General Service Administration
Federal Acquisition Service

Authorized Federal Supply Schedule FSS Price List

On-line 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.

Multiple Award Schedule

FSC Group: Professional Services

Contract number: 47QRAA21D008V

For more information on ordering go to the following website: https://www.gsa.gov/schedules.

Contract period: August 10, 2021 through August 9, 2026
Ultimate Contract End Date August 9, 2041

Legal Interpreting Services, Inc
14850 Conference Center Drive, Ste 200
Chantilly, VA 20151
718-237-8919
www.lissol.com

Contract Administrator: Alexander Shurchin
Email: ashurchin@lissol.com

Business size: Small Business

Prices Shown Herein are Net (discount deducted)

Table of Contents

CUSTOMER INFORMATION

1a. Table of awarded special item number(s) with appropriate cross-reference to item descriptions and awarded price(s).

SINs	Recovery	SIN Title
541611	541611RC	Management and Financial Consulting, Acquisition and Grants Management Support, and Business Program and Project Management Services
541990	541990RC	All Other Professional, Scientific, and Technical Services (Non-IT)
541930	541930RC	Translation and Interpretation Services
OLM	OLMRC	Order-Level Materials (OLM's)

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. See Page 4

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. See Page 4

2. Maximum order: $1,000,000

3. Minimum order: $350

4. Geographic coverage (delivery area). Worldwide

5. Point(s) of production (city, county, and State or foreign country). Same as Company Address

6. Discount from list prices or statement of net price. Government Net Prices (discounts already deducted.)

7. Quantity discounts. None

8. Prompt payment terms. Information for Ordering Offices: Prompt payment terms cannot be negotiated out of the contractual agreement in exchange for other concessions. Net 30 days

9. Foreign items (list items by country of origin). None

10a. Time of delivery. (Contractor insert number of days.) To Be Determined at the Task Order level

10b. Expedited Delivery. Items available for expedited delivery are noted in this price list. Contact Contractor

10c. Overnight and 2-day delivery. Contact Contractor

10d. Urgent Requirements. Contact Contractor

11. F.O.B. point(s). Destination

12a. Ordering address(es). Same as Contract Address

12b. Ordering procedures: See Federal Acquisition Regulation (FAR) 8.405-3

13. Payment address(es). Same as Contractor Address

14. Warranty provision. Standard Commercial Warranty Terms & Conditions

15. Export packing charges, if applicable. Not Applicable

16. Terms and conditions of rental, maintenance, and repair (if applicable). Not Applicable

17. Terms and conditions of installation (if applicable). Not Applicable

18a. Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices (if applicable). Not Applicable

18b. Terms and conditions for any other services (if applicable). Not Applicable

19. List of service and distribution points (if applicable). Not Applicable

20. List of participating dealers (if applicable). Not Applicable

21. Preventive maintenance (if applicable). Not Applicable

22a. Special attributes such as environmental attributes (e.g., recycled content, energy efficiency, and/or reduced pollutants). Not Applicable

22b. If applicable, indicate that Section 508 compliance information is available on Information and Communication Technology (ICT) within Customer Information Item 22b per I-FSS-600.supplies and services and show where full details can be found (e.g. contractor's website or other location.) The ICT standards can be found at: www.Section508.gov/. Not Applicable

23. Unique Entity Identifier (UEI). K72BN7KDZUN4

24. Notification regarding registration in System for Award Management (SAM) database. Contractor registered and active in SAM

CORPORATE CAPABILITIES

From our beginning in 1994 supporting the Department of Justice and industry partners, to becoming a trusted partner of the intelligence community, LIS Solutions has provided our customers with advanced solutions in language services, cyber security, intelligence analysis and Information Technology in all Combatant Commands (COCOM). LIS provides this support through disciplined methodologies based on balanced, sustainable integrations of technology and human talent. Leveraging our capabilities, resources and deep experience, we deliver customized results based on an in-depth understanding of each customer's need and each project's unique requirements. We strive to help stakeholders make better, faster decisions at critical junctures. Most importantly, we strive to ensure safety and security in the United States and around the world.

LIS Solutions was established to bring equality and opportunity to the citizens of America. Recognizing the extensive challenges present by communication barriers, LIS brought innovative solutions to bridge the gap while creating a safe and secure environment in which individuals could defend themselves and freely pursue their dreams, regardless of background or origin.

By providing a voice to the individual, our message resonated throughout our communities and resulted in the opportunity to support the many. Today, LIS proudly supports missions around the globe for customers throughout the Intelligence Community (IC), Department of Defense (DoD), Civilian Agencies, and Law Enforcement Community, as well as State and Local Municipalities and Private and Commercial sector clients. Through organic growth and continued performance our core capabilities now include Language Support Services, Cybersecurity, Intelligence Analysis and Information Technology.

What started as a commitment to one, has grown into an incredible honor and a relentless pursuit towards giving opportunity and security to every citizen of the United States and our allies.

Our reward is supporting those we serve and the freedom and security we honorably and humbly help provide.

Our Competitive Advantage is our Experience
Since 1994, LIS has developed a strong core of contract-based clients ranging from federal, state and local government agencies to Fortune 500 companies. Some of our federal clients include:

Bureau of Public Debt	Document and Website Translation, American Sign Language, Onsite Interpretation, Cultural Consulting, Language Training
Centers of Medicare and Medicaid Services	Over the Phone Interpretation, Translation, DTP, 508 Compliance, Website and Document Localization, Consulting/Analysis
Defense Intelligence Agency	Translation, Transcription, DOCEX, DOMEX, OSINT, Counterintelligence, Counterespionage, Intel Analysis, Cybersecurity, Information Technology, Program Management, Screening, Triage, Workflow Coordination, QC
Executive Office for Immigration Review	Immigration Court Interpretation
Federal Bureau of Investigation	Document Translation, Interpretation, Cleared Linguistic Support Services and Title III Monitoring
Federal Department of Education	Document Translation, Onsite Interpretation
Federal Emergency Management Agency	Translation, Transcription, Interpretation, 508 Compliance, DTP

Immigration and Customs Enforcement	Title III Monitoring, Translation, Transcription, Interpretation, Telephonic Interpretation, Analysis, Logistics
INSCOM	CONUS and OCONUS Translation, Transcription and Interpretation Support, OCONUS Intelligence Analysis
Internal Revenue Services	American Sign Language
National Endowment for the Humanities	Document Translation, Onsite Interpretation
National Labor Relations Board	Document Translation, Onsite Interpretation
National Virtual Translation Center	Document Translation, DOCEX, DOMEX, Intelligence Analysis, Linguistic Support, QC Management
Securities and Exchange Commission	Document Translation, Onsite Interpretation, Transcription
Social Security Administration	Interpretation and Translation Services
U.S. Air Force	OCONUS Interpretation, Program Management and Cultural Consulting
U.S. Attorney's Office	Document Translation, Onsite Interpretation, Transcription
U.S. Bureau of Prisons	Onsite Interpretation, translation, transcription, and monitoring
U.S. Citizenship and Immigration Services	Document and Website Translation, American Sign Language Services
U.S. Coast Guard	OCONUS Linguistic Support, Analytical Support, Cultural Consulting, Onsite Interpretation, Telephonic Interpretation
U.S. Customs and Border Patrol	Translation, Telephonic Interpretation, American Sign Language, Audio Equipment Management and Support
U.S. Fish and Wildlife Services	Document Translation, Desktop Publishing
U.S. Marine Corp Forces Special Operations Command	Language Instruction, Cultural Training, Role Player Support
U.S. Military Academy	Strategic Role Playing, Cultural Consulting, Language Training, Onsite Interpretation
U.S. Small Business Administration	Document Translation, Transcription
U.S. Special Operations Command	Language Instruction, Cultural Training
U.S. Navy (SEAPORT NxG)	Engineering and Program Management

PROFESSIONAL SERVICES - BUSINESS ADMINISTRATIVE SERVICES

LIS supports our customers with Management Consulting, as well as Business Program and Project Management Services. We provide operating solutions on administrative and management issues. This includes supporting our customers with relevant and effective multi-disciplined intelligence information encompassing the full spectrum of the intelligence life cycle—Planning and Direction, Collection, Processing and Exploitation, Analysis and Production and Dissemination and Integration.

LANGUAGE SERVICES

With over 30 years of experience as an advanced and innovative language services provider, LIS Solutions supports a broad range of organizations. Our clients include federal, state and local government agencies, international organizations, small to midsize businesses and Fortune 500 companies. In all 50 states and around the world, we have more than 10,000 professional linguists skilled in over 350 languages and dialects.

Our customers have come to depend on our quality, flexibility, and timely support services uniquely solutioned to their needs. We develop integrated, seamless workflows by combining the latest industry-specific technologies with experienced and talented language professionals.

Our integrated ISO 9001 and 17100 certified quality control processes and procedures ensure we deliver accurate, consistent, and timely products, as well as precise solutions designed to exceed customer expectations. Our Project Managers, each SDL Trados Certified, leverage industry-best tools such as Plunet and SDL Trados to maximize efficiencies and accuracy.

Language Services Include:

American Sign Language (ASL)
Conference Equipment Sales and Rental (Audio and Video)
Consecutive and Simultaneous Interpretation
Cultural Consulting Desktop
Publishing (DTP) Document and
Media Translation
Language   Analysis (OSINT, DOCEX, DOMEX)
Language Instruction

Localization
Over the Phone Interpretation (OPI)
Role Play and Military Exercise Support
Title III Monitoring
Transcription
Translation Memory Management and Glossary Development
Video Remote Interpreting (VRI)
Voice over and Subtitling

PRICING AND SERVICE DESCRIPTIONS

SIN 541611 and 541990 LABOR CATEGORY DESCRIPTIONS

LABOR CATEGORY	DESCRIPTION	MINIMUM EDUCATION	MINIMUM YEARS EXPERIENCE
All Source Analyst-Junior	Conducts analysis using intelligence and information from multiple sources to assess, interpret, forecast, and explain a range of national security issues and developments that are regional or functional in nature. Provides all-source analytic support to collections, operations, investigations, and other defense intelligence analytic requirements.	Bachelors	3
All Source Analyst-Mid	Demonstrate comprehensive mission knowledge and skills that affirms completion of all developmental training and experiences for the labor category. Demonstrates ability to structure analysis based on trends in reporting and a range of analytic perspectives from other analysts, organizations, and intelligence disciplines. Demonstrates ability to lead teams in researching multifaceted or critical problems. Conducts analysis using intelligence and information from multiple sources to assess, interpret, forecast, and explain a range of national security issues and developments that are regional or functional in nature. Provides all-source analytic support to collections, operations, investigations, and other defense intelligence analytic requirements.	Bachelors	8
All Source Analyst-Senior	Conducts analysis using intelligence and information from multiple sources to assess, interpret, forecast, and explain a range of national security issues and developments that are regional or functional in nature. Provides all-source analytic support to collections, operations, investigations, and other defense intelligence analytic requirements. Demonstrate mastery of qualitative and quantitative analytic methodologies and pursue developments in academia or other fields that affect tradecraft methodology. Demonstrates	Masters	12

	ability to review analytic products for cogent arguments, tradecraft standards, and adequate support for conclusions routinely tests analytic rigor of analytic products.		
All Source Analyst-Expert	Conducts analysis using intelligence and information from multiple sources to asses, interpret, forecast, and explain a range of national security issues and developments that are regional or functional in nature. Provides all-source analytic support to collections, operations, investigations, and other defense intelligence analytic requirements. Demonstrates ability to define problems, supervise studies and lead surveys to collect and analyze data to provide advice and recommend solutions. Demonstrates ability to define problems, supervise studies and lead surveys to collect and analyze data to provide advice and recommend solutions. Demonstrates extensive ability to provide strategic advice, technical guidance and expertise to Defense planners and policymakers (e.g. Undersecretary level or higher).	Masters	20
Counterterrorism / Insurgency Analyst-Junior	Produces IC-coordinated all-source intelligence analytic products on non-state actors such as terrorist and insurgency groups and their activities worldwide. Analysis includes, but is not limited to, identifying, exposing, and exploiting terrorist / insurgent planning, operations, vulnerabilities; chemical, biological, radiological, nuclear, and explosives (CBRNE) terrorist tactics, techniques and procedures (TTPs); provide warning; and pattern of life and network development analysis. Provides analytic support to counterterrorism and counter insurgency operations to include operating 24 / 7 warning activities and Document and Media Exploitation (DOMEX). Supports the tracking, identifying, entering, and management of identify information on known or suspected terrorists as well as nominating identities as terrorist threats.	Bachelors	3
Counterterrorism / Insurgency Analyst Mid	Demonstrate comprehensive mission knowledge and skills that affirms completion of all developmental training and experiences for the labor category. Demonstrates ability to structure analysis based on trends in reporting and a range of analytic perspectives from other analysts, organizations, and intelligence disciplines. Demonstrates ability to lead teams in researching multifaceted or critical problems. Produces IC-coordinated all-source intelligence analytic products on non-state actors such as terrorist and insurgency groups and their activities worldwide. Analysis includes, but is not limited to, identifying, exposing, and exploiting terrorist / insurgent planning, operations, vulnerabilities; chemical, biological, radiological, nuclear, and explosives (CBRNE) terrorist tactics, techniques and procedures (TTPs); provide warning; and pattern of life and network development analysis. Provides analytic support to counterterrorism and counter insurgency operations to include operating 24 / 7 warning activities and Document and Media Exploitation (DOMEX). Supports the tracking, identifying, entering, and management of identify information on known or suspected terrorists as well as nominating identities as terrorist threats.	Bachelors	8
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Geospatial Analyst - Junior	Conducts geospatial analysis of objects, networks, and persons using geospatial tools, methodologies, spatial-temporal data, imagery, social and physical sciences. Exploits imagery, vector, and other data types to include non-geospatially correlated data to locate, identify, and map objects in the spatial domain. Provides analysis on, but is not limited to, terrain mapping, route planning, and maritime geospatial activity.	Bachelors	3
Geospatial Analyst - Mid	Demonstrate comprehensive mission knowledge and skills that affirms completion of all developmental training and experiences for the labor category. Demonstrates ability to structure analysis based on trends in reporting and a range of analytic perspectives from other analysts, organizations, and intelligence disciplines. Demonstrates ability to lead teams in researching multifaceted or critical problems. Conducts geospatial analysis of objects, networks, and persons using geospatial tools, methodologies, spatial-temporal data, imagery, social and physical sciences. Exploits imagery, vector, and other data types to include non-geospatially correlated data to locate, identify, and map objects in the spatial domain. Provides analysis on, but is not limited to, terrain mapping, route planning, and maritime geospatial activity.	Bachelors	8
Geospatial Analyst - Senior	Conducts geospatial analysis of objects, networks, and persons using geospatial tools, methodologies, spatial-temporal data, imagery, social and physical sciences. Exploits imagery, vector, and other data types to include non-geospatially correlated data to locate, identify, and map objects in the spatial domain. Provides analysis on, but is not limited to, terrain mapping, route planning, and maritime geospatial activity. Demonstrate mastery of qualitative and quantitative analytic methodologies and pursue developments in academia or other fields that affect tradecraft methodology. Demonstrates ability to review analytic products for cogent arguments, tradecraft standards, and adequate support for conclusions routinely tests analytic rigor of analytic products.	Masters	12
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Logistics / Transportation Analyst - Junior	Conducts all-source analytic production on foreign logistics infrastructure facilities and networks associated with strategic mobility, sustainability, planning, and operations. Analytic topics include, but not limited to, roads, rail, inland waterway ports, depots, maintenance facilities and waterways to determine the physical characteristics, capacity, and vulnerabilities. Publishes vulnerability assessments of worldwide transportation and logistics control and automation systems. Conducts analysis of foreign military logistics systems, both conventional and non-conventional, from the command and organization structure, to storage and distribution networks.	Bachelors	3
Logistics / Transportation Analyst - Mid	Demonstrate comprehensive mission knowledge and skills that affirms completion of all developmental training and experiences for the labor category. Demonstrates ability to structure analysis based on trends in reporting and a range of analytic perspectives from other analysts, organizations, and intelligence disciplines. Demonstrates ability to lead teams in researching multifaceted or critical problems. Conducts all-source analytic production on foreign logistics infrastructure facilities and networks associated with strategic mobility, sustainability, planning, and operations. Analytic topics include, but not limited to, roads, rail, inland waterway ports, depots, maintenance facilities and waterways to determine the physical characteristics, capacity, and vulnerabilities. Publishes vulnerability assessments of worldwide transportation and logistics control and automation systems. Conducts analysis of foreign military logistics systems, both conventional and non-conventional, from the command and organization structure, to storage and distribution networks.	Bachelors	8
Logistics / Transportation Analyst - Senior	Conducts all-source analytic production on foreign logistics infrastructure facilities and networks associated with strategic mobility, sustainability, planning, and operations. Analytic topics include, but not limited to, roads, rail, inland waterway ports, depots, maintenance facilities and waterways to determine the physical characteristics, capacity, and vulnerabilities. Publishes vulnerability assessments of worldwide transportation and logistics control and automation systems. Conducts analysis of foreign military logistics systems, both conventional and non-conventional, from the command and organization structure, to storage and distribution networks. Demonstrate mastery of qualitative and quantitative analytic methodologies and pursue developments in academia or other fields that affect tradecraft methodology. Demonstrates ability to review analytic products for cogent arguments, tradecraft standards, and adequate support for conclusions routinely tests analytic rigor of analytic products.	Masters	12
Logistics / Transportation Analyst- Expert	Conducts all-source analytic production on foreign logistics infrastructure facilities and networks associated with strategic mobility, sustainability, planning, and operations. Analytic topics include, but not limited to, roads, rail, inland waterway ports, depots, maintenance facilities and waterways to determine the physical characteristics, capacity, and vulnerabilities. Publishes vulnerability assessments of worldwide transportation and logistics control and automation systems. Conducts analysis of foreign military logistics systems, both conventional and non-conventional, from the command and organization structure, to storage and distribution networks. Demonstrates ability to define problems, supervise studies and lead surveys to collect and analyze data to provide advice and recommend solutions. Demonstrates ability to define problems, supervise studies and lead surveys to collect and analyze data to provide advice and recommend solutions. Demonstrates extensive ability to provide strategic advice, technical guidance and expertise to Defense planners and policymakers (e.g. Undersecretary level or higher).	Masters	20
Open Source Analyst - Junior	Conducts all-source analytic production on sources and products of information available from public, private, and U.S. and foreign Government open source materials within established security protocols. Analyzes foreign and domestic-based publicly available information to identify trends, patterns, and relationships that provide unique insight to address defense intelligence requirements.	Bachelors	3

Open Source Analyst - Mid	Demonstrate comprehensive mission knowledge and skills that affirms completion of all developmental training and experiences for the labor category. Demonstrates ability to structure analysis based on trends in reporting and a range of analytic perspectives from other analysts, organizations, and intelligence disciplines. Demonstrates ability to lead teams in researching multifaceted or critical problems. Conducts all-source analytic production on sources and products of information available from public, private, and U.S. and foreign Government open source materials within established security protocols. Analyzes foreign and domestic-based publicly available information to identify trends, patterns, and relationships that provide unique insight to address defense intelligence requirements.	Bachelors	8
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Social Network Analyst - Junior	Conducts all-source in-depth link and social networks analysis using advanced social network analysis techniques. Assesses opportunities to disrupt or degrade networks as appropriate. Assesses information gaps and predicts areas of information that enhance the collection cycle, based on collection strategies and Requests for Information (RFI).	Bachelors	3
Social Network Analyst - Mid	Demonstrate comprehensive mission knowledge and skills that affirms completion of all developmental training and experiences for the labor category. Demonstrates ability to structure analysis based on trends in reporting and a range of analytic perspectives from other analysts, organizations, and intelligence disciplines. Demonstrates ability to lead teams in researching multifaceted or critical problems. Conducts all-source in-depth link and social networks analysis using advanced social network analysis techniques. Assesses opportunities to disrupt or degrade networks as appropriate. Assesses information gaps and predicts areas of information that enhance the collection cycle, based on collection strategies and Requests for Information (RFI).	Bachelors	8
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Socio-Cultural Analyst - Junior	Conducts all-source analytic production of socio-cultural elements within a region, human terrain, and human geography. Analysis includes, but is not limited, to religious, linguistic, ethnic, social, tribal, and occupational domains with respect to geography and resources to characterize the dynamics of groups of people worldwide. Incorporates expertise sociology, cultural anthropology, demography, psychology, geography, economics, and political science.	Bachelors	3
Socio-Cultural Analyst - Mid	Demonstrate comprehensive mission knowledge and skills that affirms completion of all developmental training and experiences for the labor category. Demonstrates ability to structure analysis based on trends in reporting and a range of analytic perspectives from other analysts, organizations, and intelligence disciplines. Demonstrates ability to lead teams in researching multifaceted or critical problems. Conducts all-source analytic production of socio-cultural elements within a region, human terrain, and human geography. Analysis includes, but is not limited, to religious, linguistic, ethnic, social, tribal, and occupational domains with respect to geography and resources to characterize the dynamics of groups of people worldwide. Incorporates expertise sociology, cultural anthropology, demography, psychology, geography, economics, and political science.	Bachelors	8
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Targeting Analyst - Junior	Develops targets and target systems for joint lethal and / or non-lethal engagements. Develops target nominations, creates database records, and databases target intelligence products. Produces all-source analytic damage estimates and battle damage assessments and assists with combat assessment requirements. Conducts collateral damage estimation, performs target list management, target strategy development, and provides join target	Bachelors	3

	intelligence support to deliberate and dynamic target engagements. Provides recommendations for target prioritization to achieve commander objectives for plans and operations. Provides database nominations, creates and updates database and uploads TMs into databases.		
Targeting Analyst - Mid	Demonstrate comprehensive mission knowledge and skills that affirms completion of all developmental training and experiences for the labor category. Demonstrates ability to structure analysis based on trends in reporting and a range of analytic perspectives from other analysts, organizations, and intelligence disciplines. Demonstrates ability to lead teams in researching multifaceted or critical problems. Develops targets and target systems for joint lethal and / or non-lethal engagements. Develops target nominations, creates database records, and databases target intelligence products. Produces all-source analytic damage estimates and battle damage assessments and assists with combat assessment requirements. Conducts collateral damage estimation, performs target list management, target strategy development, and provides join target intelligence support to deliberate and dynamic target engagements. Provides recommendations for target prioritization to achieve commander objectives for plans and operations. Provides database nominations, creates and updates database and uploads TMs into databases.	Bachelors	8
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Threat Finance Analyst - Junior	Conducts all-source forensic accounting analysis and production, by fusing financial/transactional data from formal banking systems, financial reports, and other forms of reporting. Analyzes specific foreign financial actives including threat financiers, facilitators, and financial networks / operations associated with, but not limited to, terrorism, CD, narco-terrorism, counterintelligence, insurgency, proliferation, and operational activity which threatens US national security interests. Aggregates and fuses multi-modal transactional data and identity. Maps and performs analysis of financial data from formal banking systems, financial reports, and informal transfer means. Prepares and integrates financial data from all available sources including,	Bachelors	3

	but not limited to, SIGINT intercepts; HUMINT; Law Enforcement Foreign Intelligence Surveillance Act (FISA), search warrants and subpoenas; DOMEX, and shared data such as Bank Secrecy Act, formal banking system, Suspicious Activities Reports, and informal systems. Understands payment relationships, revenue-generation, and money-laundering methods. Applies statistical techniques including flows analysis, visualizations, and geospatial analysis tools to bulk and raw transactional data. Applies pattern analysis to large data sets. Applies intelligence collection requirements, essential elements of information, priority intelligence requirements, and search terms to DOMEX triage processes. Applies data engineering to interface with structured data and data forensics tools.		
Threat Finance Analyst - Mid	Demonstrate comprehensive mission knowledge and skills that affirms completion of all developmental training and experiences for the labor category. Demonstrates ability to structure analysis based on trends in reporting and a range of analytic perspectives from other analysts, organizations, and intelligence disciplines. Demonstrates ability to lead teams in researching multifaceted or critical problems. Conducts all-source forensic accounting analysis and production, by fusing financial/transactional data from formal banking systems, financial reports, and other forms of reporting. Analyzes specific foreign financial actives including threat financiers, facilitators, and financial networks / operations associated with, but not limited to, terrorism, CD, narco-terrorism, counterintelligence, insurgency, proliferation, and operational activity which threatens US national security interests. Aggregates and fuses multi-modal transactional data and identity. Maps and performs analysis of financial data from formal banking systems, financial reports, and informal transfer means. Prepares and integrates financial data from all available sources including, but not limited to, SIGINT intercepts; HUMINT; Law Enforcement Foreign Intelligence Surveillance Act (FISA), search warrants and subpoenas; DOMEX, and shared data such as Bank Secrecy Act, formal banking system, Suspicious Activities Reports, and informal systems. Understands payment relationships, revenue-generation, and money-laundering methods. Applies statistical techniques including flows analysis, visualizations, and geospatial analysis tools to bulk and raw transactional data. Applies pattern analysis to large data sets. Applies intelligence collection requirements, essential elements of information, priority intelligence requirements, and search terms to DOMEX triage processes. Applies data engineering to interface with structured data and data forensics tools.	Bachelors	8
Threat Finance Analyst - Senior	Conducts all-source forensic accounting analysis and production, by fusing financial/transactional data from formal banking systems, financial reports, and other forms of reporting. Analyzes specific foreign financial actives including threat financiers, facilitators, and financial networks / operations associated with, but not limited to, terrorism, CD, narco-terrorism, counterintelligence, insurgency, proliferation, and operational activity which threatens US national security interests. Aggregates and fuses multi-modal transactional data and identity. Maps and performs analysis of financial data from formal banking systems, financial reports, and informal transfer means. Prepares and integrates financial data from all available sources including, but not limited to, SIGINT intercepts; HUMINT; Law Enforcement Foreign Intelligence Surveillance Act (FISA), search warrants and subpoenas; DOMEX, and shared data such as Bank Secrecy Act, formal banking system, Suspicious Activities Reports, and informal systems. Understands payment relationships, revenue-generation, and money-laundering methods. Applies statistical techniques including flows analysis, visualizations, and geospatial analysis tools to bulk and raw transactional data. Applies pattern analysis to large data sets. Applies intelligence collection requirements, essential elements of information, priority intelligence requirements, and search terms to DOMEX triage processes. Applies data engineering to interface with structured data and data forensics tools. Demonstrate mastery of qualitative and quantitative analytic methodologies and pursue developments in academia or other fields that affect tradecraft methodology.	Masters	12

	Demonstrates ability to review analytic products for cogent arguments, tradecraft standards, and adequate support for conclusions routinely tests analytic rigor of analytic products.		
Threat Finance Analyst- Expert	Conducts all-source forensic accounting analysis and production, by fusing financial/transactional data from formal banking systems, financial reports, and other forms of reporting. Analyzes specific foreign financial actives including threat financiers, facilitators, and financial networks / operations associated with, but not limited to, terrorism, CD, narco-terrorism, counterintelligence, insurgency, proliferation, and operational activity which threatens US national security interests. Aggregates and fuses multi-modal transactional data and identity. Maps and performs analysis of financial data from formal banking systems, financial reports, and informal transfer means. Prepares and integrates financial data from all available sources including SIGINT intercepts; HUMINT; Law Enforcement Foreign Intelligence Surveillance Act (FISA), search warrants and subpoenas; DOMEX, and shared data such as Bank Secrecy Act, formal banking system, Suspicious Activities Reports, and informal systems. Understands payment relationships, revenue-generation, and money-laundering methods. Applies statistical techniques including flows analysis, visualizations, and geospatial analysis tools to bulk and raw transactional data. Applies pattern analysis to large data sets. Applies intelligence collection requirements, essential elements of information, priority intelligence requirements, and search terms to DOMEX triage processes. Applies data engineering to interface with structured data and data forensics tools. Demonstrates ability to define problems, supervise studies and lead surveys to collect and analyze data to provide advice and recommend solutions. Demonstrates ability to define problems, supervise studies and lead surveys to collect and analyze data to provide advice and recommend solutions. Demonstrates extensive ability to provide strategic advice, technical guidance and expertise to Defense planners and policymakers (e.g. Undersecretary level or higher).	Masters	20
Warning Analyst - Junior	Conducts all-source intelligence production to identify threats to U.S. interests including, but not limited to, Defense Critical Infrastructure, and strategic warning to defense and national security policy makers; mitigating surprise and supports shaping strategic outcomes; guiding the development of U.S. defense capabilities; identifying and analyzing defense-related economic, social, political, scientific and technological trends; and executing directed tasks supporting the DCIP, Defense Foreign Material Program, DoD Analytic Agenda, Defense Acquisition System, and Technology Security Program.	Bachelors	3
Warning Analyst - Mid	Demonstrate comprehensive mission knowledge and skills that affirms completion of all developmental training and experiences for the labor category. Demonstrates ability to structure analysis based on trends in reporting and a range of analytic perspectives from other analysts, organizations, and intelligence disciplines. Demonstrates ability to lead teams in researching multifaceted or critical problems. Conducts all-source intelligence production to identify threats to U.S. interests including, but not limited to, Defense Critical Infrastructure, and strategic warning to defense and national security policy makers; mitigating surprise and supports shaping strategic outcomes; guiding the development of U.S. defense capabilities; identifying and analyzing defense-related economic, social, political, scientific and technological trends; and executing directed tasks supporting the DCIP, Defense Foreign Material Program, DoD Analytic Agenda, Defense Acquisition System, and Technology Security Program.	Bachelors	8
Warning Analyst - Senior	Conducts all-source intelligence production to identify threats to U.S. interests including, but not limited to, Defense Critical Infrastructure, and strategic warning to defense and national security policy makers; mitigating surprise and supports shaping strategic outcomes; guiding the development of U.S. defense capabilities; identifying and analyzing defense-related economic, social, political, scientific and technological trends; and executing directed tasks supporting the DCIP, Defense Foreign Material Program, DoD Analytic Agenda, Defense Acquisition System, and Technology	Masters	12

	Security Program. Demonstrate mastery of qualitative and quantitative analytic methodologies and pursue developments in academia or other fields that affect tradecraft methodology. Demonstrates ability to review analytic products for cogent arguments, tradecraft standards, and adequate support for conclusions routinely tests analytic rigor of analytic products.		
Warning Analyst-Expert	Conducts all-source intelligence production to identify threats to U.S. interests including, but not limited to, Defense Critical Infrastructure, and strategic warning to defense and national security policy makers; mitigating surprise and supports shaping strategic outcomes; guiding the development of U.S. defense capabilities; identifying and analyzing defense-related economic, social, political, scientific and technological trends; and executing directed tasks supporting the DCIP, Defense Foreign Material Program, DoD Analytic Agenda, Defense Acquisition System, and Technology Security Program. Demonstrates ability to define problems, supervise studies and lead surveys to collect and analyze data to provide advice and recommend solutions. Demonstrates ability to define problems, supervise studies and lead surveys to collect and analyze data to provide advice and recommend solutions. Demonstrates extensive ability to provide strategic advice, technical guidance and expertise to Defense planners and policymakers (e.g. Undersecretary level or higher).	Masters	20
Watchlist Analyst - Junior	Perform all-source intelligence analysis of DoD datasets to identify and nominate known or suspected terrorist into the National Terrorist Watch listing system. Develops DoD recommendations for the no-fly, selectee, or other national terrorist watch lists as appropriate, to fulfill the DoD component of Homeland Security Presidential Directives (HSPDs) 6 and 11 and reviews DoD datasets for identifying information of Known or Suspected Terrorists; and identifies, prioritizes, and records information from DoD datasets as specified by the Government. Produces analytic reports using DIA's Watch listing Data Organizer (WATCHDOG) and / or other internal DIA production tools. Prepares reports for dissemination by methods specified by the Government.	Bachelors	3
Watchlist Analyst - Mid	Demonstrate comprehensive mission knowledge and skills that affirms completion of all developmental training and experiences for the labor category. Demonstrates ability to structure analysis based on trends in reporting and a range of analytic perspectives from other analysts, organizations, and intelligence disciplines. Demonstrates ability to lead teams in researching multifaceted or critical problems. Perform all-source intelligence analysis of DoD datasets to identify and nominate known or suspected terrorist into the National Terrorist Watch listing system. Develops DoD recommendations for the no-fly, selectee, or other national terrorist watch lists as appropriate, to fulfill the DoD component of Homeland Security Presidential Directives (HSPDs) 6 and 11 and reviews DoD datasets for identifying information of Known or Suspected Terrorists; and identifies, prioritizes, and records information from DoD datasets as specified by the Government. Produces analytic reports using DIA's Watch listing Data Organizer (WATCHDOG) and / or other internal DIA production tools. Prepares reports for dissemination by methods specified by the Government.	Bachelors	8
Watchlist Analyst - Senior	Perform all-source intelligence analysis of DoD datasets to identify and nominate known or suspected terrorist into the National Terrorist Watch listing system. Develops DoD recommendations for the no-fly, selectee, or other national terrorist watch lists as appropriate, to fulfill the DoD component of Homeland Security Presidential Directives (HSPDs) 6 and 11 and reviews DoD datasets for identifying information of Known or Suspected Terrorists; and identifies, prioritizes, and records information from DoD datasets as specified by the Government. Produces analytic reports using DIA's Watch listing Data Organizer (WATCHDOG) and / or other internal DIA production tools. Prepares reports for dissemination by methods specified by the Government. Demonstrate mastery of qualitative and quantitative analytic methodologies and pursue developments in academia or other fields that affect tradecraft methodology. Demonstrates	Masters	12

	ability to review analytic products for cogent arguments, tradecraft standards, and adequate support for conclusions routinely tests analytic rigor of analytic products.		
Watchlist Analyst-Expert	Perform all-source intelligence analysis of DoD datasets to identify and nominate known or suspected terrorist into the National Terrorist Watch listing system. Develops DoD recommendations for the no-fly, selectee, or other national terrorist watch lists as appropriate, to fulfill the DoD component of Homeland Security Presidential Directives (HSPDs) 6 and 11 and reviews DoD datasets for identifying information of Known or Suspected Terrorists; and identifies, prioritizes, and records information from DoD datasets as specified by the Government. Produces analytic reports using DIA's Watch listing Data Organizer (WATCHDOG) and / or other internal DIA production tools. Prepares reports for dissemination by methods specified by the Government. Demonstrates ability to define problems, supervise studies and lead surveys to collect and analyze data to provide advice and recommend solutions. Demonstrates ability to define problems, supervise studies and lead surveys to collect and analyze data to provide advice and recommend solutions. Demonstrates extensive ability to provide strategic advice, technical guidance and expertise to Defense planners and policymakers (e.g. Undersecretary level or higher).	Masters	20
CI Specialist- Junior	Identifies, monitors, and assesses foreign intelligence efforts attempting collection of sensitive national security information on U.S. persons, activities and interests, including threats posed by emerging technologies to U.S. operations and interests. Applies understanding of foreign intelligence capabilities / activities and U.S. and foreign partner CI capabilities and TTPs for in-depth analytic research and production of all-source CI studies and contributes to developing CI strategies. Conducts, develops, produces, and presents programs of instruction in specified collection operations TPPs, and related or supporting processes, relevant to various human intelligence and technical intelligence operations under DoD authorities. Graduate of in-residence Fundamentals of Intelligence Analysis course or Military Service equivalent.	Bachelors	3
CI Specialist- Mid	Demonstrate comprehensive mission knowledge and skills that affirms completion of all developmental training and experiences for the labor category. Demonstrates ability to structure analysis based on trends in reporting and a range of analytic perspectives from other analysts, organizations, and intelligence disciplines. Demonstrates ability to lead teams in researching multifaceted or critical problems. Identifies, monitors, and assesses foreign intelligence efforts attempting collection of sensitive national security information on U.S. persons, activities and interests, including threats posed by emerging technologies to U.S. operations and interests. Applies understanding of foreign intelligence capabilities / activities and U.S. and foreign partner CI capabilities and TTPs for in-depth analytic research and production of all-source CI studies and contributes to developing CI strategies. Conducts, develops, produces, and presents programs of instruction in specified collection operations TPPs, and related or supporting processes, relevant to various human intelligence and technical intelligence operations under DoD authorities. Graduate of in-residence Fundamentals of Intelligence Analysis course or Military Service equivalent.	Bachelors	8
CI Specialist- Senior	Identifies, monitors, and assesses foreign intelligence efforts attempting collection of sensitive national security information on U.S. persons, activities and interests, including threats posed by emerging technologies to U.S. operations and interests. Applies understanding of foreign intelligence capabilities / activities and U.S. and foreign partner CI capabilities and TTPs for in-depth analytic research and production of all-source CI studies and contributes to developing CI strategies. Conducts, develops, produces, and presents programs of instruction in specified collection operations TPPs, and related or supporting processes, relevant to various human intelligence and technical intelligence operations under DoD authorities. Graduate of in-residence Fundamentals of Intelligence Analysis course or Military Service equivalent. Demonstrate mastery of qualitative and quantitative analytic	Masters	12

	methodologies and pursue developments in academia or other fields that affect tradecraft methodology. Demonstrates ability to review analytic products for cogent arguments, tradecraft standards, and adequate support for conclusions routinely tests analytic rigor of analytic products.		
CI Specialist- Expert	Identifies, monitors, and assesses foreign intelligence efforts attempting collection of sensitive national security information on U.S. persons, activities and interests, including threats posed by emerging technologies to U.S. operations and interests. Applies understanding of foreign intelligence capabilities / activities and U.S. and foreign partner CI capabilities and TTPs for in-depth analytic research and production of all-source CI studies and contributes to developing CI strategies. Conducts, develops, produces, and presents programs of instruction in specified collection operations TPPs, and related or supporting processes, relevant to various human intelligence and technical intelligence operations under DoD authorities. Graduate of in-residence Fundamentals of Intelligence Analysis course or Military Service equivalent. Demonstrates ability to define problems, supervise studies and lead surveys to collect and analyze data to provide advice and recommend solutions. Demonstrates ability to define problems, supervise studies and lead surveys to collect and analyze data to provide advice and recommend solutions. Demonstrates extensive ability to provide strategic advice, technical guidance and expertise to Defense planners and policymakers (e.g. Undersecretary level or higher).	Masters	20
Collection Manager- Junior	Applies intelligence collection systems and capabilities to inform intelligence consumers of collection developments and relevancy through a range of products. Collaborates across the IC to understand customer intelligence needs and gaps to optimize developing and validating collection requirements for the customer. Evaluates the efficiency and effectiveness of multi-INT collection against requirements and the execution of collection plans and strategies to generate reliable and valid intelligence to customers. Assesses the value of collected intelligence, versus the customers' need(s) and decision making. Uses statistical, algorithmic, mining and visualization techniques to find and interpret ISR data sources. Manages large amounts of data, ensures data consistency, produces visualizations and develops models to report findings. Assists developing methods and criteria to evaluate whether collection requirements been satisfied, using Measures of Effectiveness (MOEs), Measures of Performance (MOPs), response to collection plans and strategies, and other, and procures feedback of findings. Identifies collection gaps, related trends and opportunities; assesses collection options, tests assumptions. And produces judgements, recommendations and solutions to refine collection. Produces analyses identifying gaps in collections methods, and models future intelligence collection scenarios for Collection Strategists, Intelligence Planers, and Collection Enterprise Architects. Demonstrates proficiency conducting statistic and using statistical packages such as, but not limited to, MATLAB, SPSS, SAS, SPLUS, or R. Graduate of an in-residence DoD / IC collection management course.	Bachelors	3
Collection Manager- Mid	Demonstrate comprehensive mission knowledge and skills that affirms completion of all developmental training and experiences for the labor category. Demonstrates ability to structure analysis based on trends in reporting and a range of analytic perspectives from other analysts, organizations, and intelligence disciplines. Demonstrates ability to lead teams in researching multifaceted or critical problems. Applies intelligence collection systems and capabilities to inform intelligence consumers of collection developments and relevancy through a range of products. Collaborates across the IC to understand customer intelligence needs and gaps to optimize developing and validating collection requirements for the customer. Evaluates the efficiency and effectiveness of multi-INT collection against requirements and the execution of collection plans and strategies to generate reliable and valid intelligence to customers. Uses statistical, algorithmic, mining and visualization techniques to find and interpret ISR	Bachelors	8

	data sources. Manages large amounts of data, ensures data consistency, produces visualizations and develops models to report findings. Assists developing methods and criteria to evaluate whether collection requirements been satisfied, using Measures of Effectiveness (MOEs), Measures of Performance (MOPs), response to collection plans and strategies, and other, and procures feedback of findings. And produces judgements, recommendations and solutions to refine collection. Produces analyses identifying gaps in collections methods, and models future intelligence collection scenarios for Collection Strategists, Intelligence Planers, and Collection Enterprise Architects. Demonstrates proficiency conducting statistic and using statistical packages such as, but not limited to, MATLAB, SPSS, SAS, SPLUS, or R. Graduate of an in-residence DoD / IC collection management course.		
Collection Manager-Senior	Applies intelligence collection systems and capabilities to inform intelligence consumers of collection developments and relevancy through a range of products. Collaborates across the IC to understand customer intelligence needs and gaps to optimize developing and validating collection requirements for the customer. Assesses the value of collected intelligence, versus the customers' need(s) and decision making. Uses statistical, algorithmic, mining and visualization techniques to find and interpret ISR data sources. Manages large amounts of data, ensures data consistency, produces visualizations and develops models to report findings. Assists developing methods and criteria to evaluate whether collection requirements been satisfied, using Measures of Effectiveness (MOEs), Measures of Performance (MOPs), response to collection plans and strategies, and other, and procures feedback of findings. Identifies collection gaps, related trends and opportunities; assesses collection options, tests assumptions. And produces judgements, recommendations and solutions to refine collection. Produces analyses identifying gaps in collections methods, and models future intelligence collection scenarios for Collection Strategists, Intelligence Planers, and Collection Enterprise Architects. Demonstrates proficiency conducting statistic and using statistical packages such as, but not limited to, MATLAB, SPSS, SAS, SPLUS, or R. Graduate of an in-residence DoD / IC collection management course. Demonstrate mastery of qualitative and quantitative analytic methodologies and pursue developments in academia or other fields that affect tradecraft methodology. Demonstrates ability to review analytic products for cogent arguments, tradecraft standards, and adequate support for conclusions routinely tests analytic rigor of analytic products.	Masters	12
Collection Manager-Expert	Applies intelligence collection systems and capabilities to inform intelligence consumers of collection developments and relevancy through a range of products. Collaborates across the IC to understand customer intelligence needs and gaps to optimize developing and validating collection requirements for the customer. Evaluates the efficiency and effectiveness of multi-INT collection against requirements and the execution of collection plans and strategies to generate reliable and valid intelligence to customers. Uses statistical, algorithmic, mining and visualization techniques to find and interpret ISR data sources. Assists developing methods and criteria to evaluate whether collection requirements been satisfied, using Measures of Effectiveness (MOEs), Measures of Performance (MOPs), response to collection plans and strategies, and other, and procures feedback of findings. Identifies collection gaps, related trends and opportunities; assesses collection options, tests assumptions. And produces judgements, recommendations and solutions to refine collection. Produces analyses identifying gaps in collections methods, and models future intelligence collection scenarios for Collection Strategists, Intelligence Planers, and Collection Enterprise Architects. Demonstrates proficiency conducting statistic and using statistical packages such as MATLAB, SPSS, SAS, SPLUS, or R. Graduate of an in-residence DoD / IC collection management course. Demonstrates ability to define problems, supervise studies and lead surveys to collect and analyze data to provide advice and recommend	Masters	20

	solutions. Demonstrates ability to define problems, supervise studies and lead surveys to collect and analyze data to provide advice and recommend solutions. Demonstrates extensive ability to provide strategic advice, technical guidance and expertise to Defense planners and policymakers (e.g. Undersecretary level or higher).		
Collection Operations Manager- Junior	Collaborates with collection requirements managers, analytic elements and consumers to ensure clandestine and overt HUMINT collection operations have the necessary focus and guidance to maximize time and resources allocated. Applies intelligence collection systems and capabilities to inform intelligence collectors and consumers of collection developments and relevancy through a range of products. Collaborates across the IC to understand consumer intelligence needs and gaps to optimize developing collection operations tailored to the requirements of the customer. Works with collectors and all-source analysts to evaluate the efficiency and effectiveness of multi-INT collection against requirements; and the execution of collection spans and strategies to generate reliable intelligence relevant to consumer needs. Uses statistical, algorithmic, data mining, and visualization techniques to find and interpret ISR data sources. Produces feedback findings, identifies collection gaps, related trends, and opportunities; assesses collection options, tests assumptions, and produces judgements, recommendations and solutions to refine collection. Produces analyses identifying gaps in collection methods, and models future intelligence collection scenarios for Collection Strategists, Intelligence Planners, and Collection Enterprise Architects. Conducts, develops, produces, and presents programs of instruction in specified collection operations TTPs, and related or supporting processes for various human intelligence and technical intelligence operations under DoD authorities. Demonstrates ability to produce Intelligence Information Reports (IIRs). Graduate of in-residence basic Human Intelligence Collection course to include, but not limited to, Defense Strategic Debriefer Course (DSDC) or Military Service equivalent.	Bachelors	3
Collection Operations Manager- Mid	Demonstrate comprehensive mission knowledge and skills that affirms completion of all developmental training and experiences for the labor category. Demonstrates ability to structure analysis based on trends in reporting and a range of analytic perspectives from other analysts, organizations, and intelligence disciplines. Demonstrates ability to lead teams in researching multifaceted or critical problems. Collaborates with collection requirements managers, analytic elements and consumers to ensure clandestine and overt HUMINT collection operations have the necessary focus and guidance to maximize time and resources allocated. Applies intelligence collection systems and capabilities to inform intelligence collectors and consumers of collection developments and relevancy through a range of products. Collaborates across the IC to understand consumer intelligence needs and gaps to optimize developing collection operations tailored to the requirements of the customer. Works with collectors and all-source analysts to evaluate the efficiency and effectiveness of multi-INT collection against requirements; and the execution of collection spans and strategies to generate reliable intelligence relevant to consumer needs. Uses statistical, algorithmic, data mining, and visualization techniques to find and interpret ISR data sources. Produces analyses identifying gaps in collection methods, and models future intelligence collection scenarios for Collection Strategists, Intelligence Planners, and Collection Enterprise Architects. Conducts, develops, produces, and presents programs of instruction in specified collection operations TTPs, and related or supporting processes for various human intelligence and technical intelligence operations under DoD authorities.	Bachelors	8
Collection Operations Manager- Senior	Collaborates with collection requirements managers, analytic elements and consumers to ensure clandestine and overt HUMINT collection operations have the necessary focus and guidance to maximize time and resources allocated. Applies intelligence collection systems and capabilities to inform intelligence collectors and consumers of collection developments and	Masters	12

	relevancy through a range of products. Collaborates across the IC to understand consumer intelligence needs and gaps to optimize developing collection operations tailored to the requirements of the customer. Works with collectors and all-source analysts to evaluate the efficiency and effectiveness of multi-INT collection against requirements; and the execution of collection spans and strategies to generate reliable intelligence relevant to consumer needs. Uses statistical, algorithmic, data mining, and visualization techniques to find and interpret ISR data sources. Produces analyses identifying gaps in collection methods, and models future intelligence collection scenarios for Collection Strategists, Intelligence Planners, and Collection Enterprise Architects. Conducts, develops, produces, and presents programs of instruction in specified collection operations TTPs, and related or supporting processes for various human intelligence and technical intelligence operations under DoD authorities. Demonstrates ability to produce Intelligence Information Reports (IIRs). Graduate of in-residence basic Human Intelligence Collection course to include, but not limited to, Defense Strategic Debriefer Course (DSDC) or Military Service equivalent. Demonstrate mastery of qualitative and quantitative analytic methodologies and pursue developments in academia or other fields that affect tradecraft methodology. Demonstrates ability to review analytic products for cogent arguments, tradecraft standards, and adequate support for conclusions routinely tests analytic rigor of analytic products.		
Collection Operations Manager- Expert	Collaborates with collection requirements managers, analytic elements and consumers to ensure clandestine and overt HUMINT collection operations have the necessary focus and guidance to maximize time and resources allocated. Uses statistical, algorithmic, data mining, and visualization techniques to find and interpret ISR data sources. Manages large amounts of data, ensures data consistency, produces visualizations and develops models to report findings. Assists with developing methods and criteria to evaluate whether collection requirements have been satisfied, using measures of effectiveness and measures of performance. Produces feedback findings, identifies collection gaps, related trends, and opportunities; assesses collection options, tests assumptions, and produces judgements, recommendations and solutions to refine collection. Produces analyses identifying gaps in collection methods, and models future intelligence collection scenarios for Collection Strategists, Intelligence Planners, and Collection Enterprise Architects. Conducts, develops, produces, and presents programs of instruction in collection operations TTPs, and related processes for various human intelligence and technical intelligence operations under DoD authorities. Demonstrates ability to produce Intelligence Information Reports (IIRs). Graduate of in-residence basic Human Intelligence Collection course to include, but not limited to, Defense Strategic Debriefer Course (DSDC) or Military Service equivalent. Demonstrates ability to define problems, supervise studies and lead surveys to collect and analyze data to provide advice and recommend solutions. Demonstrates ability to define problems, supervise studies and lead surveys to collect and analyze data to provide advice and recommend solutions. Demonstrates extensive ability to provide strategic advice, technical guidance and expertise to Defense planners and policymakers (e.g. Undersecretary level or higher).	Masters	20

Program/Project Manager (PM) Junior	Coordinate and integrate the work of the entire staff to include intelligence analysts, cost and program analysts, and technical specialists. Assume overall responsibility for the success of the program. Responsible for Profit, Loss, and execution of customer tasks. Ensure all contract deliverables are provided to the customer per the Statement of Work. Create an on-site management team to quickly address customer or workforce concerns. Work with recruiting to ensure contract is fully staffed at all times. Program Manager will conduct interviews or ensure subordinate team leads all screening and interviewing candidates in a timely manner. Ensure constant communication with customer to actively mitigate any issues or concerns on-site. Ensure training and career progression of the workforce and maintain high workforce retention. Responsible for briefing program financial performance at a minimum, on a monthly basis. Actively working with subcontractor team to ensure timely backfill of personnel as well as directly address and concerns or issues presented by subcontractor team.	Bachelors	3
Program/Project Manager (PM) Mid	Demonstrate comprehensive mission knowledge and skills that affirms completion of all developmental training and experiences for the labor category. Demonstrates ability to collaborate and work with other IC members on information sharing, driving collection, and addressing analytic disputes and conflict resolution. Coordinate and integrate the work of the entire staff to include intelligence analysts, cost and program analysts, and technical specialists. Assume overall responsibility for the success of the program. Responsible for Profit, Loss, and execution of customer tasks. Ensure all contract deliverables are provided to the customer per the Statement of Work. Create an on-site management team to quickly address customer or workforce concerns. Work with recruiting to ensure contract is fully staffed at all times. Program Manager will conduct interviews or ensure subordinate team leads all screening and interviewing candidates in a timely manner. Ensure constant communication with customer to actively mitigate any issues or concerns on-site. Ensure training and career progression of the workforce and maintain high workforce retention. Responsible for briefing program financial performance at a minimum, on a monthly basis. Actively working with subcontractor team to ensure timely backfill of personnel as well as directly address and concerns or issues presented by subcontractor team.	Bachelors	8
Program/Project Manager (PM) Senior	Demonstrate mastery of qualitative and quantitative analytic methodologies and pursue developments in academia or other fields that affect tradecraft methodology. Coordinate and integrate the work of the entire staff to include intelligence analysts, cost and program analysts, and technical specialists. Assume overall responsibility for the success of the program. Responsible for Profit, Loss, and execution of customer tasks. Ensure all contract deliverables are provided to the customer per the Statement of Work. Create an on-site management team to quickly address customer or workforce concerns. Work with recruiting to ensure contract is fully staffed at all times. Program Manager will conduct interviews or ensure subordinate team leads all screening and interviewing candidates in a timely manner. Ensure constant communication with customer to actively mitigate any issues or concerns on-site. Ensure training and career progression of the workforce and maintain high workforce retention. Responsible for briefing program financial performance at a minimum, on a monthly basis. Actively working with subcontractor team to ensure timely backfill of personnel as well as directly address and concerns or issues presented by subcontractor team. In addition, Demonstrate comprehensive mission knowledge and skills that affirms completion of all developmental training and experiences for the labor category. Demonstrates ability to collaborate and work with other IC members on information sharing, driving collection, and addressing analytic disputes and conflict resolution.	Masters	12

Program/Project Manager (PM) Expert	Demonstrates extensive ability to provide strategic advice, technical guidance and expertise to Defense planners and policymakers (e.g. Undersecretary level or higher). Demonstrate mastery of qualitative and quantitative analytic methodologies and pursue developments in academia or other fields that affect tradecraft methodology. Coordinate and integrate the work of the entire staff to include intelligence analysts, cost and program analysts, and technical specialists. Assume overall responsibility for the success of the program. Responsible for Profit, Loss, and execution of customer tasks. Ensure all contract deliverables are provided to the customer per the Statement of Work. Create an on-site management team to quickly address customer or workforce concerns. Work with recruiting to ensure contract is fully staffed at all times. Program Manager will conduct interviews or ensure subordinate team leads all screening and interviewing candidates in a timely manner. Ensure constant communication with customer to actively mitigate any issues or concerns on-site. Ensure training and career progression of the workforce and maintain high workforce retention. Responsible for briefing program financial performance at a minimum, on a monthly basis. Actively working with subcontractor team to ensure timely backfill of personnel as well as directly address and concerns or issues presented by subcontractor team. In addition, Demonstrate comprehensive mission knowledge and skills that affirms completion of all developmental training and experiences for the labor category. Demonstrates ability to collaborate and work with other IC members on information sharing, driving collection, and addressing analytic disputes and conflict resolution.	Masters	20
General Consultant-Junior	Applies skills in such areas as systems development, knowledge of business processes, technical background or supervisory capacity to implement business solutions. For example, Consultants may perform tasks such as develop functional and technical information system designs; supervise business integration analysts in the development of software designs, computer programming, system testing or training curricula; lead business process redesign teams in the development of new business process architectures; design training programs for information systems users; participate in quality reviews to ensure work complies with specified standards; develop teamwork plans; perform workflow analyses; design and manage databases; define information systems requirements; or assist in project budget preparation. Performs more routine aspects of the position and is supervised by higher levels.	Bachelors	4
General Consultant-Mid	Applies skills in such areas as systems development, knowledge of business processes, technical background or supervisory capacity to implement business solutions. For example, Consultants may perform tasks such as develop functional and technical information system designs; supervise business integration analysts in the development of software designs, computer programming, system testing or training curricula; lead business process redesign teams in the development of new business process architectures; design training programs for information systems users; participate in quality reviews to ensure work complies with specified standards; develop teamwork plans; perform workflow analyses; design and manage databases; define information systems requirements; or assist in project budget preparation. This level performs more varied and difficult tasks compared to the Junior level, yet has less autonomy than the Senior level.	Bachelors	8
General Consultant-Senior	Applies skills in such areas as systems development, knowledge of business processes, technical background or supervisory capacity to implement business solutions. For example, Consultants may perform tasks such as develop functional and technical information system designs; supervise business integration analysts in the development of software designs, computer programming, system testing or training curricula; lead business process redesign teams in the development of new business process architectures; design training programs for information systems users; participate in quality reviews to ensure work complies with specified standards; develop teamwork plans; perform workflow analyses; design and manage databases; define information systems requirements; or assist	Bachelors	12

	in project budget preparation. This level is competent in subject matter and concepts, and may lead other individuals assisting in the work.		
General Consultant-Expert	Applies skills in such areas as systems development, knowledge of business processes, technical background or supervisory capacity to implement business solutions. For example, Consultants may perform tasks such as develop functional and technical information system designs; supervise business integration analysts in the development of software designs, computer programming, system testing or training curricula; lead business process redesign teams in the development of new business process architectures; design training programs for information systems users; participate in quality reviews to ensure work complies with specified standards; develop teamwork plans; perform workflow analyses; design and manage databases; define information systems requirements; or assist in project budget preparation. The highest level of expertise, potentially with a doctoral education or commensurate years of experience, and able to lead/guide teams of other Consultants.	Masters	20
Subject Matter Expert-Junior	Demonstrates technical industry experience in the relevant subject matter. This individual will use related technical expertise and/or industry focus expertise in fulfilling the interpreted customer specifications or requirements. Highly experienced in the industry with regard to the technical knowledge, capability, and experience required in their field of study. Provides thought leadership related to current and future customer plans with regard to the stated technical requirements. Has commensurate education and/or certifications relevant to the technical subject. Significant years of experience may offset formal education. Performs more routine aspects of the position and is supervised by higher levels.	Associates	4
Subject Matter Expert-Mid	Demonstrates technical industry experience in the relevant subject matter. This individual will use related technical expertise and/or industry focus expertise in fulfilling the interpreted customer specifications or requirements. Highly experienced in the industry with regard to the technical knowledge, capability, and experience required in their field of study. Provides thought leadership related to current and future customer plans with regard to the stated technical requirements. Has commensurate education and/or certifications relevant to the technical subject. Significant years of experience may offset formal education. This level performs more varied and difficult tasks compared to the Junior level, yet has less autonomy than the Senior level.	Bachelors	8
Subject Matter Expert-Senior	Demonstrates technical industry experience in the relevant subject matter. This individual will use related technical expertise and/or industry focus expertise in fulfilling the interpreted customer specifications or requirements. Highly experienced in the industry with regard to the technical knowledge, capability, and experience required in their field of study. Provides thought leadership related to current and future customer plans with regard to the stated technical requirements. Has commensurate education and/or certifications relevant to the technical subject. Significant years of experience may offset formal education. This level is competent in subject matter and concepts, and may lead other individuals assisting in the work.	Bachelors	12
Subject Matter Expert-Expert	Demonstrates technical industry experience in the relevant subject matter. This individual will use related technical expertise and/or industry focus expertise in fulfilling the interpreted customer specifications or requirements. Highly experienced in the industry with regard to the technical knowledge, capability, and experience required in their field of study. Provides thought leadership related to current and future customer plans with regard to the stated technical requirements. Has commensurate education and/or certifications relevant to the technical subject. Significant years of experience may offset formal education. The highest level of expertise, potentially with a doctoral education or commensurate years of experience, and able to lead/guide teams of other Subject Matter Experts.	Masters	20
Administrative Assistant	Collects and compiles information in response to internal and external requests. Reviews tracking databases, and develops spreadsheets with requested information and reports. Collects and analyzes management and financial information and displays this information in a variety of formats.	Associates	2

	Researches and prepares a variety of statistical, administrative or one-time reports or retrieves data from system for review. Prepares draft correspondence and emails.		
Executive Assistant	Responsibly manages sensitive or pre-decisional executive level information. Effectively manages schedules and is adept at complete Microsoft Office suite of tools. Collects and compiles information in response to internal and external requests. Reviews tracking databases, and develops spreadsheets with requested information and reports. Collects and analyzes management and financial information and displays this information in a variety of formats. Researches and prepares a variety of statistical, administrative or one-time reports or retrieves data from system for review. Prepares draft correspondence and emails.	Bachelors	6

SIN 541611 & 541990 LABOR RATES:

Labor Category	Year 5 8/10/25- 8/09/26	Year 6 8/10/26- 8/09/27	Year 7 8/10/27- 08/09/28	Year 8 8/10/28- 08/08/29	Year 9 8/10/29- 08/09/30	Year 10 8/10/30 - 8/9/2031
All Source Analyst- Junior	66.55	68.08	69.65	71.25	72.89	74.57
All Source Analyst- Mid	86.14	88.12	90.15	92.22	94.34	96.51
All Source Analyst- Senior	103.56	105.94	108.38	110.87	113.42	116.03
All Source Analyst- Expert	116.81	119.50	122.25	125.06	127.94	130.88
Counterterrorism / Insurgency Analyst- Junior	64.69	66.18	67.70	69.26	70.85	72.48
Counterterrorism / Insurgency Analyst Mid	77.48	79.26	81.08	82.94	84.85	86.80
Counterterrorism / Insurgency Analyst- Senior	103.11	105.48	107.91	110.39	112.93	115.53
Counterterrorism / Insurgency Analyst- Expert	127.69	130.63	133.63	136.70	139.84	143.06
Geospatial Analyst - Junior	56.41	57.71	59.04	60.40	61.79	63.21
Geospatial Analyst - Mid	68.28	69.85	71.46	73.10	74.78	76.50
Geospatial Analyst - Senior	97.29	99.53	101.82	104.16	106.56	109.01
Geospatial Analyst- Expert	133.96	137.04	140.19	143.41	146.71	150.08
Logistics / Transportation Analyst - Junior	56.41	57.71	59.04	60.40	61.79	63.21
Logistics / Transportation Analyst - Mid	68.28	69.85	71.46	73.10	74.78	76.50
Logistics / Transportation Analyst - Senior	97.29	99.53	101.82	104.16	106.56	109.01
Logistics / Transportation Analyst- Expert	133.96	137.04	140.19	143.41	146.71	150.08
Open Source Analyst - Junior	55.67	56.95	58.26	59.60	60.97	62.37
Open Source Analyst - Mid	67.46	69.01	70.60	72.22	73.88	75.58
Open Source Analyst - Senior	87.47	89.48	91.54	93.65	95.80	98.00
Open Source Analyst- Expert	121.08	123.86	126.71	129.62	132.60	135.65
Social Network Analyst - Junior	65.67	67.18	68.73	70.31	71.93	73.58
Social Network Analyst - Mid	72.97	74.65	76.37	78.13	79.93	81.77
Social Network Analyst - Senior	80.84	82.70	84.60	86.55	88.54	90.58
Social Network Analyst- Expert	97.90	100.15	102.45	104.81	107.22	109.69
Socio-Cultural Analyst - Junior	59.79	61.17	62.58	64.02	65.49	67.00
Socio-Cultural Analyst - Mid	71.30	72.94	74.62	76.34	78.10	79.90
Socio-Cultural Analyst - Senior	82.28	84.17	86.11	88.09	90.12	92.19

Role					
Socio-Cultural Analyst- Expert	104.90	107.31	109.78	112.30	114.88	117.52
Targeting Analyst - Junior	75.07	76.80	78.57	80.38	82.23	84.12
Targeting Analyst - Mid	86.81	88.81	90.85	92.94	95.08	97.27
Targeting Analyst - Senior	100.78	103.10	105.47	107.90	110.38	112.92
Targeting Analyst- Expert	112.05	114.63	117.27	119.97	122.73	125.55
Threat Finance Analyst - Junior	50.39	51.55	52.74	53.95	55.19	56.46
Threat Finance Analyst - Mid	56.68	57.98	59.31	60.67	62.07	63.50
Threat Finance Analyst - Senior	72.91	74.59	76.31	78.07	79.87	81.71
Threat Finance Analyst- Expert	91.31	93.41	95.56	97.76	100.01	102.31
Warning Analyst - Junior	62.14	63.57	65.03	66.53	68.06	69.63
Warning Analyst - Mid	73.31	75.00	76.73	78.49	80.30	82.15
Warning Analyst - Senior	98.18	100.44	102.75	105.11	107.53	110.00
Warning Analyst- Expert	117.44	120.14	122.90	125.73	128.62	131.58
Watchlist Analyst - Junior	56.41	57.71	59.04	60.40	61.79	63.21
Watchlist Analyst - Mid	68.28	69.85	71.46	73.10	74.78	76.50
Watchlist Analyst - Senior	97.29	99.53	101.82	104.16	106.56	109.01
Watchlist Analyst- Expert	133.96	137.04	140.19	143.41	146.71	150.08
CI Specialist- Junior	77.02	78.79	80.60	82.45	84.35	86.29
CI Specialist- Mid	88.68	90.72	92.81	94.94	97.12	99.35
CI Specialist- Senior	103.59	105.97	108.41	110.90	113.45	116.06
CI Specialist- Expert	126.65	129.56	132.54	135.59	138.71	141.90
Collection Manager- Junior	66.51	68.04	69.60	71.20	72.84	74.52
Collection Manager- Mid	77.88	79.67	81.50	83.37	85.29	87.25
Collection Manager- Senior	91.14	93.24	95.38	97.57	99.81	102.11
Collection Manager- Expert	111.04	113.59	116.20	118.87	121.60	124.40
Collection Operations Manager- Junior	73.12	74.80	76.52	78.28	80.08	81.92
Collection Operations Manager- Mid	87.20	89.21	91.26	93.36	95.51	97.71
Collection Operations Manager- Senior	103.20	105.57	108.00	110.48	113.02	115.62
Collection Operations Manager- Expert	131.53	134.56	137.65	140.82	144.06	147.37
Program/Project Manager (PM) Junior	96.88	99.11	101.39	103.72	106.11	108.55
Program/Project Manager (PM) Mid	107.12	109.58	112.10	114.68	117.32	120.02
Program/Project Manager (PM) Senior	123.81	126.66	129.57	132.55	135.60	138.72
Program/Project Manager (PM) Expert	150.46	153.92	157.46	161.08	164.78	168.57
General Consultant-Junior	152.35	155.85	159.43	163.10	166.85	170.69
General Consultant-Mid	179.29	183.41	187.63	191.95	196.36	200.88
General Consultant-Senior	220.3	225.37	230.55	235.85	241.27	246.82
General Consultant-Expert	281.25	287.72	294.34	301.11	308.04	315.12
Subject Matter Expert-Junior	160.56	164.25	168.03	171.89	175.84	179.88
Subject Matter Expert-Mid	187.51	191.82	196.23	200.74	205.36	210.08
Subject Matter Expert-Senior	233.21	238.57	244.06	249.67	255.41	261.28
Subject Matter Expert-Expert	317.58	324.88	332.35	339.99	347.81	355.81
Administrative Assistant	62.12	63.55	65.01	66.51	68.04	69.6
Executive Assistant	136.56	139.7	142.91	146.2	149.56	153.00

SIN 541930 LABOR CATEGORY DESCRIPTIONS – Linguists are also under SIN 541611

LABOR CATEGORY	DESCRIPTION	MINIMUM EDUCATION	MINIMUM YEARS EXPERIENCE
ATA Certified Interpreter	LIS' ATA Certified Interpreter is credentialed by the American Translators Association as a one who has tested and passed the certification exam relating to professional translation and interpreting skills.	High School	1
Linguist I Non Cleared *	Entry level linguist. Services include but are not limited to: Collecting, translating/interpreting and delivering mission related data; performing data analysis; cultural consulting; role-playing; Title III monitoring and intercepts; interview support, preparing related reports and assessments; forensic processing; screening/gisting; related project/program management and control for linguist screening and, recruitment; logistical coordination; site supervision and quality control of all related services.	High School	1
Linguist II Secret	Linguist with Secret Clearance. Services include but are not limited to: Collecting, translating/interpreting and delivering mission related data; performing data analysis; cultural consulting; role-playing; Title III monitoring and intercepts; interview support, preparing related reports and assessments; forensic processing; screening/gisting; related project/program management and control for linguist screening and, recruitment; logistical coordination; site supervision and quality control of all related services.	High School	1
Linguist III Top Secret	Linguist with Top Secret Clearance. Services include but are not limited to: Collecting, translating/interpreting and delivering mission related data; performing data analysis; cultural consulting; role-playing; Title III monitoring and intercepts; interview support, preparing related reports and assessments; forensic processing; screening/gisting; related project/program management and control for linguist screening and, recruitment; logistical coordination; site supervision and quality control of all related services.	High School	1
Native American Linguist *	Provide Native American language support services. Examples include interpretation of oral communication to and from English and native Foreign Language including Simultaneous, Consecutive, Escort, Community, Telephonic and Voiceovers; Collecting, translating / interpreting and delivering mission related data; performing data analysis of translated materials; cultural consulting and role-playing; Title III monitoring, transcriptions and intercepts; preparing related reports and assessments; forensic processing; screening / gisting; related project / program management and control for linguist screening and, recruitment; logistical coordination; site supervision and quality control of all related services. Other services include closed captioning, voice-overs, textbook or audio script translation, website (HTML) and online document translation with typesetting services, telephone Services (TDD and TTY), deaf interpreting, tactile, transcription of braille documents and captioning services, cued English transliteration, and Section 508 compliant language services.	High School or Equivalent	2

SERVICE CONTRACT LABOR STANDARDS: The Service Contract Labor Standards (SCLS), formerly known as the Service Contract Act (SCA), is applicable to this contract as it applies to the entire Multiple Award Schedule (MAS) and all services provided. While no specific labor categories have been identified as being subject to SCLS/SCA due to exemptions for professional employees (FAR 22.1101, 22.1102 and 29 CRF 541.300), this contract still maintains the provisions and protections for SCLS/SCA eligible labor categories. If and / or when the contractor adds SCLS/SCA labor categories to the contract through the modification process, the contractor must inform the Contracting Officer and establish a SCLS/SCA matrix identifying the GSA labor category titles, the occupational code, SCLS/SCA labor category titles and the applicable WD number. Failure to do so may result in cancellation of the contract.

SIN 541930 LABOR RATES

Translation Services: Our services include but are not limited to the translation of business, legal, marketing, medical, multimedia (internet, audio, and video), software localization and website localization.

Translation	Year 5 8/10/25- 8/09/26	Year 6 8/10/26- 8/09/27	Year 7 8/10/27- 08/09/28	Year 8 8/10/28- 08/08/29	Year 9 8/10/29- 08/09/30	Year 10 8/10/30 - 8/9/2031
Spanish	0.1622	0.1659	0.1697	0.1736	0.1776	0.1817
Arabic	0.2439	0.2495	0.2552	0.2611	0.2671	0.2732
Armenian	0.2439	0.2495	0.2552	0.2611	0.2671	0.2732
Farsi	0.2439	0.2495	0.2552	0.2611	0.2671	0.2732
French Creole	0.2439	0.2495	0.2552	0.2611	0.2671	0.2732
French	0.2439	0.2495	0.2552	0.2611	0.2671	0.2732
Hebrew	0.2439	0.2495	0.2552	0.2611	0.2671	0.2732
Italian	0.2439	0.2495	0.2552	0.2611	0.2671	0.2732
Mandarin	0.2439	0.2495	0.2552	0.2611	0.2671	0.2732
Russian	0.2439	0.2495	0.2552	0.2611	0.2671	0.2732
Turkish	0.2439	0.2495	0.2552	0.2611	0.2671	0.2732
Urdu	0.2439	0.2495	0.2552	0.2611	0.2671	0.2732
Dari	0.2439	0.2495	0.2552	0.2611	0.2671	0.2732
Albanian	0.2639	0.27	0.2762	0.2826	0.2891	0.2957
Bengali	0.2639	0.27	0.2762	0.2826	0.2891	0.2957
German	0.2639	0.27	0.2762	0.2826	0.2891	0.2957
Greek	0.2639	0.27	0.2762	0.2826	0.2891	0.2957
Japanese	0.2639	0.27	0.2762	0.2826	0.2891	0.2957
Korean	0.2639	0.27	0.2762	0.2826	0.2891	0.2957
Polish	0.2639	0.27	0.2762	0.2826	0.2891	0.2957
Portuguese	0.2639	0.27	0.2762	0.2826	0.2891	0.2957
Punjabi	0.2639	0.27	0.2762	0.2826	0.2891	0.2957
Dutch	0.2874	0.294	0.3008	0.3077	0.3148	0.322
Fulani	0.2874	0.294	0.3008	0.3077	0.3148	0.322
Gujarati	0.2874	0.294	0.3008	0.3077	0.3148	0.322
Hindi	0.2874	0.294	0.3008	0.3077	0.3148	0.322
Hungarian	0.2874	0.294	0.3008	0.3077	0.3148	0.322
Pashto	0.2874	0.294	0.3008	0.3077	0.3148	0.322
Romanian	0.2874	0.294	0.3008	0.3077	0.3148	0.322
Slovak	0.2874	0.294	0.3008	0.3077	0.3148	0.322
Tagalog	0.2874	0.294	0.3008	0.3077	0.3148	0.322
Thai	0.2874	0.294	0.3008	0.3077	0.3148	0.322
Vietnamese	0.2874	0.294	0.3008	0.3077	0.3148	0.322
Bosnian	0.2874	0.294	0.3008	0.3077	0.3148	0.322
Aramaic	0.2874	0.294	0.3008	0.3077	0.3148	0.322
Danish	0.2874	0.294	0.3008	0.3077	0.3148	0.322

Hmong	0.2874	0.294	0.3008	0.3077	0.3148	0.322
Ibo	0.2874	0.294	0.3008	0.3077	0.3148	0.322
Ido	0.2874	0.294	0.3008	0.3077	0.3148	0.322
Macedonian	0.2874	0.294	0.3008	0.3077	0.3148	0.322
Serbo-Croatian	0.2874	0.294	0.3008	0.3077	0.3148	0.322
Somali	0.2874	0.294	0.3008	0.3077	0.3148	0.322
Twi	0.2874	0.294	0.3008	0.3077	0.3148	0.322
Ukrainian	0.2874	0.294	0.3008	0.3077	0.3148	0.322
Indonesian	0.2874	0.294	0.3008	0.3077	0.3148	0.322
Burmese	0.3535	0.3616	0.3699	0.3784	0.3871	0.396
Cambodian	0.3535	0.3616	0.3699	0.3784	0.3871	0.396
Czech	0.3535	0.3616	0.3699	0.3784	0.3871	0.396
Hausa	0.3535	0.3616	0.3699	0.3784	0.3871	0.396
Tibetan	0.3535	0.3616	0.3699	0.3784	0.3871	0.396
Amharic	0.3535	0.3616	0.3699	0.3784	0.3871	0.396
Chin	0.3535	0.3616	0.3699	0.3784	0.3871	0.396
Kinyarwanda	0.3535	0.3616	0.3699	0.3784	0.3871	0.396
Nepali	0.3535	0.3616	0.3699	0.3784	0.3871	0.396
Kaya	0.3535	0.3616	0.3699	0.3784	0.3871	0.396
Sgaw Karen	0.3535	0.3616	0.3699	0.3784	0.3871	0.396
Swahili	0.3535	0.3616	0.3699	0.3784	0.3871	0.396
Tigrinya	0.3535	0.3616	0.3699	0.3784	0.3871	0.396
Khmer	0.3535	0.3616	0.3699	0.3784	0.3871	0.396
Lao	0.3535	0.3616	0.3699	0.3784	0.3871	0.396
Samoan	0.3535	0.3616	0.3699	0.3784	0.3871	0.396
Tongan	0.3535	0.3616	0.3699	0.3784	0.3871	0.396

Per word rate
Translation Services require 1,000 word minimum per project
To and From English

Transcription Services: LIS' transcription professional creates written records of audio and video recordings, meetings, and live conversations. Their finished products must demonstrate clear formatting and easy-to- read content, which businesses often use for quick distribution of information.

Transcription	Year 5 8/10/25-8/09/26	Year 6 8/10/26-8/09/27	Year 7 8/10/27-08/09/28	Year 8 8/10/28-08/08/29	Year 9 8/10/29-08/09/30	Year 10 8/10/30 -8/9/2031
Transcription - Group 1 - English	41.86	42.82	43.80	44.81	45.84	46.89
Transcription - Group 2 - Spanish	57.56	58.88	60.23	61.62	63.04	64.49
Transcription - Group 3 – Chinese (Mandarin), Haitian Creole, Hindi, Polish	75.35	77.08	78.85	80.66	82.52	84.42
Transcription - Group 4 - Italian	73.27	74.96	76.68	78.44	80.24	82.09

To and From English

Interpretation Services: Our services include scheduled consecutive and simultaneous onsite, telephonic or online interpretation.

Consecutive Interpretation	Year 5 8/10/25-8/09/26	Year 6 8/10/26-8/09/27	Year 7 8/10/27-08/09/28	Year 8 8/10/28-08/08/29	Year 9 8/10/29-08/09/30	Year 10 8/10/30 - 8/9/2031
Albanian - Consecutive Interpretation	90.90	92.99	95.13	97.32	99.56	101.85
American Sign Language - Consecutive Interpretation	98.58	100.85	103.17	105.54	107.97	110.45
Arabic - Consecutive Interpretation	90.90	92.99	95.13	97.32	99.56	101.85
Armenian - Consecutive Interpretation	90.90	92.99	95.13	97.32	99.56	101.85
Bambara - Consecutive Interpretation	88.71	90.75	92.84	94.98	97.16	99.39
Bengali - Consecutive Interpretation	90.90	92.99	95.13	97.32	99.56	101.85
Cambodian - Consecutive Interpretation	90.90	92.99	95.13	97.32	99.56	101.85
Cantonese - Consecutive Interpretation	90.90	92.99	95.13	97.32	99.56	101.85
Czech - Consecutive Interpretation	90.90	92.99	95.13	97.32	99.56	101.85
Dari - Consecutive Interpretation	90.90	92.99	95.13	97.32	99.56	101.85
Dutch - Consecutive Interpretation	90.90	92.99	95.13	97.32	99.56	101.85
Farsi - Consecutive Interpretation	90.90	92.99	95.13	97.32	99.56	101.85
Finnish - Consecutive Interpretation	90.90	92.99	95.13	97.32	99.56	101.85
French - Consecutive Interpretation	75.56	77.30	79.08	80.90	82.76	84.66
French Creole - Consecutive Interpretation	75.56	77.30	79.08	80.90	82.76	84.66
Fulani - Consecutive Interpretation	90.90	92.99	95.13	97.32	99.56	101.85
Fuzhou - Consecutive Interpretation	90.90	92.99	95.13	97.32	99.56	101.85
German - Consecutive Interpretation	90.90	92.99	95.13	97.32	99.56	101.85
Greek - Consecutive Interpretation	90.90	92.99	95.13	97.32	99.56	101.85
Gujarati - Consecutive Interpretation	90.90	92.99	95.13	97.32	99.56	101.85
Hausa - Consecutive Interpretation	90.90	92.99	95.13	97.32	99.56	101.85
Hebrew - Consecutive Interpretation	75.56	77.30	79.08	80.90	82.76	84.66
Hindi - Consecutive Interpretation	90.90	92.99	95.13	97.32	99.56	101.85

Hungarian - Consecutive Interpretation	90.90	92.99	95.13	97.32	99.56	101.85
Italian - Consecutive Interpretation	75.56	77.30	79.08	80.90	82.76	84.66
Japanese - Consecutive Interpretation	88.71	90.75	92.84	94.98	97.16	99.39
Kikongo-Congolese(Fioti) - Consecutive Interpretation	90.90	92.99	95.13	97.32	99.56	101.85
Korean - Consecutive Interpretation	90.90	92.99	95.13	97.32	99.56	101.85
Lithuanian - Consecutive Interpretation	88.71	90.75	92.84	94.98	97.16	99.39
Macedonian - Consecutive Interpretation	88.71	90.75	92.84	94.98	97.16	99.39
Malayalam - Consecutive Interpretation	88.71	90.75	92.84	94.98	97.16	99.39
Mandarin - Consecutive Interpretation	90.90	92.99	95.13	97.32	99.56	101.85
Mandingo - Consecutive Interpretation	88.71	90.75	92.84	94.98	97.16	99.39
Pashto - Consecutive Interpretation	90.90	92.99	95.13	97.32	99.56	101.85
Polish - Consecutive Interpretation	75.56	77.30	79.08	80.90	82.76	84.66
Portuguese - Consecutive Interpretation	90.90	92.99	95.13	97.32	99.56	101.85
Russian - Consecutive Interpretation	90.90	92.99	95.13	97.32	99.56	101.85
Serbo-Croatian - Consecutive Interpretation	90.90	92.99	95.13	97.32	99.56	101.85
Slovak - Consecutive Interpretation	90.90	92.99	95.13	97.32	99.56	101.85
Spanish - Consecutive Interpretation	54.75	56.01	57.30	58.62	59.97	61.35
Spanish (Federal Court Certified Interpreter) - Consecutive Interpretation	147.85	151.25	154.73	158.29	161.93	165.65
Swahili - Consecutive Interpretation	90.90	92.99	95.13	97.32	99.56	101.85
Swedish - Consecutive Interpretation	90.90	92.99	95.13	97.32	99.56	101.85
Tagalog - Consecutive Interpretation	88.71	90.75	92.84	94.98	97.16	99.39
Telugu - Consecutive Interpretation	90.90	92.99	95.13	97.32	99.56	101.85
Thai - Consecutive Interpretation	90.90	92.99	95.13	97.32	99.56	101.85
Taishanese - Consecutive Interpretation	90.90	92.99	95.13	97.32	99.56	101.85

Turkish - Consecutive Interpretation	90.90	92.99	95.13	97.32	99.56	101.85
Twi - Consecutive Interpretation	88.71	90.75	92.84	94.98	97.16	99.39
Urdu - Consecutive Interpretation	90.90	92.99	95.13	97.32	99.56	101.85
Vietnamese - Consecutive Interpretation	88.71	90.75	92.84	94.98	97.16	99.39
Wolof - Consecutive Interpretation	88.71	90.75	92.84	94.98	97.16	99.39
Yiddish - Consecutive Interpretation	75.56	77.30	79.08	80.90	82.76	84.66
Yoruba - Consecutive Interpretation	88.71	90.75	92.84	94.98	97.16	99.39

2-hour minimum applies for all languages except American Sign Language which has a 3- hour minimum. To and From English

	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10
Simultaneous Interpretation	**8/10/25-8/09/26**	**8/10/26-8/09/27**	**8/10/27-08/09/28**	**8/10/28-08/08/29**	**8/10/29-08/09/30**	**8/10/30 - 8/9/2031**
Albanian - Simultaneous Interpretation	115.00	117.65	120.36	123.13	125.96	128.86
Arabic - Simultaneous Interpretation	120.47	123.24	126.07	128.97	131.94	134.97
Armenian - Simultaneous Interpretation	125.95	128.85	131.81	134.84	137.94	141.11
ATA Certified Interpreter - Simultaneous Interpretation	206.67	211.42	216.28	221.25	226.34	231.55
Bambara - Simultaneous Interpretation	131.42	134.44	137.53	140.69	143.93	147.24
Bengali - Simultaneous Interpretation	120.47	123.24	126.07	128.97	131.94	134.97
Burmese - Simultaneous Interpretation	131.42	134.44	137.53	140.69	143.93	147.24
Cambodian - Simultaneous Interpretation	131.42	134.44	137.53	140.69	143.93	147.24
Chinese(Cantonese/Mandarin) - Simultaneous Interpretation	120.47	123.24	126.07	128.97	131.94	134.97
Czech - Simultaneous Interpretation	131.42	134.44	137.53	140.69	143.93	147.24
Dari - Simultaneous Interpretation	120.47	123.24	126.07	128.97	131.94	134.97
Dutch - Simultaneous Interpretation	120.47	123.24	126.07	128.97	131.94	134.97
Farsi - Simultaneous Interpretation	120.47	123.24	126.07	128.97	131.94	134.97
French - Simultaneous Interpretation	82.15	84.04	85.97	87.95	89.97	92.04
Fulani - Simultaneous Interpretation	131.42	134.44	137.53	140.69	143.93	147.24

Language						
Fuzhou - Simultaneous Interpretation	120.47	123.24	126.07	128.97	131.94	134.97
Ga - Simultaneous Interpretation	131.42	134.44	137.53	140.69	143.93	147.24
German - Simultaneous Interpretation	120.47	123.24	126.07	128.97	131.94	134.97
Greek - Simultaneous Interpretation	115.00	117.65	120.36	123.13	125.96	128.86
Haitian Creole - Simultaneous Interpretation	115.00	117.65	120.36	123.13	125.96	128.86
Hausa - Simultaneous Interpretation	131.42	134.44	137.53	140.69	143.93	147.24
Hebrew - Simultaneous Interpretation	115.00	117.65	120.36	123.13	125.96	128.86
Hindi - Simultaneous Interpretation	109.52	112.04	114.62	117.26	119.96	122.72
Hungarian - Simultaneous Interpretation	131.42	134.44	137.53	140.69	143.93	147.24
Ibo - Simultaneous Interpretation	131.42	134.44	137.53	140.69	143.93	147.24
Italian - Simultaneous Interpretation	109.52	112.04	114.62	117.26	119.96	122.72
Japanese - Simultaneous Interpretation	125.95	128.85	131.81	134.84	137.94	141.11
Korean - Simultaneous Interpretation	120.47	123.24	126.07	128.97	131.94	134.97
Lithuanian - Simultaneous Interpretation	131.42	134.44	137.53	140.69	143.93	147.24
Luganda - Simultaneous Interpretation	125.95	128.85	131.81	134.84	137.94	141.11
Macedonian - Simultaneous Interpretation	131.42	134.44	137.53	140.69	143.93	147.24
Malayalam - Simultaneous Interpretation	131.42	134.44	137.53	140.69	143.93	147.24
Mandingo - Simultaneous Interpretation	131.42	134.44	137.53	140.69	143.93	147.24
Pashto - Simultaneous Interpretation	125.95	128.85	131.81	134.84	137.94	141.11
Polish - Simultaneous Interpretation	104.05	106.44	108.89	111.39	113.95	116.57
Portuguese - Simultaneous Interpretation	115.00	117.65	120.36	123.13	125.96	128.86
Punjabi - Simultaneous Interpretation	115.00	117.65	120.36	123.13	125.96	128.86
Romani - Simultaneous Interpretation	125.95	128.85	131.81	134.84	137.94	141.11
Romanian - Simultaneous Interpretation	115.00	117.65	120.36	123.13	125.96	128.86

Russian - Simultaneous Interpretation	109.52	112.04	114.62	117.26	119.96	122.72
Serbo-Croatian - Simultaneous Interpretation	115.00	117.65	120.36	123.13	125.96	128.86
Slovak - Simultaneous Interpretation	120.47	123.24	126.07	128.97	131.94	134.97
Somali - Simultaneous Interpretation	120.47	123.24	126.07	128.97	131.94	134.97
Soninke - Simultaneous Interpretation	125.95	128.85	131.81	134.84	137.94	141.11
Spanish - Simultaneous Interpretation	76.66	78.42	80.22	82.07	83.96	85.89
Swahili - Simultaneous Interpretation	131.42	134.44	137.53	140.69	143.93	147.24
Swedish - Simultaneous Interpretation	120.47	123.24	126.07	128.97	131.94	134.97
Tagalog - Simultaneous Interpretation	131.42	134.44	137.53	140.69	143.93	147.24
Telegu - Simultaneous Interpretation	131.42	134.44	137.53	140.69	143.93	147.24
Thai - Simultaneous Interpretation	131.42	134.44	137.53	140.69	143.93	147.24
Tibetan - Simultaneous Interpretation	131.42	134.44	137.53	140.69	143.93	147.24
Turkish - Simultaneous Interpretation	125.95	128.85	131.81	134.84	137.94	141.11
Twi - Simultaneous Interpretation	125.95	128.85	131.81	134.84	137.94	141.11
Ukrainian - Simultaneous Interpretation	115.00	117.65	120.36	123.13	125.96	128.86
Urdu - Simultaneous Interpretation	120.47	123.24	126.07	128.97	131.94	134.97
Vietnamese - Simultaneous Interpretation	125.95	128.85	131.81	134.84	137.94	141.11
Wolof - Simultaneous Interpretation	125.95	128.85	131.81	134.84	137.94	141.11
Yiddish - Simultaneous Interpretation	125.95	128.85	131.81	134.84	137.94	141.11
Yoruba - Simultaneous Interpretation	131.42	134.44	137.53	140.69	143.93	147.24

For all simultaneous interpretation: 2-hour minimum applies for all languages and 2-persons per language is required.
To and From English

Linguistic Analytic Support Services: Services include but are not limited to: Collecting, translating/interpreting and delivering mission related data; performing data analysis; cultural consulting; role-playing; Title III monitoring and intercepts; interview support, preparing related reports and assessments; forensic processing; screening/gisting; related project/program management and control for linguist screening and, recruitment; logistical coordination; site supervision and quality control of all related services.

Labor Category	Year 5 8/10/25- 8/09/26	Year 6 8/10/26- 8/09/27	Year 7 8/10/27- 08/09/28	Year 8 8/10/28- 08/08/29	Year 9 8/10/29- 08/09/30	Year 10 8/10/30 - 8/9/2031
Linguist I Non-Cleared **	87.62	89.64	91.70	93.81	95.97	98.18
Linguist II Secret	109.52	112.04	114.62	117.26	119.96	122.72
Linguist III Top Secret	115.00	117.65	120.36	123.13	125.96	128.86
Native American Linguist **	123.47	126.31	129.22	132.19	135.23	138.34

Other Support Services: Include transcription, desktop publishing and other related services

Other Labor Category	Year 5 8/10/25- 8/09/26	Year 6 8/10/26- 8/09/27	Year 7 8/10/27- 08/09/28	Year 8 8/10/28- 08/08/29	Year 9 8/10/29- 08/09/30	Year 10 8/10/30 - 8/9/2031
English - Transcription	43.80	44.81	45.84	46.89	47.97	49.07
ASL - Services for Visually and Hearing Impaired	98.58	100.85	103.17	105.54	107.97	110.45
Desktop Publishing	52.34	53.54	54.77	56.03	57.32	58.64
ATA Certified Interpreter	209.80	214.63	219.57	224.62	229.79	235.08

Over the Phone Interpretation (OPI) Services:

Labor Category - Telephonic Interpretation	8/10/25- 8/09/26	8/10/26- 8/09/27	8/10/27- 08/09/28	8/10/28- 08/08/29	8/10/29- 08/09/30	8/10/30 - 8/9/2031
Arabic, Albanian, Croatian, Spanish, Punjabi, Bengali, Korean, Polish, Cantonese, Mandarin, Russian, French, French Creole, Urdu, Polish, Romanian, Tagalog, Greek, Cambodian, Italian, Japanese, Mandinka, Sinhalese, Tamil, Vietnamese, Hungarian, Wolof, Bangladeshi, Farsi, Portuguese, Hindi, Turkish, Pashtu, Chinese, Acholi (Sudan-Uganda), Afghan, Afrikaans, Akan, Amharic (Ethiopia), Armenian, Ashanti, Assyrian, Azerbaijani, Bambara, Belorussian, Bosnian, Brazil Portuguese, Bulgarian, Burmese, Cakchiquel, Cape Verdean, Catalan, Cebuano, Chaldean, Chin, Chinese, Chuukese, Crioulo, Czech, Danish, Dari (Afghanistan), Dinka (Sudan), Dutch, Ebon-Edo, Estonian, Ethiopian, Ewe, Fijian, Finnish, Flemish, Foochow, French Cajun, French Canadian, Fukienese, Fulani, Fuzhou,	1.45	1.48	1.51	1.54	1.58	1.62

Ga, Georgian, German, Grebo, Gujarati, Haitian Creole, Hakka, Hausa, Hawaii Creole, Hebrew, Hmong, Hokkien, Hunanese, Ibo, Icelandic, Ilocano, Ilonggo, Indonesian, Jamaican English Creole (Patios), Jula, Kachchi, Kanjobal, Kannada, Karen, Karenni/Kayah, Kazakh, Khmer, Kikuyu, Kinya/Rwanda, Kirundi, Krahn, Krio, Kunama, Kurdish, Kurmanji, Lanvhou, Lao, Latvian, Lingala, Lithuanian, Luganda, Luo, Maay Somali, Macedonian, Malay, Malayalam, Malinke, Mam, Mandingo, Marathi, Marshallese, Mien, Mirpuri, Mixteco, Moldovan, Mongolian, Montenegrin, Moroccan Arabic, Navajo, Ndebele, Neopolitan, Nepali, Nigerian English, Pidgin, Norwegian, Nuer (Sudan), Oromo (Ethiopia), Pangasinan, Pashto (Afghanistan), Persian, Portuguese Creole, Quiche, Samoan, Sarahuleh/Soninke, Serbian, Serbo-Croatian, Shanghainese, Sichuan/Szechuan, Sicilian, Sindi, Slovak, Slovakian, Somali, Soninke, Sorani, Sudanese Arabic, Susu/Soso, Swahili, Swedish, Sylheti, Taechew, Taiwanese, Telegu, Thai, Tibetan, Tigrigna (Eritrea), Toisan, Taishanese, Tongan, Trukese/Chuukese, Twi, Ukrainian, Uzbek, Visayan, Yiddish, Yoruba, Yugoslavian, Zande							

SUBSTITUTION MATRIX

Degree	Substitution Description
Associate's Degree	Two years relevant experience is equal to an Associate's Degree.
Bachelor's Degree	Associate's Degree plus two years relevant experience, or four years relevant experience.
Master's Degree	Bachelor's Degree plus two years relevant experience, Associate's Degree plus four years relevant experience, or six years relevant experience.

DANGER/HAZARDOUS DUTY PAY ADDITIONS:

A Danger Pay and/or Hardship Post differential of up to the Department of State maximum allowable percentage for OCONUS locations is authorized under this contract.