



October 15, 2019

General Services Administration (GSA)
Federal Acquisition Service (FAS)
Office of Information Technology Category

Re: Final Proposal Revision

To: Leena Scott, Contracting Officer

The following is TekMasters, LLC. Final Proposal Revision in response to Solicitation FCIS-JB-980001-B, Refresh 55.

1. TekMasters takes no exception to the terms and conditions stated in Solicitation FCIS-JB-980001-B, Refresh 55.

2. The following Special Item Numbers (SINs) were proposed:

- 132-51 IT PROFESSIONAL SERVICES**
- 132-45 HIGHLY ADAPTIVE CYBERSECURITY SERVICES (HACS)**

3. State the negotiated method for price escalation for the base period and option periods of the resulting contract.

I-FSS-969 ECONOMIC PRICE ADJUSTMENT—FSS MULTIPLE AWARD SCHEDULE (OCT 2014). Economic Price Adjustments will be based on a negotiated annual escalation rate of 2.5%. Escalation occurs on the anniversary date of the contract award and this rate will be in effect for the five-year base period of the contract. The rate will be reviewed and renegotiated if needed at option periods.

Awarded prices are based on TekMasters market rates: TekMasters, LLC. *Market Rate Sheet Effective January 1, 2019*

4. The following chart reflects all agreed upon pricing, whether accepted as proposed or negotiated. TekMasters, LLC understands that the Industrial Funding Fee (IFF) must be set aside for remittance to GSA on a quarterly basis. The IFF is a separate collection mechanism and any increase or decrease in the fee does not change the price discount relationship stated above. The current IFF is 0.75% and should be calculated as follows:

Negotiated price divided by (1 minus .0075) which equates to Negotiated price divided by 0.9925.
Example: (\$100,000 / 0.9925) = \$100,755.67

Final Pricing: SIN 132-51

| LABOR CATEGORY | MINIMUM EDUCATION LEVEL | MINIMUM YEARS OF EXPERIENCE | MARKET Rate | GSA (%) DISCOUNT (exclusive of the .75% IFF) | PRICE OFFERED TO GSA (including IFF) |
|--------------------------|-------------------------|-----------------------------|-------------|--|--------------------------------------|
| Cloud Architect | Bachelors | 2 | \$150.00 | 5% | \$143.58 |
| Database Administrator I | Bachelors | 2 | \$120.00 | 5% | \$114.86 |
| Database Administrator | Bachelors | 5 | \$138.75 | 5% | \$132.81 |



| | | | | | |
|------------------------------|-----------|---|----------|----|----------|
| II | | | | | |
| Database Administrator III | Bachelors | 7 | \$150.00 | 5% | \$143.58 |
| IT Administrative Specialist | Bachelors | 5 | \$117.48 | 5% | \$112.45 |
| IT Consultant I | Bachelors | 2 | \$114.44 | 5% | \$109.54 |
| IT Consultant II | Bachelors | 5 | \$124.45 | 5% | \$119.12 |
| IT Consultant III | Bachelors | 7 | \$150.00 | 5% | \$143.58 |
| IT Security Specialist I | Bachelors | 2 | \$91.80 | 5% | \$87.87 |
| IT Security Specialist II | Bachelors | 5 | \$115.00 | 5% | \$110.08 |
| IT Security Specialist III | Bachelors | 7 | \$138.75 | 5% | \$132.81 |
| IT Technical Writer | Bachelors | 2 | \$138.75 | 5% | \$132.81 |
| IT Training Specialist | Bachelors | 2 | \$92.83 | 5% | \$88.85 |
| Network Engineer I | Bachelors | 2 | \$130.05 | 5% | \$124.48 |
| Network Engineer II | Bachelors | 5 | \$150.00 | 5% | \$143.58 |
| Network Engineer III | Bachelors | 7 | \$175.00 | 5% | \$167.51 |
| Program Manager | Bachelors | 2 | \$220.00 | 5% | \$210.58 |
| Project Control Analyst | Bachelors | 2 | \$113.91 | 5% | \$109.03 |
| Project Manager I | Bachelors | 2 | \$130.00 | 5% | \$124.43 |
| Project Manager II | Bachelors | 5 | \$150.00 | 5% | \$143.58 |
| Project Manager III | Bachelors | 7 | \$175.00 | 5% | \$167.51 |
| Quality Assurance Specialist | Bachelors | 2 | \$80.00 | 5% | \$76.57 |
| Software Engineer I | Bachelors | 2 | \$132.84 | 5% | \$127.15 |
| Software Engineer II | Bachelors | 5 | \$154.35 | 5% | \$147.74 |
| Software Engineer III | Bachelors | 7 | \$170.00 | 5% | \$162.72 |
| Subject Matter Expert I | Bachelors | 2 | \$150.00 | 5% | \$143.58 |
| Subject Matter Expert II | Bachelors | 5 | \$175.00 | 5% | \$167.51 |
| Subject Matter Expert III | Bachelors | 7 | \$200.00 | 5% | \$191.44 |
| System Security Architecture | Bachelors | 2 | \$175.00 | 5% | \$167.51 |
| Systems Administrator I | Bachelors | 2 | \$117.48 | 5% | \$112.45 |
| Systems Administrator II | Bachelors | 5 | \$142.80 | 5% | \$136.69 |
| Systems Administrator III | Bachelors | 7 | \$160.00 | 5% | \$153.15 |
| Systems Engineer I | Bachelors | 2 | \$117.84 | 5% | \$112.79 |
| Systems Engineer II | Bachelors | 5 | \$130.00 | 5% | \$124.43 |
| Systems Engineer III | Bachelors | 7 | \$150.00 | 5% | \$143.58 |
| Web Designer | Bachelors | 2 | \$97.10 | 5% | \$92.94 |
| Web Developer | Bachelors | 2 | \$122.32 | 5% | \$117.08 |



Final Pricing: SIN 132-45

| LABOR CATEGORY | MINIMUM EDUCATION LEVEL | MINIMUM YEARS OF EXPERIENCE | MARKET RATE | GSA(%) DISCOUNT (exclusive of the .75% IFF) | PRICE OFFERED TO GSA (including IFF) |
|--|-------------------------|-----------------------------|-------------|---|--------------------------------------|
| Cloud Security Architect | Bachelors | 2 | \$150.00 | 5% | \$143.58 |
| Cyber Application Architect | Bachelors | 2 | \$150.00 | 5% | \$143.58 |
| Cyber Application Systems Analyst | Bachelors | 2 | \$145.00 | 5% | \$138.79 |
| Cyber Countermeasures Expert | Bachelors | 2 | \$229.96 | 5% | \$220.11 |
| Cyber Enterprise Architect | Bachelors | 2 | \$215.00 | 5% | \$205.79 |
| Cyber Malware Reverse Engineer | Bachelors | 2 | \$190.00 | 5% | \$181.86 |
| Cyber Program Analyst | Bachelors | 2 | \$140.84 | 5% | \$134.81 |
| Cyber Program Manager | Bachelors | 2 | \$175.00 | 5% | \$167.51 |
| Cyber Project Manager I | Bachelors | 2 | \$150.00 | 5% | \$143.58 |
| Cyber Project Manager II | Bachelors | 5 | \$175.00 | 5% | \$167.51 |
| Cyber Project Manager III | Bachelors | 7 | \$200.00 | 5% | \$191.44 |
| Cyber Security Analyst I | Bachelors | 2 | \$92.83 | 5% | \$88.85 |
| Cyber Security Analyst II | Bachelors | 5 | \$130.00 | 5% | \$124.43 |
| Cyber Security Analyst III | Bachelors | 7 | \$150.00 | 5% | \$143.58 |
| Cyber Security Engineer I | Bachelors | 2 | \$142.17 | 5% | \$136.08 |
| Cyber Security Engineer II | Bachelors | 5 | \$160.00 | 5% | \$153.15 |
| Cyber Security Engineer III | Bachelors | 7 | \$180.00 | 5% | \$172.29 |
| Cyber Subject Matter Expert (SME) I | Bachelors | 2 | \$225.00 | 5% | \$215.37 |
| Cyber Subject Matter Expert (SME) III | Bachelors | 5 | \$250.00 | 5% | \$239.29 |
| Cyber Subject Matter Expert (SME) III | Bachelors | 7 | \$275.00 | 5% | \$263.22 |
| Cyber Training Specialist | Bachelors | 2 | \$100.00 | 5% | \$95.72 |
| Cybersecurity Consultant I | Bachelors | 2 | \$111.65 | 5% | \$106.87 |
| Cybersecurity Consultant II | Bachelors | 5 | \$121.57 | 5% | \$116.36 |
| Cybersecurity Consultant III | Bachelors | 7 | \$131.95 | 5% | \$126.30 |
| Cybersecurity Forensic Analyst | Bachelors | 2 | \$175.00 | 5% | \$167.51 |
| Incident Response Analyst 1 | Bachelors | 2 | \$90.00 | 5% | \$86.15 |
| Incident Response Analyst 2 | Bachelors | 5 | \$120.00 | 5% | \$114.86 |
| Incident Response Analyst 3 | Bachelors | 7 | \$150.00 | 5% | \$143.58 |
| Security Operations Center (SOC) Analyst | Bachelors | 5 | \$120.00 | 5% | \$114.86 |
| Vulnerability Assessment Analyst and Penetration | Bachelors | 2 | \$150.00 | 5% | \$143.58 |



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|--------|--|--|--|--|--|
| Tester | | | | | |
|--------|--|--|--|--|--|

Escalated Price Table including 2.5% annual Economic Price Adjustment under I-FSS-969:

SIN 132-51– Escalated rates at 2.5%

| LABOR CATEGORY | Price Offered to GSA (including IFF) | | | | |
|------------------------------|--------------------------------------|----------|----------|----------|----------|
| | PRICE OFFERED TO GSA (including IFF) | Year 2 | Year 3 | Year 4 | Year 5 |
| Cloud Architect | \$143.58 | \$147.17 | \$150.85 | \$154.62 | \$158.48 |
| Database Administrator I | \$114.86 | \$117.73 | \$120.68 | \$123.69 | \$126.79 |
| Database Administrator II | \$132.81 | \$136.13 | \$139.53 | \$143.02 | \$146.60 |
| Database Administrator III | \$143.58 | \$147.17 | \$150.85 | \$154.62 | \$158.48 |
| IT Administrative Specialist | \$112.45 | \$115.26 | \$118.14 | \$121.10 | \$124.12 |
| IT Consultant I | \$109.54 | \$112.28 | \$115.08 | \$117.96 | \$120.91 |
| IT Consultant II | \$119.12 | \$122.10 | \$125.15 | \$128.28 | \$131.49 |
| IT Consultant III | \$143.58 | \$147.17 | \$150.85 | \$154.62 | \$158.48 |
| IT Security Specialist I | \$87.87 | \$90.07 | \$92.32 | \$94.63 | \$96.99 |
| IT Security Specialist II | \$110.08 | \$112.83 | \$115.65 | \$118.54 | \$121.50 |
| IT Security Specialist III | \$132.81 | \$136.13 | \$139.53 | \$143.02 | \$146.60 |
| IT Technical Writer | \$132.81 | \$136.13 | \$139.53 | \$143.02 | \$146.60 |
| IT Training Specialist | \$88.85 | \$91.08 | \$93.35 | \$95.69 | \$98.08 |
| Network Engineer I | \$124.48 | \$127.59 | \$130.78 | \$134.05 | \$137.40 |
| Network Engineer II | \$143.58 | \$147.17 | \$150.85 | \$154.62 | \$158.48 |
| Network Engineer III | \$167.51 | \$171.69 | \$175.99 | \$180.39 | \$184.90 |
| Program Manager | \$210.58 | \$215.84 | \$221.24 | \$226.77 | \$232.44 |
| Project Control Analyst | \$109.03 | \$111.76 | \$114.55 | \$117.42 | \$120.35 |
| Project Manager I | \$124.43 | \$127.54 | \$130.73 | \$134.00 | \$137.35 |
| Project Manager II | \$143.58 | \$147.17 | \$150.85 | \$154.62 | \$158.48 |
| Project Manager III | \$167.51 | \$171.69 | \$175.99 | \$180.39 | \$184.90 |
| Quality Assurance Specialist | \$76.57 | \$78.49 | \$80.45 | \$82.46 | \$84.52 |
| Software Engineer I | \$127.15 | \$130.33 | \$133.59 | \$136.93 | \$140.35 |
| Software Engineer II | \$147.74 | \$151.43 | \$155.22 | \$159.10 | \$163.08 |
| Software Engineer III | \$162.72 | \$166.79 | \$170.96 | \$175.23 | \$179.61 |
| Subject Matter Expert I | \$143.58 | \$147.17 | \$150.85 | \$154.62 | \$158.48 |
| Subject Matter Expert II | \$167.51 | \$171.69 | \$175.99 | \$180.39 | \$184.90 |
| Subject Matter Expert III | \$191.44 | \$196.22 | \$201.13 | \$206.16 | \$211.31 |
| System Security Architecture | \$167.51 | \$171.69 | \$175.99 | \$180.39 | \$184.90 |
| Systems Administrator I | \$112.45 | \$115.26 | \$118.14 | \$121.10 | \$124.12 |



| | | | | | |
|---------------------------|----------|----------|----------|----------|----------|
| Systems Administrator II | \$136.69 | \$140.10 | \$143.60 | \$147.19 | \$150.87 |
| Systems Administrator III | \$153.15 | \$156.98 | \$160.90 | \$164.92 | \$169.05 |
| Systems Engineer I | \$112.79 | \$115.61 | \$118.50 | \$121.47 | \$124.50 |
| Systems Engineer II | \$124.43 | \$127.54 | \$130.73 | \$134.00 | \$137.35 |
| Systems Engineer III | \$143.58 | \$147.17 | \$150.85 | \$154.62 | \$158.48 |
| Web Designer | \$92.94 | \$95.27 | \$97.65 | \$100.09 | \$102.59 |
| Web Developer | \$117.08 | \$120.01 | \$123.01 | \$126.08 | \$129.24 |

SIN 132-45 – Escalated rates at 2.5%

| LABOR CATEGORY | Price Offered to GSA (including IFF) | | | | |
|---------------------------------------|--------------------------------------|----------|----------|----------|----------|
| | PRICE OFFERED TO GSA (including IFF) | Year 2 | Year 3 | Year 4 | Year 5 |
| Cloud Security Architect | \$143.58 | \$147.17 | \$150.85 | \$154.62 | \$158.48 |
| Cyber Application Architect | \$143.58 | \$147.17 | \$150.85 | \$154.62 | \$158.48 |
| Cyber Application Systems Analyst | \$138.79 | \$142.26 | \$145.82 | \$149.46 | \$153.20 |
| Cyber Countermeasures Expert | \$220.11 | \$225.62 | \$231.26 | \$237.04 | \$242.96 |
| Cyber Enterprise Architect | \$205.79 | \$210.94 | \$216.21 | \$221.62 | \$227.16 |
| Cyber Malware Reverse Engineer | \$181.86 | \$186.41 | \$191.07 | \$195.85 | \$200.74 |
| Cyber Program Analyst | \$134.81 | \$138.18 | \$141.63 | \$145.17 | \$148.80 |
| Cyber Program Manager | \$167.51 | \$171.69 | \$175.99 | \$180.39 | \$184.90 |
| Cyber Project Manager I | \$143.58 | \$147.17 | \$150.85 | \$154.62 | \$158.48 |
| Cyber Project Manager II | \$167.51 | \$171.69 | \$175.99 | \$180.39 | \$184.90 |
| Cyber Project Manager III | \$191.44 | \$196.22 | \$201.13 | \$206.16 | \$211.31 |
| Cyber Security Analyst I | \$88.85 | \$91.08 | \$93.35 | \$95.69 | \$98.08 |
| Cyber Security Analyst II | \$124.43 | \$127.54 | \$130.73 | \$134.00 | \$137.35 |
| Cyber Security Analyst III | \$143.58 | \$147.17 | \$150.85 | \$154.62 | \$158.48 |
| Cyber Security Engineer I | \$136.08 | \$139.48 | \$142.97 | \$146.55 | \$150.21 |
| Cyber Security Engineer II | \$153.15 | \$156.98 | \$160.90 | \$164.92 | \$169.05 |
| Cyber Security Engineer III | \$172.29 | \$176.60 | \$181.01 | \$185.54 | \$190.18 |
| Cyber Subject Matter Expert (SME) I | \$215.37 | \$220.75 | \$226.27 | \$231.92 | \$237.72 |
| Cyber Subject Matter Expert (SME) III | \$239.29 | \$245.28 | \$251.41 | \$257.69 | \$264.14 |
| Cyber Subject Matter Expert (SME) III | \$263.22 | \$269.80 | \$276.55 | \$283.46 | \$290.55 |
| Cyber Training Specialist | \$95.72 | \$98.11 | \$100.56 | \$103.08 | \$105.65 |
| Cybersecurity Consultant I | \$106.87 | \$109.54 | \$112.28 | \$115.09 | \$117.96 |
| Cybersecurity Consultant II | \$116.36 | \$119.27 | \$122.26 | \$125.31 | \$128.44 |
| Cybersecurity Consultant III | \$126.30 | \$129.46 | \$132.69 | \$136.01 | \$139.41 |
| Cybersecurity Forensic Analyst | \$167.51 | \$171.69 | \$175.99 | \$180.39 | \$184.90 |
| Incident Response Analyst 1 | \$86.15 | \$88.30 | \$90.51 | \$92.77 | \$95.09 |
| Incident Response Analyst 2 | \$114.86 | \$117.73 | \$120.68 | \$123.69 | \$126.79 |



| | | | | | |
|---|----------|----------|----------|----------|----------|
| Incident Response Analyst 3 | \$143.58 | \$147.17 | \$150.85 | \$154.62 | \$158.48 |
| Security Operations Center (SOC) Analyst | \$114.86 | \$117.73 | \$120.68 | \$123.69 | \$126.79 |
| Vulnerability Assessment Analyst and Penetration Tester | \$143.58 | \$147.17 | \$150.85 | \$154.62 | \$158.48 |

Terms

| | Element | Offered Government (Exclusive of IFF) From Commercial Price List | Granted BOA Customer National and Corporate Accounts |
|----|--|--|--|
| a. | Basic Discount Terms | 5% | 0% |
| b. | Quantity/Volume Discount Terms – Be Specific | None | None |
| c. | FOB Shipping Terms | Destination | Destination |
| d. | Prompt Payment Terms | None | None |
| e. | Standard Delivery Terms | As Negotiated | As Negotiated |
| f. | Expedited Delivery Terms | As Negotiated | As Negotiated |
| g. | Warranty Terms | Standard Commercial | Standard Commercial |
| h. | Minimum Order – Be Specific | \$100 | None |
| i. | Escalation Rate | I-FSS-969 w/a 2.5% annual escalation rate | N/A |

5. TekMasters understands that should it deviate from the established pricing policies disclosed in this offer and disturb the discount relationship with the established Basis of Award, the terms of GSAM clause 552.238-75 PRICE REDUCTIONS apply.

SIN 132-51

TekMaster’s Most Favored Customer (MFC) and the Basis of Award (BOA) for this contract is National and Corporate Accounts. The price/discount relationship between the Government and the MFC will never be less favorable to the Government than at the time of award, that is: For the life of the contract, the Government’s basic discount will never be less than 5% and will always be at least 5% greater than the 0% basic discount granted to the MFC National and Corporate Accounts.

SIN 132-45

TekMaster’s Most Favored Customer (MFC) and the Basis of Award (BOA) for this contract is National and Corporate Accounts. The price/discount relationship between the Government and the MFC will never be less favorable to the Government than at the time of award, that is: For the life of the contract, the Government’s basic discount will never be less than 5% and will always be at least 5% greater than the 0% basic discount granted to the MFC National and Corporate Accounts.

6. Any contractor travel required in the performance of this contract and orders placed hereunder must comply with the Federal Travel Regulations, as applicable, in effect on the date(s) the travel is performed. Established Federal Government per diem rates will apply to all contractor travel. Contractors cannot use GSA city pair contracts. The contractor shall not add the Industrial Funding Fee (IFF) to travel costs.



TekMasters agrees that all travel required under the schedule contract will comply with Federal Travel Regulations in effect on the date(s) the travel is performed. Industrial Funding Fee will not be added to travel costs.

7. All commercial business practices have been fully disclosed and all information provided is current, accurate and complete as of the conclusion of negotiations.

TekMasters certifies that all commercial business practices have been disclosed and the information is current, accurate, and complete as of the date of this Final Proposal Revision.

8. The contractor's designation of representatives to handle certain functions under this contract does not relieve the contract administrator of responsibility for compliance in these areas. Therefore, any contract compliance issues, including those concerning compliance with contract clauses, may be addressed directly to the contract administrator.

Adam McNaughton, Business Operations Director
Phone: 571-222-4355
amcnaughton@tekmasters.com

9. TekMasters affirms that it has an adequate and auditable recording system capable of sales tracking and submission of the IFF.

10. GSA Advantage: TekMasters understands that it must submit its Authorized IT Schedule Price List on GSA Advantage (I-FAS-597) within six (6) months from the date of award.

11. Modification Process: Effective October 1, 2011, Company understands that all modification requests must be submitted by way of electronic modification (eMod) format.

12. Digital Certification: TekMasters understands that it must maintain an active digital certificate to remain in compliance of its Schedule 70 contract.

13. TekMasters understands that its SAM must remain active under its Schedule 70 Contract.

14. Contract Sales: Company understands that the contract sales are expected to exceed at least a minimum of \$25,000 for the first two (2) years period; then \$25,000 each year thereafter.

15. As TAA is applicable to the Solicitation, company confirms the offer complies with TAA.

Sincerely,

A handwritten signature in black ink, appearing to read "Ramzy Megally", is written over a light blue horizontal line.

Ramzy Megally
Partner