



TATE Incorporated is the Nation's leading provider of Personnel Recovery Solutions.

In addition to training and education for high-risk personnel, our employees provide expert knowledge and experience with instructional systems design and training systems, quality management, and quality assurance.

TATE is also dedicated to rapidly integrating technology and engineering to produce fully functional prototypes from little more than concepts.

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(703) 504-9620

Company Website
www.tate-inc.com

Contract: GS-10F-0248L

SIN 874-1 Consulting Services

SIN 874-7 Program Integration and Project Management Services

GSA Schedule for Management, Organization, and Business Improvement Services (MOBIS)

TATE Incorporated

Labor Categories and Prices – SIN 874-1

Labor Categories	Description and Responsibilities	Minimum Education	Hourly Rate
Senior Executive Staff 3	Positions that involve direct management or supervision of other personnel. This includes project management, program management, or corporate management. Information systems, biology, chemistry, engineering disciplines, and physical science. Uses financial and management tools to organize contracts, corporate divisions, or projects. Positions require either an advanced degree or multiple years of experience in program management. Manages multiple contracts and / or projects. Minimum experience 10 years	M.S. Degree or higher	\$ 87.71
Senior Executive Staff 2	Manages one contract or project. Positions require advance degree or multiple years of experience. Uses financial and management tools to organize contracts, corporate divisions, or projects. Minimum experience 8 years.	B.S. Degree or higher	\$79.31
Senior Executive Staff 1	Manages one component of a contract or project. Typically uses and applies financial and management tools to organize component of contract for specific project. Minimum experience 5 years.	B.S. Degree or higher	\$77.37
Consultant 8	Provides independent oversight advice to executive management for overall contract operations, often involving multiple projects/tasks and groups of personnel at multiple locations. Responsible for advice to senior level management within the client organization. Required to be aware of overall program status, including all relevant projects and their potential impact on organizational strategic vision. The consultant plans, organizes, and oversees work efforts, assigns resources, manages personnel, provides risk management, ensures quality management, and monitors overall project and performance. Minimum experience 15 years.	M.S. Degree or higher	\$173.25
Consultant 7	Provides oversight advice to executive management for contract operations, often involving multiple projects/tasks and groups of personnel at multiple locations. Responsible for advising senior level management within the client organization. Required to be aware of overall program status, including all relevant projects and their potential impact on organizational strategic vision. Minimum experience 13 years.	M.S. Degree or higher	\$143.76
Consultant 6	Provides advice to middle management for contract operations, often involving multiple projects/tasks and groups of personnel at multiple locations. Required to be aware of overall program status, including all relevant projects and their potential impact on organizational strategic vision. Minimum experience 10 years.	M.S. Degree or higher	\$138.61
Consultant 5	Provides advice to middle management for contract operations, often involving multiple projects/tasks and groups of personnel at multiple locations. Required to be aware of overall program status, including all relevant projects and their potential impact on organizational strategic vision. Minimum experience 8 years.	M.S. Degree or higher	\$124.75

Labor Categories and Prices – SIN 874-1

Labor Categories	Description and Responsibilities	Minimum Education	Hourly Rate
Consultant 4	Provides advice to middle management for contract operations, often involving multiple projects/tasks and groups of personnel at single location. Required to be aware of overall program status, including all relevant matters of the project and their potential impact. Minimum experience 6 years.	M.S. Degree	\$115.01
Consultant 3	Provides advice to management for contract operations involving a single project/task. Required to be aware of overall program status, including all relevant matters of the project and their potential impact. Minimum experience 5 years	M.S. Degree	\$107.82
Consultant 2	Provides advice to management for contract operations involving a single project/task. Required to be aware of overall program status, including all relevant matters of the project and their potential impact. Minimum experience 4 years.	B.S. Degree or higher	\$103.94
Consultant 1	Provides advice to management for contract operations involving a single project/task. Required to be aware of overall program status, including all relevant matters of the project and their potential impact. Minimum experience 2 years.	B.S. Degree	\$64.89
Program Analyst 8	Applies experience and expert knowledge that are applicable to his or her discipline to conduct functional activities for projects/programs that often require the development of new and innovative approaches. Identifies and resolves challenging problems or issues that often cross organizational boundaries and impact on the accomplishment of strategic objectives. Typical assignments may include providing guidance to less-experienced professionals, defining and developing internal policies and procedures, predicting potential issues, and proposing preventive actions. Minimum experience 8 years.	B.S. Degree or higher	\$102.61
Program Analyst 7	Applies experience and comprehensive knowledge applicable to his/her discipline to plan and conduct functional activities for projects/programs. Assignments frequently require knowledge and experience working across functional and/or organizational lines. Typical assignments may include, providing guidance to less-experienced professionals, designing and recommending solutions to complex problems, preparing and reviewing management reports and/or contractual documents, and developing and recommending improvements to systems and/or processes to improve operational efficiency. Minimum experience 7 years.	B.S. Degree	\$83.55

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Labor Categories and Prices – SIN 874-1

Labor Categories	Description and Responsibilities	Minimum Education	Hourly Rate
Program Analyst 6	Responsible for independent support to one or more assignments. Assignments frequently require knowledge and experience within only one functional or professional area. Typical assignments may include supporting more experienced professionals, leading small project/program teams, supporting solutions to complex problems, preparing and reviewing management reports, and supporting improvements to systems and/or processes to improve operational efficiency. Minimum experience 6 years.	B.S. Degree	\$77.37
Program Analyst 5	Performs multiple, varying, and complex assignments under the minimal direction of a project/program manager, team leader, or more experienced professional. May act as a contributing specialist on large work activities or as team leader for large projects/programs/activities. Minimum experience 5 years.	B.S. Degree	\$71.14
Program Analyst 4	Performs multiple and varying assignments under the limited direction of a project/program manager, team leader, or more experienced professional. Acts as an individual contributor and/or member of a team and may perform some leadership functions for small projects/programs or other work activities. Minimum experience 4 years.	B.S. Degree	\$66.61
Program Analyst 3	Performs a combination of routine and multiple and varying assignments under the general direction of a project/program manager, team leader, or more experienced professional. Acts as an individual contributor and/or member of a team for projects/programs within a defined area of responsibility. Minimum experience 3 years.	Associate Degree or Higher	\$59.41
Program Analyst 2	Performs increasingly more difficult assignments under the close direction of a project/program manager, team leader, or more experienced professional. Typically acts as the key member of a team for projects/programs within a defined area of responsibility. Minimum experience 2 years.	Associate Degree	\$48.87
Program Analyst 1	Performs basic but progressively more difficult assignments under the close direction of a project/program manager, team leader, or more experienced professional. Typically acts as a member of a team for projects/programs within a defined area of responsibility. Minimum experience 1 year.	Associate Degree	\$44.65
Training Analyst 4	Performs day-to-day management of training operations and serves as the course manager for a particular training course. The Principle Instructor in this pay band may be involved in multiple tasks and supervising groups of personnel at multiple locations for a single, advanced course. Demonstrates skills in the scope of work encompassed by the task order, provides technical guidance to the project team in performance of the work, and reviews the quality of all work products. Organizes, directs, and coordinates the planning and production of all training support activities. Has completed advanced courses in instructor or training theory. Minimum experience 6 years.	B.S. Degree	\$74.21

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Labor Categories and Prices – SIN 874-1

Labor Categories	Description and Responsibilities	Minimum Education	Hourly Rate
Training Analyst 3	Senior expert with extensive, enterprise-wide knowledge and experience in one or more designated functional and/or domain areas related to training and curriculum development. Provides insight and advice concerning strategic direction and applicability of current, industry standard training solutions. Responsible for providing high-level vision to program/project manager or senior client leadership to influence objectives of complex efforts. The Principle Instructors are primarily used on projects for their specific expertise in support of all training and educational objectives. Class or instructional leads are classified as a PTS - 6 laborers. Minimum experience 4 years.	B.S. Degree	\$65.69
Training Analyst 2	Senior expert with extensive knowledge in designated field or discipline. Provides insight and advice concerning curriculum, training concepts, strategic direction, and outcomes. May contribute to the evaluation, analysis, and development of recommended solutions. Resolves complex problems, which require an in-depth knowledge of subject matter related to the designated field or discipline. Possess demonstrated ability and experience in multiple training courses or course developmental efforts. Other areas of expertise may include individual and organizational assessment and evaluation, organizational development, and the development of leadership/management skills. Directs the activities of other staff as necessary on activities related to the specified field or discipline. Minimum experience 2 years.	B.S. Degree	\$61.95
Training Analyst 1	Expert with extensive knowledge in a designated field or discipline. Provides insight and advice concerning curriculum, training concepts, strategic direction, and outcomes. May contribute to the evaluation, analysis, and development of recommended solutions. Resolves complex problems, which require an in-depth knowledge of subject matter related to the designated field or discipline. Applies principles and methods of the subject matter to training solutions. Possess demonstrated ability and experience in multiple training courses or course developmental efforts. Other areas of expertise may include individual and organizational assessment and evaluation, organizational development, and the development of leadership/management skills. Directs the activities of other staff as necessary on activities related to the specified field or discipline. Minimum experience 1 year.	B.S. Degree	\$55.39

TATE Incorporated

Labor Categories and Prices – SIN 874-1

Labor Categories	Description and Responsibilities	Minimum Education	Hourly Rate
Support Specialist 7	Performs a combination of routine, multiple, and varying assignments in support of professional, technical, or specialized occupations under the limited direction of a project/program manager, team leader, or more experienced employee. Assists managers and other employees in day-to-day operations, and may act as a lead for other support staff to coordinate multiple assignments. Has a broad understanding of how administrative assignments contribute to organizational activities. Typical specialized assignments may include, compiling, tracking, and analyzing data, scheduling meetings, preparing correspondence, and providing written or oral explanations of organizational policies. Is responsible for managing the administrative tasks of an office or an organizational unit for a customer. Minimum experience 7 years.	B.S. Degree	\$76.29
Support Specialist 6	Performs a combination of routine, multiple and varying assignments in support of professional, technical, or specialized occupations under the limited direction of a project/program manager, team leader, or more experienced employee. Assists managers and other employees in day-to-day operations, and may act as a lead for other support staff to coordinate multiple assignments. Has a broad understanding of how administrative assignments contribute to organizational activities. Typical specialized assignments may include, compiling, tracking and analyzing data, scheduling meetings, preparing correspondence, and providing written or oral explanations of organizational policies. Is responsible for managing the administrative tasks of an office or an organizational unit for a customer. Minimum experience 6 years.	B.S. Degree	\$65.92
Support Specialist 5	Performs a combination of routine, multiple, and varying assignments in support of professional, technical, or specialized occupations under the limited direction of a project/program manager, team leader, or more experienced employee. Assists managers and other employees in day-to-day operations, and may act as a lead for other support staff to coordinate multiple assignments. Has a broad understanding of how administrative assignments contribute to organizational activities. Typical specialized assignments may include compiling, tracking, and analyzing data, scheduling meetings, preparing correspondence, and providing written or oral explanations of organizational policies. Is responsible for managing the administrative tasks of an office or an organizational unit for a customer. Minimum experience 5 years.	B.S. Degree	\$60.88

TATE Incorporated

Labor Categories and Prices – SIN 874-1

Labor Categories	Description and Responsibilities	Minimum Education	Hourly Rate
Support Specialist 4	Performs a combination of routine and multiple and varying assignments in support of professional, technical, or specialized occupations under the limited direction of a project/program manager, team leader, or more experienced employee. Assists managers and other employees in day-to-day operations, and may act as a lead for other support staff to coordinate multiple assignments. Has a broad understanding of how administrative assignments contribute to organizational activities. Typical specialized assignments may include: compiling, tracking and analyzing data; scheduling meetings; preparing correspondence; and providing written or oral explanation of organizational policies. Is responsible for managing the administrative tasks of an office or an organizational unit for a customer. Minimum experience 4 years.	B.S. Degree	\$54.24
Support Specialist 3	Performs basic and routine tasks in support of a professional, technical, or specialized occupation under the general direction of a project/program manager, team leader, or more experienced employee. Assists managers and other employees in day-to-day operations. Has some understanding of how administrative assignments contribute to the activities of the organizational unit. Minimum experience 3 years.	Associate Degree or Higher	\$48.91
Support Specialist 2	Performs basic tasks in support of a professional, technical, or specialized occupation under the close direction of a manager, project/program manager, team leader, or more experienced employee. Assists managers and other employees in day-to-day operations. Typical tasks may include typing correspondence, providing standard information on administrative policies and maintaining records. Minimum experience 2 years.	Associate Degree	\$40.39
Support Specialist 1	Performs basic tasks under the close direction of a project/program manager, team leader, or more experienced employee. Assists managers and other employees in day-to-day operations. Typical tasks may include coding, entering and transcribing data; sorting and filing; and maintaining directories, lists and other standard guides. Minimum experience 1 year.	Associate Degree	\$24.43

TATE Incorporated

Labor Categories and Prices – SIN 874-7

Labor Categories	Description and Responsibilities	Minimum Education	Hourly Rate
Senior Executive Staff 2	Manages one contract or project. Positions require advance degree or multiple years of experience. Uses financial and management tools to organize contracts, corporate divisions, or projects. Minimum experience 8 years.	B.S. Degree or higher	\$79.31
Senior Executive Staff 1	Manages one component of a contract or project. Typically uses and applies financial and management tools to organize component of contract for specific project. Minimum experience 5 years.	B.S. Degree or higher	\$77.37
Consultant 4	Provides oversight advice to executive level management for overall contract operations, often involving multiple projects/tasks and groups of personnel at multiple locations. Required to be aware of overall program status, including all relevant projects and their potential impact on organizational strategic vision. Minimum experience 13 years.	M.S. Degree or higher	\$143.76
Consultant 3	Provides advice to middle management for overall contract operations, often involving multiple projects/tasks and groups of personnel at single location. Required to be aware of overall program status. Minimum experience 6 years.	M.S. Degree	\$115.01
Consultant 2	Provides advice to management for overall contract operations, often involving a single project/task. Required to be aware of overall program status, including all relevant matters of the project and their potential impact. Minimum experience 5 years.	M.S. Degree	\$107.82
Consultant 1	Provides advice to management for overall contract operations, often involving single task. Required to be aware of overall program status, including all relevant matters of the project and their potential impact. Minimum experience 2 years.	B.S. Degree	\$64.69
Program Analyst 4	Responsible for independent support to multiple assignments. Assignments frequently require knowledge and experience only within one functional or professional area. Typical assignments may include, supporting more experienced professionals, leading small project/program teams, supporting the solutions to complex problems, preparing and reviewing management reports, and supporting improvements to systems and/or processes to improve operational efficiency. Minimum experience 6 years.	B.S. Degree	\$77.37
Program Analyst 3	Performs multiple, varying, and complex assignments under the minimal direction of a project/program manager, team leader, or more experienced professional. May act as a contributing specialist on large work activities or as team leader for large projects/programs/activities. Minimum experience 5 years.	B.S. Degree	\$71.14
Program Analyst 2	Performs a combination of routine, multiple, and varying assignments under the general direction of a project/program manager, team leader, or more experienced professional. Acts as an individual contributor and/or member of a team for projects/programs within a defined area of responsibility. Minimum experience 3 years.	Associate Degree or Higher	\$59.41

TATE Incorporated

Labor Categories and Prices – SIN 874-7

Labor Categories	Description and Responsibilities	Minimum Education	Hourly Rate
Program Analyst 1	Performs increasingly more difficult assignments under the close direction of a project/program manager, team leader, or more experienced professional. Typically acts as the key member of a team for projects/programs within a defined area of responsibility. Minimum experience 2 years.	Associate Degree	\$48.87
Support Specialist 4	Performs a combination of routine, multiple, and varying assignments in support of professional, technical, or specialized occupations under the limited direction of a project/program manager, team leader, or more experienced employee. Assists managers and other employees in day-to-day operations and may act as a lead for other support staff to coordinate multiple assignments. Has a broad understanding of how administrative assignments contribute to organizational activities. Typical specialized assignments may include compiling, tracking and analyzing data, scheduling meetings, preparing correspondence, and providing written or oral explanation of organizational policies. Responsible for managing the administrative tasks of an office or an organizational unit for a customer. Minimum experience 6 years.	B.S. Degree	\$63.62
Support Specialist 3	Performs basic and routine tasks in support of a professional, technical, or specialized occupation under the general direction of a project/program manager, team leader, or more experienced employee. Assists managers and other employees in day-to-day operations. Has some understanding of how administrative assignments contribute to the activities of the organizational unit. Minimum experience 3 years.	Associate Degree or Higher	\$48.91
Support Specialist 2	Performs basic tasks in support of a professional, technical, or specialized occupation under the close direction of a manager, project/program manager, team leader, or more experienced employee. Assists managers and other employees in day-to-day operations. Typical tasks may include typing correspondence, providing standard information on administrative policies, and maintaining records. Minimum experience 2 years.	Associate Degree	\$36.45
Support Specialist 1	Performs basic tasks under the close direction of a project/program manager, team leader, or more experienced employee. Assists managers and other employees in day-to-day operations. Typical tasks may include coding, entering and transcribing data, sorting and filing, and maintaining directories, lists, and other standard guides. Minimum experience 1 year.	Associate Degree	\$24.43

TATE Incorporated

GENERAL CONTRACT INFORMATION

1. Table of Awarded Special Item Numbers (SIN): SIN 874-1 Consulting Services SIN 874-7 Program Integration and Project Management Services	
2. Maximum Order:	\$1,000,000
3. Minimum Order:	\$300
4. Geographic Coverage:	Domestic and Foreign
5. Point (s) of Production:	Not Applicable
6. Discount from List Price:	Not Applicable
7. Quantity Discounts:	Not Applicable
8. Prompt Payment Terms:	Net 30 days
9. Time of Delivery:	From date of award to date of completion
10. Primary Contact:	David Ayres
11. Email:	David.Ayres@tate-inc.com
12. Telephone:	(703) 504-9620
13. Fax:	(703) 299-1207
14. Address:	TATE INCORPORATED 1800 Diagonal Road, Suite 520 Alexandria, VA 22314
15. Warranty:	Not applicable
16. DUNS:	884657909
17. Contract:	GS-10F-0248L

