



KMS Solutions, LLC
Consultants to Business & Government

2010 Commercial Labor Pricing Catalog

[Final]

January 1, 2010

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KMS Solutions, LLC. | Proprietary | 2010 Commercial Labor Pricing Catalog

These rates are approved for Senior Program Managers and above to use when quoting commercial or government contracts. Discounts other than those indicated cannot be offered without the prior written approval of the CEO or the President & COO



CEO Approval

These rates are approved for Senior Program Managers and above to use when quoting commercial or government contracts. Discounts other than those indicated cannot be offered without the prior written approval of the CEO or the President & COO.

A handwritten signature in black ink that reads "Gail M. Urso".

Gail M. Urso, Chief Executive Officer

January 1, 2010

Date

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Commercial Catalog Prices

KMS sells its services based on commercial catalog prices. These prices are based on accommodating competitive salaries and the additional expenses associated with the fringe benefits, overhead, and G&A operating expenses with a targeted minimum pretax profitability of 10%.

Economic Price Adjustment

Out year escalation is governed by annual Economic Price Adjustments; absent prevailing rate information multiyear jobs should be bid using 3.4% escalation.

Labor Category Descriptions

Each labor category is defined with regard to education, general experience, specialized experience requirements and duties. Training and certification requirements for a labor category are identified in the specialized experience description. The duties normally performed by a person assigned to a labor category position are defined.

Management Consultant/Analyst IV

Responsible for providing strategic level analysis that has long range organizational impact. Conducts management analysis of variables at a global level and determines how those variables may influence the goals, direction, and outcomes of an organization. **Education/Experience:** Master of Science and 15+ years of experience or equivalent.

Management Consultant/Analyst III

Responsible for providing strategic level analysis that has long range organizational impact. Conducts management analysis of variables at a global level and determines how those variables may influence the goals, direction, and outcomes of an organization. **Education/Experience:** Master of Science and 8 –10 years of experience or equivalent.

Management Consultant/Analyst II

Responsible for providing analysis that has mid to short range organizational impact. Conducts management analysis of variables at a national or regional level and determines how those variables may influence the goals, direction, and outcomes of an organization. **Education/Experience:** Bachelor of Science and 4 – 7 years of experience or equivalent.

Management Consultant/Analyst I

Responsible for providing analysis that has mid to short range organizational impact. Conducts analysis of variables at a national or regional level and determines how those variables may influence the goals, direction, and outcomes of an organization. **Education/Experience:** Bachelor of Science/Specialized training and 1-3 years of experience or equivalent.

Program Manager III

Responsible for the oversight and management aspects of project development, including project budgets, delivery schedules, staff management, deliverables, etc. **Education/Experience:** Master of Science and 8 10 years of experience or equivalent.

Program Manager II

Responsible for the oversight and management aspects of project development, including project

budgets, delivery schedules, staff management, deliverables, etc. **Education/Experience:** Bachelor of Science and 4 – 7 years of experience or equivalent.

Program Manager I

Responsible for the oversight and management aspects of project development, including project budgets, delivery schedules, staff management, deliverables, etc. **Education/Experience:** Bachelor of Science/Specialized training and 1–3 years of experience or equivalent.

Subject Matter Expert/Instructor III

Provides subject matter expertise support to all types of development projects, including content review and feedback to staff, as well as content delivery in a formal meeting or instructional environment. **Education/Experience:** Master of Science and 8 10 years of experience or equivalent.

Subject Matter Expert/Instructor II

Provides subject matter expertise support to all types of project development projects, including content review and feedback to development staff, as well as content delivery in a formal meeting or instructional environment. **Education/Experience:** Bachelor of Science and 4 – 7 years of experience or equivalent.

Subject Matter Expert/Instructor I

Provides subject matter expertise support to all types of project development projects, including content review and feedback to development staff, as well as content delivery in a formal meeting or instructional environment. **Education/Experience:** Bachelor of Science/Specialized training and 1–3 years of experience or equivalent.

Data Analyst III

Provides subject matter expertise and database development to support management analysis development projects, including systems design, selection, development, integration, and support. **Education/Experience:** Master of Science and 8 10 years of experience or equivalent.

Data Analyst II

Provides subject matter expertise and database development to support management analysis development projects, including systems design, selection, development, integration, and support. **Education/Experience:** Bachelor of Science and 4 – 7 years of experience or equivalent.

Data Analyst I

Provides subject matter expertise and database development to support management analysis development projects, including systems design, selection, development, integration, and support. **Education/Experience:** Bachelor of Science/Specialized training and 1–3 years of experience or equivalent.

Instructional Systems Designer III

Conducts training analysis, designs and develops training curricula, designs and develop multimedia/web storyboards and training, and measures and evaluates effectiveness of training. **Education/Experience:** Master of Science and 8 10 years of experience or equivalent.

Instructional Systems Designer II

Conducts training analysis, designs and develops training curricula, designs and develop multimedia/web story boards and training, and measures and evaluates effectiveness of training.

Education/Experience: Bachelor of Science and 4 – 7 years of experience or equivalent.

Instructional Systems Designer I

Conducts training analysis, designs and develops training curricula, designs and develop multimedia/web storyboards and training, and measures and evaluates effectiveness of training.

Education/Experience: Bachelor of Science/Specialized training and 1—3 years of experience or equivalent.

Multimedia Developer III

Provides programming and multimedia support for training projects, including authoring content in various authoring languages. **Education/Experience:** Master of Science and 8 10 years of experience or equivalent.

Multimedia Developer II

Provides programming and multimedia support for training projects, including authoring content in various authoring languages. **Education/Experience:** Bachelor of Science and 4 – 7 years of experience or equivalent.

Multimedia Developer I

Provides programming and multimedia support for training projects, including authoring content in various authoring languages. **Education/Experience:** Bachelor of Science/Specialized training and 1–3 years of experience or equivalent.

Multimedia Graphic Artist III

Designs and produces graphics in support of project development projects. Provides technical knowledge and expertise on computer graphics, digital photography, videography, Flash animations, etc. **Education/Experience:** Master of Science and 8 10 years of experience or equivalent.

Multimedia Graphic Artist II

Designs and produces graphics in support of project development projects. Provides technical knowledge and expertise on computer graphics, digital photography, videography, Flash animations, etc. **Education/Experience:** Bachelor of Science and 4 – 7 years of experience or equivalent.

Multimedia Graphic Artist I

Designs and produces graphics in support of project development projects. Provides technical knowledge and expertise on computer graphics, digital photography, videography, Flash animations, etc. **Education/Experience:** Bachelor of Science/Specialized training and 1—3 years of experience or equivalent.

Quality Assurance Specialist III

Performs quality assurance reviews of all the types of products, including deliverable material, storyboards, multimedia products, etc. **Education/Experience:** Master of Science and 8 10 years of experience or equivalent.

Quality Assurance Specialist II

Performs quality assurance reviews of all the types of training products, including deliverable material, storyboards, multimedia products, etc. **Education/Experience:** Bachelor of Science and 4 – 7 years of experience or equivalent.

Quality Assurance Specialist I

Performs quality assurance reviews of all the types of training products, including deliverable material, storyboards, multimedia products, etc. **Education/Experience:** Bachelor of Science/Specialized training and 1–3 years of experience or equivalent.

Software Architect III

Provides subject matter expertise to support management analysis development projects, including systems design, selection, development, integration, and support. **Education/Experience:** Master of Science and 8 10 years of experience or equivalent.

Software Architect II

Provides subject matter expertise to support management analysis development projects, including systems design, selection, development, integration, and support. **Education/Experience:** Bachelor of Science and 4 – 7 years of experience or equivalent.

Software Architect I

Provides subject matter expertise to support management analysis development projects, including systems design, selection, development, integration, and support. **Education/Experience:** Bachelor of Science/Specialized training and 1–3 years of experience or equivalent.

Human Capital Analyst III

Provides Human Capital expertise to support management analysis development projects, including systems design, selection, development, integration, and support. **Education/Experience:** Master of Science and 8 10 years of experience or equivalent.

Human Capital Analyst II

Provides Human Capital expertise to support management analysis development projects, including systems design, selection, development, integration, and support. **Education/Experience:** Bachelor of Science and 4 – 7 years of experience or equivalent.

Human Capital Analyst I

Provides Human Capital expertise to support management analysis development projects, including systems design, selection, development, integration, and support. **Education/Experience:** Bachelor of Science/Specialized training and 1–3 years of experience or equivalent.

Intelligence Analyst III

Provides subject matter expertise to support management analysis development projects, including systems design, selection, development, integration, and support. **Education/Experience:** Master of Science and 8 – 10 years of experience or equivalent.



Intelligence Analyst II

Provides subject matter expertise to support management analysis development projects, including systems design, selection, development, integration, and support. **Education/Experience:** Bachelor of Science and 4 – 7 years of experience or equivalent.

Intelligence Analyst I

Provides subject matter expertise to support management analysis development projects, including systems design, selection, development, integration, and support. **Education/Experience:** Bachelor of Science/Specialized training and 1–3 years of experience or equivalent.

Analyst III

Provides subject matter expertise to support management analysis development projects, including systems design, selection, development, integration, and support. **Education/Experience:** Master of Science and 8 – 10 years of experience or equivalent.

Analyst II

Provides subject matter expertise to support management analysis development projects, including systems design, selection, development, integration, and support. **Education/Experience:** Bachelor of Science and 4 – 7 years of experience or equivalent.

Analyst I

Provides subject matter expertise to support management analysis development projects, including systems design, selection, development, integration, and support. **Education/Experience:** Bachelor of Science/Specialized training and 1–3 years of experience or equivalent.

Graphic Artist III

Provides subject matter expertise to support management analysis development projects, including systems design, selection, development, integration, and support. **Education/Experience:** Master of Science and 8–10 years of experience or equivalent.

Graphic Artist II

Provides subject matter expertise to support management analysis development projects, including systems design, selection, development, integration, and support. **Education/Experience:** Bachelor of Science and 4 – 7 years of experience or equivalent.

Graphic Artist I

Provides subject matter expertise to support management analysis development projects, including systems design, selection, development, integration, and support. **Education/Experience:** Bachelor of Science/Specialized training and 1–3 years of experience or equivalent.

Administrative/Clerical III

Provides general purpose administrative and clerical support for project tasks. May include secretarial, word processing, graphics, desktop publishing, editing, and coordination. **Education/Experience:** Associate of Science degree and 8 – 10 years of experience or equivalent.

Administrative/Clerical II

Provides general purpose administrative and clerical support for project tasks. May include secretarial, word processing, graphics, desktop publishing, editing, and coordination. **Education/Experience:** Specialized training and 4 – 7 years of experience or equivalent.

Administrative/Clerical I

Provides general purpose administrative and clerical support for project tasks. May include secretarial, word processing, graphics, desktop publishing, editing, and coordination. **Education/Experience:** 0 – 3 years of experience or equivalent.

Specialist III

Provides subject matter expertise to support management analysis development projects, including systems design, selection, development, integration, and support. **Education/Experience:** Master of Science and 8–10 years of experience or equivalent.

Specialist II

Provides subject matter expertise to support management analysis development projects, including systems design, selection, development, integration, and support. **Education/Experience:** Bachelor of Science and 4 – 7 years of experience or equivalent.

Specialist I

Provides subject matter expertise to support management analysis development projects, including systems design, selection, development, integration, and support. **Education/Experience:** Bachelor of Science/Specialized training and 1–3 years of experience or equivalent.

Operations Specialist III

Provides subject matter expertise to support management analysis development projects, including systems design, selection, development, integration, and support. **Education/Experience:** Master of Science and 8–10 years of experience or equivalent.

Operations Specialist II

Provides subject matter expertise to support management analysis development projects, including systems design, selection, development, integration, and support. **Education/Experience:** Bachelor of Science and 4 – 7 years of experience or equivalent.

Operations Specialist I

Provides subject matter expertise to support management analysis development projects, including systems design, selection, development, integration, and support. **Education/Experience:** Bachelor of Science/Specialized training and 1–3 years of experience or equivalent.

Linguist/Category IV

- Minimum Education: BS/BA or equivalent desired.
- General Experience: Two (2) to Four (4) years. Native proficiency in the SCRL (level 4 to 5) as defined by the Interagency Language. Must score at a minimum of level 4/4/4 (Listening, Speaking, and Reading) as measured by the Interagency Language Roundtable (ILR) 5 point

scale. Must also receive a Computer-based score of 217 as measured by the Test of English as a Foreign Language (TOEFL) in English.

- Must be U.S. Citizen
- Security: If required, must be able to obtain and maintain a top security clearance.
- Position Duties/Responsibilities: Plans and designs language services projects. Develops or directs the development of findings, draws conclusions, and develops recommendations. Prepares and presents reports.

Linguist/Category III

- Minimum Education: BS/BA or equivalent desired.
- General Experience: Two (2) to Four (4) years. Native proficiency in the SCRL (level 4 to 5) as defined by the Interagency Language. Must score at a minimum a level 4/4/4 (Listening, Speaking, and Reading) as measured by the Interagency Language Roundtable (ILR) 5 point scale. Must also receive a Computer-based score of 217 as measured by the Test of English as a Foreign Language (TOEFL).
- Must be U.S. Citizen
- Security: If required, must be able to obtain and maintain a top security clearance.
- Position Duties/Responsibilities: Provides language services technical expertise by conducting and/or participating in the strategic, tactical, and operational aspects of projects.

Linguist/Category II

- Minimum Education: High School diploma or GED equivalent desired
- General Experience: Four (4) years. Native proficiency in the SCRL (level 4 to 5) as defined by the Interagency Language Roundtable (ILR). Must score at a minimum a level 4/4/4 (Listening, Speaking, and Reading) as measured by the Interagency Language Roundtable (ILR) 5 point scale and must also receive a Computer-based score of 217 as measured by the Test of English as a Foreign Language (TOEFL).
- Must be U.S. citizens
- Security: If required, must be able to obtain and maintain a secret security clearance.
- Position Duties/Responsibilities: Performs a variety of technical language services project support tasks including interpretation and/or translation services and analyses.

Linguist/Category I

- Minimum Education: High School diploma or GED equivalent desired.
- General Experience: Two (2) years. Native proficiency in the SCRL (level 2 to 3) as defined by the Interagency Language. Must also receive a Computer-based score of 217 as measured by the Test of English as a Foreign Language (TOEFL).



- Security: If required, must be able to obtain and maintain a security clearance.
- Position Duties/Responsibilities: Performs a variety of technical language services project support tasks including interpretation and/or translation services and analyses

Labor Category Pricing

Services: Based on established commercial catalog prices, by skill category and hourly rates

Fully Loaded Labor Rates Labor Category	Commercial Clients		Max Discount	Government Clients	
	Client Site	Off Site		Client Site	Off Site
Management Consultant/Analyst IV	\$304.59	\$304.59	10.80%	\$271.69	\$271.69
Management Consultant/Analyst III	\$270.75	\$270.75	10.80%	\$241.50	\$241.50
Management Consultant/Analyst II	\$199.27	\$199.27	10.80%	\$177.75	\$177.75
Management Consultant/Analyst I	\$149.44	\$149.44	10.80%	\$133.30	\$133.30
Program Manager III	\$159.97	\$215.83	10.80%	\$142.69	\$192.52
Program Manager II	\$154.38	\$206.68	10.80%	\$137.70	\$184.35
Program Manager I	\$141.51	\$191.16	10.80%	\$126.22	\$170.51
Content Subject Matter Expert/Instructor III	\$149.97	\$203.29	10.80%	\$133.77	\$181.33
Content Subject Matter Expert/Instructor II	\$114.82	\$149.88	10.80%	\$102.42	\$133.69
Content Subject Matter Expert/Instructor I	\$88.98	\$114.05	10.80%	\$79.37	\$101.73
Data Analyst III	\$121.13	\$162.34	10.80%	\$108.05	\$144.80
Data Analyst II	\$78.43	\$105.20	10.80%	\$69.96	\$93.84
Data Analyst I	\$66.69	\$82.54	10.80%	\$59.49	\$73.62
Instructional Systems Designer III	\$120.21	\$149.88	10.80%	\$107.23	\$133.69
Instructional Systems Designer II	\$88.80	\$110.78	10.80%	\$79.21	\$98.81
Instructional Systems Designer I	\$72.90	\$91.38	10.80%	\$65.03	\$81.51
Multimedia Developer III	\$118.99	\$148.37	10.80%	\$106.14	\$132.34
Multimedia Developer II	\$87.91	\$109.66	10.80%	\$78.41	\$97.81
Multimedia Developer I	\$73.64	\$85.80	10.80%	\$65.69	\$76.53
Multimedia Graphic Artist III	\$102.91	\$132.24	10.80%	\$91.79	\$117.96
Multimedia Graphic Artist II	\$82.54	\$106.44	10.80%	\$73.62	\$94.94
Multimedia Graphic Artist I	\$72.90	\$88.17	10.80%	\$65.03	\$78.65

Fully Loaded Labor Rates	Commercial Clients		Max Discount	Government Clients	
	Client Site	Off Site		Client Site	Off Site
QA Specialist III	\$112.56	\$145.14	10.80%	\$100.40	\$129.46
QA Specialist II	\$82.54	\$106.44	10.80%	\$73.62	\$94.94
QA Specialist I	\$66.60	\$77.41	10.80%	\$59.41	\$69.05
Software Architect III	\$146.87	\$196.75	10.80%	\$131.01	\$175.50
Software Architect II	\$115.78	\$149.44	10.80%	\$103.27	\$133.30
Software Architect I	\$81.48	\$104.28	10.80%	\$72.68	\$93.02
Human Capital Analyst III	\$103.78	\$139.20	10.80%	\$92.57	\$124.16
Human Capital Analyst II	\$72.66	\$97.46	10.80%	\$64.81	\$86.93
Human Capital Analyst I	\$38.95	\$52.24	10.80%	\$34.74	\$46.60
Intelligence Analyst III	\$103.78	\$139.20	10.80%	\$92.57	\$124.16
Intelligence Analyst II	\$108.93	\$146.11	10.80%	\$97.16	\$130.33
Intelligence Analyst I	\$38.95	\$52.24	10.80%	\$34.74	\$46.60
Analyst III	\$87.93	\$119.19	10.80%	\$78.43	\$106.32
Analyst II	\$74.77	\$97.60	10.80%	\$66.69	\$87.06
Analyst I	\$93.10	\$119.33	10.80%	\$83.04	\$106.44
Graphics Support Artist III	\$136.36	\$182.90	10.80%	\$121.63	\$163.14
Graphics Support Artist II	\$108.93	\$146.11	10.80%	\$97.16	\$130.33
Graphics Support Artist I	\$87.01	\$116.71	10.80%	\$77.61	\$104.10
Administrative/Clerical III	\$81.48	\$104.28	10.80%	\$72.68	\$93.02
Administrative/Clerical II	\$78.43	\$104.90	10.80%	\$69.96	\$93.57
Administrative/Clerical I	\$66.69	\$92.15	10.80%	\$59.49	\$82.20
Specialist III	\$89.17	N/A	10.80%	\$79.54	N/A
Specialist II	\$85.14	N/A	10.80%	\$75.94	N/A
Specialist I	\$82.72	N/A	10.80%	\$73.79	N/A
Operations Specialist III	\$97.49	N/A	10.80%	\$86.96	N/A
Operations Specialist II	\$77.87	N/A	10.80%	\$69.46	N/A
Operations Specialist I	\$62.21	N/A	10.80%	\$55.49	N/A
Linguist Category IV	\$112.85	N/A	10.80%	\$100.66	N/A
Linguist Category III	\$90.37	N/A	10.80%	\$80.61	N/A
Linguist Category II	\$75.07	N/A	10.80%	\$66.96	N/A
Linguist Category I	\$52.33	N/A	10.80%	\$46.68	N/A