



The following documentation is an electronically-submitted vendor response to an advertised solicitation from the *West Virginia Purchasing Bulletin* within the Vendor Self-Service portal at ***wvOASIS.gov***. As part of the State of West Virginia's procurement process, and to maintain the transparency of the bid-opening process, this documentation submitted online is publicly posted by the West Virginia Purchasing Division at ***WVPurchasing.gov*** with any other vendor responses to this solicitation submitted to the Purchasing Division in hard copy format.

## Header 5

 List View

## General Information

Contact

Default Values

Discount

Document Information

Clarification Request

Procurement Folder: 2020855

Procurement Type: Statewide MA (Open End)

Vendor ID: VS0000053669 

Legal Name: KPG GLOBAL ENTERPRISES LLC

Alias/DBA: KPG GLOBAL ENTERPRISES LLC

Total Bid: \$3,401,095.36

Response Date: 09/02/2026 

Response Time: 16:07

Responded By User ID: kgrimes 

First Name: Kevin

Last Name: Grimes

Email: kgrimes@kpgglobal.com

Phone: 3179150671

SO Doc Code: CRFQ

SO Dept: 0231

SO Doc ID: OOT2700000006

Published Date: 9/16/26

Close Date: 9/23/26

Close Time: 13:30

Status: Closed

Solicitation Description: Addendum No 2 -Temporary Technical Staffing Services

Total of Header Attachments: 5

Total of All Attachments: 5



Department of Administration  
Purchasing Division  
2019 Washington Street East  
Post Office Box 50130  
Charleston, WV 25305-0130

State of West Virginia  
Solicitation Response

**Proc Folder:** 2020855  
**Solicitation Description:** Addendum No 2 -Temporary Technical Staffing Services  
**Proc Type:** Statewide MA (Open End)

| Solicitation Closes | Solicitation Response        | Version |
|---------------------|------------------------------|---------|
| 2026-09-23 13:30    | SR 0231 ESR09022600000001673 | 1       |

**VENDOR**  
VS0000053669  
KPG GLOBAL ENTERPRISES LLC

**Solicitation Number:** CRFQ 0231 OOT2700000006  
**Total Bid:** 3401095.359999999869614839553 **Response Date:** 2026-09-02 **Response Time:** 16:07:22  
**Comments:** We are providing you with our GSA Discounts, which offer a 3% Discount for spend above \$900,000. If you were to select us for all thirteen positions

**FOR INFORMATION CONTACT THE BUYER**  
Toby L Welch  
(304) 558-8802  
toby.l.welch@wv.gov

**Vendor**  
**Signature X** **FEIN#** **DATE**

All offers subject to all terms and conditions contained in this solicitation

| Line | Comm Ln Desc                   | Qty       | Unit Issue | Unit Price | Ln Total Or Contract Amount |
|------|--------------------------------|-----------|------------|------------|-----------------------------|
| 1    | Senior Web Application Analyst | 2080.0000 | HOUR       | 93.700000  | 194896.00                   |

| Comm Code | Manufacturer | Specification | Model # |
|-----------|--------------|---------------|---------|
| 81110000  |              |               |         |

**Commodity Line Comments:** Please See Pricing Model

**Extended Description:**

Senior Web Application Analyst

Hours listed are estimates for evaluation purposes only and do not represent a guaranteed minimum or maximum. Actual usage may be more or less and is not guaranteed or implied.

| Line | Comm Ln Desc            | Qty       | Unit Issue | Unit Price | Ln Total Or Contract Amount |
|------|-------------------------|-----------|------------|------------|-----------------------------|
| 2    | CRM Application Analyst | 2080.0000 | HOUR       | 112.440000 | 233875.20                   |

| Comm Code | Manufacturer | Specification | Model # |
|-----------|--------------|---------------|---------|
| 81110000  |              |               |         |

**Commodity Line Comments:** Please See Pricing Model

**Extended Description:**

CRM Application Analyst

Hours listed are estimates for evaluation purposes only and do not represent a guaranteed minimum or maximum. Actual usage may be more or less and is not guaranteed or implied.

| Line | Comm Ln Desc                             | Qty       | Unit Issue | Unit Price | Ln Total Or Contract Amount |
|------|------------------------------------------|-----------|------------|------------|-----------------------------|
| 3    | Senior SQL Server Database Administrator | 2080.0000 | HOUR       | 121.810000 | 253364.80                   |

| Comm Code | Manufacturer | Specification | Model # |
|-----------|--------------|---------------|---------|
| 81110000  |              |               |         |

**Commodity Line Comments:** Please See Pricing Model

**Extended Description:**

Senior SQL Server Database Administrator

Hours listed are estimates for evaluation purposes only and do not represent a guaranteed minimum or maximum. Actual usage may be more or less and is not guaranteed or implied.

| Line | Comm Ln Desc     | Qty       | Unit Issue | Unit Price | Ln Total Or Contract Amount |
|------|------------------|-----------|------------|------------|-----------------------------|
| 4    | Business Analyst | 2080.0000 | HOUR       | 74.960000  | 155916.80                   |

| Comm Code | Manufacturer | Specification | Model # |
|-----------|--------------|---------------|---------|
| 81110000  |              |               |         |

**Commodity Line Comments:** Please See Pricing Model

**Extended Description:**

Business Analyst

Hours listed are estimates for evaluation purposes only and do not represent a guaranteed minimum or maximum. Actual usage may be more or less and is not guaranteed or implied.

| Line | Comm Ln Desc                                                 | Qty       | Unit Issue | Unit Price | Ln Total Or Contract Amount |
|------|--------------------------------------------------------------|-----------|------------|------------|-----------------------------|
| 5    | Learning Management System & eLearning Development Specialis | 2080.0000 | HOUR       | 74.960000  | 155916.80                   |

| Comm Code | Manufacturer | Specification | Model # |
|-----------|--------------|---------------|---------|
| 81110000  |              |               |         |

**Commodity Line Comments:** Please See Pricing Model

**Extended Description:**

Learning Management System & eLearning Development Specialist

Hours listed are estimates for evaluation purposes only and do not represent a guaranteed minimum or maximum. Actual usage may be more or less and is not guaranteed or implied.

| Line | Comm Ln Desc                          | Qty       | Unit Issue | Unit Price | Ln Total Or Contract Amount |
|------|---------------------------------------|-----------|------------|------------|-----------------------------|
| 6    | Cloud Financial Operations Specialist | 2080.0000 | HOUR       | 149.920000 | 311833.60                   |

| Comm Code | Manufacturer | Specification | Model # |
|-----------|--------------|---------------|---------|
| 81110000  |              |               |         |

**Commodity Line Comments:** Please See Pricing Model

**Extended Description:**

Cloud Financial Operations Specialist

Hours listed are estimates for evaluation purposes only and do not represent a guaranteed minimum or maximum. Actual usage may be more or less and is not guaranteed or implied.

| Line | Comm Ln Desc    | Qty       | Unit Issue | Unit Price | Ln Total Or Contract Amount |
|------|-----------------|-----------|------------|------------|-----------------------------|
| 7    | Cloud Architect | 2080.0000 | HOUR       | 149.920000 | 311833.60                   |

| Comm Code | Manufacturer | Specification | Model # |
|-----------|--------------|---------------|---------|
| 81110000  |              |               |         |

**Commodity Line Comments:** Please See Pricing Model

**Extended Description:**

Cloud Architect

Hours listed are estimates for evaluation purposes only and do not represent a guaranteed minimum or maximum. Actual usage may be more or less and is not guaranteed or implied.

| Line | Comm Ln Desc                | Qty       | Unit Issue | Unit Price | Ln Total Or Contract Amount |
|------|-----------------------------|-----------|------------|------------|-----------------------------|
| 8    | Cloud Security Professional | 2080.0000 | HOUR       | 149.920000 | 311833.60                   |

| Comm Code | Manufacturer | Specification | Model # |
|-----------|--------------|---------------|---------|
| 81110000  |              |               |         |

**Commodity Line Comments:** Please See Pricing Model

**Extended Description:**

Cloud Security Professional

Hours listed are estimates for evaluation purposes only and do not represent a guaranteed minimum or maximum. Actual usage may be more or less and is not guaranteed or implied.

| Line | Comm Ln Desc            | Qty       | Unit Issue | Unit Price | Ln Total Or Contract Amount |
|------|-------------------------|-----------|------------|------------|-----------------------------|
| 9    | Cloud Platform Engineer | 2080.0000 | HOUR       | 149.920000 | 311833.60                   |

| Comm Code | Manufacturer | Specification | Model # |
|-----------|--------------|---------------|---------|
| 81110000  |              |               |         |

**Commodity Line Comments:** Please See Pricing Model

**Extended Description:**

Cloud Platform Engineer

Hours listed are estimates for evaluation purposes only and do not represent a guaranteed minimum or maximum. Actual usage may be more or less and is not guaranteed or implied.

| Line | Comm Ln Desc           | Qty       | Unit Issue | Unit Price | Ln Total Or Contract Amount |
|------|------------------------|-----------|------------|------------|-----------------------------|
| 10   | Cloud Network Engineer | 2080.0000 | HOUR       | 149.920000 | 311833.60                   |

| Comm Code | Manufacturer | Specification | Model # |
|-----------|--------------|---------------|---------|
| 81110000  |              |               |         |

**Commodity Line Comments:** Please See Pricing Model

**Extended Description:**

Cloud Network Engineer

Hours listed are estimates for evaluation purposes only and do not represent a guaranteed minimum or maximum. Actual usage may be more or less and is not guaranteed or implied.

| Line | Comm Ln Desc                      | Qty       | Unit Issue | Unit Price | Ln Total Or Contract Amount |
|------|-----------------------------------|-----------|------------|------------|-----------------------------|
| 11   | Cloud Systems Management Engineer | 2080.0000 | HOUR       | 149.920000 | 311833.60                   |

| Comm Code | Manufacturer | Specification | Model # |
|-----------|--------------|---------------|---------|
| 81110000  |              |               |         |

**Commodity Line Comments:** Please See Pricing Model

**Extended Description:**

Cloud Systems Management Engineer

Hours listed are estimates for evaluation purposes only and do not represent a guaranteed minimum or maximum. Actual usage may be more or less and is not guaranteed or implied.

| Line | Comm Ln Desc                                             | Qty       | Unit Issue | Unit Price | Ln Total Or Contract Amount |
|------|----------------------------------------------------------|-----------|------------|------------|-----------------------------|
| 12   | Cloud Center of Excellence (CCOE)<br>Implementation Spec | 2080.0000 | HOUR       | 149.992000 | 311983.36                   |

| Comm Code | Manufacturer | Specification | Model # |
|-----------|--------------|---------------|---------|
| 81110000  |              |               |         |

**Commodity Line Comments:** Please See Pricing Model

**Extended Description:**

Cloud Center of Excellence (CCOE) Implementation Specialist

Hours listed are estimates for evaluation purposes only and do not represent a guaranteed minimum or maximum. Actual usage may be more or less and is not guaranteed or implied.

| Line | Comm Ln Desc                 | Qty       | Unit Issue | Unit Price | Ln Total Or Contract Amount |
|------|------------------------------|-----------|------------|------------|-----------------------------|
| 13   | Mainframe Systems Programmer | 2080.0000 | HOUR       | 107.760000 | 224140.80                   |

| Comm Code | Manufacturer | Specification | Model # |
|-----------|--------------|---------------|---------|
| 81110000  |              |               |         |

**Commodity Line Comments:** Please See Pricing Model

**Extended Description:**

Mainframe Systems Programmer

Hours listed are estimates for evaluation purposes only and do not represent a guaranteed minimum or maximum. Actual usage may be more or less and is not guaranteed or implied.



**KPG Global Enterprises®, LLC RFQ Response**

**Transmittal and Cover Letter**

**For**

**State of West Virginia**

**Request for Quotations (RFQ) Number: CRFQ-0231-OOT2700000006**

**Bid Clerk**

**Department of Administration**

**Purchasing Division**

**2019 Washington St. East**

**Charleston, WV 25305**

**Temporary Technical Staffing Services**

**Attn: Toby Welch**

**Phone #304-558-8802**

**E-Mail: [Toby.l.welch@wv.gov](mailto:Toby.l.welch@wv.gov)**

**Date: September 15, 2026**



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# Introduction

## Cover Letter and General

Attn: Toby Welch  
Department of Administration  
Purchasing Division  
2019 Washington St. East  
Charleston, WV 25305  
Phone #304-558-8802  
E-Mail: [Toby.l.welch@wv.gov](mailto:Toby.l.welch@wv.gov)

**Subject:** Cover Letter for Request for Quote (RFQ) Number: CRFQ-0231-OOT2700000006 for Temporary Technical Staffing Services..

We are pleased to respond to RFQ Number: CRFQ-0231-OOT2700000006, which aims to establish Temporary Technical Staffing Services.

To address the scale and scope of this RFQ, we will utilize our United States Government General Services Administration (GSA) Multiple Award Schedule (MAS) Indefinite Delivery/Indefinite Quantity (IDIQ) contract. Our specific GSA MAS IDIQ Contract is contract number 47QTCA23D007B. Under this contract, and with federal and local funding, your organization can use the GSA Cooperative Purchasing program. Under the OMB Uniform Guidance (2 CFR Part 200), specifically §200.318(e), non-Federal entities (such as state and local governments) are encouraged to enter into intergovernmental or inter-entity agreements to procure or use common goods and services and foster economy and efficiency.

Additionally, during our consultation with the GSA, for the initial Year One (1) we were informed that your organization can utilize our contracting vehicle in accordance with FAR Subpart 538.70 to establish your Temporary Technical Staffing Services. This explicitly addresses purchasing by non-Federal entities and details the Cooperative Purchasing Program, enabling state and local governments to procure IT, Security, and Protection items from GSA MAS contracts under 40 U.S.C. § 502(c). The GSA's Cooperative Purchasing program enables state and local governments to procure products and services from GSA MAS contracts for IT, law enforcement, and security-related purposes. This also allows your organization to place orders directly through this ID/IQ contracting vehicle to support your current and future Temporary Technical Staffing Services needs.

As a result, we are providing the following details for our proposal:

- A. **Unique Entity Identifier (UEI)** - KEUHPZSYCMG9
- B. **Commercial and Government Entity (CAGE) Code** – 1WUV7
- C. **GSA MAS Contract Number** - 47QTCA23D007B
- D. **Date of quote** – September 15, 2026
- E. **Potential Prompt payment terms** - 1.00% 20 days, Net 30
- F. **Potential Volume discount on specific Task Orders:**
  - 1. 1% if greater than \$250K,



2. 2% if greater than \$600K, and
  3. 3% if greater than \$900K
- G. **Bid Submission based upon GSA Pricing:** We have provided the base year one (1) bid submission amount if all thirteen (13) positions are filled by KPG. This is a budgetary estimate of \$3,298,917 and provides the State of West Virginia with a 3% discount. This estimate is based on the information we've been able to ascertain from the RFQ and may vary depending on the State of West Virginia's requirements.
- H. **GSA Contract Price Adjustments:** KPG works with the GSA on an annual basis, and based on the GSA approval, price adjustments would be reflected with the State of West Virginia during our five-year contract period.
- I. **Current performance period on the GSA MAS SIN 54151S contract with option periods as applicable** – Current Performance Period is through Apr 17, 2028, Option Periods have an Ultimate Contract End date of Apr 17, 2043.
- J. **KPG Global Enterprises Web Site:** [www.kpgglobal.com](http://www.kpgglobal.com)
- K. **KPG Global Enterprises Years of Experience providing IT Services:** Twenty-Five plus (25+) years
- L. **KPG on GSA Advantage** – [KPG Global Enterprises on GSA Advantage](#)
- M. **Socioeconomic Status** – Small Business, MBE
- N. **NAICS:** 541512, 541511, 541519
- O. **RFQ Amendments:** We acknowledge all RFQ amendments and addenda issued by the State.
- P. **Attachment A:** Completed Bid Documents (**File Name: KPG\_CRFQ OOT27-006 Bid Documents**)
- Q. **Attachment B:** Pricing for thirteen labor categories (**File Name: KPG Pricing\_CRFQ\_OO27.xls**)
- R. **Attachment C:** KPG GSA MAS Contract Catalog (File Name: KPG Services Catalog List\_I-FSS-600\_V1\_04252023.pdf)
- S. **Attachment D:** KPG Insurance Certificate of Insurance. As a Federal Contractor, we meet and exceed your insurance requirements. (**File Name: KPG Insurance\_COI\_Coverages\_20260915.pdf**)

If you have additional requirements, we would be happy to accommodate them. Or if you need additional information, please call us at (317) 915-0671. Otherwise, we look forward to potentially providing excellent services to the State of West Virginia.

Sincerely,

*Kevin Grimes, Sr.*

Dr. Kevin Grimes, Sr., PHD, ESQ  
CEO  
KPG Global Enterprises, LLC  
E-mail: [kgrimes@kpgglobal.com](mailto:kgrimes@kpgglobal.com)



**KPG Global Enterprises, LLC**



U.S. General Services Administration

**General Services Administration  
Federal Supply Service  
Authorized Federal Supply Schedule Price List**

Online access to contract ordering information, terms and conditions, up-to-date pricing, and the option to create an electronic delivery order are available through GSA Advantage!®, a menu driven database system. The INTERNET address GSA Advantage!® is: [GSAAdvantage.gov](http://GSAAdvantage.gov).

## **Multiple Award Schedule (MAS)**

**FSC Group:** Information Technology (54151S), Health Information Technology (54151HEAL), Engineering Services (541330ENG), Order Level Materials (OLM)

**FSC Class(es)/ Product Code(s):** DA01, DA10, DB01, DB10, DC01, DD01, DE01, DF01, DG01, DH01, DJ01, DK01, B505, B506, R412, R425, R799, R408, R704, 0000

**Contract Number:** 47QTCA23D007B



**KPG Global Enterprises, LLC  
13052 Callaway Court,  
Fishers, IN 46038-8155,  
Phone #317-915-0671,  
Fax #317-947-0671**

**Website:** [www.kpgglobal.com](http://www.kpgglobal.com)

**E-Mail:** [commercialsales@kpgglobal.com](mailto:commercialsales@kpgglobal.com)

**Contract Administrator:** Kevin Grimes, Sr.

**Business Size:** Small Business, Small Disadvantaged Business

**Contract Period:** April 18, 2023, through April 17, 2028.

For more information on ordering from Federal Supply Schedules click on FSS Schedules at [GSA.gov](http://GSA.gov).





**KPG Global Enterprises, LLC**

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## KPG Global Enterprises, LLC

### 1 SECTION 1.0 CUSTOMER INFORMATION

1a Table of awarded special item number(s).

| SIN                          | Description                                  | Large Category               | Subcategory                                 | Description Page        | Awarded Price Page      |
|------------------------------|----------------------------------------------|------------------------------|---------------------------------------------|-------------------------|-------------------------|
| 54151S/<br>54151STLOC        | Information Technology Professional Services | Information Technology       | IT Services                                 | See Pages 7-46          | See Pages 46-50         |
| 54151HEAL/<br>54151STLOC     | Health Information Technology Services       | Information Technology       | IT Services                                 | See Pages 50-83         | See Pages 83-88         |
| 541330ENG/<br>541330ENGSTLOC | Engineering Services                         | Professional Services        | Technical and Engineering Services (Non IT) | See Pages 88-115        | See Pages 115-118       |
| OLM/<br>OLMSTLOC             | Order-Level Materials (OLMs)                 | Order-Level Materials (OLMs) | Order-Level Materials (OLMs)                | Defined at Order Level. | Defined at Order Level. |

- 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. Please guide the reader to where required information can be located..e.g. page number. **Not Applicable.**
- 1c If the Contractor is proposing hourly rates, a description of all corresponding commercial job titles, experience, functional responsibility and education for those types of employees or subcontractors who will perform services shall be provided. If hourly rates are **Not Applicable**, indicate “**Not Applicable**” for this item. Please guide the reader to where required information can be located..e.g. page number.  
See Pages 7-50, 50-88, 88-119



## KPG Global Enterprises, LLC

### 2. Maximum order:

| SIN                          | Description                                  | Large Category               | Subcategory                                 | Maximum Order Limit (MOL) |
|------------------------------|----------------------------------------------|------------------------------|---------------------------------------------|---------------------------|
| 54151S/<br>54151STLOC        | Information Technology Professional Services | Information Technology       | IT Services                                 | \$500,000.00              |
| 54151HEAL/<br>54151STLOC     | Health Information Technology Services       | Information Technology       | IT Services                                 | \$500,000.00              |
| 541330ENG/<br>541330ENGSTLOC | Engineering Services                         | Professional Services        | Technical and Engineering Services (Non IT) | \$1,000,000.00            |
| OLM/<br>OLMSTLOC             | Order-Level Materials (OLMs)                 | Order-Level Materials (OLMs) | Order-Level Materials (OLMs)                | Defined at Order Level.   |

### 3. Minimum order: SIN's - 54151S/STLOC, 54151HEAL/STLOC, 541330ENG/STLOC, OLM/STLOC - \$100

### 4. Escalation Rates : **Not Applicable.** EPA based on the commercial price list

### 5. IFF Statement: 552.238-80 Industrial Funding Fee and Sales Reporting (JUL 2020)

### 6. Geographic coverage (delivery area):

| SIN                          | Description                                  | Large Category               | Subcategory                                 | Geographic Coverage |
|------------------------------|----------------------------------------------|------------------------------|---------------------------------------------|---------------------|
| 54151S/<br>54151STLOC        | Information Technology Professional Services | Information Technology       | IT Services                                 | Worldwide           |
| 54151HEAL/<br>54151STLOC     | Health Information Technology Services       | Information Technology       | IT Services                                 | Worldwide           |
| 541330ENG/<br>541330ENGSTLOC | Engineering Services                         | Professional Services        | Technical and Engineering Services (Non IT) | Worldwide           |
| OLM/<br>OLMSTLOC             | Order-Level Materials (OLMs)                 | Order-Level Materials (OLMs) | Order-Level Materials (OLMs)                | Worldwide           |



## KPG Global Enterprises, LLC

7. Point(s) of production: Worldwide based on client requirements
8. Discount from list prices or statement of net price:
  - Prices listed are net, discounts have been deducted and the industrial funding fee has been added.
9. Volume discounts – On Single Task Orders:
  - 1% \$250K
  - 2% \$600K
  - 3% 900K +
10. Prompt payment terms:
  - 1.00% 20 days, Net 30 [Information for Ordering Offices: Prompt payment terms cannot be negotiated out of the contractual agreement in exchange for other concessions.]
11. Subcontracting Plan Type : N/A and Expiration : N/A
12. Foreign items: **Not Applicable**
- 10a. Time of delivery: Negotiated on a Task Order Basis
- 10b. Expedited delivery: Contact Contractor
- 10c. Overnight and 2-day delivery: Contact the Contractor
- 10d. Urgent Requirements: Contact the Contractor
11. F.O.B point(s):
  - Destination
  - Professional Services will be performed at the location(s) identified by the ordering agency in the order
- 12a. Ordering address(es):

Attn: Kevin Grimes, Sr.  
KPG Global Enterprises,  
13052 Callaway Court,  
Fishers, IN 46038-8155,  
Phone #317-915-0671,  
Fax #317-947-0671  
E-Mail: [commercialsales@kpgglobal.com](mailto:commercialsales@kpgglobal.com)
- 12b. Ordering procedures: For supplies and services, the ordering procedures, and information on Blanket Purchase Agreements (BPA's) are found in Federal Acquisition Regulation (FAR) 8.405-3.



**KPG Global Enterprises, LLC**

13. Payment address(es):  
Attn: Kevin Grimes, Sr.  
KPG Global Enterprises  
P.O. Box 857  
Fishers, IN 46038-0857  
*Bank account information for ACH or EFT payments will be shown on the invoice.*
14. Warranty provision: **Not Applicable**
15. Export packing charges: **Not Applicable**
16. Terms and conditions of rental, maintenance, and repair: **Not Applicable**
17. Terms and conditions of installation: **Not Applicable**
- 18a. Terms and conditions of repair parts: **Not Applicable**
- 18b. Terms and conditions for any other services: **Not Applicable**
19. List of service and distribution points: **Not Applicable**
20. List of participating dealers: **Not Applicable**
21. Preventive maintenance: **Not Applicable**
- 22a. Special attributes: **Not Applicable**
- 22b. Section 508 compliance: The information technology and professional services offered by KPG Global Enterprises are technical, engineering, and managerial and advisory services which are not generally considered Electronic and Information Technology (EIT) and which are not provided by the government to employees or to the public. Section 508 Compliance does not apply to these services. If these services are ordered in support of agency requirements relating to EIT applications, products and services provided to employees or to the public, then, KPG will address Section 508 Compliance requirements as set out in a Task Order or Statement of Work. The EIT standards can be found at:  
[www.Section508.gov/](http://www.Section508.gov/).
22. MFC (Most Favored Customer)/BOA (Basis of Award) Customer: **Not Applicable**. TDR participant.
23. Unique Entity Identification Number: KEUHPZSYCMG9
24. Data Universal Number System (DUNS) number: 101182876
25. KPG is registered in the System for Award Management (SAM) database: Renewed annually.



## KPG Global Enterprises, LLC

### 2 SECTION 2.0 FIRM OVERVIEW

KPG Global Enterprises, L.L.C. has the vision and mission to provide world-class solutions and leadership for our customers. Our experience has allowed us to move our customers forward by leveraging leadership to catapult our clients forward through innovation and Trust. In addition, we are guided by our strategic imperatives that encompass being the best at delivering value to customers, agility, achieving leadership in emerging technologies and digital markets, and expanding on transformative enablers such as artificial intelligence and space technologies. More specifically, as an international company, we continue to provide leadership in Strategy & Managerial Consulting/Advisory Services, Agile Methods, Digital Transformation, Artificial Intelligence and Machine Learning, Digital Compliance, Cyber Security, and Engineering and Networking.

Finally, it is the combination of our collaborative relationships with clients and our programmatic and technical experience that give our clients a true advantage because:

- Clients are an integral part of our consulting projects—helping to ensure the effective transfer of knowledge and realization of the recommendations.
- We work with management and project sponsors to help them plan the implementation of their decisions.
- We focus on both the cultural and technical aspects of strategic priorities, programs, and projects, recognizing that managing change is critical to successful implementation.

### 3 SECTION 3.0 CATEGORY: INFORMATION TECHNOLOGY

#### 3.1 SIN 54151S/STLOC

IT Professional Services and/or labor categories for database planning and design; systems analysis, integration, and design; programming, conversion and implementation support; network services, data/records management, and testing.

##### 3.1.1 Labor Category Descriptions (SIN 54151S/54151SSTLOC)

| Cat. | Labor Category Service Title                    | Labor Category Description                                                                                                                                                                                                                                                                                             | Minimum Education | Minimum Experience | If applicable, indicate proposed education substitutions                                       |
|------|-------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------|--------------------|------------------------------------------------------------------------------------------------|
| 1    | Applications Systems Analyst/Programmer Level I | Designs and Develops systems. Responsible for analyzing, designing, and implementing computer-based information systems to meet business requirements. Key responsibilities may include developing software applications, testing, and debugging software, and providing technical support to end-users. They may work | High School       | 1                  | Apprenticeship Programs, Internships, Military Training, or similar may be used as experience. |



## KPG Global Enterprises, LLC

|   |                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |             |   |                                                                                                                                                            |
|---|--------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------|---|------------------------------------------------------------------------------------------------------------------------------------------------------------|
|   |                                                  | with various programming languages and software tools and must be knowledgeable about database design and management.                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |             |   |                                                                                                                                                            |
| 2 | Applications Systems Analyst/Programmer Level II | Designs and Develops systems. Systems Analyst - Intermediate Level. Responsible for analyzing, designing, and implementing computer-based information systems to meet business requirements. Key responsibilities may include developing software applications, testing and debugging software, and providing technical support to end-users. They may work with various programming languages and software tools and must be knowledgeable about database design and management.                                                                                                        | Associates  | 3 | An Associate's Degree, Military, and relevant experience can be substituted for experience.                                                                |
| 3 | Applications Systems Analyst/Programmer Level I  | Designs and Develops systems. Sr. Systems Analyst - Specialist Level. Responsible for analyzing, designing, and implementing computer-based information systems to meet business requirements. Key responsibilities may include developing software applications, testing and debugging software, and providing technical support to end-users. They may work with various programming languages and software tools and must be knowledgeable about database design and management.                                                                                                      | Bachelors   | 5 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |
| 4 | Business Systems Analyst - Level I               | Designs systems, user interface, & user experience. Works with business on business needs translation (User Stories, Requirements). Responsible for analyzing business processes and systems to identify opportunities for improvement. Key responsibilities may include gathering and documenting business requirements, conducting feasibility studies, developing business cases, and designing and implementing software solutions. They must be skilled in project management, stakeholder engagement, and communication, and may work with both technical and non-technical teams. | High School | 1 | Apprenticeship Programs, Internships, Military Training, or similar may be used as experience.                                                             |
| 5 | Business Systems Analyst - Level II              | Designs systems, user interface, & user experience.- Intermediate Level. Works with business on business needs translation (User Stories,                                                                                                                                                                                                                                                                                                                                                                                                                                                | Associates  | 3 | An Associate's Degree, Military, and relevant experience can                                                                                               |



## KPG Global Enterprises, LLC

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|   |                                      | Requirements). Intermediate Level. Responsible for analyzing business processes and systems to identify opportunities for improvement. Key responsibilities may include gathering and documenting business requirements, conducting feasibility studies, developing business cases, and designing and implementing software solutions. They must be skilled in project management, stakeholder engagement, and communication, and may work with both technical and non-technical teams.                                                                                                                                       |                               |   | be substituted for experience.                                                                                                                             |
| 6 | Business Systems Analyst - Level III | Designs systems, user interface, & user experience. – Specialist Level Works with business on business needs translation (User Stories, Requirements). Specialist Level. Responsible for analyzing business processes and systems to identify opportunities for improvement. Key responsibilities may include gathering and documenting business requirements, conducting feasibility studies, developing business cases, and designing and implementing software solutions. They must be skilled in project management, stakeholder engagement, and communication, and may work with both technical and non-technical teams. | Bachelors                     | 5 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |
| 7 | Chief Information Security Officer   | Provides information security leadership, governance, and guidance for entire organization. Responsible for protecting an organization's information assets from security threats. Key responsibilities may include developing and implementing security policies and procedures, conducting risk assessments, overseeing security audits, and leading incident response efforts. They must have strong technical knowledge of security technologies, as well as excellent leadership and communication skills.                                                                                                               | Bachelors, Master's preferred | 8 | Bachelor's Degree equal to two years of relevant experience. Advanced Degrees can be substituted for experience.                                           |
| 8 | Chief Information Officer            | Provides overall information systems leadership, governance, and guidance for entire organization. Responsible for protecting an organization's information assets from security threats. Key                                                                                                                                                                                                                                                                                                                                                                                                                                 | Bachelors, Master's preferred | 8 | Bachelor's Degree equal to two years of relevant experience.                                                                                               |



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|    |                                           | responsibilities may include developing and implementing security policies and procedures, conducting risk assessments, overseeing security audits, and leading incident response efforts. They must have strong technical knowledge of security technologies, as well as excellent leadership and communication skills.                                                                                                                                                                                                                                                                                                                                               |            |   | Advanced Degrees can be substituted for experience.                                                                                                        |
| 9  | Cloud Database Manager                    | Performs cloud database management activities and team leadership. (Database sizing, management). Will oversee our organization's cloud-based database management systems. The ideal candidate will have extensive experience in managing and administering cloud-based databases, such as Amazon Web Services (AWS) RDS, Google Cloud SQL, and Microsoft Azure SQL. The Cloud Database Manager will be responsible for designing, implementing, and maintaining database architecture and ensuring high availability and scalability. They will work closely with other members of the IT team to ensure data security, compliance, and optimal database performance. | Bachelors  | 5 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |
| 10 | Cloud Network/Security Architect Level I  | Performs cloud network architecture, design, and migration activities. (AWS, Azure, Google, etc.) Also, has security expertise. The Cloud Network/Security Architect will be responsible for designing and implementing cloud-based network and security solutions for our organization. The ideal candidate will have a deep understanding of cloud networking and security best practices, as well as hands-on experience with cloud platforms such as AWS, Google Cloud, or Microsoft Azure. They will work closely with other members of the IT team to ensure the security and availability of our cloud infrastructure.                                          | Associates | 1 | An Associate's Degree, Military, and relevant experience can be substituted for experience                                                                 |
| 11 | Cloud Network/Security Architect Level II | Performs cloud network architecture, design, and migration activities. – Intermediate Level. (AWS, Azure, Google, etc.) - Also, has security expertise. - Intermediate. The Cloud Network/Security Architect will be responsible for designing and implementing cloud-based network and                                                                                                                                                                                                                                                                                                                                                                                | Bachelors  | 3 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements.                                                     |



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|    |                                            | security solutions for our organization. The ideal candidate will have a deep understanding of cloud networking and security best practices, as well as hands-on experience with cloud platforms such as AWS, Google Cloud, or Microsoft Azure. They will work closely with other members of the IT team to ensure the security and availability of our cloud infrastructure.                                                                                                                                                                                                                                                                                  |            |   |                                                                                                                                                            |
| 12 | Cloud Network/Security Architect Level III | Performs cloud network architecture, design, and migration activities. - Specialist Level. (AWS, Azure, Google, etc.) - Also, has security expertise â€œ Expert. The Cloud Network/Security Architect will be responsible for designing and implementing cloud-based network and security solutions for our organization. The ideal candidate will have a deep understanding of cloud networking and security best practices, as well as hands-on experience with cloud platforms such as AWS, Google Cloud, or Microsoft Azure. They will work closely with other members of the IT team to ensure the security and availability of our cloud infrastructure. | Bachelors  | 5 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |
| 13 | Cloud Architect/Engineer Level I           | Designs, migrates, and builds cloud systems (Public & Private) (AWS, Azure, Google) (Docker, Containers, Kubernetes). Designing and deploying cloud infrastructure and services. Building and maintaining highly available and scalable systems in the cloud. Automating deployment and management of cloud resources. Identifying and resolving issues related to cloud infrastructure and applications. Developing and implementing security measures to protect cloud resources. Collaborating with cross-functional teams to ensure seamless cloud integration. Keeping up-to-date with emerging cloud technologies and best practices.                    | Associates | 1 | An Associate's Degree, Military, and relevant experience can be substituted for experience                                                                 |
| 14 | Cloud Architect/Engineer Level II          | Designs migrates, and builds cloud systems (Public & Private) (AWS, Azure, Google) (Docker, Containers, Kubernetes)- Intermediate Level. Designing and deploying cloud infrastructure and services. Building and maintaining highly available and                                                                                                                                                                                                                                                                                                                                                                                                              | Bachelors  | 3 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree                                                                   |



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|    |                                                       | scalable systems in the cloud. Automating deployment and management of cloud resources. Identifying and resolving issues related to cloud infrastructure and applications. Developing and implementing security measures to protect cloud resources. Collaborating with cross-functional teams to ensure seamless cloud integration. Keeping up-to-date with emerging cloud technologies and best practices.                                                                                                                                                                                                                                             |            |   | requirements. Advanced Degrees can be substituted for experience.                                                                                          |
| 15 | Cloud Architect/Engineer Level III                    | Designs migrates, and builds cloud systems (Public & Private) (AWS, Azure, Google) (Docker, Containers, Kubernetes)- Expert Level. Designing and deploying cloud infrastructure and services. Building and maintaining highly available and scalable systems in the cloud. Automating deployment and management of cloud resources. Identifying and resolving issues related to cloud infrastructure and applications. Developing and implementing security measures to protect cloud resources. Collaborating with cross-functional teams to ensure seamless cloud integration. Keeping up-to-date with emerging cloud technologies and best practices. | Bachelors  | 5 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |
| 16 | Cloud Capacity and Financial Analyst Level I          | Performs analysis with clients to implement cloud solutions to manage capacity and financials of Public Hybrid Cloud (AWS, Azure, Google) platforms. Analyzing cloud infrastructure usage and cost trends. Providing recommendations for optimizing cloud resource allocation and utilization. Creating and maintaining financial models for cloud infrastructure. Collaborating with cross-functional teams to forecast cloud resource demand. Identifying and mitigating financial risks associated with cloud usage. Generating reports to track cloud usage and cost metrics.                                                                        | Associates | 1 | An Associate's Degree, Military, and relevant experience can be substituted for experience.                                                                |
| 17 | Cloud Capacity and Financial Manager Analyst Level II | Performs analysis with clients to implement cloud solutions to manage capacity and financials of Public Hybrid Cloud (AWS, Azure, Google) platforms. - Intermediate Level. Analyzing cloud infrastructure usage and cost trends. Providing recommendations for                                                                                                                                                                                                                                                                                                                                                                                           | Bachelors  | 3 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree                                                                   |



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|    |                                              | optimizing cloud resource allocation and utilization. Creating and maintaining financial models for cloud infrastructure. Collaborating with cross-functional teams to forecast cloud resource demand. Identifying and mitigating financial risks associated with cloud usage. Generating reports to track cloud usage and cost metrics.                                                                                                                                                                                                                                                                                                                                                 |            |   | requirements. Advanced Degrees can be substituted for experience.                                                |
| 18 | Cloud Capacity and Financial Manager         | Partners with clients to implement cloud solutions to manage capacity and financials of Public Hybrid Cloud (AWS, Azure, Google) platforms. - Specialist to Master Level. Developing and implementing cloud resource allocation policies and procedures. Analyzing cloud infrastructure usage and cost to optimize resource allocation and reduce costs. Managing cloud infrastructure budgets and forecasts. Identifying and mitigating financial risks associated with cloud usage. Collaborating with cross-functional teams to ensure optimal cloud integration. Generating reports to track cloud usage and cost metrics. Managing a team of cloud capacity and financial analysts. | Bachelors  | 8 | Bachelor's Degree equal to two years of relevant experience. Advanced Degrees can be substituted for experience. |
| 19 | Configuration Management Engineer - Level I  | Provides technical configuration management support during the development process. (GIT Hub, etc.) Designing and implementing configuration management solutions for cloud-based infrastructure and applications. Developing and maintaining configuration management policies and procedures. Automating configuration management processes using tools such as Puppet or Chef. Collaborating with cross-functional teams to ensure seamless configuration management integration. Identifying and resolving configuration management issues. Keeping up-to-date with emerging configuration management technologies and best practices.                                               | Associates | 1 | An Associate's Degree, Military, and relevant experience can be substituted for experience.                      |
| 20 | Configuration Management Engineer - Level II | Provides technical configuration management support during the development process. - Intermediate Level. (GIT Hub, etc.) Designing and implementing configuration management solutions for cloud-based                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Bachelors  | 3 | Associate's Degree with experience requirements can be substituted for Bachelor's                                |



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|    |                                               | infrastructure and applications. Developing and maintaining configuration management policies and procedures. Automating configuration management processes using tools such as Puppet or Chef. Collaborating with cross-functional teams to ensure seamless configuration management integration. Identifying and resolving configuration management issues. Keeping up-to-date with emerging configuration management technologies and best practices.                                                                                                                                                                                                       |            |   | Degree requirements. Advanced Degrees can be substituted for experience.                                                                                   |
| 21 | Configuration Management Engineer - Level III | Provides technical configuration management support during the development process. - Specialist Level. (GIT Hub, etc.) Designing and implementing configuration management solutions for cloud-based infrastructure and applications. Developing and maintaining configuration management policies and procedures. Automating configuration management processes using tools such as Puppet or Chef. Collaborating with cross-functional teams to ensure seamless configuration management integration. Identifying and resolving configuration management issues. Keeping up-to-date with emerging configuration management technologies and best practices. | Bachelors  | 5 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |
| 22 | Tech Consultant Level I                       | Provides strategy and technical consulting expertise - business process & digital transformation (ERP, SAP, Oracle, Salesforce). Provide technical guidance and support to clients on various technology solutions and services. Analyze client requirements and develop solutions to meet their business needs. Collaborate with cross-functional teams to ensure successful project delivery. Keep up-to-date with the latest trends and advancements in technology and provide recommendations to clients. Conduct training sessions and workshops to educate clients on new technology implementations                                                     | Associates | 1 | An Associate's Degree, Military, and relevant experience can be substituted for experience.                                                                |
| 23 | Tech Consultant Level II                      | Provides strategy and technical consulting expertise - business process & digital transformation - Intermediate Level (ERP, SAP, Oracle,                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | Bachelors  | 3 | Associate's Degree with experience requirements can                                                                                                        |



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|    |                                  | Salesforce). Provide technical guidance and support to clients on various technology solutions and services. Analyze client requirements and develop solutions to meet their business needs. Collaborate with cross-functional teams to ensure successful project delivery. Keep up-to-date with the latest trends and advancements in technology and provide recommendations to clients. Conduct training sessions and workshops to educate clients on new technology implementations                                                                                                                                    |            |   | be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.                                                     |
| 24 | Tech Consultant Senior Level III | Provides strategy and technical consulting expertise - business process & digital transformation - Expert Level (ERP, SAP, Oracle, Salesforce). Provide technical guidance and support to clients on various technology solutions and services. Analyze client requirements and develop solutions to meet their business needs. Collaborate with cross-functional teams to ensure successful project delivery. Keep up-to-date with the latest trends and advancements in technology and provide recommendations to clients. Conduct training sessions and workshops to educate clients on new technology implementations | Bachelors  | 5 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |
| 25 | Data Architect/Modeler Level I   | Performs data architecture and modeling activities. Design, develop and maintain data architectures and databases that support the organization's business needs. Collaborate with stakeholders to understand their data requirements and translate them into technical solutions. Ensure data integrity, security, and compliance with industry standards. Develop and implement data governance policies and procedures. Evaluate and recommend new technologies and tools to improve data management and processing capabilities                                                                                       | Associates | 1 | An Associate's Degree, Military, and relevant experience can be substituted for experience.                                                                |
| 26 | Data Architect/Modeler Level II  | Performs data architecture and modeling activities. - Intermediate Level. Developing and maintaining configuration management policies and procedures. Automating configuration                                                                                                                                                                                                                                                                                                                                                                                                                                           | Bachelors  | 3 | Associate's Degree with experience requirements can be substituted for                                                                                     |



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|    |                                      | management processes using tools such as Puppet or Chef. Collaborating with cross-functional teams to ensure seamless configuration management integration. Identifying and resolving configuration management issues. Keeping up-to-date with emerging configuration management technologies and best practices.                                                                                                                                                                                                                                    |           |   | Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.                                                                        |
| 27 | Data Architect/Modeler Level III     | Performs data architecture and modeling activities. - Expert Level. Developing and maintaining configuration management policies and procedures. Automating configuration management processes using tools such as Puppet or Chef. Collaborating with cross-functional teams to ensure seamless configuration management integration. Identifying and resolving configuration management issues. Keeping up-to-date with emerging configuration management technologies and best practices.                                                          | Bachelors | 5 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |
| 28 | Data Security Administration Manager | Performs data and database security functions. Develop and implement data security policies and procedures to ensure data confidentiality, integrity, and availability. Collaborate with IT and business teams to identify and mitigate data security risks. Monitor and analyze data security threats and vulnerabilities and take appropriate measures to prevent them. Conduct regular audits and assessments to ensure compliance with regulatory and industry standards. Manage and provide leadership to a team of data security professionals | Bachelors | 5 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |
| 29 | Data Warehousing Administrator       | Performs data warehouse, data lake, and database administration. Design, develop and maintain data warehouses that support the organization's business intelligence and reporting needs. Collaborate with stakeholders to identify and prioritize data requirements. Develop and implement ETL processes to extract, transform, and load data into the data warehouse. Design and develop reports and dashboards to provide actionable insights to business users. Monitor and optimize data warehouse performance and recommend improvements        | Bachelors | 3 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |



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| 30 | Data Warehousing Analyst                  | Performs Data Analysis on data warehouse, data lake projects. Design, develop and maintain data warehouses that support the organization's business intelligence and reporting needs. Collaborate with stakeholders to identify and prioritize data requirements. Develop and implement ETL processes to extract, transform, and load data into the data warehouse. Design and develop reports and dashboards to provide actionable insights to business users. Monitor and optimize data warehouse performance and recommend improvements                        | Bachelors | 1 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |
| 31 | Data Warehouse/Lake Project Manager       | Manages Data Warehouse/Data Lake Projects using contemporary solutions (Agile, etc.) Design, develop and maintain data warehouses that support the organization's business intelligence and reporting needs. Collaborate with stakeholders to identify and prioritize data requirements. Develop and implement ETL processes to extract, transform, and load data into the data warehouse. Design and develop reports and dashboards to provide actionable insights to business users. Monitor and optimize data warehouse performance and recommend improvements | Bachelors | 5 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |
| 32 | Data/Configuration Management Specialist  | Performs Data Warehouse/Lake Configuration Management activities. responsible for the maintenance and organization of data within an organization's systems. They develop and implement strategies to ensure that data is accurate, up-to-date, and easily accessible. Key responsibilities include creating data policies, procedures, and standards, managing data quality, performing data analysis, and overseeing data migrations and integrations.                                                                                                          | Bachelors | 3 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |
| 33 | Data Warehouse/Lake ETL Developer Level I | Performs Data Warehouse, data lake, and database development using contemporary solutions (Informatica, Snowflake, etc.) Responsible for designing, developing, and maintaining ETL processes for a data warehouse or data lake. They use ETL tools to extract data from various sources, transform it to fit the target data model,                                                                                                                                                                                                                              | Bachelors | 1 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced                                            |



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|    |                                             | and load it into the data warehouse or data lake. Key responsibilities include writing complex SQL queries, creating and maintaining ETL jobs, monitoring data quality, and troubleshooting issues related to data movement.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |            |   | Degrees can be substituted for experience.                                                                                                                 |
| 34 | Data Warehouse/Lake ETL Developer Level II  | Performs Data Warehouse, data lake, and database development using contemporary solutions (Informatica, Snowflake, etc.) - Intermediate Level. Responsible for designing, developing, and maintaining ETL processes for a data warehouse or data lake. They use ETL tools to extract data from various sources, transform it to fit the target data model, and load it into the data warehouse or data lake. Key responsibilities include writing complex SQL queries, creating and maintaining ETL jobs, monitoring data quality, and troubleshooting issues related to data movement.                                                                                                                                    | Bachelors  | 3 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |
| 35 | Data Warehouse/Lake ETL Developer Level III | Performs Data Warehouse, data lake, and database development using contemporary solutions (Informatica, Snowflake, etc.) - Expert Level. Responsible for designing, developing, and maintaining ETL processes for a data warehouse or data lake. They use ETL tools to extract data from various sources, transform it to fit the target data model, and load it into the data warehouse or data lake. Key responsibilities include writing complex SQL queries, creating and maintaining ETL jobs, monitoring data quality, and troubleshooting issues related to data movement. Performs Data Warehouse, data lake, and database development using contemporary solutions (Informatica, Snowflake, etc.) - Expert Level. | Bachelors  | 5 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |
| 36 | Big Data/Analytics Engineer Level I         | Provides Big Data and Business Reporting and Analytics expertise. Responsible for designing, developing, and maintaining big data solutions that enable an organization to derive insights from large and complex data sets. They work with tools like Hadoop, Spark, and NoSQL databases to build scalable data processing pipelines, data warehousing solutions, and analytics platforms. Key responsibilities                                                                                                                                                                                                                                                                                                           | Associates | 1 | An Associate's Degree, Military, and relevant experience can be substituted for experience.                                                                |



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|    |                                       | include data modeling, developing data ingestion processes, data transformation, and building analytics applications.                                                                                                                                                                                                                                                                                                                                                                                                                                       |            |   |                                                                                                                                                            |
| 37 | Big Data/Analytics Engineer Level II  | Provides Big Data and Business Reporting and Analytics expertise - Intermediate Level. Responsible for designing, developing, and maintaining big data solutions that enable an organization to derive insights from large and complex data sets. They work with tools like Hadoop, Spark, and NoSQL databases to build scalable data processing pipelines, data warehousing solutions, and analytics platforms. Key responsibilities include data modeling, developing data ingestion processes, data transformation, and building analytics applications. | Bachelors  | 3 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |
| 38 | Big Data/Analytics Engineer Level III | Provides Big Data and Business Reporting and Analytics expertise - Expert Level. Responsible for designing, developing, and maintaining big data solutions that enable an organization to derive insights from large and complex data sets. They work with tools like Hadoop, Spark, and NoSQL databases to build scalable data processing pipelines, data warehousing solutions, and analytics platforms. Key responsibilities include data modeling, developing data ingestion processes, data transformation, and building analytics applications.       | Bachelors  | 5 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |
| 39 | Database Administrator Level I        | Provides Database Administration development and support. Responsible for managing an organization's databases to ensure they operate efficiently, securely, and reliably. They monitor and maintain databases, manage user access and security, and ensure data integrity. Key responsibilities include database design, capacity planning, performance optimization, backup and recovery, and database security.                                                                                                                                          | Associates | 1 | An Associate's Degree, Military, and relevant experience can be substituted for experience.                                                                |
| 40 | Database Administrator Level II       | Provides Database Administration development and support. -                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Bachelors  | 3 | Associate's Degree with                                                                                                                                    |



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|    |                                    | Intermediate Level. Responsible for managing an organization's databases to ensure they operate efficiently, securely, and reliably. They monitor and maintain databases, manage user access and security, and ensure data integrity. Key responsibilities include database design, capacity planning, performance optimization, backup and recovery, and database security.                                                                                                                                                                                                             |            |   | experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.                         |
| 41 | Database Administrator Level III   | Provides Database Administration development and support. - Expert Level. Responsible for managing an organization's databases to ensure they operate efficiently, securely, and reliably. They monitor and maintain databases, manage user access and security, and ensure data integrity. Key responsibilities include database design, capacity planning, performance optimization, backup and recovery, and database security.                                                                                                                                                       | Bachelors  | 5 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |
| 42 | Database Manager                   | Functions as manager of database administration team and provides database development and administrative support. Responsible for overseeing a team of database administrators and ensuring that an organization's databases operate efficiently, securely, and reliably. They manage and monitor the performance of databases, allocate resources to projects, and work with other departments to ensure the organization's data needs are met. Key responsibilities include database design, capacity planning, performance optimization, backup and recovery, and database security. | Bachelors  | 8 | Bachelor's Degree equal to two years of relevant experience. Advanced Degrees can be substituted for experience.                                           |
| 43 | Disaster Recovery Analyst Level II | Provides disaster recovery analysis, support, and planning services. - Intermediate Level. The Disaster Recovery Analyst is responsible for developing and implementing disaster recovery plans for IT systems. The role involves identifying potential risks, developing recovery strategies, and testing recovery procedures to ensure the resilience of IT systems in the event of a disaster. The role requires strong technical skills in disaster recovery planning, risk management, and business continuity planning.                                                            | Associates | 3 | An Associate's Degree, Military, and relevant experience can be substituted for experience.                                                                |



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| 44 | Disaster Recovery Analyst Level III              | Provides disaster recovery administration and planning services. Specialist Level. The Disaster Recovery Administrator is responsible for ensuring the availability and reliability of IT systems in the event of a disaster. The role involves implementing and maintaining disaster recovery solutions, such as backup and recovery systems and redundant hardware and software. The role requires strong technical skills in disaster recovery planning, IT infrastructure, and network security.                  | Bachelors   | 5 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |
| 45 | Disaster Recovery Administrator                  | Provides level one (1) help desk support in working with systems like ServiceNow. The Help Desk Specialist is responsible for providing technical support to professionals and patients who use IT systems. The role involves troubleshooting hardware and software issues, resolving user problems, and escalating issues as necessary. The role requires strong technical skills in IT support, customer service, and problem-solving.                                                                              | Associates  | 5 | An Associate's Degree, Military, and relevant experience can be substituted for experience.                                                                |
| 46 | Help Desk Specialist - Level I                   | Provides level one (1) help desk support in working with systems like ServiceNow. Has the ability to work with the customer to resolve minor technical issues. The Help Desk Specialist is responsible for providing technical support to professionals and patients who use IT systems. The role involves troubleshooting hardware and software issues, resolving user problems, and escalating issues as necessary. The role requires strong technical skills in IT support, customer service, and problem-solving. | High School | 1 | Apprenticeship Programs, Internships, Military Training, or similar may be used as experience.                                                             |
| 47 | Help Desk Support Services Specialist - Level II | Provides level two (2) help desk support in working with systems Office 365. Has the ability to work with the customer to resolve major technical issues. - Intermediate Level. The Help Desk Specialist is responsible for providing technical support to professionals and patients who use IT systems. The role involves troubleshooting hardware and software issues, resolving user problems, and escalating issues as necessary. The role requires strong technical skills in IT                                | High School | 3 | Apprenticeship Programs, Internships, Military Training, or similar may be used as experience.                                                             |



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|    |                                                    | support, customer service, and problem-solving.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |             |   |                                                                                                                  |
| 48 | Help Desk Support Services Specialist - Level III  | Provides level two (2) help desk support in working with systems Office 365. Has the ability to work with the customer to resolve major technical issues. - Specialist Level. The Help Desk Specialist is responsible for providing technical support to care professionals and patients who use IT systems. The role involves troubleshooting hardware and software issues, resolving user problems, and escalating issues as necessary. The role requires strong technical skills in IT support, customer service, and problem-solving.         | Associates  | 5 | An Associate's Degree, Military, and relevant experience can be substituted for experience.                      |
| 49 | Help Desk Manager                                  | Manages Help Desk personnel and efficiency of help desk processes and systems. – Expert Level. The Help Desk Manager is responsible for managing a team of Help Desk Specialists who provide technical support to care professionals and patients who use IT systems. The role involves overseeing the resolution of hardware and software issues, tracking and reporting performance metrics, and developing and implementing training programs. The role requires strong technical skills in IT support, customer service, and team management. | Bachelors   | 8 | Bachelor's Degree equal to two years of relevant experience. Advanced Degrees can be substituted for experience. |
| 50 | Information Systems Training Specialist - Level I  | Provides information technology training for a variety of topics. The Information Systems Training Specialist is responsible for designing and delivering training programs for care professionals and patients who use IT systems. The role involves developing training materials, conducting training sessions, and evaluating training effectiveness. The role requires strong technical skills in care IT systems, training and development, and instructional design.                                                                       | High School | 1 | Apprenticeship Programs, Internships, Military Training, or similar may be used as experience.                   |
| 51 | Information Systems Training Specialist - Level II | Provides information technology training for a variety of topics. - Intermediate Level. The Information Systems Training Specialist is responsible for designing and delivering training programs for care professionals and patients who use IT systems. The role involves developing                                                                                                                                                                                                                                                            | Associates  | 3 | An Associate's Degree, Military, and relevant experience can be substituted for experience.                      |



## KPG Global Enterprises, LLC

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|    |                                                     | training materials, conducting training sessions, and evaluating training effectiveness. The role requires strong technical skills in care IT systems, training and development, and instructional design.                                                                                                                                                                                                                                                                                                                                                              |             |   |                                                                                                                                                            |
| 52 | Information Systems Training Specialist - Level III | Provides information technology training for a variety of topics. - Specialist Level. The Information Systems Training Specialist is responsible for designing and delivering training programs for care professionals and patients who use IT systems. The role involves developing training materials, conducting training sessions, and evaluating training effectiveness. The role requires strong technical skills in care IT systems, training and development, and instructional design.                                                                         | Bachelors   | 5 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |
| 53 | Network Engineer/Admin - Level I                    | Performs network engineering and administration activities. This involves, design, development, support, and integration of both Cloud and On-Premise networks/systems. The Network Engineer/Admin is responsible for designing, implementing, and maintaining care network infrastructure. The role involves configuring and troubleshooting network devices, monitoring network performance, and ensuring network security. The role requires strong technical skills in networking technologies, network administration, and network security.                       | High School | 1 | Apprenticeship Programs, Internships, Military Training, or similar may be used as experience.                                                             |
| 54 | Network Engineer/Admin - Level II                   | Performs network engineering and administration activities. This involves, design, development, support, and integration of both Cloud and On-Premise networks/systems. - Intermediate Level. The Network Engineer/Admin is responsible for designing, implementing, and maintaining care network infrastructure. The role involves configuring and troubleshooting network devices, monitoring network performance, and ensuring network security. The role requires strong technical skills in networking technologies, network administration, and network security. | Associates  | 3 | An Associate's Degree, Military, and relevant experience can be substituted for experience.                                                                |
| 55 | Network Engineer/Admin -                            | Performs network engineering and administration activities. This involves,                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Bachelors   | 5 | Associate's Degree with                                                                                                                                    |



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|    | Level III                     | design, development, support, and integration of both Cloud and On-Premise networks/systems. - Specialist Level. The Network Engineer/Admin is responsible for designing, implementing, and maintaining care network infrastructure. The role involves configuring and troubleshooting network devices, monitoring network performance, and ensuring network security. The role requires strong technical skills in networking technologies, network administration, and network security.                                                                              |           |   | experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |
| 56 | Network Operations Supervisor | Manages network operations and teams that include data centers and network. Ensures network and operations are meeting specific service level agreements. The Network Operations Supervisor is responsible for overseeing the day-to-day operations of care network infrastructure. The role involves managing a team of network engineers and administrators, monitoring network performance, and ensuring network availability and reliability. The role requires strong technical and leadership skills in network operations, team management, and problem-solving. | Bachelors | 6 | Bachelor's Degree equal to two years of relevant experience. Advanced Degrees can be substituted for experience.                   |
| 57 | Network Systems Manager       | Manages specific systems and teams within network operations and data centers. The Network Systems Manager is responsible for managing the design, implementation, and maintenance of care network systems. The role involves overseeing network engineers and administrators, coordinating with other IT teams, and ensuring the alignment of network systems with business goals. The role requires strong technical and leadership skills in network systems management, project management, and team management.                                                    | Bachelors | 6 | Bachelor's Degree equal to two years of relevant experience. Advanced Degrees can be substituted for experience.                   |
| 58 | Network Planning Manager      | Plans and manages the planning of network and data center operations that include capacity planning, cloud considerations, and service level agreement requirements. Also, works with vendors on solutions for network and data center optimization. The                                                                                                                                                                                                                                                                                                                | Bachelors | 6 | Bachelor's Degree equal to two years of relevant experience. Advanced Degrees can be                                               |



## KPG Global Enterprises, LLC

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|    |                           | Network Planning Manager is responsible for planning, designing, and implementing the network infrastructure of a care organization. They develop and maintain the network architecture, ensure network security, and manage network capacity to ensure reliable and efficient operation.                                                                                                                                                                                                  |             |   | substituted for experience.                                                                                                                                |
| 59 | Project Coordinator       | Performs project coordination activities for individual programs and projects. Works under the direction of a Program or Project manager. The Project Coordinator is responsible for coordinating and monitoring the progress of projects. They ensure that project objectives are met within the scope, budget, and timeline. They also facilitate communication between project teams and stakeholders, identify and mitigate project risks, and maintain project documentation.         | High School | 1 | Apprenticeship Programs, Internships, Military Training, or similar may be used as experience.                                                             |
| 60 | Project Manager Level I   | Performs project management on small-medium projects or works on teams with large projects in supporting Project Management and PMO activities. The Project Manager is responsible for leading and managing projects. They plan and organize project activities, develop project schedules, manage project budgets, and ensure project deliverables meet quality standards. They also oversee project teams, coordinate stakeholder communication, and manage project risks.               | Associates  | 1 | An Associate's Degree, Military, and relevant experience can be substituted for experience.                                                                |
| 61 | Project Manager Level II  | Performs project management on medium projects and works on teams with large projects supporting Project Management and PMO activities. - Intermediate Level. The Project Manager is responsible for leading and managing projects. They plan and organize project activities, develop project schedules, manage project budgets, and ensure project deliverables meet quality standards. They also oversee project teams, coordinate stakeholder communication, and manage project risks. | Bachelors   | 3 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |
| 62 | Project Manager Level III | Performs project management activities on large projects. Leading teams on large projects is an integral part of the PMO Organizations and                                                                                                                                                                                                                                                                                                                                                 | Bachelors   | 5 | Associate's Degree with experience requirements can                                                                                                        |



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|    |                            | activities. Also, the person is Certified in a Project Management discipline (PMP, PgMP, etc.) - Specialist Level. The Project Manager is responsible for leading and managing projects. They plan and organize project activities, develop project schedules, manage project budgets, and ensure project deliverables meet quality standards. They also oversee project teams, coordinate stakeholder communication, and manage project risks.                                                                                                                                                                                                                                                                                                                                       |           |   | be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.           |
| 63 | Program Manager - Level IV | Performs program/project management activities on multiple large projects across the enterprise. Leading multiple teams on large projects is an integral part of the PMO Organizations and activities. Also, the person is Certified in a Project Management discipline (PMP, PgMP, etc.) - Expert Level. The Program Manager is responsible for overseeing multiple projects within a program. They ensure that program goals are met, manage program budgets, and coordinate program activities across multiple project teams. They also provide strategic guidance and direction to project managers and stakeholders.                                                                                                                                                             | Bachelors | 8 | Bachelor's Degree equal to two years of relevant experience. Advanced Degrees can be substituted for experience. |
| 64 | Program Executive          | Functions as the overall PMO Lead or part of the PMO Leadership team. Performs program management activities on multiple large projects across the enterprise. Interacts with client executive leadership teams and sets direction of the PMO Organizations and activities. Also, the person is Certified in a Project Management discipline (PMP, PgMP, etc.) - Master Level. The Program Executive is responsible for overseeing the development and implementation of programs within an organization. They work with various stakeholders to identify the needs of the organization and develop strategies to meet those needs. They oversee the budget, timelines, and resource allocation for the program, and ensure that it is aligned with the organization's overall goals. | Bachelors | 8 | Bachelor's Degree equal to two years of relevant experience. Advanced Degrees can be substituted for experience. |
| 65 | Scrum Master Level I       | Manages timelines, resolves problems, and coaches team members on Agile                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Bachelors | 1 | Associate's Degree with                                                                                          |



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|    |                        | methodologies. Supports self-organizing teams that are flexible and fully productive during sprints, works closely with the Product Owner, and peer Scrum Masters to support Sprint and Release Planning. Finally, provides Agile tool expertise and support. The Scrum Master is responsible for ensuring that the Agile Scrum methodology is implemented effectively in the development of products. They facilitate the scrum process, remove any obstacles that may impede the team's progress, and ensure that the team is working collaboratively to deliver high-quality products on time.                                                                                               |           |   | experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.                         |
| 66 | Scrum Master Level II  | Manages timelines, resolves problems, and coaches team members on Agile methodologies. Supports self-organizing teams that are flexible and fully productive during sprints, works closely with the Product Owner, and peer Scrum Masters to support Sprint and Release Planning. Finally, provides Agile tool expertise and support. - Intermediate Level. The Scrum Master is responsible for ensuring that the Agile Scrum methodology is implemented effectively in the development of products. They facilitate the scrum process, remove any obstacles that may impede the team's progress, and ensure that the team is working collaboratively to deliver high-quality products on time. | Bachelors | 3 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |
| 67 | Scrum Master Level III | Manages timelines, resolves problems, and coaches team members on Agile methodologies. Supports self-organizing teams that are flexible and fully productive during sprints, works closely with the Product Owner, and peer Scrum Masters to support Sprint and Release Planning. Finally, provides Agile tool expertise and support. - Specialist Level. The Scrum Master is responsible for ensuring that the Agile Scrum methodology is implemented effectively in the development of products. They facilitate the scrum process, remove any obstacles that may impede the team's progress, and ensure that the                                                                             | Bachelors | 5 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |



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|    |                                    | team is working collaboratively to deliver high-quality products on time.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |           |   |                                                                                                                                                            |
| 68 | Scrum Master Level IV              | Manages timelines, resolves problems, and coaches team members on Agile methodologies. Supports self-organizing teams that are flexible and fully productive during sprints, works closely with the Product Owner, and peer Scrum Masters to support Sprint and Release Planning. Finally, provides Agile tool expertise and support. - Expert Level. The Scrum Master is responsible for ensuring that the Agile Scrum methodology is implemented effectively in the development of products. They facilitate the scrum process, remove any obstacles that may impede the team's progress, and ensure that the team is working collaboratively to deliver high-quality products on time. | Bachelors | 8 | Bachelor's Degree equal to two years of relevant experience. Advanced Degrees can be substituted for experience.                                           |
| 69 | Agile Product Owner (SAFe)         | Functions as a member of the Agile Team responsible for defining Stories and prioritizing the Team Backlog to streamline the execution of program priorities while maintaining the conceptual and technical integrity of the Features or components for the team. The Agile Product Owner is responsible for defining and prioritizing the features and functionality of products. They work with stakeholders to identify user needs and translate those needs into product requirements. They also work closely with the development team to ensure that the product is meeting user needs and is delivered on time and within budget.                                                  | Bachelors | 5 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |
| 70 | Agile Release Train Engineer (RTE) | Facilitates the Agile Release Train (ART) events and processes and assist the teams in delivering value. RTEs communicate with stakeholders, escalate impediments, help manage risk, and drive relentless improvement. They are certified by SAFe as an RTE. The Agile Release Train Engineer is responsible for coordinating the release of products across multiple development teams. They ensure that the teams are working collaboratively and that the release is delivered on time and within budget. They also manage any risks and dependencies                                                                                                                                  | Bachelors | 8 | Bachelor's Degree equal to two years of relevant experience. Advanced Degrees can be substituted for experience.                                           |



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|    |                                  | that may arise during the release process.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |           |   |                                                                                                                                                            |
| 71 | Agile Coach SPC (SAFe) Level I   | Function as SAFe Transformation change agents and coaches who combine their technical knowledge of SAFe with an intrinsic motivation to improve the company's software and systems development processes. They have the ability to coach AGILE teams and train organizations on all SAFe topics and enablements. They are certified by SAFe as an SPC. The Agile Coach SPC is responsible for coaching and mentoring development teams on Agile methodologies. They work with the teams to ensure that they are following Agile best practices, and help to identify any areas for improvement. They also work with the organization's leadership to promote Agile principles and practices throughout the organization.                       | Bachelors | 3 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |
| 72 | Agile Coach SPC (SAFe) Level II  | Function as SAFe Transformation change agents and coaches who combine their technical knowledge of SAFe with an intrinsic motivation to improve the company's software and systems development processes. They have the ability to coach AGILE teams and train organizations on all SAFe topics and enablements. They are certified by SAFe as an SPC. - Intermediate Level. The Agile Coach SPC is responsible for coaching and mentoring development teams on Agile methodologies. They work with the teams to ensure that they are following Agile best practices, and help to identify any areas for improvement. They also work with the organization's leadership to promote Agile principles and practices throughout the organization. | Bachelors | 5 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |
| 73 | Agile Coach SPC (SAFe) Level III | Function as SAFe Transformation change agents and coaches who combine their technical knowledge of SAFe with an intrinsic motivation to improve the company's software and systems development processes. They have the ability to coach AGILE teams and train organizations on all SAFe topics and enablements. They are certified by SAFe as an SPC.                                                                                                                                                                                                                                                                                                                                                                                         | Bachelors | 8 | Bachelor's Degree equal to two years of relevant experience. Advanced Degrees can be substituted for experience.                                           |



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|    |                                          | Specialist-Master Level. The Agile Coach SPC is responsible for coaching and mentoring development teams on Agile methodologies. They work with the teams to ensure that they are following Agile best practices, and help to identify any areas for improvement. They also work with the organization's leadership to promote Agile principles and practices throughout the organization.                                                           |             |   |                                                                                                                  |
| 74 | Quality Assurance Technician - Level I   | Performs Information Systems Testing & Quality Assurance. System, User Acceptance, Performance Testing. The Quality Assurance Technician is responsible for ensuring the quality of products. They perform testing and analysis to identify any defects or issues with the product, and work with the development team to resolve those issues. They also ensure that the product meets regulatory and compliance requirements.                      | High School | 1 | Apprenticeship Programs, Internships, Military Training, or similar may be used as experience.                   |
| 75 | Quality Assurance Technician - Level II  | Performs Information Systems Testing & Quality Assurance. System, User Acceptance, Performance Testing - Intermediate Level. The Quality Assurance Technician is responsible for ensuring the quality of products. They perform testing and analysis to identify any defects or issues with the product, and work with the development team to resolve those issues. They also ensure that the product meets regulatory and compliance requirements. | Associates  | 3 | An Associate's Degree, Military, and relevant experience can be substituted for experience.                      |
| 76 | Quality Assurance Technician - Level III | Performs Information Systems Testing & Quality Assurance. System, User Acceptance, Performance Testing. - Specialist Level. The Quality Assurance Technician is responsible for ensuring the quality of products. They perform testing and analysis to identify any defects or issues with the product, and work with the development team to resolve those issues. They also ensure that the product meets regulatory and compliance requirements.  | Bachelors   | 8 | Bachelor's Degree equal to two years of relevant experience. Advanced Degrees can be substituted for experience. |
| 77 | Enterprise Architect Level I             | Establishes a technology strategy and roadmap that enables a portfolio or enterprise to support current and future business capabilities. The Enterprise                                                                                                                                                                                                                                                                                             | Bachelors   | 1 | Associate's Degree with experience requirements can                                                              |



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|    |                                | Architect is responsible for designing and implementing the organization's infrastructure. They work with stakeholders to identify the organization's IT needs, and develop a strategy to meet those needs. They also ensure that the organization's IT systems are secure, reliable, and scalable, and are aligned with the organization's overall goals and objectives.                                                                                                                                                                                |            |   | be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.                                                     |
| 78 | Enterprise Architect Level II  | Establishes a technology strategy and roadmap that enables a portfolio or enterprise to support current and future business capabilities. - Intermediate Level. The Enterprise Architect is responsible for designing and implementing the organization's infrastructure. They work with stakeholders to identify the organization's IT needs, and develop a strategy to meet those needs. They also ensure that the organization's IT systems are secure, reliable, and scalable, and are aligned with the organization's overall goals and objectives. | Bachelors  | 3 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |
| 79 | Enterprise Architect Level III | Establishes a technology strategy and roadmap that enables a portfolio or enterprise to support current and future business capabilities. - Specialist Level. The Enterprise Architect is responsible for designing and implementing the organization's infrastructure. They work with stakeholders to identify the organization's IT needs, and develop a strategy to meet those needs. They also ensure that the organization's IT systems are secure, reliable, and scalable, and are aligned with the organization's overall goals and objectives.   | Bachelors  | 5 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |
| 80 | Systems Architect Level I      | Perform specific system architecture activities within an enterprise and adheres to the direction set by enterprise architecture and governance. The Systems Architect is responsible for designing and implementing the overall architecture of systems. They work with stakeholders to identify the organization's IT needs and develop a strategy to meet those                                                                                                                                                                                       | Associates | 1 | An Associate's Degree, Military, and relevant experience can be substituted for experience.                                                                |



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|    |                                                | needs. They also ensure that the IT systems are secure, reliable, and scalable, and are aligned with the organization's overall goals and objectives.                                                                                                                                                                                                                                                                                                                                                                                          |            |   |                                                                                                                                                            |
| 81 | Systems Architect Level II                     | Perform specific system architecture activities within an enterprise and adheres to the direction set by enterprise architecture and governance. - Intermediate Level. The Systems Architect is responsible for designing and implementing the overall architecture of systems. They work with stakeholders to identify the organization's IT needs and develop a strategy to meet those needs. They also ensure that the IT systems are secure, reliable, and scalable, and are aligned with the organization's overall goals and objectives. | Bachelors  | 3 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |
| 82 | Systems Architect Level III                    | Perform specific system architecture activities within an enterprise and adheres to the direction set by enterprise architecture and governance. - Specialist Level. The Systems Architect is responsible for designing and implementing the overall architecture of systems. They work with stakeholders to identify the organization's IT needs and develop a strategy to meet those needs. They also ensure that the IT systems are secure, reliable, and scalable, and are aligned with the organization's overall goals and objectives.   | Bachelors  | 5 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |
| 83 | Software Developer/Systems Engineer - Level I  | Designs, Develops, and Supports software systems for business process and enterprise enablement. (.Net, Java, C, SAP, AWS, Salesforce, etc.). The Software Developer/Systems Engineer is responsible for developing and maintaining software systems. They work with stakeholders to identify user needs and develop software solutions to meet those needs. They also ensure that the software systems are secure, reliable, and scalable, and are aligned with the organization's overall goals and objectives.                              | Associates | 1 | An Associate's Degree, Military, and relevant experience can be substituted for experience.                                                                |
| 84 | Software Developer/Systems Engineer - Level II | Designs, Develops, and Supports software systems for business process and enterprise enablement. (.Net, Java, C, SAP, AWS, Salesforce, etc.) -                                                                                                                                                                                                                                                                                                                                                                                                 | Bachelors  | 3 | Associate's Degree with experience requirements can                                                                                                        |



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|    |                                                 | Intermediate Level. The Software Developer/Systems Engineer is responsible for developing and maintaining software systems. They work with stakeholders to identify user needs and develop software solutions to meet those needs. They also ensure that the software systems are secure, reliable, and scalable, and are aligned with the organization's overall goals and objectives.                                                                                                                                              |            |   | be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.                                                     |
| 85 | Software Developer/Systems Engineer - Level III | Designs, Develops, and Supports software systems for business process and enterprise enablement. (.Net, Java, C, SAP, AWS, Salesforce, etc.) - Specialist Level. The Software Developer/Systems Engineer is responsible for developing and maintaining software systems. They work with stakeholders to identify user needs and develop software solutions to meet those needs. They also ensure that the software systems are secure, reliable, and scalable, and are aligned with the organization's overall goals and objectives. | Bachelors  | 5 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |
| 86 | Embedded Software Systems Engineer - Level I    | Designs, Develops and Supports software on embedded systems for electronics or similar systems. Design and develop embedded software for various devices. Collaborates with cross-functional teams to define product requirements and specifications. Writes clean and efficient code for microcontrollers and microprocessors. Participates in code reviews and ensures code quality. Troubleshoots and debug issues. Develops and maintains documentation for software design and development.                                     | Bachelors, | 1 | Apprenticeship Program, Internships, Military Training, or similar may be used as experience.                                                              |
| 87 | Embedded Software Systems Engineer - Level II   | Designs, Develops and Supports software on embedded systems for electronics or similar systems. - Intermediate Level Designs and develop embedded software for various devices. Collaborates with cross-functional teams to define product requirements and specifications. Writes clean and efficient code for microcontrollers and microprocessors. Participates in code reviews and                                                                                                                                               | Bachelors  | 3 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |



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|    |                                                | <p>ensures code quality.<br/>         Troubleshoots and debug issues.<br/>         Develops and maintains documentation for software design and development.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |           |   |                                                                                                                                                            |
| 88 | Embedded Software Systems Engineer - Level III | <p>Designs, Develops and Supports software on embedded systems for electronics or similar systems. - Specialist Level<br/>         Designs and develops embedded software for various devices.<br/>         Collaborates with cross-functional teams to define product requirements and specifications.<br/>         Writes clean and efficient code for microcontrollers and microprocessors.<br/>         Participates in code reviews and ensures code quality<br/>         Troubleshoots and debug issues.<br/>         Develops and maintains documentation for software design and development.</p>                                                                        | Bachelors | 5 |                                                                                                                                                            |
| 89 | Model-Based Systems Engineer - Level I         | <p>Develops systems using an MBSE formalized methodology from requirements, design, analysis, verification, and validation associated with the development of complex systems.<br/>         Develops and maintains models for complex systems.<br/>         Defines system requirements and specifications.<br/>         Collaborates with cross-functional teams to ensure system design and development meets requirements.<br/>         Participates in Agile ceremonies such as sprint planning, daily stand-ups, and retrospectives.<br/>         Troubleshoots and debugs issues.<br/>         Develops and maintains documentation for system design and development.</p> | Bachelors | 1 | Apprenticeship Program, Internships, Military Training, or similar may be used as experience.                                                              |
| 90 | Model-Based Systems Engineer - Level II        | <p>Develops systems using an MBSE formalized methodology from requirements, design, analysis, verification, and validation associated with the development of complex systems. - Intermediate Level<br/>         Develops and maintains models for complex systems<br/>         Defines system requirements and specifications.<br/>         Collaborates with cross-functional teams to ensure system design and development meet requirements.<br/>         Participates in Agile ceremonies such</p>                                                                                                                                                                          | Bachelors | 3 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |



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|    |                                          | as sprint planning, daily stand-ups, and retrospectives.<br>Troubleshoots and debugs issues.<br>Develops and maintains documentation for system design and development.                                                                                                                                                                                                                                                                                                                                                                                                                                                         |            |   |                                                                                             |
| 91 | Model-Based Systems Engineer - Level III | Develops systems using an MBSE formalized methodology from requirements, design, analysis, verification, and validation associated with the development of complex systems. - Specialist Level<br>Develops and maintains models for complex systems.<br>Defines system requirements and specifications.<br>Collaborates with cross-functional teams to ensure system design and development meet requirements.<br>Participates in Agile ceremonies such as sprint planning, daily stand-ups, and retrospectives.<br>Troubleshoots and debugs issues.<br>Develops and maintains documentation for system design and development. | Bachelors  | 5 |                                                                                             |
| 92 | Systems Administrator - Level I          | Performs systems administration and support activities. The Systems Administrator is responsible for the daily operation and maintenance of systems. They ensure that the systems are up and running and that they meet the organization's performance and security requirements. They also monitor the systems for any issues or anomalies and work with the technical team to resolve them.                                                                                                                                                                                                                                   | Associates | 1 | An Associate's Degree, Military, and relevant experience can be substituted for experience. |
| 93 | Systems Administrator - Level II         | Performs systems administration and support activities. - Intermediate Level. The Systems Administrator is responsible for the daily operation and maintenance of systems. They ensure that the systems are up and running and that they meet the organization's performance and security requirements. They also monitor the systems for any issues or anomalies and work with the technical team to resolve them.                                                                                                                                                                                                             | Associates | 3 | An Associate's Degree, Military, and relevant experience can be substituted for experience. |
| 94 | Systems Administrator - Level III        | Performs systems administration and support activities. - Specialist Level. The Systems Administrator is responsible for the daily operation and maintenance of systems. They ensure that the systems are up and running                                                                                                                                                                                                                                                                                                                                                                                                        | Bachelors  | 5 | Associate's Degree with experience requirements can be substituted for Bachelor's           |



## KPG Global Enterprises, LLC

|    |                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |             |   |                                                                                                |
|----|-------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------|---|------------------------------------------------------------------------------------------------|
|    |                                                       | and that they meet the organization's performance and security requirements. They also monitor the systems for any issues or anomalies and work with the technical team to resolve them.                                                                                                                                                                                                                                                                                                                                            |             |   | Degree requirements. Advanced Degrees can be substituted for experience.                       |
| 95 | Technical Writer/Documentation Specialist - Level I   | Performs technical writing and documentation activities as a part of projects or initiatives. The Technical Writer/Documentation Specialist is responsible for creating and maintaining technical documentation for systems. They work with the technical team to understand the system architecture and functionality and create user manuals, technical guides, and other documentation. They also ensure that the documentation is accurate, up-to-date, and meets regulatory and compliance requirements.                       | High School | 1 | Apprenticeship Programs, Internships, Military Training, or similar may be used as experience. |
| 96 | Technical Writer/Documentation Specialist - Level II  | Performs technical writing and documentation activities as a part of projects or initiatives. - Intermediate Level. The Technical Writer/Documentation Specialist is responsible for creating and maintaining technical documentation for systems. They work with the technical team to understand the system architecture and functionality and create user manuals, technical guides, and other documentation. They also ensure that the documentation is accurate, up-to-date, and meets regulatory and compliance requirements. | Associates  | 3 | An Associate's Degree, Military, and relevant experience can be substituted for experience.    |
| 97 | Technical Writer/Documentation Specialist - Level III | Performs technical writing and documentation activities as a part of projects or initiatives. - Specialist Level. The Technical Writer/Documentation Specialist is responsible for creating and maintaining technical documentation for systems. They work with the technical team to understand the system architecture and functionality and create user manuals, technical guides, and other documentation. They also ensure that the documentation is accurate, up-to-date, and meets regulatory and compliance requirements.   | Associates  | 5 | An Associate's Degree, Military, and relevant experience can be substituted for experience.    |



## KPG Global Enterprises, LLC

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|-----|----------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------|---|------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 98  | Test Engineer<br>HW/SW Level I   | Performs testing on complete platforms & solutions. Platform System, User Acceptance, Performance Testing. The Test Engineer Hardware/Software is responsible for testing hardware and software systems. They work with the technical team to identify test scenarios and develop test plans to validate the system's functionality. They also ensure that the system meets regulatory and compliance requirements.                              | High School | 1 | Apprenticeship Programs, Internships, Military Training, or similar may be used as experience.                                                             |
| 99  | Test Engineer<br>HW/SW Level II  | Performs testing on complete platforms & solutions. Platform System, User Acceptance, Performance Platform Testing. Intermediate Level. The Test Engineer Hardware/Software is responsible for testing hardware and software systems. They work with the technical team to identify test scenarios and develop test plans to validate the system's functionality. They also ensure that the system meets regulatory and compliance requirements. | Associates  | 3 | An Associate's Degree, Military, and relevant experience can be substituted for experience.                                                                |
| 100 | Test Engineer<br>HW/SW Level III | Performs testing on complete platforms & solutions. Platform System, User Acceptance, Performance Platform Testing. Specialist Level. The Test Engineer Hardware/Software is responsible for testing hardware and software systems. They work with the technical team to identify test scenarios and develop test plans to validate the system's functionality. They also ensure that the system meets regulatory and compliance requirements.   | Bachelors   | 5 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |
| 101 | Test Engineer<br>HW/SW Level IV  | Performs testing on complete platforms & solutions. Platform System, User Acceptance, Performance Platform Testing. Expert Level. The Test Engineer Hardware/Software is responsible for testing hardware and software systems. They work with the technical team to identify test scenarios and develop test plans to validate the system's functionality. They also ensure that the system meets regulatory and compliance requirements.       | Bachelors   | 8 | Bachelor's Degree equal to two years of relevant experience. Advanced Degrees can be substituted for experience.                                           |
| 102 | Test Lead/Manager                | Leads testing teams and develops test strategy & plans. The Test                                                                                                                                                                                                                                                                                                                                                                                 | Bachelors   | 8 | Bachelor's Degree equal to                                                                                                                                 |



## KPG Global Enterprises, LLC

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|-----|------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|---|------------------------------------------------------------------------------------------------------------------------------------------------------------|
|     |                                    | Lead/Manager is responsible for leading and managing the testing of systems. They work with the technical team to identify test scenarios and develop test plans to validate the system's functionality. They also ensure that the testing is completed on time and within budget and that the system meets regulatory and compliance requirements. They also manage the testing team and ensure that they are following best practices and processes. |           |   | two years of relevant experience. Advanced Degrees can be substituted for experience.                                                                      |
| 103 | Web Content/Security Administrator | Performs Web Security, Content administration, and Site Reliability support. The Web Content/Security Administrator is responsible for managing and securing the organization's web content. They ensure that the content is up-to-date, accurate, and aligned with the organization's goals and objectives. They also ensure that the web content is secure and protected from unauthorized access or attacks.                                        | Bachelors | 2 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |
| 104 | Web Content Analyst/Designer       | Provides analysis and design on web content as well as user interface and user experience expertise. The Web Content Analyst/Designer is responsible for creating and analyzing web content for systems. They work with stakeholders to identify user needs and develop web content solutions to meet those needs. They also ensure that the web content is accessible, user-friendly, and aligned with the organization's goals and objectives.       | Bachelors | 2 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |
| 105 | Web Software Developer             | Performs Web and Content Development. The Web Software Developer is responsible for developing and maintaining web-based software systems. They work with stakeholders to identify user needs and develop software solutions to meet those needs. They also ensure that the web software systems are secure, reliable, and scalable, and are aligned with the organization's overall goals and objectives.                                             | Bachelors | 3 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |
| 106 | Web Technical Administrator        | Performs technical administration and configuration activities on web platforms. The Web Technical Administrator is responsible for the                                                                                                                                                                                                                                                                                                                | Bachelors | 3 | Associate's Degree with experience requirements can                                                                                                        |



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|-----|-------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|---|------------------------------------------------------------------------------------------------------------------------------------------------------------|
|     |                                                             | technical operation and maintenance of web-based systems. They ensure that the systems are up and running and that they meet the organization's performance and security requirements. They also monitor the systems for any issues or anomalies and work with the technical team to resolve them.                                                                                                                                                                                                                                                                                                 |           |   | be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.                                                     |
| 107 | Artificial Intelligence/Machine Learning Engineer Level I   | Analyzes, Designs, Develops, Tests, Implements, and Supports Artificial Intelligence, Machine Learning, and Deep Learning solutions and technologies. The Artificial Intelligence/Machine Learning Engineer is responsible for developing and implementing AI/ML algorithms and models for systems. They work with stakeholders to identify opportunities for AI/ML solutions and develop models to solve complex problems. They also ensure that the AI/ML models are secure, reliable, and scalable, and are aligned with the organization's overall goals and objectives.                       | Bachelors | 1 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |
| 108 | Artificial Intelligence/Machine Learning Engineer Level II  | Analyzes, Designs, Develops, Tests, Implements, and Supports Artificial Intelligence, Machine Learning, and Deep Learning solutions and technologies. - Intermediate Level. The Artificial Intelligence/Machine Learning Engineer is responsible for developing and implementing AI/ML algorithms and models for systems. They work with stakeholders to identify opportunities for AI/ML solutions and develop models to solve complex problems. They also ensure that the AI/ML models are secure, reliable, and scalable, and are aligned with the organization's overall goals and objectives. | Bachelors | 3 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |
| 109 | Artificial Intelligence/Machine Learning Engineer Level III | Analyzes, Designs, Develops, Tests, Implements, and Supports Artificial Intelligence, Machine Learning, and Deep Learning solutions and technologies. - Specialist Level. The Artificial Intelligence/Machine Learning Engineer is responsible for developing and implementing AI/ML algorithms and models for systems. They work with stakeholders to identify                                                                                                                                                                                                                                    | Bachelors | 5 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be                             |



## KPG Global Enterprises, LLC

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|-----|------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|---|------------------------------------------------------------------------------------------------------------------------------------------------------------|
|     |                                                            | opportunities for AI/ML solutions and develop models to solve complex problems. They also ensure that the AI/ML models are secure, reliable, and scalable, and are aligned with the organization's overall goals and objectives.                                                                                                                                                                                                                                                                                                                                                                                             |           |   | substituted for experience.                                                                                                                                |
| 110 | Artificial Intelligence/Machine Learning Engineer Level IV | Analyzes, Designs, Develops, Tests, Implements, and Supports Artificial Intelligence, Machine Learning, and Deep Learning solutions and technologies. - Expert Level. The Artificial Intelligence/Machine Learning Engineer is responsible for developing and implementing AI/ML algorithms and models for systems. They work with stakeholders to identify opportunities for AI/ML solutions and develop models to solve complex problems. They also ensure that the AI/ML models are secure, reliable, and scalable, and are aligned with the organization's overall goals and objectives.                                 | Bachelors | 8 | Bachelor's Degree equal to two years of relevant experience. Advanced Degrees can be substituted for experience.                                           |
| 111 | Data Scientist Level I                                     | Analyzes, designs, and develops data-driven solutions explicitly tailored toward the needs of an organization. More specifically, they use analytical, statistical, and programming skills on large data sets to derive these models and solutions. The Data Scientist is responsible for analyzing large and complex data sets to identify trends and patterns that can be used to improve outcomes. They work with stakeholders to understand data needs and develop data-driven solutions to improve care delivery. They also ensure that the data is secure, accurate, and meets regulatory and compliance requirements. | Bachelors | 1 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |
| 112 | Data Scientist Level II                                    | Analyzes, designs, and develops data-driven solutions explicitly tailored toward the needs of an organization. More specifically, they use analytical, statistical, and programming skills on large data sets to derive these models and solutions. - Intermediate Level. The Data Scientist is responsible for analyzing large and complex data sets to identify trends and patterns that can be used to improve outcomes. They work with stakeholders to understand                                                                                                                                                        | Bachelors | 3 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |



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|     |                                         | data needs and develop data-driven solutions to improve care delivery. They also ensure that the data is secure, accurate, and meets regulatory and compliance requirements.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |            |   |                                                                                                                  |
| 113 | Data Scientist Level III                | Analyzes, designs, and develops data-driven solutions explicitly tailored toward the needs of an organization. More specifically, they use analytical, statistical, and programming skills on large data sets to derive these models and solutions. - Specialist Level. The Data Scientist is responsible for analyzing large and complex data sets to identify trends and patterns that can be used to improve outcomes. They work with stakeholders to understand data needs and develop data-driven solutions to improve care delivery. They also ensure that the data is secure, accurate, and meets regulatory and compliance requirements.                                                                                                | Bachelors  | 5 | Bachelor's Degree equal to two years of relevant experience. Advanced Degrees can be substituted for experience. |
| 114 | Data Scientist Level IV/Manager         | Analyzes, designs, and develops data-driven solutions explicitly tailored toward the needs of an organization. More specifically, they use analytical, statistical, and programming skills on large data sets to derive these models and solutions. - Expert Level. The Data Scientist Manager is responsible for leading and managing a team of data scientists in the analysis of large and complex data sets. They work with stakeholders to understand data needs and develop data-driven solutions to improve care delivery. They also ensure that the data is secure, accurate, and meets regulatory and compliance requirements. They also manage the data science team and ensure that they are following best practices and processes. | Bachelors  | 8 | Bachelor's Degree equal to two years of relevant experience. Advanced Degrees can be substituted for experience. |
| 115 | Cyber Security Analyst/Engineer Level I | Identify threats and vulnerabilities in systems and software, then apply their skills to developing and implementing high-tech solutions to defend against hacking, malware and ransomware, insider threats, and all types of cybercrime. This may include cyber assessments, penetration testing, tiger team testing, vulnerability testing, web/site crawling, etc. Also, addressing potential vulnerabilities at                                                                                                                                                                                                                                                                                                                             | Associates | 1 | An Associate's Degree, Military, and relevant experience can be substituted for experience.                      |



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|     |                                           | all levels within an organization. The Cyber Security Analyst/Engineer is responsible for protecting the organization's systems and data from cyber threats. They work with stakeholders to identify security risks and vulnerabilities and develop solutions to mitigate those risks. They also ensure that the security systems and protocols are up-to-date, effective, and meet regulatory and compliance requirements.                                                                                                                                                                                                                                                                                                                                                                                                                                           |           |   |                                                                                                                                                            |
| 116 | Cyber Security Analyst/Engineer Level II  | Identify threats and vulnerabilities in systems and software, then apply their skills to developing and implementing high-tech solutions to defend against hacking, malware and ransomware, insider threats, and all types of cybercrime. This may include cyber assessments, penetration testing, tiger team testing, vulnerability testing, web/site crawling, etc. Also, addressing potential vulnerabilities at all levels within an organization. - Intermediate Level. The Cyber Security Analyst/Engineer is responsible for protecting the organization's systems and data from cyber threats. They work with stakeholders to identify security risks and vulnerabilities and develop solutions to mitigate those risks. They also ensure that the security systems and protocols are up-to-date, effective, and meet regulatory and compliance requirements. | Bachelors | 3 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |
| 117 | Cyber Security Analyst/Engineer Level III | Identify threats and vulnerabilities in systems and software, then apply their skills to developing and implementing high-tech solutions to defend against hacking, malware and ransomware, insider threats, and all types of cybercrime. This may include cyber assessments, penetration testing, tiger team testing, vulnerability testing, web/site crawling, etc. Also, addressing potential vulnerabilities at all levels within an organization. - Specialist Level. The Cyber Security Analyst/Engineer is responsible for protecting the organization's systems and data from cyber threats. They work with stakeholders to identify security                                                                                                                                                                                                                 | Bachelors | 5 | Bachelor's Degree equal to two years of relevant experience. Advanced Degrees can be substituted for experience.                                           |



## KPG Global Enterprises, LLC

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|     |                                                 | risks and vulnerabilities and develop solutions to mitigate those risks. They also ensure that the security systems and protocols are up-to-date, effective, and meet regulatory and compliance requirements.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |           |   |                                                                                                                  |
| 118 | Cyber Security Analyst/Engineer Level IV        | Identify threats and vulnerabilities in systems and software, then apply their skills to developing and implementing high-tech solutions to defend against hacking, malware and ransomware, insider threats, and all types of cybercrime. This may include cyber assessments, penetration testing, tiger team testing, vulnerability testing, web/site crawling, etc. Also, addressing potential vulnerabilities at all levels within an organization. - Expert Level. The Cyber Security Analyst/Engineer is responsible for protecting the organization's systems and data from cyber threats. They work with stakeholders to identify security risks and vulnerabilities and develop solutions to mitigate those risks. They also ensure that the security systems and protocols are up-to-date, effective, and meet regulatory and compliance requirements.                            | Bachelors | 5 | Bachelor's Degree equal to two years of relevant experience. Advanced Degrees can be substituted for experience. |
| 119 | Cyber Security Analyst/Engineer Level V/Manager | Identify threats and vulnerabilities in systems and software, then apply their skills to developing and implementing high-tech solutions to defend against hacking, malware and ransomware, insider threats, and all types of cybercrime. This may include cyber assessments, penetration testing, tiger team testing, vulnerability testing, web/site crawling, etc. Also, addressing potential vulnerabilities at all levels within an organization. - Master Level. The Cyber Security Analyst/Engineer Manager is responsible for designing, implementing, and maintaining the cyber security infrastructure of care IT systems. They are responsible for identifying potential vulnerabilities, developing strategies to mitigate risks, and ensuring that the IT systems comply with industry and regulatory standards. The Manager also leads a team of Cyber Security Analysts and | Bachelors | 8 | Bachelor's Degree equal to two years of relevant experience. Advanced Degrees can be substituted for experience. |



## KPG Global Enterprises, LLC

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|     |                                                   | Engineers, manages projects, and ensures that the team delivers high-quality results.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |            |   |                                                                                                                                                            |
| 120 | Business Intelligence/Analytics Analyst Level I   | Analyzes, designs, implements, and maintains systems used to collect and analyze business intelligence data. They create dashboards, databases, and other platforms that allow for the efficient collection and evaluation of BI data. The Business Intelligence/Analytics Analyst is responsible for analyzing and interpreting data to help care organizations make informed decisions. They collect, process, and analyze data from various sources, identify trends, and provide recommendations to improve organizational performance. They use data visualization tools to communicate insights and collaborate with other teams to develop strategies for continuous improvement.                       | Associates | 1 | An Associate's Degree, Military, and relevant experience can be substituted for experience.                                                                |
| 121 | Business Intelligence/Analytics Analyst Level II  | Analyzes, designs, implements, and maintains systems used to collect and analyze business intelligence data. They create dashboards, databases, and other platforms that allow for the efficient collection and evaluation of BI data. - Intermediate Level. The Business Intelligence/Analytics Analyst is responsible for analyzing and interpreting data to help care organizations make informed decisions. They collect, process, and analyze data from various sources, identify trends, and provide recommendations to improve organizational performance. They use data visualization tools to communicate insights and collaborate with other teams to develop strategies for continuous improvement. | Bachelors  | 3 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |
| 122 | Business Intelligence/Analytics Analyst Level III | Analyzes, designs, implements, and maintains systems used to collect and analyze business intelligence data. They create dashboards, databases, and other platforms that allow for the efficient collection and evaluation of BI data. - Specialist Level. The Business Intelligence/Analytics Analyst is responsible for analyzing and interpreting data to help care                                                                                                                                                                                                                                                                                                                                         | Bachelors  | 5 | Bachelor's Degree equal to two years of relevant experience. Advanced Degrees can be substituted for experience.                                           |



## KPG Global Enterprises, LLC

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|     |                                                          | organizations make informed decisions. They collect, process, and analyze data from various sources, identify trends, and provide recommendations to improve organizational performance. They use data visualization tools to communicate insights and collaborate with other teams to develop strategies for continuous improvement.                                                                                                                                                                                                                                                                                                                                                                                                                                                    |           |   |                                                                                                                                                            |
| 123 | Business Intelligence/Analytics Analyst Level IV/Manager | Analyzes, designs, implements, and maintains systems used to collect and analyze business intelligence data. They create dashboards, databases, and other platforms that allow for the efficient collection and evaluation of BI data. - Master Level. The Business Intelligence/Analytics Manager is responsible for leading a team of Business Intelligence/Analytics Analysts. They develop and implement data management policies, procedures, and standards to ensure data quality, accuracy, and consistency. They provide strategic guidance to the team, establish goals and objectives, and ensure that the team meets deadlines and delivers high-quality results. The Manager also collaborates with other teams to develop business intelligence strategies and initiatives. | Bachelors | 8 | Bachelor's Degree equal to two years of relevant experience. Advanced Degrees can be substituted for experience.                                           |
| 124 | ESG Consultant Level I                                   | Partners with clients on ESG Consulting and implementing ESG/ESEF solutions (Workiva, Parseport, AxiomSL). The ESG Consultant is responsible for advising care organizations on Environmental, Social, and Governance (ESG) issues. They help organizations identify ESG risks and opportunities, develop ESG strategies, and measure and report on ESG performance. They also help organizations comply with ESG regulations and standards, such as the Global Reporting Initiative (GRI) and the Sustainability Accounting Standards Board (SASB).                                                                                                                                                                                                                                     | Bachelors | 1 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |
| 125 | ESG Consultant Level II                                  | Partners with clients on ESG Consulting and implementing ESG/ESEF solutions (Workiva, Parseport, AxiomSL) - Intermediate Level. The ESG Consultant is responsible for advising care                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Bachelors | 3 | Bachelor's Degree equal to two years of relevant experience. Advanced                                                                                      |



## KPG Global Enterprises, LLC

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|     |                                 | organizations on Environmental, Social, and Governance (ESG) issues. They help organizations identify ESG risks and opportunities, develop ESG strategies, and measure and report on ESG performance. They also help organizations comply with ESG regulations and standards, such as the Global Reporting Initiative (GRI) and the Sustainability Accounting Standards Board (SASB).                                                                                                                                                                                                         |           |   | Degrees can be substituted for experience.                                                                       |
| 126 | ESG Consultant Level III        | Partners with clients on ESG Consulting and implementing ESG/ESEF solutions (Workiva, Parseport, AxiomSL) - Specialist Level. The ESG Consultant is responsible for advising care organizations on Environmental, Social, and Governance (ESG) issues. They help organizations identify ESG risks and opportunities, develop ESG strategies, and measure and report on ESG performance. They also help organizations comply with ESG regulations and standards, such as the Global Reporting Initiative (GRI) and the Sustainability Accounting Standards Board (SASB).                       | Bachelors | 5 | Bachelor's Degree equal to two years of relevant experience. Advanced Degrees can be substituted for experience. |
| 127 | ESG Consultant Level IV/Manager | Partners with clients on ESG Consulting and implementing ESG/ESEF solutions (Workiva, Parseport, AxiomSL) - Expert Level. The ESG Consultant Manager is responsible for leading a team of ESG Consultants. They develop and implement ESG policies, procedures, and standards, and provide strategic guidance to the team. They also collaborate with other teams to integrate ESG considerations into business strategies and initiatives. The Manager ensures that the team meets deadlines and delivers high-quality results, and also builds relationships with clients and stakeholders. | Bachelors | 8 | Bachelor's Degree equal to two years of relevant experience. Advanced Degrees can be substituted for experience. |

### 3.1.2 Labor Category Rates (SIN 54151S/54151SSTLOC)

|  |  | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 |
|--|--|--------|--------|--------|--------|--------|
|--|--|--------|--------|--------|--------|--------|



## KPG Global Enterprises, LLC

| Cat. | Labor Category                                        | 04/18/2023-04/17/2024 | 04/18/2024-04/17/2025 | 04/18/2025-04/17/2026 | 04/18/2026-04/17/2027 | 04/18/2027-04/17/2028 |
|------|-------------------------------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| 1    | Applications Systems Analyst/Programmer Level I       | \$60.91               | \$60.91               | \$60.91               | \$60.91               | \$60.91               |
| 2    | Applications Systems Analyst/Programmer – Level II    | \$65.59               | \$65.59               | \$65.59               | \$65.59               | \$65.59               |
| 3    | Applications Systems Analyst/Programmer – Level III   | \$79.65               | \$79.65               | \$79.65               | \$79.65               | \$79.65               |
| 4    | Business Systems Analyst - Level I                    | \$56.22               | \$56.22               | \$56.22               | \$56.22               | \$56.22               |
| 5    | Business Systems Analyst - Level II                   | \$65.59               | \$65.59               | \$65.59               | \$65.59               | \$65.59               |
| 6    | Business Systems Analyst - Level III                  | \$74.96               | \$74.96               | \$74.96               | \$74.96               | \$74.96               |
| 7    | Chief Information Security Officer                    | \$243.63              | \$243.63              | \$243.63              | \$243.63              | \$243.63              |
| 8    | Chief Information Officer                             | \$257.68              | \$257.68              | \$257.68              | \$257.68              | \$257.68              |
| 9    | Cloud Database Manager                                | \$103.07              | \$103.07              | \$103.07              | \$103.07              | \$103.07              |
| 10   | Cloud Network/Security Architect Level I              | \$89.02               | \$89.02               | \$89.02               | \$89.02               | \$89.02               |
| 11   | Cloud Network/Security Architect Level II             | \$117.13              | \$117.13              | \$117.13              | \$117.13              | \$117.13              |
| 12   | Cloud Network/Security Architect Level III            | \$149.92              | \$149.92              | \$149.92              | \$149.92              | \$149.92              |
| 13   | Cloud Architect/Engineer Level I                      | \$89.02               | \$89.02               | \$89.02               | \$89.02               | \$89.02               |
| 14   | Cloud Architect/Engineer Level II                     | \$117.13              | \$117.13              | \$117.13              | \$117.13              | \$117.13              |
| 15   | Cloud Architect/Engineer Level III                    | \$149.92              | \$149.92              | \$149.92              | \$149.92              | \$149.92              |
| 16   | Cloud Capacity and Financial Analyst Level I          | \$93.70               | \$93.70               | \$93.70               | \$93.70               | \$93.70               |
| 17   | Cloud Capacity and Financial Manager Analyst Level II | \$149.92              | \$149.92              | \$149.92              | \$149.92              | \$149.92              |
| 18   | Cloud Capacity and Financial Manager                  | \$199.59              | \$199.59              | \$199.59              | \$199.59              | \$199.59              |
| 19   | Configuration Management Engineer - Level I           | \$65.59               | \$65.59               | \$65.59               | \$65.59               | \$65.59               |
| 20   | Configuration Management Engineer - Level II          | \$80.58               | \$80.58               | \$80.58               | \$80.58               | \$80.58               |
| 21   | Configuration Management Engineer - Level III         | \$101.20              | \$101.20              | \$101.20              | \$101.20              | \$101.20              |
| 22   | Tech Consultant Level I                               | \$74.96               | \$74.96               | \$74.96               | \$74.96               | \$74.96               |
| 23   | Tech Consultant Level II                              | \$93.70               | \$93.70               | \$93.70               | \$93.70               | \$93.70               |
| 24   | Tech Consultant Senior Level III                      | \$112.44              | \$112.44              | \$112.44              | \$112.44              | \$112.44              |
| 25   | Data Architect/Modeler Level I                        | \$74.96               | \$74.96               | \$74.96               | \$74.96               | \$74.96               |
| 26   | Data Architect/Modeler Level II                       | \$103.07              | \$103.07              | \$103.07              | \$103.07              | \$103.07              |
| 27   | Data Architect/Modeler Level III                      | \$117.13              | \$117.13              | \$117.13              | \$117.13              | \$117.13              |
| 28   | Data Security Administration Manager                  | \$121.81              | \$121.81              | \$121.81              | \$121.81              | \$121.81              |
| 29   | Data Warehousing Administrator                        | \$112.44              | \$112.44              | \$112.44              | \$112.44              | \$112.44              |
| 30   | Data Warehousing Analyst                              | \$74.96               | \$74.96               | \$74.96               | \$74.96               | \$74.96               |
| 31   | Data Warehouse/Lake Project Manager                   | \$140.55              | \$140.55              | \$140.55              | \$140.55              | \$140.55              |
| 32   | Data/Configuration Management Specialist              | \$103.07              | \$103.07              | \$103.07              | \$103.07              | \$103.07              |
| 33   | Data Warehouse/Lake ETL Developer                     | \$89.02               | \$89.02               | \$89.02               | \$89.02               | \$89.02               |



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|    |                                                     |          |          |          |          |          |
|----|-----------------------------------------------------|----------|----------|----------|----------|----------|
|    | Level I                                             |          |          |          |          |          |
| 34 | Data Warehouse/Lake ETL Developer Level II          | \$107.76 | \$107.76 | \$107.76 | \$107.76 | \$107.76 |
| 35 | Data Warehouse/Lake ETL Developer Level III         | \$121.81 | \$121.81 | \$121.81 | \$121.81 | \$121.81 |
| 36 | Big Data/Analytics Engineer Level I                 | \$93.70  | \$93.70  | \$93.70  | \$93.70  | \$93.70  |
| 37 | Big Data/Analytics Engineer Level II                | \$112.44 | \$112.44 | \$112.44 | \$112.44 | \$112.44 |
| 38 | Big Data/Analytics Engineer Level III               | \$121.81 | \$121.81 | \$121.81 | \$121.81 | \$121.81 |
| 39 | Database Administrator Level I                      | \$93.70  | \$93.70  | \$93.70  | \$93.70  | \$93.70  |
| 40 | Database Administrator Level II                     | \$112.44 | \$112.44 | \$112.44 | \$112.44 | \$112.44 |
| 41 | Database Administrator Level III                    | \$121.81 | \$121.81 | \$121.81 | \$121.81 | \$121.81 |
| 42 | Database Manager                                    | \$126.50 | \$126.50 | \$126.50 | \$126.50 | \$126.50 |
| 43 | Disaster Recovery Analyst Level II                  | \$93.70  | \$93.70  | \$93.70  | \$93.70  | \$93.70  |
| 44 | Disaster Recovery Analyst Level III                 | \$117.13 | \$117.13 | \$117.13 | \$117.13 | \$117.13 |
| 45 | Disaster Recovery Administrator                     | \$107.76 | \$107.76 | \$107.76 | \$107.76 | \$107.76 |
| 46 | Help Desk Specialist - Level I                      | \$51.54  | \$51.54  | \$51.54  | \$51.54  | \$51.54  |
| 47 | Help Desk Support Services Specialist - Level II    | \$56.22  | \$56.22  | \$56.22  | \$56.22  | \$56.22  |
| 48 | Help Desk Support Services Specialist - Level III   | \$70.28  | \$70.28  | \$70.28  | \$70.28  | \$70.28  |
| 49 | Help Desk Manager                                   | \$80.58  | \$80.58  | \$80.58  | \$80.58  | \$80.58  |
| 50 | Information Systems Training Specialist - Level I   | \$56.22  | \$56.22  | \$56.22  | \$56.22  | \$56.22  |
| 51 | Information Systems Training Specialist - Level II  | \$65.59  | \$65.59  | \$65.59  | \$65.59  | \$65.59  |
| 52 | Information Systems Training Specialist - Level III | \$74.96  | \$74.96  | \$74.96  | \$74.96  | \$74.96  |
| 53 | Network Engineer/Admin - Level I                    | \$60.91  | \$60.91  | \$60.91  | \$60.91  | \$60.91  |
| 54 | Network Engineer/Admin - Level II                   | \$70.28  | \$70.28  | \$70.28  | \$70.28  | \$70.28  |
| 55 | Network Engineer/Admin - Level III                  | \$93.70  | \$93.70  | \$93.70  | \$93.70  | \$93.70  |
| 56 | Network Operations Supervisor                       | \$117.13 | \$117.13 | \$117.13 | \$117.13 | \$117.13 |
| 57 | Network Systems Manager                             | \$112.44 | \$112.44 | \$112.44 | \$112.44 | \$112.44 |
| 58 | Network Planning Manager                            | \$121.81 | \$121.81 | \$121.81 | \$121.81 | \$121.81 |
| 59 | Project Coordinator                                 | \$60.91  | \$60.91  | \$60.91  | \$60.91  | \$60.91  |
| 60 | Project Manager – Level I                           | \$70.28  | \$70.28  | \$70.28  | \$70.28  | \$70.28  |
| 61 | Project Manager – Level II                          | \$84.33  | \$84.33  | \$84.33  | \$84.33  | \$84.33  |
| 62 | Project Manager – Level III                         | \$126.50 | \$126.50 | \$126.50 | \$126.50 | \$126.50 |
| 63 | Program Manager - Level IV                          | \$154.61 | \$154.61 | \$154.61 | \$154.61 | \$154.61 |
| 64 | Program Executive                                   | \$187.41 | \$187.41 | \$187.41 | \$187.41 | \$187.41 |
| 65 | Scrum Master Level I                                | \$84.33  | \$84.33  | \$84.33  | \$84.33  | \$84.33  |
| 66 | Scrum Master Level II                               | \$140.55 | \$140.55 | \$140.55 | \$140.55 | \$140.55 |
| 67 | Scrum Master Level III                              | \$168.66 | \$168.66 | \$168.66 | \$168.66 | \$168.66 |
| 68 | Scrum Master Level IV                               | \$206.15 | \$206.15 | \$206.15 | \$206.15 | \$206.15 |
| 69 | Agile Product Owner (SAFe)                          | \$187.41 | \$187.41 | \$187.41 | \$187.41 | \$187.41 |
| 70 | Agile Release Train Engineer (RTE)                  | \$187.41 | \$187.41 | \$187.41 | \$187.41 | \$187.41 |
| 71 | Agile Coach SPC (SAFe) Level I                      | \$187.41 | \$187.41 | \$187.41 | \$187.41 | \$187.41 |
| 72 | Agile Coach SPC (SAFe) Level II                     | \$210.83 | \$210.83 | \$210.83 | \$210.83 | \$210.83 |
| 73 | Agile Coach SPC (SAFe) Level III                    | \$234.26 | \$234.26 | \$234.26 | \$234.26 | \$234.26 |
| 74 | Quality Assurance Technician - Level                | \$60.91  | \$60.91  | \$60.91  | \$60.91  | \$60.91  |



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|     |                                                           |          |          |          |          |          |
|-----|-----------------------------------------------------------|----------|----------|----------|----------|----------|
|     | I                                                         |          |          |          |          |          |
| 75  | Quality Assurance Technician - Level II                   | \$71.21  | \$71.21  | \$71.21  | \$71.21  | \$71.21  |
| 76  | Quality Assurance Technician - Level III                  | \$84.33  | \$84.33  | \$84.33  | \$84.33  | \$84.33  |
| 77  | Enterprise Architect Level I                              | \$112.44 | \$112.44 | \$112.44 | \$112.44 | \$112.44 |
| 78  | Enterprise Architect Level II                             | \$140.55 | \$140.55 | \$140.55 | \$140.55 | \$140.55 |
| 79  | Enterprise Architect Level III                            | \$187.41 | \$187.41 | \$187.41 | \$187.41 | \$187.41 |
| 80  | Systems Architect Level I                                 | \$93.70  | \$93.70  | \$93.70  | \$93.70  | \$93.70  |
| 81  | Systems Architect Level II                                | \$112.44 | \$112.44 | \$112.44 | \$112.44 | \$112.44 |
| 82  | Systems Architect Level III                               | \$131.18 | \$131.18 | \$131.18 | \$131.18 | \$131.18 |
| 83  | Software Developer/Systems Engineer - Level I             | \$70.28  | \$70.28  | \$70.28  | \$70.28  | \$70.28  |
| 84  | Software Developer/Systems Engineer – Level II            | \$84.33  | \$84.33  | \$84.33  | \$84.33  | \$84.33  |
| 85  | Software Developer/Systems Engineer – Level III           | \$107.76 | \$107.76 | \$107.76 | \$107.76 | \$107.76 |
| 86  | Embedded Software Systems Engineer - Level I              | \$84.33  | \$84.33  | \$84.33  | \$84.33  | \$84.33  |
| 87  | Embedded Software Systems Engineer - Level II             | \$103.07 | \$103.07 | \$103.07 | \$103.07 | \$103.07 |
| 88  | Embedded Software Systems Engineer - Level III            | \$117.13 | \$117.13 | \$117.13 | \$117.13 | \$117.13 |
| 89  | Model Based Systems Engineer - Level I                    | \$84.33  | \$84.33  | \$84.33  | \$84.33  | \$84.33  |
| 90  | Model Based Systems Engineer - Level II                   | \$103.07 | \$103.07 | \$103.07 | \$103.07 | \$103.07 |
| 91  | Model Based Systems Engineer - Level III                  | \$117.13 | \$117.13 | \$117.13 | \$117.13 | \$117.13 |
| 92  | Systems Administrator - Level I                           | \$60.91  | \$60.91  | \$60.91  | \$60.91  | \$60.91  |
| 93  | Systems Administrator - Level II                          | \$70.28  | \$70.28  | \$70.28  | \$70.28  | \$70.28  |
| 94  | Systems Administrator - Level III                         | \$79.65  | \$79.65  | \$79.65  | \$79.65  | \$79.65  |
| 95  | Technical Writer/Documentation Specialist - Level I       | \$56.22  | \$56.22  | \$56.22  | \$56.22  | \$56.22  |
| 96  | Technical Writer/Documentation Specialist - Level II      | \$60.91  | \$60.91  | \$60.91  | \$60.91  | \$60.91  |
| 97  | Technical Writer/Documentation Specialist - Level III     | \$65.59  | \$65.59  | \$65.59  | \$65.59  | \$65.59  |
| 98  | Test Engineer HW/SW Level I                               | \$60.91  | \$60.91  | \$60.91  | \$60.91  | \$60.91  |
| 99  | Test Engineer HW/SW Level II                              | \$71.21  | \$71.21  | \$71.21  | \$71.21  | \$71.21  |
| 100 | Test Engineer HW/SW Level III                             | \$84.33  | \$84.33  | \$84.33  | \$84.33  | \$84.33  |
| 101 | Test Engineer HW/SW Level IV                              | \$93.70  | \$93.70  | \$93.70  | \$93.70  | \$93.70  |
| 102 | Test Lead/Manager                                         | \$103.07 | \$103.07 | \$103.07 | \$103.07 | \$103.07 |
| 103 | Web Content/Security Administrator                        | \$70.28  | \$70.28  | \$70.28  | \$70.28  | \$70.28  |
| 104 | Web Content Analyst/Designer                              | \$93.70  | \$93.70  | \$93.70  | \$93.70  | \$93.70  |
| 105 | Web Software Developer                                    | \$107.76 | \$107.76 | \$107.76 | \$107.76 | \$107.76 |
| 106 | Web Technical Administrator                               | \$112.44 | \$112.44 | \$112.44 | \$112.44 | \$112.44 |
| 107 | Artificial Intelligence/Machine Learning Engineer Level I | \$93.70  | \$93.70  | \$93.70  | \$93.70  | \$93.70  |
| 108 | Artificial Intelligence/Machine                           | \$112.44 | \$112.44 | \$112.44 | \$112.44 | \$112.44 |



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|     |                                                             |          |          |          |          |          |
|-----|-------------------------------------------------------------|----------|----------|----------|----------|----------|
|     | Learning Engineer Level II                                  |          |          |          |          |          |
| 109 | Artificial Intelligence/Machine Learning Engineer Level III | \$154.61 | \$154.61 | \$154.61 | \$154.61 | \$154.61 |
| 110 | Artificial Intelligence/Machine Learning Engineer Level IV  | \$187.41 | \$187.41 | \$187.41 | \$187.41 | \$187.41 |
| 111 | Data Scientist Level I                                      | \$74.96  | \$74.96  | \$74.96  | \$74.96  | \$74.96  |
| 112 | Data Scientist Level II                                     | \$93.70  | \$93.70  | \$93.70  | \$93.70  | \$93.70  |
| 113 | Data Scientist Level III                                    | \$112.44 | \$112.44 | \$112.44 | \$112.44 | \$112.44 |
| 114 | Data Scientist Level IV/Manager                             | \$131.18 | \$131.18 | \$131.18 | \$131.18 | \$131.18 |
| 115 | Cyber Security Analyst/Engineer Level I                     | \$84.33  | \$84.33  | \$84.33  | \$84.33  | \$84.33  |
| 116 | Cyber Security Analyst/Engineer Level II                    | \$117.13 | \$117.13 | \$117.13 | \$117.13 | \$117.13 |
| 117 | Cyber Security Analyst/Engineer Level III                   | \$140.55 | \$140.55 | \$140.55 | \$140.55 | \$140.55 |
| 118 | Cyber Security Analyst/Engineer Level IV                    | \$159.29 | \$159.29 | \$159.29 | \$159.29 | \$159.29 |
| 119 | Cyber Security Analyst/Engineer Level V/Manager             | \$178.04 | \$178.04 | \$178.04 | \$178.04 | \$178.04 |
| 120 | Business Intelligence/Analytics Analyst Level I             | \$74.96  | \$74.96  | \$74.96  | \$74.96  | \$74.96  |
| 121 | Business Intelligence/Analytics Analyst Level II            | \$89.02  | \$89.02  | \$89.02  | \$89.02  | \$89.02  |
| 122 | Business Intelligence/Analytics Analyst Level III           | \$112.44 | \$112.44 | \$112.44 | \$112.44 | \$112.44 |
| 123 | Business Intelligence/Analytics Analyst Level IV/Manager    | \$131.18 | \$131.18 | \$131.18 | \$131.18 | \$131.18 |
| 124 | ESG Consultant Level I                                      | \$93.70  | \$93.70  | \$93.70  | \$93.70  | \$93.70  |
| 125 | ESG Consultant Level II                                     | \$121.81 | \$121.81 | \$121.81 | \$121.81 | \$121.81 |
| 126 | ESG Consultant Level III                                    | \$168.66 | \$168.66 | \$168.66 | \$168.66 | \$168.66 |
| 127 | ESG Consultant Level IV/Manager                             | \$210.83 | \$210.83 | \$210.83 | \$210.83 | \$210.83 |

### 3.2 SIN 54151HEAL/STLOC

Health Information Technology Services includes a wide range of Health IT services including connected health, electronic health records, health information exchanges, health analytics, personal health information management, innovative Health IT solutions, health informatics, emerging Health IT research, and other Health IT services.

#### 3.2.1 Labor Category Descriptions (SIN 54151HEAL/54151HEALSTLOC)

| Cat. | Labor Category Service Title | Labor Category Description                                                        | Minimum Education | Minimum Experience | If applicable, indicate proposed education substitutions |
|------|------------------------------|-----------------------------------------------------------------------------------|-------------------|--------------------|----------------------------------------------------------|
| 1    | Health IT Applications       | Designs and Develops Health IT systems. This role involves designing, developing, | High School       | 1                  | Apprenticeship Programs,                                 |



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|   |                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |             |   |                                                                                                                                                            |
|---|----------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------|---|------------------------------------------------------------------------------------------------------------------------------------------------------------|
|   | Systems Analyst/Programmer Level I                             | and implementing software applications and systems to support healthcare operations. The position requires a strong understanding of healthcare operations, as well as programming languages, database management systems, and other technical skills.                                                                                                                                                                                                                              |             |   | Internships, Military Training, or similar may be used as experience.                                                                                      |
| 2 | Health IT Applications Systems Analyst/ Programmer – Level II  | Designs and Develops Health IT systems. Systems Analyst. - Intermediate Level. This role involves designing, developing, and implementing software applications and systems to support healthcare operations. The position requires a strong understanding of healthcare operations, as well as programming languages, database management systems, and other technical skills.                                                                                                     | Associates  | 3 | An Associate's Degree, Military, and relevant experience can be substituted for experience.                                                                |
| 3 | Health IT Applications Systems Analyst/ Programmer – Level III | Designs and Develops Health IT systems. Sr. Systems Analyst. - Specialist Level. This role involves designing, developing, and implementing software applications and systems to support healthcare operations. The position requires a strong understanding of healthcare operations, as well as programming languages, database management systems, and other technical skills.                                                                                                   | Bachelor    | 5 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |
| 4 | Health IT Business Systems Analyst - Level I                   | Designs Health IT Systems, user interfaces, & user experience. Works with business on business needs translation (User Stories, Requirements). This role involves analyzing healthcare business processes and identifying opportunities to use technology to improve efficiency and effectiveness. The position requires a strong understanding of healthcare operations and information technology, as well as skills in project management, business analysis, and communication. | High School | 1 | Apprenticeship Programs, Internships, Military Training, or similar may be used as experience.                                                             |
| 5 | Health IT Business Systems Analyst - Level II                  | Designs Health IT systems, user interfaces, & user experience. Works with business on business needs translation (User Stories, Requirements). - Intermediate Level. This role involves analyzing healthcare business processes and identifying opportunities to use technology to improve efficiency and effectiveness. The position requires a strong understanding of healthcare operations and information technology, as well as skills in project management,                 | Associates  | 3 | An Associate's Degree, Military, and relevant experience can be substituted for experience.                                                                |



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|    |                                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                                |   |                                                                                                                                                            |
|----|----------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------|---|------------------------------------------------------------------------------------------------------------------------------------------------------------|
|    |                                                    | business analysis, and communication.                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                |   |                                                                                                                                                            |
| 6  | Health IT Business Systems Analyst - Level III     | Designs Health IT systems, user interfaces, & user experience. Works with business on business needs translation (User Stories, Requirements). Specialist Level. This role involves analyzing healthcare business processes and identifying opportunities to use technology to improve efficiency and effectiveness. The position requires a strong understanding of healthcare operations and information technology, as well as skills in project management, business analysis, and communication. | Bachelor                       | 5 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |
| 7  | Health IT Chief Information Security Officer       | Provides information security leadership, governance, and guidance for the entire organization. This role involves overseeing the security of an organization's healthcare information systems, including protecting against cyber threats and ensuring compliance with industry regulations. The position requires a strong understanding of cybersecurity, healthcare IT, and risk management, as well as excellent communication and leadership skills.                                            | Bachelor's, Master's Preferred | 8 | Bachelor's Degree equal to two years of relevant experience. Advanced Degrees can be substituted for experience.                                           |
| 8  | Health IT Chief Information Officer                | Provides overall information systems leadership, governance, and guidance for the entire organization. This role involves overseeing an organization's healthcare IT systems and ensuring they meet the needs of healthcare operations. The position requires a strong understanding of healthcare IT, as well as skills in project management, strategic planning, and communication.                                                                                                                | Bachelor's, Master's Preferred | 8 | Bachelor's Degree equal to two years of relevant experience. Advanced Degrees can be substituted for experience.                                           |
| 9  | Health IT Cloud Database Manager                   | Performs cloud database management activities and team leadership. (Database sizing, management) This role involves managing an organization's healthcare data in a cloud-based environment. The position requires a strong understanding of database management, cloud computing, and healthcare IT, as well as skills in project management, communication, and problem-solving. The Cloud Database Manager would be responsible for ensuring data security, reliability, and accessibility.        | Bachelor                       | 5 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |
| 10 | Health IT Cloud Network/Security Architect Level I | Performs cloud network architecture, design, and migration activities. (AWS, Azure, Google, etc.) Also, has security expertise. This role involves designing and implementing secure network and security architectures for healthcare organizations'                                                                                                                                                                                                                                                 | Associates                     | 1 | An Associate's Degree, Military, and relevant experience can be substituted for experience                                                                 |



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|    |                                                      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |            |   |                                                                                                                                                            |
|----|------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|---|------------------------------------------------------------------------------------------------------------------------------------------------------------|
|    |                                                      | cloud environments. The position requires a strong understanding of network and security protocols, cloud computing, and healthcare IT, as well as skills in project management and communication.                                                                                                                                                                                                                                                                               |            |   |                                                                                                                                                            |
| 11 | Health IT Cloud Network/Security Architect Level II  | Performs cloud network architecture, design, and migration activities. (AWS, Azure, Google, etc.) - Also, has security expertise. - Intermediate Level. This role involves designing and implementing secure network and security architectures for healthcare organizations' cloud environments. The position requires a strong understanding of network and security protocols, cloud computing, and healthcare IT, as well as skills in project management and communication. | Bachelor   | 3 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements.                                                     |
| 12 | Health IT Cloud Network/Security Architect Level III | Performs cloud network architecture, design, and migration activities. (AWS, Azure, Google, etc.) - Also, has security expertise - Expert Level. This role involves designing and implementing secure network and security architectures for healthcare organizations' cloud environments. The position requires a strong understanding of network and security protocols, cloud computing, and healthcare IT, as well as skills in project management and communication.        | Bachelor   | 5 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |
| 13 | Health IT Cloud Architect/Engineer Level I           | Designs, migrates, and builds cloud systems (Public & Private) (AWS, Azure, Google) (Docker, Containers, Kubernetes). This role involves designing and implementing cloud-based healthcare IT systems and applications. The position requires a strong understanding of cloud computing, healthcare IT, and software development, as well as skills in project management, communication, and problem-solving.                                                                   | Associates | 1 | An Associate's Degree, Military, and relevant experience can be substituted for experience                                                                 |
| 14 | Health IT Cloud Architect/Engineer Level II          | Designs, migrates, and builds cloud systems (Public & Private) (AWS, Azure, Google) (Docker, Containers, Kubernetes)- Intermediate Level. This role involves designing and implementing cloud-based healthcare IT systems and applications. The position requires a strong understanding of cloud computing, healthcare IT, and software development, as well as skills in project management, communication, and problem-solving.                                               | Bachelor   | 3 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |
| 15 | Health IT Cloud                                      | Designs, migrates, and builds cloud                                                                                                                                                                                                                                                                                                                                                                                                                                              | Bachelor   | 5 | Associate's                                                                                                                                                |



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|    |                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |            |   |                                                                                                                                                            |
|----|-----------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|---|------------------------------------------------------------------------------------------------------------------------------------------------------------|
|    | Architect/Engineer Level III                                    | systems (Public & Private) (AWS, Azure, Google) (Dockers, Containers, Kubernetes)- Expert Level. This role involves designing and implementing cloud-based healthcare IT systems and applications. The position requires a strong understanding of cloud computing, healthcare IT, and software development, as well as skills in project management, communication, and problem-solving.                                                                                                     |            |   | Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.             |
| 16 | Health IT Cloud Capacity and Financial Analyst Level I          | Performs analysis with clients to implement cloud solutions to manage capacity and financials of Public Hybrid Cloud (AWS, Azure, Google) platforms. This role involves analyzing healthcare organizations' cloud usage and capacity needs, as well as developing and managing cloud computing budgets. The position requires a strong understanding of cloud computing, financial management, and healthcare IT, as well as skills in data analysis and communication.                       | Associates | 1 | An Associate's Degree, Military, and relevant experience can be substituted for experience.                                                                |
| 17 | Health IT Cloud Capacity and Financial Manager Analyst Level II | Performs analysis with clients to implement cloud solutions to manage capacity and financials of Public Hybrid Cloud (AWS, Azure, Google) platforms. - Intermediate Level. This role involves analyzing healthcare organizations' cloud usage and capacity needs, as well as developing and managing cloud computing budgets. The position requires a strong understanding of cloud computing, financial management, and healthcare IT, as well as skills in data analysis and communication. | Bachelor   | 3 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |
| 18 | Health IT Cloud Capacity and Financial Manager                  | Partners with clients to implement cloud solutions to manage capacity and financials of Public Hybrid Cloud (AWS, Azure, Google) platforms. - Specialist to Master Level. This role involves analyzing healthcare organizations' cloud usage and capacity needs, as well as developing and managing cloud computing budgets. The position requires a strong understanding of cloud computing, financial management, and healthcare IT, as well as skills in data analysis and communication.  | Bachelor   | 8 | Bachelor's Degree equal to two years of relevant experience. Advanced Degrees can be substituted for experience.                                           |
| 19 | Health IT Configuration Management Engineer - Level I           | Provides technical configuration management support during the development process. (GIT Hub, etc.). This role involves developing and managing healthcare IT systems' configuration management processes to                                                                                                                                                                                                                                                                                  | Associates | 1 | An Associate's Degree, Military, and relevant experience can be substituted for experience.                                                                |



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|    |                                                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |            |   |                                                                                                                                                            |
|----|---------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|---|------------------------------------------------------------------------------------------------------------------------------------------------------------|
|    |                                                         | ensure they meet business needs and regulatory requirements. The position requires a strong understanding of configuration management, healthcare IT, and software development, as well as skills in project management and communication.                                                                                                                                                                                                                                                 |            |   |                                                                                                                                                            |
| 20 | Health IT Configuration Management Engineer - Level II  | Provides technical configuration management support during the development process. (GIT Hub, etc.) - Intermediate Level. This role involves developing and managing healthcare IT systems' configuration management processes to ensure they meet business needs and regulatory requirements. The position requires a strong understanding of configuration management, healthcare IT, and software development, as well as skills in project management and communication.               | Bachelor   | 3 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |
| 21 | Health IT Configuration Management Engineer - Level III | Provides technical configuration management support during the development process. (GIT Hub, etc.) - Specialist Level to Master Level. This role involves developing and managing healthcare IT systems' configuration management processes to ensure they meet business needs and regulatory requirements. The position requires a strong understanding of configuration management, healthcare IT, and software development, as well as skills in project management and communication. | Bachelor   | 5 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |
| 22 | Health IT Tech Consultant Level I                       | Provides strategy and technical consulting expertise - business process & digital transformation (ERP, SAP, Oracle, Salesforce). This role involves providing consulting services to healthcare organizations regarding their IT systems and applications. The position requires a strong understanding of healthcare IT, as well as skills in project management, communication, and problem-solving.                                                                                     | Associates | 1 | An Associate's Degree, Military, and relevant experience can be substituted for experience.                                                                |
| 23 | Health IT Tech Consultant Level II                      | Provides strategy and technical consulting expertise - business process & digital transformation - Intermediate Level (ERP, SAP, Oracle, Salesforce). This role involves providing consulting services to healthcare organizations regarding their IT systems and applications. The position requires a strong understanding of healthcare IT, as well as skills in project management, communication, and                                                                                 | Bachelor   | 3 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be                             |



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|    |                                                |                                                                                                                                                                                                                                                                                                                                                                                                                       |            |   |                                                                                                                                                            |
|----|------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|---|------------------------------------------------------------------------------------------------------------------------------------------------------------|
|    |                                                | problem-solving.                                                                                                                                                                                                                                                                                                                                                                                                      |            |   | substituted for experience.                                                                                                                                |
| 24 | Health IT Tech Consultant Senior Level III     | Provides strategy and technical consulting expertise - business process & digital transformation - Expert Level (ERP, SAP, Oracle, Salesforce). This role involves providing consulting services to healthcare organizations regarding their IT systems and applications. The position requires a strong understanding of healthcare IT, as well as skills in project management, communication, and problem-solving. | Bachelor   | 5 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |
| 25 | Health IT Data Architect/Modeler Level I       | Performs data architecture and modeling activities. This role involves designing and developing healthcare IT data models and architectures that support business needs and regulatory requirements. The position requires a strong understanding of healthcare data, database management, and healthcare IT, as well as skills in project management and communication.                                              | Associates | 1 | An Associate's Degree, Military, and relevant experience can be substituted for experience.                                                                |
| 26 | Health IT Data Architect/Modeler Level II      | Performs data architecture and modeling activities. - Intermediate Level. This role involves designing and developing healthcare IT data models and architectures that support business needs and regulatory requirements. The position requires a strong understanding of healthcare data, database management, and healthcare IT, as well as skills in project management and communication.                        | Bachelor   | 3 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |
| 27 | Health IT Data Architect/Modeler Level III     | Performs data architecture and modeling activities. - Expert Level. This role involves designing and developing healthcare IT data models and architectures that support business needs and regulatory requirements. The position requires a strong understanding of healthcare data, database management, and healthcare IT, as well as skills in project management and communication.                              | Bachelor   | 5 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |
| 28 | Health IT Data Security Administration Manager | Performs data and database security functions. This role involves overseeing healthcare organizations' data security systems and protocols to ensure compliance with industry regulations and protect against cyber threats. The position                                                                                                                                                                             | Bachelor   | 5 | Associate's Degree with experience requirements can be substituted for Bachelor's                                                                          |



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|    |                                                    | requires a strong understanding of data security, healthcare IT, and risk management, as well as excellent communication and leadership skills.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |          |   | Degree requirements. Advanced Degrees can be substituted for experience.                                                                                   |
| 29 | Health IT Data Warehousing Administrator           | Performs data warehouse, data lake, and database administration. This role involves managing healthcare organizations' data warehousing systems to ensure data quality, accessibility, and security. The position requires a strong understanding of data warehousing, database management, and healthcare IT, as well as skills in project management and communication.                                                                                                                                                                                                                                                              | Bachelor | 3 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |
| 30 | Health IT Data Warehousing Analyst                 | Performs Data Analysis on data warehouse, data lake projects. This role involves analyzing healthcare data to identify trends, patterns, and insights that can inform business decisions. The position requires a strong understanding of data analysis, healthcare data, and healthcare IT, as well as skills in communication and problem-solving.                                                                                                                                                                                                                                                                                   | Bachelor | 1 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |
| 31 | Health IT Data Warehouse/Lake Project Manager      | Manages Data Warehouse/Data Lake Projects using contemporary solutions (Agile, etc.). The Health IT Data Warehouse/Lake Project Manager is responsible for leading the development, implementation, and maintenance of data warehouse and data lake projects within the healthcare industry. They are responsible for ensuring that the project is delivered on time, within budget, and meets the needs of the organization. The Project Manager must have a thorough understanding of data warehousing and data lake architecture, as well as experience with project management methodologies, and healthcare industry regulations. | Bachelor | 5 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |
| 32 | Health IT Data/Configuration Management Specialist | Performs Data Warehouse/Lake Configuration Management activities. The Health IT Data/Configuration Management Specialist is responsible for managing and maintaining the configuration of healthcare IT systems, including the configuration of                                                                                                                                                                                                                                                                                                                                                                                        | Bachelor | 3 | Associate's Degree with experience requirements can be substituted for Bachelor's                                                                          |



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|    |                                                       | hardware, software, and data elements. They work to ensure the integrity of the data being used by healthcare providers and support staff, and may also be responsible for troubleshooting and resolving configuration issues that arise within healthcare IT systems. This role requires strong technical skills, attention to detail, and experience working within healthcare IT systems.                                                                                                                                                                                                                          |          |   | Degree requirements. Advanced Degrees can be substituted for experience.                                                                                   |
| 33 | Health IT Data Warehouse/Lake ETL Developer Level I   | Performs Data Warehouse, data lake, and database development using contemporary solutions (Informatica, Snowflake, etc.). The Health IT Data Warehouse Developer is responsible for designing, developing, and maintaining data warehouses and associated data marts that store and retrieve healthcare data. This includes data modeling, ETL (extract, transform, load), data cleansing, and data validation to ensure data accuracy and quality. The role requires strong technical skills in data warehousing technologies, database design, programming languages, and data analysis tools.                      | Bachelor | 1 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |
| 34 | Health IT Data Warehouse/Lake ETL Developer Level II  | Performs Data Warehouse, data lake, and database development using contemporary solutions (Informatica, Snowflake, etc.) - Intermediate Level. The Health IT Data Warehouse Developer is responsible for designing, developing, and maintaining data warehouses and associated data marts that store and retrieve healthcare data. This includes data modeling, ETL (extract, transform, load), data cleansing, and data validation to ensure data accuracy and quality. The role requires strong technical skills in data warehousing technologies, database design, programming languages, and data analysis tools. | Bachelor | 3 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |
| 35 | Health IT Data Warehouse/Lake ETL Developer Level III | Performs Data Warehouse, data lake, and database development using contemporary solutions (Informatica, Snowflake, etc.) - Expert Level. The Health IT Data Warehouse Developer is responsible for designing, developing, and maintaining data warehouses and associated data marts that store and retrieve healthcare data. This includes data modeling, ETL (extract, transform, load), data cleansing, and data validation to ensure data accuracy and quality. The role requires                                                                                                                                  | Bachelor | 5 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |



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|    |                                                 | strong technical skills in data warehousing technologies, database design, programming languages, and data analysis tools.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |            |   |                                                                                                                                                            |
| 36 | Health IT Big Data/Analytics Engineer Level I   | Provides Big Data and Business Reporting and Analytics expertise. The Health IT Big Data/Analytics Engineer is responsible for developing and maintaining the infrastructure required to support the collection, storage, processing, and analysis of large and complex healthcare data sets. The role involves designing and implementing big data solutions, using technologies such as Hadoop, Spark, and NoSQL databases, and developing analytics models to support data-driven decision-making. The role requires strong technical skills in data engineering, big data technologies, programming languages, and statistical analysis.                      | Associates | 1 | An Associate's Degree, Military, and relevant experience can be substituted for experience.                                                                |
| 37 | Health IT Big Data/Analytics Engineer Level II  | Provides Big Data and Business Reporting and Analytics expertise - Intermediate Level. The Health IT Big Data/Analytics Engineer is responsible for developing and maintaining the infrastructure required to support the collection, storage, processing, and analysis of large and complex healthcare data sets. The role involves designing and implementing big data solutions, using technologies such as Hadoop, Spark, and NoSQL databases, and developing analytics models to support data-driven decision-making. The role requires strong technical skills in data engineering, big data technologies, programming languages, and statistical analysis. | Bachelor   | 3 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |
| 38 | Health IT Big Data/Analytics Engineer Level III | Provides Big Data and Business Reporting and Analytics expertise - Expert Level. The Health IT Big Data/Analytics Engineer is responsible for developing and maintaining the infrastructure required to support the collection, storage, processing, and analysis of large and complex healthcare data sets. The role involves designing and implementing big data solutions, using technologies such as Hadoop, Spark, and NoSQL databases, and developing analytics models to support data-driven decision-making. The role requires strong technical skills in data engineering, big data technologies, programming languages, and statistical analysis.       | Bachelor   | 5 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |



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| 39 | Health IT Database Administrator Level I   | Provides Database Administration development and support. The Health IT Database Administrator is responsible for ensuring the performance, availability, and security of healthcare databases. The role involves installing, configuring, and upgrading database systems, monitoring database performance, and troubleshooting issues that arise. The role requires strong technical skills in database administration, database security, and backup and recovery procedures.                                              | Associates | 1 | An Associate's Degree, Military, and relevant experience can be substituted for experience.                                                                |
| 40 | Health IT Database Administrator Level II  | Provides Database Administration development and support. - Intermediate Level. The Health IT Database Administrator is responsible for ensuring the performance, availability, and security of healthcare databases. The role involves installing, configuring, and upgrading database systems, monitoring database performance, and troubleshooting issues that arise. The role requires strong technical skills in database administration, database security, and backup and recovery procedures.                        | Bachelor   | 3 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |
| 41 | Health IT Database Administrator Level III | Provides Database Administration development and support. - Expert Level. The Health IT Database Administrator is responsible for ensuring the performance, availability, and security of healthcare databases. The role involves installing, configuring, and upgrading database systems, monitoring database performance, and troubleshooting issues that arise. The role requires strong technical skills in database administration, database security, and backup and recovery procedures.                              | Bachelor   | 5 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |
| 42 | Health IT Database Manager                 | Functions as manager of database administration team and provides database development and administrative support. The Health IT Database Manager is responsible for overseeing the design, development, and maintenance of healthcare databases. The role involves managing a team of database administrators and ensuring that databases meet performance, security, and data quality standards. The role requires strong technical and leadership skills in database management, project management, and team management. | Bachelor   | 8 | Bachelor's Degree equal to two years of relevant experience. Advanced Degrees can be substituted for experience.                                           |
| 43 | Health IT Disaster                         | Provides disaster recovery analysis,                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Associates | 3 | An Associate's                                                                                                                                             |



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|    | Recovery Analyst Level II                     | support, and planning services. - Intermediate Level. The Health IT Disaster Recovery Analyst is responsible for developing and implementing disaster recovery plans for healthcare IT systems. The role involves identifying potential risks, developing recovery strategies, and testing recovery procedures to ensure the resilience of IT systems in the event of a disaster. The role requires strong technical skills in disaster recovery planning, risk management, and business continuity planning.                                |             |   | Degree, Military, and relevant experience can be substituted for experience.                                                                               |
| 44 | Health IT Disaster Recovery Analyst Level III | Provides disaster recovery analysis, support, and planning services. - Expert Level. The Health IT Disaster Recovery Analyst is responsible for developing and implementing disaster recovery plans for healthcare IT systems. The role involves identifying potential risks, developing recovery strategies, and testing recovery procedures to ensure the resilience of IT systems in the event of a disaster. The role requires strong technical skills in disaster recovery planning, risk management, and business continuity planning. | Bachelor    | 5 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |
| 45 | Health IT Disaster Recovery Administrator     | Provides disaster recovery administration and planning services. The Health IT Disaster Recovery Administrator is responsible for ensuring the availability and reliability of healthcare IT systems in the event of a disaster. The role involves implementing and maintaining disaster recovery solutions, such as backup and recovery systems and redundant hardware and software. The role requires strong technical skills in disaster recovery planning, IT infrastructure, and network security.                                      | Associates  | 5 | An Associate's Degree, Military, and relevant experience can be substituted for experience.                                                                |
| 46 | Health IT Help Desk Specialist - Level I      | Provides level one (1) help desk support in working with systems like ServiceNow. The Health IT Help Desk Specialist is responsible for providing technical support to healthcare professionals and patients who use IT systems. The role involves troubleshooting hardware and software issues, resolving user problems, and escalating issues as necessary. The role requires strong technical skills in IT support, customer service, and problem-solving.                                                                                | High School | 1 | Apprenticeship Programs, Internships, Military Training, or similar may be used as experience.                                                             |
| 47 | Health IT Help Desk Support                   | Provides level one (1) help desk support in working with systems like ServiceNow.                                                                                                                                                                                                                                                                                                                                                                                                                                                            | High School | 3 | Apprenticeship Programs,                                                                                                                                   |



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|    | Services Specialist - Level II                              | Has the ability to work with the customer to resolve minor technical issues. - Intermediate Level. The Health IT Help Desk Specialist is responsible for providing technical support to healthcare professionals and patients who use IT systems. The role involves troubleshooting hardware and software issues, resolving user problems, and escalating issues as necessary. The role requires strong technical skills in IT support, customer service, and problem-solving.                                                                            |             |   | Internships, Military Training, or similar may be used as experience.                                            |
| 48 | Health IT Help Desk Support Services Specialist - Level III | Provides level two (2) help desk support in working with systems Office 365. Has the ability to work with the customer to resolve major technical issues. - Specialist Level. The Health IT Help Desk Specialist is responsible for providing technical support to healthcare professionals and patients who use IT systems. The role involves troubleshooting hardware and software issues, resolving user problems, and escalating issues as necessary. The role requires strong technical skills in IT support, customer service, and problem-solving. | Associates  | 5 | An Associate's Degree, Military, and relevant experience can be substituted for experience.                      |
| 49 | Health IT Help Desk Manager                                 | Manages Help Desk personnel and efficiency of help desk processes and systems. The Health IT Help Desk Manager is responsible for managing a team of Help Desk Specialists who provide technical support to healthcare professionals and patients who use IT systems. The role involves overseeing the resolution of hardware and software issues, tracking and reporting performance metrics, and developing and implementing training programs. The role requires strong technical skills in IT support, customer service, and team management.         | Bachelor    | 8 | Bachelor's Degree equal to two years of relevant experience. Advanced Degrees can be substituted for experience. |
| 50 | Health IT Information Systems Training Specialist - Level I | Provides information technology training for a variety of topics. The Health IT Information Systems Training Specialist is responsible for designing and delivering training programs for healthcare professionals and patients who use IT systems. The role involves developing training materials, conducting training sessions, and evaluating training effectiveness. The role requires strong technical skills in healthcare IT systems, training and development, and instructional design.                                                         | High School | 1 | Apprenticeship Programs, Internships, Military Training, or similar may be used as experience.                   |



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| 51 | Health IT Information Systems Training Specialist - Level II  | Provides information technology training for a variety of topics. - Intermediate Level. The Health IT Information Systems Training Specialist is responsible for designing and delivering training programs for healthcare professionals and patients who use IT systems. The role involves developing training materials, conducting training sessions, and evaluating training effectiveness. The role requires strong technical skills in healthcare IT systems, training and development, and instructional design.                                           | Associates  | 3 | An Associate's Degree, Military, and relevant experience can be substituted for experience.                                                                |
| 52 | Health IT Information Systems Training Specialist - Level III | Provides information technology training for a variety of topics. - Specialist Level. The Health IT Information Systems Training Specialist is responsible for designing and delivering training programs for healthcare professionals and patients who use IT systems. The role involves developing training materials, conducting training sessions, and evaluating training effectiveness. The role requires strong technical skills in healthcare IT systems, training and development, and instructional design.                                             | Bachelor    | 5 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |
| 53 | Health IT Network Engineer/Admin - Level I                    | Performs network engineering and administration activities. This involves, design, development, support, and integration of both Cloud and On-Premise networks/systems. The Health IT Network Engineer/Admin is responsible for designing, implementing, and maintaining healthcare network infrastructure. The role involves configuring and troubleshooting network devices, monitoring network performance, and ensuring network security. The role requires strong technical skills in networking technologies, network administration, and network security. | High School | 1 | Apprenticeship Programs, Internships, Military Training, or similar may be used as experience.                                                             |
| 54 | Health IT Network Engineer/Admin - Level II                   | Performs network engineering and administration activities. This involves, design, development, support, and integration of both Cloud and On-Premise networks/systems. - Intermediate Level. The Health IT Network Engineer/Admin is responsible for designing, implementing, and maintaining healthcare network infrastructure. The role involves configuring and troubleshooting network devices, monitoring network performance, and ensuring network security. The role requires strong technical skills in                                                  | Associates  | 3 | An Associate's Degree, Military, and relevant experience can be substituted for experience.                                                                |



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|    |                                              | networking technologies, network administration, and network security.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |          |   |                                                                                                                                                            |
| 55 | Health IT Network Engineer/Admin - Level III | Performs network engineering and administration activities. This involves, design, development, support, and integration of both Cloud and On-Premise networks/systems. - Specialist Level. The Health IT Network Engineer/Admin is responsible for designing, implementing, and maintaining healthcare network infrastructure. The role involves configuring and troubleshooting network devices, monitoring network performance, and ensuring network security. The role requires strong technical skills in networking technologies, network administration, and network security.   | Bachelor | 5 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |
| 56 | Health IT Network Operations Supervisor      | Manages network operations and teams that include data centers and network. Ensures network and operations are meeting specific service level agreements. The Health IT Network Operations Supervisor is responsible for overseeing the day-to-day operations of healthcare network infrastructure. The role involves managing a team of network engineers and administrators, monitoring network performance, and ensuring network availability and reliability. The role requires strong technical and leadership skills in network operations, team management, and problem-solving. | Bachelor | 6 | Bachelor's Degree equal to two years of relevant experience. Advanced Degrees can be substituted for experience.                                           |
| 57 | Health IT Network Systems Manager            | Manages specific systems and teams within network operations and data centers. The Health IT Network Systems Manager is responsible for managing the design, implementation, and maintenance of healthcare network systems. The role involves overseeing network engineers and administrators, coordinating with other IT teams, and ensuring the alignment of network systems with business goals. The role requires strong technical and leadership skills in network systems management, project management, and team management.                                                    | Bachelor | 6 | Bachelor's Degree equal to two years of relevant experience. Advanced Degrees can be substituted for experience.                                           |
| 58 | Health IT Network Planning Manager           | Plans and manages the planning of network and data center operations that include capacity planning, cloud considerations, and service level agreement requirements. Also, works with vendors on solutions for network and data center optimization. The Health IT Network                                                                                                                                                                                                                                                                                                              | Bachelor | 6 | Bachelor's Degree equal to two years of relevant experience. Advanced Degrees can be                                                                       |



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|    |                                       | Planning Manager is responsible for planning, designing, and implementing the network infrastructure of a healthcare organization. They develop and maintain the network architecture, ensure network security, and manage network capacity to ensure reliable and efficient operation.                                                                                                                                                                                                                        |             |   | substituted for experience.                                                                                                                                |
| 59 | Health IT Project Coordinator         | Performs project coordination activities for individual programs and projects. Works under the direction of a Program or Project manager. The Health IT Project Coordinator is responsible for coordinating and monitoring the progress of health IT projects. They ensure that project objectives are met within the scope, budget, and timeline. They also facilitate communication between project teams and stakeholders, identify and mitigate project risks, and maintain project documentation.         | High School | 1 | Apprenticeship Programs, Internships, Military Training, or similar may be used as experience.                                                             |
| 60 | Health IT Project Manager – Level I   | Performs project management on small-medium projects or works on teams with large projects in supporting Project Management and PMO activities. The Health IT Project Manager is responsible for leading and managing health IT projects. They plan and organize project activities, develop project schedules, manage project budgets, and ensure project deliverables meet quality standards. They also oversee project teams, coordinate stakeholder communication, and manage project risks.               | Associates  | 1 | An Associate's Degree, Military, and relevant experience can be substituted for experience.                                                                |
| 61 | Health IT Project Manager – Level II  | Performs project management on medium projects and works on teams with large projects supporting Project Management and PMO activities. - Intermediate Level. The Health IT Project Manager is responsible for leading and managing health IT projects. They plan and organize project activities, develop project schedules, manage project budgets, and ensure project deliverables meet quality standards. They also oversee project teams, coordinate stakeholder communication, and manage project risks. | Bachelor    | 3 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |
| 62 | Health IT Project Manager – Level III | Performs project management activities on large projects. Leading teams on large projects is an integral part of the PMO Organizations and activities. Also, the person is Certified in a Project Management discipline (PMP, PgMP, etc.) - Specialist Level. The Health IT Project Manager is responsible for leading and                                                                                                                                                                                     | Bachelor    | 5 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements.                                                     |



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|    |                                      | managing health IT projects. They plan and organize project activities, develop project schedules, manage project budgets, and ensure project deliverables meet quality standards. They also oversee project teams, coordinate stakeholder communication, and manage project risks.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |          |   | Advanced Degrees can be substituted for experience.                                                                            |
| 63 | Health IT Program Manager - Level IV | Performs program/project management activities on multiple large projects across the enterprise. Leading multiple teams on large projects is an integral part of the PMO Organizations and activities. Also, the person is Certified in a Project Management discipline (PMP, PgMP, etc.) - Expert Level. The Health IT Program Manager is responsible for overseeing multiple health IT projects within a program. They ensure that program goals are met, manage program budgets, and coordinate program activities across multiple project teams. They also provide strategic guidance and direction to project managers and stakeholders.                                                                                                                                                             | Bachelor | 8 | Bachelor's Degree equal to two years of relevant experience. Advanced Degrees can be substituted for experience.               |
| 64 | Health IT Program Executive          | Functions as the overall PMO Lead or part of the PMO Leadership team. Performs program management activities on multiple large projects across the enterprise. Interacts with client executive leadership teams and sets direction of the PMO Organizations and activities. Also, the person is Certified in a Project Management discipline (PMP, PgMP, etc.) - Master Level. The Health IT Program Executive is responsible for overseeing the development and implementation of health IT programs within an organization. They work with various stakeholders to identify the needs of the organization and develop strategies to meet those needs. They oversee the budget, timelines, and resource allocation for the program, and ensure that it is aligned with the organization's overall goals. | Bachelor | 8 | Bachelor's Degree equal to two years of relevant experience. Advanced Degrees can be substituted for experience.               |
| 65 | Health IT Scrum Master Level I       | Manages timelines, resolves problems, and coaches team members on Agile methodologies. Supports self-organizing teams that are flexible and fully productive during sprints, works closely with the Product Owner, and peer Scrum Masters to support Sprint and Release Planning. Finally, provides Agile tool expertise and support. The Health IT Scrum Master is responsible for ensuring that the Agile                                                                                                                                                                                                                                                                                                                                                                                               | Bachelor | 1 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be |



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|    |                                  | Scrum methodology is implemented effectively in the development of health IT products. They facilitate the scrum process, remove any obstacles that may impede the team's progress, and ensure that the team is working collaboratively to deliver high-quality products on time.                                                                                                                                                                                                                                                                                                                                                                                                                                   |          |   | substituted for experience.                                                                                                                                |
| 66 | Health IT Scrum Master Level II  | Manages timelines, resolves problems, and coaches team members on Agile methodologies. Supports self-organizing teams that are flexible and fully productive during sprints, works closely with the Product Owner, and peer Scrum Masters to support Sprint and Release Planning. Finally, provides Agile tool expertise and support. - Intermediate Level. The Health IT Scrum Master is responsible for ensuring that the Agile Scrum methodology is implemented effectively in the development of health IT products. They facilitate the scrum process, remove any obstacles that may impede the team's progress, and ensure that the team is working collaboratively to deliver high-quality products on time. | Bachelor | 3 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |
| 67 | Health IT Scrum Master Level III | Manages timelines, resolves problems, and coaches team members on Agile methodologies. Supports self-organizing teams that are flexible and fully productive during sprints, works closely with the Product Owner, and peer Scrum Masters to support Sprint and Release Planning. Finally, provides Agile tool expertise and support. - Specialist Level. The Health IT Scrum Master is responsible for ensuring that the Agile Scrum methodology is implemented effectively in the development of health IT products. They facilitate the scrum process, remove any obstacles that may impede the team's progress, and ensure that the team is working collaboratively to deliver high-quality products on time.   | Bachelor | 5 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |
| 68 | Health IT Scrum Master Level IV  | Manages timelines, resolves problems, and coaches team members on Agile methodologies. Supports self-organizing teams that are flexible and fully productive during sprints, works closely with the Product Owner, and peer Scrum Masters to support Sprint and Release Planning. Finally, provides Agile tool expertise and support. - Expert Level. The Health IT Scrum Master is responsible for ensuring                                                                                                                                                                                                                                                                                                        | Bachelor | 8 | Bachelor's Degree equal to two years of relevant experience. Advanced Degrees can be substituted for experience.                                           |



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|    |                                              | that the Agile Scrum methodology is implemented effectively in the development of health IT products. They facilitate the scrum process, remove any obstacles that may impede the team's progress, and ensure that the team is working collaboratively to deliver high-quality products on time.                                                                                                                                                                                                                                                                                                                                                             |          |   |                                                                                                                                                            |
| 69 | Health IT Agile Product Owner (SAFe)         | Functions as a member of the Agile Team responsible for defining Stories and prioritizing the Team Backlog to streamline the execution of program priorities while maintaining the conceptual and technical integrity of the Features or components for the team. The Health IT Agile Product Owner is responsible for defining and prioritizing the features and functionality of health IT products. They work with stakeholders to identify user needs and translate those needs into product requirements. They also work closely with the development team to ensure that the product is meeting user needs and is delivered on time and within budget. | Bachelor | 5 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |
| 70 | Health IT Agile Release Train Engineer (RTE) | Facilitates the Agile Release Train (ART) events and processes and assist the teams in delivering value. RTEs communicate with stakeholders, escalate impediments, help manage risk, and drive relentless improvement. They are certified by SAFe as an RTE. The Health IT Agile Release Train Engineer is responsible for coordinating the release of health IT products across multiple development teams. They ensure that the teams are working collaboratively and that the release is delivered on time and within budget. They also manage any risks and dependencies that may arise during the release process.                                      | Bachelor | 8 | Bachelor's Degree equal to two years of relevant experience. Advanced Degrees can be substituted for experience.                                           |
| 71 | Health IT Agile Coach SPC (SAFe) Level I     | Function as SAFe Transformation change agents and coaches who combine their technical knowledge of SAFe with an intrinsic motivation to improve the company's software and systems development processes. They have the ability to coach AGILE teams and train organizations on all SAFe topics and enablement's. They are certified by SAFe as an SPC. The Health IT Agile Coach SPC is responsible for coaching and mentoring development teams on Agile methodologies. They work with the teams                                                                                                                                                           | Bachelor | 3 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |



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|    |                                                  | to ensure that they are following Agile best practices, and help to identify any areas for improvement. They also work with the organization's leadership to promote Agile principles and practices throughout the organization.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |             |   |                                                                                                                                                            |
| 72 | Health IT Agile Coach SPC (SAFe) Level II        | Function as SAFe Transformation change agents and coaches who combine their technical knowledge of SAFe with an intrinsic motivation to improve the company's software and systems development processes. They have the ability to coach AGILE teams and train organizations on all SAFe topics and enablement's. They are certified by SAFe as an SPC. - Intermediate Level. The Health IT Agile Coach SPC is responsible for coaching and mentoring development teams on Agile methodologies. They work with the teams to ensure that they are following Agile best practices, and help to identify any areas for improvement. They also work with the organization's leadership to promote Agile principles and practices throughout the organization.    | Bachelor    | 5 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |
| 73 | Health IT Agile Coach SPC (SAFe) Level III       | Function as SAFe Transformation change agents and coaches who combine their technical knowledge of SAFe with an intrinsic motivation to improve the company's software and systems development processes. They have the ability to coach AGILE teams and train organizations on all SAFe topics and enablement's. They are certified by SAFe as an SPC. Specialist-Master Level. The Health IT Agile Coach SPC is responsible for coaching and mentoring development teams on Agile methodologies. They work with the teams to ensure that they are following Agile best practices, and help to identify any areas for improvement. They also work with the organization's leadership to promote Agile principles and practices throughout the organization. | Bachelor    | 8 | Bachelor's Degree equal to two years of relevant experience. Advanced Degrees can be substituted for experience.                                           |
| 74 | Health IT Quality Assurance Technician - Level I | Performs Information Systems Testing & Quality Assurance. System, User Acceptance, Performance Testing. The Health IT Quality Assurance Technician is responsible for ensuring the quality of health IT products. They perform testing and analysis to identify any defects or issues with the product, and work with the development team to resolve those issues.                                                                                                                                                                                                                                                                                                                                                                                          | High School | 1 | Apprenticeship Programs, Internships, Military Training, or similar may be used as experience.                                                             |



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|    |                                                    | They also ensure that the product meets regulatory and compliance requirements.                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |            |   |                                                                                                                                                            |
| 75 | Health IT Quality Assurance Technician - Level II  | Performs Information Systems Testing & Quality Assurance. System, User Acceptance, Performance Testing - Intermediate Level. The Health IT Quality Assurance Technician is responsible for ensuring the quality of health IT products. They perform testing and analysis to identify any defects or issues with the product, and work with the development team to resolve those issues. They also ensure that the product meets regulatory and compliance requirements.                                                                               | Associates | 3 | An Associate's Degree, Military, and relevant experience can be substituted for experience.                                                                |
| 76 | Health IT Quality Assurance Technician - Level III | Performs Information Systems Testing & Quality Assurance. System, User Acceptance, Performance Testing. - Specialist Level. The Health IT Quality Assurance Technician is responsible for ensuring the quality of health IT products. They perform testing and analysis to identify any defects or issues with the product, and work with the development team to resolve those issues. They also ensure that the product meets regulatory and compliance requirements.                                                                                | Bachelor   | 8 | Bachelor's Degree equal to two years of relevant experience. Advanced Degrees can be substituted for experience.                                           |
| 77 | Health IT Enterprise Architect Level I             | Establishes a technology strategy and roadmap that enables a portfolio or enterprise to support current and future business capabilities. The Health IT Enterprise Architect is responsible for designing and implementing the organization's health IT infrastructure. They work with stakeholders to identify the organization's IT needs, and develop a strategy to meet those needs. They also ensure that the organization's IT systems are secure, reliable, and scalable, and are aligned with the organization's overall goals and objectives. | Bachelor   | 1 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |
| 78 | Health IT Enterprise Architect Level II            | Establishes a technology strategy and roadmap that enables a portfolio or enterprise to support current and future business capabilities. - Intermediate Level. The Health IT Enterprise Architect is responsible for designing and implementing the organization's health IT infrastructure. They work with stakeholders to identify the organization's IT needs, and develop a strategy to meet those needs. They also ensure that the organization's IT systems are secure, reliable, and scalable, and are aligned with the organization's         | Bachelor   | 3 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |



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|    |                                          | overall goals and objectives.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |            |   |                                                                                                                                                            |
| 79 | Health IT Enterprise Architect Level III | Establishes a technology strategy and roadmap that enables a portfolio or enterprise to support current and future business capabilities. - Specialist Level. The Health IT Enterprise Architect is responsible for designing and implementing the organization's health IT infrastructure. They work with stakeholders to identify the organization's IT needs, and develop a strategy to meet those needs. They also ensure that the organization's IT systems are secure, reliable, and scalable, and are aligned with the organization's overall goals and objectives. | Bachelor   | 5 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |
| 80 | Health IT Systems Architect Level I      | Perform specific system architecture activities within an enterprise and adheres to the direction set by enterprise architecture and governance. The Health IT Systems Architect is responsible for designing and implementing the overall architecture of health IT systems. They work with stakeholders to identify the organization's IT needs and develop a strategy to meet those needs. They also ensure that the IT systems are secure, reliable, and scalable, and are aligned with the organization's overall goals and objectives.                               | Associates | 1 | An Associate's Degree, Military, and relevant experience can be substituted for experience.                                                                |
| 81 | Health IT Systems Architect Level II     | Perform specific system architecture activities within an enterprise and adheres to the direction set by enterprise architecture and governance. - Intermediate Level. The Health IT Systems Architect is responsible for designing and implementing the overall architecture of health IT systems. They work with stakeholders to identify the organization's IT needs and develop a strategy to meet those needs. They also ensure that the IT systems are secure, reliable, and scalable, and are aligned with the organization's overall goals and objectives.         | Bachelor   | 3 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |
| 82 | Health IT Systems Architect Level III    | Perform specific system architecture activities within an enterprise and adheres to the direction set by enterprise architecture and governance. - Specialist Level. The Health IT Systems Architect is responsible for designing and implementing the overall architecture of health IT systems. They work with stakeholders to identify the organization's IT needs and develop a strategy to meet                                                                                                                                                                       | Bachelor   | 5 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be                             |



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|    |                                                           | those needs. They also ensure that the IT systems are secure, reliable, and scalable, and are aligned with the organization's overall goals and objectives.                                                                                                                                                                                                                                                                                                                                                                                                |            |   | substituted for experience.                                                                                                                                |
| 83 | Health IT Software Developer/Systems Engineer - Level I   | Designs, Develops, and Supports software systems for business process and enterprise enablement. (.Net, Java, C, SAP, AWS, Salesforce, etc.). The Health IT Software Developer/Systems Engineer is responsible for developing and maintaining health IT software systems. They work with stakeholders to identify user needs and develop software solutions to meet those needs. They also ensure that the software systems are secure, reliable, and scalable, and are aligned with the organization's overall goals and objectives.                      | Associates | 1 | An Associate's Degree, Military, and relevant experience can be substituted for experience.                                                                |
| 84 | Health IT Software Developer/Systems Engineer – Level II  | Designs, Develops, and Supports software systems for business process and enterprise enablement. (.Net, Java, C, SAP, AWS, Salesforce, etc.) - Intermediate Level. The Health IT Software Developer/Systems Engineer is responsible for developing and maintaining health IT software systems. They work with stakeholders to identify user needs and develop software solutions to meet those needs. They also ensure that the software systems are secure, reliable, and scalable, and are aligned with the organization's overall goals and objectives. | Bachelor   | 3 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |
| 85 | Health IT Software Developer/Systems Engineer – Level III | Designs, Develops, and Supports software systems for business process and enterprise enablement. (.Net, Java, C, SAP, AWS, Salesforce, etc.) - Specialist Level. The Health IT Software Developer/Systems Engineer is responsible for developing and maintaining health IT software systems. They work with stakeholders to identify user needs and develop software solutions to meet those needs. They also ensure that the software systems are secure, reliable, and scalable, and are aligned with the organization's overall goals and objectives.   | Bachelor   | 5 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |
| 86 | Health IT Systems Administrator - Level I                 | Performs systems administration and support activities. The Health IT Systems Administrator is responsible for the daily operation and maintenance of health IT systems. They ensure that the systems are up and running and that they meet the organization's performance and security requirements. They also monitor the                                                                                                                                                                                                                                | Associates | 1 | An Associate's Degree, Military, and relevant experience can be substituted for experience.                                                                |



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|    |                                                                | systems for any issues or anomalies and work with the technical team to resolve them.                                                                                                                                                                                                                                                                                                                                                                                                                                             |             |   |                                                                                                                                                            |
| 87 | Health IT Systems Administrator - Level II                     | Performs systems administration and support activities. - Intermediate Level. The Health IT Systems Administrator is responsible for the daily operation and maintenance of health IT systems. They ensure that the systems are up and running and that they meet the organization's performance and security requirements. They also monitor the systems for any issues or anomalies and work with the technical team to resolve them.                                                                                           | Associates  | 3 | An Associate's Degree, Military, and relevant experience can be substituted for experience.                                                                |
| 88 | Health IT Systems Administrator - Level III                    | Performs systems administration and support activities. - Specialist Level. The Health IT Systems Administrator is responsible for the daily operation and maintenance of health IT systems. They ensure that the systems are up and running and that they meet the organization's performance and security requirements. They also monitor the systems for any issues or anomalies and work with the technical team to resolve them.                                                                                             | Bachelor    | 5 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |
| 89 | Health IT Technical Writer/Documentation Specialist - Level I  | Performs technical writing and documentation activities as a part of projects or initiatives. The Health IT Technical Writer/Documentation Specialist is responsible for creating and maintaining technical documentation for health IT systems. They work with the technical team to understand the system architecture and functionality and create user manuals, technical guides, and other documentation. They also ensure that the documentation is accurate, up-to-date, and meets regulatory and compliance requirements. | High School | 1 | Apprenticeship Programs, Internships, Military Training, or similar may be used as experience.                                                             |
| 90 | Health IT Technical Writer/Documentation Specialist - Level II | Performs technical writing and documentation activities as a part of projects or initiatives. - Intermediate Level. The Health IT Technical Writer/Documentation Specialist is responsible for creating and maintaining technical documentation for health IT systems. They work with the technical team to understand the system architecture and functionality and create user manuals, technical guides, and other documentation. They also ensure that the documentation is accurate, up-to-date, and meets regulatory        | Associates  | 3 | An Associate's Degree, Military, and relevant experience can be substituted for experience.                                                                |



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|    |                                                                 | and compliance requirements.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |             |   |                                                                                                                                                            |
| 91 | Health IT Technical Writer/Documentation Specialist - Level III | Performs technical writing and documentation activities as a part of projects or initiatives. - Specialist Level. The Health IT Technical Writer/Documentation Specialist is responsible for creating and maintaining technical documentation for health IT systems. They work with the technical team to understand the system architecture and functionality and create user manuals, technical guides, and other documentation. They also ensure that the documentation is accurate, up-to-date, and meets regulatory and compliance requirements. | Associates  | 5 | An Associate's Degree, Military, and relevant experience can be substituted for experience.                                                                |
| 92 | Health IT Test Engineer HW/SW Level I                           | Performs testing on complete platforms & solutions. Platform System, User Acceptance, Performance Testing. The Health IT Test Engineer Hardware/Software is responsible for testing health IT hardware and software systems. They work with the technical team to identify test scenarios and develop test plans to validate the system's functionality. They also ensure that the system meets regulatory and compliance requirements.                                                                                                               | High School | 1 | Apprenticeship Programs, Internships, Military Training, or similar may be used as experience.                                                             |
| 93 | Health IT Test Engineer HW/SW Level II                          | Performs testing on complete platforms & solutions. Platform System, User Acceptance, Performance Platform Testing. Intermediate Level. The Health IT Test Engineer Hardware/Software is responsible for testing health IT hardware and software systems. They work with the technical team to identify test scenarios and develop test plans to validate the system's functionality. They also ensure that the system meets regulatory and compliance requirements.                                                                                  | Associates  | 3 | An Associate's Degree, Military, and relevant experience can be substituted for experience.                                                                |
| 94 | Health IT Test Engineer HW/SW Level III                         | Performs testing on complete platforms & solutions. Platform System, User Acceptance, Performance Platform Testing. Specialist Level. The Health IT Test Engineer Hardware/Software is responsible for testing health IT hardware and software systems. They work with the technical team to identify test scenarios and develop test plans to validate the system's functionality. They also ensure that the system meets regulatory and compliance requirements.                                                                                    | Bachelor    | 5 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |
| 95 | Health IT Test Engineer HW/SW                                   | Performs testing on complete platforms & solutions. Platform System, User                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Bachelor    | 8 | Bachelor's Degree equal to                                                                                                                                 |



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|    | Level IV                                     | Acceptance, Performance Platform Testing. Expert Level. The Health IT Test Engineer Hardware/Software is responsible for testing health IT hardware and software systems. They work with the technical team to identify test scenarios and develop test plans to validate the system's functionality. They also ensure that the system meets regulatory and compliance requirements.                                                                                                                                                        |          |   | two years of relevant experience. Advanced Degrees can be substituted for experience.                                                                      |
| 96 | Health IT Test Lead/Manager                  | Leads testing teams and develops test strategy & plans. The Health IT Test Lead/Manager is responsible for leading and managing the testing of health IT systems. They work with the technical team to identify test scenarios and develop test plans to validate the system's functionality. They also ensure that the testing is completed on time and within budget and that the system meets regulatory and compliance requirements. They also manage the testing team and ensure that they are following best practices and processes. | Bachelor | 8 | Bachelor's Degree equal to two years of relevant experience. Advanced Degrees can be substituted for experience.                                           |
| 97 | Health IT Web Content/Security Administrator | Performs Web Security, Content administration and Site Reliability support. The Health IT Web Content/Security Administrator is responsible for managing and securing the organization's web content. They ensure that the content is up-to-date, accurate, and aligned with the organization's goals and objectives. They also ensure that the web content is secure and protected from unauthorized access or attacks.                                                                                                                    | Bachelor | 2 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |
| 98 | Health IT Web Content Analyst/Designer       | Provides analysis and design on web content as well as user interface and user experience expertise. The Health IT Web Content Analyst/Designer is responsible for creating and analyzing web content for health IT systems. They work with stakeholders to identify user needs and develop web content solutions to meet those needs. They also ensure that the web content is accessible, user-friendly, and aligned with the organization's goals and objectives.                                                                        | Bachelor | 2 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |
| 99 | Health IT Web Software Developer             | Performs Web and Content Development. The Health IT Web Software Developer is responsible for developing and maintaining web-based health IT software systems. They work with stakeholders to identify                                                                                                                                                                                                                                                                                                                                      | Bachelor | 3 | Associate's Degree with experience requirements can be substituted for                                                                                     |



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|     |                                                                       | user needs and develop software solutions to meet those needs. They also ensure that the web software systems are secure, reliable, and scalable, and are aligned with the organization's overall goals and objectives.                                                                                                                                                                                                                                                                                                                                                                                                |          |   | Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.                                                                        |
| 100 | Health IT Web Technical Administrator                                 | Performs technical administration and configuration activities on web platforms. The Health IT Web Technical Administrator is responsible for the technical operation and maintenance of web-based health IT systems. They ensure that the systems are up and running and that they meet the organization's performance and security requirements. They also monitor the systems for any issues or anomalies and work with the technical team to resolve them.                                                                                                                                                         | Bachelor | 3 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |
| 101 | Health IT Artificial Intelligence/Machine Learning Engineer Level I   | Analyzes, Designs, Develops, Tests, Implements, and Supports Artificial Intelligence, Machine Learning, and Deep Learning solutions and technologies. The Health IT Artificial Intelligence/Machine Learning Engineer is responsible for developing and implementing AI/ML algorithms and models for health IT systems. They work with stakeholders to identify opportunities for AI/ML solutions and develop models to solve complex problems. They also ensure that the AI/ML models are secure, reliable, and scalable, and are aligned with the organization's overall goals and objectives.                       | Bachelor | 1 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |
| 102 | Health IT Artificial Intelligence/Machine Learning Engineer Level II  | Analyzes, Designs, Develops, Tests, Implements, and Supports Artificial Intelligence, Machine Learning, and Deep Learning solutions and technologies. - Intermediate Level. The Health IT Artificial Intelligence/Machine Learning Engineer is responsible for developing and implementing AI/ML algorithms and models for health IT systems. They work with stakeholders to identify opportunities for AI/ML solutions and develop models to solve complex problems. They also ensure that the AI/ML models are secure, reliable, and scalable, and are aligned with the organization's overall goals and objectives. | Bachelor | 3 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |
| 103 | Health IT Artificial Intelligence/Machine Learning Engineer Level III | Analyzes, Designs, Develops, Tests, Implements, and Supports Artificial Intelligence, Machine Learning, and Deep Learning solutions and technologies. -                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Bachelor | 5 | Associate's Degree with experience requirements can                                                                                                        |



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|     |                                                                      | Specialist Level. The Health IT Artificial Intelligence/Machine Learning Engineer is responsible for developing and implementing AI/ML algorithms and models for health IT systems. They work with stakeholders to identify opportunities for AI/ML solutions and develop models to solve complex problems. They also ensure that the AI/ML models are secure, reliable, and scalable, and are aligned with the organization's overall goals and objectives.                                                                                                                                                                                                |          |   | be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.                                                     |
| 104 | Health IT Artificial Intelligence/Machine Learning Engineer Level IV | Analyzes, Designs, Develops, Tests, Implements, and Supports Artificial Intelligence, Machine Learning, and Deep Learning solutions and technologies. - Expert Level. The Health IT Artificial Intelligence/Machine Learning Engineer is responsible for developing and implementing AI/ML algorithms and models for health IT systems. They work with stakeholders to identify opportunities for AI/ML solutions and develop models to solve complex problems. They also ensure that the AI/ML models are secure, reliable, and scalable, and are aligned with the organization's overall goals and objectives.                                            | Bachelor | 8 | Bachelor's Degree equal to two years of relevant experience. Advanced Degrees can be substituted for experience.                                           |
| 105 | Health IT Data Scientist Level I                                     | Analyzes, designs, and develops data-driven solutions explicitly tailored toward the needs of an organization. More specifically, they use analytical, statistical, and programming skills on large data sets to derive these models and solutions. The Health IT Data Scientist is responsible for analyzing large and complex health data sets to identify trends and patterns that can be used to improve health outcomes. They work with stakeholders to understand data needs and develop data-driven solutions to improve health care delivery. They also ensure that the data is secure, accurate, and meets regulatory and compliance requirements. | Bachelor | 1 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |
| 106 | Health IT Data Scientist Level II                                    | Analyzes, designs, and develops data-driven solutions explicitly tailored toward the needs of an organization. More specifically, they use analytical, statistical, and programming skills on large data sets to derive these models and solutions. - Intermediate Level. The Health IT Data Scientist is responsible for analyzing large and complex health data sets to identify trends and patterns that can be used to improve health outcomes. They work with                                                                                                                                                                                          | Bachelor | 3 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for             |



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|     |                                                   | stakeholders to understand data needs and develop data-driven solutions to improve health care delivery. They also ensure that the data is secure, accurate, and meets regulatory and compliance requirements.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |            |   | experience.                                                                                                      |
| 107 | Health IT Data Scientist Level III                | Analyzes, designs, and develops data-driven solutions explicitly tailored toward the needs of an organization. More specifically, they use analytical, statistical, and programming skills on large data sets to derive these models and solutions. - Specialist Level. The Health IT Data Scientist is responsible for analyzing large and complex health data sets to identify trends and patterns that can be used to improve health outcomes. They work with stakeholders to understand data needs and develop data-driven solutions to improve health care delivery. They also ensure that the data is secure, accurate, and meets regulatory and compliance requirements.                                                                                         | Bachelor   | 5 | Bachelor's Degree equal to two years of relevant experience. Advanced Degrees can be substituted for experience. |
| 108 | Health IT Data Scientist Level IV/Manager         | Analyzes, designs, and develops data-driven solutions explicitly tailored toward the needs of an organization. More specifically, they use analytical, statistical, and programming skills on large data sets to derive these models and solutions. - Expert Level. The Health IT Data Scientist Manager is responsible for leading and managing a team of data scientists in the analysis of large and complex health data sets. They work with stakeholders to understand data needs and develop data-driven solutions to improve health care delivery. They also ensure that the data is secure, accurate, and meets regulatory and compliance requirements. They also manage the data science team and ensure that they are following best practices and processes. | Bachelor   | 8 | Bachelor's Degree equal to two years of relevant experience. Advanced Degrees can be substituted for experience. |
| 109 | Health IT Cyber Security Analyst/Engineer Level I | Identify threats and vulnerabilities in systems and software, then apply their skills to developing and implementing high-tech solutions to defend against hacking, malware and ransomware, insider threats, and all types of cybercrime. This may include cyber assessments, penetration testing, tiger team testing, vulnerability testing, web/site crawling, etc. Also, addressing potential vulnerabilities at all levels within an organization. The Health IT Cyber Security Analyst/Engineer is responsible for protecting the                                                                                                                                                                                                                                  | Associates | 1 | An Associate's Degree, Military, and relevant experience can be substituted for experience.                      |



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|     |                                                     | organization's health IT systems and data from cyber threats. They work with stakeholders to identify security risks and vulnerabilities and develop solutions to mitigate those risks. They also ensure that the security systems and protocols are up-to-date, effective, and meet regulatory and compliance requirements.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |          |   |                                                                                                                                                            |
| 110 | Health IT Cyber Security Analyst/Engineer Level II  | Identify threats and vulnerabilities in systems and software, then apply their skills to developing and implementing high-tech solutions to defend against hacking, malware and ransomware, insider threats, and all types of cybercrime. This may include cyber assessments, penetration testing, tiger team testing, vulnerability testing, web/site crawling, etc. Also, addressing potential vulnerabilities at all levels within an organization. - Intermediate Level. The Health IT Cyber Security Analyst/Engineer is responsible for protecting the organization's health IT systems and data from cyber threats. They work with stakeholders to identify security risks and vulnerabilities and develop solutions to mitigate those risks. They also ensure that the security systems and protocols are up-to-date, effective, and meet regulatory and compliance requirements. | Bachelor | 3 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |
| 111 | Health IT Cyber Security Analyst/Engineer Level III | Identify threats and vulnerabilities in systems and software, then apply their skills to developing and implementing high-tech solutions to defend against hacking, malware and ransomware, insider threats, and all types of cybercrime. This may include cyber assessments, penetration testing, tiger team test, vulnerability testing, web/site crawling, etc. Also, addressing potential vulnerabilities at all levels within an organization. - Specialist Level. The Health IT Cyber Security Analyst/Engineer is responsible for protecting the organization's health IT systems and data from cyber threats. They work with stakeholders to identify security risks and vulnerabilities and develop solutions to mitigate those risks. They also ensure that the security systems and protocols are up-to-date, effective, and meet regulatory and compliance requirements.      | Bachelor | 5 | Bachelor's Degree equal to two years of relevant experience. Advanced Degrees can be substituted for experience.                                           |
| 112 | Health IT Cyber Security                            | Identify threats and vulnerabilities in systems and software, then apply their                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Bachelor | 5 | Bachelor's Degree equal to                                                                                                                                 |



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|     | Analyst/Engineer Level IV                                 | skills to developing and implementing high-tech solutions to defend against hacking, malware and ransomware, insider threats, and all types of cybercrime. This may include cyber assessments, penetration testing, tiger team testing, vulnerability testing, web/site crawling, etc. Also, addressing potential vulnerabilities at all levels within an organization. - Expert Level. The Health IT Cyber Security Analyst/Engineer is responsible for protecting the organization's health IT systems and data from cyber threats. They work with stakeholders to identify security risks and vulnerabilities and develop solutions to mitigate those risks. They also ensure that the security systems and protocols are up-to-date, effective, and meet regulatory and compliance requirements.                                                                                                                                                                                          |            |   | two years of relevant experience. Advanced Degrees can be substituted for experience.                            |
| 113 | Health IT Cyber Security Analyst/Engineer Level V/Manager | Identify threats and vulnerabilities in systems and software, then apply their skills to developing and implementing high-tech solutions to defend against hacking, malware and ransomware, insider threats, and all types of cybercrime. This may include cyber assessments, penetration testing, tiger team test, vulnerability testing, web/site crawling, etc. Also, addressing potential vulnerabilities at all levels within an organization. - Master Level. The Health IT Cyber Security Analyst/Engineer Manager is responsible for designing, implementing, and maintaining the cyber security infrastructure of healthcare IT systems. They are responsible for identifying potential vulnerabilities, developing strategies to mitigate risks, and ensuring that the IT systems comply with industry and regulatory standards. The Manager also leads a team of Cyber Security Analysts and Engineers, manages projects, and ensures that the team delivers high-quality results. | Bachelor   | 8 | Bachelor's Degree equal to two years of relevant experience. Advanced Degrees can be substituted for experience. |
| 114 | Health IT Business Intelligence/Analytics Analyst Level I | Analyzes, designs, implements, and maintains systems used to collect and analyze business intelligence data. They create dashboards, databases, and other platforms that allow for the efficient collection and evaluation of BI data. The Health IT Business Intelligence/Analytics Analyst is responsible for analyzing and interpreting data to help healthcare                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Associates | 1 | An Associate's Degree, Military, and relevant experience can be substituted for experience.                      |



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|     |                                                                    | organizations make informed decisions. They collect, process, and analyze data from various sources, identify trends, and provide recommendations to improve organizational performance. They use data visualization tools to communicate insights and collaborate with other teams to develop strategies for continuous improvement.                                                                                                                                                                                                                                                                                                                                                                                          |          |   |                                                                                                                                                            |
| 115 | Health IT Business Intelligence/Analytics Analyst Level II         | Analyzes, designs, implements, and maintains systems used to collect and analyze business intelligence data. They create dashboards, databases, and other platforms that allow for the efficient collection and evaluation of BI data. - Intermediate Level. The Health IT Business Intelligence/Analytics Analyst is responsible for analyzing and interpreting data to help healthcare organizations make informed decisions. They collect, process, and analyze data from various sources, identify trends, and provide recommendations to improve organizational performance. They use data visualization tools to communicate insights and collaborate with other teams to develop strategies for continuous improvement. | Bachelor | 3 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |
| 116 | Health IT Business Intelligence/Analytics Analyst Level III        | Analyzes, designs, implements, and maintains systems used to collect and analyze business intelligence data. They create dashboards, databases, and other platforms that allow for efficient collection and evaluation of BI data. - Specialist Level. The Health IT Business Intelligence/Analytics Analyst is responsible for analyzing and interpreting data to help healthcare organizations make informed decisions. They collect, process, and analyze data from various sources, identify trends, and provide recommendations to improve organizational performance. They use data visualization tools to communicate insights and collaborate with other teams to develop strategies for continuous improvement.       | Bachelor | 5 | Bachelor's Degree equal to two years of relevant experience. Advanced Degrees can be substituted for experience.                                           |
| 117 | Health IT Business Intelligence/Analytics Analyst Level IV/Manager | Analyzes, designs, implements, and maintains systems used to collect and analyze business intelligence data. They create dashboards, databases, and other platforms that allow for the efficient collection and evaluation of BI data. -                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | Bachelor | 8 | Bachelor's Degree equal to two years of relevant experience. Advanced                                                                                      |



## KPG Global Enterprises, LLC

|     |                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |          |   |                                                                                                                                                            |
|-----|------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|---|------------------------------------------------------------------------------------------------------------------------------------------------------------|
|     |                                    | Master Level. The Health IT Business Intelligence/Analytics Manager is responsible for leading a team of Business Intelligence/Analytics Analysts. They develop and implement data management policies, procedures, and standards to ensure data quality, accuracy, and consistency. They provide strategic guidance to the team, establish goals and objectives, and ensure that the team meets deadlines and delivers high-quality results. The Manager also collaborates with other teams to develop business intelligence strategies and initiatives.                                 |          |   | Degrees can be substituted for experience.                                                                                                                 |
| 118 | Health IT ESG Consultant Level I   | Partners with clients on ESG Consulting and implementing ESG/ESEF solutions (Workiva, Parseport, AxiomSL). The Health IT ESG Consultant is responsible for advising healthcare organizations on Environmental, Social, and Governance (ESG) issues. They help organizations identify ESG risks and opportunities, develop ESG strategies, and measure and report on ESG performance. They also help organizations comply with ESG regulations and standards, such as the Global Reporting Initiative (GRI) and the Sustainability Accounting Standards Board (SASB).                      | Bachelor | 1 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |
| 119 | Health IT ESG Consultant Level II  | Partners with clients on ESG Consulting and implementing ESG/ESEF solutions (Workiva, Parseport, AxiomSL) - Intermediate Level. The Health IT ESG Consultant is responsible for advising healthcare organizations on Environmental, Social, and Governance (ESG) issues. They help organizations identify ESG risks and opportunities, develop ESG strategies, and measure and report on ESG performance. They also help organizations comply with ESG regulations and standards, such as the Global Reporting Initiative (GRI) and the Sustainability Accounting Standards Board (SASB). | Bachelor | 3 | Bachelor's Degree equal to two years of relevant experience. Advanced Degrees can be substituted for experience.                                           |
| 120 | Health IT ESG Consultant Level III | Partners with clients on ESG Consulting and implementing ESG/ESEF solutions (Workiva, Parseport, AxiomSL) - Specialist Level. The Health IT ESG Consultant is responsible for advising healthcare organizations on Environmental, Social, and Governance (ESG) issues. They help organizations identify ESG risks and opportunities, develop ESG strategies, and                                                                                                                                                                                                                          | Bachelor | 5 | Bachelor's Degree equal to two years of relevant experience. Advanced Degrees can be substituted for experience.                                           |



## KPG Global Enterprises, LLC

|     |                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |          |   |                                                                                                                  |
|-----|-------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|---|------------------------------------------------------------------------------------------------------------------|
|     |                                           | measure and report on ESG performance. They also help organizations comply with ESG regulations and standards, such as the Global Reporting Initiative (GRI) and the Sustainability Accounting Standards Board (SASB).                                                                                                                                                                                                                                                                                                                                                                                  |          |   |                                                                                                                  |
| 121 | Health IT ESG Consultant Level IV/Manager | Partners with clients on ESG Consulting and implementing ESG/ESEF solutions (Workiva, Parseport, AxiomSL) - Expert Level. The Health IT ESG Consultant Manager is responsible for leading a team of ESG Consultants. They develop and implement ESG policies, procedures, and standards, and provide strategic guidance to the team. They also collaborate with other teams to integrate ESG considerations into business strategies and initiatives. The Manager ensures that the team meets deadlines and delivers high-quality results, and also builds relationships with clients and stakeholders. | Bachelor | 8 | Bachelor's Degree equal to two years of relevant experience. Advanced Degrees can be substituted for experience. |

### 3.2.2 Labor Category Rates (SIN 54151HEAL/54151HEALSTLOC)

| Cat. | Labor Category                                                 | Year 1                | Year 2                | Year 3                | Year 4                | Year 5                |
|------|----------------------------------------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
|      |                                                                | 04/18/2023-04/17/2024 | 04/18/2024-04/17/2025 | 04/18/2025-04/17/2026 | 04/18/2026-04/17/2027 | 04/18/2027-04/17/2028 |
| 1    | Health IT Applications Systems Analyst/Programmer Level I      | \$60.91               | \$60.91               | \$60.91               | \$60.91               | \$60.91               |
| 2    | Health IT Applications Systems Analyst/ Programmer – Level II  | \$65.59               | \$65.59               | \$65.59               | \$65.59               | \$65.59               |
| 3    | Health IT Applications Systems Analyst/ Programmer – Level III | \$79.65               | \$79.65               | \$79.65               | \$79.65               | \$79.65               |
| 4    | Health IT Business Systems Analyst - Level I                   | \$56.22               | \$56.22               | \$56.22               | \$56.22               | \$56.22               |
| 5    | Health IT Business Systems Analyst - Level II                  | \$65.59               | \$65.59               | \$65.59               | \$65.59               | \$65.59               |
| 6    | Health IT Business Systems Analyst - Level III                 | \$74.96               | \$74.96               | \$74.96               | \$74.96               | \$74.96               |
| 7    | Health IT Chief Information Security Officer                   | \$243.63              | \$243.63              | \$243.63              | \$243.63              | \$243.63              |
| 8    | Health IT Chief Information Officer                            | \$257.68              | \$257.68              | \$257.68              | \$257.68              | \$257.68              |
| 9    | Health IT Cloud Database Manager                               | \$103.07              | \$103.07              | \$103.07              | \$103.07              | \$103.07              |
| 10   | Health IT Cloud Network/Security Architect Level I             | \$89.02               | \$89.02               | \$89.02               | \$89.02               | \$89.02               |



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|    |                                                                 |          |          |          |          |          |
|----|-----------------------------------------------------------------|----------|----------|----------|----------|----------|
| 11 | Health IT Cloud Network/Security Architect Level II             | \$117.13 | \$117.13 | \$117.13 | \$117.13 | \$117.13 |
| 12 | Health IT Cloud Network/Security Architect Level III            | \$149.92 | \$149.92 | \$149.92 | \$149.92 | \$149.92 |
| 13 | Health IT Cloud Architect/Engineer Level I                      | \$89.02  | \$89.02  | \$89.02  | \$89.02  | \$89.02  |
| 14 | Health IT Cloud Architect/Engineer Level II                     | \$117.13 | \$117.13 | \$117.13 | \$117.13 | \$117.13 |
| 15 | Health IT Cloud Architect/Engineer Level III                    | \$149.92 | \$149.92 | \$149.92 | \$149.92 | \$149.92 |
| 16 | Health IT Cloud Capacity and Financial Analyst Level I          | \$93.70  | \$93.70  | \$93.70  | \$93.70  | \$93.70  |
| 17 | Health IT Cloud Capacity and Financial Manager Analyst Level II | \$149.92 | \$149.92 | \$149.92 | \$149.92 | \$149.92 |
| 18 | Health IT Cloud Capacity and Financial Manager                  | \$199.59 | \$199.59 | \$199.59 | \$199.59 | \$199.59 |
| 19 | Health IT Configuration Management Engineer - Level I           | \$65.59  | \$65.59  | \$65.59  | \$65.59  | \$65.59  |
| 20 | Health IT Configuration Management Engineer - Level II          | \$80.58  | \$80.58  | \$80.58  | \$80.58  | \$80.58  |
| 21 | Health IT Configuration Management Engineer - Level III         | \$101.20 | \$101.20 | \$101.20 | \$101.20 | \$101.20 |
| 22 | Health IT Tech Consultant Level I                               | \$74.96  | \$74.96  | \$74.96  | \$74.96  | \$74.96  |
| 23 | Health IT Tech Consultant Level II                              | \$93.70  | \$93.70  | \$93.70  | \$93.70  | \$93.70  |
| 24 | Health IT Tech Consultant Senior Level III                      | \$112.44 | \$112.44 | \$112.44 | \$112.44 | \$112.44 |
| 25 | Health IT Data Architect/Modeler Level I                        | \$74.96  | \$74.96  | \$74.96  | \$74.96  | \$74.96  |
| 26 | Health IT Data Architect/Modeler Level II                       | \$103.07 | \$103.07 | \$103.07 | \$103.07 | \$103.07 |
| 27 | Health IT Data Architect/Modeler Level III                      | \$117.13 | \$117.13 | \$117.13 | \$117.13 | \$117.13 |
| 28 | Health IT Data Security Administration Manager                  | \$121.81 | \$121.81 | \$121.81 | \$121.81 | \$121.81 |
| 29 | Health IT Data Warehousing Administrator                        | \$112.44 | \$112.44 | \$112.44 | \$112.44 | \$112.44 |
| 30 | Health IT Data Warehousing Analyst                              | \$74.96  | \$74.96  | \$74.96  | \$74.96  | \$74.96  |
| 31 | Health IT Data Warehouse/Lake Project Manager                   | \$140.55 | \$140.55 | \$140.55 | \$140.55 | \$140.55 |
| 32 | Health IT Data/Configuration Management Specialist              | \$103.07 | \$103.07 | \$103.07 | \$103.07 | \$103.07 |
| 33 | Health IT Data Warehouse/Lake ETL Developer Level I             | \$89.02  | \$89.02  | \$89.02  | \$89.02  | \$89.02  |
| 34 | Health IT Data Warehouse/Lake ETL Developer Level II            | \$107.76 | \$107.76 | \$107.76 | \$107.76 | \$107.76 |
| 35 | Health IT Data Warehouse/Lake ETL Developer Level III           | \$121.81 | \$121.81 | \$121.81 | \$121.81 | \$121.81 |



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|    |                                                               |          |          |          |          |          |
|----|---------------------------------------------------------------|----------|----------|----------|----------|----------|
| 36 | Health IT Big Data/Analytics Engineer Level I                 | \$93.70  | \$93.70  | \$93.70  | \$93.70  | \$93.70  |
| 37 | Health IT Big Data/Analytics Engineer Level II                | \$112.44 | \$112.44 | \$112.44 | \$112.44 | \$112.44 |
| 38 | Health IT Big Data/Analytics Engineer Level III               | \$121.81 | \$121.81 | \$121.81 | \$121.81 | \$121.81 |
| 39 | Health IT Database Administrator Level I                      | \$93.70  | \$93.70  | \$93.70  | \$93.70  | \$93.70  |
| 40 | Health IT Database Administrator Level II                     | \$112.44 | \$112.44 | \$112.44 | \$112.44 | \$112.44 |
| 41 | Health IT Database Administrator Level III                    | \$121.81 | \$121.81 | \$121.81 | \$121.81 | \$121.81 |
| 42 | Health IT Database Manager                                    | \$126.50 | \$126.50 | \$126.50 | \$126.50 | \$126.50 |
| 43 | Health IT Disaster Recovery Analyst Level II                  | \$93.70  | \$93.70  | \$93.70  | \$93.70  | \$93.70  |
| 44 | Health IT Disaster Recovery Analyst Level III                 | \$117.13 | \$117.13 | \$117.13 | \$117.13 | \$117.13 |
| 45 | Health IT Disaster Recovery Administrator                     | \$107.76 | \$107.76 | \$107.76 | \$107.76 | \$107.76 |
| 46 | Health IT Help Desk Specialist - Level I                      | \$51.54  | \$51.54  | \$51.54  | \$51.54  | \$51.54  |
| 47 | Health IT Help Desk Support Services Specialist - Level II    | \$56.22  | \$56.22  | \$56.22  | \$56.22  | \$56.22  |
| 48 | Health IT Help Desk Support Services Specialist - Level III   | \$70.28  | \$70.28  | \$70.28  | \$70.28  | \$70.28  |
| 49 | Health IT Help Desk Manager                                   | \$80.58  | \$80.58  | \$80.58  | \$80.58  | \$80.58  |
| 50 | Health IT Information Systems Training Specialist - Level I   | \$56.22  | \$56.22  | \$56.22  | \$56.22  | \$56.22  |
| 51 | Health IT Information Systems Training Specialist - Level II  | \$65.59  | \$65.59  | \$65.59  | \$65.59  | \$65.59  |
| 52 | Health IT Information Systems Training Specialist - Level III | \$74.96  | \$74.96  | \$74.96  | \$74.96  | \$74.96  |
| 53 | Health IT Network Engineer/Admin - Level I                    | \$60.91  | \$60.91  | \$60.91  | \$60.91  | \$60.91  |
| 54 | Health IT Network Engineer/Admin - Level II                   | \$70.28  | \$70.28  | \$70.28  | \$70.28  | \$70.28  |
| 55 | Health IT Network Engineer/Admin - Level III                  | \$93.70  | \$93.70  | \$93.70  | \$93.70  | \$93.70  |
| 56 | Health IT Network Operations Supervisor                       | \$117.13 | \$117.13 | \$117.13 | \$117.13 | \$117.13 |
| 57 | Health IT Network Systems Manager                             | \$112.44 | \$112.44 | \$112.44 | \$112.44 | \$112.44 |
| 58 | Health IT Network Planning Manager                            | \$121.81 | \$121.81 | \$121.81 | \$121.81 | \$121.81 |
| 59 | Health IT Project Coordinator                                 | \$60.91  | \$60.91  | \$60.91  | \$60.91  | \$60.91  |
| 60 | Health IT Project Manager – Level I                           | \$70.28  | \$70.28  | \$70.28  | \$70.28  | \$70.28  |
| 61 | Health IT Project Manager – Level II                          | \$84.33  | \$84.33  | \$84.33  | \$84.33  | \$84.33  |
| 62 | Health IT Project Manager – Level III                         | \$126.50 | \$126.50 | \$126.50 | \$126.50 | \$126.50 |



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|    |                                                           |          |          |          |          |          |
|----|-----------------------------------------------------------|----------|----------|----------|----------|----------|
| 63 | Health IT Program Manager - Level IV                      | \$154.61 | \$154.61 | \$154.61 | \$154.61 | \$154.61 |
| 64 | Health IT Program Executive                               | \$187.41 | \$187.41 | \$187.41 | \$187.41 | \$187.41 |
| 65 | Health IT Scrum Master Level I                            | \$84.33  | \$84.33  | \$84.33  | \$84.33  | \$84.33  |
| 66 | Health IT Scrum Master Level II                           | \$140.55 | \$140.55 | \$140.55 | \$140.55 | \$140.55 |
| 67 | Health IT Scrum Master Level III                          | \$168.66 | \$168.66 | \$168.66 | \$168.66 | \$168.66 |
| 68 | Health IT Scrum Master Level IV                           | \$206.15 | \$206.15 | \$206.15 | \$206.15 | \$206.15 |
| 69 | Health IT Agile Product Owner (SAFe)                      | \$187.41 | \$187.41 | \$187.41 | \$187.41 | \$187.41 |
| 70 | Health IT Agile Release Train Engineer (RTE)              | \$187.41 | \$187.41 | \$187.41 | \$187.41 | \$187.41 |
| 71 | Health IT Agile Coach SPC (SAFe) Level I                  | \$187.41 | \$187.41 | \$187.41 | \$187.41 | \$187.41 |
| 72 | Health IT Agile Coach SPC (SAFe) Level II                 | \$210.83 | \$210.83 | \$210.83 | \$210.83 | \$210.83 |
| 73 | Health IT Agile Coach SPC (SAFe) Level III                | \$234.26 | \$234.26 | \$234.26 | \$234.26 | \$234.26 |
| 74 | Health IT Quality Assurance Technician - Level I          | \$60.91  | \$60.91  | \$60.91  | \$60.91  | \$60.91  |
| 75 | Health IT Quality Assurance Technician - Level II         | \$71.21  | \$71.21  | \$71.21  | \$71.21  | \$71.21  |
| 76 | Health IT Quality Assurance Technician - Level III        | \$84.33  | \$84.33  | \$84.33  | \$84.33  | \$84.33  |
| 77 | Health IT Enterprise Architect Level I                    | \$112.44 | \$112.44 | \$112.44 | \$112.44 | \$112.44 |
| 78 | Health IT Enterprise Architect Level II                   | \$140.55 | \$140.55 | \$140.55 | \$140.55 | \$140.55 |
| 79 | Health IT Enterprise Architect Level III                  | \$187.41 | \$187.41 | \$187.41 | \$187.41 | \$187.41 |
| 80 | Health IT Systems Architect Level I                       | \$93.70  | \$93.70  | \$93.70  | \$93.70  | \$93.70  |
| 81 | Health IT Systems Architect Level II                      | \$112.44 | \$112.44 | \$112.44 | \$112.44 | \$112.44 |
| 82 | Health IT Systems Architect Level III                     | \$131.18 | \$131.18 | \$131.18 | \$131.18 | \$131.18 |
| 83 | Health IT Software Developer/Systems Engineer - Level I   | \$70.28  | \$70.28  | \$70.28  | \$70.28  | \$70.28  |
| 84 | Health IT Software Developer/Systems Engineer – Level II  | \$84.33  | \$84.33  | \$84.33  | \$84.33  | \$84.33  |
| 85 | Health IT Software Developer/Systems Engineer – Level III | \$107.76 | \$107.76 | \$107.76 | \$107.76 | \$107.76 |
| 86 | Health IT Systems Administrator - Level I                 | \$60.91  | \$60.91  | \$60.91  | \$60.91  | \$60.91  |
| 87 | Health IT Systems Administrator - Level II                | \$70.28  | \$70.28  | \$70.28  | \$70.28  | \$70.28  |
| 88 | Health IT Systems Administrator - Level III               | \$79.65  | \$79.65  | \$79.65  | \$79.65  | \$79.65  |



## KPG Global Enterprises, LLC

|     |                                                                       |          |          |          |          |          |
|-----|-----------------------------------------------------------------------|----------|----------|----------|----------|----------|
| 89  | Health IT Technical Writer/Documentation Specialist - Level I         | \$56.22  | \$56.22  | \$56.22  | \$56.22  | \$56.22  |
| 90  | Health IT Technical Writer/Documentation Specialist - Level II        | \$60.91  | \$60.91  | \$60.91  | \$60.91  | \$60.91  |
| 91  | Health IT Technical Writer/Documentation Specialist - Level III       | \$65.59  | \$65.59  | \$65.59  | \$65.59  | \$65.59  |
| 92  | Health IT Test Engineer HW/SW Level I                                 | \$60.91  | \$60.91  | \$60.91  | \$60.91  | \$60.91  |
| 93  | Health IT Test Engineer HW/SW Level II                                | \$71.21  | \$71.21  | \$71.21  | \$71.21  | \$71.21  |
| 94  | Health IT Test Engineer HW/SW Level III                               | \$84.33  | \$84.33  | \$84.33  | \$84.33  | \$84.33  |
| 95  | Health IT Test Engineer HW/SW Level IV                                | \$93.70  | \$93.70  | \$93.70  | \$93.70  | \$93.70  |
| 96  | Health IT Test Lead/Manager                                           | \$103.07 | \$103.07 | \$103.07 | \$103.07 | \$103.07 |
| 97  | Health IT Web Content/Security Administrator                          | \$70.28  | \$70.28  | \$70.28  | \$70.28  | \$70.28  |
| 98  | Health IT Web Content Analyst/Designer                                | \$93.70  | \$93.70  | \$93.70  | \$93.70  | \$93.70  |
| 99  | Health IT Web Software Developer                                      | \$107.76 | \$107.76 | \$107.76 | \$107.76 | \$107.76 |
| 100 | Health IT Web Technical Administrator                                 | \$112.44 | \$112.44 | \$112.44 | \$112.44 | \$112.44 |
| 101 | Health IT Artificial Intelligence/Machine Learning Engineer Level I   | \$93.70  | \$93.70  | \$93.70  | \$93.70  | \$93.70  |
| 102 | Health IT Artificial Intelligence/Machine Learning Engineer Level II  | \$112.44 | \$112.44 | \$112.44 | \$112.44 | \$112.44 |
| 103 | Health IT Artificial Intelligence/Machine Learning Engineer Level III | \$154.61 | \$154.61 | \$154.61 | \$154.61 | \$154.61 |
| 104 | Health IT Artificial Intelligence/Machine Learning Engineer Level IV  | \$187.41 | \$187.41 | \$187.41 | \$187.41 | \$187.41 |
| 105 | Health IT Data Scientist Level I                                      | \$74.96  | \$74.96  | \$74.96  | \$74.96  | \$74.96  |
| 106 | Health IT Data Scientist Level II                                     | \$93.70  | \$93.70  | \$93.70  | \$93.70  | \$93.70  |
| 107 | Health IT Data Scientist Level III                                    | \$112.44 | \$112.44 | \$112.44 | \$112.44 | \$112.44 |
| 108 | Health IT Data Scientist Level IV/Manager                             | \$131.18 | \$131.18 | \$131.18 | \$131.18 | \$131.18 |
| 109 | Health IT Cyber Security Analyst/Engineer Level I                     | \$84.33  | \$84.33  | \$84.33  | \$84.33  | \$84.33  |
| 110 | Health IT Cyber Security Analyst/Engineer Level II                    | \$117.13 | \$117.13 | \$117.13 | \$117.13 | \$117.13 |
| 111 | Health IT Cyber Security Analyst/Engineer Level III                   | \$140.55 | \$140.55 | \$140.55 | \$140.55 | \$140.55 |
| 112 | Health IT Cyber Security Analyst/Engineer Level IV                    | \$159.29 | \$159.29 | \$159.29 | \$159.29 | \$159.29 |



## KPG Global Enterprises, LLC

|     |                                                                    |          |          |          |          |          |
|-----|--------------------------------------------------------------------|----------|----------|----------|----------|----------|
| 113 | Health IT Cyber Security Analyst/Engineer Level V/Manager          | \$178.04 | \$178.04 | \$178.04 | \$178.04 | \$178.04 |
| 114 | Health IT Business Intelligence/Analytics Analyst Level I          | \$74.96  | \$74.96  | \$74.96  | \$74.96  | \$74.96  |
| 115 | Health IT Business Intelligence/Analytics Analyst Level II         | \$89.02  | \$89.02  | \$89.02  | \$89.02  | \$89.02  |
| 116 | Health IT Business Intelligence/Analytics Analyst Level III        | \$112.44 | \$112.44 | \$112.44 | \$112.44 | \$112.44 |
| 117 | Health IT Business Intelligence/Analytics Analyst Level IV/Manager | \$131.18 | \$131.18 | \$131.18 | \$131.18 | \$131.18 |
| 118 | Health IT ESG Consultant Level I                                   | \$93.70  | \$93.70  | \$93.70  | \$93.70  | \$93.70  |
| 119 | Health IT ESG Consultant Level II                                  | \$121.81 | \$121.81 | \$121.81 | \$121.81 | \$121.81 |
| 120 | Health IT ESG Consultant Level III                                 | \$168.66 | \$168.66 | \$168.66 | \$168.66 | \$168.66 |
| 121 | Health IT ESG Consultant Level IV/Manager                          | \$210.83 | \$210.83 | \$210.83 | \$210.83 | \$210.83 |

## 4 SECTION 4.0: PROFESSIONAL SERVICES

### 4.1 SIN 541330ENG/STLOC

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

#### 4.1.1 Labor Category Descriptions (SIN 541330ENG/541330ENGSTLOC)

| Cat. | Labor Category Service Title                | Labor Category Description                                                                                                                                                                                                                                                                                                                                                                                         | Minimum Education | Minimum Experience | If applicable, indicate proposed education substitutions                                       |
|------|---------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------|--------------------|------------------------------------------------------------------------------------------------|
| 1    | Configuration Management Engineer - Level I | <ul style="list-style-type: none"> <li>Provides technical configuration management support during the development process. (GIT Hub, etc.)</li> <li>Responsible for maintaining and enhancing the configuration management process of an organization.</li> <li>Develop and implement configuration management policies and procedures to ensure the integrity and accuracy of all configuration items.</li> </ul> | Associates        | 1                  | Apprenticeship Programs, Internships, Military Training, or similar may be used as experience. |



## KPG Global Enterprises, LLC

|   |                                               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |           |   |                                                                                                                                                            |
|---|-----------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|---|------------------------------------------------------------------------------------------------------------------------------------------------------------|
|   |                                               | <ul style="list-style-type: none"> <li>• Coordinate with cross-functional teams to manage configuration changes and maintain accurate records.</li> <li>• Ensures that all changes to the configuration management process are properly documented and communicated to stakeholders.</li> <li>• Participate in audits and reviews to ensure compliance with configuration management standards and best practices.</li> <li>• Proficient in using configuration management tools such as Git, SVN, and Jenkins.</li> <li>• Excellent communication and collaboration skills to work with different teams.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                             |           |   |                                                                                                                                                            |
| 2 | Configuration Management Engineer - Level II  | <ul style="list-style-type: none"> <li>• Provides intermediate technical configuration management support during the development process. (GIT Hub, etc.)</li> <li>• Responsible for maintaining and enhancing the configuration management process of an organization.</li> <li>• Develop and implement configuration management policies and procedures to ensure the integrity and accuracy of all configuration items.</li> <li>• Coordinate with cross-functional teams to manage configuration changes and maintain accurate records.</li> <li>• Ensure that all changes to the configuration management process are properly documented and communicated to stakeholders.</li> <li>• Participate in audits and reviews to ensure compliance with configuration management standards and best practices.</li> <li>• Proficient in using configuration management tools such as Git, SVN, and Jenkins.</li> <li>• Excellent communication and collaboration skills to work with different teams.</li> </ul> | Bachelors | 3 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |
| 3 | Configuration Management Engineer - Level III | <ul style="list-style-type: none"> <li>• Provides senior technical configuration management support during the development process. (GIT Hub, etc.)</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Bachelors | 5 | Associate's Degree with experience requirements can be substituted for                                                                                     |



## KPG Global Enterprises, LLC

|   |                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |            |   |                                                                                               |
|---|------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|---|-----------------------------------------------------------------------------------------------|
|   |                        | <ul style="list-style-type: none"> <li>Responsible for maintaining and enhancing the configuration management process of an organization.</li> <li>Develop and implement configuration management policies and procedures to ensure the integrity and accuracy of all configuration items.</li> <li>Coordinate with cross-functional teams to manage configuration changes and maintain accurate records.</li> <li>Ensure that all changes to the configuration management process are properly documented and communicated to stakeholders.</li> <li>Participate in audits and reviews to ensure compliance with configuration management standards and best practices.</li> <li>Proficient in using configuration management tools such as Git, SVN, and Jenkins.</li> <li>Excellent communication and collaboration skills to work with different teams.</li> </ul> |            |   | Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.           |
| 4 | Electrical Engineer I  | <ul style="list-style-type: none"> <li>Designs, develops, and supports electrical engineering systems.</li> <li>Design and develop electrical systems and equipment for various projects.</li> <li>Analyze and interpret data to determine the feasibility and practicality of electrical designs.</li> <li>Collaborate with other engineers and stakeholders to ensure that all designs meet project requirements and specifications.</li> <li>Create and maintain electrical schematics, wiring diagrams, and other technical documentation.</li> <li>Perform testing and troubleshooting to identify and resolve any issues with electrical systems and equipment.</li> <li>Stay up-to-date with the latest electrical engineering techniques and technologies.</li> </ul>                                                                                          | Associates | 1 | Apprenticeship Program, Internships, Military Training, or similar may be used as experience. |
| 5 | Electrical Engineer II | <ul style="list-style-type: none"> <li>Designs, develops, and supports electrical engineering systems. - Intermediate Level</li> <li>Design and develop electrical systems and equipment for various</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Bachelors  | 3 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree      |



## KPG Global Enterprises, LLC

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|   |                                | <ul style="list-style-type: none"> <li>projects.</li> <li>Analyze and interpret data to determine the feasibility and practicality of electrical designs.</li> <li>Collaborate with other engineers and stakeholders to ensure that all designs meet project requirements and specifications.</li> <li>Create and maintain electrical schematics, wiring diagrams, and other technical documentation.</li> <li>Perform testing and troubleshooting to identify and resolve any issues with electrical systems and equipment.</li> <li>Stay up-to-date with the latest electrical engineering techniques and technologies.</li> </ul>                                                                                                                                                        |             |   | <p>requirements.</p> <p>Advanced Degrees can be substituted for experience.</p>         |
| 6 | Electrical Engineer III        | <ul style="list-style-type: none"> <li>Designs, develops and supports electrical engineering systems. - Expert Level</li> <li>Design and develop electrical systems and equipment for various projects.</li> <li>Analyze and interpret data to determine the feasibility and practicality of electrical designs.</li> <li>Collaborate with other engineers and stakeholders to ensure that all designs meet project requirements and specifications.</li> <li>Create and maintain electrical schematics, wiring diagrams, and other technical documentation.</li> <li>Perform testing and troubleshooting to identify and resolve any issues with electrical systems and equipment.</li> <li>Stay up to date with the latest electrical engineering techniques and technologies.</li> </ul> | Bachelors.  | 5 | <p>Advanced Degrees and/or relevant experience can be substituted for experience.</p>   |
| 7 | Electronics Technician Level I | <ul style="list-style-type: none"> <li>Designs, develops, supports, and repairs electronic systems</li> <li>Install, maintain, and repair electronic equipment and systems.</li> <li>Troubleshoot electronic equipment to diagnose and fix issues.</li> <li>Read and interpret technical manuals and schematics.</li> <li>Collaborate with other technicians and engineers to ensure that electronic equipment and systems are functioning correctly.</li> <li>Conduct routine inspections and</li> </ul>                                                                                                                                                                                                                                                                                   | High School | 1 | <p>Apprenticeship Program, Military Training, or similar may be used as experience.</p> |



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|    |                                  | <p>preventive maintenance on electronic equipment.</p> <ul style="list-style-type: none"> <li>Keep up to date with the latest electronic technologies and industry trends.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |             |   |                                                                                                                       |
| 8  | Electronics Technician Level II  | <ul style="list-style-type: none"> <li>Designs, develops, supports, and repairs electronic systems - Intermediate Level</li> <li>Install, maintain, and repair electronic equipment and systems.</li> <li>Troubleshoot electronic equipment to diagnose and fix issues.</li> <li>Read and interpret technical manuals and schematics.</li> <li>Collaborate with other technicians and engineers to ensure that electronic equipment and systems are functioning correctly.</li> <li>Conduct routine inspections and preventive maintenance on electronic equipment.</li> <li>Keep up to date with the latest electronic technologies and industry trends.</li> </ul> | High School | 3 | An Associate's Degree, Military, or relevant experience can be substituted for experience.                            |
| 9  | Electronics Technician Level III | <ul style="list-style-type: none"> <li>Designs, develops, supports, and repairs electronic systems - Expert Level</li> <li>Install, maintain, and repair electronic equipment and systems.</li> <li>Troubleshoot electronic equipment to diagnose and fix issues.</li> <li>Read and interpret technical manuals and schematics.</li> <li>Collaborate with other technicians and engineers to ensure that electronic equipment and systems are functioning correctly.</li> <li>Conduct routine inspections and preventive maintenance on electronic equipment.</li> <li>Keep up-to-date with the latest electronic technologies and industry trends.</li> </ul>       | High School | 5 | An Associate's Degree, Military, or relevant experience can be substituted for experience.                            |
| 10 | Mechanical Engineer I            | <ul style="list-style-type: none"> <li>Designs, develops, and supports mechanical systems.</li> <li>Design and develop mechanical systems and components for various projects.</li> <li>Analyze data to determine the feasibility and practicality of mechanical designs.</li> <li>Collaborate with other engineers and</li> </ul>                                                                                                                                                                                                                                                                                                                                   | Associates  | 1 | Apprenticeship Program, Internships, Military Training, or similar may be used as experience and degree requirements. |



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|    |                         | <p>stakeholders to ensure that all designs meet project requirements and specifications.</p> <ul style="list-style-type: none"> <li>• Create and maintain mechanical drawings, models, and other technical documentation.</li> <li>• Perform testing and troubleshooting to identify and resolve any issues with mechanical systems and components.</li> <li>• Stay up-to-date with the latest mechanical engineering techniques and technologies.</li> </ul>                                                                                                                                                                                                                                                                                                                            |           |   |                                                                                                                                                            |
| 11 | Mechanical Engineer II  | <ul style="list-style-type: none"> <li>• Designs, develops, and supports electrical mechanical systems. - Intermediate Level</li> <li>• Design and develop mechanical systems and components for various projects.</li> <li>• Analyze data to determine the feasibility and practicality of mechanical designs.</li> <li>• Collaborate with other engineers and stakeholders to ensure that all designs meet project requirements and specifications.</li> <li>• Create and maintain mechanical drawings, models, and other technical documentation.</li> <li>• Perform testing and troubleshooting to identify and resolve any issues with mechanical systems and components.</li> <li>• Stay up to date with the latest mechanical engineering techniques and technologies.</li> </ul> | Bachelors | 3 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |
| 12 | Mechanical Engineer III | <ul style="list-style-type: none"> <li>• Designs, develops, and supports mechanical engineering systems. - Expert Level</li> <li>• Design and develop mechanical systems and components for various projects.</li> <li>• Analyze data to determine the feasibility and practicality of mechanical designs.</li> <li>• Collaborate with other engineers and stakeholders to ensure that all designs meet project requirements and specifications.</li> <li>• Create and maintain mechanical drawings, models, and other technical documentation.</li> </ul>                                                                                                                                                                                                                               | Bachelors | 5 | Advanced Degree and/or relevant experience can be substituted for experience.                                                                              |



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|    |                                   | <ul style="list-style-type: none"> <li>Perform testing and troubleshooting to identify and resolve any issues with mechanical systems and components.</li> <li>Stay up to date with the latest mechanical engineering techniques and technologies.</li> </ul>                                                                                                                                                        |             |   |                                                                                               |
| 13 | Mechanical Technician Level I     | <ul style="list-style-type: none"> <li>Designs, develops, supports, and repairs mechanical technology systems.</li> <li>A mechanical technician is responsible for installing, maintaining, and repairing mechanical equipment, such as machines, engines, and tools.</li> </ul>                                                                                                                                     | High School | 1 | Apprenticeship Program, Internships, Military Training, or similar may be used as experience. |
| 14 | Mechanical Technician Level II    | <ul style="list-style-type: none"> <li>Designs, develops, supports, and repairs mechanical technology systems - Intermediate Level</li> <li>A mechanical technician is responsible for installing, maintaining, and repairing mechanical equipment, such as machines, engines, and tools.</li> </ul>                                                                                                                 | High School | 3 | An Associate's Degree, Military, or relevant experience can be substituted for experience.    |
| 15 | Mechanical Technician Level III   | <ul style="list-style-type: none"> <li>Designs, develops, supports, and repairs mechanical technology systems - Expert Level</li> <li>A mechanical technician is responsible for installing, maintaining, and repairing mechanical equipment, such as machines, engines, and tools.</li> </ul>                                                                                                                       | High School | 5 | An Associate's Degree, Military, or relevant experience can be substituted for experience.    |
| 16 | Network Engineer/Admin - Level I  | <ul style="list-style-type: none"> <li>Performs network engineering and administration activities. This involves the design, development, support, and integration of both Cloud and On-Premise networks/systems.</li> <li>A network engineer designs, implements and manages computer networks for organizations. They are responsible for ensuring that the network is reliable, secure, and efficient.</li> </ul> | High School | 1 | Apprenticeship Program, Internships, Military Training, or similar may be used as experience. |
| 17 | Network Engineer/Admin - Level II | <ul style="list-style-type: none"> <li>Performs network engineering and administration activities. This involves the design, development, support, and integration of both Cloud and On-Premise networks/systems. - Intermediate Level</li> <li>A network engineer designs, implements, and manages computer networks for organizations. They are responsible for ensuring that the</li> </ul>                       | Associates  | 3 | An Associate's Degree, Military, and relevant experience can be substituted for experience.   |



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|    |                                    | network is reliable, secure, and efficient.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |           |   |                                                                                                                                                            |
| 18 | Network Engineer/Admin - Level III | <ul style="list-style-type: none"> <li>Performs network engineering and administration activities. This involves the design, development, support, and integration of both Cloud and On-Premise networks/systems. - Specialist Level</li> <li>A network engineer designs, implements, and manages computer networks for organizations. They are responsible for ensuring that the network is reliable, secure, and efficient.</li> </ul>                                                                                                   | Bachelors | 5 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |
| 19 | Network Operations Supervisor      | <ul style="list-style-type: none"> <li>Manages network operations and teams that include data centers and network. Ensures network and operations are meeting specific service level agreements.</li> <li>A network operations supervisor manages a team of network technicians and engineers to ensure the smooth operation of an organization's computer network. They oversee the installation, maintenance, and repair of network infrastructure.</li> </ul>                                                                           | Bachelors | 6 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |
| 20 | Network Systems Manager            | <ul style="list-style-type: none"> <li>Manages specific systems and teams within network operations and data centers.</li> <li>A network systems manager is responsible for the overall management of an organization's computer network. They design and implement network systems, monitor network performance, and ensure the security of the network.</li> </ul>                                                                                                                                                                       | Bachelors | 6 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |
| 21 | Network Planning Manager           | <ul style="list-style-type: none"> <li>Plans and manages the planning of network and data center operations that include capacity planning, cloud considerations, and service level agreement requirements. Also, works with vendors on solutions for network and data center optimization.</li> <li>A network systems manager is responsible for the overall management of an organization's computer network. They design and implement network systems, monitor network performance, and ensure the security of the network.</li> </ul> | Bachelors | 6 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |
| 22 | Project Coordinator                | <ul style="list-style-type: none"> <li>Performs project coordination</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                            | High      | 1 | Apprenticeship                                                                                                                                             |



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|    |                            | <p>activities for individual programs and projects. Works under the direction of a Program or Project manager.</p> <ul style="list-style-type: none"> <li>• Assist the Project Manager in planning, monitoring, and executing projects.</li> <li>• Create project schedules, reports, and documentation.</li> <li>• Coordinate project meetings and communicate with stakeholders.</li> <li>• Track project progress and ensure timely completion of milestones.</li> <li>• Identify and mitigate project risks.</li> <li>• Assist in resource allocation and management</li> </ul>                                                                                      | School     |   | Program, Internships, Military Training, or similar may be used as experience.                                                                             |
| 23 | Project Manager – Level I  | <ul style="list-style-type: none"> <li>• Performs project management on small-medium projects or works on teams with large projects in supporting Project Management and PMO activities.</li> <li>• Plan, execute, and monitor projects from start to finish.</li> <li>• Define project scope, objectives, and deliverables.</li> <li>• Develop project plans, schedules, and budgets.</li> <li>• Allocate resources and manage project teams.</li> <li>• Identify and manage project risks and issues.</li> <li>• Communicate with stakeholders and ensure their satisfaction.</li> <li>• Monitor project progress and report on status to senior management</li> </ul> | Associates | 1 | Apprenticeship Programs, Internships, Military Training, or similar may be used as experience.                                                             |
| 24 | Project Manager – Level II | <ul style="list-style-type: none"> <li>• Performs project management on medium projects and works on teams with large projects supporting Project Management and PMO activities. - Intermediate Level</li> <li>• Plan, execute, and monitor projects from start to finish.</li> <li>• Define project scope, objectives, and deliverables.</li> <li>• Develop project plans, schedules, and budgets.</li> <li>• Allocate resources and manage project teams.</li> <li>• Identify and manage project risks and issues.</li> <li>• Communicate with stakeholders and ensure their satisfaction.</li> <li>• Monitor project progress and report</li> </ul>                   | Bachelors  | 3 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |



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|    |                             | on status to senior management.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                                                                                         |   |                                                                                                                                                            |
| 25 | Project Manager – Level III | <ul style="list-style-type: none"> <li>Performs project management activities on large projects. Leading teams on large projects is an integral part of the PMO Organizations and activities. Also, the person is Certified in a Project Management discipline (PMP, PgMP, etc.) - Specialist Level</li> <li>Plan, execute, and monitor projects from start to finish</li> <li>Define project scope, objectives, and deliverables</li> <li>Develop project plans, schedules, and budgets</li> <li>Allocate resources and manage project teams</li> <li>Identify and manage project risks and issues</li> <li>Communicate with stakeholders and ensure their satisfaction</li> <li>Monitor project progress and report on status to senior management</li> </ul>                                                    | Bachelors in Business Administration, Technology, Engineering, or Similar Degree Field. | 5 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |
| 26 | Program Manager - Level IV  | <ul style="list-style-type: none"> <li>Performs program/project management activities on multiple large projects across the enterprise. Leading multiple teams on large projects is an integral part of the PMO Organizations and activities. Also, the person is Certified in a Project Management discipline (PMP, PgMP, etc.) - Expert Level</li> <li>Plan, execute, and monitor projects from start to finish.</li> <li>Define project scope, objectives, and deliverables.</li> <li>Develop project plans, schedules, and budgets.</li> <li>Allocate resources and manage project teams.</li> <li>Identify and manage project risks and issues.</li> <li>Communicate with stakeholders and ensure their satisfaction.</li> <li>Monitor project progress and report on status to senior management.</li> </ul> | Bachelors in Business Administration, Technology, Engineering, or Similar Degree Field. | 8 |                                                                                                                                                            |
| 27 | Program Executive           | <ul style="list-style-type: none"> <li>Functions as the overall PMO Lead or part of the PMO Leadership team.</li> <li>Performs program management activities on multiple large projects across the enterprise.</li> <li>Interacts with client executive</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Bachelors                                                                               | 8 |                                                                                                                                                            |



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|    |                       | <p>leadership teams and sets the direction of the PMO Organizations and activities. Also, the person is Certified in a Project Management discipline (PMP, PgMP, etc.) - Master Level</p> <ul style="list-style-type: none"> <li>• Oversee the delivery of multiple related projects.</li> <li>• Develop program strategy, objectives, and goals.</li> <li>• Align program goals with organizational strategy.</li> <li>• Manage program budget and resource allocation.</li> <li>• Monitor program progress and report on status to senior management.</li> <li>• Coordinate program stakeholders and ensure their satisfaction.</li> <li>• Identify and mitigate program risks and issues.</li> </ul>                                                                                                                                                              |           |   |                                                                                                                                                            |
| 28 | Scrum Master Level I  | <ul style="list-style-type: none"> <li>• Manages timelines, resolves problems, and coaches team members on Agile methodologies.</li> <li>• Supports self-organizing teams that are flexible and fully productive during sprints, works closely with the Product Owner, and peer Scrum Masters to support Sprint and Release Planning. Finally, provides Agile tool expertise and support.</li> <li>• Facilitates agile ceremonies such as daily stand-ups, sprint planning, retrospectives, and demos.</li> <li>• Ensure the team is adhering to Agile methodologies and principles.</li> <li>• Identify and remove roadblocks to team productivity.</li> <li>• Collaborate with the Product Owner to ensure that the product backlog is properly maintained and prioritized.</li> <li>• Coach and mentor team members on Agile processes and principles.</li> </ul> | Bachelors | 1 | Apprenticeship Program, Internships, Military Training, or similar may be used as experience.                                                              |
| 29 | Scrum Master Level II | <ul style="list-style-type: none"> <li>• Manages timelines, resolves problems, and coaches team members on Agile methodologies.</li> <li>• Supports self-organizing teams that are flexible and fully productive during sprints, works closely with the Product Owner, and peer Scrum Masters to support Sprint and Release Planning.</li> <li>• Finally, provides Agile tool expertise and support. - Intermediate Level</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                 | Bachelors | 3 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |



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|    |                        | <ul style="list-style-type: none"> <li>Facilitates agile ceremonies such as daily stand-ups, sprint planning, retrospectives, and demos</li> <li>Ensure the team is adhering to Agile methodologies and principles.</li> <li>Identify and remove roadblocks to team productivity.</li> <li>Collaborates with the Product Owner to ensure that the product backlog is properly maintained and prioritized.</li> <li>Coach and mentor team members on Agile processes and principles.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                     |           |   |                                                                                                                                                            |
| 30 | Scrum Master Level III | <ul style="list-style-type: none"> <li>Manages timelines, resolves problems, and coaches team members on Agile methodologies.</li> <li>Supports self-organizing teams that are flexible and fully productive during sprints, works closely with the Product Owner, and peer Scrum Masters to support Sprint and Release Planning.</li> <li>Finally, provides Agile tool expertise and support. - Specialist Level</li> <li>Facilitate agile ceremonies such as daily stand-ups, sprint planning, retrospectives, and demos.</li> <li>Ensures the team is adhering to Agile methodologies and principles.</li> <li>Identify and remove roadblocks to team productivity.</li> <li>Collaborate with the Product Owner to ensure that the product backlog is properly maintained and prioritized.</li> <li>Coach and mentor team members on Agile processes and principles.</li> </ul> | Bachelors | 5 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |
| 31 | Scrum Master Level IV  | <ul style="list-style-type: none"> <li>Manages timelines, resolves problems, and coaches team members on Agile methodologies.</li> <li>Supports self-organizing teams that are flexible and fully productive during sprints, works closely with the Product Owner, and peer Scrum Masters to support Sprint and Release Planning.</li> <li>Finally, provides Agile tool expertise and support. - Expert Level.</li> <li>Facilitate agile ceremonies such as daily stand-ups, sprint planning, retrospectives, and demos.</li> <li>Ensures team is adhering to Agile methodologies and principles.</li> <li>Identify and remove roadblocks to team productivity.</li> <li>Collaborate with the Product Owner to</li> </ul>                                                                                                                                                          | Bachelors | 8 |                                                                                                                                                            |



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|    |                                    | <ul style="list-style-type: none"> <li>ensure that the product backlog is properly maintained and prioritized.</li> <li>Coach and mentor team members on Agile processes and principles.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                                                         |   |                                                                                                                                                            |
| 32 | Agile Product Owner (SAFe)         | <ul style="list-style-type: none"> <li>Functions as a member of the Agile Team responsible for defining Stories and prioritizing the Team Backlog to streamline the execution of program priorities while maintaining the conceptual and technical integrity of the Features or components for the team.</li> <li>Define and prioritize product backlog items.</li> <li>Collaborate with stakeholders to ensure product vision is understood.</li> <li>Communicate product vision and roadmap to the development team.</li> <li>Ensure the development team is building the right product features.</li> <li>Evaluate product increment after each sprint.</li> </ul> | Bachelors                                                                               | 5 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |
| 33 | Agile Release Train Engineer (RTE) | <ul style="list-style-type: none"> <li>"Facilitates the Agile Release Train (ART) events and processes and assist the teams in delivering value. RTEs communicate with stakeholders, escalate impediments, help manage risk, and drive relentless improvement. They are certified by SAFe as an RTE.</li> <li>Manage and facilitate Agile Release Trains (ARTs)<br/>Ensure alignment between teams on the ART<br/>Identify and remove impediments that are preventing team success.</li> <li>Coach and mentor team members on Agile processes and principles.</li> <li>Provide transparency into program-level progress and status.</li> </ul>                        | Bachelors in Business Administration, Technology, Engineering, or Similar Degree Field. | 8 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |
| 34 | Agile Coach SPC (SAFe) Level I     | <ul style="list-style-type: none"> <li>Function as SAFe Transformation change agents and coaches who combine their technical knowledge of SAFe with an intrinsic motivation to improve the company's software and systems development processes. They have the ability to coach AGILE teams and train organizations on all SAFe topics and enablement's. They are certified by SAFe as an SPC.</li> <li>Train and coach teams on Agile and SAFe methodologies</li> </ul>                                                                                                                                                                                              | Bachelors                                                                               | 3 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |



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|    |                                  | <ul style="list-style-type: none"> <li>• Develop and implement Agile processes and practices across the organization</li> <li>• Facilitate SAFe ceremonies and events.</li> <li>• Provide guidance to teams on implementing Lean-Agile principles.</li> <li>• Collaborate with stakeholders to align on Agile implementation strategies.</li> <li>• Help teams identify and remove impediments to their success.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                                                             |   |                                                                                                                                                            |
| 35 | Agile Coach SPC (SAFe) Level II  | <ul style="list-style-type: none"> <li>• Function as SAFe Transformation change agents and coaches who combine their technical knowledge of SAFe with an intrinsic motivation to improve the company's software and systems development processes. They have the ability to coach AGILE teams and train organizations on all SAFe topics and enablement's. They are certified by SAFe as an SPC. - Intermediate Level</li> <li>• Train and coach teams on Agile and SAFe methodologies.</li> <li>• Develop and implement Agile processes and practices across the organization.</li> <li>• Facilitate SAFe ceremonies and events.</li> <li>• Provide guidance to teams on implementing Lean-Agile principles.</li> <li>• Collaborate with stakeholders to align on Agile implementation strategies.</li> <li>• Help teams identify and remove impediments to their success.</li> </ul> | Bachelors                                                   | 5 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |
| 36 | Agile Coach SPC (SAFe) Level III | <ul style="list-style-type: none"> <li>• Function as SAFe Transformation change agents and coaches who combine their technical knowledge of SAFe with an intrinsic motivation to improve the company's software and systems development processes. They have the ability to coach AGILE teams and train organizations on all SAFe topics and enablements. They are certified by SAFe as an SPC. Specialist-Master Level</li> <li>• Train and coach teams on Agile and SAFe methodologies</li> <li>• Develop and implement Agile processes and practices across the organization.</li> <li>• Facilitate SAFe ceremonies and</li> </ul>                                                                                                                                                                                                                                                  | Bachelors SAFe, Scrum or similar Certification is required. | 8 |                                                                                                                                                            |



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|    |                                          | <ul style="list-style-type: none"> <li>events.</li> <li>• Provide guidance to teams on implementing Lean-Agile principles.</li> <li>• Collaborate with stakeholders to align on Agile implementation strategies.</li> <li>• Help teams identify and remove impediments to their success.</li> </ul>                                                                                                                                                                                                                                                                                                                                         |             |   |                                                                                               |
| 37 | Quality Assurance Technician - Level I   | <ul style="list-style-type: none"> <li>• Performs Information Systems Testing &amp; Quality Assurance. Platform System, User Acceptance, Performance Testing</li> <li>• Develop and execute test plans and test cases.</li> <li>• Identify and report software defects and issues.</li> <li>• Collaborate with the development team to troubleshoot issues.</li> <li>• Participate in Agile ceremonies such as sprint planning, daily stand-ups, and retrospectives.</li> <li>• Maintain test documentation and reports.</li> <li>• Assist in the design and implementation of automated testing frameworks.</li> </ul>                     | High School | 1 | Apprenticeship Program, Internships, Military Training, or similar may be used as experience. |
| 38 | Quality Assurance Technician - Level II  | <ul style="list-style-type: none"> <li>• Performs Information Systems Testing &amp; Quality Assurance. Platform System, User Acceptance, Performance Testing – Intermediate Level</li> <li>• Develop and execute test plans and test cases.</li> <li>• Identify and report software defects and issues.</li> <li>• Collaborate with the development team to troubleshoot issues</li> <li>• Participate in Agile ceremonies such as sprint planning, daily stand-ups, and retrospectives.</li> <li>• Maintain test documentation and reports.</li> <li>• Assist in the design and implementation of automated testing frameworks.</li> </ul> | Associates  | 3 | Apprenticeship Program, Internships, Military Training, or similar may be used as experience. |
| 39 | Quality Assurance Technician - Level III | <ul style="list-style-type: none"> <li>• Performs Information Systems Testing &amp; Quality Assurance. Platform System, User Acceptance, Performance Testing – Specialist Level</li> <li>• Develop and execute test plans and test cases.</li> <li>• Identify and report software defects</li> </ul>                                                                                                                                                                                                                                                                                                                                        | Bachelors   | 8 |                                                                                               |



## KPG Global Enterprises, LLC

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|    |                                | <ul style="list-style-type: none"> <li>and issues.</li> <li>• Collaborate with the development team to troubleshoot issues.</li> <li>• Participate in Agile ceremonies such as sprint planning, daily stand-ups, and retrospectives.</li> <li>• Maintain test documentation and reports.</li> <li>• Assist in the design and implementation of automated testing frameworks.</li> </ul>                                                                                                                                                                                                                                                                                                                                         |           |   |                                                                                                                                                            |
| 40 | Enterprise Architect Level I   | <ul style="list-style-type: none"> <li>• Establishes an engineering technology strategy and roadmap that enables a portfolio or enterprise to support current and future business capabilities.</li> <li>• Develop and maintain enterprise architecture frameworks and models.</li> <li>• Align enterprise architecture with business strategy and goals.</li> <li>• Collaborate with stakeholders to identify and prioritize technology initiatives.</li> <li>• Evaluate and recommend technology solutions.</li> <li>• Ensure compliance with industry standards and regulations.</li> <li>• Mentor and train junior architects and development teams on enterprise architecture principles.</li> </ul>                       | Bachelors | 1 | Apprenticeship Program, Internships, Military Training, or similar may be used as experience.                                                              |
| 41 | Enterprise Architect Level II  | <ul style="list-style-type: none"> <li>• Establishes an engineering technology strategy and roadmap that enables a portfolio or enterprise to support current and future business capabilities. - Intermediate Level.</li> <li>• Develop and maintain enterprise architecture frameworks and models..</li> <li>• Align enterprise architecture with business strategy and goals.</li> <li>• Collaborate with stakeholders to identify and prioritize technology initiatives.</li> <li>• Evaluate and recommend technology solutions</li> <li>• Ensure compliance with industry standards and regulations.</li> <li>• Mentor and train junior architects and development teams on enterprise architecture principles.</li> </ul> | Bachelors | 3 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |
| 42 | Enterprise Architect Level III | <ul style="list-style-type: none"> <li>• Establishes an engineering technology strategy and roadmap that enables a portfolio or enterprise to</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Bachelors | 5 |                                                                                                                                                            |



## KPG Global Enterprises, LLC

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|    |                            | <p>support current and future business capabilities. - Specialist Level</p> <ul style="list-style-type: none"> <li>• Develop and maintain enterprise architecture frameworks and models.</li> <li>• Align enterprise architecture with business strategy and goals.</li> <li>• Collaborate with stakeholders to identify and prioritize technology initiatives.</li> <li>• Evaluate and recommend technology solutions.</li> <li>• Ensure compliance with industry standards and regulations.</li> <li>• Mentor and train junior architects and development teams on enterprise architecture principles.</li> </ul>                                            |            |   |                                                                                                                                                            |
| 43 | Systems Architect Level I  | <ul style="list-style-type: none"> <li>• Perform specific system engineering architecture activities within an enterprise and adheres to the direction set by enterprise architecture and governance.</li> <li>• Design and develop system architecture and solutions</li> <li>• Evaluate and recommend hardware and software solutions</li> <li>• Ensure compliance with industry standards and regulations</li> <li>• Collaborate with stakeholders to align system architecture with business strategy and goals</li> <li>• Mentor and train junior architects and development teams on system architecture principles</li> </ul>                           | Associates | 1 | Apprenticeship Program, Internships, Military Training, or similar may be used as experience.                                                              |
| 44 | Systems Architect Level II | <ul style="list-style-type: none"> <li>• Perform specific system engineering architecture activities within an enterprise and adheres to the direction set by enterprise architecture and governance. - Intermediate Level</li> <li>• Design and develop system architecture and solutions.</li> <li>• Evaluate and recommend hardware and software solutions.</li> <li>• Ensure compliance with industry standards and regulations.</li> <li>• Collaborate with stakeholders to align system architecture with business strategy and goals.</li> <li>• Mentor and train junior architects and development teams on system architecture principles.</li> </ul> | Bachelors  | 3 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |
| 45 | Systems Architect          | <ul style="list-style-type: none"> <li>• Perform specific system engineering</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Bachelors  | 5 |                                                                                                                                                            |



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|    | Level III                                      | <p>architecture activities within an enterprise and adheres to the direction set by enterprise architecture and governance. - Specialist Level</p> <ul style="list-style-type: none"> <li>• Design and develop system architecture and solutions.</li> <li>• Evaluate and recommend hardware and software solutions.</li> <li>• Ensure compliance with industry standards and regulations.</li> <li>• Collaborate with stakeholders to align system architecture with business strategy and goals.</li> <li>• Mentor and train junior architects and development teams on system architecture principles.</li> </ul>  |            |   |                                                                                                                                                            |
| 46 | Software Developer/Systems Engineer - Level I  | <ul style="list-style-type: none"> <li>• Designs, Develops, and Supports software systems for business process and enterprise enablement. (.Net, Java, C, C++, AWS, Google, etc.)</li> <li>• Develop and maintain software applications.</li> <li>• Collaborate with product owners and stakeholders to define product requirements.</li> <li>• Participate in Agile ceremonies such as sprint planning, daily stand-ups, and retrospectives.</li> <li>• Write clean, efficient, and maintainable code.</li> <li>• Conduct code reviews and ensure code quality.</li> <li>• Troubleshoot and debug issues.</li> </ul> | Associates | 1 | Apprenticeship Program, Internships, Military Training, or similar may be used as experience.                                                              |
| 47 | Software Developer/Systems Engineer – Level II | <ul style="list-style-type: none"> <li>• Designs, Develops, and Supports software systems for business process and enterprise enablement. (.Net, Java, C, C++, AWS, Google, etc.) - Intermediate Level</li> <li>• Develop and maintain software applications.</li> <li>• Collaborate with product owners and stakeholders to define product requirements.</li> <li>• Participate in Agile ceremonies such as sprint planning, daily stand-ups, and retrospectives.</li> <li>• Write clean, efficient, and maintainable code.</li> <li>• Conduct code reviews and ensure code quality.</li> </ul>                      | Bachelors  | 3 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |



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|    |                                                 | <ul style="list-style-type: none"> <li>• Troubleshoot and debug issues.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |           |   |                                                                                                                                                            |
| 48 | Software Developer/Systems Engineer – Level III | <ul style="list-style-type: none"> <li>• Designs, Develops, and Supports software systems for business process and enterprise enablement. (.Net, Java, C, C++, AWS, Google, etc.) - Specialist Level</li> <li>• Develop and maintain software applications.</li> <li>• Collaborate with product owners and stakeholders to define product requirements.</li> <li>• Participate in Agile ceremonies such as sprint planning, daily stand-ups and retrospectives.</li> <li>• Write clean, efficient and maintainable code.</li> <li>• Conduct code reviews and ensure code quality.</li> <li>• Troubleshoot and debug issues.</li> </ul> | Bachelors | 5 |                                                                                                                                                            |
| 49 | Embedded Software Systems Engineer - Level I    | <ul style="list-style-type: none"> <li>• Designs, Develops, and Supports software on embedded systems for electronics or similar systems.</li> <li>• Design and develop embedded software for various devices.</li> <li>• Collaborate with cross-functional teams to define product requirements and specifications.</li> <li>• Write clean and efficient code for microcontrollers and microprocessors.</li> <li>• Participate in code reviews and ensure code quality.</li> <li>• Troubleshoot and debug issues.</li> <li>• Develop and maintain documentation for software design and development.</li> </ul>                       | Bachelors | 1 | Apprenticeship Program, Internships, Military Training, or similar may be used as experience.                                                              |
| 50 | Embedded Software Systems Engineer - Level II   | <ul style="list-style-type: none"> <li>• Designs, Develops, and Supports software on embedded systems for electronics or similar systems. - Intermediate Level</li> <li>• Design and develop embedded software for various devices.</li> <li>• Collaborate with cross-functional teams to define product requirements and specifications.</li> <li>• Write clean and efficient code for microcontrollers and microprocessors.</li> <li>• Participate in code reviews and ensure code quality.</li> <li>• Troubleshoot and debug issues.</li> <li>• Develop and maintain documentation for software design and development.</li> </ul>  | Bachelors | 3 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |
| 51 | Embedded Software                               | <ul style="list-style-type: none"> <li>• Designs, Develops, and Supports</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Bachelors | 5 |                                                                                                                                                            |



## KPG Global Enterprises, LLC

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|    | Systems Engineer - Level III            | <p>software on embedded systems for electronics or similar systems. - Specialist Level</p> <ul style="list-style-type: none"> <li>• Design and develop embedded software for various devices.</li> <li>• Collaborate with cross-functional teams to define product requirements and specifications.</li> <li>• Write clean and efficient code for microcontrollers and microprocessors.</li> <li>• Participate in code reviews and ensure code quality.</li> <li>• Troubleshoot and debug issues.</li> <li>• Develop and maintain documentation for software design and development.</li> </ul>                                                                                                          |           |   |                                                                                                                                                            |
| 52 | Model-Based Systems Engineer - Level I  | <ul style="list-style-type: none"> <li>• Develops systems using an MBSE formalized methodology from requirements, design, analysis, verification, and validation associated with the development of complex systems.</li> <li>• Develop and maintain models for complex systems.</li> <li>• Define system requirements and specifications.</li> <li>• Collaborate with cross-functional teams to ensure system design and development meets requirements.</li> <li>• Participate in Agile ceremonies such as sprint planning, daily stand-ups, and retrospectives.</li> <li>• Troubleshoot and debug issues.</li> <li>• Develop and maintain documentation for system design and development.</li> </ul> | Bachelors | 1 | Apprenticeship Program, Internships, Military Training, or similar may be used as experience.                                                              |
| 53 | Model-Based Systems Engineer - Level II | <ul style="list-style-type: none"> <li>• Develops systems using an MBSE formalized methodology from requirements, design, analysis, verification, and validation associated with the development of complex systems. - Intermediate Level</li> <li>• Develop and maintain models for complex systems.</li> <li>• Define system requirements and specifications.</li> <li>• Collaborate with cross-functional teams to ensure system design and development meets requirements.</li> <li>• Participate in Agile ceremonies such as sprint planning, daily stand-ups, and retrospectives.</li> <li>• Troubleshoot and debug issues.</li> <li>• Develop and maintain documentation</li> </ul>               | Bachelors | 3 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |



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|    |                                                      | for system design and development.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |             |   |                                                                                                                             |
| 54 | Model-Based Systems Engineer - Level III             | <ul style="list-style-type: none"> <li>Develops systems using an MBSE formalized methodology from requirements, design, analysis, verification, and validation associated with the development of complex systems. - Specialist Level</li> <li>Develop and maintain models for complex systems.</li> <li>Define system requirements and specifications.</li> <li>Collaborate with cross-functional teams to ensure system design and development meets requirements.</li> <li>Participate in Agile ceremonies such as sprint planning, daily stand-ups, and retrospectives.</li> <li>Troubleshoot and debug issues.</li> <li>Develop and maintain documentation for system design and development.</li> </ul>    | Bachelors   | 5 |                                                                                                                             |
| 55 | Technical Writer/Documentation Specialist - Level I  | <ul style="list-style-type: none"> <li>Performs technical writing and documentation activities as a part of projects or initiatives.</li> <li>Create technical documentation for software products, including user manuals, guides, and help files.</li> <li>Collaborate with cross-functional teams to understand product requirements and features.</li> <li>Write clear and concise technical content for end-users and technical stakeholders.</li> <li>Maintain and update existing technical documentation.</li> <li>Participate in Agile ceremonies such as sprint planning, daily stand-ups, and retrospectives.</li> <li>Ensure documentation adheres to industry standards and regulations.</li> </ul> | High School | 1 | Apprenticeship Programs, Internships, Military Training, or similar may be used as experience.                              |
| 56 | Technical Writer/Documentation Specialist - Level II | <ul style="list-style-type: none"> <li>Performs technical writing and documentation activities as a part of projects or initiatives. - Intermediate Level</li> <li>Create technical documentation for software products, including user manuals, guides, and help files.</li> <li>Collaborate with cross-functional teams to understand product requirements and features.</li> <li>Write clear and concise technical content for end-users and technical</li> </ul>                                                                                                                                                                                                                                             | Associates  | 3 | Apprenticeship Programs, Internships, Military Training, or similar may be used to meet degree and experience requirements. |



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|    |                                                       | <ul style="list-style-type: none"> <li>stakeholders.</li> <li>Maintain and update existing technical documentation.</li> <li>Participate in Agile ceremonies such as sprint planning, daily stand-ups, and retrospectives.</li> <li>Ensure documentation adheres to industry standards and regulations.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                  |            |   |                                                                                               |
| 57 | Technical Writer/Documentation Specialist - Level III | <ul style="list-style-type: none"> <li>Performs technical writing and documentation activities as a part of projects or initiatives. - Specialist Level</li> <li>Create technical documentation for software products, including user manuals, guides, and help files.</li> <li>Collaborate with cross-functional teams to understand product requirements and features.</li> <li>Write clear and concise technical content for end-users and technical stakeholders.</li> <li>Maintain and update existing technical documentation.</li> <li>Participate in Agile ceremonies such as sprint planning, daily stand-ups, and retrospectives.</li> <li>Ensure documentation adheres to industry standards and regulations.</li> </ul> | Associates | 5 |                                                                                               |
| 58 | Test Engineer HW/SW Level I                           | <ul style="list-style-type: none"> <li>Performs testing on complete platforms &amp; solutions. Platform System, User Acceptance, Performance Testing.</li> <li>Develop and execute test plans and test cases for software products.</li> <li>Identify and report software defects and issues.</li> <li>Collaborate with cross-functional teams to troubleshoot issues.</li> <li>Participate in Agile ceremonies such as sprint planning, daily stand-ups, and retrospectives</li> <li>Develop and maintain documentation for test plans and test cases.</li> <li>Assist in the design and implementation of automated testing frameworks.</li> </ul>                                                                                | Associates | 1 | Apprenticeship Program, Internships, Military Training, or similar may be used as experience. |
| 59 | Test Engineer HW/SW Level II                          | <ul style="list-style-type: none"> <li>Performs testing on complete platforms &amp; solutions. Platform System, User Acceptance, Performance Platform Testing. Intermediate Level.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | Associates | 3 | Apprenticeship Program, Internships, Military Training, or similar may be used as             |



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|    |                                  | <ul style="list-style-type: none"> <li>• Develop and execute test plans and test cases for software products.</li> <li>• Develop and execute test plans and test cases for software products.</li> <li>• Identify and report software defects and issues.</li> <li>• Collaborate with cross-functional teams to troubleshoot issues.</li> <li>• Participate in Agile ceremonies such as sprint planning, daily stand-ups, and retrospectives.</li> <li>• Develop and maintain documentation for test plans and test cases.</li> <li>• Assist in the design and implementation of automated testing frameworks.</li> </ul>                                                                      |           |   | experience.                                                                                                                                                |
| 60 | Test Engineer<br>HW/SW Level III | <ul style="list-style-type: none"> <li>• Performs testing on complete platforms &amp; solutions. Platform System, User Acceptance, Performance Platform Testing. Specialist Level.</li> <li>• Develop and execute test plans and test cases for software products.</li> <li>• Identify and report software defects and issues.</li> <li>• Collaborate with cross-functional teams to troubleshoot issues.</li> <li>• Participate in Agile ceremonies such as sprint planning, daily stand-ups, and retrospectives.</li> <li>• Develop and maintain documentation for test plans and test cases.</li> <li>• Assist in the design and implementation of automated testing frameworks.</li> </ul> | Bachelors | 5 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |
| 61 | Test Engineer<br>HW/SW Level IV  | <ul style="list-style-type: none"> <li>• Performs testing on complete platforms &amp; solutions. Platform System, User Acceptance, Performance Platform Testing. - Expert Level.</li> <li>• Manage a team of testers and oversee all testing activities.</li> <li>• Develop and execute test plans and test cases for software products.</li> <li>• Identify and report software defects and issues.</li> <li>• Collaborate with cross-functional teams to troubleshoot issues.</li> <li>• Participate in Agile ceremonies such as sprint planning, daily stand-ups, and retrospectives.</li> </ul>                                                                                            | Bachelors | 8 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |



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|    |                                                           | <ul style="list-style-type: none"> <li>• Develop and maintain documentation for test plans and test cases.</li> <li>• Assist in the design and implementation of automated testing frameworks.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |           |   |                                                                                                                                                            |
| 62 | Test Lead/Manager                                         | <ul style="list-style-type: none"> <li>• Leads testing teams and develops test strategy &amp; plans.</li> <li>• Manage a team of testers and oversee all testing activities.</li> <li>• Develop and execute test plans and test cases.</li> <li>• Collaborate with the development team to identify and resolve defects.</li> <li>• Monitor and report on testing progress and results.</li> <li>• Analyze testing metrics and identify areas for improvement.</li> <li>• Ensure that testing activities are completed on time and within budget.</li> <li>• Continuously improve the testing process and ensure that best practices are followed.</li> <li>• Coordinate with project managers and stakeholders to provide regular updates on testing progress.</li> </ul>                                                                                                                                                              | Bachelors | 8 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |
| 63 | Artificial Intelligence/Machine Learning Engineer Level I | <ul style="list-style-type: none"> <li>• Analyzes, Designs, Develops, Tests, Implements, and Supports Artificial Intelligence, Machine Learning, and Deep Learning solutions and technologies.</li> <li>• Develop and implement AI solutions for a variety of applications.</li> <li>• Develop and implement AI solutions for a variety of applications.</li> <li>• Design and develop machine learning algorithms and models.</li> <li>• Collaborate with cross-functional teams to integrate AI solutions into existing systems.</li> <li>• Conduct research and stay up-to-date with the latest AI trends and technologies.</li> <li>• Optimize and fine-tune AI models to improve performance.</li> <li>• Ensure that AI solutions meet business requirements and are scalable.</li> <li>• Create and maintain documentation for AI solutions.</li> <li>• Participate in code reviews and provide feedback to other team</li> </ul> | Bachelors | 1 | Apprenticeship Program, Internships, Military Training, or similar may be used as experience.                                                              |



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|    |                                                             | members.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |           |   |                                                                                                                                                            |
| 64 | Artificial Intelligence/Machine Learning Engineer Level II  | <ul style="list-style-type: none"> <li>Analyzes, Designs, Develops, Tests, Implements, and Supports Artificial Intelligence, Machine Learning, and Deep Learning solutions and technologies. - Intermediate Level</li> <li>Develop and implement AI solutions for a variety of applications.</li> <li>Develop and implement AI solutions for a variety of applications.</li> <li>Design and develop machine learning algorithms and models.</li> <li>Collaborate with cross-functional teams to integrate AI solutions into existing systems.</li> <li>Conduct research and stay up-to-date with the latest AI trends and technologies.</li> <li>Optimize and fine-tune AI models to improve performance.</li> <li>Ensure that AI solutions meet business requirements and are scalable.</li> <li>Create and maintain documentation for AI solutions.</li> <li>Participate in code reviews and provide feedback to other team members.</li> </ul> | Bachelors | 3 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |
| 65 | Artificial Intelligence/Machine Learning Engineer Level III | <ul style="list-style-type: none"> <li>Analyzes, Designs, Develops, Tests, Implements, and Supports Artificial Intelligence, Machine Learning, and Deep Learning solutions and technologies. - Specialist Level</li> <li>Develop and implement AI solutions for a variety of applications.</li> <li>Design and develop machine learning algorithms and models.</li> <li>Collaborate with cross-functional teams to integrate AI solutions into existing systems.</li> <li>Conduct research and stay up-to-date with the latest AI trends and technologies.</li> <li>Optimize and fine-tune AI models to improve performance.</li> <li>Ensure that AI solutions meet business requirements and are scalable.</li> <li>Create and maintain documentation for AI solutions.</li> <li>Participate in code reviews and</li> </ul>                                                                                                                      | Bachelors | 5 |                                                                                                                                                            |



## KPG Global Enterprises, LLC

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|    |                                                            | provide feedback to other team members.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |             |   |                                                                                               |
| 66 | Artificial Intelligence/Machine Learning Engineer Level IV | <ul style="list-style-type: none"> <li>Analyzes, Designs, Develops, Tests, Implements, and Supports Artificial Intelligence, Machine Learning, and Deep Learning solutions and technologies. - Expert Level</li> <li>Develop and implement AI solutions for a variety of applications.</li> <li>Design and develop machine learning algorithms and models.</li> <li>Collaborate with cross-functional teams to integrate AI solutions into existing systems.</li> <li>Conduct research and stay up-to-date with the latest AI trends and technologies.</li> <li>Optimize and fine-tune AI models to improve performance.</li> <li>Ensure that AI solutions meet business requirements and are scalable.</li> <li>Create and maintain documentation for AI solutions.</li> <li>Participate in code reviews and provide feedback to other team members</li> </ul> | Bachelors   | 8 |                                                                                               |
| 67 | CAD Engineer Level I                                       | <ul style="list-style-type: none"> <li>Design, develop, and test CAD software solutions for a variety of industries.</li> <li>Design, develop, and test CAD software solutions for a variety of industries.</li> <li>Collaborate with cross-functional teams to integrate CAD solutions into existing systems.</li> <li>Conduct research and stay up-to-date with the latest CAD trends and technologies.</li> <li>Optimize and fine-tune CAD software to improve performance.</li> <li>Ensure that CAD solutions meet business requirements and are scalable.</li> <li>Create and maintain documentation for CAD solutions.</li> <li>Participate in code reviews and provide feedback to other team members.</li> </ul>                                                                                                                                        | High School | 1 | Apprenticeship Program, Internships, Military Training, or similar may be used as experience. |
| 68 | CAD Engineer Level II                                      | <ul style="list-style-type: none"> <li>Responsible for the creation of technical and detailed design</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Associates  | 3 | Apprenticeship Program,                                                                       |



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|    |                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |           |   |                                                                                                                                                            |
|----|------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|---|------------------------------------------------------------------------------------------------------------------------------------------------------------|
|    |                        | <p>drawings using CAD software applications. – Intermediate Level</p> <ul style="list-style-type: none"> <li>• Design, develop, and test CAD software solutions for a variety of industries.</li> <li>• Collaborate with cross-functional teams to integrate CAD solutions into existing systems.</li> <li>• Conduct research and stay up-to-date with the latest CAD trends and technologies.</li> <li>• Optimize and fine-tune CAD software to improve performance.</li> <li>• Ensure that CAD solutions meet business requirements and are scalable.</li> <li>• Create and maintain documentation for CAD solutions.</li> <li>• Participate in code reviews and provide feedback to other team members.</li> </ul>                                                                 |           |   | Internships, Military Training, or similar may be used as experience.                                                                                      |
| 69 | CAD Engineer Level III | <ul style="list-style-type: none"> <li>• Responsible for the creation of technical and detailed design drawings using CAD software applications. – Specialist Level</li> <li>• Design, develop, and test CAD software solutions for a variety of industries.</li> <li>• Collaborate with cross-functional teams to integrate CAD solutions into existing systems.</li> <li>• Conduct research and stay up-to-date with the latest CAD trends and technologies.</li> <li>• Optimize and fine-tune CAD software to improve performance.</li> <li>• Ensure that CAD solutions meet business requirements and are scalable.</li> <li>• Create and maintain documentation for CAD solutions.</li> <li>• Participate in code reviews and provide feedback to other team members.</li> </ul> | Bachelors | 5 | Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience. |



## KPG Global Enterprises, LLC

### 4.1.2 Labor Category Rates (SIN 541330ENG/541330ENGSTLOC)

| Cat. | Labor Category                                | Year 1                | Year 2                | Year 3                | Year 4                | Year 5                |
|------|-----------------------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
|      |                                               | 04/18/2023-04/17/2024 | 04/18/2024-04/17/2025 | 04/18/2025-04/17/2026 | 04/18/2026-04/17/2027 | 04/18/2027-04/17/2028 |
| 1    | Configuration Management Engineer - Level I   | \$65.59               | \$65.59               | \$65.59               | \$65.59               | \$65.59               |
| 2    | Configuration Management Engineer - Level II  | \$80.58               | \$80.58               | \$80.58               | \$80.58               | \$80.58               |
| 3    | Configuration Management Engineer - Level III | \$101.20              | \$101.20              | \$101.20              | \$101.20              | \$101.20              |
| 4    | Electrical Engineer I                         | \$95.58               | \$95.58               | \$95.58               | \$95.58               | \$95.58               |
| 5    | Electrical Engineer II                        | \$117.13              | \$117.13              | \$117.13              | \$117.13              | \$117.13              |
| 6    | Electrical Engineer III                       | \$135.87              | \$135.87              | \$135.87              | \$135.87              | \$135.87              |
| 7    | Electronics Technician Level I                | \$56.22               | \$56.22               | \$56.22               | \$56.22               | \$56.22               |
| 8    | Electronics Technician Level II               | \$60.91               | \$60.91               | \$60.91               | \$60.91               | \$60.91               |
| 9    | Electronics Technician Level III              | \$65.59               | \$65.59               | \$65.59               | \$65.59               | \$65.59               |
| 10   | Mechanical Engineer I                         | \$76.84               | \$76.84               | \$76.84               | \$76.84               | \$76.84               |
| 11   | Mechanical Engineer II                        | \$89.02               | \$89.02               | \$89.02               | \$89.02               | \$89.02               |
| 12   | Mechanical Engineer III                       | \$98.39               | \$98.39               | \$98.39               | \$98.39               | \$98.39               |
| 13   | Mechanical Technician Level I                 | \$56.22               | \$56.22               | \$56.22               | \$56.22               | \$56.22               |
| 14   | Mechanical Technician Level II                | \$59.03               | \$59.03               | \$59.03               | \$59.03               | \$59.03               |
| 15   | Mechanical Technician Level III               | \$63.72               | \$63.72               | \$63.72               | \$63.72               | \$63.72               |
| 16   | Network Engineer/Admin - Level I              | \$60.91               | \$60.91               | \$60.91               | \$60.91               | \$60.91               |
| 17   | Network Engineer/Admin - Level II             | \$70.28               | \$70.28               | \$70.28               | \$70.28               | \$70.28               |
| 18   | Network Engineer/Admin - Level III            | \$93.70               | \$93.70               | \$93.70               | \$93.70               | \$93.70               |



## KPG Global Enterprises, LLC

|    |                                          |          |          |          |          |          |
|----|------------------------------------------|----------|----------|----------|----------|----------|
|    | III                                      |          |          |          |          |          |
| 19 | Network Operations Supervisor            | \$117.13 | \$117.13 | \$117.13 | \$117.13 | \$117.13 |
| 20 | Network Systems Manager                  | \$112.44 | \$112.44 | \$112.44 | \$112.44 | \$112.44 |
| 21 | Network Planning Manager                 | \$121.81 | \$121.81 | \$121.81 | \$121.81 | \$121.81 |
| 22 | Project Coordinator                      | \$60.91  | \$60.91  | \$60.91  | \$60.91  | \$60.91  |
| 23 | Project Manager – Level I                | \$70.28  | \$70.28  | \$70.28  | \$70.28  | \$70.28  |
| 24 | Project Manager – Level II               | \$84.33  | \$84.33  | \$84.33  | \$84.33  | \$84.33  |
| 25 | Project Manager – Level III              | \$126.50 | \$126.50 | \$126.50 | \$126.50 | \$126.50 |
| 26 | Program Manager - Level IV               | \$154.61 | \$154.61 | \$154.61 | \$154.61 | \$154.61 |
| 27 | Program Executive                        | \$187.41 | \$187.41 | \$187.41 | \$187.41 | \$187.41 |
| 28 | Scrum Master Level I                     | \$84.33  | \$84.33  | \$84.33  | \$84.33  | \$84.33  |
| 29 | Scrum Master Level II                    | \$140.55 | \$140.55 | \$140.55 | \$140.55 | \$140.55 |
| 30 | Scrum Master Level III                   | \$168.66 | \$168.66 | \$168.66 | \$168.66 | \$168.66 |
| 31 | Scrum Master Level IV                    | \$206.15 | \$206.15 | \$206.15 | \$206.15 | \$206.15 |
| 32 | Agile Product Owner (SAFe)               | \$187.41 | \$187.41 | \$187.41 | \$187.41 | \$187.41 |
| 33 | Agile Release Train Engineer (RTE)       | \$187.41 | \$187.41 | \$187.41 | \$187.41 | \$187.41 |
| 34 | Agile Coach SPC (SAFe) Level I           | \$187.41 | \$187.41 | \$187.41 | \$187.41 | \$187.41 |
| 35 | Agile Coach SPC (SAFe) Level II          | \$210.83 | \$210.83 | \$210.83 | \$210.83 | \$210.83 |
| 36 | Agile Coach SPC (SAFe) Level III         | \$234.26 | \$234.26 | \$234.26 | \$234.26 | \$234.26 |
| 37 | Quality Assurance Technician - Level I   | \$60.91  | \$60.91  | \$60.91  | \$60.91  | \$60.91  |
| 38 | Quality Assurance Technician - Level II  | \$71.21  | \$71.21  | \$71.21  | \$71.21  | \$71.21  |
| 39 | Quality Assurance Technician - Level III | \$84.33  | \$84.33  | \$84.33  | \$84.33  | \$84.33  |
| 40 | Enterprise Architect Level I             | \$112.44 | \$112.44 | \$112.44 | \$112.44 | \$112.44 |
| 41 | Enterprise Architect Level II            | \$140.55 | \$140.55 | \$140.55 | \$140.55 | \$140.55 |



## KPG Global Enterprises, LLC

|    |                                                       |          |          |          |          |          |
|----|-------------------------------------------------------|----------|----------|----------|----------|----------|
| 42 | Enterprise Architect Level III                        | \$187.41 | \$187.41 | \$187.41 | \$187.41 | \$187.41 |
| 43 | Systems Architect Level I                             | \$93.70  | \$93.70  | \$93.70  | \$93.70  | \$93.70  |
| 44 | Systems Architect Level II                            | \$112.44 | \$112.44 | \$112.44 | \$112.44 | \$112.44 |
| 45 | Systems Architect Level III                           | \$131.18 | \$131.18 | \$131.18 | \$131.18 | \$131.18 |
| 46 | Software Developer/Systems Engineer - Level I         | \$70.28  | \$70.28  | \$70.28  | \$70.28  | \$70.28  |
| 47 | Software Developer/Systems Engineer – Level II        | \$84.33  | \$84.33  | \$84.33  | \$84.33  | \$84.33  |
| 48 | Software Developer/Systems Engineer – Level III       | \$107.76 | \$107.76 | \$107.76 | \$107.76 | \$107.76 |
| 49 | Embedded Software Systems Engineer - Level I          | \$84.33  | \$84.33  | \$84.33  | \$84.33  | \$84.33  |
| 50 | Embedded Software Systems Engineer - Level II         | \$103.07 | \$103.07 | \$103.07 | \$103.07 | \$103.07 |
| 51 | Embedded Software Systems Engineer - Level III        | \$117.13 | \$117.13 | \$117.13 | \$117.13 | \$117.13 |
| 52 | Model Based Systems Engineer - Level I                | \$84.33  | \$84.33  | \$84.33  | \$84.33  | \$84.33  |
| 53 | Model Based Systems Engineer - Level II               | \$103.07 | \$103.07 | \$103.07 | \$103.07 | \$103.07 |
| 54 | Model Based Systems Engineer - Level III              | \$117.13 | \$117.13 | \$117.13 | \$117.13 | \$117.13 |
| 55 | Technical Writer/Documentation Specialist - Level I   | \$56.22  | \$56.22  | \$56.22  | \$56.22  | \$56.22  |
| 56 | Technical Writer/Documentation Specialist - Level II  | \$60.91  | \$60.91  | \$60.91  | \$60.91  | \$60.91  |
| 57 | Technical Writer/Documentation Specialist - Level III | \$65.59  | \$65.59  | \$65.59  | \$65.59  | \$65.59  |
| 58 | Test Engineer HW/SW Level I                           | \$60.91  | \$60.91  | \$60.91  | \$60.91  | \$60.91  |
| 59 | Test Engineer HW/SW Level II                          | \$71.21  | \$71.21  | \$71.21  | \$71.21  | \$71.21  |
| 60 | Test Engineer HW/SW Level III                         | \$84.33  | \$84.33  | \$84.33  | \$84.33  | \$84.33  |
| 61 | Test Engineer HW/SW Level IV                          | \$93.70  | \$93.70  | \$93.70  | \$93.70  | \$93.70  |



## KPG Global Enterprises, LLC

|    |                                                             |          |          |          |          |          |
|----|-------------------------------------------------------------|----------|----------|----------|----------|----------|
| 62 | Test Lead/Manager                                           | \$103.07 | \$103.07 | \$103.07 | \$103.07 | \$103.07 |
| 63 | Artificial Intelligence/Machine Learning Engineer Level I   | \$93.70  | \$93.70  | \$93.70  | \$93.70  | \$93.70  |
| 64 | Artificial Intelligence/Machine Learning Engineer Level II  | \$112.44 | \$112.44 | \$112.44 | \$112.44 | \$112.44 |
| 65 | Artificial Intelligence/Machine Learning Engineer Level III | \$154.61 | \$154.61 | \$154.61 | \$154.61 | \$154.61 |
| 66 | Artificial Intelligence/Machine Learning Engineer Level IV  | \$187.41 | \$187.41 | \$187.41 | \$187.41 | \$187.41 |
| 67 | CAD Engineer Level I                                        | \$56.22  | \$56.22  | \$56.22  | \$56.22  | \$56.22  |
| 68 | CAD Engineer Level II                                       | \$65.59  | \$65.59  | \$65.59  | \$65.59  | \$65.59  |
| 69 | CAD Engineer Level III                                      | \$74.96  | \$74.96  | \$74.96  | \$74.96  | \$74.96  |



# CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)

09/18/2025

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

**IMPORTANT:** If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

| <b>PRODUCER</b><br><br>A.I. King Insurance Agency, Inc.<br>8604 Allisonville Road, Suite 210<br>Indianapolis, IN 46250 | <b>CONTACT NAME:</b> Dana Fischman<br><b>PHONE (A/C, No, Ext):</b> (317) 841-6004 <b>FAX (A/C, No):</b> (317) 841-6006<br><b>E-MAIL ADDRESS:</b> dana@aikinginsurance.com<br><table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th style="text-align: left;">INSURER(S) AFFORDING COVERAGE</th> <th style="text-align: left;">NAIC #</th> </tr> <tr> <td>INSURER A : Erie Insurance Group</td> <td>26271</td> </tr> <tr> <td>INSURER B :Berkshire Hathaway Direct Insurance Company</td> <td>10391</td> </tr> <tr> <td>INSURER C :Hartford Fire Insurance Company</td> <td>19682</td> </tr> <tr> <td>INSURER D :</td> <td></td> </tr> <tr> <td>INSURER E :</td> <td></td> </tr> <tr> <td>INSURER F :</td> <td></td> </tr> </table> | INSURER(S) AFFORDING COVERAGE | NAIC # | INSURER A : Erie Insurance Group | 26271 | INSURER B :Berkshire Hathaway Direct Insurance Company | 10391 | INSURER C :Hartford Fire Insurance Company | 19682 | INSURER D : |  | INSURER E : |  | INSURER F : |  |
|------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------|--------|----------------------------------|-------|--------------------------------------------------------|-------|--------------------------------------------|-------|-------------|--|-------------|--|-------------|--|
| INSURER(S) AFFORDING COVERAGE                                                                                          | NAIC #                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                               |        |                                  |       |                                                        |       |                                            |       |             |  |             |  |             |  |
| INSURER A : Erie Insurance Group                                                                                       | 26271                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                               |        |                                  |       |                                                        |       |                                            |       |             |  |             |  |             |  |
| INSURER B :Berkshire Hathaway Direct Insurance Company                                                                 | 10391                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                               |        |                                  |       |                                                        |       |                                            |       |             |  |             |  |             |  |
| INSURER C :Hartford Fire Insurance Company                                                                             | 19682                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                               |        |                                  |       |                                                        |       |                                            |       |             |  |             |  |             |  |
| INSURER D :                                                                                                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                               |        |                                  |       |                                                        |       |                                            |       |             |  |             |  |             |  |
| INSURER E :                                                                                                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                               |        |                                  |       |                                                        |       |                                            |       |             |  |             |  |             |  |
| INSURER F :                                                                                                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                               |        |                                  |       |                                                        |       |                                            |       |             |  |             |  |             |  |
| <b>INSURED</b><br><br>KPG Global Enterprises LLC<br>13052 Callaway Ct<br>Fishers, IN 46037                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                               |        |                                  |       |                                                        |       |                                            |       |             |  |             |  |             |  |

**COVERAGES****CERTIFICATE NUMBER:****REVISION NUMBER:**

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

| INSR LTR                            | TYPE OF INSURANCE                                                                                                                                                                                                                                                                  | ADDL INSD                           | SUBR WVD                            | POLICY NUMBER              | POLICY EFF (MM/DD/YYYY)  | POLICY EXP (MM/DD/YYYY)  | LIMITS                                                                                                                                                                                                                                            |
|-------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------|-------------------------------------|----------------------------|--------------------------|--------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <input checked="" type="checkbox"/> | <b>COMMERCIAL GENERAL LIABILITY</b><br><input type="checkbox"/> CLAIMS-MADE <input checked="" type="checkbox"/> OCCUR<br>GEN'L AGGREGATE LIMIT APPLIES PER:<br><input checked="" type="checkbox"/> POLICY <input type="checkbox"/> PRO-JECT <input type="checkbox"/> LOC<br>OTHER: | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | Q61-0592022                | 10/18/2026               | 10/18/2027               | EACH OCCURRENCE \$ 1,000,000<br>DAMAGE TO RENTED PREMISES (Ea occurrence) \$ 1,000,000<br>MED EXP (Any one person) \$ 10,000<br>PERSONAL & ADV INJURY \$ 1,000,000<br>GENERAL AGGREGATE \$ 2,000,000<br>PRODUCTS - COMP/OP AGG \$ 1,000,000<br>\$ |
| <input checked="" type="checkbox"/> | <b>AUTOMOBILE LIABILITY</b><br><input checked="" type="checkbox"/> ANY AUTO<br><input type="checkbox"/> OWNED AUTOS ONLY <input type="checkbox"/> SCHEDULED AUTOS<br><input type="checkbox"/> HIRED AUTOS ONLY <input type="checkbox"/> NON-OWNED AUTOS ONLY                       | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | Q61-0592022                | 10/18/2026               | 10/18/2027               | COMBINED SINGLE LIMIT (Ea accident) \$ 1,000,000<br>BODILY INJURY (Per person) \$<br>BODILY INJURY (Per accident) \$<br>PROPERTY DAMAGE (Per accident) \$<br>\$                                                                                   |
| <input checked="" type="checkbox"/> | <b>UMBRELLA LIAB</b> <input checked="" type="checkbox"/> OCCUR<br><b>EXCESS LIAB</b> <input type="checkbox"/> CLAIMS-MADE<br>DED \$ RETENTION \$                                                                                                                                   | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | Q34-1870501                | 10/18/2026               | 10/18/2027               | EACH OCCURRENCE \$ 5,000,000<br>AGGREGATE \$ 5,000,000<br>\$                                                                                                                                                                                      |
|                                     | <b>WORKERS COMPENSATION AND EMPLOYERS' LIABILITY</b><br>ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH)<br>If yes, describe under DESCRIPTION OF OPERATIONS below                                                                                      | <input type="checkbox"/>            | <input checked="" type="checkbox"/> | N9WC785815                 | 02/23/2026               | 02/23/2027               | <input checked="" type="checkbox"/> PER STATUTE <input type="checkbox"/> OTH-ER<br>E.L. EACH ACCIDENT \$ 1,000,000<br>E.L. DISEASE - EA EMPLOYEE \$ 1,000,000<br>E.L. DISEASE - POLICY LIMIT \$ 1,000,000                                         |
|                                     | Professional Liability<br>Cyber Risk/Privacy Liability                                                                                                                                                                                                                             | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | 76TE0428575<br>76TE0428575 | 01/22/2026<br>01/22/2026 | 01/22/2027<br>01/22/2027 | Occurrence/Aggregate \$2,000,000/<br>\$5,000,000<br>Occurrence \$5,000,000                                                                                                                                                                        |

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)

**CERTIFICATE HOLDER****CANCELLATION**

|                    |                                                                                                                                                                                                                                             |
|--------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Proof of Insurance | SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.<br><br>AUTHORIZED REPRESENTATIVE<br><div style="text-align: center;"> </div> |
|--------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

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Department of Administration  
Purchasing Division  
2019 Washington Street East  
Post Office Box 50130  
Charleston, WV 25305-0130

State of West Virginia  
Centralized Request for Quote  
Service - Prof

Proc Folder: 2020855

Doc Description: Temporary Technical Staffing Services

Reason for Modification:

Proc Type: Statewide MA (Open End)

| Date Issued | Solicitation Closes | Solicitation No         | Version |
|-------------|---------------------|-------------------------|---------|
| 2026-08-27  | 2026-09-15 13:30    | CRFQ 0231 OOT2700000006 | 1       |

**BID RECEIVING LOCATION**

BID CLERK  
DEPARTMENT OF ADMINISTRATION  
PURCHASING DIVISION  
2019 WASHINGTON ST E  
CHARLESTON WV 25305  
US

**VENDOR**

Vendor Customer Code: VS0000053669

Vendor Name : KPG Global Enterprises, LLC

Address : PO Box 857

Street :

City : Fishers

State : IN

Country : USA

Zip : 46038

Principal Contact : Kevin Grimes, Sr.

Vendor Contact Phone: 317-915-0671

Extension:

**FOR INFORMATION CONTACT THE BUYER**

Toby L Welch  
(304) 558-8802  
toby.l.welch@wv.gov

Vendor  
Signature X *Kevin Grimes, Sr.*

FEIN# 35-2156678

DATE September 15, 2026

All offers subject to all terms and conditions contained in this solicitation

**ADDITIONAL INFORMATION**

The West Virginia Purchasing Division is soliciting bids on behalf of the West Virginia Office of Technology (WVOT) to establish an open-end contract for technical staffing services.

| INVOICE TO                                                                                                                  |  | SHIP TO                                                                                        |  |
|-----------------------------------------------------------------------------------------------------------------------------|--|------------------------------------------------------------------------------------------------|--|
| DEPARTMENT OF<br>ADMINISTRATION<br>OFFICE OF TECHNOLOGY<br>1900 KANAWHA BLVD E,<br>BLDG 5 10TH FLOOR<br>CHARLESTON WV<br>US |  | WV OFFICE OF<br>TECHNOLOGY<br>BLDG 5, 10TH FLOOR<br>1900 KANAWHA BLVD E<br>CHARLESTON WV<br>US |  |

| Line | Comm Ln Desc                   | Qty        | Unit Issue | Unit Price | Total Price  |
|------|--------------------------------|------------|------------|------------|--------------|
| 1    | Senior Web Application Analyst | 2080.00000 | EA         | \$93.70    | \$194,896.00 |

| Comm Code | Manufacturer | Specification | Model # |
|-----------|--------------|---------------|---------|
| 81110000  |              |               |         |

**Extended Description:**

Senior Web Application Analyst

Hours listed are estimates for evaluation purposes only and do not represent a guaranteed minimum or maximum. Actual usage may be more or less and is not guaranteed or implied.

| INVOICE TO                                                                                                                  |  | SHIP TO                                                                                        |  |
|-----------------------------------------------------------------------------------------------------------------------------|--|------------------------------------------------------------------------------------------------|--|
| DEPARTMENT OF<br>ADMINISTRATION<br>OFFICE OF TECHNOLOGY<br>1900 KANAWHA BLVD E,<br>BLDG 5 10TH FLOOR<br>CHARLESTON WV<br>US |  | WV OFFICE OF<br>TECHNOLOGY<br>BLDG 5, 10TH FLOOR<br>1900 KANAWHA BLVD E<br>CHARLESTON WV<br>US |  |

| Line | Comm Ln Desc            | Qty        | Unit Issue | Unit Price | Total Price  |
|------|-------------------------|------------|------------|------------|--------------|
| 2    | CRM Application Analyst | 2080.00000 | EA         | \$112.44   | \$233,875.20 |

| Comm Code | Manufacturer | Specification | Model # |
|-----------|--------------|---------------|---------|
| 81110000  |              |               |         |

**Extended Description:**

CRM Application Analyst

Hours listed are estimates for evaluation purposes only and do not represent a guaranteed minimum or maximum. Actual usage may be more or less and is not guaranteed or implied.

| INVOICE TO                                                                                                                  |  |  |  | SHIP TO                                                                                        |  |  |  |
|-----------------------------------------------------------------------------------------------------------------------------|--|--|--|------------------------------------------------------------------------------------------------|--|--|--|
| DEPARTMENT OF<br>ADMINISTRATION<br>OFFICE OF TECHNOLOGY<br>1900 KANAWHA BLVD E,<br>BLDG 5 10TH FLOOR<br>CHARLESTON WV<br>US |  |  |  | WV OFFICE OF<br>TECHNOLOGY<br>BLDG 5, 10TH FLOOR<br>1900 KANAWHA BLVD E<br>CHARLESTON WV<br>US |  |  |  |

| Line | Comm Ln Desc                             | Qty        | Unit Issue | Unit Price | Total Price  |
|------|------------------------------------------|------------|------------|------------|--------------|
| 3    | Senior SQL Server Database Administrator | 2080.00000 | EA         | \$121.81   | \$253,364.80 |

| Comm Code | Manufacturer | Specification | Model # |
|-----------|--------------|---------------|---------|
| 81110000  |              |               |         |

**Extended Description:**

Senior SQL Server Database Administrator

Hours listed are estimates for evaluation purposes only and do not represent a guaranteed minimum or maximum. Actual usage may be more or less and is not guaranteed or implied.

| INVOICE TO                                                                                                                  |  |  |  | SHIP TO                                                                                        |  |  |  |
|-----------------------------------------------------------------------------------------------------------------------------|--|--|--|------------------------------------------------------------------------------------------------|--|--|--|
| DEPARTMENT OF<br>ADMINISTRATION<br>OFFICE OF TECHNOLOGY<br>1900 KANAWHA BLVD E,<br>BLDG 5 10TH FLOOR<br>CHARLESTON WV<br>US |  |  |  | WV OFFICE OF<br>TECHNOLOGY<br>BLDG 5, 10TH FLOOR<br>1900 KANAWHA BLVD E<br>CHARLESTON WV<br>US |  |  |  |

| Line | Comm Ln Desc     | Qty        | Unit Issue | Unit Price | Total Price  |
|------|------------------|------------|------------|------------|--------------|
| 4    | Business Analyst | 2080.00000 | EA         | \$74.96    | \$155,916.80 |

| Comm Code | Manufacturer | Specification | Model # |
|-----------|--------------|---------------|---------|
| 81110000  |              |               |         |

**Extended Description:**

Business Analyst

Hours listed are estimates for evaluation purposes only and do not represent a guaranteed minimum or maximum. Actual usage may be more or less and is not guaranteed or implied.

| INVOICE TO                                                                                                                  |  | SHIP TO                                                                                        |  |
|-----------------------------------------------------------------------------------------------------------------------------|--|------------------------------------------------------------------------------------------------|--|
| DEPARTMENT OF<br>ADMINISTRATION<br>OFFICE OF TECHNOLOGY<br>1900 KANAWHA BLVD E,<br>BLDG 5 10TH FLOOR<br>CHARLESTON WV<br>US |  | WV OFFICE OF<br>TECHNOLOGY<br>BLDG 5, 10TH FLOOR<br>1900 KANAWHA BLVD E<br>CHARLESTON WV<br>US |  |

| Line | Comm Ln Desc                                                 | Qty        | Unit Issue | Unit Price | Total Price  |
|------|--------------------------------------------------------------|------------|------------|------------|--------------|
| 5    | Learning Management System & eLearning Development Specialis | 2080.00000 | EA         | \$74.96    | \$155,916.80 |

| Comm Code | Manufacturer | Specification | Model # |
|-----------|--------------|---------------|---------|
| 81110000  |              |               |         |

**Extended Description:**

Learning Management System & eLearning Development Specialist

Hours listed are estimates for evaluation purposes only and do not represent a guaranteed minimum or maximum. Actual usage may be more or less and is not guaranteed or implied.

| INVOICE TO                                                                                                                  |  | SHIP TO                                                                                        |  |
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| Line | Comm Ln Desc                          | Qty        | Unit Issue | Unit Price | Total Price  |
|------|---------------------------------------|------------|------------|------------|--------------|
| 6    | Cloud Financial Operations Specialist | 2080.00000 | EA         | \$149.92   | \$311,833.60 |

| Comm Code | Manufacturer | Specification | Model # |
|-----------|--------------|---------------|---------|
| 81110000  |              |               |         |

**Extended Description:**

Cloud Financial Operations Specialist

Hours listed are estimates for evaluation purposes only and do not represent a guaranteed minimum or maximum. Actual usage may be more or less and is not guaranteed or implied.

| INVOICE TO                                                                                                                  |  |  |  | SHIP TO                                                                                        |  |  |  |
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| DEPARTMENT OF<br>ADMINISTRATION<br>OFFICE OF TECHNOLOGY<br>1900 KANAWHA BLVD E,<br>BLDG 5 10TH FLOOR<br>CHARLESTON WV<br>US |  |  |  | WV OFFICE OF<br>TECHNOLOGY<br>BLDG 5, 10TH FLOOR<br>1900 KANAWHA BLVD E<br>CHARLESTON WV<br>US |  |  |  |

| Line | Comm Ln Desc    | Qty        | Unit Issue | Unit Price | Total Price  |
|------|-----------------|------------|------------|------------|--------------|
| 7    | Cloud Architect | 2080.00000 | EA         | \$149.92   | \$311,833.60 |

| Comm Code | Manufacturer | Specification | Model # |
|-----------|--------------|---------------|---------|
| 81110000  |              |               |         |

**Extended Description:**

Cloud Architect

Hours listed are estimates for evaluation purposes only and do not represent a guaranteed minimum or maximum. Actual usage may be more or less and is not guaranteed or implied.

| INVOICE TO                                                                                                                  |  |  |  | SHIP TO                                                                                        |  |  |  |
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| Line | Comm Ln Desc                | Qty        | Unit Issue | Unit Price | Total Price  |
|------|-----------------------------|------------|------------|------------|--------------|
| 8    | Cloud Security Professional | 2080.00000 | EA         | \$149.92   | \$311,833.60 |

| Comm Code | Manufacturer | Specification | Model # |
|-----------|--------------|---------------|---------|
| 81110000  |              |               |         |

**Extended Description:**

Cloud Security Professional

Hours listed are estimates for evaluation purposes only and do not represent a guaranteed minimum or maximum. Actual usage may be more or less and is not guaranteed or implied.

| INVOICE TO                                                                                                                  |  |  | SHIP TO                                                                                        |  |  |
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| Line | Comm Ln Desc            | Qty        | Unit Issue | Unit Price | Total Price  |
|------|-------------------------|------------|------------|------------|--------------|
| 9    | Cloud Platform Engineer | 2080.00000 | EA         | \$149.92   | \$311,833.60 |

| Comm Code | Manufacturer | Specification | Model # |
|-----------|--------------|---------------|---------|
| 81110000  |              |               |         |

**Extended Description:**  
Cloud Platform Engineer

Hours listed are estimates for evaluation purposes only and do not represent a guaranteed minimum or maximum. Actual usage may be more or less and is not guaranteed or implied.

| INVOICE TO                                                                                                                  |  |  | SHIP TO                                                                                        |  |  |
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| DEPARTMENT OF<br>ADMINISTRATION<br>OFFICE OF TECHNOLOGY<br>1900 KANAWHA BLVD E,<br>BLDG 5 10TH FLOOR<br>CHARLESTON WV<br>US |  |  | WV OFFICE OF<br>TECHNOLOGY<br>BLDG 5, 10TH FLOOR<br>1900 KANAWHA BLVD E<br>CHARLESTON WV<br>US |  |  |

| Line | Comm Ln Desc           | Qty        | Unit Issue | Unit Price | Total Price  |
|------|------------------------|------------|------------|------------|--------------|
| 10   | Cloud Network Engineer | 2080.00000 | EA         | \$149.92   | \$311,833.60 |

| Comm Code | Manufacturer | Specification | Model # |
|-----------|--------------|---------------|---------|
| 81110000  |              |               |         |

**Extended Description:**  
Cloud Network Engineer

Hours listed are estimates for evaluation purposes only and do not represent a guaranteed minimum or maximum. Actual usage may be more or less and is not guaranteed or implied.

| INVOICE TO                                                                                                                  |  | SHIP TO                                                                                        |  |
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| DEPARTMENT OF<br>ADMINISTRATION<br>OFFICE OF TECHNOLOGY<br>1900 KANAWHA BLVD E,<br>BLDG 5 10TH FLOOR<br>CHARLESTON WV<br>US |  | WV OFFICE OF<br>TECHNOLOGY<br>BLDG 5, 10TH FLOOR<br>1900 KANAWHA BLVD E<br>CHARLESTON WV<br>US |  |

| Line | Comm Ln Desc                      | Qty        | Unit Issue | Unit Price | Total Price  |
|------|-----------------------------------|------------|------------|------------|--------------|
| 11   | Cloud Systems Management Engineer | 2080.00000 | EA         | \$149.92   | \$311,833.60 |

| Comm Code | Manufacturer | Specification | Model # |
|-----------|--------------|---------------|---------|
| 81110000  |              |               |         |

**Extended Description:**

Cloud Systems Management Engineer

Hours listed are estimates for evaluation purposes only and do not represent a guaranteed minimum or maximum. Actual usage may be more or less and is not guaranteed or implied.

| INVOICE TO                                                                                                                  |  | SHIP TO                                                                                        |  |
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| DEPARTMENT OF<br>ADMINISTRATION<br>OFFICE OF TECHNOLOGY<br>1900 KANAWHA BLVD E,<br>BLDG 5 10TH FLOOR<br>CHARLESTON WV<br>US |  | WV OFFICE OF<br>TECHNOLOGY<br>BLDG 5, 10TH FLOOR<br>1900 KANAWHA BLVD E<br>CHARLESTON WV<br>US |  |

| Line | Comm Ln Desc                                             | Qty        | Unit Issue | Unit Price | Total Price  |
|------|----------------------------------------------------------|------------|------------|------------|--------------|
| 12   | Cloud Center of Excellence (CCOE)<br>Implementation Spec | 2080.00000 | EA         | \$149.92   | \$311,833.60 |

| Comm Code | Manufacturer | Specification | Model # |
|-----------|--------------|---------------|---------|
| 81110000  |              |               |         |

**Extended Description:**

Cloud Center of Excellence (CCOE) Implementation Specialist

Hours listed are estimates for evaluation purposes only and do not represent a guaranteed minimum or maximum. Actual usage may be more or less and is not guaranteed or implied.

| INVOICE TO                                                                                                                  |  |  | SHIP TO                                                                                        |  |  |
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| DEPARTMENT OF<br>ADMINISTRATION<br>OFFICE OF TECHNOLOGY<br>1900 KANAWHA BLVD E,<br>BLDG 5 10TH FLOOR<br>CHARLESTON WV<br>US |  |  | WV OFFICE OF<br>TECHNOLOGY<br>BLDG 5, 10TH FLOOR<br>1900 KANAWHA BLVD E<br>CHARLESTON WV<br>US |  |  |

| Line | Comm Ln Desc                 | Qty        | Unit Issue | Unit Price | Total Price  |
|------|------------------------------|------------|------------|------------|--------------|
| 13   | Mainframe Systems Programmer | 2080.00000 | EA         | \$107.76   | \$224,140.80 |

| Comm Code | Manufacturer | Specification | Model # |
|-----------|--------------|---------------|---------|
| 81110000  |              |               |         |

**Extended Description:**

Mainframe Systems Programmer

Hours listed are estimates for evaluation purposes only and do not represent a guaranteed minimum or maximum. Actual usage may be more or less and is not guaranteed or implied.

**SCHEDULE OF EVENTS**

| <u>Line</u> | <u>Event</u>                   | <u>Event Date</u> |
|-------------|--------------------------------|-------------------|
| 1           | Questions are due by 3:00 p.m. | 2026-09-04        |

|               |                |                                          |           |
|---------------|----------------|------------------------------------------|-----------|
|               | Document Phase | Document Description                     | Page<br>9 |
| OOT2700000006 | Draft          | Temporary Technical Staffing<br>Services |           |

**ADDITIONAL TERMS AND CONDITIONS**

See attached document(s) for additional Terms and Conditions

## INSTRUCTIONS TO VENDORS SUBMITTING BIDS

**1. REVIEW DOCUMENTS THOROUGHLY:** The attached documents contain a solicitation for bids. Please read these instructions and all documents attached in their entirety. These instructions provide critical information about requirements that if overlooked could lead to disqualification of a Vendor's bid. All bids must be submitted in accordance with the provisions contained in these instructions and the Solicitation. Failure to do so may result in disqualification of Vendor's bid.

**2. MANDATORY TERMS:** The Solicitation may contain **mandatory** provisions identified by the use of the words "**must**," "**will**," and "**shall**." Failure to comply with a mandatory term in the Solicitation will result in bid disqualification.

**3. PRE-BID MEETING:** The item identified below shall apply to this Solicitation.

☒ A pre-bid meeting will not be held prior to bid opening

☐ A **MANDATORY PRE-BID** meeting will be held at the following place and time:

All Vendors submitting a bid must attend the **mandatory** pre-bid meeting. Failure to attend the **mandatory** pre-bid meeting shall result in disqualification of the Vendor's bid. No one individual is permitted to represent more than one vendor at the pre-bid meeting. Any individual that does attempt to represent two or more vendors will be required to select one vendor to which the individual's attendance will be attributed. The vendors not selected will be deemed to have not attended the pre-bid meeting unless another individual attended on their behalf.

An attendance sheet provided at the pre-bid meeting shall serve as the official document verifying attendance. Any person attending the pre-bid meeting on behalf of a Vendor must list on the attendance sheet his or her name and the name of the Vendor he or she is representing. It is the Vendor's responsibility to locate the attendance sheet and provide the required information. Failure to complete the attendance sheet as required may result in disqualification of Vendor's bid.

Vendors who arrive after the starting time but prior to the end of the pre-bid will be permitted to sign in but are charged with knowing all matters discussed at the pre-bid.

Any discussions or answers to questions at the pre-bid meeting are preliminary in nature and are non-binding. Official and binding answers to questions will be published in a written addendum to the Solicitation prior to bid opening.

**4. VENDOR QUESTION DEADLINE:** Vendors may submit questions relating to this Solicitation to the Purchasing Division. Questions must be submitted in writing. All questions **must be submitted on or before the date listed below and to the address listed below to be considered.** A written response will be published in a Solicitation addendum if a response is possible and appropriate. Non-written discussions, conversations, or questions and answers regarding this Solicitation are preliminary in nature and are non-binding.

Submitted emails should have the solicitation number in the subject line. Question

Submission Deadline: Friday September 4, 2026 @ 3:00 p.m.

Submit Questions to: Toby L Welch  
2019 Washington Street, East Charleston, WV 25305  
Fax: (304) 558-3970  
Email: [Toby.L.Welch@wv.gov](mailto:Toby.L.Welch@wv.gov)

**5. VERBAL COMMUNICATION:** Any verbal communication between the Vendor and any State personnel is not binding, including verbal communication at the mandatory pre-bid conference. Only information issued in writing and added to the Solicitation by an official written addendum by the Purchasing Division is binding.

**6. BID SUBMISSION:** All bids must be submitted on or before the date and time of the bid opening listed in section 7 below. Vendors can submit bids electronically through wvOASIS, in paper form delivered to the Purchasing Division at the address listed below either in person or by courier, or in facsimile form by faxing to the Purchasing Division at the number listed below. Notwithstanding the foregoing, the Purchasing Division may prohibit the submission of bids electronically through wvOASIS at its sole discretion. Such a prohibition will be contained and communicated in the wvOASIS system resulting in the Vendor's inability to submit bids through wvOASIS. The Purchasing Division will not accept bids or modification of bids via email.

**Bids submitted in paper, facsimile, or via wvOASIS must contain a signature. Failure to submit a bid in any form without a signature will result in rejection of your bid.**

A bid submitted in paper or facsimile form should contain the information listed below on the face of the submission envelope or fax cover sheet. Otherwise, the bid may be rejected by the Purchasing Division.

VENDOR NAME:  
BUYER: TOBY L WELCH  
SOLICITATION NO.: CRFQ OOT2700000006  
BID OPENING DATE: 9/15/26  
BID OPENING TIME: 1:30 P.M.  
FAX NUMBER: 304-558-3970

Any bid received by the Purchasing Division staff is considered to be in the possession of the Purchasing Division and will not be returned for any reason.

**Bid Delivery Address and Fax Number:**

Department of Administration, Purchasing Division 2019 Washington Street East  
Charleston, WV 25305-0130  
Fax: 304-558-3970

**7. BID OPENING:** Bids submitted in response to this Solicitation will be opened at the location identified below on the date and time listed below. Delivery of a bid after the bid opening date and time will result in bid disqualification. For purposes of this Solicitation, a bid is considered delivered when confirmation of delivery is provided by wvOASIS (in the case of electronic submission) or when the bid is time stamped by the official Purchasing Division time clock (in the case of hand delivery or via delivery by mail).

Bid Opening Date and Time: 9/15/26 @ 1:30 P.M.

**Bid Opening Location:**

Department of Administration, Purchasing Division  
2019 Washington Street East  
Charleston, WV 25305-0130

**8. ADDENDUM ACKNOWLEDGEMENT:** Changes or revisions to this Solicitation will be made by an official written addendum issued by the Purchasing Division. Vendor should acknowledge receipt of all addenda issued with this Solicitation by completing an Addendum Acknowledgement Form. Failure to acknowledge addenda may result in bid disqualification. The addendum acknowledgement should be submitted with the bid to expedite document processing.

**9. BID FORMATTING:** Vendor should type or electronically enter the information onto its bid to prevent errors in the evaluation. Failure to type or electronically enter the information may result in bid disqualification.

**10. ALTERNATE MODEL OR BRAND:** Unless the box below is checked, any model, brand, or specification listed in this Solicitation establishes the acceptable level of quality only and is not intended to reflect a preference for, or in any way favor, a particular brand or vendor. Vendors may bid alternates to a listed model or brand provided that the alternate is at least equal to the model or brand and complies with the required specifications. The equality of any alternate being bid shall be determined by the State at its sole discretion. Any Vendor bidding an alternate model or brand **shall** clearly identify the alternate items in its bid and should include manufacturer's specifications, industry literature, and/or any other relevant documentation demonstrating the equality of the alternate items. Failure to provide information for alternate items **may** be grounds for rejection of a Vendor's bid.

[ ] This Solicitation is based upon a standardized commodity established under W. Va. Code § 5A-3-61. Vendors are expected to bid the standardized commodity identified. Failure to bid the standardized commodity will result in your firm's bid being rejected.

**11. COMMUNICATION LIMITATIONS:** In accordance with West Virginia Code of State Rules §148-1-6.6.2, communication with the State of West Virginia or any of its employees regarding this Solicitation during the solicitation, bid, evaluation or award periods, except through the Purchasing Division, is strictly prohibited without prior Purchasing Division approval. Purchasing Division approval for such communication is implied for all agency delegated and exempt purchases.

**12. REGISTRATION:** Prior to Contract award, the apparent successful Vendor **must** be properly registered with the West Virginia Purchasing Division and must have paid the \$125 fee, if applicable.

**13. UNIT PRICE:** Unit prices **shall** prevail in cases of a discrepancy in the Vendor's bid.

**14. PREFERENCE:** Vendor Preference may be requested in purchases of motor vehicles or construction and maintenance equipment and machinery used in highway and other infrastructure projects. Any request for preference must be submitted in writing with the bid, must specifically identify the preference requested with reference to the applicable subsection of West Virginia Code § 5A-3-37, and must include with the bid any information necessary to evaluate and confirm the applicability of the requested preference. A request form to help facilitate the request can be found at: [www.state.wv.us/admin/purchase/vrc/Venpref.pdf](http://www.state.wv.us/admin/purchase/vrc/Venpref.pdf).

**15A. RECIPROCAL PREFERENCE:** The State of West Virginia applies a reciprocal preference to all solicitations for commodities and printing in accordance with W. Va. Code § 5A-3-37(b). In effect, non-resident vendors receiving a preference in their home states, will see that same preference granted to West Virginia resident vendors bidding against them in West Virginia. Any request for reciprocal preference must include with the bid any information necessary to evaluate and confirm the applicability of the preference. A request form to help facilitate the request can be found at: [www.state.wv.us/admin/purchase/vrc/Venpref.pdf](http://www.state.wv.us/admin/purchase/vrc/Venpref.pdf).

**15. SMALL, WOMEN-OWNED, OR MINORITY-OWNED BUSINESSES:**

For any solicitations publicly advertised for bid, in accordance with West Virginia Code §5A-3-37 and W. Va. CSR § 148-22-9, any non-resident vendor certified as a small, women-owned, or minority-owned business under W. Va. CSR § 148-22-9 shall be provided the same preference made available to any resident vendor. Any non-resident small, women-owned, or minority-owned business must identify itself as such in writing, must submit that writing to the Purchasing Division with its bid, and must be properly certified under W. Va. CSR § 148-22-9 prior to contract award to receive the preferences made available to resident vendors.

**16. WAIVER OF MINOR IRREGULARITIES:** The Director reserves the right to waive minor irregularities in bids or specifications in accordance with West Virginia Code of State Rules § 148-1-4.7.

**17. ELECTRONIC FILE ACCESS RESTRICTIONS:** Vendor must ensure that its submission in wvOASIS can be accessed and viewed by the Purchasing Division staff immediately upon bid opening. The Purchasing Division will consider any file that cannot be immediately accessed and viewed at the time of the bid opening (such as, encrypted files, password protected files, or incompatible files) to be blank or incomplete as context requires and are therefore unacceptable. A vendor will not be permitted to unencrypt files, remove password protections, or resubmit documents after bid opening to make a file viewable if those documents are required with the bid. A Vendor may be required to provide document passwords or remove access restrictions to allow the Purchasing Division to print or electronically save documents provided that those documents are viewable by the Purchasing Division prior to obtaining the password or removing the access restriction.

**18. NON-RESPONSIBLE:** The Purchasing Division Director reserves the right to reject the bid of any vendor as Non-Responsible in accordance with W. Va. Code of State Rules § 148-1- 5.3, when the Director determines that the vendor submitting the bid does not have the capability to fully perform or lacks the integrity and reliability to assure good-faith performance.”

**19. ACCEPTANCE/REJECTION:** The State may accept or reject any bid in whole, or in part in accordance with W. Va. Code of State Rules § 148-1-4.6. and § 148-1-6.3.”

**20. WITH THE BID REQUIREMENTS:** In instances where these specifications require documentation or other information with the bid, and a vendor fails to provide it with the bid, the Director of the Purchasing Division reserves the right to request those items after bid opening and prior to contract award pursuant to the authority to waive minor irregularities in bids or specifications under W. Va. CSR § 148-1-4.7. This authority does not apply to instances where state law mandates receipt with the bid.

**21. EMAIL NOTIFICATION OF AWARD:** The Purchasing Division will attempt to provide bidders with e-mail notification of contract award when a solicitation that the bidder participated in has been awarded. For notification purposes, bidders must provide the Purchasing Division with a valid email address in the bid response. Bidders may also monitor ~~www~~OASIS or the Purchasing Division's website to determine when a contract has been awarded.

**22. EXCEPTIONS AND CLARIFICATIONS:** The Solicitation contains the specifications that shall form the basis of a contractual agreement. **Vendor shall clearly mark any exceptions, clarifications, or other proposed modifications in its bid.** Exceptions to, clarifications of, or modifications of a requirement or term and condition of the Solicitation may result in bid disqualification.

## **GENERAL TERMS AND CONDITIONS:**

**1. CONTRACTUAL AGREEMENT:** Issuance of an Award Document signed by the Purchasing Division Director, or his designee, and approved as to form by the Attorney General's office constitutes acceptance by the State of this Contract made by and between the State of West Virginia and the Vendor. Vendor's signature on its bid, or on the Contract if the Contract is not the result of a bid solicitation, signifies Vendor's agreement to be bound by and accept the terms and conditions contained in this Contract.

**2. DEFINITIONS:** As used in this Solicitation/Contract, the following terms shall have the meanings attributed to them below. Additional definitions may be found in the specifications included with this Solicitation/Contract.

**2.1. "Agency" or "Agencies"** means the agency, board, commission, or other entity of the State of West Virginia that is identified on the first page of the Solicitation or any other public entity seeking to procure goods or services under this Contract.

**2.2. "Bid" or "Proposal"** means the vendors submitted response to this solicitation.

**2.3. "Contract"** means the binding agreement that is entered into between the State and the Vendor to provide the goods or services requested in the Solicitation.

**2.4. "Director"** means the Director of the West Virginia Department of Administration, Purchasing Division.

**2.5. "Purchasing Division"** means the West Virginia Department of Administration, Purchasing Division.

**2.6. "Award Document"** means the document signed by the Agency and the Purchasing Division, and approved as to form by the Attorney General, that identifies the Vendor as the contract holder.

**2.7. "Solicitation"** means the official notice of an opportunity to supply the State with goods or services that is published by the Purchasing Division.

**2.8. "State"** means the State of West Virginia and/or any of its agencies, commissions, boards, etc. as context requires.

**2.9. "Vendor" or "Vendors"** means any entity submitting a bid in response to the Solicitation, the entity that has been selected as the lowest responsible bidder, or the entity that has been awarded the Contract as context requires.

**3. CONTRACT TERM; RENEWAL; EXTENSION:** The term of this Contract shall be determined in accordance with the category that has been identified as applicable to this Contract below:

☒ **Term Contract**

**Initial Contract Term:** The Initial Contract Term will be for a period of ONE YEAR. The Initial Contract Term becomes effective on the effective start date listed on the first page of this Contract, identified as the State of West Virginia contract cover page containing the signatures of the Purchasing Division, Attorney General, and Encumbrance clerk (or another page identified as \_\_\_\_\_), and the Initial Contract Term ends on the effective end date also shown on the first page of this Contract.

**Renewal Term:** This Contract may be renewed upon the mutual written consent of the Agency, and the Vendor, with approval of the Purchasing Division and the Attorney General's office (Attorney General approval is as to form only). Any request for renewal should be delivered to the Agency and then submitted to the Purchasing Division thirty (30) days prior to the expiration date of the initial contract term or appropriate renewal term. A Contract renewal shall be in accordance with the terms and conditions of the original contract. Unless otherwise specified below, renewal of this Contract is limited to THREE (3) successive one (1) year periods or multiple renewal periods of less than one year, provided that the multiple renewal periods do not exceed the total number of months available in all renewal years combined. Automatic renewal of this Contract is prohibited. Renewals must be approved by the Vendor, Agency, Purchasing Division and Attorney General's office (Attorney General approval is as to form only)

☐ **Alternate Renewal Term** – This contract may be renewed for \_\_\_\_\_ successive \_\_\_\_\_ year periods or shorter periods provided that they do not exceed the total number of months contained in all available renewals. Automatic renewal of this Contract is prohibited. Renewals must be approved by the Vendor, Agency, Purchasing Division and Attorney General's office (Attorney General approval is as to form only)

**Delivery Order Limitations:** In the event that this contract permits delivery orders, a delivery order may only be issued during the time this Contract is in effect. Any delivery order issued within one year of the expiration of this Contract shall be effective for one year from the date the delivery order is issued. No delivery order may be extended beyond one year after this Contract has expired.

☐ **Fixed Period Contract:** This Contract becomes effective upon Vendor's receipt of the notice to proceed and must be completed within \_\_\_\_\_ days.

☐ **Fixed Period Contract with Renewals:** This Contract becomes effective upon Vendor's receipt of the notice to proceed and part of the Contract more fully described in the attached specifications must be completed within \_\_\_\_\_ days. Upon completion of the work covered by the preceding sentence, the vendor agrees that:

☐ the contract will continue for \_\_\_\_\_ years;

☐ the contract may be renewed for \_\_\_\_\_ successive \_\_\_\_\_ year periods or shorter periods provided that they do not exceed the total number of months contained in all available renewals. Automatic renewal of this Contract is prohibited. Renewals must be approved by the Vendor, Agency, Purchasing Division and Attorney General's Office (Attorney General approval is as to form only).

☐ **One-Time Purchase:** The term of this Contract shall run from the issuance of the Award Document until all of the goods contracted for have been delivered, but in no event will this Contract extend for more than one fiscal year.

☐ **Construction/Project Oversight:** This Contract becomes effective on the effective start date listed on the first page of this Contract, identified as the State of West Virginia contract cover page containing the signatures of the Purchasing Division, Attorney General, and Encumbrance clerk (or another page identified as \_\_\_\_\_), and continues until the project for which the vendor is providing oversight is complete.

☐ **Other:** Contract Term specified in \_\_\_\_\_

**4. AUTHORITY TO PROCEED:** Vendor is authorized to begin performance of this contract on the date of encumbrance listed on the front page of the Award Document unless either the box for "Fixed Period Contract" or "Fixed Period Contract with Renewals" has been checked in Section 3 above. If either "Fixed Period Contract" or "Fixed Period Contract with Renewals" has been checked, Vendor must not begin work until it receives a separate notice to proceed from the State. The notice to proceed will then be incorporated into the Contract via change order to memorialize the official date that work commenced.

**5. QUANTITIES:** The quantities required under this Contract shall be determined in accordance with the category that has been identified as applicable to this Contract below.

☒ **Open End Contract:** Quantities listed in this Solicitation/Award Document are approximations only, based on estimates supplied by the Agency. It is understood and agreed that the Contract shall cover the quantities actually ordered for delivery during the term of the Contract, whether more or less than the quantities shown.

☐ **Service:** The scope of the service to be provided will be more clearly defined in the specifications included herewith.

☐ **Combined Service and Goods:** The scope of the service and deliverable goods to be provided will be more clearly defined in the specifications included herewith.

☐ **One-Time Purchase:** This Contract is for the purchase of a set quantity of goods that are identified in the specifications included herewith. Once those items have been delivered, no additional goods may be procured under this Contract without an appropriate change order approved by the Vendor, Agency, Purchasing Division, and Attorney General's office.

☐ **Construction:** This Contract is for construction activity more fully defined in the specifications.

**6. EMERGENCY PURCHASES:** The Purchasing Division Director may authorize the Agency to purchase goods or services in the open market that Vendor would otherwise provide under this Contract if those goods or services are for immediate or expedited delivery in an emergency. Emergencies shall include, but are not limited to, delays in transportation or an unanticipated increase in the volume of work. An emergency purchase in the open market, approved by the Purchasing Division Director, shall not constitute of breach of this Contract and shall not entitle the Vendor to any form of compensation or damages. This provision does not excuse the State from fulfilling its obligations under a One-Time Purchase contract.

**7. REQUIRED DOCUMENTS:** All of the items checked in this section must be provided to the Purchasing Division by the Vendor as specified:

☐ **LICENSE(S) / CERTIFICATIONS / PERMITS:** In addition to anything required under the Section of the General Terms and Conditions entitled Licensing, the apparent successful Vendor shall furnish proof of the following licenses, certifications, and/or permits upon request and in a form acceptable to the State. The request may be prior to or after contract award at the State's sole discretion.

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The apparent successful Vendor shall also furnish proof of any additional licenses or certifications contained in the specifications regardless of whether or not that requirement is listed above.

**8. INSURANCE:** The apparent successful Vendor shall furnish proof of the insurance identified by a checkmark below prior to Contract award. The insurance coverages identified below must be maintained throughout the life of this contract. Thirty (30) days prior to the expiration of the insurance policies, Vendor shall provide the Agency with proof that the insurance mandated herein has been continued. Vendor must also provide Agency with immediate notice of any changes in its insurance policies, including but not limited to, policy cancelation, policy reduction, or change in insurers. The apparent successful Vendor shall also furnish proof of any additional insurance requirements contained in the specifications prior to Contract award regardless of whether that insurance requirement is listed in this section.

Vendor must maintain:

☒ **Commercial General Liability Insurance** in at least an amount of: \$1,000,000.00 per occurrence.

☐ **Automobile Liability Insurance** in at least an amount of: \_\_\_\_\_ per occurrence.

☐ **Professional/Malpractice/Errors and Omission Insurance** in at least an amount of: \_\_\_\_\_ per occurrence. Notwithstanding the forgoing, Vendor's are not required to list the State as an additional insured for this type of policy.

☐ **Commercial Crime and Third Party Fidelity Insurance** in an amount of: \_\_\_\_\_ per occurrence.

☐ **Cyber Liability Insurance** in an amount of: \_\_\_\_\_ per occurrence.

☐ **Builders Risk Insurance** in an amount equal to 100% of the amount of the Contract.

☐ **Pollution Insurance** in an amount of: \_\_\_\_\_ per occurrence.

☐ **Aircraft Liability** in an amount of: \_\_\_\_\_ per occurrence.

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**9. WORKERS' COMPENSATION INSURANCE:** Vendor shall comply with laws relating to workers compensation, shall maintain workers' compensation insurance when required, and shall furnish proof of workers' compensation insurance upon request.

**10. VENUE:** All legal actions for damages brought by Vendor against the State shall be brought in the West Virginia Claims Commission. Other causes of action must be brought in the West Virginia court authorized by statute to exercise jurisdiction over it.

**11. LIQUIDATED DAMAGES:** This clause shall in no way be considered exclusive and shall not limit the State or Agency's right to pursue any other available remedy. Vendor shall pay liquidated damages in the amount specified below or as described in the specifications:

☐ \_\_\_\_\_ for \_\_\_\_\_.

☐ Liquidated Damages Contained in the Specifications.

☒ Liquidated Damages Are Not Included in this Contract.

**12. ACCEPTANCE:** Vendor's signature on its bid, or on the certification and signature page, constitutes an offer to the State that cannot be unilaterally withdrawn, signifies that the product or service proposed by vendor meets the mandatory requirements contained in the Solicitation for that product or service, unless otherwise indicated, and signifies acceptance of the terms and conditions contained in the Solicitation unless otherwise indicated.

**13. PRICING:** The pricing set forth herein is firm for the life of the Contract, unless specified elsewhere within this Solicitation/Contract by the State. A Vendor's inclusion of price adjustment provisions in its bid, without an express authorization from the State in the Solicitation to do so, may result in bid disqualification. Notwithstanding the foregoing, Vendor must extend any publicly advertised sale price to the State and invoice at the lower of the contract price or the publicly advertised sale price.

**14. PAYMENT IN ARREARS:** Payments for goods/services will be made in arrears only upon receipt of a proper invoice, detailing the goods/services provided or receipt of the goods/services, whichever is later. Notwithstanding the foregoing, payments for software maintenance, licenses, or subscriptions may be paid annually in advance.

**15. PAYMENT METHODS:** Vendor must accept payment by electronic funds transfer and P-Card. (The State of West Virginia's Purchasing Card program, administered under contract by a banking institution, processes payment for goods and services through state designated credit cards.)

**16. TAXES:** The Vendor shall pay any applicable sales, use, personal property or any other taxes arising out of this Contract and the transactions contemplated thereby. The State of West Virginia is exempt from federal and state taxes and will not pay or reimburse such taxes.

**17. ADDITIONAL FEES:** Vendor is not permitted to charge additional fees or assess additional charges that were not either expressly provided for in the solicitation published by the State of West Virginia, included in the Contract, or included in the unit price or lump sum bid amount that Vendor is required by the solicitation to provide. Including such fees or charges as notes to the solicitation may result in rejection of vendor's bid. Requesting such fees or charges be paid after the contract has been awarded may result in cancellation of the contract.

**18. FUNDING:** This Contract shall continue for the term stated herein, contingent upon funds being appropriated by the Legislature or otherwise being made available. In the event funds are not appropriated or otherwise made available, this Contract becomes void and of no effect beginning on July 1 of the fiscal year for which funding has not been appropriated or otherwise made available. If that occurs, the State may notify the Vendor that an alternative source of funding has been obtained and thereby avoid the automatic termination. Non-appropriation or non-funding shall not be considered an event of default.

**19. CANCELLATION:** The Purchasing Division Director reserves the right to cancel this Contract immediately upon written notice to the vendor if the materials or workmanship supplied do not conform to the specifications contained in the Contract. The Purchasing Division Director may also cancel any purchase or Contract upon 30 days written notice to the Vendor in accordance with West Virginia Code of State Rules § 148-1-5.2.

**20. TIME:** Time is of the essence regarding all matters of time and performance in this Contract.

**21. APPLICABLE LAW:** This Contract is governed by and interpreted under West Virginia law without giving effect to its choice of law principles. Any information provided in specification manuals, or any other source, verbal or written, which contradicts or violates the West Virginia Constitution, West Virginia Code, or West Virginia Code of State Rules is void and of no effect.

**22. COMPLIANCE WITH LAWS:** Vendor shall comply with all applicable federal, state, and local laws, regulations and ordinances. By submitting a bid, Vendor acknowledges that it has reviewed, understands, and will comply with all applicable laws, regulations, and ordinances.

**SUBCONTRACTOR COMPLIANCE:** Vendor shall notify all subcontractors providing commodities or services related to this Contract that as subcontractors, they too are required to comply with all applicable laws, regulations, and ordinances. Notification under this provision must occur prior to the performance of any work under the contract by the subcontractor.

**23. ARBITRATION:** Any references made to arbitration contained in this Contract, Vendor's bid, or in any American Institute of Architects documents pertaining to this Contract are hereby deleted, void, and of no effect.

**24. MODIFICATIONS:** This writing is the parties' final expression of intent. Notwithstanding anything contained in this Contract to the contrary no modification of this Contract shall be binding without mutual written consent of the Agency, and the Vendor, with approval of the Purchasing Division and the Attorney General's office (Attorney General approval is as to form only). Any change to existing contracts that adds work or changes contract cost, and were not included in the original contract, must be approved by the Purchasing Division and the Attorney General's Office (as to form) prior to the implementation of the change or commencement of work affected by the change.

**25. WAIVER:** The failure of either party to insist upon a strict performance of any of the terms or provision of this Contract, or to exercise any option, right, or remedy herein contained, shall not be construed as a waiver or a relinquishment for the future of such term, provision, option, right, or remedy, but the same shall continue in full force and effect. Any waiver must be expressly stated in writing and signed by the waiving party.

**26. SUBSEQUENT FORMS:** The terms and conditions contained in this Contract shall supersede any and all subsequent terms and conditions which may appear on any form documents submitted by Vendor to the Agency or Purchasing Division such as price lists, order forms, invoices, sales agreements, or maintenance agreements, and includes internet websites or other electronic documents. Acceptance or use of Vendor's forms does not constitute acceptance of the terms and conditions contained thereon.

**27. ASSIGNMENT:** Neither this Contract nor any monies due, or to become due hereunder, may be assigned by the Vendor without the express written consent of the Agency, the Purchasing Division, the Attorney General's office (as to form only), and any other government agency or office that may be required to approve such assignments.

**28. WARRANTY:** The Vendor expressly warrants that the goods and/or services covered by this Contract will: (a) conform to the specifications, drawings, samples, or other description furnished or specified by the Agency; (b) be merchantable and fit for the purpose intended; and (c) be free from defect in material and workmanship.

**29. STATE EMPLOYEES:** State employees are not permitted to utilize this Contract for personal use and the Vendor is prohibited from permitting or facilitating the same.

**30. PRIVACY, SECURITY, AND CONFIDENTIALITY:** The Vendor agrees that it will not disclose to anyone, directly or indirectly, any such personally identifiable information or other confidential information gained from the Agency, unless the individual who is the subject of the information consents to the disclosure in writing or the disclosure is made pursuant to the Agency's policies, procedures, and rules. Vendor further agrees to comply with the Confidentiality Policies and Information Security Accountability Requirements, set forth in [www.state.wv.us/admin/purchase/privacy](http://www.state.wv.us/admin/purchase/privacy).

**31. YOUR SUBMISSION IS A PUBLIC DOCUMENT:** Vendor's entire response to the Solicitation and the resulting Contract are public documents. As public documents, they will be disclosed to the public following the bid/proposal opening or award of the contract, as required by the competitive bidding laws of West Virginia Code §§ 5A-3-1 et seq., 5-22-1 et seq., and 5G-1-1 et seq. and the Freedom of Information Act West Virginia Code §§ 29B-1-1 et seq.

**DO NOT SUBMIT MATERIAL YOU CONSIDER TO BE CONFIDENTIAL, A TRADE SECRET, OR OTHERWISE NOT SUBJECT TO PUBLIC DISCLOSURE.**

Submission of any bid, proposal, or other document to the Purchasing Division constitutes your explicit consent to the subsequent public disclosure of the bid, proposal, or document. The Purchasing Division will disclose any document labeled "confidential," "proprietary," "trade secret," "private," or labeled with any other claim against public disclosure of the documents, to include any "trade secrets" as defined by West Virginia Code § 47-22-1 et seq. All submissions are subject to public disclosure without notice.

**32. LICENSING:** In accordance with West Virginia Code of State Rules § 148-1-6.1.e, Vendor must be licensed and in good standing in accordance with any and all state and local laws and requirements by any state or local agency of West Virginia, including, but not limited to, the West Virginia Secretary of State's Office, the West Virginia Tax Department, West Virginia Insurance Commission, or any other state agency or political subdivision. Obligations related to political subdivisions may include, but are not limited to, business licensing, business and occupation taxes, inspection compliance, permitting, etc. Upon request, the Vendor must provide all necessary releases to obtain information to enable the Purchasing Division Director or the Agency to verify that the Vendor is licensed and in good standing with the above entities.

**SUBCONTRACTOR COMPLIANCE:** Vendor shall notify all subcontractors providing commodities or services related to this Contract that as subcontractors, they too are required to be licensed, in good standing, and up-to-date on all state and local obligations as described in this section. Obligations related to political subdivisions may include, but are not limited to, business licensing, business and occupation taxes, inspection compliance, permitting, etc. Notification under this provision must occur prior to the performance of any work under the contract by the subcontractor.

**33. ANTITRUST:** In submitting a bid to, signing a contract with, or accepting a Award Document from any agency of the State of West Virginia, the Vendor agrees to convey, sell, assign, or transfer to the State of West Virginia all rights, title, and interest in and to all causes of action it may now or hereafter acquire under the antitrust laws of the United States and the State of West Virginia for price fixing and/or unreasonable restraints of trade relating to the particular commodities or services purchased or acquired by the State of West Virginia. Such assignment shall be made and become effective at the time the purchasing agency tenders the initial payment to Vendor.

**34. VENDOR NON-CONFLICT:** Neither Vendor nor its representatives are permitted to have any interest, nor shall they acquire any interest, direct or indirect, which would compromise the performance of its services hereunder. Any such interests shall be promptly presented in detail to the Agency.

**35. VENDOR RELATIONSHIP:** The relationship of the Vendor to the State shall be that of an independent contractor and no principal-agent relationship or employer-employee relationship is contemplated or created by this Contract. The Vendor as an independent contractor is solely liable for the acts and omissions of its employees and agents. Vendor shall be responsible for selecting, supervising, and compensating any and all individuals employed pursuant to the terms of this Solicitation and resulting contract. Neither the Vendor, nor any employees or subcontractors of the Vendor, shall be deemed to be employees of the State for any purpose whatsoever. Vendor shall be exclusively responsible for payment of employees and contractors for all wages and salaries, taxes, withholding payments, penalties, fees, fringe benefits, professional liability insurance premiums, contributions to insurance and pension, or other deferred compensation plans, including but not limited to, Workers' Compensation and Social Security obligations, licensing fees, etc. and the filing of all necessary documents, forms, and returns pertinent to all of the foregoing.

Vendor shall hold harmless the State, and shall provide the State and Agency with a defense against any and all claims including, but not limited to, the foregoing payments, withholdings, contributions, taxes, Social Security taxes, and employer income tax returns.

**36. INDEMNIFICATION:** The Vendor agrees to indemnify, defend, and hold harmless the State and the Agency, their officers, and employees from and against: (1) Any claims or losses for services rendered by any subcontractor, person, or firm performing or supplying services, materials, or supplies in connection with the performance of the Contract; (2) Any claims or losses resulting to any person or entity injured or damaged by the Vendor, its officers, employees, or subcontractors by the publication, translation, reproduction, delivery, performance, use, or disposition of any data used under the Contract in a manner not authorized by the Contract, or by Federal or State statutes or regulations; and (3) Any failure of the Vendor, its officers, employees, or subcontractors to observe State and Federal laws including, but not limited to, labor and wage and hour laws.

**37. NO DEBT CERTIFICATION:** In accordance with West Virginia Code §§ 5A-3-10a and 5-22-1(i), the State is prohibited from awarding a contract to any bidder that owes a debt to the State or a political subdivision of the State. By submitting a bid, or entering into a contract with the State, Vendor is affirming that (1) for construction contracts, the Vendor is not in default on any monetary obligation owed to the state or a political subdivision of the state, and (2) for all other contracts, neither the Vendor nor any related party owe a debt as defined above, and neither the Vendor nor any related party are in employer default as defined in the statute cited above unless the debt or employer default is permitted under the statute.

**38. CONFLICT OF INTEREST:** Vendor, its officers or members or employees, shall not presently have or acquire an interest, direct or indirect, which would conflict with or compromise the performance of its obligations hereunder. Vendor shall periodically inquire of its officers, members and employees to ensure that a conflict of interest does not arise. Any conflict of interest discovered shall be promptly presented in detail to the Agency.

**39. REPORTS:** Vendor shall provide the Agency and/or the Purchasing Division with the following reports identified by a checked box below:

☒ Such reports as the Agency and/or the Purchasing Division may request. Requested reports may include, but are not limited to, quantities purchased, agencies utilizing the contract, total contract expenditures by agency, etc.

☐ Quarterly reports detailing the total quantity of purchases in units and dollars, along with a listing of purchases by agency. Quarterly reports should be delivered to the Purchasing Division via email at [purchasing.division@wv.gov](mailto:purchasing.division@wv.gov).

**40. BACKGROUND CHECK:** In accordance with W. Va. Code § 15-2D-3, the State reserves the right to prohibit a service provider's employees from accessing sensitive or critical information or to be present at the Capitol complex based upon results addressed from a criminal background check. Service providers should contact the West Virginia Division of Protective Services by phone at (304) 558-9911 for more information.

**41. PREFERENCE FOR USE OF DOMESTIC STEEL PRODUCTS:** Except when authorized by the Director of the Purchasing Division pursuant to W. Va. Code § 5A-3-56, no contractor may use or supply steel products for a State Contract Project other than those steel products made in the United States. A contractor who uses steel products in violation of this section may be subject to civil penalties pursuant to W. Va. Code § 5A-3-56. As used in this section:

- a. "State Contract Project" means any erection or construction of, or any addition to, alteration of or other improvement to any building or structure, including, but not limited to, roads or highways, or the installation of any heating or cooling or ventilating plants or other equipment, or the supply of and materials for such projects, pursuant to a contract with the State of West Virginia for which bids were solicited on or after June 6, 2001.
- b. "Steel Products" means products rolled, formed, shaped, drawn, extruded, forged, cast, fabricated or otherwise similarly processed, or processed by a combination of two or more or such operations, from steel made by the open hearth, basic oxygen, electric furnace, Bessemer or other steel making process.
- c. The Purchasing Division Director may, in writing, authorize the use of foreign steel products if:
  1. The cost for each contract item used does not exceed one tenth of one percent (.1%) of the total contract cost or two thousand five hundred dollars (\$2,500.00), whichever is greater. For the purposes of this section, the cost is the value of the steel product as delivered to the project; or
  2. The Director of the Purchasing Division determines that specified steel materials are not produced in the United States in sufficient quantity or otherwise are not reasonably available to meet contract requirements.

**42. PREFERENCE FOR USE OF DOMESTIC ALUMINUM, GLASS, AND STEEL:** In Accordance with W. Va. Code § 5-19-1 et seq., and W. Va. CSR § 148-10-1 et seq., for every contract or subcontract, subject to the limitations contained herein, for the construction, reconstruction, alteration, repair, improvement or maintenance of public works or for the purchase of any item of machinery or equipment to be used at sites of public works, only domestic aluminum, glass or steel products shall be supplied unless the spending officer determines, in writing, after the receipt of offers or bids, (1) that the cost of domestic aluminum, glass or steel products is unreasonable or inconsistent with the public interest of the State of West Virginia, (2) that domestic aluminum, glass or steel products are not produced in sufficient quantities to meet the contract requirements, or (3) the available domestic aluminum, glass, or steel do not meet the contract specifications. This provision only applies to public works contracts awarded in an amount more than fifty thousand dollars (\$50,000) or public works contracts that require more than ten thousand pounds of steel products.

The cost of domestic aluminum, glass, or steel products may be unreasonable if the cost is more than twenty percent (20%) of the bid or offered price for foreign made aluminum, glass, or steel products. If the domestic aluminum, glass or steel products to be supplied or produced in a “substantial labor surplus area”, as defined by the United States Department of Labor, the cost of domestic aluminum, glass, or steel products may be unreasonable if the cost is more than thirty percent (30%) of the bid or offered price for foreign made aluminum, glass, or steel products. This preference shall be applied to an item of machinery or equipment, as indicated above, when the item is a single unit of equipment or machinery manufactured primarily of aluminum, glass or steel, is part of a public works contract and has the sole purpose or of being a permanent part of a single public works project. This provision does not apply to equipment or machinery purchased by a spending unit for use by that spending unit and not as part of a single public works project.

All bids and offers including domestic aluminum, glass or steel products that exceed bid or offer prices including foreign aluminum, glass or steel products after application of the preferences provided in this provision may be reduced to a price equal to or lower than the lowest bid or offer price for foreign aluminum, glass or steel products plus the applicable preference. If the reduced bid or offer prices are made in writing and supersede the prior bid or offer prices, all bids or offers, including the reduced bid or offer prices, will be reevaluated in accordance with this rule.

**43. INTERESTED PARTY SUPPLEMENTAL DISCLOSURE:** W. Va. Code § 6D-1-2 requires that for contracts with an actual or estimated value of at least \$1 million, the Vendor must submit to the Agency a disclosure of interested parties prior to beginning work under this Contract. Additionally, the Vendor must submit a supplemental disclosure of interested parties reflecting any new or differing interested parties to the contract, which were not included in the original pre-work interested party disclosure, within 30 days following the completion or termination of the contract. A copy of that form is included with this solicitation or can be obtained from the WV Ethics Commission. This requirement does not apply to publicly traded companies listed on a national or international stock exchange. A more detailed definition of interested parties can be obtained from the form referenced above.

**44. PROHIBITION AGAINST USED OR REFURBISHED:** Unless expressly permitted in the solicitation published by the State, Vendor must provide new, unused commodities, and is prohibited from supplying used or refurbished commodities, in fulfilling its responsibilities under this Contract.

**45. VOID CONTRACT CLAUSES:** This Contract is subject to the provisions of West Virginia Code § 5A-3-62, which automatically voids certain contract clauses that violate State law.

**46. ISRAEL BOYCOTT:** Bidder understands and agrees that, pursuant to W. Va. Code § 5A-3-63, it is prohibited from engaging in a boycott of Israel during the term of this contract.

**DESIGNATED CONTACT:** Vendor appoints the individual identified in this Section as the Contract Administrator and the initial point of contact for matters relating to this Contract.

(Printed Name and Title) Kevin Grimes, Sr. - CEO

(Address) PO Box 857, Fishers, IN 46038

(Phone Number) / (Fax Number) 317-915-0671 / 317-947-0671

(email address) kgrimes@kpgglobal.com

**CERTIFICATION AND SIGNATURE:** By signing below, or submitting documentation through wvOASIS, I certify that: I have reviewed this Solicitation/Contract in its entirety; that I understand the requirements, terms and conditions, and other information contained herein; that this bid, offer or proposal constitutes an offer to the State that cannot be unilaterally withdrawn; that the product or service proposed meets the mandatory requirements contained in the Solicitation/Contract for that product or service, unless otherwise stated herein; that the Vendor accepts the terms and conditions contained in the Solicitation, unless otherwise stated herein; that I am submitting this bid, offer or proposal for review and consideration; that this bid or offer was made without prior understanding, agreement, or connection with any entity submitting a bid or offer for the same material, supplies, equipment or services; that this bid or offer is in all respects fair and without collusion or fraud; that this Contract is accepted or entered into without any prior understanding, agreement, or connection to any other entity that could be considered a violation of law; that I am authorized by the Vendor to execute and submit this bid, offer, or proposal, or any documents related thereto on Vendor's behalf; that I am authorized to bind the vendor in a contractual relationship; and that to the best of my knowledge, the vendor has properly registered with any State agency that may require registration.

By signing below, I further certify that I understand this Contract is subject to the provisions of West Virginia Code § 5A-3-62, which automatically voids certain contract clauses that violate State law; and that pursuant to W. Va. Code 5A-3-63, the entity entering into this contract is prohibited from engaging in a boycott against Israel.

KPG Global Enterprises, LLC

(Company)

Kevin Grimes, Sr.

(Signature of Authorized Representative)

Kevin Grimes, Sr. - CEO - September 15, 2026

(Printed Name and Title of Authorized Representative) (Date)

317-915-0671 / 317-947-0671

(Phone Number) (Fax Number)

kgrimes@kpgglobal.com

(Email Address)

## **SPECIFICATIONS**

- 1. PURPOSE AND SCOPE:** The West Virginia Purchasing Division is soliciting bids on behalf of West Virginia Office of Technology (WVOT) to establish multiple open-end contracts for technical staffing services. This contract shall cover the following position classifications.

1. Senior Web Application Analyst
2. CRM Application Analyst
3. Senior SQL Server Database Administrator
4. Business Analyst
5. Learning Management System & eLearning Development Specialist
6. Cloud Financial Operations Specialist
7. Cloud Architect
8. Cloud Security Professional
9. Cloud Platform Engineer
10. Cloud Network Engineer
11. Cloud Systems Management Engineer
12. Cloud Center of Excellence (CCOE) Implementation Specialist
13. Mainframe Systems Programmer

The position classifications listed herein provide the specialized technical expertise required to meet the contracted staffing needs of the West Virginia Office of Technology (WVOT) in support of various State agencies and IT initiatives. These services are utilized to develop, maintain, and enhance computer systems and enterprise applications for end-user agencies under the purview of WVOT.

In addition to technical delivery, contracted personnel are required to provide professional mentorship, technical training, and structured 'shadowing' opportunities for State analysts. These knowledge-transfer activities are essential to ensure the long-term support and sustainability of the State's IT infrastructure.

While most requested services will likely be within the metro-Charleston, WV area, the end-user Agency may be located anywhere in West Virginia and may request services statewide during the life of the contract.

**BACKGROUND & CURRENT OPERATING ENVIRONMENT:** The West Virginia Office of Technology (WVOT) provides oversight and support for a diverse ecosystem of mission-critical systems and enterprise applications used by various State agencies. These systems reside on a multi-tiered architecture including legacy Mainframe, Client-Server, Cloud, and modern Web Applications.

To maintain operational efficiency and meet evolving project milestones, the State requires specialized technical expertise and temporary staff augmentation. These services are intended to supplement existing internal resources by providing niche skill sets and advanced technical capabilities not currently available within the State's Full-Time Equivalent (FTE) workforce. This contract will provide the flexible, high-level support necessary to achieve specific project goals, facilitate knowledge transfer, and ensure the continuous enhancement of the State's technical environment.

- 2. DEFINITIONS:** The terms listed below shall have the meanings assigned to them below. Additional definitions can be found in section 2 of the General Terms and Conditions.

**2.1 "Contract Services"** means providing temporary staffing services for the list of classifications identified in Section 1 (above) and/or Section 4.1 (below) as more fully described in these specifications.

**2.2 "Pricing Page"** means the pages, contained wvOASIS or attached hereto as Exhibit A, upon which Vendor should list its proposed price for the Contract Services.

**2.3 "Solicitation"** means the official notice of an opportunity to supply the State with goods or services that is published by the Purchasing Division.

**2.4 "CRM"** means Microsoft's Dynamics CRM.

**2.5 "DB2"** means IBM's DB2 database software.

**2.6 ".NET"** means Microsoft's .NET or .NET Framework software.

**2.7 "SDLC"** means Software or Systems Development Life Cycle, a standard term to describe the process of planning for, creating, testing, and deploying

**3. QUALIFICATIONS:** Vendor, or Vendor's staff if requirements are inherently limited to individuals rather than corporate entities, shall have the following minimum qualifications:

3.1. Vendors shall be in business a minimum of five (5) years, providing similar information technology services. Vendors must provide documentation to indicate that their company meets this requirement prior to award; however, bidders may include this documentation with their bid.

3.2. Vendors shall be able to demonstrate their potential to provide these services by providing documentation to indicate they have provided staffing of at least six (6) individuals within the listed classifications within the past five (5) years; documentation should include enough information to indicate that the Vendor provided an employee meeting the requirements of a specifically named classification from Section 1, above; the documentation should name the entity to whom the individual was supplied and provide contact information for that entity. Vendors must provide documentation to indicate that their company meets this requirement prior to award; however, bidder may include this documentation with their bid.

**4. MANDATORY REQUIREMENTS:**

**4.1 Mandatory Contract Services Requirements and Deliverables:** Contract Services must meet or exceed the mandatory requirements listed below.

**4.1.1 Senior Web Application Analyst:**

**4.1.1.1** Senior Web Application Analyst must have a minimum of five (5) years of .Net development experience with dynamic database driven enterprise level web applications.

- 4.1.1.2** Senior Web Application Analyst must have a minimum of five (5) years of experience in web development using ASP.Net, AJAX, Visual Studio (version 2008 or higher), .NET framework 2.0+, JavaScript and C#.
- 4.1.1.3** Senior Web Application Analyst must have a minimum of five (5) years of Relational Database experience.
- 4.1.1.4** Senior Web Application Analyst must have a minimum of five (5) years Data Design/Data Modeling experience.
- 4.1.1.5** Senior Web Application Analyst must have a minimum of five (5) years of Analysis and Design experience.
- 4.1.1.6** Senior Web Application Analyst must have a minimum of three (3) years of experience using ASP.Net MVC, WCF, jQuery and jQuery UI.
- 4.1.1.7** Senior Web Application Analyst must have a minimum of two (2) years of experience using a client side MVVM architectural model for building web applications.
- 4.1.1.8** Senior Web Application Analyst must have a minimum of two (2) years of experience with designing and developing applications using SOAP/ REST Web Services.
- 4.1.1.9** Senior Web Application Analyst must have a minimum of two (2) years of experience with Microsoft SharePoint Services/Server and Team Foundation Server (TFS) for team collaboration.
- 4.1.1.10** Senior Web Application Analyst should have excellent communications skills (both verbal and written) to communicate with various stakeholders including, but not limited to, project managers, business analysts, database administrators and application analysts as well as business policy staff and workers.

#### **4.1.2 CRM Application Analyst:**

- 4.1.2.1** CRM Application Analyst must have a minimum of three (3) years of Microsoft Dynamics CRM development experience.
- 4.1.2.2** CRM Application Analyst must have a minimum of three (3) years of experience in web development using ASP.Net, Visual Studio (version 2008 or higher), .NET Framework 2.0+, JavaScript and C#.
- 4.1.2.3** CRM Application Analyst must have a minimum of two (2) years of experience using ASP.Net MVC, WCF, jQuery and jQuery UI.
- 4.1.2.4** CRM Application Analyst must have a minimum of two (2) years of experience using SQL Server.
- 4.1.2.5** CRM Application Analyst must have a minimum of two (2) years Data Design/Data Modeling experience
- 4.1.2.6** CRM Application Analyst must have a minimum of two (2) years of

Analysis and Design experience.

**4.1.2.7** CRM Application Analyst must have a minimum of one (1) year of experience with Microsoft SharePoint Services/Server and Team Foundation Server (TFS) for team collaboration.

**4.1.2.8** CRM Application Analyst should have excellent communications skills (both verbal and written) to communicate with various stakeholders including, but not limited to, project managers, business analysts, database administrators and application analysts as well as business policy staff and workers.

**4.1.3 Senior SQL Server Database Administrator:**

**4.1.3.1** Senior SQL Server Database Administrator must have a minimum of five (5) years of experience with the operation, maintenance, and implementation of Microsoft SQL Server database (SQL Server 2008 and higher). This experience must include the candidate being proficient in T-SQL and package creation (stored procedures) and utilization.

**4.1.3.2** Senior SQL Server Database Administrator must have a minimum of five (5) years of experience with the creation of databases and database primary objects in SQL Server.

**4.1.3.3** Senior SQL Server Database Administrator must have a minimum of five (5) years of experience migrating prior versions of SQL Server to SQL Server 2012 on Windows servers. This must include the conversion of DTS packages to SSIS.

**4.1.3.4** Senior SQL Server Database Administrator must have a minimum of five (5) years of experience installing, implementing, and monitoring SSIS and SSAS for SQL Server 2008.

**4.1.3.5** Senior SQL Server Database Administrator must have a minimum of five (5) years of experience in command line Data Definition Language (DDL) operations and scripting.

**4.1.3.6** Senior SQL Server Database Administrator must have a minimum of five (5) years of experience in backup and recovery of SQL Server databases.

**4.1.4 Business Analyst:**

**4.1.4.1** Business Analyst must have a minimum of a Bachelor's degree from an accredited college or university in computer science or related field and a minimum of one (1) year of experience in the field or in a related area, or a minimum of an Associate's degree from an accredited college, university, or business school in computer science or related field and a minimum of three (3) years of full-time computer programming experience, or a

minimum of five (5) years of experience in the field or in a related area.

- 4.1.4.2** Business Analyst must have a minimum of three (3) years of experience with standard concepts, practices, and procedures within application development. Works under limited supervision with considerable latitude for the use of initiative and independent judgment.
- 4.1.4.3** Business Analyst must have a minimum of three (3) years of experience with facilitating meetings or Joint Application
- 4.1.4.4** Development (JAD) sessions in eliciting business requirements, operational constraints, and assumptions.
- 4.1.4.5** Business Analyst must have a minimum of three (3) years of experience in Systems Development Life Cycle (SDLC).
- 4.1.4.6** Business Analyst must have a minimum of three (3) years of experience in the review, analysis, and evaluation of business systems and user needs. Must formulate systems to parallel overall business strategies. Must prepare solution options and risk identification. Must create documents that contain detailed descriptions of user needs, program functions, and steps required to develop or modify computer programs. Must play an active role in acceptance testing, document results, reports issues and retests, as necessary. Must adhere to project standards.
- 4.1.4.7** Business Analyst must have a minimum of three (3) years of experience in preparing and documenting Functional and Technical Specifications for reporting and data warehouse work. Must assist with business warehouse/intelligence support and enhancements. Must assist in deployment and management of end-user reporting tools and platforms. Must work with IT and business project teams to understand reporting and data warehousing requirements and propose solutions. Must provide reporting knowledge transfer training to other team members.
- 4.1.4.8** Business Analyst must have a minimum of three (3) years of experience with relational database concepts, and client-server concepts. Works under general supervision; typically reports to a project leader or manager.
- 4.1.4.9** Business Analyst should have excellent communications skills (both verbal and written) to communicate with various stakeholders including, but not limited to, project managers, business analysts, database administrators and application analysts as well as business policy staff and workers.
- 4.1.4.10** Learning Management System & eLearning Development Specialist must have a minimum of a Bachelor's degree in Instructional Design, Educational Technology, Training & Development, Adult Learning, or related field.
- 4.1.4.11** Learning Management System & eLearning Development specialist must have a minimum of 5 years of experience managing or supporting a Learning Management System and developing eLearning.

- 4.1.4.12** Learning Management System & eLearning Development Specialist must have a minimum of 5 years of experience working with subject matter experts (SMEs) to translate technical content into effective learning materials.

#### **4.1.5 Learning Management System & eLearning Development Specialist**

- 4.1.5.1** Learning Management System & eLearning Development Specialist must have a minimum of a Bachelor's degree in Instructional Design, Educational Technology, Training & Development, Adult Learning, or related field.
- 4.1.5.2** Learning Management System & eLearning Development Specialist must have a minimum of 5 years of experience supporting enterprise or organizational learning programs.
- 4.1.5.3** Learning Management System & eLearning Development Specialist must have a minimum of 5 years of experience working with subject matter experts (SMEs) to translate technical content into effective learning materials.
- 4.1.5.4** Learning Management System & eLearning Development Specialist must have a minimum of 5 years of demonstrated experience with LMS configuration, administration, and ongoing system support including LMS architecture, course structures, user roles, permissions, and course management.
- 4.1.5.5** Learning Management System & eLearning Development Specialist must have a minimum of 5 years of demonstrated experience with LMS configuration, administration, and ongoing system support including LMS architecture, course structures, user roles, permissions, and course management.
- 4.1.5.6** Learning Management System & eLearning Development Specialist must have a minimum of 5 years of experience troubleshooting technical issues related to course delivery or LMS functionality.
- 4.1.5.7** Learning Management System & eLearning Development Specialist must have a minimum of 5 years of experience designing eLearning courses, quizzes, and assessments.
- 4.1.5.8** Learning Management System & eLearning Development Specialist must have a minimum of 5 years of experience with common eLearning development tools
- 4.1.5.9** Learning Management System & eLearning Development Specialist must have a minimum of 5 years of experience applying instructional design methodologies to create learning experiences for adult learning and workplace training environments.

#### **4.1.6 Cloud Financial Operations Specialist:**

- 4.1.6.1** Cloud FinOps Specialist must have a minimum of three (3) years of experience in cloud cost management and optimization (AWS Cost Explorer, Azure Cost Management, or third-party tools like CloudHealth).
- 4.1.6.2** Cloud FinOps Specialist must have a minimum of three (3) years of experience performing cloud usage analysis, Reserved Instance (RI) / Savings Plan management, and right-sizing recommendations.
- 4.1.6.3** Cloud FinOps Specialist must have a minimum of two (2) years of experience creating financial dashboards and reporting for executive leadership.
- 4.1.6.4** Cloud FinOps Specialist should have strong analytical skills to correlate cloud usage data with business value.

#### **4.1.7 Cloud Architect**

- 4.1.7.1** Cloud Architect must have a minimum of five years (5) of experience in Cloud Architecture including designing, executing, and supporting IT cloud solutions. (AWS, AZURE, or GCP)
- 4.1.7.2** Cloud Architect must have a minimum of three (3) years of experience with cloud Migration patterns, (Rehost, Refactor, Replatform)
- 4.1.7.3** Cloud Architect must have a minimum of three (3) years of experience with Infrastructure as Code (IaC) using tools such as Terraform
- 4.1.7.4** Cloud Architect should have excellent communication skills to articulate complex technical concepts to both technical and non-technical stakeholders.

#### **4.1.8 Cloud Security Professional**

- 4.1.8.1** Cloud Security Professional must have a minimum of five (5) years of experience in Information Security, with at least three (3) years specifically focused on Cloud Security
- 4.1.8.2** Cloud Security Professional must have a minimum of three (3) years of experience implementing Identify and Access Management (IAM), encryption (KMS), and network security groups.
- 4.1.8.3** Cloud Security Professional must have a minimum of two (2) years of experience with cloud compliance frameworks (e.g., NIST, HIPAA, SOC2) and automated security auditing tools.
- 4.1.8.4** Cloud Security Professional must have experience in DevSecOps practices and integrating security into the CI/CD pipeline.

#### **4.1.9 Cloud Platform Engineer**

- 4.1.9.1** Cloud Platform Engineer must have a minimum of three (3) years of experience in cloud infrastructure administration and automation.
- 4.1.9.2** Cloud Platform Engineer must have a minimum of three (3) years of experience

with containerization and orchestration (Docker, Kubernetes/AKS/EKS).

**4.1.9.3** Cloud Platform Engineer must have a minimum of three (3) years of experience CI/CD tools such as Jenkins, GitLab, or azure DevOps.

**4.1.9.4** Cloud Platform Engineer must have a minimum of two (2) years of experience scripting in languages such as Python, Bash, or PowerShell.

**4.1.9.5** Cloud Platform Engineer must have a minimum of three (3) years with Infrastructure as Code (IaC) using tools such as Terraform.

#### **4.1.10 Cloud Network Engineer**

**4.1.10.1** Cloud Network Engineer must have a minimum of five (5) years of networking experience, with at least three (3) years specialized in Cloud Networking.

**4.1.10.2** Cloud Network Engineer must have a minimum of three (3) years of experience managing Virtual Private Clouds (VPC/VNET), Subnets, VPNs, and Direct Connect/ExpressRoute.

**4.1.10.3** Cloud Network Engineer must have a minimum of three (3) years of experience with Load Balancers, and content Delivery Networks (CDN).

**4.1.10.4** Cloud Network Engineer must have a minimum of two (2) years of experience with Cloud-native firewalls and Network Security Groups (NSG).

#### **4.1.11 Cloud Systems Management Engineer**

**4.1.11.1** Cloud Systems Management Engineer must have a minimum of three (3) years of experience in systems administration with a cloud environment.

**4.1.11.2** Cloud Systems Management Engineer must have a minimum of three (3) years in experience with cloud monitoring and logging tools (AWS Cloudwatch, Azure Monitor, Splunk, or ELK Stack).

**4.1.11.3** Cloud Systems Management Engineer must have a minimum of three (3) years in patch management, backup/recovery, and high availability configuration in the cloud.

**4.1.11.4** Cloud Systems Management Engineer must have a minimum of three (3) years with DNS (Route53/Azure DNS) and Entra, as well as SSO.

**4.1.11.5** Cloud Systems Management Engineer must have a minimum of two (2) years with configuration management tools such as Ansible, Chef, or Puppet.

#### **4.1.12 Cloud Center of Excellence (CCOE) Implementation Specialist**

**4.1.12.1** CCOE Implementation Specialist must have a minimum of five (5) years of IT leadership or project management experience, specifically within cloud transformation programs.

**4.1.12.2** CCOE Implementation Specialist must have a minimum of three (3) years of

experience defining cloud governance, best practices, and enterprise-wide cloud adoption strategies.

**4.1.12.3** CCOE Implementation Specialist must have a minimum of two (2) years in organizational change management and developing cloud training programs for internal staff.

**4.1.12.4** CCOE Implementation Specialist should have exceptional communication and diplomacy skills to bridge the gap between IT operations, security, and business units.

#### **4.1.13 Mainframe Systems Programmer**

**4.1.13.1** Mainframe Systems Programmer must have a minimum of five (5) years of experience in Mainframe Systems Engineering, with at least three (3) years specifically focused on IBM z/OS operating systems and ISV (Independent Software Vendor) software upgrades and maintenance.

**4.1.13.2** Mainframe Systems Programmer must have a minimum of five (5) years of experience managing and configuring RACF (Resource Access Control Facility) for mainframe security, including user administration, access permissions, and security logging. AND/OR must have a minimum of two (2) years of experience acting as a Mainframe DB2 subsystem installation, migration, performance tuning, and database maintenance.

**4.1.13.3** Mainframe Systems Programmer must have a minimum of three (3) years of experience implementing and managing Mainframe Pervasive Encryption (dataset, dataset-level, and coupling facility encryption) and ensuring adherence to Mainframe SSA (Social Security Administration) compliance or similar federal security frameworks.

**4.1.13.4** Mainframe Systems Programmer must have experience working with SAS for mainframe data analysis and reporting, as well as configuring and troubleshooting Mainframe AFP (Advanced Function Presentation) printing systems and print queues.

#### **4.2 Vendor Responsibilities**

**4.2.1** Bidders must provide an hourly rate for each position they expect to submit qualifications for proposed candidates when the need arises. When presenting candidates for review by the Agency, Vendor shall provide the qualifications of proposed candidates who meet all requirements of the RFQ.

**4.2.2** Successful vendors must provide staffing as requested by the Agency. Assignments also may be for a specified period of time and quantity of hours as indicated on each delivery order. Consistent failure on the part of a successful vendor to fulfill requests from the Agency, or consistently being unresponsive to Agency's requests for staffing services, may be grounds for cancellation of the vendor's entire contract.

**4.2.3** Successful vendors must provide hourly rates that are inclusive of all costs including, but not limited to, federal, state and local withholding taxes, social

security & Medicare taxes as well as all unemployment compensation, workers compensation, general and professional liability premiums. All overhead for the vendor and fringe for the candidate must be included in the successful vendor's hourly rates. All travel expenses must be included in the vendor's hourly rates.

- 4.2.4** Successful vendors shall provide the Agency with information on each staffing candidate according to the state and federal standards, including applications. Vendors must include a current resume and a completed qualification documentation for each candidate with their responses. Resumes will identify the candidate's qualifications listed in the requirements section above and will include copies as verification of degrees

## **5. CONTRACT AWARD:**

**5.1 Contract Award:** The Contract is intended to provide Agencies with a purchase price for the Contract Items. The Contract shall be awarded to the Vendor that provides the Contract Items meeting the required specifications for the lowest overall total cost as shown on the Pricing Pages.

**5.2 Pricing Page:** Vendor should complete the Pricing Page in full as failure to complete the Pricing Page in its entirety may result in Vendor's bid being disqualified. Vendors should type or electronically enter the information into the Pricing Page to prevent errors in the evaluation.

## **6. Payment:**

**6.1 Payment:** Vendor shall accept payment in accordance with the payment procedures of the State of West Virginia.

## **7. DELIVERY AND RETURN:**

- 7.1 Shipment and Delivery:** Vendor shall ship the Contract Items immediately after being awarded this Contract and receiving a purchase order or notice to proceed. Vendor shall deliver the Contract Items within 180 working days after receiving a purchase order or notice to proceed. Contract Items must be delivered to Agency at 1900 Kanawha Blvd East Building 5 10<sup>th</sup> Floor
- 7.2 Late Delivery:** The Agency placing the order under this Contract must be notified in writing if the shipment of the Contract Items will be delayed for any reason. Any delay in delivery that could cause harm to an Agency will be grounds for cancellation of the Contract, and/or obtaining the Contract Items from a third party.

Any Agency seeking to obtain the Contract Items from a third party under this provision must first obtain approval of the Purchasing Division.

- 7.3 Delivery Payment/Risk of Loss:** Vendor shall deliver the Contract Items F.O.B. destination to the Agency's location.
- 7.4 Return of Unacceptable Items:** If the Agency deems the Contract Items to be unacceptable, the Contract Items shall be returned to Vendor at Vendor's expense and with no restocking charge. Vendor shall either make arrangements for the return within five (5) days of being notified that items are unacceptable, or permit the Agency to arrange for the return and reimburse Agency for delivery expenses. If the original packaging cannot be utilized for the return, Vendor will supply the Agency with appropriate return packaging upon request. All returns of unacceptable items shall be F.O.B. the Agency's location. The returned product shall either be replaced, or the Agency shall receive a full credit or refund for the purchase price, at the Agency's discretion.
- 7.5 Return Due to Agency Error:** Items ordered in error by the Agency will be returned for credit within 30 days of receipt, F.O.B. Vendor's location. Vendor shall not charge a restocking fee if returned products are in a resalable condition. Items shall be deemed to be in a resalable condition if they are unused and in the original packaging. Any restocking fee for items not in a resalable condition shall be the lower of the Vendor's customary restocking fee or 5% of the total invoiced value of the returned items.

## **8 VENDOR DEFAULT:**

**8.1** The following shall be considered a vendor default under this Contract.

- 8.1.1** Failure to provide Contract Items in accordance with the requirements contained herein.
- 8.1.2** Failure to comply with other specifications and requirements contained herein.
- 8.1.3** Failure to comply with any laws, rules, and ordinances applicable to the Contract Services provided under this Contract.
- 8.1.4** Failure to remedy deficient performance upon request.

**8.2** The following remedies shall be available to Agency upon default.

- 8.2.1** Immediate cancellation of the Contract.
- 8.2.2** Immediate cancellation of one or more release orders issued under this Contract.
- 8.2.3** Any other remedies available in law or equity.

**RFQ - CRFQ-OOT27-00000006 - Temporary Staffing Services**

**Attachment 2 - Price Quote Spreadsheet**

**KPG Global Enterprises - GSA Contract #47TCA23D007B**

**KPG Global Pricing**

| <b>Period</b>                   | <b>Total Estimated Hours</b> | <b>Total Value</b> |
|---------------------------------|------------------------------|--------------------|
| <b>Base Period</b>              | <b>27,040</b>                | <b>\$3,298,917</b> |
| <b>Overall Task Order Value</b> | <b>27,040</b>                | <b>\$3,298,917</b> |