



Professional Services Schedule (*PSS*)

Contract Number

47QRAA20D0008

Duns Number

114405558

Business Size

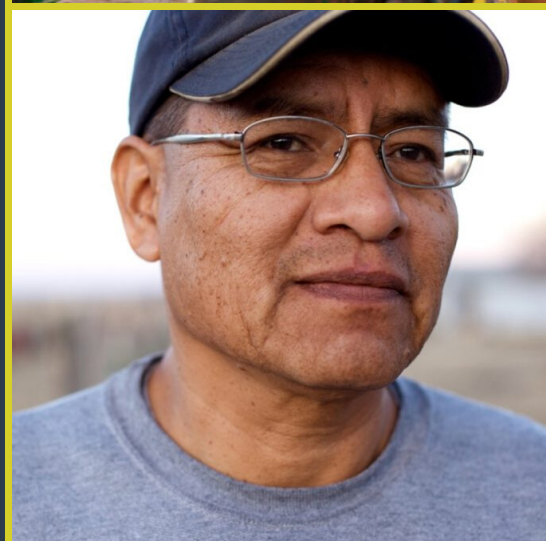
Small business

Contract Period

October 9, 2019, through October 8, 2024

James Bell Associates
3033 Wilson Boulevard, Suite 650
Arlington, VA 22201
Phone: (703) 528-3230
Email: info@jbassoc.com

www.jbassoc.com



About Us

James Bell Associates conducts independent evaluations and provides actionable, useful findings to advance policy and practice. We also build the capacity of others to conduct their own evaluations, make data-driven decisions, and improve performance. Our multidisciplinary team offers specialized knowledge and a flexible approach tailored to your needs and goals.

Our Topics —

Child & Family Development

We support effective services and coordinated systems for children of all ages and for the adults in their lives through research, evaluation, and technical assistance.

Child Welfare

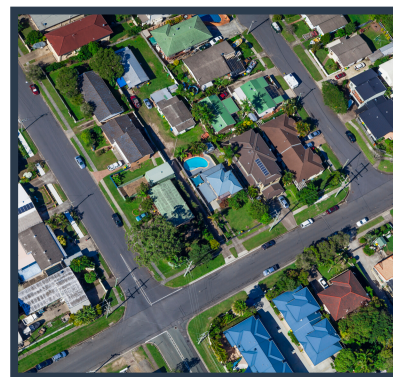
Through rigorous evaluation and technical assistance, we help child welfare systems identify and adopt practices and policies that achieve the best possible outcomes for children and families.

Tribal Evaluation

Our technical assistance and evaluation work respects and expands on local strengths, including traditional knowledge, family and community connectedness, and tribal structures and leadership. We build local capacity to measure and improve program performance through tailored training and resources.

Health Care

Our health care projects examine interventions and systems that support the well-being of the whole person, including physical and behavioral needs.



Improving the lives of children, families, and communities through evaluation

Contract *Summary Document* —

Company Name: James Bell Associates, Inc.

Duns Number: 114405558

Contract Number: 47QRAA20D0008

1. Estimated Award Value: \$20,000,000

Base Period: \$5,000,000

Option Period 1: \$5,000,000

Option Period 2: \$5,000,000

Option Period 3: \$5,000,000

2. Solicitation Number: FCO00CORP0000C

3. Contract Period: October 9, 2019, through October 8, 2024

4. Business Size: Small Business

5. Business Types:

Business Type	Description
2X	2X – For-Profit Organization

6. Subcontracting Plan Type: N/A **and Expiration:** N/A

7. Items Awarded:

SIN	Description
874-1	Integrated Consulting Services

Labor Categories:

James Bell Associates, Inc. offer dated 8/12/2019 and Final Proposal Revision dated 10/3/2019, submitted in response to standing Solicitation FCO00CORP0000C, for Multiple Award Schedule 00CORP Professional Services Schedule, are hereby accepted by the Government.

8. Escalation Rates:

James Bell Associates, Inc. offer dated 8/12/2019 and Final Proposal Revision dated 10/3/2019, submitted in response to standing Solicitation FCO00CORP0000C, for Multiple Award Schedule 00CORP Professional Services Schedule, are hereby accepted by the Government.

9. IFF Statement:

552.238-74 - Industrial Funding Fee and Sales Reporting - refer to contract for current version applicable to offer / award

10. Minimum Order Quantities:

James Bell Associates, Inc. offer dated 8/12/2019 and Final Proposal Revision dated 10/3/2019, submitted in response to standing Solicitation FCO00CORP0000C, for Multiple Award Schedule 00CORP Professional Services Schedule, are hereby accepted by the Government.

11. Minimum Order Limit: \$100

12. Maximum Order Limit: \$1,000,000

13. Geographic Coverage:

SIN	Scope
874-1	U – 50 St, DC, Territ.

14. Prompt Payment Discounts:

Discount 1: 00.000% if payment is made within 00 days

Discount 2: 00.000% if payment is made within 00 days

Net 30 days.

Volume Discounts:

James Bell Associates, Inc. offer dated 8/12/2019 and Final Proposal Revision dated 10/3/2019, submitted in response to standing Solicitation FCO00CORP0000C, for Multiple Award Schedule 00CORP Professional Services Schedule, are hereby accepted by the Government.

15. MFC (Most Favored Customer)/BOA (Basis of Award) Customer:

James Bell Associates, Inc. offer dated 8/12/2019 and Final Proposal Revision dated 10/3/2019, submitted in response to standing Solicitation FCO00CORP0000C, for Multiple Award Schedule 00CORP Professional Services Schedule, are hereby accepted by the Government.

16. Approved Exceptions:

James Bell Associates, Inc. offer dated August 12, 2019 and Final Proposal Revision dated October 4, 2019, submitted in response to standing Solicitation No FCO00CORP0000C, for Multiple Award Schedule 00CORP, is hereby accepted by the Government.

17. Terms and Conditions:

Clause	Title
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Terms and Conditions Notes:

James Bell Associates, Inc. offer dated 8/12/2019 and Final Proposal Revision dated 10/3/2019, submitted in response to standing Solicitation FCO00CORP0000C, for Multiple Award Schedule 00CORP Professional Services Schedule, are hereby accepted by the Government.

October 3, 2019

JAMES BELL ASSOCIATES (INC)
3033 WILSON BLVD
STE 99, ARLINGTON, VA 22201-3843

Re: Request for JAMES BELL ASSOCIATES (INC)'s Final Proposal Revision (FPR)

Dear Authorized Negotiator,

Please be advised that discussions between the General Services Administration (GSA) and JAMES BELL ASSOCIATES (INC) regarding proposal 575630, submitted in response to FCO-00-CORP-0000C Refresh 36, have concluded. You are hereby given the opportunity to review your proposal and submit a FPR, which should acknowledge the results of the negotiations held on 10/3/2019.

Please provide your FPR by the close of business, 10/5/2019. GSA intends to make award without obtaining further revisions. Any revisions submitted after the due date will not be considered unless an extension was granted. You are encouraged to complete this standardized FPR format to facilitate processing of your Professional Services Schedule (PSS) contract award. If your response to any of the following is "No" please contact your Procurement Contracting Officer (PCO) prior to submitting your FPR Response.

JAMES BELL ASSOCIATES (INC) FINAL PROPOSAL REVISION (FPR)

1. JAMES BELL ASSOCIATES (INC) acknowledges the results of the negotiations held on 10/3/2019 by submission of this FPR to proposal 575630 under FCO-00-CORP-0000C Refresh 36.
2. JAMES BELL ASSOCIATES (INC) confirms that the following SIN / Recovery SIN is being considered for award:

SIN	Recovery	SIN Description
874-1	874-1RC	Integrated Consulting Services

3. JAMES BELL ASSOCIATES (INC) confirms that the proposed geographic scope is as follows: Domestic Only; 50 States, DC, Territories
4. JAMES BELL ASSOCIATES (INC) confirms that its commercial business practices have been fully disclosed and are current, accurate and complete as of the conclusion of negotiations.

5. The following table reflects the final proposed pricing, which was either accepted as proposed or negotiated. JAMES BELL ASSOCIATES (INC) confirms that the pricing is accurate and that all prices include the required .75% Industrial Funding Fee (IFF).

SIN Proposed	Service Proposed (e.g. Labor Category or Job Title/Task)	Minimum Education	Minimum Years of Experience	Security Clearance Required	Contractor or Customer Facility or Both	Domestic or Overseas	Price Offered to GSA (including IFF)
874-1	Executive	Masters	15	No	Contractor Facility	Domestic Only	\$290.01
874-1	Corporate Monitor I	Masters	15	No	Contractor Facility	Domestic Only	\$231.47
874-1	Corporate Monitor II	Masters	10	No	Contractor Facility	Domestic Only	\$212.31
874-1	Project Director I	Masters	10	No	Contractor Facility	Domestic Only	\$178.80
874-1	Project Director II	Masters	5	No	Contractor Facility	Domestic Only	\$160.63
874-1	Senior Research Associate I	Masters	15	No	Contractor Facility	Domestic Only	\$209.50
874-1	Senior Research Associate II	Masters	10	No	Contractor Facility	Domestic Only	\$168.24
874-1	Senior Research Associate III	Masters	5	No	Contractor Facility	Domestic Only	\$146.13
874-1	Senior Research Associate IV	Masters	3	No	Contractor Facility	Domestic Only	\$135.53
874-1	Research Associate I	Masters	10	No	Contractor Facility	Domestic Only	\$123.07
874-1	Research Associate II	Masters	5	No	Contractor Facility	Domestic Only	\$116.72
874-1	Research Associate III	Masters	3	No	Contractor Facility	Domestic Only	\$105.06
874-1	Project Support I	Masters	3	No	Contractor Facility	Domestic Only	\$85.14

SIN Proposed	Service Proposed (e.g. Labor Category or Job Title/Task)	Minimum Education	Minimum Years of Experience	Security Clearance Required	Contractor or Customer Facility or Both	Domestic or Overseas	Price Offered to GSA (including IFF)
874-1	Project Support II	Bachelors	3	No	Contractor Facility	Domestic Only	\$68.15
874-1	Communications Director	Masters	10	No	Contractor Facility	Domestic Only	\$184.10
874-1	Communications Associate I	Masters	5	No	Contractor Facility	Domestic Only	\$121.44
874-1	Communications Associate II	Bachelors	3	No	Contractor Facility	Domestic Only	\$87.40
874-1	Statistical Programmer	Masters	3	No	Contractor Facility	Domestic Only	\$94.56
874-1	Statistician/Data Architect	Masters	5	No	Contractor Facility	Domestic Only	\$141.40

6. JAMES BELL ASSOCIATES (INC) confirms that the position descriptions, product and/or service descriptions submitted with this FPR are accurate and acknowledges that these descriptions will be incorporated into the contract award.

	Labor Category	Functional Responsibilities	Education	Experience
1	Executive	<p>Also known by titles such as President. Serves as a corporate officer and makes executive finance, contract, and project decisions. Manages firm's client and customer accounts.</p> <p>Provides leadership and direction coordinating analytical activities with other support personnel on different programs. Directs and oversees company financial and budgetary activities. Recommends and develops strategies, plans to ensure a high level of Client/Customer satisfaction, and business strategies.</p> <p>Networks with business partners, vendors, and independent consultants to remain current with</p>	Masters	15 years of experience

	Labor Category	Functional Responsibilities	Education	Experience
		the industry developments. Represents the company in different events and conferences to increase the business portfolio. Makes decisions and recommendations in solving complex practical and administrative issues often involving multiple customers and subcontractors. Is responsible for program planning, execution, and performance for successful outcomes for Clients and Employees.		
2	Corporate Monitor I	Supervises the work of project directors who oversee major evaluations and surveys and offers technical direction and support related to program evaluation design, development of performance measures and indicators, organizational assessments, and survey design. Reviews all project deliverables to ensure quality and oversees project deadlines and expenditures to ensure timely, on-budget completion. The category may also include highly specialized professional staff (e.g., sampling statistician, physician) whose experience is needed on a limited basis for a particular task. Liaises with small business administrators and federal contract officials.	Masters	15 years of experience
3	Corporate Monitor II	Supervises the work of project directors who oversee major evaluations and surveys and offers technical direction and support related to program evaluation design, development of performance measures and indicators, organizational assessments, and survey design. Reviews all project deliverables to ensure quality and oversees project deadlines and expenditures to ensure timely, on-budget completion. The category may also include highly specialized professional staff (e.g., sampling statistician, physician) whose experience is needed on a limited basis for a particular task. Liaises with small business administrators and federal contract officials.	Masters	10 years of experience

	Labor Category	Functional Responsibilities	Education	Experience
4	Project Director I	Manages large, complex task orders (or group of task orders) and works with the Government Contracting Officer or Contracting Officer's Representative. Manages the day-to-day operations of projects and has major responsibility for developing the methodologies for conducting evaluations, assessments, and surveys and overseeing instrument design, data analysis, and report writing. Responsibilities include ensuring the overall quality of task deliverables, supervising other project staff, and managing subcontract agreements in accordance with the contract terms and conditions.	Masters	10 years of experience
5	Project Director II	Manages small task orders (or group of task orders) and works with the Government Contracting Officer. Manages the day-to-day operations of projects and has major responsibility for developing the methodologies for conducting evaluations, assessments, and surveys and overseeing instrument design, data analysis, and report writing. Responsibilities include ensuring the overall quality of task deliverables, supervising other project staff, and managing subcontract agreements in accordance with the contract terms and conditions.	Masters	5 years of experience
6	Senior Research Associate I	Supports the daily operations of projects and has major responsibility for developing the methodologies for conducting evaluations, assessments, and surveys. Responsibilities include instrument design, data analysis, and report writing. Specific skills include sample design, questionnaire design and testing, testing of psychometric properties of survey variables, weighting, and survey analyses. Writes effectively for diverse audiences including policymakers, government program managers, academics, the media, and the general public.	Masters	15 years of experience

	Labor Category	Functional Responsibilities	Education	Experience
		Excellent public speaking skills with experience in videoconferencing and teleconferencing as well as more traditional presentations.		
7	Senior Research Associate II	Supports the daily operations of projects and has major responsibility for developing the methodologies for conducting evaluations, assessments and surveys. Responsibilities include instrument design, data analysis, and report writing. Specific skills include sample design, questionnaire design and testing, testing of psychometric properties of survey variables, weighting, and survey analyses. Writes effectively for diverse audiences including policymakers, government program managers, academics, the media, and the general public. Excellent public speaking skills with experience in videoconferencing and teleconferencing as well as more traditional presentations.	Masters	10 years of experience
8	Senior Research Associate III	Supports the daily operations of projects and has major responsibility for developing the methodologies for conducting evaluations, assessments, and surveys. Responsibilities include instrument design, data analysis, and report writing. Specific skills include sample design, questionnaire design and testing, testing of psychometric properties of survey variables, weighting, and survey analyses. Writes effectively for diverse audiences including policymakers, government program managers, academics, the media, and the general public. Excellent public speaking skills with experience in videoconferencing and teleconferencing as well as more traditional presentations.	Masters	5 years of experience
9	Senior Research Associate IV	Supports the daily operations of projects and has major responsibility for developing the methodologies for conducting evaluations, assessments, and surveys. Responsibilities include instrument design, data analysis, and report writing. Specific skills include sample	Masters	3 years of experience

	Labor Category	Functional Responsibilities	Education	Experience
		<p>design, questionnaire design and testing, testing of psychometric properties of survey variables, weighting, and survey analyses. Writes effectively for diverse audiences including policymakers, government program managers, academics, the media, and the general public.</p> <p>Excellent public speaking skills with experience in videoconferencing and teleconferencing as well as more traditional presentations.</p>		
10	Research Associate I	Performs technically complex work and directs and reviews the work of other research associates and junior staff. Leads workgroups in the development and execution of theoretically sound and practical approaches to achieve evaluation or task order objectives. Works with other research associates or senior research associates on projects.	Masters	10 years of experience
11	Research Associate II	Performs technically complex work and directs and reviews the work of other research associates and junior staff. Leads workgroups in the development and execution of theoretically sound and practical approaches to achieve evaluation or task order objectives. Works with other research associates or senior research associates on projects.	Masters	5 years of experience
12	Research Associate III	Performs technically complex work and directs and reviews the work of other research associates and junior staff. Leads workgroups in the development and execution of theoretically sound and practical approaches to achieve evaluation or task order objectives. Works with other research associates or senior research associates on projects.	Masters	3 years of experience
13	Project Support I	Works with staff to accomplish varying evaluation and research activities. Assists with data collection, including conducting surveys and interviews and setting up focus groups and onsite visits. Cleans and enters project data. Assists with project reports and articles, conducts literature searches, and compiles	Masters	3 years of experience

	Labor Category	Functional Responsibilities	Education	Experience
		data. Creates and improves visual appearance of documents using Microsoft Word and other word processing software and ensures documents meet internal and external standards. Uses spreadsheet software (e.g., Excel) to create and format tables (including use of formulas) and produces reader-friendly graphics. Creates and improves visual appearance of presentations and creates and manipulates databases for both internal and external users.		
14	Project Support II	Provides general purpose administrative and clerical support for project tasks. May include secretarial work, word processing, graphics, desktop publishing, editing, and coordination.	Bachelors	3 years of experience
15	Communications Director	Provides strategic direction to corporate and project communications and marketing initiatives encompassing publications, videos, websites, social media, public relations, and branding. Monitors quality, timelines, costs, and results. Supervises the work of communications staff, editors, designers, web developers, and vendors. Ensures compliance with requirements pertaining to plain language, editorial styles, Section 508, and agency clearance. Develops dissemination plans and strategies to ensure findings are effectively communicated to target audiences. Fosters strategic relationships, outreach, and engagement. Writes and edits text for products and online content such as websites, social media, and news releases, translating complex information into plain language. Supports business development.	Masters	10 years of experience
16	Communications Associate I	Contributes to corporate and project communications and marketing initiatives encompassing publications, videos, websites, social media, public relations, and branding. Develops and implements dissemination plans	Masters	5 years of experience

	Labor Category	Functional Responsibilities	Education	Experience
		and strategies to ensure findings are effectively communicated to target audiences. Fosters strategic relationships, outreach, and engagement. Writes and edits text for products and online content such as websites, social media, and news releases, translating complex information into plain language. Manages social media, enewsletters, and analytics. Supports business development.		
17	Communications Associate II	Supports corporate and project communications and marketing efforts including products, websites, social media, and enewsletters. Monitors and reports analytics, develops digital content, designs and formats documents, and ensures quality control. Develops and maintains databases to support communications efforts. Serves as communications liaison to project teams. Supports business development.	Bachelors	3 years of experience
18	Statistical Programmer	Works productively on interdisciplinary research teams as highly skilled programmer in SAS, SPPS, or Stata.	Masters	3 years of experience
19	Statistician/Data Architect	Designs and builds relational databases for data storage or processing. Develops strategies for warehouse implementation, data acquisition, and archive recovery.	Masters	5 years of experience

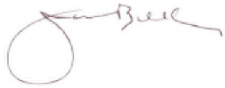
7. JAMES BELL ASSOCIATES (INC) confirms that the electronic Commercial Sales Practices Format (CSP) in proposal 575630 and the Price Proposal List, which is submitted with this FPR, are both accurate and acknowledges that these documents will be incorporated into the contract award.

PPL File Name: BELL JAMES ASSOCIATES INC 575360 Final PPL.xlsx

8. JAMES BELL ASSOCIATES (INC) confirms Economic Price Adjustments (EPAs) will be in accordance with clause I-FSS-969 Economic Price Adjustment-FSS Multiple Award Schedules (b)(1). A fixed annual escalation rate of 2.30% will be awarded. No further price increases are authorized under this contract. Twenty years of pricing will be incorporated into this contract (see ATTACHMENT 1 below). Pricing is subject to renegotiation at time of Option Renewal.
9. JAMES BELL ASSOCIATES (INC) confirms that the agreed upon volume discounts are as follows: None

10. JAMES BELL ASSOCIATES (INC) confirms that the agreed upon Prompt Payment Terms are as follows and that the prompt payment discount term will be identified on all quotes and invoices issued under this GSA Schedule contract: Net 30 days
11. JAMES BELL ASSOCIATES (INC) confirms the Service Contract Labor Standards (SCLS), also referred to as the Service Contract Act (SCA) is applicable to this contract as it applies to the entire Professional Services Schedule and all services provided. While no specific labor categories/services have been identified as being subject to SCLS/SCA due to exemptions for professional employees (FAR 22.1101, 22.1102 and 29 CFR 541.300), this contract still maintains the provisions and protections for SCA eligible labor categories. If and / or when the contractor adds SCA labor categories / employees to the contract through the modification process, the contractor must inform the Contracting Officer and establish a SCA matrix identifying the GSA labor category titles, the occupational code, SCA labor category titles and the applicable WD number. Failure to do so may result in cancellation of the contract.
12. JAMES BELL ASSOCIATES (INC) confirms the submitted pricing based on its commercial market prices. The Government prices, excluding the required .75% IFF, terms and conditions are better than those sold to its most favored customer(s), All Commercial Customers. The MFC(s) do not receive any discounts off JAMES BELL ASSOCIATES (INC) commercial market prices. JAMES BELL ASSOCIATES (INC) is offering GSA prices (excluding the required .75% IFF) that are discounted 3.00% off JAMES BELL ASSOCIATES (INC) commercial market prices.
13. JAMES BELL ASSOCIATES (INC) confirms that in accordance with clause 552.238-75 Price Reductions, <e.g. All Commercial Customers> are the basis of award customers (BOA). GSA prices excluding the required .75% IFF are at least 3.00% less than the prices offered/sold to All Commercial Customers.
14. JAMES BELL ASSOCIATES (INC) confirms that any change in the Contractor's commercial pricing or discount arrangements which disturbs the BOA relationship may constitute a price reduction and must be reported to the GSA PCO.
15. JAMES BELL ASSOCIATES (INC) confirms that it possesses an adequate and auditable labor hour recording and invoicing system capable of fully supporting labor hour invoices; therefore, the firm will be approved to accept both Labor-Hour and Firm- Fixed-Price Delivery/Task Orders from authorized agencies under this contract.
16. JAMES BELL ASSOCIATES (INC) confirms that it has an adequate and auditable recording system capable of sales tracking and submission of the IFF and that the IFF must be set-aside for remittance to GSA on a quarterly basis.
17. JAMES BELL ASSOCIATES (INC) confirms that pursuant to Clause 552.238-74, the Contractor must report the quarterly dollar value of sales through the FAS Sales Reporting Portal at <https://srp.fas.gsa.gov>. If no sales occur, the contractor must report zero sales.
18. JAMES BELL ASSOCIATES (INC) confirms that pursuant to Clause C-FSS-370, any contractor travel required in the performance of this contract and orders placed hereunder must comply with the Federal Travel Regulations, and/or Joint Travel Regulations as applicable, in effect on the date(s) the travel is performed. Established Federal Government per diem rates will apply to all contractor travel. Contractors cannot use GSA city pair contracts. The contractor shall not add the Industrial Funding Fee onto travel costs.

19. JAMES BELL ASSOCIATES (INC) confirms that Licensing Fees, if any, are to be negotiated between the contractor and the individual customer agencies.
20. JAMES BELL ASSOCIATES (INC) confirms that it takes the following exceptions to the terms and conditions of the contract: None
21. JAMES BELL ASSOCIATES (INC) confirms its acceptance and understanding of Amendment 889, clause 52.204-25, and clause 552.204-70 by signing the attached SF 30.



Signature

10/04/2019

Date

20 Years of Pricing at 2.30% Fixed Annual Rate

SIN	Labor Category	Base					Option Period 1				
		Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10
874-1	Executive	\$290.01	\$296.68	\$303.51	\$310.49	\$317.63	\$324.93	\$332.41	\$340.05	\$347.87	\$355.88
874-1	Corporate Monitor I	\$231.47	\$236.79	\$242.24	\$247.81	\$253.51	\$259.34	\$265.31	\$271.41	\$277.65	\$284.04
874-1	Corporate Monitor II	\$212.31	\$217.19	\$222.18	\$227.29	\$232.52	\$237.87	\$243.34	\$248.94	\$254.66	\$260.52
874-1	Project Director I	\$178.80	\$182.91	\$187.12	\$191.43	\$195.83	\$200.33	\$204.94	\$209.65	\$214.48	\$219.41
874-1	Project Director II	\$160.63	\$164.33	\$168.11	\$171.97	\$175.93	\$179.98	\$184.12	\$188.35	\$192.68	\$197.11
874-1	Senior Research Associate I	\$209.50	\$214.32	\$219.25	\$224.29	\$229.45	\$234.73	\$240.13	\$245.65	\$251.30	\$257.08
874-1	Senior Research Associate II	\$168.24	\$172.11	\$176.07	\$180.12	\$184.26	\$188.50	\$192.83	\$197.27	\$201.80	\$206.44
874-1	Senior Research Associate III	\$146.13	\$149.49	\$152.93	\$156.45	\$160.05	\$163.73	\$167.49	\$171.34	\$175.29	\$179.32
874-1	Senior Research Associate IV	\$135.53	\$138.64	\$141.83	\$145.09	\$148.43	\$151.85	\$155.34	\$158.91	\$162.57	\$166.30
874-1	Research Associate I	\$123.07	\$125.90	\$128.79	\$131.75	\$134.78	\$137.88	\$141.06	\$144.30	\$147.62	\$151.01
874-1	Research Associate II	\$116.72	\$119.41	\$122.15	\$124.96	\$127.84	\$130.78	\$133.79	\$136.86	\$140.01	\$143.23
874-1	Research Associate III	\$105.06	\$107.48	\$109.95	\$112.48	\$115.07	\$117.71	\$120.42	\$123.19	\$126.02	\$128.92
874-1	Project Support I	\$85.14	\$87.10	\$89.11	\$91.16	\$93.25	\$95.40	\$97.59	\$99.84	\$102.13	\$104.48
874-1	Project Support II	\$68.15	\$69.72	\$71.32	\$72.96	\$74.64	\$76.36	\$78.11	\$79.91	\$81.75	\$83.63
874-1	Communications Director	\$184.10	\$188.33	\$192.67	\$197.10	\$201.63	\$206.27	\$211.01	\$215.87	\$220.83	\$225.91
874-1	Communications Associate I	\$121.44	\$124.24	\$127.09	\$130.02	\$133.01	\$136.07	\$139.20	\$142.40	\$145.67	\$149.02
874-1	Communications Associate II	\$87.40	\$89.41	\$91.47	\$93.57	\$95.73	\$97.93	\$100.18	\$102.48	\$104.84	\$107.25
874-1	Statistical Programmer	\$94.56	\$96.73	\$98.96	\$101.23	\$103.56	\$105.94	\$108.38	\$110.87	\$113.42	\$116.03
874-1	Statistician/Data Architect	\$141.40	\$144.65	\$147.98	\$151.38	\$154.86	\$158.43	\$162.07	\$165.80	\$169.61	\$173.51

SIN	Labor Category	Option Period 2					Option Period 3				
		Year 11	Year 12	Year 13	Year 14	Year 15	Year 16	Year 17	Year 18	Year 19	Year 20
874-1	Executive	\$364.06	\$372.43	\$381.00	\$389.76	\$398.73	\$407.90	\$417.28	\$426.88	\$436.70	\$446.74
874-1	Corporate Monitor I	\$290.57	\$297.25	\$304.09	\$311.09	\$318.24	\$325.56	\$333.05	\$340.71	\$348.54	\$356.56
874-1	Corporate Monitor II	\$266.51	\$272.64	\$278.91	\$285.33	\$291.89	\$298.60	\$305.47	\$312.50	\$319.69	\$327.04
874-1	Project Director I	\$224.46	\$229.62	\$234.90	\$240.30	\$245.83	\$251.48	\$257.27	\$263.18	\$269.24	\$275.43
874-1	Project Director II	\$201.65	\$206.29	\$211.03	\$215.88	\$220.85	\$225.93	\$231.13	\$236.44	\$241.88	\$247.44
874-1	Senior Research Associate I	\$262.99	\$269.04	\$275.23	\$281.56	\$288.03	\$294.66	\$301.44	\$308.37	\$315.46	\$322.72
874-1	Senior Research Associate II	\$211.19	\$216.05	\$221.02	\$226.10	\$231.30	\$236.62	\$242.07	\$247.63	\$253.33	\$259.16
874-1	Senior Research Associate III	\$183.44	\$187.66	\$191.98	\$196.39	\$200.91	\$205.53	\$210.26	\$215.09	\$220.04	\$225.10
874-1	Senior Research Associate IV	\$170.13	\$174.04	\$178.05	\$182.14	\$186.33	\$190.62	\$195.00	\$199.48	\$204.07	\$208.77
874-1	Research Associate I	\$154.49	\$158.04	\$161.68	\$165.39	\$169.20	\$173.09	\$177.07	\$181.14	\$185.31	\$189.57
874-1	Research Associate II	\$146.52	\$149.89	\$153.34	\$156.87	\$160.48	\$164.17	\$167.94	\$171.81	\$175.76	\$179.80
874-1	Research Associate III	\$131.89	\$134.92	\$138.02	\$141.20	\$144.45	\$147.77	\$151.17	\$154.64	\$158.20	\$161.84

SIN	Labor Category	Option Period 2					Option Period 3				
		Year 11	Year 12	Year 13	Year 14	Year 15	Year 16	Year 17	Year 18	Year 19	Year 20
874-1	Project Support I	\$106.88	\$109.34	\$111.86	\$114.43	\$117.06	\$119.75	\$122.51	\$125.33	\$128.21	\$131.16
874-1	Project Support II	\$85.55	\$87.52	\$89.53	\$91.59	\$93.70	\$95.85	\$98.06	\$100.31	\$102.62	\$104.98
874-1	Communications Director	\$231.10	\$236.42	\$241.86	\$247.42	\$253.11	\$258.93	\$264.89	\$270.98	\$277.21	\$283.59
874-1	Communications Associate I	\$152.45	\$155.96	\$159.54	\$163.21	\$166.97	\$170.81	\$174.74	\$178.76	\$182.87	\$187.07
874-1	Communications Associate II	\$109.72	\$112.24	\$114.82	\$117.46	\$120.17	\$122.93	\$125.76	\$128.65	\$131.61	\$134.64
874-1	Statistical Programmer	\$118.70	\$121.43	\$124.22	\$127.08	\$130.00	\$132.99	\$136.05	\$139.18	\$142.38	\$145.66
874-1	Statistician/Data Architect	\$177.50	\$181.59	\$185.76	\$190.03	\$194.41	\$198.88	\$203.45	\$208.13	\$212.92	\$217.81