GS-10F-0252L:

874-1 Consulting Services
874-3 Survey Services

LABOR CATEGORY DESCRIPTIONS

Aon Consulting, Inc. has skilled staff with extensive experience in the disciplines required to support the MOBIS tasks. The following are the labor category descriptions and qualifications of Aon's professional staff. Experience/professional certification may be considered as a substitute for degree; an advanced degree/professional certification may be considered as a substitute for experience.

SENIOR SUBJECT MATTER EXPERT

Functional Description: Senior expert with extensive, enterprise-wide knowledge and experience in one or more designated functional discipline areas. Provides insight and advice concerning strategic direction and ensures project objectives are delivered in the context of industry best practices. Is responsible for providing high-level vision to senior client leadership to influence objectives of complex efforts. The Senior Subject Matter Expert is primarily utilized on projects for their specific expertise, not in a managerial capacity.

General Experience Requirements: Generally over 20 years of significant experience in multiple disciplines across a broad range of clients; Held consulting or leadership positions in major private or public organizations with experience in assessing and designing organizational strategies, processes, systems, or plans to improve organizational performance in broad or specific functional areas.

Educational Requirements: Minimum of a Ph.d Degree. Some hold graduate degrees/qualifications/credentials in economics, finance, investments, actuarial science, employee benefits, risk management, law, organizational development, or other business-related specialties.

SENIOR MANAGING CONSULTANT II

Functional Description: Drives content and provides thought leadership. Generates innovative approaches to address business problems. Manages execution of comprehensive business-centric efforts, while balancing potentially conflicting themes and objectives. Develops new knowledge and capabilities derived from a broad range of cross industry/functional experiences. Directs the completion of work by engagement teams and provides primary client interface on strategic issues.

General Experience Requirements: Generally over 15 years of extensive multi-client/industry experience; Specialist in multiple functional/industry disciplines; Demonstrated leadership of consulting engagements in assessing and designing organizational strategies, processes, systems, or plans to improve organizational performance in broad or specific functional areas.

Educational Requirements: Minimum of a Ph.d Degree. Some hold graduate degrees/qualifications/credentials in economics, finance, investments, actuarial science, employee benefits, risk management, law, organizational development, or other business-related specialties.

SENIOR MANAGING CONSULTANT I

Functional Description: Drives content and provides thought leadership. Generates innovative approaches to address business problems. Manages execution of comprehensive business-centric efforts, while balancing potentially conflicting themes and objectives. Develops new knowledge and capabilities derived from a broad range of cross industry/functional experiences. Directs the completion of work by engagement teams.

General Experience Requirements: Generally over 12 years of extensive multi-client/industry experience; Specialist in at least one functional/industry discipline with experience in assessing and designing organizational strategies, processes, systems, or plans to improve organizational performance in broad or specific functional areas.

Educational Requirements: Minimum of a Masters Degree. Some hold graduate degrees/qualifications/credentials in economics, finance, investments, actuarial science, employee benefits, risk management, law, organizational development, or other business-related specialties.

MANAGING CONSULTANT III

Functional Description: Provides oversight and senior level management to overall contract operations often involving multiple projects/tasks and groups of personnel at multiple locations. Maintains and manages relationships with senior level management within the client organization. Leads defining of project objectives and strategic direction for the stated business operations Manages multiple contract operations, ensures quality standards and work performance on all task orders and projects, plans, organizes and oversees work efforts, assigns resources, manages personnel, provides risk management, and monitors overall project and contract performance.

General Experience Requirements: Generally over 12 years of extensive multi-client/industry experience; Specialist in at least one functional/industry discipline with experience in assessing and designing organizational strategies, processes,

systems, or plans to improve organizational performance in broad or specific functional areas.

Educational Requirements: Minimum of a Masters Degree. Some hold graduate degrees/qualifications/credentials in economics, finance, investments, actuarial science, employee benefits, risk management, law, organizational development, or other business-related specialties.

MANAGING CONSULTANT II

Functional Description: Performs the day-to-day management of contract support operations, possibly involving multiple tasks and groups of personnel at multiple locations, on a single project. Manages defining of project objectives and strategic direction for the stated business operations. Evaluates options in the context of project objectives and contributes to the implementation of strategic direction. Directs the activities of Consultants or other staff as necessary.

General Experience Requirements: Generally over 10 years of broad multi-client/industry experience; Specialist in at least one functional/industry discipline with experience in assessing and designing organizational strategies, processes, systems, or plans to improve organizational performance in broad or specific functional areas.

Educational Requirements: Minimum of a Masters Degree. Some hold graduate degrees/qualifications/credentials in economics, finance, investments, actuarial science, employee benefits, risk management, law, organizational development, or other business-related specialties.

MANAGING CONSULTANT I

Functional Description: Defines project objectives and strategic direction for the stated business operations. Responsible for providing leadership and vision to client and project teams and serves as a key facilitator between multiple teams to achieve objectives of complex efforts. Directs the activities of more junior Consultants or other staff as necessary.

General Experience Requirements: Generally over 8 years of multi-client/industry experience; Specialist in at least one functional/industry discipline with experience in assessing and designing organizational strategies, processes, systems, or plans to improve organizational performance in broad or specific functional areas.

Educational Requirements: Minimum of a Masters Degree. Some hold graduate degrees/qualifications/credentials in economics, finance, investments, actuarial science, employee benefits, risk management, law, organizational development, or other business-related specialties.

CONSULTANT III

Functional Description: Contributes 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 specialized solutions.

General Experience Requirements: Generally over 10 years of multi-client/industry experience; Specialist in at least one functional/industry discipline with experience in assessing and designing organizational strategies, processes, systems, or plans to improve organizational performance in broad or specific functional areas.

Educational Requirements: Minimum of a Masters Degree. Some hold graduate degrees/qualifications/credentials in economics, finance, investments, actuarial science, employee benefits, risk management, law, organizational development, or other business-related specialties.

CONSULTANT II

Functional Description: Contributes to the evaluation, analysis, and development of recommended solutions. Evaluates options in the context of project objectives and contributes to the implementation of strategic direction. Directs the activities of other staff as necessary.

General Experience Requirements: Generally over 6 years of multi-client/industry experience; Specialist in at least one functional/industry discipline with experience in assessing and designing organizational strategies, processes, systems, or plans to improve organizational performance in broad or specific functional areas.

Educational Requirements: Minimum of a Masters Degree. Some hold graduate degrees/qualifications/credentials in economics, finance, investments, actuarial science, employee benefits, risk management, law, organizational development, or other business-related specialties.

CONSULTANT I

Functional Description: Contributes to the evaluation, analysis, and development of recommended solutions. Evaluates options in the context of project objectives and contributes to the implementation of strategic direction. Directs the activities of other staff as necessary on activities related to the specified field or discipline.

General Experience Requirements: Generally over 5 years of client/industry experience; Specialist in at least one functional/industry discipline with experience

in assessing and designing organizational strategies, processes, systems, or plans to improve organizational performance in broad or specific functional areas.

Educational Requirements: Minimum of a Bachelors Degree. Some hold graduate degrees/qualifications/credentials in economics, finance, investments, actuarial science, employee benefits, risk management, law, organizational development, or other business-related specialties.

ASSOCIATE III

Functional Description: Conducts high-level technical analysis in support of solutions and recommendations. Supports the development of solutions to address an organization's challenges. Handles quality control over the work of more junior Associates. Directs the activities of more junior Associates or other staff as necessary.

General Experience Requirements: Generally over 5 years of client/industry experience; Specialist in multiple functional/industry discipline with experience in assessing and designing organizational strategies, processes, systems, or plans to improve organizational performance in broad or specific functional areas.

Educational Requirements: Minimum of a Masters Degree. Some hold graduate degrees/qualifications/credentials in economics, finance, investments, actuarial science, employee benefits, risk management, law, organizational development, or other business-related specialties.

ASSOCIATE II

Functional Description: Conducts high-level technical analysis in support of solutions and recommendations. Supports the development of solutions to address an organization's challenges. Directs the activities of more junior Associates or other staff as necessary.

General Experience Requirements: Generally over 4 years experience in performing sophisticated hypothesis-driven analysis; possess significant knowledge in at least one functional/industry discipline with experience in assessing and designing organizational strategies, processes, systems, or plans to improve organizational performance in broad or specific functional areas.

Educational Requirements: Minimum of a Bachelors Degree. Some hold graduate degrees/qualifications/credentials in economics, finance, investments, actuarial science, employee benefits, risk management, law, organizational development, or other business-related specialties.

ASSOCIATE I

Functional Description: Conducts high-level technical analysis in support of solutions and recommendations. Supports the development of solutions to address an organization's challenges. Directs the activities of other staff as necessary.

General Experience Requirements: Generally over 3 years experience in performing analysis; possess significant knowledge in one functional/industry discipline with experience in assessing and designing organizational strategies, processes, systems, or plans to improve organizational performance in broad or specific functional areas.

Educational Requirements: Minimum of a Bachelors Degree. Some hold graduate degrees/qualifications/credentials in economics, finance, investments, actuarial science, employee benefits, risk management, law, organizational development, or other business-related specialties.

ANALYST III

Functional Description: Applies analytic methodologies and principles to address client needs. Applies proven techniques in the evaluation of project objectives and contributes to the implementation of strategic direction. Performs functions that include data collection, data modeling, computer and spreadsheet modeling and project testing to support project objectives. Conducts activities in support of project team's objectives. Works with and provides leadership to other analysts.

General Experience Requirements: Minimum of 3 years experience.

Educational Requirements: Minimum of a Bachelors Degree.

ANALYST II

Functional Description: Applies analytic methodologies and principles to address client needs. Applies proven techniques in the evaluation of project objectives and contributes to the implementation of strategic direction. Performs functions that include data collection, data modeling, computer and spreadsheet modeling and project testing to support project objectives. Conducts activities in support of project team's objectives.

General Experience Requirements: Minimum of 2 years experience.

Educational Requirements: Minimum of a Bachelors Degree.

ANALYST I

Functional Description: Team member contributing to consulting staff client assignments within specified guidelines. Performs a variety of tasks that require both limited practical experience and basic technical knowledge in specialty area. Understands overall purpose of task assignment. Conducts activities in support of project team's objectives.

General Experience Requirements: Minimum 1 year experience.

Educational Requirements: Minimum of a Bachelors Degree.

EXPERIENCE & DEGREE SUBSTITUTION

The above describes the functional responsibilities and education and experience requirements for each labor category. These requirements are a guide to the types of experience and educational background of typical personnel in each labor category.

Education and experience may be substituted for each other. Each year of relevant experience may be substituted for one year of education, and vice versa. In addition, certifications, professional credentials, and vocational technical training may be substituted for experience or education.

Degree/Experience Equivalency*

Degree	Experience Equivalence	Other Equivalence
Bachelors	Associate degree + 2 years relevant experience, or 4 years relevant experience	Professional certification and vocational technical training
Masters	Bachelors + 2 years relevant experience, or Associate + 4 years relevant experience	Professional credentials
Doctorate	Masters + 4 years relevant experience, Bachelors + 6 years relevant experience	Professional credentials

Certifications, Training, and Credentials	Experience Equivalence
Professional exams	1 year experience for every 2 exams passed
Professional certification and vocational technical training	3 years experience
Professional credentials	6 years experience

* Successful completion of higher education which has not yet resulted in a degree may be counted as 1 year of experience for each year of college completed.

Labor Category Name	GSA HOURLY RATE W/ IFF
Senior Subject Matter Expert	$530.48
Senior Managing Consultant II	$521.41
Senior Managing Consultant I	$498.74
Managing Consultant III	$467.00
Managing Consultant II	$430.73
Managing Consultant I	$408.06
Consultant III	$430.73
Consultant II	$340.05
Consultant I	$249.37
Associate III	$340.05
Associate II	$249.37
Associate I	$226.70
Analyst III	$226.70
Analyst II	$158.69
Analyst I	$113.35