

GENERAL SERVICES ADMINISTRATION (GSA)
FEDERAL SUPPLY SERVICE
INFORMATION TECHNOLOGY SCHEDULE PRICELIST

Ordering Guide

*Summary**

CONTRACT NUMBER

GS-35F-5391H

MODIFICATION 13

Effective Date of mod: July 2005

Gradkell Systems, Inc. (GSI)

4910 University Square
Suite 2
Huntsville, Alabama 35816
(256) 722-8585, ext. 20
www.gradkell.com

* Full Ordering Guide available. Call 256-722-8585, ext. 20.

INFORMATION FOR ORDERING OFFICES

1. GEOGRAPHIC SCOPE OF CONTRACT

The geographic scope of this contract is the 48 contiguous states, the District of Columbia, Alaska, Hawaii, and the Commonwealth of Puerto Rico.

2. GRADKELL SYSTEMS' ORDERING ADDRESS AND PAYMENT INFORMATION

Ordering Address:

Gradkell Systems, Inc.
 Attn: GSA Program Manager
 4910 University Square, Suite 2
 Huntsville, AL 35816
 (256) 722-8585, ext. 20

Payment Address:

Gradkell Systems, Inc.
 Attn: Accounts Receivable
 4910 University Square, Suite 2
 Huntsville, AL 35816
 (256) 722-8585, ext. 10

Government Commercial Credit Cards will be acceptable for payment. In addition, bank account information for wire transfer payments will be shown on the invoice.

Below are the telephone number(s) that can be used by ordering agencies to obtain technical and/or ordering assistance.

(256) 722-8585, ext. 20

3. LIABILITY FOR INJURY OR DAMAGE

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

4. STATISTICAL DATA FOR GOVERNMENT ORDERING OFFICE COMPLETION OF STANDARD FORM 279

Block 9:	G. Order/Modification Under Federal Schedule	
Block 16:	Contractor Establishment Code (DUNS):	<u>61-795-0266</u>
Block 30:	Type of Contractor:	<u>B. Other Small Business</u>
Block 31:	Woman-Owned Small Business:	<u>No</u>
Block 36:	Contractor's Taxpayer Identification Number (TIN):	<u>63-102-0897</u>

4a. CAGE Code: 0T3Z4

5. FOB Origin

6. COMMERCIAL DELIVERY SCHEDULE (MULTIPLE AWARD SCHEDULES)

(a) TIME OF DELIVERY. Gradkell Systems shall deliver to destination within the number of calendar days after receipt of order (ARO), as set forth below. Offerors shall insert in the "time of Delivery (days ARO)" column in the Schedule of Items a definite number of calendar days within which delivery will be made. In no case shall the offered delivery time exceed Gradkell's normal

commercial practice.

ITEMS OR GROUPS OF ITEMS (SIN or Nomenclature)	DELIVERY TIME (DAYS ARO)
132-33 Perpetual Software License	30
132-51 Information Technology Services	30

(b) EXPEDITED DELIVERY TIMES. For those items that can be delivered quicker than the delivery times in paragraph (a), above, the offeror is requested to insert below, a time (hours/days ARO) that delivery can be made when **expedited delivery** is requested.

ITEMS OR GROUPS OF ITEMS (SIN or Nomenclature)	EXPEDITED DELIVERY TIME (DAYS ARO)
132-33 Perpetual Software License	30
132-51 Information Technology Services	30

(c) OVERNIGHT AND 2-DAY DELIVERY TIMES. Schedule customers may require overnight or 2-day delivery. The offeror is requested to annotate in its price list or by separate attachment the items that can be delivered overnight or within 2 days. Contractors offering such delivery service will be required to state in the FSS price list details concerning this service. (Overnight and 2-day delivery are subject to negotiation with the individual ordering office.)

(d) URGENT REQUIREMENTS. When the Federal Supply Schedule contract delivery period does not meet the bona fide urgent delivery requirements of an ordering agency, agencies are encouraged, if time permits, to contact Gradkell Systems for the purpose of obtaining accelerated delivery. Gradkell Systems shall reply to the inquiry within 3 workdays after receipt. (Telephonic replies shall be confirmed in writing.)

12b. PRICING FOR SOFTWARE PRODUCTS / LICENSES

Pricing for the DBsign® Data Security Suite is based on a number of factors, such as number of applications to be secured, user community size, and agency. The following three pricing schedules can be found in this section:

- 1) DBsign® Data Security Suite Enterprise License
- 2) DBsign® Data Security Suite - Per-User License
- 3) DBsign Server-Side Suite for Department of Defense Applications

DBsign® Data Security Suite Enterprise License:

DBsign® Data Security Suite - Enterprise License¹	<u>Maximum Number of Users</u>	<u>Cost per Enterprise License</u>	<u>Notes</u>
Includes DBsign® Database-side Suite, DBsign® Client Integration Module, DBsign® Client Crypto-Adapter	5,000 10,000 20,000 40,000 60,000 80,000 100,000 150,000 200,000	\$50,274.00 \$75,012.00 \$119,700.00 \$207,978.75 \$275,509.50 \$319,200.00 \$359,100.00 \$474,012.00 \$550,620.00	Includes 40 hours (per purchase order) of installation, configuration support and training. Additional hours and maintenance support can be purchased separately. Customer is responsible for travel costs, if requested. Diskette, smart card and PC card tokens also sold separately.

DBsign® Data Security Suite - Per-User License:

DBsign® Database-side Suite¹	<u>Number of Applications²</u>	<u>Cost per Application²</u>	<u>Notes</u>
(Modules included: Core, Audit Logging, Resolution, Administrator)	1 – 5	\$24,930.00	Includes 40 hours (per purchase order) of installation, configuration support and training. Additional hours and maintenance support can be purchased separately. Customer is responsible for travel costs, if requested.
	6 – 10	\$19,750.00	
	11 – 15	\$17,750.00	
	16 – 20	\$15,960.00	
	21 – 25	\$14,660.00	
	26 – 30	\$13,660.00	
	31 +	\$12,560.00	

DBsign® Client Integration Module	<u>Number of Users</u>	<u>Cost per User</u>	<u>Notes</u>
	1 – 100	\$10.47	Cryptographic module and software adapter sold separately. Diskette, smart card and PC card tokens also sold separately.
	101 – 500	\$7.86	
	501 – 1000	\$6.53	

DBsign® Client Crypto-Adapter	<u>Number of Users</u>	<u>Cost per User</u>	<u>Notes</u>
(for digital signatures)	1 – 100	\$7.23	Diskette, smart card and PC card tokens sold separately. This version is for digital signatures only. Encryption is not needed on all user PCs.
	101 – 500	\$6.98	
	501 – 1000	\$6.73	

DBsign Server-Side Suite for Department of Defense Applications:

Instructions

The DBsign Server-Side Suite for Department of Defense Applications is priced for two types of applications: "centralized" and "distributed". Within each type, there are three sizes: "Large", "Medium" and "Small". This equates to the following six (6) pricing tables.

- 1) First, determine if the application is deployed in a "centralized" or "distributed" model.
- 2) If it is a "centralized" application, start with **Table 1: Small Centralized Application**. If it is "distributed", start with **Table 4: Small Distributed Application**.
- 3) In either Table 1 or Table 4, answer each of the four (4) questions next to **CRITERIA**. The applicable pricing row (under the "**PRICING**" section) will be determined by the number of "YES's" generated by answering the 4 Criteria questions.
- 4) If **4 "Yes's"** are generated by answering the 4 Criteria questions, move to **Table 2: "Medium Centralized Application"** or **Table 5: "Medium Distributed Application"**, depending on the type of application.
- 5) In the **Medium** size table, answer each of the four (4) questions next to **CRITERIA**. If **4 "Yes's"** are generated by answering the 4 Criteria questions, move to **Table 3: "Large Centralized Application"** or **Table 6: "Large Distributed Application"**, depending on the type of application.

CENTRALIZED

DoD Server-Side Pricing Table 1: Small Centralized Application

Small Centralized Application				
Criteria:	No. of Servers:	No. of Sites:	Size of User Base:	No. of Digital Sig. Events:
	1 servers / clusters	1 site	5000 users	250,000 signs/verifies annually
Exceeds?	(Y/N)	(Y/N)	(Y/N)	(Y/N)
Number of "YES's":	GSA Price			
Zero (0) "Yes's":	\$24,680.00			
One (1) "Yes":	\$34,560.00			
Two (2) "Yes's":	\$44,430.00			
Three (3) "Yes's":	\$54,360.00			
Four (4) "Yes's":	<i>Move to "Medium Centralized Application"</i>			

DoD Server-Side Pricing Table 2: Medium Centralized Application

Medium Centralized Application				
Criteria:	No. of Servers:	No. of Sites:	Size of User Base:	No. of Digital Sig. Events:
	1 to 3 servers / clusters	1 to 2 sites	5000 to 30,000 users	250,000 - 3,000,000 signs/verifies annually
Exceeds?	(Y/N)	(Y/N)	(Y/N)	(Y/N)
Number of "YES's":				
	GSA Price			
Zero (0) "Yes's":	\$59,250.00			
One (1) "Yes":	\$74,160.00			
Two (2) "Yes's":	\$93,960.00			
Three (3) "Yes's":	\$123,590.00			
Four (4) "Yes's":	<i>Move to "Large Centralized Application"</i>			

DoD Server-Side Pricing Table 3: Large Centralized Application

Large Centralized Application				
Criteria:	No. of Servers:	No. of Sites:	Size of User Base:	No. of Digital Sig. Events:
	4 to 8 servers / clusters	3 to 6 sites	More than 30,000 users	More than 3,000,000 signs/verifies annually
Exceeds?	(Y/N)	(Y/N)	(Y/N)	(Y/N)
Number of "YES's":				
	GSA Price			
Zero (0) "Yes's":	\$128,478.00			
One (1) "Yes":	\$162,990.00			
Two (2) "Yes's":	\$187,725.00			
Three or Four (3-4) "Yes's":	\$222,440.00			

DISTRIBUTED

DoD Server-Side Pricing Table 4: Small Distributed Application

Small Distributed Application				
Criteria:	No. of Servers:	No. of Sites:	Size of User Base:	No. of Digital Sig. Events:
	1 servers / clusters	1 site	5000 users	250,000 signs/verifies annually
Exceeds?	(Y/N)	(Y/N)	(Y/N)	(Y/N)
Number of "YES's":				
	GSA Price			
Zero (0) "Yes's":	\$24,680.00			
One (1) "Yes":	\$34,560.00			
Two (2) "Yes's":	\$44,430.00			
Three (3) "Yes's":	\$54,360.00			
Four (4) "Yes's":	<i>Move to "Medium Distributed Application"</i>			

DoD Server-Side Pricing Table 5: Medium Distributed Application

Medium Distributed Application				
Criteria:	No. of Servers:	No. of Sites:	Size of User Base:	No. of Digital Sig. Events:
	10 to 25 servers/clusters	10 to 25 sites	5000 to 30,000 users	250,000 - 5,000,000 signs/verifies annually
Exceeds?	(Y/N)	(Y/N)	(Y/N)	(Y/N)
Number of "YES's":				
	GSA Price			
Zero (0) "Yes's":	\$59,250.00			
One (1) "Yes":	\$74,160.00			
Two (2) "Yes's":	\$93,960.00			
Three (3) "Yes's":	\$123,590.00			
Four (4) "Yes's":	<i>Move to "Large Distributed Application"</i>			

DoD Server-Side Pricing Table 6: Large Distributed Application

Large Distributed Application				
Criteria:	No. of Servers:	No. of Sites:	Size of User Base:	No. of Digital Sig. Events:
	More than 25 servers/clusters	More than 25 sites	More than 30,000 users	More than 1,000,000 signs/verifies annually
Exceeds?	(Y/N)	(Y/N)	(Y/N)	(Y/N)
Number of "YES's":	GSA Price			
Zero (0) "Yes's":	\$128,478.00			
One (1) "Yes":	\$162,990.00			
Two (2) "Yes's":	\$187,725.00			
Three or Four (3-4) "Yes's":	\$222,440.00			

Note 1: The application (or system) to be protected by DBsign® stores its data in a database. One license of DBsign® Database-side Suite is required for the application’s database. Per user purchases of DBsign® Client Integration Module and Client Crypto-Adapter are required for operation.

Note 2: The DBsign® Data Security Suite software is licensed per **database application**. DBsign® may be used (accessed, but not copied) by any subdivision of the company or government agency that has access to the database application on which the software is loaded. In addition, one software license **per end-user** of the DBsign® Client Integration Module and one software license **per end-user** of the DBsign® Client Crypto-Adapter is required. (The DBsign® Client Crypto-Adapter-E can be substituted for the Client Crypto-Adapter, if encryption is desired.)

Platforms supported:

Native Binary Components:

- Sun Solaris on SPARC
- Sun Solaris on Intel x86
- AT&T SVR4 on NCR 5100
- HPUX on HP Hardware
- Linux on Intel x86

Oracle Components:

All platforms supported by Oracle 7 and up

Database Independent Components:

Windows 95, 98, NT4, NT5
Supports 2.x ODBC drivers and up

15. DESCRIPTION OF INFORMATION TECHNOLOGY SERVICES AND PRICING**15a. LABOR CATEGORY RATES (May 11, 2004 to May 10, 2005)**

Labor Category	Hourly Rate for commitment of less than 40 hrs (1 week)	Discount Rate may be given for commitment of 40 hours (1 week) to 480 hrs. (3 months)	Discount Rate may be given for commitment of 480 hrs. (3 months) to 960 hrs. (6 months)	Discount Rate may be given for commitment of 960 hrs. (6 months) or more
Program Manager	\$135.10	\$129.17	\$117.30	\$109.86
Project Manager	\$104.26	\$99.72	\$90.30	\$83.86
Senior Consultant	\$117.95	\$112.76	\$102.40	\$92.03
Consultant	\$104.01	\$99.44	\$90.30	\$81.16
Senior Database Administrator	\$147.56	\$124.75	\$117.31	\$99.90
Senior Integration Analyst	\$101.77	\$97.34	\$88.49	\$81.86
Integration Analyst	\$86.88	\$83.11	\$75.56	\$69.88
Junior Integration Analyst	\$63.30	\$60.54	\$55.05	\$50.92
Senior Financial Analyst	\$79.44	\$75.99	\$69.08	\$63.90
Senior Computer Systems Analyst	\$91.85	\$87.85	\$78.89	\$73.88
Computer Systems Analyst	\$83.16	\$79.54	\$72.31	\$66.89
Junior Computer Systems Analyst	\$59.59	\$56.99	\$51.82	\$47.93
Senior Computer Engineer	\$101.77	\$97.34	\$88.49	\$81.86
Computer Engineer	\$86.88	\$83.11	\$75.56	\$69.88
Junior Computer Engineer	\$63.30	\$60.54	\$55.05	\$50.92
Application Programmer	\$76.96	\$73.60	\$66.91	\$61.90
Senior Computer Programmer	\$88.12	\$84.28	\$76.63	\$70.88
Computer Programmer	\$74.46	\$71.23	\$64.75	\$59.90
Junior Computer Programmer	\$58.34	\$55.81	\$50.73	\$46.93

15b. LABOR CATEGORY RATES (May 11, 2005 to May 10, 2006)

Labor Category	Hourly Rate for commitment of less than 40 hrs (1 week)	Discount Rate may be given for commitment of 40 hours (1 week) to 480 hrs. (3 months)	Discount Rate may be given for commitment of 480 hrs. (3 months) to 960 hrs. (6 months)	Discount Rate may be given for commitment of 960 hrs. (6 months) or more
Program Manager	\$139.16	\$133.05	\$120.82	\$113.15
Project Manager	\$107.38	\$102.72	\$93.01	\$86.38
Senior Consultant	\$121.49	\$116.15	\$105.47	\$94.79
Consultant	\$107.13	\$102.42	\$93.01	\$83.59
Senior Database Administrator	\$143.27	\$124.75	\$117.31	\$99.90
Senior Integration Analyst	\$104.82	\$100.26	\$91.15	\$84.32
Integration Analyst	\$89.48	\$85.61	\$77.82	\$71.98
Junior Integration Analyst	\$65.20	\$62.36	\$56.70	\$52.45
Senior Financial Analyst	\$81.82	\$78.26	\$71.15	\$65.81
Senior Computer Systems Analyst	\$94.60	\$90.48	\$81.26	\$76.10
Computer Systems Analyst	\$85.65	\$81.93	\$74.48	\$68.90
Junior Computer Systems Analyst	\$61.38	\$58.70	\$53.37	\$49.37
Senior Computer Engineer	\$104.82	\$100.26	\$91.15	\$84.32
Computer Engineer	\$89.48	\$85.61	\$77.82	\$71.98
Junior Computer Engineer	\$65.20	\$62.36	\$56.70	\$52.45
Application Programmer	\$79.27	\$75.81	\$68.92	\$63.75
Senior Computer Programmer	\$90.76	\$86.81	\$78.93	\$73.00
Computer Programmer	\$76.69	\$73.37	\$66.69	\$61.70
Junior Computer Programmer	\$60.09	\$57.48	\$52.25	\$48.34

15c. LABOR CATEGORY RATES (May 11, 2006 to May 10, 2007)

Labor Category	Hourly Rate for commitment of less than 40 hrs (1 week)	Discount Rate may be given for commitment of 40 hours (1 week) to 480 hrs. (3 months)	Discount Rate may be given for commitment of 480 hrs. (3 months) to 960 hrs. (6 months)	Discount Rate may be given for commitment of 960 hrs. (6 months) or more
Program Manager	\$143.33	\$137.04	\$124.44	\$116.55
Project Manager	\$110.61	\$105.80	\$95.80	\$88.97
Senior Consultant	\$125.13	\$119.63	\$108.63	\$97.63
Consultant	\$110.34	\$105.49	\$95.80	\$86.10
Senior Database Administrator	\$143.27	\$124.75	\$117.31	\$99.90
Senior Integration Analyst	\$107.96	\$103.27	\$93.88	\$86.85
Integration Analyst	\$92.17	\$88.18	\$80.16	\$74.14
Junior Integration Analyst	\$67.15	\$64.23	\$58.40	\$54.02
Senior Financial Analyst	\$84.28	\$80.61	\$73.29	\$67.79
Senior Computer Systems Analyst	\$97.44	\$93.20	\$83.70	\$78.38
Computer Systems Analyst	\$88.22	\$84.39	\$76.71	\$70.96
Junior Computer Systems Analyst	\$63.22	\$60.46	\$54.97	\$50.85
Senior Computer Engineer	\$107.96	\$103.27	\$93.88	\$86.85
Computer Engineer	\$92.17	\$88.18	\$80.16	\$74.14
Junior Computer Engineer	\$67.15	\$64.23	\$58.40	\$54.02
Application Programmer	\$81.64	\$78.08	\$70.99	\$65.67
Senior Computer Programmer	\$93.48	\$89.41	\$81.29	\$75.19
Computer Programmer	\$78.99	\$75.57	\$68.69	\$63.55
Junior Computer Programmer	\$61.89	\$59.20	\$53.82	\$49.79

15d. LABOR CATEGORY RATES (May 11, 2007 to May 10, 2008)

Labor Category	Hourly Rate for commitment of less than 40 hrs (1 week)	Discount Rate may be given for commitment of 40 hours (1 week) to 480 hrs. (3 months)	Discount Rate may be given for commitment of 480 hrs. (3 months) to 960 hrs. (6 months)	Discount Rate may be given for commitment of 960 hrs. (6 months) or more
Program Manager	\$147.63	\$141.15	\$128.17	\$120.04
Project Manager	\$113.92	\$108.97	\$98.67	\$91.64
Senior Consultant	\$128.89	\$123.22	\$111.89	\$100.56
Consultant	\$113.66	\$108.66	\$98.67	\$88.68
Senior Database Administrator	\$143.27	\$124.75	\$117.31	\$99.90
Senior Integration Analyst	\$111.20	\$106.37	\$96.70	\$89.45
Integration Analyst	\$94.93	\$90.82	\$82.56	\$76.36
Junior Integration Analyst	\$69.17	\$66.15	\$60.15	\$55.64
Senior Financial Analyst	\$86.80	\$83.03	\$75.49	\$69.82
Senior Computer Systems Analyst	\$100.36	\$96.00	\$86.21	\$80.73
Computer Systems Analyst	\$90.87	\$86.92	\$79.01	\$73.09
Junior Computer Systems Analyst	\$65.11	\$62.28	\$56.62	\$52.37
Senior Computer Engineer	\$111.20	\$106.37	\$96.70	\$89.45
Computer Engineer	\$94.93	\$90.82	\$82.56	\$76.36
Junior Computer Engineer	\$69.17	\$66.15	\$60.15	\$55.64
Application Programmer	\$84.09	\$80.43	\$73.11	\$67.64
Senior Computer Programmer	\$96.29	\$92.09	\$83.73	\$77.45
Computer Programmer	\$81.36	\$77.83	\$70.76	\$65.45
Junior Computer Programmer	\$63.75	\$60.98	\$55.43	\$51.29

15e. LABOR CATEGORY DESCRIPTIONS**Job Title: Program Manager**

General/Specialized Experience: Must have at least twelve (12) years of ADP experience to include at least seven (7) years of direct supervision of ADP software development and/or maintenance projects. Must be capable of leading projects that involve the successful management of teams composed of data processing and other information management professionals that have been involved in analysis, design, integration, testing, documenting, converting, extending and implementing automated information systems. Must have proven skills that are specified in the delivery order to be managed.

Duties: Performs day-to-day management of overall contract support operations, possibly involving multiple projects and groups of personnel at multiple locations. Organizes, directs, and coordinates planning and production of all contract support activities. Demonstrates writing and oral communications skills. Establishes and alters (as necessary) corporate management structure to direct effective contract support activities. Negotiates and makes binding decisions for the company.

Education: BS or BA degree in any field.

Job Title: Project Manager

A Master's degree in Management, Information Systems, Computer Science, Engineering or other applicable discipline will be considered equivalent to one year of experience.

General/Specialized Experience: Must have at least ten (10) years of ADP experience to include at least five (5) years of direct engineering or ADP software/hardware management or supervision experience.

Duties: Performs day-to-day management of assigned delivery order projects that involve teams of engineer, data processing and other information systems/management professionals who are involved in project activities such as analyzing, designing, integrating, testing, documenting, converting and implementing automated information systems or computer hardware/software solutions. Demonstrates proven skills in those technical areas addressed by the project/delivery order to be managed. Organizes, directs, and coordinates planning and production of all activities associated with assigned project/delivery order.

Education: BS or BA degree in any field.

Job Title: Senior Consultant

A Master's degree in Information Systems, Computer Science, Accounting, Engineering or other related technical or relevant business area discipline will be considered equivalent to one year of experience.

A Bachelor's degree in Information Systems, Computer Science, Accounting, Engineering or other related technical or relevant business area discipline will be considered equivalent to three years of experience.

General/Specialized Experience: Must have eight (8) years of progressive working experience as a computer specialist or a computer systems analyst, including at least four (4) years of experience in the business or technical area required by the customer.

Duties: Provides technical or business area leadership. Implements computer systems in a phased approach of requirements analysis/conceptual design, site survey, system design review, critical design review, installation, integration, and testing. Candidate shall be knowledgeable in performing requirements analysis for

a wide range of users in the area required by the customer, such as business process reengineering, finance and accounting, or systems/data security. Presents system designs for user approval at formal reviews. Performs configuration management, software integration, interpreting software test results, and recommending solutions for unsatisfactory test results. Knowledgeable in life-cycle support including maintenance, administration, and management. Provides solutions to identified software problem reports.

Job Title: Consultant

A Master's degree in Information Systems, Computer Science, Accounting, Engineering or other related technical or relevant business area discipline will be considered equivalent to one year of experience.

A Bachelor's degree in Information Systems, Computer Science, Accounting, Engineering or other related technical or relevant business area discipline will be considered equivalent to three years of experience.

General/Specialized Experience: Must have six (6) years of progressive working experience as a computer specialist or a computer systems analyst, including at least three (3) years of experience in the business or technical area required by the customer.

Duties: Provides technical or business area leadership. Implements computer systems in a phased approach of requirements analysis/conceptual design, site survey, system design review, critical design review, installation, integration, and testing. Candidate shall be knowledgeable in performing requirements analysis for a wide range of users in the area required by the customer, such as business process reengineering, finance and accounting, or systems/data security. Presents system designs for user approval at formal reviews. Performs configuration management, software integration, interpreting software test results, and recommending solutions for unsatisfactory test results. Knowledgeable in life-cycle support including maintenance, administration, and management. Provides solutions to identified software problem reports.

Job Title: Senior Database Administrator

A Master's degree in Information Systems, Computer Science, Accounting, Engineering or other related technical or relevant business area discipline will be considered equivalent to one year of experience.

A Bachelor's degree in Information Systems, Computer Science, Accounting, Engineering or other related technical or relevant business area discipline will be considered equivalent to three years of experience.

General/Specialized Experience: Eight (8) years of progressive working experience as a computer specialist or a computer systems analyst, including at least four (4) years of experience as a database administrator.

Duties: Provides technical or business area leadership for systems and applications involving relational databases. Candidate is responsible for the design and integrity of data base structures in a multi-user environment. Leads the development of computing areas such as operating systems, communication software, database packages, compilers, repositories, utility or assembler packages. Candidate shall be knowledgeable in performing requirements analysis in terms of database needs. Presents database designs for user approval at formal reviews. Performs database tuning, configuration management, software integration. Knowledgeable in life-cycle support including maintenance, administration, and management.

Job Title: Senior Integration Analyst

A Master's degree in Information Systems, Computer Science, Engineering or other related technical discipline will be considered equivalent to one year of experience.

A Bachelor's degree in Information Systems, Computer Science, Engineering or other related technical discipline will be considered equivalent to three years of experience.

General/Specialized Experience: Must have nine (9) years of progressive experience as a computer systems analyst to include at least five (5) years of complex business or engineering systems on large-scale, mid-tier or LAN-based systems; data base management systems (DBMS); and use of programming languages such as Ada, COBOL, Oracle tools (such as Designer/2000, Developer/2000, PL/SQL, Web Application Server) and other 4GLs.

Duties: Implements computer systems in a phased approach of requirements analysis, conceptual design, site survey, system design, critical design, installation integration and testing. Performs requirements analysis for a wide range of users in areas of office automation, configuration management, project performance, and finance and accounting. Defines open systems and client/server architectures. Reviews, integrates and implements commercial off-the-shelf (COTS) products. Integrates and implements electronic signature (cryptography) into applications requiring additional data security.

Job Title: Integration Analyst

A Bachelor's degree in Information Systems, Computer Science, Engineering or other related technical discipline will be considered equivalent to three years of experience.

General/Specialized Experience: Must have six (6) years of progressive experience as a computer systems analyst to include at least three (3) years of complex business or engineering systems on large-scale, mid-tier or LAN-based systems; data base management systems (DBMS); and use of programming languages such as Ada, COBOL, Oracle tools (such as Designer/2000, Developer/2000, PL/SQL, Web Application Server) and other 4GLs.

Duties: Implements computer systems in a phased approach of requirements analysis, conceptual design, site survey, system design, critical design, installation integration and testing. Performs requirements analysis for a wide range of users in areas of office automation, configuration management, project performance, and finance and accounting. Reviews, integrates and implements commercial off-the-shelf (COTS) products. Integrates and implements electronic signature (cryptography) into applications requiring additional data security.

Job Title: Junior Integration Analyst

A Bachelor's degree in Information Systems, Computer Science, Engineering or other related technical discipline will be considered equivalent to three years of experience.

General/Specialized Experience: Must have four (4) years of progressive experience as a computer systems analyst on large-scale, mid-tier or LAN-based systems; data base management systems (DBMS); and use of programming languages such as Ada, COBOL, Oracle tools (such as Designer/2000, Developer/2000, PL/SQL, Web Application Server) and other 4GLs.

Duties: Performs requirements analysis for a wide range of users in areas of office automation, configuration management, project performance, and finance and accounting. Tests, debugs, and refines the computer software to produce the required product. Integrates and implements commercial off-the-shelf (COTS) products. Implements electronic signature (cryptography) into applications requiring additional data security.

Job Title: Senior Financial Analyst

A Master's degree in Accounting, Financial Analysis, Business or other related professional or technical discipline will be considered equivalent to one year of experience.

A Bachelor's degree in Accounting, Financial Analysis, Business or other related professional or other related technical discipline will be considered equivalent to three years of experience.

General/Specialized Experience: Must have nine (9) years of financial management experience with demonstrated ability to supervise or lead a team of analysts.

Duties: Assess products and procedures for compliance with corporate/accepted standards, as well as compliance with accounting principles and multi-tiered systems application standards. Define interrelationships between financial management requirements and automated solutions, considering the current system environment and the potential integration of added systems concurrently or later.

Job Title: Senior Computer Systems Analyst

A Master's degree in Information Systems, Computer Science, Engineering or other related technical discipline will be considered equivalent to one year of experience.

A Bachelor's degree in Information Systems, Computer Science, Engineering or other related technical discipline will be considered equivalent to three years of experience.

General/Specialized Experience: Must have nine (9) years of progressive experience as a computer systems analyst working independently or under general direction on complex application problems involving all phases of software development. Experience must include at least five (5) years of complex business or engineering systems on large-scale, mid-tier or LAN-based systems; data base management systems (DBMS); and use of programming languages such as Ada, COBOL, Oracle tools (such as Designer/2000, Developer/2000, PL/SQL, Web Application Server) and other 4GLs.

Duties: Provides technical, administrative and daily direction for personnel performing software development tasks, including reviewing work products for correctness, adherence to concept design, standards, and schedules. Ensures that project personnel understand and follow corporate software development standards, such as Software Engineering Institute's Capability Maturity Module (CMM). Implements computer systems in a phased approach of requirements analysis, conceptual design, critical design, installation integration and testing. Integrates and implements electronic signature (cryptography) into applications requiring additional data security. Presents system designs for user approval at formal reviews. Coordinates with Project Manager to ensure problem solution and user satisfaction.

Job Title: Computer Systems Analyst

A Bachelor's degree in Information Systems, Computer Science, Engineering or other related technical discipline will be considered equivalent to three years of experience.

General/Specialized Experience: Must have six (6) years of experience in the software development life-cycle. Experience must include at least three (3) years of complex business systems on large-scale, mid-tier or LAN-based systems; data base management systems (DBMS); and use of programming languages such as Ada, COBOL, Oracle tools (such as Designer/2000, Developer/2000, PL/SQL, Web Application Server) and other 4GLs.

Duties: Analyzes and develops computer software possessing a wide range of capabilities, including engineering, business, data warehousing. Gathers requirements from functional users. Develops plans for

automated data processing (ADP) systems from project inception to conclusion. Defines and analyzes the problem, develops system requirements and program specifications, programs and tests.

Job Title: Junior Computer Systems Analyst

A Bachelor's degree in Information Systems, Computer Science, Engineering or other related technical discipline will be considered equivalent to three years of experience.

General/Specialized Experience: Must have three (3) years of experience in the software development process.

Duties: Analyzes and develops computer software possessing a wide range of capabilities, including engineering, business, data warehousing. Assists in the development of plans for automated data processing (ADP) systems from project inception to conclusion. Defines and analyzes the problem, develops system requirements and program specifications, programs and tests. Uses data base management systems (DBMS) and programming languages such as Ada, COBOL, Oracle (Designer/2000, PL/SQL, Developer/2000) and other 4GLs.

Job Title: Senior Computer Engineer

A Master's degree in Information Systems, Computer Science, Mathematics, Engineering or other related technical discipline will be considered equivalent to one year of experience.

A Bachelor's degree in Information Systems, Computer Science, Mathematics, Engineering or other related technical discipline will be considered equivalent to three years of experience.

General/Specialized Experience: Must have nine (9) years of progressive experience in at least two of the following disciplines: systems analyst, systems programming, application programming, equipment analysis, system administration, or network administration.

Duties: Designs, develops, maintains, evaluates, or troubleshoots current state-of-the-art computer hardware, software and software development tools; evaluates their ability to support specific requirements and interface with other equipment and systems. Develops software with current software development environments (such as C, C++, Visual C++, Java, MFC, Visual Basic, Delphi, assembly language), and current operating systems (such as UNIX, DOS, Windows 95, Windows NT). Designs and develops solutions to integrate disparate systems and to integrate new modules into existing systems. Designs, implements, troubleshoots and maintains computing areas involving server hardware, operating systems, communication software and hardware, local and wide area networking equipment (such as LAN, WAN, Ethernet, TCP/IP, ISDN, T1, routers, bridges, Internet, 10BaseT). Reviews systems and network security and privacy issues such as firewalls, cryptographic methods (such as electronic signature, data encryption, government security standards, etc.), algorithms (secret key, public key, DES, DSA, RSA, SHA, MD5, etc.) and secure key storage devices (such as smart cards).

Job Title: Computer Engineer

A Bachelor's degree in Information Systems, Computer Science, Mathematics, Engineering or other related technical discipline will be considered equivalent to three years of experience.

General/Specialized Experience: Must have six (6) years of experience in at least two of the following disciplines: systems analyst, systems programming, application programming, equipment analysis, system administration, or network administration.

Duties: Designs, develops, maintains, evaluates, or troubleshoots current state-of-the-art computer hardware, software and software development tools; evaluates their ability to support specific requirements and interface

with other equipment and systems. Develops software with current software development environments (such as C, C++, Visual C++, Java, MFC, Visual Basic, Delphi, assembly language), and current operating systems (such as UNIX, DOS, Windows 95, Windows NT). Designs and develops solutions for converting computer systems from one computing environment to another by utilizing compilers, simulators, emulators, data conversion software, and translators. Designs, implements, troubleshoots and maintains computing areas involving server hardware, operating systems, communication software and hardware, local and wide area networking equipment (such as LAN, WAN, Ethernet, TCP/IP, ISDN, T1, routers, bridges, Internet, 10BaseT). Reviews systems and network security and privacy issues such as firewalls, cryptographic methods (such as electronic signature, data encryption, government security standards, etc.), algorithms (secret key, public key, DES, DSA, RSA, SHA, MD5, etc) and secure key storage devices (such as smart cards).

Job Title: Junior Computer Engineer

A Bachelor's degree in Information Systems, Computer Science, Mathematics, Engineering or other related technical discipline will be considered equivalent to three years of experience.

General/Specialized Experience: Must have four (4) years of experience in at least two of the following disciplines: systems analyst, systems programming, application programming, equipment analysis, system administration, or network administration.

Duties: Participates in the evaluation of current state-of-the-art computer hardware, software and software development tools to assess their ability to support specific requirements and interface with other equipment and systems; determine potential and actual bottlenecks and propose recommendations for their elimination. Makes recommendations for systems improvements that will result in optimal hardware and software usage. Assists in the development or maintenance of computing areas such as operating systems, communication software, database packages, compilers, repositories, utility or assembler packages.

Job Title: Application Programmer

A Bachelor's degree in Information Systems, Computer Science, Mathematics, Engineering or other related technical discipline will be considered equivalent to three years of experience.

General/Specialized Experience: Must have five (5) years of experience in information systems design and programming. Experience must include at least three (3) years as an application programmer on large-scale data base management systems (DBMS) and the ability to develop complex software to satisfy design requirements.

Duties: Analyzes functional business applications and design specifications for functional areas such as finance, accounting, personnel, manpower, budget, logistics and contracts. Translates detailed design into computer software. Tests, debugs, and refines the computer software to produce the required product. Prepares required user-level and program-level documentation. Enhances software to reduce operating time or improve efficiency. Provides technical direction to programmers as required to ensure program deadlines are met.

Job Title: Senior Computer Programmer

A Master's degree in Information Systems, Computer Science, Mathematics, Engineering or other related technical discipline will be considered equivalent to one year of experience.

A Bachelor's degree in Information Systems, Computer Science, Mathematics, Engineering or other related technical discipline will be considered equivalent to three years of experience.

General/Specialized Experience: Must have nine (9) years of programming experience in software development or maintenance to include at least five (5) years of experience in ADP systems analysis.

Duties: Utilizes third and fourth generation or current state-of-the-art ADP equipment and languages to develop and prepare diagrammatic plans for solution of business, management, communications, tactical, and strategic problems. Designs detailed programs, flow charts and diagrams showing mathematical computations and sequence of machine operations necessary to copy and process data and print results. Verifies accuracy and completeness of programs/systems by preparing sample representative data and testing by means of cycle/system processing using specific machine and/or problem oriented languages and technical skills such as MVS, DOS, or UNIX systems as well as languages such as COBOL, C, or Ada.

Job Title: Computer Programmer

A Bachelor's degree in Information Systems, Computer Science, Mathematics, Engineering or other related technical discipline will be considered equivalent to three years of experience.

General/Specialized Experience: Must have six (6) years of computer programming experience to include at least three (3) years of experience in ADP systems analysis.

Duties: Utilizes third and fourth generation or current state-of-the-art ADP equipment and languages to analyze systems requirements and devise program logic for business, management, communication, tactical, and technical problems. Develops detailed flow charts and instructions for programs, general run diagrams and process flow charts. Develops tape layouts and record formats and adds additional data items necessary to accomplish work products by utilizing systems such as MVS, DOS, or UNIX as well as languages such as COBOL, C, or Ada.

Job Title: Junior Computer Programmer

A Bachelor's degree in Information Systems, Computer Science, Mathematics, Engineering or other related technical discipline will be considered equivalent to three years of experience.

General/Specialized Experience: Must have three (3) years of computer programming experience.

Duties: Translates detail program flow charts into program coded instructions used by third/fourth generation, or current state-of-the-art computers. Programs in MVS, DOS, or UNIX systems as well as languages such as COBOL, C, or Ada.