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Federal Supply Service
Authorized Federal Supply Schedule Price List

GSA Multiple Award Schedule

Federal Supply Group: Human Capital

Contract Number: 47QREA21D0001

Award: Effective 10/01/2020

Contract Period: October 1, 2020 through September 30, 2025

Three 5-year Options Remaining

<http://boozallen.com>

For more information on ordering from Federal Supply Schedules,
go to <http://www.gsa.gov/schedules>.

For more information, please contact:

Michael Mangan (Program Manager): 703/902-5537

Toby Heffernan (Contracts Contract Manager): 703/377-4359

RFP_services@bah.com

Email

888/224-7041

Phone

703/902-3200

Fax

Booz Allen Hamilton Inc.

8283 Greensboro Drive

McLean, VA 22102

Business Size: Large

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

Customer Information

1a. Awarded Special Item Numbers:

SIN 541612HC : Agency Human Capital Strategy, Policy and Operations

SIN 518210C : Cloud and Cloud-Related IT Professional Services

SIN OLM: Order-Level Materials (OLM)

1b. Please see Appendices A for price list

1c. Labor Category Descriptions: Please see **Appendix B** for Labor Category Descriptions.

2. Maximum Order Threshold: \$1,000,000.

3. Minimum Order: \$100.

4. Geographic Coverage (Delivery Area): Worldwide.

5. Point of Production: Mclean, VA and Booz Allen offices worldwide.

6. Discount from List Prices: All prices listed are net prices.

7. Quantity Discounts: None

8. Prompt Payment Terms: Information for Ordering Offices: Prompt payment terms cannot be negotiated out of the contractual agreement in exchange for other concessions.

9a. Acceptance of Government Credit Cards: Government credit cards will be accepted for orders at or below the micro-purchase threshold.

9b. Acceptance of Government Credit Cards: Government credit cards will be accepted for orders above the micro-purchase threshold.

10. Foreign Items: Not Applicable.

11a. Time of Delivery: Specified in each task order.

11b. Expedited Delivery: Items available for expedited delivery are noted in this price list.

11c. Overnight and 2-Day Delivery: Specified in each task order.

11d. Urgent Requirements: Not Applicable.

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

13a. Ordering Address:

Booz Allen Hamilton, Inc.

Attention: Contracts*
8283 Greensboro Drive
McLean, VA 22102-
888/224-7041 phone
703/902-3200 facsimile
RFP_services@bah.com

* Please mail to the attention of the Contract Administrator identified in the task order proposal.

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

14. Payment Address is as Follows:

Payment via Wire Transfer

Financial Institution:
Wachovia Bank
9-Digit ABA routing number: see invoice
Telegraphic abbreviation: PNB
Account number: see invoice

ACH Payments:

Booz Allen Hamilton Inc.
Wachovia Bank
9-Digit ABA routing number: see invoice
Account number: see invoice

Payment via Check/U.S. Mail

Booz Allen Hamilton Inc.
Wachovia Bank
P.O. Box 8500 (S-2725)
Philadelphia, PA 19178-2725

International Funds:

Booz Allen Hamilton Inc.
CHIPS Participant number:0509
SWIFT TID: PNBPU33

15. Warranty Provision: Not applicable.

16. Export Packing Charges: Not applicable.

17. Terms and Conditions of Government Purchase Card Acceptance: Government Commercial Credit Cards will be acceptable for payments on a case by case basis. Bank account information for wire transfer payments will be shown on the invoices.

18. Terms and Conditions of Rental, Maintenance, and Repair: Not applicable.

19. Terms and Conditions of Installation: Not applicable.

20. Terms and Conditions of Repair Parts Indicating Date of Parts Price List and Any Discounts from List Prices: Not applicable.

20a. Terms and Conditions for Any Other Services: Not applicable.

21. List of Service and Distribution Points: Not applicable.

- 22. **List of Participating Dealers:** Not applicable.
- 23. **Preventive Maintenance:** Not applicable.
- 24a. **Special Attributes:** Not applicable.
- 24b. **Section 508:** If applicable, Section 508 compliance information on Electronic and Information Technology (EIT) supplies and services will be addressed on a task order basis. The EIT standards can be found at www.Section508.gov.
- 25. **Data Universal Numbering System (DUNS) Number:** 00-692-8857
- 26. **Notification regarding registration in The System for Award Management:** Booz Allen is registered in SAM.

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Special Item Number (SIN) Descriptions

Human Capital - Human Resources

| Category | Description |
|----------|-------------|
|----------|-------------|

| | |
|--------------------------|---|
| 541612HC | Agency Human Capital Strategy, Policy and Operations Professional services include but are not limited to development of effective human capital management strategies and enhanced policy. This Function contains the following Sub-Functions: A.1.1 Workforce Planning; A.1.2 Human Capital Strategy; A.1.3 Organizational Design and Position Classification; A.1.4 Diversity and Inclusion; A.1.5 Employee Engagement and Communications; A.1.6 Organizational Development(OPM\Federal Human Capital Business Reference Model) |
|--------------------------|---|

Information Technology - IT Solutions

| Category | Description |
|----------|-------------|
|----------|-------------|

| | |
|-------------------------|--|
| 518210C | Cloud and Cloud-Related IT Professional Services Includes commercially available cloud computing services such as Infrastructure as a Service (IaaS), Platform as a Service (PaaS), and Software as a Service (SaaS) and emerging cloud services. IT professional services that are focused on providing the types of services that support the Government's adoption of, migration to or governance/management of Cloud computing. Specific labor categories and/or fixed price solutions (e.g. migration services, etc.) that support activities associated with assessing Cloud solutions, refactoring workloads for Cloud solutions, migrating legacy or other systems to Cloud solutions, providing management/governance of Cloud solutions, DevOps, developing cloud native applications or other Cloud oriented activities. |
|-------------------------|--|

Attachment A Pricing: Human Capital - Human Resources

| Category | Description |
|----------|--|
| 541612HC | Agency Human Capital Strategy, Policy and Operations |

| | Year 1 | | Year 2 | | Year 3 | | Year 4 | | Year 5 | |
|---------------------------|---------------------|------------|---------------------|------------|---------------------|------------|---------------------|------------|---------------------|------------|
| | 9/18/2020-9/17/2021 | | 9/18/2021-9/17/2022 | | 9/18/2022-9/17/2023 | | 9/18/2023-9/17/2024 | | 9/18/2024-9/17/2025 | |
| | Booz Allen | Government | Booz Allen | Government | Booz Allen | Government | Booz Allen | Government | Booz Allen | Government |
| OFFICER | \$269.66 | \$229.21 | \$275.43 | \$234.12 | \$281.32 | \$239.13 | \$287.34 | \$244.25 | \$293.49 | \$249.48 |
| PRINCIPAL | \$335.60 | \$285.26 | \$342.78 | \$291.36 | \$350.12 | \$297.60 | \$357.61 | \$303.97 | \$365.26 | \$310.47 |
| SR. ASSOCIATE | \$275.68 | \$234.33 | \$281.58 | \$239.34 | \$287.61 | \$244.46 | \$293.76 | \$249.69 | \$300.05 | \$255.03 |
| ASSOCIATE | \$211.26 | \$179.57 | \$215.78 | \$183.41 | \$220.40 | \$187.33 | \$225.12 | \$191.34 | \$229.94 | \$195.43 |
| SR. CONSULTANT | \$148.32 | \$126.07 | \$151.49 | \$128.77 | \$154.73 | \$131.53 | \$158.04 | \$134.34 | \$161.42 | \$137.21 |
| CONSULTANT | \$100.37 | \$85.31 | \$102.52 | \$87.14 | \$104.71 | \$89.00 | \$106.95 | \$90.90 | \$109.24 | \$92.85 |
| RESEARCHER ANALYST | \$88.39 | \$75.13 | \$90.28 | \$76.74 | \$92.21 | \$78.38 | \$94.18 | \$80.06 | \$96.20 | \$81.77 |
| SUPPORT STAFF | \$72.62 | \$61.73 | \$74.17 | \$63.05 | \$75.76 | \$64.40 | \$77.38 | \$65.78 | \$79.04 | \$67.19 |

Attachment A Pricing: Information Technology - IT Solutions

| Category | Description |
|----------|--|
| 518210C | Cloud and Cloud-Related IT Professional Services |

| | Year 1 | | Year 2 | | Year 3 | | Year 4 | | Year 5 | |
|---|-----------------------|------------|---------------------|------------|---------------------|------------|---------------------|------------|---------------------|------------|
| | 3/31/2021 - 9/17/2021 | | 9/18/2021-9/17/2022 | | 9/18/2022-9/17/2023 | | 9/18/2023-9/17/2024 | | 9/18/2024-9/17/2025 | |
| | Booz Allen | Government | Booz Allen | Government | Booz Allen | Government | Booz Allen | Government | Booz Allen | Government |
| Cloud Project / Task Manager 1 | \$139.15 | \$117.75 | \$142.13 | \$120.27 | \$145.17 | \$122.84 | \$148.28 | \$125.47 | \$151.46 | \$128.16 |
| Cloud Project / Task Manager 2 | \$183.92 | \$150.84 | \$187.85 | \$154.06 | \$191.87 | \$157.36 | \$195.98 | \$160.73 | \$200.18 | \$164.17 |
| Cloud Project / Task Manager 3 | \$217.00 | \$178.08 | \$221.65 | \$181.89 | \$226.40 | \$185.79 | \$231.24 | \$189.77 | \$236.19 | \$193.83 |
| Cloud Program Manager 1 | \$216.03 | \$178.08 | \$220.65 | \$181.89 | \$225.38 | \$185.79 | \$230.20 | \$189.77 | \$235.13 | \$193.83 |
| Cloud Program Manager 2 | \$245.22 | \$202.40 | \$250.47 | \$206.74 | \$255.83 | \$211.16 | \$261.31 | \$215.68 | \$266.91 | \$220.30 |
| Cloud Program Manager 3 | \$286.10 | \$235.49 | \$292.23 | \$240.53 | \$298.48 | \$245.68 | \$304.87 | \$250.94 | \$311.40 | \$256.32 |
| Cloud Subject Matter Expert 1 | \$174.13 | \$143.05 | \$177.86 | \$146.11 | \$181.67 | \$149.24 | \$185.56 | \$152.43 | \$189.53 | \$155.69 |
| Cloud Subject Matter Expert 2 | \$219.93 | \$181.00 | \$224.64 | \$184.87 | \$229.45 | \$188.83 | \$234.36 | \$192.88 | \$239.38 | \$197.00 |
| Cloud Subject Matter Expert 3 | \$255.93 | \$210.19 | \$261.41 | \$214.69 | \$267.00 | \$219.29 | \$272.72 | \$223.98 | \$278.56 | \$228.78 |
| Cloud Subject Matter Expert 4 | \$301.66 | \$248.14 | \$308.12 | \$253.45 | \$314.72 | \$258.88 | \$321.46 | \$264.42 | \$328.34 | \$270.08 |
| Cloud Analyst 2 | \$74.58 | \$57.16 | \$76.17 | \$58.39 | \$77.80 | \$59.64 | \$79.47 | \$60.91 | \$81.17 | \$62.22 |
| Cloud Analyst 3 | \$87.00 | \$67.14 | \$88.87 | \$68.58 | \$90.77 | \$70.04 | \$92.71 | \$71.54 | \$94.70 | \$73.08 |
| Cloud Analyst 4 | \$111.87 | \$90.75 | \$114.27 | \$92.69 | \$116.72 | \$94.67 | \$119.22 | \$96.70 | \$121.77 | \$98.77 |
| Cloud Analyst 5 | \$136.72 | \$109.40 | \$139.65 | \$111.74 | \$142.64 | \$114.13 | \$145.69 | \$116.57 | \$148.81 | \$119.07 |
| Cloud Analyst 6 | \$161.59 | \$126.78 | \$165.05 | \$129.50 | \$168.58 | \$132.27 | \$172.19 | \$135.10 | \$175.88 | \$137.99 |
| Cloud Analyst 7 | \$198.90 | \$159.10 | \$203.16 | \$162.51 | \$207.51 | \$165.99 | \$211.95 | \$169.54 | \$216.49 | \$173.17 |
| Cloud Analyst 8 | \$229.96 | \$185.22 | \$234.89 | \$189.18 | \$239.92 | \$193.23 | \$245.05 | \$197.37 | \$250.30 | \$201.60 |
| Cloud Analyst 9 | \$279.71 | \$218.77 | \$285.69 | \$223.46 | \$291.81 | \$228.24 | \$298.06 | \$233.13 | \$304.44 | \$238.12 |
| Cloud Systems Design & Development Engineer 2 | \$72.11 | \$55.94 | \$73.65 | \$57.14 | \$75.23 | \$58.36 | \$76.84 | \$59.61 | \$78.48 | \$60.88 |
| Cloud Systems Design & Development Engineer 3 | \$105.67 | \$84.53 | \$107.93 | \$86.34 | \$110.24 | \$88.19 | \$112.60 | \$90.08 | \$115.02 | \$92.01 |
| Cloud Systems Design & Development Engineer 4 | \$130.50 | \$104.42 | \$133.30 | \$106.65 | \$136.15 | \$108.94 | \$139.07 | \$111.27 | \$142.05 | \$113.65 |
| Cloud Systems Design & Development Engineer 5 | \$149.19 | \$118.09 | \$152.39 | \$120.62 | \$155.65 | \$123.20 | \$158.98 | \$125.84 | \$162.38 | \$128.53 |
| Cloud Systems Design & Development Engineer 6 | \$180.23 | \$142.93 | \$184.09 | \$145.99 | \$188.03 | \$149.12 | \$192.06 | \$152.31 | \$196.17 | \$155.57 |
| Cloud Systems Design & Development Engineer 7 | \$236.19 | \$187.70 | \$241.24 | \$191.72 | \$246.41 | \$195.82 | \$251.68 | \$200.01 | \$257.07 | \$204.29 |
| Cloud Systems Design & Development Engineer 8 | \$267.23 | \$211.31 | \$272.95 | \$215.84 | \$278.80 | \$220.46 | \$284.77 | \$225.18 | \$290.86 | \$230.00 |
| Cloud Systems Design & Development Engineer 9 | \$310.75 | \$246.11 | \$317.41 | \$251.38 | \$324.20 | \$256.76 | \$331.14 | \$262.26 | \$338.23 | \$267.88 |
| Cloud Functional Specialist / Functional Expert 1 | \$169.42 | \$169.42 | \$173.05 | \$173.05 | \$176.75 | \$176.75 | \$180.53 | \$180.53 | \$184.40 | \$184.40 |
| Cloud Functional Specialist / Functional Expert 2 | \$235.55 | \$235.55 | \$240.59 | \$240.59 | \$245.74 | \$245.74 | \$251.00 | \$251.00 | \$256.38 | \$256.38 |
| Cloud Functional Specialist / Functional Expert 3 | \$316.78 | \$316.78 | \$323.56 | \$323.56 | \$330.49 | \$330.49 | \$337.56 | \$337.56 | \$344.79 | \$344.79 |
| Cloud Information Assurance Specialist 1 | \$67.15 | \$55.33 | \$68.59 | \$56.51 | \$70.05 | \$57.72 | \$71.55 | \$58.96 | \$73.09 | \$60.22 |
| Cloud Information Assurance Specialist 2 | \$95.26 | \$78.82 | \$97.30 | \$80.51 | \$99.38 | \$82.23 | \$101.51 | \$84.00 | \$103.68 | \$85.79 |
| Cloud Information Assurance Specialist 3 | \$120.66 | \$99.26 | \$123.25 | \$101.38 | \$125.88 | \$103.55 | \$128.58 | \$105.77 | \$131.33 | \$108.04 |
| Cloud Information Assurance Specialist 6 | \$202.40 | \$166.42 | \$206.74 | \$169.98 | \$211.16 | \$173.62 | \$215.68 | \$177.34 | \$220.30 | \$181.13 |
| Cloud Information Assurance Specialist 7 | \$235.49 | \$192.67 | \$240.53 | \$196.79 | \$245.68 | \$201.00 | \$250.94 | \$205.31 | \$256.32 | \$209.70 |

Attachment B Labor Category Definitions: Human Capital - Human Resources

| Category | Description |
|----------|--|
| 541612HC | Agency Human Capital Strategy, Policy and Operations |

Title: Researcher

Position Responsibilities: Conducts research tasks assigned by more senior members of the consulting staff. Searches literature. Conducts surveys and experimental tasks; collects, analyzes, and summarizes data. Contributes to client reports as directed including documentation preparation, writing, editing, production coordination, and graphics.

Typical Education and Experience: Undergraduate degree and 0-2 years of experience.

Title: Support Staff

Position Responsibilities: Serves as a consulting team member within a management, scientific, or engineering specialty. Collects data in accordance with plans developed by others.

Typical Education and Experience: Undergraduate degree and 2-3 years of experience

Title: Consultant

Position Responsibilities: Serves as a consulting team member within a management, scientific, or engineering specialty. Collects data in accordance with plans developed by others. Verifies and analyzes data to identify trends and relationships as well as current and potential technical and management problem. Drafts reports of findings along with related documentation.

Typical Education and Experience: Undergraduate degree and 2-3 years of experience

Title: Senior Consultant

Position Responsibilities: Serves as a senior member of consulting teams as a task manager or as a project leader on projects of limited scope and complexity. Collects, analyzes, and interprets data in one or more management, scientific, and engineering specialties. Develops or participates in the development of assignment methodology.

Typical Education and Experience: Undergraduate degree and 4-6 years of experience

Title: Associate

Position Responsibilities: Develops, plans, organizes, and leads major segments of and/or entire consulting projects. Determines technical objectives, defines data requirements and methodology for executing tasks within the assignment. Recommends staffing levels and schedules. Reviews and coordinates the progress of other team members, taking corrective action as appropriate. Responsible for all and/or major segments of multiple project output and deliverables.

Typical Education and Experience: Undergraduate degree and 6-to 10 years of experience

Title: Senior Associate

Position Responsibilities: Develops, plans, organizes, and leads major consulting assignments as well as those requiring a high degree of creativity. Determines objectives and methodology for executing tasks within the assignment. Selects and assigns staff; establishes and monitors schedules and progress, taking corrective action

as necessary. Responsible for multiple project output and deliverables. May function as a technical expert on own or other assignments. Responsible for project financial management.

Typical Education and Experience: Undergraduate degree and 10 years of experience

Title: Principal

Position Responsibilities: Functions as business practice leader developing, securing funding for, and managing multiple assignments and clients within one or more specialty areas.

Typical Education and Experience: A graduate degree and more than 8 years of experience

Title: Officer

Position Responsibilities: Functions as business practice leader developing, securing funding for, and managing multiple assignments and clients within one or more specialty areas. Responsible for business practice's financial management.

Typical Education and Experience: A graduate degree and 10 years of experience

EXPERIENCE & DEGREE SUBSTITUTION (applicable to all labor categories)

The above describes the functional responsibilities and education and experience requirements for each labor category. These requirements are a guide to the types of experience and educational background of typical personnel in each labor category.

Education and experience may be substituted for each other. Each year of relevant experience may be substituted for one year of education, and vice versa. In addition, certifications, professional licenses, and vocational technical training may be substituted for experience or education.

Degree/Experience Equivalency*

| Degree | Experience Equivalence | Other Equivalence |
|-----------|--|----------------------------|
| Bachelors | Associate degree +2 years relevant experience, or 4 years relevant experience | Professional certification |
| Masters | Bachelors +2 years relevant experience, or Associated + 4 years relevant experience | Professional license |
| Doctorate | Masters + 2 years relevant experience, Bachelors + 4 years relevant experience | |

* Successful completion of higher education which has not yet resulted in a degree may be counted as 1 for 1 years of experience for each year of college completed.

Attachment B Labor Category Definitions: Information Technology - IT Solutions

| Category | Description |
|----------|--|
| 518210C | Cloud and Cloud-Related IT Professional Services |

Title: Cloud Project / Task Manager 1

Position Responsibilities: Performs day-to-day management of cloud delivery order projects, from original concept through final implementation. Utilizes proven skills in those technical areas addressed by the delivery order to analyze new and complex cloud project related problems and create innovative solutions involving financial management, scheduling, technology, methodology, tools, and solution components. Organizes, directs, and coordinates the planning and production of all activities associated with assigned delivery order projects. Defines cloud project scope and objectives including developing detailed work plans, schedules, project estimates, resource plans, status reports, and project and financial tracking and analysis. Conducts project meetings and ensures quality standards. Provides technical and strategic guidance to cloud project team and reviews project deliverables. In general, work complexity and responsibility will be greater at higher levels.

Education & Experience: Bachelors and 4 years of experience

Title: Cloud Project / Task Manager 2

Position Responsibilities: Performs day-to-day management of cloud delivery order projects, from original concept through final implementation. Utilizes proven skills in those technical areas addressed by the delivery order to analyze new and complex cloud project related problems and create innovative solutions involving financial management, scheduling, technology, methodology, tools, and solution components. Organizes, directs, and coordinates the planning and production of all activities associated with assigned delivery order projects. Defines cloud project scope and objectives including developing detailed work plans, schedules, project estimates, resource plans, status reports, and project and financial tracking and analysis. Conducts project meetings and ensures quality standards. Provides technical and strategic guidance to cloud project team and reviews project deliverables. In general, work complexity and responsibility will be greater at higher levels.

Education & Experience: Bachelors and 7 years of experience

Title: Cloud Project / Task Manager 3

Position Responsibilities: Performs day-to-day management of cloud delivery order projects, from original concept through final implementation. Utilizes proven skills in those technical areas addressed by the delivery order to analyze new and complex cloud project related problems and create innovative solutions involving financial management, scheduling, technology, methodology, tools, and solution components. Organizes, directs, and coordinates the planning and production of all activities associated with assigned delivery order projects. Defines cloud project scope and objectives including developing detailed work plans, schedules, project estimates, resource plans, status reports, and project and financial tracking and analysis. Conducts project meetings and ensures quality standards. Provides technical and strategic guidance to cloud project team and reviews project deliverables. In general, work complexity and responsibility will be greater at higher levels.

Education & Experience: Bachelors and 9 years of experience

Title: Cloud Program Manager 1

Position Responsibilities: Manages contract support operations for complex, mission-critical, and strategic cloud programs which may involve multiple projects and groups of personnel at multiple locations. Utilizes proven leadership skills to organize, direct, and deploy resources with broad technical, business, and industry expertise. Oversees cloud program budget, schedules, and all aspect of financial management of the program.

Effectively manages funds, personnel, production standards, and resources (equipment and facilities) and ensures quality and timely delivery of all contractual items. Serves as focal point of contract with client regarding all program activities. In general, work complexity and responsibility will be greater at higher levels.

Education & Experience: Bachelors and 8 years of experience

Title: Cloud Program Manager 2

Position Responsibilities: Manages contract support operations for complex, mission-critical, and strategic cloud programs which may involve multiple projects and groups of personnel at multiple locations. Utilizes proven leadership skills to organize, direct, and deploy resources with broad technical, business, and industry expertise. Oversees cloud program budget, schedules, and all aspect of financial management of the program. Effectively manages funds, personnel, production standards, and resources (equipment and facilities) and ensures quality and timely delivery of all contractual items. Serves as focal point of contract with client regarding all program activities. In general, work complexity and responsibility will be greater at higher levels.

Education & Experience: Bachelors and 10 years of experience

Title: Cloud Program Manager 3

Position Responsibilities: Manages contract support operations for complex, mission-critical, and strategic cloud programs which may involve multiple projects and groups of personnel at multiple locations. Utilizes proven leadership skills to organize, direct, and deploy resources with broad technical, business, and industry expertise. Oversees cloud program budget, schedules and all aspect of financial management of the program. Effectively manages funds, personnel, production standards, and resources (equipment and facilities) and ensures quality and timely delivery of all contractual items. Serves as focal point of contract with client regarding all program activities. In general, work complexity and responsibility will be greater at higher levels.

Education & Experience: Bachelors and 15 years of experience

Title: Cloud Subject Matter Expert 1

Position Responsibilities: Utilizes subject matter area expertise gained through direct industry experience to provide technical, managerial, and administrative direction for problem definition, analysis, requirements development and implementation for complex to extremely complex cloud environments. Guides the determination of IT, engineering, and business process inadequacies and deficiencies that affect the functional area's ability to support/meet organizational goals. Participates in strategy sessions, strategic assessments, and design reviews to validate enterprise approach and associated work products. Provides guidance and direction to other professionals, acts in a consulting and/or advisory capacity, coordinates resolution of highly complex problems and tasks. Makes recommendations and advises on organization-wide system improvements, optimization, or maintenance efforts. Recognized for strong expertise in industry issues and trends. In general, work complexity and responsibility will be greater at higher levels.

Education & Experience: Bachelors and 4 years of experience

Title: Cloud Subject Matter Expert 2

Position Responsibilities: Utilizes subject matter area expertise gained through direct industry experience to provide technical, managerial, and administrative direction for problem definition, analysis, requirements development and implementation for complex to extremely complex cloud environments. Guides the determination of IT, engineering, and business process inadequacies and deficiencies that affect the functional area's ability to support/meet organizational goals. Participates in strategy sessions, strategic assessments, and design reviews to validate enterprise approach and associated work products. Provides guidance and direction to other professionals, acts in a consulting and/or advisory capacity, coordinates resolution of highly complex

problems and tasks. Makes recommendations and advises on organization-wide system improvements, optimization, or maintenance efforts. Recognized for strong expertise in industry issues and trends. In general, work complexity and responsibility will be greater at higher levels.

Education & Experience: Bachelors and 7 years of experience

Title: Cloud Subject Matter Expert 3

Position Responsibilities: Utilizes subject matter area expertise gained through direct industry experience to provide technical, managerial, and administrative direction for problem definition, analysis, requirements development and implementation for complex to extremely complex cloud environments. Guides the determination of IT, engineering, and business process inadequacies and deficiencies that affect the functional area's ability to support/meet organizational goals. Participates in strategy sessions, strategic assessments, and design reviews to validate enterprise approach and associated work products. Provides guidance and direction to other professionals, acts in a consulting and/or advisory capacity, coordinates resolution of highly complex problems and tasks. Makes recommendations and advises on organization-wide system improvements, optimization, or maintenance efforts. Recognized for strong expertise in industry issues and trends. In general, work complexity and responsibility will be greater at higher levels.

Education & Experience: Bachelors and 10 years of experience

Title: Cloud Subject Matter Expert 4

Position Responsibilities: Utilizes subject matter area expertise gained through direct industry experience to provide technical, managerial, and administrative direction for problem definition, analysis, requirements development and implementation for complex to extremely complex cloud environments. Guides the determination of IT, engineering, and business process inadequacies and deficiencies that affect the functional area's ability to support/meet organizational goals. Participates in strategy sessions, strategic assessments, and design reviews to validate enterprise approach and associated work products. Provides guidance and direction to other professionals, acts in a consulting and/or advisory capacity, coordinates resolution of highly complex problems and tasks. Makes recommendations and advises on organization-wide system improvements, optimization, or maintenance efforts. Recognized for strong expertise in industry issues and trends. In general, work complexity and responsibility will be greater at higher levels.

Education & Experience: Masters and 15 years of experience

Title: Cloud Analyst 2

Position Responsibilities: Services performed include, but are not limited to, applying management analysis processes, statistical methods, and advanced technical and analytical research techniques to determine cloud solutions based on client requirements. Analyzes operational activities to obtain a quantitative, rational basis for decision making and resource allocation. Employs process improvements and reengineering methodologies and principles for modernization of cloud-based systems and projects. Creates project plans to achieve performance-based objectives, enhancing cloud implementation, systems, and service. Provides integral support in mission requirements determination, conceptualization, design, development, testing, verification and validation, documentation, and implementation of system applications. Senior staff manages, plans, and conducts major phases of significant projects. In general, work complexity and responsibility will be greater at higher levels.

Education & Experience: High School and 1 years of experience

Title: Cloud Analyst 3

Position Responsibilities: Services performed include, but are not limited to, applying management analysis

processes, statistical methods, and advanced technical and analytical research techniques to determine cloud solutions based on client requirements. Analyzes operational activities to obtain a quantitative, rational basis for decision making and resource allocation. Employs process improvements and reengineering methodologies and principles for modernization of cloud-based systems and projects. Creates project plans to achieve performance-based objectives, enhancing cloud implementation, systems, and service. Provides integral support in mission requirements determination, conceptualization, design, development, testing, verification and validation, documentation, and implementation of system applications. Senior staff manages, plans, and conducts major phases of significant projects. In general, work complexity and responsibility will be greater at higher levels.

Education & Experience: Bachelors and 1 years of experience

Title: Cloud Analyst 4

Position Responsibilities: Services performed include, but are not limited to, applying management analysis processes, statistical methods, and advanced technical and analytical research techniques to determine cloud solutions based on client requirements. Analyzes operational activities to obtain a quantitative, rational basis for decision making and resource allocation. Employs process improvements and reengineering methodologies and principles for modernization of cloud-based systems and projects. Creates project plans to achieve performance-based objectives, enhancing cloud implementation, systems, and service. Provides integral support in mission requirements determination, conceptualization, design, development, testing, verification and validation, documentation, and implementation of system applications. Senior staff manages, plans, and conducts major phases of significant projects. In general, work complexity and responsibility will be greater at higher levels.

Education & Experience: Bachelors and 3 years of experience

Title: Cloud Analyst 5

Position Responsibilities: Services performed include, but are not limited to, applying management analysis processes, statistical methods, and advanced technical and analytical research techniques to determine cloud solutions based on client requirements. Analyzes operational activities to obtain a quantitative, rational basis for decision making and resource allocation. Employs process improvements and reengineering methodologies and principles for modernization of cloud-based systems and projects. Creates project plans to achieve performance-based objectives, enhancing cloud implementation, systems, and service. Provides integral support in mission requirements determination, conceptualization, design, development, testing, verification and validation, documentation, and implementation of system applications. Senior staff manages, plans, and conducts major phases of significant projects. In general, work complexity and responsibility will be greater at higher levels.

Education & Experience: Bachelors and 4 years of experience

Title: Cloud Analyst 6

Position Responsibilities: Services performed include, but are not limited to, applying management analysis processes, statistical methods, and advanced technical and analytical research techniques to determine cloud solutions based on client requirements. Analyzes operational activities to obtain a quantitative, rational basis for decision making and resource allocation. Employs process improvements and reengineering methodologies and principles for modernization of cloud-based systems and projects. Creates project plans to achieve performance-based objectives, enhancing cloud implementation, systems, and service. Provides integral support in mission requirements determination, conceptualization, design, development, testing, verification and validation, documentation, and implementation of system applications. Senior staff manages, plans, and conducts major phases of significant projects. In general, work complexity and responsibility will be greater at higher levels.

Education & Experience: Bachelors and 6 years of experience

Title: Cloud Analyst 7

Position Responsibilities: Services performed include, but are not limited to, applying management analysis processes, statistical methods, and advanced technical and analytical research techniques to determine cloud solutions based on client requirements. Analyzes operational activities to obtain a quantitative, rational basis for decision making and resource allocation. Employs process improvements and reengineering methodologies and principles for modernization of cloud-based systems and projects. Creates project plans to achieve performance-based objectives, enhancing cloud implementation, systems, and service. Provides integral support in mission requirements determination, conceptualization, design, development, testing, verification and validation, documentation, and implementation of system applications. Senior staff manages, plans, and conducts major phases of significant projects. In general, work complexity and responsibility will be greater at higher levels.

Education & Experience: Bachelors and 8 years of experience

Title: Cloud Analyst 8

Position Responsibilities: Services performed include, but are not limited to, applying management analysis processes, statistical methods, and advanced technical and analytical research techniques to determine cloud solutions based on client requirements. Analyzes operational activities to obtain a quantitative, rational basis for decision making and resource allocation. Employs process improvements and reengineering methodologies and principles for modernization of cloud-based systems and projects. Creates project plans to achieve performance-based objectives, enhancing cloud implementation, systems, and service. Provides integral support in mission requirements determination, conceptualization, design, development, testing, verification and validation, documentation, and implementation of system applications. Senior staff manages, plans, and conducts major phases of significant projects. In general, work complexity and responsibility will be greater at higher levels.

Education & Experience: Bachelors and 10 years of experience

Title: Cloud Analyst 9

Position Responsibilities: Services performed include, but are not limited to, applying management analysis processes, statistical methods, and advanced technical and analytical research techniques to determine cloud solutions based on client requirements. Analyzes operational activities to obtain a quantitative, rational basis for decision making and resource allocation. Employs process improvements and reengineering methodologies and principles for modernization of cloud-based systems and projects. Creates project plans to achieve performance-based objectives, enhancing cloud implementation, systems, and service. Provides integral support in mission requirements determination, conceptualization, design, development, testing, verification and validation, documentation, and implementation of system applications. Senior staff manages, plans, and conducts major phases of significant projects. In general, work complexity and responsibility will be greater at higher levels.

Education & Experience: Masters and 11 years of experience

Title: Cloud Systems Design & Development Engineer 2

Position Responsibilities: Services performed include, but are not limited to, contributing to overall strategic vision and integrates a broad range of solutions in support of client requirements for cloud projects. Formulates and defines system scope and objectives, develops, or modifies processes to solve complex problems for cloud systems and business and electronic interfaces to achieve desired results through the use of innovative technologies. Develops and applies advanced engineering and design methods, theories, and research techniques in the investigation and solution of complex and advanced cloud requirements, hardware/software interfaces and applications, and solutions. Responsible for design, development, engineering, integration, and architecture. Senior staff manages, plans, and conducts major phases of significant projects. In general, work complexity and

responsibility will be greater at higher levels.

Education & Experience: High School and 1 years of experience

Title: Cloud Systems Design & Development Engineer 3

Position Responsibilities: Services performed include, but are not limited to, contributing to overall strategic vision and integrates a broad range of solutions in support of client requirements for cloud projects. Formulates and defines system scope and objectives, develops, or modifies processes to solve complex problems for cloud systems and business and electronic interfaces to achieve desired results through the use of innovative technologies. Develops and applies advanced engineering and design methods, theories, and research techniques in the investigation and solution of complex and advanced cloud requirements, hardware/software interfaces and applications, and solutions. Responsible for design, development, engineering, integration, and architecture. Senior staff manages, plans, and conducts major phases of significant projects. In general, work complexity and responsibility will be greater at higher levels.

Education & Experience: Bachelors and 1 years of experience

Title: Cloud Systems Design & Development Engineer 4

Position Responsibilities: Services performed include, but are not limited to, contributing to overall strategic vision and integrates a broad range of solutions in support of client requirements for cloud projects. Formulates and defines system scope and objectives, develops, or modifies processes to solve complex problems for cloud systems and business and electronic interfaces to achieve desired results through the use of innovative technologies. Develops and applies advanced engineering and design methods, theories, and research techniques in the investigation and solution of complex and advanced cloud requirements, hardware/software interfaces and applications, and solutions. Responsible for design, development, engineering, integration, and architecture. Senior staff manages, plans, and conducts major phases of significant projects. In general, work complexity and responsibility will be greater at higher levels.

Education & Experience: Bachelors and 3 years of experience

Title: Cloud Systems Design & Development Engineer 5

Position Responsibilities: Services performed include, but are not limited to, contributing to overall strategic vision and integrates a broad range of solutions in support of client requirements for cloud projects. Formulates and defines system scope and objectives, develops, or modifies processes to solve complex problems for cloud systems and business and electronic interfaces to achieve desired results through the use of innovative technologies. Develops and applies advanced engineering and design methods, theories, and research techniques in the investigation and solution of complex and advanced cloud requirements, hardware/software interfaces and applications, and solutions. Responsible for design, development, engineering, integration, and architecture. Senior staff manages, plans, and conducts major phases of significant projects. In general, work complexity and responsibility will be greater at higher levels.

Education & Experience: Bachelors and 4 years of experience

Title: Cloud Systems Design & Development Engineer 6

Position Responsibilities: Services performed include, but are not limited to, contributing to overall strategic vision and integrates a broad range of solutions in support of client requirements for cloud projects. Formulates and defines system scope and objectives, develops, or modifies processes to solve complex problems for cloud systems and business and electronic interfaces to achieve desired results through the use of innovative technologies. Develops and applies advanced engineering and design methods, theories, and research techniques in the investigation and solution of complex and advanced cloud requirements, hardware/software interfaces

and applications, and solutions. Responsible for design, development, engineering, integration, and architecture. Senior staff manages, plans, and conducts major phases of significant projects. In general, work complexity and responsibility will be greater at higher levels.

Education & Experience: Bachelors and 6 years of experience

Title: Cloud Systems Design & Development Engineer 7

Position Responsibilities: Services performed include, but are not limited to, contributing to overall strategic vision and integrates a broad range of solutions in support of client requirements for cloud projects. Formulates and defines system scope and objectives, develops, or modifies processes to solve complex problems for cloud systems and business and electronic interfaces to achieve desired results through the use of innovative technologies. Develops and applies advanced engineering and design methods, theories, and research techniques in the investigation and solution of complex and advanced cloud requirements, hardware/software interfaces and applications, and solutions. Responsible for design, development, engineering, integration, and architecture. Senior staff manages, plans, and conducts major phases of significant projects. In general, work complexity and responsibility will be greater at higher levels.

Education & Experience: Bachelors and 8 years of experience

Title: Cloud Systems Design & Development Engineer 8

Position Responsibilities: Services performed include, but are not limited to, contributing to overall strategic vision and integrates a broad range of solutions in support of client requirements for cloud projects. Formulates and defines system scope and objectives, develops, or modifies processes to solve complex problems for cloud systems and business and electronic interfaces to achieve desired results through the use of innovative technologies. Develops and applies advanced engineering and design methods, theories, and research techniques in the investigation and solution of complex and advanced cloud requirements, hardware/software interfaces and applications, and solutions. Responsible for design, development, engineering, integration, and architecture. Senior staff manages, plans, and conducts major phases of significant projects. In general, work complexity and responsibility will be greater at higher levels.

Education & Experience: Bachelors and 10 years of experience

Title: Cloud Systems Design & Development Engineer 9

Position Responsibilities: Services performed include, but are not limited to, contributing to overall strategic vision and integrates a broad range of solutions in support of client requirements for cloud projects. Formulates and defines system scope and objectives, develops, or modifies processes to solve complex problems for cloud systems and business and electronic interfaces to achieve desired results through the use of innovative technologies. Develops and applies advanced engineering and design methods, theories, and research techniques in the investigation and solution of complex and advanced cloud requirements, hardware/software interfaces and applications, and solutions. Responsible for design, development, engineering, integration, and architecture. Senior staff manages, plans, and conducts major phases of significant projects. In general, work complexity and responsibility will be greater at higher levels.

Education & Experience: Masters and 16 years of experience

Title: Cloud Functional Specialist / Functional Expert 1

Position Responsibilities: Provides task-unique functional expertise and in-depth knowledge necessary to interpret requirements, ensure responsiveness and achieve successful performance in a business, operational, engineering, mathematics, or scientific area. Participates in all phases of the cloud project lifecycle, as needed,

and advises IT consultants with the extensive knowledge needed from the specialist for effective implementation. This labor category is designed for other than Information Technology functional expertise, but the expertise is required to support a cloud task. This labor category is offered only in conjunction with cloud professional labor categories. In general, work complexity and responsibility will be greater at higher levels.

Education & Experience: Bachelors and 4 years of experience

Title: Cloud Functional Specialist / Functional Expert 2

Position Responsibilities: Provides task-unique functional expertise and in-depth knowledge necessary to interpret requirements, ensure responsiveness and achieve successful performance in a business, operational, engineering, mathematics, or scientific area. Participates in all phases of the cloud project lifecycle, as needed, and advises IT consultants with the extensive knowledge needed from the specialist for effective implementation. This labor category is designed for other than Information Technology functional expertise, but the expertise is required to support a cloud task. This labor category is offered only in conjunction with cloud professional labor categories. In general, work complexity and responsibility will be greater at higher levels.

Education & Experience: Bachelors and 7 years of experience

Title: Cloud Functional Specialist / Functional Expert 3

Position Responsibilities: Provides task-unique functional expertise and in-depth knowledge necessary to interpret requirements, ensure responsiveness and achieve successful performance in a business, operational, engineering, mathematics, or scientific area. Participates in all phases of the cloud project lifecycle, as needed, and advises IT consultants with the extensive knowledge needed from the specialist for effective implementation. This labor category is designed for other than Information Technology functional expertise, but the expertise is required to support a cloud task. This labor category is offered only in conjunction with cloud professional labor categories. In general, work complexity and responsibility will be greater at higher levels.

Education & Experience: Bachelors and 10 years of experience

Title: Cloud Information Assurance Specialist 1

Position Responsibilities: Services performed include, but are not limited to, designing, developing, engineering, and implementing integrated cloud security solutions that will ensure proprietary/confidential data and systems are protected. Gathers and organizes technical information about an organization's mission goals and needs, existing security products, and ongoing programs in computer security in the strategic design process to translate security and business requirements into technical designs. Configures and validates secure cloud systems; tests security products and systems to detect security weakness. Conducts regular audits to ensure that systems are being operated securely, and computer security policies and procedures are being implemented as defined in security plans. Duties include architecture design, system/network analysis, vulnerability and risk assessments, and security assessment of hardware and software. Performs duties on tasks that require expertise in firewall, cyber, cloud computing, implementation/configuration, physical security analysis of facilities, security assessment/risk analysis, security design of local area networks and wide area networks, security analysis of network operating systems and applications, continuity of operations, planning, policy development and disaster recovery. In general, work complexity and responsibility will be greater at higher levels.

Education & Experience: High School and 0 years of experience

Title: Cloud Information Assurance Specialist 2

Position Responsibilities: Services performed include, but are not limited to, designing, developing, engineering, and implementing integrated cloud security solutions that will ensure proprietary/confidential

data and systems are protected. Gathers and organizes technical information about an organization's mission goals and needs, existing security products, and ongoing programs in computer security in the strategic design process to translate security and business requirements into technical designs. Configures and validates secure cloud systems; tests security products and systems to detect security weakness. Conducts regular audits to ensure that systems are being operated securely, and computer security policies and procedures are being implemented as defined in security plans. Duties include architecture design, system/network analysis, vulnerability and risk assessments, and security assessment of hardware and software. Performs duties on tasks that require expertise in firewall, cyber, cloud computing, implementation/configuration, physical security analysis of facilities, security assessment/risk analysis, security design of local area networks and wide area networks, security analysis of network operating systems and applications, continuity of operations, planning, policy development and disaster recovery. In general, work complexity and responsibility will be greater at higher levels.

Education & Experience: Bachelors and 1 years of experience

Title: Cloud Information Assurance Specialist 3

Position Responsibilities: Services performed include, but are not limited to, designing, developing, engineering, and implementing integrated cloud security solutions that will ensure proprietary/confidential data and systems are protected. Gathers and organizes technical information about an organization's mission goals and needs, existing security products, and ongoing programs in computer security in the strategic design process to translate security and business requirements into technical designs. Configures and validates secure cloud systems; tests security products and systems to detect security weakness. Conducts regular audits to ensure that systems are being operated securely, and computer security policies and procedures are being implemented as defined in security plans. Duties include architecture design, system/network analysis, vulnerability and risk assessments, and security assessment of hardware and software. Performs duties on tasks that require expertise in firewall, cyber, cloud computing, implementation/configuration, physical security analysis of facilities, security assessment/risk analysis, security design of local area networks and wide area networks, security analysis of network operating systems and applications, continuity of operations, planning, policy development and disaster recovery. In general, work complexity and responsibility will be greater at higher levels.

Education & Experience: Bachelors and 2 years of experience

Title: Cloud Information Assurance Specialist 6

Position Responsibilities: Services performed include, but are not limited to, designing, developing, engineering, and implementing integrated cloud security solutions that will ensure proprietary/confidential data and systems are protected. Gathers and organizes technical information about an organization's mission goals and needs, existing security products, and ongoing programs in computer security in the strategic design process to translate security and business requirements into technical designs. Configures and validates secure cloud systems; tests security products and systems to detect security weakness. Conducts regular audits to ensure that systems are being operated securely, and computer security policies and procedures are being implemented as defined in security plans. Duties include architecture design, system/network analysis, vulnerability and risk assessments, and security assessment of hardware and software. Performs duties on tasks that require expertise in firewall, cyber, cloud computing, implementation/configuration, physical security analysis of facilities, security assessment/risk analysis, security design of local area networks and wide area networks, security analysis of network operating systems and applications, continuity of operations, planning, policy development and disaster recovery. In general, work complexity and responsibility will be greater at higher levels.

higher levels.

Education & Experience: Bachelors and 8 years of experience

Title: Cloud Information Assurance Specialist 7

Position Responsibilities: Services performed include, but are not limited to, designing, developing, engineering, and implementing integrated cloud security solutions that will ensure proprietary/confidential data and systems are protected. Gathers and organizes technical information about an organization's mission goals and needs, existing security products, and ongoing programs in computer security in the strategic design process to translate security and business requirements into technical designs. Configures and validates secure cloud systems; tests security products and systems to detect security weakness. Conducts regular audits to ensure that systems are being operated securely, and computer security policies and procedures are being implemented as defined in security plans. Duties include architecture design, system/network analysis, vulnerability and risk assessments, and security assessment of hardware and software. Performs duties on tasks that require expertise in firewall, cyber, cloud computing, implementation/configuration, physical security analysis of facilities, security assessment/risk analysis, security design of local area networks and wide area networks, security analysis of network operating systems and applications, continuity of operations, planning, policy development and disaster recovery. In general, work complexity and responsibility will be greater at higher levels.

Education & Experience: Bachelors and 10 years of experience

EXPERIENCE & DEGREE SUBSTITUTION (applicable to all labor categories)

The above describes the functional responsibilities and education and experience requirements for each labor category. These requirements are a guide to the types of experience and educational background of typical personnel in each labor category.

Education and experience may be substituted for each other. Each year of relevant experience may be substituted for one year of education, and vice versa. In addition, certifications, professional licenses, and vocational technical training may be substituted for experience or education.

Degree/Experience Equivalency*

| Degree | Experience Equivalence | Other Equivalence |
|-----------|--|----------------------------|
| Bachelors | Associate degree +2 years relevant experience, or 4 years relevant experience | Professional certification |
| Masters | Bachelors +2 years relevant experience, or Associated + 4 years relevant experience | Professional license |
| Doctorate | Masters + 2 years relevant experience, Bachelors + 4 years relevant experience | |

* Successful completion of higher education which has not yet resulted in a degree may be counted as 1 for 1 years of experience for each year of college completed.