51	8D	SWEN02	SW Engineer II	\$144.13	\$110.88	\$148.02	\$113.87	\$152.02	\$116.95	\$156.12	\$120.10	\$160.34	\$123.35
132-51	8E	SWEN01	SW Engineer I	\$123.52	\$95.01	\$126.85	\$97.58	\$130.28	\$100.21	\$133.80	\$102.92	\$137.41	\$105.70
132-51	8F	ASWEN	Associate SW Engineer	\$112.55	\$86.57	\$115.59	\$88.91	\$118.71	\$91.31	\$121.92	\$93.77	\$125.21	\$96.31
132-51	9	DSENG	IT Design Engineer	\$188.39	\$144.91	\$193.47	\$148.82	\$198.70	\$152.84	\$204.06	\$156.96	\$209.57	\$161.20

P3I, Incorporated Labor Category Rates

No-Professional labor categories must be in direct support of professional categories.

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				P3I	Customer	P3I	Customer	P3I	Customer	P3I	Customer	P3I	Customer
				Site	Site	Site	Site	Site	Site	Site	Site	Site	Site
132-51	10A	SPENG	Senior IT Practicing Engineer	\$183.34	\$141.02	\$188.29	\$144.83	\$193.37	\$148.74	\$198.59	\$152.76	\$203.95	\$156.88
132-51	10B	PRENG	IT Practicing Engineer	\$125.90	\$96.83	\$129.30	\$99.45	\$132.79	\$102.13	\$136.37	\$104.89	\$140.06	\$107.72
132-51	10C	APRENG	Associate IT Practicing Engineer	\$116.05	\$89.27	\$119.19	\$91.68	\$122.40	\$94.15	\$125.71	\$96.69	\$129.10	\$99.30
132-51	11A	CPGMR	Chief Programmer	\$165.90	\$127.59	\$170.38	\$131.04	\$174.98	\$134.58	\$179.70	\$138.21	\$184.56	\$141.94
132-51	11B	SPGMR	Senior Programmer	\$120.88	\$92.99	\$124.14	\$95.50	\$127.50	\$98.08	\$130.94	\$100.73	\$134.47	\$103.45
132-51	11C	PGMR	Programmer	\$97.46	\$74.97	\$100.09	\$77.00	\$102.80	\$79.08	\$105.57	\$81.21	\$108.42	\$83.40
132-51	11D	APGMR	Associate Programmer	\$70.75	\$54.41	\$72.66	\$55.87	\$74.62	\$57.38	\$76.64	\$58.93	\$78.71	\$60.52
132-51	12	DMSP	Data Management Specialist	\$82.28	\$63.30	\$84.50	\$65.01	\$86.79	\$66.76	\$89.13	\$68.56	\$91.54	\$70.42
132-51	13A	CANAL	Chief IT Analyst	\$197.37	\$151.82	\$202.70	\$155.92	\$208.17	\$160.13	\$213.79	\$164.45	\$219.56	\$168.89
132-51	13B	SANAL	Senior Analyst	\$157.17	\$120.90	\$161.41	\$124.17	\$165.77	\$127.52	\$170.24	\$130.96	\$174.84	\$134.50
132-51	13C	ANAL03	Analyst III	\$119.99	\$92.30	\$123.23	\$94.79	\$126.56	\$97.35	\$129.98	\$99.98	\$133.49	\$102.68
132-51	13D	ANAL02	Analyst II	\$99.80	\$76.76	\$102.49	\$78.83	\$105.26	\$80.96	\$108.10	\$83.15	\$111.02	\$85.39
132-51	13E	ANAL01	Analyst I	\$88.15	\$67.81	\$90.53	\$69.64	\$92.98	\$71.52	\$95.49	\$73.45	\$98.07	\$75.44
132-51	13F	AANAL	Associate Analyst	\$74.10	\$57.00	\$76.10	\$58.54	\$78.15	\$60.12	\$80.26	\$61.74	\$82.43	\$63.41
132-51	14A	COSSP	Chief Operations Systems Specialist	\$160.57	\$123.52	\$164.90	\$126.85	\$169.36	\$130.28	\$173.93	\$133.80	\$178.62	\$137.41
132-51	14B	SOSSP	Sr. Operations Systems Specialist	\$142.63	\$109.70	\$146.48	\$112.66	\$150.43	\$115.70	\$154.49	\$118.83	\$158.67	\$122.03
132-51	14C	OSSP03	Operations Systems Specialist III	\$123.29	\$94.85	\$126.62	\$97.41	\$130.04	\$100.04	\$133.55	\$102.74	\$137.16	\$105.51
132-51	14D	OSSP02	Operations Systems Specialist II	\$109.99	\$84.60	\$112.96	\$86.88	\$116.01	\$89.22	\$119.14	\$91.63	\$122.36	\$94.11
132-51	14E	OSSP01	Operations Systems Specialist I	\$94.41	\$72.62	\$96.96	\$74.58	\$99.57	\$76.59	\$102.26	\$78.66	\$105.02	\$80.78
132-51	14F	AOSSP	Associate Operations Systems Spec.	\$85.08	\$65.45	\$87.37	\$67.22	\$89.73	\$69.04	\$92.16	\$70.90	\$94.65	\$72.81

P3I, Incorporated Labor Category Rates

No-Professional labor categories must be in direct support of professional categories.

SIN	Cat.	Category	Labor Category Name	October 7, 2019 – October 6, 2020		October 7, 2020 – October 6, 2021		October 7, 2021 – October 6, 2022		October 7, 2022 – October 6, 2023		October 7, 2023 – October 6, 2024	
				P3I	Customer	P3I	Customer	P3I	Customer	P3I	Customer	P3I	Customer
				Site	Site	Site	Site	Site	Site	Site	Site	Site	Site
132-51	15C	ALOGS	Associate Logistics Specialist	\$87.96	\$75.69	\$90.34	\$77.74	\$92.78	\$79.83	\$95.28	\$81.99	\$97.85	\$84.20
132-51	16A	SGIA	Senior Graphics Illustrator/Artist	\$90.92	\$69.94	\$93.37	\$71.83	\$95.89	\$73.77	\$98.48	\$75.76	\$101.14	\$77.81
132-51	16B	GIA	Graphics Illustrator/Artist	\$61.97	\$47.67	\$63.65	\$48.96	\$65.36	\$50.28	\$67.13	\$51.64	\$68.94	\$53.03
132-51	17	CBTS	Computer Based Training Specialist	\$123.43	\$94.95	\$126.76	\$97.51	\$130.18	\$100.14	\$133.70	\$102.85	\$137.31	\$105.62
132-51	18A	TECH04	Technical Support IV	\$120.98	\$93.08	\$124.25	\$95.60	\$127.60	\$98.18	\$131.05	\$100.83	\$134.59	\$103.55
132-51	18B	TECH03	Technical Support III	\$111.53	\$85.80	\$114.54	\$88.11	\$117.63	\$90.49	\$120.81	\$92.94	\$124.07	\$95.44
132-51	18C	TECH02	Technical Support II	\$100.30	\$77.25	\$103.01	\$79.34	\$105.79	\$81.48	\$108.65	\$83.68	\$111.58	\$85.94
132-51	18D	TECH01	Technical Support I	\$74.10	\$57.00	\$76.10	\$58.54	\$78.15	\$60.12	\$80.26	\$61.74	\$82.43	\$63.41
132-51	19A	STWR	Senior Technical Writer	\$113.57	\$87.36	\$116.64	\$89.72	\$119.79	\$92.14	\$123.02	\$94.63	\$126.34	\$97.18
132-51	19B	TWR	Technical Writer	\$83.05	\$63.89	\$85.29	\$65.62	\$87.59	\$67.39	\$89.96	\$69.21	\$92.38	\$71.08
132-100	15A	SLOGS	Senior Logistics Specialist	\$147.50	\$113.46	\$151.48	\$116.52	\$155.57	\$119.67	\$159.77	\$122.90	\$164.09	\$126.22
132-100	15B	LOGS	Logistics Specialist	\$98.39	\$89.27	\$101.05	\$91.68	\$103.78	\$94.15	\$106.58	\$96.69	\$109.46	\$99.30
132-100	19C	TTWP	Technical Typist/Word Processor	\$60.47	\$46.51	\$62.10	\$47.77	\$63.78	\$49.06	\$65.50	\$50.38	\$67.27	\$51.74

USA Commitment to Promote Small Business Participation Procurement Programs

PREAMBLE

P3I, Incorporated provides commercial products and services to ordering activities. We are committed to promoting participation of small, small disadvantaged and women-owned small businesses in our contracts. We pledge to provide opportunities to the small business community through reselling opportunities, mentor-protégé programs, joint ventures, teaming arrangements, and subcontracting.

COMMITMENT

To actively seek and partner with small businesses.

To identify, qualify, mentor and develop small, small disadvantaged and women-owned small businesses by purchasing from these businesses whenever practical.

To develop and promote company policy initiatives that demonstrate our support for awarding contracts and subcontracts to small business concerns.

To undertake significant efforts to determine the potential of small, small disadvantaged and women-owned small businesses to supply products and services to our company.

To insure procurement opportunities are designed to permit the maximum possible participation of small, small disadvantaged, and women-owned small businesses.

To attend business opportunity workshops, minority business enterprise seminars, trade fairs, procurement conferences, etc., to identify and increase small businesses with whom to partner.

To publicize in our marketing publications our interest in meeting small businesses that may be interested in subcontracting opportunities.

We signify our commitment to work in partnership with small, small disadvantaged and women-owned small businesses to promote and increase their participation in ordering activity contracts. To accelerate potential opportunities please contact:

Janice P. Guy

Voice: (508) 435-7882

FAX: (508) 435-7886

[e-mail: jquy@p3i-inc.com](mailto:jquy@p3i-inc.com)

<p>BEST VALUE BLANKET PURCHASE AGREEMENT FEDERAL SUPPLY SCHEDULE (Insert Customer Name)</p>
--

(Insert Customer Name)

In the spirit of the Federal Acquisition Streamlining Act (ordering activity) and P3I, Incorporated enter into a cooperative agreement to further reduce the administrative costs of acquiring commercial items from the General Services Administration (GSA) Federal Supply Schedule Contract(s)

Federal Supply Schedule contract BPAs eliminate contracting and open market costs such as: search for sources; the development of technical documents, solicitations and the evaluation of offers. Teaming Arrangements are permitted with Federal Supply Schedule Contractors in accordance with Federal Acquisition Regulation (FAR) 9.6.

This BPA will further decrease costs, reduce paperwork, and save time by eliminating the need for repetitive, individual purchases from the schedule contract. The end result is to create a purchasing mechanism for the **ordering activity that works better and costs less.**

Signatures

Ordering Activity

Date

P3I, Incorporated

Date

BPA NUMBER _____

(Customer Name)

BLANKET PURCHASE AGREEMENT

Pursuant to GSA Federal Supply Schedule Contract Number(s) _____, Blanket Purchase Agreements, the Contractor agrees to the following terms of a Blanket Purchase Agreement (BPA) EXCLUSIVELY WITH (Ordering Agency):

(1) The following contract items can be ordered under this BPA. All orders placed against this BPA are subject to the terms and conditions of the contract, except as noted below:

MODEL NUMBER/PART NUMBER	*SPECIAL BPA DISCOUNT/PRICE
_____	_____
_____	_____
_____	_____

(2) _____ D

DELIVERY: DESTINATION	DELIVERY SCHEDULE/DATES
_____	_____
_____	_____
_____	_____

(3) The Government estimates, but does not guarantee, that the volume of purchases through this agreement will be _____

(4) This BPA does not obligate any funds.

(5) This BPA expires on _____ or at the end of the contract period, whichever is earlier.

(6) The following office(s) is hereby authorized to place orders under this BPA:

OFFICE	POINT OF CONTACT
_____	_____
_____	_____
_____	_____

(7) Orders will be placed against this BPA via Electronic Data Interchange (EDI), FAX, or paper.

(8) Unless otherwise agreed to, all deliveries under this BPA must be accompanied by delivery tickets or sales slips that must contain the following information as a minimum:

- (a) Name of Contractor;
- (b) Contract Number;
- (c) BPA Number;

(d) Model Number or National Stock Number (NSN);

(e) Purchase Order Number;

(f) Date of Purchase;

(g) Quantity, Unit Price, and Extension of Each Item (unit prices and extensions need not be shown when incompatible with the use of automated systems; provided, that the invoice is itemized to show the information); and

(h) Date of Shipment.

(9) The requirements of a proper invoice are specified in the Federal Supply Schedule contract. Invoices will be submitted to the address specified within the purchase order transmission issued against this BPA.

(10) The terms and conditions included in this BPA apply to all purchases made pursuant to it. In the event of an inconsistency between the provisions of this BPA and the Contractor's invoice, the provisions of this BPA will take precedence.

Basic Guidelines for Using Contractor Team Arrangements

Federal Supply Schedule Contractors may use "Contractor Team Arrangements" (see FAR 9.6) to provide solutions when responding to a customer agency requirements.

These Team Arrangements can be included under a Blanket Purchase Agreement (BPA). BPAs are permitted under all Federal Supply Schedule contracts.

Orders under a Team Arrangement are subject to terms and conditions or the Federal Supply Schedule Contract.

Participation in a Team Arrangement is limited to Federal Supply Schedule Contractors.

Customers should refer to FAR 9.6 for specific details on Team Arrangements.

Here is a general outline on how it works:

- The customer identifies their requirements.
- Federal Supply Schedule Contractors may individually meet the customers' needs, or-
- Federal Supply Schedule Contractors may individually submit a Schedules "Team Solution" to meet the customer's requirement.
- Customers make a best value selection.