

**AUTHORIZED FEDERAL SUPPLY SERVICE
INFORMATION TECHNOLOGY SCHEDULE PRICELIST
GENERAL PURPOSE COMMERCIAL INFORMATION TECHNOLOGY
EQUIPMENT, SOFTWARE AND SERVICES**

Applicable Special Item Numbers, FSC Classes, FPDS Codes

Special Item No. 132-51 Information Technology Professional Services

| | |
|----------------|--|
| FPDS Code D301 | IT Facility Operation and Maintenance |
| FPDS Code D302 | IT Systems Development Services |
| FPDS Code D306 | IT Systems Analysis Services |
| FPDS Code D307 | Automated Information Systems Design and Integration Services |
| FPDS Code D308 | Programming Services |
| FPDS Code D310 | IT Backup and Security Services |
| FPDS Code D311 | IT Data Conversion Services |
| FPDS Code D313 | Computer Aided Design/Computer Aided Manufacturing (CAD/CAM) Services |
| FPDS Code D316 | IT Network Management Services |
| FPDS Code D317 | Automated News Services, Data Services, or Other Information Services |
| FPDS Code D399 | Other Information Technology Services, Not Elsewhere Classified |

Probado Technologies Corporation
5350 South Staples, Suite 103
Corpus Christi, Texas 78411
(361) 992-8482
www.probado.com

Contract Number: GS-35F-0146S

Period Covered by Contract: December 28, 2005 through December 28, 2010
General Services Administration
Federal Supply Service

Pricelist current through December 28, 2010

Products and ordering information in this Authorized FSS Information Technology Schedule Pricelist are also available on the GSA Advantage! System. Agencies can browse GSA Advantage! By accessing the Federal Supply Service's Home Page via the Internet at <http://www.fss.gsa.gov/>

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Information for Ordering Activities

SPECIAL NOTICE TO AGENCIES:

Small Business Participation

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

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

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

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

1. Geographic Scope of Contract:

Probado Technologies will provide Information Technology Professional Services under the GSA Contract as indicated below:

- The Geographic Scope of Contract will be domestic and overseas delivery.
- The Geographic Scope of Contract will be overseas delivery only.
- The Geographic Scope of Contract will be domestic delivery only.

2. Contractor's Ordering Address and Payment Information:

Ordering Address

Probado Technologies Incorporated
5350 South Staples Street, Suite 103
Corpus Christi, Texas 78411
(361) 992-8482

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

Telephone Numbers - The following telephone number can be used by ordering activities to obtain technical and/or ordering assistance: (361) 992-8482

3. LIABILITY FOR INJURY OR DAMAGE

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

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

Block 9: G. Order/Modification Under Federal Schedule
Block 16: Data Universal Numbering System (DUNS) Number: 927109330
Block 30: Type of Contractor - Small Disadvantaged Business
Block 31: Woman-Owned Small Business - No
Block 36: Contractor's Taxpayer Identification Number (TIN): 74-3017606

- 4a. CAGE Code: 1FSF3
- 4b. Contractor has registered with the Central Contractor Registration Database.

5. FOB Destination

6. DELIVERY SCHEDULE

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

| SPECIAL ITEM NUMBER | DELIVERY TIME (Days ARO) |
|---------------------|--|
| 132-51 | Probado Technologies will deliver the requested IT Professional Services to an ordering agency in accordance with the delivery schedule negotiated for each order. |

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

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

- a. Prompt Payment: Net 30 days from receipt of invoice or date of acceptance, whichever is later.
- b. Quantity - None
- c. Dollar Volume –
 - \$200,000 to \$2,000,000 = 2.0%
 - \$2,000,000 to \$10,000,000 = 3.0%
 - \$10,000,001 and above = 4.0%
- d. Government Educational Institutions
- e. Other - None

8. Trade Agreements Act of 1979, as amended:

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

9. Statement Concerning Availability of Export Packing: N/A

10. Small Requirements: The minimum dollar value of orders to be issued is \$100.00.

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

- a. The Maximum Order value for the following Special Item Numbers (SINs) is \$500,000:
Special Item Number 132-51 - Information Technology (IT) Professional Services

12. USE OF FEDERAL SUPPLY SERVICE INFORMATION TECHNOLOGY SCHEDULE CONTRACTS. In accordance with FAR 8.404:

[NOTE: Special ordering procedures have been established for Special Item Numbers (SINs) 132-51 IT Professional Services and 132-52 EC Services; refer to the terms and conditions for those SINs.]

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

- a. Orders placed at or below the micro-purchase threshold. ordering activities can place orders at or below the micro-purchase threshold with any Federal Supply Schedule Contractor.
- b. Orders exceeding the micro-purchase threshold but not exceeding the maximum order threshold. Orders should be placed with the Schedule Contractor that can provide the supply or service that represents the best value. Before placing an order, ordering activities should consider reasonably available information about the supply or service offered under MAS contracts by using the "GSA Advantage!" on-line shopping service, or by reviewing the catalogs/pricelists of at least three Schedule Contractors and selecting the delivery and other options available under the schedule that meets the ordering activity's needs. In selecting the supply or service representing the best value, the ordering activity may consider--
- (1) Special features of the supply or service that are required in effective program performance and that are not provided by a comparable supply or service;
 - (2) Trade-in considerations;
 - (3) Probable life of the item selected as compared with that of a comparable item;
 - (4) Warranty considerations;
 - (5) Maintenance availability;
 - (6) Past performance; and
 - (7) Environmental and energy efficiency considerations.
- c. Orders exceeding the maximum order threshold. Each schedule contract has an established maximum order threshold. This threshold represents the point where it is advantageous for the ordering activity to seek a price reduction. In addition to following the procedures in paragraph b, above, and before placing an order that exceeds the maximum order threshold, ordering activities shall--

Review additional Schedule Contractors'

- (1) catalogs/pricelists or use the "GSA Advantage!" on-line shopping service;
- (2) Based upon the initial evaluation, generally seek price reductions from the Schedule Contractor(s) appearing to provide the best value (considering price and other factors); and
- (3) After price reductions have been sought, place the order with the Schedule Contractor that provides the best value and results in the lowest overall cost alternative. If further price reductions are not offered, an order may still be placed, if the ordering activity determines that it is appropriate.

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

- (1) Offer a new lower price for this requirement (the Price Reductions clause is not applicable to orders placed over the maximum order in FAR 52.216-19 Order Limitations);
- (2) Offer the lowest price available under the contract; or
- (3) Decline the order (orders must be returned in accordance with FAR 52.216-19).

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

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

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

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

13. FEDERAL INFORMATION TECHNOLOGY/TELECOMMUNICATION STANDARDS

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

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

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

calling the U.S. Department of Commerce, National Institute of Standards and Technology, Gaithersburg, MD 20899, telephone number (301)975-2833.

14. CONTRACTOR TASKS / SPECIAL REQUIREMENTS (C-FSS-370) (NOV 2001)

- (a) Security Clearances: The Contractor may be required to obtain/possess varying levels of security clearances in the performance of orders issued under this contract. All costs associated with obtaining/possessing such security clearances should be factored into the price offered under the Multiple Award Schedule.
- (b) Travel: The Contractor may be required to travel in performance of orders issued under this contract. Allowable travel and per diem charges are governed by Pub .L. 99-234 and FAR Part 31, and are reimbursable by the ordering agency or can be priced as a fixed price item on orders placed under the Multiple Award Schedule. The Industrial Funding Fee does NOT apply to travel and per diem charges.
- (c) Certifications, Licenses and Accreditations: As a commercial practice, the Contractor may be required to obtain/possess any variety of certifications, licenses and accreditations for specific FSC/service code classifications offered. All costs associated with obtaining/ possessing such certifications, licenses and accreditations should be factored into the price offered under the Multiple Award Schedule program.
- (d) Insurance: As a commercial practice, the Contractor may be required to obtain/possess insurance coverage for specific FSC/service code classifications offered. All costs associated with obtaining/possessing such insurance should be factored into the price offered under the Multiple Award Schedule program.
- (e) Personnel: The Contractor may be required to provide key personnel, resumes or skill category descriptions in the performance of orders issued under this contract. Ordering activities may require agency approval of additions or replacements to key personnel.
- (f) Organizational Conflicts of Interest: Where there may be an organizational conflict of interest as determined by the ordering agency, the Contractor's participation in such order may be restricted in accordance with FAR Part 9.5.
- (g) Documentation/Standards: The Contractor may be requested to provide products or services in accordance with rules, regulations, OMB orders, standards and documentation as specified by the agency's order.
- (h) Data/Deliverable Requirements: Any required data/deliverables at the ordering level will be as specified or negotiated in the agency's order.
- (i) Government-Furnished Property: As specified by the agency's order, the Government may provide property, equipment, materials or resources as necessary.
- (j) Availability of Funds: Many Government agencies' operating funds are appropriated for a specific fiscal year. Funds may not be presently available for any orders placed under the contract or any option year. The Government's obligation on orders placed under this contract is contingent upon the availability of appropriated funds from which payment for ordering purposes can be made. No legal liability on the part of the Government for any payment may arise until funds are available to the ordering Contracting Officer.

15. CONTRACT ADMINISTRATION FOR ORDERING ACTIVITIES

Any ordering activity, with respect to any one or more delivery orders placed by it under this contract, may exercise the same rights of termination as might the GSA Contracting Officer under provisions of FAR 52.212-4, paragraphs

(l) Termination for the ordering activity's convenience, and (m) Termination for Cause (See C.1.)

16. GSA Advantage!

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

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

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

17. PURCHASE OF OPEN MARKET ITEMS

NOTE: Open Market Items are also known as incidental items, noncontract items, non-Schedule items, and items not on a Federal Supply Schedule contract

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

- (1) All applicable acquisition regulations pertaining to the purchase of the items not on the Federal Supply Schedule have been followed (e.g., publicizing (Part 5), competition requirements (Part 6), acquisition of commercial items (Part 12), contracting methods (Parts 13, 14, and 15), and small business programs (Part 19));
- (2) The ordering activity contracting officer has determined the price for the items not on the Federal Supply Schedule is fair and reasonable;
- (3) The items are clearly labeled on the order as items not on the Federal Supply Schedule; and
- (4) All clauses applicable to items not on the Federal Supply Schedule are included in the order.

18. CONTRACTOR COMMITMENTS, WARRANTIES AND REPRESENTATIONS

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

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

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

19. OVERSEAS ACTIVITIES

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

NONE

Upon request of the Contractor, the ordering activity may provide the Contractor with logistics support, as available, in accordance with all applicable ordering activity regulations. Such ordering activity support will be provided on a reimbursable basis, and will only be provided to the Contractor's technical personnel whose services are exclusively required for the fulfillment of the terms and conditions of this contract.

20. BLANKET PURCHASE AGREEMENTS (BPAs)

Federal Acquisition Regulation (FAR) 13.303-1(a) defines Blanket Purchase Agreements (BPAs) as "...a simplified method of filling anticipated repetitive needs for supplies or services by establishing 'charge accounts' with qualified sources of supply." The use of Blanket Purchase Agreements under the Federal Supply Schedule Program is authorized in accordance with FAR 13.303-2(c)(3), which reads, in part, as follows:

"BPAs may be established with Federal Supply Schedule Contractors, if not inconsistent with the terms of the applicable schedule contract."

Federal Supply Schedule contracts contain BPA provisions to enable schedule users to maximize their administrative and purchasing savings. This feature permits schedule users to set up "accounts" with Schedule Contractors to fill recurring requirements. These accounts establish a period for the BPA and generally address issues such as the frequency of ordering and invoicing, authorized callers, discounts, delivery locations and times. Agencies may qualify for the best quantity/volume discounts available under the contract, based on the potential volume of business that may be generated through such an agreement, regardless of the size of the individual orders. In addition, agencies may be able to secure a discount higher than that available in the contract based on the aggregate volume of business possible under a BPA. Finally, Contractors may be open to a progressive type of discounting where the discount would increase once the sales accumulated under the BPA reach certain prescribed levels. Use of a BPA may be particularly useful with the new Maximum Order feature. See the Suggested Format, contained in this Schedule Pricelist, for customers to consider when using this purchasing tool.

21. CONTRACTOR TEAM ARRANGEMENTS

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

22. INSTALLATION, DEINSTALLATION, REINSTALLATION

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

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

23. SECTION 508 COMPLIANCE.

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

www.probado.com

The EIT standard can be found at: www.Section508.gov/.

24. PRIME CONTRACTOR ORDERING FROM FEDERAL SUPPLY SCHEDULES.

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

- (a) A copy of the authorization from the ordering activity with whom the contractor has the prime contract (unless a copy was previously furnished to the Federal Supply Schedule contractor); and
- (b) The following statement:
This order is placed under written authorization from _____ dated _____. In the event of any inconsistency between the terms and conditions of this order and those of your Federal Supply Schedule contract, the latter will govern.

25. INSURANCE—WORK ON A GOVERNMENT INSTALLATION (JAN 1997)(FAR 52.228-5)

- (a) The Contractor shall, at its own expense, provide and maintain during the entire performance of this contract, at least the kinds and minimum amounts of insurance required in the Schedule or elsewhere in the contract.
- (b) Before commencing work under this contract, the Contractor shall notify the Contracting Officer in writing that the required insurance has been obtained. The policies evidencing required insurance shall contain an endorsement to the effect that any cancellation or any material change adversely affecting the Government's interest shall not be effective—
 - (1) For such period as the laws of the State in which this contract is to be performed prescribe; or
 - (2) Until 30 days after the insurer or the Contractor gives written notice to the Contracting Officer, whichever period is longer.
- (c) The Contractor shall insert the substance of this clause, including this paragraph (c), in subcontracts under this contract that require work on a Government installation and shall require subcontractors to provide and maintain the insurance required in the Schedule or elsewhere in the contract. The Contractor shall maintain a copy of all subcontractors' proofs of required insurance, and shall make copies available to the Contracting Officer upon request.

**TERMS AND CONDITIONS APPLICABLE TO INFORMATION TECHNOLOGY (IT)
PROFESSIONAL SERVICES (SPECIAL ITEM NUMBER 132-51)****1. SCOPE**

- a. The prices, terms and conditions stated under Special Item Number 132-51 Information Technology Professional Services and Special Item Number 132-52 Electronic Commerce Services apply exclusively to IT/EC Services within the scope of this Information Technology Schedule.
- b. The Contractor shall provide services at the Contractor's facility and/or at the ordering activity location, as agreed to by the Contractor and the ordering activity.

2. PERFORMANCE INCENTIVES

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

**3. ORDERING PROCEDURES FOR SERVICES (REQUIRING A STATEMENT OF WORK)
(G-FCI-920) (MAR 2003)**

FAR 8.402 contemplates that GSA may occasionally find it necessary to establish special ordering procedures for individual Federal Supply Schedules or for some Special Item Numbers (SINs) within a Schedule. GSA has established special ordering procedures for services that require a Statement of Work. These special ordering procedures take precedence over the procedures in FAR 8.404 (b)(2) through (b)(3).

When ordering services over \$100,000, Department of Defense (DOD) ordering offices and non-DOD agencies placing orders on behalf of the DOD must follow the policies and procedures in the Defense Federal Acquisition Regulation Supplement (DFARS) 208.404-70 – Additional ordering procedures for services. When DFARS 208.404-70 is applicable and there is a conflict between the ordering procedures contained in this clause and the additional ordering procedures for services in DFARS 208.404-70, the DFARS procedures take precedence. GSA has determined that the prices for services contained in the contractor's price list applicable to this Schedule are fair and reasonable. However, the ordering activity using this contract is responsible for considering the level of effort and mix of labor proposed to perform a specific task being ordered and for making a determination that the total firm-fixed price or ceiling price is fair and reasonable.

- (a) When ordering services, ordering activities shall—
 - (1) Prepare a Request (Request for Quote or other communication tool):
 - (i) A statement of work (a performance-based statement of work is preferred) that outlines, at a minimum, the work to be performed, location of work, period of performance, deliverable schedule, applicable standards, acceptance criteria, and any special requirements (i.e., security clearances, travel, special knowledge, etc.) should be prepared.
 - (ii) The request should include the statement of work and request the contractors to submit either a firm-fixed price or a ceiling price to provide the services outlined in the statement of work. A firm-fixed price order shall be requested, unless the ordering activity makes a determination that it is not possible at the time of placing the order to estimate accurately the extent or duration of the work or to anticipate cost with any reasonable degree of confidence. When such a determination is made, a labor hour or time-and-materials proposal may be requested. The firm-fixed price shall

be based on the rates in the schedule contract and shall consider the mix of labor categories and level of effort required to perform the services described in the statement of work. The firm-fixed price of the order should also include any travel costs or other incidental costs related to performance of the services ordered, unless the order provides for reimbursement of travel costs at the rates provided in the Federal Travel or Joint Travel Regulations. A ceiling price must be established for labor-hour and time-and-materials orders.

(iii) The request may ask the contractors, if necessary or appropriate, to submit a project plan for performing the task, and information on the contractor's experience and/or past performance performing similar tasks.

(iv) The request shall notify the contractors what basis will be used for selecting the contractor to receive the order. The notice shall include the basis for determining whether the contractors are technically qualified and provide an explanation regarding the intended use of any experience and/or past performance information in determining technical qualification of responses. If consideration will be limited to schedule contractors who are small business concerns as permitted by paragraph (2) below, the request shall notify the contractors that will be the case.

(2) Transmit the Request to Contractors:

Based upon an initial evaluation of catalogs and price lists, the ordering activity should identify the contractors that appear to offer the best value (considering the scope of services offered, pricing and other factors such as contractors' locations, as appropriate) and transmit the request as follows:

NOTE: When buying IT professional services under SIN 132-51 ONLY, the ordering office, at its discretion, may limit consideration to those schedule contractors that are small business concerns. This limitation is not applicable when buying supplies and/or services under other SINs as well as SIN 132-51. The limitation may only be used when at least three (3) small businesses that appear to offer services that will meet the agency's needs are available, if the order is estimated to exceed the micro-purchase threshold.

(i) The request should be provided to at least three (3) contractors if the proposed order is estimated to exceed the micro-purchase threshold, but not exceed the maximum order threshold.

(ii) For proposed orders exceeding the maximum order threshold, the request should be provided to additional contractors that offer services that will meet the ordering activity's needs.

(iii) In addition, the request shall be provided to any contractor who specifically requests a copy of the request for the proposed order.

(iv) Ordering activities should strive to minimize the contractors' costs associated with responding to requests for quotes for specific orders. Requests should be tailored to the minimum level necessary for adequate evaluation and selection for order placement. Oral presentations should be considered, when possible.

(3) Evaluate Responses and Select the Contractor to Receive the Order:

After responses have been evaluated against the factors identified in the request, the order should be placed with the schedule contractor that represents the best value. (See FAR 8.404)

(b) The establishment of Federal Supply Schedule Blanket Purchase Agreements (BPAs) for recurring services is permitted when the procedures outlined herein are followed. All BPAs for services must define the services that may be ordered under the BPA, along with delivery or performance time frames, billing procedures, etc. The potential volume of orders under BPAs, regardless of the size of individual orders, may offer the ordering activity the opportunity to secure volume discounts. When establishing BPAs, ordering activities shall—

(1) Inform contractors in the request (based on the ordering activity's requirement) if a single BPA or multiple BPAs will be established, and indicate the basis that will be used for selecting the contractors to be awarded the BPAs.

- (i) **SINGLE BPA:** Generally, a single BPA should be established when the ordering activity can define the tasks to be ordered under the BPA and establish a firm-fixed price or ceiling price for individual tasks or services to be ordered. When this occurs, authorized users may place the order directly under the established BPA when the need for service arises. The schedule contractor that represents the best value should be awarded the BPA. (See FAR 8.404)
 - (ii) **MULTIPLE BPAs:** When the ordering activity determines multiple BPAs are needed to meet its requirements, the ordering activity should determine which contractors can meet any technical qualifications before establishing the BPAs. When establishing the BPAs, the procedures in (a)(2) above must be followed. The procedures at (a)(2) do not apply to orders issued under multiple BPAs. Authorized users must transmit the request for quote for an order to all BPA holders and then place the order with the Schedule contractor that represents the best value.
- (2) **Review BPAs Periodically:** Such reviews shall be conducted at least annually. The purpose of the review is to determine whether the BPA still represents the best value. (See FAR 8.404)
- (c) The ordering activity should give preference to small business concerns when two or more contractors can provide the services at the same firm-fixed price or ceiling price.
 - (d) When the ordering activity's requirement involves both products as well as executive, administrative and/or professional, services, the ordering activity should total the prices for the products and the firm-fixed price for the services and select the contractor that represents the best value. (See FAR 8.404)
 - (e) The ordering activity, at a minimum, should document orders by identifying the contractor from which the services were purchased, the services purchased, and the amount paid. If other than a firm-fixed price order is placed, such documentation should include the basis for the determination to use a labor-hour or time-and-materials order. For ordering activity requirements in excess of the micro-purchase threshold, the order file should document the evaluation of Schedule contractors' quotes that formed the basis for the selection of the contractor that received the order and the rationale for any trade-offs made in making the selection.

4. ORDER

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

5. PERFORMANCE OF SERVICES

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

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

(a) The Contracting Officer may, at any time, by written order to the Contractor, require the Contractor to stop all, or any part, of the work called for by this contract for a period of 90 days after the order is delivered to the Contractor, and for any further period to which the parties may agree. The order shall be specifically identified as a stop-work order issued under this clause. Upon receipt of the order, the Contractor shall immediately comply with its terms and take all reasonable steps to minimize the incurrence of costs allocable to the work covered by the order during the period of work stoppage. Within a period of 90 days after a stop-work is delivered to the Contractor, or within any extension of that period to which the parties shall have agreed, the Contracting Officer shall either-

- (1) Cancel the stop-work order; or
- (2) Terminate the work covered by the order as provided in the Default, or the Termination for Convenience of the Government, clause of this contract.

(b) If a stop-work order issued under this clause is canceled or the period of the order or any extension thereof expires, the Contractor shall resume work. The Contracting Officer shall make an equitable adjustment in the delivery schedule or contract price, or both, and the contract shall be modified, in writing, accordingly, if-

- (1) The stop-work order results in an increase in the time required for, or in the Contractor's cost properly allocable to, the performance of any part of this contract; and
- (2) The Contractor asserts its right to the adjustment within 30 days after the end of the period of work stoppage; provided, that, if the Contracting Officer decides the facts justify the action, the Contracting Officer may receive and act upon the claim submitted at any time before final payment under this contract.

(c) If a stop-work order is not canceled and the work covered by the order is terminated for the convenience of the Government, the Contracting Officer shall allow reasonable costs resulting from the stop-work order in arriving at the termination settlement.

(d) If a stop-work order is not canceled and the work covered by the order is terminated for default, the Contracting Officer shall allow, by equitable adjustment or otherwise, reasonable costs resulting from the stop-work order.

7. INSPECTION OF SERVICES

The Inspection of Services-Fixed Price (AUG 1996) (Deviation - May 2003) clause at FAR 52.246-4 applies to firm-fixed price orders placed under this contract. The Inspection-Time-and-Materials and Labor-Hour (JAN 1986) (Deviation - May 2003) clause at FAR 52.246-6 applies to time-and-materials and labor-hour orders placed under this contract.

8. RESPONSIBILITIES OF THE CONTRACTOR

The Contractor shall comply with all laws, ordinances, and regulations (Federal, State, City, or otherwise) covering work of this character. If the end product of a task order is software, then FAR 52.227-14 (Deviation - May 2003) Rights in Data - General, may apply.

9. RESPONSIBILITIES OF THE ORDERING ACTIVITY

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

10. INDEPENDENT CONTRACTOR

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

11. ORGANIZATIONAL CONFLICTS OF INTEREST

a. Definitions.

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

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

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

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

12. INVOICES

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

13. PAYMENTS

For firm-fixed price orders the ordering activity shall pay the Contractor, upon submission of proper invoices or vouchers, the prices stipulated in this contract for service rendered and accepted. Progress payments shall be made only when authorized by the order. For time-and-materials orders, the Payments under Time-and-Materials and Labor-Hour Contracts at FAR 52.232-7 (DEC 2002), (Alternate II – Feb 2002) (Deviation – May 2003) applies to time-and-materials orders placed under this contract. For labor-hour orders, the Payment under Time-and-Materials and Labor-Hour Contracts at FAR 52.232-7 (DEC 2002), (Alternate II – Feb 2002) (Deviation – May 2003)) applies to labor-hour orders placed under this contract.

14. RESUMES

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

15. INCIDENTAL SUPPORT COSTS

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

16. APPROVAL OF SUBCONTRACTS

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

17. DESCRIPTION OF IT/EC SERVICES AND PRICING

a. The Contractor shall provide a description of each type of IT/EC Service offered under Special Item Numbers 132-51 and 132-52. IT/EC Services should be presented in the same manner as the Contractor sells to its commercial and other ordering activity customers. If the Contractor is proposing hourly rates, a description of all corresponding commercial job titles (labor categories) for those individuals who will perform the service should be provided.

b. Pricing for all IT/EC Services shall be in accordance with the Contractor's customary commercial practices; e.g., hourly rates, monthly rates, term rates, and/or fixed prices.

USA COMMITMENT TO PROMOTE SMALL BUSINESS PARTICIPATION PROCUREMENT PROGRAMS

PREAMBLE

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

COMMITMENT

To actively seek and partner with small businesses.

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

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

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

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

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

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

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

Probado Technologies Incorporated

Anthony Mulieri

Phone (361) 992-8482 Fax (361) 992-8921

amulieri@probado.com

BLANKET PURCHASE AGREEMENT FEDERAL SUPPLY SCHEDULE

(Insert Customer Name)

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

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

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

Signatures

Ordering Activity

Date

Contractor

Date

BPA NUMBER _____

(CUSTOMER NAME)
BLANKET PURCHASE AGREEMENT

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

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

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

(2) Delivery:

| DESTINATION | DELIVERY SCHEDULES / DATES |
|-------------|----------------------------|
| _____ | _____ |
| _____ | _____ |
| _____ | _____ |

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

(4) This BPA does not obligate any funds.

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

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

| OFFICE | POINT OF CONTACT |
|--------|------------------|
| _____ | _____ |
| _____ | _____ |
| _____ | _____ |

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

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

- (a) Name of Contractor;
- (b) Contract Number;
- (c) BPA Number;
- (d) Model Number or National Stock Number (NSN);
- (e) Purchase Order Number;
- (f) Date of Purchase;
- (g) Quantity, Unit Price, and Extension of Each Item (unit prices and extensions need not be shown when incompatible with the use of automated systems; provided, that the invoice is itemized to show the information); and
- (h) Date of Shipment.

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

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

BASIC GUIDELINES FOR USING “CONTRACTOR TEAM ARRANGEMENTS”

Federal Supply Schedule Contractors may use “Contractor Team Arrangements” (see FAR 9.6) to provide solutions when responding to a ordering activity requirements.

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

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

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

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

Here is a general outline on how it works:

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

Probado Technologies Corporation Off/On-Site Labor Rates

| Labor Category | Base Year (Contract Start Date + 1 Year) (on-site) | Base Year (off site – Probado Site) | Option Year 1 (End of Base Year + 1 Year) | Option Year 1 (off site) | Option Year 2 (End of Option Year 1 + 1 Year) | Option Year 2 (off site) | Option Year 3 (End of Option Year 2 + 1 Year) | Option Year 3 (Off Site) | Option Year 4 (End of Option Year 3 + 1 Year) | Option Year 4 (off site) | Option Year 5 (End of Option Year 4 + 1 Year) | Option Year 5 (Off Site) |
|-----------------------------------|--|-------------------------------------|---|--------------------------|---|--------------------------|---|--------------------------|---|--------------------------|---|--------------------------|
| Program Manager | \$59.58 | \$64.94 | \$61.24 | \$66.75 | \$62.96 | \$68.63 | \$64.73 | \$70.66 | \$66.53 | \$72.53 | \$68.39 | \$74.55 |
| Network Technical Support Manager | \$50.81 | \$55.39 | \$52.23 | \$55.73 | \$53.70 | \$56.93 | \$55.20 | \$58.54 | \$56.80 | \$60.18 | \$58.39 | \$63.65 |
| Network Engineer | \$44.70 | \$48.72 | \$45.90 | \$50.09 | \$47.53 | \$51.49 | \$48.56 | \$52.92 | \$49.92 | \$54.22 | \$51.31 | \$55.93 |
| Software Developer | \$44.70 | \$48.72 | \$45.90 | \$50.09 | \$47.53 | \$51.49 | \$48.56 | \$52.92 | \$49.92 | \$54.22 | \$51.31 | \$55.93 |
| Database Administrator | \$44.70 | \$48.72 | \$45.90 | \$50.09 | \$47.53 | \$51.49 | \$48.56 | \$52.92 | \$49.92 | \$54.22 | \$51.31 | \$55.93 |
| Database Administrator Lead | \$44.70 | \$48.72 | \$45.90 | \$50.09 | \$47.53 | \$51.49 | \$48.56 | \$52.92 | \$49.92 | \$54.22 | \$51.31 | \$55.93 |
| Programmer II | \$37.64 | \$41.04 | \$38.69 | \$41.97 | \$39.78 | \$43.37 | \$40.89 | \$44.57 | \$42.03 | \$45.82 | \$43.21 | \$47.11 |
| CM/QC Specialist | \$44.70 | \$48.72 | \$45.90 | \$50.09 | \$47.53 | \$51.49 | \$48.56 | \$52.92 | \$49.92 | \$54.22 | \$51.31 | \$55.93 |
| Web Developer | \$36.88 | \$40.18 | \$37.90 | \$41.32 | \$38.96 | \$42.47 | \$40.05 | \$44.67 | \$41.17 | \$44.88 | \$42.33 | \$46.15 |
| Technical Writer III | \$44.70 | \$48.72 | \$45.90 | \$50.09 | \$47.53 | \$51.49 | \$48.56 | \$52.92 | \$49.92 | \$54.22 | \$51.31 | \$55.93 |
| Technical Writer II | \$37.64 | \$41.04 | \$38.69 | \$41.97 | \$39.78 | \$43.37 | \$40.89 | \$44.57 | \$42.03 | \$45.82 | \$43.21 | \$47.11 |

Probado Technologies Labor Categories

| Labor Category | Minimum/General Experience and Years of Experience | Functional Responsibility | Educational Requirements |
|---------------------|---|--|--|
| Sr. Program Manager | <p>10 years of progressive management experience with 5 years of managing projects/programs with over 100 personnel.</p> <p>Skill in developing policy and procedure and in examining and re-engineering operations and procedures, and implementing new strategies and practices. Knowledge of management principles and practices. Program planning and implementation skills. Direct experience and knowledge of commercial and government business practices and regulations required. Ability to lead joint contractor/government task forces and/or committees. Strong interpersonal and communication skills and the ability to work effectively with a wide range of constituencies in a diverse community. Ability to design and implement systems necessary to collect, maintain, and analyze data. Ability to deal tactfully and confidently with internal and external customers at all organizational levels. Strong written and verbal communication and presentation skills. Skill in budget preparation and fiscal management. Ability to develop and maintain record keeping systems and procedures. Knowledge of financial/business analysis techniques. Strong skills in the use of computers, preferably in a PC, Windows-based operating environment. Knowledge of CMMI and ISO 9000 desired. Must provide leadership for team of 100-200 employees located at geographically dispersed sites.</p> | <p>Manages an integrated program consisting of a set of interconnected component activities, and/or a group of associated, separately funded programs. Implements work-scope, establishes funding, provides program/project planning, budgeting, and administration, and develops related operational policies and procedures. The programs/projects administered are usually focused on an associated set of complementary objectives within the overall mission of supporting Government and Commercial clients. Specific sub-program/projects may involve new software development, analysis of production statistics, network and infrastructure build-up and maintenance, and courseware/curriculum elements of an integrated learning environment. Manage and coordinate subordinate staff. Recommend measures to improve methods, performance, and quality of product or service, and suggest changes to increase efficiency. Analyze and resolve work problems, or assist employees in solving work problems. Recruit, hire, train staff, evaluate employee performance, and recommend or initiate promotions, transfers, and disciplinary action.</p> | <p>Bachelors Degree in technical, scientific, or engineering field required along with 10+ years experience in management. Highly desirable to have Masters Degree or advanced training in business management. Extensive knowledge of information systems design, installation, and maintenance. Strong understand of, or experience in, military aviation desirable. Directly related management expertise in fiscal services, administration, and human resources gained through 5+ years of equivalent-level work experience</p> |

| Labor Category | Minimum/General Experience and Years of Experience | Functional Responsibility | Educational Requirements |
|--|--|---|--|
| <p>Network Technical Support Manager</p> | <p>Sever years of experience with complex information systems; with 3 years of experience managing IT projects with more than 10 staff; Ability to solve complex problems of a time critical nature and distinctly communicate corrective action to technicians. Demonstrated ability to manage, and motivate multiple, technically diverse, teams of technical professionals. Assign and review the work of systems analysts, data base administrators, and other computer-related workers. Consult with users, management, vendors, and technicians to assess computing needs and system requirements. Develop computer information resources, providing for data security and control, strategic computing, and disaster recovery. Evaluate data processing proposals to assess project feasibility and requirements. Direct daily operations of department, analyzing workflow, establishing priorities, developing standards and setting deadlines. Evaluate the organization's technology use and needs and recommend improvements, such as hardware and software upgrades. . Develop and interpret departmental goals, policies, and procedures. Manage backup, security and user help systems.</p> | <p>Manage and coordinate activities of employees engaged in supporting information Systems and PC network activities. Oversee the planning, development, installation, maintenance, and monitoring of network systems. Manage and coordinate subordinate staff. Evaluate current and future IS requirements. Recommend measures to improve methods, performance, and quality of product or service, and suggest changes to increase efficiency. Analyze and resolve work problems, or assist employees in solving work problems. Manage complex PCs and LAN/WAN networks throughout the organization. Manage testing and analysis of all components of network. Consult with management to define boundaries and priorities of tentative projects, discuss equipment acquisitions, determine specific information requirements of organization. Confer with department heads involved with proposed projects to insure cooperation and further define nature of project needs. Establishes work standards. Assign, schedule, and review work. Interpret policies, purposes, and goals to subordinates. Prepare progress reports to inform management of project development and deviation from predicted goals. Communicates with management, specialists or technical personnel to solve problems. Review reports of computer and peripheral equipment production, malfunction, and maintenance to ascertain costs and plan operating changes.</p> | <p>B.S. Degree in Information or Computer Systems or equivalent experience; MCSE, CCNP, or PMI certifications desired.</p> |

| Labor Category | Minimum/General Experience and Years of Experience | Functional Responsibility | Educational Requirements |
|------------------|---|---|--|
| Network Engineer | <p>4 years of experience with networking engineering with certifications in one of the following: MCSA, MCSE, CCNA, or CCNP. 2 Years of additional work experience relating to network infrastructure/architecture, and remote access systems and internet connectivity and support services</p> <p>Knowledge of computer network infrastructure/architecture, Advanced knowledge of network architecture and design</p> <p>Knowledge of data remote access systems</p> <p>Knowledge of Internet connectivity and support services</p> <p>Ability to follow directions and complete assignments independently</p> <p>Ability to apply technical knowledge on a practical level</p> <p>Ability to manage projects independently</p> <p>Ability to communicate network applicability to technical support staff</p> <p>Ability to coordinate efforts of lower level staff</p> <p>Ability to solve technical as well as personnel problems and communicate independently with affected parties.</p> <p>Ability to assess network efficiencies and make adjustments/recommendations for improvement</p> | <p>Supports product suites that are composed of multiple networking hardware and software products (e.g., all token ring hubs, Fiber Switches, routers)</p> <p>Installs and tests networking hardware and software products for which responsible</p> <p>Develops and maintains network documentation that describes physical and logical integration as well as implementation and management standards</p> <p>Provides assistance to other engineers in troubleshooting problems relating to products for which responsible</p> <p>Performs research in support of the architecture within which these products are implemented</p> | <p>BS degree in Information or Computer Systems or equivalent experience;</p> <p>MCP, MCSA, MCSE, CCNA, or CCNP, certifications definite plus.</p> |

| Labor Category | Minimum/General Experience and Years of Experience | Functional Responsibility | Educational Requirements |
|--------------------|---|--|--|
| Software Developer | <p>Six years of General Experience with Software Development and three years of specialized software development experience with client/server or Microsoft Operating Applications or Relational Database Applications.</p> <p>Knowledge of personal computers, with proficiency in the Windows operating environment; Knowledge of database technologies and the appropriate use of fourth generation languages, including Oracle or a relational database or internet technology; knowledge of business analysis techniques including functional, process and data modeling; knowledge of systems development life cycle methodologies and their appropriate implementation; knowledge of the principles, practices and techniques of computer programming and systems analysis, with knowledge of client/server or web (actual programming experience is helpful, but not required); Skill in problem-solving and troubleshooting; Skill in technical/business writing and presentations, including the ability to make reasonable proposals and to present them to customers, providing assessments of tasks needing to be done, required resource levels, and person-hours to complete a project; Ability to assist customers in assessing future information needs; and ability to process information logically and to plan, organize and coordinate work assignments.</p> | <p>The duties of a Programmer IV include analysis of government business processes or requests, formulating a logical description of problems, determining viable alternatives and helping to devise an optimum solution, which may include business process re-engineering. The ability to do process modeling, gather functional requirements, and perform data modeling will be required. Duties will also include writing reports that include the findings and recommendations of analysis. Technical skills will be necessary, with emphasis on PC skills, including application software and knowledge of the client/server and/or web environment. Staff must work under general supervision with extensive latitude for the use of initiative and independent judgment.</p> | <p>B.S from an accredited four-year college or university with a major in computer science, data processing, engineering, physics, or related field. Three years experience with personal computer hardware, software, system design and a client/server and/or web environment. Experience in project management, system analysis and design. Education and experience relevant to position requirements may be substituted for one another on a year-for-year basis.</p> |

| Commercial Labor Category | Minimum/General Experience and Years of Experience | Functional Responsibility | Educational Requirements |
|---------------------------|---|---|---|
| Database Administrator | <p>4+ years of SQL Server DBA experience. 1+ years of SQL Server DBA or other IT supervisory experience Microsoft SQL Server 2000 administration in a multi-server environment. SQL Server 2000 database programming skills using T-SQL. Data modeling, database design & schema creation for n-tier applications. Excellent communication, analytical, and problem solving skills. Ability to effectively direct a DBA team or work independently.</p> | <p>Manage and coordinate activities of employees engaged in supporting all assigned database systems. Administer all aspects of Microsoft SQL Server databases used in production, test, and development environments. Create, adjust, or remove the database infrastructure as required to provide continued data integrity and availability. Participate in the planning, development, installation, maintenance, and monitoring of locally developed software that involves database activities. Evaluate current and future database requirements and all database service-pack and version upgrades. Recommend measures to improve database performance, accessibility, and efficiency. Analyze and resolve work problems, or assist employees in solving work problems. Participate in recruiting, hiring, and training staff. Evaluate employee performance, and recommend promotions, transfers, and disciplinary action.</p> | <p>BS degree in CS, MIS, CIS, or equivalent experience. MCDBA certification desirable.</p> |

| Commercial Labor Category | Minimum/General Experience and Years of Experience | Functional Responsibility | Educational Requirements |
|----------------------------------|---|---|--|
| Database Administration Lead | 4+ years of SQL Server DBA experience. 1+ years of SQL Server DBA or other IT supervisory experience. Microsoft SQL Server 2000 administration in a multi-server environment. SQL Server 2000 database programming skills using T-SQL. Data modeling, database design & schema creation for n-tier applications. Excellent communication, analytical, and problem solving skills. Ability to effectively direct a DBA team or work independently. Manage and coordinate activities of 3 – 6 DBA of various skill levels engaged in supporting all assigned database systems. Timely submission of all administrative requirements. | Design new or modify current database physical architecture, administer all levels of database security, troubleshoot performance issues, and perform database upgrades and security patches. Creates and maintain database jobs and extract/transform/load processes using Data Transformation Services (DTS), Transact SQL (T-SQL), and/or other available query/extract tools like MS Access. Develop or assist with the development of stored procedures, views, user defined functions and other database objects. | BS degree in CS, MIS, CIS, or equivalent experience. MCDBA certification a definite plus. |

| Commercial Labor Category | Minimum/General Experience and Years of Experience | Functional Responsibility | Educational Requirements |
|---------------------------|--|--|---|
| <p>CM/CQ Specialist</p> | <p>One year supervisory experience preferred or one year as a working team member. Must demonstrate good leadership qualities including organization and communication skills.</p> <p>The CMQC Lead should have experience in editing/reviewing technical publications and reports, and be proficient with Microsoft Office suite of applications. The Lead will be interacting with multiple teams and therefore must possess excellent communication skills.</p> | <p>The CMQC Team Lead is a working member of the CMQC Team. In addition to the regular assignment as a team member, the lead also oversees CMQC teams.</p> <p>When working in Courseware System Support (CSS) the CMQC Lead reviews Computer-Based Training (CBT) programs and various military publications for accuracy and fulfillment of Training Change Request (TCR) requirements. This position requires coordination of activities with authors, technical writers, Instructional Systems Development (ISD) specialists, configuration management personnel, and USN Subject Matter Experts (SME). The CMQC Team Lead will also perform quality control on programmatic applications. The Team Lead is required to review CBTs for instructional, cosmetic, program, and curriculum accuracy prior to release to the Chief of Naval Air Training (CNATRA) Pipeline Training Officer (PTO) for final distribution authorization. Review of Flight Training Instructions (FTIs), Student Guides (SGs), Instructor Guides (IGs), and other Particular to Aviation Training Publication (PAT Pubs) is performed prior to release to CNATRA PTO.</p> <p>When assigned to perform quality control on programmatic applications the Team Lead will follow test cases to verify the functionality and accuracy of the system being tested. Another assignment may be the review of on-line syllabus-specific data entered into the Training Integrated Management System (TIMS) to ensure consistency with the paper-based CNATRAINST 1542 series publication.</p> | <p>B.S. in Related Course of Study or 5 Years of Experience</p> |

| Commercial Labor Category | Minimum/General Experience and Years of Experience | Functional Responsibility | Educational Requirements |
|----------------------------------|---|---|--|
| Web Developer | General and Specialized: Web Developer should possess at least two (2) years within the last four (4) years of progressive experience in web development and design with an emphasis on the latest web technologies. The skill requirements include proficiency in Dreamweaver, Photoshop, ASP, VBScript, JavaScript, Flash and SQL Server 2000. | The Web Developer is responsible for the analysis, design, integration, programming, documentation and deployment of websites and web-based applications. The Web Developer follows Fleet Information and Warfare Center standards in all aspects of public website development. The Web Developer applies CMMI principles and methods to all aspects of the development process with an emphasis on requirements gathering, thorough documentation, analysis and adhering to a project plan of action and milestones. The Web Developer has an understanding of all hardware components and software systems required for any given project. The Web Developer works independently or in a group as necessary to facilitate the successful deployment of a website and/or web-based application. | BS in Computer Science, MIS or related field of study or 5 years of related work experience. |
| Commercial Labor Category | Minimum/General Experience and Years of Experience | Functional Responsibility | Educational Requirements |
| Technical Writer III | 5 Years of Experience with technical writing in a science or technical field Tech Writers provides a high level of proficiency in performing computer operations utilizing Microsoft Windows and Microsoft Office (Word, Excel, PowerPoint, and Outlook), Adobe Professional, Snag It, and document conversion software to demonstrate advanced skills using desktop software. | A Technical Publications Writer (Tech Writer) performs duties using automated systems in technical writing, research, analysis, and editing electronic data system documents including graphic formatting, data entry, preparing presentation slides and flowcharts. Tech Writers must have experience writing, editing, proofreading, coordinating and processing military correspondence to include reports, forms, user manuals/guides, white papers, kneeboard cards and electronic mail. Tech Writers must possess ability to cross train in Technical Writing techniques. | Preferred: Bachelor's Degree in related field or 8 years technical writing experience and Microsoft Office Specialist certification. |
| Commercial Labor Category | Minimum/General Experience and Years of Experience | Functional Responsibility | Educational Requirements |

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| <p>Technical Writer II</p> | <p>3 Years of Experience with technical writing in a science or technical field</p> <p>Tech Writers provides a high level of proficiency in performing computer operations utilizing Microsoft Windows and Microsoft Office (Word, Excel, PowerPoint, and Outlook), Adobe Professional, Snag It, and document conversion software to demonstrate advanced skills using desktop software.</p> | <p>A Technical Publications Writer (Tech Writer) performs duties using automated systems in technical writing, research, analysis, and editing electronic data system documents including graphic formatting, data entry, preparing presentation slides and flowcharts. Tech Writers must have experience writing, editing, proofreading, coordinating and processing military correspondence to include reports, forms, user manuals/guides, white papers, kneeboard cards and electronic mail. Tech Writers must possess ability to cross train in Technical Writing techniques.</p> | <p>Preferred: Bachelor's Degree in related field or 6 years technical writing experience and Microsoft Office Specialist certification.</p> |
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