Tetra Tech was founded in 1966 to provide engineering services related to waterways, harbors and coastal areas. Over the past 50 years, the Company has substantially increased the size and scope of its business and expanded its service offerings through a series of strategic acquisitions and internal growth. With approximately 16,000 associates located in 400 offices worldwide, Tetra Tech is a leading provider of consulting and engineering services worldwide.

We are a diverse company, including individuals with expertise in science, research, engineering, construction, and information technology. Our strength is in collectively providing integrated services—delivering the best solutions to meet our clients’ needs.

Tetra Tech’s innovative, sustainable solutions help our clients address their water, environment, infrastructure, resource management, energy, and international development challenges. We are proud to be home to leading technical experts in every sector and to use that expertise throughout the project life cycle. Our commitment to safety is ingrained in our culture and at the forefront of every project. Tetra Tech became a publicly traded company in 1991 (NASDAQ-TTEK). For more information, visit our website www.tetratech.com.

**State of Ohio**

Tetra Tech is uniquely qualified to offer our capabilities and service offerings in support of this Ohio State Term Schedule, and we are committed to building on our continuous support (since 1987) to the State of Ohio and all participating entities. We currently have over 410 employees in our primary Ohio offices (not counting jobsite offices) and over 600 staff in the surrounding states. The Tetra Tech Ohio offices are located in the cities of Cincinnati, Cleveland, Columbus, Dayton, Portsmouth, Richfield, and Toledo.

The following pages provide a brief overview of our service offerings and capabilities. Additionally, our rate sheet and labor categories are based upon our prior State Term Schedule.
Tetra Tech looks forward to continuing our support to the State of Ohio and all participating entities with the following Service Offerings. Please contact Tetra Tech if the service offering you are requesting is not identified.

**Environmental Services**

Tetra Tech is consistently recognized by Environmental Business Journal as one of the top large businesses working in the environmental industry today. We have decades of experience providing environmental solutions that are both feasible for our clients and sustainable for our future. Tetra Tech recognizes the challenges companies, institutions, and agencies face in managing environmental liabilities and implementing environmental solutions. We bring an in-depth understanding of the regulatory framework and formulate best-value solutions that optimize business performance for the industries we support.

Tetra Tech’s scientists and engineers have performed thousands of assessments and scoping studies at the outset of a project to optimize solutions based on factors such as cost, schedule, and human health and environmental benefit. Our front-end services help our clients meet regulatory requirements, obtain necessary permits, and identify the most cost-effective solutions for a project. Tetra Tech conducts assessments and scoping studies for all media, including air, water, infrastructure, and soils. Our scientists use a combination of field data and computer models to accurately characterize the project environment.

Tetra has successfully supported Ohio Environmental Protection Agency (Ohio EPA) on a continuous basis since 1997. The scope of work has included providing support to Ohio EPA with Voluntary Action Program (VAP) Targeted Brownfields Assessment (TBA) projects throughout Ohio. In this capacity, Tetra Tech has conducted hundreds of Ohio EPA VAP-compliant Phase I and II Environmental Site Assessments (ESAs) in accordance with American Society for Testing and Materials guidelines, All Appropriate Inquiries (AAI), and Ohio VAP (3745-300-06 & 07) requirements. Tetra Tech provides the same environmental assessment (EA) services in support of the USEPA Regions 4 and 5 TBA Programs. The following are many of the specific services, but not all inclusive, that Tetra Tech can provide:

<table>
<thead>
<tr>
<th>Service Offering</th>
<th>Description</th>
</tr>
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<tbody>
<tr>
<td><strong>Environmental Assessments &amp; Investigations</strong></td>
<td>Tetra Tech is experienced in conducting Phase I and Phase II Environmental Site Assessments (ESAs) ranging from commercial office buildings to small gas stations with one underground storage tank to some of the largest Superfund sites in the country. We keep current with changing due diligence standards and regulations, understand the needs of property owners and developers, can implement the entire site assessment and cleanup process, and have the ability to prioritize cleanups for multisite projects.</td>
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<td><strong>National Environmental Policy Act (NEPA)</strong></td>
<td>Tetra Tech’s NEPA services include: environmental assessment (EA) and environmental impact statement (EIS) preparation and review, ecological and biological assessments, integrated natural resource management planning, threatened and endangered species surveys, and ecological and human health risk assessment.</td>
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STS Contract Number 800594 (STS926) 2 February 1, 2018
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<th>Description</th>
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<td><strong>Ohio Voluntary Action Program (VAP)</strong></td>
<td>Tetra Tech has several VAP Certified Professionals on staff that are experienced with supporting and managing VAP related projects.</td>
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<td><strong>Underground Storage Tanks (BUSTR)</strong></td>
<td>Tetra Tech is experienced with BUSTR Closure Activities, Tier 1 and Tier 2 reporting, and associated investigations and closure activities. In addition, the team has experience with Class C releases now eligible for inclusion in the VAP. Class C releases are releases with no viable responsible person to assess and cleanup the petroleum release. BUSTR expanded VAP eligibility to additional sites that meet certain requirements but do not have the Class C release designation.</td>
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<td><strong>Ecological Surveys</strong></td>
<td>Tetra Tech is at the forefront of developing and implementing focused information reviews and field surveys for flora and fauna, with an emphasis on birds and bats as well as state, and federally listed plant and animal species. Surveys are designed to be compliant with state of Ohio and federal regulations and guidelines</td>
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| **Indoor Air Quality**            | Tetra Tech professionals have significant experience in developing, managing, conducting and evaluating indoor air quality investigations. Tetra Tech health and safety professionals understand the importance of protecting human health and the environment, especially when addressing the risks to site workers and visitors. Tetra Tech has experience performing the following services:  
  - Workplan/specification development and coordination;  
  - Air Quality Testing and Monitoring;  
  - Mold and Moisture Investigations;  
  - Radon Testing;  
  - Abatement monitoring (before, during, and post) including work clearance and appropriate documentation;  
  - Remediation and Abatement (sub-contractors) coordination and monitoring;  
  - Laboratory Analysis and Instrumentation (sub-contractors);  
  - Regulatory Compliance Assessment;  
  - Insurance Documentation;  
  - Reporting; and  
  - IAQ and Vapor Intrusion Mitigation coordination and monitoring. |
| **Asbestos, Lead Paint, Hazardous Materials** | Tetra Tech professionals have significant experience in developing, managing, conducting and evaluating asbestos, lead-based paint, and hazardous materials investigations. Tetra Tech health and safety professionals understand the importance of protecting human health and the environment, especially when addressing the risks of asbestos, lead paint, and hazardous materials exposure to site workers and visitors. Tetra Tech has experience performing the following services:  
  - Workplan/specification development and coordination;  
  - Asbestos, Lead Paint Surveys, and Hazardous Materials inspections, sampling, and risk assessments;  
  - Regulatory Compliance Assessment;  
  - Management Planning and Design;  
  - Laboratory Analysis and Instrumentation;  
  - Remediation and Abatement coordination and monitoring;  
  - Insurance Documentation;  
### Service Offering | Description
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**Wetlands** | Tetra Tech’s wetland services include: wetland delineations and determinations; regulatory compliance support and Section 404 permitting; permitting and negotiation strategies; and mitigation design, implementation and monitoring, restoration, and creation; strategic project planning support; and regulatory advisory services.

**Cultural Resources** | Tetra Tech’s staff is well prepared to identify and mitigate cultural resources and serve as a liaison between clients, permitting and regulatory bodies, Native American communities, and local historic preservation societies. Our experience includes: literature reviews and assessments, field surveys (pedestrian and Phase I or II) for large-scale developments and single-site projects; report preparation reflecting the nature of the cultural resources and providing appropriate mitigation alternatives.

**Water Services** | Tetra Tech helps provide access to safe, abundant water supplies; effective treatment of stormwater and wastewater; flood control and restoration tools; and innovative watershed protection approaches to assess, protect, and restore our water bodies. Our potable water services help protect public health and improve quality of life. Tetra Tech is involved in all phases of the water cycle, combining state-of-the-art techniques and demonstrated best practices.

**Spill Prevention, Control, and Countermeasure Planning** | Tetra Tech provides a variety of services associated with the development of Spill Prevention, Control, and Countermeasure (SPCC) Plans that include site assessments, inspections, plan creation, consulting, and Ohio Professional Engineer review/sign-off.

**Ecological Risk Assessments** | Tetra Tech provides risk assessment staff to conduct retrospective and predictive ecological risk assessments (ERAs) for commercial clients in aquatic and terrestrial environments. These ERAs span the range of desktop screening-level evaluations versus baseline ERAs that incorporate site-specific biological data.

**Comprehensive Environmental Response, Compensation & Liability Act of 1980 (CERCLA) and Resource Conservation and Recovery Act (RCRA) Evaluations** | In addition, Tetra Tech provides CERCLA risk assessments and RCRA Tier 2 and 3 risk-based evaluations to support contaminant characterization and cleanup efforts. This includes conducted risk assessments to evaluate chemical and radiological exposures to humans and to various aquatic and terrestrial species of fauna and flora. Tasks would include statistical analysis, development of conceptual site models, risk calculations, modeling, and derivation of site-specific cleanup objectives for soil, groundwater, air, surface water, and sediment.

**Vulnerability Assessments (VAs)** | Tetra Tech has completed municipal water system VAs that utilize a pair-wise comparison approach to identify critical facilities and critical assets needed to maintain safe drinking water supplies. Tetra Tech also has implemented security enhancements that reduce the likelihood that a water system could be severely compromised as a result of a malevolent act. The terrorist response scenarios developed during VAs can be incorporated into the emergency contingency plan for incident response using a “rip and run” philosophy for easy use.
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<td>Hazardous Identification and Incident Response</td>
<td>Tetra Tech provides turnkey planning, design, construction interface, and training for infrastructure security enhancement projects. Initiating the security solution is an objective Vulnerability Assessments (Vas) against industry and government standards, incorporating threat assessment, facility prioritization, consequence determination, systems effectiveness, risk reduction and mitigation, and limitations.</td>
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<tr>
<td>HUD/FEMA Environmental Reviews</td>
<td>Tetra Tech supports our clients of the wide range of disaster recovery, hazard mitigation, and other types of projects funded by HUD and FEMA, Tetra Tech provides comprehensive environmental and historic preservation review support. In addition to preparation of documents under the National Environmental Policy Act (NEPA), we assist in compliance with related laws, regulations, and Executive Orders.</td>
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<td>Decontamination</td>
<td>Tetra Tech’s also provides field services for clients facing decontamination projects throughout the nation. Tasks under this category include: Technical oversight, characterization and disposal of radioactive residues, radiation safety program management, documentation of site conditions, Radiological surveys, and internal dose assessment calculations to document the risk and dose to personnel from the contamination</td>
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| Climate Change Adaptation                    | Tetra Tech provides climate change adaptation study services to reduce risk and vulnerabilities for our clients. This includes:  
• Development of climate action plans and sustainability strategies  
• General reporting and verification  
• Comprehensive climate change response  
• Technical guidelines on transportation emissions, industrial process emissions, and indirect emissions |
| Restoration and Remediation                  | Tetra Tech assists clients with a variety of restoration and remediation professional services, including:  
• Environmental site investigations  
• Risk assessment  
• Fate and transport modeling  
• Performance-based remediation  
• Radiological decontamination and decommissioning  
• Ecosystem restoration  
• Geographic information systems (GIS)  
• Site restoration and remediation  
• Due diligence assessments  
• Remedial system design/construction  
• Remedial process optimization  
• Construction management  
• Environmental compliance  
• Chemical/fuels and waste management  
• Regulatory support/expert witness services  
• Liability transfer model  
• Third-party review – remedial strategies  
• Geophysical services |
| Environmental Training                       | Tetra Tech assists clients with training development, delivery, and evaluation. Training can involve a wide variety of environmental topics, including, but not limited to, the following: environmental assessments |
Service Offering | Description
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and response; geological investigations; air monitoring; environmental chemistry; hazardous materials identification; spill response and environmental clean-up.

Environmental Response

Tetra Tech professionals has been providing emergency environmental response services for more than 20 years to a variety of local, state, and federal clients. Most of that experience comes from our work on USEPA's Superfund Technical Assessment and Response Team (START) contracts including Region 5. Tetra Tech has developed capabilities in all aspects of response operations to mitigate the effects of hazardous materials incidents, oil spills, industrial accidents, natural disasters, and other events, including working within the Incident Command System (ICS), Oil Pollution Act (OPA).

LABOR CATEGORY DESCRIPTIONS

**Administrative Assistant 1**

Assists program and project managers with financial management and operations. Assists with the organization of tasks, preparation for meetings, and completion of contractually-required paperwork. Requires 0 to 2 years of relevant experience or an associate’s degree and no experience.

**Administrative Assistant 2**

Assists program and project managers with financial management and operations. Assists with the organization of tasks, preparation for meetings, and completion of contractually-required paperwork. Requires 2 to 4 years of relevant experience or an associate’s degree and 2 years of experience.

**Administrative Assistant 3**

Assists program and project managers with financial management and operations. With very little direction, assists with the organization of tasks, preparation for meetings, and completion of contractually-required paperwork. Requires 4 years or more of relevant experience or an associate’s degree and 3 years of experience.

**Analyst/Planner 1**

Conducts basic research on regulations, policies, past analyses, and new analytical tools pertaining to a given problem requiring resolution. Summarizes literature. Entry level position that requires a bachelor’s degree in a related field such as political science, history, policy administration, land use or other planning, or similar education/training and 0 to 2 years of experience or an associate’s degree with 4 or more years of experience.

**Analyst/Planner 2**

Conducts basic analyses of regulations, policies, past analyses, and new analytical tools pertaining to a given problem requiring resolution. Integrates information gathered from the literature under the direction of more experienced analysts/planners. Requires a bachelor’s degree in a related field (see Analyst/Planner I) and 2 to 4 years of experience or an associate’s degree with 6 or more years of experience.
**Project Analyst/Planner 3**

Conducts basic analyses of regulations, policies, past analyses, and new analytical tools pertaining to a given problem requiring resolution. Assists in defining the scope of the analysis to be conducted, including relevant laws, regulations, issues, and options. Integrates information gathered from the literature under the direction of more experienced analysts/planners. Requires a bachelor’s degree in a related field (see Analyst/Planner I) and 4 to 8 years of experience or an associate’s degree with 10 or more years of experience.

**Project Analyst/Planner 4**

Conducts analyses of more complex regulations, policies, past analyses, and new analytical tools pertaining to a given problem requiring resolution. Assumes a lead role in defining the scope of the analysis to be conducted, including relevant laws, regulations, issues, and options. Directs the collection and integration of information and prepares the approach to be used in conducting the analyses. Requires a bachelor’s degree or law degree in a related field (see Analyst/Planner I) and 8 to 14 years of experience or an associate’s degree with 16 or more years of experience.

**Senior Analyst/Planner 5**

Directs complex projects requiring integration of complex legal/regulatory issues with the outputs of other disciplines, such as environmental science and engineering. Develops and refines new techniques to improve quality of regulatory/policy descriptions and/or performance assessments. Establishes performance and technical standards for regulatory/policy analyses. Requires a bachelor’s degree in a related field (see Analyst/Planner I) or a law degree and more than 14 years of experience or an associate’s degree with 18 or more years of experience.

**Archeologist/Cultural Resources Specialist 1**

This positions coordinates with state historic preservation office, conducts archeological and cultural resource studies, field surveys, and assists with the preparation of reports under supervision of more experienced personnel. Requires a bachelor’s degree and up to 2 years of experience or an associate’s degree and 4 years or more of experience.

**Archeologist/Cultural Resources Specialist 2**

This positions coordinates with state historic preservation office, conducts archeological and cultural resource studies, field surveys, and assists with the preparation of reports under supervision of more experienced personnel. Requires a bachelor’s degree and up to 4 years of experience or an associate’s degree and 6 years or more of experience.

**Archeologist/Cultural Resources Specialist 3**

This positions coordinates with state historic preservation office, leads and supports archeological and cultural resource studies, field surveys, and assists with the preparation of reports under very little supervision. Requires a bachelor’s degree and up to 8 years of experience or an associate’s degree and 10 years or more of experience. Advanced degree and/or certification is desirable.
Archeologist/Cultural Resources Specialist 4

This position coordinates with state historic preservation office, leads archeological and cultural resource studies, field surveys, prepares reports, and oversees scientific work of less experienced personnel. Requires a bachelor’s degree and up to 12 years of experience or an associate’s degree and 14 years or more of experience. Advanced degree and/or certification is desirable.

Archeologist/Cultural Resources Specialist 5

This position coordinates with state historic preservation office, directs archeological and cultural resource studies, field surveys, prepares reports, and oversees scientific work of less experienced personnel. Conducts quality assurance/quality control review of reports. Establishes performance and technical standards. Requires bachelor’s degree in a technical discipline and greater than 12 years of experience or an associate’s degree and 18 years or more of experience. Advanced degree and/or certification is desirable.

Asbestos/Lead Assessor 1

This position requires current Ohio Asbestos Hazard Evaluation Specialist Certification and/or Ohio Lead Risk Assessor License. Conducts asbestos and/or lead assessments in accordance with local, state and federal guidelines and under the supervision of more experienced asbestos and/or lead certified personnel. Also, supports sample/data collection, sample preservation, preparation of field documents and report preparation. In addition to the state certifications, this position requires a bachelor’s degree and up to 2 years of experience or an associate’s degree and 4 years or more of asbestos and/or lead assessment experience.

Asbestos/Lead Assessor 2

This position requires current Ohio Asbestos Hazard Evaluation Specialist Certification and/or Ohio Lead Risk Assessor License. Conducts asbestos and/or lead assessments in accordance with local, state and federal guidelines and with some supervision. Also, supports sample/data collection, sample preservation, preparation of field documents and report preparation. In addition to the state certifications, this position requires a bachelor’s degree and up to 4 years of experience or an associate’s degree and 6 years or more of asbestos and/or lead assessment experience.

Asbestos/Lead Assessor 3

This position requires current Ohio Asbestos Hazard Evaluation Specialist Certification and/or Ohio Lead Risk Assessor License. Conducts asbestos and/or lead assessments in accordance with local, state and federal guidelines and with very little supervision. Also, performs and/or supports sample/data collection, sample preservation, preparation of field documents, and report preparation. This position also oversees the work of less experienced personnel. In addition to the state certifications, this position requires a bachelor’s degree and up to 8 years of experience or an associate’s degree and 10 years or more of asbestos and/or lead assessment experience.

Asbestos/Lead Assessor 4

This position requires current Ohio Asbestos Hazard Evaluation Specialist Certification and/or Ohio Lead Risk Assessor License. Manages and/or conducts asbestos and/or lead assessments in accordance with local, state and federal guidelines. Leads and/or supports sample/data collection, sample preservation, preparation of field documents, and report preparation. This position also oversees the work of less experienced personnel. In addition
Asbestos/Lead Assessor 5

This position requires current Ohio Asbestos Hazard Evaluation Specialist Certification and/or Ohio Lead Risk Assessor License. Manages asbestos and/or lead assessments in accordance with local, state and federal guidelines. Oversees sample/data collection, sample preservation, preparation of field documents, and report preparation. This position also supervises the work of less experienced personnel. In addition to the state certifications, this position requires a bachelor’s degree and more than 12 years of experience or an associate’s degree and more than 16 years of asbestos and/or lead assessment experience.

Business/Financial Manager 1

Manages financial systems and oversees administrative contractual requirements. Tracks budgets for multiple projects and communicates frequently internally with the program manager and externally with the client regarding adherence to budgets. Requires a bachelor’s degree in business, accounting, or related field and up to 4 years of experience with financial management.

Business/Financial Manager 2

Manages financial systems and oversees administrative contractual requirements. Tracks budgets for multiple projects and communicates frequently internally with the program manager and externally with the client regarding adherence to budgets. Provides financial forecasts and reviews past performance with client regarding funding. Requires a bachelor’s degree in business, accounting, or related field and up to 8 years of experience with financial management.

Business/Financial Manager 3

Manages financial systems and oversees administrative contractual requirements. Tracks budgets for multiple projects and communicates frequently internally with the program manager and externally with the client regarding adherence to budgets. Provides financial forecasts and reviews past performance with client regarding funding. Requires a bachelor’s degree in business, accounting, or related field and more than 8 years of experience with financial management.

Computer Graphic Tech 1

Works with technical writers and other authors to prepare illustrations, slide presentations, and other graphics to improve the quality of several communication techniques. Works under supervision of other technicians who are more experienced. Requires high school diploma, technical diploma or associate’s degree, bachelor’s degree and up to 4 years of relevant experience.

Computer Graphic Tech 2

Works with technical writers and other authors to prepare illustrations, slide presentations, and other graphics to improve the quality of several communication techniques. Works under supervision of other technicians who are more experienced. Requires high school diploma, technical diploma, associate’s degree, or bachelor’s degree, and up to 8 years of equivalent relevant experience.
Computer Graphic Tech 3

Works with technical writers and other authors to prepare illustrations, slide presentations, and other graphics to improve the quality of several communication techniques. Also, assists authors in managing the production and quality of documents or graphics. Requires high school diploma, technical diploma, associate’s degree, or bachelor’s degree, and more than 8 years of equivalent and relevant experience. Advanced degree and/or certification is desirable.

Computer Programmer 1

Provides programming support and performs duties as defined by the project manager or more senior programmer. Assists in maintaining the operation and function of systems. Also, may support system help desks. Entry level position requiring associate’s degree or advanced certification and up to 2 years of experience or bachelor’s degree in related field, such as computer science, engineering, mathematics, or physics, or the equivalent in professional work experience.

Computer Programmer 2

Provides programming support and performs duties as defined by the project manager or more senior programmer. Assists in maintaining the operation and function of systems. Also, may support system help desks. May design and implement modifications or enhancements to forms, menus, and reports generated by programs. Requires associate’s degree or advanced certification and up to 4 years of experience or bachelor’s degree in related field, such as computer science, engineering mathematics, or physics, and a minimum of 2 years of professional work experience.

Computer Programmer 3

Designs software and implements databases. Writes specifications and work plans for projects. Provides methodologies for programmers with less experience and assists them to implement their tasks. Designs and develops documentation of quality control and data requirements. Requires associate’s degree or advanced certifications and up to 8 years of professional experience or bachelor’s degree or other advanced degree in related field, such as computer science, engineering, mathematics, or physics, and has a minimum of 4 years of professional work experience. Advanced degree and/or certification is desirable.

Computer Programmer 4

Designs software and implements databases. Writes specifications and work plans for projects. Provides methodologies for programmers with less experience and assists them to implement their tasks. Designs and develops documentation of quality control and data requirements. Requires associate’s degree or advanced certifications and up to 12 years of professional experience or bachelor’s degree or other advanced degree in related field, such as computer science, engineering, mathematics, or physics, and has a minimum of 14 years of professional work experience.

Computer Programmer 5

Designs software and implements databases. Writes specifications and work plans for projects. Provides methodologies for programmers with less experience and assists them to implement their tasks. Designs and develops documentation of quality control and data requirements. Requires associate’s degree or advanced certifications and more than 12 years of professional experience or bachelor’s degree or other advanced degree in
related field, such as computer science, engineering, mathematics, or physics, and has a minimum of 16 years of professional work experience.

**Conference Planner 1**

Coordinates training and demonstration conferences and meetings for multiple purposes. Arranges logistics (such as hotel and training facilities), plans staffing for the event, and provides such on-site support as note takers, system support, and audio-visual support. Requires a bachelor’s degree and up to 4 years of related work experience.

**Conference Planner 2**

Manages training and demonstration conferences and meetings for multiple purposes. Manages logistics (such as hotel and training facilities), plans staffing for the event, and provides such on-site support as note takers, system support, and audio-visual support. Requires a bachelor’s degree and up to 8 years of related work experience.

**Conference Planner 3**

Manages training and demonstration conferences and meetings for multiple purposes. Manages logistics (such as hotel and training facilities), plans staffing for the event, and provides such on-site support as note takers, system support, and audio-visual support. Requires a bachelor’s degree and more than 8 years of related work experience.

**Data Analyst**

Works closely with computer programmers and database specialists to determine data needs of the client and capabilities of the system. Analyzes reports and authors and produces documents summarizing data. Synthesizes information to forecast trends and identify data gaps. Recommends systems development and solutions to issues raised. Requires an associate’s degree in a related field and a minimum of 15 years of professional work experience or bachelor’s degree in a related field and ten or more years of professional work experience.

**Database Specialist 1**

Performs logical and physical database design. Performs data analysis, database design, development activities, and implementation for databases and their conversions. Works with senior database personnel to determine data storage and access requirements. An entry level position that requires a bachelor’s degree and up to 2 years of experience in a related field such as computer science, business engineering, or information systems or an associate’s degree more than 2 years of experience.

**Database Specialist 2**

Performs logical and physical database design. Performs data analysis, database design, development activities, and implementation for databases and their conversions. Works with senior database personnel to determine data storage and access requirements. Supports recommendations for improving existing databases. Provides guidance and expertise in the use of database languages. Requires a bachelor’s degree in a related field such as computer science, business, engineering, or information systems up to 4 years of experience or an associate’s degree and more than 4 years of professional work experience.
Database Specialist 3

Performs logical and physical database design. Performs data analysis, database design, development activities, and implementation for databases and their conversions. Manages database personnel to determine data storage and access requirements. Makes recommendations for improving existing databases. Provides guidance and expertise in the use of database languages. Requires a bachelor’s degree in a related field such as computer science, business, engineering, or information systems up to 8 years of experience or an associate’s degree and more than 8 years of professional work experience.

Database Specialist 4

Manager who leads projects that perform logical and physical database design. Manage other database specialists who perform data analysis, database design, development activities, and implementation for databases and their conversions. Manages database specialists and works with users to determine data storage and access requirements. Leads efforts to make and implement recommendations for improving existing databases. Provides guidance and expertise in the use of database languages. Requires a bachelor’s degree in a related field such as computer science, business, engineering, or information systems and up to 12 years of experience or, an associate’s degree and more than 12 years of professional work experience.

Database Specialist 5

Senior manager who leads projects that perform logical and physical database design. Manage other database specialists who perform data analysis, database design, development activities, and implementation for databases and their conversions. Manages database specialists and works with users to determine data storage and access requirements. Leads efforts to make and implement recommendations for improving existing databases. Provides guidance and expertise in the use of database languages. Requires a bachelor’s degree in a related field such as computer science, business, engineering, or information systems and 12 or more years of experience or, an associate’s degree and more than 14 years of professional work experience.

Engineer 1

This position provides basic technical assistance for engineering and similar projects under the supervision of more experienced personnel. Requires a bachelor’s degree and 0 to 4 years of experience.

Engineer 2

This position performs analysis and design tasks. Also, prepares specifications and assists in the development of standards. Requires a bachelor’s degree and up to 8 years of experience.

Project Engineer 3

This position devises tests to evaluate and check systems. Documents the results of complex analysis and design tasks. May design complex systems and may act as project manager. Requires a bachelor’s degree in a technical discipline and up to 12 years of related experience.
Project Engineer 4

This senior position manages project coordination, management, and engineering. Develops and refines new engineering techniques to improve quality. Establishes performance and technical standards. Requires bachelor’s degree in a technical discipline and up to 16 years of experience. Advanced degree and/or certification is desirable.

Senior Engineer 5

This leadership position manages directs complex projects requiring integration of refined engineering techniques with the outputs of other disciplines, such as environmental science and law. Develops and refines new engineering techniques to improve quality. Establishes performance and technical standards. Requires bachelor’s degree in a technical discipline and more than 16 years of experience. Advanced degree and/or certification is desirable.

Facility/Warehouse Management/Support 1

This position supports warehouse management activities including: inventory management; preventative maintenance program implementation; shipping and receiving; equipment calibration and repair; warehouse health and safety; training; coordination with building management, clients, vendors and subcontractors; and preparation of appropriate documentation. This position is supervised by more experienced personnel. Requires a bachelor’s degree and up to 2 years of experience or an associate’s degree and 4 years or more of professional experience with appropriate training/certifications.

Health & Safety Professional 1

This position requires training/experience regarding occupational health and safety services involving Occupational Safety and Health Administration (OSHA) compliance, safety program reviews, development of site safety plans, job hazard analyses, accident investigations, air monitoring, use and maintenance of personal protection equipment and respiratory protection, and delivering a variety of health and safety training. Requires a bachelor’s degree with up to 4 years of experience or 4 years or more of experience with an associate’s degree with appropriate training/certifications.

Health & Safety Professional 2

This position requires training/experience regarding occupational health and safety services involving OSHA compliance, safety program audits/reviews, development and review of site safety plans, job hazard analyses, accident investigations, air monitoring, use and maintenance of personal protection equipment and respiratory protection, and delivering a variety of health and safety training. Requires a bachelor’s degree with up to 8 years of experience or 8 years or more of experience with an associate’s degree and appropriate training/certifications.

Health & Safety Professional 3

This position requires significant training/experience regarding occupational health and safety services involving OSHA compliance, safety program audits/reviews, development and review of site safety plans, support with development and evaluations of policies and programs, job hazard analyses, accident investigations, air monitoring, use and maintenance of personal protection equipment and respiratory protection, and delivering a variety of health and safety training. Requires a bachelor’s degree with up to 12 years of experience or 12 years or more of experience with an associate’s degree and appropriate training/certifications.
Health & Safety Professional 4

This senior position requires subject matter expertise and significant training/experience with regard to occupational health and safety services involving OSHA compliance, safety program development/audits/reviews, development and review of site safety plans, development and evaluations of policies and programs, job hazard analyses, accident investigations, air monitoring, use and maintenance of personal protection equipment and respiratory protection, and developing/delivering a variety of health and safety training. Requires a bachelor’s degree with up to 16 years of experience or 16 years or more of experience with an associate’s degree and appropriate training/certifications.

Health & Safety Professional 5

This leadership position requires subject matter expertise and significant training/experience with regard to occupational health and safety services involving OSHA compliance, safety program development/audits/reviews, development and review of site safety plans, development and evaluations of policies and programs, job hazard analyses, accident investigations, air monitoring, use and maintenance of personal protection equipment and respiratory protection, and developing/delivering a variety of health and safety training. Requires bachelor’s degree with more than 16 of experience or 20 years or more of experience with an associate’s degree and appropriate training/certifications.

Program/Operations Manager

This senior leadership position directs the performance of a variety of related projects and implements program management under this supply schedule. Is responsible for ensuring high quality products and services that are delivered according to the agreed schedule and budget of the applicable task/delivery order. Also provides overall management of budget and ensures projects and subcontracting plans are operated within the parameters of the contract. Requires a bachelor’s degree in related field or equivalent and a minimum of 12 years of experience with program development and operations management.

Quality Assurance Manager

Tetra Tech’s contract Quality Assurance (QA) Managers are directly responsible for the quality of work conducted for each Tetra Tech program and project. They provide direction and guidance to the program manager, project managers, technical reviewers, and technical and administrative personnel completing the work. When appropriate, contract QA managers develop program-specific Quality Management Practices and Quality Assurance Project Plans to tailor our companywide quality system to meet customer requirements for a program. Additional contract QA manager responsibilities include advising the Tetra Tech program manager on quality issues, conducting quality audits and assessments of Tetra Tech activities, recommending corrective action for work that does not meet quality standards, and identifying quality improvement opportunities. The contract QA managers also serve as a link between the program and Tetra Tech’s Corporate Quality Management team. Requires an associate’s or bachelor’s degree and a minimum of 10 years of professional consulting experiencing, a minimum of 5 years of project-related Quality Assurance/Quality Control experience and 3 years of contract- or program-level QA/QC.

Scientist 1

This position conducts a scientific analysis, field testing, and the preparation of analytical documents under supervision of more experienced personnel. Requires a bachelor’s degree and up to 4 years of experience or an associate’s degree and 6 years or more of experience.
Scientist 2

This position conducts scientific analysis, field testing, and the preparation of analytical documents under supervision of more experienced personnel. Requires a bachelor’s degree and up to 8 years of experience or an associate’s degree and 10 years or more of experience.

Project Scientist 3

This position conducts scientific analysis, field testing, and the preparation of analytical documents under very little supervision. Requires a bachelor’s degree and up to 12 years of experience or an associate’s degree and 14 years or more of experience. Advanced degree and/or certification is desirable.

Project Scientist 4

This senior position conducts scientific analysis, field testing, and the preparation of analytical documents and oversees scientific work of less experienced personnel. Requires a bachelor’s degree and up to 16 years of experience or an associate’s degree and 18 years or more of experience. Advanced degree and/or certification is desirable.

Senior Scientist 5

This leadership position directs complex projects requiring integration of refined scientific techniques with the outputs of other disciplines, such as engineering and law. Develops and refines new scientific techniques to improve quality. Establishes performance and technical standards. Requires bachelor’s degree in a technical discipline and more than 16 years of experience or an associate’s degree and 20 years or more of experience. Advanced degree and/or certification is desirable.

Technical Editor/Writer 1

This position works with technical specialists, writes reports, manuals, training courses, and other documents; and ensures quality of those documents written by others. Reviews grammar, writing style, and syntax of documentation. Requires bachelor’s degree and up to 2 years of professional work experience or an associate’s degree and more than 4 years of professional work experience.

Technical Editor/Writer 2

This position works with technical specialists, writes reports, manuals, training courses, and other documents; and ensures quality of those documents written by others. Reviews grammar, writing style, and syntax of documentation. Requires bachelor’s degree and up to 6 years of professional work experience or an associate’s degree and more than 8 years of professional work experience.

Technician 1

This position enters information into varying databases and systems, collects the documents from various sources, as directed; and/or provides logistics and administrative support for field activities and meetings. Requires a high school diploma or associate’s degree and up to 4 years of experience.
**Technician 2**

This position enters information into varying databases and systems, collects the documents from various sources, as directed; and/or provides logistics and administrative support for field activities and meetings. Requires a high school diploma and more than 4 years of professional work experience or an associate’s degree and more than 2 years of years of professional work experience.

**Training Specialist 1**

The position requires a training specialist who understands and supports instructional methods for developing and delivering training, courses, workshops, computer-based training, and other similar activities. Also, assists in the development of training materials, the scheduling and administration of events, and production of course/training materials. Requires a bachelor’s degree and up to 4 years of experience or an associate’s degree and 6 years or more of training related experience with appropriate certifications.

**Training Specialist 2**

The position requires a training specialist and/or subject matter expert who supports and understands instructional methods for developing, delivering, and evaluating - training, courses, workshops, computer-based training, and other similar activities. Also, develops or assists in the development of training materials, the scheduling and administration of events, the training of instructors, and production of course/training materials. Requires a bachelor’s degree and up to 8 years of experience or an associate’s degree and 10 years or more of training related experience with appropriate certifications.

**Training Specialist 3**

The position requires a specialized instructional expert and/or subject matter expert who supports and understands instructional methods for developing, delivering, and evaluating - training, courses, workshops, computer-based training, and other similar activities. Also, develops or assists in the development of training materials, the scheduling and administration of events, the training of instructors, and production of course/training materials. Requires a bachelor’s degree and up to 12 years of experience or an associate’s degree and 14 years or more of training related experience. Advanced degree and/or training certifications is desirable.

**Training Specialist 4**

The senior position requires a highly specialized instructional expert and/or subject matter expert who supports and understands instructional methods for developing, delivering, and evaluating - training, courses, workshops, computer-based training, and other similar activities. Also, develops training material, the scheduling and administration of events, the training of instructors, and production of production of course/training materials. Requires a bachelor’s degree and up to 16 years of experience or an associate’s degree and 18 years or more of training experience. Advanced degree and/or training certifications is desirable.

**Training Specialist 5**

The leadership position requires a highly specialized instructional expert and/or subject matter expert who supports and understands instructional methods for developing, delivering, and evaluating - training, courses, workshops, computer-based training, and other similar activities. Conducts and/or leads the development of training and course materials, the scheduling and administration of events, the training of instructors, and production of participant material. Requires bachelor’s degree in a technical discipline and more than 16 years of experience or an
associate’s degree and 20 years or more of training related experience. Advanced degree and/or training certifications is desirable

**Word Processor**

This position supports project management and the development of technical documentation by work processing letters, reports, fact sheets, guides, and training materials. Requires high school diploma and up to 5 years of professional work experience or an associate’s degree and more than 3 years of professional work experience.

**Notes:**

1. Tetra Tech reserves the right to substitute personnel, as necessary, to meet the requirements of individual projects, but only upon approval of the agency project manager
### LABOR CATEGORY RATES

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