

**D. K. Jones Consulting, LLC**

# PM2 STRATEGIES

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

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

## **Multiple Award Schedule**

**Contract Number: GS-03F-041GA**  
**Contract Period: February 16, 2017 – February 15, 2022**

For more information on ordering from Federal Supply Schedules click on the FSS Schedules button at <http://www.gsa.gov/schedules-ordering>

**Contractor:** D.K. Jones Consulting, LLC doing business as PM2 Strategies  
3889 Shagbark Lane  
Beavercreek, OH 45440 3471

In accordance with 13 C.F.R. 121.404, the Contractor is ineligible to participate in any RFQ that is set aside for small business where the subject contract's awarded size status for the preponderance NAICS designated in the RFQ is "other than small".

Prices Shown Herein are Net (discount deducted).

**Business Size:** Small Business  
**Telephone:** 937-305-4434  
**Web Site:** [www.pm2strategies.com](http://www.pm2strategies.com)  
**E-mail:** [scott.leonard@pm2strategies.com](mailto:scott.leonard@pm2strategies.com)  
**Contract Administration:** Scott S. Leonard

**Price List current as of November 13, 2020 and includes Modification # PS-A826.**

**CUSTOMER INFORMATION:**

**1a. Table of Awarded Special Item Number(s) with appropriate cross-reference to item descriptions and awarded prices:**

SIN	SIN Description	Pages
333249	3D Printing Solutions and Additive Manufacturing Solutions	4, 6-9
541611	Management and Financial Consulting, Acquisition and Grants Management Support, and Business Program and Project Management Services	4-5, 10-13
OLM	Order-Level Materials, determined at the delivery/task order level	

**1b. Identification of the lowest priced model number and lowest unit price for that model for each special item number awarded in the contract. This price is the Government price based on a unit of one, exclusive of any quantity/dollar volume, prompt payment, or any other concession affecting price. Those contracts that have unit prices based on the geographic location of the customer, should show the range of the lowest price, and cite the areas to which the prices apply. See Pricing, Page 4.**

**1c. If the Contractor is proposing hourly rates, a description of all corresponding commercial job titles, experience, functional responsibility and education for those types of employees or subcontractors who will perform services shall be provided. If hourly rates are not applicable, indicate "Not applicable" for this item. See Labor Category Descriptions Page 6.**

**2. Maximum Order:** \$1,000,000.00

**3. Minimum Order:** N/A

**4. Geographic Coverage (delivery Area):** Domestic only (V – 48 States, DC)

**5. Point(s) of production (city, county, and state or foreign country):** Same as company address

**6. Discount from list prices or statement of net price:** Government net prices (discounts already deducted). See page 4.

**7. Quantity discounts:** None Offered

**8. Prompt payment terms:** Net 30 days. Information for Ordering Offices: Prompt payment terms cannot be negotiated out of the contractual agreement in exchange for other concessions.

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

**10a. Time of Delivery (Contractor insert number of days):** Specified on the Task Order

**10b. Expedited Delivery.** The Contractor will insert the sentence "Items available for expedited delivery are noted in this price list." under this heading. The Contractor may use a symbol of its choosing to highlight items in its price list that have expedited delivery: Contact Contractor

**10c. Overnight and 2-day delivery.** The Contractor will indicate whether overnight and 2-day delivery are available. Also, the Contractor will indicate that the schedule customer may contact the Contractor for rates for overnight and 2-day delivery: Contact Contractor

**10d. Urgent Requirements.** The Contractor will note in its price list the "Urgent Requirements" clause of its contract and advise agencies that they can also contact the Contractor's representative to effect a faster delivery: Contact Contractor

11. **F.O.B Points(s):** Destination
- 12a. **Ordering Address(es):** Same as Contractor Address
- 12b. **Ordering procedures: For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPA's) are found in Federal Acquisition Regulation (FAR) 8.405-3.**
13. **Payment address(es):** Same as Contractor Address
14. **Warranty provision:** Contractor's standard commercial warranty.
15. **Export Packing Charges (if applicable):** N/A
16. **Terms and conditions of rental, maintenance, and repair:** Contact Contractor
17. **Terms and conditions of installation (if applicable):** N/A
- 18a. **Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices (if applicable):** N/A
- 18b. **Terms and conditions for any other services (if applicable):** N/A
19. **List of service and distribution points (if applicable):** N/A
20. **List of participating dealers (if applicable):** N/A
21. **Preventive maintenance (if applicable):** N/A
- 22a. **Special attributes such as environmental attributes, e.g., recycled content, energy efficiency, and/or reduced pollutants:** N/A
- 22b. **If applicable, indicate that Section 508 compliance information is available on Electronic and Information Technology (EIT) supplies and services and show where full details can be found (e.g. contractor's website or other location.) The EIT standards can be found at: [www.Section508.gov/](http://www.Section508.gov/). N/A**
23. **Data Universal Numbering System (DUNS) number:** 078663271
24. **Notification regarding registration in System for Award Management (SAM) database:** Registered.

**GSA Awarded Pricing**

The rates are inclusive of the Industrial Funding Fee (IFF) of 0.75%.

SINs	Labor Category	Contractor or Customer Facility	CY2017	CY2018	CY2019	CY2020	CY2021
333249	AM Leader 2	Both	\$299.73	\$307.82	\$316.13	\$324.67	\$333.44
333249	AM Leader 1	Both	\$226.69	\$232.81	\$239.10	\$245.55	\$252.18
333249	AM Program Manager	Both	\$165.52	\$169.99	\$174.58	\$179.29	\$184.13
333249	AM Technical Analyst 6	Both	\$142.96	\$146.82	\$150.78	\$154.86	\$159.04
333249	AM Technical Analyst 5	Both	\$129.72	\$133.22	\$136.82	\$140.51	\$144.31
333249	AM Technical Analyst 4	Both	\$115.49	\$118.61	\$121.81	\$125.10	\$128.48
333249	AM Technical Analyst 3	Both	\$95.78	\$98.37	\$101.02	\$103.75	\$106.55
333249	AM Technical Analyst 2	Both	\$76.99	\$79.07	\$81.20	\$83.40	\$85.65
333249	AM Technical Analyst 1	Both	\$51.03	\$52.41	\$53.82	\$55.28	\$56.77
333249	AM Administrative Analyst 6	Both	\$142.96	\$146.82	\$150.78	\$154.86	\$159.04
333249	AM Administrative Analyst 5	Both	\$129.72	\$133.22	\$136.82	\$140.51	\$144.31
333249	AM Administrative Analyst 4	Both	\$115.49	\$118.61	\$121.81	\$125.10	\$128.48
333249	AM Administrative Analyst 3	Both	\$95.78	\$98.37	\$101.02	\$103.75	\$106.55
333249	AM Administrative Analyst 2	Both	\$76.99	\$79.07	\$81.20	\$83.40	\$85.65
333249	AM Administrative Analyst 1	Both	\$51.03	\$52.41	\$53.82	\$55.28	\$56.77
333249	AM Principal Consultant 4	Both	\$390.91	\$401.46	\$412.30	\$423.44	\$434.87
333249	AM Principal Consultant 3	Both	\$366.48	\$376.37	\$386.54	\$396.97	\$407.69
333249	AM Principal Consultant 2	Both	\$342.05	\$351.29	\$360.77	\$370.51	\$380.51
333249	AM Principal Consultant 1	Both	\$317.61	\$326.19	\$334.99	\$344.04	\$353.33
333249	AM Senior Consultant 4	Both	\$293.18	\$301.10	\$309.23	\$317.57	\$326.15
333249	AM Senior Consultant 3	Both	\$268.75	\$276.01	\$283.46	\$291.11	\$298.97
333249	AM Senior Consultant 2	Both	\$244.32	\$250.92	\$257.69	\$264.65	\$271.79
333249	AM Senior Consultant 1	Both	\$234.55	\$240.88	\$247.39	\$254.07	\$260.93
333249	AM Staff Consultant 4	Both	\$224.77	\$230.84	\$237.07	\$243.47	\$250.05
333249	AM Staff Consultant 3	Both	\$215.00	\$220.81	\$226.77	\$232.89	\$239.18
333249	AM Staff Consultant 2	Both	\$205.23	\$210.77	\$216.46	\$222.31	\$228.31
333249	AM Staff Consultant 1	Both	\$195.46	\$200.74	\$206.16	\$211.72	\$217.44
333249	AM Associate Consultant 4	Both	\$185.68	\$190.69	\$195.84	\$201.13	\$206.56
333249	AM Associate Consultant 3	Both	\$175.91	\$180.66	\$185.54	\$190.55	\$195.69
333249	AM Associate Consultant 2	Both	\$166.14	\$170.63	\$175.23	\$179.96	\$184.82
333249	AM Associate Consultant 1	Both	\$156.36	\$160.58	\$164.92	\$169.37	\$173.94
541611	Leader 2	Both	\$299.73	\$307.82	\$316.13	\$324.67	\$333.44
541611	Leader 1	Both	\$226.69	\$232.81	\$239.10	\$245.55	\$252.18
541611	Program Manager	Both	\$165.52	\$169.99	\$174.58	\$179.29	\$184.13
541611	Analyst 6	Both	\$142.96	\$146.82	\$150.78	\$154.86	\$159.04
541611	Analyst 5	Both	\$129.72	\$133.22	\$136.82	\$140.51	\$144.31
541611	Analyst 4	Both	\$115.49	\$118.61	\$121.81	\$125.10	\$128.48
541611	Analyst 3	Both	\$95.78	\$98.37	\$101.02	\$103.75	\$106.55
541611	Analyst 2	Both	\$76.99	\$79.07	\$81.20	\$83.40	\$85.65
541611	Analyst 1	Both	\$51.03	\$52.41	\$53.82	\$55.28	\$56.77
541611	Principal Consultant 4	Both	\$390.91	\$401.46	\$412.30	\$423.44	\$434.87
541611	Principal Consultant 3	Both	\$366.48	\$376.37	\$386.54	\$396.97	\$407.69
541611	Principal Consultant 2	Both	\$342.05	\$351.29	\$360.77	\$370.51	\$380.51
541611	Principal Consultant 1	Both	\$317.61	\$326.19	\$334.99	\$344.04	\$353.33
541611	Senior Consultant 4	Both	\$293.18	\$301.10	\$309.23	\$317.57	\$326.15
541611	Senior Consultant 3	Both	\$268.75	\$276.01	\$283.46	\$291.11	\$298.97

SINs	Labor Category	Contractor or Customer Facility	CY2017	CY2018	CY2019	CY2020	CY2021
541611	Senior Consultant 2	Both	\$244.32	\$250.92	\$257.69	\$264.65	\$271.79
541611	Senior Consultant 1	Both	\$234.55	\$240.88	\$247.39	\$254.07	\$260.93
541611	Staff Consultant 4	Both	\$224.77	\$230.84	\$237.07	\$243.47	\$250.05
541611	Staff Consultant 3	Both	\$215.00	\$220.81	\$226.77	\$232.89	\$239.18
541611	Staff Consultant 2	Both	\$205.23	\$210.77	\$216.46	\$222.31	\$228.31
541611	Staff Consultant 1	Both	\$195.46	\$200.74	\$206.16	\$211.72	\$217.44
541611	Associate Consultant 4	Both	\$185.68	\$190.69	\$195.84	\$201.13	\$206.56
541611	Associate Consultant 3	Both	\$175.91	\$180.66	\$185.54	\$190.55	\$195.69
541611	Associate Consultant 2	Both	\$166.14	\$170.63	\$175.23	\$179.96	\$184.82
541611	Associate Consultant 1	Both	\$156.36	\$160.58	\$164.92	\$169.37	\$173.94

### Labor Category Descriptions

The table shows the Labor Categories with functional duties and required experience and education at each labor category. Substitution guidelines between education and experience are given after the table.

Labor Category	Description
<p>AM Leader 2 (SIN 333249)</p>	<p>If Technical Services role: Responsible for planning, organizing, and directing programs relating to services such as consulting, facilitation, training, and program/project management disciplines in the Additive Manufacturing industry. Defines and interprets strategic requirements, analyzes and provides guidance on strategic issues. Develops and leads projects including defining scope, objectives, and methods. Applies and/or develops advanced technologies, scientific principles, theories, and concepts. Often serves as a subject matter expert for specialized consulting assignments. Individual is recognized as a thought leader and an expert in the field, providing a major impact on customer success and productivity.</p> <p>If Management role: Individual has management oversight of all major functions, disciplines, or segments of a program/project relating to services such as consulting, facilitation, training, and program/project management disciplines. Responsibilities may include long range planning, and full responsibility for all aspects of program/project/department performance.</p> <p>Education and Experience: 20+ years with Bachelor's or 18 years with Master's Degree or 15 years with PhD.</p>
<p>AM Leader 1 (SIN 333249)</p>	<p>If Technical Services role: Responsible for planning, organizing, and directing programs relating to services such as consulting, facilitation, training, and program/project management disciplines in the Additive Manufacturing industry. Defines and interprets strategic requirements, analyzes and provides guidance on strategic issues. Develops and leads projects including defining scope, objectives, and methods. Applies and/or develops advanced technologies, scientific principles, theories, and concepts. May serve as a subject matter expert for specialized consulting assignments. Individual is recognized as an expert in the field, providing a major impact on customer success and productivity.</p> <p>If Management role: Individual directs a major function, discipline or significant segment of a functional group or program relating to services such as consulting, facilitation, training, and program/project management disciplines. Responsibilities may include planning, risk management, and all aspects of program performance on a large technical services task.</p> <p>Education and Experience: 14 years with Bachelor's or 12 years with Master's Degree or 9 years with PhD.</p>
<p>AM Program Manager (SIN 333249)</p>	<p>Manages a program relating to services such as consulting, facilitation, training, and program/project management disciplines in the Additive Manufacturing industry by providing guidance based on goals, objectives, and customer requirements. Responsibilities may include planning, risk management, and project performance addressing cost, schedule, and technical quality for related Work Breakdown Structure (WBS) elements on a large technical services-type task. May also serve as a subject matter expert for specialized consulting assignments. Education and Experience: 9 years with Bachelor's; 7 years with Master's or 4 years with PhD.</p>

<b>Labor Category</b>	<b>Description</b>
AM Technical Analyst 6 (SIN 333249)	Possesses in-depth knowledge of principles, concepts and techniques appropriate to services provided in the Additive Manufacturing industry. Interprets requirements, performs highly complex analyses, and develops advanced technical ideas and guides their development into a final product. Provides technical expertise for solving complex problems regarding such areas as design, computer modeling, materials, manufacturing processes, inspection, certification, and qualification. May act as advisor to customers on advanced technical research studies and applications. Individual recognized as an expert in field, providing a major impact on customer success and productivity. May support and assist a Consultant. Education and Experience: 20 years with Bachelor's or 18 years with Master's Degree or 15 years with PhD.
AM Technical Analyst 5 (SIN 333249)	Possesses in-depth knowledge of principles, concepts and techniques appropriate to services provided in the Additive Manufacturing industry. Interprets requirements, performs highly complex analyses, and develops advanced technical ideas and guides their development into a final product. Provides technical expertise for solving complex problems regarding such areas as design, computer modeling, materials, manufacturing processes, inspection, certification, and qualification. May act as advisor to customers on advanced technical research studies and applications. May support and assist a Consultant or higher-level Technical Analyst. Education and Experience: 14 years with Bachelor's or 12 years with Master's Degree or 9 years with PhD.
AM Technical Analyst 4 (SIN 333249)	Possesses in-depth knowledge of principles, concepts and techniques appropriate to services provided in the Additive Manufacturing industry. Interprets requirements, performs complex analyses, and develops technical ideas and guides their development into a final product. Provides technical expertise for solving complex problems regarding such areas as design, computer modeling, materials, manufacturing processes, inspection, certification, and qualification. May act as advisor to customers on advanced technical research studies and applications. May support and assist a Consultant or higher-level Technical Expert. Education and Experience: 9 years with Bachelor's or 7 years with Master's Degree or 4 years with PhD.
AM Technical Analyst 3 (SIN 333249)	Possesses in-depth knowledge of principles, concepts and techniques appropriate to services provided in the Additive Manufacturing industry. Interprets requirements, performs complex analyses, and develops technical ideas and guides their development into a final product. Provides technical expertise for solving complex problems regarding such areas as design, computer modeling, materials, manufacturing processes, inspection, certification, and qualification. May act as advisor to customers on advanced technical research studies and applications. May support and assist a Consultant or higher-level Technical Analyst. Education and Experience: 7 years with Associate's or 5 years with Bachelor's or 3 years with Master's Degree or 0 years with PhD.
AM Technical Analyst 2 (SIN 333249)	Possesses knowledge of principles, concepts and techniques appropriate to services provided in the Additive Manufacturing industry. Performs analyses, and follows established procedures and contributes to the completion of milestones associated with specific projects. May support and assist a Consultant or higher-level Technical Analyst. Education and Experience: 4 years with Associate's or 2 years with Bachelor's or 0 years with Master's Degree.
AM Technical Analyst 1 (SIN 333249)	Possesses knowledge of principles, concepts and techniques appropriate to services provided in the Additive Manufacturing industry. Work follows technical and process guidance and instructions, contributing to the completion of assigned technical tasks. Education and Experience: 2 years with Associate's or 0 Years with Bachelor's Degree.

Labor Category	Description
AM Administrative Analyst 6 (SIN 333249)	Duties may include activities related to program administration, scheduling, contracts, and pricing in the Additive Manufacturing industry. Demonstrates skill to analyze and develop innovative solutions to complex problems supporting services such as consulting, facilitation, training, and program/project management disciplines. Develops advanced concepts, techniques, and standards; creates new applications based on professional principles and theories. Individual may act as an advisor to customers and is viewed as expert in field. Education and Experience: 20 years with Bachelor's or 18 years with Master's Degree or 15 years with PhD.
AM Administrative Analyst 5 (SIN 333249)	Duties may include activities related to program administration, scheduling, contracts, and pricing in the Additive Manufacturing industry. Demonstrates skill to analyze and develop innovative solutions to complex problems supporting services such as consulting, facilitation, training, and program/project management disciplines. Develops advanced concepts, techniques, and standards; creates new applications based on professional principles and theories. Individual may act as an advisor to customers and is viewed as expert in the organization. Education and Experience: 14 years with Bachelor's or 12 years with Master's Degree or 9 years with PhD.
AM Administrative Analyst 4 (SIN 333249)	Duties may include activities related to program administration, scheduling, contracts, and pricing in the Additive Manufacturing industry. Individual contributes to the development of new concepts, techniques, and standards supporting services such as consulting, facilitation, training, and program/project management disciplines. Creates and identifies solutions to complex problems. Ensures solutions are consistent with program objectives. Individual may act as an advisor to customers and is considered an expert within the program. Education and Experience: 9 years with Bachelor's or 7 years with Master's or 4 years with PhD.
AM Administrative Analyst 3 (SIN 333249)	Duties may include activities related to program administration, scheduling, contracts and pricing in the Additive Manufacturing industry. Job requires complete understanding and application of principles, concepts, practices, and standards supporting services such as consulting, facilitation, training, and program/project management disciplines. Full knowledge of industry practices. Demonstrates the skill to perform fairly complex professional tasks and develop solutions. Individual may act as an advisor or support to customers. Education and Experience: 7 years with Associate's or 5 years with Bachelor's or 3 years with Master's Degree.
AM Administrative Analyst 2 (SIN 333249)	Duties may include activities related to program administration, scheduling, contracts and pricing in the Additive Manufacturing industry. Job requires frequent use and general knowledge of industry practices, techniques, standards and a general application of concepts and principles to support services such as consulting, facilitation, training, and program/project management disciplines. Demonstrates the skill and ability to perform moderately complex professional tasks, and develop solutions to a variety of problems of moderate scope and complexity. Individual may act as support to customers. Education and Experience: 4 years with Associate's or 2 years with Bachelor's or 0 years with Master's Degree.
AM Administrative Analyst 1 (SIN 333249)	Duties may include activities related to program administration, scheduling, contracts and pricing in the Additive Manufacturing industry. Job requires limited use and/or application of basic principles, theories, and concepts and a general knowledge of industry practices and standards relating to support services such as consulting, facilitation, training, and program/project management disciplines. Demonstrates the skill and ability to perform basic professional tasks, and solve routine problems of limited scope and complexity following established policies and procedures. Individual may act as support to customers. Education and Experience: 2 years with Associate's or 0 years with Bachelor's Degree.

Labor Category	Description
AM Principal Consultant, Tiers 1-4 (SIN 333249)	Provides strategic advice and support to executive and management-level clients regarding major programs, initiatives, and decisions in the Additive Manufacturing industry. Helps client to optimize program return on investment while avoiding strategic errors and mitigating risk. Contributions have a major impact on client organization's mission effectiveness as measured in dollars, time, lives saved, lives improved, or other critical success factors. <i>Principal Consultants have a degree of expertise and reputation that may put them on a short list of peers at the national to global level.</i> The tier represents incremental levels of market demand/pricing for their services. Education and Experience: 20+ years with Bachelor's Degree.
AM Senior Consultant, Tiers 1-4 (SIN 333249)	Provides strategic advice and support to executive and management-level clients regarding major programs, initiatives, and decisions in the Additive Manufacturing industry. Helps client to optimize program return on investment while avoiding strategic errors and mitigating risk. Contributions have a major impact on client organization's mission effectiveness as measured in dollars, time, lives saved, lives improved, or other critical success factors. <i>Senior Consultants have a degree of expertise and reputation that may put them on a short list of peers at the regional to national level.</i> The tier represents incremental levels of market demand/pricing for their services. Education and Experience: 15+ years with Bachelor's Degree.
AM Staff Consultant, Tiers 1-4 (SIN 333249)	Provides strategic advice and support to executive and management-level clients regarding major programs, initiatives, and decisions in the Additive Manufacturing industry. Helps client to optimize program return on investment while avoiding strategic errors and mitigating risk. Contributions have a major impact on client organization's mission effectiveness as measured in dollars, time, lives saved, lives improved, or other critical success factors. <i>Staff Consultants have a degree of expertise and reputation that may put them on a short list of peers at the state to regional level.</i> The tier represents incremental levels of market demand/pricing for their services. Education and Experience: 10+ years with Bachelor's Degree.
AM Associate Consultant, Tiers 1-4 (SIN 333249)	Provides strategic advice and support to executive and management-level clients regarding major programs, initiatives, and decisions in the Additive Manufacturing industry. Helps client to optimize program return on investment while avoiding strategic errors and mitigating risk. Contributions have a major impact on client organization's mission effectiveness as measured in dollars, time, lives saved, lives improved, or other critical success factors. <i>Associate Consultants have a degree of expertise and reputation that may put them on a short list of peers at the local to state level.</i> The tier represents incremental levels of market demand/pricing for their services. Education and Experience: 5+ years with Bachelor's Degree.

<b>Labor Category</b>	<b>Description</b>
<p>Leader 2 (SIN 541611)</p>	<p>If Technical Services role: Responsible for planning, organizing, and directing programs relating to services such as consulting, facilitation, training, and program/project management disciplines. Defines and interprets strategic requirements, analyzes and provides guidance on strategic issues. Develops and leads projects including defining scope, objectives, and methods. Applies and/or develops advanced technologies, scientific principles, theories, and concepts. Often serves as a subject matter expert for specialized consulting assignments. Individual is recognized as a thought leader and an expert in the field, providing a major impact on customer success and productivity.</p> <p>If Management role: Individual has management oversight of all major functions, disciplines, or segments of a program/project relating to services such as consulting, facilitation, training, and program/project management disciplines. Responsibilities may include long range planning, and full responsibility for all aspects of program/project/department performance.</p> <p>Education and Experience: 20+ years with Bachelor's or 18 years with Master's Degree or 15 years with PhD.</p>
<p>Leader 1 (SIN 541611)</p>	<p>If Technical Services role: Responsible for planning, organizing, and directing programs relating to services such as consulting, facilitation, training, and program/project management disciplines. Defines and interprets strategic requirements, analyzes and provides guidance on strategic issues. Develops and leads projects including defining scope, objectives, and methods. Applies and/or develops advanced technologies, scientific principles, theories, and concepts. Often serves as a subject matter expert for specialized consulting assignments. Individual is recognized as an expert in the field, providing a major impact on customer success and productivity.</p> <p>If Management role: Individual directs a major function, discipline or significant segment of a functional group or program relating to services such as consulting, facilitation, training, and program/project management disciplines. Responsibilities may include planning, risk management, and all aspects of program performance on a large technical services task.</p> <p>Education and Experience: 14 years with Bachelor's or 12 years with Master's Degree or 9 years with PhD.</p>
<p>Program Manager (SIN 541611)</p>	<p>Manages a program relating to services such as consulting, facilitation, training, and program/project management disciplines by providing guidance based on goals, objectives, and customer requirements. Responsibilities may include planning, risk management, and project performance addressing cost, schedule, and technical quality for related Work Breakdown Structure (WBS) elements on a large technical services-type task. May also serve as a subject matter expert for specialized consulting assignments. Education and Experience: 9 years with Bachelor's; 7 years with Master's or 4 years with PhD.</p>

<b>Labor Category</b>	<b>Description</b>
Analyst 6 (SIN 541611)	<p>Possesses in-depth knowledge of principles, concepts and techniques appropriate to services provided. Interprets requirements, performs highly complex analyses, and develops advanced technical ideas and guides their development into a final product. Provides technical expertise for solving complex problems. May acts as advisor to customers on advanced technical research studies and applications. Individual recognized as an expert in field, providing a major impact on customer success and productivity.</p> <p>Duties may include activities related to program administration, scheduling, contracts, and pricing. Demonstrates skill to analyze and develop innovative solutions to complex problems supporting services such as consulting, facilitation, training, and program/project management disciplines. Develops advanced concepts, techniques, and standards; creates new applications based on professional principles and theories. Individual may act as an advisor to customers. May support and assist a Consultant.</p> <p>Education and Experience: 20 years with Bachelor’s or 18 years with Master’s Degree or 15 years with PhD.</p>
Analyst 5 (SIN 541611)	<p>Possesses in-depth knowledge of principles, concepts and techniques appropriate to services provided. Interprets requirements, performs highly complex analyses, and develops advanced technical ideas and guides their development into a final product. Provides technical expertise for solving complex problems. May act as advisor to customers on advanced technical research studies and applications.</p> <p>Duties may include activities related to program administration, scheduling, contracts, and pricing. Demonstrates skill to analyze and develop innovative solutions to complex problems supporting services such as consulting, facilitation, training, and program/project management disciplines. Develops advanced concepts, techniques, and standards; creates new applications based on professional principles and theories. Individual may act as an advisor to customers. Individual may act as an advisor to customers. May support and assist a Consultant or higher-level Analyst.</p> <p>Education and Experience: 14 years with Bachelor’s or 12 years with Master’s Degree or 9 years with PhD.</p>
Analyst 4 (SIN 541611)	<p>Possesses in-depth knowledge of principles, concepts and techniques appropriate to services provided. Interprets requirements, performs complex analyses, and develops technical ideas and guides their development into a final product. Provides technical expertise for solving complex problems. May acts as advisor to customers on advanced technical research studies and applications. May support and assist a Consultant or higher-level Analyst.</p> <p>Duties may include activities related to program administration, scheduling, contracts, and pricing. Individual contributes to the development of new concepts, techniques, and standards supporting services such as consulting, facilitation, training, and program/project management disciplines. Creates and identifies solutions to complex problems. Ensures solutions are consistent with program objectives. Individual may act as an advisor or support to customers.</p> <p>Education and Experience: 9 years with Bachelor’s or 7 years with Master’s Degree or 4 years with PhD.</p>

<b>Labor Category</b>	<b>Description</b>
Analyst 3 (SIN 541611)	<p>Possesses in-depth knowledge of principles, concepts and techniques appropriate to services provided. Interprets requirements, performs complex analyses, and develops technical ideas and guides their development into a final product. Provides technical expertise for solving complex problems. May acts as advisor to customers on advanced technical research studies and applications. May support and assist a Consultant or higher-level Analyst.</p> <p>Duties may include activities related to program administration, scheduling, contracts and pricing. Job requires complete understanding and application of principles, concepts, practices, and standards supporting services such as consulting, facilitation, training, and program/project management disciplines. Full knowledge of industry practices. Demonstrates the skill to perform fairly complex professional tasks and develop solutions. Individual may act as an advisor or support to customers.</p> <p>Education and Experience: 7 years with Associate’s or 5 years with Bachelor’s or 3 years with Master’s Degree or 0 years with PhD.</p>
Analyst 2 (SIN 541611)	<p>Possesses knowledge of principles, concepts and techniques appropriate to services provided. Performs analyses, and follows established procedures and contributes to the completion of milestones associated with specific projects. May support and assist a Consultant or higher-level Analyst.</p> <p>Duties may include activities related to program administration, scheduling, contracts and pricing. Job requires frequent use and general knowledge of industry practices, techniques, standards and a general application of concepts and principles to support services such as consulting, facilitation, training, and program/project management disciplines. Demonstrates the skill and ability to perform moderately complex professional tasks, and develop solutions to a variety of problems of moderate scope and complexity. Individual may act as support to customers.</p> <p>Education and Experience: 4 years with Associate’s or 2 years with Bachelor’s or 0 years with Master’s Degree.</p>
Analyst 1 (SIN 541611)	<p>Possesses knowledge of principles, concepts and techniques appropriate to services provided. Work follows technical and process guidance and instructions, contributing to the completion of assigned technical tasks.</p> <p>Duties may include activities related to program administration, scheduling, contracts and pricing. Job requires limited use and/or application of basic principles, theories, and concepts and a general knowledge of industry practices and standards relating to support services such as consulting, facilitation, training, and program/project management disciplines. Demonstrates the skill and ability to perform basic professional tasks, and solve routine problems of limited scope and complexity following established policies and procedures. Individual may act as support to customers</p> <p>Education and Experience: 2 years with Associate’s or 0 Years with Bachelor’s Degree.</p>

Labor Category	Description
Principal Consultant, Tiers 1-4 (SIN 541611)	Provides strategic advice and support to executive and management-level clients regarding major programs, initiatives, and decisions. Helps client to optimize program return on investment while avoiding strategic errors and mitigating risk. Contributions have a major impact on client organization's mission effectiveness as measured in dollars, time, lives saved, lives improved, or other critical success factors. Principal Consultants have a degree of expertise and reputation that may put them on a short list of peers <i>at the national to global level</i> . The tier represents incremental levels of market demand/pricing for their services. Education and Experience: 20+ years with Bachelor's Degree.
Senior Consultant, Tiers 1-4 (SIN 541611)	Provides strategic advice and support to executive and management-level clients regarding major programs, initiatives, and decisions. Helps client to optimize program return on investment while avoiding strategic errors and mitigating risk. Contributions have a major impact on client organization's mission effectiveness as measured in dollars, time, lives saved, lives improved, or other critical success factors. Senior Consultants have a degree of expertise and reputation that may put them on a short list of peers <i>at the regional to national level</i> . The tier represents incremental levels of market demand/pricing for their services. Education and Experience: 15+ years with Bachelor's Degree.
Staff Consultant, Tiers 1-4 (SIN 541611)	Provides strategic advice and support to executive and management-level clients regarding major programs, initiatives, and decisions. Helps client to optimize program return on investment while avoiding strategic errors and mitigating risk. Contributions have a major impact on client organization's mission effectiveness as measured in dollars, time, lives saved, lives improved, or other critical success factors. Staff Consultants have a degree of expertise and reputation that may put them on a short list of peers <i>at the state to regional level</i> . The tier represents incremental levels of market demand/pricing for their services. Education and Experience: 10+ years with Bachelor's Degree.
Associate Consultant, Tiers 1-4 (SIN 541611)	Provides strategic advice and support to executive and management-level clients regarding major programs, initiatives, and decisions. Helps client to optimize program return on investment while avoiding strategic errors and mitigating risk. Contributions have a major impact on client organization's mission effectiveness as measured in dollars, time, lives saved, lives improved, or other critical success factors. Associate Consultants have a degree of expertise and reputation that may put them on a short list of peers <i>at the local to state level</i> . The tier represents incremental levels of market demand/pricing for their services. Education and Experience: 5+ years with Bachelor's Degree.

### Experience & Degree Substitution Equivalencies

Experience may be substituted for education and education for experience. The table that follows provides the company's education/experience substitution guidelines. Experience, education, and description of duties for the labor categories in the schedule are provided as a guideline to the typical background for staff to be provided under individual task orders. The company will review each task order opportunity to determine the best candidate available, while considering all aspects of the work requirements.

Degree	Related Work Experience Substitution	Related Degree and Experience Substitution
Associate's	2 years work experience may be substituted for an Associate's Degree	2 years work experience may be substituted for an Associate's Degree
Bachelor's	4 years work experience may be substituted for a Bachelor's Degree	Associate's Degree plus 2 years work experience may be substituted for a Bachelor's Degree
Master's	6 years work experience may be substituted for a Master's Degree	Bachelor's Degree plus 2 years work experience may be substituted for a Master's Degree
Doctorate	10 years work experience may be substituted for a Doctorate Degree	Bachelor's Degree plus 6 years work experience, or a Master's Degree plus 4 years work experience may be substituted for a Doctorate Degree

**Service Contract Labor Standards:** The Service Contract Labor Standards (SCLS) is applicable to this contract. While no specific labor categories have been identified as being subject to SCLS due to exemptions for professional employees (FAR 22.1101, 22.1102 and 29 CFR 541.300), this contract still maintains the provisions and protections for SCLS eligible labor categories. If and / or when the contractor adds SCLS labor categories / employees to the contract through the modification process, the contractor must inform the Contracting Officer and establish a SCLS matrix identifying the GSA labor category titles, the occupational code, SCLS labor category titles and the applicable WD number. Failure to do so may result in cancellation of the contract.