



# **GENERAL SERVICES ADMINISTRATION**

## **Federal Acquisition Service** *Authorized Federal Supply Schedule Price List*

On-line access to contract ordering information, terms and conditions, up-to-date pricing, and the option to create an electronic delivery order is available through **GSA Advantage!**<sup>TM</sup>, a menu-driven database system. The INTERNET address for **GSA Advantage!**<sup>TM</sup> is: <http://www.GSAAdvantage.gov>.

### **Schedule for 00CORP - Professional Services Schedule (PSS)**

**Federal Supply Group:** 00CORP **Class:**

**Contract Number:** 47QRAA19D0039

**For more information on ordering from Federal Supply Schedules click on the FSS Schedules button at <http://www.gsa.gov/schedules-ordering>**

**Contract Period:** January 17, 2019 through January 16, 2024

**Contractor:** Edgewater Federal Solutions, Inc.  
3280 Urbana Pike, Suite 207  
Ijamsville, MD 21754-9406

**Business Size:** Small Business

**Telephone:** (301) 874-8566  
**Extension:** 115  
**FAX Number:** (301) 874-9021  
**Web Site:** [www.edgewaterit.com](http://www.edgewaterit.com)  
**E-mail:** [david.kalman@edgewaterit.com](mailto:david.kalman@edgewaterit.com)  
**Contract Administration:** DAVID KALMAN

## **CUSTOMER INFORMATION:**

### **1a. Table of Awarded Special Item Number(s) with appropriate cross-reference to page numbers:**

SIN	Recovery	SIN Description
520-1	520-1RC	Program Financial Advisor
520-11	520-11RC	Accounting
520-12	520-12RC	Budgeting
520-13	520-13RC	Complementary Financial Management Services
520-14	520-14RC	Audit & Financial Training Services
520-17	520-17RC	Risk Assessment and Mitigation Services
520-21	520-21RC	Program Management Services
874-1	874-1RC	Integrated Consulting Services

874-6	874-6RC	Acquisition Management Support
874-7	874-7RC	Integrated Business Program Support Services

- 1b. Identification of the lowest priced model number and lowest unit price for that model for each special item number awarded in the contract. This price is the Government price based on a unit of one, exclusive of any quantity/dollar volume, prompt payment, or any other concession affecting price. Those contracts that have unit prices based on the geographic location of the customer, should show the range of the lowest price, and cite the areas to which the prices apply.**
- 1c. If the Contractor is proposing hourly rates a description of all corresponding commercial job titles, experience, functional responsibility and education for those types of employees or subcontractors who will perform services shall be provided. If hourly rates are not applicable, indicate “Not applicable” for this item.**
- 2. Maximum Order:** \$1,000,000.00
- 3. Minimum Order:** \$100.00
- 4. Geographic Coverage (delivery Area):** Domestic Only
- 5. Point(s) of production (city, county, and state or foreign country):** Same as company address
- 6. Discount from list prices or statement of net price:** Government net prices (discounts already deducted).
- 7. Quantity discounts:** None
- 8. Prompt payment terms:** Net 30 days
- 9a. Notification that Government purchase cards are accepted up to the micro-purchase threshold:** Yes
- 9b. Notification whether Government purchase cards are accepted or not accepted above the micro-purchase threshold:** will accept
- 10. Foreign items (list items by country of origin):** None
- 11a. Time of Delivery (Contractor insert number of days):** Specified on the Task Order
- 11b. Expedited Delivery. The Contractor will insert the sentence “Items available for expedited delivery are noted in this price list.” under this heading. The Contractor may use a symbol of its choosing to highlight items in its price list that have expedited delivery:** Contact Contractor
- 11c. Overnight and 2-day delivery. The Contractor will indicate whether overnight and 2-day delivery are available. Also, the Contractor will indicate that the schedule customer may contact the Contractor for rates for overnight and 2-day delivery:** Contact Contractor
- 11d. Urgent Requirements. The Contractor will note in its price list the “Urgent Requirements” clause of its contract and advise agencies that they can also contact the Contractor’s representative to effect a faster delivery:** Contact Contractor
- 12. F.O.B Points(s):** Destination
- 13a. Ordering Address(es):** Same as Contractor

- 13b. Ordering procedures:** For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPA's), and a sample BPA can be found at the GSA/FSS Schedule homepage ([fss.gsa.gov/schedules](http://fss.gsa.gov/schedules)).
- 14. Payment address(es):** Same as company address
- 15. Warranty provision.:** Contractor's standard commercial warranty.
- 16. Export Packing Charges (if applicable):** N/A
- 17. Terms and conditions of Government purchase card acceptance (any thresholds above the micro-purchase level):** Contact Contractor
- 18. Terms and conditions of rental, maintenance, and repair (if applicable):** N/A
- 19. Terms and conditions of installation (if applicable):** N/A
- 20. Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices (if applicable):** N/A
- 20a. Terms and conditions for any other services (if applicable):** N/A
- 21. List of service and distribution points (if applicable):** N/A
- 22. List of participating dealers (if applicable):** N/A
- 23. Preventive maintenance (if applicable):** N/A
- 24a. Environmental attributes, e.g., recycled content, energy efficiency, and/or reduced pollutants:** N/A
- 24b. If applicable, indicate that Section 508 compliance information is available on Electronic and Information Technology (EIT) supplies and services and show where full details can be found (e.g. contractor's website or other location.) The EIT standards can be found at: [www.Section508.gov/](http://www.Section508.gov/).**
- 25. Data Universal Numbering System (DUNS) number:** 127751043
- 26. Notification regarding registration in Central Contractor Registration (CCR) database:** Registered
- 27. Final Pricing:**  
The rates shown below include the Industrial Funding Fee (IFF) of 0.75%.

Labor Categories Pricing

Item	SIN	Awarded Labor Category	Site	Year 1	Year 2	Year 3	Year 4	Year 5
1	ALL	Business Analyst - Senior	Both	\$113.87	\$116.71	\$119.63	\$122.62	\$125.69
2	ALL	Business Analyst - Intermediate	Both	\$77.41	\$79.34	\$81.32	\$83.36	\$85.44
3	ALL	Business Analyst - Junior	Both	\$57.93	\$59.38	\$60.86	\$62.39	\$63.95
4	ALL	Business Process Consultant - Senior	Both	\$147.00	\$150.68	\$154.45	\$158.31	\$162.26
5	ALL	Business Process Consultant - Intermediate	Both	\$120.31	\$123.32	\$126.40	\$129.56	\$132.80
6	ALL	Business Process Consultant - Junior	Both	\$98.27	\$100.72	\$103.24	\$105.82	\$108.47
7	ALL	Documentation Specialist	Both	\$53.79	\$55.13	\$56.51	\$57.92	\$59.37
8	ALL	Information Assurance Specialist - Senior	Both	\$112.26	\$115.07	\$117.94	\$120.89	\$123.92
9	ALL	Information Assurance Specialist -	Both	\$97.62	\$100.06	\$102.56	\$105.13	\$107.76

		Intermediate						
10	ALL	Information Assurance Specialist - Junior	Both	\$80.99	\$83.01	\$85.09	\$87.21	\$89.40
11	ALL	IV&V Specialist - Senior	Both	\$106.25	\$108.90	\$111.63	\$114.42	\$117.28
12	ALL	IV&V Specialist -Intermediate	Both	\$91.04	\$93.31	\$95.65	\$98.04	\$100.49
13	ALL	IV&V Specialist - Junior	Both	\$78.84	\$80.81	\$82.83	\$84.90	\$87.03
14	ALL	Procurement Specialist - Senior	Both	\$68.08	\$69.78	\$71.52	\$73.31	\$75.14
15	ALL	Procurement Specialist - Intermediate	Both	\$60.94	\$62.47	\$64.03	\$65.63	\$67.27
16	ALL	Procurement Specialist - Junior	Both	\$46.13	\$47.29	\$48.47	\$49.68	\$50.92
17	ALL	Program Manager	Both	\$178.02	\$182.47	\$187.03	\$191.71	\$196.50
18	ALL	Project Control Specialist	Both	\$83.27	\$85.35	\$87.48	\$89.67	\$91.91
19	ALL	Project Manager	Both	\$136.93	\$140.36	\$143.87	\$147.46	\$151.15
20	ALL	Quality Assurance Analyst	Both	\$89.02	\$91.24	\$93.52	\$95.86	\$98.26
21	ALL	Subject Matter Expert - Senior	Both	\$205.41	\$210.54	\$215.81	\$221.20	\$226.73
22	ALL	Subject Matter Expert - Intermediate	Both	\$165.55	\$169.69	\$173.93	\$178.28	\$182.73
23	ALL	Subject Matter Expert - Junior	Both	\$138.61	\$142.08	\$145.63	\$149.27	\$153.00
24	ALL	Technical Writer	Both	\$77.61	\$79.55	\$81.53	\$83.57	\$85.66
25	ALL	Administrative Assistant	Both	\$43.70	\$44.79	\$45.91	\$47.06	\$48.24

**Service Contract Act (SCA) Matrix**

SCA Eligible Labor Category	SCA Equivalent Code Title	Wage Determination No
Administrative Assistant	Administrative Assistant	2015-4281, Revision No. 11

The Service Contract Act (SCA) is applicable to this contract and it includes SCA applicable labor categories. The prices for the indicated (\*\*) SCA labor categories are based on the U.S. Department of Labor Wage Determination Number(s) identified in the SCA matrix. The prices awarded are in line with the geographic scope of the contract (i.e. nationwide).

**Labor Categories with Descriptions**

**Business Analyst – Senior**

**Education and General Experience:** Bachelor's degree or applicable training certificates with five years of experience with increasing complexity in the last five years. Knowledge of and experience with information systems that incorporate Internet/Intranet technologies, mobile computing, databases, and networking. Working knowledge of common office software expected. **Functional Responsibility:** The Senior Business Analyst evaluates the impact, return, and cost associated with new information systems and process improvement opportunities and consults with the customer on how to best support their area through the effective use of technology. Participates in business planning, needs analysis, and business risk assessment related to the proposed solution and assists with process design or redesign. The Senior Business Analyst reviews and edits requirements, specifications, business processes, and recommendations related to the proposed solution and participates in the development of functional specifications and system design specifications for client engagements. The Senior Business Analyst prepares financial and business system-related analysis and research in such areas as financial and expense performance, rate of return, depreciation, working capital, and information technology (IT) investments.

**Business Analyst - Intermediate**

**Education and General Experience:** Bachelor's degree or applicable training certificates with two years of experience with increasing complexity in the last three years. Knowledge of and experience with information systems that incorporate Internet/Intranet technologies, mobile

computing, databases, and networking. Working knowledge of common office software expected. **Functional Responsibility:** The Intermediate Business Analyst prepares financial and business system-related analysis and research in such areas as financial and expense performance, rate of return, depreciation, working capital, and information technology investments. The Intermediate Business Analyst participates in reviews; edits requirements, specifications, business processes, and recommendations related to the proposed solution; and participates in the development of functional specifications and system design specifications for client engagements.

#### **Business Analyst – Junior**

**Education and General Experience:** Associate degree with two years of experience or applicable training certificates. Knowledge of and experience with information systems that incorporate Internet/Intranet technologies, mobile computing, databases, and networking. Working knowledge of common office software expected. **Functional Responsibility:** The Junior Business Analyst assists with the preparation of financial and business system-related analysis and research in such areas as financial and expense performance, rate of return, depreciation, working capital, and information technology investments. The Junior Business Analyst participates in reviews; assists with editing requirements, specifications, business processes, and recommendations related to the proposed solution; and participates in the development of functional specifications and system design specifications for client engagements.

#### **Business Process Consultant – Senior**

**Education and General Experience:** Bachelor's degree with ten years of intensive and progressive experience in IT solution and software project management, business process automation, or related field. **Functional Responsibility:** The Senior Business Process Consultant is responsible for the most complex systems process analysis, design, and simulation. Has highest level of understanding of organization's business systems and industry requirements. The Senior Business Process Consultant focus is on process analysis and re-engineering and providing expert guidance to agency heads, directors, and senior managers on quality improvement, ISO9000 certification, business process reengineering, and strategic implementation of information technology solutions designs, organizes, leads, and conducts executive level workshops, benchmarking, and surveys.

#### **Business Process Consultant – Intermediate**

**Education and General Experience:** Bachelor's degree with six years of intensive and progressive experience in IT solution and software project management, business process automation, or related field. **Functional Responsibility:** Responsible for the complex systems process analysis, design, and simulation. Has high level of understanding of organization's business systems and industry requirements. The Intermediate Business Process Consultant focus is on process analysis and re-engineering and providing guidance to agency heads, directors, and senior managers on quality improvement, ISO9000 certification, business process reengineering, and strategic implementation of information technology solutions.

#### **Business Process Consultant – Junior**

**Education and General Experience:** Bachelor's degree with three years of intensive and progressive experience. **Functional Responsibility:** Provide guidance to agency heads, directors, and senior managers on quality improvement, ISO9000 certification, business process reengineering and strategic implementation of information technology solutions. Assists with the designs and organization of executive level workshops, benchmarking, and surveys.

#### **Documentation Specialist**

**Education and General Experience:** Associate degree with three years of experience. **Functional Responsibility:** Gathers, analyzes, and composes technical information. Conducts research and ensures the use of proper technical terminology. Translates technical information into clear, readable documents to be used by technical and non-technical personnel.

#### **Information Assurance Specialist – Senior**

**Education and General Experience:** Bachelor's degree in information systems, computer science, engineering, business administration, or other related scientific or technical disciplines with ten years of experience. Requires an expert understanding of security policy and security systems advocated by the U.S. Government and ten to fifteen years of experience. **Functional Responsibility:** The Senior Information Assurance Specialist identifies security threats and vulnerabilities in an information technology environment. Establishes and satisfies complex systemwide information security requirements based upon the analysis of user, policy, regulatory, and resource demands. Coordinates with customer organization to define and develop information system security programs, resources, and risks. Provides guidance and direction to other professionals, acts as a subject matter expert and/or in an advisory capacity, and coordinates resolution of highly complex problems and tasks. The Senior Information Assurance Specialist has a strong knowledge of computer security principals, including Operating System, kernel, and network security.

#### **Information Assurance Specialist – Intermediate**

**Education and General Experience:** Bachelor's degree in information systems, computer science, engineering, business administration, or other related scientific or technical disciplines with five years of experience. Requires an expert understanding of security policy and security systems advocated by the U.S. Government and seven to ten years of experience. **Functional Responsibility:** The Intermediate Information Assurance Specialist identifies security threats and vulnerabilities in an information technology environment and establishes and satisfies complex systemwide information security requirements based upon the analysis of user, policy, regulatory, and resource demands. Intermediate Information Assurance Specialist works with customer organization to define and develop information system security programs, resources, and risks. Can provide guidance and direction to other professionals. Coordinates resolution of complex problems and tasks. The Intermediate Information Assurance Specialist has a strong knowledge of computer security principals, including Operating System, kernel, and network security.

#### **Information Assurance Specialist – Junior**

**Education and General Experience:** Bachelor's degree in information systems, computer science, engineering, business administration, or other related scientific or technical disciplines

with two years of experience. Requires understanding of security policy and security systems advocated by the U.S. Government and three to five years of experience. **Functional**

**Responsibility:** The Junior Information Assurance Specialist assists in identifying security threats and vulnerabilities in an information technology environment and helps establish and satisfy complex systemwide information security requirements based upon the analysis of user, policy, regulatory, and resource demands. The Junior Information Assurance Specialist works with the customer's organization to define and develop information system security programs, resources, and risks. Has a working knowledge of computer security principals including Operating System, kernel, and network security.

#### **IV&V Specialist – Senior**

**Education and General Experience:** Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or Physical Science, and seven years of experience. **Functional**

**Responsibility:** The Senior IV&V Specialist reviews, evaluates, and audits software products, network and data management systems, and computer systems to ensure adherence to system performance and customer quality standards. Expert skills in quality assurance, design elements, and industry standards for data storage, data backup, continuity of operations, disaster recovery, data indexing, and data and network security systems. The Senior IV&V Specialist develops software/system testing procedures, conducts tests, analyzes results, and reports findings. The Senior IV&V Specialist certifies that all information systems have met quality requirements and applicable Government and industry standards.

#### **IV&V Specialist -Intermediate**

**Education and General Experience:** Associate degree in Computer Science, Information Systems, Engineering, Business, Physical Science with five years or Bachelor's degree in Computer Science with two years of experience. **Functional Responsibility:** The Intermediate IV&V Specialist reviews, evaluates, and audits software products, network and data management systems, and computer systems to ensure adherence to system performance and customer quality standards. Proficient with quality assurance, design elements, and industry standards for data storage, data backup, continuity of operations, disaster recovery, data indexing, and data and network security systems. The Intermediates IV&V Specialist develops software/system testing procedures, conducts tests, analyzes results, and reports findings. The Intermediate IV&V Specialist certifies that all information systems have met quality requirements and applicable Government and industry standards.

#### **IV&V Specialist - Junior**

**Education and General Experience:** Associate degree in Computer Science, Information Systems, Engineering, Business, Physical Science with three years of experience. **Functional Responsibility:** The Junior IV&V Specialist assists in the review, evaluation, and audit of software products, network and data management systems, and computer systems to ensure adherence to system performance and customer quality standards. Knowledgeable in the use of quality assurance, design elements, and industry standards for data storage, data backup, continuity of operations, disaster recovery, data indexing, and data and network security systems. The Junior IV&V Specialist assists in the development of software/system testing procedures, conducts tests, analyzes results, and reports findings.

### **Procurement Specialist – Senior**

**Education and General Experience:** Bachelor's degree with five years of contract or program management experience. Strong knowledge of procurement procedures, rules and regulations; experience with Microsoft Office; ability to prepare and format reports for superiors. **Functional Responsibility:** The Senior Procurement Specialist oversees the software and hardware technology purchasing function. Plans and coordinates information technology-related equipment installations, moves, additions, and changes. Plans, organizes, and coordinates all information technology purchasing efforts. The Senior Procurement Specialist prepares program management plans and reports and coordinates schedules to facilitate completion of proposals, contract deliverables, and task order review. Performs analysis, development, and review of program administrative operating procedures.

### **Procurement Specialist – Intermediate**

**Education and General Experience:** Bachelor's degree with three years of experience or an Associate degree with five years of contract or program management experience. Strong knowledge of procurement procedures, rules and regulations; experience with Microsoft Office; ability to prepare and format reports for superiors. **Functional Responsibility:** The Intermediate Procurement Specialist participates in the software and hardware technology purchasing function and helps plans and coordinates information technology-related equipment installations, moves, additions, and changes. Plans, organizes, and coordinates all information technology purchasing efforts and ensures proper approval has been obtained for hardware and software system purchases. Obtains and evaluates quotes from vendors. The Intermediate Procurement Specialist assists in the preparation of program management plans and reports and coordinates schedules to facilitate completion of proposals, contract deliverables, and task order review.

### **Procurement Specialist – Junior**

**Education and General Experience:** Associates degree with one year of contract or program management experience. Strong knowledge of procurement procedures, rules and regulations; and experience with Microsoft Office. **Functional Responsibility:** Oversees aspects of the hardware and software technology purchasing function. Partially manages information technology purchasing processes, such as placing orders, tracking orders, and reconciling invoices. Ensures proper approval has been obtained for equipment purchases. Obtains and evaluates quotes from vendors.

### **Program Manager**

**Education and General Experience:** B.A. or B.S. degree and twelve years of IT experience, including at least 8 years of IT management experience. At least 8 years direct supervision of IT software development, integration, maintenance projects, and/or telecommunications systems. **Functional Responsibility:** Provides overall management and administrative oversight for the contract effort. Serves as primary interface and point of contact with government management personnel, the Contracting Officer's Technical Representative (COTR), the Contracting Officer (CO), customer representatives, and corporate management. Responsible for formulating and enforcing work standards, assigning contractor schedules, reviewing work quality, and



communicating policies, processes, and goals of the organization to subordinates. Must be capable of leading projects that involve the successful management of teams.

### **Project Control Specialist**

**Education and General Experience:** Bachelor's degree in Computer Science, Information Systems, Engineering, Business or other related discipline with four years program or project management experience. **Functional Responsibility:** The Project Control Specialist directs budgeting, manpower and resource planning, and financial reporting of information technology systems projects. Performs complex evaluations of existing procedures, processes, techniques, models, and/or systems related to program or project management problems or contractual issues. The Project Control Specialist develops work breakdown structures, prepares charts, tables, graphs, and diagrams to assist in analyzing problems and recommending solutions.

### **Project Manager**

**Education and General Experience:** B.A. or B.S. degree and ten years of IT or telecommunications experience, including at least 5 years of experience in direct supervision of IT software development, integration maintenance projects, and/or telecommunications management. **Functional Responsibility:** Plans, organizes, and controls the overall activities of the project, i.e., project management, technical work, quality of work, schedule, and costs associated with various task orders issued under the contract. Ensures that all activities conform to the terms and conditions of the contract and task-ordering procedures. Coordinates activities and seeks resolution of contractual and technical problems while working with the CO, COTR, and government project manager.

### **Quality Assurance Analyst**

**Education and General Experience:** B.A. or B.S. degree with six years general experience and three years specialized experience in quality review and evaluation throughout the project lifecycle. **Functional Responsibility:** Responsible for quality review and evaluation throughout the project lifecycle.

### **Subject Matter Expert – Senior**

**Education and General Experience:** M.A. or M.S. degree and twelve years IT experience. At least eight years combined new and related older technical experience in the IT field directly related to the required area of expertise. **Functional Responsibility:** Performs in highly specialized subject areas such as satellite communications, financial systems. BPR, strategic planning, systems design or engineering. Provides expert guidance and insight into specific technologies and methodologies and their application and independently plans and performs research, design assessment, development, integration and other assignments where a specific subject matter expertise is necessary.

### **Subject Matter Expert - Intermediate**

**Education and General Experience:** Bachelor's degree in Engineering, Science, or other related field and ten or more years of work experience. **Functional Responsibility:** Demonstrates superior scope and breadth of knowledge in area of specialization through the creation of new concepts, policies, and procedures. Serves as lead

functional area resource for senior management in the most complex and difficult issues in area of engineering specialization. Results may have significant impact on the achievement of both operational and strategic goals and objectives.

### **Subject Matter Expert – Junior**

**Education and General Experience:** Bachelor's degree in Engineering, Science, or other related field and five or more years of work experience. **Functional Responsibility:** Develops and applies policies and procedures within area of specialization in the investigation and solution of complex problems and the completion of complex projects. Serves as a primary functional area resource for senior management in area of engineering specialization. Demonstrates considerable innovation and creativity in developing solutions to complex engineering problems where no existing methods, procedures, or precedent exist.

### **Technical Writer**

**Education and General Experience:** A minimum of five years of experience in this area. At least two years of experience in editing documents, including technical documents. **Functional Responsibility:** Assist in collecting and organizing information for preparation of user manuals, training materials, installation guides, proposals, and reports. Edit functional descriptions, system specifications, user manuals, special reports, or any other Customer deliverables and documents. Assists in performing financial and administrative functions. Must demonstrate the ability to work independently or under only general direction.

Administrative Assistant

### **Administrative Assistant**

**Education and General Experience:** A minimum of two years of experience in administration and office automation. **Functional Responsibility:** Manages workflow by receiving assignments from decision makers while simultaneously assigning tasks to other administrative employees. Ensures that deadlines and timeframes are achieved and work is completed correctly and without error. Generates standard office documentation to include letters, correspondence, memos, emails and reports. Utilizes standard office computer software packages and office equipment including computers, copiers, scanners, and fax machines. Responds to questions, inquiries, and requests for information in both telephonic and written form.

### **Education/Experience Substitution Policy**

We recognize that successful performance depends on having personnel with the right skills and experience. These skills and experience are acquired through a proper mix of education and professional experience. We have found that skills required to support advanced technology efforts, today's problems and tomorrow's challenges, are not always supported by the traditional combination of formal education and work experience. Therefore, we have incorporated substitution allowances between equivalent education and experience in order to provide the quality of services required by the customer at the most reasonable price.

The following tables present substitution equivalencies for education and experience requirements.

- Substitutions for Educational Requirements

Additional years of related experience may be substituted for degree requirements.

Degree Requirement	Equivalent Experience Substitution
High School	GED
Associate	High School plus two years related experience
Bachelor's	Associate's degree plus two years related experience
Master's	Bachelor's degree plus two years related experience
Doctorate/Ph.D	Master's degree plus four years

- Substitutions for Work Experience Requirements.

A related degree may be substituted for years of related work experience.

Degree	Equivalent Years of Experience
Bachelor's	Four
Master's	Six
Doctorate/Ph.D	Eight

\* Successful completion of higher education which has not yet resulted in a degree may be counted as 1 for 1 years of experience for each year of college completed.