

**EXHIBIT IV  
W9113M-07-R-0006**

Degree Desired	Bachelors, Masters, or Doctorate <sup>1, 2, 4</sup>								Masters or Doctorate <sup>1, 4</sup>			N/A	High School <sup>3</sup>	High School <sup>3</sup>
Job Title	Engineer		Analyst		Programmer/ Systems Analyst		Senior Principal Investigator		Senior Management / Technical Staff			Consultant	Technician	Illustrator/Graphics/Tech Writer
Level	Yrs Exper	Yrs Direct Exper	Yrs Exper	Yrs Direct Exper	Yrs Exper	Yrs Direct Exper	Yrs Exper	Yrs Direct Exper	Yrs Exper	Yrs Direct Exper	Yrs Leader Exper		Yrs Direct Exper	Yrs Direct Exper
I	0 - 2	N/A	0 - 2	N/A	0 - 3	N/A	25	15	10	5	2	See definition	0 - 5	0 - 6
II	2 - 4	N/A	2 - 4	N/A	4 - 7	N/A	30	20	12	7	5		5 - 10	6 - 10
III	4 - 6	2	4 - 6	2	8 - 12	2	35+	25+	15	10	7		10 - 15	10 - 15
IV	6 - 9	3	6 - 9	3	12+	3+	N/A	N/A	19+	15+	9+		15+	15+
V	9 - 12	5	9 - 12	5	N/A	N/A	N/A	N/A	25+	20+	11+		N/A	N/A
VI	12 - 16	6	12 - 16	6	N/A	N/A	N/A	N/A	N/A	N/A	N/A		N/A	N/A
VII	16+	10	16+	10	N/A	N/A	N/A	N/A	N/A	N/A	N/A		N/A	N/A
VIII	25+	15+	25+	15+	N/A	N/A	N/A	N/A	N/A	N/A	N/A		N/A	N/A

NOTE 1: Degree from an accredited institution desired in engineering, science, or other field relevant to support in which the individual is performing.

NOTE 2: A Master's degree may be substituted for two (2) years experience. A Doctorate degree may be substituted for four (4) years of experience.

NOTE 3: Formal training in the area of expertise may be substituted for experience on a one-to-one basis.

NOTE 4: Experience may be substituted for degree requirements: 4 years experience for bachelors; 3 years experience for masters; 3 years experience for Doctorate (i.e., someone with high school diploma would require additional 10 years related experience to that already shown in the matrix for a particular labor category desiring a Doctorate).

LABOR CATEGORY DEFINITIONS  
16 APR 07

**FIXED-PRICE LABOR CATEGORIES AND DESCRIPTIONS/DEFINITIONS**

**Background:** To provide the basis for contractor task estimation, the following government labor categories (GLC) shall be utilized to complete task orders (T/Os) under the Systems Engineering and Technical Assistance Contracts (SETACs) Indefinite Delivery and Indefinite Quantity (IDIQ) contract.

While each offeror may have similar labor categories with associated definitions/characteristics, the U.S. Government **requires** all responses to use the following for responsive proposal submissions.

**SETAC Program Manager:** Responsible for leading the overall SETAC program, guiding both prime contractor employees and directing subcontractor performance. Education and demonstrated experience commensurate with requirements to manage a large, technically-diverse team in successful execution of all contract and task order requirements. Documented record of increasing management responsibility with a firm technical foundation in all areas related to SETAC will be required. Responsible for organizing and managing task workloads within established budget and schedule guidelines. Provides management of the overall activities and staff of the SETAC program. Establishes budgets, forecasts, manpower, equipment and supply needs for the overall SETAC program. Responsible for overall performance within budgetary and schedule guidelines.

**Engineer/Scientist:** Provides expert engineering and/or scientific solutions for highly complex technical/scientific matters to include providing technical support to field engineers, technicians, technical support representatives and customers who are diagnosing, troubleshooting, repairing and debugging complex problems. May perform duties and responsibilities focused on increasing the quality and reliability of processes, products, or services provided by the supported customer. May design and conduct tests and analyze results of tests or outputs intended for Customer. Mathematical and statistical methods may be used. Will make recommendations based on findings. May perform work in which the principles, theories and general body of knowledge of electrical, mechanical, or other engineering discipline is required. Contributes subject matter expertise and advice to the customer at a level that is typically attained via a related technical education. As the levels increase, the requisite responsibilities and composite labor rates increase in magnitude. For example, Level I may begin upon completing a Bachelor's Degree in an associated field, whereas Level VIII would anticipate a highly-experienced (at least 25 years of general experience with 15 years being directly related to current area of responsibility) senior executive/leader/expert who possesses requisite education/training (usually including advanced educational degrees and/or advanced qualifying experience) and is employed to study and resolve highly-complex technical problems. Minimum experience for each Level is shown on Spreadsheet entitled, "SETAC Government Labor Categories".

**Analyst:** Provides expert analytical and/or scientific solutions for highly complex technical/scientific matters. May analyze program activities, such as acquisition or program

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planning, program “should cost” analyses, financial management, cost analysis, and other tasks related to government programs, weapon systems, or similar complex programs. May analyze and format information developed and used to evaluate a government program/weapon system/similar complex program. May develop, plan, coordinate and integrate systems-related requirements to support operational needs. May develop, gather, and organize program-related information. Contributes subject matter expertise and advice to the customer at a level that is typically attained via a related technical education. As the levels increase, the requisite responsibilities and composite labor rates increase in magnitude. For example, Level I may begin upon completing a Bachelor’s Degree in an associated field, whereas Level VIII would anticipate a highly-experienced (at least 25 years of general experience with 15 years being directly related to current area of responsibility) senior executive/leader/expert who possesses requisite education/training (usually including advanced educational degrees and/or advanced qualifying experience) and is employed to study and resolve highly-complex technical problems. Minimum experience for each Level is shown on Spreadsheet entitled, “SETAC Government Labor Categories”.

**Programmer/Systems Analyst:** Provides expert system support, including work involved in one or more of the phases of developing software or tools used in modeling and simulation capabilities. May develop applications or work with operating system software during modeling and simulation processes. May develop plans for systems from project inception to conclusion. May be responsible for the evaluation, acquisition, installation and support of local area networks and/or wide area networks. May conduct studies, technical assessments, system analyses, and architectural-level analyses to determine system performance and effectiveness. May formulate and use mathematical models or representations to conduct systems analysis. Contributes subject matter expertise and advice to the customer at a level that is typically attained via a related technical education. As the levels increase, the requisite responsibilities and composite labor rates increase in magnitude. For example, Level I may begin upon completing a Bachelor’s Degree in an associated field, whereas Level IV would anticipate a highly-experienced (at least 12 years of general experience with 3 years being directly related to current area of responsibility) senior executive/leader/expert who possesses requisite education/training (usually including advanced educational degrees and/or advanced qualifying experience) and is employed to study and resolve highly-complex technical problems. Minimum experience for each Level is shown on Spreadsheet entitled, “SETAC Government Labor Categories”.

**Senior Principal Investigator:** Demonstrated expert capabilities as a researcher, analyst or coordinator on a major military program, weapon system, or similar complex program. Duties may be logistics, research, analyst, or other value-added duty that requires independent judgment and knowledge of military programs, weapon systems, or similar complex program. Works independently with little or no supervisory oversight necessary. May conduct studies, technical assessments, analyses, and evaluations to determine recommended “path-ahead” for the customer. May utilize models or other representative simulations to conduct systems analysis. Contributes subject matter expertise and advice to the customer at a level that is typically attained via a related technical education. As the levels increase, the requisite responsibilities and composite labor rates increase in magnitude. For example, Level I requires a minimum of 25 years of general technical experience with 15 years of direct related technical experience,

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whereas Level III would require an even more-highly-experienced (at least 35 and 25 years, respectively) senior executive/leader/expert who possesses requisite education/training (usually including advanced educational degrees and/or advanced qualifying experience) and is employed to study and resolve highly-complex technical problems. Minimum experience for each Level is shown on Spreadsheet entitled, "SETAC Government Labor Categories".

**Senior Management/Technical Staff:** Provides technical project leadership/supervision to assigned projects or major phases of significant projects or programs by coordinating the efforts of assigned technical staff. Organizes projects and task workloads within budget and schedule guidelines. Typically has extensive knowledge and experience within assigned technical discipline. May provide supervision/management of the activities and staff of a research or technical business unit. Responsible for overall unit performance within budgetary and schedule guidelines. May identify and recommend objectives and scope of technical projects. Communicates goals, scope, approach and schedule to assigned personnel. Establishes budgets, forecasts, manpower, equipment and supply needs for assigned area of responsibility. Typically has management experience in addition to related degree and extensive knowledge and experience within assigned technical discipline/area of responsibility. Contributes subject matter expertise and advice to the customer at a level that is typically attained via a related technical education. As the levels increase, the requisite responsibilities and composite labor rates increase in magnitude. For example, Level I requires a minimum of 10 years of general technical experience, 5 years of direct related technical experience, and 2 years of leadership experience, whereas Level V requires a more-highly-experienced person with a minimum of 25 years of general technical experience, 20 years of direct related technical experience, and 11 years of leadership experience who possesses requisite education/training (usually including advanced educational degrees and/or advanced qualifying experience) and is employed to study and resolve highly-complex technical problems. Minimum experience for each Level is shown on Spreadsheet entitled, "SETAC Government Labor Categories".

**Consultant:** A highly skilled **and** extremely knowledgeable individual (utilized for short-term efforts and/or on an intermittent, part-time basis) who has meticulous, comprehensive knowledge of a specific air, space, missile, or defense technology, technical, or operational area which include, but are not limited to, propulsion, optics, radar, directed energy, or communications. Not an officer or employee of a contractor/subcontractor. Generally acquired to obtain information, advice, opinions, alternatives, conclusions, recommendations, training, or direct assistance, such as studies, analyses, or evaluations.

**Technician:** Provides technical support to engineers/scientists working in such areas as research, design, development, testing or manufacturing process improvement. May work from schematics, diagrams, written and verbal descriptions or defined plans to perform testing and troubleshooting functions on electronic or mechanical components, equipment or systems. May conduct engineering tests and detailed experimental testing to collect data or assist in research work. As the levels increase, the requisite responsibilities and composite labor rates increase in magnitude. Specific functions are:

**Technician (Level I)** – Provides direct support to more senior technicians in their key areas of expertise such as research, design, development, testing, manufacturing process improvements, or other fields.

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**Technician (Level II)** – Provides skilled expertise in a key area needed to support task areas such as research, design, development, testing, manufacturing process improvement, or other fields of tasking.

**Technician (Level III)** – Provides highly skilled expertise in a key area needed to support task areas such as research, design, development, testing, manufacturing process improvement, or other fields of tasking.

**Technician (Level IV)** – Must have demonstrated detailed specialized technical expertise in the area needed to support the task. A college degree is preferred but not required.

Minimum experience for each Level is shown on Spreadsheet entitled, “SETAC Government Labor Categories”.

**Graphics/Tech Writer:** Prepares graphic illustrations and/or technical narratives to demonstrate and/or document activities required during performance of requirements of the T/Os issued under SETAC. Completes assignments from concept phase through production for specific graphic and/or technical writing projects. Coordinates the graphic illustrations and/or technical documents for review and approval. As the levels increase, the requisite responsibilities and composite labor rates increase in magnitude. Minimum experience for each Level is shown on Spreadsheet entitled, “SETAC Government Labor Categories”.