

GENERAL SERVICES ADMINISTRATION (GSA)
FEDERAL ACQUISITION SERVICE (FAS)

AUTHORIZED MULTIPLE AWARD SCHEDULE

CACI NSS, LLC

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Contract Number	GS-07F-5377P
Modification Number PS-0119	February 5, 2020
Period Covered by Contract	11/01/2003 – 10/31/2023
FSC Group	Security and Protection
Business Size	Large



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1 Customer Information

1a. Authorized SIN:

334220 (PSC: 5820)	Surveillance Systems
Ancillary (PSC: 8415) OLM	Order Level Materials
541330L (PSC: R425)	Engineering Services
611430ST (PSC: 4230)	Professional and Management Development Training

- 1b. Lowest Price Model Number and Lowest Unit Price: See Section 3, Price Lists.
- 1c. Hourly Rates: See Section 3, Price Lists.
- 2. Maximum Order: For Schedule orders valued over the maximum order threshold, GSA recommends that the ordering activity seek price reductions. Maximum Orders are identified in the below table:

SIN	Maximum Order Threshold
334220	\$200,000.00
OLM	\$100,000
541330L	\$200,000
611430ST	\$200,000

- 3. Minimum Order: For Schedule orders, the minimum order designated is \$100.
- 4. Geographic Coverage: The contract’s geographic scope is worldwide.
- 5. Production Points: Services under this Schedule are provided as specified on individual orders.
- 6. Discount from List Prices or NET Price Statement: Prices herein are NET (basic discounts deducted).
- 7. Quantity Discount: As specified on individual orders and below:
- 8. Prompt payment: Net 30 days
- 9a. Notification that Government purchase cards are accepted at or below the micropurchase threshold:
 - Accepted Not Accepted
- 9b. Notification that Government purchase cards are accepted above the micropurchase threshold:
 - Accepted Not Accepted
- 10. Foreign Items: Not applicable under this Schedule.

11a. Delivery Time: For services, date of award to completion.

Items	Delivery Time (Days ARO)
CACI NSS, LLC Systems	4 months

*Large, bulk orders may take up to eight weeks for delivery. Delivery will be determined at time of sale.

11b. Expedited Delivery:

Items	Delivery Time (Days ARO)
CACI NSS, LLC Systems	None

11c. Overnight and two-day delivery: Items available for overnight and two-day delivery are stated on individual orders.

11d. Urgent Requirements: When the contract delivery period does not meet an ordering activity's bona fide urgent delivery requirements, the ordering activity is encouraged, if time permits, to contact the contractor for accelerated delivery. The contractor shall reply to the inquiry within three (3) workdays after receipt. (The contractor shall confirm telephone replies in writing.) If the contractor offers an accelerated delivery time acceptable to the ordering activity, any order(s) placed pursuant to the agreed-on accelerated delivery time shall be delivered in this shorter delivery time in accordance with all other contract terms and conditions.

12. F.O.B. Point(s):

Items	F.O.B. Point
CACI NSS, LLC Systems	Origin

*Shipping costs included for CONUS shipping only.

13a. Ordering Addresses:

U.S. Mail	Facsimile	Email
CACI NSS, LLC GSA PMO 14370 Newbrook Drive Chantilly, VA 20151	CACI NSS, LLC 703-679-3402 To verify transmission: 703-679-4177	GSA PMO cacigsa@caci.com

13b. Ordering Procedures: For supplies and services, ordering procedures and information on Blanket Purchase Agreements (BPAs) are in Federal Acquisition Regulation (FAR) 8.405-3.

14. Payment Addresses:

U.S. Mail	Federal Express	EFT/Wire/ACH
CACI NSS, LLC 1100 N. Glebe Road Arlington, VA 22201	CACI NSS, LLC PO Box 418801 Boston, MA 02241-8801	ABA # 051000017 Bank Bank of America Acct # 11211189 Acct CACI International Inc.

15. Warranty Provision: As stated for individual products.
16. Export Packing Charges: As stated on individual orders.
17. Government Purchase Card Acceptance Terms and Conditions: None.
18. Rental, Maintenance, and Repair Terms and Conditions: Not applicable.
19. Installation Terms and Conditions: Not applicable.
20. Repair Part Terms and Conditions: 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: None
23. Preventative Maintenance: Not applicable.
- 24a. Environmental Attributes: Not applicable.
- 24b. Section 508 Compliance: If applicable, Section 508 compliance on contract supplies and services are available in Electronic and Information Technology (EIT). L-3 understands that Section 508 generally requires Federal agencies to ensure that EIT procurement accounts for all users' needs, including those of people with disabilities. As agencies identify Access Board technical provisions applicable to each order, L-3 will meet those provisions. EIT standards are posted at www.Section508.gov/.
25. Data Universal Number System (DUNS) number: CACI has registered with the Data Universal Number System (DUNS) database.
CACI NSS, LLC's DUNS number is 080175220.
26. Registration in Central Contractor Registration (CCR) Database: CACI NSS, LLC has registered with the System for Award Management (SAM) database (formerly CCR).
CACI NSS, LLC's CAGE code is 7LRZ3.
27. Uncompensated Overtime: Labor rates are based on a 40-hour work week.
28. Delivery Restrictions: Consult CACI prior to ordering products for OCONUS delivery. Products may be ITAR or Export Controlled.

2 SIN Descriptions

2.1 SIN 334220: Surveillance Systems (PSC: 5820)

Includes surveillance systems, wearable body cameras, and vehicle videos, including video storage and services as part of a total solution.

NOTE: Subject to Cooperative Purchasing

2.2 NAICS 541330L: Engineering Services (PSC: R425)

Includes services involving the security integration/management discipline, which supports security products and systems throughout their lifecycle. Services may include, but are not limited to: testing, production, fielding, process improvement, disposal, etc.

2.3 NAICS 611430ST: Professional and Management Development Training (PSC: 4230)

Includes all security training related to law enforcement, security, emergency preparedness and/or first responders. Examples include instructor-led training, web-based training, pre-set courses, training development, etc.

NOTE: Subject to Cooperative Purchasing

2.4 OLM

OLMs are procured under a special ordering procedure that simplifies the process for acquiring supplies and services necessary to support individual task or delivery orders placed against a Schedule contract or BPA. Using this new procedure, ancillary supplies and services not known at the time of the Schedule award may be included and priced at the order level.

OLM SIN-Level Requirements/Ordering Instructions:

OLMs are:

- Purchased under the authority of the FSS Program
- Unknown until an order is placed
- Defined and priced at the ordering activity level in accordance with GSAR clause 552.238-115 Special Ordering Procedures for the Acquisition of Order-Level Materials. (Price analysis for OLMs is not conducted when awarding the FSS contract or FSS BPA; therefore, GSAR 538.270 and 538.271 do not apply to OLMs)
- Only authorized for use in direct support of another awarded SIN.
- Only authorized for inclusion at the order level under a Time-and-Materials (T&M) or Labor-Hour (LH) Contract Line Item Number (CLIN)
- Subject to a Not To Exceed (NTE) ceiling price

OLMs are not:

- "Open Market Items."
- Items awarded under ancillary supplies/services or other direct cost (ODC) SINs (these items are defined, priced, and awarded at the FSS contract level)

OLM Pricing:

- Prices for items provided under the Order-Level Materials SIN must be inclusive of the Industrial Funding Fee (IFF).
- The value of OLMs in a task or delivery order, or the cumulative value of OLMs in orders against an FSS BPA awarded under an FSS contract, cannot exceed 33.33%.

NOTE: When used in conjunction with a Cooperative Purchasing eligible SIN, this SIN is Cooperative Purchasing Eligible.

3 Price Lists

3.1 CACI NSS, LLC Systems

SIN	Part Number	Product Name	Product Description	GSA Price
334220	7000-0316	Firefly RM-7 - External	3-Tuner, 7-Channel, AC Input*, External SAASM TFNG Compatible**	\$ 150,860.00
334220	7000-0321	Firefly RM-7 – Internal	3-Tuner, 7-Channel, AC Input*, Internal Non-SAASM TFNG Source**	\$ 155,574.38

The cost of the of the system includes:

- User manual
- CONUS Shipping
- One year warranty
- IUID Labels

Notes:

- F.O.B. Destination
- Costs are for sensor only with latest version of GEOnet software installed
- Customer-specific integration, Certification and Accreditation support can be quoted separately
- *DC input available; Contact TGI for Part Numberne
- **External SAASM TFNG source is not included. Currently supports some models of FEI-Zy

3.2 Services – Hourly Rates

SINs	Labor Category	Hourly Rates 04/10/13- 10/31/21
541330L	Security Management Consultant IV	\$250.78
541330L	Security Management Consultant III	\$221.16
541330L	Security Management Consultant II	\$141.29
541330L	Security Management Consultant I	\$123.75
541330L 611430ST	Program/Project Manager IV	\$220.44
541330L 611430ST	Program/Project Manager III	\$192.80
541330L 611430ST	Program/Project Manager II	\$173.42
541330L 611430ST	Program/Project Manager I	\$151.20
541330L 611430ST	Administrative Specialist II	\$67.94
541330L 611430ST	Administrative Specialist I	\$58.23
541330L	Exercise Coordinator/Instructor IV	\$167.91
541330L	Exercise Coordinator/Instructor III	\$151.22
541330L	Exercise Coordinator/Instructor II	\$140.19
541330L	Exercise Coordinator/Instructor I	\$114.98
611430ST	Incidence/Emergency Response Manager IV	\$177.47
611430ST	Incidence/Emergency Response Manager III	\$148.78
611430ST	Incidence/Emergency Response Manager II	\$131.92
611430ST	Incidence/Emergency Response Manager I	\$110.21
541330L	Security Analyst IV	\$182.88
541330L	Security Analyst III	\$154.54
541330L	Security Analyst II	\$136.88
541330L	Security Analyst I	\$114.98
541330L 611430ST	Subject Matter Expert IV	\$257.01
541330L 611430ST	Subject Matter Expert III	\$231.95
541330L 611430ST	Subject Matter Expert II	\$210.42
541330L 611430ST	Subject Matter Expert I	\$188.86

SINs	Labor Category	Hourly Rates 04/10/13- 10/31/18
541330L	Security System Engineer IV	\$167.91
541330L	Security System Engineer III	\$151.22
541330L	Security System Engineer II	\$140.19
541330L	Security System Engineer I	\$114.98
541330L	Engineer IV	\$195.32
541330L	Engineer III	\$151.22
541330L	Engineer II	\$114.98
541330L	Engineer I	\$101.42
541330L	Field Engineer IV	\$188.86
541330L	Field Engineer III	\$158.90
541330L	Field Engineer II	\$136.88
541330L	Field Engineer I	\$114.98
541330L	Technician IV	\$100.47
541330L	Technician III	\$86.02
541330L	Technician II	\$72.07
541330L	Technician I	\$58.23
541330L	CAD/Drafting Specialist II	\$86.02
541330L	CAD/Drafting Specialist I	\$72.07
541330L 611430ST	Training Specialist II	\$127.06
541330L 611430ST	Training Specialist I	\$101.42
611430ST	Public Health Analyst IV	\$216.88
611430ST	Public Health Analyst III	\$188.86
611430ST	Public Health Analyst II	\$138.00
611430ST	Public Health Analyst I	\$114.98
541330L 611430ST	Logistics Analyst IV	\$123.53
541330L 611430ST	Logistics Analyst III	\$103.94
541330L 611430ST	Logistics Analyst II	\$89.54
541330L 611430ST	Logistics Analyst I	\$75.22

4 Labor Category Descriptions

Title	Labor Description
Security Management Consultant (I-IV)	<p>Performs a variety of high-level tasks associated with effectively identifying problems and identifying, assessing, and implementing security strategies; including strategic planning, organizational assessment and development, policy and procedure development, and technology implementation. Works closely with assigned Program/Project Managers, Task Leads, and other team members to ensure that focus is maintained on resolving problems and completing tasks. Participates in program/in-process reviews with the customer and team; serves as the macro-technical point of contact with the customer. Provides expert guidance at the highest expert/intellectual levels.</p> <p>Typical Position Qualifications:</p> <ul style="list-style-type: none"> I – BA/BS degree or equivalent and 10 years relevant experience II – MA/MS degree or equivalent and 10 years relevant experience III – MA/MS degree or equivalent and 12 years relevant experience IV – MA/MS degree or equivalent and 15 years relevant experience
Program/Project Manager (I-IV)	<p>Responsible for complete program/project development from inception to initiation; demonstrated ability to guide and direct multiple tasks across several functional areas, including use of diverse technologies; expertly manages and controls funds and resources and demonstrated ability to manage complex, multi-task efforts to successful completion. Serves as focal point of contact with customer on technical program issues with management consultant(s), when assigned.</p> <p>Typical Position Qualifications:</p> <ul style="list-style-type: none"> I – BA/BS degree or equivalent and 6 years relevant experience II – BA/BA degree or equivalent and 8 years relevant experience III – BA/BS degree or equivalent and 10 years relevant experience IV – BA/BS degree or equivalent and 12 years relevant experience
Administrative Specialist (I-II)	<p>Provides administrative support to technical and management personnel, including—but not limited to—graphical/documentation planning and support, project administration, program management, event planning and administration, office relocation planning, mail services, records, and data input.</p> <p>Typical Position Qualifications:</p> <ul style="list-style-type: none"> I – HS diploma or equivalent II – AA/AS degree or equivalent and 2 years general experience
Exercise Coordinator/ Instructor (I-IV)	<p>Provides training and instruction support, teaching customized training courses in classroom or field/live settings, identifying training and development needs, developing training programs; conducting training appraisals; devising lesson plans; developing curricula and training materials for in-service courses as necessary; monitoring and reviewing student progress; maintaining records; and resolving training problems. Oversees training exercises from a remote control station.</p> <p>Typical Position Qualifications:</p> <ul style="list-style-type: none"> I – BA/BS degree or equivalent and 4 years relevant experience II – BA/BA degree or equivalent and 6 years relevant experience III – BA/BS degree or equivalent and 8 years relevant experience IV – BA/BS degree or equivalent and 10 years relevant experience

Title	Labor Description
Incidence Manager/ Emergency Response (I-IV)	<p>Provides project development from inception to deployment, expertise in management and control of funds and resources, demonstrated ability to manage multi-task contracts and/or subcontracts of various levels of complexity. General experience includes increasing responsibilities within the discipline and/or management. Works directly with the Incident Commander or Federal On-Scene Coordinator and serves as the contractor's single interface to government management personnel and customer agency representatives. Responsible for formulating and enforcing work standards; assigning contractor schedules; reviewing work discrepancies; supervising contractor personnel; preparing, reviewing, and submitting required reports; and communicating organizational policies, purpose, and goals to subordinates.</p> <p>Typical Position Qualifications:</p> <ul style="list-style-type: none"> I – BA/BS degree or equivalent and 4 years relevant experience II – BA/BA degree or equivalent and 6 years relevant experience III – BA/BS degree or equivalent and 8 years relevant experience IV – BA/BS degree or equivalent and 10 years relevant experience
Security Analyst (I-IV)	<p>Provides intrusion detection, prevention, and network security monitoring support for a variety of security technologies. Provides network security services including networking and network security devices/software such as routers, firewalls, encryption, network and/or host-based intrusion detection, intrusion prevention, security information management, anti-virus tools, vulnerability management, and patch management.</p> <p>Typical Position Qualifications:</p> <ul style="list-style-type: none"> I – BA/BS degree or equivalent and 2 years relevant experience II – BA/BA degree or equivalent and 4 years relevant experience III – BA/BS degree or equivalent and 6 years relevant experience IV – BA/BS degree or equivalent and 8 years relevant experience
Subject Matter Expert (I-IV)	<p>Uses functional and/or subject-matter expertise from direct industry experience to assess the organizational, operational, and functional baseline for law enforcement, homeland defense, emergency preparedness, and security clients. Works with senior government officials and executives to provide industry vision and enterprise strategic direction. May serve as an expert to help agencies identify and engage a range of stakeholders, including local, state, and federal agencies. Guides identification of systems, mission engineering, and business process inadequacies and deficiencies that affect the functional area's ability to support/meet organizational threats. Participates in strategy sessions, strategic assessments, and design reviews to validate the enterprise approach and associated work products.</p> <p>Provides expert consulting and advisory expertise in organizational and vulnerability assessments, intelligence and threat analysis, and resolution of highly complex projects and problems. Recognized for expertise and ability to identify industry issues and trends.</p> <p>Typical Position Qualifications:</p> <ul style="list-style-type: none"> I – BA/BS degree or equivalent and 10 years relevant experience II – MA/MA degree or equivalent and 10 years relevant experience III – MA/MS degree or equivalent and 12 years relevant experience IV – MA/MS degree or equivalent and 15 years relevant experience

Title	Labor Description
Security Systems Engineer (I-IV)	<p>Provides security engineering problem definition, analysis, requirements development, and implementation of complex projects and programs. Designs, codes, integrates, tests, deploys, repairs, and maintains security systems and training across all platforms enterprise-wide for the complete system lifecycle. Provides system engineering services for facility, computer, and network activities such as network and systems security; cryptographic protocol development; security modeling and architectures; secure programming; certification and accreditation services; penetration testing; vulnerability assessments; secure network programming, architecture and design; authentication and key establishment; user interface programming; access control; firewalls; public key infrastructure domains; digital certificates; biometrics; smart cards; malicious code analysis; reverse engineering; cryptanalysis and cryptography systems; and information warfare prevention and response services.</p> <p>Typical Position Qualifications:</p> <ul style="list-style-type: none"> I – BA/BS degree or equivalent and 2 years relevant experience II – BA/BA degree or equivalent and 4 years relevant experience III – BA/BS degree or equivalent and 6 years relevant experience IV – BA/BS degree or equivalent and 8 years relevant experience
Engineer (I-IV)	<p>Performs a variety of broad engineering tasks—either independently or under supervision— involving design and implementation, including personnel, hardware, software, systems, logistical, civil, mechanical, chemical, biological, environmental, and support for facilities and equipment. Plans and performs engineering research, develops designs, and performs other assignments in conformance with design, engineering, and customer specifications.</p> <p>Typical Position Qualifications:</p> <ul style="list-style-type: none"> I – BA/BS degree or equivalent and 1 year relevant experience II – BA/BA degree or equivalent and 4 years relevant experience III – BA/BS degree or equivalent and 6 years relevant experience IV – MA/MS degree or equivalent and 7 years relevant experience
Field Engineer (I-IV)	<p>Electronic Engineering Technicians help design, develop, test, manufacture, and repair electrical and electronic equipment, generally under the supervision of a Senior Field Engineer and Project Managers. Perform a variety of tasks depending on project needs.</p> <p>Monitors control units to ensure that the electronic solution and systems are operating efficiently. Tests and inspects equipment to verify that it meets required specifications. Often uses knowledge of electrical engineering technology to diagnose electrical problems. Makes repairs themselves or directs other electrical workers to do them. Consults with engineers and offers advice on power and connectivity. May plan, direct, and record electrical equipment tests or recommend changes to equipment not operating efficiently. Engineering technicians perform a variety of tasks to help engineers, such as assembling and testing experimental electrical and electronic parts, or making changes in parts according to an engineer's instructions. Prepares wiring diagrams, layout drawings, or engineering specifications for new equipment. When a new equipment design has been perfected, electrical and electronic engineering technicians may direct the work crew that produces or installs it.</p> <p>Typical Position Qualifications:</p> <ul style="list-style-type: none"> I – BA/BS degree or equivalent and 2 years relevant experience II – BA/BA degree or equivalent and 4 years relevant experience III – BA/BS degree or equivalent and 8 years relevant experience IV – MA/MS degree or equivalent and 12 years relevant experience

Title	Labor Description
Technician (I-IV)	<p>Maintains and supports operational security/facility management electronic systems with supervision. Installs, operates, and maintains electronic security equipment. Implements system testing and preventive maintenance programs. Performs routine technical security integration functions to support development of security engineering activities such as setup, operation, maintenance, modification, circuit testing, calibration, troubleshooting, and repair of electronic or electro-mechanical systems, experimental design circuitry, prototype models, or specialized test equipment. Works from schematics, logic diagrams, written and verbal descriptions, layouts, and plans. Both installation and maintenance technicians train users. May be responsible for conduits, cabling, and fiber-optic infrastructure removal and installation. Troubleshoots testing, aligns and adjusts complete electronic and computer systems, equipment, or components.</p> <p>Experienced in field installations, troubleshooting, repairs, and onsite operation and maintenance of electronic, electromechanical, and/or mechanical systems, subsystems, and components for software and data/communication networks. Independently installs, operates, maintains, troubleshoots, and/or repairs highly complex mechanical, electronic, or integrated systems.</p> <p>Applies working technical knowledge to routine or complex tasks, troubleshooting and repairing equipment, and performing activities such as taking test measurements, performing test/calibration procedures, observing results, and recording information for evaluation.</p> <p>Possesses technical knowledge and experience to resolve complex problems and trains users.</p> <p>Typical Position Qualifications:</p> <ul style="list-style-type: none"> I – BA/BS degree or equivalent and 1 year relevant experience II – BA/BA degree or equivalent and 3 years relevant experience III – BA/BS degree or equivalent and 6 years relevant experience IV – MA/MS degree or equivalent and 10 years relevant experience
CAD Specialist (I-II)	<p>Prepares engineering drawings manually and using computer-aided design (CAD) software, which may involve limited design, to establish complete and accurate data to build and renovate facilities. Prepares detailed drawings of building alterations and additions, including plans, sections, and elevations. Gathers supporting data and prepares detailed maps of institutional property that show dimensions and specifications for building, water lines, sewers, drains, and related information. Makes pictorial and isometric drawings for reports; plots data charts and curves. Prepares detailed layout, assembly, and working drawings; files and indexes drawings. Participates in field surveys, identifying locations and elevations for drawings. Performs related work as required.</p> <p>Typical Position Qualifications:</p> <ul style="list-style-type: none"> I – High school diploma or equivalent and 2 years relevant experience II – High school diploma or equivalent and 6 years relevant experience
Training Specialist (I-II)	<p>Develops instructor-led and computer-based training (CBT). Involved in all phases of courseware development and presentation. Completes analysis, design, and development phases of the Instructional Systems Design (ISD) model. Identifies customer training requirements, establishes student knowledge levels, creates training objectives, writes lesson plans, and develops the course outline. Reviews lesson plans, validation criteria, and evaluates training delivery.</p> <p>Typical Position Qualifications:</p> <ul style="list-style-type: none"> I – BA/BS degree or equivalent and 1 year relevant experience II – BA/BA degree or equivalent and 4 years relevant experience

Title	Labor Description
Public Health Analyst (I-IV)	<p>Develops and expands the skills of public health professionals. Supports contract business development, which may include developing and expanding capabilities in the public health domain. Meets with public health clients to gather requirements and track and pursue key opportunities that support the company's strategic goals. Participates in planning, coordinating, implementing, and evaluating public health programs. Helps develop guidelines for state and local health departments on a variety of health topics. Participates in developing and testing systems for use in public health emergencies. Maintains records, inventory, and reports for program preparedness and training activities. Maintains an effective working relationship with assigned team members at public health project areas.</p> <p>Typical Position Qualifications:</p> <ul style="list-style-type: none"> I – BA/BS degree or equivalent and 4 years relevant experience II – BA/BA degree or equivalent and 6 years relevant experience III – BA/BS degree or equivalent and 10 years relevant experience IV – MA/MS degree or equivalent and 10 years relevant experience
Logistics Analyst (I-IV)	<p>Ensures that the most effective and economical support is planned and applied in all lifecycle stages. Applies ILS "elements" to systems and programs, including the maintenance plan; labor and personnel; supply support; test equipment; training and training devices; technical data; computer resources support, packaging, handling, storage, and transportation; and facilities. Develops logistic concepts early in the lifecycle, prepares the ILS Plan, coordinates support deficiency resolution, and analyzes support effectiveness. Helps formulate decisions on long- and short-range logistics program planning and execution. Compiles and analyzes data that describes the availability and state of system support processes, system operations and maintenance personnel, training on support systems, long- and short-range planning for system support, and responsiveness of program and logistics functions to meet support requirements.</p> <p>Typical Position Qualifications:</p> <ul style="list-style-type: none"> I – BA/BS degree or equivalent and 2 years relevant experience II – BA/BA degree or equivalent and 4 years relevant experience III – BA/BS degree or equivalent and 8 years relevant experience IV – BA/BS degree or equivalent and 12 years relevant experience

Substitution/Equivalency:

General Educational Development (GED) certificate or vocational degree = high school diploma
 Associate of Arts or Sciences (AA/AS) = two years general experience
 Bachelor of Arts or Sciences (BA/BS) = six years general experience
 Master of Arts or Sciences (MA/MS) = four years general experience
 Ph.D. = three years general experience

Example: BA/BS + four years general experience = MA/MS degree