

**General Services
Administration
Federal Supply Service**

**Authorized Federal Supply
Schedule Price List**

SIN: NEW



**Multiple Award Schedule – MAS
MAS Mod A812**

Contract Number:
47QSWA18D006W

Contract Period:
August 1, 2018 through July 31, 2023

On-line access to contract ordering information, terms and conditions, up-to-date pricing, and the option to create an electronic delivery order are available through GSA Advantage!®, a menu-driven database system.

The INTERNET address for **GSA Advantage!®** is:
www.GSAAdvantage.gov

For more information on ordering from Federal Supply Schedules click on the FSS Schedules link at: www.fss.gsa.gov

MOC1 Solutions MAS Schedule Link:
https://www.gsaadvantage.gov/advantage/contractor/contractor_detail.do?mapName=/s/search/&contractNumber=47QSWA18D006W

DUNS: 808345961

Price List Effective Date: July 2020
Supplement No.1 of 1

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1 Customer Information

1.2 Business Size

Small

1.3 Business Type

Type	Description
FR	Asian-Pacific American Owned
A2	Women Owned Business
27	Small Disadvantaged Business
23	Minority Owned Business
HQ	DoT Certified Disadvantage Business Enterprise
XS	S Corporation
2X	For-Profit Organization

1.4 Identification of Lowest Price Model Number and Lowest Unit Price

N/A

1.5 Items Awarded

SIN	Description
NEW	Introduction of New Services/Products related to Law Enforcement and Security
OLM	Order-Level Materials (OLM) OLMs are supplies and/or services acquired in direct support of an individual task or delivery order placed against a Schedule contract or BPA.

1.6 Labor Categories

- Senior Program Manager
- Senior Project Manager
- Subject Matter Expert I, II and III
- Computer Programmer I, II, III and IV
- Computer Systems Analyst I, II and III
- System Support Specialist
- Technical Instructor
- Technical Instructor/Course Developer
- Electrician

1.7 Minimum Order Quantities

\$1,000.00

1.8 Minimum Order Limit

\$1,000.00

1.9 Maximum Order Limit

\$200,000.00

1.10 Escalation Rates

None

1.11 IFF Statement

552.238-74 - Industrial Funding Fee and Sales Reporting - refer to contract for current version applicable to offer / award

1.12 Geographic Coverage

SIN	SCOPE
NEW	P - 50 States, DC, Porto Rico
OLM	P - 50 States, DC, Porto Rico

1.13 Prompt Payment Discounts

Information for Ordering Offices:

Discount1: 02.000 % if Payment is made within 30 days

Discount2: 00.000 % if Payment is made within 00 days

Net 31 days

1.14 Quantity Discounts

Quantity discounts are specified as a separate line item on the price list.

1.15 Point of Production

Bethesda, Maryland

1.16 Government Purchase Cards Above Threshold

Government purchase cards are accepted at or above the micro-purchase threshold.



1.17 Government Purchase Cards Below Threshold

Government purchase cards are accepted below the micro-purchase threshold.

1.18 Foreign Items

N/A

1.19 Time of Delivery

Delivery (Days ARO) Normal: 30 Days ARO

1.20 Expedited Delivery

Items available for expedited delivery are noted in this price list.

1.21 Overnight and 2-day Delivery

The schedule customer may contact the Contractor for rates for overnight and 2-day delivery.

1.22 Urgent Requirements

The schedule customer may contact the Contractor for rates for "Urgent Requirements".

1.23 F.O.B. point(s)

Destination

1.24 Ordering Address

6701 Democracy Blvd. Suite 300
Bethesda MD 20817

1.25 Payment Address

6701 Democracy Blvd. Suite 300
Bethesda MD 20817

1.26 Warranty Provision

N/A

1.27 Export packing charges, if applicable

N/A

1.28 Terms and conditions of Government purchase card acceptance (any thresholds above the micro-purchase level)

None

1.29 Terms and conditions of rental, maintenance, and repair (if applicable)

N/A



1.30 Terms and conditions of installation (if applicable)

See price list in the Tables found in the next section of this Price List.

1.31 Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices (if applicable)

See price list in the Tables found in the next section of this Price List.

1.32 Terms and conditions for any other services (if applicable)

N/A

1.33 List of service and distribution points (if applicable)

6701 Democracy Blvd. Suite 300
Bethesda MD 20817

1.34 List of participating dealers (if applicable)

None

1.35 Preventive Maintenance (if applicable)

N/A

1.36 Section 508 compliance

N/A

1.37 Data Universal Number System (DUNS) number

DUNS Number: 808345961

1.38 System Award Management (SAM)

Mobile Office Communications Inc is listed in the SAM database. All information is up-to-date and accurate.



2 MOC1 Command Product Price List

Product	Code	GSA OFFER PRICE (inclusive of the .75% IFF)
MOC1 Command 100	MOCPFXMOD100	\$680,100.76
MOC1 Command 500	MOCPFXMOD500	\$906,800.10
MOC1 Command 1000	MOCPFXMOD1000	\$1,749,219.14
MOC1 Command Enterprise	MOCPRVMODMAIN	\$4,080,604.53
MOC1 Command 100 Annual Support	MOCPRVMODSUP100	\$71,637.28
MOC1 Command 500 Annual Support	MOCPRVMODSUP500	\$90,589.42
MOC1 Command 1000 Annual Support	MOCPRVMODSUP1000	\$181,269.52
MOC1 Command 5000 Annual Support	MOCPRVMODSUP5000	\$448,866.50
MOC1 Command Mobile Client Annual License	MOCUSRMOD	\$815.21
MOC1 Command Additional Command Center	MOCCRYMOD	\$144,181.36
MOC1 Command Portable Command Center*	MOCCRYPOR	\$271,133.50
MOC1 Command Mobile Command Center**	MOCCRYMOB	\$543,173.80
* Requires the purchase of MOC1 Command server license.		
** Price does not include the cost of vehicle. Requires the purchase of MOC1 Command server license.		

3 SAFR Facial Recognition Price List

Product	Code	GSA OFFER PRICE (inclusive of the .75% IFF)
SAFR Facial Recognition device license On-Premise Cloud	SAFROPCLD	\$69.52 each
SAFR Facial Recognition device license Remote Cloud	SAFRRNCLD	\$109.82 each
SAFR Facial Recognition Cloud Server 50 device license	SAFRSVR50	\$45,340.05
SAFR Facial Recognition Cloud Server 100 device license	SAFRSVR100	\$68,010.08
SAFR Facial Recognition Cloud Server 250 device license	SAFRSVR250	\$113,350.13
SAFR Facial Recognition Cloud Server 500 device license	SAFRSVR500	\$226,700.25
SAFR Facial Recognition Cloud Server 1,000 device license	SAFRSVR1000	\$453,400.50
SAFR Facial Recognition Cloud Server 5,000 device license	SAFRSVR5000	\$680,100.76
SAFR Facial Recognition INSTALLATIONS for 50 device licenses (\$250.00 per device for device 50)	SAFRINST50	\$11,335.01
SAFR Facial Recognition INSTALLATIONS for 100 device licenses (\$150.00 per device for device 51- 100)	SAFRINST100	\$18,136.02
SAFR Facial Recognition INSTALLATIONS for 250 device licenses (\$67.11 per device for device 101 – 250)	SAFRINST250	\$27,204.03
SAFR Facial Recognition INSTALLATIONS for 500 device License (\$40.16 per device for device 251 – 500)	SAFRINST500	\$36,272.04
SAFR Facial Recognition INSTALLATIONS for 1000 device license (\$20.04 per device for device 501 – 1000)	SAFRINST1000	\$45,340.05
SAFR Facial Recognition INSTALLATIONS for 5,000 device licenses (\$37.50 per device for device 1,001 – 5,000)	SAFRINST5000	\$181,360.20

NOTE: On-Premise Cloud requires the purchase of the SAFR Facial Recognition Cloud Server

4 Product Capabilities

4.1 MOC1 Command and Control System (CCC)

With MOC1 Command™, you will be able to perform these key functions:

- Identify and track Field Personnel in real-time
- Know when your Field Personnel are leave their Geo-Fence
- Staff, Vendor, and visitor screening with 99.8% accuracy
- Touchless access into secure areas and rooms within a facility
- ID Badge integration with two-factor authentication
- Secure access from unauthorized persons
- Automatic notification of tailgaters entering room
- Common area monitoring for threat detection and notification
- Threat detection and notification. Automatically notify staff of persons of interest approaching building facilities
- Automatic touchless check-in and check-out of staff, vendors, and visitor
- Live images, video, and audio of field personnel in action in Real-Time
- Instantly filter video recording of incident to view incident and identify persons involved with 99.8% accuracy
- Record and review exact location and movement of individual inside of building / facility in real-time
- Provides Dashboard with Real-Time data updates including heat maps that offer insight into staff, vendors, and visitors whereabouts
- Maintains a watchlist of potential threats

4.2 Solutions

- National and Global staff identity and tracking
- Public Safety with advanced surveillance
- Man-down alarm
- Mobile Detection / Recognition
- Entry Control
- Terrorism Watchlist
- Traffic Flow Analysis
- Touchless / Cashless Payments

4.3 Tactical to Operational Usage

- MISSION CRITICAL
- CRISIS MANAGEMENT
- DEFENSE AND CIVIL PROTECTION
- PRESIDENTIAL STAFF & SECURITY
- INTELLIGENCE SERVICE
- NATIONAL SECURITY AGENCIES
- COUNTER TERRORISM
- DRUG ENFORCEMENT
- GENERAL SECURITY SERVICE

- MILITARY INTELLIGENCE
- ARMY SPECIAL FORCES
- DIPLOMATIC SECURITY
- INTERNATIONAL MISSIONS
- CROSS BORDER OPERATIONS
- INTRA-AGENCIES COOPERATION
- CIVIL PROTECTION
- EMERGENCY MANAGEMENT

4.6 AIRBORNE SYSTEMS INTEGRATION

- Integration with airborne surveillance platforms
- Video draping into a 3D layer map adding a 4th dimension
- Extraction of coordinates form the drone metadata video
- Follow moving targets

4.11 SUSPECT / FACE RECOGNITION / BIO METRIC SURVEILLANCE

- Detects terrorism and crime act at scale, matching 20 million faces per second across an unlimited number of locations
- Instantly identifies and indexes multiple faces simultaneously within crowded spaces
- Quickly mobilizes your team with instant alerts about encroaching threats, delivering actionable intelligence to the agents at the exact moment the need it
- Works with mobiles and Fixed Cameras
- 20 MILLION FACES PER SECOND / ACCURATE MATCHES / DETECT AND DETER THREATS
- SURVEILLANCE METADATA ANALYTICS / INDIVIDUAL LOCATION HISTORY

4.13 Related Markets

- Defense
- Transportation
- Critical Infrastructure Protection (CIP)
- Healthcare
- Banking
- Maritime
- Public Utilities
- Oil and Gas
- Telco
- Public Safety
- National Intelligence

The system is setup and ready in just 4 hours. Mobile versions of the system are also available.

4.14 Applications and Modules

An application module is domain-specific, uses (internally) other Infrastructure Modules, and solves real- life problems. The following Application modules (and respective SDK's) are available:

- CyberCore Module – CyberSecurity and simulation suite.
- Document Rights Management with Encryption controls the lifecycle of classified documents.
- Multi-Factor Authentication with Biometrics secures the device. You can login using fingerprints, face, etc.
- Face Recognition Module (for example) to recognize suspects, not to be confused with “face” authentication.
- Incident Management (Full) and Tasks Module (Basic)
- Emergency Management
- Enterprise Mobility Management

5 SDK's and Tools

Shell applications (with or without user interface) can be composed of plugins. Application modules utilize a shell module per platform. You need an SDK to integrate your plugin to the system. The following SDK's are available:

- Mobile Client SDK
- Face Recognition SDK
- Enterprise Mobility Management SDK
- Server SDK – to create server applications
- Secure Workspace SDK

6 SAFR Facial Recognition

Increased computing power combined with access to large data sets has accelerated the development of products, systems, and technologies employing artificial intelligence. Machine learning and deep neural networks are driving numerous new innovations.

Despite tremendous progress in both neuroscience and machine learning, computers still fall short of replicating the full complexity of the human brain. Even so, applications of machine learning continue to improve processes and experiences from manufacturing to marketing.

Computer vision and facial recognition platforms leveraging machine learning and deep neural networks are now universally available for a variety of use cases. As the technology continues to advance, the market is rapidly expanding. The global facial recognition market was USD 3.85 billion in 2017 and is estimated to reach USD 97.8 billion by 2023.¹

6.1 THE CHALLENGES OF FACIAL RECOGNITION

Facial recognition is simultaneously simple and exceedingly complex. The basic requirements of detecting a face in a picture or video, generating a signature, and identifying a match in a database are easy to understand. However, recognizing the subtle but extraordinary variability of the human face under varied conditions of lighting, camera resolution, and focal length can be a challenge. Even more so is achieving near-perfect accuracy with facial recognition in live video where faces are in motion, at different angles, occluded,

ageing, and carrying expressions that change over time.

As humans, we take facial recognition for granted with a typical ability to differentiate 10,000 faces. Computer vision – facial recognition – has been a challenging domain for several decades, but only recently, with the availability of economically favorable computing power paired with massive databases and machine learning, has the power of facial recognition become generally accessible.

As humans, we take facial recognition for granted with a typical ability to differentiate 10,000 faces.

RealNetworks® has a legacy of expertise and innovation in digital media, video compression, rich metadata, and solutions that intelligently scale on massive distributed networks across diverse topologies. This deep experience augmented by the latest AI research has enabled the framework for the SAFR facial recognition platform.

6.2 THE SAFR FACIAL RECOGNITION PLATFORM

The SAFR Platform is a highly accurate, machine learning facial recognition platform architected to economically scale with high performance and rapid processing to detect and match millions of faces in real time. SAFR is distinguished from other facial recognition platforms by its accuracy and performance with faces in the wild. Unlike other facial recognition systems that are trained on mugshots or visa photos, SAFR was designed to address the more challenging problem of recognizing “faces in the wild” — faces in motion, under poor lighting conditions, misaligned, or partially obscured. The SAFR algorithms achieved exceptional accuracy through training using real faces versus simulated faces. This means SAFR is ideally suited for real-world use cases where high performance, dependable, highly accurate industrial-grade facial recognition is required.

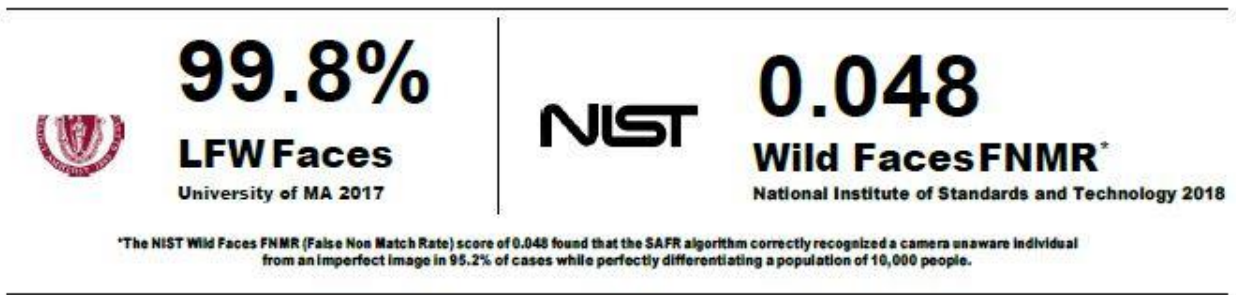
SAFR is optimized for end-to-end performance. It is architected to distribute the workload in a cost-efficient way. While most other solutions require full video to be uploaded to the cloud incurring significant bandwidth costs and costly overhead, SAFR employs a hybrid architecture, whereby the detection and tracking in live video happens at the edge, while the database matching and recognition occurs on the server, which can live on premises or in the cloud. Connections to the Server in the cloud can happen over bandwidth as thin as a 3G connection.

The SAFR platform is flexible. SAFR supports multiple OS and hardware platforms, and can be adapted for different environments, applications, and use cases. For example, SAFR supports numerous secure access applications where facial recognition can replace the use of an ID badge, securely automate entry to facilities, trigger notifications, log events, and generate analytics. SAFR can detect and track many faces in a single camera feed and scale to manage any number of readily available IP cameras.

- On-Premise
- SAFR Cloud
- Your Cloud

ACCURACY AND PERFORMANCE CONFIRMED BY THE NATIONAL INSTITUTES OF SCIENCE AND TECHNOLOGY (NIST)

Dependable accuracy and performance are central to any viable recognition solution. Latency, false positives, and questionable results render a system unusable. The algorithms powering the SAFR platform were tested by NIST and contrasted with over eighty other algorithms submitted by companies and institutions from around the world. SAFR achieved an enviable level of accuracy and performance that squarely established its position in a best-in-class category. The tests conducted in June of 2018 examined multiple aspects of the algorithms. The key results are highlighted below. The complete test results can be found online at



SAFR is distinguished from other facial recognition platforms by its accuracy and performance with faces in the wild.

Template Extraction

Template extraction is the process of creating a facial signature. NIST ranked the SAFR template extraction algorithm the fastest among the top seven algorithms in the world. A face image undergoes a multi-pass process that converts facial features into vectors expressed in a string of numerical values. It's critical that a signature is robust and unique since it will be compared against a large database of signatures in order to identify a match. The process of comparing and matching signatures in the database is measured in nanoseconds.

Template extraction happens after a face has been detected in an image or video stream. Detecting a face and differentiating it from a background in a live video stream is by far the most CPU-intensive task a system must accomplish. A high resolution 4K camera presents a large amount of data with each video frame. SAFR efficiently handles detection by optimizing performance at each step. This results in fast detection (measured in several hundred milliseconds), which is perceptually real time.

Wild Faces False Non-Match Rate (FNMR)

"Wild faces" are faces that are camera unaware. This test looks at performance under real world conditions. The face may be tilted, occluded, moving through a frame, or under low light. A false non-match rate (FNMR) is the rate at which the algorithm mis- categorizes two captured images from the same individual as being from different individuals.

The NIST Wild Faces FNMR (false non-match rate) score of 0.048 indicates that the SAFR algorithm correctly recognizes a camera unaware individual from an imperfect image in 95.2% of cases while perfectly differentiating a population of 10,000 people. This score ranked SAFR 7th out of 82 tested algorithms, and 6th out of the 47 companies who submitted. In addition to the NIST results, SAFR demonstrated a 99.8 percent accuracy for Labeled Faces in the Wild (LFW), based on a University of Massachusetts benchmark database.

Gender and Skin Tone

All facial recognition algorithms have issues about skin tones and gender. However, the SAFR algorithm was developed with a data set and training methodology aimed at solving inherent problems that could lead to bias. As a result of this focus, NIST ranked SAFR as the 4th best in achieving consistent results regardless of skin tone or gender.

FLEXIBLE ARCHITECTURE

SAFR is not a one-size-fits-all solution. It's built for real world conditions. Different environments, policies, hardware systems, and applications necessitate different requirements. SAFR is architected to be flexible. SAFR can be deployed on premises or in the cloud. It can be installed on Mac, Windows, or Linux machines. It



supports iOS and Android. It can scale to support larger locations with more cameras by installing additional nodes that interface with the main host and central database. The additional nodes connect automatically and also serve to load balance detection and recognition tasks.

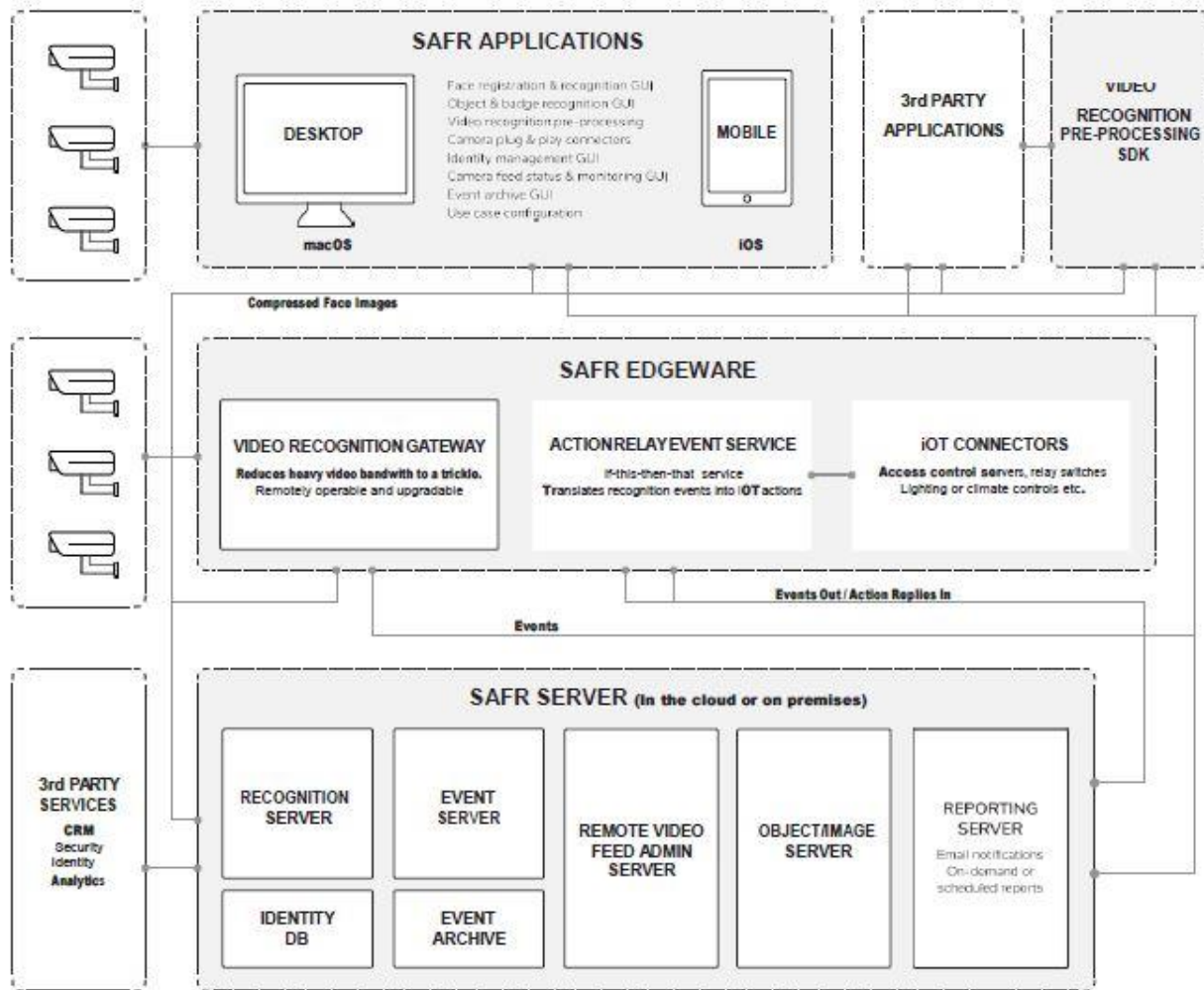
Developers and system integrators can build custom solutions with the SAFR RESTful API's.

Developers and system integrators can build custom solutions with the SAFR RESTful API's which provide access to an array of functions, events, metadata, and configuration settings. The full range of SAFR capabilities are available to build custom applications, integrate into existing systems, connect hardware and IoT devices, create custom actions based on recognition events, and to export data for insights and reports.

The platform can extend to mobile devices via the SAFR mobile app running on macOS or Android. These mobile devices can be configured as kiosks for people to register into the system for a specific use case. They can also be configured as a secure access point which can recognize a registered individual and unlock a door.

All remote devices which connect to the primary SAFR Server must connect via SSL to ensure secure transmission of data and images. When SAFR is deployed as a closed system, no face data or imagery is ever transmitted over the internet.

SAFR system architecture



SAFR PLATFORM COMPONENTS

The SAFR Platform includes three primary parts: the SAFR Application, the SAFR Server, and SAFR Actions Application.

SAFR APPLICATION

The SAFR Application is used to add and configure cameras, monitor feeds, get alerts, and view activity. It is also used to update and manage the identity database.

The SAFR Application can be installed on additional laptops or desktops to allow administration and monitoring anywhere, anytime.

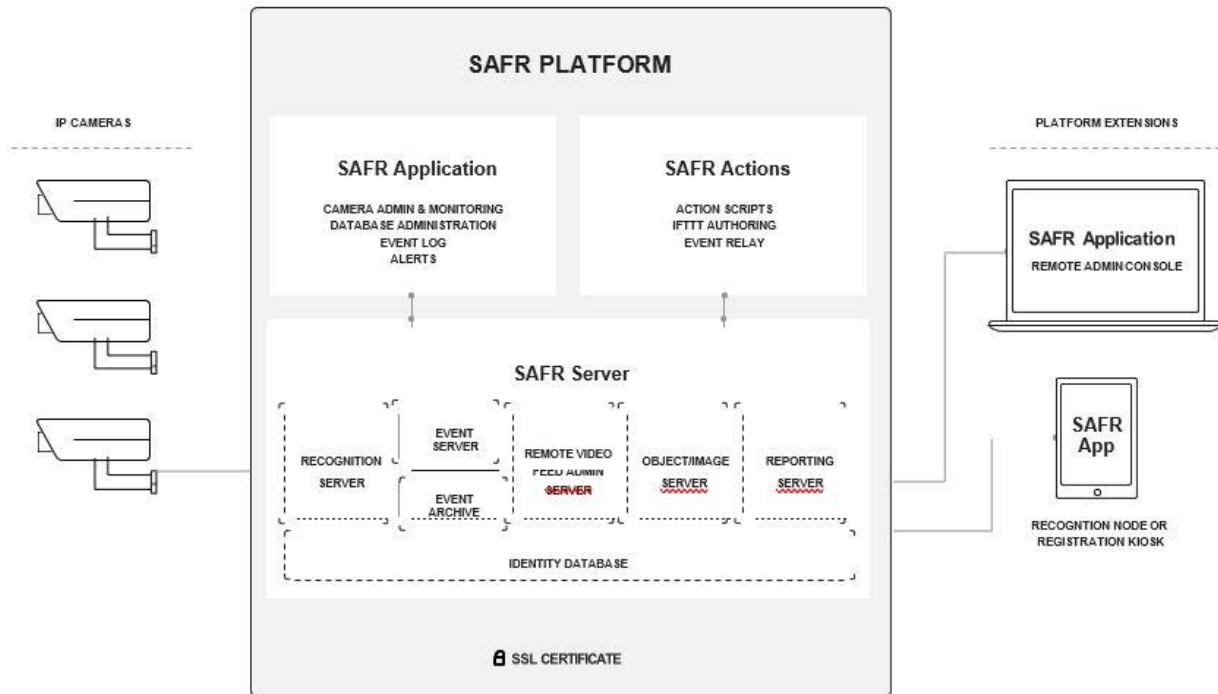
SAFR SERVER

The SAFR Server, comprised of multiple components, includes the facial recognition server, identity database, recognition event server, event archive, remote video feed administration server, and object server.

SAFR ACTIONS APPLICATION

The SAFR Actions Application is used to create and manage actions based on event triggers. Actions are written in Python and can be deployed for wide range of IFTTT (If this, then that) scenarios. For example, you can unlock a door, turn on a warning light, send an SMS message or email, record data for reporting, or any number of actions depending on the use case.

SAFR Platform basic configuration



SAFR IN USE

SAFR was designed to connect, adapt, and extend to different environments, specialized applications, existing hardware, or custom integrations. A wide range of use cases can benefit from SAFR facial recognition. Secure access, door lock activation, biometric entry control, event and venue monitoring, school safety, digital signage, camera integration, retail insights, and physical space analytics are just some of the areas where SAFR can add real value.

SECURE ACCESS

- Smile to unlock
- Multi-factor authentication Notifications
- Building system integration
- Lighting & environment controls

VIP LOYALTY

- Digital signage
- Retail kiosk Personalization
- Merchandising
- Rewards
- Concierge Services



VENUE MONITORING

- Identify unwelcome guests
- Locate lost children
- Theft and loss prevention
- Secure area access
- Concession staffing
- Traffic flows
- Sentiment

SCHOOL SAFETY

- Threat detection
- Attendance
- Guest check in
- Convenience
- Common area monitoring
- Alerts & notifications
- Entry control

ANALYTICS

- Live data collection
- Traffic analysis
- Dwell time
- Heat maps
- Demographics
- Sentiment Notifications
- Reporting

The SAFR Platform includes integrated technologies that combine best-in-class performance, a flexible architecture, and support for a wide range of real-world use cases. RealNetworks is a global company with a near 25-year legacy of technology innovation and expertise.

FOR MORE INFORMATION:

www.moc1solutions.net

CONTACT:

SAFR@moc1solutions.net



7 Labor Category Rates

Labor Category	Code	Hourly Rate
Senior Program Manager	LE-SPGM-MOC1-2017	\$313.75
Senior Project Manager	LE-SPJM-MOC1-2017	\$270.23
Subject Matter Expert I	LE-SMEI-MOC1-2017	\$379.04
Subject Matter Expert II	LE-SMEII-MOC1-2017	\$422.57
Subject Matter Expert III	LE-SMEIII-MOC1-2017	\$465.19
Computer Programmer I	LE-CPI-MOC1-2017	\$270.23
Computer Programmer II	LE-CPII-MOC1-2017	\$313.75
Computer Programmer III	LE-CPIII-MOC1-2017	\$358.19
Computer Programmer IV	LE-CPIV-MOC1-2017	\$379.04
Computer Systems Analyst I	LE-SAI-MOC1-2017	\$206.75
Computer Systems Analyst II	LE-SAII-MOC1-2017	\$248.46
Computer Systems Analyst III	LE-SAIII-MOC1-2017	\$292.90
System Support Specialist	LE-SYSS-MOC1-2017	\$238.49
Technical Instructor	LE-TI-MOC1-2017	\$358.19
Technical Instructor / Course Developer	LE-TICD-MOC1-2017	\$358.19
Electrician	LE-ELTRN-MOC1-2017	\$227.61

7.1 Labor Category Description

Labor Code	Labor Category	Labor Category Description
LE-SPGM-MOC1-2017	Senior Program Manager	<p>Minimum/General Experience: A minimum of ten years general/specialized experience/expertise. General/specialized experience/expertise includes: managing diverse programs/projects with emphasis in major security, counterintelligence, or intelligence related policy development, support or operations (e.g., technical, physical, information, personnel, international, operations or signal security; intelligence/counterintelligence analysis; antiterrorism; counterterrorism; counterdrug; cyber/system/network security; surveillance, counter surveillance or surveillance detection; infrastructure protection; force protection; technology protection; information operations; or industrial security programs to include acquisition RDT&E or technology based programs, project development from inception to deployment; or collection disciplines to include imagery, human, signals, measurement and signature, and open source). Demonstrates expertise in management and control of contract funds and resources, demonstrated capability in managing multi-task contracts and/or subcontracts of various complexity and/or multiple contracts increasing responsibilities within the discipline and/or management and interactions with senior echelons of Government.</p> <p>Functional Responsibility: Serves as the Contractor's single contract manager and shall be the Contractor's authorized interface with the Government to include senior/executive levels, Contracting Officer (CO), the Contracting Officer's Representative (COR), Government management personnel and customer agency representatives. Responsible for formulating and enforcing work standards; assigning contractor schedules; reviewing work discrepancies; supervising contractor personnel; preparing, reviewing and submitting required reports and communicating policies, purpose and goals of the organization to subordinates. Shall be responsible for the overall contract performance and quality assurance.</p>

Labor Code	Labor Category	Labor Category Description
		<p>Minimum Education: A Bachelor's Degree in a discipline related to the nature of the contract work or in a business-related field. With twelve years of general/specialized experience a degree is not required. A Master's Degree, may be substituted for four years of general experience.</p>
LE-SPJM-MOC1-2017	Senior Project Manager	<p>Minimum/General Experience: This position requires a minimum of three years general experience, of which at least two years must be security related. Specialized experience includes: project development, management and control of funds and resources, demonstrated capability in managing multi-task contracts and/or subcontracts of varying complexities. General experience includes increasing responsibilities within the discipline and/ or management.</p> <p>Functional Responsibility: On security related contracts, with guidance from the Corporate Staff Officer, Executive Director or Technical Director, plans, organizes, directs, and supports all activities identified in individual or multiple delivery/task order(s); ensures conformance with task order schedules and costs; and monitors employee performance and productivity. In addition, this individual develops and implements training programs and remedial actions as necessary.</p> <p>Responsible for formulating and enforcing work standards; assigning Contractor schedules; reviewing work discrepancies; supervising ManTech personnel; assisting in all project management task performance; preparing, reviewing and submitting required reports and communicating policies, purpose and goals of the organization to subordinates. Shall be responsible for the overall contract performance and quality assurance in the absence of a more senior manager.</p>
LE-SMEI-MOC1-2017	Subject Matter Expert I	<p>Minimum/General Experience: Minimum of sixteen years of general/specialized experience/expertise within U.S. Government security fields (e.g., technical, physical, information, personnel, international, operations or signal security; intelligence/counterintelligence analysis; antiterrorism; counterterrorism; counterdrug; cyber/system/network security; surveillance, counter surveillance</p>

Labor Code	Labor Category	Labor Category Description
		<p>or surveillance detection; infrastructure protection; force protection; technology protection; information operations; or industrial security programs to include acquisition RDT&E or technology based programs, project development from inception to deployment; or collection disciplines to include imagery, human, signals, measurement and signature, and open source). Requires subject matter expertise and hands-on experience in one or more related disciplines; experience conducting research and analysis; training and training development; and/or experience establishing and implementing complex programs and policies. Requires writing and communication skills and analytical capability. Requires experience in dealing with the most senior levels of Government and policy makers. Individual is known within the industry as one of the tops in their field.</p> <p>Functional Responsibility: Provides expert consulting services. Performs functions at the highest levels, interacts with senior officials and policy makers. Functions may include, but are not necessarily limited to, services such as; recommending and writing organizational policy and procedure documents, setting guidelines for curriculum development and training, evaluating risk management/assessment methodology, preparing and conducting high level briefings, conducting research, preparing reports and special studies.</p> <p>Minimum Education: Bachelor's Degree. A Master's Degree may be substituted for four years of general experience. Professional certifications and training in related fields is desired.</p>
LE-SMEII-MOC1-2017	Subject Matter Expert II	<p>Minimum/General Experience: Minimum of twenty years of general/specialized experience/expertise within U.S. Government security fields ((e.g., technical, physical, information, personnel, international, operations or signal security; intelligence/counterintelligence analysis; antiterrorism; counterterrorism; counterdrug; cyber/system/network security; surveillance, counter surveillance or surveillance detection; infrastructure</p>

Labor Code	Labor Category	Labor Category Description
		<p>protection; force protection; technology protection; information operations; or industrial security programs to include acquisition RDT&E or technology based programs, project development from inception to deployment; or collection disciplines to include imagery, human, signals, measurement and signature, and open source). Requires subject matter expertise and hands-on experience in one or more related disciplines; experience conducting research and analysis; training and training development; and/or experience establishing and implementing complex programs and policies. Requires writing and communication skills and analytical capability. Requires experience in dealing with the most senior levels of Government and policy makers. Individual is known within the industry as one of the tops in their field.</p> <p>Functional Responsibility: Provides expert consulting services. Performs functions at the highest levels, interacts with senior officials and policy makers. Functions may include, but are not necessarily limited to, services such as; recommending and writing organizational policy and procedure documents, setting guidelines for curriculum development and training, evaluating risk management/assessment methodology, preparing and conducting high level briefings, conducting research, preparing reports and special studies.</p> <p>Minimum Education: Master's Degree. With a bachelor's degree a combined twenty four years of experience is required. Professional certifications and training in related fields is desired.</p>
LE-SMEIII-MOC1-2017	Subject Matter Expert II	<p>Minimum/General Experience: Minimum of twenty five years of general/specialized experience/expertise within U.S. Government security fields ((e.g., technical, physical, information, personnel, international, operations or signal security; intelligence/counterintelligence analysis; antiterrorism; counterterrorism; counterdrug; cyber/system/network security; surveillance, counter surveillance or surveillance detection; infrastructure protection; force protection; technology</p>

Labor Code	Labor Category	Labor Category Description
		<p>protection; information operations; or industrial security programs to include acquisition RDT&E or technology based programs, project development from inception to deployment; or collection disciplines to include imagery, human, signals, measurement and signature, and open source). Requires subject matter expertise and hands-on experience in one or more related disciplines; experience conducting research and analysis; training and training development; and/or experience establishing and implementing complex programs and policies. Requires above average writing and communication skills and analytical capability. Requires experience in dealing with the most senior levels of Government and policy makers. Individual is renowned as one of the few experts having this depth of subject matter expertise.</p> <p>Functional Responsibility: Provides expert consulting services. Performs functions at the highest levels, interacts with senior officials and policy makers. Functions may include, but are not necessarily limited to, services such as; recommending and writing organizational policy and procedure documents, setting guidelines for curriculum development and training, evaluating risk management/assessment methodology, preparing and conducting high level briefings, conducting research, preparing reports and special studies.</p> <p>Minimum Education: Master's Degree. Professional certifications and training in related fields are desired.</p>
LE-CPI-MOC1-2017	Computer Programmer I	<p>The Computer Programmer I assist higher level staff by performing elementary programming tasks which concern limited and simple data items and steps which closely follow patterns of previous work done in the organization, e.g. drawing flow charts, writing operator instructions, or coding and testing routines to accumulate counts, tallies, or summaries. This worker may perform routine programming assignments (as described in Level II) under close supervision.</p>

Labor Code	Labor Category	Labor Category Description
		<p>In addition to assisting higher level staff, the Computer Programmer I may perform elementary fact-finding concerning a specified work process, e.g., a file of clerical records which is treated as a unit (invoices, requisitions, or purchase orders, etc.) and then report findings to higher level staff. May receive training in elementary fact-finding. Detailed step-by-step instructions are given for each task, and any deviation must be authorized by a supervisor. Work is closely monitored in progress and reviewed in detail upon completion.</p>
LE-CPII-MOC1-2017	Computer Programmer II	<p>At this level, initial assignments are designed to develop competence in applying established programming procedures to routine problems. This Computer Programmer performs routine programming assignments that do not require skilled background experience but do require knowledge of established programming procedures and data processing requirements and works according to clear-cut and complete specifications. The data are refined, and the format of the final product is very similar to that of the input, or is well defined when significantly different, i.e., there are few, if any, problems with interrelating varied records and outputs. The Computer Programmer II maintains and modifies routine programs, makes approved changes by amending program flow charts, developing detailed processing logic, and coding changes, tests and documents modifications and writes operator instructions, may write routine new programs using prescribed specifications, and may confer with EDP personnel to clarify procedures, processing logic, etc. In addition, the Computer Programmer II may evaluate simple interrelationships in the immediate programming area confers with user representatives to gain an understanding of the situation sufficient to formulate the needed change and implements the change upon approval of the supervisor or higher-level staff. The incumbent is provided with charts, narrative descriptions of the functions performed, an approved statement of the product desired (e.g., a</p>

Labor Code	Labor Category	Labor Category Description
		change in a local establishment report), and the inputs, outputs, and record formats. This Worker reviews objectives and assignment details with higher level staff to ensure thorough understanding; uses judgment in selecting among authorized procedures and seeks assistance when guidelines are inadequate, significant deviations are proposed, or when unanticipated problems arise. Work is usually monitored in progress, and all work is reviewed upon completion for accuracy and compliance with standards.
LE-CPIII-MOC1-2017	Computer Programmer III	As a fully qualified Computer Programmer, this Worker applies standard programming procedures and detailed knowledge of pertinent subject matter in a programming area such as a record keeping operation (supply, personnel and payroll, inventory, purchasing, insurance payments, depositor accounts, etc.); a well-defined statistical or scientific problem; or other standardized operation or problem. The incumbent works according to approved statements of requirements and detailed specifications. While the data are clear cut, related, and equally available, there may be substantial interrelationships of a variety of records and several varied sequences of formats are usually produced. The programs developed or modified typically are linked to several other programs in that the output of one becomes the input for another. This Computer Programmer recognizes probable interactions of other related programs with the assigned program(s) and is familiar with related system software and computer equipment, and solves conventional programming problems, (In small organizations, may maintain programs that concern or combine several operations, i.e. users, or develop programs where there is one primary user and the others give input.)The Computer Programmer III performs such duties as developing, modifying, and maintaining assigned programs, designing and implementing modifications to the interrelation of files and records within programs in consultations with higher level staff. This Worker monitors the operation of assigned programs and responds to

Labor Code	Labor Category	Labor Category Description
		<p>problems by diagnosing and correcting errors in logic and coding; implements and/or maintains assigned portions of a scientific programming project, applying established scientific programming techniques to well-defined mathematical, statistical, engineering, or other scientific problems usually requiring the translation of mathematical notation into processing logic and code. (Scientific programming includes assignments such as: using predetermined physical laws expressed in mathematical terms to relate one set of data to another; the routine storage and retrieval of field test data, and using procedures for real-time command and control, scientific data reduction, signal processing, or similar areas.) This Programmer tests, documents work, writes and maintains operator instructions for assigned programs, and confers with other EDP personnel to obtain or provide factual data.</p> <p>In addition, this Programmer may carry out fact-finding and programming analysis of a single activity or routine problem, applying established procedures where the nature of the program, feasibility, computer equipment, and programming language have already been decided. Job tasks may require the incumbent to analyze present performance of the program and take action to correct deficiencies based on discussion with the user and consultation with and approval of the supervisor or higher-level staff. This Programmer may assist in the review and analysis of detailed program specifications, and in program design to meet changes in work processes.</p> <p>The Computer Programmer III works independently under specified objectives; applies judgment in devising program logic and in selecting and adapting standard programming procedures, resolves problems and deviations according to established practices, and obtains advice where precedents are unclear or not available. This Worker, may guide or instruct lower level programmers; supervise technicians and others who</p>

Labor Code	Labor Category	Labor Category Description
		assist in specific assignments, works on complex programs under close direction of higher level staff or supervisor, and may assist higher level staff by independently performing moderately complex tasks assigned, and performing complex tasks under close supervision. Work at a level above this is deemed Supervisory or Individual Contributor. Completed work is reviewed for conformance to standards, timeliness, and efficiency.
LE-CPIV-MOC1-2017	Computer Programmer IV	The Computer Programmer IV applies expertise in programming procedures to complex programs; recommends the redesign of programs, investigates and analyzes feasibility and program requirements, and develops programming specifications. Assigned programs typically affect a broad multi-user computer system which meets the data processing needs of a broad area (e.g., manufacturing, logistics planning, finance management, human resources, or material management) or a computer system for a project in engineering, research, accounting, statistics, etc. This Programmer plans the full range of programming actions to produce several interrelated but different products from numerous and diverse data elements, which are usually from different sources; solves difficult programming problems, and uses knowledge of pertinent system software, computer equipment, work processes, regulations, and management practices. This Programmer performs such duties as: developing, modifying, and maintains complex programs; designs and implements the interrelations of files and records within programs which will effectively fit into the overall design of the project; works with problems or concepts and develops programs for the solution to major scientific computational problems requiring the analysis and development of logical or mathematical descriptions of functions to be programmed; and develops occasional special programs, e.g. a critical path analysis program to assist in managing a special project. This Worker tests, documents, and writes operating instructions for all work, confers with other EDP personnel to secure information,

Labor Code	Labor Category	Labor Category Description
		<p>investigate and resolve problems, and coordinates work efforts. In addition, this incumbent performs such programming analyses as: investigating the feasibility of alternate program design approaches to determine the best-balanced solution, e.g., one that will best satisfy immediate user needs, facilitate subsequent modification, and conserve resources. Duties include the following: assisting user personnel in defining problems or needs, determining work organization on typical maintenance projects and smaller scale, working on limited new projects, the necessary files and records, and their interrelation with the program or working on large or more complicated projects, and participating as a team member along with other EDP personnel and users, holding responsibility for a portion of the project.</p> <p>The Computer Programmer IV works independently under overall objectives and direction, apprising the supervisor about progress and unusual complications and modifying and adapting precedent solutions and proven approaches. Guidelines include constraints imposed by the related programs with which the incumbent's programs must be meshed. Completed work is reviewed for timeliness, compatibility with other work, and effectiveness in meeting requirements. This Worker may function as team leader or supervise a few lower level programmers or technicians on assigned work.</p>
LE-SAI-MOC1-2017	Computer Systems Analyst I	<p>At this level, initial assignments are designed to expand practical experience in applying systems analysis techniques and procedures. This Analyst provides several phases of the required systems analysis where the nature of the system is predetermined, uses established fact-finding approaches, knowledge of pertinent work processes and procedures, and familiarity with related computer programming practices, system software, and computer equipment.</p> <p>This Worker carries out fact finding and analyses as assigned, (usually of a single activity or a routine problem); applies</p>

Labor Code	Labor Category	Labor Category Description
		<p>established procedures where the nature of the system, feasibility, computer equipment and programming language have already been decided; may assist a higher level systems analyst by preparing the detailed specifications required by a computer programmers from information developed by the higher level analyst, and may research routine user problems and solve them by modifying the existing system when the solutions follow clear precedents. When cost and deadline estimates are required, results receive closer review. The supervisor defines objectives, priorities, and deadlines. Incumbents work independently; adapt guides to specific situations; resolve problems and deviations according to established practices; and obtain advice where precedents are unclear or not available. Completed work is reviewed for conformance to requirements, timeliness, and efficiency. This position may supervise technicians and others who assist in specific assignments. Work at a level above this is deemed Supervisory or Individual Contributor.</p>
LE-SAll-MOC1-2017	Computer Systems Analyst II	<p>This Analyst applies systems analysis and design skills in an area such as a record keeping or scientific operation. A system of several varied sequences or formats is usually developed, e.g. the analyst develops systems for maintaining depositor accounts in a bank, maintaining accounts receivable in a retail establishment, maintaining inventory accounts in a manufacturing or wholesale establishment, or processing a limited problem in a scientific project. This position requires competence in most phases of system analysis and knowledge of pertinent system software and computer equipment and of the work processes, applicable regulations, workload, and practices of the assigned subject-matter area. Job duties require the incumbent to be able to recognize probable interactions of related computer systems and predict impact of a change in assigned system. The Computer Systems Analyst II reviews proposals which consist of objectives, scope, and user expectations; gathers facts, analyzes data, and prepares a</p>

Labor Code	Labor Category	Labor Category Description
		<p>project synopsis which compares alternatives in terms of cost, time, availability of equipment and personnel, and recommends a course of action; upon approval of synopsis, prepares specifications for development of computer programs. Duties also include the ability to determine and resolve data processing problems and coordinate the work with program, users, etc. This worker orients user personnel on new or changed procedures, may conduct special projects such as data element and code standardization throughout a broad system, working under specific objectives and bringing to the attention of the supervisor any unusual problems or controversies. In this position, the incumbent works independently under overall project objectives and requirements and appries supervisor about progress and unusual complications. Guidelines usually include existing systems and the constraints imposed by related systems with which the incumbent's work must be meshed. This worker adapts design approaches successfully used in precedent systems, works on a segment of a complex data processing scheme or broad system, as described for Computer Systems Analyst, level III, works independently on routine assignments and receives instructions and guidance on complex assignments. Work is reviewed for accuracy of judgment, compliance with instructions, and to insure proper alignment with the overall system. Completed work is reviewed for timeliness, compatibility with other work, and effectiveness in meeting requirements. This analyst may provide functional direction to lower level assistants on assigned work.</p>
LE-SAI-III-MOC1-2017	Computer Systems Analyst III	<p>The Computer Systems Analyst III applies systems analysis and design techniques to complex computer systems in a broad area such as manufacturing, finance management, engineering, accounting, or statistics, logistics planning, material management, etc. Usually, there are multiple users of the system; however, there may be complex one-user systems, e.g., for engineering or research projects.</p>

Labor Code	Labor Category	Labor Category Description
		<p>This position requires competence in all phases of systems analysis techniques, concepts, and methods and knowledge of available system software, computer equipment, and the regulations, structure, techniques, and management practices of one or more subject-matter areas. Since input data usually come from diverse sources, this worker is responsible for recognizing probable conflicts and integrating diverse data elements and sources and produces innovative solutions for a variety of complex problems. The Computer Systems Analyst III maintains and modifies complex systems or develops new subsystems such as an integrated production scheduling, inventory control, cost analysis, or sales analysis record in which every item of each type is automatically processed through the full system of records. The incumbent guides users in formulating requirements, advises on alternatives and on the implications of new or revised data processing systems, analyzes resulting user project proposals, identifies omissions and errors in requirements and conducts feasibility studies. This analyst recommends optimum approach and develops system design for approved projects, interprets information and informally arbitrates between system users when conflicts exist. This worker may serve as lead analyst in a design subgroup, directing and integrating the work of one or two lower level analysts, each responsible for several programs. Supervision and nature of review are similar to level II; existing systems provide precedents for the operation of new subsystems.</p>
LE-SYSS-MOC1-2017	System Support Specialist	<p>This position provides troubleshooting assistance and problem resolution for computer systems in a variety of environments. Such assistance and resolution are provided for personal computers, mini/mainframe computers, client-servers as well Local Area Networks (LANs), Wide Area Networks (WANs), and web pages.</p>
LE-TI-MOC1-2017	Technical Instructor	<p>The Technical Instructor teaches one or more short courses in a technical trade or craft such as electricity, electronics, surveying, aircraft or ship fundamentals,</p>

Labor Code	Labor Category	Labor Category Description
		<p>prepares an instructional program in accordance with training or other course requirements, assembling materials to be presented. The incumbent teaches assigned topics in accordance with approved curriculum effectively utilizing all allotted time, maintains proficiency in instructional techniques, incorporates current examples in the teaching process (e.g. develops clarification or real-world examples of application related to the subject matter); develops and maintains classroom techniques that reflect professionalism, good discipline and enhance teaching. The Technical Instructor alternates teaching techniques in order to maintain high motivation and interest in the subject areas, administers grades, records and critiques examinations; prepares and administers remedial assignments, submits written recommendations for curriculum updates to ensure consistency with changes and innovations in latest applicable publications or documents.</p>
LE-TICD-MOC1-2017	Electrician	<p>The Electrician repairs, tests, and maintains electrical equipment, machinery, and systems such as generators, alternators, motors, and intercommunication systems, makes inspection rounds of electrical equipment and maintains records and schedules of tasks and inspections.</p>



7.2 General Guidelines

The compensation system of Mobile Office Communications Inc. and its subsidiaries is designed to pay equitably and fairly for services rendered in a manner which aids in attracting, retaining and motivating competent employees without regard to race, sex, age, national origin, religion, or physical ability while providing appropriate control of overall compensation costs.

Commercial Rates are calculated using maximum basic salary for a Job Level, loaded at Commercial Cost Center Rates, and adjusted in accordance with the Mobile Office Communications Inc. Strategic Plan and Initiatives, and future year recruitment expectations.

Scope: Labor level prices listed herein are applicable to quoting or proposing Time-and-Material or Firm Fixed Prices to commercial customers for commercial services (except for foreign commercial services, Forensics and Intrusion and Detection Analysis Services and formal training courses with established standard commercial pricing).

Price Deviation: Concessions, discounts or other deviations are addressed on a case-by-case basis and are subject to approval by executive level management.

Customer Site Rates are effective only if service is performed on customer premises for at least six (6) months.

Travel and Accommodations and Other Direct Costs are handled on an order-by-order basis and are subject to open market prices.

Education Equivalence: Where the job description requires a certain level of educational qualification or “equivalent experience”, the following guidelines may prove helpful:

Educational Requirement	Experience Required
Associates Degree	4-5 years of directly related experience
BS/BA (Not engineering)	7-8 years of directly related experience
Engineering Degree	10 years of directly related experience.

To determine the appropriate salary grade for a position, a benchmark analysis technique is used. This technique is defined as the comparison of the average paid rate for similar positions based on salary survey information. The position is placed in the Mobile Office Communications Inc salary structure using midpoint control. The compensation program objective is to maintain (or place) positions in the Mobile Office Communications Inc salary structure within plus or minus five (5) percent of survey data average paid rate. Changes in benchmark position rates are normally met by an annual adjustment in salary ranges. Variations in paid rates caused by supply vs. demand of a skill in a local/regional area are met through salary grade level adjustment in the existing structure. Separate structures may be required to compensate for the extreme paid-rate variations for these skills in different areas of the U.S. or Internationally.



Sea Duty/Isolated Duty

Mobile Office Communications Inc pays a premium on the normal hourly rate to compensate eligible employees who work occasional periods of sea duty or who occasionally work at designated isolated locations. Sea Duty is defined as duty aboard a naval vessel under way (actually away from the pier). Isolated locations are those where the employee is effectively confined on-site for both lodging and subsistence. Premium amounts will be administered on a case by case basis in accordance with Mobile Office Communications Inc policies.

Shift Differential

Employees receive shift premiums for all time worked other than the first shift, in accordance with the schedule in effect at each facility. If 50 percent – or more – of an employee’s time worked falls within one of the time spans below, they are eligible for the designated shift differential. The following time spans will serve to identify the hours used to authorize the pay differential:

Shift	Hours
Shift 1	6:00 a.m. to 3:59 AM
Shift 2	4:00 p.m. to 11:59 PM
Shift 3	Midnight to 5:59 AM

Shift premium amounts will be administered on a case by case basis in accordance with Mobile Office Communications Inc policies. Where contracts specify a shift differential, the percentages may be different. Shift differential applies only to approved activities and is not applicable to exempt personnel working casual overtime.

Additional information can be obtained from Mobile Office Communications Inc’s Compensation Manual and from the Policy and Procedures Manual.

8 Contact Information

For any questions or for additional information, please contact:

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