Agreement between the
New York State Office of General Services and
TemPositions, Inc. D/B/A CompuForce
for Hourly Based IT Services (HBITS)

Contract Number: PH65787
Appendix D: Pricing Schedules
Effective for Task Orders posted on or after November 1, 2016

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REGION 1

Service Group 1. STANDARD TITLES

Standard Title Markup 75.00%

*Note: Please enter the markup as a percentage (i.e.: if the Markup is 20%, please enter 20 into the cell)

	Skill Demand	Normal			High		
Job Title	**Level**	**5% Slight Deviation: Hourly Wage Rate**	**Hourly Wage Rate**	**Hourly Bill Rate**	**5% Slight Deviation: Hourly Wage Rate**	**Hourly Wage Rate**	**Hourly Bill Rate**
Project Manager	Junior	$24.86	$26.17	$45.80	$29.07	$30.60	$53.55
Project Manager	Mid Level	$31.67	$33.34	$58.35	$34.04	$35.83	$62.71
Project Manager	Senior	$41.51	$43.69	$76.46	$44.67	$47.02	$82.28
Project Manager	Expert	$49.77	$52.39	$91.68	$56.47	$59.44	$104.02
Business Analyst	Junior	$22.86	$24.06	$42.11	$25.38	$26.72	$46.76
Business Analyst	Mid Level	$29.08	$30.61	$53.57	$32.32	$34.02	$59.54
Business Analyst	Senior	$35.07	$36.92	$64.60	$38.02	$40.03	$70.05
Business Analyst	Expert	$40.74	$42.89	$75.06	$43.02	$45.29	$79.26
Technical Writer	Junior	$18.50	$19.48	$34.09	$20.69	$21.77	$38.10
Technical Writer	Mid Level	$24.75	$26.05	$45.59	$27.82	$29.28	$51.25
Technical Writer	Senior	$27.68	$29.14	$50.99	$30.92	$32.55	$56.96
Technical Writer	Expert	$31.12	$32.75	$57.32	$34.67	$36.49	$63.86
Tester	Junior	$20.25	$21.32	$37.31	$21.63	$22.77	$39.85
Tester	Mid Level	$22.53	$23.71	$41.49	$25.23	$26.55	$46.47
Tester	Senior	$30.39	$31.99	$55.99	$32.94	$34.67	$60.67
Tester	Expert	$34.61	$36.43	$63.75	$37.56	$39.54	$69.20
Programmer	Junior	$22.16	$23.33	$40.83	$25.24	$26.56	$46.49
Programmer	Mid Level	$30.39	$31.99	$55.99	$33.83	$35.61	$62.31
Programmer	Senior	$37.49	$39.46	$69.05	$40.79	$42.94	$75.15
Programmer	Expert	$42.07	$44.28	$77.49	$46.38	$48.82	$85.44
Specialist	Junior	$23.48	$24.72	$43.26	$28.76	$30.27	$52.98
Specialist	Mid Level	$32.15	$33.85	$59.23	$35.87	$37.76	$66.08
Specialist	Senior	$43.34	$45.62	$79.83	$47.81	$50.33	$88.07
Specialist	Expert	$52.51	$55.27	$96.72	$57.59	$60.63	$106.10
Database Administrator	Junior	$26.00	$27.37	$47.89	$29.07	$30.60	$53.55
Database Administrator	Mid Level	$31.06	$32.69	$57.21	$32.94	$34.67	$60.67
Database Administrator	Senior	$36.34	$38.25	$66.94	$40.76	$42.91	$75.09
Database Administrator	Expert	$41.49	$43.67	$76.43	$46.35	$48.79	$85.38
System Administrator	Junior	$24.95	$26.27	$45.96	$27.96	$29.43	$51.50
System Administrator	Mid Level	$30.98	$32.61	$57.07	$34.67	$36.49	$63.86
System Administrator	Senior	$35.36	$37.22	$65.14	$38.74	$40.78	$71.36
System Administrator	Expert	$40.64	$42.78	$74.86	$44.68	$47.03	$82.30
Technical Architect	Junior	$29.64	$31.20	$54.60	$32.15	$33.85	$59.23
Technical Architect	Mid Level	$35.45	$37.32	$65.30	$40.21	$42.32	$74.06
Technical Architect	Senior	$44.23	$46.56	$81.47	$46.91	$49.38	$86.41
Technical Architect	Expert	$51.53	$54.24	$94.92	$55.77	$58.71	$102.74

Service Group 2. SOFTWARE/HARDWARE SPECIFIC TITLES

Software/Hardware Specific Markup 75.00%

*Note: Please enter the markup as a percentage (i.e.: if the Markup is 20%, please enter 20 into the cell)

Job Title	**5% Slight Deviation: Hourly Wage Rate**	**Hourly Wage Rate**	**Hourly Bill Rate**
Microsoft Specialty			
Technician V	$39.75	$41.84	$73.22
Principal Consultant	$39.75	$41.84	$73.22
IBM Specialty			
Technical Specialist 3	$28.51	$30.01	$52.52
Technical Specialist 4	$32.15	$33.85	$59.23
Technical Specialist 5	$35.78	$37.67	$65.92
Software Architect #1	$40.53	$42.66	$74.66
Software Architect #2	$44.42	$46.76	$81.83
Unisys Specialty			
Architectural Specialist I	$40.21	$42.32	$74.06
Architectural Specialist II	$36.16	$38.06	$66.60
Sr. Production Control Operator	$29.07	$30.60	$53.55
Production Control Operator	$27.26	$28.70	$50.22
Sr. Equipment Operator	$21.67	$22.81	$39.93
Equipment Operator	$21.63	$22.77	$39.85
Service Delivery Specialist I	$23.38	$24.61	$43.06
Service Delivery Specialist II	$24.75	$26.05	$45.59

REGION 2

Service Group 1. STANDARD TITLES

Standard Title Markup 75.00%

*Note: Please enter the markup as a percentage (i.e.: if the Markup is 20%, please enter 20 into the cell)

	Skill Demand	Normal			High		
Job Title	**Level**	**5% Slight Deviation: Hourly Wage Rate**	**Hourly Wage Rate**	**Hourly Bill Rate**	**5% Slight Deviation: Hourly Wage Rate**	**Hourly Wage Rate**	**Hourly Bill Rate**
Project Manager	Junior	$24.86	$26.17	$45.80	$29.07	$30.60	$53.55
Project Manager	Mid Level	$31.67	$33.34	$58.35	$34.04	$35.83	$62.71
Project Manager	Senior	$41.51	$43.69	$76.46	$44.67	$47.02	$82.28
Project Manager	Expert	$49.77	$52.39	$91.68	$56.47	$59.44	$104.02
Business Analyst	Junior	$22.86	$24.06	$42.11	$25.38	$26.72	$46.76
Business Analyst	Mid Level	$29.08	$30.61	$53.57	$32.32	$34.02	$59.54
Business Analyst	Senior	$35.07	$36.92	$64.60	$38.02	$40.03	$70.05
Business Analyst	Expert	$40.74	$42.89	$75.06	$43.02	$45.29	$79.26
Technical Writer	Junior	$18.50	$19.48	$34.09	$20.69	$21.77	$38.10
Technical Writer	Mid Level	$24.75	$26.05	$45.59	$27.82	$29.28	$51.25
Technical Writer	Senior	$27.68	$29.14	$50.99	$30.92	$32.55	$56.96
Technical Writer	Expert	$31.12	$32.75	$57.32	$34.67	$36.49	$63.86
Tester	Junior	$20.25	$21.32	$37.31	$21.63	$22.77	$39.85
Tester	Mid Level	$22.53	$23.71	$41.49	$25.23	$26.55	$46.47
Tester	Senior	$30.39	$31.99	$55.99	$32.94	$34.67	$60.67
Tester	Expert	$34.61	$36.43	$63.75	$37.56	$39.54	$69.20
Programmer	Junior	$22.16	$23.33	$40.83	$25.24	$26.56	$46.49
Programmer	Mid Level	$30.39	$31.99	$55.99	$33.83	$35.61	$62.31
Programmer	Senior	$37.49	$39.46	$69.05	$40.79	$42.94	$75.15
Programmer	Expert	$42.07	$44.28	$77.49	$46.38	$48.82	$85.44
Specialist	Junior	$24.04	$25.31	$44.29	$28.76	$30.27	$52.98
Specialist	Mid Level	$30.39	$31.99	$55.99	$35.87	$37.76	$66.08
Specialist	Senior	$37.49	$39.46	$69.05	$44.95	$47.32	$82.81
Specialist	Expert	$45.99	$48.41	$84.72	$53.68	$56.51	$98.89
Database Administrator	Junior	$26.00	$27.37	$47.89	$29.07	$30.60	$53.55
Database Administrator	Mid Level	$31.06	$32.69	$57.21	$32.94	$34.67	$60.67
Database Administrator	Senior	$36.34	$38.25	$66.94	$40.76	$42.91	$75.09
Database Administrator	Expert	$41.49	$43.67	$76.43	$46.35	$48.79	$85.38
System Administrator	Junior	$24.95	$26.27	$45.96	$27.96	$29.43	$51.50
System Administrator	Mid Level	$30.98	$32.61	$57.07	$34.67	$36.49	$63.86
System Administrator	Senior	$35.36	$37.22	$65.14	$38.74	$40.78	$71.36
System Administrator	Expert	$40.64	$42.78	$74.86	$44.68	$47.03	$82.30
Technical Architect	Junior	$29.64	$31.20	$54.60	$32.15	$33.85	$59.23
Technical Architect	Mid Level	$35.45	$37.32	$65.30	$40.21	$42.32	$74.06
Technical Architect	Senior	$44.23	$46.56	$81.47	$46.91	$49.38	$86.41
Technical Architect	Expert	$51.53	$54.24	$94.92	$55.77	$58.71	$102.74

Service Group 2. SOFTWARE/HARDWARE SPECIFIC TITLES

Software/Hardware Specific Markup 75.00%

*Note: Please enter the markup as a percentage (i.e.: if the Markup is 20%, please enter 20 into the cell)

Job Title	**5% Slight Deviation: Hourly Wage Rate**	**Hourly Wage Rate**	**Hourly Bill Rate**
Microsoft Specialty			
Technician V	$39.75	$41.84	$73.22
Principal Consultant	$39.75	$41.84	$73.22
IBM Specialty			
Technical Specialist 3	$28.51	$30.01	$52.52
Technical Specialist 4	$32.15	$33.85	$59.23
Technical Specialist 5	$35.78	$37.67	$65.92
Software Architect #1	$40.53	$42.66	$74.66
Software Architect #2	$44.42	$46.76	$81.83
Unisys Specialty			
Architectural Specialist I	$40.21	$42.32	$74.06
Architectural Specialist II	$36.16	$38.06	$66.60
Sr. Production Control Operator	$29.07	$30.60	$53.55
Production Control Operator	$27.26	$28.70	$50.22
Sr. Equipment Operator	$21.67	$22.81	$39.93
Equipment Operator	$21.63	$22.77	$39.85
Service Delivery Specialist I	$23.38	$24.61	$43.06
Service Delivery Specialist II	$24.75	$26.05	$45.59

REGION 3

Service Group 1. STANDARD TITLES

Standard Title Markup 75.00%

*Note: Please enter the markup as a percentage (i.e.: if the Markup is 20%, please enter 20 into the cell)

	Skill Demand	Normal			High		
Job Title	**Level**	**5% Slight Deviation: Hourly Wage Rate**	**Hourly Wage Rate**	**Hourly Bill Rate**	**5% Slight Deviation: Hourly Wage Rate**	**Hourly Wage Rate**	**Hourly Bill Rate**
Project Manager	Junior	$27.88	$29.34	$51.35	$30.81	$32.43	$56.76
Project Manager	Mid Level	$37.05	$39.00	$68.24	$39.67	$41.76	$73.07
Project Manager	Senior	$45.57	$47.97	$83.94	$51.30	$54.00	$94.51
Project Manager	Expert	$55.08	$57.98	$101.46	$61.93	$65.19	$114.08
Business Analyst	Junior	$27.40	$28.84	$50.47	$32.97	$34.70	$60.73
Business Analyst	Mid Level	$33.69	$35.46	$62.06	$36.76	$38.70	$67.72
Business Analyst	Senior	$40.25	$42.36	$74.14	$41.52	$43.70	$76.48
Business Analyst	Expert	$44.87	$47.24	$82.66	$46.47	$48.91	$85.60
Technical Writer	Junior	$23.77	$25.02	$43.78	$23.62	$24.86	$43.51
Technical Writer	Mid Level	$28.66	$30.17	$52.80	$33.13	$34.88	$61.03
Technical Writer	Senior	$33.83	$35.61	$62.31	$38.86	$40.90	$71.58
Technical Writer	Expert	$41.94	$44.15	$77.26	$45.27	$47.65	$83.38
Tester	Junior	$23.06	$24.28	$42.48	$26.14	$27.51	$48.14
Tester	Mid Level	$26.14	$27.51	$48.14	$30.89	$32.52	$56.90
Tester	Senior	$32.99	$34.72	$60.76	$36.99	$38.93	$68.13
Tester	Expert	$38.86	$40.90	$71.58	$42.08	$44.29	$77.51
Programmer	Junior	$25.02	$26.34	$46.09	$28.66	$30.17	$52.80
Programmer	Mid Level	$32.01	$33.69	$58.96	$37.41	$39.38	$68.91
Programmer	Senior	$41.88	$44.08	$77.15	$45.15	$47.52	$83.17
Programmer	Expert	$46.91	$49.38	$86.41	$51.41	$54.12	$94.70
Specialist	Junior	$27.68	$29.14	$50.99	$31.84	$33.52	$58.65
Specialist	Mid Level	$32.57	$34.29	$60.01	$39.05	$41.11	$71.94
Specialist	Senior	$41.43	$43.61	$76.32	$47.66	$50.17	$87.80
Specialist	Expert	$46.91	$49.38	$86.41	$56.06	$59.01	$103.27
Database Administrator	Junior	$27.40	$28.84	$50.47	$34.81	$36.64	$64.11
Database Administrator	Mid Level	$33.96	$35.75	$62.56	$38.91	$40.96	$71.69
Database Administrator	Senior	$40.26	$42.37	$74.15	$42.97	$45.23	$79.15
Database Administrator	Expert	$46.91	$49.38	$86.41	$50.60	$53.26	$93.21
System Administrator	Junior	$31.15	$32.78	$57.37	$28.51	$30.01	$52.52
System Administrator	Mid Level	$38.86	$40.90	$71.58	$35.78	$37.67	$65.92
System Administrator	Senior	$41.94	$44.15	$77.26	$43.70	$46.00	$80.50
System Administrator	Expert	$45.00	$47.37	$82.90	$48.23	$50.77	$88.85
Technical Architect	Junior	$32.57	$34.29	$60.01	$37.44	$39.41	$68.96
Technical Architect	Mid Level	$39.41	$41.49	$72.60	$43.75	$46.05	$80.59
Technical Architect	Senior	$46.97	$49.44	$86.52	$51.58	$54.29	$95.01
Technical Architect	Expert	$58.68	$61.77	$108.10	$59.55	$62.69	$109.70

Service Group 2. SOFTWARE/HARDWARE SPECIFIC TITLES

Software/Hardware Specific Markup 75.00%

*Note: Please enter the markup as a percentage (i.e.: if the Markup is 20%, please enter 20 into the cell)

Job Title	**5% Slight Deviation: Hourly Wage Rate**	**Hourly Wage Rate**	**Hourly Bill Rate**
Microsoft Specialty			
Technician V	$50.66	$53.32	$93.32
Principal Consultant	$48.53	$51.09	$89.40
IBM Specialty			
Technical Specialist 3	$36.60	$38.52	$67.41
Technical Specialist 4	$38.94	$40.99	$71.74
Technical Specialist 5	$41.99	$44.20	$77.35
Software Architect #1	$43.67	$45.97	$80.45
Software Architect #2	$50.32	$52.97	$92.70
Unisys Specialty			
Architectural Specialist I	$48.08	$50.61	$88.57
Architectural Specialist II	$46.27	$48.71	$85.24
Sr. Production Control Operator	$27.96	$29.43	$51.50
Production Control Operator	$23.62	$24.86	$43.51
Sr. Equipment Operator	$21.86	$23.01	$40.27
Equipment Operator	$20.97	$22.07	$38.63
Service Delivery Specialist I	$27.27	$28.71	$50.24
Service Delivery Specialist II	$26.98	$28.40	$49.69

Region	Counties Included:
Region 1	All counties that are not included in Regions 2 or Region 3
Region 2 - Mid-Hudson	Dutchess, Orange and Putnam Counties
Region 3 - NYC Metro	Nassau, Rockland, Suffolk, Westchester, Bronx, Kings, New York, Queens, and Richmond Counties

Job Title	Definition
Service Group 1. STANDARD TITLES	
Business Analyst	- Manages small to medium-scale business analysis work or projects with distinct deliverables to a solution
Project Manager	- Overseeing projects comprised of multiple deliverables - Delegating and coordinating of tasks - Project status, meetings, scope changes, issues
Tester	- Develops and maintains user and technical documentation and project process documentation for Application Teams - Understand the user's view of applications and /or technology and are able to put procedures in a logical sequence
Programmer	- Analysis, design, coding, component and assembly testing of all application code owned by the Application Team - Maintenance (including production support), enhancement and development work - Write application software, data analysis, data access, data structures, data manipulation, databases, design, programming, testing and implementation, technical and user documentation, software conversions
Technical Architect	- Technical expert centered around a technology, technologies or a portfolio of applications - Designing and implementing Information Technology solutions
Technical Writer	- Translates technical information into clear, readable documents to be used by technical and non-technical personnel - Develop and/or maintain the following types of documentation: system documentation; user manuals; installation guides; computer operations and program maintenance manuals; plans for training, testing, quality assurance, and contingency operations; and backup, recovery and restart procedures; technical writing for proposals, presentations, standard operating procedures (SOP), policies and procedures as well as reports - Edits functional descriptions, system specifications, user manuals, special reports, or any other customer deliverables and documents
Specialist	- Experience in the usage and support of a collection of development platforms, technical architectures, or business applications and products that run on those platforms, beyond that of a Programmer - The Authorized User may seek Specialists in the following areas (list is not exhaustive): Backup and Recovery Security
System Administrator	- Server back up and security - Performance tuning and capacity planning - Operations and troubleshooting - Understanding of network and distributed computing concepts
Database Administrator	- Responsible for data analysis and database management - Maintenance, enhancement, designing of data dictionaries, physical and logical database models, and performance tuning

Service Group 2. SOFTWARE/HARDWARE SPECIFIC TITLES	
Microsoft Specialty	
Technician V	Eight or more years demonstrated performance in related technology. Experienced in topics such as complex networks, messaging, cross-platform integration and large-scale, complex systems design and implementation. This individual will have been trained in one or more of the following areas: Microsoft Solutions Framework, product futures, and relevant Certified Training associated with Microsoft's products. • Participate in strategic planning sessions with Technical Project Manager and customer staff • Participate in delivering technical presentations to customer staff • Serve as Technical Project Manager • Analyze technical requirements and develop effective technical solutions • Lead role in conceiving architectural designs • Lead role in current environment assessment
Principal Consultant	Five or more years demonstrated performance in related technology. Experienced in topics such as complex networks, messaging, cross-platform integration and large-scale, complex systems and applications design and implementation. This individual will have been formally trained by Microsoft in one or more of the following areas: Microsoft Solutions Framework, product futures, and relevant Certified Training in infrastructure and/or development areas associated with Microsoft's products. • Contribute to review of customer tasks and development of MCS strategic approaches • Direct the activities of other Senior Consultants, Consultants and Associate Consultants • Lead role in delivering technical presentations to customer • Meet/interview customer to capture specific requirements in concise format • Participate in delivering technical presentations to customer staff • Participate in design of information systems • Participate in project staffing decisions • Participate in strategic planning sessions with MCS Technical Project Manager and customer staff • Perform Rapid Economic Justification (REJ) and Total Cost of Ownership (TCO) Analysis • Provide key personal link to Microsoft technology groups • Provide quality assurance review of engagement process and deliverables
IBM Specialty	
Technical Specialist 3	Assists with technical support of existing solutions and/or products. May install new products and assist in the migration to new releases or versions of products and provide related education. Area of expertise is usually related to a particular technology platform. In addition, a Technical Specialist may have programming skills and would be part of a project team. Minimum of 12 months experience.
Technical Specialist 4	Assists with technical support of existing solutions and/or products. May install new products and assist in the migration to new releases or versions of products and provide related education. Area of expertise is usually related to a particular technology platform. In addition, a Technical Specialist may have programming skills and would be part of a project team. Minimum of 24 months experience.
Technical Specialist 5	Assists with technical support of existing solutions and/or products. May install new products and assist in the migration to new releases or versions of products and provide related education. Area of expertise is usually related to a particular technology platform. In addition, a Technical Specialist may have programming skills and would be part of a project team. Minimum of 36 months experience.
Software Architect #1	A software architect is an individual that works closely with the IBM Software Group to plan, design, implement and integrate IBM software solutions. Possess in-depth skill in one or multiple IBM software products.
Software Architect #2	A software architect is an individual that works closely with the IBM Software Group to plan, design, implement and integrate IBM software solutions. Possess in-depth skill in one or multiple IBM software products.
Unisys Specialty	
Architectural Specialist I	Architectural Specialist services provide expert knowledge on Unisys and/or third party architectures, platforms, applications, databases, networks, etc. An Architectural Specialist guides and advises the client in identification, administration, and implementation of specific solutions. Develops, administers, implements and supports specific technical or business application solutions from design specifications; may perform software upgrades and\or conversions, program coding, testing and/or debugging. Typically possess greater than 36 months experience.
Architectural Specialist II	Architectural Specialist services provide expert knowledge on Unisys and/or third party architectures, platforms, applications, databases, networks, etc. An Architectural Specialist guides and advises the client in identification, administration, and implementation of specific solutions. Develops, administers, implements and supports specific technical or business application solutions from design specifications; may perform software upgrades and/or conversions, program coding, testing and/or debugging. Typically possess greater than 18 months of experience.
Sr. Production Control Operator	Successful experience in the production control of large scale computer systems, including job scheduling, job fixing and automated job control languages. Typically possess a minimum of 24 months of experience.
Production Control Operator	Successful experience in the production control of large scale computer systems, including job scheduling, job fixing and automated job control languages. Typically possess a minimum of 12 months of experience.
Sr. Equipment Operator	Successful experience in the operation of automated equipment such as mail insertion machinery; tape libraries, large scale printers and other such automated equipment. Typically possess a minimum of 18 months of experience.
Equipment Operator	Successful experience in the operation of automated equipment such as mail insertion machinery; tape libraries, large scale printers and other such automated equipment. Typically possess a minimum of 12 months of experience.
Service Delivery Specialist I	Responsible for on-site installing, maintaining, repairing and supporting Unisys and multi-vendor systems that include hardware, software, and networking products as well as operating systems. Typically possess a minimum of 36 months of experience.
Service Delivery Specialist II	Responsible for on-site installing, maintaining, repairing and supporting Unisys and multi-vendor systems that include hardware and software and does basic networking server installations. Typically possess a minimum of 24 months of experience.

Level	Typical Experience	Preferred Skills
Junior	12 - 36 Months	
Mid Level	36 - 60 Months	Candidate is able to work without assistance
Senior	60 - 84 Months	Candidate is able to work without assistance and can provide leadership for others; may have advanced education
Expert	84+ Months	Candidate is able to provide leadership of large teams and/or extensive industry experience and is considered at the top of his/her field

Normal	High
Technologies and skills of a low to normal technical level, and/or there is a high supply and low demand for resources with the technology or skill. Sample technologies listed below.	Technologies or skills of a high technical level, and/or the technology is new, and/or there is a low supply and a high demand for resources with the technology or skill. Sample technologies listed below.
.NET, ASP	Adobe Forms Developer
802.1p	AIX
802.1x	Apache
Access	Apple Mac OS X Server
Accessibility Standards (MacroMedia)	ARC GIS
Active Directory Administration for large enterprise	Aruba Certified Mobility Expert (ACMX)
ActiveX	Assembler
AD authentication using Radius, VP, secure remote access, 2-factor	Audit and event logging
Administering AD delegated permissions, object types, GPO, local, universal and global	Backup capacity planning
Administering W2K3 DC, GCs, schema, trusts, replication	Backup/recovery capacity planning
Administering Windows 2008 DC, GCs, schema, trusts, replication	Backup/recovery infrastructure design
ADO .Net end to end solution development	Business Object Enterprise Architect
Adobe Acrobat	Capacity Planning
Advanced SQL	CCDA (Cisco Certified Design Associate)
AJAX	CCIE (Cisco Certified Internetwork Expert)
Anti-malware report scripting	CCSE - Check Point Certified Security Expert
Anti-Virus (AV)	CCSE Plus - Check Point Certified Security Expert Plus
Apple Mac OS X Client	Certified Information Systems Security Professional (CISSP)
Application Access and Authentication	CIM
ASP.Net	Cisco IOS
AWK Scripting	Cisco VSS
Basic SQL	Data Warehouse
BGP	Design, planning & implementation for large-scale Active Directory
BGP	DRUPAL
BIND (Berkeley Internet Name Domain)	EMC – Avamar administration, configuration
Brocade SAN Switch installation, configuration, administration, EFCM	Endpoint Security Design & Implementation
C	Exchange
C# .Net end to end solution development	Finjan Appliances
C++	Hitachi Data Systems Diligent ProtecTier
CA Clarity	HPUX
CA SiteMinder	Hyperion
CA\Concord Network Health	IBM AIC Network Installation Manager
CA1	IBM AIX Cluster Manager (clstrmgr)
CAD	IBM AIX Cluster Resource Manager
CCDP (Cisco Certified Design Professional)	IBM AIX Cluster Systems Management (CSM)
CCIP (Cisco Certified Internetwork Professional)	IBM AIX Extreme Cluster Administration Toolkit version 2
CCMA - Check Point Certified Master Architect	IBM AIX File system management tasks
CCMSE -Check Point Certified Managed Security Expert	IBM AIX Geographic Logical Volume Manager (GLVM)
CCMSE Plus VSX - Check Point Certified Managed Security Expert Plus VSX	IBM AIX HMC - Hardware Management Console
CCNA (Cisco Certified Network Associate)	IBM AIX Integrated Virtualization Manager (IVM)
CCNA Security (Involves Implementing Cisco IOS Network Security)	IBM AIX Object Data Manager (ODM)
CCNA Voice (Involves Implementing Cisco IOS Unified Communications)	IBM AIX PowerVM Enterprise Edition
CCNA Wireless (Implementing Cisco Unified Wireless Networking Essentials)	IBM AIX Resource Monitoring and Control (RMC)
CCNP (Cisco Certified Network Professional)	IBM AIX Security Expert (aixpert)
CCSA - Check Point Certified Security Administrator	IBM AIX Software Vital Product Data (SWVPD) database
CCSP (Cisco Certified Security Professional)	IBM AIX System Management Interface Tool (SMIT)
CCSPA -Check Point Certified Security Principles Associate	IBM AIX System Planning Tool (SPT)
CCVP (Cisco Certified Voice Professional)	IBM AIX System Resource Controller (SRC)
Check Point Appliances	IBM AIX Systems Director
Check Point Firewall and VPN	IBM AIX The Logical Volume Manager (LVM)
Check Point Intrusion Detection & Prevention	IBM AIX The Virtual Memory Manager (VMM)
Check Point Remote Access	IBM AIX Web-based System Manager
Check Point Security Virtualization	IBM AIX Workload Manager (WLM)
Check Point Unified Threat Management	IBM AIX Workload Partitions Manager
CICS	IBM AIX High Availability Cluster Multi-Processing (HACMP)
CIFS	IBM SAN management utilities
Cisco ACS	IBM SVC (SAN volume controller)
Cisco Firewalls	IBM tape library administration
Cisco Routers and Switches	IHS
Cisco VPN	Interwoven
Citrix Support	Interwoven Teamsite
CLI Scripting	Interwoven Technical Design & Implementation
Client Certificates/SSL/TLS Architecture	Intrusion Detection (IDS)/Intrusion Prevention (IPS) systems
Client VPN	IPV6
Clientless VPN	iSCSI
COBOL	iSCSI, NFS, CIFS

ColdFusion	JAWS Screen Reader Tester
Com/COM +/ DCOM	JBOSS
CompTIA A+ Certification	JNCIA-AC (Juniper Networks Certified Internet Associate)
CompTIA Network+ Certification	JNCIA-DX (Juniper Networks Certified Internet Associate)
CompTIA Security+ Certification	JNCIA-ER (Juniper Networks Certified Internet Associate)
Concord Network Health	JNCIA-EX (Juniper Networks Certified Internet Associate)
CPCS - Connectra - Check Point Certified Specialist - Connectra	JNCIA-FWV (Juniper Networks Certified Internet Associate)
CPCS - Integrity - Check Point Certified Specialist - Integrity	JNCIA-IDP (Juniper Networks Certified Internet Associate)
CPCS - InterSpect - Check Point Certified Specialist - InterSpect	JNCIA-M (Juniper Networks Certified Internet Associate)
CPCS - IPS-1 - Check Point Certified Specialist - IPS-1	JNCIA-SSL (Juniper Networks Certified Internet Associate)
CPCS - Pointsec - Check Point Certified Specialist - Pointsec	JNCIE-ER (Juniper Networks Certified Internet Expert)
CPCS - Pointsec PC - Check Point Certified Specialist - Pointsec PC	JNCIE-M (Juniper Networks Certified Internet Expert)
Crystal Reports	JNCIP-M (Juniper Networks Certified Internet Professional)
Crystal Reports Designer	JNCIS-ER (Juniper Networks Certified Internet Specialist)
CSS	JNCIS-ES (Juniper Networks Certified Internet Specialist)
CSSA - Certified SonicWALL Security Administrator	JNCIS-FWV (Juniper Networks Certified Internet Specialist)
Data Confidentiality	JNCIS-FWV (Juniper Networks Certified Internet Specialist)
Data Integrity and Authentication	JNCIS-M (Juniper Networks Certified Internet Specialist)
Data Modeling	JNCIS-SSL (Juniper Networks Certified Internet Specialist)
Data replication, migration techniques	Juniper IOS
Database - Mainframe	Juniper Network Security Manager
database concepts and SQL commands	Juniper Networks Certified Internet Associate (JNCIA-FWV)
DB2	Juniper SSL VPN Devices
DC/DB2	LDAP
DreamWeaver	MapInfo products
EMC – ECC (EMC Control Center)	Master CSSA - Master Certified SonicWALL Security Administrator
EMC Centera, Celerra disk configuration and administration	McAfee Network Security Manager Administration
Encryption	McAfee Network Security Platform
Encryption methods (SSL, PKI)	Message Broker
Endpoint patch management	Microsoft SQL Reporting Services
Etherchannel	Microsoft SQL Server 2008 - Expert Level
Experience automating tasks to schedule tasks, auditing, monitoring and logon/logoff.	Microsoft System Center Configuration Manager 2007
Experience with Data Center N-Tier network designs and server communication	Microsoft TMG D & I
Experience with DFS	Microsoft Vista Certification
Experience with network routing, TCP/IP, subnets, network security and AD related ports and protocols	MQ
Experience with SIDHistory using ADMT or an equivalent migration tool	MS Clustering
Extreme Networks Management Tools	MS Hyper-V
Extreme Networks Operating Systems	MS SQL Development /Architecture
Extreme Networks Security Products	MSI Editing
Extreme Networks Switching Products	Multicast - IGMP
Extreme Networks Wireless Products	NAC - 802.1x
Financial Documentation	NCDE - CallPilot Rls. 5.0 Unified Messaging (Nortel)
Finjan Administration	NCDE - Communication Server 1000 Rls. 5.0 Applications Engineering (Nortel)
Firewalls	NCDE - Ethernet Switching (Nortel)
Forensic Analysis	NCDE - Nortel Unified Communications - Converged Office for CS 1000 Rls. 5.x Planning & Engineering
Foundstone	NetScaler
Frontpage	Network and Perimeter security
FTP	NFS
Google Search Appliance Architect	NIS
Graphics Design (Firefox, Photoshop, Paint Shop Pro	Nortel Intrusion Prevention
GRE	Nortel Network Access Control
Hardware Installation/Implementation	NYS Accessibility Tester
Host server security and configurations	Oracle Business Intelligence Suite Enterprise Edition Plus (OBIEE)
HP Openview	Oracle Integrator
HP PPM	Oracle Middleware
HP Quality Center Specialist	Patch Management for Win, AIX, Solaris, HPUX, Linux
HP Switches	PeopleTools Upgrades and Patches
HTML	Performance Monitoring AIX
HTTP & HTTPS	Performance Monitoring Windows Server
HVAC, Environmental Controls	Performance Analysis
IBM – TPC (TotalStorage Productivity Center)	Performance Monitoring HPUX
IBM 4000, 8000, 800 disk series –configuration, administration and utilities	Performance Monitoring LINUX
IBM Rational	Performance Monitoring Solaris
IBM TSM – backup and recovery installation, configuration, administration	Ping Federate
IGMP	Pointsec Administration
IIS	Product Specialist Business Intelligence and Reporting Tools (BIRT) implementation and report writing.
Imaging Systems (including Onbase, Docuware, FileNet)	Product Specialist IBM Tivoli Application Dependency Discovery Manager

Incident Response Analyst	Product Specialist IBM Tivoli Composite Application Manager for Response Time Tracking (RTT)
Informix	Product Specialist IBM Tivoli Composite Application Manager for Service Oriented Architecture (SOA)
Integrating authentication methods such as Linus, Unix with Microsoft Windows Active Directory using LDAPS, Kerberos	Product Specialist IBM Tivoli Composite Application Manager for Websphere Application Server (WAS)
Intermediate SQL Query Development	Product Specialist IBM Tivoli Configuration Manager
Internet Access Troubleshooting	Product Specialist IBM Tivoli Enterprise Console version 3.8 or higher
Internet Proxy Administration	Product Specialist IBM Tivoli Monitoring version 5.x
Internet Proxy Design and Implementation	Product Specialist IBM Tivoli Monitoring version 6.x
IP Address Management	Product Specialist IBM Tivoli NetCool (Network Management)
IPS	Product Specialist IBM Tivoli Netcool/Impact
ISPF/PDF	Product Specialist IBM Tivoli Netcool/Omnibus
ITIL	Product Specialist IBM Tivoli Netview
Java	Product Specialist IBM Tivoli Omegamon XE for Messaging
Java Script	Product Specialist IBM Tivoli Provisioning Manager for Software
Java Server Pages	Product Specialist: IBM Tivoli Framework version 4.1 or higher
JCL Scripting	Product Specialist: Precise I2
JES2 Commands	Product Specialist: Precise I3
Juniper Firewall/IPSec VPN Devices	Proxy Services including ISA
Juniper Network Management System	QOS - 802.1p
Juniper Networks Intrusion Prevention	Redhat Linux
Juniper Screen OS	RSA
JUNOS and JUNOSe	RSA SecurID
LAN-Level Network Troubleshooting	SAMBA
Linux Administration	SAN Administration
Linux Administration	sendmail
Linux Scripting	Server Imaging
ListServe	SharePoint Administration
Load Balancing	SharePoint Design & Implementation
Load Runner	Siebel Tools
Lotus Notes or Groupwise to Exchange migration experience	Solaris
Master CSSA - Master Certified SonicWALL Security Administrator	SPSS
McAfee Epolicy Orchestrator Administration	Storage capacity planning
McAfee Epolicy Orchestrator Administration	Subversion Source Control Architect
McAfee Epolicy Orchestrator Design & Implementation	Sun Identity Manager
Microsoft Access	Support and Maintenance of 10,000 and Above Network Endpoints
Microsoft Certified IT Professional or equivalent	Sygate Administration
Microsoft Certified Technology Specialist or equivalent (Any Area)	Tuxego
Microsoft DHCP	Veritas
Microsoft DHCP	VMWare
Microsoft DNS	VMWare ESX and ESXi
Microsoft DNS	VOIP
Microsoft Excel	VTL (Virtual Tape Library) configuration, administration
Microsoft Exchange messaging systems	Watchguard Firebox® X Core e-Series
Microsoft Office & Project	Watchguard Firebox® X Edge e-Series
Microsoft Outlook Client	Watchguard Firebox® X Peak e-Series
Microsoft PowerPoint	Watchguard WatchGuard SSL 500 & SSL 999
Microsoft Project	Watchguard XTM 10 Series
Microsoft Server technologies	WebFocus
Microsoft Sonic Wall Content Security Management	WebLogic/Oracle Application Server
Microsoft Sonic Wall SSL-VPN Secure Remote Access	Websphere
Microsoft SQL Server 2008 or equivalent	WebSphere Java Development
Microsoft TMG Administration	WebSphere Technical Design & Implementation
Microsoft Visio	Window-Eyes Screen Reader Tester
Microsoft WINS	Windows Servers
Microsoft Word	Wireless computing
MPLS	WMI Scripting
MS .Net Framework	Xen (Citrix)
MS Exchange (2007, 2003)	XEN App (Citrix)
MS Project	XEN Server (Citrix)
MS Project Server	
MS SQL Server - stored procedure, function, package, trigger and view development	
MS SQL Server Database Administration	
Multi Link Trunking - LACP	
MySQL	
NCDS - BCM50 Rls. 3.0 & BCM200/400 Rls. 4.0 Sales Engineering (Nortel)	
NCDS - BCM50 Rls. 3.0, BCM200/400 Rls. 4.0 & BCM450 Rls. 1.0 Sales Engineering (Nortel)	
NCDS - CallPilot Rls. 5.0 Engineering (Nortel)	
NCDS - Carrier VoIP Solution Engineering & Performance (Nortel)	

NCDS - Communication Server 1000 Rls. 5.0 Networking Design (Nortel)	
NCDS - Contact Center Rls. 6.0 (Nortel)	
NCDS - Nortel Converged Campus ERS Solution	
NCDS - Nortel VPN Router Rls. 7.0 Solutions	
NCDS - Nortel WLAN 2300 Rls. 6.0 Planning & Engineering	
NCSE - CallPilot Rls. 5.0 Networking, Upgrades, & Troubleshooting	
NCSE - Communication Server 1000 Rls. 5.0 - BCM Rls. 4.0 Multi-site Integration (Nortel)	
NCSE - Communication Server 1000 Rls. 5.0 Installation & Troubleshooting (Nortel)	
NCSE - Ethernet Switching (Nortel)	
NCSE - Nortel Converged Campus ERS Rls. 4.x/5.x Advanced Configuration & Maintenance	
NCSE - Nortel Unified Communications - Converged Office for CS 1000 Rls. 5.x Configuration	
NCSE - Nortel VPN Router Rls. 7.0 Advanced Configuration & Management	
NCSS - BCM50 Rls. 3.0 & BCM200/400 Rls. 4.0 Installation, Configuration & Maintenance (Nortel)	
NCSS - BCM50 Rls. 3.0 Installation & Initial Configuration (Nortel)	
NCSS - BCM50 Rls. 3.0, BCM200/400 Rls. 4.0 & BCM450 Rls. 1.0 Installation, Configuration & Maintenance (Nortel)	
NCSS - CallPilot Rls. 5.0 Installation and Configuration (Nortel)	
NCSS - CallPilot Rls. 5.0 System Administration (Nortel)	
NCSS - Carrier Ethernet Operations (Nortel)	
NCSS - Carrier VoIP Border Control Point Overview, Configuration and Datafill (Nortel)	
NCSS - Carrier VoIP Communication Server 2000 Compact (Nortel)	
NCSS - Carrier VoIP Communication Server 2000 XA-Core (Nortel)	
NCSS - Carrier VoIP Integrated Element Management System (IEMS) Operations (Nortel)	
NCSS - Carrier VoIP Media Gateway 15000 Operations, Maintenance & Configuration (Nortel)	
NCSS - Communication Server 1000 Rls. 5.0 Database Administrator (Nortel)	
NCSS - Communication Server 1000 Rls. 5.0 Installation & Commissioning (Nortel)	
NCSS - Communication Server 2100 SE08/SE09 (Nortel)	
NCSS - Contact Center Manager Rls. 6.0 Installation & Maintenance (Nortel)	
NCSS - Contact Center Manager Rls. 6.0 Technical Support (Nortel)	
NCSS - Contact Center Multimedia Rls. 6.0 (Nortel)	
NCSS - Contact Center Rls. 6.0 Application Developer (Nortel)	
NCSS - Enterprise Network Management System Rls. 10.4 (Nortel)	
NCSS - MCS 5100 Rls. 4.0 Commissioning & Administration (Nortel)	
NCSS - Meridian SL-100 Maintenance (Nortel)	
NCSS - MPS 500 Rls. 3.0 Application Developer (Nortel)	
NCSS - MPS 500 Rls. 3.0 Operations & Maintenance (Nortel)	
NCSS - MPS 500 Rls. 3.0 Technical Support (Nortel)	
NCSS - Multiservice Switch 7000/15000/20000 Operations and Maintenance (Nortel)	
NCSS - Nortel Application Switch Rls. 24.x Configuration & Administration	
NCSS - Nortel Communication Control Toolkit Rls. 6.0	
NCSS - Nortel Converged Campus ERS Installation & Configuration	
NCSS - Nortel Secure Router Rls. 10.1 Configuration & Management	
NCSS - Nortel Software Communication System 500 Rls. 2.0 Configuration	
NCSS - Nortel VPN Gateway Rls. 7.0 Configuration & Management	
NCSS - Nortel VPN Router Rls. 7.0 Configuration & Management	
NCSS - Nortel Wireless Mesh Network Rls. 3.0 Implementation & Management	
NCSS - Nortel WLAN 2300 Rls. 6.0 Implementation & Management	
NCSS - Optical Metro 3500 Operations and Maintenance (Nortel)	
NCSS - Optical Multiservice Edge 6500 Operations and Maintenance (Nortel)	
NCSS - Symposium Express Call Center (Nortel)	
NCSS - Symposium Express Call Center Installation and Maintenance (Nortel)	
NCTE - Converged IP Networks (Nortel)	
NCTE - Nortel Advanced Data Networking Technology	
NCTS - Converged IP Telephony Solutions (Nortel)	
NCTS - Nortel Data Networking Technology	
NCTS - Nortel Unified Communications Solutions: Business & Technology Fundamentals	
NCTS - Real-Time Networking (Nortel)	
Netscout Performance Manager	
Netscout Sniffer & InfiniStream	

Netview	
Netview AOC	
Network General Sniffer Enterprise Visualizer	
Network General Sniffer InfiniStream	
Network load balancing/distribution methods	
Networking skills (IP addressing and protocols)	
Nortel Application Switching & Optimization	
Nortel Ethernet & Metro Routing Switches	
Nortel Firewalls	
Nortel Multiservice Switches	
Nortel Network Management	
Nortel Optical Ethernet	
Nortel Optical Switches	
Nortel Secure Routers and Switches	
Nortel Site Manager Operation & Administration	
Nortel Switches	
Nortel VPN	
NSRP	
Omegamon/Omegaview	
Open Distributed Transaction Integration, Data Transformation Services	
Oracle	
Oracle Database Administration	
Oracle PeopleSoft	
OSPF	
PAGP	
Performance Analysis	
PERL	
PIM	
Planview	
POE	
POE	
Pointsec Admin	
PowerBuilder	
PowerShell	
Primavera	
Print Server - IPM	
Print Server - Qdirect	
Product Specialist: Microsoft Operations Manager	
Product Specialist: Microsoft System Center Operations Manager	
Protocol Analysis	
Proxy Report Scripting	
QOS	
Quick Test Professional	
Radius	
Reporting tools	
RIP	
RIP	
Routers and Switches	
SCCM Administration	
Script writing (perl)	
SDSF	
Security Product Evaluator	
SED Scripting	
Servergraph – installation, configuration, reporting	
Servlets	
SharePoint Designer	
Shell Scripting	
Site Assessment/Survey Activity	
SNMP	
SNMP	
SOA (Service Oriented Architecture)	
SOAP	
Software Integrity	
Software Package Development	
Sonic Wall Content Security Management	
Sonic Wall E-Class Solutions	
Sonic Wall Endpoint Security	
Sonic Wall SSL-VPN Secure Remote Access	
Sonic Wall UTM / Firewall / VPN	
Spanning Tree	
SQL	
SQL Query Development	
SQL Server	

SSH	
SSL VPN	
SSLVPN	
Sun Directory Proxy Server	
Sun Directory Server	
Support and Maintenance of 1 - 5,000 Network Endpoints	
Support and Maintenance of 5,001 - 10,000 Network Endpoints	
SurfControl Administration	
SurfControl Report Scripting	
SurveyGizmo	
Sybase	
Sygate Admin	
Syslog	
Sysprep	
System Center (SMS)	
System/Middleware security	
TCP/IP	
Technical Documentation	
Technical Writing	
Telnet	
Terminal Networking	
TFTP	
Trusted credentials	
TSO	
TWS	
Unisys - ECL/WFL	
Unix Administration	
Unix command line	
Unix Scripting	
VB/batch scripting	
VB6	
Version Control	
Video Conferencing	
Viewpoint	
Virtual Private Network (VPN)	
VISIO, CADD	
Visual Basic	
Visual Basic Scripting	
Visual FoxPro	
Visual SourceSafe	
Visual Studio .Net	
VLAN	
Vlan Tagging - 802.1q	
VMware Network Support	
VOIP	
VPN Devices	
VRRP	
WAN-Level Network Troubleshooting	
Web development tools (Dream Weaver, Frontpage)	
Web Services	
Websense Administration	
Websense Report Scripting	
Windows Scripting	
Windows Services end to end solution development	
Windows Vista/7 Imaging and Advanced Administration	
Windows XP Imaging and Advanced Administration	
WLAN - 802.11a/b/g	
WLAN - 802.11a/b/g/n	
WLAN - 802.11n	
XML	
XML website development	
XSLT website development	
X-Windows	
z/OS Console Commands	