**Exhibit A**

**IT Development Services 16322**

**Contract Description and Scope**

**This exhibit includes sections: Web Developer, Applications Developer, Software Tester and IT Architect**

**Web Developer Scope and Requirements**

**Scope**

A Web Developer specializes in creating innovative design and layout of compelling websites that offer an effective, user-friendly environment that is easy to manage and meets standards for website architecture, accessibility, and functionality. The Web Developer is responsible for building highly scalable, cloud-native, microservices based applications. Moreover, have an excellent ability to conduct website architecture development, content management systems including interactivity, analytics, efficient code and search ability, database integration, security, ADA compliance, customer support and other technical aspects of a highly functional website.

**Requirements**

Performance and certification obligations:

* Evaluations must be performed annually with your employees and/or subcontractors to ensure quality performance and educational standards
* Relevant certifications must be verified annually to ensure they are current
* Training must be required for employees and/or subcontractors to stay relevant with changes in industry technology
* Certifications that met requirement in B-1 exhibit, must be made available at customer’s request

Journey Consultant Minimum Qualifications

Minimum of 4 years of experience in the web development field, 3 years with an associate degree or 2 years with a bachelor’s degree.

* + Degree must be in Computer Science, Information Systems, Engineering, or a related field

Proven abilities in:

* + HTML
	+ Cascading Style Sheets (CSS)
	+ Experience modifying or writing code in server-side programming languages, such as: PHP, Python, Ruby, ASP.NET/C#, or Java
	+ Experience modifying or writing code in client-side scripting languages such as: Javascript, JQuery, Angular, React, Ajax
	+ Experience using GIT or other source control management systems

Senior Consultant Minimum Qualifications

Minimum of 6 years of experience in the web development field, 5 years with an associate degree, 4 years with a bachelor’s degree.

* + Degree must be in Computer Science, Information Systems, Engineering, or a related field

Proven abilities in:

* + HTML
	+ Cascading Style Sheets (CSS)
	+ Experience modifying or writing code in server-side programming languages, such as: PHP, Python, Ruby, ASP.NET/C#, or Java
	+ Experience modifying or writing code in client-side scripting languages such as: Javascript, JQuery, Angular, React, Ajax
	+ Experience using GIT or other source control management systems

Expert Consultant Minimum Qualifications

Minimum of 9 years of experience in web development, 8 years with an associate degree, 7 years with a bachelor’s degree or 6 years with a master’s degree.

* + Degree must be in Computer Science, Information Systems, Engineering, or a related field

Proven abilities in:

* + Cascading Style Sheets (CSS)
	+ HTML
	+ Experience modifying or writing code in server-side programming languages, such as: PHP, Python, Ruby, ASP.NET/C#, or Java
	+ Experience modifying or writing code in client-side scripting languages such as: Javascript, JQuery, Angular, React, Ajax
	+ Experience using GIT or other source control management systems

**Applications Developer Scope and Requirements**

**Scope**

An Application Developer is responsible for management of application systems and client server analysis, implementation, integration work, maintenance, custom development, and support for complex applications. They are responsible to perform the planning, design and development of organizational applications, which support all line-of-business requirements. The Application Developer develops & delivers professional level software applications, high quality code and maintenance. Will provide systems expertise and support for acquired solutions and provides design, development, and support for custom-developed solutions. An Application Developer will bring the ability to collaborate with application/database/network technical staff to engineer and implement solutions.

**Requirements**

Performance and certification obligations:

* Evaluations must be performed annually with your employees and/or subcontractors to ensure quality performance and educational standards
* Relevant certifications must be verified annually to ensure they are current
* Training must be required for employees and/or subcontractors to stay relevant with changes in industry technology
* Certifications that met requirement in B-1 exhibit, must be made available at customer’s request

Journey Consultant Minimum Qualifications

Minimum of 4 years of experience producing high quality code per standards and in analyzing, designing, installing, maintaining or programming computer software, and implementing application solutions. Alternatively, 3 years with an associate degree or 2 years with a bachelor’s degree.

* + Degree must be in Computer Science, Information Systems, Engineering, or a related field

Proven abilities in:

* + Experience in building and maintaining source control, code review system, build system and delivery pipeline for continuous improvement and continuous delivery (CI/CD pipeline) and automating unit test framework
	+ Relevant experience in developing applications using advanced technologies, depending on job description and requirements, such as Internet protocols or web-based technology. These technologies include, but are not limited to: HTML, PERL or JavaScript, Visual Studio, C#, JavaScript, ASP.NET, MVC, Entity Framework or similar high-level languages, frameworks, and tools
	+ Depending on position description as described in RFI, job may require a development experience with applications platforms such as legacy, proprietary, integration environments, etc. With examples like, but not limited to: Oracle APEX, Java, Informatica, SAP, various ERP & CRM solutions, Power Builder, etc.

Senior Consultant Minimum Qualifications

Minimum of 6 years of experience producing high quality code per standards and in analyzing, designing, installing, maintaining or programming computer software, and implementing application solutions. Alternatively, 5 years with an associate degree or 4 years with a bachelor’s degree.

* + Degree must be in Computer Science, Information Systems, Engineering, or a related field

Proven abilities in:

* + Experience in building and maintaining source control, code review system, build system and delivery pipeline for continuous improvement and continuous delivery (CI/CD pipeline) and automating unit test framework
	+ Lead efforts to design and develop cloud native applications and create a design plan for application that can be migrated to the cloud
	+ Developing and updating current and new website applications to meet stakeholder requirements
	+ Developing applications using current supported technologies, development languages and standards for programming, security and accessibility. These technologies include, but not limited to: Visual Studio, C#, JavaScript, ASP.NET, MVC, or similar high-level languages, frameworks and tools.
	+ Full-stack application development including experience including work with diverse open-source database technologies, backend frameworks, and frontend frameworks
	+ Depending on position description, job may require development experience with applications platforms such as legacy, proprietary, integration environments, etc. With examples like, but not limited to, Oracle APEX, Java, Informatica, SAP, various ERP & CRM solutions, Power Builder, etc.
	+ Proven ability to optimize, enhance and fix issues with existing applications and improving system performance & capacity

Expert Consultant Minimum Qualifications

Minimum of 7 years of experience in development work and experience in producing high quality code as per standards and in analyzing, designing, installing, maintaining or programming computer software, and implementing application solutions. Alternatively, 6 years with an associate degree, 5 years with a bachelor’s degree and 4 years with a master’s degree.

* + Degree must be in Computer Science, Information Systems, Engineering, or a related field

Proven abilities in:

* + Experience in producing high quality code, including but not limited to following: Design Documents, coding guidelines, source control, code reviews, error logging, monitoring solutions, automated Unit tests, integration tests, automating build and deployment process etc.
	+ Ability to perform Root Cause Analysis (RCA) to resolve issues related to environment, platform, software, and hardware
	+ Experience in optimizing, enhancing, and fixing issues with existing applications and improving system performance & capacity

**Software Tester Scope and Requirements**

**Scope**

A Software Tester utilizes industry tool sets to validate full functionality of systems as well as interoperability with databases and both horizontal and vertical integration with other interfaced systems. This is not limited to testing as it encompasses quality assurance for products, user experience for software/applications and accessibility. Software Testers should have the ability to anticipate and react to frequently changing business climate, deliver results to continual deadline constraints.

**Requirements**

Performance and certification obligations:

* Evaluations must be performed annually with your employees and/or subcontractors to ensure quality performance and educational standards
* Relevant certifications must be verified annually to ensure they are current
* Training must be required for employees and/or subcontractors to stay relevant with changes in industry technology
* Certifications that met requirement in B-1 exhibit, must be made available at customer’s request

Journey Consultant Minimum Qualifications

Minimum of 4 years of experience related to software testing and user experience, 3 years with an associate degree or 2 years with a bachelor’s degree.

* + Degree must be in Computer Science, Information Systems, Engineering, or a related field

Proven abilities in:

* + Perform accessibility testing for systems
	+ Perform complex system and business process functions, inputs & outputs
	+ Think analytically, reduce data sets, and problem-solve
	+ Understand working in an Agile environment

Senior Consultant Minimum Qualifications

Minimum of 6 years of experience related to software testing and user experience, 5 years with an associate degree or 4 years with a bachelor’s degree.

* + Degree must be in Computer Science, Information Systems, Engineering, or a related field

Proven abilities in:

* + Completing multiple phases of test, including system, regression, and user acceptance testing
	+ In providing quality assurance support to the development, maintenance, or enhancement of systems through testing, problem reporting and analysis, and participation in system implementation
	+ Analyzing system requirements, creating test data and test plans to ensure that new and revised systems meet the customers' needs

Expert Consultant Minimum Qualifications

Minimum of 8 years of experience related to software testing and user experience, 7 years with an associate degree, 6 years with a bachelor’s degree or 5 with a master’s degree.

* + Degree must be in Computer Science, Information Systems, Engineering, or a related field

Proven abilities in:

* + Completing multiple phases of test, including system, regression, and user acceptance testing
	+ In providing quality assurance support to the development, maintenance, or enhancement of systems through testing, problem reporting and analysis, and participation in system implementation
	+ Analyzing system requirements, creating test data and test plans to ensure that new and revised systems meet the customers' needs

**IT Architect Scope and Requirements**

**Scope**

An IT Architect is responsible for architecting, engineering, designing, implementing technical solutions. This position helps develop strategic planning and policies for all technologies and systems. An IT Architect will design or evaluate the architectures across the enterprise and develop or lead others in the development of full stack solutions including Cloud technologies, middle tier components, network infrastructure, databases, reports, and other enterprise solutions with an ability to work with legacy custom software. An IT Architect applies functional and technical expertise to support complex projects in applying organizing principles and methods of enterprise architecture. Methods of enterprise architecture include IT business systems development and technical solutions that align with the business process. This position requires knowledge in strategic planning, integration strategies, knowledge with lifecycle sustainability and has ability to align business strategy with information technology.

**Requirements**

Performance and certification obligations:

* Evaluations must be performed annually with your employees and/or subcontractors to ensure quality performance and educational standards
* Relevant certifications must be verified annually to ensure they are current
* Training must be required for employees and/or subcontractors to stay relevant with changes in industry technology
* Certifications that met requirement in B-1 exhibit, must be made available at customer’s request

Journey Consultant Minimum Qualifications

Minimum of 5 years of experience in applying enterprise-level architecture principles in solution engineering around applications, infrastructure, and cloud systems Alternatively 4 years with an associate degree or 3 years with a bachelor’s degree.

* + Degree must be in Computer Science, Information Systems, Engineering, or a related field

Proven abilities in:

* + Designing secure network and application systems
	+ Cloud Computing architecture
	+ Design across application, network, and business systems that enable teams to build scalable, high-performing, and supportable applications using modern architectures, patterns, and processes
	+ Knowledge of computer hardware and networking systems, security and familiarity with programming languages, operating systems, and IT solutioning
	+ Application, data and infrastructure architecture disciplines and strategic thinking

Senior Consultant Minimum Qualifications

Minimum of 7 years of experience in applying enterprise-level architecture principles in solution engineering around applications, infrastructure, and cloud systems. Alternatively, 6 years with an associate degree or 5 years with a bachelor’s degree.

* + Degree must be in Computer Science, Information Systems, Engineering, or a related field

Proven abilities in:

* + On projects designing secure network and application systems
	+ Cloud Computing architecture
	+ Design across application, network, and business systems that enable teams to build scalable, high-performing, and supportable applications using modern architectures, patterns, and processes
	+ Knowledge of computer hardware and networking systems, security and familiarity with programming languages, operating systems, and IT solutioning
	+ Application, data and infrastructure architecture disciplines and strategic thinking
	+ Capability to align architecture methodologies and governance processes with PMO and other IT functions
	+ Works with the business and technical partners to defines the deployment strategy by establishing scope that increases the delivery of business and customer value e.g. determine the Minimum Viable Product (MVP) and continuous delivery of improvements to provide maximum business value
	+ Experience in designing and implementing cloud integration plans, enterprise strategy, enterprise data architecture and project program delivery. Experience with deep systems architecture (AWS, Azure, etc.) to address unique management/business

Expert Consultant Minimum Qualifications

Minimum of 9 years of experience in applying enterprise-level architecture principles in solution engineering around applications, infrastructure, and cloud systems. Alternatively, 8 years with an associate degree, 7 years with a bachelor’s degree or 6 years with a master’s degree.

* + Degree must be in Computer Science, Information Systems, Engineering, or a related field

Proven abilities in:

* + As an IT Architect on projects designing secure network and application systems
	+ Demonstrated advanced knowledge of Cloud Computing architecture
	+ Design across application, network, and business systems that enable teams to build scalable, high-performing, and supportable applications using modern architectures, patterns, and processes
	+ Works with the business and technical partners to defines the deployment strategy by establishing scope that increases the delivery of business and customer value e.g. determine the Minimum Viable Product (MVP) and continuous delivery of improvements to provide maximum business value
	+ Knowledge of computer hardware and networking systems and familiarity with programming languages, and operating systems
	+ Application, data and infrastructure architecture discipline knowledge, and proven strategic thinking ability
	+ Experience in designing and implementing cloud integration plans, enterprise strategy, enterprise data architecture and project program delivery. Experience with deep systems architecture (AWS, Azure, etc.) to address unique management/business
	+ Ability to research industry trends, understand best practices and implement informed process changes