

GENERAL SERVICE ADMINISTRATION

FEDERAL SUPPLY SERVICE

AUTHORIZED FEDERAL SUPPLY SCHEDULE PRICE LIST



Online access to contract ordering information, terms and conditions, up-to-date pricing and the option to create an electronic delivery order are available through GSA Advantage!™, a menu-driven database system. The Internet address for GSA Advantage! is: GSAAvantage.gov

**MULTIPLE AWARD SCHEDULE –
FSC GROUP: PROFESSIONAL SERVICES**

Raytheon Company

870 Winter Street
Waltham, MA 02451

Phone: 520.302.7772
Fax: 571.250.3055

E-mail: GSA.Schedule@raytheon.com

www.raytheon.com

Contract number: GS-00F-177CA

Product Service Codes (PSCs):

R425, R706

Contract period: 06/23/2020- 06/22/2025

Pricelist current through Modification #PA-0024 effective 4/19/2021

Business size: Large

For more information, please contact:

Ray Moehler (Program Manager): rmoehler@rtx.com or 571-250-1090

Jon Olson (Contracts Manager): jon.olson@rtx.com or 520-302-7772

For more information on ordering from the Federal Supply Schedules (FSS), click on How to Buy Through GSA at: <https://www.gsa.gov/buying-selling>

SECTION 1 - CUSTOMER INFORMATION

SPECIAL NOTICE TO AGENCIES – SMALL BUSINESS PARTICIPATION

The Small Business Administration (SBA) strongly supports the participation of small business concerns in the Federal Supply Schedules program. To enhance small business participation the 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 micro-purchase 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! online shopping service (www.fss.gsa.gov). The catalogs/pricelists, GSA Advantage! and the Federal Supply Service home page (www.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 price lists for a best value determination.

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

1A. SPECIAL ITEM NUMBERS (SIN) FOR SERVICES OFFERED

| | |
|---------------|--|
| SIN 611430 | Professional and Management Development Training |
| SIN 541614SVC | Supply and Value Chain Management |
| SIN 541614 | Deployment, Distribution and Transportation Logistics Services |
| SIN 541330ENG | Engineering Services |
| SIN 541420 | Engineering System Design and Integration Services |
| SIN 541380 | Testing Laboratories |
| SIN 541715 | Engineering Research and Development and Strategic Planning |
| SIN 611512 | Flight Training |
| SIN OLM | Order-Level Materials (OLMs) |

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.

Not applicable

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 SUB-CONTRACTORS WHO WILL PERFORM SERVICES SHALL BE PROVIDED. IF HOURLY RATES ARE NOT APPLICABLE, INDICATE "NOT APPLICABLE" FOR THIS ITEM.

See Labor Categories

2. MAXIMUM ORDER

The maximum task order limit is \$1,000,000 for all SINs except for SIN OLM, Order-Level Materials (OLMs). The Maximum Order Limitation for SIN OLM is \$250,000. However, agencies may place, and Raytheon may honor, orders exceeding this limit in accordance with FAR 8-404.

Ordering agencies are encouraged to seek price reductions for orders in excess of the maximum order limit.

3. MINIMUM ORDER

The minimum dollar value is \$100.00.

4. GEOGRAPHIC COVERAGE (DELIVERY AREA)

Domestic and Overseas.

5. POINT(S) OF PRODUCTION (CITY, COUNTY, AND STATE OR FOREIGN COUNTRY)

To be specified on individual delivery/task orders.

6. DISCOUNT FROM LIST PRICES OR STATEMENT OF NET PRICE

As negotiated and mutually agreed to for each individual delivery or task order.

7. QUANTITY DISCOUNTS

As negotiated and mutually agreed to for each individual delivery or task order.

8. PROMPT PAYMENT TERMS

Net 30 days

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

9A. GOVERNMENT CREDIT CARD PURCHASES AT OR BELOW MICRO-PURCHASE THRESHOLD

Government credit card purchases are accepted at or below micro-purchase threshold.

9B. GOVERNMENT CREDIT CARD PURCHASES ABOVE MICRO-PURCHASE THRESHOLD

Accepted

10. FOREIGN ITEMS

Not applicable

11A. TIME OF DELIVERY

To be specified on individual delivery/task orders.

11B. EXPEDITED DELIVERY

Not applicable

11C. OVERNIGHT AND 2 DAY DELIVERY

Not applicable

11D. URGENT REQUIREMENTS

Not applicable

12. F.O.B. POINT

Destination

13A. ORDERING ADDRESS

Raytheon Company
Attn: Raytheon GSA Schedules PMO
22265 Pacific Boulevard
Dulles, VA 20166

Phone: 571.250.3832

FAX: 571.250.3055

Email: PSS@raytheon.com

Or as specified on individual task proposal

- 13B. ORDERING PROCEDURES**
For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPA's) are found in Federal Acquisition Regulation (FAR) 8.405-3.
- 14. PAYMENT ADDRESS(ES)**
Address as specified on individual task proposal.
- 15. WARRANTY PROVISION**
No warranty
- 16. EXPORT PACKING CHARGES**
Not applicable
- 17. TERMS AND CONDITIONS OF GOVERNMENT PURCHASE CARD ACCEPTANCE**
Contact Contractor
- 18. TERMS AND CONDITIONS OF RENTAL, MAINTENANCE, AND REPAIR**
Not applicable
- 19. TERMS AND CONDITIONS OF INSTALLATION**
Not applicable
- 20. TERMS AND CONDITIONS OF REPAIR PARTS INDICATING DATE OF PARTS PRICE LISTS AND ANY DISCOUNTS FROM LIST PRICES**
Not applicable
- 21. LIST OF SERVICE AND DISTRIBUTION POINTS**
Not applicable
- 22. LIST OF PARTICIPATING DEALERS**
Not applicable
- 23. PREVENTIVE MAINTENANCE**
Not applicable
- 24A. SPECIAL ATTRIBUTES SUCH AS ENVIRONMENTAL ATTRIBUTES**
Not applicable
- 24B. SECTION 508 COMPLIANCE**
Information is available on Electronic and Information Technology (EIT) supplies and services and show where full details can be found (e.g. contractor's website or other location.) The EIT standards can be found at: www.Section508.gov/.

Not Applicable
- 25. DATA UNIVERSAL NUMBER SYSTEM (DUNS) NUMBER**
001339159
- 26. SYSTEM FOR AWARD MANAGEMENT (SAM)**
Raytheon is registered with System for Award Management (SAM).

PROFESSIONAL AND MANAGEMENT DEVELOPMENT TRAINING

SIN 611512: FLIGHT TRAINING

Includes aviation and flight training.

SIN 611430: PROFESSIONAL AND MANAGEMENT DEVELOPMENT TRAINING

All rates are inclusive of GSA 0.75% Industrial Funding Fee (IFF).

| LABOR CATEGORY | LABOR RATES | | | | |
|-------------------------------------|----------------------|----------------------|----------------------|----------------------|----------------------|
| | 6/23/20 - 6/22/21 | 6/23/21 - 6/22/22 | 6/23/22 - 6/22/23 | 6/23/23 - 6/22/24 | 6/23/24 - 6/22/25 |
| Program Analyst | \$82.00 | \$84.05 | \$86.15 | \$88.31 | \$90.51 |
| Instructional Technologist | \$125.27 | \$128.40 | \$131.61 | \$134.90 | \$138.27 |
| Instructional Designer | \$145.66 | \$149.30 | \$153.03 | \$156.86 | \$160.78 |
| Senior Instructional Designer | \$174.84 | \$179.21 | \$183.69 | \$188.28 | \$192.99 |
| Subject Matter Expert | \$200.66 | \$205.68 | \$210.82 | \$216.09 | \$221.49 |
| Program Manager | \$186.00 | \$190.65 | \$195.42 | \$200.30 | \$205.31 |
| Senior Program Manager | \$195.00 | \$199.88 | \$204.87 | \$209.99 | \$215.24 |
| Multimedia Developer | \$94.18 | \$96.53 | \$98.95 | \$101.42 | \$103.96 |
| Multimedia Graphics Arts Specialist | \$109.00 | \$111.73 | \$114.52 | \$117.38 | \$120.32 |

**RAYTHEON PROFESSIONAL AND MANAGEMENT DEVELOPMENT TRAINING LABOR CATEGORY
DESCRIPTIONS**

| DESCRIPTION | MINIMUM EDUCATION LEVEL | MINIMUM YEARS OF EXPERIENCE | EDUCATION/EXPERIENCE SUBSTITUTIONS |
|---|-------------------------|-----------------------------|---|
| Program Analyst | BS/BA or Equivalent | 0 | Associate's and 4 years related experience High School Diploma and 8 years related experience |
| Assists training development team in various areas including data gathering and analysis, drafting reports and providing overall support | | | |
| Instructional Technologist | BS/BA or Equivalent | 2 | Master's and 1 year related experience Associate's and 6 years related experience High School Diploma and 10 years related experience |
| Works with the team to conduct training analysis, helps develop and design training curricula, develops workflows, designs & develops multimedia web applications | | | |
| Instructional Designer | BS/BA or Equivalent | 4 | PhD and 2 years related experience Master's and 3 years related experience Associate's and 8 years related experience High School Diploma and 12 years related experience |
| Conducts training needs analysis, develops and designs training curricula, designs, develops multimedia web applications, provides quality oversight | | | |
| Senior Instructional Designer | BS/BA or Equivalent | 6 | PhD and 4 years related experience Master's and 5 years related experience Associate's and 10 years related experience High School Diploma and 14 years related experience |
| Manages specific tasks or projects related to the design, development and completion of training courses. Possess advance knowledge of the subject matter and/or technology to be utilized. Provides quality oversight. | | | |
| Subject Matter Expert | BS/BA or Equivalent | 8 | PhD and 6 years related experience Master's and 7 years related experience Associate's and 12 years related experience High School Diploma and 16 years related experience |
| Provides technical expertise to the project team and/or customer in a specific functional area. | | | |
| Program Manager | BS/BA or Equivalent | 10 | PhD and 8 years related |

| DESCRIPTION | MINIMUM EDUCATION LEVEL | MINIMUM YEARS OF EXPERIENCE | EDUCATION/EXPERIENCE SUBSTITUTIONS |
|--|-------------------------|-----------------------------|---|
| Leads a team or multiple teams working on one or more projects. Exercises independent judgment and solves technical, administrative, managerial and customer affecting problems. Responsible for planning and coordinating staff, managing costs, quality, and schedule, key customer interface. | | | experience Master's and 9 years related experience Associate's and 14 years related experience High School Diploma and 18 years related experience |
| Senior Program Manager | BS/BA or Equivalent | 12 | PhD and 10 years related experience Master's and 11 years related experience Associate's and 16 years related experience High School Diploma and 20 years related experience |
| Multimedia Developer | High School Diploma | 6 | PhD and 2 years related experience Master's and 3 years related experience Bachelor's and 4 years related experience Associate's and 5 years related experience |
| Multimedia Graphics Arts Specialist | High School Diploma | 10 | PhD and 6 years related experience Master's and 7 years related experience Bachelor's and 8 years related experience Associate's and 9 years related experience |

LOGISTICAL SERVICES SIN DESCRIPTIONS

SIN 541614SVC SUPPLY AND VALUE CHAIN MANAGEMENT

Includes supply and value chain management, which involves all phases of the planning, acquisition, and management of logistics systems.

SIN 541614 DEPLOYMENT, DISTRIBUTION AND TRANSPORTATION LOGISTICS SERVICES

Distribution and Transportation Logistics Services - Planning and designing, implementing, or operating systems or facilities for the movement of supplies, equipment or people by road, air, water, rail, or pipeline. Typical tasks include moving and storage (excluding household goods), location modeling, transportation system development and management, carrier management and routing, freight forwarding, courier services, shuttle services and facilitating customs processing. Commercial passenger airline services covered by the Airline City Pair Program are excluded.

SIN 611430 PROFESSIONAL AND MANAGEMENT DEVELOPMENT TRAINING

Services include offering an array of short duration courses and seminars for management and professional development. Training for career development may be provided directly to individuals or through employers' training programs, and courses may be customized or modified to meet the special needs of customers. Instruction may be provided in diverse settings, such as the establishment's or agency's training facilities, and through diverse means, such as correspondence, television, the Internet, or other electronic and distance-learning methods. The training provided may include the use of simulators and simulation methods.

Examples include Training Services that are instructor led Training or Web Based Training of Education Courses, Course Development and Test Administration, Learning Management, and Internships; Environmental Training Services in order to meet Federal mandates and Executive Orders; training of agency personnel to deal with media and media responses; Logistics Training Services related to system operations, automated tools for supply and value chain management, property and inventory management, distribution and transportation management, and maintenance of equipment and facilities; Audit & Financial training services related to course development and instruction required to support audit, review, financial assessment and financial management activities.

Any firm offering Defense Acquisition Workforce Improvement Act (DAWIA) and Federal Acquisition Certification in Contracting (FAC-C) Training for Acquisition Workforce Personnel will include an identify only DAWIA and FAC-C courses that have been deemed DAU equivalent or approved by the Federal Acquisition Institute (FAI).

NOTE: In accordance with OMB Policy Letter 05-01, civilian agencies must follow the course equivalency determinations accepted by the Defense Acquisition University (DAU) to ensure that core training is comparable across the workforce and qualifies for certification. When procuring FAC-C and DAWIA training for the audience identified below, the task order level Contracting Officer shall confirm that the courses being acquired are listed on one of the following websites:

<https://www.fai.gov/drupal/certification/verified-contracting-course-vendor-listing> OR

<http://icatalog.dau.mil/appg.aspx> (click on commercial vendors). Training Audience – Acquisition professionals interested in completing FAC-C or DAWIA

LOGISTICAL SERVICES LABOR CATEGORY DESCRIPTIONS

| Description | Minimum Education Level | Minimum Years of Experience | Education/Experience Substitutions |
|---|---------------------------------|-----------------------------|---|
| <p>Administrative Support/Clerical</p> <p>Support logistics business processes data entry, word processing, and general clerical support. Strong computer skills. Excellent verbal and written communication skills.</p> | High school Diploma | 2 | Associate's and 1 year related experience |
| <p>Configuration Analyst</p> <p>Coordination and administration of assigned configuration management activities relative to identification, control, and accounting, for systems and/or equipment in accordance with contractual requirements. Establishes procedures and implements the introduction of changes to engineering documents assigned program. Reviews and analyzes released engineering change data and coordinates changes with engineering, quality, support, manufacturing, and engineering data control activities. Ensures that customer requirements are implemented and reviews change accounting activity to ensure compliance with configuration management policies.</p> | Bachelor's degree or equivalent | 4 | <p>PhD and 2 years related experience</p> <p>Master's and 3 years related experience</p> <p>Associate's and 8 years related experience</p> <p>High School Diploma and 12 years related experience</p> |
| <p>Contract Administration Manager</p> <p>Develops solutions to a variety of problems of moderate scope and complexity. General knowledge of industry practices, techniques, and standards. Develops subcontract specifications, work statements, and terms and conditions for the procurement of specialized materials, equipment, and services. Prepares bid packages, conducts bidders' conferences, analyzes and evaluates proposals, negotiates subcontract provisions, recommends subcontractors, writes awards, and administers resulting subcontracts. Coordinates additions, deletions, or modifications to subcontracts. Participates with contracts administration and purchasing to develop subcontract policies and procedures.</p> | Bachelor's degree or equivalent | 4 | <p>PhD and 2 years related experience</p> <p>Master's and 3 years related experience</p> <p>Associate's and 8 years related experience</p> <p>High School Diploma and 12 years related experience</p> |
| <p>General Accountant, II</p> <p>Maintains or oversees the maintenance of accounts and records in such areas as disbursements, expenses, tax payments, and income. Compiles and analyzes financial information to prepare reports, make general ledger entries, review and verify accuracy of journal entries. Prepares income and balance sheet statements, profit and loss statements, consolidated statements, and other accounting statements and reports. May design, modify, install, and/or maintain general accounting systems to provide records of assets, liabilities and financial transactions.</p> | Bachelor's degree or equivalent | 2 | <p>Master's and 1 year related experience</p> <p>Associate's and 6 years related experience</p> <p>High School Diploma and 10 years related experience</p> |
| <p>Information Systems Technologist, II</p> <p>Develops, implements, and maintains systems and related policies and procedures designed to obtain, record, and process company, segment, or division information. Recommends, implements, and plans for improvements, enhancements, and new applications to the system. Provides retrieval ability to produce information for analysis and decision making, statistical data, and reports as required. Maintains, develops, and revises all manuals, tables, code lists, and documentation. Maintains all internal files and tables. Maintains current awareness of trends in software developments and keeps abreast of trends and new methods in information systems training, materials, and techniques. May support several functional applications.</p> | Bachelor's degree or equivalent | 2 | <p>Master's and 1 year related experience</p> <p>Associate's and 6 years related experience</p> <p>High School Diploma and 10 years related experience</p> |
| <p>Instructor/Analyst</p> | Bachelor's degree or equivalent | 5 | PhD and 3 years related |

| Description | Minimum Education Level | Minimum Years of Experience | Education/Experience Substitutions |
|---|-------------------------|-----------------------------|--|
| Develop student and instructor training material, and instruct students using training devices, simulators or simulations. Provide technical direction in the development and conduct of training programs. | | | experience Master's and 4 years related experience Associate's and 9 years related experience High School Diploma and 13 years related experience |

| Description | Minimum Education Level | Minimum Years of Experience | Education/Experience Substitutions |
|--|---------------------------------|-----------------------------|---|
| Logistics Specialist Develops logistics concepts, techniques, and standards. Works directly with the customer in determining support requirements. Reviews field support requirements and recommends tools and test equipment. Thoroughly understands the application of logistics principles, concepts, and standards. Oversees maintenance and maintainability demonstrations for customers. Prepare/ reviews handbooks for technical adequacy. Assists in the development of maintenance engineering and logistics support. | Bachelor's degree of equivalent | 3 | PhD and 1 year related experience Master's and 2 years related experience Associate's and 7 years related experience High School Diploma and 11 years related experience |
| Manager I Performs as a generalist a combination of administrative tasks in various functional areas located throughout the organization. May prepare budgeting, project scheduling, and statistical reports as required. Represents organizational unit on administrative matters. Recommends, interprets, and/or implements company and internal administrative policies and procedures. | Bachelor's degree or equivalent | 6 | PhD and 4 years related experience Master's and 5 years related experience Associate's and 10 years related experience High School Diploma and 14 years related experience |
| Manager II Oversees and coordinates the operational aspects of ongoing projects and serves as liaison between project management and planning, project-team, and line management. Assesses project issues and develops resolutions to meet productivity, quality and client-satisfaction goals and objectives | Bachelor's degree or equivalent | 8 | PhD and 6 years related experience Master's and 7 years related experience Associate's and 12 years related experience High School Diploma and 16 years related experience |
| Manager III | Bachelor's degree or equivalent | 8 | PhD and 6 years related |

| Description | Minimum Education Level | Minimum Years of Experience | Education/Experience Substitutions |
|--|---------------------------------|-----------------------------|--|
| Supervises/manages operation or and employees within a discipline. Responsible for budget, work flow, guidance, training, performance evaluation, and total compensation decisions. May create policies or programs to support the sound financial, operational and competitive position of the company | | | experience Master's and 7 years related experience Associate's and 12 years related experience High School Diploma and 16 years related experience |
| Multimedia Specialist | Bachelor's degree or equivalent | 1 | Associate's and 5 years related experience High School Diploma and 9 years related experience |
| Work with instructional design/development team to create multimedia-based training applications, including creation of computer graphics | | | |
| Planning/Control Specialist | Bachelor's degree or equivalent | 5 | PhD and 3 years related experience Master's and 4 years related experience Associate's and 9 years related experience High School Diploma and 13 years related experience |
| Understanding of the application of planning and control principles, concepts, and standards. Develops solutions to problems. Plans, prepares, issues, and controls production schedules and material requirements to ensure a controlled flow of approved materials timed to meet production requirements. Coordinate and monitor material movement between warehouse and production areas. Provide status of work in progress and potential problems. Resolve problems concerning over-shipments, shortages, engineering changes, and cancellation of orders. | | | |
| Program Cost Scheduling/Control Analyst | Bachelor's degree or equivalent | 2 | Master's and 1 year related experience Associate's and 6 years related experience High School Diploma and 10 years related experience |
| Controls costs and schedules on contracts requiring validated cost schedule control systems. Performs analyses and prepares reports in order to ensure that contracts are within negotiated and agreed-upon parameters and government cost control guidelines. Participates in the preparation of budgets and schedules for contract work and performs and/or assists in financial analysis. Ensures adequate funding availability by maintain accurate records of expenditures, directing preparation of expenditure projections, and submitting timely requests for additional funding to the government. Incorporates contractual changes into control systems by staying aware of outstanding work against each contract in order to maintain realistic contractual cost and schedule baselines. | | | |

| Description | Minimum Education Level | Minimum Years of Experience | Education/Experience Substitutions |
|------------------------------|---------------------------------|-----------------------------|------------------------------------|
| Purchasing Specialist | Bachelor's degree or equivalent | 4 | PhD and 2 years related |

| Description | Minimum Education Level | Minimum Years of Experience | Education/Experience Substitutions |
|---|---------------------------------|-----------------------------|---|
| Purchases machinery, equipment, tools, raw materials, packaging materials, parts, services, and supplies necessary for operation of an organization. Complies information on price trends and manufacturing processes. Confers with vendors and analyzes vendors' operations to determine factors that affect prices and determines lowest cost consistent with quality, reliability, and ability to meet required schedules. Reviews proposals, recommends suppliers, analyzes trends, follows up orders placed, verifies delivery, maintains necessary records. | | | experience Master's and 3 years related experience Associate's and 8 years related experience High School Diploma and 12 years related experience |
| Sr. Manager, General | Bachelor's degree or equivalent | 10 | PhD and 8 years related experience Master's and 9 years related experience Associate's and 14 years related experience High School Diploma and 18 years related experience |
| Viewed as an expert within the company; develops new applications based on professional principles and theories. Oversees and coordinates the operational aspects of ongoing projects and serves as liaison between project management and planning, project-team, and line management. Assesses project issues and develops resolutions to meet productivity, quality and client-satisfaction goals and objectives. Develops mechanisms for monitoring project progress and for intervention and problems solving with project managers, line managers and clients. | | | |
| Sr. PC/Client Server Analyst | Bachelor's degree or equivalent | 6 | PhD and 4 years related experience Master's and 5 years related experience Associate's and 10 years related experience High School Diploma and 14 years related experience |
| Manages the on-line and internet resources, local area networks, and standard software applications. Develop and manage program secure Website. Manages database information and develops customer and program queries. Makes recommendations for software and hardware to meet program unique requirements. Troubleshoots and manages a help desk. | | | |
| Subcontract Administrator | Bachelor's degree or equivalent | 4 | PhD and 2 years related experience Master's and 3 years related experience Associate's and 8 years related experience High School Diploma and 12 years related experience |
| Develops solutions to a variety of complex problems. Possesses full knowledge of industry practices. Develops subcontract specifications, work statements, and terms and conditions for the procurement of specialized materials, equipment, and services. Prepares bid packages, conducts bidders' conferences, analyzes and evaluates proposals, negotiates subcontract provisions, selects or recommends subcontractors, writes awards, and administers resulting subcontracts. Negotiates and coordinates additions, deletions, or modifications to subcontracts. Participates with contracts administration and purchasing to develop subcontract policies and procedures. | | | |
| Systems Support Assistant (SCA) | Bachelor's Degree or equivalent | 2 | PhD and 0 years related experience Master's and 1 year related experience Associate's and 6 years related experience High School Diploma and 10 years related experience |
| Applies systems analysis and design skills in an area such as a record keeping or scientific operation. | | | |
| Team Leader I | Bachelor's Degree or equivalent | 2 | PhD and 0 years related |

| Description | Minimum Education Level | Minimum Years of Experience | Education/Experience Substitutions |
|---|---------------------------------|-----------------------------|---|
| Supervises/manages operation of and employees within assigned support discipline. Responsible for budget, work flow, guidance, training, performance evaluation, and total compensation decisions. Implements policies or programs to support the sound financial, operational, and competitive position of the company. | | | experience Master's and 1 year related experience Associate's and 6 years related experience High School Diploma and 10 years related experience |
| Team Leader II With general guidance from functional management, responsible for providing team leadership to a customer-focused team or group of teams committed to increased quality and productivity. In accordance with organizational goals, provides direction on activities and behaviors. Motivates team members and facilitates team meetings. Identifies and analyzes problems, plans, tasks, and solutions. Monitors team budget and ensures proper use of assets. Represents the team, presenting team suggestions and recommendations. Requires experience in group processes and dynamics. Reports to functional and/or organization management on team accomplishments, achievements and productivity. | Bachelor's Degree or equivalent | 4 | PhD and 2 years related experience Master's and 3 year related experience Associate's and 8 years related experience High School Diploma and 12 years related experience |

| Description | Minimum Education Level | Minimum Years of Experience | Education/Experience Substitutions |
|--|---------------------------------|-----------------------------|--|
| Technical Editor/Writer Thorough understanding of technical writing principles, concepts, and standards. Works directly with the customer in determining support requirements. Develop solutions to technical writing problems. Write, edit, print and distribute publications on assigned projects. Work with engineering drawings and equipment to develop theory of operation, description, installation and removal procedures, testing, troubleshooting, calibration, and illustrated parts breakdown information. Utilize maintenance plans and other logistics data to determine the level of material presentation. Conduct study of equipment or system. Quality control over documents intended for external distribution. | Bachelor's Degree or equivalent | 3 | PhD and 1 years related experience Master's and 2 years related experience Associate's and 7 years related experience High School Diploma and 11 years related experience |
| Training Manager Serves as a senior level training representative responsible for all aspects of program management including work standards, schedules, personnel supervision, cost, technical and contract performance | Bachelor's Degree or equivalent | 5 | PhD and 3 years related experience Master's and 4 years related experience Associate's and 9 years related experience High School Diploma and 13 years related experience |

LOGISTICAL SERVICES LABOR CATEGORY PRICE LIST

| LABOR CATEGORY | LABOR RATES | | | | |
|----------------------------------|----------------------|----------------------|----------------------|----------------------|----------------------|
| | 6/23/20 - 6/22/21 | 6/23/21 - 6/22/22 | 6/23/22 - 6/22/23 | 6/23/23 - 6/22/24 | 6/23/24 - 6/22/25 |
| Administrative Support/Clerical | \$97.00 | \$99.43 | \$101.91 | \$104.46 | \$107.07 |
| Configuration Analyst | \$142.65 | \$146.22 | \$149.87 | \$153.62 | \$157.46 |
| Contracts Admin. Manager | \$118.35 | \$121.31 | \$124.34 | \$127.45 | \$130.64 |
| General Accountant II | \$75.00 | \$76.88 | \$78.80 | \$80.77 | \$82.79 |
| Info Systems Technologist II | \$78.00 | \$79.95 | \$81.95 | \$84.00 | \$86.10 |
| Instructor/Analyst | \$146.55 | \$150.21 | \$153.97 | \$157.82 | \$161.76 |
| Logistics Specialist | \$71.00 | \$72.78 | \$74.59 | \$76.46 | \$78.37 |
| Manager I | \$188.24 | \$192.95 | \$197.77 | \$202.71 | \$207.78 |
| Manager II | \$209.57 | \$214.81 | \$220.18 | \$225.68 | \$231.33 |
| Manager III | \$226.19 | \$231.84 | \$237.64 | \$243.58 | \$249.67 |
| Multimedia Specialist | \$149.77 | \$153.51 | \$157.35 | \$161.29 | \$165.32 |
| Planning/ Control Specialist | \$148.36 | \$152.07 | \$155.87 | \$159.77 | \$163.76 |
| Program Cost Sched./Cntl Analyst | \$82.42 | \$84.48 | \$86.59 | \$88.76 | \$90.98 |
| Purchasing Specialist | \$75.00 | \$76.88 | \$78.80 | \$80.77 | \$82.79 |
| Sr. Manager, General | \$223.80 | \$229.40 | \$235.13 | \$241.01 | \$247.03 |
| Sr. PC/Client Server Analyst | \$121.95 | \$125.00 | \$128.12 | \$131.33 | \$134.61 |
| Subcontract Administrator | \$95.24 | \$97.62 | \$100.06 | \$102.56 | \$105.13 |
| Systems Support Assistant ** | \$68.45 | \$70.16 | \$71.92 | \$73.71 | \$75.56 |
| Team Leader I | \$160.69 | \$164.71 | \$168.82 | \$173.05 | \$177.37 |
| Team Leader II | \$164.61 | \$168.73 | \$172.94 | \$177.27 | \$181.70 |
| Technical Editor/Writer | \$92.00 | \$94.30 | \$96.66 | \$99.07 | \$101.55 |
| Training Manager | \$211.22 | \$216.50 | \$221.91 | \$227.46 | \$233.15 |

All pricing is inclusive of GSA 0.75% Industrial Funding Fee (IFF).

| SCA Eligible Contract Labor Category | SCA Equivalent Code – Title | WD Number |
|---|--|------------------|
| Secretarial Support** | 01313 – Secretary III | WD 2015-4001 |
| Systems Support Assistant** | 14102 - Computer Systems Analyst II - Computer Employee Note 1 | WD 2015-4001 |
| Technician** | 23182 - Electronics Technician Maintenance II | WD 2015-4001 |

The Service Contract Labor Standards (SCLS), formerly known as the Service Contract Act (SCA), is applicable to this contract and it includes SCLS applicable labor categories. The prices for the cited SCLS labor categories are based on the U.S. Department of Labor Wage Determination Number(s) identified in the SCLS matrix. The prices awarded are in line with the geographic scope of the contract (i.e. nationwide).

ENGINEERING SIN DESCRIPTIONS

541330ENG: ENGINEERING SERVICES

Services include: applying physical laws and principles of engineering in the design, development, and utilization of machines, materials, instruments, processes, and systems. Services may involve any of the following activities: provision of advice, concept development, requirements analysis, preparation of feasibility studies, preparation of preliminary and final plans and designs, provision of technical services during the construction or installation phase, inspection and evaluation of engineering projects, and related services.

NOTE: Services under this SIN cannot include architect-engineer services as defined in the Brooks Act and FAR Part 2, or construction services as defined in FAR Parts 2 and 36. Example: The evaluation and preliminary definition of new or improved performance goals for navigation satellites, such as: launch procedures and costs, multiuser capability, useful service life, ac-curacy and resistance to natural and man-made electronic interference.

SIN 541715: ENGINEERING RESEARCH AND DEVELOPMENT AND STRATEGIC PLANNING

Service include conducting research and experimental development (except nanotechnology and biotechnology research and experimental development) in the physical, engineering and life sciences such as; such as agriculture, electronics, environmental, biology, botany, computers, chemistry, food, fisheries, forests, geology, health, mathematics, medicine, oceanography, pharmacy, physics, veterinary and other allied subjects.

Typical tasks include, but are not limited to, analysis of mission, program goals and objectives, program evaluations, analysis of program effectiveness, requirements analysis, organizational performance assessment, special studies and analysis, training, and consulting; requirements analysis, cost/cost performance trade-off analysis, feasibility analysis, developing and completing fire safety evaluation worksheets as they relate to professional engineering services; operation and maintenance, evaluation of inspection, testing, and maintenance program for fire protection and life safety systems, program/project management, technology transfer/insertion, training and consulting.

NOTE: Services under this NAICs cannot include architect-engineer services as defined in the Brooks Act and FAR Part 2 or construction services as defined in the Federal Acquisition Regulation Part 36 and Part 2.

SIN 541380: TESTING LABORATORIES

Includes testing laboratory services and veterinary, natural, and life sciences; testing services and laboratories; and other professional, scientific, and technical consulting services.

Testing and services include, but are not limited to: physical, chemical, analytical, or other testing services; quality assurance; fire safety inspections; training; safety audits; relying upon experimental, empirical, quantifiable data, relying on the scientific method, and professional services, tasks, and labor categories in the fields of biology, chemistry, physics, earth sciences, atmospheric science, oceanography, materials sciences, mathematics, geology, astronomy, veterinary medicine, statistics, systems science, etc., (excludes social and behavioral sciences).

Examples of labor categories include, but are not limited to, Scientific Researchers, Biologists, Physicists, Mathematicians, Statisticians, Research Engineers, Meteorologists, Lab Technicians, Veterinarians and Veterinary Services, Chemists, Biochemical Engineers, Research Nurses.

541420: ENGINEERING SYSTEM DESIGN AND INTEGRATION SERVICES

Services include creating and developing designs and specifications that optimize the use, value, and appearance of their products. These services can include determination of the materials, construction,

mechanisms, shape, color, and surface finishes of the product, taking into consideration human characteristics and needs, safety, market appeal, and efficiency in production, distribution, use, and maintenance.

Associated tasks include, but are not limited to computer-aided design, e.g. CADD, risk reduction strategies and recommendations to mitigate identified risk conditions, fire modeling, performance-based design reviews, high level detailed specification and scope preparation, configuration, management and document control, fabrication, assembly and simulation, modeling, training, consulting, analysis of single or multi spacecraft missions and mission design analysis.

NOTE: Services under this NAICs cannot include architect-engineer services as defined in the Brooks Act and FAR Part 2 or construction services as defined in the Federal Acquisition Regulation Part 36 and Part 2.

An implementation guide for Space launch Integration Services (SLIS) can be found at www.gsa.gov/psschedule - click on "Professional Engineering Solutions". Example: The navigation satellite concept produced in the preceding stage will be converted to a detailed engineering design package. Performance will be computer simulated and a working model will be built for testing and design verification.

ENGINEERING SIN LABOR CATEGORY DESCRIPTIONS

Rates for categories with and without security clearance requirements are provided on pages 23-25.

| DESCRIPTION | MINIMUM EDUCATION LEVEL | MINIMUM YEARS OF EXPERIENCE | EDUCATION/EXPERIENCE SUBSTITUTIONS |
|---|----------------------------------|-----------------------------|--|
| <p>SUBJECT MATTER ENGINEERING EXPERT</p> <p>Experience with progressively more complex engineering programs, including five years of specialized experience in a chosen field of expertise. Extensive knowledge of engineering techniques and the application of modern technology to the planning, evaluating, directing and coordinating of broad-based engineering projects.</p> <p>Functional Responsibility: Maintain close working relationship with engineering and other project personnel to facilitate the fulfillment of program objectives. Provide analysis of complex engineering related problems. Prepare technical reports identifying results of technical studies and make recommendations on appropriate actions to be taken. Assist program management and provide task-oriented supervision to staff. Other duties as assigned.</p> <p>Security clearance may be required.</p> | Bachelor's degree or equivalent. | 14 | <p>PhD and 12 years related experience</p> <p>Master's and 13 years related experience</p> <p>Associate's and 18 years related experience</p> <p>High School Diploma and 22 years related experience</p> |
| <p>ENGINEERING DESIGN SUPERVISOR</p> <p>At least three years supervisory experience overseeing the design responsibilities of large, complex engineering projects.</p> <p>Functional Responsibility: Provide liaison between engineering and design groups. Oversee design support to assure project success. Assign work and review completed materials. Prepare technical reports. Provide guidance to engineering and project personnel. Other duties as assigned.</p> <p>Security clearance may be required.</p> | Bachelor's degree or equivalent. | 10 | <p>PhD and 8 years related experience</p> <p>Master's and 9 years related experience</p> <p>Associate's and 14 years related experience</p> <p>High School Diploma and 18 years related experience</p> |
| <p>PRINCIPAL ENGINEER</p> <p>Proven ability to manage and apply engineering technology to large, complex engineering projects.</p> <p>Functional Responsibility: Act as senior technical member of engineering staff. Apply and supervise others in engineering theory, technology, and technique to solve complex engineering problems. Interact with personnel from other disciplines. Review progress, analyze problems and initiate corrective action. Responsible for engineering quality assurance. Other duties as assigned.</p> <p>Security clearance may be required.</p> | Bachelor's degree or equivalent. | 12 | <p>PhD and 10 years related experience</p> <p>Master's and 11 years related experience</p> <p>Associate's and 16 years related experience</p> <p>High School Diploma and 20 years related experience</p> |
| <p>SR. ENGINEER – LEVEL III</p> <p>Proven ability to successfully apply engineering technology to large, complex engineering projects.</p> <p>Functional Responsibility: Perform a variety of engineering tasks. Responsible for scheduling, budgets and engineering quality assurance. Provide reviews and reports on the progress of engineering tasks. Interact with personnel from other disciplines. Review staff engineers work, provide guidance and training where appropriate. Work with engineering and project personnel to assure compliance with project standards and the timely delivery of services. Oversee and direct engineering staff. Other duties as assigned.</p> <p>Security clearance may be required.</p> | Bachelor's degree or equivalent. | 10 | <p>PhD and 8 years related experience</p> <p>Master's and 9 years related experience</p> <p>Associate's and 14 years related experience</p> <p>High School Diploma and 18 years related experience</p> |

| DESCRIPTION | MINIMUM EDUCATION LEVEL | MINIMUM YEARS OF EXPERIENCE | EDUCATION/EXPERIENCE SUBSTITUTIONS |
|--|----------------------------------|-----------------------------|---|
| SR. ENGINEER – LEVEL II | Bachelor's degree or equivalent. | 8 | PhD and 6 years related experience Master's and 7 years related experience Associate's and 12 years related experience High School Diploma and 16 years related experience |
| <p>Proven ability to successfully apply engineering technology to large, complex engineering projects.</p> <p>Functional Responsibility: Perform and supervise technical assignments within the approved engineering schedules and budgets. Coordinate technical and administrative activities with those of other disciplines and other departments. Oversee scheduling, budgets and engineering quality assurance. Review staff engineers' work, provide guidance and training. Work with senior engineering and project personnel to assure compliance with project standards and timely delivery of services. Other duties as assigned.</p> <p>Security clearance may be required.</p> | | | |

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|--|----------------------------------|---|---|
| SR. ENGINEER – LEVEL I | Bachelor's degree or equivalent. | 6 | PhD and 4 years related experience Master's and 5 years related experience Associate's and 10 years related experience High School Diploma and 14 years related experience |
| <p>Experience with progressively more complex engineering projects. Extensive knowledge and experience with techniques and technologies.</p> <p>Functional Responsibility: Perform and supervise technical assignments within the approved engineering schedules and budgets. Coordinate technical and administrative activities with those of other disciplines and other departments. Oversee scheduling, budgets and engineering quality assurance. Review staff engineers' work, provide guidance and training. Work with senior engineering and project personnel to assure compliance with project standards and the timely delivery of services. Other duties as assigned.</p> <p>Security clearance may be required.</p> | | | |
| ENGINEER – LEVEL IV | Bachelor's degree or equivalent. | 8 | PhD and 6 years related experience Master's and 7 years related experience Associate's and 12 years related experience High School Diploma and 16 years related experience |
| <p>Proven ability to successfully apply technology to large, complex engineering projects.</p> <p>Functional Responsibility: Oversee and direct junior engineering staff. Responsible for project scheduling and budgeting. Provide reviews and reports on the progress of engineering tasks. Interact with personnel from other disciplines. Review work of subordinate personnel, providing guidance and training as required. Work with senior engineering and project personnel to assure compliance with project standards and timely delivery of services.</p> <p>Security clearance may be required.</p> | | | |
| ENGINEER – LEVEL III | Bachelor's degree or equivalent. | 6 | PhD and 4 |

| | | | |
|--|----------------------------------|---|--|
| <p>Proven ability to successfully apply engineering technology to engineering projects. Functional Responsibility: Perform technical assignments within the approved schedules and budgets. Coordinate technical and administrative activities with those of other disciplines and other departments. Provide assistance and guidance to lower-classified engineers and design personnel. Report progress and problems to senior engineering personnel. Other duties as assigned. Security clearance may be required.</p> | | | <p>years related experience Master's and 5 years related experience Associate's and 10 years related experience High School Diploma and 14 years related experience</p> |
| ENGINEER – LEVEL II | Bachelor's degree or equivalent. | 4 | <p>PhD and 2 years related experience Master's and 3 years related experience Associate's and 8 years related experience High School Diploma and 12 years related experience</p> |
| <p>Ability to accomplish technical assignments of varying complexities. Knowledge of engineering techniques and technologies. Functional Responsibility: Work with minimal supervision, perform technical assignments as required. Provide assistance and guidance to associate and support staff as required. Report progress and problems to senior engineering personnel. Other duties as assigned. Security clearance may be required.</p> | | | |
| ENGINEER – LEVEL I | Bachelor's degree or equivalent. | 2 | <p>Master's and 1 year related experience Associate's and 6 years related experience High School Diploma and 10 years related experience</p> |
| <p>Experience: Beginning position for bachelor's degree-level individual. No practical experience required. Functional Responsibility: Under the supervision of engineering personnel, perform technical assignments through to completion. Work with other technical and administrative personnel to assure coordination between groups. Report progress and problems to senior engineering personnel. Other duties as assigned. Education: Bachelor's degree or equivalent from an accredited college or university. Security clearance may be required.</p> | | | |
| ASSOCIATE ENGINEER – LEVEL III | Associate degree or equivalent. | 4 | PhD and 1 |

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|---|---|
| <p>Requires engineering related experience. Functional Responsibility: Under direct supervision, complete engineering assignments of limited complexity. Assist in the preparation of specifications, reports, data tables and project studies. Other duties as assigned. Security clearance may be required.</p> | <p>years related experience Master's and 2 years related experience Bachelor's and 3 years related experience High School Diploma and 8 years related experience</p> |
|---|---|

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|---|---|---|---|
| ASSOCIATE ENGINEER – LEVEL II | Associate degree or equivalent. | 3 | <p>Master's and 1 years related experience Bachelor's and 2 years related experience High School Diploma and 7 years related experience</p> |
| <p>Experience in an engineering support capacity. Functional Responsibility: Under direct supervision, complete engineering assignments of limited complexity. Assist in the preparation of specifications, reports, data tables and project studies. Other duties as assigned. Security clearance may be required.</p> | | | |
| ASSOCIATE ENGINEER – LEVEL I | Associate degree or equivalent. | 2 | <p>Bachelor's and 1 year related experience High School Diploma and 6 years related experience</p> |
| <p>Experience in an engineering support capacity. Functional Responsibility: Under direct supervision, complete engineering assignments of limited complexity. Assist in the preparation of specifications, reports, data tables and project studies. Other duties as assigned. Security clearance may be required.</p> | | | |
| ENGINEERING TECHNICIAN | High school diploma, G.E.D., Formal training directly related to the work performed | 4 | <p>Master's and 1 year related experience Bachelor's and 2 years related experience Associate's and 3 years related experience</p> |
| <p>Progressive experience in an engineering environment or related industry. Functional Responsibility: Individuals in this position support senior personnel and overall engineering effort across a variety of specialties and support functions. Other duties as assigned. Security clearance may be required.</p> | | | |

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| <p>SR. ENGINEERING SUPPORT – LEVEL VI</p> | <p>Bachelor's degree or equivalent, Training which provides substantial knowledge useful in performing and managing engineering projects.</p> | <p>12</p> | <p>PhD and 10 years related experience Master's and 11 years related experience Associate's and 16 years related experience High School Diploma and 20 years related experience</p> |
| <p>Experience in progressively more complex engineering programs with at least three years experience managing engineering projects. Extensive knowledge and experience in planning, evaluating, directing, and coordinating broad-based engineering projects. Functional Responsibility: Provide leadership, management, and accountability for programs, projects or task orders. Establish monitoring and reporting standards and procedures. Monitor and report contract compliance, productivity, cost and schedule adherence. Oversee personnel, as well as compliance with training requirements, quality standards and regulatory issues. Primary point-of-contact with the customer. Other duties as assigned. Security clearance may be required.</p> | | | |
| <p>SR. ENGINEERING SUPPORT – LEVEL V</p> | <p>Bachelor's degree or equivalent</p> | <p>8</p> | <p>PhD and 6 years related experience Master's and 7 years related experience Associate's and 12 years related experience High School Diploma and 16 years related experience</p> |
| <p>Proven ability to work with client personnel and upper-level management. Functional Responsibility: Provide administrative or technical support to meet engineering objectives. Establish monitoring and reporting standards and procedures. Monitor and report contract compliance, productivity, cost and schedule adherence. Supervise staff. May include, but is not limited to, quality control managers, statisticians and business managers. Other duties as assigned. Security clearance may be required.</p> | | | |
| <p>SR. ENGINEERING SUPPORT – LEVEL IV</p> | <p>Bachelor's degree or equivalent</p> | <p>5</p> | <p>PhD and 3 years related experience Master's and 4 years related experience Associate's and 9 years related experience High School Diploma and 13 years related experience</p> |
| <p>Experience supporting engineering program activities. Functional Responsibility: Provide administrative or technical support to meet engineering objectives. Perform support planning, coordination, finance and accounting, or technical tasks within a functional area such as: engineering modeling, fabrication, testing, logistics engineering and quality control. Depending on specialty, could work closely with one or more supervisors/managers to ensure success of the overall project. Oversee staff. Provide training as required. Other duties as assigned. Security clearance may be required.</p> | | | |

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| SR. ENGINEERING SUPPORT – LEVEL III | Bachelor's degree or equivalent | 2 | PhD and 0 years related experience Master's and 1 years related experience Associate's and 6 years related experience High School Diploma and 10 years related experience |
| Experience supporting engineering program activities. Functional Responsibility: Provide administrative or technical support to meet engineering objectives. Perform support planning, coordination, finance and accounting, or technical tasks within a functional area such as: engineering modeling, fabrication, testing, logistics engineering and quality control. Depending on specialty, could work closely with one or more supervisors/managers to ensure the overall success of the project. Provide training as required. Other duties as assigned. Security clearance may be required. | | | |
| SR. ENGINEERING SUPPORT – LEVEL II | Associate degree or equivalent | 8 | PhD and 5 years related experience Master's and 6 years related experience Bachelor's and 7 years related experience High School Diploma and 12 years related experience |
| Experience supporting major engineering program activities. Functional Responsibility: Provide support to senior administrative and project personnel. Work closely with supervisors/managers to provide needed support. Perform support planning, coordination, finance and accounting, or technical tasks within a functional area. Other duties as assigned. Security clearance may be required. | | | |
| SR. ENGINEERING SUPPORT – LEVEL I | Associate degree or equivalent | 6 | PhD and 3 years related experience Master's and 4 years related experience Bachelor's and 5 years related experience High School Diploma and 10 years related experience |
| Experience with progressively more responsibility supporting engineering personnel and programs. Functional Responsibility: Work closely with other administrative personnel. Provide direction to junior personnel, as required. Responsible for coordination of assigned functions, and those of support and project personnel. Other duties as assigned. Security clearance may be required. | | | |
| ENGINEERING SUPPORT – LEVEL VI | Associate degree or equivalent | 5 | PhD and 2 |

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|---|--------------------------------|---|---|
| <p>Experience supporting engineering personnel and complex engineering projects. Functional Responsibility: Under minimal direction, work closely with other administrative and project personnel in accomplishing assigned functions and tasks. Other duties as assigned. Security Clearance may be required.</p> | | | <p>years related experience Master's and 3 years related experience Bachelor's and 4 years related experience High School Diploma and 9 years related experience</p> |
| ENGINEERING SUPPORT – LEVEL V | Associate degree or equivalent | 4 | <p>PhD and 1 years related experience Master's and 2 years related experience Bachelor's and 3 years related experience High School Diploma and 8 years related experience</p> |
| <p>Experience working in an engineering support capacity. Functional Responsibility: Assist and support other administrative and project personnel in accomplishing assigned functions and tasks. Other duties as assigned. Security clearance may be required.</p> | | | |
| ENGINEERING SUPPORT – LEVEL IV | High school diploma or G.E.D. | 8 | <p>PhD and 4 years related experience Master's and 5 years related experience Bachelor's and 6 years related experience Associate's and 7 years related experience</p> |
| <p>Experience supporting engineering personnel and projects. Functional Responsibility: Work closely with other engineering and administrative personnel in accomplishing assigned functions and tasks. Advise supervisor of administrative problems associated with assignments. Other duties as assigned. Security clearance may be required.</p> | | | |
| ENGINEERING SUPPORT – LEVEL III | High school diploma or G.E.D. | 6 | PhD and 4 |

Functional Responsibility: Under supervision of senior support personnel, work closely with engineering and administrative personnel in accomplishing assigned functions and tasks. Advise supervisor of administrative problems associated with assignments. Other duties as assigned.
Security clearance may be required.

years related experience
Master's and 5 years related experience
Bachelor's and 6 years related experience
Associate's and 7 years related experience

ENGINEERING SUPPORT – LEVEL II

High school diploma or G.E.D.

4

Functional Responsibility: Assist and support engineering and management staff and overall engineering effort through the organization and managing of project data. Other duties as assigned.
Security clearance may be required.

PhD and 0 years related experience
Master's and 1 years related experience
Bachelor's and 2 years related experience
Associate's and 3 years related experience

ENGINEERING SUPPORT – LEVEL I

High school diploma or G.E.D.

2

Functional Responsibility: Assist and support engineering staff and senior administrative support. Other duties as assigned.

Associate's and 1 year related experience

RAYTHEON ENGINEERING SERVICE UNIT DESCRIPTIONS

Raytheon Company encompasses many different business units that perform engineering work. Some business' are uniquely structured to offer complete solutions for different types of engineering requirements through utilizing the Engineering Service unit descriptions below. Each service unit utilizes a single hourly rates that is charged for all performers within that unit that provide labor in support of specific statement-of-work tasks. Engineering and Engineering Support personnel are grouped into the major engineering disciplines described below.

| | | | |
|--|---------------------------------|---|---|
| SYSTEMS ENGINEERING – SEO1 | Bachelor's degree or equivalent | 8 | PhD and 6 years related experience Master's and 7 years related experience Associate's and 12 years related experience High School Diploma and 16 years related experience |
| All engineering personnel who principal objective is to direct the technical and management efforts of a totally integrated engineering effort on a system program. This includes definition of the system and the integrated planning and control of the technical program efforts. This effort also includes associated management and direct administrative support functions. | | | |
| ELECTRICAL ENGINEERING – EEO1 | Bachelor's degree or equivalent | 8 | PhD and 6 years related experience Master's and 7 years related experience Associate's and 12 years related experience High School Diploma and 16 years related experience |
| All electrical engineering personnel whose principal objective designing or sustaining products. This effort includes the following functions, plus associated management and administrative support: <ul style="list-style-type: none"> • Electrical Design Engineers • Electrical Engineer Technicians • IC Design Engineers • Lab Assistants • Tools Designers • Electrical CAD | | | |
| MECHANICAL ENGINEERING – MEO1 | Bachelor's degree or equivalent | 7 | PhD and 5 |

| | | | |
|---|---|----------|---|
| <p>All mechanical and related engineering personnel involved with designing or sustaining products. This effort includes the following functions plus associated management and administrative support:</p> <ul style="list-style-type: none"> • Mechanical Design Engineers • Mechanical Engineer Technicians • Mechanical CAD | <p>years related experience Master's and 6 years related experience Associate's and 11 years related experience High School Diploma and 15 years related experience</p> | | |
| <p>SOFTWARE ENGINEERING – SOO1</p> | <p>Bachelor's degree or equivalent</p> | <p>8</p> | <p>PhD and 6 years related experience Master's and 7 years related experience Associate's and 12 years related experience High School Diploma and 16 years related experience</p> |
| <p>All software engineering personnel whose principal objective is to accomplish specific software design/implementation tasks. These tasks involve the support of detailed design, coding, test, verification, and support of software system and sub-systems. This effort includes the following functions, plus associated management and administrative support:</p> <ul style="list-style-type: none"> • Software Configuration Mgmt. (SCM) • Software Design Engineers • Software Engineer Technicians • Software Quality Engineers (SQE) • Software Systems Engineers | | | |

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|--|---------------------------------|---|---|
| TEST ENGINEERING – TEO1 | Bachelor's degree or equivalent | 6 | PhD and 4 years related experience Master's and 5 years related experience Associate's and 10 years related experience High School Diploma and 14 years related experience |
| All test engineering personnel whose principal objective is the application of disciplines to develop and implement process oriented diagnostics. This includes on-line and off-line test capabilities to detect and isolate faults that may occur during the life of the product. This effort also includes associated management and administrative support. | | | |
| PROGRAM MANAGEMENT – PMO1 | Bachelor's degree or equivalent | 8 | PhD and 6 years related experience Master's and 7 years related experience Associate's and 12 years related experience High School Diploma and 16 years related experience |
| All personnel involved with managing programs. These employees have the responsibility of business and administrative planning, customer interface, contract acquisition and execution, profitability, organizing, directing, coordinating, controlling, and the approval actions designed to accomplish overall project objectives which are not associated with specific hardware items and are not included in system engineering. This effort includes the following functions, plus associated management and administrative support: <ul style="list-style-type: none"> • Business Systems Support • Financial Control and Analysis • Program Management • Program Office Support • Management Support Activities | | | |

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|---|---------------------------------|---|---|
| DESIGN SUPPORT ENGINEERING – DSO1 | Bachelor's degree or equivalent | 6 | PhD and 4 years related experience Master's and 5 years related experience Associate's and 10 years related experience High School Diploma and 14 years related experience |
| <p>All design support and engineering support personnel whose primary objectives include interpretation of specifications, planning and implementation of program and test activities which will impact the design of equipment, and measure or demonstrate the degree of achievement of design objectives. This category also includes project quality assurance engineers support developmental efforts, and personnel whose principal job includes the planning and execution of support provided for the product in the field. This effort includes the following functions, plus associated management and administrative support:</p> <ul style="list-style-type: none"> • Design Support Logistics • Maintainability • Productibility • Reliability • Systems Automation • Project Quality Assurance • Supporting Developmental Efforts | | | |
| OPTICAL ENGINEERING – OE01 | Bachelor's degree or equivalent | 8 | PhD and 6 years related experience Master's and 7 years related experience Associate's and 12 years related experience High School Diploma and 16 years related experience |
| <p>All engineering personnel whose principal objectives are the design and manufacture of sustaining of optics, optical assemblies and optical subsystems which are derived from glass, metal, or advanced materials. This effort includes the following functions, plus associated management and administrative support:</p> <ul style="list-style-type: none"> • Optical Design Engineers • Optical Technicians • Specialized Optics • Large Optical Assemblies • Optics and Polishing Tools Design • Production of Large Optical Elements • Phases of Optical Program • Design and Manufacture of Optical Measurement Tools • Development of Polishing Techniques for Advances Optical Materials • Perform Measurements on Nonstandard optics/coatings during in-process and final acceptance | | | |
| OPERATIONS SUPPORT – MS01 | Bachelor's degree or equivalent | 7 | PhD and 5 |

This designation includes all personnel needed to support the operations/manufacturing shops. This effort includes the following functions, plus associated management and administrative support:

- Administration
- Environmental Test
- Equipment Support and Control
- Manufacturing Engineering
- Quality and Productivity Programs
- Process Engineering
- Incoming Inspection/Test
- Production Control
- Process Engineering
- Standard Lab/Calibration/Maintenance Financial Operations
- Tolling/STE Manufacturing
- Packaging and Shipping

years related experience
Master's and 6 years related experience
Associate's and 11 years related experience
High School Diploma and 15 years related experience

FIELD SERVICE ENGINEERING – FE01

Bachelor's degree or equivalent

4

All domestic and foreign personnel who are assigned to remote locations and qualify as field service representatives according to standard procedures. This effort also includes associated management and administrative support.

PhD and 2 years related experience
Master's and 3 years related experience
Associate's and 8 years related experience
High School Diploma and 12 years related experience

ENGINEERING SIN LABOR CATEGORY PRICE LIST

Hourly Rates include 0.75% GSA Industrial Funding Fee (IFF).

| LABOR CATEGORY | LABOR RATES | | | | |
|---|----------------------|----------------------|----------------------|----------------------|----------------------|
| | 6/23/20 - 6/22/21 | 6/23/21 - 6/22/22 | 6/23/22 - 6/22/23 | 6/23/23 - 6/22/24 | 6/23/24 - 6/22/25 |
| Subject Matter Eng. Expert | \$231.09 | \$236.87 | \$242.79 | \$248.86 | \$255.08 |
| Subject Matter Eng. Expert (Required Clearance) | \$344.32 | \$352.93 | \$361.75 | \$370.79 | \$380.06 |
| Engineering Design Supervisor | \$184.84 | \$189.46 | \$194.20 | \$199.05 | \$204.03 |
| Engineering Design Supervisor (Required Clearance) | \$275.41 | \$282.30 | \$289.35 | \$296.59 | \$304.00 |
| Principal Engineer | \$210.32 | \$215.58 | \$220.97 | \$226.49 | \$232.15 |
| Principal Engineer (Required Clearance) | \$313.38 | \$321.21 | \$329.24 | \$337.48 | \$345.91 |
| Sr. Engineer – Level III | \$174.04 | \$178.39 | \$182.85 | \$187.42 | \$192.11 |
| Sr. Engineer Level III (Required Clearance) | \$259.32 | \$265.80 | \$272.45 | \$279.26 | \$286.24 |
| Sr. Engineer – Level II | \$151.34 | \$155.12 | \$159.00 | \$162.98 | \$167.05 |
| Sr. Engineer Level II (Required Clearance) | \$225.49 | \$231.13 | \$236.91 | \$242.83 | \$248.90 |
| Sr. Engineer – Level I | \$183.89 | \$188.49 | \$193.20 | \$198.03 | \$202.98 |
| Sr. Engineer – Level I (Required Clearance) | \$203.15 | \$208.23 | \$213.43 | \$218.77 | \$224.24 |
| Engineer – Level IV | \$135.21 | \$138.59 | \$142.06 | \$145.61 | \$149.25 |
| Engineer – Level IV (Required Clearance) | \$201.46 | \$206.50 | \$211.66 | \$216.95 | \$222.37 |
| Engineer – Level III | \$137.86 | \$141.31 | \$144.84 | \$148.46 | \$152.17 |
| Engineer – Level III (Required Clearance) | \$174.33 | \$178.69 | \$183.16 | \$187.73 | \$192.43 |
| Engineer – Level II | \$103.02 | \$105.60 | \$108.24 | \$110.94 | \$113.71 |
| Engineer – Level II (Required Clearance) | \$153.50 | \$157.34 | \$161.27 | \$165.30 | \$169.44 |
| Engineer – Level I | \$83.12 | \$85.20 | \$87.33 | \$89.51 | \$91.75 |
| Engineer – Level I (Required Clearance) | \$123.85 | \$126.95 | \$130.12 | \$133.37 | \$136.71 |

| LABOR CATEGORY | LABOR RATES | | | | |
|---|----------------------|----------------------|----------------------|----------------------|----------------------|
| | 6/23/20 - 6/22/21 | 6/23/21 - 6/22/22 | 6/23/22 - 6/22/23 | 6/23/23 - 6/22/24 | 6/23/24 - 6/22/25 |
| Associate Engineer – Level III | \$101.85 | \$104.40 | \$107.01 | \$109.68 | \$112.42 |
| Associate Engineer – Level III (Required Clearance) | \$151.76 | \$155.55 | \$159.44 | \$163.43 | \$167.51 |
| Associate Engineer – Level II | \$94.31 | \$96.67 | \$99.08 | \$101.56 | \$104.10 |
| Associate Engineer – Level II (Required Clearance) | \$140.52 | \$144.03 | \$147.63 | \$151.32 | \$155.11 |
| Associate Engineer – Level I | \$87.32 | \$89.50 | \$91.74 | \$94.03 | \$96.38 |
| Associate Engineer – Level I (Required Clearance) | \$130.11 | \$133.36 | \$136.70 | \$140.11 | \$143.62 |
| Engineering Technician | \$71.65 | \$73.44 | \$75.28 | \$77.16 | \$79.09 |
| Engineering Technician (Required Clearance) | \$106.76 | \$109.43 | \$112.16 | \$114.97 | \$117.84 |
| Sr. Engineering Support – Level VI | \$209.22 | \$214.45 | \$219.81 | \$225.31 | \$230.94 |
| Sr. Engineering Support – Level VI (Required Clearance) | \$277.70 | \$284.64 | \$291.76 | \$299.05 | \$306.53 |
| Sr. Engineering Support – Level V | \$162.06 | \$166.11 | \$170.26 | \$174.52 | \$178.88 |
| Sr. Engineering Support – Level V (Required Clearance) | \$241.48 | \$247.52 | \$253.70 | \$260.05 | \$266.55 |
| Sr. Engineering Support – Level IV | \$140.93 | \$144.45 | \$148.06 | \$151.77 | \$155.56 |
| Sr. Engineer Support – Level IV (Required Clearance) | \$209.98 | \$215.23 | \$220.61 | \$226.13 | \$231.78 |
| Sr. Engineering Support – Level III | \$122.54 | \$125.60 | \$128.74 | \$131.96 | \$135.26 |
| Sr. Engineering Support – Level III (Required Clearance) | \$182.59 | \$187.15 | \$191.83 | \$196.63 | \$201.55 |
| Sr. Engineering Support – Level II | \$106.56 | \$109.22 | \$111.95 | \$114.75 | \$117.62 |
| Sr. Engineering Support – Level II (Required Clearance) | \$158.77 | \$162.74 | \$166.81 | \$170.98 | \$175.25 |
| Sr. Engineering Support – Level I | \$96.00 | \$98.40 | \$100.86 | \$103.38 | \$105.97 |
| Sr. Engineering Support – Level I (Required Clearance) | \$143.04 | \$146.62 | \$150.28 | \$154.04 | \$157.89 |
| Engineering Support – Level VI | \$99.51 | \$102.00 | \$104.55 | \$107.16 | \$109.84 |
| Engineering Support – Level VI (Required Clearance) | \$148.28 | \$151.99 | \$155.79 | \$159.68 | \$163.67 |

| LABOR CATEGORY | LABOR RATES | | | | |
|---|----------------------|----------------------|----------------------|----------------------|----------------------|
| | 6/23/20 - 6/22/21 | 6/23/21 - 6/22/22 | 6/23/22 - 6/22/23 | 6/23/23 - 6/22/24 | 6/23/24 - 6/22/25 |
| Engineering Support – Level V | \$88.07 | \$90.27 | \$92.53 | \$94.84 | \$97.21 |
| Engineering Support – Level V (Required Clearance) | \$131.22 | \$134.50 | \$137.86 | \$141.31 | \$144.84 |
| Engineering Support – Level IV | \$77.93 | \$79.88 | \$81.88 | \$83.92 | \$86.02 |
| Engineering Support – Level IV (Required Clearance) | \$116.12 | \$119.02 | \$122.00 | \$125.05 | \$128.17 |
| Engineering Support – Level III | \$67.77 | \$69.46 | \$71.20 | \$72.98 | \$74.81 |
| Engineering Support – Level III (Required Clearance) | \$100.98 | \$103.50 | \$106.09 | \$108.74 | \$111.46 |
| Engineering Support – Level II | \$58.93 | \$60.40 | \$61.91 | \$63.46 | \$65.05 |
| Engineering Support – Level II (Required Clearance) | \$87.80 | \$90.00 | \$92.24 | \$94.55 | \$96.91 |
| Engineering Support – Level I | \$52.15 | \$53.45 | \$54.79 | \$56.16 | \$57.56 |
| Engineering Support – Level I (Required Clearance) | \$77.70 | \$79.64 | \$81.63 | \$83.67 | \$85.77 |
| System Engineering – SE01 | \$217.50 | \$222.94 | \$228.51 | \$234.22 | \$240.08 |
| Electrical Engineering – EE01 | \$206.06 | \$211.21 | \$216.49 | \$221.90 | \$227.45 |
| Mechanical Engineering – ME01 | \$200.66 | \$205.68 | \$210.82 | \$216.09 | \$221.49 |
| Software Engineering – SO01 | \$244.30 | \$250.41 | \$256.67 | \$263.08 | \$269.66 |
| Test Engineering – TE01 | \$175.52 | \$179.91 | \$184.41 | \$189.02 | \$193.74 |
| Program Management – PM01 | \$198.47 | \$203.43 | \$208.52 | \$213.73 | \$219.07 |
| Design Support Eng. – DS01 | \$200.66 | \$205.68 | \$210.82 | \$216.09 | \$221.49 |
| Optical Engineering – OE01 | \$224.19 | \$229.79 | \$235.54 | \$241.43 | \$247.46 |
| Operations Support – MS01 | \$162.29 | \$166.35 | \$170.51 | \$174.77 | \$179.14 |
| Field Service Engineering – FE01 | \$174.77 | \$179.14 | \$183.62 | \$188.21 | \$192.91 |