

Customer-Focused, Performance-Based Environmental Restoration Solutions

24 Hours: 651/291-0456 * www.baywest.com * info@baywest.com
Headquarters: St. Paul, MN (HQ)
15 Project Execution Centers Nationwide: CA, CO, FL, IA, MD, MI, MN, MT, NC, NE, TX, WA

**GSA Contract #GS-10F-0280V
July 29, 2014 – July 28, 2019**

SIN 899-8, 899-8RC Services Offered:

- ▶ Excavation, Removal, Manifesting, Transportation, Storage, Treatment (on-site & off-site), and/or Disposal of Hazardous Waste
- ▶ Containment, Monitoring, and/or Reduction of Hazardous Waste Sites
- ▶ Preparation, Characterization, Field Investigation, Conservation, and Closure of Sites
- ▶ Ordnance Removal and Support
- ▶ Long-Term Monitoring/Long-Term Operation (LTM/LTO)
- ▶ Environmental Investigation/Assessment
- ▶ Remedial Design/Engineering
- ▶ Remediation/Construction
- ▶ Remedial Process Optimization
- ▶ Deconstruction/Green Construction
- ▶ UXO Construction Support
- ▶ Waste Management

Company Information:

- ▶ Small Business under NAICS 562910
- ▶ DUNS No. 068185925
- ▶ GSA Contract Administration:
Bay West LLC
5 Empire Drive, St. Paul, MN 55103
Gene Kuppenbender, CHMM, Vice President
Ph: 651-291-3450 * Cell: 612-597-4287 * Fx: 651-291-0099
genek@baywest.com * www.baywest.com

About Bay West

- ▶ 40 years of experience performing >18,000 projects in 45 states
- ▶ Excellent safety record and outstanding project references and CPARS ratings
- ▶ Effective management controls and systems in place to produce project results, and ability to tailor management & financial reports to clients' needs
- ▶ Extensive knowledge of FARs, FFP, and cost accounting requirements
- ▶ Experience working under all relevant Federal regulators' programs such as RCRA, CERCLA, CWA, CAA, SDWA, and TSCA at sites categorized under DERP, FUDS, AAP, IRP, MMRP, and NCP
- ▶ Entered the environmental marketplace in 1974 and built a response-oriented culture and gained a reputation as a company capable of rapidly mobilizing and implementing cost-effective solutions for its customers.
- ▶ Has the sophistication to perform front- and back-end services and the stability of a business model that has succeeded for 40 years in the environmental industry.

- ▶ Federal government experience since 1982, including:
 - US Army Corps of Engineers (Omaha, Louisville, Kansas City, Tulsa, Seattle, Mobile, St. Paul, Buffalo, Detroit, and Baltimore)
 - US Air Force
 - AEC
 - AFCEC
 - US EPA
 - US Bureau of Reclamation
 - NAVFAC
 - US DOT
 - Tinker Air Force Base
 - Federal Aviation Administration
 - US Coast Guard
 - US Air Reserve
 - US Postal Service
 - US DOI, Fish & Wildlife Service
 - USDA Forest Service
 - Air and Army National Guards
 - Veterans Administration
- ▶ Offices in St. Paul, MN (headquarters) and project offices in:
 - Sacramento, CA
 - Colorado Springs, CO
 - Niceville/Ft Walton Beach, FL
 - Cedar Rapids, IA
 - Fridley & Duluth, MN
 - Kalamazoo, MI
 - Helena & Kalispell, MT
 - Omaha & Grand Island, NE
 - Baltimore, MD
 - Goldsboro, NC
 - Seattle & Spokane, WA
 - San Antonio, TX
- ▶ Credit Cards Accepted.

Customer Information

- 1a. Awarded Special Item Numbers:**
 - SIN 899-8 – Remediation and Reclamation Services
- 1b. Labor Rates:** Reference attached Labor Rates.
- 1c. Labor Category Descriptions:** Reference attached descriptions.
- 2. Maximum Order:** \$1,000,000
- 3. Minimum Order:** \$100
- 4. Geographic Coverage (Delivery Area):** Domestic only.
- 5. Point(s) of Production:** Bay West LLC, 5 Empire Drive, St. Paul, MN 55103
- 6. Discount from List Prices:** Government net prices (discounts already deducted). See attached labor rates.
- 7. Quantity Discounts:** None offered.
- 8. Prompt Payment Terms:** Net 30 days.
- 9a. Acceptance of Government Purchase Cards at or below the Micro-purchase Threshold:** Yes.
- 9b. Acceptance of Government Purchase Cards above the Micro-purchase Threshold:** Yes.
- 10. Foreign Items:** None.
- 11a. Time of Delivery:** Specified in the Task Order.
- 11b. Expedited Delivery:** Contact Bay West for information.
- 11c. Overnight and 2-Day Delivery:** Contact Bay West for information.
- 11d. Urgent Requirements:** Contact Bay West for information.
- 12. F.O.B. Point(s):** Destination.

13a. Ordering Address:

Bay West LLC
5 Empire Drive, St. Paul, MN 55103
Attn: Gene Kuppenbender, CHMM, Vice President
Ph: 651-291-3450 * Cell: 612-597-4287 * Fx: 651-291-0099

13b. Ordering Procedures: For supplies and services, the ordering procedures and information on Blanket Purchase Agreements (BPA's) are found in Federal Acquisition Regulation (FAR) 8.405-3. Additional ordering information and a sample BPA can be found at the GSA/FSS Schedule homepage (www.gsa.gov). Also see Ordering Instructions below.

14. Payment Address:

Bay West LLC
5 Empire Drive, St. Paul, MN 55103
Attn: Accounts Payable
Ph: 651-291-3469 * Fx: 651-291-0099

15. Warranty Provision: Bay West's standard commercial warranty.

16. Export Packing Charges: Not applicable.

17. Terms and Conditions of Government Purchase Card Acceptance (any thresholds above the micro-purchase level): Contact Bay West.

18. Terms and Conditions of Rental, Maintenance, and Repair: Not applicable.

19. Terms and Conditions of Installation: Not applicable.

20. Terms and Conditions of Repair Parts Indicating Date of Parts Price Lists and Any Discounts from List Prices: Not applicable.

20a. Terms and Conditions for Any Other Services: Not applicable.

21. List of Service and Distribution Points: Not applicable.

22. List of Participating Dealers: Not applicable.

23. Preventive Maintenance: Not applicable.

24a. Special Attributes: Not applicable.

24b. Section 508 compliance information: Not applicable.

25. Data Universal Numbering System (DUNS) Number: 06-818-5925

26. System for Award Management (SAM) Database: Bay West LLC is registered in the SAM database.

Ordering Instructions

- 1) Develop a statement of work that details type of services, location, period of performance, schedule of deliverables, and applicable standards and acceptance criteria, and any special requirements.
- 2) Develop a cost estimate. Determine if your criteria will be low cost or best value.
- 3) Visit GSA Advantage! Online (www.gsaadvantage.gov) to review available GSA Environmental Services contractors, including Bay West, and steps to take to order the services.
- 4) Issue a Request for Quote (may include both technical and cost requirements) to at least three of the firms holding a GSA Environmental Services Contract (see list at www.fss.gsa.gov), and include the Statement of Work and response time to submit the quote.

- 5) Upon receipt of response, determine which contractor represents your criteria (low cost or best value).
- 6) Issue a Task Order to the firm you have selected.

**Bay West Point of Contact
 for Orders and Services:**

Gene Kuppenbender, CHMM
 5 Empire Drive, St. Paul, MN 55103-1867
genek@baywest.com
 direct: 651-291-3450 * cell: 612-597-4287
 24 hours: 800-279-0456

Bay West Labor Rates (Effective July 29, 2014)

GSA contract prices, which were based on the Contractor's commercial market pricing currently awarded under SINs 899-8, and 899-8RC (pricing is inclusive of 0.75% IFF) are identified in the table below. The labor categories and hourly prices, including IFF, for Option 1 (Years 6-10) under SINs 899-8, and 899-8RC are identified in the table.

Labor Category Title	Option 1 Year 6 7/29/14- 7/28/15	Option 1 Year 7 7/29/15- 7/28/16	Option 1 Year 8 7/29/16- 7/28/17	Option 1 Year 9 7/29/17- 7/28/18	Option 1 Year 10 7/29/18- 7/28/19
Word Processor/ Technical Editor	\$ 45.00	\$ 45.00	\$ 45.86	\$ 45.86	\$ 45.86
CADD/GIS Operator	\$ 60.00	\$ 60.00	\$ 61.14	\$ 61.14	\$ 61.14
Jr Field Technician	\$ 42.00	\$ 42.00	\$ 42.80	\$ 42.80	\$ 42.80
Field Technician I	\$ 46.23	\$ 46.23	\$ 47.11	\$ 47.11	\$ 47.11
Field Technician II	\$ 58.95	\$ 58.95	\$ 60.07	\$ 60.07	\$ 60.07
Field Technician III	\$ 69.34	\$ 69.34	\$ 70.66	\$ 70.66	\$ 70.66
Equipment Operator	\$ 75.00	\$ 75.00	\$ 76.43	\$ 76.43	\$ 76.43
Field Geologist/Eng	\$ 77.44	\$ 77.44	\$ 78.92	\$ 78.92	\$ 78.92
Site Safety Officer	\$ 75.00	\$ 75.00	\$ 76.43	\$ 76.43	\$ 76.43
Operations Foreman	\$ 78.00	\$ 78.00	\$ 79.48	\$ 79.48	\$ 79.48
Site Supervisor	\$ 85.00	\$ 85.00	\$ 86.62	\$ 86.62	\$ 86.62
Superintendent	\$ 95.00	\$ 95.00	\$ 96.81	\$ 96.81	\$ 96.81
Transportation & Disposal Coordinator	\$ 80.00	\$ 80.00	\$ 81.52	\$ 81.52	\$ 81.52
Jr Staff Professional	\$ 65.00	\$ 65.00	\$ 66.24	\$ 66.24	\$ 66.24
Staff Professional I	\$ 72.82	\$ 72.82	\$ 74.21	\$ 74.21	\$ 74.21
Staff Professional II	\$ 89.00	\$ 89.00	\$ 90.69	\$ 90.69	\$ 90.69
Staff Professional III	\$ 100.00	\$ 100.00	\$ 101.90	\$ 101.90	\$ 101.90
Registered Professional Engineer/Geologist	\$ 105.00	\$ 105.00	\$ 107.00	\$ 107.00	\$ 107.00
Certified Industrial Hygienist	\$ 125.00	\$ 125.00	\$ 127.38	\$ 127.38	\$ 127.38
Project Manager	\$ 110.00	\$ 110.00	\$ 112.09	\$ 112.09	\$ 112.09
Snr Proj/Tech Mgr	\$ 124.83	\$ 124.83	\$ 127.20	\$ 127.20	\$ 127.20
Prog Mgr/Principal	\$ 147.94	\$ 147.94	\$ 150.75	\$ 150.75	\$ 150.75
UXO Senior Supervisor	\$ 114.42	\$ 114.42	\$ 116.60	\$ 116.60	\$ 116.60
UXO QC Supervisor	\$ 114.42	\$ 114.42	\$ 116.59	\$ 116.59	\$ 116.59
UXO Safety Officer	\$ 114.42	\$ 114.42	\$ 116.59	\$ 116.59	\$ 116.59
UXO Tech III	\$ 99.40	\$ 99.40	\$ 101.29	\$ 101.29	\$ 101.29
UXO Tech II	\$ 87.84	\$ 87.84	\$ 89.51	\$ 89.51	\$ 89.51
UXO Tech I	\$ 76.28	\$ 76.28	\$ 77.73	\$ 77.73	\$ 77.73

The matrix and narrative below is incorporated into the contract and must be included on the Contractor's price catalog on GSA Advantage.

SCA Eligible Labor Category	SCA Equivalent Code Title	Wage Determination No
Jr Field Technician	23470-Laborer	2005-2287
Field Technician I	23470-Laborer	2005-2287
Field Technician II	30090-Env Tech	2005-2287
Field Technician III	30090-Env Tech	2005-2287
Equipment Operator	23440-Hvy Equip Operator	2005-2287
Field Geologist/Eng	30090-Env Tech	2005-2287
Word Processor/Technical Editor	01613-Word Processor III	2005-2287
CADD/GIS Operator	30062-Drafter/CAD Operator II	2005-2287
UXO Tech I	30491-UXO Tech I	2005-2287
UXO Tech II	30492-UXO Tech II	2005-2287
UXO Tech III	30493-UXO Tech III	2005-2287

The Service Contract Act (SCA) is applicable to this contract and it includes SCA applicable labor categories. The prices for the cited SCA labor categories are based on the U.S. Department of Labor WD Number(s) identified in the SCA matrix. The prices offered are based on the preponderance of where work is performed and should the Contractor perform in an area with lower SCA rates, resulting in lower wages being paid, the task order prices will be discounted accordingly.

Labor category descriptions below are incorporated into the contract via this modification and must be included in the Contractor's price catalog on GSA Advantage.

Labor Category Title	Minimum Education and Experience Requirements	Labor Category Description and Function/Responsibilities
Word Processor/Technical Editor	Minimum Education: • HS Diploma/GED Minimum Exp: 2 yrs	<ul style="list-style-type: none"> Perform word processing, document edit/review, and report assembly
CADD/GIS Operator	Minimum Education: • Bachelor's Degree* Min Yrs Exp: 2 yrs	<ul style="list-style-type: none"> Develop/update georeferencing maps, cartographic representations of topographic maps, and other graphics for proposals, plans, and reports.
Jr Field Technician	Minimum Education: • HS Diploma/GED • 40-Hr OSHA Training Minimum Exp: 0 yrs	<ul style="list-style-type: none"> Perform general labor including sampling, monitoring, hazardous materials cleanup, waste management, emergency response, etc.
Field Technician I	Minimum Education: • HS Diploma/GED • 40-Hr OSHA Training Minimum Exp: 2 yrs	<ul style="list-style-type: none"> Perform general labor including sampling, monitoring, hazardous materials cleanup, waste management, emergency response, etc. Crew leader for team of Jr. Field Technicians
Field Technician II	Minimum Education: • HS Diploma/GED • 40-Hr OSHA Training Minimum Exp: 4 yrs	<ul style="list-style-type: none"> Perform general labor including sampling, monitoring, hazardous materials cleanup, waste management, emergency response, etc. Crew leader for team of Jr. Field Technicians and Field Technician I's. Support Staff Professionals in data collection for field investigations/remediation projects.

Labor Category Title	Minimum Education and Experience Requirements	Labor Category Description and Function/Responsibilities
Field Technician III	Minimum Education: <ul style="list-style-type: none"> • HS Diploma/GED • 40-Hr OSHA Training Minimum Exp: 6 yrs	<ul style="list-style-type: none"> • Perform general labor including sampling, monitoring, hazardous materials cleanup, emergency response, etc. • Crew leader for team of Jr. Field Technicians, Field Technician I's, and Field Technician II's. • Support Staff Professionals in data collection and data entry for field investigations/ remediation projects.
Equipment Operator	Minimum Education: <ul style="list-style-type: none"> • HS Diploma/GED* • 40-Hr OSHA Training Minimum Exp: 1 yr	<ul style="list-style-type: none"> • Perform operation and maintenance of heavy equipment, including loaders, backhoes, vacuum trucks, etc.
Field Geologist / Engineer	Minimum Education: <ul style="list-style-type: none"> • Bachelor's Degree* • 40-Hr OSHA Training Min Yrs Exp: 2 yrs	<ul style="list-style-type: none"> • Lead and/or conduct field work, including sampling or monitoring. • Support design and implementation of geologic and/or engineering-related data collection/interpretation.
Site Safety Officer	Minimum Education: <ul style="list-style-type: none"> • HS Diploma/GED • 40-Hr OSHA Training Minimum Exp: 2 yrs	<ul style="list-style-type: none"> • Implement project-specific safety and health plans for overseeing staff, holding daily safety meetings, and correcting deficiencies as needed. • Has stop work authority.
Operations Foreman	Minimum Education: <ul style="list-style-type: none"> • HS Diploma/GED • 40-Hr OSHA Training Minimum Exp: 6 yrs	<ul style="list-style-type: none"> • Supervise task-specific crews for on-site implementation of projects. • May perform operation and simple maintenance of heavy equipment, including loaders, backhoes, vacuum trucks, etc.
Site Supervisor	Minimum Education/Exp: <ul style="list-style-type: none"> • Bachelor's Degree and 6 yrs experience, or HS Diploma/ GED and 10 yrs experience • 40-Hr OSHA Training 	<ul style="list-style-type: none"> • Supervise on-site implementation of work, including overseeing field crews and subcontractors. • May perform operation and simple maintenance of heavy equipment, including loaders, backhoes, vacuum trucks, etc.
Superintendent	Minimum Education/Exp: <ul style="list-style-type: none"> • Bachelor's Degree and 10 yrs experience, or no degree and 14 yrs experience • 40-Hr OSHA Training • Knowledge of applicable regulations 	<ul style="list-style-type: none"> • Manage on-site environmental projects (investigation and/or remediation), including overseeing technical and field crews. • Develop and implement project controls, including schedules, QC, and financial monitoring.
Transportation & Disposal Coordinator	Minimum Education: <ul style="list-style-type: none"> • Bachelor's Degree* • Knowledge of applicable regulations Minimum Yrs Exp: 2 yrs	<ul style="list-style-type: none"> • Manage T&D aspects of projects, including proper waste profiling, labpacking, manifesting, and shipping activities.
Jr Staff Professional	Minimum Education: <ul style="list-style-type: none"> • Bachelor's Degree Minimum Yrs Exp: 0 yrs	<ul style="list-style-type: none"> • Conduct and/or support field activities • Perform data entry • Assist in developing technical reports, assist in developing and reviewing project documentation.
Staff Professional I	Minimum Education: <ul style="list-style-type: none"> • Bachelor's Degree Minimum Yrs Exp: 2 yrs*	<ul style="list-style-type: none"> • Conduct and/or support field activities • Assist in developing technical reports, and developing and reviewing project documentation. • Perform data entry and analysis related to technical discipline.

Labor Category Title	Minimum Education and Experience Requirements	Labor Category Description and Function/Responsibilities
Staff Professional II	Minimum Education: <ul style="list-style-type: none"> • Bachelor's Degree • 40-Hr OSHA Training • Knowledge of applicable regulations Minimum Yrs Exp: 4 yrs*	<ul style="list-style-type: none"> • Provide technical guidance on project work. • Plan, schedule, and monitor projects • Lead data analyses/interpretation related to technical discipline. • Supports the develop of investigation/remediation work plans/reports.
Staff Professional III	Minimum Education: <ul style="list-style-type: none"> • Bachelor's Degree • 40-Hr OSHA Training • Knowledge of applicable regulations Minimum Yrs Exp: 6 yrs*	<ul style="list-style-type: none"> • Provide technical guidance on project work. • Plan, schedule, and monitor projects • Supervise Staff Professional I, II and III in data collection and interpretation. • Supervises the development of investigation/remediation work plans/reports
Registered Professional Engineer/Geologist	Minimum Education: <ul style="list-style-type: none"> • Bachelor's Degree • Professional registration in engineering or geology • 40-Hr OSHA Training • Knowledge of applicable regulations Minimum Yrs Exp: 5 yrs*	<ul style="list-style-type: none"> • Provide technical guidance on project work. • Develop/review technical reports and documentation. • Certifies as Engineer/Geologist of record for work plans/reports.
Certified Industrial Hygienist (CIH)	Minimum Education: <ul style="list-style-type: none"> • Bachelor's Degree • Professional certification as industrial hygienist Minimum Yrs Exp: 5 yrs*	<ul style="list-style-type: none"> • Manage safety & health-related activities. • Train/coordinate staff, and perform audits to ensure compliance with health & safety regulations • Generate/implement activity hazard analysis for projects, select appropriate PPE levels, and review all safety incidents.
Project Manager	Minimum Education: <ul style="list-style-type: none"> • Bachelor's Degree • Professional registration • 40-Hr OSHA Training • Knowledge of applicable regulations Minimum Yrs Exp: 8 yrs*	<ul style="list-style-type: none"> • Manage project work • Plan, schedule, and monitor project implementation and staff/field crews • Develop technical reports and other required project documentation.
Senior Project / Technical Manager	Minimum Education: <ul style="list-style-type: none"> • Master's degree* • Professional registration • 40-Hr OSHA Training • Knowledge of applicable regulations Minimum Yrs Exp: 10 yrs	<ul style="list-style-type: none"> • Manage larger or more complex project work. • Plan, schedule, and monitor project implementation and staff/field crews. • Develop or assist with technical reports and other required project documentation.
Program Manager/Principal	Minimum Education: <ul style="list-style-type: none"> • Master's degree* • Professional registration • 40-Hr OSHA Training • Knowledge of applicable regulations Minimum Yrs Exp: 15 yrs	<ul style="list-style-type: none"> • Manage contract programs, including project managers, implementation of program controls (QC, contract administration, health & safety, subcontractors) • Provide technical direction for providing best/innovative/cost efficient project solutions and management
Sr. UXO Supervisor (SUXOS)	Minimum Education/Exp (per DDESB TP 18): <ul style="list-style-type: none"> • Master EOD USACE Certification • Qualified per DDESB TP 18 for SUXOS, UXOQC, and UXOSO. • 40-Hr OSHA Training • Knowledge of applicable regulations Minimum Yrs Exp: 10 yrs	<ul style="list-style-type: none"> • Plan, coordinate, and supervise all explosives operations, including multiple teams performing clearance, surveys, screening, and disposal. • Ensure work is performed per DoD Explosives Safety Board (DDESB) and other applicable regulations • Assist in developing munitions response plans • Implement project controls, including schedule and financial monitoring.

Labor Category Title	Minimum Education and Experience Requirements	Labor Category Description and Function/Responsibilities
UXO Quality Control Supervisor (UXOQC)	Minimum Education/Exp (per DDESB TP 18): <ul style="list-style-type: none"> Master EOD USACE Certification Qualified per DDESB TP 18 for UXOQC and UXOSO. 40-Hr OSHA Training Knowledge of applicable regulations Minimum Yrs Exp: 10 yrs	<ul style="list-style-type: none"> Develop/implement MEC-specific sections of the project QC Plan Conduct/document QC audits of explosive operations for compliance with established procedures. Ensure work is performed per DDESB and other applicable regulations Identify, document, report and ensure completion of all corrective actions.
UXO Safety Officer (UXOSO)	Minimum Education/Exp (per DDESB TP 18): <ul style="list-style-type: none"> Master EOD USACE Certification Qualified per DDESB TP 18 for UXOSO. 40-Hr OSHA Training Knowledge of applicable regulations Minimum Yrs Exp: 10 yrs	<ul style="list-style-type: none"> Implement Explosive Safety Submission and UXO health & safety program Enforce safety exclusion zones; conduct air monitoring as required Ensure work is performed per DDESB and other applicable regulations
UXO Tech III	Minimum Education/Exp (per DDESB TP 18): <ul style="list-style-type: none"> Basic EOD USACE Certification Qualified per DDESB TP 18 for UXO Tech I, II, III 40-Hr OSHA Training Knowledge of applicable regulations Minimum Yrs Exp: 9 yrs	<ul style="list-style-type: none"> Perform demilitarization of MEC and handling of demolition materials. Prepare required reports and procedures for UXO activities; assist in preparation of risk and hazards analyses. Inspect/certify and/or verify Material Potentially Presenting an Explosive Hazard (MPPEH) as safe or as to the explosive hazard it may present for transfer within the DoD or release from DoD control per current policies and standards.
UXO Tech II	Minimum Education/Exp (per DDESB TP 18): <ul style="list-style-type: none"> Basic EOD USACE Certification Qualified per DDESB TP 18 for UXO Tech I, II 40-Hr OSHA Training Knowledge of applicable regulations Minimum Yrs Exp: 6 yrs	<ul style="list-style-type: none"> Perform demilitarization of MEC and handling of demolition materials. Perform limited technical supervision of UXO sweep personnel. Escort personnel who are not directly involved in UXO-related operations (e.g., personnel performing environmental monitoring)
UXO Tech I	Minimum Education/Exp (per DDESB TP 18): <ul style="list-style-type: none"> Basic EOD USACE Certification Qualified per DDESB TP 18 for UXO Tech I 40-Hr OSHA Training Knowledge of applicable regulations Minimum Yrs Exp: 2 yrs	<ul style="list-style-type: none"> Perform demilitarization of MEC and handling of demolition materials. Operate personnel decontamination stations. Assist in the inspection of MPPEH for the presence of explosive hazards.

***Substitution Criteria:**

- CADD/GIS Operator – No degree and 5 yrs work experience
- Equipment Operator – No degree and 5 yrs work experience
- Field Geologist/Engineer – Masters’ Degree and 0 yrs experience
- Transportation & Disposal Coordinator – No degree and 5 yrs work experience
- For Staff Professional I, Staff Professional II, Staff Professional III, Registered Professional Engineer/Geologist, Certified Industrial Hygienist (CIH), Project Manager, Senior Project/Technical Manager, and Program Manager/Principal Categories 2 yrs of experience may be substituted for graduate (Masters) degree.

Note: The work experience must be in the field specified in order to be considered for substitution.