Proposing Entity:
[ ] **Prime Offeror** OR [ ] **Subcontractor**

RFP# NNG15543215R

EXHIBIT 4A
NON-MANAGEMENT DIRECT LABOR CATEGORY CONVERSION
(OFFEROR DIRECT LABOR CATEGORY(S) TO GPM-SPECIFIED CATEGORY)
ONSITE OR OFFSITE
Contract Year _____

Place of Performance: [ ] **Onsite** [ ] **Offsite**

Offeror Direct Labor (DL) Category(s)* to GPM-Specified Position Description DL Category	Unburdened Direct Labor Rate			CY Indirect Bid Rates			Fee Amount	Loaded GPM DL Rate***
	Offeror Rate	Portion %	GPM Rate	Overhead $	Other** $	G&A $		
*Fill-in Offeror DL category(s) by title that comprise GPM-Specified DL Category**								
			$0.00					
			$0.00					
Support Scientist IV		0%	$0.00	$0.00	$0.00	$0.00	$0.00	**$0.00**
			$0.00					
			$0.00					
Support Scientist III		0%	$0.00	$0.00	$0.00	$0.00	$0.00	**$0.00**
			$0.00					
			$0.00					
Support Scientist II		0%	$0.00	$0.00	$0.00	$0.00	$0.00	**$0.00**
			$0.00					
			$0.00					
Support Scientist		0%	$0.00	$0.00	$0.00	$0.00	$0.00	**$0.00**
			$0.00					
			$0.00					
Scientist IV		0%	$0.00	$0.00	$0.00	$0.00	$0.00	**$0.00**
			$0.00					
			$0.00					
Scientist III		0%	$0.00	$0.00	$0.00	$0.00	$0.00	**$0.00**
			$0.00					
			$0.00					
Scientist II		0%	$0.00	$0.00	$0.00	$0.00	$0.00	**$0.00**
			$0.00					
			$0.00					
Scientific Programmer/Analyst IV		0%	$0.00	$0.00	$0.00	$0.00	$0.00	**$0.00**
			$0.00					
			$0.00					
Scientific Programmer/Analyst III		0%	$0.00	$0.00	$0.00	$0.00	$0.00	**$0.00**
			$0.00					
			$0.00					
Programmer Analyst IV		0%	$0.00	$0.00	$0.00	$0.00	$0.00	**$0.00**
			$0.00					
			$0.00					
Programmer Analyst III		0%	$0.00	$0.00	$0.00	$0.00	$0.00	**$0.00**

Offeror Direct Labor (DL) Category(s)* to GPM-Specified Position Description DL Category	Unburdened Direct Labor Rate			CY Indirect Bid Rates			Fee Amount	Loaded GPM DL Rate***
	Offeror Rate	Portion %	GPM Rate	Overhead $	Other** $	G&A $		
			$0.00					
			$0.00					
Programmer Analyst II		0%	$0.00	$0.00	$0.00	$0.00	$0.00	**$0.00**
			$0.00					
			$0.00					
Graphics Systems Specialist IV		0%	$0.00	$0.00	$0.00	$0.00	$0.00	**$0.00**
			$0.00					
			$0.00					
Software Integration and Test Engineer IV		0%	$0.00	$0.00	$0.00	$0.00	$0.00	**$0.00**
			$0.00					
			$0.00					
Systems Engineer IV		0%	$0.00	$0.00	$0.00	$0.00	$0.00	**$0.00**
			$0.00					
			$0.00					
Instrument Engineer IV		0%	$0.00	$0.00	$0.00	$0.00	$0.00	**$0.00**
			$0.00					
			$0.00					
Instrument Engineer III		0%	$0.00	$0.00	$0.00	$0.00	$0.00	**$0.00**
			$0.00					
			$0.00					
Instrument Engineer II		0%	$0.00	$0.00	$0.00	$0.00	$0.00	**$0.00**
			$0.00					
			$0.00					
Instrument Engineer		0%	$0.00	$0.00	$0.00	$0.00	$0.00	**$0.00**
			$0.00					
			$0.00					
Technical/Research Assistant II		0%	$0.00	$0.00	$0.00	$0.00	$0.00	**$0.00**
			$0.00					
			$0.00					
Technical/Research Assistant		0%	$0.00	$0.00	$0.00	$0.00	$0.00	**$0.00**
			$0.00					
			$0.00					
Administrative Analyst III		0%	$0.00	$0.00	$0.00	$0.00	$0.00	**$0.00**
			$0.00					
			$0.00					
Administrative Analyst II		0%	$0.00	$0.00	$0.00	$0.00	$0.00	**$0.00**
			$0.00					
			$0.00					
Administrative Analyst		0%	$0.00	$0.00	$0.00	$0.00	$0.00	**$0.00**
			$0.00					
			$0.00					
Intern I		0%	$0.00	$0.00	$0.00	$0.00	$0.00	**$0.00**

Offeror Direct Labor (DL) Category(s)* to GPM-Specified Position Description DL Category	Unburdened Direct Labor Rate			CY Indirect Bid Rates			Fee Amount	Loaded GPM DL Rate***
	Offeror Rate	Portion %	GPM Rate	Overhead $	Other** $	G&A $		

*Add additional rows if more than two Offeror DL Categories are used to calculate GPM-Specified DL Category

**If applicable, insert and identify any "Other" indirect rates used to calculate loaded direct labor rates in accordance with your current accounting system (e.g., a separate fringe benefits rate)

***If this is a Prime Offeror Exhibit - Loaded Non-Management ONSITE OR OFFSITE Direct Labor Bid Rate MUST match the corresponding site Prime Loaded Non-Management Bid Rate in Exhibit 6A

***If this is a Subcontractor Exhibit - Loaded Non-Management ONSITE OR OFFSITE Direct Labor Bid Rate MUST match the corresponding site Subcontractor Loaded Non-Management Bid Rate in Exhibit 6A

Proposing Entity: XYC, Inc.
[ ] Prime Offeror OR [X] Subcontractor

EXHIBIT 4A SAMPLE

EXHIBIT 4A
NON-MANAGEMENT DIRECT LABOR CATEGORY CONVERSION
(OFFEROR DIRECT LABOR CATEGORY(S) TO GPM-SPECIFIED CATEGORY)
ONSITE or OFFSITE
Contract Year 1

Place of Performance: [X] Onsite [ ] Offsite

NOTE: For purposes of this sample, Offeror Data/Rate Fill-ins are highlighted in yellow. Loaded Contract DL Rate conversion is highlighted in blue.

Offeror Direct Labor (DL) Category(s)* to GPM-Specified Position Description DL Category	Unburdened Direct Labor Rate			CY Indirect Bid Rates			Fee Amount	Loaded GPM DL Rate***
	Offeror Rate	Portion %	GPM Rate	Overhead $ 110.00%	Other** $ NA	G&A $ 25.00%	8.00%	
*Fill-in Offeror DL category(s) by title that comprise GPM-Specified DL Category**								
Position AB	$20.00	50%	$10.00					
Position ABC	$26.00	50%	$13.00					
CAD/Draftsman		100%	$23.00	$25.30		$12.08	$4.83	**$65.21**
Position 12	$26.00	30%	$7.80					
Position 123	$28.50	35%	$9.98					
Position 45	$32.00	35%	$11.20					
Communications System Engineer		100%	$28.98	$31.87		$15.21	$6.08	**$82.14**
			$0.00					
Position X	$48.00	100%	$48.00					
Configuration Management Specialist		100%	$48.00	$52.80		$25.20	$10.08	**$136.08**
			$0.00					
			$0.00					
Gov PD 4		0%	$0.00					$0.00
			$0.00					
			$0.00					
Gov PD 5		0%	$0.00					$0.00
			$0.00					
			$0.00					
Gov PD 6		0%	$0.00					$0.00
			$0.00					
			$0.00					
Gov PD 7		0%	$0.00					$0.00
			$0.00					
			$0.00					
Gov PD 8		0%	$0.00					$0.00
			$0.00					
			$0.00					
Gov PD 9		0%	$0.00					$0.00

*Add additional rows if more than two Offeror DL Categories are used to calculate GPM-Specified DL Category

**If applicable, insert and identify any "Other" indirect rates used to calculate loaded direct labor rates in accordance with your current accounting system (e.g., a separate fringe benefits rate)

***If this is a Prime Offeror Exhibit - Indirect Loadings are not required. Indirect Costs are shown on Exhibits 1A and 1B.

***If this is a Subcontractor Exhibit - Loaded Non-Management Direct Labor Bid Rate MUST match the Subcontractor Loaded Non-Management Bid Rate in Exhibit 1A

Proposing Entity:
[ ] **Prime Offeror** OR [ ] **Subcontractor**

RFP# NNG15543215R

EXHIBIT 4B
OFFEROR MANAGEMENT AND ADMINISTRATIVE LABOR
Contract Year _____

Place of Performance: [NA] **Onsite** [ ] **Offsite Management and Administrative**

Offeror Management and/or Administrative Direct Labor Categories*	Unburdened Direct Labor Rate	CY Indirect Bid Rates			Fee	Loaded Direct Labor Rate***
		Overhead $	Other** $	G&A $		

*Add additional rows if needed.

**If applicable, insert and identify any "Other" indirect rates used to calculate loaded direct labor rates in accordance with your current accounting system (e.g., a separate fringe benefits rate)