



**GENERAL SERVICES ADMINISTRATION
FEDERAL SUPPLY SERVICE
AUTHORIZED PROFESSIONAL ENGINEERING SERVICES
SCHEDULE PRICELIST
INDUSTRIAL GROUP 871, INDUSTRIAL CLASS 8711 and 8731**

Professional Engineering Services

**SIN 871-1/871-1RC, STRATEGIC PLANNING FOR TECHNICAL PROGRAMS/ACTIVITIES
SIN 871-3/871-3RC, SYSTEM DESIGN, ENGINEERING AND INTEGRATION
SIN 871-5/871-5RC, INTEGRATED LOGISTICS SUPPORT
SIN 871-6/871-6RC, ACQUISITION AND LIFE CYCLE MANAGEMENT**



Contract Number: **GS-23F-0131K**
Period Covered by Contract: **9 March 2000 through 8 March 2015**

*BTAS, Inc. is a Woman-Owned Small Business
delivering the right business and technical services
when and where our Clients want them.*

General Services Administration
Federal Supply Service

Products and ordering information in this Authorized FSS Information Technology Schedule Pricelist are also available on the GSA Advantage! System. Agencies can browse GSA Advantage! by accessing the Federal Supply Service's Home Page via the Internet at <http://www.fss.gsa.gov/>

CUSTOMER INFORMATION

1. Awarded Special Item Numbers and Prices:

871-1/871-1RC, Strategic Planning for Technical Program Activities	See Page 2
871-3/871-3RC, System Design, Engineering and Integration	See Page 2
871-5/871-5RC, Integrated Logistics Support	See Page 2
871-6/871-6RC, Acquisition & Life Cycle Mangement	See Page 2
<u>(Pricing for all SINs is located on Page 3)</u>	

2. Maximum Order: \$1,000,000.00 This is the suggested renegotiation point, agencies should seek additional concessions if orders exceed this amount.

3. Minimum Order: \$100.00

4. Geographic Coverage: The 48 contiguous States, D.C., Alaska, Hawaii, and Puerto Rico

5. Points of Production: Beavercreek, OH El Segundo, CA
Montgomery, AL Eglin AFB, FL

6. Discounts from List Prices: The prices reflected in this pricelist are discounted hourly rates.

7. Other Discounts: None

8. Prompt Payment Terms: Net 30 days

9a. Government Credit Card: Accepted for orders below the micro-purchase threshold

9b. Government Credit Card: Not accepted for orders above the micro-purchase threshold

10. Foreign items: None

11. Time of Delivery: As negotiated by the Agency and the Contractor.
Expedited Delivery: As negotiated by the Agency and the Contractor.
Urgent Delivery: As negotiated by the Agency and the Contractor.



- 12. FOB:** Destination
- 13a. Ordering Address:** BTAS, Inc.
3572 Dayton-Xenia Road
Beavercreek, Ohio 45432
(937) 431-9431
Fax (937) 431-9413
btas@btas.com
- 13b. Ordering Procedures:** For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPA's) are found in Federal Acquisition Regulation (FAR) 8.405-3.
- 14. Payment Address:** BTAS, Inc., 3572 Dayton-Xenia Road, Beavercreek, Ohio 45432
- 15. Warranty Provision:**
- a. For the purpose of this contract, commitments, warranties and representations include, in addition to those agreed to for the entire schedule contract:
 - (1) Time of delivery/installation quotations for individual orders;
 - (2) Technical representations and/or warranties of products concerning performance, total system performance and/or configuration, physical, design and/or functional characteristics and capabilities of a product/equipment/ service/software package submitted in response to requirements which result in orders under this schedule contract.
 - (3) Any representations and/or warranties concerning the products made in any literature, description, drawings and/or specifications furnished by the Contractor.
- 16. Export Packing Charges:** Not applicable
- 17. Government Credit Card:** Not applicable (not accepted for orders above the micro-purchase threshold)
- 18. Data Universal Number System (DUNS) number:** 88-350-4854
- 19. Central Contractor Registration:** This contract has been registered in the Central Contractor Registration (CCR) System

BTAS, Inc.
MATRIX OF SERVICES OFFERED

Professional Engineering Services are offered in four Special Item Numbers (SINs) and three Primary Engineering Disciplines (PEDs). The following Matrix defines the type of work appropriate for each offered SIN and identifies the PEDs, Labor Categories and prices included in BTAS, Inc.'s Schedule Contract.

Special Item Number	Primary Engineering Disciplines		
	Electrical	Mechanical	Civil
871-1 / 871-1RC	X	X	X
871-3 / 871-3RC	X	X	X
871-5 / 871-5RC	X	X	X
871-6 / 871-6RC	X	X	X

SIN 871-1 / 871-1RC, Strategic Planning for Technology Programs/Activities

Services required under this SIN involve the definition and interpretation of high-level organizational engineering performance requirements such as projects, systems, missions, etc., and the objectives and approaches to their achievement. Typical associated tasks include, but are not limited to an analysis of mission, program goals and objectives, requirements analysis, organizational performance assessment, special studies and analysis, training, and consulting.

SIN 871-3 / 871-3RC, System Design, Engineering and Integration.

Services required under this SIN involve the translation of a system (or subsystem, program, project, activity) concept into a preliminary and detailed design (engineering plans and specifications), performing risk identification/analysis, mitigation, traceability, and then integrating the various components to produce a working prototype or model of the system. Typical associated tasks include, but are not limited to computer-aided design, design studies and analysis, high level detailed specification preparation, configuration, management and document control, fabrication, assembly and simulation, modeling, training, and consulting.

SIN 871-5 / 871-5RC, Integrated Logistics Support.

Services required under this SIN involves the analysis, planning and detailed design of all engineering specific logistics support including material goods, personnel, and operational maintenance and repair of systems throughout their life cycles, excluding those systems associated with real property. Typical associated tasks include, but are not limited to ergonomic/human performance analysis, feasibility analysis, logistics planning, requirements determination, policy standards/procedures development, long-term reliability and maintainability, training, and consulting.

871-6 / 871-6RC, Acquisition and Life Cycle Management

Services required under this SIN involve all of the planning, budgetary, contract and systems/program management functions required to procure and/or produce, render operational and provide life cycle support (maintenance, repair, supplies, engineering specific logistics) to (technology based) systems, activities, subsystems, projects, etc. Typical associated tasks include, but are not limited to operation and maintenance, program/project management, technology transfer/insertion, training, and consulting.



Primary Engineering Disciplines

Electrical, Mechanical and Civil Engineering skills are offered.

THE BTAS PES PRICELIST FOR SINS 1, 3, 5 & 6

EXTENSION 1 PERIOD: Rates reflected below are for work at Customers' Sites.

Labor Category	Year 11	Year 12	Year 13	Year 14	Year 15
	9 Jul 10	9 Mar 11	9 Mar 12	9 Mar 13	9 Mar 14
	8 Mar 11	8 Mar 12	8 Mar 13	8 Mar 14	8 Mar 15
Senior Executive Professional	\$235.84	\$244.09	\$252.63	\$261.47	\$270.62
Executive Professional	\$214.39	\$221.89	\$229.66	\$237.70	\$246.02
Senior Business Consultant	\$192.96	\$199.71	\$206.70	\$213.93	\$221.42
Business Consultant	\$171.51	\$177.51	\$183.72	\$190.15	\$196.81
Senior Functional Expert Consultant	\$160.91	\$166.54	\$172.37	\$178.40	\$184.64
Functional Expert Consultant	\$149.73	\$154.97	\$160.39	\$166.00	\$171.81
Executive Engineer	\$160.91	\$166.54	\$172.37	\$178.40	\$184.64
Principal Engineer	\$144.20	\$149.25	\$154.47	\$159.88	\$165.48
Principal Business Process Engineer	\$113.87	\$117.86	\$121.99	\$126.26	\$130.68
Sr. Engineer	\$110.83	\$114.71	\$118.72	\$122.88	\$127.18
Engineer	\$88.92	\$92.03	\$95.25	\$98.58	\$102.03
Journeyman Engineer	\$82.63	\$85.52	\$88.51	\$91.61	\$94.82
Sr. Telecom. Engineer	\$78.57	\$81.32	\$84.17	\$87.12	\$90.17
Telecommunications Engineer	\$70.02	\$72.47	\$75.01	\$77.64	\$80.36
Facilities Engineer	\$60.31	\$62.42	\$64.60	\$66.86	\$69.20
Senior Engineer/Analyst II	\$116.30	\$120.37	\$124.58	\$128.94	\$133.45
Senior Engineer/Analyst I	\$95.32	\$98.66	\$102.11	\$105.68	\$109.38
Program/Systems Analyst	\$87.28	\$90.33	\$93.49	\$96.76	\$100.15
Principal Program Manager	\$110.62	\$114.49	\$118.50	\$122.65	\$126.94
Sr. Technician	\$93.33	\$96.60	\$99.98	\$103.48	\$107.10
Logistician	\$89.00	\$92.12	\$95.34	\$98.68	\$102.13
Technician	\$59.49	\$61.57	\$63.72	\$65.95	\$68.26
Configuration Mgt Specialist	\$72.74	\$75.29	\$77.93	\$80.66	\$83.48
Prop. Mgt. Inventory Control Spec.	\$60.08	\$62.18	\$64.36	\$66.61	\$68.94
Sr. Administrative Specialist	\$50.10	\$51.85	\$53.66	\$55.54	\$57.48
Purchasing Specialist	\$49.13	\$50.85	\$52.63	\$54.47	\$56.38
Clerical	\$30.70	\$31.77	\$32.88	\$34.03	\$35.22
Note: Rates are inclusive of a .75% Industrial Funding Fee.					

LABOR CATEGORY DESCRIPTIONS

Senior Executive Professional

Requires a Bachelors level degree with twenty (20) years of experience. A senior executive technical advisor well versed with command level input, related technologies, business strategies, and/or enterprise engineering expertise. Serves in a consulting role, and interfaces with senior leaders of government agencies, industry executives, or members of congressional staff. Individuals are recognized as trusted advisors with expertise in a technical, management or military field of endeavor.

Education	Masters Degree, Plus	Bachelors Degree, Plus	Associates Degree, Plus	High School Dipl, Plus
Years Experience	16	20	24	28

Executive Professional

Requires a Bachelors level degree with fifteen (15) years of experience. An executive technical advisor well versed with command level input, related technologies, business strategies, and/or enterprise engineering expertise. Serves in a consulting role, and interfaces with senior leaders of government agencies, industry executives, or members of congressional staff. Individuals are recognized as trusted advisors with expertise in a technical, management or military field of endeavor.

Education	Masters Degree, Plus	Bachelors Degree, Plus	Associates Degree, Plus	High School Dipl, Plus
Years Experience	11	15	19	23

Senior Business Consultant

Requires a Bachelors level degree with fifteen (15) years of experience. Individual provides subject matter expertise in support of strategic planning, engineering design, development of technical requirements, or business processes. Must be well versed with related technologies, business strategies, or acquisition policies. May include industry benchmarking, performance analysis, and/or reviewing of methodologies.

Education	Masters Degree, Plus	Bachelors Degree, Plus	Associates Degree, Plus	High School Dipl, Plus
Years Experience	11	15	19	23

Business Consultant

Requires a Bachelors level degree with a minimum of ten (10) years of experience. Individual provides subject matter expertise in support of risk management, schedule development, cost schedule requirements, engineering management, or budget and cost management. Must be well versed with related technologies, business strategies, or acquisition policies. May recommend alternative solutions, solution implementation, or analytical services and advice.

Education	Masters Degree, Plus	Bachelors Degree, Plus	Associates Degree, Plus	High School Dipl, Plus
Years Experience	6	10	14	18

Senior Functional Expert Consultant

Requires a Bachelors degree with five (5) years of experience in the field of specialization. Individuals are generally recognized as trusted advisors, providing advice to executive management on a wide range of technical and business matters of a strategic nature. Provides task unique support required to interpret requirements, ensure responsiveness, and achieve successful performance. Possesses diversified knowledge and profound understanding of latest policies, trends and developments. Assists program managers and engineering consultants with business and technical strategies, policies, procedures, and implementation approaches for high-end systems.

Education	Masters Degree, Plus	Bachelors Degree, Plus	Associates Degree, Plus	High School Dipl, Plus
Years Experience	1	5	9	13

Functional Expert Consultant

Requires a Bachelors level degree with four (4) years of specific experience in the field of specialization. Individuals are generally recognized as experts, often with niche expertise. Provides task unique support required to interpret requirements, and attain successful results. Possesses diversified knowledge and profound understanding of latest policies, trends and developments. May provide expert knowledge and insight into government issues.

Education	Masters Degree, Plus	Bachelors Degree, Plus	Associates Degree, Plus	High School Dipl, Plus
Years Experience	-	4	8	12

Executive Engineer

Requires a Masters level degree in Engineering, Math or Related Discipline with a minimum of eight (8) years of related experience. Provides niche engineering expertise, such as, development of specifications and standards for acquisition planning and execution. Performs concept development, interface development, systems requirements definition and development. Tailors applicable standards and specifications and development of technical requirements documents. Performs system/subsystem level requirements analysis; identifies functional definitions and defines performance and design constraints; develops and/or reviews specifications, drawings, and product descriptive data; provides technical support to customer requirements and participates in technical and management reviews; develops content for contract technical packages; and performs life cycle engineering assessments.

Education	Masters Degree, Plus	Bachelors Degree, Plus	Associates Degree, Plus	High School Dipl, Plus
Years Experience	8	12	16	20

Principal Engineer

Requires a Bachelors level degree in Engineering, Math or Related Discipline with a minimum of eight (8) years of related experience. Provides niche engineering expertise, such as, development of specifications and standards for acquisition planning and execution. Performs concept development, interface development, systems requirements definition and development. Tailors applicable standards and specifications and development of technical requirements documents. Performs system/subsystem level requirements analysis; identifies functional definitions and defines performance and design constraints; develops and/or reviews specifications, drawings, and product descriptive data; provides technical support to customer requirements and participates in technical and management reviews; develops content for contract technical packages; and performs life cycle engineering assessments.

Education	Masters Degree, Plus	Bachelors Degree, Plus	Associates Degree, Plus	High School Dipl, Plus
Years Experience	4	8	12	16

Principal Business Process Engineer

Requires a Masters Degree in Business Administration with a minimum of five (5) years of related experience. Prepares reviews for overall quality program planning and management documentation, provides oversight of strategies, standards and processes that impact products and services, develops reviews of processes and procedures to ensure quality goals are achieved.

Education	Masters Degree, Plus	Bachelors Degree, Plus	Associates Degree, Plus	High School Dipl, Plus
Years Experience	5	9	13	17

Senior Engineer

Requires a Masters level degree in Engineering, Math or Related Discipline with a minimum of seven (7) years of related experience. Directs the performance of projects Supervises analysts and technical employees providing program/project planning, management, analysis to build on existing program strategies and performs various analyses and prepares various management plans. Performs system/subsystem level requirements analysis; identifies functional definitions and defines performance and design constraints; develops and/or reviews specifications, drawings, and product descriptive data; provides technical support to customer requirements and participates in technical and management reviews; develops content for contract technical packages; and performs life cycle engineering assessments.

Education	Masters Degree, Plus	Bachelors Degree, Plus	Associates Degree, Plus	High School Dipl, Plus
Years Experience	7	11	15	19

Engineer

Requires a Bachelors level degree in Electrical, Mechanical, Civil or Related Engineering Discipline with a minimum of three (3) years of related experience. Develops engineering products and provides engineering services. Performs requirements analysis; defines performance and design constraints; develops and/or reviews specifications, drawings and product descriptive data; participates in technical and management reviews; develops content for contract technical packages; and performs life cycle support engineering assessments.

Education	Masters Degree, Plus	Bachelors Degree, Plus	Associates Degree, Plus	High School Dipl, Plus
Years Experience	-	3	7	11

Journeyman Engineer

Requires a Bachelors level degree in Electrical, Mechanical, Civil, or Related Engineering Discipline with a minimum of two (2) years of related experience. Assists in the development of engineering products, and engineering services. As part of an engineering team, performs requirements analysis; specifications, drawings and product descriptive data.

Education	Masters Degree, Plus	Bachelors Degree, Plus	Associates Degree, Plus	High School Dipl, Plus
Years Experience	-	2	6	10

Senior Telecom Engineer

Requires a Bachelors level degree in Engineering, Computer Science; or, Microsoft Certified Systems Engineer or BICSI Registered Communications Distribution Designer with a minimum of five (5) years of related experience. Provides leadership in the development of design inputs, prepares specifications and documentation; and performs the installation and integration, upgrade/modification and troubleshooting of the data communications/transfer subsystems associated with overall system architecture.

Education	Masters Degree, Plus	Bachelors Degree, Plus	Associates Degree, Plus	High School Dipl, Plus
Years Experience	-	5	9	13

Telecommunications Engineer

Requires a Bachelors level degree in Engineering, Computer Science; or, Microsoft Certified Systems Engineer or BICSI Registered communications Distribution Designer with a minimum of three (3) years of related experience. Develops design inputs, prepares specifications and documentation; and performs the installation and integration, upgrade / modification and troubleshooting of the data communication/transfer subsystems associated with overall system architecture.

Education	Masters Degree, Plus	Bachelors Degree, Plus	Associates Degree, Plus	High School Dipl, Plus
Years Experience	-	3	7	11

Facilities Engineer

Requires an Associates level degree or equivalent with a minimum of two (2) years of related experience. Performs assessments to determine appropriate facility support requirements. Reviews facility plans, performs assurance studies and conducts audits to ensure Quality Assurance Plans are enforced.

Education	Masters Degree, Plus	Bachelors Degree, Plus	Associates Degree, Plus	High School Dipl, Plus
Years Experience	-	-	2	6

Senior Engineer/Analyst II

Requires a Masters level degree in Electrical, Mechanical, Civil or Related Engineering Discipline with a minimum of eight (8) years of related experience. Develops engineering products and provides engineering services. Conducts technical analysis of advanced technologies, risk factors, and environmental impact assessments. Performs requirements analysis; defines performance and design constraints; develops and/or reviews specifications, drawings and product descriptive data; participates in technical and management reviews; develops content for contract technical packages; and performs life cycle support engineering assessments.

Education	Masters Degree, Plus	Bachelors Degree, Plus	Associates Degree, Plus	High School Dipl, Plus
Years Experience	8	12	16	20

Senior Engineer/Analyst I

Requires a Bachelors level degree in Electrical, Mechanical, Civil or Related Engineering Discipline with a minimum of eight (8) years of related experience. Develops engineering products and provides engineering services. Conducts technical analysis of advanced technologies, risk factors, and environmental impact assessments. Performs requirements analysis; defines performance and design constraints; develops and/or reviews specifications, drawings and product descriptive data; participates in technical and management reviews; develops content for contract technical packages; and performs life cycle support engineering assessments.

Education	Masters Degree, Plus	Bachelors Degree, Plus	Associates Degree, Plus	High School Dipl, Plus
Years Experience	4	8	12	16

Program/Systems Analyst

Requires a Bachelors level degree in Engineering, Math or Related Discipline with three (3) years of related experience. May lead engineering and technical personnel in the development of engineering products and services. Performs requirements analysis; defines performance and design constraints; develops and/or reviews specifications, drawings and product descriptive data; participates in technical and management reviews; develops content for contract technical packages; and performs life cycle support engineering assessments for programs and/or systems.

Education	Masters Degree, Plus	Bachelors Degree, Plus	Associates Degree, Plus	High School Dipl, Plus
Years Experience	-	3	7	11

Principal Program Manager

Requires a Bachelors level degree in Administration or Engineering with a minimum of seven (7) years of related experience. Supervises analysts and technical employees providing program/project planning, management, and analysis to build on existing program strategies and performs various analyses and prepares various management plans.

Education	Masters Degree, Plus	Bachelors Degree, Plus	Associates Degree, Plus	High School Dipl, Plus
Years Experience	-	7	11	15

Sr. Technician

Requires a Bachelors level degree in Engineering or Math with a minimum of five (5) years of related experience. Leads a team, is knowledgeable with required engineering discipline. Performs analysis, test and evaluation and recommendation of specific equipment and/or systems related to mechanical, electrical or structural engineering. May provide niche expertise.

Education	Masters Degree, Plus	Bachelors Degree, Plus	Associates Degree, Plus	High School Dipl, Plus
Years Experience	-	5	9	13

Logistician

Requires a Bachelors level degree in Engineering or Business with a minimum of three (3) years of related experience. Analyzes acquisition strategies, assesses turnkey development/production concepts, and analyzes buy-build cost trade-off; manages and analyzes services to identify areas for program process improvements; provides guidance in the development of program/project management and acquisition support products by task personnel; performs analysis of program goals, mission objectives, and schedule and cost performance; and identifies program/project problem areas and provides recommendations for resolution.

Education	Masters Degree, Plus	Bachelors Degree, Plus	Associates Degree, Plus	High School Dipl, Plus
Years Experience	-	3	7	11

Technician

Requires a High School diploma with a minimum of two (2) years related experience. As part of a team, performs analysis, test and evaluation and recommendation of specific equipment and/or systems related to mechanical, electrical or structural engineering.

Education	Masters Degree, Plus	Bachelors Degree, Plus	Associates Degree, Plus	High School Dipl, Plus
Years Experience	-	-	-	2

Configuration Management Specialist

Requires a Bachelors level degree in Engineering or Math with a minimum of three (3) years of related experience. Performs technical functions associated with planning and supporting proposed changes to a system, product, or service; develops and reviews configuration management plans, technical documentation, specifications, and/or logistics data.

Education	Masters Degree, Plus	Bachelors Degree, Plus	Associates Degree, Plus	High School Dipl, Plus
Years Experience	-	3	7	11

Property Mgmt Inventory Control Spec Requires an Associates level degree with a minimum of two (2) years of related experience. Develops and/or executes property management programs or inventory control systems; implements policies and procedures for property management or inventory control systems; supports manual and automated production, accounting, purchasing, inventory, and statistical data; and interprets contract clauses and government procurement regulations pertaining to government property and inventory control.

Education	Masters Degree, Plus	Bachelors Degree, Plus	Associates Degree, Plus	High School Dipl, Plus
Years Experience	-	-	2	6

Senior Administrative Specialist

Requires an Associate Degree with a minimum of three (3) years of related experience. Performs administrative duties required to support project management staff and ongoing office operations; develops/implements office administrative procedures; schedules/coordinates meetings and conferences; composes correspondence that requires an understanding of engineering/technical nomenclature; and prepares required administrative reports.

Education	Masters Degree, Plus	Bachelors Degree, Plus	Associates Degree, Plus	High School Dipl, Plus
Years Experience	-	-	3	7

Purchasing Specialist

Requires a High School diploma with a minimum of two (2) years of related experience. Supports wholesale/retail supply to include cataloging, requisitioning, provisioning, and stock accounting. Follows Government Agency/DoD acquisition processes, including regulations pertaining to logistics functions to include shipping and handling of material and equipment.

Education	Masters Degree, Plus	Bachelors Degree, Plus	Associates Degree, Plus	High School Dipl, Plus
Years Experience	-	-	-	2

Clerical

Requires a High School diploma with a minimum of two (2) years of related experience. Performs administrative duties required to support project management staff and ongoing office operations.

Education	Masters Degree, Plus	Bachelors Degree, Plus	Associates Degree, Plus	High School Dipl, Plus
Years Experience	-	-	-	2

Table 1: Education and Experience Levels for all labor categories.

Labor Category	Masters Degree, Plus X Years Exp	Bachelors Degree, Plus X Years Exp	Associates Degree, Plus X Years Exp	High School Dipl, Plus X Years Exp
Senior Executive Professional	16	20	24	28
Executive Professional	11	15	19	23
Senior Business Consultant	11	15	19	23
Business Consultant	6	10	14	18
Senior Functional Expert Consultant	1	5	9	13
Functional Expert Consultant	-	4	8	12
Executive Engineer	8	12	16	20
Principal Engineer	4	8	12	16
Principal Business Process Engineer	5	9	13	17
Sr. Engineer	7	11	15	19
Engineer	-	3	7	11
Journeyman Engineer	-	2	6	10
Sr. Telecom. Engineer	-	5	9	13
Telecommunications Engineer	-	3	7	11
Facilities Engineer	-	-	2	6
Senior Engineer/Analyst II	8	12	16	20
Senior Engineer/Analyst I	4	8	12	16
Program/Systems Analyst	-	3	7	11
Principal Program Manager	-	7	11	15
Sr. Technician	-	5	9	13
Logistician	-	3	7	11
Technician	-	-	-	2
Configuration Mgt Specialist	-	3	7	11
Prop. Mgt. Inventory Control Spec	-	-	2	6
Sr. Administrative Specialist	-	-	3	7
Purchasing Specialist	-	-	-	2
Clerical	-	-	-	2
		= basic requirement for each LCAT		
		* - a Doctorate Degree = six (6) years of experience.		