

U.S. General Services Administration

Schedule Contract

Federal Supply Service
Authorized Federal Supply Schedule Price List

03FAC: Facilities Maintenance and Management

Group Name: Energy Management, Water Conservation and Support Services

Special Item Number:

- 871 202: Energy Management Planning and Strategies
- 871 203: Training on Energy Management
- 871 204: Metering Services
- 871 205: Energy Program Support Services
- 871 206: Building Commissioning Services
- 871 207: Energy Audit Services
- 871 208: Resource Efficiency Management (REM)
- 871 210: Water Conservation



Contract Holder

Contract No. GS-10F-0273K

Period Covered by Contract: June 15, 2000 through June 14, 2015

The logo for Cadmus, featuring the word "CADMUS" in white capital letters on a blue rectangular background.

CADMUS

The Cadmus Group, Inc.

Headquarters

100 5th Avenue, Waltham, Massachusetts 02451
Phone: (617) 673-7000; FAX: (617) 673-7001
E-Mail: john.roman@cadmusgroup.com
Web: www.cadmusgroup.com

Business Size: Other than small

Other Main Offices

Arlington, VA • Bethesda, MD • Portland, OR • Boulder, CO • Madison, WI • Helena, MT

Price list current as of February 2014

Customer Information

Information for Ordering Offices

- | | |
|---|---|
| <p>1a. Awarded Special Item Numbers
Cadmus' contract covers the following:</p> <p><i>Special Item Number (SIN)</i></p> <p>871 202: Energy Management Planning and Strategies</p> <p>871 203: Training on Energy Management</p> <p>871 204: Metering Services</p> <p>871 205: Energy Program Support Services</p> <p>871 206: Building Commissioning Services</p> <p>871 207: Energy Audit Services</p> <p>871 208: Resource Efficiency Management (REM)</p> <p>871 210: Water Conservation</p> <p>1b. Pricing Data
See Attachment B.</p> <p>2. Maximum Order
There is no overall limitation on the size of any order under this contract. To assist customer agencies in determining whether they should seek a price decrease, a level called a "maximum order" has been established under this contract. For this contract, that amount is \$1,000,000. When an agency order exceeds this amount, it is recommended that the ordering activity contact the contractor for a reduced price.</p> <p>3. Minimum Order
The minimum acceptable order will be \$100.</p> <p>4. Geographic Coverage (delivery area)
Worldwide</p> <p>5. Point(s) of Production
Waltham, MA; Arlington, VA;
Bethesda, MD; Portland, OR;
Boulder, CO; Madison, WI; Helena, MT.</p> | <p>6. Discount from List Price or Statement of Net Price
None.</p> <p>7. Quantity Discounts
Negotiable.</p> <p>8. Prompt Payment Terms
None.</p> <p>9. Government Commercial Credit Card
Will be accepted by Cadmus. (Also see 17, below.)</p> <p>10. Foreign Items
N/A</p> <p>11a. Time of Delivery
Cadmus will strive to respond to all inquiries with 1 day of receipt, but always within 5 days. The establishment of a date for the delivery of services will be by mutual agreement between the ordering activity and Cadmus.</p> <p>11b. Expedited Delivery
As noted in our price list (Attachment B), all services are available for expedited delivery.</p> <p>11c. Overnight and 2-day Delivery
These delivery options are available. Schedule customers may contact Cadmus for rates for overnight and 2-day delivery.</p> <p>11d. Urgent Requirements
For urgent requirements, Cadmus will make every effort to respond in the shortest time possible.</p> <p>12. F.O.B. Point
Destination</p> |
|---|---|

13. Ordering Address

To obtain technical or ordering assistance including corporate capabilities, technical and management questions, and order development, please contact:

The Cadmus Group, Inc.
Attn.: Contracts Department
100 5th Avenue, Suite 100
Waltham, MA 02451
Telephone: (617) 673-7000
E-mail: john.roman@cadmusgroup.com

Mailed orders should be forwarded to the following address:

The Cadmus Group, Inc.
Contracts Department
100 5th Avenue, Suite 100
Waltham, MA 02451

Orders transmitted by facsimile should be directed to the following:

FAX No.: (617) 673-7001, Attn.:
Contracts Department

Electronic orders should be sent to:
E-mail: john.roman@cadmusgroup.com

Web: www.cadmusgroup.com

14. Payment Address

Payment should be forwarded to the following address:

The Cadmus Group, Inc.
Attn.: Accounts Receivable
100 5th Avenue, Suite 100
Waltham, MA 02451

Government Commercial Credit Cards will be acceptable for payment. In addition, bank account information for wire transfer payments will be shown on the invoice.

15. Warranty Provision

N/A

16. Export Packing

N/A

17. Terms and Conditions of Government Commercial Credit Card

No special terms and conditions.

On-line access to contract ordering information, terms and conditions, up-to-date pricing, and the option to create an electronic delivery order is available through **GSA Advantage!**TM, a menu-driven database system. The INTERNET address for Advantage!TM is: <http://www.gsa.gov>

Cadmus DUNS No. 10-116-3731
Cadmus CAGE Code: 1DGA5

Attachment A

Scope of Work for Services Offered Under Cadmus' Contract

Under this contract, Cadmus offers support for energy management programs and energy audit services of all agencies of the federal government. The goals of this support include helping these agencies comply with laws and executive orders related to energy use and pollution prevention, make various decisions related to energy consumption and purchases, and improve energy efficiency. The services Cadmus can provide are detailed below.

871 202: Energy Management Planning and Strategies

Under this SIN, Cadmus is prepared to provide a four-phase Comprehensive Energy Management Solution consisting of all four phases of an energy project and could pertain to a variety of energy projects that include, but are not limited to, renewable energy, sustainable energy, and energy efficient buildings certification programs such as LEED.

- **Consulting/Auditing/Energy Management Solutions** - This includes the strategic planning, energy assessments e.g. feasibility, vulnerability and other detailed assessments, developing and executing of energy audits, audit plans and energy management solutions.
- **Concept Development and Requirements Analysis** – This includes the analysis of the audit results and outlined requirements to design a detailed energy management project concept.
- **Implementation and Change Management** - This includes the implementation and integration of more energy efficient practices and systems and training in using them effectively.
- **Measurement and Verification** - This includes the performance assessment and measurement of the effectiveness and energy efficiency of the project and can include long term monitoring, verification of savings and benchmarking.

871 203: Training on Energy Management

Under this SIN, Cadmus is prepared to provide training on energy management including, but not limited to, reducing energy consumption, mitigating risk with energy systems, operating systems efficiently, making energy efficient system choices, and energy efficient buildings certification programs such as LEED.

871 204: Metering Services

Under this SIN, Cadmus is prepared to provide metering services including, but not limited to, the installation of metering equipment and software used for the collection of data and measurement of energy consumption through electric, gas, water or steam utilities, the utilization of data to ensure energy conservation goals are being met, and allows for the measurement and tracking of the cost effectiveness of energy technology investments. This could include basic metering services, advanced metering services, maintenance, installation, removal and disposal of new or existing equipment. Security clearances such as HSPD-12 may be required.

871 205: Energy Program Support Services

Under this SIN, Cadmus is prepared to provide energy program support services including, but not limited to, billing and management oversight and assistance in preparing energy services related agency statements of work. Energy efficient buildings certification programs such as LEED may be included.

871 206: Building Commissioning Services

Under this SIN, Cadmus is prepared to provide building commission services including, but not limited to, comprehensive building commissioning services on new construction, major modernization projects, and existing energy consuming buildings and facilities designed to ensure the building systems are designed and built to operate as efficiently as possible. This includes re-commissioning and retro-commissioning services. Energy efficient buildings certification programs such as LEED may be included.

871 207: Energy Audit Services

Under this SIN, Cadmus is prepared to provide energy audit services including, but not limited to, developing, executing, and reporting on audit plans and/or perform energy and water audit services. Energy audits may range from cursory to comprehensive. Including, but not limited to data collection, data analysis, benchmarking with tools such as Energy Star, and written recommendations of suggested upgrades of electrical and mechanical infrastructure, including their impact on energy consumption and pollution can include recommendations for using alternative Energy Sources. Energy efficient buildings certification programs such as LEED may be included.

871 208: Resource Efficiency Management (REM)

Under this SIN, Cadmus is prepared to provide resource efficiency management (REM) including, but not limited to, providing information on possible steps that will improve energy efficiency. This information shall include estimates of cost savings and environmental benefits. This includes onsite analysis of current operations, equipment, and energy purchasing patterns. This may include the services of a resource efficiency advocate for individual or aggregated building(s) in order to maximize resource efficiency. Energy efficient buildings certification programs such as LEED may be included.

871 210: Water Conservation

Under this SIN, Cadmus is prepared to provide water conservation services and consulting related to the reduction of water usage, recycling of water for multiple purposes, retention of water, improvement of water quality and water flow. These services can include, but are not limited to, facility water audits, water balance, and water system analysis.

Attachment B

Cadmus' GSA Professional Services Rates for Energy Management, Water Conservation and Support Services

All services are available for expedited delivery. Note: All Other Direct Costs* will bear Cadmus' applicable indirect rates.

871 202: Energy Management Planning and Strategies
871 203: Training on Energy Management
871 204: Metering Services
871 205: Energy Program Support Services
871 206: Building Commissioning Services
871 207: Energy Audit Services
871 208: Resource Efficiency Management (REM)
871 210: Water Conservation

Labor Category	GSA Rate through 4/30/10	GSA Rate 5/1/10- 4/30/11	GSA Rate 5/1/11- 4/30/12	GSA Rate 5/1/12- 4/30/13	GSA Rate 5/1/13- 4/30/14	GSA Rate 5/1/14- 4/30/15	GSA Rate 5/1/15- 6/14/15
Research Analyst	\$ 54.26	\$ 56.43	\$ 58.69	\$ 61.04	\$ 63.48	\$ 66.02	\$ 68.66
Analyst I	\$ 56.34	\$ 58.59	\$ 60.93	\$ 63.37	\$ 65.90	\$ 68.54	\$ 71.28
Analyst II	\$ 60.51	\$ 62.93	\$ 65.45	\$ 68.07	\$ 70.79	\$ 73.62	\$ 76.56
Analyst III	\$ 68.86	\$ 71.61	\$ 74.47	\$ 77.45	\$ 80.55	\$ 83.77	\$ 87.12
Associate I	\$ 73.03	\$ 75.95	\$ 78.99	\$ 82.15	\$ 85.44	\$ 88.86	\$ 92.41
Associate II	\$ 87.64	\$ 91.15	\$ 94.80	\$ 98.59	\$ 102.53	\$ 106.63	\$ 110.90
Associate III	\$ 100.16	\$ 104.17	\$ 108.34	\$ 112.67	\$ 117.18	\$ 121.87	\$ 126.74
Sr. Associate I	\$ 104.33	\$ 108.50	\$ 112.84	\$ 117.35	\$ 122.04	\$ 126.92	\$ 132.00
Sr. Associate II	\$ 121.02	\$ 125.86	\$ 130.86	\$ 136.13	\$ 141.58	\$ 147.24	\$ 153.13
Sr. Associate III	\$ 141.89	\$ 147.57	\$ 153.47	\$ 159.61	\$ 165.99	\$ 172.63	\$ 179.54
Principal I	\$ 150.24	\$ 156.25	\$ 162.50	\$ 169.00	\$ 175.76	\$ 182.79	\$ 190.10
Principal II	\$ 179.45	\$ 186.63	\$ 194.10	\$ 201.86	\$ 209.93	\$ 218.33	\$ 227.06
Sr. Managing Consultant	\$ 208.66	\$ 217.01	\$ 225.69	\$ 234.72	\$ 244.11	\$ 253.87	\$ 264.02
Executive Consultant	\$ 229.53	\$ 238.71	\$ 248.26	\$ 258.19	\$ 268.52	\$ 279.26	\$ 290.43
Sr. Executive Consultant I	\$ 240.00	\$ 249.60	\$ 259.58	\$ 269.96	\$ 280.76	\$ 291.99	\$ 303.67
Sr. Executive Consultant II	\$ 320.00	\$ 332.80	\$ 346.11	\$ 359.95	\$ 374.35	\$ 389.32	\$ 404.89
Administrative Support I	\$ 50.08	\$ 52.08	\$ 54.16	\$ 56.33	\$ 58.58	\$ 60.92	\$ 63.36
Administrative Support II	\$ 91.81	\$ 95.48	\$ 99.30	\$ 103.27	\$ 107.40	\$ 111.70	\$ 116.17

*For administrative convenience, an ordering activity contracting officer may add items not on the GSA Schedule (i.e., open market items or other direct costs) to a GSA Schedule Blanket Purchase Agreement (BPA) or an individual task or delivery order. Open market items may be referred to as incidental items, noncontract items, non-Schedule items, and items not on a GSA Schedule contract. Other direct costs (ODCs) charges in direct support of a service may include computer usage (for each and every hour of labor charged), photocopying (per page), telephone including facsimile (for each and every hour of labor charged), and travel (at prevailing rates [including Federal per diem and mileage limits])a. The ordering activity contracting officer will determine the prices for the items not on the GSA Schedule contract are fair and reasonable. All applicable acquisition regulations pertaining to the purchase of the items not on the GSA Schedule contract will be followed.

Attachment C

Cadmus Labor Category Descriptions

RESEARCH ANALYST

Typical duties and responsibilities

Performs a variety of tasks that may involve data collection, research, or quantitative or qualitative analysis, primarily to provide input for use in clients' significant environmental and energy policy decisions. Provides logistical and administrative support activities for projects, contracts, and/or proposals. Applies basic research techniques and work skills with timeliness and quality assurance. Solid writing and communications skills are expected.

Direction received

Receives direction on task approaches and expected results. Performs most work with minimum supervision. Work requires consistent exercise of discretion and independent judgment. Work is reviewed for technical adequacy and conformance with instructions.

Responsibility for the direction of others

Limited. May coordinate the activities of peers on discrete tasks of limited scope.

Minimum education/degree, years of experience

Bachelor's degree and 0 years of experience

ANALYST I

Typical duties and responsibilities

Performs data collection, research, and analyses. Provides logistical, organizational, and administrative support to projects, contracts, and/or proposals. Applies experience and understanding of technical or administrative aspects of public policy, or private sector projects, to tasks that are varied and complex. Competently applies standard procedures to routine tasks, and identifies potentially problematic issues related to task content or schedule. Applies a broad knowledge of Cadmus organization in performing work tasks.

Direction received in this typically entry-level Analyst position

Works without explicit direction on recurring tasks, standard technical methods, or tasks involving research of common information sources (e.g., regulations). For more complex tasks, receives instructions on objectives, approaches and expected results. Work is reviewed for technical adequacy and conformance with instructions.

Responsibility for the direction of others

Limited. May coordinate and oversee the activities of research analysts and peers on specific tasks or proposal activities.

Minimum education/degree, years of experience

Bachelor's degree and 1 year of experience

ANALYST II

Typical duties and responsibilities

Performs data collection, research, and analyses. Provides logistical, organizational, and administrative support to projects, contracts, and/or proposals. Applies experience and understanding of technical or administrative aspects of public policy, or private sector projects, to tasks that are varied and complex. Competently applies standard procedures to routine tasks, and identifies potentially problematic issues related to task content or schedule. Applies a broad knowledge of Cadmus organization in performing work tasks.

Direction received in this typically mid-level Analyst position

Works without explicit direction on recurring tasks, standard technical methods, or tasks involving research of common information sources (e.g., regulations). For more complex tasks, receives limited instructions on objectives, approaches and expected results. Work is reviewed for technical adequacy and conformance with instructions.

Responsibility for the direction of others

Limited. May coordinate and oversee the activities of research analysts and peers on specific tasks or proposal activities.

Minimum education/degree, years of experience

Bachelor's degree and 1 year of experience

ANALYST III

Typical duties and responsibilities

Performs data collection, research, and analyses. Provides logistical, organizational, and administrative support to projects, contracts, and/or proposals. Applies experience and understanding of technical or administrative aspects of public policy, or private sector projects, to tasks that are varied and complex. Competently applies standard procedures to routine tasks, and identifies potentially problematic issues related to task content or schedule. Applies a broad knowledge of Cadmus organization in performing work tasks.

Direction received in this typically senior-level Analyst position

Works without explicit direction on recurring tasks, standard technical methods, or tasks involving research of common information sources (e.g., regulations). For more complex tasks, receives minimal instructions on objectives, approaches and expected results. Work is reviewed for technical adequacy and conformance with instructions.

Responsibility for the direction of others

Limited. May coordinate and oversee the activities of research analysts and peers on specific tasks or proposal activities.

Minimum education/degree, years of experience

Bachelor's degree and 1 year of experience

ASSOCIATE I

Typical duties and responsibilities

Works independently to identify, structure and implement appropriate procedures for tasks. Manages efforts of staff in task execution and performs quality assurance checks of work products.

Responsible for technical, financial, and/or administrative management of tasks or portions of larger projects. Participates in business development, marketing activities, and/or recruiting.

Direction received in this typically entry-level Associate position

Receives outlines on objectives, and exercises wide latitude to develop approaches to tasks and project work. Work is reviewed for technical adequacy and results achieved.

Responsibility for the direction of others

Provides guidance and direction to junior staff on tasks. Trains, develops and evaluates the performance of junior staff.

Minimum education/degree, years of experience

Bachelor's degree and 2 years of experience

ASSOCIATE II

Typical duties and responsibilities

Works independently to identify, structure and implement appropriate procedures for tasks. Manages efforts of staff in task execution and performs quality assurance checks of work products. Responsible for technical, financial, and/or administrative management of tasks or portions of larger projects. Participates in business development, marketing activities, and/or recruiting.

Direction received in this typically mid-level Associate position

Receives limited outlines on objectives, and exercises wide latitude to develop approaches to tasks and project work. Work is reviewed for technical adequacy and results achieved.

Responsibility for the direction of others

Provides guidance and direction to junior staff on tasks. Trains, develops and evaluates the performance of junior staff.

Minimum education/degree, years of experience

Bachelor's degree and 2 years of experience

ASSOCIATE III

Typical duties and responsibilities

Works independently to identify, structure and implement appropriate procedures for tasks. Manages efforts of staff in task execution and performs quality assurance checks of work products. Responsible for technical, financial, and/or administrative management of tasks or portions of larger projects. Participates in business development, marketing activities, and/or recruiting.

Direction received in this typically senior-level Associate position

Receives minimum outlines on objectives, and exercises wide latitude to develop approaches to tasks and project work. Work is reviewed for technical adequacy and results achieved.

Responsibility for the direction of others

Provides guidance and direction to junior staff on tasks. Trains, develops and evaluates the performance of junior staff.

Minimum education/degree, years of experience

Bachelor's degree and 2 years of experience

SENIOR ASSOCIATE I

Typical duties and responsibilities

Demonstrates leadership in management, technical work products, and/or business development. Manages activities of staff on tasks, is responsible for ensuring high quality performance of staff, and may have responsibility for administrative supervision of staff. Responsible for technical, managerial, and/or administrative components of large tasks, projects, marketing activities, or proposals. Represents Cadmus to professional peers and clients. May participate in corporate planning.

Direction received in this typically entry-level Senior Associate position

Has fairly wide latitude to define the parameters of tasks, including development of approaches to work. Independently produces work of high quality.

Responsibility for the direction of others

Provides guidance, direction, and oversight on projects, and identifies staffing needs for projects. Provides staff with opportunities for growth and development.

Minimum education/degree, years of experience

Bachelor's degree and 4 years of experience or Master's degree and 2 years of experience

SENIOR ASSOCIATE II

Typical duties and responsibilities

Demonstrates leadership in management, technical work products, and/or business development. Manages activities of staff on tasks, is responsible for ensuring high quality performance of staff, and may have responsibility for administrative supervision of staff. Responsible for technical, managerial, and/or administrative components of large tasks, projects, marketing activities, or proposals. Represents Cadmus to professional peers and clients. May participate in corporate planning.

Direction received in this typically mid-level Senior Associate position

Has wide latitude to define the parameters of tasks, including development of approaches to work. Independently produces work of high quality.

Responsibility for the direction of others

Provides guidance, direction, and oversight on projects, and identifies staffing needs for projects. Provides staff with opportunities for growth and development.

Minimum education/degree, years of experience

Bachelor's degree and 4 years of experience or Master's degree and 2 years of experience

SENIOR ASSOCIATE III

Typical duties and responsibilities

Demonstrates leadership in management, technical work products, and/or business development. Manages activities of staff on tasks, is responsible for ensuring high quality performance of staff, and may have responsibility for administrative supervision of staff. Responsible for technical, managerial, and/or administrative components of large tasks, projects, marketing activities, or proposals. Represents Cadmus to professional peers and clients. May participate in corporate planning.

Direction received in this typically senior-level Senior Associate position

Has significantly wide latitude to define the parameters of tasks, including development of approaches to work. Independently produces work of high quality.

Responsibility for the direction of others

Provides guidance, direction, and oversight on projects, and identifies staffing needs for projects.
Provides staff with opportunities for growth and development.

Minimum education/degree, years of experience

Bachelor's degree and 4 years of experience or Master's degree and 2 years of experience

PRINCIPAL I

Overall, a Principal demonstrates success, skills and leadership across management, technical, and marketing areas. Additionally, a Principal develops a domain of work that can operate in a nearly self-sustaining manner within Cadmus.

Typical duties and responsibilities

Demonstrates leadership across managerial, technical, and business development areas. Manages activities of staff on tasks. May also have responsibility for supervision of an organizational unit, including recruiting, performance review, and staff development. Ensures high quality performance of staff. Responsible for substantive technical, financial, and administrative management of large tasks, projects, and contracts. Manages business development, marketing activities, proposals, and multiple projects. Represents Cadmus to professional peers and clients. Participates in corporate budgeting activities, and corporate development and growth.

Direction received in this typically entry to mid-level Principal position

Has significantly wide latitude to define parameters and approaches of tasks and projects.
Independently produces work of very high quality.

Responsibility for the direction of others

Provides guidance, direction and oversight on projects. Performs as a second-level supervisor.
Provides mid-level and junior staff with opportunities for growth and development.

Minimum education/degree, years of experience

Bachelor's degree and 8 years of experience or Master's degree and 6 years of experience

PRINCIPAL II

Overall, a Principal demonstrates success, skills and leadership across management, technical, and marketing areas. Additionally, a Principal develops a domain of work that can operate in a nearly self-sustaining manner within Cadmus.

Typical duties and responsibilities

Demonstrates leadership across managerial, technical, and business development areas. Manages activities of staff on tasks. May also have responsibility for supervision of an organizational unit, including recruiting, performance review, and staff development. Ensures high quality performance of staff. Responsible for substantive technical, financial, and administrative management of large tasks, projects, and contracts. Manages business development, marketing activities, proposals, and multiple projects. Represents Cadmus to professional peers and clients. Participates in corporate budgeting activities, and corporate development and growth.

Direction received in this typically senior-level Principal position

Has significantly wide latitude to define parameters and approaches of tasks and projects.
Independently produces work of superior quality.

Responsibility for the direction of others

Provides guidance, direction and oversight on projects. Performs as a second-level supervisor. Provides mid-level and junior staff with opportunities for growth and development.

Minimum education/degree, years of experience

Bachelor's degree and 8 years of experience or Master's degree and 6 years of experience

SENIOR MANAGING CONSULTANT

Directs multiple business practice lines that comprise a semi-autonomous organizational unit of business within the company. Reports directly to the President and CEO, participates as a member of the Executive Committee, has profit and loss responsibilities and wide latitude to establish metrics and standards of performance for practice lines. This includes:

Typical duties and responsibilities

Reviews and Approves practice-level business plans. Makes decisions regarding where to invest in terms of new growth related to the business unit. Sets practice-level budgets and performance targets. Has authority to strategically recruit and hire to maintain and expand business lines. Makes decisions regarding staff compensation in conjunction with Executive Committee. Leads and supports corporate initiatives.

Direction received

Has very broad latitude to define parameters and approaches in directing business unit and taking measures to attain the attendant performance goals. Works effectively with, and receives direction from the President and CEO and provides information to the Board as necessary.

Responsibility for the direction of others

Provides guidance, direction and oversight of practices. Has responsibility for direction and supervision of multiple practice lines that comprise an organizational business unit. Directly responsible for performance review and development of practice leaders as well as other key senior staff and second and third-level supervisor for all other staff in the business unit.

Minimum education/degree, years of experience

Bachelor's degree and 10 years of experience or Master's degree and 8 years of experience

EXECUTIVE CONSULTANT

Executive Consultants are senior-most corporate officers responsible for directing and overseeing overall corporate operations. They are members of the Executive Committee and actively participate on board-level committees and are responsible for overall strategic direction and financial performance of the company. They are heavily engaged in overseeing and reviewing the performance of the company's administrative and operational groups.

Typical duties and responsibilities

Oversee administrative and operational group-level performance. Set overall corporate budget and performance targets. Assign budgets and performance targets to administrative and operational groups and review their performance. Make decisions regarding overall strategic direction and performance, including review and approval of mergers and acquisitions, investment in new business lines, and entry into new areas of business. Ensure adequacy of corporate resources and monitor the accurate measurement and compliance with applicable laws and regulations. Lead and participate in important corporate-level initiatives.

Direction received

Has the broadest latitude to define overall parameters of performance and oversee corporate- and group-level operations. Reports directly to the President and CEO or to the Board of Directors.

Responsibility for the direction of others

Provides guidance, direction and oversight of administrative and operational group heads. Directly responsible for performance review and development of administrative and operational group heads.

Minimum education/degree, years of experience

Bachelor's degree and 15 years of experience or Master's degree and 13 years of experience

SENIOR EXECUTIVE CONSULTANT I

Senior Executive Consultants are highly trained and experienced, providing high-end strategic planning and organizational performance consulting advice to clients in a wide range of businesses, public and private. They are highly regarded as experts in their field, with numerous consulting engagements within their area of expertise.

Typical duties and responsibilities

Examine an organization's strategic position and organizational performance and provide recommendations on strategic direction and organizational structure; identify strategic and organizational priorities and specific next actions; and bring critical internal and external information into the process to facilitate sound strategic decision making.

Direction received

Receives broad-based direction regarding the client's overall goals and objectives of the consulting engagement. Has wide latitude to develop work plans, approaches, and processes to meet the requirements of the consulting engagement.

Responsibility for the direction of others

Provides guidance, direction and oversight of staff participating in consulting engagement.

Minimum education/degree, years of experience

Bachelor's degree and typically 15 years of experience or Master's degree and typically 13 years of experience

SENIOR EXECUTIVE CONSULTANT II

Senior Executive Consultants are highly trained and experienced, providing high-end strategic planning and organizational performance consulting advice to clients in a wide range of businesses, public and private. They are highly regarded as experts in their field, with numerous consulting engagements within their area of expertise.

Typical duties and responsibilities

Examine an organization's strategic position and organizational performance and provide recommendations on strategic direction and organizational structure; identify strategic and organizational priorities and specific next actions; and bring critical internal and external information into the process to facilitate sound strategic decision making.

Direction received

Receives broad-based direction regarding the client's overall goals and objectives of the consulting engagement. Has wide latitude to develop work plans, approaches, and processes to meet the requirements of the consulting engagement.

Responsibility for the direction of others

Provides guidance, direction and oversight of staff participating in consulting engagement.

Minimum education/degree, years of experience

Bachelor's degree and typically 20 years of experience or Master's degree and typically 18 years of experience

ADMINISTRATIVE SUPPORT I

Project administration, business, accounting, contracts and other administrative support personnel in the company.

Typical duties and responsibilities

Project/business support personnel perform a variety of tasks that involve timely project reporting, partnering with business units to ensure their project financial information needs are met and perform ad-hoc financial reporting as requested by project managers and clients. Reviews, processes and enters subcontractor invoices into accounting system for billing to clients. Calculates and generates client invoices and follows up with project managers to ensure billing accuracy and prompt invoice payments. Operates with latitude for some independent action.

Support contract personnel perform a variety of activities associated with the preparation, negotiation, administration, and pricing of contracts and subcontracts that include administering contracts, preparing and reviewing cost estimates, interacting with client contracting personnel. Works closely with senior staff, but operates with some latitude for independent action.

Project support personnel may perform a variety of tasks including but not limited to record maintenance/retrieval and data entry, collection and/or analysis tasks. They may also implement management systems, perform analysis, perform database management for a specific project, plan and uses appropriate software and hardware for technical support to customers and maintain a variety of databases. Operates with latitude for some independent action.

Direction received

Receives direction from appropriate Group/Program Manager, Accounting Manager and (or) Controller, or V.P. of Contracts and Subcontracts but performs duties with limited supervision. Work requires consistent exercise of discretion and is closely reviewed for accuracy and consistency.

Minimum education/degree, years of experience

Bachelor's degree and 2 years of experience

ADMINISTRATIVE SUPPORT II

Project administration, business, accounting, contracts and other administrative support personnel in the company

Typical duties and responsibilities

Project/business support personnel organize, directs, and controls the activities associated with financial reporting, budgeting, and management. They perform a variety of tasks that include review and completion of timely project reporting, partnering with business units to ensure their project financial information needs are met and perform ad-hoc financial reporting as requested by project managers and clients. Operates with wide latitude for independent action.

Senior contract personnel perform a variety of tasks including organizing, directing, and controlling the activities associated with the preparation, negotiation, administration, and pricing of contracts and subcontracts. Establishes and implements guidance, policies, and procedures for administrative functions of the company. Serves as in-house contractual consultant. Operates with wide latitude for independent action.

Project support personnel may perform a variety of tasks including but not limited to record maintenance/ retrieval and data entry, collection and/or analysis tasks. They may also implement management systems, perform analysis, perform database management for a specific project, plan and uses appropriate software and hardware for technical support to customers and maintain a variety of databases. Operates with wide latitude for independent action.

Direction received

Receives direction from appropriate Group/Program Manager, Accounting Manager and (or) Controller , or V.P. of Contracts and Subcontracts but performs duties with minimum supervision. Work requires consistent exercise of discretion and is reviewed for accuracy and consistency.

Minimum education/degree, years of experience

Bachelor's degree and 5 years of experience

EXPERIENCE/QUALIFICATIONS SUBSTITUTIONS

1. Any combination of additional years of experience plus full time college level study totaling four (4) years will be an acceptable substitute for a B.S. Degree.
2. Additional years of graduate level study will be considered equal to years of experience on a one-for-one basis.
3. In some cases, the following will be considered in place of minimum education and experience: unique education; specialized experience, skills, knowledge, training, or certification; military training and/or experience; quality of experience; national recognition; or exceptional Grade Point Average. Related experience may be substituted for education.