FEDERAL SUPPLY SERVICE
AUTHORIZED FEDERAL SUPPLY SCHEDULE PRICE LIST

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

PROFESSIONAL ENGINEERING SERVICES (PES)
FSC GROUP 87
CLASS 871

SPECIAL ITEM NUMBERS (SIN)
871-1 STRATEGIC PLANNING FOR TECHNOLOGY PROGRAMS/ACTIVITIES
871-2 CONCEPT DEVELOPMENT AND REQUIREMENTS ANALYSIS
871-3 SYSTEM DESIGN, ENGINEERING AND INTEGRATION
871-4 TEST AND EVALUATION
871-5 INTEGRATED LOGISTICS SUPPORT
871-6 ACQUISITION AND LIFE CYCLE MANAGEMENT

CONTRACT NUMBER: **GS-23F-0197K**
For more information on ordering from Federal Supply Schedules click on the FSS Schedules button at fss.gsa.gov

CONTRACT PERIOD: **13 April 2000 through 12 April 2020**

ZEL TECHNOLOGIES, LLC
54 OLD HAMPTON LANE
HAMPTON, VA 23669
Phone: (757) 722-5565
Fax: (757) 325-1408
www.zeltech.com

ZelTech is a Veteran and Minority owned Small Business concern

Prices Shown Herein Are Net (Discount Deducted)

Pricelist is current through Modification #PS-0017, effective 6 March 2015

ZELTECH®
Zel Technologies, LLC

ZEL TECHNOLOGIES, LLC (ZELTECH) ORDERING INFORMATION

1. Awarded SIN's, cross-referenced to the pages where they are explained in detail.

2. The maximum dollar value of an order to be issued is $1,000,000. However, a delivery order that exceeds the maximum order may be placed with the Contractor selected in accordance with FAR 8.404.

3. The minimum dollar value of orders to be issued is $100.00

4. The geographic coverage of this contract is the 48 contiguous states and the District of Columbia. The scope includes Alaska, Hawaii, and the Commonwealth of Puerto Rico. All overseas US Government installations are also covered by this contract.

5. Points of productions (city, county, state of foreign country): NONE

6. The prices listed in this contract are net prices. Any discount from list prices will be negotiated on a case-by-case basis after review of a Statement of Work (SOW), the overall requirements of the effort, and the estimated dollar value of the order.

7. Quantity discounts- any further discounts will be negotiated at the time of award of a delivery order.

8. Prompt Payment Terms: ZelTech's payment terms are NET 30. "Information for Ordering Offices: Prompt payment terms cannot be negotiated out of the contractual agreement in exchange for other concessions."

9a. Government purchase cards **ARE** accepted for orders placed below the micropurchase threshold.

9b. Government purchase cards **ARE** accepted for orders placed above the micropurchase threshold.

10. Foreign items: NONE

11a. Time of delivery- will be specified at the delivery order level

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

11c. Overnight and 2-day delivery- not applicable for services. If applicable will be addressed at the delivery order level.

11d. Urgent Requirements- Clause I-FSS-140-B is applicable under this pricelist. The agency may contact the contractor's representative to effect a faster delivery, if available.

12. F.O.B. points(s) – Destination

13a. Ordering address:

Zel Technologies, LLC
Attn: Contracts Department
54 Old Hampton Lane
Hampton, VA 23669
Phone: (757) 722-5565
Fax: (757) 325-1408

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. ZelTech's payment address is:

Zel Technologies, LLC
2501 Wooten Blvd
Wilson, NC 27893

15. Warranty provision- will be specified at the delivery order level

16. Export packing charges, if applicable, will be addressed at the delivery order level

17. Terms and conditions of Government purchase card acceptance (any thresholds above the micropurchase level)

Depending on the period of performance and deliverable requirements, ZelTech may negotiate a payment schedule with the agency. As a small business, ZelTech must be paid on a monthly basis. The payment terms of the delivery order must authorize ZelTech to process a transaction for payment through the credit card clearinghouse on a monthly, or deliverable basis and not at the end of the performance period.

18. Terms and conditions of rental, maintenance, and repair- N/A

19. Terms and conditions of installation- N/A

20. Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices- N/A

20a. Terms and conditions for any other services, if applicable, will be addressed at the delivery order level.

21. List of service and distribution points- N/A

22. List of participating dealers- N/A

23. Preventive maintenance- N/A

24a. Special attributes such as environmental attributes (e.g., recycled content, energy efficiency, and/or reduced pollutants)- N/A

24b. If applicable, indicate that Section 508 compliance information is available on Electronic and Information Technology (EIT) supplies and services and show where full details can be found – N/A

25. ZelTech's Data Universal Number System **(DUNS) No. 82-573-2993**.

26. ZelTech is registered in the System for Award Management (SAM), www.sam.gov

PROFESSIONAL ENGINEERING SERVICES

LABOR CATEGORIES BY SPECIAL ITEM NUMBERS (SINs)

Labor Category Title	SIN 871-1 Strategic Planning for Technology Programs/Activities	SIN 871-2 Concept Development & Requirements Analysis	SIN 871-3 System Design, Engineering & Integration	SIN 871-4 Test and Evaluation	SIN 871-5 Integrated Logistics Support	SIN 871-6 Acquisition & Life Cycle Management
Acquisition Specialist – Level 3	X	X	X	X	X	X
Acquisition Specialist – Level 2	X	X	X	X	X	X
Acquisition Specialist – Level 1	X	X	X	X	X	X
Administration Specialist – Level 2	X	X	X	X	X	X
Administration Specialist – Level 1	X	X	X	X	X	X
Chemical/Physics/Biological Eng – Level 3	X	X	X	X	X	X
Chemical/Physics/Biological Eng – Level 2	X	X	X	X	X	X
Chemical/Physics/Biological Eng – Level 1	X	X	X	X	X	X
Configuration Control Specialist – Level 2			X	X	X	X
Configuration Control Specialist – Level 1			X	X	X	X
Desk Top Publisher	X	X	X	X	X	X
Electrical Engineer – Level 3	X	X	X	X	X	X
Electrical Engineer – Level 2	X	X	X	X	X	X
Electrical Engineer – Level 1	X	X	X	X	X	X
Functional Analyst – Level 5	X	X	X	X	X	X
Functional Analyst – Level 4	X	X	X	X	X	X
Functional Analyst – Level 3	X	X	X		X	
Functional Analyst – Level 2	X	X	X		X	
Functional Analyst – Level 1	X	X	X		X	
Graphics/Technical Support	X	X	X	X	X	X
Human Factors Engineer – Level 3		X	X	X	X	X
Human Factors Engineer – Level 2		X	X	X	X	X
Human Factors Engineer – Level 1		X	X	X	X	X
Intelligence Analyst – Level 4	X	X	X	X	X	X
Logistics Engineer – Level 3					X	X
Logistics Engineer – Level 2					X	X

Labor Category Title	SIN 871-1 Strategic Planning for Technology Programs/Activities	SIN 871-2 Concept Development & Requirements Analysis	SIN 871-3 System Design, Engineering & Integration	SIN 871-4 Test and Evaluation	SIN 871-5 Integrated Logistics Support	SIN 871-6 Acquisition & Life Cycle Management
Logistics Engineer – Level 1					X	X
Mechanical/Aero/Astro Engineer – Level 3	X	X	X	X	X	X
Mechanical/Aero/Astro Engineer – Level 2	X	X	X	X	X	X
Mechanical/Aero/Astro Engineer – Level 1	X	X	X	X	X	X
Program Manager	X	X	X	X	X	X
Project Coordinator	X	X	X	X	X	X
Principal Investigator	X	X	X	X	X	X
Quality Assurance Manager – Level 2	X	X	X	X	X	X
Quality Assurance Manager – Level 1	X	X	X	X	X	X
Scientist – Level 5	X	X	X	X	X	X
Scientist – Level 4	X	X	X	X	X	X
Scientist – Level 3	X	X	X	X	X	X
Scientist – Level 2	X	X	X	X	X	X
Scientist – Level 1	X	X	X	X	X	X
Systems Analyst – Level 3	X	X	X	X	X	X
Systems Analyst – Level 2	X	X	X	X	X	X
Systems Analyst – Level 1	X	X	X	X	X	X
Test Engineer – Level 3				X		
Test Engineer – Level 2				X		
Test Engineer – Level 1				X		

The following tables of fully burdened loaded labor rates are for site and plant locations. Site rates are applicable for personnel who work in a Government or other contractor facility where office space, equipment, (computer, internet connectivity, phone, etc) and materials are provided. Plant rates are applicable for personnel who work in a ZelTech owned or leased facility. The above table details the applicable rates by SIN. The rates in the below tables are GSA approved as of modifications PS-0017 and PO-0013 effective 1 April 2015.

Attachment 3, Modification PS-0017						
		Contractor Site				
SINs and PEDs		Option 3				
SINs 871-1 - 871-6; 871-1RC - 871-6RC		Year 16	Year 17	Year 18	Year 19	Year 20
PED: Chemical, Electrical and Mechanical Engineering		4/1/2015	4/1/2016	4/1/2017	4/1/2018	4/1/2019
		to	to	to	to	to
Labor Categories	level	3/31/2016	3/31/2017	3/31/2018	3/31/2019	4/12/2020
Acquisition Specialist	3	$136.91	$139.65	$142.44	$145.29	$148.20
Acquisition Specialist	2	$96.24	$98.16	$100.13	$102.13	$104.17
Acquisition Specialist	1	$56.76	$57.90	$59.05	$60.23	$61.44
Administration Specialist **	2	$68.39	$69.76	$71.15	$72.58	$74.03
Administration Specialist **	1	$47.30	$48.25	$49.21	$50.20	$51.20
Chemical Eng/Physicist/Biologist	3	$187.54	$191.29	$195.12	$199.02	$203.00
Chemical Eng/Physicist/Biologist	2	$148.06	$151.02	$154.04	$157.12	$160.26
Chemical Eng/Physicist/Biologist	1	$130.78	$133.40	$136.06	$138.78	$141.56
Configuration Control Spec	2	$123.98	$126.46	$128.99	$131.57	$134.20
Configuration Control Spec	1	$106.76	$108.90	$111.07	$113.29	$115.56
Desk Top Publisher		$111.01	$113.23	$115.49	$117.80	$120.16
Electrical Engineer	3	$172.74	$176.19	$179.72	$183.31	$186.98
Electrical Engineer	2	$145.61	$148.52	$151.49	$154.52	$157.61
Electrical Engineer	1	$120.89	$123.31	$125.77	$128.29	$130.86
Functional Analyst	5	$412.93	$421.19	$429.61	$438.20	$446.97
Functional Analyst	4	$254.21	$259.29	$264.48	$269.77	$275.17
Functional Analyst	3	$155.48	$158.59	$161.76	$165.00	$168.30
Functional Analyst	2	$135.72	$138.43	$141.20	$144.03	$146.91
Functional Analyst	1	$111.01	$113.23	$115.49	$117.80	$120.16
Graphics/Technical Supp Spec		$74.00	$75.48	$76.99	$78.53	$80.10
Human Factors Engineer	3	$127.43	$129.98	$132.58	$135.23	$137.93
Human Factors Engineer	2	$121.69	$124.12	$126.61	$129.14	$131.72
Human Factors Engineer	1	$111.01	$113.23	$115.49	$117.80	$120.16
Intelligence Analyst	4	$273.63	$279.10	$284.68	$290.38	$296.19
Logistics Engineer	3	$153.01	$156.07	$159.19	$162.38	$165.62
Logistics Engineer	2	$130.78	$133.40	$136.06	$138.78	$141.56
Logistics Engineer	1	$111.01	$113.23	$115.49	$117.80	$120.16
Mech/Astro/Aero Engineer	3	$172.74	$176.19	$179.72	$183.31	$186.98
Mech/Astro/Aero Engineer	2	$145.61	$148.52	$151.49	$154.52	$157.61
Mech/Astro/Aero Engineer	1	$120.89	$123.31	$125.77	$128.29	$130.86
Program Manager		$172.74	$176.19	$179.72	$183.31	$186.98
Project Coordinator		$103.00	$105.06	$107.16	$109.30	$111.49
Principal Investigator		$185.98	$189.70	$193.49	$197.36	$201.31
Quality Assurance Manager	2	$135.72	$138.43	$141.20	$144.03	$146.91
Quality Assurance Manager	1	$113.52	$115.79	$118.11	$120.47	$122.88
Scientist	5	$277.41	$282.96	$288.62	$294.39	$300.28
Scientist	4	$267.11	$272.45	$277.90	$283.46	$289.13
Scientist	3	$228.42	$232.99	$237.65	$242.40	$247.25
Scientist	2	$207.80	$211.96	$216.20	$220.52	$224.93
Scientist	1	$155.38	$158.49	$161.66	$164.89	$168.19
Systems Analyst	3	$167.77	$171.13	$174.55	$178.04	$181.60
Systems Analyst	2	$135.72	$138.43	$141.20	$144.03	$146.91
Systems Analyst	1	$120.89	$123.31	$125.77	$128.29	$130.86
Test Engineer	3	$160.38	$163.59	$166.86	$170.20	$173.60
Test Engineer	2	$130.78	$133.40	$136.06	$138.78	$141.56
Test Engineer	1	$111.01	$113.23	$115.49	$117.80	$120.16
Prices include an Industrial Funding Fee (IFF) of .75% and annual escalation of 2.0%						

Attachment 3, Modification PS-0017

SINs and PEDs		Government Site Option 3				
SINs 871-1 - 871-6; 871-1RC - 871-6RC		Year 16	Year 17	Year 18	Year 19	Year 20
PED: Chemical, Electrical and		4/1/2015	4/1/2016	4/1/2017	4/1/2018	4/1/2019
		to	to	to	to	to
Labor Categories		3/31/2016	3/31/2017	3/31/2018	3/31/2019	3/31/2020
Acquisition Specialist	3	$84.92	$86.62	$88.35	$90.12	$91.92
Acquisition Specialist	2	$59.67	$60.86	$62.08	$63.32	$64.59
Acquisition Specialist	1	$35.21	$35.91	$36.63	$37.37	$38.11
Administration Specialist **	2	$54.05	$55.13	$56.23	$57.36	$58.51
Administration Specialist **	1	$37.38	$38.13	$38.89	$39.67	$40.46
Chemical Eng/Physicist/Biologist	3	$116.31	$118.64	$121.01	$123.43	$125.90
Chemical Eng/Physicist/Biologist	2	$91.83	$93.67	$95.54	$97.45	$99.40
Chemical Eng/Physicist/Biologist	1	$81.10	$82.72	$84.38	$86.06	$87.79
Configuration Control Spec	2	$81.10	$82.72	$84.38	$86.06	$87.79
Configuration Control Spec	1	$68.85	$70.23	$71.63	$73.06	$74.53
Desk Top Publisher		$68.85	$70.23	$71.63	$73.06	$74.53
Electrical Engineer	3	$107.12	$109.26	$111.45	$113.68	$115.95
Electrical Engineer	2	$90.29	$92.10	$93.94	$95.82	$97.73
Electrical Engineer	1	$74.98	$76.48	$78.01	$79.57	$81.16
Functional Analyst	5	$268.14	$273.50	$278.97	$284.55	$290.24
Functional Analyst	4	$165.07	$168.37	$171.74	$175.17	$178.68
Functional Analyst	3	$96.42	$98.35	$100.32	$102.32	$104.37
Functional Analyst	2	$84.16	$85.84	$87.56	$89.31	$91.10
Functional Analyst	1	$68.85	$70.23	$71.63	$73.06	$74.53
Graphics/Technical Supp Spec		$45.89	$46.81	$47.74	$48.70	$49.67
Human Factors Engineer	3	$99.47	$101.46	$103.49	$105.56	$107.67
Human Factors Engineer	2	$81.10	$82.72	$84.38	$86.06	$87.79
Human Factors Engineer	1	$68.85	$70.23	$71.63	$73.06	$74.53
Intelligence Analyst	4	$177.01	$180.55	$184.16	$187.84	$191.60
Logistics Engineer	3	$94.89	$96.79	$98.72	$100.70	$102.71
Logistics Engineer	2	$81.10	$82.72	$84.38	$86.06	$87.79
Logistics Engineer	1	$68.85	$70.23	$71.63	$73.06	$74.53
Mech/Astro/Aero Engineer	3	$107.12	$109.26	$111.45	$113.68	$115.95
Mech/Astro/Aero Engineer	2	$90.29	$92.10	$93.94	$95.82	$97.73
Mech/Astro/Aero Engineer	1	$74.98	$76.48	$78.01	$79.57	$81.16
Program Manager		$107.12	$109.26	$111.45	$113.68	$115.95
Project Coordinator		$79.84	$81.44	$83.07	$84.73	$86.42
Principal Investigator		$137.76	$140.52	$143.33	$146.19	$149.12
Quality Assurance Manager	2	$84.16	$85.84	$87.56	$89.31	$91.10
Quality Assurance Manager	1	$70.40	$71.81	$73.24	$74.71	$76.20
Scientist	5	$180.13	$183.73	$187.41	$191.16	$194.98
Scientist	4	$173.43	$176.90	$180.44	$184.05	$187.73
Scientist	3	$148.32	$151.29	$154.31	$157.40	$160.55
Scientist	2	$134.92	$137.62	$140.37	$143.18	$146.04
Scientist	1	$100.90	$102.92	$104.98	$107.08	$109.22
Systems Analyst	3	$104.06	$106.14	$108.26	$110.43	$112.64
Systems Analyst	2	$84.16	$85.84	$87.56	$89.31	$91.10
Systems Analyst	1	$74.98	$76.48	$78.01	$79.57	$81.16
Test Engineer	3	$99.47	$101.46	$103.49	$105.56	$107.67
Test Engineer	2	$81.10	$82.72	$84.38	$86.06	$87.79
Test Engineer	1	$68.85	$70.23	$71.63	$73.06	$74.53

Prices include an Industrial Funding Fee (IFF) of .75% and annual escalation of 2.0%

Service Contract Act: The Service Contract Act (SCA) is applicable to this contract and it includes SCA eligible labor categories. Contract prices are in compliance with the applicable wage determination. In accordance with FAR Part 22, service contracts over $2,500 shall contain mandatory provisions regarding minimum wages and fringe benefits, safe and sanitary working conditions, notification to employees of the minimum allowable compensation, and equivalent Federal employee classifications and wage rates.

The prices for the cited SCA labor categories are based on the U.S. Department of Labor Wage Determination Number(s) identified in the SCA matrix below. The prices offered are based on the preponderance of where work is performed and should the contractor perform in an area with lower SCA rates, resulting in lower wages being paid, the task order prices will be discounted accordingly.

SCA MATRIX		
SCA eligible Contract Labor Category	**SCA Equivalent Code - Title**	**WD Number**
Administrative Specialist Level 2	01311 - Secretary I	05-2103
Administrative Specialist Level 1	01313 - Secretary III	05-2103

LABOR CATEGORY DESCRIPTIONS: (Listed Alphabetically)

Acquisition Specialist, Level 3

Responsible to the Program Manager for overseeing the procurement infrastructure supporting extensive engineering projects. Manages the competitive bid process as directed by the FAR for acquisition of third party services and products. Accounts for deliverables from supporting vendors and Government Furnished Equipment (GFE). Maintains inventories and status of controlled items. Develops system life cycle support plans detailing reliability and maintainability requirements and corresponding hardware and software support strategies. Oversees the execution of system life cycle support plans, maintains performance statistics, and generates appropriate life cycle support status reports.

Education/Experience: A Level 3 Acquisition Specialist shall possess a Bachelors degree in Acquisition Management, Operations Research, Business, or other related degree that directly pertains to the acquisition responsibilities for the work task. A Level 3 Acquisition Specialist will have a minimum of 8 years experience including at least 3 years experience managing personnel in this skill area, and shall maintain an in-depth knowledge of the FAR guidelines for acquisition management. Additional experience in the field may serve as a substitute for the degree requirement.

Acquisition Specialist, Level 2

Responsible to the Program Manager for overseeing the procurement infrastructure supporting moderately sized engineering projects. Manages the competitive bid process as directed by the FAR for acquisition of third party services and products. Accounts for deliverables from supporting vendors and Government Furnished Equipment (GFE). Maintains inventories and status of controlled items. Develops system life cycle support plans detailing reliability and maintainability requirements and corresponding hardware and software support strategies. Executes system life cycle support plans, maintains performance statistics, and generates appropriate life cycle support status reports.

Education/Experience: A Level 2 Acquisition Specialist shall possess a Bachelors degree in Acquisition Management, Operations Research, Business, or other related degree that directly pertains to the acquisition responsibilities for the work task. A Level 2 Acquisition Specialist will have a minimum of 4 years experience and be familiar with the FAR guidelines for acquisition management. Additional experience in the field may serve as a substitute for the degree requirement.

Acquisition Specialist, Level 1

Responsible to a senior acquisition manager or the Program Manager for the procurement of vendor supplied components and GFE for small to moderately sized engineering projects. Accounts for deliverables from supporting vendors and Government Furnished Equipment (GFE). Maintains inventories and status of controlled items. Executes system life cycle support plans, maintains performance statistics, and generates appropriate life cycle support status reports.

Education/Experience: A Level 1 Acquisition Specialist shall possess an Associates degree and have a minimum of two years experience. Additional experience in the field may serve as a substitute for the degree requirement.

Administration Specialist, Level 2 **

Provides technical and administrative assistance to Program Managers in the production of program deliverables and on-going administrative requirements during execution of the work effort. Generates reports on labor hours expended per task/labor hours available with remaining budget, percent task complete/percent task remaining, etc.

Education/Experience: A Level 2 Administration Specialist shall have 6 years experience performing general administrative duties.

Administration Specialist, Level 1 **

Provides technical and administrative assistance to Program Managers in the production of program deliverables and on-going administrative requirements during execution of the work effort.

Education/Experience: A Level 1 Administration Specialist shall have 3 years experience performing general administrative duties.

Chemical Engineer/Physicist/Biologist, Level 3

Responsible for managing scientific research and development efforts. Manages action officers who investigate and analyze ongoing and proposed technical programs in service and national laboratories, industry, and academia. Provides assessments for meeting intelligence requirements. Develops and recommends technical approaches and plans which identify technical risks, costs, and schedules.

Education/Experience: A Level 3 Chemical Engineer/Physicist/Biologist shall possess a Masters degree in biology, physics, chemistry or other related scientific field and have a minimum of 8 years experience of which 3 years shall have been in management of scientific programs. Additional experience in the field may serve as a substitute for the degree requirement.

Chemical Engineer/Physicist/Biologist, Level 2

Responsible to the Program Manager for overseeing the scientific research and development program. Analyzes, evaluates, and assesses chemical, physics, and biological technology R&D initiatives. Reviews sensor technologies and recommends methods to exploit the latest technology advances. Prepares documentation to manage and track technology development. Develops documents to support project management.

Education/Experience: A Level 2 Chemical Engineer/Physicist/Biologist shall possess a Bachelors degree with emphasis in a scientific or management area. A Level 2 Chemical Engineer/Physicist/Biologist shall have a minimum of 5 years experience. Additional experience in the field may serve as a substitute for the degree requirement.

Chemical Engineer/Physicist/Biologist, Level 1

Responsible to a senior scientific program manager for evaluating scientific research and development program. Monitors projects addressing chemical, physics, and biological technology R&D initiatives. Prepares documentation to manage and track technology development. Attends Technical Interchange Meetings and records the discussions. Develops documents to support project management. Tracks and monitors project reports to ensure programs remain on schedule. Identifies and reports program shortfalls.

Education/Experience: A Level 1 Chemical Engineer/Physicist/Biologist shall possess a Bachelors degree in a scientific field. A Level 1 Chemical Engineer/Physicist/Biologist will have a minimum of 2 years of experience. Additional experience in the field may serve as a substitute for the degree requirement.

Configuration Control Specialist, Level 2

Prepares program configuration management and configuration control plans for mid-range projects. Develops functional area configuration management practices for cataloging and tracking all documents, hardware items, and software modules used by or developed for the program. Evaluates selected configuration management tools and standards. Coordinates with users, systems engineers, and other personnel on the content of system baseline releases. Simultaneously maintains configuration control of development, test, and operational baseline configurations. Maintains discrepancy logs against baselined systems and documentation.

Education/Experience: A Level 2 Configuration Control Specialist shall possess a Bachelors degree in Engineering, Computer Science, Information Systems, or other related technical discipline. A Level 2 Configuration Control Specialist must have a minimum of 4 years experience in configuration management, configuration control, verification, validation testing and the application configuration control metrics against hardware and software systems. Additional experience in the field may serve as a substitute for the degree requirement.

Configuration Control Specialist, Level 1

Executes program configuration management practices and configuration control procedures. Catalogs and tracks all documents, hardware items, and software modules used by or developed for the program. Uses selected configuration management tools and standards to performed assigned tasks. Creates and maintains system baseline releases. Simultaneously maintains configuration control of development, test, and operational baseline configurations. Maintains discrepancy logs against baselined systems and documentation.

Education/Experience: A Level 1 Configuration Control Specialist shall possess a Bachelors degree in a field that directly pertains to the acquisition responsibilities for the work task and must have a minimum of one year of experience in configuration management, configuration control, verification, validation testing and the application configuration control metrics against hardware and software systems. Additional experience in the field may serve as a substitute for the degree requirement.

Desk Top Publisher

Provides technical and administrative support in developing technical documents which define or depict program requirements, hardware, software, and system design, test and operational architectures, operational procedures, and training materials. Extensive knowledge of engineering terminology, editorial applications, desktop publishing applications, and graphic artist tools.

Education/Experience: A Desk Top Publisher shall possess a Bachelors degree and have 2 years experience. Additional experience in the field may serve as a substitute for the degree requirement.

Electrical Engineer, Level 3

Capacity to simultaneously lead multiple electrical engineering teams through all aspects of the requirements definition, electronics engineering design, development, test and integration, and life cycle support phases of a program. Evaluates emerging technology for project applicability and maturity.

Education/Experience: A Level 3 Engineer shall possess a Masters degree in Electrical Engineering or other engineering discipline directly related to assigned work tasks. A Level 3 Engineer shall have a minimum of 8 years experience working within the engineering discipline. Additional experience in the field may serve as a substitute for the degree requirement.

Electrical Engineer, Level 2

Capacity to lead an electrical engineering team through one or more phases of a moderately complex engineering program including requirements definition, electronics design, development, test and integration, and life cycle support. Evaluates emerging technology for project applicability and maturity.

Education/Experience: A Level 2 Engineer shall possess a Bachelors degree in Electrical Engineering or other engineering discipline directly related to assigned work tasks. A Level 2 Engineer shall have a minimum of 5 years experience working within the engineering discipline. Additional experience in the field may serve as a substitute for the degree requirement.

Electrical Engineer, Level 1

Participates as a member of an electrical engineering team supporting one or more phases of an engineering program including requirements definition, engineering design, development, test and integration, and life cycle support. Evaluates emerging technology for project applicability and maturity.

Education/Experience: A Level 1 Engineer shall possess a Bachelors degree in Electrical Engineering or other discipline directly related to assigned work tasks. A Level 1 Engineer shall have a minimum of 2 years of experience working in the engineering discipline. Additional experience in the field may serve as a substitute for the degree requirement.

Functional Analyst, Level 5

Responsible for the direction and oversight of engineering projects and applications requiring specialized knowledge and understanding of complex technical issues. Provides functional, end

user expertise in the development of system requirements for integrated products. Analyzes system and engineering designs to determine adequacy of current or planned system capabilities and functions. Reviews task and engineering design requirements, gathers information, analyzes data, prepares synopses, and compares and recommends alternative solutions to satisfy end user needs. May perform as a high-level subject matter expert in engineering systems and applied technology. Either a recognized technical expert in a chosen discipline or has concentrated management experience. Primary liaison with top-level government counterparts to ensure programs continue on schedule and within budget.

Education/Experience: Master's degree or equivalent and 18+ years of relevant experience and/or training.

Functional Analyst, Level 4

Responsible for the direction and oversight of engineering projects and applications requiring specialized knowledge and understanding of complex technical issues. Provides functional, end user expertise in the development of system requirements for integrated products. Analyzes system and engineering designs to determine adequacy of current or planned system capabilities and functions. Reviews task and engineering design requirements, gathers information, analyzes data, prepares synopses, and compares and recommends alternative solutions to satisfy end user needs. May perform as a high-level subject matter expert in engineering systems and applied technology.

Education/Experience: Master's degree or equivalent and 11 - 17 years of relevant experience and/or training.

Functional Analyst, Level 3

Provides functional, end user expertise in the development of system requirements for integrated products. Analyzes system and engineering designs to determine adequacy of current or planned system capabilities and functions. Reviews task and engineering design requirements, gathers information, analyzes data, prepares synopses, and compares and recommends alternative solutions to satisfy end user needs.

Education/Experience: A Level 3 Functional Analyst shall possess a Bachelors degree and have a minimum of 10 years experience in the work area discipline. Additional experience in the field may serve as a substitute for the degree requirement.

Functional Analyst, Level 2

Provides functional, end user expertise in the development of system requirements for integrated products. Analyzes system and engineering designs to determine adequacy of current or planned system capabilities and functions. Reviews task and engineering design requirements, gathers information, analyzes data, prepares synopses, and compares and recommends alternative solutions to satisfy end user needs.

Education/Experience: A Level 2 Functional Analyst shall possess a Bachelors degree and have a minimum of 6 years experience in the work area discipline. Additional experience in the field may serve as a substitute for the degree requirement.

Functional Analyst, Level 1

Provides functional, end user expertise in the development of system requirements for integrated products. Analyzes system and engineering designs to determine adequacy of current or planned system capabilities and functions. Reviews task and engineering design requirements, gathers information, analyzes data, prepares synopses, and compares and recommends alternative solutions to satisfy end user needs.

Education/Experience: A Level 1 Functional Analyst shall possess a Bachelors degree and have a minimum of 2 years experience in the work area discipline. Additional experience in the field may serve as a substitute for the degree requirement.

Graphics/Technical Support Specialist

Provides technical and administrative support in developing technical documents which define or depict program requirements, hardware, software, and system design, test and operational architectures, operational procedures, and training materials. Knowledge of engineering terminology, editorial applications, desktop publishing applications, and graphic artist tools.

Education/Experience: A Graphics/Technical Support Specialist shall have 4 years experience.

Human Factors Engineer, Level 3

Manages and supports the development, coordination and analysis of all human factors elements of a given project design, evaluation and fielding effort. Provides overall direction for the implementation of Human Factors policy and procedures. Ensures that the Human-Machine Interface (HMI) is compliant with customer requirements, supports the operator efficiently and effectively, provides the desired performance and utilizes the appropriate level of technology for the effort. Ensures that lab and field evaluations are used to further define the desired solution. Evaluates the severity of identified discrepancies and assesses their impact on customer needs and overall system performance. Supports discrepancy resolution (as a team member or team lead) to implement corrective actions.

Education/Experience: A Level 3 Engineer shall possess a Bachelors degree in Engineering, Computer Science, Information Systems, Operations Research or other related degree directly applicable to the work discipline. A Level 3 Engineer must have at least 8 years experience which shall include three years in a supervisory role managing Human Factors projects and activities. A Level 3 Engineer must have in-depth knowledge of requirements tracking applications, applicable standards and guidelines and automated test development and execution tools. Additional experience in the field may serve as a substitute for the degree requirement.

Human Factors Engineer, Level 2

Manages and supports the development, coordination and analysis of all human factors elements of a given project design, evaluation and fielding effort. Ensures that the Human-Machine Interface (HMI) is compliant with customer requirements, supports the operator efficiently and effectively, provides the desired performance and utilizes the appropriate level of technology for the effort. Ensures that lab and field evaluations are used to further define the desired solution. Evaluates the severity of identified discrepancies and assesses their impact on customer needs and overall system performance. Supports discrepancy resolution (as a team member) to implement corrective actions.

Education/Experience: A Level 2 Engineer shall possess a Bachelors degree in Engineering, Computer Science, Information Systems, Operations Research or other related degree directly applicable to the work discipline. A Level 2 Engineer must have at least 5 years experience conducting and managing Human Factors projects and activities and must be familiar with requirements tracking applications, applicable standards and guidelines and automated test development and execution tools. Additional experience in the field may serve as a substitute for the degree requirement.

Human Factors Engineer, Level 1

Develops, coordinates and analyzes all human factors elements of a given project design, evaluation and fielding effort. Ensures that the Human-Machine Interface (HMI) is compliant with customer requirements supports the operator efficiently and effectively, provides the desired performance and utilizes the appropriate level of technology for the effort. Supports lab trials and customer evaluations of design options or prototype systems to further define the desired solution. Evaluates the severity of identified discrepancies and assesses their impact on customer needs and overall system performance. Supports discrepancy resolution (either singly or as a team member) to implement corrective actions.

Education/Experience: A Level 1 Engineer shall possess a Bachelors degree in Engineering, Computer Science, Information Systems, Operations Research or other related degree directly applicable to the discipline. A Level 1 Engineer must have at least 1 year experience in the discipline and must be capable of utilizing requirements tracking. Additional experience in the field may serve as a substitute for the degree requirement.

Intelligence Analyst, Level 4

The Intelligence Analyst (IA) is usually a formally trained, highly skilled and experienced individual with unique personal characteristics and job related skill sets who has experience in the field of defense intelligence and has worked at one or more of the classified intelligence community billets within the United States Government. The IA provides seasoned engineering leadership and consultation while executing professional engineering services. The engineering services normally are related to one engineering discipline to a person such as electrical engineering, mechanical engineering, chemical engineering or other engineering discipline. He/she may lead teams of technical personnel in various phases of engineering of systems or capabilities to analyze mission goals, analyze requirements, design–cost trade off analyses, feasibility studies, regulatory compliance work, concept development, quality assurance, test and evaluation, integrated logistics support and training. The majority of IA's require a current high-

level security clearance (Top Secret and above). They are often assigned to assist U.S. government customers achieve their overall intelligence missions in both CONUS and OCONUS and at times within the combat zone as necessary. IA's may be assigned to work one or more assignments concurrently with one intelligence agency/group or several agencies/groups during a given period. An IA can be assigned at all levels within the Intelligence Community Command Structure as an advisor, supervisor, liaison, technician, collection specialist etc. based on their qualifications and the needs of the customer at any given time.

Due to the very important, secretive and highly classified nature of their work, unusual working conditions, varied work schedules, mission/customer demands, imposed time constraints, CONUS/OCONUS travel, and other unusual job demands placed upon them, an IA commands a significantly different salary structure compared to most other labor categories. Many IA jobs require strong bi-lingual abilities, U.S. military experience and specific technical or non-technical certifications, intelligence training and skills, and experience in lieu of formal education more frequently than positions in other labor categories. IA's are a highly sought after labor category both within Government and Industry, who routinely compete for the same IA resources within a limited size IA labor pool.

Education/Experience: Bachelor's degree or equivalent and 8 -15 years of relevant experience and/or training; experience in a United States Government Intelligence Community Billet or equivalent experience, training, certifications or combination there of and required security clearance; a unique skill set related to intelligence may supercede formal education requirements.

Logistics Engineer, Level 3

Simultaneously manages multiple teams developing and/or executing the life cycle support plan for complex or large-scale systems. Responsible for developing a system Life Cycle Support Plan and maintenance strategy. Oversees the generation of reliability, maintainability, and availability (RMA) performance standards for overall engineering and systems design. Reviews engineering and systems design and "as built" specifications to validate RMA thresholds. Establishes operations and maintenance (O&M) training requirements and oversees execution of O&M training. Generates performance metrics to assess operational status of system components. Coordinates logistic support and replenishment services from Government and/or commercial suppliers. Establishes budget requirements for Life Cycle Maintenance operations.

Education/Experience: A Level 3 Engineer shall possess a Bachelors degree in Industrial Engineering, Engineering, Logistics Management, Operations Research, or other field directly related to the engineering logistics discipline. A Level 3 Engineer shall have a minimum of 8 years experience in the work task area which includes a minimum of three years experience supervising personnel. Additional experience in the field may serve as a substitute for the degree requirement.

Logistics Engineer, Level 2

Manages small teams developing and/or executing the life cycle support plan for moderately complex systems. Responsible for developing a system Life Cycle Support Plan and maintenance strategy. Oversees the generation of reliability, maintainability, and availability (RMA) performance standards for overall engineering and systems design. Reviews engineering and systems design and "as built" specifications to validate RMA thresholds. Establishes operations and maintenance (O&M) training requirements and oversees execution of O&M training. Generates performance metrics to assess operational status of system components. Coordinates logistic support and replenishment services from Government and/or commercial suppliers. Establishes budget requirements for Life Cycle Maintenance operations.

Education/Experience: A Level 2 Engineer shall possess a Bachelors degree in Industrial Engineering, Engineering, Logistics Management, Operations Research, or other field directly related to the engineering logistics discipline. A Level 2 Engineer shall have a minimum of 5 years experience in the work task area. Additional experience in the field may serve as a substitute for the degree requirement.

Logistics Engineer, Level 1

Supports the development of life cycle support plans and maintenance strategy for engineering systems. Supports the generation of reliability, maintainability, and availability (RMA) performance standards for overall engineering and systems design. Reviews engineering and systems design and "as built" specifications to validate RMA thresholds. Identifies operations and maintenance (O&M) training requirements and conducts O&M training. Supports the generation of performance metrics to assess operational status of system components. Coordinates logistic support and replenishment services from Government and/or commercial suppliers. Provides input to the budget requirements for Life Cycle Maintenance operations.

Education/Experience: A Level 1 Engineer shall possess a Bachelors degree in Industrial Engineering, Engineering, Logistics Management, Operations Research, or other field directly related to the engineering logistics discipline. A Level 1 Engineer shall have a minimum of 1 year of experience in the work task area. Additional experience in the field may serve as a substitute for the degree requirement.

Mechanical/Astronautical/Aeronautical Engineer, Level 3

Capacity to simultaneously lead multiple engineering teams through all aspects of an integrated logistics program. Translates operational logistics requirements into high level and detailed engineering designs. Implements design using appropriate engineering skills to fabricate and test component designs. Designs and develops test and operational support equipment. Supports test analysis. Recommends engineering changes as necessary to meet performance specifications.

Education/Experience: A Level 3 Engineer shall possess a Masters degree in Mechanical, Astronautics, Aeronautics, Industrial, or other engineering discipline directly related to assigned work tasks. A Level 3 Engineer shall have a minimum of 8 years experience working within the engineering. Additional experience in the field may serve as a substitute for the degree requirement.

Mechanical/Astronautical/Aeronautical Engineer, Level 2

Capacity to lead an engineering team through one or more phases of a moderately complex integrated logistics program. Translates operational logistics requirements into high level and detailed engineering designs. Implements design using appropriate engineering skills to fabricate and test component designs. Designs and develops test and operational support equipment. Supports test analysis. Recommends engineering changes as necessary to meet performance specifications.

Education/Experience: A Level 2 Engineer shall possess a Bachelors degree in Mechanical, Astronautics, Aeronautics, Industrial, or other engineering discipline directly related to assigned work tasks. A Level 2 Engineer shall have a minimum of 5 years experience working within the engineering discipline. Additional experience in the field may serve as a substitute for the degree requirement.

Mechanical/Astronautical/Aeronautical Engineer, Level 1

Participates as a member of an engineering team supporting one or more phases of an integrated logistics program. Translates operational logistics requirements into high level and detailed engineering designs. Implements design using appropriate engineering skills to fabricate and test component designs. Designs and develops test and operational support equipment. Supports test analysis. Recommends engineering changes as necessary to meet performance specifications.

Education/Experience: A Level 1 Engineer shall possess a Bachelors degree in Mechanical, Astronautics, Aeronautics, Industrial, or other engineering discipline directly related to assigned work tasks. A Level 1 Engineer shall have a minimum of 2 years of experience working in the engineering discipline. Additional experience in the field may serve as a substitute for the degree requirement.

Program Manager

Responsible for the planning, direction, and performance of programs including management of cost, schedule, and personnel. Responsible for program quality control, configuration management, and ensuring that deliverables meet the customer's requirements and are produced on schedule and within cost. Working knowledge of engineering processes and procedures. Working knowledge of the science, theorems, functions and interrelationships of multiple engineering disciplines. Simultaneously leads multiple small teams or a large Integrated Product Team (IPT) in the performance of broad ranging technical and engineering tasks. Supervises the analysis of customer requirements; the development of engineering designs to meet customer needs; the implementation of engineering designs; the integration and testing of engineering designs; and the development and execution of life cycle support concepts. Serves as the corporate liaison to the customer.

Education/Experience: A Program Manager shall possess a Masters degree and have at least ten years of experience directly applicable to the work supervised. A Program Manager must demonstrate the ability to evaluate proposed solutions to complex organizational, technical, and

analytical problems weighing the impact of cost, schedule, and customer satisfaction. The Program Manager shall have an in-depth knowledge of technical and project management. Additional experience in the field may be a substitute for the degree requirement.

Project Coordinator

Responsible to the Program Manager for all contract related issues and contract implementation. Oversee the day-to-day activities of contract performance. May work directly with Government COTR on technical issues related to the work effort. Ensure that contract deliverables meet the customer's requirements and are produced on schedule and within cost. Serve as liaison between the contract employees and Program Manager to ensure employee fulfillment.

Education/Experience: A Bachelor's degree in Business is preferred, but a minimum of six years related experience in the field will substitute.

Principal Investigator

Possesses an acknowledged reputation within a given scientific, technical, functional, or engineering field. Shall have considerable experience in government and/or industry at the mid- to senior level with high responsibilities for technical development, personnel, and funding. Should have several referred presentations or published works within a technical field.

Education/Experience: A Principal Investigator shall possess a Masters degree and have at least twelve years of experience directly applicable to the work supervised to include at least 6 years experience with government contracts and at least 4 years of that experience as a program manager. An experience track should reflect increasing levels of responsibility directing technical work, personnel, and program budgets.

Quality Assurance Manager, Level 2

Oversees mid-level quality assurance programs. Directs a small quality assurance team in the development of a quality assurance program or in the development of a subset of a larger program. Approves or forwards for approval quality assurance plans, processes and collection metrics. Manages the execution of the quality assurance program or subprogram. Generates quality assurance reports containing discrepancies and metric analysis. Recommends corrective actions or areas for initiating process improvement and process re-engineering.

Education/Experience: A Level 2 Quality Assurance Manager shall possess a Bachelors degree in Industrial Engineering, Engineering, Acquisition Management, Operations Research, Business Management, or other related degree that provides extensive insight into the engineering and technical processes contained in the assigned work tasks. A Level 2 Quality Assurance Manager shall have a minimum of six years experience performing quality assurance tasks for government or commercial contracts and a minimum of three years experience performing work tasks in the engineering or technical area targeted for the Quality Assurance Program. Additional experience in the field may serve as a substitute for the degree requirement.

Quality Assurance Manager, Level 1

Supports the development of quality assurance plans, processes, and collection metrics. Conducts Quality Assurance training. Executes the quality assurance processes and collects metrics. Generates detailed quality assurance reports containing discrepancies and metric analysis. Recommends corrective actions or areas for initiating process improvement and process re-engineering.

Education/Experience: A Level 1 Quality Assurance Manager shall possess a Bachelors degree in Industrial Engineering, Engineering, Acquisition Management, Operations Research, Business Management, or other related degree that provides extensive insight into the engineering and technical processes contained in the assigned work tasks. A Level 1 Quality Assurance Manager shall have a minimum of 3 years experience performing work tasks for government or commercial contracts in the engineering or technical area targeted for the Quality Assurance Program. Additional experience in the field may serve as a substitute for the degree requirement.

Scientist, Levels 1 – 5

Primary responsibility is to provide dedicated scientific skills and abilities in support of corporate and/or customer requirements. Scientist serves as a subject matter expert, technical advisor, and/or consultant on assigned task, program or project related issues pertaining to specific fields of engineering. Widely recognized by key customers/grantors/investigators as being central to their mission; typically directs/participates in major proposal preparation and presentation. Scientist is typically assigned technical responsibility for a large phase or component of a scientific task, project, study, or application and provides senior technical level services in a direct or consulting role, to lead technologically challenging programs, projects, or systems development for the purposes of strategic planning, concept development, acquisition, design and engineering, test and evaluation, integrated logistics support and life cycle management. Works independently or as part of a team.

Skills, Knowledge, Abilities:

- Fluent understanding of the scientific field and how it relates to the environment
- Effective communicator, both orally and in writing
- Ability to become rapidly knowledgeable on new topics
- Ability to do objective tradeoff analyses on complex issues
- Ability to put structure on poorly defined, complex situations
- Effective knowledge of state-of-the art scientific techniques, applications/tools
- Ability to perform detailed scientific research and apply the results of research to real-world activities/situations

Principal Duties and Responsibilities:

a. Assists in the planning or designing and management of major scientific projects, studies, or applications (based on capability/experience/scientist level assigned)
b. Assists in the researching and analyzing of scientific data and preparing reports
c. Provides technical assistance in completing problem assessment and suggesting best management practices

d. Provides extensive and diversified knowledge of highly advanced technologies, scientific principles, and theories capable of contributing to the development of new processes, methods, and concepts
e. Evaluates qualitative and quantitative chemical, physical, analyses of biological, geological, environmental, or agricultural samples or data interpreting testing results and comparing with determined standards and limits
f. Develops and maintain project documents, such as concepts, test plans, scientific studies, theses, etc.
g. Is responsible for keeping technically abreast in appropriate systems, techniques, and tools
h. Assesses the feasibility and soundness of proposed tests, products and equipment
i. Attends Technical Interchange meetings
j. Provides training for customers and corporate personnel
k. Performs additional Scientist duties as assigned

Education/Experience Qualifications:

- Scientist Level I - Bachelor's Degree in a specific/related scientific field or equivalent + 0 - 6 years relevant work experience
- Scientist Level II - Master's Degree in a specific/related scientific field or equivalent + 3 - 8 years relevant work experience
- Scientist Level III - Master's Degree in a specific/related scientific field or equivalent + 8 - 14 years relevant work experience
- Scientist Level IV – PhD Degree in a specific/related scientific field or equivalent with a minimum of 12 years relevant work experience
- Scientist Level V – PhD Degree in a specific/related scientific field or equivalent with a minimum of 15 years relevant work experience

Systems Analyst, Level 3

Simultaneously manages multiple teams tasked to evaluate large or complex systems. Evaluates the system's ability to meet stated user requirements and technical performance parameters. Directs the analysis of software, hardware, and communications to determine current capabilities and system functions. Develops metrics and simulations to evaluate system performance under specific operating conditions. Develops specifications to modify complex systems and subsystems to enhance the overall operational performance.

Education/Experience: A Level 3 Systems Analyst shall possess a Masters degree in engineering, computer science, operations research, or a technical degree in a field directly related to the work task. A Level 3 Systems Analyst must have at least six years of experience in the technical discipline which includes at least two years experience supervising. Additional experience in the field may serve as a substitute for the degree requirement.

Systems Analyst, Level 2

Manages small teams on moderately sized or moderately complex projects. Evaluates a system's ability to meet stated user requirements and technical performance parameters. Directs the analysis of software, hardware, and communications to determine current capabilities and system functions. Develops metrics and simulations to evaluate system performance under specific

operating conditions. Develops specifications to modify systems and subsystems to enhance the overall operational performance.

Education/Experience: A Level 2 Systems Analyst shall possess a Bachelors degree in engineering, computer science, operations research, or a technical degree in a field directly related to the work task. A Level 2 Systems Analyst must have at least four years of experience in the technical discipline and must have at least one-year experience supervising personnel. Additional experience in the field may serve as a substitute for the degree requirement.

Systems Analyst, Level 1

Evaluates a system's ability to meet stated user requirements and technical performance parameters. Directs the analysis of software, hardware, and communications to determine current capabilities and system functions. Develops simulations to evaluate system performance under specific operating conditions. Collects and analyzes performance metrics. Develops specifications to modify systems and subsystems to enhance the overall operational performance.

Education/Experience: A Level 1 Systems Analyst shall possess a Bachelors degree in engineering, computer science, operations research, or a technical degree in a field directly related to the work task. A Level 2 Systems Analyst must have at least 2 years of experience in the technical discipline. Additional experience in the field may serve as a substitute for the degree requirement.

Test Engineer, Level 3

Manages the analysis, development, and execution of system, subsystem, and unit level test plans and procedures for large-scale or complex engineering programs. Manages the test architecture configuration. Interfaces with users on functional and system requirements and with engineers on the technical system design to generate test plans and procedures. Tracks user/system requirements to test plans and procedures. Identifies shortfalls where program design does not meet user or system functional requirements. Evaluates severity of discrepancies and assesses their impact on user needs and overall system performance.

Education/Experience: A Level 3 Engineer shall possess a Bachelors degree in Engineering, Computer Science, Information Systems, Operations Research or other related degree directly applicable to the test discipline. A Level 3 Engineer must have at least 8 years experience to include three years in a supervisory role managing program test operations and must have in-depth knowledge of requirements tracking applications, and automated test development and execution tools. Additional experience in the field may serve as a substitute for the degree requirement.

Test Engineer, Level 2

Manages the analysis, development, and execution of system, subsystem, and unit level test plans and procedures for moderately sized or moderately complex engineering programs. Manages the test architecture configuration. Interfaces with users on functional and system requirements and with engineers on the technical system design to generate test plans and procedures. Tracks user/system requirements to test plans and procedures. Identifies shortfalls where program design does not meet user or system functional requirements. Evaluates severity

of discrepancies and assesses their impact on user needs and overall system performance. Manages small test team to perform assigned tasks.

Education/Experience: A Level 2 Engineer shall possess a Bachelors degree in Engineering, Computer Science, Information Systems, Operations Research or other related degree directly applicable to the test discipline. A Level 2 Engineer must have at least 4 years experience conducting and managing test operations and must be familiar with requirements tracking applications and automated test development and execution tools. Additional experience in the field may serve as a substitute for the degree requirement.

Test Engineer, Level 1

Analyzes, develops, and executes system, subsystem, and unit level test plans and procedures for engineering programs. Operates the test architecture configuration. Interfaces with users on functional and system requirements and with engineers on the technical system design to generate test plans and procedures. Tracks user/system requirements to test plans and procedures. Identifies shortfalls where program design does not meet user or system functional requirements. Evaluates severity of discrepancies and assesses their impact on user needs and overall system performance.

Education/Experience: A Level 1 Engineer shall possess a Bachelors degree in Engineering, Computer Science, Information Systems, Operations Research or other related degree directly applicable to the test discipline. A Level 1 Engineer must have at least 1 year of experience conducting test operations and must be capable of utilizing requirements tracking applications and automated test development and execution tools. Additional experience in the field may serve as a substitute for the degree requirement.

ADDENDUM

Description of Engineering Services

As identified in the matrix on page 4, ZELTECH is approved by GSA to provide Chemical, Electrical, and Mechanical Engineering and related services for all six PES SINs. Our specific capabilities within each SIN are identified below:

Strategic Planning for Technology Programs/Activities (SIN 871-1): ZELTECH provides research, planning, and support services for all areas of Strategic Planning. Historically, Strategic Planning for technology/research initiatives provides support for all aspects financial and programmatic planning such as identifying existing and emerging technologies; documenting the state art in a given field; developing project roadmap funding plans, approaches, and profiles; and supporting revisions as funding and technology change. These efforts provide as broad a picture of options as possible to the customer including levels of capability, integration with existing program s or technology, and interaction with other sources of knowledge outside the company such as colleges and universities.

Concept Development and Requirements Analysis (SIN 871-2): ZELTECH provides the tools, technology and knowledge to support all areas of this SIN. Our personnel utilize frequent customer interaction and participation with the requirements team to ensure and document a common understanding of the requirements. Engineering models, databases, and graphics-based tools are used to aid in the definition, modeling and tracing of system processes, inputs, outputs, constraints, and variables. This disciplined approach more accurately describes the desired capability and provides a tool-based guard against unconstrained requirement changes and the resulting growth in the scope of the effort. ZELTECH uses a synergistic approach to requirements development, combining domain experience with technical expertise, to ensure well-defined requirements are understood and documented, thus allowing any project to lower its risk yet meet the needs and expectations of the end user.

System Design, Engineering and Integration (SIN 871-3): ZELTECH provides design, engineering and integration for hardware, software, and complete systems. Our personnel include engineers from a wide variety of applied disciplines, functional and system analysts, test and evaluation engineers, and configuration control/management experts. As an example of the breadth of our experience, ZelTech personnel have designed, developed, and certified communications and remote sensing systems that have flown on the US Space Shuttle and the Russian MIR space station, deployed ground systems that have been used in NASA clean rooms, and developed/supported critical missile warning and management systems housed in tents under the desert conditions. Throughout the process of design and development of any system, human factors and related aspects are evaluated and fine-tuned to ensure the best product possible is delivered to the customer.

Test and Evaluation (SIN 871-4): ZELTECH supports the entire spectrum of test and evaluation. These testing initiatives range from paper-based technical and safety assessments, through independent verification and validation of complex systems, to formal developmental and/or operational test programs. In addition, the technical processes used for computer/network

Y2K assessment, remediation, and disaster recovery, developed during the 1998/99 timeframe, have been incorporated into our general T&E capabilities. Specifically, ZELTECH has conducted reliability/maintainability assessments, user evaluations, specification verification and compliance audits, performance validation and stress testing. ZELTECH has two established T&E organizations within the company; one provides autonomous testing of internally developed systems and integration projects and the other provides T&E services outside the company.

Integrated Logistics Support (SIN 871-5): ZELTECH provides the full range of Integrated Logistics Support from logistics support analysis, support planning, configuration control, configuration management, quality assurance, and system training and documentation. Our experience in design, development deployment and support of prototype and production military software systems as well as ground and flight certified space equipment has numerous opportunities to refine our ILS processes to incorporate logistics and life cycle cost issues as a pillar of system requirements and an on-going focus area within any effort.

Acquisition and Life Cycle Management (SIN 871-6): ZELTECH provides experienced and credentialed acquisition managers that have broad experience in government acquisition efforts throughout the project life cycle. Our acquisition managers develop program approaches, acquisition strategies, requests for proposals and supporting documentation, program evaluation criteria and health indicators, and support such varied activities as acquisition strategy deliberations, source selection, day-to-day program management, fielding or delivery, modification and update, and project closure. The credentials of our acquisition managers include Department of Defense Acquisition Professional Development Program certification at various levels in Program Management, Test and Evaluation, and Systems Engineering, Research, and Development and extensive experience as government program mangers and program element monitors.

General Support (all SINs above): ZELTECH can provide all technical and project personnel required for any effort under the PEDs above. These personnel skills include, but are not limited to, program managers, principal investigators, scientific and technical management and personnel, system and functional analysts, QA, acquisition, configuration control, and administrative support. In addition, we can support a wide variety of specialty engineering such as test and evaluation, human factors, and logistics engineering. It is ZELTECH'S intent to provide the customer access to all the resources required to support their engineering requirements.