



U.S. GENERAL SERVICES ADMINISTRATION FEDERAL SUPPLY SERVICE

Professional Services Schedule 00CORP



CALLOWAY & ASSOCIATES, INC
8961 Harvest Oaks Drive, Suite 201, Raleigh, NC 27615
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OFFICIAL PRICE LIST
June 06, 2013 – June 05, 2023

CONTRACT NUMBER:
GS-23F-037AA

Company Profile

CONTRACTOR:
CALLOWAY & ASSOCIATES, INC
8961 HARVEST OAKS DRIVE, STE 201
RALEIGH, NC 27615

Schedule Title: **Professional Services Schedule**
Federal Supply Group: **00CORP**
Business Size: **Small, service-disabled veteran and economically disadvantaged women-owned.**

Cage Code: **3YUF3**
DUNS#: **008169919**
TIN: **56-2206967**
SINS: **874-1/RC | 874-7/RC | 520-1/RC | 520-2/RC | 520-3/RC | 520-4/RC | 520-11/RC | 520-12/RC | 520-13/RC | 520-15/RC**

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SINs: 520-1/RC | 520-2/RC | 520-3/RC | 520-4/RC | 520-11/RC | 520-12/RC | 520-13/RC | 520-15/RC

Accounting Specialist II

Prepares a variety of straightforward special and recurring accounting-related reports, summaries, financial statements, statistical reports and reconciliation. Performs or reviews specialized calculations related to posting and accounting functions. Solves problems and recommends changes in procedure in accordance with previous training or experience. Ensures requirements and specifications of university or outside agencies are met by monitoring and complying with reporting requirements and opening or closing accounts as specified/required. Controls small petty cash fund; authorizes disbursement and fund replenishment prepares necessary entries. Contacts department personnel, account representatives or other appropriate personnel regularly to resolve problems; keeps all parties informed and serves as a reference source; composes correspondence of technical nature pertaining to assignments.

Minimum Education: Bachelors

Minimum Experience: 8 years

Accounting Specialist III

Coordinates the activities of subordinates.; Prepares or verifies and encodes requisitions, invoices, complex journal entries or other transaction documents for accuracy, completeness and compliance with pertinent university or sponsor regulations; approves transaction documents within designated limits. Determines if funds are available for expenditures or requisitions and posts to proper account; monitors fund/account balances and notifies appropriate personnel when limits are reached. Maintains special logs or records and balances and reconciles internal accounts or records with university system; verifies accuracy and completeness and makes necessary adjustments.

Minimum Education: Bachelors

Minimum Experience: 10 years

Asset Technical Financial SME

Performs services in support of asset and loan sales. Provides administrative and related support to project team. Assists in drafting and preparing project deliverables.

Minimum Education: Bachelors

Minimum Experience: 7 years

Business Analyst I

Analyzes business and financial processes. Reviews customer documentation and specific work processes, reconciles data against relevant documentation, defines problems and outlines recommendations for resolution. Creates and updates tracking reports for internal and external use.

Minimum Education: Bachelors

Minimum Experience: 7 years

Business Analyst II

Analyzes business and financial systems, processes and procedures. Reviews internal and external customer documentation and specific work processes, reconciles, data against relevant documentation, defines problems and outlines recommendations for resolution. Performs due diligence on representations and creates and updates tracking reports for internal and external customer use.

Minimum Education: Bachelors

Minimum Experience: 10 years

Business Consultant/SME I

Serves as critical interface between project team and client. Conducts meeting with clients to discern their problems at hand and strategizes a solution that resolves issues.

Minimum Education: Bachelors

Minimum Experience: 8 years

Data Technician I

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Performs basic data research, collection and analysis to support management, financial, and technical projects. Prepares data format, collects and enters data into spreadsheets and databases and compiles data to develop and produce reports, information and documentation.

Minimum Education: High School

Minimum Experience: 4 years

Data Technician II

Performs complex data research, collection and analysis to support management, financial, and technical projects. Prepares data format, collects and enters data into spreadsheets and databases and compiles data to develop and produce reports, information and documentation. Able to work independently with minimum supervision.

Minimum Education: Bachelors

Minimum Experience: 10 years

Financial Analyst/Auditor

Performs financial analysis and/or audits on all functional areas of financial and business solutions. Performs financial modeling and financial statements, budgets and other financial reports. Identifies areas of concern and make recommendations on opportunities for productivity improvements. Performs cost benefit analysis and other related analyses.

Minimum Education: Bachelors

Minimum Experience: 6 years

Financial Application Specialist

As primary subject matter/content expert, provides financial systems support of specified departmental software to ensure quality and reliable information and stable applications and ensure compliance with regulatory and procedural standards.

Minimum Education: Bachelors

Minimum Experience: 10 years

Junior Data Processing Consultant

Analyze and research the details on open issues as they become apparent. Assists the Data Processing Supervisor and Manager to ensure that all Data Processing functions operate effectively and efficiently; performs daily operations which support functions of core processing system(s), including intraday, nightly, and month end processing, computer operation, sorting, statement preparation, proof and other support roles; processes requests from Bank personnel and customers within given authority and ensures requests are completed in a timely fashion; performs a variety of routine daily tasks; reviews reports, prepares correspondence; participates in special department projects.

Minimum Education: Bachelors

Minimum Experience: 5 years

Junior Financial Consultant

Reviews of assets, extraction of data, cash flow analysis and or quality control. Provides support to senior underwriters and or other senior staff. Assist underwriters in interaction with senior management. The Underwriter has responsibility for new and renewal premium in the region on assigned producers and/or accounts.

Minimum Education: Bachelors

Minimum Experience: 5 years

Managing Director

Work with other senior management to oversee the operations of organizations across a variety of industries, such as banking, healthcare, marketing, advertising, information technology and government. They establish new business contacts, interact with clients and recruit employees. Develop strategic marketing and sales plans to boost profits and efficiency. They may also

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coordinate the efforts of various departments, such as legal, finance, marketing and sales, to meet company goals.

Minimum Education: Master's

Minimum Experience: 12 years

Partner/Principal

Facilitate meetings and presentations. Work with clients to identify business problems, develop creative and implement long term solutions. Responsible for project oversight, high-level client interaction, strategic planning, and quality assurance.

Minimum Education: Masters

Minimum Experience: 15 years

Payroll Analyst

Works with payroll time entry personnel to supervise the compilation of payroll data such as hours worked, taxes, insurance, comp time and union dues to be withheld from time sheets and other records. Reviews wages computed and corrects errors to ensure accuracy of payroll. Oversees records of paid leaves, compassionate leave donations, and low sick leave benefit. Oversees preparation and issuance of paychecks. Assists in reconciling general ledger to various payroll reports. Prepares periodic financial, statistical or operational reports as assigned. Conduct exit interviews for terminating employees, including options for handling of payment of accruals, and potential contributions to deferred compensation plans. Schedules and organizes retirement seminars. Works varied schedules to meet the demands of the payroll functions. Researches and responds to unemployment claims in a timely manner. Uses excellent customer service skills, establishes and maintains effective working relationships with other employees, officials, and all members of the general public.

Minimum Education: Bachelors

Minimum Experience: 5 years

Senior Data Processing Consultant

Analyze and research the details on open issues as they become apparent. Serves as senior personnel to ensure that all Data Processing functions operate effectively and efficiently; performs daily operations which support functions of core processing system(s), including intraday, nightly, and month end processing, computer operation, sorting, statement preparation, proof and other support roles; processes requests from Bank personnel and customers within given authority and ensures requests are completed in a timely fashion; performs a variety of routine daily tasks; reviews reports, prepares correspondence; participates in special department projects. Develop schedules for processing administrative and educational systems. Monitor and respond to system messages and production requests. Assign tasks and train personnel assigned to the Data Entry function. Respond to adhoc requests for service generated by Business Office staff and prioritize work flow. Conduct in-service training as required. Review processing output and compare it for predetermined totals. Ensure output accuracy. Ensure that production and adhoc job process on time and in proper sequence. Establish production schedules and procedures for the utilization of data processing equipment and personnel.

Minimum Education: Bachelors

Minimum Experience: 7 years

Senior Financial Analyst

Performs complex accounting functions for outside agencies, internal office departments, and programs; maintains general ledger; audits and posts proposed entries; maintains chart of accounts; analyzes and assigns codes in accordance with state reporting and local management requirements; reconciles and distributes state apportionments and local taxes; reviews and reconciles account and fund balances; reviews documents and claims for accuracy, completeness, and uniformity to rules, regulations, and laws; coordinates, prepares and reviews year-end closing process and documents; monitors accounts receivable and accounts payable; performs periodic review of financial reports and verifies accuracy and fiscal solvency.

Minimum Education: Bachelors

Minimum Experience: 10 years

Senior Financial Consultant

Reviews of assets, extraction of data, cash flow analysis and or quality control. Provides support to senior underwriters and or

other senior staff. Assist underwriters in interaction with senior management. The Underwriter has responsibility for new and renewal premium in the region on assigned producers and/or accounts.

Minimum Education: Bachelors

Minimum Experience: 10 years

Statistician

Collects and analyzes numerical data, collating the statistics into understandable formats. Interpret their collected data to allow people to make informed decisions. Adapt statistical methods in order to solve specific problems in many fields, such as economics, biology and engineering. Analyze and interpret statistical data in order to identify significant differences in relationships among sources of information. Applies sampling techniques or utilize complete enumeration bases in order to determine and define groups to be surveyed. Designs research projects that apply valid scientific techniques and utilize information obtained from baselines or historical data in order to structure uncompromised and efficient analyses. Develops and test experimental designs, sampling techniques, and analytical methods. Evaluate sources of information in order to determine any limitations in terms of reliability or usability.

Minimum Education: Bachelors

Minimum Experience: 6 years

Task Manager

Manager of specific tasks within scope of project. Provides day-to-day project management. Reports to Senior Engagement Manager or Manager. Specialized experience in specific function related to the project. Task manager s responsible for planning and managing the execution of one or more software enhancements. Will guide a team of functional and technical staff in full lifecycle development activities. Position is responsible for the overall success of one or more project objective, with respect to project planning and scheduling, team organization, technical guidance, and production release.

Minimum Education: Bachelors

Minimum Experience: 10 years

Technical Staff I

Directs resources, operations and program performance for a single major contract or multiple smaller contracts. Interfaces with the client on a day to day basis and directs the completion of specific tasks time frames and budget constraints. Manages the day to day operations and specific work products for completeness and accuracy.

Minimum Education: Bachelors

Minimum Experience: 8 years

Technical Staff II

Supports program, product and project financial and management requirements performing research and evaluation of current information. Performs review and comparison of data and information to and report on performance. Required to generate and or record supporting data is used to support business or financial accountability and or reporting spreadsheets and other database systems. Works the day to day issues and operations and is called upon to perform review of specific work products, and/or support contractor's efforts. Records, reports and prepares information to support financial and business requirements.

Minimum Education: Bachelors

Minimum Experience: 10 years

SIN: 874-1/RC

Analyst I

At least seven years of experience in process management environment. Will apply appropriate management analysis processes, modeling and simulation tools, and technical techniques to provide the services required. Will employ process improvement and reengineering methodologies and principles to conducting process modernization projects. Will provide group facilitation, interviewing, training, and additional forms of knowledge transfer. Will coordinate a project team to ensure enterprise wide integration of management efforts. Bachelor of Science is required.

Minimum Education: Bachelors

Minimum Experience: 5 years

Analyst II

At least nine years of experience in process management environment. Will apply appropriate management analysis processes, modeling and simulation tools, and technical techniques to provide the services required. Will employ process improvement and reengineering methodologies and principles to conducting process modernization projects. Will provide group facilitation, interviewing, training, and additional forms of knowledge transfer. Will coordinates multiple project teams to ensure enterprise wide integration of management efforts. Will provide daily supervision and direction to personnel performing management analysis tasking

Minimum Education: Bachelors

Minimum Experience: 7 years

Analyst III

At least eleven years of experience in process management environment. Will apply applicable management analysis processes, modeling and simulation tools, and technical techniques to provide the services required. Will employ process improvement and reengineering methodologies and principles to conduct process modernization projects. Will provide group facilitation, interviewing, training, and additional forms of knowledge transfer. Will serves as key coordinator among multiple project teams to ensure enterprise wide integration of management efforts. Will provide daily supervision and direction to personnel performing management analysis tasking.

Minimum Education: Bachelors

Minimum Experience: 9 years

Business Functions Consultant I

At least five years of experience are required. Will provide analysis of the existing practices and make recommendations for improvements. Will determine and clarify strategic and operational problems. Will identify problems and seek solutions by reviewing current strategy. Will collect, analyze and interpret data and statistics. Will compile and present information verbally, visually and in writing identifying and assessing the pros and cons of possible strategies outlining objectives developing, advising about and implementing agreed solution. Requires Bachelor of Science.

Minimum Education: Bachelors

Minimum Experience: 5 years

Business Functions Consultant II

At least seven years of experience are required. Will act as the primary contact/relationship manager for most complex businesses in the prioritization, development and implementation of strategic directions and service developments. Will consult with other stakeholders to understand its goals and objectives for a specific initiative and will advise on the functionality, applicability and usability of alternative technology solutions. Requires Bachelor of Science.

Minimum Education: Bachelors

Minimum Experience: 7 years

Business Functions Consultant III

At least nine years of experience are required. Will serve in a senior level capacity to prioritize, develop and implement strategic directions and service development. Will identify the needs for new and enhanced products, services, and business processes, clarify technology requirements to identify gaps, provide consultancy and advice to business partners on the applicability and usability of alternatives to help address the business problem/issue. Will build, sustain and leverage relationships and people across business functions, business partners, and external organizations to ensure a cooperative and productive environment. Requires Bachelor of Science.

Minimum Education: Bachelors

Minimum Experience: 9 years

Database Manager

At least five years of information technology experience with an emphasis on database management. Knowledge and experience of DBMS infrastructure design and build, administration, and operation. Will collect and analyze database and system

performance measurements over time. Will maintain database performance by troubleshooting problems. Will accomplish platform upgrades and improvements by supervising system programming. Will secure database by developing policies, procedures, and controls. Requires Bachelor of Science.

Minimum Education: Bachelors

Minimum Experience: 5 years

Document Specialist

At least three years of experience required. Will prepare and/or maintain documentation. Will translate business specifications into user documentation. Will plan, write, and maintain systems and user support documentation efforts, including online help screen. Will have knowledge of commonly-used concepts, practices, and procedures within a particular field. Will rely on instructions and pre-established guidelines to perform the functions of the job. Bachelor of Science required.

Minimum Education: Bachelors

Minimum Experience: 3 years

Executive Assistant I

At least three years of experience working in an office environment. Will assist management by producing information by transcribing, formatting, inputting, editing, retrieving, copying, and transmitting text, data, and graphics. Will read, research, and route technical correspondence. Will draft letters and documents and collect and analyze information. Will maintain executive's appointment schedule by planning and scheduling meetings, conferences, teleconferences, and travel. Will represent the executive by attending meetings in the executive's absence; speaking for the executive. Will welcome guests and customers by greeting them, in person or on the telephone; answering or directing inquiries. Will maintain customer confidence and protects operations by keeping information confidential. Will complete projects by assigning work to clerical staff and follow up on results. Requires HS diploma.

Minimum Education: High School

Minimum Experience: 3 years

Executive Assistant II

At least five years of experience working in an office environment. Will assist management by producing information by transcribing, formatting, inputting, editing, retrieving, copying, and transmitting text, data, and graphics independently. Will read, research, and route technical correspondence. Will draft letters and documents and collect and analyze information. Will maintain executive's appointment schedule by planning and scheduling meetings, conferences, teleconferences, and travel. Will represent the executive by attending meetings in the executive's absence; speaking for the executive. Will welcome guests and customers by greeting them, in person or on the telephone; answering or directing inquiries. Will maintain customer confidence and protects operations by keeping information confidential. Will complete projects by assigning work to clerical staff and follow up on results. May direct the work of other more junior level resources. Will be source of information for office and staff. Requires HS diploma.

Minimum Education: High School

Minimum Experience: 5 years

Executive Assistant III

At least seven years of experience working in an office environment. Will assist management by producing information by transcribing, formatting, inputting, editing, retrieving, copying, and transmitting text, data, and graphics independently. Will read, research, and route technical correspondence. Will draft letters and documents and collect and analyze information. Will maintain executive's appointment schedule by planning and scheduling meetings, conferences, teleconferences, and travel. Will represent the executive by attending meetings in the executive's absence; speaking for the executive. Will welcome guests and customers by greeting them, in person or on the telephone; answering or directing inquiries. Will maintain customer confidence and protects operations by keeping information confidential. Will complete projects by assigning work to clerical staff and follow up on results. Will direct the work of junior level resources. Will be source of information for office and staff. Requires HS diploma.

Minimum Education: High School

Minimum Experience: 7 years

Functional Specialist I

At least five years of experience in process improvement are required. Will validate and review all daily activity while maintaining all required controls. Will support the research and resolution process. Will escalate unresolved issues to management as required. Will maintain appropriate records of daily and monthly activities. Will provide information needed to prepare financial statements and reports for the client, shareholder, and/or director and management reports. Will maintain knowledge of current alternative procedures and processes. Will document any updates or changes to formal procedures, databases, etc. for manager review. Requires Bachelor of Science.

Minimum Education: Bachelors

Minimum Experience: 5 years

Functional Specialist II

At least seven years of experience process improvement are required. Will have demonstrated experience as a senior resource assisting in the definition of systems strategy, gathering and documenting business requirements, leading fit-gap analysis, as-is and to-be business process designs, conference room pilots (CRPs) functional configuration, testing, client user training. Will have experience collaborating with clients on business process enhancements. Will validate and review all daily activity while maintaining all required controls. Will support the research and resolution process. Will conduct reviews with project teams to ensure standards, deliverables and timelines are being met throughout product development cycle. Requires Bachelor of Science.

Minimum Education: Bachelors

Minimum Experience: 7 years

Junior Analyst

At least five years of experience are required. Will carry out in-depth evaluation and verification of the capabilities of systems, serving as a middle man between the end-users and software developers, to ensure that product information is properly disseminated. Will participate in the process improvement life circle, and as such we be available to carryout instructions as directed by the lead analyst. Will maintain and verify requirements specifications accordingly. Will work closely with the organization management in order to identify their customer needs and establish ways upon which customer needs can be met for their maximum benefit and satisfaction. Will assess and analyze the business implications involved. Will source, document and prepare reports that can be used for improving services in the organization. Requires a Bachelor of Science.

Minimum Education: Bachelors

Minimum Experience: 5 years

Management Consultant I

At least five years of experience providing analysis of business processes. Will gather and analyze business requirements and assist in decomposing high level requirements into manageable tasks. Will create and produce ad hoc reports using basic tools. Will seek methods for improving processes. Will make recommendations based off analysis of data. Will work on a team with Analysts, Subject Matter Experts and Program Owners. Requires Bachelor of Science.

Minimum Education: Bachelors

Minimum Experience: 5 years

Management Consultant II

At least seven years of experience providing analysis of business processes. Will gather and analyze business requirements and assist in decomposing high level requirements into manageable tasks. Will create and produce ad hoc reports using basic tools. Will seek methods for improving processes. Will make recommendations based off analysis of data. Will work on a team with Analysts, Subject Matter Experts and Program Owners. Will formulate recommendations, and development of programs. Will monitor newly implemented systems to assure smooth functioning. Will install new systems and train operating staff and will conduct operational effectiveness reviews to ensure changes are applied and functioning as intended. Will develop and maintain operating systems documentation and procedures manuals. Requires Bachelor of Science.

Minimum Education: Bachelors

Minimum Experience: 7 years

Process Engineer I

At least five years of experience in process improvement are required. Will analyze, troubleshoot and resolve system/equipment performance, malfunctions or failures. Will provide technical assessments as part of discrepancy evaluations and quality investigations. Will lead and/or participate in the identification and development of solutions to stabilize and optimize utility systems. Will participate in design, implementation, commissioning and qualification of capital and expense projects. Will provide technical assessments and options analysis. Will provide development of project scope, execution strategies, and resource requirements for capital and expense projects. Will collaborate with peers in the continuous improvement of technical infrastructure required to support systems, including engineering standards, practices, specifications, procedures and business processes. Requires Bachelor of Science.

Minimum Education: Bachelors

Minimum Experience: 5 years

Process Engineer II

At least seven years of experience providing analysis of business processes. Will gather and analyze business requirements and assist in decomposing high level requirements into manageable tasks. Will create and produce ad hoc reports using basic tools. Will seek methods for improving processes. Will make recommendations based off analysis of data. Will work on a team with Analysts, Subject Matter Experts and Program Owners. Will formulate recommendations, and development of programs. Will monitor newly implemented systems to assure smooth functioning. Will install new systems and train operating staff and will conduct operational effectiveness reviews to ensure changes are applied and functioning as intended. Will develop and maintain operating systems documentation and procedures manuals. Requires Bachelor of Science.

Minimum Education: Bachelors

Minimum Experience: 7 years

Process Engineer III

At least nine years of experience are required. Will solve problems related to processes or design. Will review production processes and recommend changes for improvement and goals will include current technologies which lead to: creating a safer workplace, producing with higher quality, quicker delivery of services and producing services at a lower cost. Will assist maintenance in troubleshooting and modification of services. Will provide technical expertise in the area of process engineering. Will develop processes to aid in the delivery of proven processes. Will develop, revise, and upgrade standard operating procedures (SOP) as required. Will train and instruct associates in performance of their assigned duties using operations work instructions. Will develop and implement process capability plans. Will work with managers to prepare organization for maximum utilization of floor space and resources. Bachelor of Science is required.

Minimum Education: Bachelors

Minimum Experience: 9 years

Process Improvement Analyst I

At least five years of experience working on process improvement projects. Will conduct business analysis using internal data as well as external sources to measure the effectiveness of both current operations and potential future processes. Will assist in designing solutions that solve operational problems or improve current processes. Will assist in identifying key performance metrics for new initiatives as well as existing processes. Will define the correct reporting methods, channels, and formats for users. Will assist in creating detailed, accurate, comprehensive project plans to ensure that projects are achieved on time, with superior adoption, and in line with budgetary guidelines. Will support and manage projects through all aspects of the project lifecycle, including the transition to support or maintenance mode. Requires Bachelor of Science.

Minimum Education: Bachelors

Minimum Experience: 5 years

Process Improvement Analyst II

At least seven years of experience working on process improvements projects. Will conduct business analysis using internal data as well as external sources to measure the effectiveness of both current operations and potential future processes. Will design solutions that solve operational problems or improve current processes. Will identify key performance metrics for new initiatives as well as existing processes. Will define the correct reporting methods, channels, and formats for users. Will assist in creating detailed, accurate, comprehensive project plans to ensure that projects are achieved on time, with superior adoption, and in line with budgetary guidelines. Will support and manage projects through all aspects of the project lifecycle, including the transition

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to support or maintenance mode. Will prepare and deliver project status updates in various formats, including verbal, written, presentation, etc. Requires Bachelor of Science

Minimum Education: Bachelors

Minimum Experience: 7 years

Process Improvement Analyst III

At least nine years of experience working on process improvements projects. Will conduct business analysis using internal data as well as external sources to measure the effectiveness of both current operations and potential future processes. Will design solutions that solve operational problems or improve current processes. Will identify key performance metrics for new initiatives as well as existing processes. Will assist in evaluating project risk, changes and issues, including development of contingency plans and solution and process alternatives. Will assist in providing analysis to process improvement activities by measuring productivity results that translate to financial benefits. Will function as liaison between the line of business and enabling functional areas throughout the project life cycle. Will assist in creating detailed, accurate, comprehensive project plans to ensure that projects are achieved on time, with superior adoption, and in line with budgetary guidelines. Requires Bachelor of Science.

Minimum Education: Bachelors

Minimum Experience: 9 years

Process Improvement Analyst IV

At least eleven years of experience working on process improvements projects. Will report regularly on progress against established project plans. Will ensure that projects are executed in a manner that maximizes integrity and effectiveness. Will perform project audits when required. Will monitors issues between projects and resolves conflict. Will define the correct reporting methods, channels, and formats for users. Will support and manage projects through all aspects of the project lifecycle, including the transition to support or maintenance mode. Will prepare and deliver project status updates in various formats, including verbal, written, presentation, etc., Requires Bachelor of Science.

Minimum Education: Bachelors

Minimum Experience: 11 years

Process Improvement Analyst V

At least thirteen years of experience working on process improvements projects. Will play lead role in managing and coordinating major systems and business projects and provide tactical and strategic input. Will provide technical expertise and drive process improvement initiatives to achieve measurable productivity results that translate to financial benefits. Will provide expertise and execute projects for customer experience initiatives, problem prevention/resolution initiatives and strategic initiatives to make measurable improvements to the customer experience index. Will influences leaders and peers across organizational lines to take action on strategic initiatives or process changes. Will lead and/or monitor design and execution of key process improvement, problem prevention and customer experience initiatives to achieve Performance Plan objectives. Will maintains a moderate understanding/knowledge of Central Operations and all supported businesses. Will establish the climate that encourages an open two-way channel of communication whereby team members exchange ideas / suggestions and share information.

Minimum Education: Bachelors

Minimum Experience: 13 years

Program Director

At least eleven years of experience in Project/Program Management. Will ensure the delivery of the overall program and its activities in accordance with the mission and the goals of the organization. Will develop new initiatives to support the strategic direction of the organization. Will develop and implement long-term goals and objectives to achieve the successful outcome of the program. Will develop an annual budget and operating plan to support the program. Will develop a program evaluation framework to assess the strengths of the program and to identify areas for improvement. Will develop funding proposals for the program to ensure the continuous delivery of services.

Minimum Education: Bachelors

Minimum Experience: 11 years

Program Manager

At least seven years of experience required. Will lead teams in development, process improvement and maintenance efforts. Will achieve operational objectives by contributing information and recommendations to strategic plans and reviews, preparing and completing action plans, implementing production, productivity, quality, and customer-service standards, resolving problems, completing audits, identifying trends, determining system improvements and implementing change. Will meet financial objectives by forecasting requirements, preparing an annual budget, scheduling expenditures, analyzing variances, and initiating corrective actions. Will update job knowledge by participating in educational opportunities, reading professional publications, maintaining personal networks and participating in professional organizations. Will enhance department and organization reputation by accepting ownership for accomplishing new and different requests and exploring opportunities to add value to job accomplishments. Will perform day-to-day management of contract support operations, possibly involving multiple tasks and groups of personnel at multiple locations, on a single project. Will demonstrate skills in the scope of work encompassed by the task order; provide technical guidance to the project team in performance of the work, and review the quality of all work products. Will organize, direct, and coordinate the planning and production of all contract support activities. Will be responsible for staffing, project planning, project financials, and staff direction and oversight. Will maintain and manage the client interface at the COTR levels of the client organization.

Minimum Education: Bachelors

Minimum Experience: 7 years

Project Assistant I

At least three years of experience working on a team or in an office environment under the guidance of a Project Manager/Leader. Will assist Project Manager by scheduling meetings, booking meeting rooms, coordinating travel arrangements including booking travel tickets and settlement of related expenses; preparing and distributing minutes of meetings; maintenance and ordering of office supplies. Will be able to work with minimal supervision, multitask effectively as well as utilize independent judgment, and have the initiative to take on new tasks and challenges. Will possess technical skills and be proficient in the use of Adobe, Word, Excel, Outlook and SharePoint. Will have a working knowledge of project management methodologies and tools.

Minimum Education: High School

Minimum Experience: 3 years

Project Assistant II

At least five years of experience working on a team or in an office environment under the guidance of a Project Manager/Leader. Will assist Project Manager by scheduling meetings; booking meeting rooms; coordinating travel arrangements including booking travel tickets and settlement of related expenses; preparing and distributing minutes of meetings; maintenance and ordering of office supplies. Will be able to work with minimal supervision, multitask effectively as well as utilize independent judgment, and have the initiative to take on new tasks and challenges. Will possess technical skills and be proficient in the use of Adobe, Word, Excel, Outlook and SharePoint. Will be familiar with required inputs and outputs for each project phase. Will be able to provide project status with little effort.

Minimum Education: High School

Minimum Experience: 5 years

Project Assistant III

At least seven years of experience working on a team or in an office environment under the guidance of a Project Manager/Leader. Will assist Project Manager by scheduling meetings; booking meeting rooms; coordinating travel arrangements including booking travel tickets and settlement of related expenses; preparing and distributing minutes of meetings; maintenance and ordering of office supplies. Will be able to work with minimal supervision, multitask effectively as well as utilize independent judgment, and have the initiative to take on new tasks and challenges. Will possess technical skills and be proficient in the use of Adobe, Word, Excel, Outlook and SharePoint. Will be familiar with required inputs and outputs for each project phase. Will be able to maintain project schedule.

Minimum Education: High School

Minimum Experience: 7 years

Quality Assurance Analyst I

At least five years of experience are required. Will participate in requirement and design reviews to ensure test plans are

traceable to requirements. Will coach and train developers in how to create and execute effective test plans. Will review and approve test plans in advance of testing. Will work with team to coordinate, monitor, execute and document all test activities. Will work with team to establish test beds that are automated/repeatable. Will provide single point of approval for all code promotions. Will provide guidance and oversight for checkout activities. Will lead effort to develop test plans that address areas such as database impacts, software scenarios, regression testing, negative testing, error or bug retests, or usability. Will work with Project Manager to plan test schedules or strategies in accordance with project scope or delivery dates. Will achieve a service-focused culture with emphasis on delivering on-time, high-quality solutions to internal and external customers.

Minimum Education: Bachelors

Minimum Experience: 5 years

Quality Assurance Analyst II

At least seven years of experience are required. Will create, document, maintain, execute, track and analyze test plans, test scripts and test cases in collaboration with stakeholders. Will map business and technical requirements into test suites, test cases and test scripts. Will identify, analyze and document defects, questionable functions, errors and inconsistencies in software program functions, including but not limited to, outputs, online screens, content and security. Will validate new software in the production environment. Will conduct performing testing based on test scripts and test plan. Will coach and train QA Analyst I. Will stay current on the latest industry technologies, trends and strategies. Will assist employees, vendors or other customers by answering questions related to QA processes, procedures and services. Will complete work in a timely and accurate manner while providing exceptional customer service.

Minimum Education: Bachelors

Minimum Experience: 7 years

Quality Assurance Analyst III

At least nine years of experience are required. Will perform functional, integration, deployment, compatibility, regression, and performance testing for more complex and critical areas. Will collaborate across teams to evaluate and suggest improvements to the development process. Will provide status and recommendations to key stakeholders. Will evaluate and leverage automation to create data sets and effectively increase test coverage and reduce test cycle time. Will participate in bug triage and manage priority and criticality of outstanding issues. Will monitor the workload of others by assigning appropriate tasks if necessary. Will provide direction to other team members by being available to answer questions and review others areas of responsibilities.

Minimum Education: Bachelors

Minimum Experience: 9 years

Quality Control Administrator

At least five years of experience are required. Will understand how to apply documented departmental Quality Assurance procedures & instructions, as well as company-wide policies and procedures. Will assist the QA Manager in preparing, tracking, maintaining, copying and distribution of various quality reports, logs, records, and databases. Will handle evolving needs in a timely manner with an ability to do heavily task-oriented document processing quickly and efficiently as project timelines are often impacted in a hectic job shop environment. Will prepare, file, maintain, and retrieve various quality documents, records, and reports, electronic and hard copies to maintain QA activities, including incoming supplier certificates, traceability, outgoing first article inspection reports, customer required documentation packages, etc. in keeping with established procedures, regulations and guidelines. Will assist in preparing draft copies for Quality Management System procedures, work instructions, forms and data via input from QA Manager and other staff.

Minimum Education: Bachelors

Minimum Experience: 5 years

Senior Task Lead I

At least five years of experience. Will assist in evolving and supporting related tasks of logistics management, maintenance, supply support, technical design interface, facilities, technical data, and personnel. Will participate in the review, revision, development, and execution of logistics plans. Will analyze and recommend continuous process improvement to processes. Will assist the government in the refinement of used to support evaluation of supportability requirements. Will assist the government in tracking and evaluating documentation. Will evaluate sustainment support and supportability documentation, plans and design reviews. Will assist in ensuring Total Ownership Cost (TOC) principles are being employed.

Minimum Education: Bachelors

Minimum Experience: 5 years

Subject Matter Expert I

At least five years of experience are required. Will be a recognized expert in the designated field. Will serve as the subject matter expert and provide industry best practice solutions to extremely complex problems being addressed. Will have the ability to analyze these extremely complex problems and recommend, monitor and execute best practice solutions to executive level management. Will develop, and manage substantial and ongoing programs. Will work with client organizations to design highly complex research programs and studies and develops solutions to complex problems. Will plan and lead highly complex and advanced technical projects where technical staff compile and evaluate design and test data, prepare technical specifications, analyze technical data to determine appropriate limits and variables for product, process or materials specifications. Will prepare, review and/or approve highly complex reports and presentations. Will provide innovative solutions and recommendations.

Minimum Education: Bachelors

Minimum Experience: 5 years

Subject Matter Expert II

At least seven years of experience are required. Will lead, plan and conduct highly complex technical projects or major phases of highly complex technical projects, coordinating the efforts of technical support staff in the performance of assigned projects within time and budget constraints. Will manage client meetings, present results to clients, regulators, stakeholders, and in public forums as necessary. Will consult with senior managers in client organization on long-term research agendas and definition of research programs. Will provide strong mentoring, technical guidance, and oversight to other scientists. Will provide work assignments to lower-level staff. Will participate in conferences, peer review panels, and increases company visibility through publications.

Minimum Education: Bachelors

Minimum Experience: 7 years

Support Staff

At least four years of experience are required. Will perform or assist with process inspection, technical matters and other issues, requiring regular and efficient communication with project coordinators and team members. Will conduct quality control checks of near complete and completed projects to ensure proper system operation performing an on-site review of the programs installed following completion. Will interface with project coordinators, stakeholders and management to capture requirements.

Minimum Education: Bachelors

Minimum Experience: 4 years

System Analyst I

At least five years of experience are required. Will define application problem by conferring with clients, evaluating procedures and processes. Will develop solution by preparing and evaluating alternative workflow solutions. Will control solution by establishing specifications, coordinating production with programmers. Will validate results by testing programs. Will ensure operation by training client personnel; providing support. Will provide reference by writing documentation.

Minimum Education: Bachelors

Minimum Experience: 5 years

System Analyst II

At least seven years of experience are required. Will lead and provide instructions to team members. Will independently define application problem by conferring with clients, evaluating procedures and processes. Will develop solution by preparing and evaluating alternative workflow solutions. Will control solution by establishing specifications, coordinating production with programmers. Will validate results by testing programs. Will ensure operation by training client personnel; providing support. Will provide reference by writing documentation.

Minimum Education: Bachelors

Minimum Experience: 7 years

System Analyst III

At least nine years of experience are required. Will achieve quality assurance operational objectives by contributing information and analysis to strategic plans and reviews, preparing and completing action plans, implementing production, productivity, quality, and customer-service standards; identifying and resolving problems, completing audits, determining system improvements and implementing change. Will meet quality assurance financial objectives by estimating requirements, preparing an annual budget, scheduling expenditures, analyzing variances and initiating corrective actions. Will develop quality assurance plans by conducting hazard analyses, identifying critical control points and preventive measures, establishing critical limits, monitoring procedures, corrective actions and verification procedures. Will validate quality processes by establishing service specifications and quality attributes, measuring production, documenting evidence, determining operational, performance qualification and writing and updating quality assurance procedures. Will maintain and improve quality by completing agency, system, compliance, and surveillance audits, investigating customer complaints, collaborating with other members of management to develop new product and engineering designs, and manufacturing and training methods. Will prepare quality documentation and reports by collecting, analyzing and summarizing information and trends including failed processes, stability studies, recalls, corrective actions, and re- validations. Will update job knowledge by studying trends in and developments in quality management, participating in educational opportunities, reading professional publications, maintaining personal networks and participating in professional organizations. Will enhance department and organization reputation by accepting ownership for accomplishing new and different requests; exploring opportunities to add value to job accomplishments.

Minimum Education: Bachelors

Minimum Experience: 9 years

SIN: 874-7/RC

Administrative Support Specialist

At least one year of experience working in administrative functional specialty. Will provide support to the program management staff. Will assist other administrative staff. Will be well-versed in program management terminology and Office hardware and software.

Minimum Education: High School

Minimum Experience: 1 year

Administrative Support Specialist II

At least three years of experience working in administrative functional specialist. Will support the program management staff in the preparation of deliverables, proposals, internal reports, briefings, and drawings associated with the project being supported.

Minimum Education: High School

Minimum Experience: 3 years

Associate Director

At least ten years of experience in project management. Will serve as Senior Executive responsible for providing strategic direction, vision, leadership, and program management to the team. Will contribute to organizational direction through regular involvement with senior level client leadership and team members. Will maintain productive and effective client relationship with the most senior levels of the client organization.

Minimum Education: Bachelors

Minimum Experience: 10 years

Program Manager

At least seven years of experience in some project leadership capacity. Will have a demonstrated record of achievement in Six Sigma or Lean Six Sigma. Will have knowledge of clinical quality improvement (CQI) processes. Will have strong written and verbal communication skills including large group presentation development and delivery. Will have excellent project management skills with proven ability to effectively manage process projects with both business and technology component. Will have experience with documentation and data analysis tools. Will have mathematical and statistical skills to make statistical computations and comparisons.

Minimum Education: Bachelors

Minimum Experience: 7 years

Project Manager

At least seven years of experience required. Will lead teams in development, process improvement and maintenance efforts. Will achieve operational objectives by contributing information and recommendations to strategic plans and reviews, preparing and completing action plans, implementing production, productivity, quality, and customer-service standards, resolving problems, completing audits, identifying trends, determining system improvements and implementing change. Will meet financial objectives by forecasting requirements, preparing an annual budget, scheduling expenditures, analyzing variances, and initiating corrective actions. Will update job knowledge by participating in educational opportunities, reading professional publications, maintaining personal networks and participating in professional organizations. Will enhance department and organization reputation by accepting ownership for accomplishing new and different requests and exploring opportunities to add value to job accomplishments. Will perform day-to-day management of contract support operations, possibly involving multiple tasks and groups of personnel at multiple locations, on a single project. Will demonstrate skills in the scope of work encompassed by the task order; provide technical guidance to the project team in performance of the work, and review the quality of all work products. Will organize, direct, and coordinate the planning and production of all contract support activities. Will be responsible for staffing, project planning, project financials, and staff direction and oversight. Will maintain and manage the client interface at the COTR levels of the client organization.

Minimum Education: Bachelors

Minimum Experience: 7 years

Senior Specialist I

At least seven years of experience working in task management required. Will support the program management staff in the preparation of deliverables, proposals, internal reports, briefings, and drawings associated with the project being supported. Will work with other support specialists performing on the project. Will demonstrate the ability to work independently or under only general direction.

Minimum Education: Bachelors

Minimum Experience: 7 years

Senior Specialist II

At least nine years of experience working in task management environment. Will track and validate all client financial information, establishes and maintains master contract files, prepare reports on and monitor status of all deliverables, ensure quality assurance in all products delivered. Will track the financial status of contracts and reports payment of government fees. Will prepare and update task status reports and prepares revenue projections reports. Will employ automated tools and systems to perform project control functions.

Minimum Education: Bachelors

Minimum Experience: 9 years

Senior Specialist III

At least eleven years of experience working in tasks management environment. Will apply an enterprise wide set of disciplines and processes for planning, analyzing, designing, constructing, and implementing information engineering for complex systems. Will develop analytical and computational techniques and methodology for problem solutions. Will perform process and data modeling in support of the systems planning and analysis efforts, using manual and automated tools. Will employ reverse engineering and reengineering disciplines to develop migration strategic and planning documents. Will supervise information engineers assigned to support a system development.

Minimum Education: Bachelors

Minimum Experience: 11 years

Senior Task Lead II

At least ten years of experience in task management required. Will be responsible for ensuring successful task completion within the scheduled timeframe consistent with the established scope of work to include both the technical and financial solutions. Organizes, directs, and coordinates the planning and production of all activities associated with assigned tasks.

Minimum Education: Bachelors/MBA Preferred

Minimum Experience: 7 years

Task Lead

At least seven years of experience in task management required. Will provide daily direction and communication to employees. Will provide continual evaluation of processes and procedures. Will be responsible for suggesting methods to improve area operations, efficiency and service to both internal and external customers. Will provide statistical and performance feedback and coaching on a regular basis to each team member. Will write and administer performance reviews for skill improvement. Will be available for employees who experience work and/or personal problems providing appropriate coaching, counseling, direction and resolution. Will ensure employees have appropriate training and other resources to perform their jobs. Will respond to and resolve employee relations issues expressed by team members. Will create and maintain a high-quality work environment so team members are motivated to perform at their highest level. Will address disciplinary and/or performance problems according to company policy. Will prepare warnings and communicate effectively with employees on warnings and makes effective/appropriate decisions relative to corrective action as required. Will assist the manager with daily operation of the call center to include the development, analyses and implementation of staffing, training, scheduling and reward/recognition programs. Will work as a member/leader of special or ongoing projects that are important to area/process improvement. Will share continual responsibility for deciding how to manage the employees, ensuring calls are handled efficiently and effectively. Will establish work procedures and processes that support the company and departmental standards, procedures and strategic directives. Will use appropriate judgment in upward communication regarding department or employee concerns.

Minimum Education: Bachelors

Minimum Experience: 7 years

- 1a. **Table of awarded special item numbers:** 520-1/RC | 520-2/RC | 520-3/RC | 520-4/RC | 520-11/RC | 520-12/RC | 520-13/RC | 520-15/RC | 874-1/RC | 874-7/RC | 00CORP-500 | 00CORP-500RC
- 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.**
- 1c. **If the Contractor is proposing hourly rates a description of all corresponding commercial job titles, experience, functional responsibility and education for those types of employees or subcontractors who will perform services shall be provided. If hourly rates are not applicable, indicate "Not applicable" for this item.**
2. **Maximum Order:** \$1,000,000.00
3. **Minimum Order:** \$100.00
4. **Geographic Coverage (delivery Area):** Worldwide
5. **Point(s) of production (city, county, and state or foreign country):** Same as company address
6. **Discount from list prices or statement of net price:** Government net prices (discounts already deducted).
7. **Quantity discounts:** None
8. **Prompt payment terms:** Information for Ordering Offices: Prompt payment terms cannot be negotiated out of the contractual agreement in exchange for other concessions. Net 30 days.
- 9a. **Notification that Government purchase cards are accepted up to the micro-purchase threshold:** Yes
- 9b. **Notification whether Government purchase cards are accepted or not accepted above the micro-purchase threshold:** Will accept
10. **Foreign items (list items by country of origin):** None

- 11a. Time of Delivery (Contractor insert number of days):** Specified on the Task Order
- 11b. Expedited Delivery.** The Contractor will insert the sentence “Items available for expedited delivery are noted in this price list.” under this heading. The Contractor may use a symbol of its choosing to highlight items in its price list that have expedited delivery: Contact Contractor
- 11c. Overnight and 2-day delivery.** The Contractor will indicate whether overnight and 2-day delivery are available. Also, the Contractor will indicate that the schedule customer may contact the Contractor for rates for overnight and 2-day delivery: Contact Contractor
- 11d. Urgent Requirements.** The Contractor will note in its price list the “Urgent Requirements” clause of its contract and advise agencies that they can also contact the Contractor’s representative to effect a faster delivery: Contact Contractor
- 12. F.O.B Points(s):** Destination
- 13a. Ordering Address(es):** Same as Contractor
- 13b. Ordering procedures:** For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPA’s), and a sample BPA can be found at the GSA/FSS Schedule homepage (fss.gsa.gov/schedules).
- 14. Payment address(es):** Same as company address
- 15. Warranty provision.:** Contractor’s standard commercial warranty.
- 16. Export Packing Charges (if applicable):** N/A
- 17. Terms and conditions of Government purchase card acceptance (any thresholds above the micro-purchase level):** Contact Contractor
- 18. Terms and conditions of rental, maintenance, and repair (if applicable):** N/A
- 19. Terms and conditions of installation (if applicable):** N/A
- 20. Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices (if applicable):** N/A
- 20a. Terms and conditions for any other services (if applicable):** N/A
- 21. List of service and distribution points (if applicable):** N/A
- 22. List of participating dealers (if applicable):** N/A
- 23. Preventive maintenance (if applicable):** N/A
- 24a. Environmental attributes, e.g., recycled content, energy efficiency, and/or reduced pollutants:** N/A
- 24b. If applicable, indicate that Section 508 compliance information is available on Electronic and Information Technology (EIT) supplies and services and show where full details can be found (e.g. contactor’s website or other location.) The EIT standards can be found at:** www.Section508.gov/.
- 25. Data Universal Numbering System (DUNS) number:** 008169919

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26. Notification regarding registration in Central Contractor Registration (CCR) database: Registered

27. Final Pricing: The rates shown below include the Industrial Funding Fee (IFF) of 0.75%.

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SIN(s)	Labor Category	Minimum Education	Minimum Years of Experience	Contractor or Customer Facility or Both	Domestic or Overseas	Unit of Issue	Year 6 6/6/2018 - 6/5/2019	Year 7 6/6/2019 - 6/5/2020	Year 8 6/6/2020 - 6/5/2021	Year 9 6/6/2021 - 6/5/2022	Year 10 6/6/2022 - 6/5/2023
520-1/RC, 520-2/RC, 520-3/RC, 520-4/RC, 520-11/RC, 520-12/RC, 520-13/RC, 520-15/RC	Accounting Specialist II	Bachelors	8	Both	Worldwide	Hour	\$ 131.84	\$ 134.48	\$ 137.17	\$ 139.91	\$ 142.71
	Accounting Specialist III	Bachelors	10	Both	Worldwide	Hour	\$ 151.39	\$ 154.41	\$ 157.50	\$ 160.65	\$ 163.86
	Asset Technical Financial SME	Bachelors	7	Both	Worldwide	Hour	\$ 170.92	\$ 174.34	\$ 177.83	\$ 181.38	\$ 185.01
	Business Analyst I	Bachelors	7	Both	Worldwide	Hour	\$ 166.03	\$ 169.35	\$ 172.73	\$ 176.19	\$ 179.71
	Business Analyst II	Bachelors	10	Both	Worldwide	Hour	\$ 180.70	\$ 184.31	\$ 188.00	\$ 191.76	\$ 195.59
	Business Consultant / SME I	Bachelors	8	Both	Worldwide	Hour	\$ 190.44	\$ 194.25	\$ 198.13	\$ 202.09	\$ 206.14
	Data Technician I	High	4	Both	Worldwide	Hour	\$ 167.99	\$ 171.35	\$ 174.78	\$ 178.27	\$ 181.84
	Data Technician II	Bachelors	10	Both	Worldwide	Hour	\$ 167.99	\$ 171.35	\$ 174.78	\$ 178.27	\$ 181.84
	Financial Analyst / Auditor	Bachelors	6	Both	Worldwide	Hour	\$ 170.92	\$ 174.34	\$ 177.83	\$ 181.38	\$ 185.01
	Financial Application Specialist	Bachelors	10	Both	Worldwide	Hour	\$ 151.39	\$ 154.41	\$ 157.50	\$ 160.65	\$ 163.86
	Junior Processing Consultant	Bachelors	5	Both	Worldwide	Hour	\$ 122.10	\$ 124.54	\$ 127.03	\$ 129.57	\$ 132.16
	Junior Financial Consultant	Bachelors	5	Both	Worldwide	Hour	\$ 170.92	\$ 174.34	\$ 177.83	\$ 181.38	\$ 185.01
	Managing Director	Masters	12	Both	Worldwide	Hour	\$ 268.59	\$ 273.97	\$ 279.45	\$ 285.03	\$ 290.74
	Partner / Principal	Masters	15	Both	Worldwide	Hour	\$ 229.51	\$ 234.10	\$ 238.78	\$ 243.56	\$ 248.43
	Payroll Analyst	Bachelors	5	Both	Worldwide	Hour	\$ 122.10	\$ 124.54	\$ 127.03	\$ 129.57	\$ 132.16
	Senior Data Processing Consultant	Bachelors	7	Both	Worldwide	Hour	\$ 146.50	\$ 149.43	\$ 152.42	\$ 155.47	\$ 158.57
	Senior Financial Analyst	Bachelors	10	Both	Worldwide	Hour	\$ 190.44	\$ 194.25	\$ 198.13	\$ 202.09	\$ 206.14
	Senior Financial Consultant	Bachelors	10	Both	Worldwide	Hour	\$ 190.44	\$ 194.25	\$ 198.13	\$ 202.09	\$ 206.14
	Statistician	Bachelors	6	Both	Worldwide	Hour	\$ 131.84	\$ 134.48	\$ 137.17	\$ 139.91	\$ 142.71
	Task Manager	Bachelors	10	Both	Worldwide	Hour	\$ 219.78	\$ 224.17	\$ 228.66	\$ 233.23	\$ 237.90
Technical Staff I	Bachelors	8	Both	Worldwide	Hour	\$ 161.16	\$ 164.38	\$ 167.67	\$ 171.02	\$ 174.44	
Technical Staff II	Bachelors	10	Both	Worldwide	Hour	\$ 170.92	\$ 174.34	\$ 177.83	\$ 181.38	\$ 185.01	
874-1/RC	Analyst I	Bachelors	5	Both	Worldwide	Hour	\$ 79.65	\$ 81.24	\$ 82.87	\$ 84.52	\$ 86.21
874-1/RC	Analyst II	Bachelors	7	Both	Worldwide	Hour	\$ 84.07	\$ 85.75	\$ 87.47	\$ 89.22	\$ 91.00

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874-1/RC	Analyst III	Bachelors	9	Both	Worldwide	Hour	\$ 92.92	\$ 94.78	\$ 96.67	\$ 98.60	\$ 100.58
874-1/RC	Business Functions Consultant I	Bachelors	5	Both	Worldwide	Hour	\$ 70.80	\$ 72.22	\$ 73.66	\$ 75.13	\$ 76.64
874-1/RC	Business Functions Consultant II	Bachelors	7	Both	Worldwide	Hour	\$ 75.22	\$ 76.73	\$ 78.26	\$ 79.83	\$ 81.43
874-1/RC	Business Functions Consultant III	Bachelors	9	Both	Worldwide	Hour	\$ 79.65	\$ 81.24	\$ 82.87	\$ 84.52	\$ 86.21
874-1/RC	Database Manager	Bachelors	5	Both	Worldwide	Hour	\$ 199.11	\$ 203.10	\$ 207.16	\$ 211.30	\$ 215.53
874-1/RC	Document Specialist	Bachelors	3	Both	Worldwide	Hour	\$ 70.80	\$ 72.22	\$ 73.66	\$ 75.13	\$ 76.64
874-1/RC	Executive Assistant I	High	3	Both	Worldwide	Hour	\$ 66.37	\$ 67.70	\$ 69.05	\$ 70.43	\$ 71.84
874-1/RC	Executive Assistant II	High	5	Both	Worldwide	Hour	\$ 84.07	\$ 85.75	\$ 87.47	\$ 89.22	\$ 91.00
874-1/RC	Executive Assistant III	High	7	Both	Worldwide	Hour	\$ 110.62	\$ 112.83	\$ 115.09	\$ 117.39	\$ 119.74
874-1/RC	Functional Specialist I	Bachelors	5	Both	Worldwide	Hour	\$ 79.65	\$ 81.24	\$ 82.87	\$ 84.52	\$ 86.21
874-1/RC	Functional Specialist II	Bachelors	7	Both	Worldwide	Hour	\$ 110.62	\$ 112.83	\$ 115.09	\$ 117.39	\$ 119.74
874-1/RC	Junior Analyst	Bachelors	5	Both	Worldwide	Hour	\$ 92.92	\$ 94.78	\$ 96.67	\$ 98.60	\$ 100.58
874-1/RC	Management Consultant I	Bachelors	5	Both	Worldwide	Hour	\$ 110.62	\$ 112.83	\$ 115.09	\$ 117.39	\$ 119.74
874-1/RC	Management Consultant II	Bachelors	7	Both	Worldwide	Hour	\$ 154.86	\$ 157.96	\$ 161.12	\$ 164.34	\$ 167.63
874-1/RC	Process Engineer I	Bachelors	5	Both	Worldwide	Hour	\$ 88.49	\$ 90.26	\$ 92.07	\$ 93.91	\$ 95.79
874-1/RC	Process Engineer II	Bachelors	7	Both	Worldwide	Hour	\$ 101.77	\$ 103.81	\$ 105.88	\$ 108.00	\$ 110.16
874-1/RC	Process Engineer III	Bachelors	9	Both	Worldwide	Hour	\$ 110.62	\$ 112.83	\$ 115.09	\$ 117.39	\$ 119.74
874-1/RC	Process Improvement Analyst I	Bachelors	5	Both	Worldwide	Hour	\$ 73.01	\$ 74.47	\$ 75.96	\$ 77.48	\$ 79.03
874-1/RC	Process Improvement Analyst II	Bachelors	7	Both	Worldwide	Hour	\$ 84.07	\$ 85.75	\$ 87.47	\$ 89.22	\$ 91.00
874-1/RC	Process Improvement Analyst III	Bachelors	9	Both	Worldwide	Hour	\$ 92.92	\$ 94.78	\$ 96.67	\$ 98.60	\$ 100.58
874-1/RC	Process Improvement Analyst IV	Bachelors	11	Both	Worldwide	Hour	\$ 97.34	\$ 99.29	\$ 101.27	\$ 103.30	\$ 105.36
874-1/RC	Process Improvement Analyst V	Bachelors	13	Both	Worldwide	Hour	\$ 110.62	\$ 112.83	\$ 115.09	\$ 117.39	\$ 119.74
874-1/RC	Program Director	Bachelors	11	Both	Worldwide	Hour	\$ 110.62	\$ 112.83	\$ 115.09	\$ 117.39	\$ 119.74
874-1/RC	Program Manager	Bachelors	7	Both	Worldwide	Hour	\$ 132.75	\$ 135.40	\$ 138.11	\$ 140.87	\$ 143.69
874-1/RC	Project Assistant I	High	3	Both	Worldwide	Hour	\$ 73.01	\$ 74.47	\$ 75.96	\$ 77.48	\$ 79.03
874-1/RC	Project Assistant II	High	5	Both	Worldwide	Hour	\$ 79.65	\$ 81.24	\$ 82.87	\$ 84.52	\$ 86.21
874-1/RC	Project Assistant III	High	7	Both	Worldwide	Hour	\$ 84.07	\$ 85.75	\$ 87.47	\$ 89.22	\$ 91.00

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874-1/RC	Quality Assurance Analyst I	Bachelors	5	Both	Worldwide	Hour	\$ 70.80	\$ 72.22	\$ 73.66	\$ 75.13	\$ 76.64
874-1/RC	Quality Assurance Analyst II	Bachelors	7	Both	Worldwide	Hour	\$ 75.22	\$ 76.73	\$ 78.26	\$ 79.83	\$ 81.43
874-1/RC	Quality Assurance Analyst III	Bachelors	9	Both	Worldwide	Hour	\$ 92.92	\$ 94.78	\$ 96.67	\$ 98.60	\$ 100.58
874-1/RC	Quality Control Administrator	Bachelors	5	Both	Worldwide	Hour	\$ 79.65	\$ 81.24	\$ 82.87	\$ 84.52	\$ 86.21
874-1/RC	Senior Task Lead I	Bachelors	5	Both	Worldwide	Hour	\$ 101.77	\$ 103.81	\$ 105.88	\$ 108.00	\$ 110.16
874-1/RC	Subject Matter Expert I	Bachelors	5	Both	Worldwide	Hour	\$ 92.92	\$ 94.78	\$ 96.67	\$ 98.60	\$ 100.58
874-1/RC	Subject Matter Expert II	Bachelors	7	Both	Worldwide	Hour	\$ 97.34	\$ 99.29	\$ 101.27	\$ 103.30	\$ 105.36
874-1/RC	Support Staff	Bachelors	4	Both	Worldwide	Hour	\$ 84.07	\$ 85.75	\$ 87.47	\$ 89.22	\$ 91.00
874-1/RC	Systems Analyst I	Bachelors	5	Both	Worldwide	Hour	\$ 88.49	\$ 90.26	\$ 92.07	\$ 93.91	\$ 95.79
874-1/RC	Systems Analyst II	Bachelors	7	Both	Worldwide	Hour	\$ 92.92	\$ 94.78	\$ 96.67	\$ 98.60	\$ 100.58
874-1/RC	Systems Analyst III	Bachelors	9	Both	Worldwide	Hour	\$ 97.34	\$ 99.29	\$ 101.27	\$ 103.30	\$ 105.36
874-7/RC	Administrative Support Specialist	High	1	Both	Worldwide	Hour	\$ 46.01	\$ 46.93	\$ 47.86	\$ 48.82	\$ 49.80
874-7/RC	Administrative Support Specialist II	High	3	Both	Worldwide	Hour	\$ 49.55	\$ 50.54	\$ 51.55	\$ 52.58	\$ 53.64
874-7/RC	Associate Director	Bachelor	7	Both	Worldwide	Hour	\$ 110.62	\$ 112.83	\$ 115.09	\$ 117.39	\$ 119.74
874-7/RC	Program Manager	Bachelor	7	Both	Worldwide	Hour	\$ 132.75	\$ 135.40	\$ 138.11	\$ 140.87	\$ 143.69
874-7/RC	Project Manager	Bachelor	7	Both	Worldwide	Hour	\$ 115.04	\$ 117.34	\$ 119.69	\$ 122.08	\$ 124.53
874-7/RC	Senior Specialist I	Bachelor	7	Both	Worldwide	Hour	\$ 75.22	\$ 76.73	\$ 78.26	\$ 79.83	\$ 81.43
874-7/RC	Senior Specialist II	Bachelor	9	Both	Worldwide	Hour	\$ 84.07	\$ 85.75	\$ 87.47	\$ 89.22	\$ 91.00
874-7/RC	Senior Specialist III	Bachelor	11	Both	Worldwide	Hour	\$ 92.92	\$ 94.78	\$ 96.67	\$ 98.60	\$ 100.58
874-7/RC	Senior Task Lead II	Bachelor	7	Both	Worldwide	Hour	\$ 110.62	\$ 112.83	\$ 115.09	\$ 117.39	\$ 119.74
874-7/RC	Task Lead	Bachelor	7	Both	Worldwide	Hour	\$ 79.52	\$ 81.11	\$ 82.73	\$ 84.38	\$ 86.07