S&K GLOBAL SOLUTIONS

Federal Supply Service
Authorized Multiple Award Schedule Pricelist

March 2022

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

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Contract Number _GS-35F-076DA___

Period Covered by Contract December 3, 2015 through December 2, 2025

Pricelist current through Modification PS-0030, dated March 22, 2022

Awarded SINs	
SIN	**SIN Description**
54151S	Information Technology (IT) Professional Services
541611	Management and Financial Consulting, Acquisition and Grants Management Support, and Business Program and Project Management Services
541330ENG	Engineering Services
541330EMI	Engineering Services Related to Military, Aerospace Equipment, Military Weapons, National Energy Policy Act of 1992, Marine Engineering or Naval Architecture
OLM	Order Level Materials

Note 1: All non-professional labor categories must be incidental to and used solely to support hardware, software and/or professional services and cannot be purchased separately.

Note 2: Offerors and Agencies are advised that the Group 70 – Information Technology Schedule is not to be used as a means to procure services, which properly fall under the Brooks Act. These services include, but are not limited to, architectural, engineering, mapping, cartographic production, remote sensing, geographic information systems, and related services. FAR 36.6 distinguishes between mapping services of an A/E nature and mapping services which are not connected nor incidental to the traditionally accepted A/E Services.

Note 3: This Solicitation is not intended to solicit for the reselling of IT Professional Services, except for the provision of implementation, maintenance, integration, or training services in direct support of a product. Under such circumstances the services must be performance by the publisher or manufacturer or one of their authorized agents.

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Information for Ordering Agencies

Special Notice to Agencies:

Small Business Participation

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

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

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

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

1. Geographic Scope of Contract

Domestic Delivery is delivery within the 48 contiguous states, Alaska, Hawaii, Puerto Rico, Washington, DC, and U.S. Territories. Domestic delivery also includes a port or consolidation point, within the aforementioned areas, for orders received from overseas activities.

Overseas delivery is delivery to points outside of the 48 contiguous states, Washington, DC, Alaska, Hawaii, Puerto Rico, and U.S. Territories.

Offerors are requested to check one of the following boxes:

[ ]   The Geographic Scope of Contract will be domestic and overseas delivery
[ ]   The Geographic Scope of Contract will be overseas delivery only
[X]   The Geographic Scope of Contract will be domestic delivery only

2. Contractor's Ordering Address and Payment Information

2.a. Remittance

Credit Bank: First Interstate Bank

Routing # 092901683

Credit Account:

Company Name. S&K Global Solutions, LLC
Account Number: 200067878

ACH Payment:

To insure proper payment application, the **S&K Global Solutions, LLC** invoice number(s) must be included in the <u>description field</u> or in the <u>invoice field</u> as specified by some ACH software applications.

Wire Payment:

To insure proper payment application, reference to **S&K Global Solutions, LLC** invoice number(s) in the Originator to Beneficiary (OBI1) field separated by a space.

(Example: A1234567 B8901234 C5678901)

Acceptable EFT Format:

ACH CTX in EDI 820 Format (**S&K Global Solutions, LLC** Preferred Format)

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

The following telephone number(s) can be used by ordering agencies to obtain technical and/or ordering assistance.

Technical/Ordering Assistance

Name: Steve Taylor
Title: IDIQ Manager
Telephone: (603) 362-2178
Email: steventaylor@sktcorp.com

3. Liability for Injury or Damage

The Contractor shall not be liable for any injury to Government personnel or damage to Government property arising from the use of equipment maintained by the Contractor, unless such injury or damage is due to the fault or negligence of the Contractor.

4. Statistical Data for Government Ordering Office Completion of Standard Form 279

Block 9:   G. Order/Modification Under Federal Schedule
Block 16:   DUNs # <u>603003646</u>
Block 30:   Type of Contractor – B. Other Small Business
Block 31:   Woman-Owned Small Business – No
Block 36:   TIN# <u>35-2392515</u>

4a. CAGE Code

43CU2

4b. Central Contractor Registration (CCR) Database

Contractor has registered with the Central Contractor Registration (CCR) database.

5. FOB Destination

Not applicable to Special Item Number 132–51 Information Technology Professional Services.

6. Delivery Schedule

(a) TIME OF DELIVERY: The Contractor shall deliver to destination within the number of calendar days after receipt of order (ARO), as set forth below:

Special Item Number	Delivery Time (Days ARO)
54151S	30 days or as stated on Order. 20 day expedited.

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

7. Discounts

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

(a) Prompt Payment: None.

(b) Quantity: None.

(c) Dollar Volume: None.

(d) Government Educational Institutions: None.

(e) Credit Card: None.

(f) Other: None.

8. Trade Agreements Act of 1979, as Amended

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

9. Statement Concerning Availability of Export Packing

Not applicable.

10. Small Requirements

The guaranteed minimum dollar value of orders to be issued is $1,000.00.

11. Maximum Order

(All dollar amounts are exclusive of any discount for prompt payment.)

The Maximum Order Threshold per order for the following Special Item Numbers (SIN) is $500,000:

- 54151S - Information Technology (IT) Professional Services
- 541611 - Management and Financial Consulting, Acquisition and Grants Management Support, and Business Program and Project Management Services
- 541330ENG – Engineering Services
- 541330EMI - Engineering Services Related to Military, Aerospace Equipment, Military Weapons, National Energy Policy Act Of 1992, Marine Engineering Or Naval Architecture

12. Use of Federal Supply Service Information Technology Schedule Contracts, In accordance with FAR 8.404:

[NOTE: Special ordering procedures have been established for Special Item Numbers (SINs) 54151S IT Professional Services; refer to the terms and conditions for those SINs.]

Orders placed pursuant to a Multiple Award Schedule (MAS), using the procedures in FAR 8.404, are considered to be issued pursuant to full and open competition. Therefore, when placing orders under Federal Supply Schedules, ordering offices need not seek further competition, synopsize the requirement, make a separate determination of fair and reasonable pricing, or consider small business set-asides in accordance with subpart 19.5. GSA has already determined the prices or items under Schedule Contracts to be fair and reasonable. By placing an order against a Schedule using the procedures outlined below, the ordering office has concluded that the order represents the best value and results in the lowest overall cost alternative (considering price, special features, administrative costs, etc.) to meet the Government's needs.

(a) **Orders placed at or below the micro-purchase threshold.** Ordering offices can place orders at or below the micro-purchase threshold with any Federal Supply Schedule Contractor.

(b) **Orders exceeding the micro-purchase threshold but not exceeding the maximum order threshold.** Orders should be placed with the Schedule Contractor that can provide the supply or service that represents the best value. Before placing an order, ordering offices should consider reasonably available information about the supply or service offered under MAS contracts by using the "GSA Advantage!" on-line shopping service, or by reviewing the catalogs/pricelists of at least three Schedule Contractors and selecting the delivery and other options available under the Schedule that meets the agency's needs. In selecting the supply or service representing the best value, the ordering office may consider-

1. Special features of the supply or service that are required in effective program performance and that are not provided by a comparable supply or service;
2. Trade-in considerations;
3. Probable life of the item selected as compared with that of a comparable term;
4. Warranty considerations;
5. Maintenance availability;
6. Past performance; and
7. Environmental and energy efficiency considerations.

(c) **Orders exceeding the maximum order threshold.** Each Schedule Contract has an established maximum order threshold. This threshold represents the point where it is advantageous for the ordering office to seek a price reduction. In addition to following the procedures in paragraph b, above, and before placing an order that exceeds the maximum order threshold, ordering offices shall-

1. Review additional Schedule Contractors' catalogs/pricelists or use the "GSA Advantage!" on-line shopping service;

2. Based upon the initial evaluation, generally seek price reductions from the Schedule Contractor(s) appearing to provide the best value (considering price and other factors); and

3. After price reductions have been sought, place the order with the Schedule Contractor that provides the best value and results in the lowest overall cost alternative. If further price reductions are not offered, an order may still be placed, if the ordering office determines that it is appropriate.

NOTE: For orders exceeding the maximum order threshold, the Contractor may:

1. Offer a new lower price for this requirement (the Price Reduction clause is not applicable to orders placed over the maximum order in FAR 52.216–19 Order Limitations);

2. Offer the lowest price available under the contract; or

3. Decline the order (orders must be returned in accordance with FAR 52.216–19).

(d) **Blanket purchase agreements (BPAs).** The establishment of Federal Supply Schedule BPAs is permitted when following the ordering procedures in FAR 8.404. All Schedule Contracts contain BPA provisions. Ordering offices may use BPAs to establish accounts with Contractors to fill recurring requirements. BPAs should address the frequency of ordering and invoicing, discounts, and delivery locations and times.

(e) **Price reductions.** In addition to the circumstances outlined in paragraph c, above, there may be instances when ordering offices will find it advantageous to request a price reduction. For example, when the ordering office finds a Schedule supply or service elsewhere at a lower price or when a BPA is being established to fill recurring requirements, requesting a price reduction could be advantageous. The potential volume of orders under these agreements, regardless of the size of the individual order, may offer the ordering office the opportunity to secure greater discounts. Schedule Contractors are not required to pass on to all Schedule users a price reduction extended only to an individual agency for a specific order.

(f) **Small business.** For orders exceeding the micro-purchase threshold, ordering offices should give preference to the items of small business concerns when two or more items at the same delivered price will satisfy the requirement.

(g) **Documentation**. Orders should be documented, at a minimum, by identifying the Contractor the item was purchased from, the item purchased, and the amount paid. If an agency requirement in excess of the micro-purchase threshold is defined so as to require a particular brand name, product, or feature of a product particular to one manufacturer, thereby precluding consideration of a product manufactured by another company, the ordering office shall include an explanation in the file as to why the particular brand name, product, or feature is essential to satisfy the agency's needs.

13. Federal Information Technology/Telecommunication Standards Requirements

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

13.a. Federal Information Processing Standards Publications (FIPS PUBS)

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

13.b. Federal Telecommunication Standards (FED-STDS)

Telecommunication products under this Schedule that do not conform to Federal Telecommunication Standards (FED-STDS) should not be acquired unless a waiver has been granted in accordance with the applicable "FED-STD." Federal Telecommunication Standards are issued by the U.S. Department of Commerce, National Institute of Standards and Technology (NIST), pursuant to National Security Act. Ordering information and information concerning the availability of FED-STDS should be obtained from the GSA, Federal Supply Service, Specification Section, 470 East L'Enfant Plaza, Suite 8100, SW, Washington, DC 20407, telephone number (202)619-8925. Please include a self-addressed mailing label when requesting information by mail. Information concerning their applicability can be obtained by writing or calling the U.S. Department of Commerce, National Institute of Standards and Technology, Gaithersburg, MD 20899, telephone number (301)975-2833.

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

(a) Security Clearances: The Contractor may be required to obtain/possess varying levels of security clearances in the performance of orders issued under this contract. All costs associated with obtaining/possessing such security clearances should be factored into the price offered under the Multiple Award Schedule.

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

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

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

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

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

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

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

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

(j) Availability of Funds: Many Government agencies' operating funds are appropriated for a specific fiscal year. Funds may not be presently available for any orders placed under the contract or any option year. The Government's obligation on orders placed under this contract is contingent upon the availability of appropriated funds from which payment for ordering purposes can be made. No legal liability on the part of the Government for any payment may arise until funds are available to the ordering Contracting Officer.

15. Contract Administration for Ordering Offices

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

16. GSA Advantage!

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

1. Manufacturer;
2. Manufacturer's Part Number; and
3. Product categories.

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

17. Purchase of Open Market Items

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

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

1. All applicable acquisition regulations pertaining to the purchase of the items not on the Federal Supply Schedule have been followed (e.g., publicizing (Part 5), competition requirements (Part 6), acquisition of commercial items (Part 12), contracting methods (Parts 13, 14, and 15), and small business programs (Part 19));

2. The ordering activity contracting officer has determined the price for the items not on the Federal Supply Schedule is fair and reasonable;

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

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

18. Contractor Commitments, Warranties and Representations

(a) For the purpose of this contract, commitments, warranties and representations include, in addition to those agreed to for the entire Schedule Contract:

1. Time of delivery/installation quotations for individual orders;

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

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

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

19. Overseas Activities

The terms and conditions of this contract shall apply to all orders for installation, maintenance, and repair of equipment in areas listed in the pricelist outside the 48 contiguous states and the District of Columbia, except as indicated below:

_____None_____

_____

20. Blanket Purchase Agreements (BPAs).

The use of BPAs under any Schedule Contract to fill repetitive needs for supplies or services is allowable. BPAs may be established with one or more Schedule Contractors. The number of BPAs to be established is within the discretion of the ordering activity establishing the BPA and should be based on a strategy that is expected to maximize the effectiveness of the BPA(s). Ordering activities shall follow FAR8.405-3 when creating and implementing BPA(s).

21. Contractor Team Arrangements

Contractors participating in contractor team arrangements must abide by all terms and conditions of their respective contracts. This includes compliance with Clauses 552.238-74, Contractor's Reports of Sales and 552.238-76, Industrial Funding Fee, i.e., each contractor (team member) must report sales and remit the IFF for all products and services provided under its individual contract.

22. Installation, Deinstallation, Reinstallation

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

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

23. Section 508 Compliance

If applicable, section 508 compliance information on the supplies and services in this contract are available in Electronic and Information Technology (EIT) at the following:

Not Applicable

24. Prime Contractor Ordering From Federal Supply Schedules

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

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

(b) The following statement:

This order is placed under written authorization from _____ dated _____. In the event of any inconsistency between the terms and conditions of this order and those of your Federal Supply Schedule Contract, the latter will govern.

25. Insurance—Work on a Government Installation (JAN 1997) (FAR 52.228-5)

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

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

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

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

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

26. Software Interoperability

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

27. Advance Payments

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

28. Labor Rates

SIN 54151S – Information Technology Professional Services – On-Site

SIN	Labor Category	Year 6 Client-Site	Year 7 Client-Site	Year 8 Client-Site	Year 9 Client-Site	Year 10 Client-Site
54151S	Software Developer - SME	$166.93	$171.94	$177.10	$182.41	$187.88
54151S	Software Developer - Senior	$155.94	$160.62	$165.44	$170.40	$175.51
54151S	Software Developer - Mid	$142.57	$146.84	$151.25	$155.79	$160.46
54151S	Software Developer - Junior	$119.40	$122.98	$126.67	$130.47	$134.38
54151S	Software Developer - Entry	$101.04	$104.08	$107.20	$110.41	$113.73
54151S	Database Administrator - SME	$185.06	$190.61	$196.33	$202.22	$208.29
54151S	Database Administrator - Senior	$172.95	$178.14	$183.49	$188.99	$194.66
54151S	Database Administrator - Mid	$158.14	$162.88	$167.77	$172.80	$177.98
54151S	Database Administrator - Junior	$132.48	$136.46	$140.55	$144.77	$149.11
54151S	Database Administrator - Entry	$112.29	$115.66	$119.13	$122.70	$126.38
54151S	Configuration Manager - SME	$162.25	$167.12	$172.14	$177.30	$182.62
54151S	Configuration Manager - Senior	$147.50	$151.93	$156.48	$161.18	$166.01
54151S	Configuration Manager - Mid	$133.77	$137.78	$141.92	$146.18	$150.56
54151S	Configuration Manager - Junior	$109.91	$113.21	$116.61	$120.11	$123.71
54151S	Configuration Manager - Entry	$91.93	$94.69	$97.53	$100.46	$103.47
54151S	Helpdesk Specialist - SME	$137.32	$141.44	$145.69	$150.06	$154.56
54151S	Helpdesk Specialist - Senior	$103.76	$106.88	$110.08	$113.38	$116.79
54151S	Helpdesk Specialist - Mid	$94.49	$97.33	$100.25	$103.26	$106.35
54151S	Helpdesk Specialist - Junior	$77.48	$79.81	$82.20	$84.67	$87.21
54151S	Helpdesk Specialist - Entry	$58.81	$60.57	$62.39	$64.26	$66.19
54151S	IT System Program Manager - SME	$212.28	$218.65	$225.21	$231.97	$238.93
54151S	IT System Program Manager - Senior	$196.67	$202.57	$208.64	$214.90	$221.35
54151S	IT Project Manager	$172.00	$177.16	$182.48	$187.95	$193.59
54151S	IT Logistics Management Specialist - SME	$167.60	$172.63	$177.81	$183.15	$188.64
54151S	IT Logistics Management Specialist - Senior	$147.36	$151.79	$156.34	$161.03	$165.86
54151S	IT Logistics Management Specialist - Mid	$133.33	$137.33	$141.45	$145.69	$150.06
54151S	IT Logistics Management Specialist - Junior	$110.76	$114.08	$117.50	$121.03	$124.66
54151S	IT Logistics Management Specialist - Entry	$100.69	$103.71	$106.82	$110.03	$113.33
54151S	IT System Analyst/Administrator - SME	$179.85	$185.24	$190.80	$196.52	$202.42
54151S	IT System Analyst/Administrator - Senior	$174.19	$179.41	$184.80	$190.34	$196.05
54151S	IT System Analyst/Administrator - Mid	$158.84	$163.61	$168.52	$173.57	$178.78
54151S	IT System Analyst/Administrator - Junior	$131.22	$135.16	$139.21	$143.39	$147.69
54151S	IT System Analyst/Administrator - Entry	$109.02	$112.30	$115.66	$119.13	$122.71

54151S	Software Systems Developer - SME	$183.63	$189.14	$194.81	$200.65	$206.67
54151S	Software Systems Developer - Senior	$171.54	$176.69	$181.99	$187.45	$193.07
54151S	Software Systems Developer - Mid	$156.82	$161.53	$166.37	$171.36	$176.50
54151S	Software Systems Developer - Junior	$131.34	$135.28	$139.34	$143.52	$147.83
54151S	Software Systems Developer - Entry	$119.40	$122.98	$126.67	$130.47	$134.38
54151S	Quality Assurance Specialist	$112.36	$115.73	$119.20	$122.78	$126.46

S&K GLOBAL SOLUTIONS

SIN 54151S – Multi-Year IT Professional Services Price List – Off-Site

SIN	Labor Category	Year 6 SKGS - Site	Year 7 SKGS - Site	Year 8 SKGS - Site	Year 9 SKGS - Site	Year 10 SKGS - Site
54151S	Software Developer - SME	$175.54	$180.80	$186.23	$191.82	$197.57
54151S	Software Developer - Senior	$163.99	$168.91	$173.97	$179.19	$184.57
54151S	Software Developer - Mid	$149.92	$154.42	$159.05	$163.82	$168.74
54151S	Software Developer - Junior	$125.56	$129.32	$133.20	$137.20	$141.31
54151S	Software Developer - Entry	$106.26	$109.45	$112.73	$116.11	$119.60
54151S	Database Administrator - SME	$194.60	$200.44	$206.45	$212.64	$219.02
54151S	Database Administrator - Senior	$181.87	$187.32	$192.94	$198.73	$204.69
54151S	Database Administrator - Mid	$166.29	$171.28	$176.42	$181.71	$187.16
54151S	Database Administrator - Junior	$139.31	$143.49	$147.80	$152.23	$156.80
54151S	Database Administrator - Entry	$118.08	$121.63	$125.27	$129.03	$132.90
54151S	Configuration Manager - SME	$170.61	$175.73	$181.01	$186.44	$192.03
54151S	Configuration Manager - Senior	$155.10	$159.75	$164.54	$169.48	$174.57
54151S	Configuration Manager - Mid	$140.66	$144.88	$149.23	$153.71	$158.32
54151S	Configuration Manager - Junior	$115.58	$119.05	$122.62	$126.30	$130.09
54151S	Configuration Manager - Entry	$96.67	$99.57	$102.56	$105.64	$108.81
54151S	Helpdesk Specialist - SME	$144.41	$148.74	$153.20	$157.80	$162.53
54151S	Helpdesk Specialist - Senior	$109.11	$112.38	$115.75	$119.22	$122.80
54151S	Helpdesk Specialist - Mid	$99.37	$102.35	$105.42	$108.58	$111.84
54151S	Helpdesk Specialist - Junior	$81.48	$83.92	$86.44	$89.03	$91.70
54151S	Helpdesk Specialist - Entry	$61.84	$63.69	$65.60	$67.57	$69.60
54151S	IT System Program Manager - SME	$223.23	$229.92	$236.82	$243.93	$251.24
54151S	IT System Program Manager - Senior	$206.81	$213.01	$219.40	$225.98	$232.76
54151S	IT Project Manager	$180.87	$186.30	$191.89	$197.64	$203.57
54151S	IT Logistics Management Specialist - SME	$176.24	$181.52	$186.97	$192.58	$198.36
54151S	IT Logistics Management Specialist - Senior	$154.96	$159.61	$164.40	$169.33	$174.41
54151S	IT Logistics Management Specialist - Mid	$140.20	$144.41	$148.74	$153.20	$157.80
54151S	IT Logistics Management Specialist - Junior	$116.47	$119.96	$123.56	$127.27	$131.09
54151S	IT Logistics Management Specialist - Entry	$105.88	$109.05	$112.33	$115.70	$119.17
54151S	IT System Analyst/Administrator - SME	$189.12	$194.80	$200.64	$206.66	$212.86
54151S	IT System Analyst/Administrator - Senior	$183.16	$188.66	$194.32	$200.15	$206.15
54151S	IT System Analyst/Administrator - Mid	$167.03	$172.04	$177.21	$182.52	$188.00
54151S	IT System Analyst/Administrator - Junior	$137.99	$142.13	$146.39	$150.78	$155.31
54151S	IT System Analyst/Administrator - Entry	$114.65	$118.09	$121.63	$125.28	$129.04
54151S	Software Systems Developer - SME	$193.09	$198.89	$204.85	$211.00	$217.33

54151S	Software Systems Developer - Senior	$180.38	$185.79	$191.37	$197.11	$203.02
54151S	Software Systems Developer - Mid	$164.91	$169.86	$174.95	$180.20	$185.61
54151S	Software Systems Developer - Junior	$138.11	$142.25	$146.52	$150.91	$155.44
54151S	Software Systems Developer - Entry	$125.56	$129.32	$133.20	$137.20	$141.31
54151S	Quality Assurance Specialist	$118.16	$121.70	$125.35	$129.11	$132.99

S&K GLOBAL SOLUTIONS

SINs 541611– Multi-Year Professional Services Price List – Customer Site

SIN	Labor Category	2022 Client-Site	2023 Client-Site	2024 Client-Site	2025 Client-Site	2026 Client-Site
541611	Administrative Professional - SME	$89.21	$91.89	$94.65	$97.49	$100.41
541611	Administrative Professional - Senior	$80.14	$82.54	$85.02	$87.57	$90.20
541611	Administrative Professional - Mid	$68.18	$70.23	$72.34	$74.51	$76.75
541611	Administrative Professional - Junior	$63.04	$64.93	$66.88	$68.89	$70.96
541611	Administrative Professional - Entry	$60.76	$62.58	$64.46	$66.39	$68.38
541611	Business Specialist - SME	$124.97	$128.72	$132.58	$136.56	$140.66
541611	Business Specialist - Senior	$113.31	$116.71	$120.21	$123.82	$127.53
541611	Business Specialist - Mid	$98.50	$101.46	$104.50	$107.64	$110.87
541611	Business Specialist - Junior	$88.22	$90.87	$93.60	$96.41	$99.30
541611	Business Specialist - Entry	$84.71	$87.25	$89.87	$92.57	$95.35
541611	Functional Specialist - SME	$142.32	$146.59	$150.99	$155.52	$160.19
541611	Functional Specialist - Senior	$85.32	$87.88	$90.52	$93.24	$96.04
541611	Functional Specialist - Mid	$73.81	$76.02	$78.30	$80.65	$83.07
541611	Functional Specialist - Junior	$65.36	$67.32	$69.34	$71.42	$73.56
541611	Functional Specialist - Entry	$62.46	$64.33	$66.26	$68.25	$70.30
541611	Management Consultant - SME	$161.83	$166.68	$171.68	$176.83	$182.13
541611	Management Consultant - Senior	$142.66	$146.94	$151.35	$155.89	$160.57
541611	Management Consultant - Mid	$128.25	$132.10	$136.06	$140.14	$144.34
541611	Program Manager III	$228.95	$235.82	$242.89	$250.18	$257.69
541611	Program Manager II	$207.77	$214.00	$220.42	$227.03	$233.84
541611	Program Manager I	$184.99	$190.54	$196.26	$202.15	$208.21
541611	Project Manager II	$166.80	$171.80	$176.95	$182.26	$187.73
541611	Project Manager I	$127.58	$131.41	$135.35	$139.41	$143.59
541611	Research Analyst - SME	$127.26	$131.08	$135.01	$139.06	$143.23
541611	Research Analyst - Senior	$113.31	$116.71	$120.21	$123.82	$127.53
541611	Research Analyst - Mid	$97.93	$100.87	$103.90	$107.02	$110.23
541611	Research Analyst - Junior	$83.03	$85.52	$88.09	$90.73	$93.45
541611	Research Analyst - Entry	$71.61	$73.76	$75.97	$78.25	$80.60
541611	Technical Writer - SME	$133.19	$137.19	$141.31	$145.55	$149.92
541611	Technical Writer - Senior	$114.58	$118.02	$121.56	$125.21	$128.97
541611	Technical Writer - Mid	$103.44	$106.54	$109.74	$113.03	$116.42
541611	Technical Writer - Junior	$86.74	$89.34	$92.02	$94.78	$97.62
541611	Technical Writer - Entry	$74.17	$76.40	$78.69	$81.05	$83.48

S&K GLOBAL SOLUTIONS

SINs 541611– Multi-Year Professional Services Price List – Contractor Site

SIN	Labor Category	2022 SKGS Site	2023 SKGS Site	2024 SKGS Site	2025 SKGS Site	2026 SKGS Site
541611	Administrative Professional - SME	$99.36	$102.34	$105.41	$108.57	$111.83
541611	Administrative Professional - Senior	$89.25	$91.93	$94.69	$97.53	$100.46
541611	Administrative Professional - Mid	$72.27	$74.44	$76.67	$78.97	$81.34
541611	Administrative Professional - Junior	$70.21	$72.32	$74.49	$76.72	$79.02
541611	Administrative Professional - Entry	$67.67	$69.70	$71.79	$73.94	$76.16
541611	Business Specialist - SME	$139.18	$143.36	$147.66	$152.09	$156.65
541611	Business Specialist - Senior	$126.21	$130.00	$133.90	$137.92	$142.06
541611	Business Specialist - Mid	$109.70	$112.99	$116.38	$119.87	$123.47
541611	Business Specialist - Junior	$98.26	$101.21	$104.25	$107.38	$110.60
541611	Business Specialist - Entry	$94.35	$97.18	$100.10	$103.10	$106.19
541611	Functional Specialist - SME	$181.86	$187.32	$192.94	$198.73	$204.69
541611	Functional Specialist - Senior	$135.65	$139.72	$143.91	$148.23	$152.68
541611	Functional Specialist - Mid	$117.56	$121.09	$124.72	$128.46	$132.31
541611	Functional Specialist - Junior	$72.79	$74.97	$77.22	$79.54	$81.93
541611	Functional Specialist - Entry	$69.56	$71.65	$73.80	$76.01	$78.29
541611	Management Consultant - SME	$180.25	$185.66	$191.23	$196.97	$202.88
541611	Management Consultant - Senior	$158.89	$163.66	$168.57	$173.63	$178.84
541611	Management Consultant - Mid	$142.83	$147.11	$151.52	$156.07	$160.75
541611	Program Manager III	$254.99	$262.64	$270.52	$278.64	$287.00
541611	Program Manager II	$231.41	$238.35	$245.50	$252.87	$260.46
541611	Program Manager I	$206.03	$212.21	$218.58	$225.14	$231.89
541611	Project Manager II	$185.77	$191.34	$197.08	$202.99	$209.08
541611	Project Manager I	$135.30	$139.36	$143.54	$147.85	$152.29
541611	Research Analyst - SME	$181.86	$187.32	$192.94	$198.73	$204.69
541611	Research Analyst - Senior	$126.20	$129.99	$133.89	$137.91	$142.05
541611	Research Analyst - Mid	$109.08	$112.35	$115.72	$119.19	$122.77
541611	Research Analyst - Junior	$92.47	$95.24	$98.10	$101.04	$104.07
541611	Research Analyst - Entry	$79.76	$82.15	$84.61	$87.15	$89.76
541611	Technical Writer - SME	$148.34	$152.79	$157.37	$162.09	$166.95
541611	Technical Writer - Senior	$127.62	$131.45	$135.39	$139.45	$143.63
541611	Technical Writer - Mid	$115.20	$118.66	$122.22	$125.89	$129.67
541611	Technical Writer - Junior	$98.87	$101.84	$104.90	$108.05	$111.29
541611	Technical Writer - Entry	$82.60	$85.08	$87.63	$90.26	$92.97

S&K GLOBAL SOLUTIONS

SINs 541330ENG, 541330EMI – Multi-Year Professional Services Price List – Customer Site

SIN	Labor Category	2022 Client Site	2023 Client Site	2024 Client Site	2025 Client Site	2026 Client Site
541330ENG, 541330EMI	Administrative Professional - SME	$89.21	$91.89	$94.65	$97.49	$100.41
541330ENG, 541330EMI	Administrative Professional - Senior	$80.14	$82.54	$85.02	$87.57	$90.20
541330ENG, 541330EMI	Administrative Professional - Mid	$68.18	$70.23	$72.34	$74.51	$76.75
541330ENG, 541330EMI	Administrative Professional - Junior	$63.04	$64.93	$66.88	$68.89	$70.96
541330ENG, 541330EMI	Administrative Professional - Entry	$60.76	$62.58	$64.46	$66.39	$68.38
541330ENG, 541330EMI	Business Specialist - SME	$124.97	$128.72	$132.58	$136.56	$140.66
541330ENG, 541330EMI	Business Specialist - Senior	$113.31	$116.71	$120.21	$123.82	$127.53
541330ENG, 541330EMI	Business Specialist - Mid	$98.50	$101.46	$104.50	$107.64	$110.87
541330ENG, 541330EMI	Business Specialist - Junior	$88.22	$90.87	$93.60	$96.41	$99.30
541330ENG, 541330EMI	Business Specialist - Entry	$84.71	$87.25	$89.87	$92.57	$95.35
541330ENG, 541330EMI	Functional Specialist - SME	$142.32	$146.59	$150.99	$155.52	$160.19
541330ENG, 541330EMI	Functional Specialist - Senior	$85.32	$87.88	$90.52	$93.24	$96.04
541330ENG, 541330EMI	Functional Specialist - Mid	$73.81	$76.02	$78.30	$80.65	$83.07
541330ENG, 541330EMI	Functional Specialist - Junior	$65.36	$67.32	$69.34	$71.42	$73.56
541330ENG, 541330EMI	Functional Specialist - Entry	$62.46	$64.33	$66.26	$68.25	$70.30
541330ENG, 541330EMI	Engineer - SME	$161.21	$166.05	$171.03	$176.16	$181.44
541330ENG, 541330EMI	Engineer - Senior	$146.29	$150.68	$155.20	$159.86	$164.66
541330ENG, 541330EMI	Engineer - Mid	$125.92	$129.70	$133.59	$137.60	$141.73
541330ENG, 541330EMI	Engineer - Junior	$110.39	$113.70	$117.11	$120.62	$124.24
541330ENG, 541330EMI	Engineer - Entry	$104.91	$108.06	$111.30	$114.64	$118.08
541330ENG, 541330EMI	Cyber Security Specialist - SME III	$222.42	$229.09	$235.96	$243.04	$250.33
541330ENG, 541330EMI	Cyber Security Specialist - SME II	$193.61	$199.42	$205.40	$211.56	$217.91
541330ENG, 541330EMI	Cyber Security Specialist - SME I	$164.81	$169.75	$174.84	$180.09	$185.49
541330ENG, 541330EMI	Cyber Security Specialist - Senior	$150.47	$154.98	$159.63	$164.42	$169.35

541330ENG, 541330EMI	Cyber Security Specialist - Mid	$138.71	$142.87	$147.16	$151.57	$156.12
541330ENG, 541330EMI	Cyber Security Specialist - Junior	$121.37	$125.01	$128.76	$132.62	$136.60
541330ENG, 541330EMI	Cyber Security Specialist - Entry	$108.47	$111.72	$115.07	$118.52	$122.08
541330ENG, 541330EMI	Technical Consultant - SME III	$222.63	$229.31	$236.19	$243.28	$250.58
541330ENG, 541330EMI	Technical Consultant - SME II	$190.53	$196.25	$202.14	$208.20	$214.45
541330ENG, 541330EMI	Technical Consultant - Senior	$175.40	$180.66	$186.08	$191.66	$197.41
541330ENG, 541330EMI	Technical Consultant - Mid	$157.58	$162.31	$167.18	$172.20	$177.37
541330ENG, 541330EMI	Program Manager III	$228.95	$235.82	$242.89	$250.18	$257.69
541330ENG, 541330EMI	Program Manager II	$207.77	$214.00	$220.42	$227.03	$233.84
541330ENG, 541330EMI	Program Manager I	$184.99	$190.54	$196.26	$202.15	$208.21
541330ENG, 541330EMI	Project Manager II	$166.80	$171.80	$176.95	$182.26	$187.73
541330ENG, 541330EMI	Project Manager I	$127.58	$131.41	$135.35	$139.41	$143.59
541330ENG, 541330EMI	Research Analyst - SME	$127.26	$131.08	$135.01	$139.06	$143.23
541330ENG, 541330EMI	Research Analyst - Senior	$113.31	$116.71	$120.21	$123.82	$127.53
541330ENG, 541330EMI	Research Analyst - Mid	$97.93	$100.87	$103.90	$107.02	$110.23
541330ENG, 541330EMI	Research Analyst - Junior	$83.03	$85.52	$88.09	$90.73	$93.45
541330ENG, 541330EMI	Research Analyst - Entry	$71.61	$73.76	$75.97	$78.25	$80.60
541330ENG, 541330EMI	Technical Writer - SME	$133.19	$137.19	$141.31	$145.55	$149.92
541330ENG, 541330EMI	Technical Writer - Senior	$114.58	$118.02	$121.56	$125.21	$128.97
541330ENG, 541330EMI	Technical Writer - Mid	$103.44	$106.54	$109.74	$113.03	$116.42
541330ENG, 541330EMI	Technical Writer - Junior	$86.74	$89.34	$92.02	$94.78	$97.62
541330ENG, 541330EMI	Technical Writer - Entry	$74.17	$76.40	$78.69	$81.05	$83.48

S&K GLOBAL SOLUTIONS

SINs 541330ENG, 541330EMI – Multi-Year Professional Services Price List – Contractor Site

SIN	Labor Category	2022 SKGS Site	2023 SKGS Site	2024 SKGS Site	2025 SKGS Site	2026 SKGS Site
541330ENG, 541330EMI	Administrative Professional - SME	$99.36	$102.34	$105.41	$108.57	$111.83
541330ENG, 541330EMI	Administrative Professional - Senior	$89.25	$91.93	$94.69	$97.53	$100.46
541330ENG, 541330EMI	Administrative Professional - Mid	$72.27	$74.44	$76.67	$78.97	$81.34
541330ENG, 541330EMI	Administrative Professional - Junior	$70.21	$72.32	$74.49	$76.72	$79.02
541330ENG, 541330EMI	Administrative Professional - Entry	$67.67	$69.70	$71.79	$73.94	$76.16
541330ENG, 541330EMI	Business Specialist - SME	$139.18	$143.36	$147.66	$152.09	$156.65
541330ENG, 541330EMI	Business Specialist - Senior	$126.21	$130.00	$133.90	$137.92	$142.06
541330ENG, 541330EMI	Business Specialist - Mid	$109.70	$112.99	$116.38	$119.87	$123.47
541330ENG, 541330EMI	Business Specialist - Junior	$98.26	$101.21	$104.25	$107.38	$110.60
541330ENG, 541330EMI	Business Specialist - Entry	$94.35	$97.18	$100.10	$103.10	$106.19
541330ENG, 541330EMI	Functional Specialist - SME	$181.86	$187.32	$192.94	$198.73	$204.69
541330ENG, 541330EMI	Functional Specialist - Senior	$135.65	$139.72	$143.91	$148.23	$152.68
541330ENG, 541330EMI	Functional Specialist - Mid	$117.56	$121.09	$124.72	$128.46	$132.31
541330ENG, 541330EMI	Functional Specialist - Junior	$72.79	$74.97	$77.22	$79.54	$81.93
541330ENG, 541330EMI	Functional Specialist - Entry	$69.56	$71.65	$73.80	$76.01	$78.29
541330ENG, 541330EMI	Engineer - SME	$179.55	$184.94	$190.49	$196.20	$202.09
541330ENG, 541330EMI	Engineer - Senior	$162.92	$167.81	$172.84	$178.03	$183.37
541330ENG, 541330EMI	Engineer - Mid	$140.25	$144.46	$148.79	$153.25	$157.85
541330ENG, 541330EMI	Engineer - Junior	$122.95	$126.64	$130.44	$134.35	$138.38
541330ENG, 541330EMI	Engineer - Entry	$114.43	$117.86	$121.40	$125.04	$128.79
541330ENG, 541330EMI	Cyber Security Specialist - SME III	$247.72	$255.15	$262.80	$270.68	$278.80
541330ENG, 541330EMI	Cyber Security Specialist - SME II	$215.64	$222.11	$228.77	$235.63	$242.70
541330ENG, 541330EMI	Cyber Security Specialist - SME I	$183.55	$189.06	$194.73	$200.57	$206.59
541330ENG, 541330EMI	Cyber Security Specialist - Senior	$167.58	$172.61	$177.79	$183.12	$188.61

541330ENG, 541330EMI	Cyber Security Specialist - Mid	$154.50	$159.14	$163.91	$168.83	$173.89
541330ENG, 541330EMI	Cyber Security Specialist - Junior	$135.17	$139.23	$143.41	$147.71	$152.14
541330ENG, 541330EMI	Cyber Security Specialist - Entry	$117.36	$120.88	$124.51	$128.25	$132.10
541330ENG, 541330EMI	Technical Consultant - SME III	$247.95	$255.39	$263.05	$270.94	$279.07
541330ENG, 541330EMI	Technical Consultant - SME II	$212.35	$218.72	$225.28	$232.04	$239.00
541330ENG, 541330EMI	Technical Consultant - Senior	$195.35	$201.21	$207.25	$213.47	$219.87
541330ENG, 541330EMI	Technical Consultant - Mid	$175.51	$180.78	$186.20	$191.79	$197.54
541330ENG, 541330EMI	Program Manager III	$254.99	$262.64	$270.52	$278.64	$287.00
541330ENG, 541330EMI	Program Manager II	$231.41	$238.35	$245.50	$252.87	$260.46
541330ENG, 541330EMI	Program Manager I	$206.03	$212.21	$218.58	$225.14	$231.89
541330ENG, 541330EMI	Project Manager II	$185.77	$191.34	$197.08	$202.99	$209.08
541330ENG, 541330EMI	Project Manager I	$135.30	$139.36	$143.54	$147.85	$152.29
541330ENG, 541330EMI	Research Analyst - SME	$181.86	$187.32	$192.94	$198.73	$204.69
541330ENG, 541330EMI	Research Analyst - Senior	$126.20	$129.99	$133.89	$137.91	$142.05
541330ENG, 541330EMI	Research Analyst - Mid	$109.08	$112.35	$115.72	$119.19	$122.77
541330ENG, 541330EMI	Research Analyst - Junior	$92.47	$95.24	$98.10	$101.04	$104.07
541330ENG, 541330EMI	Research Analyst - Entry	$79.76	$82.15	$84.61	$87.15	$89.76
541330ENG, 541330EMI	Technical Writer - SME	$148.34	$152.79	$157.37	$162.09	$166.95
541330ENG, 541330EMI	Technical Writer - Senior	$127.62	$131.45	$135.39	$139.45	$143.63
541330ENG, 541330EMI	Technical Writer - Mid	$115.20	$118.66	$122.22	$125.89	$129.67
541330ENG, 541330EMI	Technical Writer - Junior	$98.87	$101.84	$104.90	$108.05	$111.29
541330ENG, 541330EMI	Technical Writer - Entry	$82.60	$85.08	$87.63	$90.26	$92.97

Allowable Substitution for Education, Certifications, and Experience
The following table indicates the requirements for education and experience for the levels described in the Labor Category Description section. Allowable substitutions of education, technical certification, and/or experience may be used to meet the job description requirements for experience and education. The use of this table of substitution permits a determination that the minimum education and experience will be met when the equivalencies in the tables below are considered.

Additional education in excess of requirements can be substituted for experience requirements:

GSA MAS Education/Experience Qualifications				
Position Category Level	Education Requirement	Experience Requirement	Experience Qualification Substitution	Education Qualification Substitution
Entry	Bachelor's degree (preferred)	0 years of experience	3 years of work experience in applicable labor category may be substituted for a Bachelor's degree	Associate's degree or nationally accredited Information Technology (IT)/Project Management Institute (PMI)/quality certification, and 12 months of work experience in related labor category may be substituted for a Bachelor's degree
Junior	Bachelor's degree	3 years in related labor category	6 years of work experience in related labor category may be substituted for a Bachelor's degree	Associate's degree (or nationally accredited IT/PMI/quality certification) with 4 years of work experience in related labor category may be substituted for a Bachelor's degree
Mid	Bachelor's degree	8 years in applicable labor category	12 years of work experience in applicable labor category may be substituted for a Bachelor's degree	Associate's degree (or nationally accredited IT/PMI/quality certification) with 10 years of work experience in related labor category may be substituted for a Bachelor's degree
Senior	Master's degree	12 years in applicable labor category	16 years of work experience in applicable labor category may be substituted for a Master's degree	Bachelor's degree with 14 years of work experience in applicable labor category may be substituted for a Master's degree
Subject Matter Expert (SME)	Doctoral degree	20 years in related labor category	30 years of work experience in related labor category may be substituted for a Doctoral degree; or 20 years with appropriate senior level professional or technical certification	Master's degree plus 24 years of work experience in a related labor category may be substituted for a Doctoral degree. A SME can also be an individual whose qualifications and/or particular expertise are exceptional and/or highly unique. SMEs sometimes do not have specific experience/education qualifications, but are typically identified as recognized Industry

					leaders for a given area of expertise and possess an appropriate professional or technical certification such as PMI Project Management Professional (PMP), Program Management Professional (PgMP), Six Sigma, or Lean Six Sigma (upper belts), Oracle demonstrated testing, Microsoft Certified System Engineer (MCSE), etc. SMEs typically perform the following functions: • Initiates, supervises, and/or develops requirements from a project's inception to conclusion for complex to extremely complex programs • Provides strategic advice, technical guidance, and expertise to program and project staff • Provides detailed analysis, evaluation, and recommendations for improvements, optimization development, and/or maintenance efforts for client-specific or mission critical challenges/issues • Consults with client to define need or problem supervises studies and leads surveys to collect and analyze data to provide advice and recommend solutions.

Labor Category Descriptions SIN 54151S

Position Description for Government Rates

Commercial Job Title: SOFTWARE DEVELOPER - SME

Minimum/General Experience: Experienced with software languages such as ColdFusion, Java, APEX, .NET, and other common development languages.

Description: Provides software development, implementation, and sustainment of software systems, and web-based systems. Designs, develops, and tests application software, compilers, and web-based distribution software for military, communications, aerospace, and general computing applications. Sets operational specifications, formulates, and analyzes software requirements. May design embedded systems software. Performs vulnerability scans on developed software code prior to deployments. Applies the principles and techniques of computer science, engineering, and mathematical analysis.

Minimum Education: See Allowable Substitution for Education, Certifications, and Experience table.

Commercial Job Title: SOFTWARE DEVELOPER - SENIOR

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Minimum Education: See Allowable Substitution for Education, Certifications, and Experience table.

Commercial Job Title: SOFTWARE DEVELOPER - MID

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Minimum Education: See Allowable Substitution for Education, Certifications, and Experience table.

Commercial Job Title: SOFTWARE DEVELOPER - JUNIOR

Minimum/General Experience: Experienced with software languages such as ColdFusion, Java, APEX, .NET, and other common development languages.

Description: Provides software development, implementation, and sustainment of software systems, and web-based systems. Designs, develops, and tests application software, compilers, and web-based distribution software for military, communications, aerospace, and general computing applications. Sets operational specifications, formulates, and analyzes software requirements. May design embedded systems software. Performs vulnerability scans on developed software code prior to deployments. Applies the principles and techniques of computer science, engineering, and mathematical analysis.

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general computing applications. Sets operational specifications, formulates, and analyzes software requirements. May design embedded systems software. Performs vulnerability scans on developed software code prior to deployments. Applies the principles and techniques of computer science, engineering, and mathematical analysis.

Minimum Education: See Allowable Substitution for Education, Certifications, and Experience table.

Commercial Job Title: DATABASE ADMINISTRATOR - SME

Minimum/General Experience: Experienced in the development and sustainment of databases such as Oracle, SQL Server, Microsoft (MS) Access, etc.

Description: Ensures the development and sustainment of network databases such as Oracle, SQL Server, MS Access, etc. Administers, maintains, develops, and implements policies and procedures for ensuring the security and integrity of the database. Implements data models and database designs, data access, and table maintenance codes; resolves database performance issues, database capacity issues, replication, and other distributed data issues. Upgrades server software by assessing transaction processing and database production options. Applies periodic patching and updates to software and related components.

Minimum Education: See Allowable Substitution for Education, Certifications, and Experience table.

Commercial Job Title: DATABASE ADMINISTRATOR - SENIOR

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Minimum Education: See Allowable Substitution for Education, Certifications, and Experience table.

Commercial Job Title: CONFIGURATION MANAGER - SME

Minimum/General Experience: Experienced in verifying proper software and hardware systems configuration management.

Description: Ensures the integrity, reliability, and reproducibility of internally developed software products from conception to release. Responsible for version control of internally developed software products and related documentation, along with verifying hardware that is capable of running associated applications. Manages enterprise Software Configuration Management (SCM) tools that may include Subversion, Redmine, and TrackIt!, and provides technical software development standards around software building by providing tools that consistently build, package, report on, and ensure the integrity of developed software products throughout all environments (development, test, and production).

Minimum Education: See Allowable Substitution for Education, Certifications, and Experience table.

Commercial Job Title: CONFIGURATION MANAGER - SENIOR

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Minimum Education: See Allowable Substitution for Education, Certifications, and Experience table.

Commercial Job Title: HELP DESK SPECIALIST - SME

Minimum/General Experience: Experienced in help desk activities to support enterprise users of web-based information management systems.

Description: Provides immediate assistance in response to software suite user's requests for help in the office automation suite and provides one-on-one training to newly arriving personnel. Requires expertise in the software suites in use and the ability to train others in the use of the individual software packages. Manages and maintains standardized work requests for all user accounts. Updates user privileges, system access, and performs annual recertification of all user accounts. Serves as the central focal point for software trouble reporting via standardized Software Trouble Reports (STR) via telephone, e-mail, or web STR submission and relays issues to appropriate technicians for verification and appropriate action.

Minimum Education: See Allowable Substitution for Education, Certifications, and Experience table.

Commercial Job Title: HELP DESK SPECIALIST - SENIOR

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Minimum Education: See Allowable Substitution for Education, Certifications, and Experience table.

Commercial Job Title: HELP DESK SPECIALIST - MID

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Minimum Education: See Allowable Substitution for Education, Certifications, and Experience table.

Commercial Job Title: INFORMATION TECHNOLOGY (IT) PROGRAM MANAGER - SME

Minimum/General Experience: Experience in software development and sustainment of Information Management Systems (IMS).

Description: Manages software development and sustainment of information management systems. Leads all activities integral to the program to include scheduling, cost, and technical performance of organizational programs. Recruits, selects, trains, assigns, coaches, counsels, and disciplines employees; communicates job expectations; plans, monitors, appraises, and reviews job contributions; plans, and reviews compensation; enforces policies and procedures. Works closely with the customer to ensure contract deliverables are submitted on/before scheduled deadlines.

Minimum Education: See Allowable Substitution for Education, Certifications, and Experience table.

Commercial Job Title: INFORMATION TECHNOLOGY (IT) PROGRAM MANAGER – SENIOR

Minimum/General Experience: Experience in software development and sustainment of Information Management Systems (IMS).

Description: Manages software development and sustainment of information management systems. Leads all activities integral to the program to include scheduling, cost, and technical performance of organizational programs. Recruits, selects, trains, assigns, coaches, counsels, and disciplines employees; communicates job expectations; plans, monitors, appraises, and reviews job contributions; plans, and reviews compensation; enforces policies and procedures. Works closely with the customer to ensure contract deliverables are submitted on/before scheduled deadlines.

Minimum Education: See Allowable Substitution for Education, Certifications, and Experience table.

Commercial Job Title: IT Project Manager – MID

Minimum/General Experience: Experienced in the day-to-day guidance and direction for production, sustainment and development of IT projects from initiation to deployment. Directly responsible for monitoring the scope, cost, schedule and quality of each assigned project to achieve the project objectives and aligns with the overarching program plan. The IT Project Manager has the responsibility to satisfy task, team and individual needs and resolving operational team conflicts.

Description: Ensures responsibility for day-to-day guidance and direction for production and sustainment activities to include execution of development and associated schedules. Conducts requirements gathering with stakeholders and vets collected

requirements with logistical and development teams. Achieves operational objectives by contributing information and recommendations to strategic plans and Program Management Reviews (PMR); prepares and completes action plans; implements production, productivity, quality, and customer-service standards; resolves problems; complies with external audits; identifies trends; determines system improvements; and implements change. Identifies any potentially significant issues to Program Manager for resolution. Works with customer to resolve and implement corrective actions as required.

Minimum Education: See Allowable Substitution for Education, Certifications, and Experience table.

Commercial Job Title: IT LOGISTICS MANAGEMENT SPECIALIST - SME

Minimum/General Experience: Experienced in direct interaction with customers to source IT resources. Familiarity with databases and procedures to acquire and move IT equipment to support customer requirements.

Description: Directly supports field level users to report and analyze end item data issues. Works closely with customer to define/refine systems requirements for current and future software updates, enhancements, and upgrades. Performs analysis of data and validates input by field and depot users; contacts users as required if adverse trends in data are identified. Point of contact for system application software issues; conducts user training of fielded software; provides systems analysis and metrics at PMRs, conferences, and working groups. Troubleshoots application issues and resolves if data related. Constructs SQL queries of relational tables in response to customer ad hoc support requests. Performs technical writing by creating software user manuals, training materials, and PowerPoint presentations.

Minimum Education: See Allowable Substitution for Education, Certifications, and Experience table.

Commercial Job Title: IT LOGISTICS MANAGEMENT SPECIALIST - SENIOR

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Minimum Education: See Allowable Substitution for Education, Certifications, and Experience table.

Commercial Job Title: IT SYSTEM ANALYST/ADMINISTRATOR - SME

Minimum/General Experience: Experienced in systems hardware/software connectivity, interface, deployment, and systems availability.

Description: Ensures that systems hardware/software connectivity, interface, deployment, and systems are available to users worldwide. Establishes the IT Infrastructure (Local Area Network (LAN) and Wi-Fi access); introduces new computer systems into an established network for optimum IT functions and performance. Performs troubleshooting of

the network and IT systems when an issue is reported by system users; identifies network/component faults; corrects deficiency by performing repairs or replacing identified faulty component. Maintains Development and Test environment servers; ensures all contract service agreements are maintained and coordinates renewals as applicable. Conducts configuration of hardware or software on servers, computers, switches, and routers.

Minimum Education: See Allowable Substitution for Education, Certifications, and Experience table.

Commercial Job Title: IT SYSTEM ANALYST/ADMINISTRATOR - SENIOR

Minimum/General Experience: Experienced in systems hardware/software connectivity, interface, deployment, and systems availability.

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Minimum Education: See Allowable Substitution for Education, Certifications, and Experience table.

Commercial Job Title: IT SYSTEM ANALYST/ADMINISTRATOR - MID

Minimum/General Experience: Experienced in systems hardware/software connectivity, interface, deployment, and systems availability.

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agreements are maintained and coordinates renewals as applicable. Conducts configuration of hardware or software on servers, computers, switches, and routers.

Minimum Education: See Allowable Substitution for Education, Certifications, and Experience table.

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Minimum Education: See Allowable Substitution for Education, Certifications, and Experience table.

Commercial Job Title: SOFTWARE SYSTEMS DEVELOPER - SME

Minimum/General Experience: Experienced in custom software coding to meet customer-specific requirements from desktop-specific to enterprise applications.

Description: Directly responsible for all the software development within an organization. Directs the software engineering function in developing, releasing, and maintaining software applications according to business needs. Designs, modifies, develops, writes, and implements software programming applications. Supports and/or installs software applications. Participates in the testing process through test review and analysis, test witnessing, and certification of software. Writes requirement documents, implements and tracks development timelines, and implements new sets with the development team.

Minimum Education: See Allowable Substitution for Education, Certifications, and Experience table.

Commercial Job Title: SOFTWARE SYSTEMS DEVELOPER - SENIOR

Minimum/General Experience: Experienced in custom software coding to meet customer-specific requirements from desktop-specific to enterprise applications.

Description: Directly responsible for all the software development within an organization. Directs the software engineering function in developing, releasing, and maintaining software applications according to business needs. Designs, modifies, develops, writes, and implements software programming applications. Supports and/or installs software applications. Participates in the testing process through test review and analysis, test witnessing, and certification of software. Writes requirement documents, implements and tracks development timelines, and implements new sets with the development team.

Minimum Education: See Allowable Substitution for Education, Certifications, and Experience table.

Commercial Job Title: SOFTWARE SYSTEMS DEVELOPER - MID

S&K GLOBAL SOLUTIONS

Minimum/General Experience: Experienced in custom software coding to meet customer-specific requirements from desktop-specific to enterprise applications.

Description: Directly responsible for all the software development within an organization. Directs the software engineering function in developing, releasing, and maintaining software applications according to business needs. Designs, modifies, develops, writes, and implements software programming applications. Supports and/or installs software applications. Participates in the testing process through test review and analysis, test witnessing, and certification of software. Writes requirement documents, implements and tracks development timelines, and implements new sets with the development team.

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Minimum Education: See Allowable Substitution for Education, Certifications, and Experience table.

Commercial Job Title: QUALITY ASSURANCE SPECIALIST - MID

Minimum/General Experience: Demonstrated expertise in testing IT project deliverables to ensure all products and processes comply with client specifications, including the requirements of specific functional practices and target users, through company-established quality checklists to meet customer capabilities and can ascertain compliance to requirements stated in project management plans. Works under the supervision of senior staff to ensure that IT deliverables or products such as databases, online data management systems, and systems documentation products (technology training, user manuals, etc.) are developed using appropriate, sound, and current technology industry best practices.

Description: Provides quality management for information systems using standard methodologies, techniques, and metrics for assuring product quality and key activities in quality management. Establishes capable processes; monitors and controls critical processes and product mechanisms for feedback of performance; implements an effective root cause analysis and corrective action system; and performs continuous process improvement. Provides strategic quality plans in targeted areas of the organization. Provides Quality Assurance (QA) strategies to ensure ongoing compliance with appropriate regulations and customer requirements. Develops and implements life cycle and QA methodologies and metrics.

Minimum Education: See Allowable Substitution for Education, Certifications, and Experience table.

S&K GLOBAL SOLUTIONS

See Allowable Substitution for Education, Certifications, and Experience table.

Position Description for Government Rates

Commercial Job Title: Administrative Professional - SME

Minimum Education / Experience: Bachelor's Degree and 15 Years' experience

Description: Requires experience in general office administration. Proficient in Microsoft Office and other general-purpose business management software. Should be familiar with a variety of software programs for word processing, spreadsheets, database management, graphic artist presentations, video presentations, and/or document production. Individuals may support customer, management or technical staff as needed. Individuals should be able to understand and follow established office procedures. Administrative Specialists may perform administrative duties related to travel, word processing, database management, data entry, document production, document control, presentation production, and technical assistance with office software. They may develop project cost accounting reports or project management reports required to support the Project Manager.

Commercial Job Title: Administrative Professional - Senior

Minimum Education / Experience: Bachelor's Degree and 10 Years' experience

Description: Requires experience in general office administration. Proficient in Microsoft Office and other general-purpose business management software. Should be familiar with a variety of software programs for word processing, spreadsheets, database management, graphic artist presentations, video presentations, and/or document production. Individuals may support customer, management or technical staff as needed. Individuals should be able to understand and follow established office procedures. Administrative Specialists may perform administrative duties related to travel, word processing, database management, data entry, document production, document control, presentation production, and technical assistance with office software. They may develop project cost accounting reports or project management reports required to support the Project Manager.

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Commercial Job Title: Administrative Professional - Mid

Minimum Education / Experience: Bachelor's Degree and 5 Years' experience

Description: Requires experience in general office administration. Proficient in Microsoft Office and other general-purpose business management software. Should be familiar with a variety of software programs for word processing, spreadsheets, database management, graphic artist presentations, video presentations, and/or document production. Individuals may support customer, management or technical staff as needed. Individuals should be able to understand and follow established office procedures. Administrative Specialists may perform administrative duties related to travel, word processing, database management, data entry, document production, document control, presentation production, and technical assistance with office software. They may develop project cost accounting reports or project management reports required to support the Project Manager.

Commercial Job Title: Administrative Professional - Junior

Minimum Education / Experience: Associate's Degree and 2 Years' experience

Description: Requires experience in general office administration. Proficient in Microsoft Office and other general-purpose business management software. Should be familiar with a variety of software programs for word processing, spreadsheets, database management, graphic artist presentations, video presentations, and/or document production. Individuals may support customer, management or technical staff as needed. Individuals should be able to understand and follow established office procedures. Administrative Specialists may perform administrative duties related to travel, word processing, database management, data entry, document production, document control, presentation production, and technical assistance with office software. They may develop project cost accounting reports or project management reports required to support the Project Manager.

Commercial Job Title: Administrative Professional - Entry

Minimum Education / Experience: Associate's Degree and 0 Years' experience

Description: Requires experience in general office administration. Proficient in Microsoft Office and other general-purpose business management software. Should be familiar with a variety of software

programs for word processing, spreadsheets, database management, graphic artist presentations, video presentations, and/or document production. Individuals may support customer, management or technical staff as needed. Individuals should be able to understand and follow established office procedures. Administrative Specialists may perform administrative duties related to travel, word processing, database management, data entry, document production, document control, presentation production, and technical assistance with office software. They may develop project cost accounting reports or project management reports required to support the Project Manager.

Commercial Job Title: Business Specialist - SME

Minimum Education / Experience: Master's Degree and 15 Years' experience

Description: Analyzes business problems, possesses significant knowledge of programs, business, and production management issues; proficient in the use of computer hardware and software application related to cost model creation, preparation and other automated data analysis systems. Demonstrated skills in performing computer driven analysis of the economic, statistical, accounting and financial principles and techniques necessary to support the management of procurements involving major systems acquisitions. Familiarity and responsibility in project budgeting, cost control, forecasting scheduling and reporting.

Commercial Job Title: Business Specialist - Senior

Minimum Education / Experience: Master's Degree and 10 Years' experience

Description: Analyzes business problems, possesses significant knowledge of programs, business, and production management issues; proficient in the use of computer hardware and software application related to cost model creation, preparation and other automated data analysis systems. Demonstrated skills in performing computer driven analysis of the economic, statistical, accounting and financial principles and techniques necessary to support the management of procurements involving major systems acquisitions. Familiarity and responsibility in project budgeting, cost control, forecasting scheduling and reporting.

Commercial Job Title: Business Specialist - Mid

Minimum Education / Experience: Bachelor's Degree and 5 Years' experience

Description: Analyzes business problems, possesses significant knowledge of programs, business, and production management issues; proficient in the use of computer hardware and software application related to cost model creation, preparation and other automated data analysis systems. Demonstrated skills in performing computer driven analysis of the economic, statistical, accounting and financial principles and techniques necessary to support the management of procurements involving major systems acquisitions. Familiarity and responsibility in project budgeting, cost control, forecasting scheduling and reporting.

Commercial Job Title: Business Specialist - Junior

Minimum Education / Experience: Bachelor's Degree and 2 Years' experience

Description: Analyzes business problems, possesses significant knowledge of programs, business, and production management issues; proficient in the use of computer hardware and software application related to cost model creation, preparation and other automated data analysis systems. Demonstrated skills in performing computer driven analysis of the economic, statistical, accounting and financial principles and techniques necessary to support the management of procurements involving major systems acquisitions. Familiarity and responsibility in project budgeting, cost control, forecasting scheduling and reporting.

Commercial Job Title: Business Specialist - Entry

Minimum Education / Experience: Associate's Degree and 0 Years' experience

Description: Analyzes business problems, possesses significant knowledge of programs, business, and production management issues; proficient in the use of computer hardware and software application related to cost model creation, preparation and other automated data analysis systems. Demonstrated skills in performing computer driven analysis of the economic, statistical, accounting and financial principles and techniques necessary to support the management of procurements involving major systems acquisitions. Familiarity and responsibility in project budgeting, cost control, forecasting scheduling and reporting.

Commercial Job Title: Functional Specialist - SME

Minimum Education / Experience: Master's Degree and 15 Years' experience

Description: Possess demonstrated knowledge in designated field or discipline. Participates in the development of solutions by leveraging knowledge of the designated field or discipline. Contributes to the implementation of strategy and helps assess the impact of industry trends, policy, and/or standard methodologies.

Commercial Job Title: Functional Specialist - Senior

Minimum Education / Experience: Master's Degree and 10 Years' experience

Description: Possess demonstrated knowledge in designated field or discipline. Participates in the development of solutions by leveraging knowledge of the designated field or discipline. Contributes to the implementation of strategy and helps assess the impact of industry trends, policy, and/or standard methodologies.

Commercial Job Title: Functional Specialist - Mid

Minimum Education / Experience: Bachelor's Degree and 5 Years' experience

Description: Possess demonstrated knowledge in designated field or discipline. Participates in the development of solutions by leveraging knowledge of the designated field or discipline. Contributes to the implementation of strategy and helps assess the impact of industry trends, policy, and/or standard methodologies.

Commercial Job Title: Functional Specialist - Junior

Minimum Education / Experience: Bachelor's Degree and 2 Years' experience

Description: Possess demonstrated knowledge in designated field or discipline. Participates in the development of solutions by leveraging knowledge of the designated field or discipline. Contributes to the

implementation of strategy and helps assess the impact of industry trends, policy, and/or standard methodologies.

Commercial Job Title: Functional Specialist - Entry

Minimum Education / Experience: Associate's Degree and 0 Years' experience

Description: Possess demonstrated knowledge in designated field or discipline. Participates in the development of solutions by leveraging knowledge of the designated field or discipline. Contributes to the implementation of strategy and helps assess the impact of industry trends, policy, and/or standard methodologies.

Commercial Job Title: Management Consultant - SME

Minimum Education / Experience: Master's Degree and 20 Years' experience

Description: Business expert that possesses demonstrated knowledge, extensive experience in the development of solutions, recommendations, or outcomes across multiple complex tasks in multiple organizations. Defines project objectives and strategic direction. Is responsible for providing leadership and vision to client and project teams and serves as a key facilitator between multiple teams to achieve objectives of complex efforts.

Commercial Job Title: Management Consultant - Senior

Minimum Education / Experience: Master's Degree and 15 Years' experience

Description: Business expert that possesses demonstrated knowledge, extensive experience in the development of solutions, recommendations, or outcomes across multiple complex tasks in multiple organizations. Defines project objectives and strategic direction. Is responsible for providing leadership and vision to client and project teams and serves as a key facilitator between multiple teams to achieve objectives of complex efforts.

Commercial Job Title: Management Consultant - Mid

Minimum Education / Experience: Master's Degree and 10 Years' experience

Description: Business expert that possesses demonstrated knowledge, extensive experience in the development of solutions, recommendations, or outcomes across multiple complex tasks in multiple organizations. Defines project objectives and strategic direction. Is responsible for providing leadership and vision to client and project teams and serves as a key facilitator between multiple teams to achieve objectives of complex efforts.

Commercial Job Title: Program Manager III

Minimum Education / Experience: Master's Degree and 20 Years' experience

Description: Responsible for ensuring senior level management within the client organization is aware of overall program status, including all relevant projects and their potential impact on higher level organizational strategic vision, this may include subject matter and unique technical knowledge. The Program Manager is responsible for managing multiple contract operations, ensure quality standards and work performance on all task orders and projects, plans, organizes and oversees work efforts, assigns resources, manages personnel, provides risk management, ensures quality management, monitors overall project and contract performance, etc.

Commercial Job Title: Program Manager II

Minimum Education / Experience: Master's Degree and 15 Years' experience

Description: Responsible for ensuring senior level management within the client organization is aware of overall program status, including all relevant projects and their potential impact on higher level organizational strategic vision, this may include subject matter and unique technical knowledge. The Program Manager is responsible for managing multiple contract operations, ensure quality standards and work performance on all task orders and projects, plans, organizes and oversees work efforts, assigns resources, manages personnel, provides risk management, ensures quality management, monitors overall project and contract performance, etc.

Commercial Job Title: Program Manager I

Minimum Education / Experience: Bachelor's Degree and 15 Years' experience

Description: Responsible for ensuring senior level management within the client organization is aware of overall program status, including all relevant projects and their potential impact on higher level organizational strategic vision, this may include subject matter and unique technical knowledge. The Program Manager is responsible for managing multiple contract operations, ensure quality standards and work performance on all task orders and projects, plans, organizes and oversees work efforts, assigns resources, manages personnel, provides risk management, ensures quality management, monitors overall project and contract performance, etc.

Commercial Job Title: Project Manager II

Minimum Education / Experience: Bachelor's Degree and 10 Years' experience

Description: Manages and coordinates performance of a specific project. Supervises project operations and personnel and reports to the Program Manager.

Commercial Job Title: Project Manager I

Minimum Education / Experience: Bachelor's Degree and 5 Years' experience

Description: Manages and coordinates performance of a specific project. Supervises project operations and personnel and reports to the Program Manager.

Commercial Job Title: Research Analyst - SME

Minimum Education / Experience: Master's Degree and 15 Years' experience

Description: Conducts research, administers studies, evaluates survey results to obtain data, and analyzes data to advise on or recommend solutions, utilizing knowledge of theory, principles, or technology of specific discipline or field of specialization. Requires knowledge in fields defined as non-technical, such as accounting, agriculture, business organization and management, communications, economics,

education, finance, health sciences, humanities, marketing, social science, and related fields. Runs research and analytics using necessary data. Documents and analyzes findings from research. Assists in the development, collection, and analysis of data related to the project.

Commercial Job Title: Research Analyst - Senior

Minimum Education / Experience: Master's Degree and 10 Years' experience

Description: Conducts research, administers studies, evaluates survey results to obtain data, and analyzes data to advise on or recommend solutions, utilizing knowledge of theory, principles, or technology of specific discipline or field of specialization. Requires knowledge in fields defined as non-technical, such as accounting, agriculture, business organization and management, communications, economics, education, finance, health sciences, humanities, marketing, social science, and related fields. Runs research and analytics using necessary data. Documents and analyzes findings from research. Assists in the development, collection, and analysis of data related to the project.

Commercial Job Title: Research Analyst - Mid

Minimum Education / Experience: Bachelor's Degree and 5 Years' experience

Description: Conducts research, administers studies, evaluates survey results to obtain data, and analyzes data to advise on or recommend solutions, utilizing knowledge of theory, principles, or technology of specific discipline or field of specialization. Requires knowledge in fields defined as non-technical, such as accounting, agriculture, business organization and management, communications, economics, education, finance, health sciences, humanities, marketing, social science, and related fields. Runs research and analytics using necessary data. Documents and analyzes findings from research. Assists in the development, collection, and analysis of data related to the project.

Commercial Job Title: Research Analyst - Junior

Minimum Education / Experience: Bachelor's Degree and 2 Years' experience

Description: Conducts research, administers studies, evaluates survey results to obtain data, and analyzes data to advise on or recommend solutions, utilizing knowledge of theory, principles, or technology of specific discipline or field of specialization. Requires knowledge in fields defined as non-technical, such as accounting, agriculture, business organization and management, communications, economics, education, finance, health sciences, humanities, marketing, social science, and related fields. Runs research and analytics using necessary data. Documents and analyzes findings from research. Assists in the development, collection, and analysis of data related to the project.

Commercial Job Title: Research Analyst - Entry

Minimum Education / Experience: Associate's Degree and 0 Years' experience

Description: Conducts research, administers studies, evaluates survey results to obtain data, and analyzes data to advise on or recommend solutions, utilizing knowledge of theory, principles, or technology of specific discipline or field of specialization. Requires knowledge in fields defined as non-technical, such as accounting, agriculture, business organization and management, communications, economics, education, finance, health sciences, humanities, marketing, social science, and related fields. Runs research and analytics using necessary data. Documents and analyzes findings from research. Assists in the development, collection, and analysis of data related to the project.

Commercial Job Title: Technical Writer - SME

Minimum Education / Experience: Master's Degree and 15 Years' experience

Description: Develops, writes, and edits material for reports, manuals, briefs, proposals, instruction books, catalogs, and related technical and administrative publications. Edits professional documents in conformance with best practices. Determines the suitability of material for target audience. Will be involved in projects from the planning stage, provide additional or missing materials, and edit copy written by persons unskilled in English, edit for content format, flow and integrity. Provides research and writes professional documents, including program reports, and procedures, documentation, including analysis and compilation of diverse policy, technical, statistical, demographic, and financial information.

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Commercial Job Title: Technical Writer - Senior

Minimum Education / Experience: Master's Degree and 10 Years' experience

Description: Develops, writes, and edits material for reports, manuals, briefs, proposals, instruction books, catalogs, and related technical and administrative publications. Edits professional documents in conformance with best practices. Determines the suitability of material for target audience. Will be involved in projects from the planning stage, provide additional or missing materials, and edit copy written by persons unskilled in English, edit for content format, flow and integrity. Provides research and writes professional documents, including program reports, and procedures, documentation, including analysis and compilation of diverse policy, technical, statistical, demographic, and financial information.

Commercial Job Title: Technical Writer - Mid

Minimum Education / Experience: Bachelor's Degree and 5 Years' experience

Description: Develops, writes, and edits material for reports, manuals, briefs, proposals, instruction books, catalogs, and related technical and administrative publications. Edits professional documents in conformance with best practices. Determines the suitability of material for target audience. Will be involved in projects from the planning stage, provide additional or missing materials, and edit copy written by persons unskilled in English, edit for content format, flow and integrity. Provides research and writes professional documents, including program reports, and procedures, documentation, including analysis and compilation of diverse policy, technical, statistical, demographic, and financial information.

Commercial Job Title: Technical Writer - Junior

Minimum Education / Experience: Bachelor's Degree and 2 Years' experience

Description: Develops, writes, and edits material for reports, manuals, briefs, proposals, instruction books, catalogs, and related technical and administrative publications. Edits professional documents in conformance with best practices. Determines the suitability of material for target audience. Will be involved in

projects from the planning stage, provide additional or missing materials, and edit copy written by persons unskilled in English, edit for content format, flow and integrity. Provides research and writes professional documents, including program reports, and procedures, documentation, including analysis and compilation of diverse policy, technical, statistical, demographic, and financial information.

Commercial Job Title: Technical Writer - Entry

Minimum Education / Experience: Associate's Degree and 0 Years' experience

Description: Develops, writes, and edits material for reports, manuals, briefs, proposals, instruction books, catalogs, and related technical and administrative publications. Edits professional documents in conformance with best practices. Determines the suitability of material for target audience. Will be involved in projects from the planning stage, provide additional or missing materials, and edit copy written by persons unskilled in English, edit for content format, flow and integrity. Provides research and writes professional documents, including program reports, and procedures, documentation, including analysis and compilation of diverse policy, technical, statistical, demographic, and financial information.

Commercial Job Title: Engineer - SME

Minimum Education / Experience: Master's Degree and 15 Years' experience

Description: Performs engineering activities for project. Acts as lead for project engineering effort and provides team lead or supervisory responsibilities. provide engineering, technical, and managerial direction for problem definition, analysis, requirement development, and implementation for complex systems in the engineering discipline required to meet technical requirements. Participates in efforts that develop recommendations and advice on system development, improvements, optimization, or support efforts.

Commercial Job Title: Engineer - Senior

Minimum Education / Experience: Master's Degree and 10 Years' experience

Description: Performs engineering activities for project. Acts as lead for project engineering effort and provides team lead or supervisory responsibilities. provide engineering, technical, and managerial direction for problem definition, analysis, requirement development, and implementation for complex systems in the engineering discipline required to meet technical requirements. Participates in efforts that develop recommendations and advice on system development, improvements, optimization, or support efforts.

Commercial Job Title: Engineer - Mid

Minimum Education / Experience: Bachelor's Degree and 5 Years' experience

Description: Performs engineering activities for project. Acts as lead for project engineering effort and provides team lead or supervisory responsibilities. provide engineering, technical, and managerial direction for problem definition, analysis, requirement development, and implementation for complex systems in the engineering discipline required to meet technical requirements. Participates in efforts that develop recommendations and advice on system development, improvements, optimization, or support efforts.

Commercial Job Title: Engineer - Junior

Minimum Education / Experience: Bachelor's Degree and 2 Years' experience

Description: Performs engineering activities for project. Acts as lead for project engineering effort and provides team lead or supervisory responsibilities. provide engineering, technical, and managerial direction for problem definition, analysis, requirement development, and implementation for complex systems in the engineering discipline required to meet technical requirements. Participates in efforts that develop recommendations and advice on system development, improvements, optimization, or support efforts.

Commercial Job Title: Engineer - Entry

Minimum Education / Experience: Bachelor's Degree and 0 Years' experience

Description: Performs engineering activities for project. Acts as lead for project engineering effort and provides team lead or supervisory responsibilities. provide engineering, technical, and managerial direction for problem definition, analysis, requirement development, and implementation for complex systems in the engineering discipline required to meet technical requirements. Participates in efforts that develop recommendations and advice on system development, improvements, optimization, or support efforts.

Commercial Job Title: Cyber Security Specialist - SME III

Minimum Education / Experience: Master's Degree and 30 Years' experience

Description: Applies current computer science technologies to the design, development, evaluation, and integration of computer systems and networks to maintain system security and provide information assurance. Provides security engineering and integration support to internal and external customers. Involved in a wide range of security issues including architectures, electronic data traffic, and network access. Uses encryption technology; penetration and vulnerability analysis of various security technologies; and information technology security research.

Commercial Job Title: Cyber Security Specialist - SME II

Minimum Education / Experience: Master's Degree and 20 Years' experience

Description: Applies current computer science technologies to the design, development, evaluation, and integration of computer systems and networks to maintain system security and provide information assurance. Provides security engineering and integration support to internal and external customers. Involved in a wide range of security issues including architectures, electronic data traffic, and network access. Uses encryption technology; penetration and vulnerability analysis of various security technologies; and information technology security research.

Commercial Job Title: Cyber Security Specialist – SME I

Minimum Education / Experience: Master's Degree and 15 Years' experience

Description: Applies current computer science technologies to the design, development, evaluation, and integration of computer systems and networks to maintain system security and provide information assurance. Provides security engineering and integration support to internal and external customers. Involved in a wide range of security issues including architectures, electronic data traffic, and network access. Uses encryption technology; penetration and vulnerability analysis of various security technologies; and information technology security research.

Commercial Job Title: Cyber Security Specialist - Senior

Minimum Education / Experience: Bachelor's Degree and 10 Years' experience

Description: Applies current computer science technologies to the design, development, evaluation, and integration of computer systems and networks to maintain system security and provide information assurance. Provides security engineering and integration support to internal and external customers. Involved in a wide range of security issues including architectures, electronic data traffic, and network access. Uses encryption technology; penetration and vulnerability analysis of various security technologies; and information technology security research.

Commercial Job Title: Cyber Security Specialist - Mid

Minimum Education / Experience: Bachelor's Degree and 5 Years' experience

Description: Applies current computer science technologies to the design, development, evaluation, and integration of computer systems and networks to maintain system security and provide information assurance. Provides security engineering and integration support to internal and external customers. Involved in a wide range of security issues including architectures, electronic data traffic, and network access. Uses encryption technology; penetration and vulnerability analysis of various security technologies; and information technology security research.

Commercial Job Title: Cyber Security Specialist - Junior

Minimum Education / Experience: Bachelor's Degree and 2 Years' experience

Description: Applies current computer science technologies to the design, development, evaluation, and integration of computer systems and networks to maintain system security and provide information assurance. Provides security engineering and integration support to internal and external customers. Involved in a wide range of security issues including architectures, electronic data traffic, and network access. Uses encryption technology; penetration and vulnerability analysis of various security technologies; and information technology security research.

Commercial Job Title: Cyber Security Specialist – Entry

Minimum Education / Experience: Associate's Degree and 0 Years' experience

Description: Applies current computer science technologies to the design, development, evaluation, and integration of computer systems and networks to maintain system security and provide information assurance. Provides security engineering and integration support to internal and external customers. Involved in a wide range of security issues including architectures, electronic data traffic, and network access. Uses encryption technology; penetration and vulnerability analysis of various security technologies; and information technology security research.

Commercial Job Title: Technical Consultant – SME III

Minimum Education / Experience: Master's Degree and 25 Years' experience

Description: Provides technical, managerial and administrative direction for problem definition, analysis, requirements development and implementation for complex to extremely complex financial systems or financial issues. Makes recommendations and advises on organization wide system improvements, optimization or maintenance efforts in integrated financial management systems. Specifically: information systems architecture, business process improvement, networking, telecommunications, automation, communication protocols, risk management/electronic analysis, software, life cycle management, software development methodologies, modeling and simulation, and capable of providing complex statistical modeling and analysis.

Commercial Job Title: Technical Consultant – SME II

Minimum Education / Experience: Master's Degree and 20 Years' experience

Description: Provides technical, managerial and administrative direction for problem definition, analysis, requirements development and implementation for complex to extremely complex financial systems or financial issues. Makes recommendations and advises on organization wide system improvements, optimization or maintenance efforts in integrated financial management systems. Specifically: information systems architecture, business process improvement, networking, telecommunications, automation, communication protocols, risk management/electronic analysis, software, life cycle management, software development methodologies, modeling and simulation, and capable of providing complex statistical modeling and analysis.

Commercial Job Title: Technical Consultant - Senior

Minimum Education / Experience: Master's Degree and 15 Years' experience

Description: Provides technical, managerial and administrative direction for problem definition, analysis, requirements development and implementation for complex to extremely complex financial systems or financial issues. Makes recommendations and advises on organization wide system improvements, optimization or maintenance efforts in integrated financial management systems. Specifically: information systems architecture, business process improvement, networking, telecommunications, automation, communication protocols, risk management/electronic analysis, software, life cycle management, software development methodologies, modeling and simulation, and capable of providing complex statistical modeling and analysis.

Commercial Job Title: Technical Consultant - Mid

Minimum Education / Experience: Master's Degree and 10 Years' experience

Description: Provides technical, managerial and administrative direction for problem definition, analysis, requirements development and implementation for complex to extremely complex financial systems or financial issues. Makes recommendations and advises on organization wide system improvements, optimization or maintenance efforts in integrated financial management systems. Specifically: information systems architecture, business process improvement, networking, telecommunications, automation, communication protocols, risk management/electronic analysis, software, life cycle management,

software development methodologies, modeling and simulation, and capable of providing complex statistical modeling and analysis.

S&K GLOBAL SOLUTIONS

Blanket Purchase Agreement
Federal Supply Schedule
S&K Global Solutions, LLC

In the spirit of the Federal Acquisition Streamlining Act _____ (Ordering Activity) _____
and S&K Global Solutions, LLC 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) Part 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 **Government that works better and costs less**.

Signatures

_____ _____   _____ _____
  Agency   Date   Contractor   Date

S&K GLOBAL SOLUTIONS

(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. 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/are 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.

S&K GLOBAL SOLUTIONS

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 an ordering activity 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.