

# **GENERAL SERVICES ADMINISTRATION**

## **Federal Acquisition 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>TM</sup>, a menu-driven database system. The INTERNET address for **GSA Advantage!**<sup>TM</sup> is: <http://www.GSAAdvantage.gov>.

### **Schedule for - Mission Oriented Business Integrated Services (MOBIS)**

**Federal Supply Group:** 874      **Class:** R499

**Contract Number:** GS10F110BA

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

**Contract Period:** - March 11, 2014 through march 10, 2019

**Contractor:** Eagle Ray, Inc.  
14425 Penrose Place  
Chantilly, VA 20151 1734

**Business Size:** Small, Woman Owned Business

**Telephone:** (703) 480/0693

**Extension:**

**FAX Number:**

**Web Site:** [www.eaglerayinc.com](http://www.eaglerayinc.com)

**E-mail:** [ccartwright@eaglerayinc.com](mailto:ccartwright@eaglerayinc.com)

**Contract Administration:** Cheryl Cartwright

## **CUSTOMER INFORMATION:**

### **1a. Table of Awarded Special Item Number(s) with appropriate cross-reference to page numbers:**

SIN	Recovery	SIN Description
874-7	874-7RC	Integrated Business Program Support Services
874-6	874-6RC	Acquisition Management Support
874-1	874-1RC	Integrated Consulting Services

**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.**

## **(CUSTOMER INFORMATION: Continued)**

- 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.**
2. **Maximum Order:** \$1,000,000.00
3. **Minimum Order:** \$100.00
4. **Geographic Coverage (delivery Area):** Domestic Only
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 Attachment.
7. **Quantity discounts:** 1% for orders exceeding \$1,000,000.00
8. **Prompt payment terms:** 1%, 15 days, Net 30
- 9a. **Notification that Government purchase cards are accepted up to the micro-purchase threshold:** Yes
- 9b. **Notification whether Government purchase cards are accepted or not accepted above the micro-purchase threshold:** will accept over \$3,000
10. **Foreign items (list items by country of origin):** None
- 11a. **Time of Delivery (Contractor insert number of days):** Specified on the Task Order
- 11b. **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
- 11c. **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
- 11d. **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
12. **F.O.B Points(s):** Destination
- 13a. **Ordering Address(es):** Same as Contractor
- 13b. **Ordering procedures: For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPA’s), and a sample BPA can be found at the GSA/FSS Schedule homepage ([fss.gsa.gov/schedules](http://fss.gsa.gov/schedules)).**
14. **Payment address(es):** Same as company address
15. **Warranty provision.:** Contractor’s standard commercial warranty.

## (CUSTOMER INFORMATION: Continued)

16. **Export Packing Charges (if applicable):** N/A
17. **Terms and conditions of Government purchase card acceptance (any thresholds above the micro-purchase level):** Contact Contractor
18. **Terms and conditions of rental, maintenance, and repair (if applicable):** N/A
19. **Terms and conditions of installation (if applicable):** N/A
20. **Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices (if applicable):** N/A
- 20a. **Terms and conditions for any other services (if applicable):** N/A
21. **List of service and distribution points (if applicable):** N/A
22. **List of participating dealers (if applicable):** N/A
23. **Preventive maintenance (if applicable):** N/A
- 24a. **Environmental attributes, e.g., recycled content, energy efficiency, and/or reduced pollutants:** N/A
- 24b. **If applicable, indicate that Section 508 compliance information is available on Electronic and Information Technology (EIT) supplies and services and show where full details can be found (e.g. contactor's website or other location.) The EIT standards can be found at: [www.Section508.gov/](http://www.Section508.gov/).**
25. **Data Universal Numbering System (DUNS) number:** 111471350
26. **Notification regarding registration in Central Contractor Registration (CCR) database:** Registered
27. **Final Pricing:**

Labor Category	Min Edu	Min Exp	Customer or Contractor Site	Base Period				
				Year 1	Year 2	Year 3	Year 4	Year 5
Process Analyst 1	Bachelors	2	Customer Site	\$96.35	\$98.28	\$100.24	\$102.25	\$104.29
Process Analyst 2	Bachelors	5	Customer Site	\$111.33	\$113.56	\$115.83	\$118.15	\$120.51
Process Analyst 3	Bachelors	7	Customer Site	\$131.64	\$134.27	\$136.96	\$139.70	\$142.49
Business Analyst 1	Bachelors	2	Customer Site	\$111.16	\$113.38	\$115.65	\$117.96	\$120.32
Business Analyst 2	Bachelors	5	Customer Site	\$135.82	\$138.54	\$141.31	\$144.13	\$147.02
Business Analyst 3	Bachelors	7	Customer Site	\$163.41	\$166.68	\$170.01	\$173.41	\$176.88
Performance Manager 1	Bachelors	2	Customer Site	\$113.50	\$115.77	\$118.08	\$120.44	\$122.85
Performance Manager 2	Bachelors	5	Customer Site	\$131.64	\$134.27	\$136.96	\$139.70	\$142.49
Performance Manager 3	Bachelors	7	Customer Site	\$162.22	\$165.46	\$168.77	\$172.15	\$175.59
Acquisition Analyst 1	Bachelors	2	Customer Site	\$83.64	\$85.31	\$87.02	\$88.76	\$90.53
Acquisition Analyst 2	Bachelors	5	Customer Site	\$100.94	\$102.96	\$105.02	\$107.12	\$109.26

## (CUSTOMER INFORMATION: Continued)

Acquisition Analyst 3	Bachelors	7	Customer Site	\$138.33	\$141.09	\$143.91	\$146.79	\$149.73
Program Manager 1	Masters	7	Customer Site	\$113.50	\$115.77	\$118.08	\$120.44	\$122.85
Program Manager 2	Masters	10	Customer Site	\$134.76	\$137.45	\$140.20	\$143.01	\$145.87
Program Manager 3	Masters	15	Customer Site	\$143.74	\$146.61	\$149.54	\$152.53	\$155.58
Program Manager 2	Masters	10	Contractor Site	\$149.54	\$152.53	\$155.58	\$158.69	\$161.86
Program Manager 3	Masters	15	Contractor Site	\$180.57	\$184.19	\$187.87	\$191.63	\$195.46
Project Manager 1	Bachelors	2	Customer Site	\$88.30	\$90.06	\$91.87	\$93.70	\$95.58
Project Manager 2	Bachelors	5	Customer Site	\$121.50	\$123.93	\$126.41	\$128.94	\$131.52
Project Manager 3	Bachelors	7	Customer Site	\$134.76	\$137.45	\$140.20	\$143.01	\$145.87
Quality Assurance Analyst 2	Bachelors	5	Customer Site	\$117.30	\$119.64	\$122.04	\$124.48	\$126.97
Principle Consultant 1	Masters	7	Customer Site	\$132.29	\$134.94	\$137.64	\$140.39	\$143.20
Principle Consultant 2	Masters	10	Customer Site	\$184.19	\$187.87	\$191.63	\$195.46	\$199.37
Principle Consultant 3	Masters	15	Customer Site	\$216.17	\$220.50	\$224.91	\$229.41	\$233.99
Principle Consultant 3	Masters	15	Contractor Site	\$234.03	\$238.71	\$243.49	\$248.36	\$253.32
Program Coordinator 1	Bachelors	0	Customer Site	\$42.93	\$43.79	\$44.67	\$45.56	\$46.47
Program Coordinator 2	Bachelors	3	Customer Site	\$64.31	\$65.59	\$66.91	\$68.24	\$69.61

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

### LABOR CATEGORIES DESCRIPTIONS

Labor Categories	Description
Process Analyst 1	<p><i>Functional Duties/Responsibilities:</i> Provides process analysis and recommendation support; assists in the definition, development and maintenance of Process Flow Documentation and related process artifacts; and supports quality assurance surveillance audits and reviews.</p> <p><i>Minimum Education/Experience:</i> Bachelor's degree or equivalent experience/training + 2 years experience.</p>
Process Analyst 2	<p><i>Functional Duties/Responsibilities:</i> Provides process analysis and recommendation support; definition, development and maintenance of Process Flow Documentation and related process artifacts; and conducts quality assurance surveillance audits and reviews.</p> <p><i>Minimum Education/Experience:</i> Bachelors degree or equivalent training/experience + 5 years experience</p>

## (CUSTOMER INFORMATION: Continued)

Labor Categories	Description
Process Analyst 3	<p><i>Functional Duties/Responsibilities:</i> Provides process analysis and recommendation support; definition, development and maintenance of complex Process Flow Documentation and related process artifacts; and leads quality assurance surveillance audits and reviews.</p> <p><i>Minimum Education/Experience:</i> Bachelors degree or equivalent training/experience + 7 years experience</p>
Business Analyst 1	<p><i>Functional Duties/Responsibilities:</i> Supports efforts to perform studies, tradeoff-analyses, analysis of alternatives, evaluations and other analytic assessments to enable policy development and fact-based decision making. Supports a variety of management and consulting tasks concerned with the design, development and fielding of DoD and commercial systems, including program management functions to provide expert advice, training, assistance, and guidance, in support of management organizational and business improvement efforts; strategic, business and action planning; performance and productivity improvement analyses; and business processes and acquisition planning/analysis; program management support to include project control, project planning, and cost analysis.</p> <p><i>Minimum Education/Experience:</i> Bachelor's degree or equivalent experience/training + 2 years experience.</p>
Business Analyst 2	<p><i>Functional Duties/Responsibilities:</i> Performs studies, tradeoff-analyses, analysis of alternatives, evaluations and other analytic assessments to enable policy development and fact-based decision making. Performs a variety of management and consulting tasks concerned with the design, development and fielding of DoD and commercial systems, including program management functions to provide expert advice, training, assistance, and guidance, in support of management organizational and business improvement efforts; strategic, business and action planning; performance and productivity improvement analyses; and business processes and acquisition planning/analysis; program management support to include project control, project planning, and cost analysis.</p> <p><i>Minimum Education/Experience:</i> Bachelor's degree or equivalent experience/training + 5 yrs experience.</p>
Business Analyst 3	<p><i>Functional Duties/Responsibilities:</i> Leads studies, tradeoff-analyses, analysis of alternatives, evaluations and other analytic assessments to enable policy development and fact-based decision making. Leads a variety of management and consulting tasks concerned with the design, development and fielding of DoD and commercial systems, including program management functions to provide expert advice, training, assistance, and guidance, in support of management organizational and business improvement efforts; strategic, business and action planning; performance and productivity improvement analyses; and business processes and acquisition planning/analysis; program management support to include project control, project planning, and cost analysis.</p> <p><i>Minimum Education/Experience:</i> Bachelor's degree or equivalent experience/training + 7 yrs experience.</p>
Performance Manager 1	<p><i>Functional Duties/Responsibilities:</i> Provides support to production metrics, stakeholder and gap analysis metrics, metrics support for project teams, and metrics supporting improvement planning. Responsibilities include assisting in the continual refinement of the Performance Based Metrics, Key Performance Indicators, Earned Value Management, and SLAs, as well as monitoring and reporting metrics variances; supporting resolution of issues that adversely impact successful product delivery based upon metrics analysis.</p> <p><i>Minimum Education/Experience:</i> Bachelor's degree or equivalent experience/training + 2 yrs experience.</p>
Performance Manager 2	<p><i>Functional Duties/Responsibilities:</i> Provides support to production metrics, stakeholder and gap analysis metrics, metrics support for project teams, and metrics supporting improvement planning. Responsibilities include continual refinement of the Performance Based Metrics, Key Performance Indicators, Earned Value Management, and SLAs, as well as monitoring and reporting metrics variances; facilitate resolution of issues that adversely impact successful product delivery based upon metrics analysis.</p> <p><i>Minimum Education/Experience:</i> Bachelor's degree or equivalent experience/training + 5 yrs experience.</p>

## (CUSTOMER INFORMATION: Continued)

Labor Categories	Description
Performance Manager 3	<p><i>Functional Duties/Responsibilities:</i> Provides expert support to production metrics, stakeholder and gap analysis metrics, metrics support for project teams, and metrics supporting improvement planning. Responsibilities include continual refinement of the Performance Based Metrics, Key Performance Indicators, Earned Value Management, and SLAs, as well as monitoring and reporting metrics variances; facilitate resolution of complex issues that adversely impact successful product delivery based upon metrics analysis.</p> <p><i>Minimum Education/Experience:</i> Bachelor's degree or equivalent experience/training + 7 yrs experience.</p>
Acquisition Analyst 1	<p><i>Functional Duties/Responsibilities:</i> Supports the acquisition of products and services. Responsibilities include assisting requiring organizations with procurement planning, input to procurement packages (Procurement Plans, Market Analysis, Statements of Work, and Independent Government Cost Estimate, Technical Evaluation Plans, Evaluation Criteria, etc.) and supporting interaction between the Contracting Officer and requiring organizations.</p> <p><i>Minimum Education/Experience:</i> Position requires a Bachelors degree or equivalent experience + 2 years experience.</p>
Acquisition Analyst 2	<p><i>Functional Duties/Responsibilities:</i> Supports the acquisition of products and services. Responsibilities include assisting requiring organizations with procurement planning, preparation of complete procurement packages (Procurement Plans, Market Analysis, Statements of Work, and Independent Government Cost Estimate, Technical Evaluation Plans, Evaluation Criteria, etc.) and acting as a liaison between the Contracting Officer and requiring organizations.</p> <p><i>Minimum Education/Experience:</i> Position requires a Bachelors degree or equivalent experience + 5 years experience.</p>
Acquisition Analyst 3	<p><i>Functional Duties/Responsibilities:</i> Supports large or complex acquisition of products and services. Responsibilities include assisting requiring organizations with procurement planning, preparation of complete procurement packages (Procurement Plans, Market Analysis, Statements of Work, and Independent Government Cost Estimate, Technical Evaluation Plans, Evaluation Criteria, etc.) and acting as a liaison between the Contracting Officer and requiring organizations.</p> <p><i>Minimum Education/Experience:</i> Position requires a Bachelors degree or equivalent experience + 7 years experience.</p>
Program Manager 1	<p><i>Functional Duties/Responsibilities:</i> Serves as the customer's point of contact and provides program management supervision and guidance for all personnel. Responsibilities include providing advice, organizing, planning, directing, and managing staff to ensure that goals and objectives of programs, as well as, problem resolution and customer satisfaction, are accomplished within prescribed time frames and funding parameters, identifying program requirements; translating the requirements into project plans and milestones; directing and implementing plans; and presenting formal project status/plan briefings to the customer.</p> <p><i>Minimum Education/Experience:</i> Bachelor's degree or equivalent experience is required. Masters degree preferred + 7 years of project management experience required.</p>
Program Manager 2	<p><i>Functional Duties/Responsibilities:</i> Serves as the customer's point of contact and provides program management supervision and guidance for all personnel. Responsibilities include providing advice, organizing, planning, directing, and managing staff to ensure that goals and objectives of large or complex programs as well as, problem resolution and customer satisfaction, are accomplished within prescribed time frames and funding parameters, identifying program requirements; translating the requirements into project plans and milestones; directing and implementing plans; and presenting formal project status/plan briefings to the customer.</p> <p><i>Minimum Education/Experience:</i> Bachelor's degree or equivalent experience is required. Masters degree</p>

## (CUSTOMER INFORMATION: Continued)

Labor Categories	Description
	preferred + 10 years of project management experience required.
Program Manager 3	<p><i>Functional Duties/Responsibilities:</i> Serves as the customer's point of contact and provides program management supervision and guidance for all personnel. Responsibilities include providing advice, organizing, planning, directing, and managing staff to ensure that goals and objectives of complex or high-risk programs as well as, problem resolution and customer satisfaction, are accomplished within prescribed time frames and funding parameters, identifying program requirements; translating the requirements into project plans and milestones; directing and implementing plans; and presenting formal project status/plan briefings to the customer.</p> <p><i>Minimum Education/Experience:</i> Bachelor's degree or equivalent experience is required. Masters degree preferred + 15 years of project management experience required.</p>
Project Manager 1	<p><i>Functional Duties/Responsibilities:</i> Provides management services, including lifecycle oversight, of deployed and fielded agency systems and project management support to include project control, project planning, and cost analysis. Supports studies, tradeoff-analyses, analysis of alternatives, evaluations and other analytic assessments to provide recommendations on the evolution and operations of deployed systems. Responsible for all aspects of project performance to include technical, contractual and administrative. Participates in planning, tracking, analysis, and reporting of project cost and schedule activities. Responsibilities include assisting in establishing and maintaining cost and schedule baselines; developing and maintaining Estimates at Completion (EACs) for projects; providing data and reporting formats for all types and levels of program reviews; preparing input to written and verbal reports to management to identify cost and schedule variances and assisting in preparation of budgets; reviews budget proposals; prepares documentation for justification. Manages and supervises personnel involved in all aspects of project activity, organizes and assigns responsibilities to subordinates and oversees the successful completion of all tasks.</p> <p><i>Minimum Education/Experience:</i> Bachelor's degree or equivalent training + 2 years task or project management experience required.</p>
Project Manager 2	<p><i>Functional Duties/Responsibilities:</i> Provides management services, including lifecycle oversight, of deployed and fielded agency systems and project management support to include project control, project planning, and cost analysis. Performs studies, tradeoff-analyses, analysis of alternatives, evaluations and other analytic assessments to provide recommendations on the evolution and operations of deployed systems. Responsible for all aspects of project performance to include technical, contractual and administrative, including managing and supervising personnel involved in all aspects of project activity, organizing and assigning responsibilities to subordinates and overseeing the successful completion of all tasks. Participates in planning, tracking, analysis, and reporting of project cost and schedule activities. Responsibilities include assisting in establishing and maintaining cost and schedule baselines; developing and maintaining Estimates at Completion (EACs) for projects; providing data and reporting formats for all types and levels of program reviews; preparing input to written and verbal reports to management to identify cost and schedule variances and assisting in preparation of budgets; reviews budget proposals; prepares documentation for justification. Manages and supervises personnel involved in all aspects of project activity, organizes and assigns responsibilities to subordinates and oversees the successful completion of all tasks.</p> <p><i>Minimum Education/Experience:</i> Bachelor's degree or equivalent experience + 5 years project</p>

## (CUSTOMER INFORMATION: Continued)

Labor Categories	Description
	management experience required.
Project Manager 3	<p><i>Functional Duties/Responsibilities:</i> Provides management services, including lifecycle oversight, of deployed and fielded agency systems and project management support to include project control, project planning, and cost analysis. Leads studies, tradeoff-analyses, analysis of alternatives, evaluations and other analytic assessments to provide recommendations on the evolution and operations of deployed systems. Responsible for all aspects of performance on large or high-risk projects to include technical, contractual and administrative, including managing and supervising personnel involved in all aspects of project activity, organizing and assigning responsibilities to subordinates and overseeing the successful completion of all tasks. Leads planning, tracking, analysis, and reporting of project cost and schedule activities. Responsibilities include assisting in establishing and maintaining cost and schedule baselines; developing and maintaining Estimates at Completion (EACs) for projects; providing data and reporting formats for all types and levels of program reviews; preparing input to written and verbal reports to management to identify cost and schedule variances and assisting in preparation of budgets; reviews budget proposals; prepares documentation for justification. Manages and supervises personnel involved in all aspects of project activity, organizes and assigns responsibilities to subordinates and oversees the successful completion of all tasks.</p> <p><i>Minimum Education/Experience:</i> Bachelor's degree or equivalent experience + 7 years project management experience required.</p>
Quality Assurance Analyst 2	<p><i>Functional Duties/Responsibilities:</i> Provides quality assurance consulting services in support of mission objectives. Responsibilities include researching and analyzing quality goals, recommending quality initiatives that drive organizational and mission success, determining the resources required for quality assurance and control activities, advising on and developing quality assurance surveillance plans; conducting formal and informal reviews at predetermined points and reporting findings to management and leadership.</p> <p><i>Minimum Education/Experience:</i> Bachelor's degree or equivalent training and/ or 5 years quality assurance or systems configuration experience.</p>
Principle Consultant 1	<p><i>Functional Duties/Responsibilities:</i> Advises on complex, unique or urgent projects and client initiatives. Responsibilities include anticipating future customer, industry and business trends; providing input for organizational structure and re-organization and associated change management actions that need to be taken; assistance to senior government managers on establishing mission vision, achieving mission goals, and providing management advice; providing expert support in mission-oriented projects and creating innovative solutions to problems involving technology, methodology, tools and solution components.</p> <p><i>Minimum Education/Experience:</i> Position requires Master's degree or advanced training in management consulting or equivalent training + 7 years experience.</p>



## (CUSTOMER INFORMATION: Continued)

Labor Categories	Description
Principle Consultant 2	<p><i>Functional Duties/Responsibilities:</i> Leads or advises on complex, unique or urgent projects and client initiatives. Responsibilities include anticipating future customer, industry and business trends; providing input for organizational structure and re-organization and associated change management actions that need to be taken; assistance to senior government managers on establishing mission vision, achieving mission goals, and providing management advice; providing expert support in mission-oriented projects and creating innovative solutions to problems involving technology, methodology, tools and solution components.</p> <p><i>Minimum Education/Experience:</i> Position requires Master's degree or advanced training in management consulting or equivalent training + 10 years experience.</p>
Principle Consultant 3	<p><i>Functional Duties/Responsibilities:</i> Leads or advises on complex, unique or urgent projects and high-risk client initiatives. Responsibilities include anticipating future customer, industry and business trends; providing input for organizational structure and re-organization and associated change management actions that need to be taken; assistance to senior government managers on establishing mission vision, achieving mission goals, and providing management advice; providing expert support in mission-oriented projects and creating innovative solutions to problems involving technology, methodology, tools and solution components.</p> <p><i>Minimum Education/Experience:</i> Position requires Master's degree or advanced training in management consulting or equivalent training + 15 years experience.</p>
Program Coordinator 1	<p><i>Functional Duties/Responsibilities:</i> Provides operation business support services. Responsibilities include maintaining collaboration tool content; maintaining Program Calendar and Conference/Events Schedule; tracking travel and deployment status; and applying travel approval and reporting requirements.</p> <p><i>Minimum Education/Experience:</i> Bachelors degree or equivalent work experience required + 0 years experience required.</p>
Program Coordinator 2	<p><i>Functional Duties/Responsibilities:</i> Provides operation business support services. Responsibilities include managing collaboration tool content; maintaining Program Calendar and Conference/Events Schedule; tracking travel and deployment status; and enforcing travel approval and reporting requirements.</p> <p><i>Minimum Education/Experience:</i> Bachelors degree or equivalent work experience required + 3 years experience required.</p>

### Substitution Methodology

- Bachelor's Acceptable Substitutes Includes:
  - o A.A. and 2 years additional work experience in the specified field in the delivery/task order.
  - o No degree and 4 years additional work experience in the specified field in the delivery/task order.
  
- Master's Acceptable Substitute Includes:
  - o Bachelor's Degree and 2 years additional work experience in the specified field in the delivery/task order.
  - o A.A. and 4 years additional work experience in the specified field in the delivery/task order.
  - o No Degree and 6years additional work experience in the specified field in the delivery/task order.