

**IBM Corporation  
Federal Acquisition Service**

*Authorized Federal Supply Schedule 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 is available through **GSA Advantage!**<sup>TM</sup>, a menu-driven database system. The INTERNET address for **GSA Advantage!**<sup>TM</sup> is: <http://www.GSAAdvantage.gov>.

**Schedule for – Professional Services Schedule (PSS)**

**Federal Supply Group: 00CORP Class:**

**Contract Number: GS-00F-005DA**

**For more information on ordering from Federal Supply Schedules  
click on the FSS Schedules button at <http://www.gsa.gov/schedules-ordering>**

**Contract Period: October 1, 2015 – September 30, 2020**

**Contractor:** International Business Machines Corporation  
6710 Rockledge Drive  
Bethesda, MD 20817 1834

**Business Size:** Large Business

**In accordance with 13 C.F.R. 121.404, the Contractor is ineligible to participate in any RFQ that is set aside for small business where the subject contract’s awarded size status for the preponderance NAICS designated in the RFQ is “other than small”.**

**Telephone:** (301) 803-3983  
**Extension:**  
**FAX Number:** (301) 803-2843  
**Web Site:** <https://www.ibm.com/industries/federal/contracts/gsa>  
**E-mail:** [stauffer@us.ibm.com](mailto:stauffer@us.ibm.com)  
**Contract Administration:** Sherry Stauffer

**CUSTOMER INFORMATION:**

Please be advised that the following individual Schedule contracts have been migrated to this Consolidated Schedule. As a result, no additional stand alone Task Orders can be awarded or BPAs established under these contracts:

IBM MOBIS Schedule	GS-23F-7107H
IBM FABS Schedule	GS-23F-8126H

**1a. Table of Awarded Special Item Number(s) with appropriate cross-reference to page numbers:**

SIN	Recovery	SIN Description
520-1	520-1RC	Program Financial Advisor
520-2	520-2RC	Transaction Specialis
520-5	520-5RC	Loan Servicing & Asset Management
520-8	520-8RC	Complementary Audit Services

520-11	520-11RC	Accounting
520-12	520-12RC	Budgeting
520-13	520-13RC	Complementary Financial Management Services
874-1	874-1RC	Integrated Consulting Services
874-4	874-4RC	Training Services: Instructor Led Training, Web Based Training and Education Courses, Course Development and Test Administration
874-6	874-6RC	Acquisition Management Support
874-7	874-7RC	Integrated Business Program Support Services

SIN 874-4:

IBM offers a variety of Instructor led training. As an example IBM offers training for Agile Fundamentals. At completion, students will have an understanding of: core lean/agile values and principles, managing work in progress, continuous improvement and feedback, shifts in roles, team collaboration, adaptive planning techniques, and value-driven development along with the essential building blocks of popular agile frameworks including how DevOps powers agility. Students will also have gained the vocabulary to discuss the benefits of agile and how to avoid common pitfalls with fellow agile practitioners.

- 1b. Prices shown below are final prices approved by GSA .
2. **Maximum Order:** \$1,000,000.00
3. **Minimum Order:** \$100.00
4. **Geographic Coverage (delivery Area):** For all Special Items, the geographic scope of this Contract is the 50 United States and the District of Columbia. On a case-by-case basis IBM will perform Services to overseas US Government locations which are in support of national or mutual defense operations (including US Embassies), and to locations which support the national interest of the United States
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 Offered
8. **Prompt payment terms:** Net 30 days
- 9a. **Notification that Government purchase cards are accepted up to the micro-purchase threshold:** Yes
- 9b. **Notification whether Government purchase cards are accepted or not accepted above the micro-purchase threshold:** will accept credit card over \$2,500 but no greater than \$500,000 (subject to the individual user's credit card limit).  
The Government credit card program provides that invoices for credit card orders are not necessary; therefore, IBM will present such invoices to the Government only upon request for an individual order.
10. **Foreign items (list items by country of origin):** None
- 11a. **Time of Delivery (Contractor insert number of days):** Perform work on a task order/delivery order shall begin at a time mutually agreed to by IBM and the agency.
- 11b. **Expedited Delivery. The Contractor will insert the sentence "Items available for expedited delivery are noted in this price list." under this heading. The Contractor may use a symbol of its choosing to highlight items in its price list that have expedited delivery:** Contact IBM for urgent requests

**11c. Overnight and 2-day delivery.** The Contractor will indicate whether overnight and 2-day delivery are available. Also, the Contractor will indicate that the schedule customer may contact the Contractor for rates for overnight and 2-day delivery: Contact IBM for urgent requests

**11d. Urgent Requirements.** The Contractor will note in its price list the “Urgent Requirements” clause of its contract and advise agencies that they can also contact the Contractor’s representative to effect a faster delivery: Contact IBM for urgent requests

**12. F.O.B Points(s):** Destination

**13a. Ordering Address(es):** Same as address above  
6710 Rockledge Drive  
Bethesda, MD 20817 1834

**13b. Ordering procedures:** For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPA’s), and a sample BPA can be found at the GSA/FSS Schedule homepage ([fss.gsa.gov/schedules](http://fss.gsa.gov/schedules)).

**14. Payment address(es):**

Payment should be remitted to one of the following addresses:

**ACH Payments:**

IBM Corporation  
C/O PNC Bank Lockbox IBM# 643584  
500 First Avenue  
Pittsburgh, PA 15219  
Attn: Lockbox IBM# 643584 (877)762-0830  
ABA: 043000096 ct#: 1017305745

**Mail:**

IBM Corporation  
Lockbox 643584  
P.O. Box 643584  
Pittsburgh, PA 15264-3584

**15. Warranty provision.** Contractor’s standard commercial warranty.  
For each IBM Service, IBM warrants that it will be performed:

1. In a workmanlike manner; and
2. According to a mutually agreeable Statement of Work

THESE WARRANTIES REPLACE ALL OTHER WARRANTIES, EXPRESS OR IMPLIED, INCLUDING THE IMPLIED WARRANTIES OF MERCHANTABILITY AND FITNESS FOR A PARTICULAR PURPOSE.

Unless specified otherwise, materials and non-IBM Services are provided on an “AS IS” basis.

**16. Export Packing Charges (if applicable):** N/A

- 17. Terms and conditions of Government purchase card acceptance (any thresholds above the micro-purchase level):**  
IBM will accept credit card over \$2,500 but no greater than \$500,000 (subject to the individual user's credit card limit).  
The Government credit card program provides that invoices for credit card orders are not necessary; therefore, IBM will present such invoices to the Government only upon request for an individual order
- 18. If applicable, indicate that Section 508 compliance information is available on Electronic and Information Technology (EIT) supplies and services and show where full details can be found (e.g. contactor's website or other location.) The EIT standards can be found at: [www.Section508.gov/](http://www.Section508.gov/).**
- 19. Data Universal Numbering System (DUNS) number:** 835130485  
IBM Taxpayer Identification (TIN) Number – 13-0871985  
IBM CAGE Code Number for orders placed at 6710 Rockledge Dr., Bethesda, MD is 3BXY7
- 20. Notification regarding registration in Central Contractor Registration (CCR) database:** Registered
- 21. IBM Terms of Service**

#### **European Union General Data Protection Regulation (GDPR)**

The European Union passed the General Data Protection Regulation (EU/2016/679) (GDPR), effective 25 May 2018. The GDPR is designed to ensure a consistent level of protection of the rights and freedoms of natural persons with regard to the processing of their data and to establish one set of data protection rules for Personal Data. IBM is committed to GDPR readiness.

Regarding GDPR, you represent as follows:

- a. Either you do not require IBM to process Personal Data within the meaning of GDPR (e.g., because no processing of Personal Data occurs in the European Union (EU); no monitoring of Personal behavior takes place in EU; or your activities are otherwise exempt from GDPR); and you will communicate to IBM in writing, without undue delay, any anticipated change affecting this representation, or
- b. You agree to IBM's Data Processing Addendum at <http://ibm.com/dpa> (DPA) and applicable DPA Exhibit, which apply and supplement the contract. Please contact your IBM representative for the applicable Data Processing Exhibit.

#### **Use of Schedule by Other Government Activities**

IBM may honor orders under this Contract from authorized Federal Government prime contractors who furnish to IBM written evidence attached to each order that they are authorized by the Government to procure from Schedule Contracts. Federal Government Prime Contractors authorized to order under this Schedule contract must comply with the provisions of the Federal Acquisition Regulations contained in Part 51-Use of Government Sources by Contractors. Government contractors should refer to FAR 51.101, Policy, and FAR 51.103, Ordering from Government Supply Sources.

#### **Travel Expense Reimbursement**

Costs for transportation and per diem (lodging, meals and incidental expenses) are directly reimbursable by the ordering agency, in accordance with the Federal Travel Regulations (FAR 31.205-46). Not-to-Exceed (NTE) amounts will be negotiated with the agency prior to the acceptance of each delivery order. Travel time is billable at the same hourly rates as set forth in the Services price list. G&A will be added to travel charges, in accordance with IBM cost accounting disclosure statement.

Mileage for travel shall be reimbursed in accordance with the federal travel regulations or the joint travel regulations, as applicable.

## **Security Requirements**

In the event security requirements are necessary, ordering activities may incorporate in their delivery orders a security clause in accordance with current laws, regulations, and individual agency policy.

## **Data Privacy**

The Government agrees to allow IBM and its Subsidiaries to store and use your contact information, including names, phone numbers, and business e-mail addresses, anywhere they do business. Such information will be processed and used in connection with our business relationship and may be provided to contractors, IBM Business Partners, and assignees of IBM and its Subsidiaries for uses consistent with their collective business activities, including communicating with you (for example, for processing orders, for promotions, and for market research).

## **Government Resources**

If Government is making available to IBM any facilities, software, hardware or other resources in connection with IBM's performance of Services, Government agrees to obtain any licenses or approvals related to these resources that may be necessary for IBM to perform the Services and develop Project Materials. IBM will be relieved of its obligations that are adversely affected by Government's failure to promptly obtain such licenses or approvals. Government agrees to reimburse IBM for any reasonable costs and other amounts that IBM may incur from Customer's failure to obtain these licenses or approvals.

Unless otherwise agreed in an Attachment or Transaction Document, Government is responsible for i) any data and the content of any database Government makes available to IBM in connection with a Service under this Agreement, ii) the selection and implementation of procedures and controls regarding access, security, encryption, use, and transmission of data, and iii) backup and recovery of the database and any stored data. IBM's responsibilities regarding such data or databases, including any confidentiality and security obligations, are governed by the Attachments and Transaction Documents applicable to the particular Services transaction.

## **Ordering**

A written or credit card order shall be the only basis for ordering under this contract. All written orders shall be time stamped upon receipt by IBM and the time-stamped date shall be considered to be the date of receipt unless the order shall have been sent by Certified Mail/Return Receipt Requested in which event the date of receipt shall be the date indicated on the certified mail receipt. IBM will accept telephonic orders of \$100,000 or less (subject to the individual user's credit card limit) with payment made by Government commercial credit cards for acquisition of services available under this Schedule.

## **Effective Date of Orders**

Any order issued during the effective period of this contract may specify a period of performance that extends beyond the expiration date of this contract. IBM shall complete all schedule orders within the time specified in the order, or as mutually agreed between IBM and the ordering agency. Those task orders that have a period of performance beyond this contract will continue to be governed by all the terms and conditions in the contract and any other special ordering procedures pursuant to FAR Part 8.4.

## **Service Supplier**

This Price List contains services which are supplied by IBM or subcontracted non-IBM personnel. The fixed hourly rates for each labor category applies to labor performed by—

- (1) IBM;
- (2) Subcontractors; and/or
- (3) Divisions, subsidiaries, or affiliates of the offeror under a common control.

IBM professional service rates, as specified in the pricelist below shall apply to (1), (2), and (3) above.

### **Terms, Conditions, and Prices**

The terms, conditions, and prices of this published Schedule pricelist shall prevail in lieu of any other terms, conditions, and prices which may be set forth in any order placed under this contract except as may be otherwise agreed to by both IBM and the user agency.

### **Warranty**

For each IBM Service, IBM warrants that it will be performed:

1. In a workmanlike manner; and
2. According to a mutually agreeable Statement of Work

THESE WARRANTIES REPLACE ALL OTHER WARRANTIES, EXPRESS OR IMPLIED, INCLUDING THE IMPLIED WARRANTIES OF MERCHANTABILITY AND FITNESS FOR A PARTICULAR PURPOSE.

Unless specified otherwise, materials and non-IBM Services are provided on an "AS IS" basis.

### **Materials Ownership and License**

IBM will specify materials to be delivered to the Government. They will be identified as being "Type I Materials," "Type II Materials," or otherwise as mutually agreed upon. If not specified, Materials will be considered Type II Materials.

Type I Materials are those, created during the Service performance period, in which the Government has all right, title and interest (including ownership of copyright). IBM will retain one copy of the Materials. IBM is granted 1) an irrevocable, nonexclusive, worldwide, paid-up license to use, execute, reproduce, display, perform, distribute (internally and externally) copies of, and prepare derivative works based on Type I Materials and 2) the right to authorize others to do any of the former. With respect to data or materials of a proprietary nature, IBM will safeguard the data or materials in accordance with the terms of a mutually agreeable Confidential Disclosure Agreement.

Type II Materials are those, created during the Service performance period or otherwise (such as those that preexist the Service), in which IBM or third parties have all right, title and interest (including ownership of copyright). IBM will deliver one copy of the specified Materials to the Government. IBM grants the Government an irrevocable, nonexclusive, worldwide, paid-up license to use, execute, reproduce, display, perform, and distribute, within the Government agency, copies of Type II Materials.

Both IBM and Government agree to reproduce the copyright notice and any other legend of ownership on any copies made under the license granted under this item.

### **Inspection/Acceptance of the Service**

FAR clause 52.212-4 (a) applies, however, IBM will inform the Government when the Completion Criteria of the Service has been met. The Government has 10 days to inform IBM if they believe this criteria has not been met. The project will be considered complete when IBM meets the Completion Criteria.

### **Patent Indemnity**

Far clause 52.212-4(h) applies, however in addition, if a third party claims that Materials IBM has provided to the Government infringe that party's patent or copyright, IBM will defend the Government against that claim at IBM's expense and pay all costs, damages, and attorney's fees that a court finally award, provided that the Government:

- A. Promptly notified IBM in writing of the claim; and
- B. Allows IBM to control, and cooperate with IBM in, the defense and any related settlement negotiations.

If such a claim is made or appears likely to be made, the Government agrees to permit IBM to enable the Government to continue to use the Materials, or to modify them, or replace them with Materials that are at least functionally equivalent. If IBM determines that none of these alternatives is reasonably available, the Government

agrees to return the Materials to IBM on written request. IBM will then give the Government a credit equal to the amount the Government paid IBM for the Materials.

This is IBM's entire obligation to the Government regarding any claim of infringement.

#### **Limitation of Liability**

Circumstances may arise where, because of a default on IBM's part or other liability, the Government is entitled to recover damages from IBM. In each such instance, regardless of the basis on which the Government is entitled to claim damages from IBM (including fundamental breach, negligence, misrepresentation, or other contract or tort claim), IBM is liable only for:

- A. Payments referred to in our patents and copyrights terms as described above;
- B. Damages for bodily injury (including death) and damage to real property and tangible personal property; and
- C. The amount of any other actual direct damages or loss, up to the greater of \$100,000 or the charges for the Service that is subject of the claim.

This limit also applies to any of our subcontractors. It is the maximum for which IBM and our subcontractors are collectively responsible.

Items for which IBM is not liable:

Under no circumstance is IBM or our subcontractors liable for any of the following:

- A. Third party claims against the Government for losses or damages (other than those under the items 1 and 2 above).
- B. Loss of, or damage to, the Government's records or data; or
- C. Special, incidental, or indirect damages or for any economic consequential damages (including lost profits or savings), even if IBM is informed of their possibility.

#### **Complete Agreement**

IBM's Professional Services Schedule, its Published Terms, and any RFP, Proposal and Statement of Work issued against the Contract constitute the complete Agreement of the parties and supersede all prior communications, agreement or understandings on this subject.

Any terms of this Agreement which by their nature extend beyond the Agreement termination remain in effect until fulfilled.

IBM Professional Services Schedule GS-00F-005DA							
Rates apply to ALL SINS: 520-1, 520-2, 520-5, 520-8, 520-11, 520-12, 520-13, 874-1, 874-4, 874-6,874-7							
Service Proposed (e.g. Labor Category or Job Title/Task)	Minimum Education	Minimum Years of Experience (cannot be a range)	Contractor or Customer Facility or Both		GSA Rate 3/19/2018-9/30/2018	GSA Rate 10/1/2018-9/30/2019	GSA Rate 10/1/2019-9/30/2020
Project Executive	Bachelors	12	Both		\$ 317.38	\$ 323.73	\$ 330.20
Director	Masters	3	Both		\$ 301.99	\$ 308.03	\$ 314.19
Consultant I	Bachelors	1	Both		\$ 99.50	\$ 101.49	\$ 103.52
Consultant II	Bachelors	2	Both		\$ 118.11	\$ 120.47	\$ 122.88
Consultant III	Bachelors	3	Both		\$ 135.60	138.31	\$ 141.08
Senior Consultant I	Bachelors	4	Both		\$ 142.88	145.74	\$ 148.65
Senior Consultant II	Masters	4	Both		\$ 157.46	160.61	\$ 163.82
Senior Consultant III	Masters	5	Both		\$ 183.70	187.37	\$ 191.12
Manager	Masters	3	Both		\$ 201.33	205.36	\$ 209.46
Senior Manager	Masters	5	Both		\$ 241.82	246.66	\$ 251.59
Functional Specialist/SME I	Bachelors	5	Both		\$ 183.18	186.84	\$ 190.58
Functional Specialist/SME II	Bachelors	10	Both		\$ 305.30	311.41	\$ 317.63
Program Support	Bachelors	3	Both		\$ 188.60	192.37	\$ 196.22
Project Assistant	Associate	2	Both		\$ 89.09	90.87	\$ 92.69



## PSS Labor Category Descriptions (SINs 520 and 874)

### Skill Description

#### **Title: Project Executive**

Functional Responsibility: Represents IBM as the executive with overall responsibility for the project and can take action on behalf of the company appropriate to achieve the project objectives. Has a thorough knowledge within field of expertise.

Education and Experience: Bachelor degree with a minimum 12 years experience in related field.

#### **Title: Functional Specialist/Subject Matter Expert II**

Functional Responsibility: Provides expertise, guidance, consultation, facilitation, training, change management, thought leadership, and education to the client and/or project team based on specialized deep expertise in such fields as technology, science, public policy and administration, and management.

Education and Experience: This resource has a bachelor's degree, a minimum of ten years of specialized experience with a deep understanding of and expertise in his/her subject area. The resource may have published in professional journals or have been invited to speak professionally in their area of expertise.

#### **Title: Functional Specialist/Subject Matter Expert I**

Functional Responsibility: Provides expertise, guidance, consultation, facilitation, training, change management, and education to the client and/or project team based on specialized expertise in such fields as technology, science, public policy and administration, and management.

Education and Experience: This resource has a bachelor's degree, a minimum of five years of specialized experience with a deep understanding of and expertise in his/her subject area.

#### **Title: Director**

Functional Responsibility: Provides leadership and overall direction for concurrent multiple small projects within a single large organization, or serves as the project manager of a single large program containing multiple task elements. Coordinates personnel, services and products from a variety of functional areas. Applies industry knowledge as well as training, change management, technical, functional, and project management expertise. Works with senior executives in the client organization.

Education and Experience: This resource has a masters degree and training within public policy, public administration, or management science and has a minimum of three years of relevant experience in consulting or program or project management related to a planning, administration, finance or technology function.

#### **Title: Senior Manager**

Functional Responsibility: Provides day-to-day management direction and leadership for projects comprised of several work streams. Coordinates and directs the activities of other consultants and provides direct consulting support (including but not limited to Functional, Technical, Training/Facilitation, and Change Management responsibilities) and expertise to clients, including the resolution of project issues, quality control of deliverables, and the presentation of project findings and results to client management.

Education and Experience: This resource has a masters degree in an area such as public policy, public administration, or management science and has a minimum of five years of relevant experience in consulting or program or project management related to a planning, administration, finance or technology function.

#### **Title: Manager**

Functional Responsibility: Provides day-to-day project management for smaller projects or is the team lead for a work stream within a larger project. Coordinates and directs the activities of junior consultants and provides direct consulting support (including but not limited to Functional, Technical, Training/Facilitation, and Change Management responsibilities) and expertise to clients including the identification of project issues, reviewing elements of deliverables developed by others, and the presentation of project findings and results to lower levels of client management.

Education and Experience: Has a masters degree in areas such as public policy, public administration, or management science and has a minimum of three years of relevant experience in consulting or program management related to oversight, planning, administration, finance, or technology implementation.

**Title: Program Support**

Functional Responsibility: Provides periodic support to the project team and client in the conduct of various activities related to project risk management, contract administration, project planning, and performance measurement.

Education and Experience: This resource has a bachelor degree in an area such as finance, business, public policy and administration, or management science and a minimum of three years of relevant business or program management/administration experience.

**Title: Consultant III**

Functional Responsibility: Leads data-gathering and analysis, conducts research, develops databases and spreadsheets, creates process flow diagrams, drafts project reports, training materials, and other deliverables, performs instructional design and multi-media responsibilities and performs training and knowledge sharing.

Education and Experience: This resource has a bachelor degree with a minimum of three years of relevant professional consulting experience, as well as other related experience working in complex organizations in a leadership role.

**Title: Consultant II**

Functional Responsibility: Gathers data for more senior team members, conducts Internet and document research, manages team databases and knowledge repositories, takes notes during meetings and interviews, drafts process flow diagrams, contributes to project reports, training materials, and other deliverables, and performs instructional design and multi-media responsibilities and performs training and knowledge sharing.

Education and Experience: This resource has a bachelor degree with a minimum of two years experience in a relevant professional position in a complex organization.

**Title: Consultant I**

Functional Responsibility: Assists project team members with data gathering and research, organizes data and project documents, and assists project manager in the development of deliverables, and supports development of process flow diagrams, project reports, training materials, instructional design, multi-media, and other deliverables.

Education and Experience: This resource has a bachelor degree with a minimum of one year experience in a relevant professional position.

**Title: Senior Consultant I**

Functional Responsibility: Performs data collection roles on client projects, supervises senior and staff consultants.

Education and Experience: Has a bachelor degree with a minimum of 4 years experience.

**Title: Senior Consultant II**

Functional Responsibility: Leads small project or task teams. Assists with group facilitation and analysis on client projects.

Education and Experience: Has a masters degree in applicable field, such as management, finance, engineering, or public administration. A minimum of 4 years experience.

**Title: Senior Consultant III**

Functional Responsibility: Performs data collection role on client projects, supervises senior and staff consultants and leads small project or task teams.

Education and Experience: Has a masters degree in applicable field, such as management, finance, engineering, or public administration. A minimum of 5 years experience.

**Title: Project Assistant**

Functional Responsibility: Assists project team members with routine data gathering and research activities, organizes data and project documents, and assists project manager in project administration activities.

Education and Experience: This resource has an associate degree and a minimum two years of experience.

**DEGREE SUBSTITUTION**

The Skill Descriptions above describe the functional responsibilities, education and experience requirements for each labor category. This serves as a guide to the experience and educational background of personnel typically found in each labor category.

However, the experience of a resource is often a valid substitute for education. In addition, certifications and professional licenses achieved by a resource are a validation of the professional skill levels and experience within that resources’ area of expertise.

With this noted, the following chart indicates where experience or ‘other equivalences’ may be substituted for the degree attained by a resource. Where there is experience equivalence, this equivalence is in addition to the minimum experience indicated in the Skill Description.

**Substitution Table**

<b>Degree</b>	<b>Education /Experience Equivalence to Degree</b>	<b>Other Equivalence to Degree</b>
Bachelors	Associate degree +2 years relevant experience	Professional certifications such as but not limited to, Project Management, Lean Sigma, or ITIL, with one year of successfully completed coursework and actual experience utilizing the certification principles for certification equating to one year of college.
Masters	Bachelors +2 years relevant experience, or Associate + 4 years relevant experience	Bachelor degree plus Masters certificate or professional license or certification, with one year of successfully completed coursework and actual experience utilizing the certification principles equating to one year of graduate-level degree.
Doctorate	Masters + 2 years relevant experience, or Bachelors + 4 years relevant experience	
* Successful completion of higher education which has not yet resulted in a degree may be counted as 1 years of experience for each year of college completed.		

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