

Proposing Entity:

Prime Offeror OR  Subcontractor

RFP# NNG16551793R

**EXHIBIT 2A**  
**NON-MANAGEMENT DIRECT LABOR CATEGORY CONVERSION**  
**(OFFEROR DIRECT LABOR CATEGORY(S) TO GPM-SPECIFIED CATEGORY)**  
**ONSITE, 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 \$		
<i>Fill-in Offeror DL category(s) by title that comprise GPM-Specified DL Category*</i>								
			\$0.00					
			\$0.00					
Configuration Manager (Principal)		0%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	<b>\$0.00</b>
			\$0.00					
			\$0.00					
Configuration Manager (Senior)		0%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	<b>\$0.00</b>
			\$0.00					
			\$0.00					
Configuration Manager (Mid-Level)		0%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	<b>\$0.00</b>
			\$0.00					
			\$0.00					
Configuration Manager (Associate)		0%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	<b>\$0.00</b>
			\$0.00					
			\$0.00					
Consultant I		0%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	<b>\$0.00</b>
			\$0.00					
			\$0.00					
Consultant II		0%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	<b>\$0.00</b>
			\$0.00					
			\$0.00					
Database Administrator (Principal)		0%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	<b>\$0.00</b>
			\$0.00					
			\$0.00					
Database Administrator (Senior)		0%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	<b>\$0.00</b>
			\$0.00					
			\$0.00					
Database Administrator (Mid-Level)		0%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	<b>\$0.00</b>
			\$0.00					

This exhibit contains Source Selection Information. See FAR 3.104.

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					
Database Administrator (Associate)		0%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
			\$0.00					
			\$0.00					
Engineer (Principal)		0%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
			\$0.00					
			\$0.00					
Engineer (Senior)		0%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
			\$0.00					
			\$0.00					
Engineer (Mid-Level)		0%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
			\$0.00					
			\$0.00					
Engineer (Associate)		0%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
			\$0.00					
			\$0.00					
Engineering Technician I		0%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
			\$0.00					
			\$0.00					
Engineering Technician VI		0%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
			\$0.00					
			\$0.00					
Flight Operations Engineer (Principal)		0%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
			\$0.00					
			\$0.00					
Flight Operations Engineer (Senior)		0%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
			\$0.00					
			\$0.00					
Flight Operations Engineer (Mid-Level)		0%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
			\$0.00					
			\$0.00					
Flight Operations Engineer (Associate)		0%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
			\$0.00					
			\$0.00					
Logistics Manager		0%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
			\$0.00					
			\$0.00					
Mission/Project Analyst 4		0%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

This exhibit contains Source Selection Information. See FAR 3.104.

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					
Mission Project Analyst 3		0%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
			\$0.00					
			\$0.00					
Mission Project Analyst 2		0%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
			\$0.00					
			\$0.00					
Mission Project Analyst 1		0%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
			\$0.00					
			\$0.00					
Multimedia Specialist (Principal)		0%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
			\$0.00					
			\$0.00					
Multimedia Specialist (Senior)		0%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
			\$0.00					
			\$0.00					
Multimedia Specialist (Mid-Level)		0%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
			\$0.00					
			\$0.00					
Multimedia Specialist (Associate)		0%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
			\$0.00					
			\$0.00					
Network Engineer (Principal)		0%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
			\$0.00					
			\$0.00					
Network Engineer (Senior)		0%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
			\$0.00					
			\$0.00					
Network Engineer (Mid-Level)		0%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
			\$0.00					
			\$0.00					
Network Engineer (Associate)		0%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
			\$0.00					
			\$0.00					
Software Engineer (Principal)		0%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
			\$0.00					
			\$0.00					

This exhibit contains Source Selection Information. See FAR 3.104.

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 \$		
Software Engineer (Senior)		0%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
			\$0.00					
			\$0.00					
Software Engineer (Mid-Level)		0%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
			\$0.00					
			\$0.00					
Software Engineer (Associate)		0%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
			\$0.00					
			\$0.00					
Software Test Engineer (Senior)		0%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
			\$0.00					
			\$0.00					
Software Test Engineer (Mid-Level)		0%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
			\$0.00					
			\$0.00					
Software Test Engineer (Associate)		0%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
			\$0.00					
			\$0.00					
Subject Matter Expert II		0%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
			\$0.00					
			\$0.00					
Subject Matter Expert I		0%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
			\$0.00					
			\$0.00					
Systems Administrator (Senior)		0%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
			\$0.00					
			\$0.00					
Systems Administrator (Mid-Level)		0%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
			\$0.00					
			\$0.00					
Systems Administrator (Associate)		0%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
			\$0.00					
			\$0.00					
Systems Engineer (Principal)		0%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
			\$0.00					
			\$0.00					
Systems Engineer (Senior)		0%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
			\$0.00					

This exhibit contains Source Selection Information. See FAR 3.104.

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					
Systems Integration Engineer (Principal)		0%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
			\$0.00					
			\$0.00					
Systems Integration Engineer (Senior)		0%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
			\$0.00					
			\$0.00					
Systems Integration Engineer (Mid-Level)		0%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
			\$0.00					
			\$0.00					
Systems Integration Engineer (Associate)		0%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
			\$0.00					
			\$0.00					
Systems Security Engineer 1		0%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
			\$0.00					
			\$0.00					
Systems Security Engineer 2		0%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
			\$0.00					
			\$0.00					
Systems Security Engineer 3		0%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
			\$0.00					
			\$0.00					
Systems Security Engineer 4		0%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
			\$0.00					
			\$0.00					
Systems Security Engineer 5		0%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
			\$0.00					
			\$0.00					
Technical Writer (Principal)		0%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
			\$0.00					
			\$0.00					
Technical Writer (Senior)		0%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
			\$0.00					
			\$0.00					
Technical Writer (Mid-Level)		0%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
			\$0.00					
			\$0.00					
Technical Writer (Associate)		0%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

This exhibit contains Source Selection Information. See FAR 3.104.

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					
Technical Manager III		0%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
			\$0.00					
			\$0.00					
Technical Manager – Level II		0%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
			\$0.00					
			\$0.00					
Technical Manager – Level I		0%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
			\$0.00					
			\$0.00					
Technical Supervisor/Lead III		0%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
			\$0.00					
			\$0.00					
Technical Supervisor/Lead I		0%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
			\$0.00					
			\$0.00					
Technician (Principal)		0%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
			\$0.00					
			\$0.00					
Technician (Senior)		0%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
			\$0.00					
			\$0.00					
Technician (Mid-Level)		0%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
			\$0.00					
			\$0.00					
Technician (Associate)		0%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
			\$0.00					
			\$0.00					
Test Engineer (Principal)		0%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
			\$0.00					
			\$0.00					
Test Engineer (Senior)		0%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
			\$0.00					
			\$0.00					
Test Engineer (Mid-Level)		0%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
			\$0.00					
			\$0.00					

This exhibit contains Source Selection Information. See FAR 3.104.

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 \$		
Test Engineer (Associate)		0%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	<b>\$0.00</b>
			\$0.00					
			\$0.00					
		0%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	<b>\$0.00</b>
			\$0.00					
			\$0.00					
		0%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	<b>\$0.00</b>

\*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, OFFSITE or MANUFACTURING Direct Labor Bid Rate MUST match the corresponding site Prime Loaded Non-Management Bid Rate in Exhibit 1A

\*\*\*If this is a Subcontractor Exhibit - Loaded Non-Management ONSITE, OFFSITE OR MANUFACTURING SITE Direct Labor Bid Rate MUST match the corresponding site Subcontractor Loaded Non-Management Bid Rate in Exhibit 1A



Prime Offeror OR  Subcontractor

**EXHIBIT 2A  
NON-MANAGEMENT DIRECT LABOR CATEGORY CONVERSION  
(OFFEROR DIRECT LABOR CATEGORY(S) TO GPM-SPECIFIED CATEGORY)  
ONSITE, OFFSITE  
Contract Year   1**

Place of Performance:  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 \$	Other** \$	G&A \$		
<i>Fill-in Offeror DL category(s) by title that comprise GPM-Specified DL Category*</i>				110.00%	NA	25.00%	8.00%	
Position AB	\$20.00	50%	\$10.00					
Position ABC	\$26.00	50%	\$13.00					
<b>CAD/Draftsman</b>		100%	\$23.00	\$25.30		\$12.08	\$4.83	<b>\$65.21</b>
Position 12	\$26.00	30%	\$7.80					
Position 123	\$28.50	35%	\$9.98					
Position 45	\$32.00	35%	\$11.20					
<b>Communications System Engineer</b>		100%	\$28.98	\$31.87		\$15.21	\$6.08	<b>\$82.14</b>
			\$0.00					
Position X	\$48.00	100%	\$48.00					
<b>Configuration Management Specialist</b>		100%	\$48.00	\$52.80		\$25.20	\$10.08	<b>\$136.08</b>
			\$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