

Exhibit I

OXFORD CONSULTING GROUP, INC.  
FINAL GSA RATES

Job Title	Final GSA Rates with IFF
<b>Project Manager</b>	\$ 102.62
<b>IT Architect</b>	\$ 122.17
<b>Information Security Consultant</b>	\$ 146.60
<b>Senior Information Security Consultant</b>	\$ 195.47
<b>Application Developer</b>	\$ 92.85
<b>Sr. Application Developer</b>	\$ 92.85
<b>Application Engineer</b>	\$ 81.12
<b>Application Systems Analyst/ Programmer</b>	\$ 78.19
<b>Sr. Application Systems Analyst/ Programmer</b>	\$ 81.34
<b>Desktop Engineer</b>	\$ 42.16
<b>Database Programmer</b>	\$ 81.12
<b>Database Administrator</b>	\$ 95.29
<b>Senior Project Manager</b>	\$ 146.60
<b>Senior IT Architect</b>	\$ 171.03
<b>Application Developer Lead</b>	\$ 146.60
<b>Senior Application Developer Lead</b>	\$ 156.37

## **OXFORD CONSULTING GROUP, INC. LABOR CATEGORY DESCRIPTIONS**

Commercial Job Title: Project Manager

### Education and General Experience:

A Project Manager will be expected to have Bachelor's degree in Computer Science, Information Systems, Engineering, Business, Physical Science, or other technically related discipline. This position requires a minimum of eight years experience, of which at least five years must be focused in a specific discipline. Specialized experience includes: project development from inception to deployment, strong experience with the management and control of funds and resources using complex reporting mechanisms, demonstrated capability in managing multi-task contracts and/or subcontracts of various types, and complexity. General experience includes increasing responsibilities in information systems design and/or management.

### Duties/Responsibilities:

Assists the Program Manager in working to meet specified goals and objectives. Serves as the project manager for a large or complex task order. Possibly, a group of task orders affecting the same systems. Under the guidance of the Program Manager, responsible for the day-to-day management of the specific task order(s) and insuring that the technical solutions and schedules in the task order are implemented in a timely manner.

---

Commercial Job Title: Senior IT Architect

### Education and General Experience:

Possesses a Bachelor's degree or higher in a Business or Engineering discipline. Four (4) years of experience may be substituted for the degree requirement. This position requires 12 years of progressive experience in a combination of business process analysis and improvement, applicable database design, and enterprise systems development and implementation. At least four (4) years of this experience should include providing leadership and expertise in directing and designing solutions to large and complex business operating units.

### Duties/Responsibilities:

The Senior level position will Demonstrate a high level of expertise in analyzing current and future key IT architecture trends, building strategic roadmaps for implementation, and influencing the strategic direction of key infrastructure components related to the project. Typically in a leadership role, this position provides IT architectural framework for the design, development, and deployment of enterprise, agency, or division level information/business systems for very large or complex projects that a normal Architect would not have enough experience. Provides leadership and expertise to evaluate planned growth, helping to increase service level requirements in order to design and implement technology solutions that exceed expectations. Provides expert advice to stakeholders on technology issues and opportunities.

---

Commercial Job Title: IT Architect

Education and General Experience:

Possesses a Bachelor's degree or higher in an engineering discipline. Four (4) years of experience may be substituted for the degree requirement. This position requires eight (8) years of progressive experience in a combination of business process analysis, improvement, database modeling and design, and enterprise systems development and implementation. At least two (2) years of this experience should include providing leadership and expert skills in mapping technology and solution architectures to large and complex business operating units.

Duties/Responsibilities:

The IT Architect will demonstrate a high level of expertise in analyzing current and future key IT architecture improvements and trends by building strategic roadmaps for implementation, and influencing the strategic direction of key infrastructure components. Typically in a leadership role, this position provides IT architectural framework for the design, development, and deployment of enterprise, agency, or division level information/business systems.

---

Commercial Job Title: Information Security Consultant

Education and General Experience:

Possesses a Bachelor's degree in a Computer Science, Engineering or Business discipline. Four (4) years of experience may be substituted for the degree requirement. This position requires six (6) years of progressive experience in a combination of policy and procedure development, risk analysis, network and system architecture, business continuity / disaster recovery, regulatory compliance and governance. At least two (2) years of this experience should include providing architecture and information security expertise in large and complex business environments.

This position requires a CISSP certification or other relevant industry certification (CISA, CISM, CEH) and 1-2 years of experience of hands on experience working with compliance and governance strategies for aligning policies, procedures and guidelines with one or more of the following industry regulations (HIPAA, ISO, NIST, PCI, SOX).

Duties/Responsibilities:

The Information Security Consultant will work with customers to define strategic and tactical security plans, develop and create information security policies, procedures and guidelines, conduct network, application and system vulnerability assessments. Activities include coordinating and conducting IT risk analysis reviews with IT and business partners, performing independent verification and validation of risks associated with IT and business decisions and providing mitigation strategies, compensating controls and risk recommendations to key decision makers.

---

Commercial Job Title: Senior Information Security Consultant

Education and General Experience:

Possesses a Bachelor's degree or higher in a Computer Science, Engineering or Business discipline. Eight (8) years of experience may be substituted for the degree requirement.

This position requires twelve (12) years of progressive experience in a combination of policy and procedure development, risk analysis, network and system architecture, business continuity / disaster recovery, regulatory compliance and governance. At least four (4) years of this experience should include providing architecture and information security leadership and expertise in large and complex business operating units.

This position requires a CISSP certification and 1-2 years of experience with defining compliance and governance strategies for aligning policies, procedures and guidelines with one or more of the following industry regulations (HIPAA, ISO, NIST, PCI, SOX).

**Duties/Responsibilities:**

The Senior Information Security Consultant will work with customers to define strategic and tactical security plans, develop and create information security policies, procedures and guidelines, conduct network, application and system vulnerability assessments. Activities include coordinating and conducting IT risk analysis reviews with IT and business partners, performing independent verification and validation of risks associated with IT and business decisions and providing mitigation strategies, compensating controls and risk recommendations to key decision makers.

---

Commercial Job Title: Senior Application Developer

**Education and General Experience:**

The Application Developer will have a Bachelor's degree or higher in a management, business, logistics, engineering, computer science. This position requires a minimum of Twelve (12) years experience managing or performing software engineering activities, of which at least eight (8) years must be specialized. Specialized experience includes: demonstrated experience working with specific program languages or software in the design and implementation of systems and using different database applications.

**Duties/Responsibilities:**

The Senior Application Developer analyzes and studies very large or enterprise wide systems. This position also is responsible to design software tools and subsystems to promote more efficient use of business systems. Manages software development and support using formal specifications, data flow diagrams, and other accepted design techniques. Estimates software development costs and schedule. Reviews existing programs and assists in making recommendations for improvement by reducing operating time, and improving current techniques. Supervises software configuration management.

---

Commercial Job Title: Application Developer

**Education and General Experience:**

The Application Developer will have a Bachelor's degree or higher in a management, business, logistics, engineering, computer science. This position requires a minimum of eight (8) years experience managing or performing software engineering activities, of which at least five (5) years must be specialized. Specialized experience includes: demonstrated experience working with specific program languages or software in the design and implementation of systems and using different database applications.

**Duties/Responsibilities:**

The Application Developer analyzes and studies very large or enterprise wide systems. This position also is responsible to design software tools and subsystems to promote more efficient use of business systems. Manages software development and support using formal specifications, data flow diagrams, and other accepted design techniques. Estimates software development costs and schedule. Reviews existing programs and assists in making recommendations for improvement by reducing operating time, and improving current techniques. Supervises software configuration management.

---

**Commercial Job Title:** Application Engineer

**Education and General Experience:**

Possesses a Bachelor's degree in a business, logistics, engineering or computer science. Position requires a minimum of eight years experience managing or performing software engineering activities, of which at least 5 years must be specialized. Specialized experience includes: demonstrated experience working with relevant applications or languages in the design and implementation of systems and using database management systems. General experience includes increasing responsibilities in software engineering activities and knowledge of applicable standards.

**Duties/Responsibilities:**

The Application Engineer provides analysis, some development and maintenance of complex systems. As well as, reviews existing programs and assists in making refinements, reducing operating time, and improving current techniques. Supervises software configuration management. This position requires a Bachelors degree in Computer Science, Information Systems, Engineering, Business, or other related discipline.

---

**Commercial Job Title:** Applications Systems Analyst / Programmer

**Education and General Experience:**

A Systems Analyst/Programmer will have a Bachelor's degree in Computer Science, Information Systems, Engineering, and Business. This position requires a minimum of six (6) years experience. Background includes: experience as an applications programmer with large-scale business systems, exposure to mainstream computer equipment and ability to develop complex software to satisfy design objectives. Demonstrating the ability to work independently or under only general direction.

**Duties/Responsibilities:**

Analyzes business applications and design specifications for functional activities. Develops diagrams and logic flow charts. Translates design documents into usable code for the desired software. Performs tests, debugs, and refines the software applications to produce the required product. Prepares the necessary documentation, including both program-level and user-level documentation. Provides technical direction to programmers to ensure program deadlines are met.

---

Commercial Job Title: Senior Applications Systems Analyst/ Programmer

Education and General Experience:

A Senior Applications Systems Analyst/Programmer will have a Bachelor's degree or higher in a management, business, logistics, engineering, computer science. This position requires a minimum of Twelve (12) years experience managing or performing software engineering activities, of which at least eight (8) years must be specialized. Background includes: experience as an applications programmer with large-scale business systems, exposure to mainstream computer equipment and ability to develop complex software to satisfy design objectives. Demonstrating the ability to work independently or under only general direction.

Duties/Responsibilities:

Analyzes business applications and design specifications for very large or enterprise wide systems and functional activities. Develops diagrams and logic flow charts. Translates design documents into usable code for the desired software. Performs tests, debugs, and refines the software applications to produce the required product. Manages application development and support using formal specifications, data flow diagrams, and other accepted design techniques. Estimates software development costs and schedule. Prepares the necessary documentation, including both program-level and user-level documentation. Provides technical direction to programmers to ensure program deadlines are met.

---

Commercial Job Title: Desktop Engineer

Education and General Experience: Possess an Associates degree and/or technical school certification in a related field. Has eight (8) years of progressive experience with installations, maintenance and operation of systems or equipment related to area of technical expertise.

Duties/Responsibilities: The Engineer performs board level activities including, but not limited to maintenance of applications or equipment, including PCs, printers, plotters, etc. Performs tests to locate problems using diagnostic software and electronic test equipment. Repairs/replaces broken or non-functional parts that led to the proper operation of the mechanical devices.

Tests the applicable systems/equipment to validate functionality. Installs and/or relocates hardware and software at a designated location and assists users with initial operating instructions.

Works independently, with minimal supervision, in assessing complex problems and developing/selecting alternative solutions. Responds to user help calls referred by the help desk or other managers. Diagnoses end-user equipment.

---

Commercial Job Title: Database Programmer

Education and General Experience:

Possess a Bachelor s degree in computer sciences, information systems, engineering, business management or other related technical area. Has seven (5) years of progressive experience in the area of database management.

Duties/Responsibilities:

The Database Programmer performs a variety of tasks associated with the design, implementation and operation of database management systems. Uses knowledge gain through years of experience and information supplied relative to the technical or administrative aspects of the program to perform and/or support system analysis and design activities. Participates in meetings, design reviews, briefings, etc.; identifies and reports on issues or related problems and potential risks; recommends risk mitigation actions. Works independently, under general guidelines set by supervisor, modifies and/or adapts techniques and standard approaches to solve moderately difficult problems encountered. The Programmer also participates in all phases of software development with emphasis on the design, coding, testing, documentation and acceptance phases. Interviews customers on requirements and provides guidance, problem solving expertise and training to other database programmers/analyst.

---

Commercial Job Title: Database Administrator

Education and General Experience:

Normally possess an associate's degree or five (5) years of experience to substitute for the degree requirements. Has five (5) years experience performing routine administrative support.

Duties/Responsibilities:

Database administration personnel design, develop, and maintain databases; establish and administer data dictionaries; and ensure that organization database policies are followed. Database administrators are evaluated in terms of how well they meet system requirements and schedule deadlines, so they often work in a high-stress environment. Managers are frequently responsible for satisfying budgetary targets. Database administrators coordinate with other Technical staff members, managers, and end users.

---

Commercial Job Title: Senior Project Manager

Education and General Experience:

A Project Manager will be expected to have Bachelor's degree in Computer Science, Information Systems, Engineering, Business, Physical Science, or other technically related discipline.

This position requires a minimum of (12) twelve years experience, of which at least (8) eight years must be focused in a specific discipline.

Specialized experience includes: project development from inception to deployment, strong experience with the management and control of funds and resources using complex reporting mechanisms, demonstrated capability in managing multi-task contracts and/or subcontracts of various types, and complexity. General experience includes increasing responsibilities in information systems design and/or management.

**Duties/Responsibilities:**

Assists the Program Manager in working to meet specified goals and objectives. Serves as the project manager for a large or complex task order. Possibly, a group of task orders affecting the same systems. Under the guidance of the Program Manager, responsible for the day-to-day management of the specific task order(s) and insuring that the technical solutions and schedules in the task order are implemented in a timely manner.

---

**Commercial Job Title:** Application Developer Lead

**Education and General Experience:**

The Application Developer will have a Bachelor's degree or higher in a management, business, logistics, engineering, computer science. This position requires a minimum of ten(10) years experience managing or performing software engineering activities, of which at least six (6) years must be specialized. Specialized experience includes: demonstrated experience working with specific program languages or software in the design and implementation of systems and using different database applications.

**Duties/Responsibilities:**

The Application Developer analyzes and studies very large or enterprise wide systems. This position also is responsible to design software tools and subsystems to promote more efficient use of business systems. Manages software development and support using formal specifications, data flow diagrams, and other accepted design techniques. Estimates software development costs and schedule.

Assist program management team with overall project schedule and completion of deliverables from a technical prospective. Reviews existing programs and assists in making recommendations for improvement by reducing operating time, and improving current techniques. Supervises software configuration management.

---

**Commercial Job Title:** Senior Application Developer Lead

**Education and General Experience:**

The Application Developer Lead will have a Bachelor's degree or higher in a management, business, logistics, engineering, computer science. This position requires a minimum of fifteen (15) years experience managing or performing software engineering activities, of which at least ten (10) years must be specialized. Specialized experience includes: demonstrated experience working with specific program languages or software in the design and implementation of systems and using different database applications. Experience with using various developmental technologies to include waterfall and agile.

**Duties/Responsibilities:**

The Senior Application Developer Lead analyzes and studies very large or enterprise wide systems. This position also is responsible to design software tools and subsystems to promote more efficient use of business systems. Manages software development and support using formal specifications, data flow diagrams, and other accepted design techniques. Estimates software development costs and schedule. Understanding several software development technologies including waterfall and agile. Reviews existing programs and assists in making recommendations for improvement by reducing operating time, and improving current techniques. Supervises software configuration management and assist program management team relevant technical developmental area