

COLUMBIA GAS OF KENTUCKY, INC.
RESPONSE TO STAFF'S FIRST REQUEST FOR INFORMATION
DATED APRIL 24, 2024

Provide the following information concerning the costs for the preparation of this case:

a. A detailed schedule of expenses incurred to date for the following categories:

(1) Accounting;

(2) Engineering;

(3) Legal;

(4) Consultants; and

(5) Other Expenses (Identify separately).

b. For each category identified in Item 14a, the schedule should include the date of each transaction, check number or other document reference, the vendor, the hours worked, the rates per hour, amount, a description of the services performed, and the account number in which the expenditure was recorded. Provide copies of contracts or other documentation that support charges incurred in the preparation of this case. Identify any costs incurred for this case that occurred during the base period.

c. An itemized estimate of the total cost to be incurred for this case. Expenses should be broken down into the same categories as identified in Item 14a, with an estimate of the hours to be worked and the rates per hour. Include a detailed explanation of how the estimate was determined, along with all supporting workpapers and calculations.

d. Provide monthly updates of the actual costs incurred in conjunction with this rate case, reported in the manner requested in Items 14a and 14b, and a cumulative total of cost incurred to date for each category. Updates will be due when Columbia Kentucky files its monthly financial statements with the Commission, through the month of the public hearing.

Response:

a., b., and c.

Please refer to KY PSC Case No. 2024-00092, Staff 1-14, Attachment A of the response for the itemized estimate of the total cost to be incurred for this case, and an update of the actual costs incurred as of May 24, 2024. Page 1 of the attachment presents the information in the same format as cost-of-service Schedule F-9. The requested detail for actual costs incurred are presented on Page 2. Please refer to KY PSC Case No. 2024-00092, Staff 1-14, Attachment B, for copies of the supporting invoices. Note, Columbia anticipates that the majority of costs for this rate case will occur during the

base period. Columbia is deferring the costs for the preparation of this case, and requesting a one-year amortization as shown in Schedule F-9 (Page 1 of Attachment A to this response). Please refer to KY PSC Case No. 2024-000092, Staff 1-14, Attachment C providing copies of the agreements for professional rate case services.

- d. Columbia will provide monthly updates for actual costs incurred as they become available.

ATTACHMENT A

COLUMBIA GAS OF KENTUCKY, INC.
CASE NO. 2024 - 00092
TOTAL COMPANY DIRECT RATE CASE EXPENSE
BASE PERIOD: TWELVE MONTHS ENDED AUGUST 31, 2024
FORECASTED TEST PERIOD: TWELVE MONTHS ENDED DECEMBER 31, 2025

DATA: BASE PERIOD FORECASTED PERIOD
TYPE OF FILING: ORIGINAL UPDATED
WORKPAPER REFERENCE NO(S).

SCHEDULE F-9
PAGE 1 OF 1
WITNESS: SHAEFFER

| LINE NO. | ITEM OF EXPENSE | CURRENT CASE ACTUALS | CURRENT CASE ESTIMATED |
|----------|--|----------------------|------------------------|
| 1 | CONSULTING: | | |
| 2 | Allocated Cost of Service Study & Rate Design Consulting | \$88,820 | \$157,250 |
| 3 | Cost of Capital Study Consulting | 0 | 55,000 |
| 4 | Depreciation Study Consulting | 33,054 | 60,000 |
| 5 | Rate Case Preparation Consulting | 495 | 15,000 |
| 6 | Total Consulting Services | \$122,369 | \$287,250 |
| 7 | | | |
| 8 | LEGAL FEES (Estimated at 1,080.7 hours x \$347/hour) | \$23,787 | \$375,000 |
| 9 | | | |
| 10 | CUSTOMER NOTIFICATIONS | \$0 | \$380,000 |
| 11 | | | |
| 12 | ALL OTHER (Advertising, Printing & Copying, Postage, Travel) | \$10 | \$100,000 |
| 13 | | | |
| 14 | TOTAL RATE CASE EXPENSE | \$146,166 | \$1,142,250 |

| |
|--------------------------------|
| RATE CASE EXPENSE AMORTIZATION |
|--------------------------------|

| RATE CASE | TOTAL EXPENSE TO BE AMORTIZED |
|----------------------------------|-------------------------------|
| 15 PROJECTED RATE CASE EXPENSE | \$1,142,250 |
| 16 AMORTIZATION PERIOD (YEAR(S)) | 1 |
| 17 AMORTIZATION EXPENSE | 1,142,250 |

Columbia Gas of Kentucky, Inc.
 Case No. 2024-00092
 TOTAL COMPANY DIRECT RATE CASE EXPENSE
 AS OF MAY 24, 2024

| Line No. | Category | Invoice Date | Invoice Number | FERC Account | Payment Method | Vendor | Consultant | Hours | Rates per Hour \$ | Support File | Amount \$ |
|----------|---|--------------|----------------|---|--------------------------------|------------------------------------|---|-------|-------------------|--------------|------------------|
| 1 | Allocated Cost of Service Study & Rate Design Consulting | 2/22/2024 | 0619-02 | 18235440 - NC Reg Asset Rate Case Non-Cur | ACH # 2032026270 | ATRIUM ECONOMICS, LLC | See KY PSC Staff 1-14, Attachment B [1] | | | | \$7,758 |
| 2 | | 3/14/2024 | 0619-03 | 18235440 - NC Reg Asset Rate Case Non-Cur | ACH # 2032026420 | ATRIUM ECONOMICS, LLC | | | | | \$22,383 |
| 3 | | 4/10/2024 | 0619-04 | 18235440 - NC Reg Asset Rate Case Non-Cur | ACH # 2032026626 | ATRIUM ECONOMICS, LLC | | | | | \$58,680 |
| 4 | Total Allocated Cost of Service Study & Rate Design Consulting | | | | | | | | | | \$88,820 |
| 5 | Cost of Capital Study Consulting | | | | | No Activity as of May 24, 2024 | | | | | \$0 |
| 6 | Total Cost of Capital Study Consulting | | | | | | | | | | \$0 |
| 7 | Depreciation Study Consulting | 1/5/2024 | 31078 | 18235440 - NC Reg Asset Rate Case Non-Cur | ACH # 2032025941 | GANNETT FLEMING VALUATION AND RATE | See KY PSC Staff 1-14, Attachment B [1] | | | | \$550 |
| 8 | | 2/2/2024 | 32157 | 18235440 - NC Reg Asset Rate Case Non-Cur | ACH # 2032026093 | GANNETT FLEMING VALUATION AND RATE | | | | | \$6,440 |
| 9 | | 2/20/2024 | 32826 | 18235440 - NC Reg Asset Rate Case Non-Cur | ACH # 2032026267 | GANNETT FLEMING VALUATION AND RATE | | | | | \$6,790 |
| 10 | | 4/1/2024 | 34411 | 18235440 - NC Reg Asset Rate Case Non-Cur | ACH # 2032026553 | GANNETT FLEMING VALUATION AND RATE | | | | | \$19,274 |
| 11 | Total Depreciation Study Consulting | | | | | | | | | | \$33,054 |
| 12 | Rate Case Preparation Consulting | 12/31/2023 | COL9723682 | 18235440 - NC Reg Asset Rate Case Non-Cur | ACH # 2012047795 | AGILE ONE | See KY PSC Staff 1-14, Attachment B [1] | | | | \$33 |
| 13 | | 1/31/2024 | COL9748591 | 18235440 - NC Reg Asset Rate Case Non-Cur | ACH # 2012048376 | AGILE ONE | | | | | \$215 |
| 14 | | 2/29/2024 | COL9774287 | 18235440 - NC Reg Asset Rate Case Non-Cur | ACH # 2012048961 | AGILE ONE | | | | | \$116 |
| 15 | | 3/31/2024 | COL9800270 | 18235440 - NC Reg Asset Rate Case Non-Cur | ACH # 2012049645 | AGILE ONE | | | | | \$132 |
| 14 | Total Rate Case Preparation Consulting | | | | | | | | | | \$495 |
| 15 | Legal Fees | 2/5/2024 | 653 | 18235440 - NC Reg Asset Rate Case Non-Cur | ACH # 2012047773 | HONAKER LAW OFFICE, PLLC | See KY PSC Staff 1-14, Attachment B [1] | | | | \$5,182 |
| 16 | | 3/19/2024 | 738 | 18235440 - NC Reg Asset Rate Case Non-Cur | ACH # 2012048575 | HONAKER LAW OFFICE, PLLC | | | | | \$6,159 |
| 17 | | 4/3/2024 | 741 | 18235440 - NC Reg Asset Rate Case Non-Cur | ACH # 2012048843 | HONAKER LAW OFFICE, PLLC | | | | | \$12,446 |
| 18 | Total Legal Fees | | | | | | | | | | \$23,787 |
| 19 | Customer Notifications | | | | | No Activity as of May 24, 2024 | | | | | \$0 |
| 20 | Total Customer Notifications | | | | | | | | | | \$0 |
| 21 | All Other | 5/8/2024 | 309764 | 18235440 - NC Reg Asset Rate Case Non-Cur | Employee Expense Reimbursement | KENTUCKY SECRETARY OF STATE | See KY PSC Staff 1-14, Attachment B [1] | | | | \$10 |
| 22 | Total All Other | | | | | | | | | | |
| 23 | Total Rate Case Expenses | | | | | | | | | | \$146,166 |

[1] Please see KY PSC Case No. 2024-00092, Staff 1-14, Attachment B for supporting invoice documentation.

ATTACHMENT B

COLUMBIA GAS OF KENTUCKY, INC.
CASE NO. 2024-00092

ALLOCATED COST OF SERVICE STUDY RATE DESIGN CONSULTING INVOICES



Invoice

Invoice Atrium-INV 0619-02
 Date Issued February 22 2024
 Date Due April 7 2024
 Currency USD - United States Dollar
 PO Number 46765

To NiSource

From Atrium Economics
 10 Hospital Center Commons
 Suite 400
 Hilton Head Island, SC 29926

Subject 0619 - Columbia Gas KY 2024 Rate Case

Timesheets

| Type | Description | Duration | Unit Price | Amount |
|--------------|---|--------------------------|------------|--------------------|
| Timesheet | 0619 - Columbia Gas KY 2024 Rate Case - Cody Kleckley (24 Jan 2024 - 01 Feb 2024) | 1.00 (1:00) | 245.00 | \$ 245.00 |
| Timesheet | 0619 - Columbia Gas KY 2024 Rate Case - Greg Macias (03 Jan 2024 - 01 Feb 2024) | 10.00 (10:00) | 390.00 | \$ 3,900.00 |
| Timesheet | 0619 - Columbia Gas KY 2024 Rate Case - Ron Amen (03 Jan 2024 - 01 Feb 2024) | 8.50 (8:30) | 425.00 | \$ 3,612.50 |
| Total | | 19.50 (19:30) | | \$ 7,757.50 |
| | | Subtotal | | \$ 7,757.50 |
| | | Total Amount | | \$ 7,757.50 |

| | |
|-------------------|--------------------|
| Amount Due | \$ 7,757.50 |
|-------------------|--------------------|

Notes:



Invoice

Invoice Atrium-INV 0619-03
 Date Issued March 12 2024
 Date Due April 26 2024
 Currency USD - United States Dollar
 PO Number 46765

To NiSource

From Atrium Economics
 10 Hospital Center Commons
 Suite 400
 Hilton Head Island, SC 29926

Subject 0619 - Columbia Gas KY 2024 Rate Case

Timesheets

| Type | Description | Duration | Unit Price | Amount |
|--------------|--|--------------------------|------------|---------------------|
| Timesheet | 0619 - Columbia Gas KY 2024 Rate Case - Chris Hutchinson (08 Feb 2024 - 29 Feb 2024) | 23.50 (23:30) | 300.00 | \$ 7,050.00 |
| Timesheet | 0619 - Columbia Gas KY 2024 Rate Case - Cody Kleckley (07 Feb 2024 - 01 Mar 2024) | 16.50 (16:30) | 245.00 | \$ 4,042.50 |
| Timesheet | 0619 - Columbia Gas KY 2024 Rate Case - Greg Macias (07 Feb 2024 - 02 Mar 2024) | 11.00 (11:00) | 390.00 | \$ 4,290.00 |
| Timesheet | 0619 - Columbia Gas KY 2024 Rate Case - Kara Hounam (14 Feb 2024 - 22 Feb 2024) | 12.00 (12:00) | 300.00 | \$ 3,600.00 |
| Timesheet | 0619 - Columbia Gas KY 2024 Rate Case - Ron Amen (08 Feb 2024 - 29 Feb 2024) | 8.00 (8:00) | 425.00 | \$ 3,400.00 |
| Total | | 71.00 (71:00) | | \$ 22,382.50 |
| | | Subtotal | | \$ 22,382.50 |
| | | Total Amount | | \$ 22,382.50 |

| | |
|-------------------|---------------------|
| Amount Due | \$ 22,382.50 |
|-------------------|---------------------|

Notes:



Invoice

Invoice Atrium-INV 0619-04
 Date Issued April 10 2024
 Date Due May 10 2024
 Currency USD - United States Dollar

To NiSource

From Atrium Economics
 10 Hospital Center Commons
 Suite 400
 Hilton Head Island, SC 29926

Subject 0619 - Columbia Gas KY 2024 Rate Case

Timesheets

| Type | Description | Duration | Unit Price | Amount |
|--------------|--|----------------------------|------------|---------------------|
| Timesheet | 0619 - Columbia Gas KY 2024 Rate Case - Chris Hutchinson (04 Mar 2024 - 26 Mar 2024) | 20.75 (20:45) | 300.00 | \$ 6,225.00 |
| Timesheet | 0619 - Columbia Gas KY 2024 Rate Case - Cody Kleckley (04 Mar 2024 - 29 Mar 2024) | 71.50 (71:30) | 245.00 | \$ 17,517.50 |
| Timesheet | 0619 - Columbia Gas KY 2024 Rate Case - Dylan Speer (26 Mar 2024 - 28 Mar 2024) | 12.50 (12:30) | 245.00 | \$ 3,062.50 |
| Timesheet | 0619 - Columbia Gas KY 2024 Rate Case - Greg Macias (04 Mar 2024 - 29 Mar 2024) | 57.50 (57:30) | 390.00 | \$ 22,425.00 |
| Timesheet | 0619 - Columbia Gas KY 2024 Rate Case - Kara Hounam (06 Mar 2024 - 28 Mar 2024) | 6.00 (6:00) | 300.00 | \$ 1,800.00 |
| Timesheet | 0619 - Columbia Gas KY 2024 Rate Case - Ron Amen (04 Mar 2024 - 29 Mar 2024) | 18.00 (18:00) | 425.00 | \$ 7,650.00 |
| Total | | 186.25 (186:15) | | \$ 58,680.00 |
| | | Subtotal | | \$ 58,680.00 |
| | | Total Amount | | \$ 58,680.00 |

Amount Due

\$ 58,680.00

Notes:

COLUMBIA GAS OF KENTUCKY, INC.
CASE NO. 2024-00092

COST OF CAPITAL STUDY CONSULTING INVOICES

No Activity through May 24, 2024

COLUMBIA GAS OF KENTUCKY, INC.
CASE NO. 2024-00092

DEPRECIATION STUDY CONSULTING INVOICES



Check Payment Information:
 Gannett Fleming Valuation and Rate Consultants, LLC
 PO Box 829160, Philadelphia, PA 19182-9160 Federal EIN: [REDACTED]
ACH/EFT Payment Information:
 Account Name: [REDACTED] ABA: [REDACTED]
 Account No.: [REDACTED]
 Send Remit Info: AccountsReceivable@gfnet.com
 Send Audit Inquiries: GovtContractAudit@gfnet.com
 All Other Inquires Contact the Project Team

Charge to PO 47348/PR 66258.

NiSource - Columbia Gas of Kentucky
 P.O. Box 117
 Columbus, OH 43215-0117
 UNITED STATES

Invoice : 0000031078
Invoice Date : 1/5/2024
Due Date: 2/4/2024
Project : 076650
Project Name : NiSource - Columbia Gas of KY-
 Depr
Bill Term : 01

For Professional Services Rendered Through 12/1/2023

Contract : GFC744550
Contract Name : NiSource - Columbia Gas of
 Kentucky-GFC744550
Contract Date : 11/27/2023

Depreciation Study and Related Consulting Services re 2024 Rate Case

| | | |
|--------------------------|-----------------------------|-----------------|
| | | Current |
| | | Billings |
| 000 - Depreciation Study | | 550.00 |
| | Total : | 550.00 |
| | Current Billings | 550.00 |
| | Amount Due This Bill | US 550.00 |

John J Spanos

Project : 076650 - NiSource - Columbia Gas of KY-Depr

Invoice : 0000031078

000 - Depreciation Study

Rate Labor

| <i>Class</i> | <i>Hours</i> | <i>Rate</i> | <i>Amount</i> |
|---|--------------|-------------|---------------|
| John J Spanos | 1.50 | 320.000 | 480.00 |
| Support Staff | 0.50 | 140.000 | 70.00 |
| Total Rate Labor | 2.00 | | 550.00 |
| Total Bill Task : 000 - Depreciation Study | | | 550.00 |

Total Project : 076650 - NiSource - Columbia Gas of KY-Depr

550.00



Check Payment Information:
 Gannett Fleming Valuation and Rate Consultants, LLC
 PO Box 829160, Philadelphia, PA 19182-9160 Federal EIN: [REDACTED]
ACH/EFT Payment Information:
 Account Name: [REDACTED] ABA: [REDACTED]
 Account No.: [REDACTED]
 Send Remit Info: AccountsReceivable@gfnet.com
 Send Audit Inquiries: GovtContractAudit@gfnet.com
 All Other Inquires Contact the Project Team

NiSource - Columbia Gas of Kentucky
 P.O. Box 117
 Columbus, OH 43215-0117
 UNITED STATES

Invoice : 0000032157
Invoice Date : 2/2/2024
Due Date: 3/3/2024
Project : 076650
Project Name : NiSource - Columbia Gas of KY-
 Depr
Bill Term : 01

For Professional Services Rendered For 12/2/2023 Through 12/29/2023

Contract : GFC744550
Contract Name : NiSource - Columbia Gas of
 Kentucky-GFC744550
Contract Date : 11/27/2023

Depreciation Study and Related Consulting Services re 2024 Rate Case

| | |
|-----------------------------|----------------------------------|
| | Current |
| | Billings |
| 000 - Depreciation Study | 6,440.00 |
| Total : | <u>6,440.00</u> |
| | Current Billings |
| | 6,440.00 |
| Amount Due This Bill | US <u><u>6,440.00</u></u> |

John J Spanos

| Outstanding Receivables | Invoice Number | Date | Amount | Balance Due |
|--------------------------------|----------------|----------|--------|---------------|
| | 0000031078 | 1/5/2024 | 550.00 | 550.00 |
| | | | | <u>550.00</u> |

Project : 076650 - NiSource - Columbia Gas of KY-Depr

Invoice : 0000032157

000 - Depreciation Study

Rate Labor

| <i>Class</i> | <i>Hours</i> | <i>Rate</i> | <i>Amount</i> |
|-------------------------|--------------|-------------|-----------------|
| Assistant Analyst II | 18.50 | 170.000 | 3,145.00 |
| John J Spanos | 3.00 | 320.000 | 960.00 |
| Senior Analyst | 9.50 | 210.000 | 1,995.00 |
| Senior Technician | 1.00 | 130.000 | 130.00 |
| Support Staff | 1.50 | 140.000 | 210.00 |
| Total Rate Labor | 33.50 | | 6,440.00 |

Total Bill Task : 000 - Depreciation Study

6,440.00

Total Project : 076650 - NiSource - Columbia Gas of KY-Depr

6,440.00



Check Payment Information:
 Gannett Fleming Valuation and Rate Consultants, LLC
 PO Box 829160, Philadelphia, PA 19182-9160 Federal EIN: [REDACTED]
ACH/EFT Payment Information:
 Account Name: [REDACTED] ABA: [REDACTED]
 Account No: [REDACTED]
 Send Remit Info: AccountsReceivable@gfnet.com
 Send Audit Inquiries: GovtContractAudit@gfnet.com
 All Other Inquires Contact the Project Team

PO47348/PR66258
 Contact - Julie Wozniak - U461933

NiSource - Columbia Gas of Kentucky
 P.O. Box 117
 Columbus, OH 43215-0117
 UNITED STATES

Invoice : 0000032826
Invoice Date : 2/20/2024
Due Date: 3/21/2024
Project : 076650
Project Name : NiSource - Columbia Gas of KY-
 Depr
Bill Term : 01

For Professional Services Rendered For 12/30/2023 Through 1/26/2024

Contract : GFC744550
Contract Name : NiSource - Columbia Gas of
 Kentucky-GFC744550
Contract Date : 11/27/2023

Depreciation Study and Related Consulting Services re 2024 Rate Case

| | |
|-----------------------------|-------------------------|
| | Current |
| | Billings |
| 000 - Depreciation Study | 6,790.00 |
| Total : | 6,790.00 |
| | Current Billings |
| | 6,790.00 |
| Amount Due This Bill | US |
| | 6,790.00 |

John J Spanos

| Outstanding Receivables | Invoice Number | Date | Amount | Balance Due |
|--------------------------------|-----------------------|-------------|---------------|--------------------|
| | 0000031078 | 1/5/2024 | 550.00 | 550.00 |
| | 0000032157 | 2/2/2024 | 6,440.00 | 6,440.00 |
| | | | | 6,990.00 |

Project : 076650 - NiSource - Columbia Gas of KY-Depr

Invoice : 0000032826

000 - Depreciation Study

Rate Labor

| <i>Class</i> | <i>Hours</i> | <i>Rate</i> | <i>Amount</i> |
|-------------------------|--------------|-------------|-----------------|
| Assistant Analyst II | 12.50 | 170.000 | 2,125.00 |
| John J Spanos | 5.00 | 320.000 | 1,600.00 |
| Senior Analyst | 9.50 | 210.000 | 1,995.00 |
| Senior Technician | 5.00 | 130.000 | 650.00 |
| Support Staff | 3.00 | 140.000 | 420.00 |
| Total Rate Labor | 35.00 | | 6,790.00 |

Total Bill Task : 000 - Depreciation Study

6,790.00

Total Project : 076650 - NiSource - Columbia Gas of KY-Depr

6,790.00



Check Payment Information:
 Gannett Fleming Valuation and Rate Consultants, LLC
 PO Box 829160, Philadelphia, PA 19182-9160 Federal EIN: [REDACTED]
ACH/EFT Payment Information:
 Account Name: [REDACTED] ABA: [REDACTED]
 Account No.: [REDACTED]
 Send Remit Info: AccountsReceivable@gfnet.com
 Send Audit Inquiries: GovtContractAudit@gfnet.com
 All Other Inquires Contact the Project Team

PO47348/PR66258
 Contact - Julie Wozniak - U461933

NiSource - Columbia Gas of Kentucky
 P.O. Box 117
 Columbus, OH 43215-0117
 UNITED STATES

Invoice : 0000034411
Invoice Date : 4/1/2024
Due Date : 5/1/2024
Project : 076650
Project Name : NiSource - Columbia Gas of KY-
 Depr
Bill Term : 01

For Professional Services Rendered For 1/27/2024 Through 2/23/2024

Contract : GFC744550
Contract Name : NiSource - Columbia Gas of
 Kentucky-GFC744550
Contract Date : 11/27/2023

Depreciation Study and Related Consulting Services re 2024 Rate Case

| | |
|--------------------------|-----------------------------------|
| | Current |
| | <u>Billings</u> |
| 000 - Depreciation Study | 19,273.85 |
| Total : | <u>19,273.85</u> |
| | Current Billings |
| | <u>19,273.85</u> |
| | Amount Due This Bill |
| | US <u><u>19,273.85</u></u> |

John J Spanos

| Outstanding Receivables | Invoice Number | Date | Amount | Balance Due |
|-------------------------|----------------|-----------|----------|-----------------|
| | 0000032826 | 2/20/2024 | 6,790.00 | <u>6,790.00</u> |
| | | | | 6,790.00 |

Project : 076650 - NiSource - Columbia Gas of KY-Depr

Invoice : 0000034411

000 - Depreciation Study

Rate Labor

| <i>Class</i> | <i>Hours</i> | <i>Rate</i> | <i>Amount</i> |
|-------------------------|--------------|-------------|------------------|
| Assistant Analyst II | 27.50 | 170.000 | 4,675.00 |
| John J Spanos | 16.50 | 320.000 | 5,280.00 |
| Senior Analyst | 23.00 | 210.000 | 4,830.00 |
| Senior Technician | 6.00 | 130.000 | 780.00 |
| Support Staff | 2.00 | 140.000 | 280.00 |
| Total Rate Labor | 75.00 | | 15,845.00 |

Expenses

| <i>Account / Vendor</i> | <i>Cost</i> | <i>Multiplier</i> | <i>Amount</i> |
|------------------------------------|-------------|-------------------|-----------------|
| Meals and Meals Per Diem | | | |
| Mackenzie P Neiderer | 54.55 | 1.0000 | 54.55 |
| Transportation - Airfare | | | |
| M & T BANK, N.A. | 3,064.10 | 1.0000 | 3,064.10 |
| Transportation - Rental Car | | | |
| EAN SERVICES LLC | 310.20 | 1.0000 | 310.20 |
| Total Expenses | | | 3,428.85 |

Total Bill Task : 000 - Depreciation Study

19,273.85

Total Project : 076650 - NiSource - Columbia Gas of KY-Depr

19,273.85

World Travel, Inc.
 1724 West Schuylkill Road
 Douglassville, PA 19518

INVOICE #: 193005037
 Date: 1/24/2024
 Account: 120072100
 Page #: 1
 PNR Locator: L35Q2G

GANNETT FLEMING, INC.
 207 Senate Avenue
 Camp Hill PA 178011

| Traveler | Tkt#/Cf# | Tvl Dt | Itinerary | Pymt Due | By | Invoiced Amt | Booked Amt |
|--|-------------------|---------------|--------------------------------------|--------------------|---------------|---------------|---------------|
| SPANOS/JOHN J VI XXXXXXXXXXXXXXXX0128 | 7958686013 | 02/05/24 | MDT-CLT-LEX-PHL American Airlines | 01/24/24 | P | 1,193.70 | |
| | Airline | Flight | Origin | Destination | Depart | Arrive | Depart |
| | American Airlines | 5904 | Harrisburg PA (Harrisburg Intl) | Charlotte NC | 0323P | 0521P | 02/05/24 |
| | American Airlines | 5136 | Charlotte NC | Lexington KY | 0615P | 0741P | 02/05/24 |
| | American Airlines | 6131 | Lexington KY | Philadelphia PA | 0353P | 0550P | 02/06/24 |
| SPANOS/JOHN J VI XXXXXXXXXXXXXXXX0128 | 0885158812 | 02/05/24 | Service Fee ARC Service Fee | 01/24/24 | P | 25.00 | |

| | |
|--|-----------------|
| Total Amount of Invoice | 1,218.70 |
| Less CC Payments or Payments not yet due | 1,218.70 |
| Less Cash Payments Received | 0.00 |
| Net Amount Due | 0.00 |

This invoice is confidential.
 Thank you for choosing World Travel, Inc. We make travel simple.
 Email: Finance@worldtravelinc.com | Phone: 610-970-4030 ext 4

World Travel, Inc.
 1724 West Schuylkill Road
 Douglassville, PA 19518

INVOICE #: 193005105
 Date: 1/24/2024
 Account: 120072100
 Page #: 1
 PNR Locator: L36K34

GANNETT FLEMING, INC.
 207 Senate Avenue
 Camp Hill PA 178011

| Traveler | Tkt#/Cf# | Tvl Dt | Itinerary | Pymt Due | By | Invoiced Amt | Booked Amt |
|---|-------------------|---------------|--------------------------------------|--------------------|---------------|---------------|---------------|
| JOHNSTONJR/FREDERICK B VI XXXXXXXXXXXXXXXX0128 | 7958686052 | 02/05/24 | MDT-CLT-LEX-PHL American Airlines | 01/24/24 | P | 897.70 | |
| | Airline | Flight | Origin | Destination | Depart | Arrive | Depart |
| | American Airlines | 5904 | Harrisburg PA (Harrisburg Intl) | Charlotte NC | 0323P | 0521P | 02/05/24 |
| | American Airlines | 5136 | Charlotte NC | Lexington KY | 0615P | 0741P | 02/05/24 |
| | American Airlines | 6131 | Lexington KY | Philadelphia PA | 0353P | 0550P | 02/06/24 |
| JOHNSTONJR/FREDERICK B VI XXXXXXXXXXXXXXXX0128 | 0885158852 | 02/05/24 | Service Fee ARC Service Fee | 01/24/24 | P | 25.00 | |

| | |
|--|---------------|
| Total Amount of Invoice | 922.70 |
| Less CC Payments or Payments not yet due | 922.70 |
| Less Cash Payments Received | 0.00 |
| Net Amount Due | 0.00 |

This invoice is confidential.
 Thank you for choosing World Travel, Inc. We make travel simple.
 Email: Finance@worldtravelinc.com | Phone: 610-970-4030 ext 4

World Travel, Inc.
 1724 West Schuylkill Road
 Douglassville, PA 19518

INVOICE #: 193005106
 Date: 1/24/2024
 Account: 120072100
 Page #: 1
 PNR Locator: L36Q8G

GANNETT FLEMING, INC.
 207 Senate Avenue
 Camp Hill PA 178011

| Traveler | Tkt#/Cf# | Tvl Dt | Itinerary | Pymt Due | By | Invoiced Amt | Booked Amt |
|---|------------|----------|--------------------------------------|---------------|---------------------------------|--------------------|---|
| NEIDERER/MACKENZIE PAI VI XXXXXXXXXXXXXXXX0128 | 7958686053 | 02/05/24 | MDT-CLT-LEX-PHL American Airlines | 01/24/24 | P | 897.70 | |
| | | | Airline | Flight | Origin | Destination | Depart Arrive Depart |
| | | | American Airlines | 5904 | Harrisburg PA (Harrisburg Intl) | Charlotte NC | 0323P 0521P 02/05/24 |
| | | | American Airlines | 5136 | Charlotte NC | Lexington KY | 0615P 0741P 02/05/24 |
| | | | American Airlines | 6131 | Lexington KY | Philadelphia PA | 0353P 0550P 02/06/24 |
| NEIDERER/MACKENZIE PAI VI XXXXXXXXXXXXXXXX0128 | 0885158851 | 02/05/24 | Service Fee ARC Service Fee | 01/24/24 | P | 25.00 | |

| | |
|--|---------------|
| Total Amount of Invoice | 922.70 |
| Less CC Payments or Payments not yet due | 922.70 |
| Less Cash Payments Received | 0.00 |
| Net Amount Due | 0.00 |

This invoice is confidential.
 Thank you for choosing World Travel, Inc. We make travel simple.
 Email: Finance@worldtravelinc.com | Phone: 610-970-4030 ext 4



Rental Agreement # 778309001
 Invoice # 70056629736

Renter Information

Renter Name
 JOHN J SPANOS

Renter Address
 MECHANICSBURG, PA 17055
 USA

Contract
 GANNETT FLEMING

Rental Credits
 1 credit has been awarded for this rental

Vehicle Information

4DR ALL-WHEEL DRIVE
 License #: JOA654
 State/Province: KY
 Unit #: 7WD8MY
 Vehicle #: RU711678

Vehicle Class Driven
 Standard Crossover AWD 5 door/
 Automatic/Air

Vehicle Class Charged
 Full Size SUV 5 door/Automatic/Air

Odometer Mileage/Kilometers
 Starting: 3,041 Ending: 3,118
 Total: 77

Fuel
 Starting: Full Ending: Full

Trip Information

| | |
|---|---|
| Pickup | Return |
| Monday, February 5, 2024 7:38 PM | Tuesday, February 6, 2024 12:37 PM |
| LEXINGTON ARPT (LEX) ✈ | LEXINGTON ARPT (LEX) ✈ |
| 4000 TERMINAL DR STE 103 LEXINGTON, KY 40510 USA | 4000 TERMINAL DR STE 103 LEXINGTON, KY 40510 USA |

Bill-To: GANNETT FLEMING

| | | |
|-----------------------|--|-----------------|
| Rental Rate | Time & Distance 1 Day at \$90.00 / Day | \$90.00 |
| Coverages | Cdw-allocated Inclusive (\$0.00 / Day) | Included |
| Taxes and Fees | Ky Veh Rental Excise Tax (6.00%) | \$6.38 |
| | Kentucky U-drive-it Tax 6 Pct (6.00%) | \$5.40 |
| | Contract Facility Charge \$4.75/day (\$4.75 / Day) | \$4.75 |
| | Vehicle Lic Cost Recov Fee 1.40/day (\$1.40 / Day) | \$1.40 |
| | Concession Recovery Fee 11.11 Pct (11.11%) | \$10.15 |
| Subtotal | | \$118.08 |
| Total | | \$118.08 |
| | (Subject to audit) | |
| | Amount charged to BUSINESS ACCOUNT-APPLICANT | (\$118.08) |
| Amount Due | | \$0.00 |

**Thank you for renting
 with National Car Rental
 We appreciate your business!**



Rental Agreement # 955748887
 Invoice # 90156802228

Renter Information

Renter Name
 JOHN J SPANOS

Renter Address
 MECHANICSBURG, PA 17055
 USA

Contract
 GANNETT FLEMING

Rental Credits
 1 credit has been awarded for this rental

Vehicle Information

4DR FRONT-WHEEL DRIVE SEDAN
 License #: BQF2630
 State/Province: TN
 Unit #: 8DFH6X
 Vehicle #: PN389182

Vehicle Class Driven
 Full Size 4 door/Automatic/Air

Vehicle Class Charged
 Standard SUV 5 door/Automatic/Air

Odometer Mileage/Kilometers
 Starting: 18,823 Ending: 18,964
 Total: 141

Fuel
 Starting: Full Ending: Full

Thank you for renting with National Car Rental
 We appreciate your business!
 This email was automatically generated from an unattended mailbox, so please do not reply to this e-mail.

Trip Information

One Way Rental

Pickup
 Tuesday, February 6, 2024 10:09 PM

Return
 Wednesday, February 7, 2024 4:05 AM
HARRISBURG INTL ARPT (MDT) ✈️
 2 TERMINAL DR
 STE 102
 MIDDLETOWN, PA 17057
 USA

Start Charges
 Tuesday, February 6, 2024 10:10 PM
PHILADELPHIA INTL ARPT (PHL) ✈️
 1 ARRIVALS RD
 PHILADELPHIA, PA 19153
 USA

Bill-To: GANNETT FLEMING

| | | |
|-----------------------|--|-----------------|
| Rental Rate | Time & Distance 1 Day at \$85.00 / Day | \$85.00 |
| | Excess Distance Charge 141 Distance at \$0.40 / Distance | \$56.40 |
| Coverages | Cdw-allocated Inclusive (\$0.00 / Day) | Included |
| Add-Ons | Toll Pass Device (\$4.95 / Day) | \$4.95 |
| Taxes and Fees | Vehicle Rental Tax (2.00%) | \$3.25 |
| | Phil Vehicle Rental Tax 2 Pct (2.00%) | \$3.25 |
| | Phil Tax (2.00%) | \$3.25 |
| | Pta Fee 2.00/day (\$2.00 / Day) | \$2.00 |
| | Concession Fee Recovery 11.11 Pct (11.11%) | \$16.26 |
| | Pa Tax (6.00%) | \$9.76 |
| | Customer Facility Charge 8.00/day (\$8.00 / Day) | \$8.00 |
| Subtotal | | \$192.12 |

| | |
|--|-----------------|
| Total | \$192.12 |
| (Subject to audit) | |
| Amount charged to BUSINESS ACCOUNT-APPLICANT | (\$192.12) |
| Amount Due | \$0.00 |



Employee Expense Report Backup

Employee: 34937 - Mackenzie P Neiderer

Expense Report Dates: 2/5/2024 - 2/6/2024

Expense Report: 395245 - Columbia Gas of Kentucky Trip

Posting Date: 2/23/2024

Project: 076650 - NiSource - Columbia Gas of KY-Depr

Client: 36414915 - NiSource - Columbia Gas of
Kentucky

Backup For: 000 - Depreciation Study

Transaction Details

| Sequence | Date | Category | Project | Task Hierarchy | Location | Receipt | Currency | Quantity | Amount |
|----------|----------|---|---------|----------------|------------------------------|---------|----------|--------------|--------------|
| 1 | 2/5/2024 | Project- Other Food & Beverage | 076650 | 000 | Camp Hill PA (West Building) | 1 | US | | 25.97 |
| | | Field review and management meeting for Columbia Gas of Kentucky related to depreciation study, Lexington, KY | | | | | | | |
| 1 | 2/6/2024 | Project- Other Food & Beverage | 076650 | 000 | Camp Hill PA (West Building) | 3 | US | | 18.69 |
| | | Field review and management meeting for Columbia Gas of Kentucky related to depreciation study, Lexington, KY | | | | | | | |
| 2 | 2/6/2024 | Project- Breakfast | 076650 | 000 | Camp Hill PA (West Building) | 2 | US | | 1.90 |
| | | Field review and management meeting for Columbia Gas of Kentucky related to depreciation study, Lexington, KY | | | | | | | |
| 3 | 2/6/2024 | Project- Other Food & Beverage | 076650 | 000 | Camp Hill PA (West Building) | 4 | US | | 7.99 |
| | | Field review and management meeting for Columbia Gas of Kentucky related to depreciation study, Lexington, KY | | | | | | | |
| | | | | | | | | Total | 54.55 |



Hannaburg Int'l Airport
Terminal Drive
Hannaburg, TN 37057

SALE TRANSACTION

| | | |
|---------|-------------------|---------|
| 49 4779 | wonderful Pistach | \$12.99 |
| 85 7068 | EVIAN 1 LITER WAT | \$6.99 |
| 85 7023 | WAB DREC MINI COO | \$6.99 |

Items in Transaction: 3
Balance to pay \$26.97
Discover \$26.97

Discover
CARD: *XXXXXXXXXXXX5665
AMOUNT: \$26.97
CARD DISCOVER CREDIT XXXXXXX5665 EMV
APPROVAL CODE: 01531R
KEY 00000001523010
TVR 0000008000
TR 01080800380000000000000000
TS 1800
SRC 00
APPLICATION CRYPTOGAM: E22A8B8C3CE1C27C
APPLICATION PREFERRED NAME: Discover Credit
APPLICATION LABEL: Discover

HUDSON

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Customer Service Inquiries
www.hudsongroup.com/customers
Return Policy
www.hudsonairp.com/return-policy

STORE TILL. OP. NO. TRANS. DATE
451 1 101442 288302 02-05-24 15:21



99922145100 2883026

MARATHON PETRO223149
922 Detroit Avenue
Lexington KY
00000223149

02/06/2024 9:32:02 AM
Register: 2 Trans #: 9250 Op ID: 6
Your cashier: Daniel

COFFEE 16OZ

\$1.79 101

Subtotal = \$1.79
Tax = \$0.11

Total = \$1.90

Change Due = \$0.00

\$1.90

Credit

XXXX XXXX XXXX 5665 DISCOVER
INVOICE: 093212
AUTH 00-00640R REF 070090206240932
Discover
AID: A0000001523010
ARQC: 9715309390838BBC
NO SIGNATURE REQUIRED

SALE
Entry: CHIP
Batch: 7 Seq Num: 9
JOIN
MARATHON REWARDS
TODAY

I Hereby acknowledge receipt of this
invoice and the items purchased. I
understand that I must pay in accordance
to the agreement I entered into at the
time the card was issued, or to the terms
of any subsequent agreement.

Cardholder Copy



STARBUCKS COFFEE MK APX
CHICAGO INTERNATIONAL AIRPORT

453868 Adilene

CHK 8813 GST 1
FEB06'24 5:22PM

TO GO

1 CRML MACCH G 7.15

SUBTOTAL 7.15

FOODTX ADD207001 0.84

AMOUNT PAID **7.99**

AT00601R KXX5665

DISCOVER CC 7.99

---453868 Closed FEB06 05:22PM---

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OR CUSTOMERSERVICE@HMSSHOT.COM
TO SHARE YOUR EXPERIENCE.

STOREID: BRDSTIA20

PARADIES SHOPS - LEXINGTON
Lexington Airport
Lexington, KY

SALESPERSON # 517970

ICE MOUNTIAN 1 LITER 083046000111
4.79 T
OBERTO BEEF JERKY TE 070411613083
9.99 N
EXTRA SPEARMINT 022000008992
3.69 T

SUBTOTAL \$18.47
TAX09 \$0.22
TOTAL \$18.69
DISCOVER \$18.69

***** PURCHASE *****
APPROVED

Total: \$18.69

Card Type: DISCOVER
Card Entry: CHIP
Acct #: *****5665
Approval Code: 00644R

***** EMV PURCHASE *****

App Label: Discover
Mode: Issuer
AID: A0000001523010
TVR: 000008000
IAD: 0105A080038000000000000000000000
TSI: E800
ARC: 00
AC: CFB9C0C0ABEF7495
CVM: 1E0300

CUSTOMER COPY

ITEMS 3
02/06/2024 01:56PM
000594 02 517970

3621

Thank You for Shopping at
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Lexington
CELEBRATING 50 YEARS IN BUSINESS!!!

COLUMBIA GAS OF KENTUCKY, INC.
CASE NO. 2024-00092

RATE CASE PREPARATION CONSULTING INVOICES



Invoice

Agile 1 | 1999 West 190th Street | Torrance, CA 90504
Phone : (310) 750-3400 | Email : Agile1CorpAR@Agile1.com
Tax ID: [REDACTED]

Customer Number : 00178119
Invoice Date : 12/31/2023
Invoice Number : COL9723682
Invoice Amount : \$1,561,277.68
Terms : NET 30 DAYS
Vendor Number : 2000120789

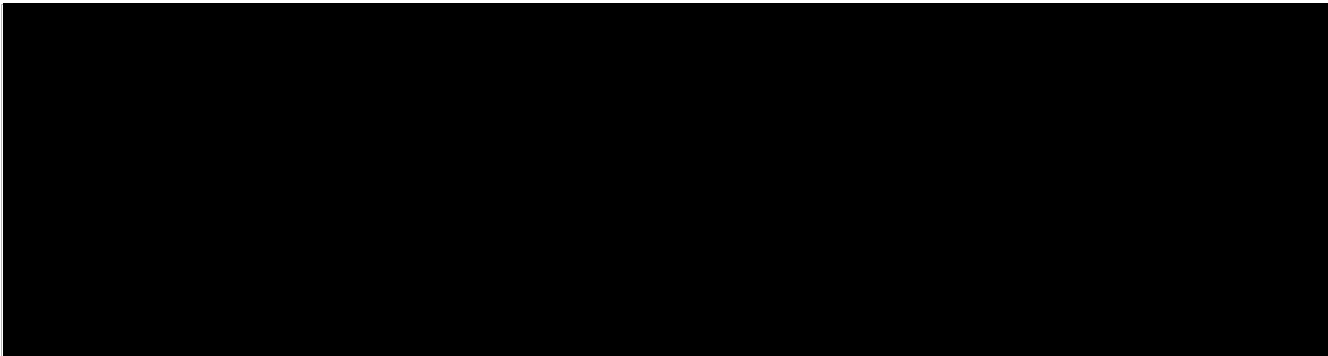
Bill To:
NISource
Attn: [REDACTED]
290 W Nationwide Blvd
Columbus, OH 43215

Remit To:
Agile 1
1999 West 190th Street
Torrance, CA 90504

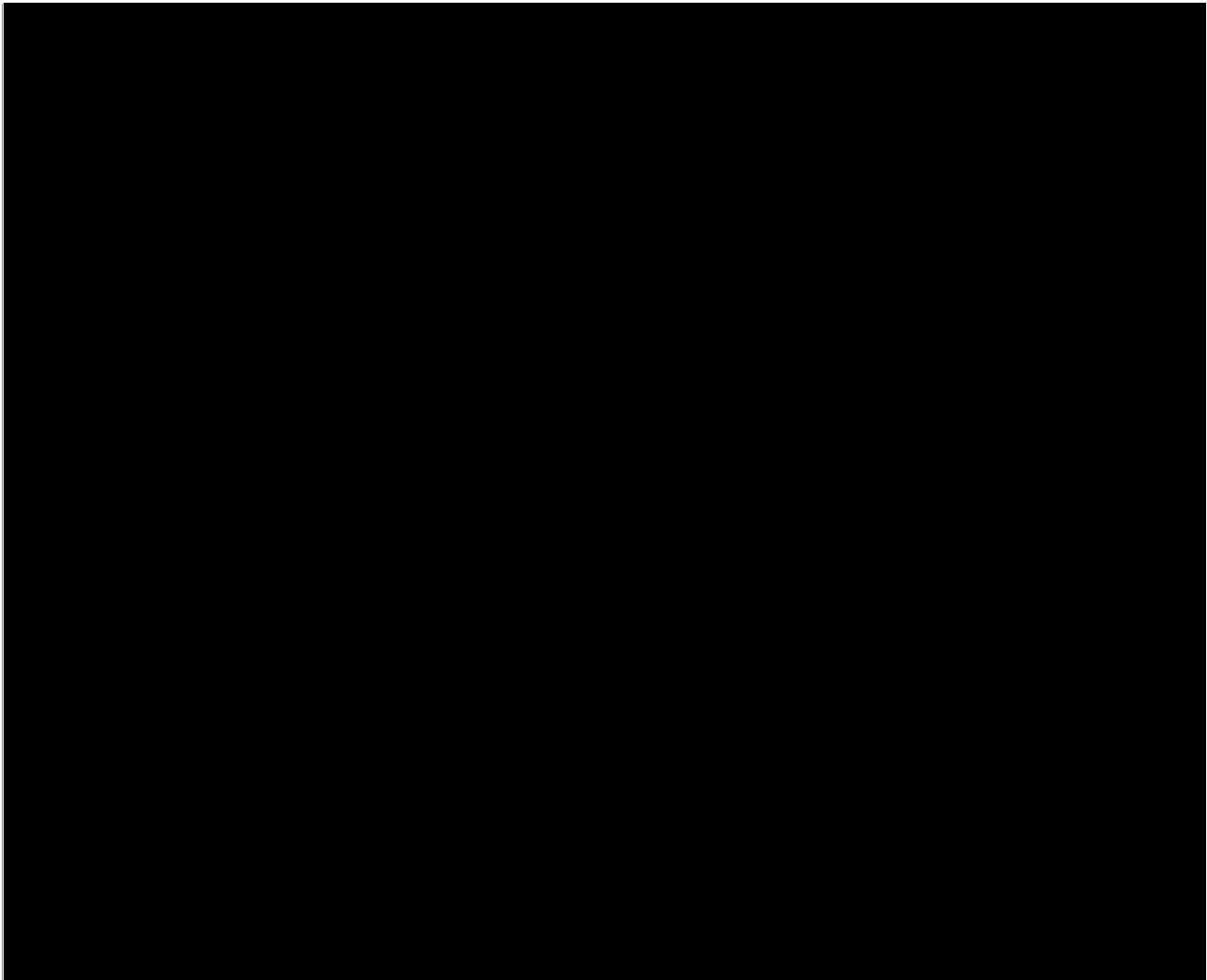
| Name | Weekend | Unit | Hours | Rate | Charge | Tenure Discount | Tenure Discount % | Sales Tax | Amount |
|------|---------|------|-------|------|--------|-----------------|-------------------|-----------|--------|
|------|---------|------|-------|------|--------|-----------------|-------------------|-----------|--------|

| | | | | | | | | | |
|------------|--|--|--|--|--|--|--|--|--|
| [REDACTED] | | | | | | | | | |
|------------|--|--|--|--|--|--|--|--|--|

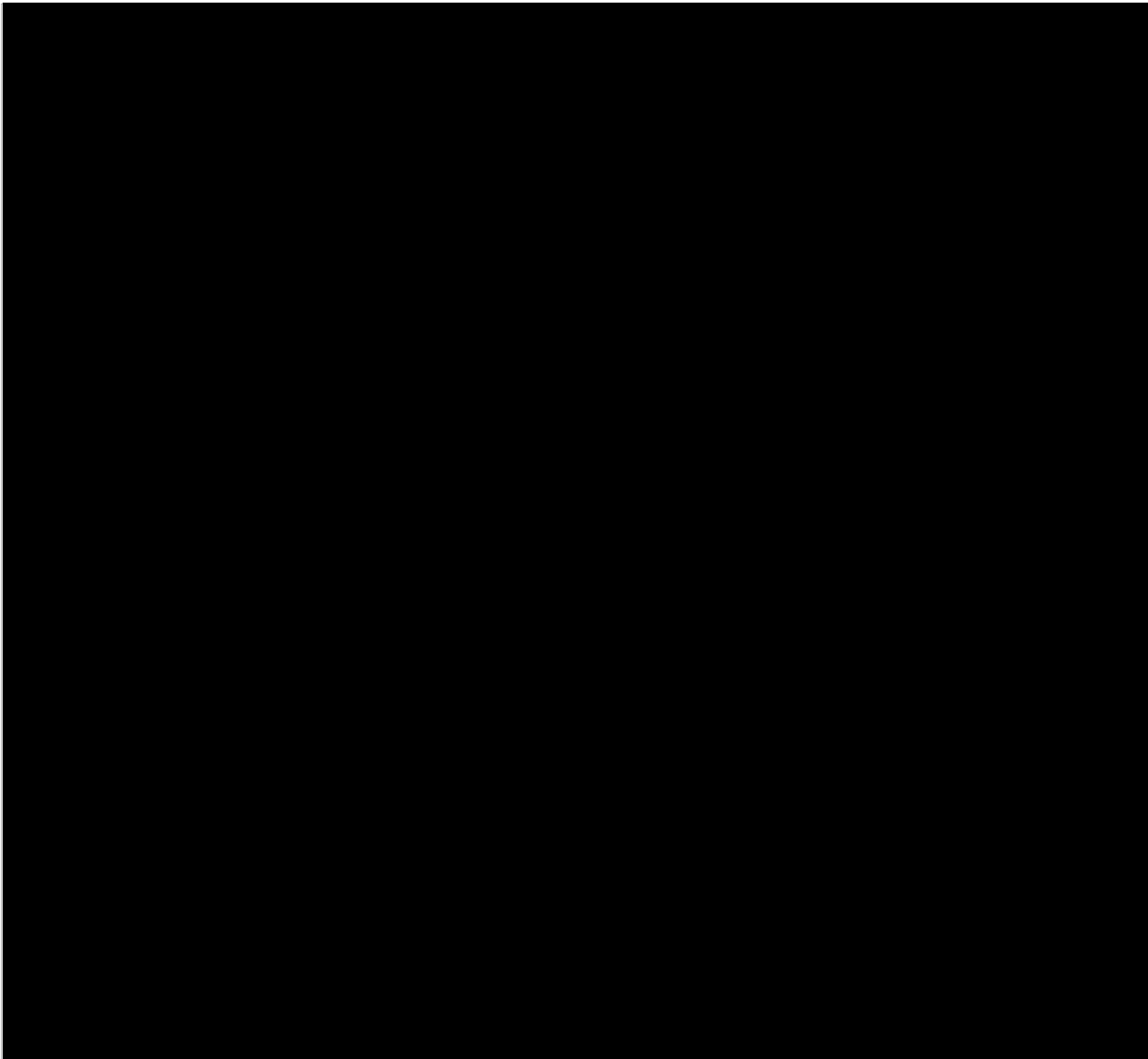
| Name | Weekend | Unit | Hours | Rate | Charge | Tenure Discount | Tenure Discount % | Sales Tax | Amount |
|------|---------|------|-------|------|--------|-----------------|-------------------|-----------|--------|
|------|---------|------|-------|------|--------|-----------------|-------------------|-----------|--------|



| | | | | | | | | | |
|----------------|------------|-------|------|-------|-------|--------|------|--------|---------|
| Easter, Monica | 12/17/2023 | 00012 | 0.50 | 66.04 | STD00 | \$0.00 | 0.00 | \$0.00 | \$33.02 |
|----------------|------------|-------|------|-------|-------|--------|------|--------|---------|



| Name | Weekend | Unit | Hours | Rate | Charge | Tenure Discount | Tenure Discount % | Sales Tax | Amount |
|------|---------|------|-------|------|--------|-----------------|-------------------|-----------|--------|
|------|---------|------|-------|------|--------|-----------------|-------------------|-----------|--------|



| | | | | | | | | | |
|------------------|-------------------|-----------------|--|--|--|--|--|--|---------------------|
| Sub-total | Unit 00059 | 4,678.50 | | | | | | | \$277,656.55 |
|------------------|-------------------|-----------------|--|--|--|--|--|--|---------------------|

| | | | | | | | | |
|--------------------|------------------|--|--|-------------------|--|--|-----------------|-----------------------|
| GRAND TOTAL | 20,055.96 | | | \$1,186.45 | | | \$454.64 | \$1,561,277.68 |
|--------------------|------------------|--|--|-------------------|--|--|-----------------|-----------------------|

*If you have any questions concerning this invoice please use
 Phone : (310) 750-3400
 Email : Agile1CorpAR@Agile1.com*



Invoice

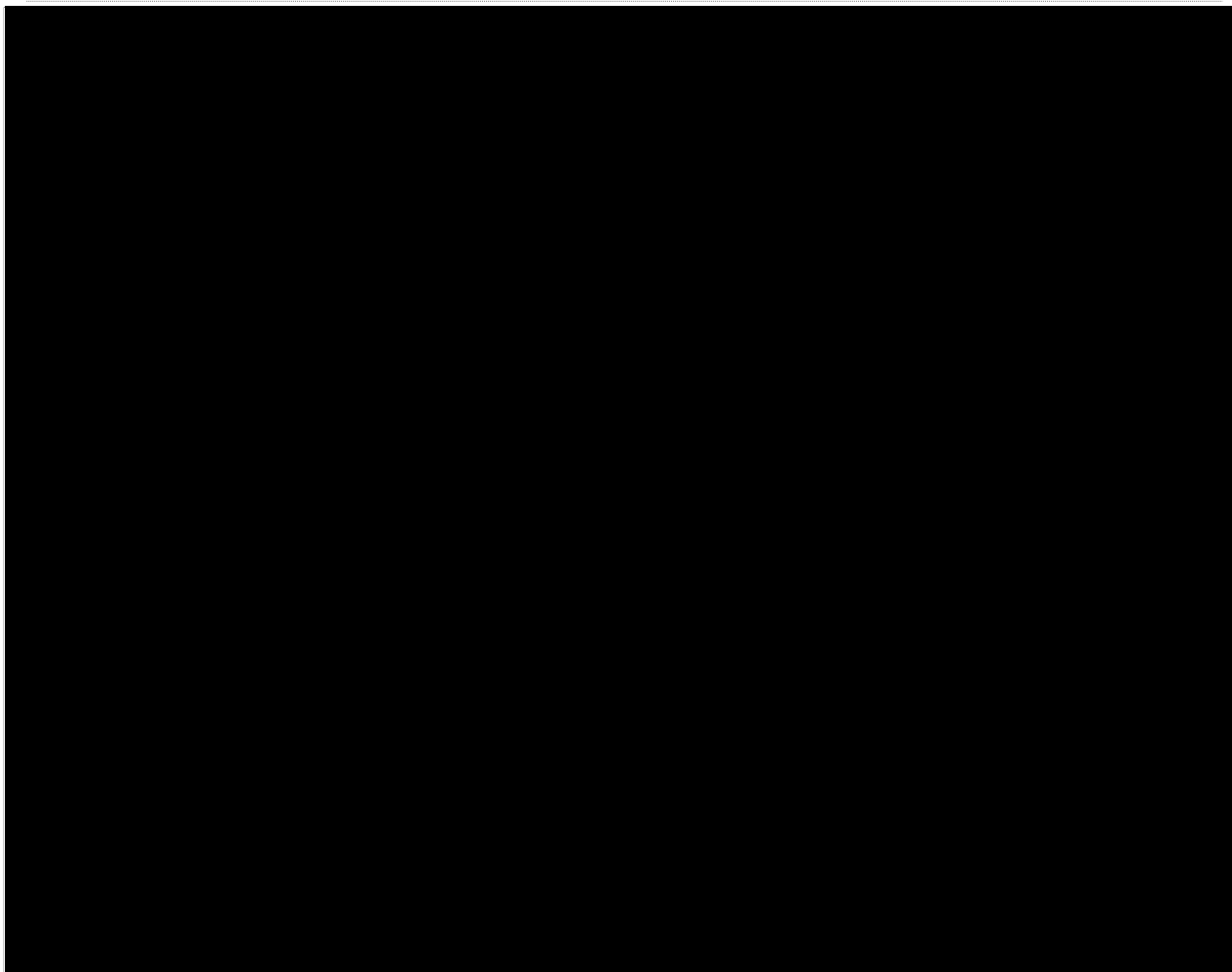
Agile 1 | 1999 West 190th Street | Torrance, CA 90504
Phone : (310) 750-3400 | Email : Agile1CorpAR@Agile1.com
Tax ID: ██████████

Customer Number : 00178119
Invoice Date : 01/31/2024
Invoice Number : COL9748591
Invoice Amount : \$1,213,654.23
Terms : NET 30 DAYS
Vendor Number : 2000120789

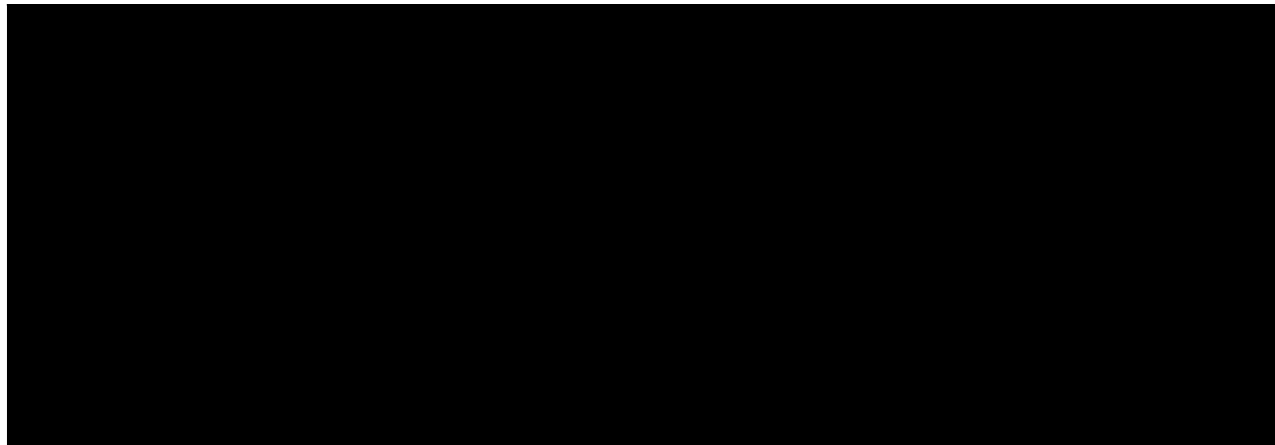
Bill To:
NiSource
Attn: ██████████
290 W Nationwide Blvd
Columbus, OH 43215

Remit To:
Agile 1
1999 West 190th Street
Torrance, CA 90504

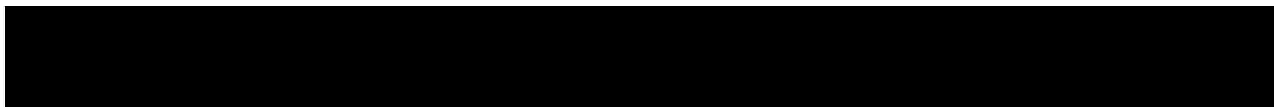
| Name | Weekend | Unit | Hours | Rate | Charge | Tenure Discount | Tenure Discount % | Sales Tax | Amount |
|------|---------|------|-------|------|--------|-----------------|-------------------|-----------|--------|
|------|---------|------|-------|------|--------|-----------------|-------------------|-----------|--------|



| Name | Weekend | Unit | Hours | Rate | Charge | Tenure Discount | Tenure Discount % | Sales Tax | Amount |
|------|---------|------|-------|------|--------|-----------------|-------------------|-----------|--------|
|------|---------|------|-------|------|--------|-----------------|-------------------|-----------|--------|



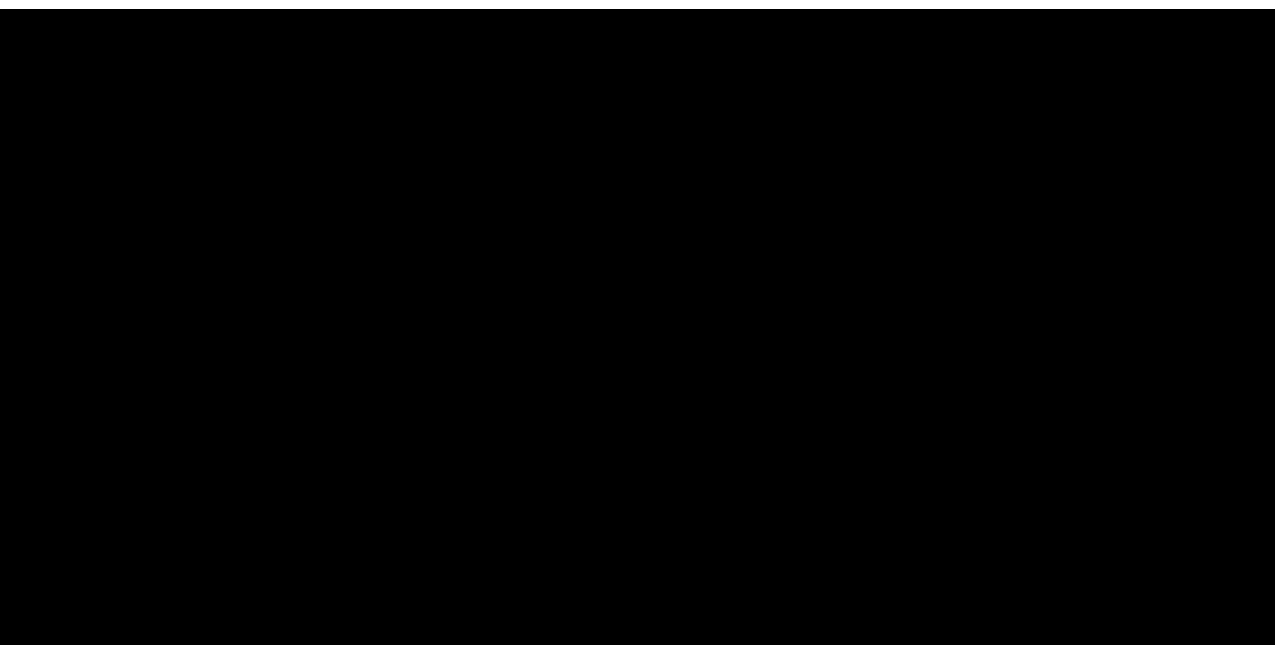
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|----------------|------------|-------|------|-------|-------|--------|------|--------|----------|
| Easter, Monica | 01/07/2024 | 00012 | 2.00 | 66.04 | STD00 | \$0.00 | 0.00 | \$0.00 | \$132.08 |
|----------------|------------|-------|------|-------|-------|--------|------|--------|----------|



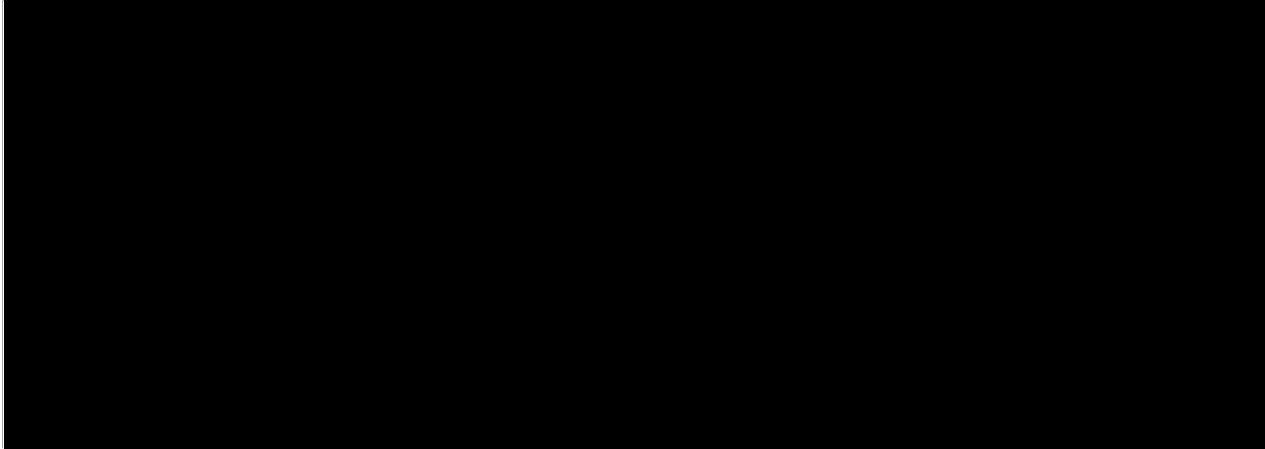
| | | | | | | | | | |
|----------------|------------|-------|------|-------|-------|--------|------|--------|---------|
| Easter, Monica | 01/14/2024 | 00012 | 0.50 | 66.04 | STD00 | \$0.00 | 0.00 | \$0.00 | \$33.02 |
|----------------|------------|-------|------|-------|-------|--------|------|--------|---------|



| | | | | | | | | | |
|----------------|------------|-------|------|-------|-------|--------|------|--------|---------|
| Easter, Monica | 01/21/2024 | 00012 | 0.75 | 66.04 | STD00 | \$0.00 | 0.00 | \$0.00 | \$49.53 |
|----------------|------------|-------|------|-------|-------|--------|------|--------|---------|



| Name | Weekend | Unit | Hours | Rate | Charge | Tenure Discount | Tenure Discount % | Sales Tax | Amount |
|------|---------|------|-------|------|--------|-----------------|-------------------|-----------|--------|
|------|---------|------|-------|------|--------|-----------------|-------------------|-----------|--------|



| | | | | | | | | | |
|------------------|-------------------|-----------------|--|--|--|--|--|--|---------------------|
| Sub-total | Unit 00059 | 2,897.00 | | | | | | | \$177,045.82 |
|------------------|-------------------|-----------------|--|--|--|--|--|--|---------------------|

| | | | | | | | | | |
|--------------------|--|------------------|--|--|--|-------------------|--|-----------------|-----------------------|
| GRAND TOTAL | | 14,886.48 | | | | \$1,081.61 | | \$262.43 | \$1,213,654.23 |
|--------------------|--|------------------|--|--|--|-------------------|--|-----------------|-----------------------|

If you have any questions concerning this invoice please use
Phone : (310) 750-3400
Email : Agile1CorpAR@Agile1.com



Invoice

Agile 1 | 1999 West 190th Street | Torrance, CA 90504
Phone : (310) 750-3400 | Email : Agile1CorpAR@Agile1.com
Tax ID: [REDACTED]

Customer Number : 00178119
Invoice Date : 02/29/2024
Invoice Number : COL9774287
Invoice Amount : \$1,287,439.97
Terms : NET 30 DAYS
Vendor Number : 2000120789

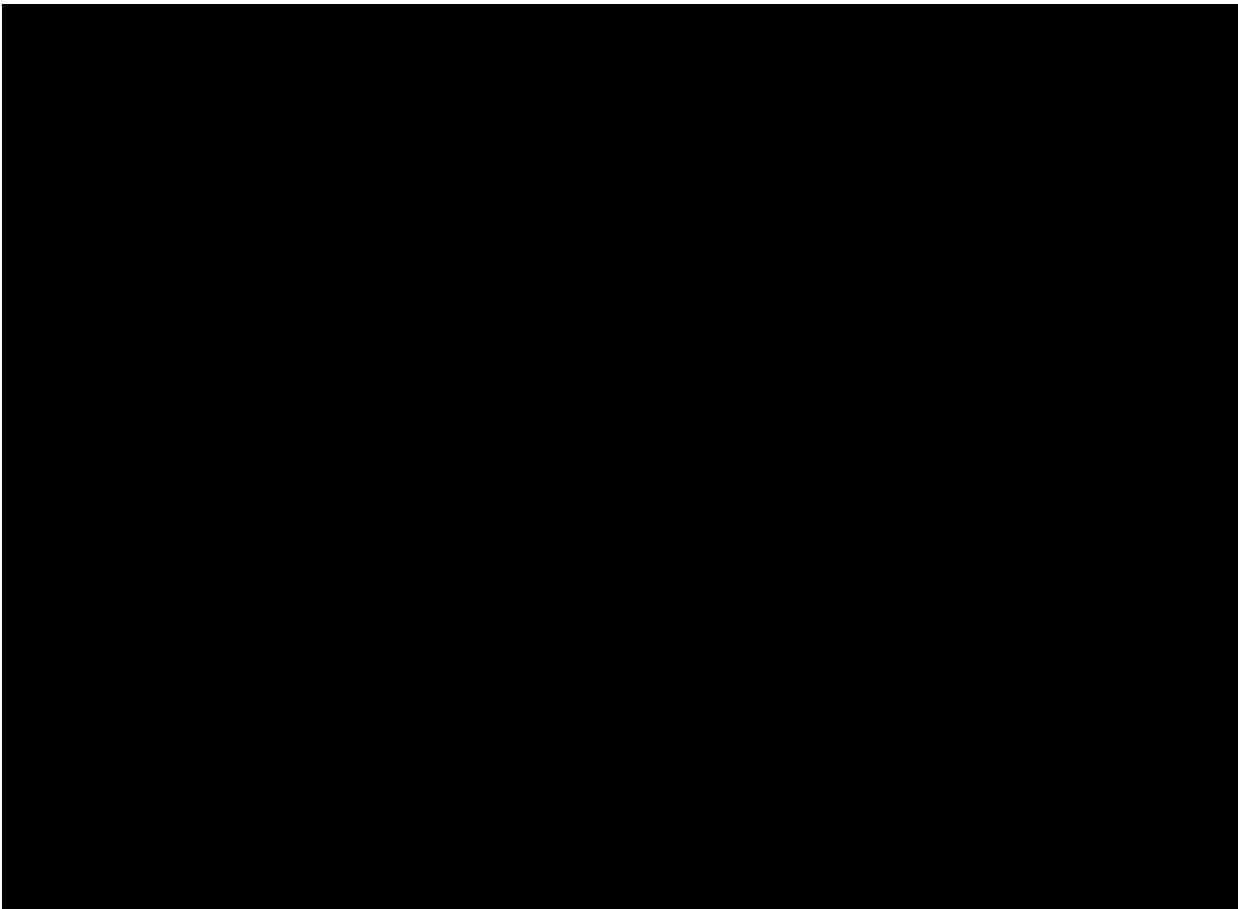
Bill To:
NiSource
Attn: [REDACTED]
290 W Nationwide Blvd
Columbus, OH 43215

Remit To:
Agile 1
1999 West 190th Street
Torrance, CA 90504

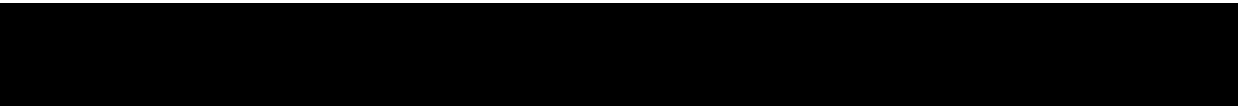
| Name | Weekend | Unit | Hours | Rate | Charge | Tenure Discount | Tenure Discount % | Sales Tax | Amount |
|------|---------|------|-------|------|--------|-----------------|-------------------|-----------|--------|
|------|---------|------|-------|------|--------|-----------------|-------------------|-----------|--------|

| | | | | | | | | | |
|------------|--|--|--|--|--|--|--|--|--|
| [REDACTED] | | | | | | | | | |
|------------|--|--|--|--|--|--|--|--|--|

| Name | Weekend | Unit | Hours | Rate | Charge | Tenure Discount | Tenure Discount % | Sales Tax | Amount |
|------|---------|------|-------|------|--------|-----------------|-------------------|-----------|--------|
|------|---------|------|-------|------|--------|-----------------|-------------------|-----------|--------|



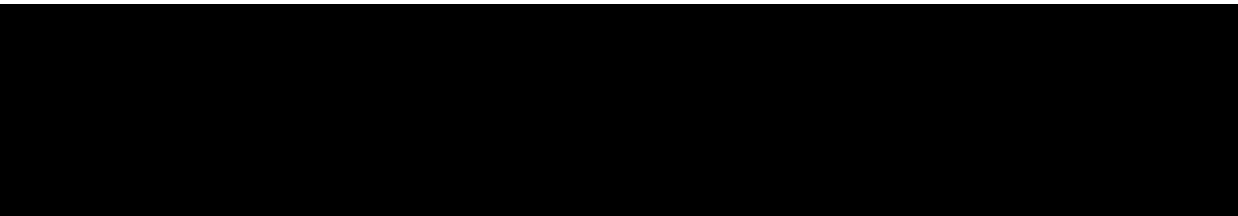
| | | | | | | | | | |
|----------------|------------|-------|------|-------|-------|--------|------|--------|---------|
| Easter, Monica | 01/28/2024 | 00012 | 0.75 | 66.04 | STD00 | \$0.00 | 0.00 | \$0.00 | \$49.53 |
|----------------|------------|-------|------|-------|-------|--------|------|--------|---------|



| | | | | | | | | | |
|----------------|------------|-------|------|-------|-------|--------|------|--------|---------|
| Easter, Monica | 02/04/2024 | 00012 | 0.50 | 66.04 | STD00 | \$0.00 | 0.00 | \$0.00 | \$33.02 |
|----------------|------------|-------|------|-------|-------|--------|------|--------|---------|



| | | | | | | | | | |
|----------------|------------|-------|------|-------|-------|--------|------|--------|---------|
| Easter, Monica | 02/11/2024 | 00012 | 0.50 | 66.04 | STD00 | \$0.00 | 0.00 | \$0.00 | \$33.02 |
|----------------|------------|-------|------|-------|-------|--------|------|--------|---------|



| Name | Weekend | Unit | Hours | Rate | Charge | Tenure Discount | Tenure Discount % | Sales Tax | Amount |
|--------------------|---------|-------------------|------------------|------|--------|-------------------|-------------------|-----------------|-----------------------|
| | | | | | | | | | |
| Sub-total | | Unit 00059 | 3,902.25 | | | | | | \$238,699.77 |
| GRAND TOTAL | | | 16,580.80 | | | \$1,085.35 | | \$221.07 | \$1,287,439.97 |

If you have any questions concerning this invoice please use

Phone : (310) 750-3400

Email : Agile1CorpAR@Agile1.com



Invoice

Agile 1 | 1999 West 190th Street | Torrance, CA 90504
Phone : (310) 750-3400 | Email : Agile1CorpAR@Agile1.com
Tax ID: [REDACTED]

Customer Number : 00178119
Invoice Date : 03/31/2024
Invoice Number : COL9800270
Invoice Amount : \$1,175,215.79
Terms : NET 30 DAYS
Vendor Number : 2000120789

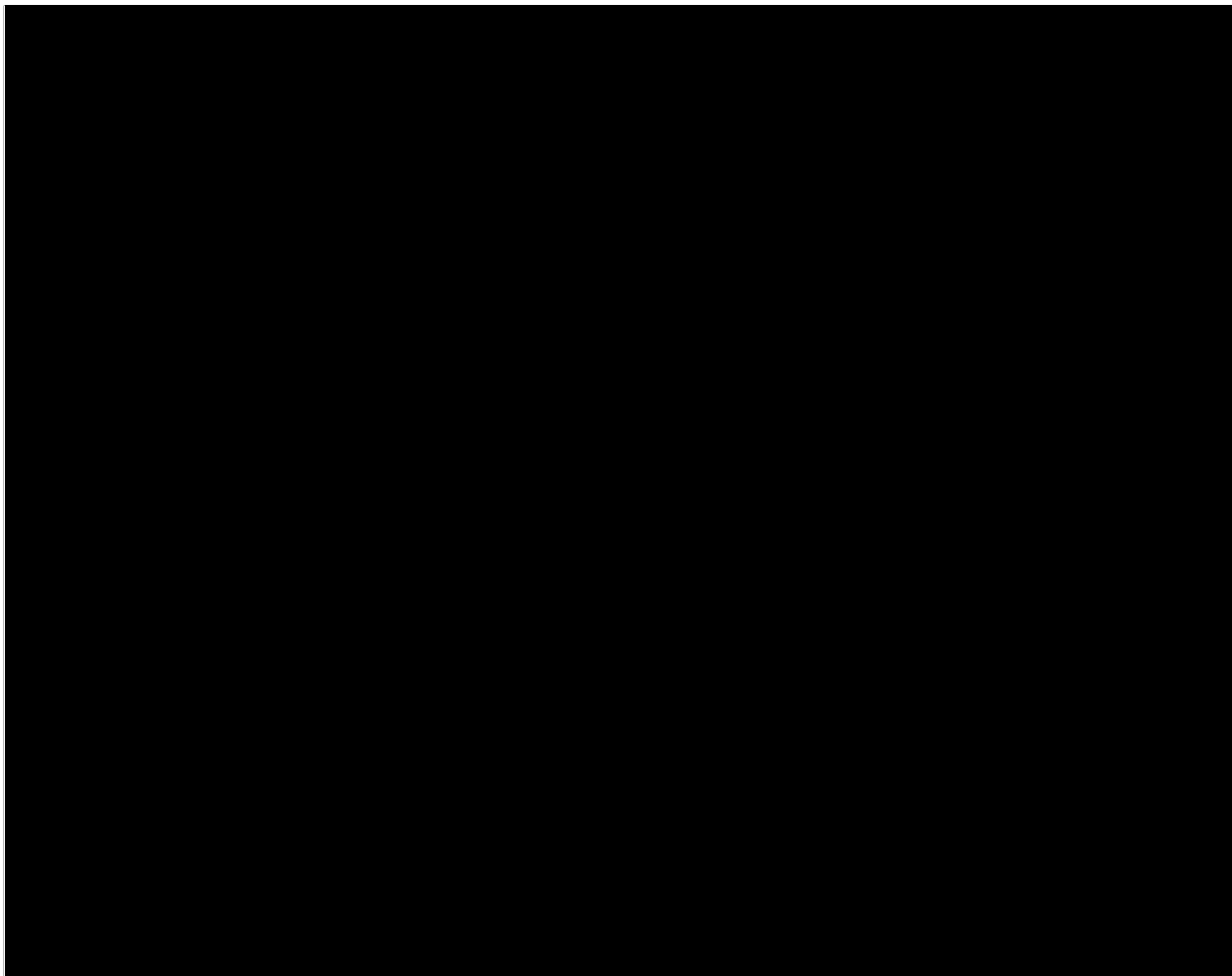
Bill To:
NiSource
Attn: [REDACTED]
290 W Nationwide Blvd
Columbus, OH 43215

Remit To:
Agile 1
1999 West 190th Street
Torrance, CA 90504

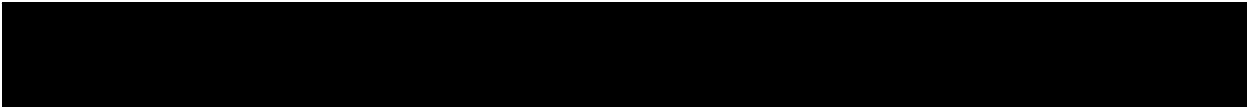
| Name | Weekend | Unit | Hours | Rate | Charge | Tenure Discount | Tenure Discount % | Sales Tax | Amount |
|------|---------|------|-------|------|--------|-----------------|-------------------|-----------|--------|
|------|---------|------|-------|------|--------|-----------------|-------------------|-----------|--------|

| | | | | | | | | | |
|------------|--|--|--|--|--|--|--|--|--|
| [REDACTED] | | | | | | | | | |
|------------|--|--|--|--|--|--|--|--|--|

| Name | Weekend | Unit | Hours | Rate | Charge | Tenure Discount | Tenure Discount % | Sales Tax | Amount |
|------|---------|------|-------|------|--------|-----------------|-------------------|-----------|--------|
|------|---------|------|-------|------|--------|-----------------|-------------------|-----------|--------|

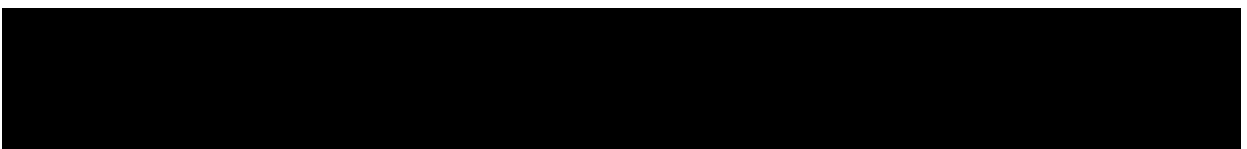


| | | | | | | | | | |
|----------------|------------|-------|------|-------|-------|--------|------|--------|---------|
| Easter, Monica | 02/25/2024 | 00012 | 1.00 | 66.04 | STD00 | \$0.00 | 0.00 | \$0.00 | \$66.04 |
|----------------|------------|-------|------|-------|-------|--------|------|--------|---------|



| | | | | | | | | | |
|----------------|------------|-------|------|-------|-------|--------|------|--------|---------|
| Easter, Monica | 03/03/2024 | 00012 | 0.50 | 66.04 | STD00 | \$0.00 | 0.00 | \$0.00 | \$33.02 |
|----------------|------------|-------|------|-------|-------|--------|------|--------|---------|

| | | | | | | | | | |
|----------------|------------|-------|------|-------|-------|--------|------|--------|---------|
| Easter, Monica | 03/10/2024 | 00012 | 0.50 | 66.04 | STD00 | \$0.00 | 0.00 | \$0.00 | \$33.02 |
|----------------|------------|-------|------|-------|-------|--------|------|--------|---------|



| Name | Weekend | Unit | Hours | Rate | Charge | Tenure Discount | Tenure Discount % | Sales Tax | Amount |
|--------------------|---------|-------------------|------------------|------|--------|-------------------|-------------------|-----------------|-----------------------|
| | | | | | | | | | |
| Sub-total | | Unit 00034 | 1,291.00 | | | | | | \$59,073.95 |
| GRAND TOTAL | | | 14,460.20 | | | \$1,242.51 | | \$399.65 | \$1,175,215.79 |

If you have any questions concerning this invoice please use
Phone : (310) 750-3400
Email : Agile1CorpAR@Agile1.com

COLUMBIA GAS OF KENTUCKY, INC.
CASE NO. 2024-00092

LEGAL FEE INVOICES

Vendor Details

Billing Address: 1795 Alysheba Way Suite 6202
 Lexington
 KY 40509

Tax-ID: [REDACTED]

Header Information

| | |
|---|--------------------------------|
| INVOICE NUMBER 653 | BILLING START DATE 1/1/24 |
| VENDOR Honaker Law Office, PLLC | BILLING END DATE 1/31/24 |
| INVOICE DATE 2/5/24 | SUBMITTED TOTAL \$ 5,182.00 |
| RECEIVED DATE 2/5/24 | SUBMITTED CURRENCY USD |
| PROJECT 2023-009192-CKY 2024 Rate Case | LINE ITEM WARNINGS None |
| POSTING STATUS Posted | |
| WARNING: None | |

Tax Information

| |
|--------------------|
| TAX TYPE US |
| TAX RATE 0.00 % |

Invoice Summary

| Type | Rate x Unit | (-) Discount | (-) Adjustment | Tax | Amount |
|----------------------------|-------------------|---------------|----------------|---------------|--------------------|
| Fees | \$5,182.00 | \$0.00 | \$0.00 | \$0.00 | \$ 5,182.00 |
| Expenses | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$ 0.00 |
| Invoice Total (USD) | \$5,182.00 | \$0.00 | \$0.00 | \$0.00 | \$ 5,182.00 |

Description

2023-009192

Comments to Requester

Line Items

View: All Line Items

Line Items 1 - 57 of 57

| Item | Date | Type | Category | TK | Rate | Units | Disc | Adj | Amt |
|------|---|------|--------------------------|---------------------|----------|-------|--------|--------|----------|
| 1 | 1/3/24 | Fee | C300 Analysis and Advice | Koenig, Brittany H | \$290.00 | 0.20 | \$0.00 | \$0.00 | \$58.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Plan and prepare for application rate case witness testimony. | | | | | | | | |
| 2 | 1/15/24 | Fee | C300 Analysis and Advice | Honaker, L. Allyson | \$320.00 | 0.10 | \$0.00 | \$0.00 | \$32.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Exchange emails with J. Ryan re witness contacts. | | | | | | | | |
| 3 | 1/3/24 | Fee | C300 Analysis and Advice | Koenig, Brittany H | \$290.00 | 0.20 | \$0.00 | \$0.00 | \$58.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Review / Analyze email re: notes and plan for application prep from J. Gore. | | | | | | | | |
| 4 | 1/18/24 | Fee | C300 Analysis and Advice | Honaker, L. Allyson | \$320.00 | 0.80 | \$0.00 | \$0.00 | \$256.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Participate in virtual meeting with K. Johnson, et. al. re rate case testimony. | | | | | | | | |
| 5 | 1/12/24 | Fee | C300 Analysis and Advice | Koenig, Brittany H | \$290.00 | 0.30 | \$0.00 | \$0.00 | \$87.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Communicate (with client) meet with M. Girata re: testimony for weather normalization for rate application. | | | | | | | | |
| 6 | 1/8/24 | Fee | C300 Analysis and Advice | Honaker, L. Allyson | \$320.00 | 0.20 | \$0.00 | \$0.00 | \$64.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Review email and attached witness list from J. Ryan. | | | | | | | | |
| 7 | 1/12/24 | Fee | C300 Analysis and Advice | Koenig, Brittany H | \$290.00 | 0.10 | \$0.00 | \$0.00 | \$29.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Communicate (with client) email to set up meeting for testimony preparation to M. Girata. | | | | | | | | |
| 8 | 1/12/24 | Fee | C300 Analysis and Advice | Koenig, Brittany H | \$290.00 | 0.10 | \$0.00 | \$0.00 | \$29.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Communicate (with client) email to set up meeting for testimony preparation to C. Inscho. | | | | | | | | |

| Item | Date | Type | Category | TK | Rate | Units | Disc | Adj | Amt |
|------|---|------|--------------------------|---------------------|----------|-------|--------|--------|----------|
| 9 | 1/10/24 | Fee | C300 Analysis and Advice | Koenig, Brittany H | \$290.00 | 0.20 | \$0.00 | \$0.00 | \$58.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Review / Analyze meeting notes sent by J. Gore for preparation for testimony for rate application. | | | | | | | | |
| 10 | 1/3/24 | Fee | C300 Analysis and Advice | Honaker, L. Allyson | \$320.00 | 0.70 | \$0.00 | \$0.00 | \$224.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Participate in weekly rate case video conference with J. Ryan, et. al. | | | | | | | | |
| 11 | 1/26/24 | Fee | C300 Analysis and Advice | Temple, Heather S | \$275.00 | 0.10 | \$0.00 | \$0.00 | \$27.50 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Exchanged emails with A.Honaker and J.Clark about access to documents for rate case. | | | | | | | | |
| 12 | 1/10/24 | Fee | C300 Analysis and Advice | Koenig, Brittany H | \$290.00 | 0.20 | \$0.00 | \$0.00 | \$58.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Communicate (with client) email from C. Inscho re: application preparation. | | | | | | | | |
| 13 | 1/11/24 | Fee | C300 Analysis and Advice | Koenig, Brittany H | \$290.00 | 0.10 | \$0.00 | \$0.00 | \$29.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Communicate (with client) email from C. Rickard re: preparation for application. | | | | | | | | |
| 14 | 1/12/24 | Fee | C300 Analysis and Advice | Koenig, Brittany H | \$290.00 | 0.30 | \$0.00 | \$0.00 | \$87.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Review / Analyze draft testimony from M. Girata in preparation of application testimony. | | | | | | | | |
| 15 | 1/12/24 | Fee | C300 Analysis and Advice | Koenig, Brittany H | \$290.00 | 0.40 | \$0.00 | \$0.00 | \$116.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Review / Analyze draft testimony from C. Inscho in preparation of application testimony. | | | | | | | | |
| 16 | 1/29/24 | Fee | C300 Analysis and Advice | Koenig, Brittany H | \$290.00 | 1.40 | \$0.00 | \$0.00 | \$406.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Review / Analyze testimony and data responses from NiSource and Columbia witnesses in most recent rate case in preparation for witness testimony for rate case application. | | | | | | | | |

| Item | Date | Type | Category | TK | Rate | Units | Disc | Adj | Amt |
|------|--|------|--------------------------|------------------------|----------|-------|--------|--------|----------|
| 17 | 1/3/24 | Fee | C300 Analysis and Advice | Honaker, L. Allyson | \$320.00 | 0.20 | \$0.00 | \$0.00 | \$64.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Exchange emails and texts with J. Ryan re witness list for case. | | | | | | | | |
| 18 | 1/26/24 | Fee | C300 Analysis and Advice | Honaker, L. Allyson | \$320.00 | 0.50 | \$0.00 | \$0.00 | \$160.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Participate in virtual meeting with J. Ryan, et. al. re rate case. | | | | | | | | |
| 19 | 1/24/24 | Fee | C300 Analysis and Advice | Koenig, Brittany H | \$290.00 | 0.80 | \$0.00 | \$0.00 | \$232.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Research rate case application issues for witnesses in preparation for testimony prep. | | | | | | | | |
| 20 | 1/22/24 | Fee | C300 Analysis and Advice | Koenig, Brittany H | \$290.00 | 0.30 | \$0.00 | \$0.00 | \$87.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Plan and prepare for rate case application review of meeting notes for team meeting 1-17-24. | | | | | | | | |
| 21 | 1/29/24 | Fee | C300 Analysis and Advice | Koenig, Brittany H | \$290.00 | 0.40 | \$0.00 | \$0.00 | \$116.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Communicate (with client) review email from J. Clark re: rate case meeting notes. | | | | | | | | |
| 22 | 1/29/24 | Fee | C300 Analysis and Advice | Koenig, Brittany H | \$290.00 | 0.80 | \$0.00 | \$0.00 | \$232.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Research rate case application issues for witnesses in preparation for testimony prep. | | | | | | | | |
| 23 | 1/12/24 | Fee | C300 Analysis and Advice | Honaker, L. Allyson | \$320.00 | 0.10 | \$0.00 | \$0.00 | \$32.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Email to J. Ryan for contact information for D. Roy to schedule meeting. | | | | | | | | |
| 24 | 1/29/24 | Fee | C300 Analysis and Advice | Koenig, Brittany H | \$290.00 | 0.50 | \$0.00 | \$0.00 | \$145.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Review notes from rate case application meetings. | | | | | | | | |

| Item | Date | Type | Category | TK | Rate | Units | Disc | Adj | Amt |
|------|--|------|--------------------------|---------------------|----------|-------|--------|--------|----------|
| 25 | 1/17/24 | Fee | C300 Analysis and Advice | Temple, Heather S | \$275.00 | 0.30 | \$0.00 | \$0.00 | \$82.50 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Attended weekly rate case meeting. | | | | | | | | |
| 26 | 1/12/24 | Fee | C300 Analysis and Advice | Honaker, L. Allyson | \$320.00 | 0.10 | \$0.00 | \$0.00 | \$32.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Send email to A. Vankleek re setting up meeting to discuss any issues. | | | | | | | | |
| 27 | 1/25/24 | Fee | C300 Analysis and Advice | Koenig, Brittany H | \$290.00 | 0.20 | \$0.00 | \$0.00 | \$58.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Plan and prepare for rate case prep re: access to draft materials. | | | | | | | | |
| 28 | 1/9/24 | Fee | C300 Analysis and Advice | Honaker, L. Allyson | \$320.00 | 0.50 | \$0.00 | \$0.00 | \$160.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Begin review of draft testimony for witnesses provided by C. Rickard. | | | | | | | | |
| 29 | 1/31/24 | Fee | C300 Analysis and Advice | Koenig, Brittany H | \$290.00 | 0.10 | \$0.00 | \$0.00 | \$29.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Plan and prepare for rate case email re: access to shared files. | | | | | | | | |
| 30 | 1/9/24 | Fee | C300 Analysis and Advice | Honaker, L. Allyson | \$320.00 | 0.20 | \$0.00 | \$0.00 | \$64.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Review email from C. Rickard re testimony drafts for rate case. | | | | | | | | |
| 31 | 1/15/24 | Fee | C300 Analysis and Advice | Temple, Heather S | \$275.00 | 0.10 | \$0.00 | \$0.00 | \$27.50 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Reviewed email from J.Ryan re: witness meetings. | | | | | | | | |
| 32 | 1/12/24 | Fee | C300 Analysis and Advice | Honaker, L. Allyson | \$320.00 | 0.10 | \$0.00 | \$0.00 | \$32.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Send email to K. Johnsnon re setting up meeting to discuss any issues. | | | | | | | | |

| Item | Date | Type | Category | TK | Rate | Units | Disc | Adj | Amt |
|------|--|------|--------------------------|---------------------|----------|-------|--------|--------|----------|
| 33 | 1/29/24 | Fee | C300 Analysis and Advice | Temple, Heather S | \$275.00 | 0.50 | \$0.00 | \$0.00 | \$137.50 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Reviewed prior depreciation testimony/study from 2021 rate case to prepare to meet with witness. | | | | | | | | |
| 34 | 1/29/24 | Fee | C300 Analysis and Advice | Temple, Heather S | \$275.00 | 0.10 | \$0.00 | \$0.00 | \$27.50 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Exchanged emails regarding access to client server for rate case. | | | | | | | | |
| 35 | 1/5/24 | Fee | C300 Analysis and Advice | Honaker, L. Allyson | \$320.00 | 0.10 | \$0.00 | \$0.00 | \$32.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Telephone conference with J. Clark re access to the Tool. | | | | | | | | |
| 36 | 1/3/24 | Fee | C300 Analysis and Advice | Koenig, Brittany H | \$290.00 | 0.70 | \$0.00 | \$0.00 | \$203.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Appear for / attend weekly rate case video conference with J. Ryan, et. al. | | | | | | | | |
| 37 | 1/4/24 | Fee | C300 Analysis and Advice | Honaker, L. Allyson | \$320.00 | 0.30 | \$0.00 | \$0.00 | \$96.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Review post-meeting notes from J. Gore. | | | | | | | | |
| 38 | 1/17/24 | Fee | C300 Analysis and Advice | Honaker, L. Allyson | \$320.00 | 0.30 | \$0.00 | \$0.00 | \$96.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Review meeting notes from J. Gore, et. al. | | | | | | | | |
| 39 | 1/11/24 | Fee | C300 Analysis and Advice | Honaker, L. Allyson | \$320.00 | 0.20 | \$0.00 | \$0.00 | \$64.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Exchange emails with J. Clark, et. al. expert witness recommendation. | | | | | | | | |
| 40 | 1/16/24 | Fee | C300 Analysis and Advice | Koenig, Brittany H | \$290.00 | 0.30 | \$0.00 | \$0.00 | \$87.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Communicate (with client) meet with C. Inscho re: testimony for rate case app. | | | | | | | | |

| Item | Date | Type | Category | TK | Rate | Units | Disc | Adj | Amt |
|------|---|------|--------------------------|---------------------|----------|-------|--------|--------|----------|
| 41 | 1/24/24 | Fee | C300 Analysis and Advice | Temple, Heather S | \$275.00 | 0.30 | \$0.00 | \$0.00 | \$82.50 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Weekly rate case meeting. | | | | | | | | |
| 42 | 1/24/24 | Fee | C300 Analysis and Advice | Honaker, L. Allyson | \$320.00 | 0.40 | \$0.00 | \$0.00 | \$128.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Participate in virtual meeting with J. Gore, et. al. | | | | | | | | |
| 43 | 1/10/24 | Fee | C300 Analysis and Advice | Honaker, L. Allyson | \$320.00 | 0.30 | \$0.00 | \$0.00 | \$96.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Review meeting notes and agenda from J. Gore. | | | | | | | | |
| 44 | 1/17/24 | Fee | C300 Analysis and Advice | Honaker, L. Allyson | \$320.00 | 0.20 | \$0.00 | \$0.00 | \$64.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Exchange emails with J. Ryan, et.al. re weekly meeting attendance. | | | | | | | | |
| 45 | 1/10/24 | Fee | C300 Analysis and Advice | Honaker, L. Allyson | \$320.00 | 0.30 | \$0.00 | \$0.00 | \$96.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Exchange emails with K. Johnson re testimony and questions on same. | | | | | | | | |
| 46 | 1/10/24 | Fee | C300 Analysis and Advice | Honaker, L. Allyson | \$320.00 | 0.50 | \$0.00 | \$0.00 | \$160.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Participate in weekly meeting for rate case application. | | | | | | | | |
| 47 | 1/12/24 | Fee | C300 Analysis and Advice | Temple, Heather S | \$275.00 | 0.10 | \$0.00 | \$0.00 | \$27.50 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Exchanged emails with A.Honaker about contacting witness. Same with John/Joe from Columbia. | | | | | | | | |
| 48 | 1/10/24 | Fee | C300 Analysis and Advice | Temple, Heather S | \$275.00 | 0.50 | \$0.00 | \$0.00 | \$137.50 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Weekly meeting to prepare application for rate case | | | | | | | | |

| Item | Date | Type | Category | TK | Rate | Units | Disc | Adj | Amt |
|------|--|------|--------------------------|------------------------|----------|-------|--------|--------|----------|
| 49 | 1/8/24 | Fee | C300 Analysis and Advice | Honaker, L. Allyson | \$320.00 | 0.10 | \$0.00 | \$0.00 | \$32.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Exchange emails with J. Gore re testimony and anticipated process. | | | | | | | | |
| 50 | 1/16/24 | Fee | C300 Analysis and Advice | Koenig, Brittany H | \$290.00 | 0.40 | \$0.00 | \$0.00 | \$116.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Plan and prepare for meeting with witness re: cost of service. | | | | | | | | |
| 51 | 1/9/24 | Fee | C300 Analysis and Advice | Honaker, L. Allyson | \$320.00 | 0.20 | \$0.00 | \$0.00 | \$64.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Review emails from J.Ryan, et. al. re rate case witnesses and schedules. | | | | | | | | |
| 52 | 1/17/24 | Fee | C300 Analysis and Advice | Honaker, L. Allyson | \$320.00 | 0.20 | \$0.00 | \$0.00 | \$64.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Telephone conference with J. Clark re witnesses and strategy for rate case. | | | | | | | | |
| 53 | 1/19/24 | Fee | C300 Analysis and Advice | Honaker, L. Allyson | \$320.00 | 0.10 | \$0.00 | \$0.00 | \$32.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Review emails from J. Clark and B. Owens re rate case. | | | | | | | | |
| 54 | 1/9/24 | Fee | C300 Analysis and Advice | Temple, Heather S | \$275.00 | 0.20 | \$0.00 | \$0.00 | \$55.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Review emails from J.Ryan regarding rate case witnesses. | | | | | | | | |
| 55 | 1/16/24 | Fee | C300 Analysis and Advice | Koenig, Brittany H | \$290.00 | 0.10 | \$0.00 | \$0.00 | \$29.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Manage data/files. Preparation and management meeting for client strategy and work plan. | | | | | | | | |
| 56 | 1/12/24 | Fee | C300 Analysis and Advice | Temple, Heather S | \$275.00 | 0.20 | \$0.00 | \$0.00 | \$55.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Exchanged emails with B.Koenig and A.Honaker re expert for compensation. | | | | | | | | |

| Item | Date | Type | Category | TK | Rate | Units | Disc | Adj | Amt |
|------|--|------|--------------------------|--------------------|----------|-------|--------|--------|---------|
| 57 | 1/12/24 | Fee | C300 Analysis and Advice | Koenig, Brittany H | \$290.00 | 0.10 | \$0.00 | \$0.00 | \$29.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Communicate (with client) email to M. Girata-follow-up re: next steps. | | | | | | | | |

Access Information

| | |
|------------------------------|---------------------------------|
| CREATED BY system, system | MODIFIED BY system, system |
| CREATED ON 2/5/24 9:08 AM | MODIFIED ON 2/12/24 10:15 PM |

Summary Breakdowns

By Timekeeper | By Fee/Expense Category

| Timekeeper | Avg Net Rate | Net Units | Net Disc | Total Adj | Net Amt | % of Total Fees |
|---------------------------------------|--------------|-----------|----------|-----------|----------|-----------------|
| 2023-009192-CKY 2024 Rate Case | | | | | | |
| Honaker, L. Allyson | 320.00 | 6.70 | 0.00 | 0.00 | 2,144.00 | 41.37% |
| Koenig, Brittany H | 290.00 | 8.20 | 0.00 | 0.00 | 2,378.00 | 45.89% |
| Temple, Heather S | 275.00 | 2.40 | 0.00 | 0.00 | 660.00 | 12.74% |

Remittance Details

Ready to send to AP: Yes

Invoice On Hold For AP: No

Acceptance Status: Accepted

Date Received by AP: 2/12/24

Reason for Rejection:

Payment Method: Check

Check # 2012047773

Paid Date: 2/13/24

Total Amount on Check: 5,182

Paid Amount: 5,182

Paid By Insurance Group: No

User Rights

| Option | User | Read | Update | Delete | Perm |
|--------|------------|------|--------|--------|------|
| Allow | Clark, Joe | Yes | Yes | No | No |

Active Requests

| Request Name | Requester | Request Date | Expiration Date | Status |
|-----------------------|-----------|--------------|-----------------|--------|
| No records available. | | | | |

Completed Requests

| Item | Request Name | Requester | Request Date | Completion Date | Comment | Outcome |
|------|-------------------------------|--------------------------|--------------|-----------------|---------|----------|
| 1 | Post Invoice for 5,182.00 USD | Honaker Law Office, PLLC | 2/5/24 | 2/9/24 | | Approved |

| Approval History | | | | | |
|------------------|------------|----------|-----------------|------------------|--|
| Stop | Performer | Activity | Date/Time | Internal Comment | |
| 1 | Clark, Joe | Approved | 2/9/24 11:35 AM | | |

Versions

| Invoice Version | Created On | Rejection Date | Invoice Reason/Comments |
|------------------------|------------|----------------|-------------------------|
| No versions available. | | | |

Invoice Details

| | |
|-------------------------------|--|
| PAID BY INSURANCE GROUP No | ALTERNATIVE FEE No |
| PAID AMOUNT 5,182.00 | INVOICE ON HOLD FOR AP No |
| ACCEPTANCE STATUS Accepted | INSURANCE INVOICE? No |
| PAYMENT METHOD Check | CHECK # 2012047773 |
| CHECK DATE | WITHHOLDING AMOUNT |
| MATTER TYPE Matter | REASON FOR REJECTION |
| TRANSACTION MATTER | DISPUTE MATTER 2023-009192-CKY 2024 Rate Case |

PO NUMBER

TOTAL AMOUNT ON CHECK

5,182.00

READY TO SEND TO AP

PAID DATE

Yes

2/13/24

MATTER CATEGORY

DATE RECEIVED BY AP

308 - State Regulatory

2/12/24

Vendor Details

Billing Address: 1795 Alysheba Way Suite 6202
 Lexington
 KY 40509

Tax-ID: [REDACTED]

Header Information

| | |
|---|--------------------------------|
| INVOICE NUMBER 738 | BILLING START DATE 2/1/24 |
| VENDOR Honaker Law Office, PLLC | BILLING END DATE 2/29/24 |
| INVOICE DATE 3/19/24 | SUBMITTED TOTAL \$ 6,158.50 |
| RECEIVED DATE 3/19/24 | SUBMITTED CURRENCY USD |
| PROJECT 2023-009192-CKY 2024 Rate Case | LINE ITEM WARNINGS None |
| POSTING STATUS Posted | |
| WARNING: None | |

Tax Information

| |
|--------------------|
| TAX TYPE US |
| TAX RATE 0.00 % |

Invoice Summary

| Type | Rate x Unit | (-) Discount | (-) Adjustment | Tax | Amount |
|----------------------------|-------------------|---------------|----------------|---------------|--------------------|
| Fees | \$6,158.50 | \$0.00 | \$0.00 | \$0.00 | \$ 6,158.50 |
| Expenses | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$ 0.00 |
| Invoice Total (USD) | \$6,158.50 | \$0.00 | \$0.00 | \$0.00 | \$ 6,158.50 |

Description

2023-009192

Comments to Requester

Line Items

View: All Line Items

Line Items 1 - 51 of 51

| Item | Date | Type | Category | TK | Rate | Units | Disc | Adj | Amt |
|------|---|------|--------------------------|---------------------|----------|-------|--------|--------|----------|
| 1 | 2/1/24 | Fee | C300 Analysis and Advice | Honaker, L. Allyson | \$320.00 | 0.20 | \$0.00 | \$0.00 | \$64.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Review meeting notes from J. Gore. | | | | | | | | |
| 2 | 2/5/24 | Fee | C300 Analysis and Advice | Honaker, L. Allyson | \$320.00 | 0.50 | \$0.00 | \$0.00 | \$160.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Video conference with J. Ryan, D. Roy, et. al. re testimony. | | | | | | | | |
| 3 | 2/9/24 | Fee | C300 Analysis and Advice | Koenig, Brittany H | \$290.00 | 0.60 | \$0.00 | \$0.00 | \$174.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Review of M. Girata's testimony draft. | | | | | | | | |
| 4 | 2/13/24 | Fee | C300 Analysis and Advice | Koenig, Brittany H | \$290.00 | 0.20 | \$0.00 | \$0.00 | \$58.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Email re: testimony of M. Girata with A. Honaker. | | | | | | | | |
| 5 | 2/1/24 | Fee | C300 Analysis and Advice | Temple, Heather S | \$275.00 | 0.50 | \$0.00 | \$0.00 | \$137.50 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Weekly rate case meeting. | | | | | | | | |
| 6 | 2/15/24 | Fee | C300 Analysis and Advice | Honaker, L. Allyson | \$320.00 | 0.10 | \$0.00 | \$0.00 | \$32.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Exchange emails with A. VanKleeck re scheduling meeting to discuss testimony. | | | | | | | | |
| 7 | 2/13/24 | Fee | C300 Analysis and Advice | Honaker, L. Allyson | \$320.00 | 0.50 | \$0.00 | \$0.00 | \$160.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Review testimony and edits from B. Koenig re M. Griata. | | | | | | | | |
| 8 | 2/16/24 | Fee | C300 Analysis and Advice | Koenig, Brittany H | \$290.00 | 0.20 | \$0.00 | \$0.00 | \$58.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Discussion re: rate case application testimony with A. Honaker. | | | | | | | | |

| Item | Date | Type | Category | TK | Rate | Units | Disc | Adj | Amt |
|------|---|------|--------------------------|---------------------|----------|-------|--------|--------|----------|
| 9 | 2/5/24 | Fee | C300 Analysis and Advice | Temple, Heather S | \$275.00 | 0.20 | \$0.00 | \$0.00 | \$55.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Exchanged emails with J.Ryan and G.Skinner about testimony in rate case. | | | | | | | | |
| 10 | 2/29/24 | Fee | C300 Analysis and Advice | Koenig, Brittany H | \$290.00 | 0.30 | \$0.00 | \$0.00 | \$87.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Email from C. Inscho re: testimony and response. | | | | | | | | |
| 11 | 2/14/24 | Fee | C300 Analysis and Advice | Koenig, Brittany H | \$290.00 | 0.50 | \$0.00 | \$0.00 | \$145.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Report on status of testimony to team call, receive updates from team, discuss rate case application preparation with A. Honaker. | | | | | | | | |
| 12 | 2/9/24 | Fee | C300 Analysis and Advice | Koenig, Brittany H | \$290.00 | 0.80 | \$0.00 | \$0.00 | \$232.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Edit draft of M. Girata's testimony for rate case application. | | | | | | | | |
| 13 | 2/29/24 | Fee | C300 Analysis and Advice | Koenig, Brittany H | \$290.00 | 0.50 | \$0.00 | \$0.00 | \$145.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Attend rate case meeting for information on witnesses testimony deadline. | | | | | | | | |
| 14 | 2/6/24 | Fee | C300 Analysis and Advice | Honaker, L. Allyson | \$320.00 | 0.10 | \$0.00 | \$0.00 | \$32.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Review email re expert testimony. | | | | | | | | |
| 15 | 2/29/24 | Fee | C300 Analysis and Advice | Honaker, L. Allyson | \$320.00 | 0.20 | \$0.00 | \$0.00 | \$64.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Review email and notes from meeting from J. Gore. | | | | | | | | |
| 16 | 2/29/24 | Fee | C300 Analysis and Advice | Koenig, Brittany H | \$290.00 | 0.20 | \$0.00 | \$0.00 | \$58.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Review notes emailed from J. Gore. | | | | | | | | |

| Item | Date | Type | Category | TK | Rate | Units | Disc | Adj | Amt |
|------|--|------|--------------------------|--------------------|----------|-------|--------|--------|----------|
| 17 | 2/9/24 | Fee | C300 Analysis and Advice | Temple, Heather S | \$275.00 | 0.20 | \$0.00 | \$0.00 | \$55.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Discussed testimony and Tool with B.Koenig. | | | | | | | | |
| 18 | 2/1/24 | Fee | C300 Analysis and Advice | Koenig, Brittany H | \$290.00 | 0.30 | \$0.00 | \$0.00 | \$87.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Review email re: rate case meeting notes. | | | | | | | | |
| 19 | 2/28/24 | Fee | C300 Analysis and Advice | Koenig, Brittany H | \$290.00 | 0.20 | \$0.00 | \$0.00 | \$58.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Meeting with M. Girata re: testimony and data missing until end of March. | | | | | | | | |
| 20 | 2/15/24 | Fee | C300 Analysis and Advice | Temple, Heather S | \$275.00 | 0.20 | \$0.00 | \$0.00 | \$55.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Talked with A.Honaker and B.Koenig about witness testimony. | | | | | | | | |
| 21 | 2/28/24 | Fee | C300 Analysis and Advice | Koenig, Brittany H | \$290.00 | 0.40 | \$0.00 | \$0.00 | \$116.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Review Mi. Girata's draft testimony in preparation for meeting re: data questions. | | | | | | | | |
| 22 | 2/7/24 | Fee | C300 Analysis and Advice | Koenig, Brittany H | \$290.00 | 0.30 | \$0.00 | \$0.00 | \$87.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Review / Analyze meeting notes/email for meeting 6 from J. Gore. | | | | | | | | |
| 23 | 2/9/24 | Fee | C300 Analysis and Advice | Koenig, Brittany H | \$290.00 | 0.20 | \$0.00 | \$0.00 | \$58.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Email M. Girata's edited testimony to A. Honaker for review. | | | | | | | | |
| 24 | 2/15/24 | Fee | C300 Analysis and Advice | Koenig, Brittany H | \$290.00 | 0.40 | \$0.00 | \$0.00 | \$116.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Revise M. Girata testimony in regulatory tool. | | | | | | | | |

| Item | Date | Type | Category | TK | Rate | Units | Disc | Adj | Amt |
|------|--|------|--------------------------|---------------------|----------|-------|--------|--------|----------|
| 25 | 2/15/24 | Fee | C300 Analysis and Advice | Koenig, Brittany H | \$290.00 | 0.20 | \$0.00 | \$0.00 | \$58.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Email update to M. Girata re: edits in regulatory tool to his testimony. | | | | | | | | |
| 26 | 2/29/24 | Fee | C300 Analysis and Advice | Honaker, L. Allyson | \$320.00 | 0.20 | \$0.00 | \$0.00 | \$64.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Review emails from J. Clark, et. al. re expert witness. | | | | | | | | |
| 27 | 2/15/24 | Fee | C300 Analysis and Advice | Koenig, Brittany H | \$290.00 | 0.60 | \$0.00 | \$0.00 | \$174.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Revise C. Inscho's testimony in regulatory tool. | | | | | | | | |
| 28 | 2/19/24 | Fee | C300 Analysis and Advice | Honaker, L. Allyson | \$320.00 | 0.10 | \$0.00 | \$0.00 | \$32.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Exchange emails with K. Johnson re lead/lag study. | | | | | | | | |
| 29 | 2/15/24 | Fee | C300 Analysis and Advice | Koenig, Brittany H | \$290.00 | 0.20 | \$0.00 | \$0.00 | \$58.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Email C. Inscho re: updated testimony edits in regulatory tool. | | | | | | | | |
| 30 | 2/6/24 | Fee | C300 Analysis and Advice | Koenig, Brittany H | \$290.00 | 0.80 | \$0.00 | \$0.00 | \$232.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Email and review of M. Girata draft testimony. | | | | | | | | |
| 31 | 2/29/24 | Fee | C300 Analysis and Advice | Honaker, L. Allyson | \$320.00 | 0.50 | \$0.00 | \$0.00 | \$160.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Participate in weekly video conference re updates and issues. | | | | | | | | |
| 32 | 2/9/24 | Fee | C300 Analysis and Advice | Koenig, Brittany H | \$290.00 | 0.40 | \$0.00 | \$0.00 | \$116.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Manage files for preparation of rate case testimony for Girata and Inscho. | | | | | | | | |

| Item | Date | Type | Category | TK | Rate | Units | Disc | Adj | Amt |
|------|---|------|--------------------------|---------------------|----------|-------|--------|--------|----------|
| 33 | 2/12/24 | Fee | C300 Analysis and Advice | Koenig, Brittany H | \$290.00 | 0.30 | \$0.00 | \$0.00 | \$87.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Email to A. Honaker and review response re: draft testimony from M. Girata. | | | | | | | | |
| 34 | 2/7/24 | Fee | C300 Analysis and Advice | Koenig, Brittany H | \$290.00 | 0.80 | \$0.00 | \$0.00 | \$232.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Email and review of C. Inscho witness draft testimony. | | | | | | | | |
| 35 | 2/23/24 | Fee | C300 Analysis and Advice | Honaker, L. Allyson | \$320.00 | 0.50 | \$0.00 | \$0.00 | \$160.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Participate in video conference with A. Vankleek. | | | | | | | | |
| 36 | 2/23/24 | Fee | C300 Analysis and Advice | Honaker, L. Allyson | \$320.00 | 0.40 | \$0.00 | \$0.00 | \$128.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Review Commission Orders on NOL and forward link to A. Vankleek for review. | | | | | | | | |
| 37 | 2/7/24 | Fee | C300 Analysis and Advice | Honaker, L. Allyson | \$320.00 | 0.90 | \$0.00 | \$0.00 | \$288.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Participate in weekly video conference and small groups asked to stay after call. | | | | | | | | |
| 38 | 2/7/24 | Fee | C300 Analysis and Advice | Honaker, L. Allyson | \$320.00 | 1.20 | \$0.00 | \$0.00 | \$384.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Participate in video conference with J. Ryan, D. Roy, et. al. re testimony overlap for rate case. | | | | | | | | |
| 39 | 2/27/24 | Fee | C300 Analysis and Advice | Honaker, L. Allyson | \$320.00 | 0.10 | \$0.00 | \$0.00 | \$32.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Email to J. Clark and J. Ryan re upcoming rate case. | | | | | | | | |
| 40 | 2/29/24 | Fee | C300 Analysis and Advice | Temple, Heather S | \$275.00 | 0.40 | \$0.00 | \$0.00 | \$110.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Weekly rate case meeting. | | | | | | | | |

| Item | Date | Type | Category | TK | Rate | Units | Disc | Adj | Amt |
|------|--|------|--------------------------|---------------------|----------|-------|--------|--------|----------|
| 41 | 2/9/24 | Fee | C300 Analysis and Advice | Koenig, Brittany H | \$290.00 | 0.50 | \$0.00 | \$0.00 | \$145.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Review of draft testimony from C. Inscho. | | | | | | | | |
| 42 | 2/29/24 | Fee | C300 Analysis and Advice | Honaker, L. Allyson | \$320.00 | 0.60 | \$0.00 | \$0.00 | \$192.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Participate in meeting re depreciation study. | | | | | | | | |
| 43 | 2/22/24 | Fee | C300 Analysis and Advice | Temple, Heather S | \$275.00 | 0.50 | \$0.00 | \$0.00 | \$137.50 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Weekly rate case meeting. | | | | | | | | |
| 44 | 2/9/24 | Fee | C300 Analysis and Advice | Koenig, Brittany H | \$290.00 | 0.80 | \$0.00 | \$0.00 | \$232.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Confirm citations in testimony of C. Inscho for forecast test period pro forma requirements. | | | | | | | | |
| 45 | 2/9/24 | Fee | C300 Analysis and Advice | Koenig, Brittany H | \$290.00 | 0.70 | \$0.00 | \$0.00 | \$203.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Edit draft testimony of C. Inscho. | | | | | | | | |
| 46 | 2/9/24 | Fee | C300 Analysis and Advice | Honaker, L. Allyson | \$320.00 | 0.50 | \$0.00 | \$0.00 | \$160.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Review and edit draft testimony from C. Inscho for B. Koenig and exchange emails re same. | | | | | | | | |
| 47 | 2/28/24 | Fee | C300 Analysis and Advice | Honaker, L. Allyson | \$320.00 | 0.10 | \$0.00 | \$0.00 | \$32.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Exchange emails with J. Ryan re time to schedule meeting to discuss rate case filing. | | | | | | | | |
| 48 | 2/1/24 | Fee | C300 Analysis and Advice | Honaker, L. Allyson | \$320.00 | 0.50 | \$0.00 | \$0.00 | \$160.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Participate in video conference with J. Gore, et. al. | | | | | | | | |

| Item | Date | Type | Category | TK | Rate | Units | Disc | Adj | Amt |
|------|--|------|--------------------------|---------------------|----------|-------|--------|--------|----------|
| 49 | 2/7/24 | Fee | C300 Analysis and Advice | Temple, Heather S | \$275.00 | 0.50 | \$0.00 | \$0.00 | \$137.50 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Weekly rate case meeting. | | | | | | | | |
| 50 | 2/2/24 | Fee | C300 Analysis and Advice | Honaker, L. Allyson | \$320.00 | 0.20 | \$0.00 | \$0.00 | \$64.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Review lengthy email from J. Ryan re meeting to discuss overlap of issues with D. Roy, et. al. | | | | | | | | |
| 51 | 2/1/24 | Fee | C300 Analysis and Advice | Koenig, Brittany H | \$290.00 | 0.30 | \$0.00 | \$0.00 | \$87.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Review / Analyze meeting notes for rate case team. | | | | | | | | |

Access Information

CREATED BY

system, system

MODIFIED BY

system, system

CREATED ON

3/19/24 8:58 AM

MODIFIED ON

3/22/24 11:15 PM

Summary Breakdowns

By Timekeeper | By Fee/Expense Category

| Timekeeper | Avg Net Rate | Net Units | Net Disc | Total Adj | Net Amt | % of Total Fees |
|---------------------------------------|--------------|-----------|----------|-----------|----------|-----------------|
| 2023-009192-CKY 2024 Rate Case | | | | | | |
| Honaker, L. Allyson | 320.00 | 7.40 | 0.00 | 0.00 | 2,368.00 | 38.45% |
| Koenig, Brittany H | 290.00 | 10.70 | 0.00 | 0.00 | 3,103.00 | 50.39% |
| Temple, Heather S | 275.00 | 2.50 | 0.00 | 0.00 | 687.50 | 11.16% |

Remittance Details

Ready to send to AP: Yes

Invoice On Hold For No

AP:

Acceptance Status: Accepted

Date Received by AP: 3/22/24

Reason for Rejection:

Payment Method: Check

Check # 2012048575

Paid Date: 3/25/24

Total Amount on 6,158

Check:

Paid Amount: 6,158

Paid By Insurance No

Group:

User Rights

| Option | User | Read | Update | Delete | Perm |
|--------|------------|------|--------|--------|------|
| Allow | Clark, Joe | Yes | Yes | No | No |

Active Requests

| Request Name | Requester | Request Date | Expiration Date | Status |
|-----------------------|-----------|--------------|-----------------|--------|
| No records available. | | | | |

Completed Requests

| Item | Request Name | Requester | Request Date | Completion Date | Comment | Outcome |
|-------------------------|-------------------------------|--------------------------|-----------------|------------------|---------|----------|
| 1 | Post Invoice for 6,158.50 USD | Honaker Law Office, PLLC | 3/19/24 | 3/21/24 | | Approved |
| Approval History | | | | | | |
| Stop | Performer | Activity | Date/Time | Internal Comment | | |
| 1 | Clark, Joe | Approved | 3/21/24 8:24 PM | | | |

Versions

| Invoice Version | Created On | Rejection Date | Invoice Reason/Comments |
|------------------------|------------|----------------|-------------------------|
| No versions available. | | | |

Invoice Details

| | |
|-------------------------|--------------------------------|
| PAID BY INSURANCE GROUP | ALTERNATIVE FEE |
| No | No |
| PAID AMOUNT | INVOICE ON HOLD FOR AP |
| 6,158.50 | No |
| ACCEPTANCE STATUS | INSURANCE INVOICE? |
| Accepted | No |
| PAYMENT METHOD | CHECK # |
| Check | 2012048575 |
| CHECK DATE | WITHHOLDING AMOUNT |
| MATTER TYPE | REASON FOR REJECTION |
| Matter | |
| TRANSACTION MATTER | DISPUTE MATTER |
| | 2023-009192-CKY 2024 Rate Case |
| PO NUMBER | TOTAL AMOUNT ON CHECK |
| | 6,158.50 |
| READY TO SEND TO AP | PAID DATE |
| Yes | 3/25/24 |
| MATTER CATEGORY | DATE RECEIVED BY AP |
| 308 - State Regulatory | 3/22/24 |

Vendor Details

Billing Address: 1795 Alysheba Way Suite 6202
 Lexington
 KY 40509

Tax-ID: [REDACTED]

Header Information

| | |
|---|---------------------------------|
| INVOICE NUMBER 741 | BILLING START DATE 3/1/24 |
| VENDOR Honaker Law Office, PLLC | BILLING END DATE 3/31/24 |
| INVOICE DATE 4/3/24 | SUBMITTED TOTAL \$ 12,446.00 |
| RECEIVED DATE 4/3/24 | SUBMITTED CURRENCY USD |
| PROJECT 2023-009192-CKY 2024 Rate Case | LINE ITEM WARNINGS None |
| POSTING STATUS Posted | |
| WARNING: None | |

Tax Information

| |
|--------------------|
| TAX TYPE US |
| TAX RATE 0.00 % |

Invoice Summary

| Type | Rate x Unit | (-) Discount | (-) Adjustment | Tax | Amount |
|----------------------------|--------------------|---------------|----------------|---------------|---------------------|
| Fees | \$12,446.00 | \$0.00 | \$0.00 | \$0.00 | \$ 12,446.00 |
| Expenses | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$ 0.00 |
| Invoice Total (USD) | \$12,446.00 | \$0.00 | \$0.00 | \$0.00 | \$ 12,446.00 |

Description

2023-009192

Comments to Requester

Line Items

View: All Line Items

Line Items 1 - 76 of 76

| Item | Date | Type | Category | TK | Rate | Units | Disc | Adj | Amt |
|------|--|------|--------------------------|---------------------|----------|-------|--------|--------|----------|
| 1 | 3/29/24 | Fee | C300 Analysis and Advice | Honaker, L. Allyson | \$320.00 | 1.50 | \$0.00 | \$0.00 | \$480.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Participate in video conference with J. Ryan, et. al. re brainstorming issues. | | | | | | | | |
| 2 | 3/14/24 | Fee | C300 Analysis and Advice | Koenig, Brittany H | \$290.00 | 0.20 | \$0.00 | \$0.00 | \$58.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Draft Notice of Electronic Filing and sent to A. Honaker and H. Temple for review. | | | | | | | | |
| 3 | 3/14/24 | Fee | C300 Analysis and Advice | Koenig, Brittany H | \$290.00 | 0.40 | \$0.00 | \$0.00 | \$116.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Draft notice of intent and sent to A. Honaker and H. Temple for review. | | | | | | | | |
| 4 | 3/14/24 | Fee | C300 Analysis and Advice | Koenig, Brittany H | \$290.00 | 0.80 | \$0.00 | \$0.00 | \$232.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Draft start of application and sent to A. Honaker and H. Temple for review. | | | | | | | | |
| 5 | 3/28/24 | Fee | C300 Analysis and Advice | Honaker, L. Allyson | \$320.00 | 0.20 | \$0.00 | \$0.00 | \$64.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Conference call with B. Koenig and H. Temple re update from J. Ryan. | | | | | | | | |
| 6 | 3/22/24 | Fee | C300 Analysis and Advice | Honaker, L. Allyson | \$320.00 | 1.00 | \$0.00 | \$0.00 | \$320.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Participate in video conference with J. Ryan, et. al. re rate case. | | | | | | | | |
| 7 | 3/1/24 | Fee | C300 Analysis and Advice | Koenig, Brittany H | \$290.00 | 0.30 | \$0.00 | \$0.00 | \$87.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Discussion re: next steps in application preparation with A. Honaker. | | | | | | | | |
| 8 | 3/21/24 | Fee | C300 Analysis and Advice | Honaker, L. Allyson | \$320.00 | 0.20 | \$0.00 | \$0.00 | \$64.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Review email and attached notes re Kentucky Press Association deadline from J. Ryan. | | | | | | | | |

| Item | Date | Type | Category | TK | Rate | Units | Disc | Adj | Amt |
|------|---|------|--------------------------|---------------------|----------|-------|--------|--------|----------|
| 9 | 3/28/24 | Fee | C300 Analysis and Advice | Koenig, Brittany H | \$290.00 | 0.20 | \$0.00 | \$0.00 | \$58.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Conference call with A. Honaker and H. Temple re update from J. Ryan | | | | | | | | |
| 10 | 3/28/24 | Fee | C300 Analysis and Advice | Temple, Heather S | \$275.00 | 0.20 | \$0.00 | \$0.00 | \$55.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Call with A.Honaker and B.Koenig to discussed potential new issue in rate case. | | | | | | | | |
| 11 | 3/1/24 | Fee | C300 Analysis and Advice | Koenig, Brittany H | \$290.00 | 0.30 | \$0.00 | \$0.00 | \$87.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Conference with B. Koenig re draft application and next steps. | | | | | | | | |
| 12 | 3/4/24 | Fee | C300 Analysis and Advice | Temple, Heather S | \$275.00 | 0.10 | \$0.00 | \$0.00 | \$27.50 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Discussed update/review with A.Honaker. | | | | | | | | |
| 13 | 3/20/24 | Fee | C300 Analysis and Advice | Honaker, L. Allyson | \$320.00 | 1.00 | \$0.00 | \$0.00 | \$320.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Participate in weekly rate case meeting. | | | | | | | | |
| 14 | 3/28/24 | Fee | C300 Analysis and Advice | Honaker, L. Allyson | \$320.00 | 0.20 | \$0.00 | \$0.00 | \$64.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Telephone conference with B. Koenig and H. Temple re status update. | | | | | | | | |
| 15 | 3/29/24 | Fee | C300 Analysis and Advice | Temple, Heather S | \$275.00 | 1.50 | \$0.00 | \$0.00 | \$412.50 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Brainstorming session. | | | | | | | | |
| 16 | 3/22/24 | Fee | C300 Analysis and Advice | Koenig, Brittany H | \$290.00 | 0.40 | \$0.00 | \$0.00 | \$116.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Review notes from team meeting and testimony from M. Girata in preparation for meeting re: forecasting. | | | | | | | | |

| Item | Date | Type | Category | TK | Rate | Units | Disc | Adj | Amt |
|------|--|------|--------------------------|---------------------|----------|-------|--------|--------|----------|
| 17 | 3/22/24 | Fee | C300 Analysis and Advice | Koenig, Brittany H | \$290.00 | 1.00 | \$0.00 | \$0.00 | \$290.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Conference call re: forecasting witness with J. Cooper, J. Clark, M. Girata, several members of Columbia Team, A. Honaker. | | | | | | | | |
| 18 | 3/21/24 | Fee | C300 Analysis and Advice | Koenig, Brittany H | \$290.00 | 0.90 | \$0.00 | \$0.00 | \$261.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Conference call with J. Cooper, J. Ryan, A. Honaker, H. Temple re: legal issues for rate case. | | | | | | | | |
| 19 | 3/13/24 | Fee | C300 Analysis and Advice | Koenig, Brittany H | \$290.00 | 0.40 | \$0.00 | \$0.00 | \$116.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Discussion re: update of application preparation. | | | | | | | | |
| 20 | 3/28/24 | Fee | C300 Analysis and Advice | Temple, Heather S | \$275.00 | 0.10 | \$0.00 | \$0.00 | \$27.50 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Reviewed email re: depreciation study. | | | | | | | | |
| 21 | 3/4/24 | Fee | C300 Analysis and Advice | Koenig, Brittany H | \$290.00 | 0.20 | \$0.00 | \$0.00 | \$58.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Emails responding to testimony question/coordination. | | | | | | | | |
| 22 | 3/4/24 | Fee | C300 Analysis and Advice | Honaker, L. Allyson | \$320.00 | 0.10 | \$0.00 | \$0.00 | \$32.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Review email and attachment from J. Ryan re testimony review scheduling and page turn. | | | | | | | | |
| 23 | 3/25/24 | Fee | C300 Analysis and Advice | Honaker, L. Allyson | \$320.00 | 0.60 | \$0.00 | \$0.00 | \$192.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Review email and attachment from T. Shaeffer re rate case drivers. | | | | | | | | |
| 24 | 3/28/24 | Fee | C300 Analysis and Advice | Honaker, L. Allyson | \$320.00 | 0.10 | \$0.00 | \$0.00 | \$32.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Exchange texts with J. Ryan re scheduling meeting. | | | | | | | | |

| Item | Date | Type | Category | TK | Rate | Units | Disc | Adj | Amt |
|------|---|------|--------------------------|---------------------|----------|-------|--------|--------|----------|
| 25 | 3/28/24 | Fee | C300 Analysis and Advice | Honaker, L. Allyson | \$320.00 | 1.00 | \$0.00 | \$0.00 | \$320.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Participate in weekly team meeting. | | | | | | | | |
| 26 | 3/19/24 | Fee | C300 Analysis and Advice | Honaker, L. Allyson | \$320.00 | 0.20 | \$0.00 | \$0.00 | \$64.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Review emails from K. Johnson and J. Ryan re lead lag study. | | | | | | | | |
| 27 | 3/27/24 | Fee | C300 Analysis and Advice | Temple, Heather S | \$275.00 | 0.20 | \$0.00 | \$0.00 | \$55.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Review and respond email re: Skinner testimony. | | | | | | | | |
| 28 | 3/21/24 | Fee | C300 Analysis and Advice | Temple, Heather S | \$275.00 | 1.00 | \$0.00 | \$0.00 | \$275.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Legal meeting for rate case planning. | | | | | | | | |
| 29 | 3/29/24 | Fee | C300 Analysis and Advice | Koenig, Brittany H | \$290.00 | 1.50 | \$0.00 | \$0.00 | \$435.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Legal meeting to brainstorm regulatory issues with J. Ryan, J. Cooper, M. Thompson. | | | | | | | | |
| 30 | 3/1/24 | Fee | C300 Analysis and Advice | Honaker, L. Allyson | \$320.00 | 0.10 | \$0.00 | \$0.00 | \$32.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Review email from J. Ryan re tax witness update. | | | | | | | | |
| 31 | 3/25/24 | Fee | C300 Analysis and Advice | Honaker, L. Allyson | \$320.00 | 0.10 | \$0.00 | \$0.00 | \$32.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Exchange emails with J. Ryan re changing meeting time. | | | | | | | | |
| 32 | 3/14/24 | Fee | C300 Analysis and Advice | Honaker, L. Allyson | \$320.00 | 0.10 | \$0.00 | \$0.00 | \$32.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Exchange emails with J. Ryan re scheduling meeting to discuss issues. | | | | | | | | |

| Item | Date | Type | Category | TK | Rate | Units | Disc | Adj | Amt |
|------|--|------|--------------------------|---------------------|----------|-------|--------|--------|----------|
| 33 | 3/13/24 | Fee | C300 Analysis and Advice | Koenig, Brittany H | \$290.00 | 0.40 | \$0.00 | \$0.00 | \$116.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Review of notes re: Rate Case drivers for application preparation. | | | | | | | | |
| 34 | 3/20/24 | Fee | C300 Analysis and Advice | Temple, Heather S | \$275.00 | 1.00 | \$0.00 | \$0.00 | \$275.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Weekly rate case meeting. | | | | | | | | |
| 35 | 3/1/24 | Fee | C300 Analysis and Advice | Honaker, L. Allyson | \$320.00 | 0.10 | \$0.00 | \$0.00 | \$32.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Exchange emails with J. Ryan re list of items discussed. | | | | | | | | |
| 36 | 3/18/24 | Fee | C300 Analysis and Advice | Temple, Heather S | \$275.00 | 1.70 | \$0.00 | \$0.00 | \$467.50 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Researched and compiled information re: other rate cases. | | | | | | | | |
| 37 | 3/13/24 | Fee | C300 Analysis and Advice | Honaker, L. Allyson | \$320.00 | 1.50 | \$0.00 | \$0.00 | \$480.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Participate in meeting with K. Cole, et. al. re revenue requirement and other items. | | | | | | | | |
| 38 | 3/18/24 | Fee | C300 Analysis and Advice | Honaker, L. Allyson | \$320.00 | 0.10 | \$0.00 | \$0.00 | \$32.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Review email from J. Gore re depreciation study. | | | | | | | | |
| 39 | 3/15/24 | Fee | C300 Analysis and Advice | Temple, Heather S | \$275.00 | 0.10 | \$0.00 | \$0.00 | \$27.50 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Reviewed email from A.Honaker re research request by J. Ryan. | | | | | | | | |
| 40 | 3/13/24 | Fee | C300 Analysis and Advice | Temple, Heather S | \$275.00 | 0.30 | \$0.00 | \$0.00 | \$82.50 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Conference re materials provided from meeting. | | | | | | | | |

| Item | Date | Type | Category | TK | Rate | Units | Disc | Adj | Amt |
|------|--|------|--------------------------|---------------------|----------|-------|--------|--------|----------|
| 41 | 3/28/24 | Fee | C300 Analysis and Advice | Temple, Heather S | \$275.00 | 1.00 | \$0.00 | \$0.00 | \$275.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Attend weekly rate case meeting. | | | | | | | | |
| 42 | 3/7/24 | Fee | C300 Analysis and Advice | Honaker, L. Allyson | \$320.00 | 0.10 | \$0.00 | \$0.00 | \$32.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Exchange emails with J. Ryan re expense research. | | | | | | | | |
| 43 | 3/18/24 | Fee | C300 Analysis and Advice | Honaker, L. Allyson | \$320.00 | 0.30 | \$0.00 | \$0.00 | \$96.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Review research on other rate cases from H. Temple as requested by J. Ryan. | | | | | | | | |
| 44 | 3/18/24 | Fee | C300 Analysis and Advice | Honaker, L. Allyson | \$320.00 | 1.30 | \$0.00 | \$0.00 | \$416.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Participate in video conference with J. Ryan, et. al. re outstanding issues. | | | | | | | | |
| 45 | 3/6/24 | Fee | C300 Analysis and Advice | Temple, Heather S | \$275.00 | 0.40 | \$0.00 | \$0.00 | \$110.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Review updates to witness testimony in Tool. | | | | | | | | |
| 46 | 3/14/24 | Fee | C300 Analysis and Advice | Koenig, Brittany H | \$290.00 | 0.30 | \$0.00 | \$0.00 | \$87.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Discussion with C. Inscho re: update for testimony and data. | | | | | | | | |
| 47 | 3/7/24 | Fee | C300 Analysis and Advice | Honaker, L. Allyson | \$320.00 | 1.30 | \$0.00 | \$0.00 | \$416.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Review multiple drafts of testimony in Tool. | | | | | | | | |
| 48 | 3/6/24 | Fee | C300 Analysis and Advice | Honaker, L. Allyson | \$320.00 | 0.20 | \$0.00 | \$0.00 | \$64.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Review email and attached meeting notes from J. Gore. | | | | | | | | |

| Item | Date | Type | Category | TK | Rate | Units | Disc | Adj | Amt |
|------|--|------|--------------------------|---------------------|----------|-------|--------|--------|----------|
| 49 | 3/26/24 | Fee | C300 Analysis and Advice | Koenig, Brittany H | \$290.00 | 0.40 | \$0.00 | \$0.00 | \$116.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Review email and attached information on COSS forwarded by A. Honaker. | | | | | | | | |
| 50 | 3/26/24 | Fee | C300 Analysis and Advice | Temple, Heather S | \$275.00 | 0.40 | \$0.00 | \$0.00 | \$110.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Review email and attached information on COSS forwarded by A. Honaker. | | | | | | | | |
| 51 | 3/6/24 | Fee | C300 Analysis and Advice | Honaker, L. Allyson | \$320.00 | 0.60 | \$0.00 | \$0.00 | \$192.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Participate in weekly rate case meeting. | | | | | | | | |
| 52 | 3/26/24 | Fee | C300 Analysis and Advice | Honaker, L. Allyson | \$320.00 | 0.10 | \$0.00 | \$0.00 | \$32.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Forward email and information provided by J. Ryan to H. Temple and B. Koenig for review. | | | | | | | | |
| 53 | 3/21/24 | Fee | C300 Analysis and Advice | Honaker, L. Allyson | \$320.00 | 1.00 | \$0.00 | \$0.00 | \$320.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Legal meeting for rate case planning. | | | | | | | | |
| 54 | 3/26/24 | Fee | C300 Analysis and Advice | Honaker, L. Allyson | \$320.00 | 0.30 | \$0.00 | \$0.00 | \$96.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Review emails from J. Ryan re COSS. | | | | | | | | |
| 55 | 3/14/24 | Fee | C300 Analysis and Advice | Koenig, Brittany H | \$290.00 | 0.20 | \$0.00 | \$0.00 | \$58.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Discussion with M. Girata re: update for testimony. | | | | | | | | |
| 56 | 3/28/24 | Fee | C300 Analysis and Advice | Koenig, Brittany H | \$290.00 | 1.00 | \$0.00 | \$0.00 | \$290.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Attend weekly rate case meeting and discussion re: customer classes. | | | | | | | | |

| Item | Date | Type | Category | TK | Rate | Units | Disc | Adj | Amt |
|------|--|------|--------------------------|---------------------|----------|-------|--------|--------|----------|
| 57 | 3/4/24 | Fee | C300 Analysis and Advice | Honaker, L. Allyson | \$320.00 | 0.10 | \$0.00 | \$0.00 | \$32.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Conference re status of review and updates with H. Temple. | | | | | | | | |
| 58 | 3/1/24 | Fee | C300 Analysis and Advice | Temple, Heather S | \$275.00 | 0.20 | \$0.00 | \$0.00 | \$55.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Draft email with research findings to A. Honaker. | | | | | | | | |
| 59 | 3/13/24 | Fee | C300 Analysis and Advice | Temple, Heather S | \$275.00 | 0.50 | \$0.00 | \$0.00 | \$137.50 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Review of notes re: Rate Case drivers for application preparation forwarded by A. Honaker after meeting. | | | | | | | | |
| 60 | 3/28/24 | Fee | C300 Analysis and Advice | Honaker, L. Allyson | \$320.00 | 0.30 | \$0.00 | \$0.00 | \$96.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Telephone conference with J. Ryan re update. | | | | | | | | |
| 61 | 3/1/24 | Fee | C300 Analysis and Advice | Temple, Heather S | \$275.00 | 0.80 | \$0.00 | \$0.00 | \$220.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Research expenses requested by J. Ryan. | | | | | | | | |
| 62 | 3/1/24 | Fee | C300 Analysis and Advice | Temple, Heather S | \$275.00 | 0.20 | \$0.00 | \$0.00 | \$55.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Conference with A. Honaker re research needed. | | | | | | | | |
| 63 | 3/13/24 | Fee | C300 Analysis and Advice | Honaker, L. Allyson | \$320.00 | 0.30 | \$0.00 | \$0.00 | \$96.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Email attachments to Honaker Law team to review and discuss same. | | | | | | | | |
| 64 | 3/13/24 | Fee | C300 Analysis and Advice | Honaker, L. Allyson | \$320.00 | 0.80 | \$0.00 | \$0.00 | \$256.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Review email and multiple attachments from T. Shaeffer pursuant to video conference discussion. | | | | | | | | |

| Item | Date | Type | Category | TK | Rate | Units | Disc | Adj | Amt |
|------|--|------|--------------------------|---------------------|----------|-------|--------|--------|----------|
| 65 | 3/1/24 | Fee | C300 Analysis and Advice | Honaker, L. Allyson | \$320.00 | 0.10 | \$0.00 | \$0.00 | \$32.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Email expense research to J. Ryan, et. al. | | | | | | | | |
| 66 | 3/1/24 | Fee | C300 Analysis and Advice | Honaker, L. Allyson | \$320.00 | 0.30 | \$0.00 | \$0.00 | \$96.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Review research provided by H. Temple on expenses. | | | | | | | | |
| 67 | 3/14/24 | Fee | C300 Analysis and Advice | Honaker, L. Allyson | \$320.00 | 0.80 | \$0.00 | \$0.00 | \$256.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Review drafts of Notice to Use Electronic Procedures, Notice of Intent and portions of Application from B. Koenig. | | | | | | | | |
| 68 | 3/1/24 | Fee | C300 Analysis and Advice | Honaker, L. Allyson | \$320.00 | 0.20 | \$0.00 | \$0.00 | \$64.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Telephone conference with H. Temple re research needed on expenses. | | | | | | | | |
| 69 | 3/1/24 | Fee | C300 Analysis and Advice | Honaker, L. Allyson | \$320.00 | 1.00 | \$0.00 | \$0.00 | \$320.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Participate in video conference with J. Ryan, et. al. re rate application. | | | | | | | | |
| 70 | 3/4/24 | Fee | C300 Analysis and Advice | Honaker, L. Allyson | \$320.00 | 0.50 | \$0.00 | \$0.00 | \$160.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Participate in video conference with J. Clark, et. al. re upcoming meetings and page turn. | | | | | | | | |
| 71 | 3/28/24 | Fee | C300 Analysis and Advice | Temple, Heather S | \$275.00 | 0.30 | \$0.00 | \$0.00 | \$82.50 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Review TOOL to see if updated testimony for witnesses is available. | | | | | | | | |
| 72 | 3/6/24 | Fee | C300 Analysis and Advice | Koenig, Brittany H | \$290.00 | 0.30 | \$0.00 | \$0.00 | \$87.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Update re: rate case preparation discussion re: rate case meeting and next steps with A. Honaker and H. Temple. | | | | | | | | |

| Item | Date | Type | Category | TK | Rate | Units | Disc | Adj | Amt |
|------|---|------|--------------------------|---------------------|----------|-------|--------|--------|----------|
| 73 | 3/15/24 | Fee | C300 Analysis and Advice | Honaker, L. Allyson | \$320.00 | 1.00 | \$0.00 | \$0.00 | \$320.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Conference with J. Ryan re issues for upcoming filing. | | | | | | | | |
| 74 | 3/14/24 | Fee | C300 Analysis and Advice | Koenig, Brittany H | \$290.00 | 0.80 | \$0.00 | \$0.00 | \$232.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Review application files on regulatory tool to review compliance with regulatory requirements in application for rate case. | | | | | | | | |
| 75 | 3/7/24 | Fee | C300 Analysis and Advice | Koenig, Brittany H | \$290.00 | 0.70 | \$0.00 | \$0.00 | \$203.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Research company information for preparation of application. | | | | | | | | |
| 76 | 3/7/24 | Fee | C300 Analysis and Advice | Koenig, Brittany H | \$290.00 | 2.10 | \$0.00 | \$0.00 | \$609.00 |
| | Project: 2023-009192-CKY 2024 Rate Case Description: Drafting Application for rate case. | | | | | | | | |

Access Information

CREATED BY

system, system

MODIFIED BY

Madvek, Nicholas

CREATED ON

4/3/24 2:20 PM

MODIFIED ON

4/29/24 2:28 PM

Summary Breakdowns

By Timekeeper | By Fee/Expense Category

| Timekeeper | Avg Net Rate | Net Units | Net Disc | Total Adj | Net Amt | % of Total Fees |
|---------------------------------------|--------------|-----------|----------|-----------|----------|-----------------|
| 2023-009192-CKY 2024 Rate Case | | | | | | |
| Honaker, L. Allyson | 320.00 | 18.70 | 0.00 | 0.00 | 5,984.00 | 48.08% |
| Koenig, Brittany H | 290.00 | 12.80 | 0.00 | 0.00 | 3,712.00 | 29.82% |
| Temple, Heather S | 275.00 | 10.00 | 0.00 | 0.00 | 2,750.00 | 22.10% |

Remittance Details

Ready to send to AP: Yes

Invoice On Hold For AP: No

Acceptance Status: Accepted

Date Received by AP: 4/4/24

Reason for Rejection:

Payment Method: Check

Check # 2012048843

Paid Date: 4/5/24

Total Amount on Check: 12,446

Paid Amount: 12,446

Paid By Insurance Group: No

User Rights

| Option | User | Read | Update | Delete | Perm |
|--------|-------------------|------|--------|--------|------|
| Allow | Thompson, Melissa | Yes | Yes | No | No |

Active Requests

| Request Name | Requester | Request Date | Expiration Date | Status |
|-----------------------|-----------|--------------|-----------------|--------|
| No records available. | | | | |

Completed Requests

| Item | Request Name | Requester | Request Date | Completion Date | Comment | Outcome |
|-----------------------|--------------|-----------|--------------|-----------------|---------|---------|
| No records available. | | | | | | |

Versions

| Invoice Version | Created On | Rejection Date | Invoice Reason/Comments |
|------------------------|------------|----------------|-------------------------|
| No versions available. | | | |

Invoice Details 

| | |
|-------------------------------|------------------------------|
| PAID BY INSURANCE GROUP No | ALTERNATIVE FEE No |
| PAID AMOUNT 12,446.00 | INVOICE ON HOLD FOR AP No |
| ACCEPTANCE STATUS Accepted | INSURANCE INVOICE? No |

PAYMENT METHOD

Check

CHECK DATE

MATTER TYPE

Matter

TRANSACTION MATTER

PO NUMBER

READY TO SEND TO AP

Yes

MATTER CATEGORY

308 - State Regulatory

CHECK #

2012048843

WITHHOLDING AMOUNT

REASON FOR REJECTION

DISPUTE MATTER

2023-009192-CKY 2024 Rate Case

TOTAL AMOUNT ON CHECK

12,446.00

PAID DATE

4/5/24

DATE RECEIVED BY AP

4/4/24

COLUMBIA GAS OF KENTUCKY, INC.
CASE NO. 2024-00092

CUSTOMER NOTIFICATIONS INVOICES

No Activity through May 24, 2024

COLUMBIA GAS OF KENTUCKY, INC.
CASE NO. 2024-00092

ALL OTHER INVOICES



Kentucky Secretary of State

Michael G. Adams

The transaction was completed successfully. The (Certificates of Existence / Authorization) for COLUMBIA GAS OF KENTUCKY, INC. is now ready for viewing and printing.

You can print this page to use as your receipt for payment.

[View/Print this certificate \(PDF\)](#)

| | |
|--------------------------------|---|
| Certificate number | 309764 |
| Jurisdiction | Kentucky |
| Certificate Type | (Certificates of Existence / Authorization) |
| Certificate Date | 4/21/2024 |
| Company | COLUMBIA GAS OF KENTUCKY, INC. |
| Company ID | 0010555.09.99998 |
| Charge | \$10.00 |
| Certificate Web Address | https://web.sos.ky.gov/corpcertificates/64/2024042100309764.pdf |

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Attachment C

STATEMENT OF WORK NO. 4 (CW2013397)
between
NiSource Corporate Services Company
and
Atrium Economics, LLC
to
Short Form Professional Services Agreement No. CW2001743

Project Title: Columbia Gas KY GRC 2024

Owner Project Manager: Julie Wozniak
Telephone Number: (614) 460-4843
E-Mail: jcwozniak@nisource.com

Consultant Project Manager: John Taylor
Telephone Number: +1 (314) 307-5237
E-Mail: jtaylor@atriumecon.com

Term: This Statement of Work No. 4 (“SOW”) is entered into as of December 1, 2023 (“Effective Date”), by and between Atrium Economics (“Consultant”) and NiSource Corporate Services Company (“Owner”).

The Consultant shall perform the Services in accordance with this SOW. This SOW is governed by and subject to the Short Form Professional Services Agreement No. CW2001743 (“Agreement”), dated January 1, 2022. This SOW shall be effective until 5/31/2025.

1 Scope of the Services

a Project Description Summary.

Columbia Gas of Kentucky (CKY) is seeking a witness (witnesses) to sponsor testimony on an allocated class cost of service study (ACOSS), rate design as part of a CKY gas rate case filing. The Consultant will work with CKY’s team throughout the preparation of the study to ensure that all parties understand and agree on the methods used in the study. Consultant understands that CKY plans to file the gas rate case by the early May 2024 and to use a forecasted test year.

b Key Business Objectives.

Expert witness testimony in support of CKY’s gas rate case filing.

c Scope of the Services to be performed.

- Task 1 – Administrative and Data Collection
- Task 2 - Conduct an Allocated Class Cost of Service Study (ACOSS)
- Task 3 – Develop Rate Design by Customer Class
- Task 4 – Prepare Minimum Standard Filing Requirement (MSFR)
- Task 5 - Post Filing Support

d Approach. How will the actual work be accomplished?

Task 1 – Administrative and Data Collection

Atrium proposes a virtual kickoff meeting as soon as practical to establish the project plan and schedule, review what changes have occurred since the last case, review data requirements, review the revenue proof, and finalize the working relationship and communications protocols between Atrium and CKY. Atrium also anticipates weekly status calls with CKY's team, similar to prior projects with other NiSource Companies.

Task 2 – Conduct an Allocated Class Cost of Service Study (ACOSS)

Atrium will be responsible for preparing the ACOSS for filing in CKY's upcoming natural gas general rate case. Atrium will prepare the necessary support studies utilizing CKY's data and structure the analyses to provide CKY with customer, demand, and commodity costs and rates of return by customer rate schedule. The results of the ACOSS will be presented in a format that meets the Minimum Standard Filing Requirements (MSFR) of the Kentucky Public Service Commission (KPSC). In conducting the ACOSS, Atrium will perform the following tasks:

- Serve as a Subject Matter Expert (SME) and provide recommendations and guidance.
- Review historical regulatory decisions pertaining to cost of service allocation methodologies, provide expertise and recommendations, and verify the Company's preferred approach to its class cost of service studies.
- Review historical studies and determine whether modifications are warranted.
- Conduct studies of various cost components in order to determine appropriate allocation factors to be utilized.
- Set up and run the ACOSS model using the results of the revenue requirement and allocation factor studies to obtain preliminary results of the cost of service, by class.
- Evaluate the cost functionality, classification, and allocation methodologies employed in the class cost of service model.
- Review the consistency of CKY's current cost of service results with its previous filings and examine the underlying factors related to any identified disparities.
- Recommend and test alternative cost allocation methodologies against class rate of return results.
- Prepare expert testimony in support of the selected cost of service approach.

Task 3 – Develop Rate Design by Customer Class

Utilizing the class cost of service along with other relevant non-cost factors, Atrium will prepare a proposed revenue allocation and rate design for each of CKY's classes of service. Atrium will be responsible for performing the following tasks:

- Serve as a Subject Matter Expert (SME), provide overall strategic guidance and specific recommendations.
- Distribute CKY's proposed revenue increase among its classes of service. We will evaluate and reflect considerations such as the cost of service by class, the customer

billing class rate impacts, market conditions in CKY’s service territory and historical rate perspectives.

- Combine allocated costs, billing units, and bill frequency data to evaluate rate design alternatives for proper economic price signals, margin stability, and reasonable customer bill impacts.
- Develop the specific rate-related elements of CKY’s rate proposals, including any desired changes to rate class changes, separate unit charges, rate levels, unbundled and ancillary service options, and terms and conditions of service.
- Prepare expert testimony in support of the selected revenue allocation and rate design.

Task 4 – Prepare Minimum Standard Filing Requirement (MSFR)

Atrium will prepare all the required minimum filing requirement schedules related to the cost of service and rate design to meet the KPSC requirements in the required formats.

Task 5 - Post Filing Support

In the post-filing phase, Atrium will perform the following services, as needed:

- Respond to KPSC and Intervenor interrogatories within required time frames.
- Prepare rebuttal testimony responding to Intervenor testimony.
- Assist with the development of data requests and cross-examination questions of the intervenors’ testimony.
- Participate in witness preparation sessions.
- Provide expert testimony before the commission.
- Participate and support settlement discussions, as needed.
- Assist with the drafting of briefs.
- Review and provide comments on the proposed order, as needed.
- Review and provide comments on the Commission’s order, as needed.
- Provide support for the Compliance Filing, as needed.
- Provide electronic files (e.g., Microsoft Excel) of all models.
- Support efforts on rehearing, as needed.

e *Definitions. Any additional Definitions not defined in the Agreement?*
 Owner for the purposes of this SOW shall mean Owner, Owner Project Manager or their designee)

2 Project Deliverables

| # | Deliverable name and description | Responsible Party | Acceptance Criteria | Accepting Party | Due Date | Milestone Payment |
|---|--|-------------------|--|--------------------------|----------|-------------------|
| 1 | Complete the Cost of Service Study, including all necessary subsidiary | Consultant | Review and approval at the sole discretion of the NiSource Project Manager | NiSource Project Manager | 3/22/24 | |

| | | | | | | |
|---|--|------------|--|--------------------------|---|---------------------|
| | special studies, to be provided to NiSource in Excel format | | | | | |
| 2 | Finalize Rate Design, to include setting rates for all classes and to be provided to NiSource in Excel format | Consultant | Review and approval at the sole discretion of the NiSource Project Manager | NiSource Project Manager | 3/29/24 | |
| 3 | Finalize Min. Std. Filing Requirements relating to the Cost of Service Study and Rate Design, to be provided to NiSource in Excel format | Consultant | Review and approval at the sole discretion of the NiSource Project Manager | NiSource Project Manager | 4/17/24 | |
| 4 | Direct Testimony. to include exhibits and workpapers and to be provided to NiSource in Word format | Consultant | Review and approval at the sole discretion of the NiSource Project Manager | NiSource Project Manager | 4/17/24 | |
| 5 | Post Filing Support, (see Task for details) | Consultant | Review and approval at the sole discretion of the NiSource Project Manager | NiSource Project Manager | As mutually agreed upon by both parties | |
| | | | | | Total: | See Section 6 below |

3 Meetings & Reports

Consultant and Owner shall meet as necessary to perform the Services.

4 Tools

Consultant requires continuing access to Owner's Regulatory Case Management Database ("The Tool").

5 Resource Table

This section must specify any Consultant personnel who are deemed by Owner to be essential to the Consultant's performance of this SOW.

| Name | Role | Hourly Rate |
|------------------|---------------------|-------------|
| Ron Amen | Managing Partner | \$425 |
| John Taylor | Managing Partner | \$425 |
| Greg Macias | Managing Consultant | \$390 |
| Julie Lieberman | Managing Consultant | \$390 |
| Svetlana Atoyan | Senior Consultant | \$350 |
| Chris Hutchinson | Consultant | \$300 |
| Kara Hounam | Consultant | \$300 |
| Dylan Spreer | Senior Analyst | \$245 |
| Cody Kleckley | Senior Analyst | \$245 |
| TBD | Analyst | \$205 |
| Jordan Flaagan | Project Assistant | \$100 |

6 Fees for Services, Not-to-Exceed Amount

Fees for the pre-filing tasks within this SOW shall not exceed \$157,250, unless authorized in writing by Owner in advance. Post filing fees shall be billed according to the rates in the above Resource Table. Post filing fees shall not exceed \$80,000 without written approval from Owner in advance. The overall fees for this SOW shall not exceed \$237,250.00 without prior written approval from Owner in advance.

7 Reimbursement of Expenses

In addition to the not-to-exceed amount, Consultant shall be reimbursed at cost for fully documented, reasonable travel and living expenses. Reasonable travel and living expenses include airfare, meals, and accommodations. Other reasonable expenses may be reimbursed at cost by Owner, but these other expenses must be approved in advance by Owner. Consultant must follow the policies outlined in the Owner Travel Policy which can be made available upon request. Expenses as described in this paragraph shall not exceed 10% unless authorized in writing by Owner in advance.

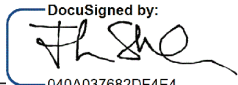
8 Change Orders

In case either party desires Services beyond those outlined in this Statement of Work, Consultant will estimate the time and cost of those needs and communicate that to Owner. If Owner agrees to those additions, a project change request will be written and agreed to by both parties and an appropriate amendment to this SOW will be executed between the parties in advance of any additional Services to be performed.

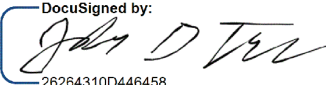
Consultant acknowledges that the Services set forth in this SOW shall be subject to and governed by all terms and conditions of the Agreement. Undefined terms used herein shall have the meaning as set forth in the Agreement. Facsimile, electronic mail and pdf signatures to this SOW shall be as legally binding and considered in all manner and respects as original signatures.

IN WITNESS WHEREOF, Consultant and Owner have caused this SOW to be executed by their duly authorized representatives as of the Effective Date.

Accepted and Agreed to:
NISOURCE CORPORATE
SERVICES COMPANY

DocuSigned by:

By: _____
040A037682DF4E4...
Name: Jennifer Shikany
Title: VP, Rates & Regulatory Strategy
Date: 1/19/2024

Accepted and Agreed to:
CONSULTANT

DocuSigned by:

By: _____
26264310D446458...
Name: John Taylor
Title: Managing Partner
Date: 1/19/2024

STATEMENT OF WORK NO. CW2013678
between
NiSource Corporate Services Company
and
Regulatory Finance Associates, LLC
to
Independent Contractor Agreement No. CW1996701

Project Title: Columbia Gas of Kentucky 2024 Rate Case

Owner Project Manager: Julie Wozniak
Telephone Number: (614) 403 4125
E-Mail: jcwozniak@nisource.com

Consultant Project Manager: Vincent V. Rea
Telephone Number: (910) 639-6994
E-Mail: RegulatoryFinanceAssociates@gmail.com

Term: This Statement of Work No.1 (“SOW”) is entered into as of January 9, 2024 (“Effective Date”), by and between Regulatory Finance Associates, LLC (“Consultant”) and NiSource Corporate Services Company (“Owner”).

The Consultant shall perform the Services in accordance with this SOW. This SOW is governed by and subject to Independent Contractor Agreement No. CW1996701, dated February 10, 2021, as amended December 15, 2023 (the “Agreement”). This SOW shall be effective until December 31, 2024.

1 Scope of the Services

a Project Description Summary.

In connection with Columbia Gas of Kentucky’s (“CKY” or the “Company”) 2024 base rate proceeding, CKY is seeking to engage an expert witness to sponsor direct and rebuttal testimony and supporting quantitative analyses concerning CKY’s cost of equity, overall fair rate of return, and appropriate ratemaking capital structure. The Company will be filing its 2024 rate case with the Kentucky Public Service Commission during early-May 2024. As part of that filing, Regulatory Finance Associates, LLC will provide the Company with support relating to CKY’s proposed cost of equity, overall fair rate of return, embedded cost of debt, and ratemaking capital structure. The professional services that RFA will provide in connection with this engagement are expected to be provided over a twelve month period spanning between January 2024 and December 2024.

b Key Business Objectives.

Expert witness testimony in support of CKY’s 2024 rate case filing.

c Scope of the Services to be performed.

The quantitative analyses and pre-filed direct testimony that Regulatory Finance Associates, LLC will prepare in support of the Company’s rate proceeding will be fully comprehensive in nature, thus

ensuring the statistical reliability of the analyses and ultimate recommendations. In addition to conducting the traditional quantitative evaluations of the various cost of equity analytical models, the analyses will also include an evaluation of three separate proxy groups to enhance the statistical reliability of the analytical results, a comprehensive comparative risk assessment comparing the risk profile of the Company to the three respective proxy groups, as well as an evaluation of the regulatory mechanisms that are utilized by the utility proxy group companies, which may have some bearing on the comparative risk assessment.

A considerable amount of rate case activity usually occurs after the filing of direct testimony and the case-in-chief. Additional time is typically required for responding to interrogatories, reviewing and analyzing the cost of capital testimony of multiple opposing witnesses, conducting additional research and developing counter-arguments to the testimony of the opposing witnesses (as appropriate), drafting/preparing rebuttal testimony and all associated tables and supporting exhibits, preparing for and attending evidentiary hearings for purposes of cross-examination, assisting legal counsel in the preparation of legal briefs, and participating in settlement negotiations (as required).

d Approach. How will the actual work be accomplished?

Vincent V. Rea, who serves as Managing Director of Regulatory Finance Associates, LLC will be the Project Manager and shall be responsible for the work activities outlined above.

e Definitions. Any additional Definitions note defined in the Agreement (Owner for the purposes of this SOW shall mean Owner, Owner Project Manager or their designee)

2 Project Deliverables

This section should list all Deliverables and specific dates when the Consultant is to deliver the following or clearly set forth the performance milestones:

| # | Deliverable name and description | Responsible Party | Due Date |
|---|---|-------------------|-----------|
| 1 | Complete all cost of capital quantitative evaluations, comparative risk assessments, and evaluation of the regulatory mechanisms employed by the proxy group companies vs. CKY. | Consultant | 2/29/2024 |
| 2 | Develop and present ROE and overall fair rate of return recommendations to the CKY rate case team. | Consultant | 2/29/2024 |
| 3 | Direct Testimony Development (final draft) | Consultant | 4/17/2024 |
| 4 | Direct Testimony Completion and Filing | Consultant | 5/6/2024 |
| 5 | Post-Filing Support as outlined in Section 1(c) above. | Consultant | TBD |
| 6 | Participate in weekly rate case meetings. | Consultant | TBD |

3 Meetings & Reports

This section is to be used to identify the purpose and frequency of meetings and reports. For meetings, define who is required to attend, when meetings will be held on a regular basis, and when and how special meetings are to be convened. Identify when the Consultant is to provide status reports on the deliverables in terms of Not-To-Exceed Amounts and schedules per the Project Plan.

Consultant and Owner shall meet as necessary to perform the required Services.

4 Tools

Identify any and all tools that Owner must provide for Consultant's use in performing the SOW and any tools that the Consultant will provide for its own use in performing the SOW.

Consultant requires continuing access to Owner's Regulatory Case Management Database currently residing in Lotus Notes. To complete the work activities, Consultant shall also require Owner's support with regard to securing copies of the Company's historical financial statements (both GAAP and FERC Form 2 financial statements) and other financial and operating data (as required).

5 Resource Table

This section must specify any Consultant personnel who are deemed by Owner to be essential to the Consultant's performance of this SOW.

| Name | Role | Hourly Rate |
|----------------|-------------------|---|
| Vincent V. Rea | Managing Director | \$260 (up until the expiration date of ICA Amendment No. 2, which is February 9, 2024). \$270 (beginning as of the effective date of ICA Amendment No. 3, which is February 10, 2024). |

6 Fees for Services, Not-to-Exceed Amount

Part A. The Consultant's fees for all *pre-filing* work activities as described in Section 1(c) shall not exceed \$45,000, unless authorized in writing by Owner in advance. Owner agrees that it shall not unreasonably withhold such written authorization in the event that the project work requirements exceed those contemplated within this SOW.

Part B. The Consultant's fees for *post-filing* work activities shall be billed on a time and material basis in accordance with the hourly rates reflected in the above Resource Table (Section 5). The post-filing fees shall not exceed \$45,000 unless authorized in writing by Owner in advance. Owner agrees that it shall not unreasonably withhold such written authorization in the event that the project work requirements within the Scope of Services identified in Section 1(c) exceed those contemplated within this SOW, and further agrees that such additional work requirements shall not constitute a Change Order as contemplated in Section 8 below.

7 Reimbursement of Expenses

In addition to the not-to-exceed amount, Consultant shall be reimbursed at cost for fully documented, reasonable travel and living expenses. Reasonable travel and living expenses include airfare, meals, and accommodations. Other reasonable expenses may be reimbursed at cost by Owner, but these other expenses must be approved in advance by Owner. Consultant must follow the policies outlined in the Owner Travel Policy which can be made available upon request. Expenses as described in this paragraph shall not exceed \$3,000, unless authorized in writing by Owner in advance.

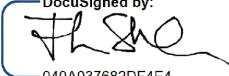
8 Change Orders

In case either party desires Services beyond those outlined in this Statement of Work, Consultant will estimate the time and cost of those needs and communicate that to Owner. If Owner agrees to those additions, a project change request will be written and agreed to by both parties and an appropriate amendment to this SOW will be executed between the parties in advance of any additional Services to be performed.

Consultant acknowledges that the Services set forth in this SOW shall be subject to and governed by all terms and conditions of the Agreement. Undefined terms used herein shall have the meaning as set forth in the Agreement. Facsimile, electronic mail and pdf signatures to this SOW shall be as legally binding and considered in all manner and respects as original signatures.

IN WITNESS WHEREOF, Consultant and Owner have caused this SOW to be executed by their duly authorized representatives as of the Effective Date.

Accepted and Agreed to:
NISOURCE CORPORATE
SERVICES COMPANY

DocuSigned by:
By:  _____
040A037682DF4E4...

Name: Jennifer Shikany

Title: VP, Rates & Regulatory Strategy

Date: 1/23/2024

Accepted and Agreed to:
REGULATORY FINANCE ASSOCIATES, LLC

DocuSigned by:
By:  _____
853D11F7576C4E6...

Name: Vincent Rea

Title: Managing Director

Date: 1/23/2024



Gannett Fleming
Valuation and Rate Consultants, LLC

Corporate Headquarters
207 Senate Avenue
Camp Hill, PA 17011
P 717.763.7211 | F 717.763.8150

gannettfleming.com

October 20, 2023

Via E-Mail at: jshikany@nisource.com

Ms. Jennifer Shikany
Assistant Controller
NiSource - Columbia Gas of Kentucky, Inc.
801 E. 86th Avenue
Merrillville, IN 46410

Dear Jenn:

Gannett Fleming Valuation and Rate Consultants, LLC is pleased to submit this engagement letter to NiSource to conduct a depreciation study of the gas plant of Columbia Gas of Kentucky (CGK) as of October 31, 2023 and a forecasted test year study as of December 31, 2025.

The 2023 depreciation study will include seven major tasks up to the date of filing with the Kentucky Public Service Commission (KPSC). Once the depreciation studies are filed, we will prepare testimony and respond to any data requests from the KPSC. The following scope of services sets forth our depreciation study work plan.

Task 1. Data Assembly and Review. We have prepared a written data requirements list for CGK personnel to use in assembling the needed data for the study which we will send to initiate the project. The list specifies the data to be obtained for each plant account and the manner in which the data are to be transmitted to Gannett Fleming. The required data will be for the years 2021 through October 2023 in order to update from our last study. The data requirements also request data for the period November 2023 through year end 2025.

The assembled data will be reviewed by our staff and a "post audit" computer program for control and logic. Irregular or unusual entries will be identified and reviewed with CGK personnel to determine their circumstances and whether they require adjustment. Large retirements also will be identified and explanations as to the cause of such retirements will be requested.



Task 2. Statistical Analyses of Data. The data assembled and reviewed in Task 1 will be analyzed for historical indications of service life using the retirement rate method.

Trends in average service life and survivor curve shape will be identified through the use of experience band analyses with the retirement rate model. Experience bands will identify the impact of economic and technological cycles on the service life of property groups. The selection of the bands for analysis will be based on a review of annual addition and retirement levels, a multiple original group life table, and preliminary discussions with operating management related to changes in materials used in construction, changes in installed technology and major retirement programs.

Annual gross salvage and cost of removal will be expressed as percents of the related retirements for all accounts, as appropriate. Moving averages will be used to smooth the annual fluctuations.

Task 3. Field Review and Management Conferences. A field review will include visits to representative town border stations, measuring and regulating stations, service centers and office buildings. Sites will be determined based on location and change since the last study. The purpose of the inspections will be to obtain information related to the operation and condition of the property.

During these visits, we also will meet with appropriate personnel to obtain additional information related to the outlook for the property. The results of the statistical analyses conducted in Task 2, the typical range of lives and salvage used in the industry, and our general experience, will be reviewed with these personnel as a basis for forecasting future survivor and net salvage characteristics. The discussion will focus on the past forces of retirement which produced the historical indications and the extent to which future forces such as economic, technological, physical and environmental, will result in future lives and net salvage values that differ from the past.

Task 4. Preliminary Service Life and Net Salvage Estimates. Preliminary estimates of average service lives, type survivor curves and net salvage percents will be made on the basis of the statistical analyses, observed conditions at the time of the field review, the discussions with management related to outlook and the typical range of lives used in the gas utility industry. Calculations of annual and accrued depreciation will be performed. The calculations may include scenarios that realign plant assets and the accumulated depreciation based on procedures.



Task 5. Presentation to Management. The results of the depreciation calculations and the bases for such calculations will be presented to management to ensure that the results are in accordance with management’s capital recovery policies and outlook.

Task 6. Final Estimates and Calculations. Final calculations of depreciation accrual rates by account will be performed in order to reflect appropriate modifications as determined during the review with management.

Task 7. Draft and Final Report. A draft report for each test year will be prepared for review by management. Each report will include an introduction, a description of the methods used in the statistical analyses and depreciation calculations, a narrative discussion of the factors considered in the estimation of service life and net salvage including the content of the account, the statistical support for the estimates, and the summary and detailed tabulations of depreciation by account. After review, comment and discussion, final reports will be prepared and submitted to management prior to the April 2024 filing date.

Our overall estimate of cost to complete both test year studies will approximate \$60,000.

Gannett Fleming Valuation and Rate Consultants, LLC proposes to perform the previously-described services, and other related services which you may authorize, on the basis of hourly billing rates in effect at the time the work is performed for our personnel, plus reimbursement of direct expenses.

Direct expenses include expenditures such as transportation, board and lodging, incidental expenses incurred while working at the client’s location, and any other expenses required by virtue of the assignment and not incidental to the normal conduct of business.

The amount of time required to complete studies varies widely, depending on factors such as availability of basic data, the extent to which assistance is provided by utility personnel and the complexity of the utility being studied. The estimated costs exclude charges for work subsequent to the completion of the final reports, such as work in connection with a proceeding before a regulatory body.



If you have questions pertaining to our cost estimate or tasks in performing depreciation studies, please do not hesitate to contact me at 717-886-5721 or via email at jspanos@gfnet.com.

Very truly yours,

GANNETT FLEMING VALUATION
AND RATE CONSULTANTS, LLC

A handwritten signature in blue ink that reads "John J. Spanos".

JOHN J. SPANOS
President

JJS:mle

NiSource accepts the foregoing Proposal and authorizes Gannett Fleming Valuation and Rate Consultants, LLC to proceed with the services described herein.

ACCEPTED BY:

A handwritten signature in blue ink that reads "Jennifer L. Shikany".

(Signature)

Jennifer L. Shikany

(Printed Name)

VP, Rates & Regulatory Strategy

(Title)

12/7/2023

(Date)

Requisition Creation/Extension Approval Form



Job Information:

Date: 10/4/2023

Requestor: Tamaleh Shaeffer

Temporary Workers Name

Monica Easter

Requisition #

Location:

Columbus Arena/Remote



New Position



Replacement for Req #



Extension

Project Name & Scope/Description

CKY and CVA Rate Case Activities

Business Rationale & Length of Engagement

Monica will provide support for Columbia Gas of Kentucky and Columbia Gas of Virginia rate case preparation, filing, discovery responses and other regulatory related tasks. Initial engagement length - November 1, 2023 - July 31, 2024.

REQUIRED APPROVALS:

Please indicate below approvals included.

Supervisor or Manager

Tamaleh Shaeffer

Tamaleh Shaeffer

One Level Up

Paula Strauss

Paula Strauss

VP

Jennifer Shikany

Jennifer Shikany

Schedule of Work No. 1
to
NiSource Corporate Services Company Short Form Professional Services Agreement
No. CW1965683 dated July 10, 2017 ("Agreement")

Introduction and Term:

This Schedule of Work No. 1 ("SOW") is entered into by and between The ACT 1 Group, Inc., a California corporation doing business as Agile•1, ("Consultant") and NiSource Corporate Services Company, ("Owner"), effective as of the Effective Date of the Agreement. This SOW shall remain in effect unless terminated in accordance to the Agreement. Any changes to this SOW must be agreed upon in writing by Consultant and Owner in an executed Amendment to this SOW.

This SOW identifies the purpose, deliverables and performance guidelines for implementation of the Consultant's Managed Services Program ("MSP"). The MSP incorporates the tasks of the management of contingent labor services to Owner and implementation and use of Consultant's technology, ("Acceleration VMS™"), for use by Owner. Upon termination and/or completion of this SOW, Consultant shall furnish all data, Work Product and/or Confidential Information held by Consultant and all Subcontractors to Owner at no additional cost to Owner in a format required by Owner. Furthermore, Consultant agrees to cooperate fully with Owner for any transition assistance required, for up to 6 months, in the case of termination or non-renewal expiration of this SOW and/or the Agreement.

Additional knowledge gained during future interactions may dictate a change of strategy or approach. However, this SOW represents a "Good Faith" estimate of Consultants' plan for configuring the Acceleration VMS™ technology to meet the daily contingent worker management needs for Owner. While being configured specifically for Owner, Consultant's functionally standard tools will meet and/or exceed the needs of Owner unless otherwise stated.

All defined terms in this SOW will have the same meaning as in the Agreement unless otherwise specified. All references to Sections will be to the Sections of this SOW, unless otherwise indicated.

A. Description of Professional Services

The following technology and services are being offered as modular components. Checked modules are included in this program. Descriptions of the technology listed below are available in Exhibit D of this SOW.

Acceleration Technology (Select all modules that apply)

- Vendor Management System (ACCELERATION- VMS)
- Applicant Tracking System (ACCELERATION-ATS)
- Statement of Work Management (ACCELERATION-SOW)

Independent Contractor Compliance – 1099 (ACCELERATION-ICC)

Services (Select all that apply)

- Managed Services Program (MSP)
- Monitoring Services, Background Check, Drug Screening, etc.
- Payroll Service Management

Description of Project

EXECUTIVE SUMMARY:

Consultant will provide a comprehensive, efficient and cost-effective solution to manage and deliver Owner's contingent workforce. Through the use of Consultant's Web-based technology, and management services components, Consultant will be Owner's single-source, Managed Services Program (MSP) solution. As part of the MSP, Consultant's professionals are assigned to help manage Owner's day-to-day staffing needs by leveraging staffing industry expertise and rules-based technology.

OWNER STATED STRATEGIC OBJECTIVES:

Owner's requirements include the need to increase process efficiencies and effectiveness for contract labor acquisition through the facilitation of order fulfillment and supplier management; standardized agreements for contingent workforce; leveraging spend with fewer qualified Staffing Suppliers; identifying Return on Investment ("ROI"); expanding the program to other facilities through a scalable solution; providing better access to information, including reports and approved time/expense to Staffing Suppliers; reducing the risk of co-employment and independent contractor compliance with the utilization of contingent workforce; and minimizing the environmental impact on its current state of operations.

CONSULTANT SOLUTION SUMMARY:

Consultant will serve as the single point of contact to interface between Sourcing, Human Resources, Managers & Staffing Suppliers through a Managed Service Program (MSP) utilizing Consultant's talent acquisition and management systems, herein referred to as "Acceleration." Modules to be deployed include the Vendor Management System (ACCELERATION-VMS), with option to add additional modules) at a future date. Consultant serves as an advocate for Owner through its management of Staffing Suppliers, contingent labor, and strategic sourcing initiatives helping Owner to make business decisions that are cost effective and meet their strategic objectives. Consultant will provide contingent labor management services and manage its Acceleration VMS™ technology, which will assist Owner in the management of contingent labor. Acceleration is a Web-based, automated tool that allows Owner's hiring managers the ability to strategically view and control contingent labor spend, shorten delivery time, enhance matching of skilled candidates, increase operational efficiencies, and expand and improve reporting.

Consultant will develop and implement a customized program for Owner based on business rules to be mutually defined and agreed upon with Owner. The solution will be deployed through several phased implementations. The program, in its entirety, will provide Owner with a single management organization for Staffing Suppliers providing contingent labor in accordance with Owner's needs. Consultant will act as the agent between Owner's authorized requestors and approved supplier base (to be determined by Owner). Consultant will provide Owner with consolidated billing for all contingent labor provided under this Agreement, in an electronic format compatible with Owner's billing system.

B. Detailed Scope of Work for the proposed program to Owner include:

DISCOVERY –

Consultant will work with Owner to collect necessary data, business rules, program goals, etc. to help build a framework for the MSP to be developed and deployed. This engagement will last approximately two (2) weeks from inception and will help Consultant and Owner flush out critical details needed to finalize the structure of the Consultant MSP. A detailed description of data and information needed to be collected will be provided by Consultant during the Discovery Phase.

The Parties are required to make available the necessary resources, in a timely manner, to meet project timelines. Consultant will evaluate all of the data and provide recommendations to Owner on program structure, deployment approach, process opportunities, success criteria and many other pertinent informational areas. As an outcome of the discovery, Consultant and Owner will possess a "Solutions Document" that will directly lead to the Project Charter and Project Plan needed to proceed with the implementation of the Consultant's customized MSP Services.

MSP PROGRAM –

Consultant will provide an on-site support team at Merrillville, IN, (the "Primary On-Site Location"). The Primary On-Site Location may be relocated as mutually agreed by the Parties. Additional on-site personnel may be deployed at locations other than the Primary On-Site Location as mutually agreed upon. Other personnel and support may be located at a Consultant Service Center in regional centers to support business throughout Owner sites in North America. Consultant personnel are experienced and equipped to fulfill program tasks and serve as single point-of-contact for any contingent worker question or issue. Consultant will determine the number of personnel allocated or dedicated to supporting Owner to fulfill its obligations under this SOW. Personnel and the support structure of these support personnel (dedicated vs. shared service center) will be determined by Consultant based on several factors including overall financial feasibility, Owner need by location, volume of activity, and other factors. Consultant will be responsible to manage the program as defined in this SOW through a set of mutually agreed upon Service Level Agreements ("SLA's") and Key Performance Indicators ("KPI's"), as outlined in Exhibit A. Notwithstanding anything in the Agreement or this SOW to the contrary, in no event will Consultant's SLA penalty

exposure during any measurement period exceed twenty percent (20%) of collected MSP Fees.

Key Consultant Personnel

Key Consultant Personnel shall be set forth below in this section. Unless otherwise approved in writing by Owner, and except in the case of death, disability, illness, termination of employment or other grave personal circumstances, individuals filling the key positions below may not be transferred or re-assigned without the prior written consent of Owner and in any event until a suitable replacement has been approved by Owner, and no such transfer shall occur at a time or in a manner that would have an adverse impact on delivery of the Services provided by Consultant.

1. Michael Kersey, Implementation Project Manager
2. Client Services Manager
3. Arnita Smith, Director, Client Services
4. Tamara Rashid, RVP, Client Services

When Consultant personnel are located at Owner site(s), Owner will be responsible for providing Consultant with adequate professional space, equipment and supplies for each Consultant personnel housed at an Owner location. Equipment per individual includes 1 laptop computer with the necessary software loaded to access Owner's internal network (including internal email systems) and unrestricted Internet access, along with access to other office equipment (telephone, copier, fax, printer, etc.).

Consultant will make available the Acceleration VMS™ technology to receive requisitions from Owner requestors, public requisitions to Owner's applicable Vendor base and to facilitate the fulfillment process where appropriate. Standard facilitation of the requisitioning process includes access to the Acceleration VMS™ requisitioning module for self-service requesting. Additional services that Owner will receive as a part of this MSP include:

- Job monitoring for fulfillment
- Vendor monitoring for fulfillment
- "Skill match" review of the candidates submitted by Vendor(s) when required
- Facilitation of the placement process
- Facilitation of the on-boarding and off-boarding processes

Consultant Acceleration VMS™ permits a standardized, consistent process to obtain Contingent Workers that promotes competition among Staffing Suppliers. Several options for order distribution can be incorporated such as a "jump-ball" or "tiered Vendor" approach to order fulfillment, whereby the only Staffing Suppliers favored are the ones that can produce the best overall result for Owner. Consultant Acceleration VMS™ permits multiple approaches to be deployed to meet Owner's various workforce demands.

Consultant will provide Owner with access to the following Acceleration VMS™ modules:

- Requisitioning
- Time and Expense
- Statement of Work Management
- Reporting
- Executive Dashboard
- Invoicing

Consultant will provide Owner a market rate analysis following implementation.

Consultant's program includes the engagement of Consultant's Global Strategic Sourcing ("GSS"). This includes: needs assessment, identification, qualification, negotiation, performance management, auditing, and ongoing coaching of Staffing Suppliers participating in the program.

Consultant encourages a solution that takes into account the various needs of end-users across all locations, departments and all types of labor. If necessary, minor changes to program configuration that can be made to accommodate the differences.

Consultant will submit and manage a consolidated invoice to Owner on-behalf of all Staffing Suppliers. Owner will pay Consultant, then Consultant will pay the Staffing Suppliers at the agreed upon rates and terms for each Staffing Supplier as outlined in Exhibit B.

Consultant will provide payroll services through AllSourcePPS, Inc. A transition of any current payroll service employees will be developed during the implementation phase of this program where applicable. Payroll service rates are defined in Section J of this SOW.

Assignment management: Consultant will manage Staffing Suppliers to established rules, regulations or guidelines mutually agreed upon with Owner during implementation and throughout the life of the Managed Services Program. A detailed operations guide will be developed specific to this program for ongoing management of this program which may also address items such as pre-hire requirements (drug screen, and/or background check, to the extent permitted by applicable law), assignment duration limits, communication with Owner's Security Department, off-boarding, etc.

Consultant, in partnership with Owner, will create a standard Vendor agreement to be executed by Consultant and Staffing Suppliers, which will include the flow-down of all applicable material provisions in the Agreement and this SOW relevant to Staffing Suppliers' performance of services and providing of goods or deliverables. Staffing Suppliers will be required to accept the terms and conditions of their agreement with Consultant in order to participate in the program and receive orders. Failure to accept the terms and conditions as set forth by Consultant will require Owner's further evaluation of the Staffing Supplier in question prior to any further action by Consultant. This will ensure all Staffing Suppliers are compliant with the terms and conditions required by Owner and Consultant.

Consultant will provide payrolling services which may include a limited number of Contingent Workers who happen to be former retired employees of Owner ("Retired Contingent Workers") or other Contingent Workers that are not associated or affiliated with a Staffing Supplier. Because Owner has identified this limited subset of specific Contingent Workers to be payrolled by Consultant, the obligations of Consultant and AllSourcePPS with respect to payrolled workers is limited to the performance of payment and tax withholding obligations, and neither Consultant nor AllSource are responsible for the acts or omissions of the payrolled workers. As employer of record, AllSource will be responsible for all employer-related functions with respect to payrolled workers including, but not limited to, payment of wages, provision of benefits, and tax withholding.

ACCELERATION VMS™ CONFIGURATION –

Acceleration VMS™ System Configuration ("System Configuration") includes establishing data file feeds between Owner's Human Resource Information System ("HRIS") and Account Payable ("AP") systems (via File Transfer Protocol ("FTP") or other agreed upon method). Additionally, Consultant will develop an interface to validate Owner codes for requisitioning purposes. Any additional System Configuration or customization will be reviewed and may require additional charge on an hourly fee basis to be defined and agreed to by the Parties. Any additional work or fees shall be agreed upon in writing by the parties through an amendment to this SOW before any work is undertaken by Consultant. Consultant will use a technology solution with custom settings determined by Consultant to meet Owner's needs during the Discovery Phase. System Configuration included in this implementation is limited to existing functionality of the Consultant technology at the time of Discovery Phase and any other mutually agreed upon custom functionality required to successfully manage Owner's contingent workforce. Should any custom development and functionality be required to provide functionality not available at the time of System Configuration, additional fees may apply. Any additional work or fees shall be agreed upon in writing by the parties through an amendment to this SOW before any work is undertaken by Consultant. Should any material provided by Owner to Consultant require translation into a language other than English, or from a different language to English, the cost of any such translation will be passed through at cost to and will be reimbursed by Owner.

Consultant will provide Owner with a detailed Configuration Document for Owner's approval prior to the commencement of the System Configuration of the Acceleration VMS™ system. System Configuration shall not commence until the Configuration Document has been accepted, in writing, by Owner. Any requested changes to the Configuration Document after System Configuration of the system begins will result in additional charges as described above and in Section H of this SOW.

IMPLEMENTATION –

Consultant's implementation team will design a project plan and delivery schedule suited for Owner's organization. Consultant will implement in a phased approach as determined by Consultant during the Discovery Phase and program discovery. Consultant and Owner will

agree to a project plan for each phase of implementation. Both Parties will allocate the necessary resources to deliver the solution described in this SOW.

Consultant will offer training for all Owner users of the Acceleration VMS™ system. Training may be conducted using various methods including: in-person classroom; Web-based; self directed; or computer based training. Consultant will coordinate with Owner to schedule up to four (4) sessions for each Owner site using one or more methods described above. All reasonable attempts will be made to ensure all Owner users receive training during the implementation phase of the MSP program. Consultant cannot guarantee that all users will participate in the scheduled session(s). Should additional on-site training be required (including training for remote sites), Consultant reserves the right to charge Owner a fee of \$400 plus travel and expenses per session requested.

Training includes a technology guide and an operational guide to processes, procedures, etc. established to utilize the Acceleration VMS™ system. Owner will be provided with two (2) printed copies of each guide and electronic copies for additional users. Such technology and operational guide is the confidential and proprietary property of Consultant and shall be returned to Consultant in the event of termination of this Agreement or the End User License Agreement ("EULA") after which Owner shall not maintain any copies thereof.

C. Key Project Stakeholders:

Designation of Project Representatives

Owner will designate an appropriate party as part of the SOW who will coordinate efforts with Consultant. The designated party shall have authority to approve work as required in the acceptance and approval process. Consultant will assign a "Project Manager" whose primary responsibility will be to manage the development and delivery process. Jointly, the Owner and Consultant Project Managers will coordinate all work requirements.

Both Parties will designate a business project manager and a technical project manager to facilitate configuration of the Consultant technology, either of which may also be Owner's designated Project Manager. The business and technical project managers and each Parties' Project Manager shall be the primary liaison for Owner and Consultant to coordinate all project activities for the duration of the implementation. In the event that a change occurs to the business project or technical project manager or the Project Managers, the Parties will notify each other, in a timely manner, of the name of a replacement manager.

Consultant and Owner will work together to provide a list of key project personnel within the first four (4) weeks of engagement for both companies including all contact information and will define the proper communication channels for the project. Both Parties will provide notification to the other Party should any of the key project personnel be re-assigned. Below is a comprehensive list of roles and involvement, and will determine those appropriate to this relationship upon commencement:

D. Responsibilities:

| Stakeholder/ Department/ Group | Project Function | Involvement |
|--------------------------------------|--------------------------------------|---|
| Owner | Sponsor | The project sponsor is externally focused. This entails negotiating the contract with Consultant and communicating program award and expectations with Owner's Staffing Suppliers. |
| Owner | Project Team member | Engaged to address Owner needs in configuration of the Acceleration VMS™ for Owner. |
| Owner | Project Team member | Cooperate with Consultant IT to establish and implement an interface containing General Ledger ("GL") data to be sent to Consultant. |
| Consultant | Project Manager | Manage and lead the project team. Develop, control, and manage a detailed Project Charter and Project Schedule and changes to the project. |
| Consultant | Director of Implementation | Ensure resolution of Consultant implementation issues escalated by the Project Manager. |
| Consultant | Business Development | Negotiate SOW and MSA with Owner. Ensure Program is meeting Owner objectives and expectations set forth in the program development cycles. |
| Consultant | Senior Owner Services Manager | Hire, train, and support on-site staff. Responsible for long-term support of Consultant/Owner relationship. |
| Consultant | Director of Owner Services | Oversee the Owner Vendor engagement process and provide guidance and/or resolution for any escalated issues. |
| Consultant | Manager, Supplier Partnership Office | Manage and conduct the Vendor engagement process, ensure compliance to all commitments made in the Vendor engagement project plan, and anticipate and provide solutions to meet Owner's continuing order fulfillment needs. |

Consultant Responsibilities

1. Project Management

Consultant will work with Owner to provide an on-going project plan and will track to tasks, milestones and deliverables as defined in the project plan. An issue log will be maintained, with responsibilities and target dates for resolution.

2. Discovery

Consultant will participate in discovery meetings with Owner project personnel to review Owner's existing contingent labor policies and procedures. Consultant will work with Owner to determine implementation timelines, required changes to Owner's processes and procedures, and make recommendations based on industry "best practices".

3. Configuration

Consultant will work with Owner to complete the Configuration Summary. This is intended to identify how Consultant will configure or customize Web-based tools to fit Owner's requirements and needs.

4. Data Gathering

Consultant will provide its standard data map documentation and requirements. Owner is responsible for the gathering of Owner information necessary to complete Acceleration VMS™ configuration and program implementation, including but not limited to user base and details; job titles, job rates and details; and any other Owner data. Consultant will consult with Owner personnel on the data format and gathering processes involved. Consultant through the discovery engagement will work with Owner to identify and gather data related to the Staffing Suppliers, Contingent Workers, current rates, etc.

5. System Construction

Consultant will create the technical infrastructure needed to support the application in production and will verify that the infrastructure design will support the volume/performance objectives of the application.

6. Acquisitions and Management of the Vendor Pool

Consultant will engage Staffing Suppliers to support Owner's contingent labor requirements, provide advice and counsel to identify leading staffing industry providers that will provide an uninterrupted supply of contingent labor resources, and establish metrics to measure Staffing Suppliers performance and implement an effective quality management process to measure and manage Staffing Suppliers performance.

7. Testing

a) Quality Assurance (QA) and Use Acceptance Testing (UAT)

Prior to Use Acceptance Testing of the System Configuration by Owner, Consultant will run the System Configuration through its testing scripts and QA process to determine that the System Configuration conforms to Owner's design specifications and documentation.

- Unit Testing – Consultant will test functionality based on mutually agreed upon Owner specific requirements defined in the configuration document approved by Owner.
- System Testing – Consultant will test functionality within the Owner environment as described in the mutually agreed upon Owner's configuration document to determine acceptance of the system.
- Integration Testing – Consultant will work in cooperation with assigned Owner personnel to test functionality and interfaces (if applicable) with Owner systems existing in Owner's technical environment to determine acceptance of the system.

Upon completion of internal testing, Consultant will assist Owner in conducting UAT. Consultant will in good faith seek to resolve any outstanding issues related to UAT.

b) Integration/UAT Defect Fixes

Consultant will resolve any Owner-reported problem and will provide fixes. Errors that are discovered during UAT will be corrected of all defects. Re-testing will be performed on the modified System Configuration by Owner. Consultant determines that the system has been previously configured, it will provide written notice to Owner of completion of system configuration ("Notice of Completion"). Upon Owner's confirmation that UAT of the System Configuration has been completed, Owner will issue a written Notice of Acceptance in accordance with Section 7 (Owner Responsibilities – Testing) below.

8. Training

Consultant will provide training and materials for all Owner users as described above in Section C – Detailed SOW. Consultant will provide training for Owner's Staffing Suppliers on the use and training of the application.

Owner Responsibilities

1. Project Management

Owner will work with Consultant to provide status to an on-going project plan and will assist in tracking tasks, milestones and deliverables as defined in the project plan.

2. Discovery

Owner will participate and provide appropriate personnel in discovery meetings with Consultant project personnel to review Owner's existing contingent labor policies and procedures and discuss and reach agreement on configuration necessary for implementation of Acceleration VMS™.

3. Configuration

Owner will provide answers required to complete the Configuration Summary. This documents how the Web-based tools will be configured to fit the Owner's requirements and needs. Timely information and configuration approval will take place in line with the project plan.

4. Data Gathering

Owner will be responsible for providing the final business rules and data required to build and set up the system. This will include Owner user data, Job Title data, etc. as well as current Vendor population, names, contracts, etc. *Failure to provide required information or data per the agreed upon project plan may result in delay and modification of the agreed-upon timeline.*

5. System Construction

Owner will cooperate with Consultant to ensure infrastructure design will support the volume/performance objectives of the application.

6. Acquisition and Management of the Vendor Pool

Owner will cooperate with Consultant to review contingent labor requirements and establish metrics to measure Vendor performance and implement an

effective quality management process to measure and manage Vendor performance.

7. Testing

Owner will provide necessary resources to participate in UAT of the deliverables within the timeframe assigned in the Project plan. Owner will assist Consultant in UAT. Owner will verify that the System Configuration has met the standards as laid out in the configuration documents and has been successfully integrated based upon specifications of the configuration documents. Any discrepancies noted during the UAT will be corrected by Consultant in a timely manner.

Owner shall review, evaluate and/or test the System Configuration within ten (10) business days after receipt of the Notice of Completion from Consultant. An acceptance or rejection form will be signed by Owner within two (2) business days of completion of this evaluation, or provide an estimate of the time needed to complete the review.

For elements of the System Configuration that are not accepted due to a non-conformity or defect based upon the specifications agreed to in the Configuration Plan, Owner will notify Consultant in writing of the rejected element(s) within the acceptance period specified above. Upon receipt of a Rejection Notice, Consultant will correct any defects or non-conformities to the extent required within ten (10) business days or provide an estimate of the time needed, and provide a plan for correction in situations in which it is not feasible to correct the non-conformity or defect within the ten business days.

Once Owner has actually accepted the most current version of the System Configuration provided, Consultant will not be required to make any additional changes unless the change is associated with any defect or previously agreed upon configuration. Should any such additional changes be requested by Owner or Consultant, both Parties will enter into negotiations as to the terms governing those further changes.

8. Training

Both Parties will provide qualified personnel to participate in training of the system. Owner is responsible to ensure the appropriate personnel attend the scheduled training sessions. Additional training may be provided as described in Section C - SOW.

E. Resolving Issues

If at any time, either party is not fulfilling obligations agreed to through this SOW or other statement of works, or supplemental planning documents (i.e. Project plan, Configuration, Charter, etc.), the following escalation process will be followed:

- (a) Consultant or Owner will notify the Project Manager of both Parties of the issue, delay or shortcoming.
- (b) Plan for resolution (corrective action) to be presented by the Party at issue within 72 business hours.
- (c) If the corrective action plan presented alters the overall project plan, milestones or go-live dates, and is caused by reasons within the Party's control (excludes disasters, business shutdowns, etc.), Consultant will assess the impact caused by the delay or shortcoming and will present the case to the senior Owner sponsor associated with the MSP for escalation and resolution

F. Project Work Plan

Consultant and Owner will develop a Project Work Plan to identify steps in the configuration, implementation, and testing phase of the project. The duration of many of these tasks is fixed and cannot be shortened without jeopardizing the quality of the final product. Many of these steps may constitute interim deliverables on the part of Consultant and Owner that are on the critical path of this project. As such, because of dependencies, delays by either Party, for whatever reason, will cause delays in meeting the anticipated dates for these major deliverables.

A comprehensive Project Work Plan will be required prior to commencement of configuration and implementation. Owner will be required to sign-off on project milestones, resource requirements, etc. described in the Project Work Plan. The plan will be followed through to completion unless both Parties agree in writing to make changes. Material changes are handled through a Scope Control Document described in Section H below and may require additional fees charged to Owner to be mutually agreed upon. In the absence of scope change, any delays due to Either Party not meeting the established Project Work Plan will be managed through the escalation and resolution process defined in Section E. Any delays in excess of a work week due solely to Consultant which affect the mutually agreed upon go-live date (to be set forth in the project plan) will result in a 10% reduction of the MSP Fee paid Consultant during the first ninety (90) days following go-live. Delays that result in whole or in part from Owner's acts or omissions, or which are agreed upon by Consultant and Owner shall be excluded from the prior sentence.

G. Deliverables

1. **Discovery Engagement (all Completion Dates are estimates only; actual completion dates may vary depending on Owner feedback and what is learned in the discovery process and agreed to by Owner and Consultant) :**

| Major Deliverables | Definition/Comments | Responsibility | Target Completion Date | Owner Sponsor Acceptance |
|--|--|-------------------|------------------------|--------------------------|
| Discovery Tasks | <ul style="list-style-type: none"> • <i>Identify Owner stakeholders</i> • <i>Identify, collect and compile information for each Owner site impacted by the introduction of this MSP</i> • <i>Identify any unique Owner requirements that may be incorporated into MSP</i> • <i>Assess Owner readiness</i> • <i>Assess and develop a Change Management plan</i> • <i>Assess Change Impact – describes high level changes in the organization, skill/knowledge, process and system requirements and how these are anticipated to affect each stakeholder group</i> • <i>Finalize any undefined SOW requirements/details for program deployment</i> | Consultant, Owner | 8/18 | |
| Stakeholder Analysis | <p><i>Documents the stakeholder groups and key stakeholders within each group along with their priorities, roles, and responsibilities for implementation. In addition, stakeholders are reviewed based on the level of impact the change initiative is anticipated to have on them as well as their current and necessary future level of adoption (Unaware, Aware, Buy-in, Ownership). This tool also identifies risk associated with not moving the stakeholders along the adoption process and is effective in identifying mitigation approaches as well as a clear communications strategy and plan. It is also used by the project team to help align project direction with agreed goals through the lifecycle of the implementation.</i></p> | Consultant | 8/18 | |
| Design Documentation and Configuration Summary | <p><i>Begin to define the MSP's requirements in support of Owner's goals and objectives. Provide input to the VMS Configuration and Design</i></p> | Consultant | 9/1 | |
| Data Gathering | <ul style="list-style-type: none"> • <i>Identify Owner selected Staffing Suppliers</i> • <i>Identify, collect and compile Contingent Worker details</i> • <i>Identify, collect and compile job titles, descriptions</i> • <i>Identify, collect and compile pay and bill rates</i> | Consultant, Owner | 9/1 | |

| Major Deliverables | Definition/Comments | Responsibility | Target Completion Date | Owner Sponsor Acceptance |
|----------------------------|--|------------------------------|--------------------------|--------------------------|
| Training Strategy | <i>Identify and outline strategy that Includes scope, anticipated timeline, expected deliverables and potential training methods</i> | Consultant, Owner supporting | 9/15 | |
| Training Course Curriculum | <i>Identify & develop list/description of each training course offered</i> | Consultant | 10/13 | |
| Communications Strategy | <i>Identify & develop scope, recommendations on vehicles to communicate with various stakeholder groups and anticipated timeline</i> | Consultant, Owner supporting | 8/18 | |
| Communications Materials | <i>Composition of messages or materials that are tailored and targeted to each affected stakeholder group</i> | Consultant, Owner supporting | On going completed 10/13 | |

2. Project Implementation:

| Major Deliverables | Definition/Comments | Responsibility | Target Completion Date | Owner Sponsor Acceptance |
|--|---|-------------------|------------------------|--------------------------|
| Discovery Tasks | <i>Identify resources for project team from Consultant and Owner, identify preliminary project scope and establish critical success factors</i> | Consultant, Owner | 8/18 | |
| Project Charter | <i>A document summarizing the Consultant/Owner project that clearly defines the project structure, scope, deliverables, responsibility and basis wherein work will be completed, implemented and approved.</i> | Consultant, | 8/25 | |
| Design Documentation and Configuration Summary | <i>Document Owner workflow(s) and establish site specific programs. Technology implementations will have specific configuration tasks to ensure the highly customizable tools meet the needs of Owner. The Configuration Summary is a document defining the integrated data base design and the data requirements of the project.</i> | Consultant, Owner | 9/1 | |
| Data Gathering | <i>Obtain global job titles, Owner user set up sheets, Vendor data, and associated business rules, where applicable.</i> | Consultant, Owner | 9/1 | |
| System Construction | <i>Create database and configure on-line tool to meet the specific needs of Owner, including integration with required Owner back-end systems.</i> | Consultant | 9/22 | |

| Major Deliverables | Definition/Comments | Responsibility | Target Completion Date | Owner Sponsor Acceptance |
|----------------------------------|---|------------------------------|-----------------------------|--------------------------|
| Communication Plans | <i>Consultant and Owner will jointly develop an internal communications plan and a Contingent Labor Vendor communications plan. Consultant and Owner will draft correspondence for both of these efforts as well as determine specific methods and timing of communications</i> | Consultant, Owner | 8/18 | |
| Communication Execution | <i>Execution of internal and external communication activities defined in the Communications Plan</i> | Consultant, Owner Supporting | On going completed on 10/13 | |
| User Acceptance Testing | <i>Consultant cooperates with Owner to validate all designed interfaces are working per the project requirements. Owner performs specific testing to validate the Owner data uploaded is correct.</i> | Consultant, Owner | 10/6 | |
| Training Plan | <i>Plan outlining the details of the training schedule, courses, logistics and user populations</i> | Consultant, Owner supporting | 9/15 | |
| Training and Reference Materials | <i>Instructor led-course materials, job aids, self-paced wbt content</i> | Consultant, Owner supporting | 10/13 | |
| Training Logistics | <i>Identifying and securing training locations, distribution of invitations to training, print materials, etc.</i> | Owner | 9/25 | |
| Training | <i>Consultant conducts training for the Owner's users and for Owner's Supplemental Labor Staffing Suppliers. Contingent Labor Staffing Suppliers are responsible for training their workers.</i> | Consultant | 10/30 | |
| Deployment Readiness Materials | <i>Evaluates criteria to determine if trending towards and on-time deployment/go-live. The materials prepared allow the leadership team to evaluate go-live readiness</i> <ul style="list-style-type: none"> • <i>Deployment Schedule</i> • <i>Go/No-Go Checklist</i> | Consultant & Owner | 10/6 | |
| Go-live | <i>System available for use in production</i> | Consultant, Owner | 10/23 | |

H. Change Control and Tracking

In the normal course of development, changes to items of prior agreement and approval may need to be made to enhance delivery and functionality within scope and schedule. When such occasions arise, clear communication to all Parties involved will be necessary to achieve potential advantages without a greater disadvantage to the project as a whole. A Change Control Document will be used to coordinate the routing, impact assessment, and approval of the proposed changes. Changes that do not significantly affect scope or schedule will be approved through the Change Control Document by the joint agreement of Owner and Consultant Project Managers. Changes that substantially affect the project scope or deliverables schedule will be executed by both Parties in an Amendment to this SOW as addressed below, under "Scope Change Procedures".

Scope Change Procedures

Wherever possible, Owner and Consultant will attempt to shift identified scope changes to a follow-on project and delivery, so as not to jeopardize the delivery schedule and costs of the current project. If this is not possible, Owner will prepare a memorandum delineating the requested change. Consultant will determine the time and cost for implementing the change and its effect on the Deliverables Schedule. The Parties will execute the Amendment for scope change if the terms and conditions are mutually agreeable, otherwise the change will not be implemented as part of this project. Any material changes to the SOW after signature on the SOW or Project Plan will cause the above process to occur and additional fees may be charged to Owner.

Hourly Fees for Consultant resources assigned to Owner:

| Resource | Role Description / Responsibilities | Rate (per hour) |
|---------------------|--|-----------------|
| Consulting Services | Provide consultation on global staffing, business development, relationship building, and workforce consulting activities for human capital management. Specializing in Learning & Development (curriculum design & training delivery), Diversity & Inclusion, HR Strategy development, Organization Design & Development, Organization Capability Assessment, Change Management, HR Analytics, Human Capital infrastructure evaluation for M&A. | \$175 |
| Project Management | Responsibilities include: <ul style="list-style-type: none"> ▪ Managing and leading the Project Team ▪ Develop, control and manage a detailed Project Charter/Plan and Project Schedule and changes to the project ▪ Resolving cross-functional issues at project level ▪ Managing project scope and change control ▪ Monitoring project progress and performance | \$150 |

| | | |
|----------------------------|--|-------|
| | <ul style="list-style-type: none"> • Providing status reports to the Project Sponsor and the Project Team • Receive, process and approve Change Control Forms | |
| Business/Systems Architect | <p>Leads the discovery interviews, Voice of the Customer sessions, and asks questions that will define the current processes surrounding the procurement of contingent labor. The Solutions Architect will also identify areas where Agile•1 can add process efficiencies and automation through the overall solution. Responsibilities include:</p> <ul style="list-style-type: none"> • Acts as technical "Consulting Architect" for implementation effort • Provides ongoing consulting input both to the [Client] and the Agile•1 Client Services team for the duration of the relationship • Develops, in concert with project team members, business process(es) and systems solutions with the assistance of the Implementation Analyst • Stays abreast of future [Client] needs and directions | \$175 |
| Application Development | <ul style="list-style-type: none"> • Designs and code functional programs and applications. • Produce functional software applications in accordance with requirements. Collaborates with IT to set specifications for new applications. • Creative design of prototypes. Perform unit and integration testing. • Understand client requirements and how they translate in application features • Troubleshoot and debug applications • Evaluate existing applications to reprogram, update and add new features <p>Develop technical documents and handbooks to accurately represent application design and code</p> | \$125 |
| Documentation Specialist | <ul style="list-style-type: none"> • Manages several document control functions. • Supporting and ensuring proper updates; approved changes • Manage the preparation of Turnover Documentation; ensure the documents are properly approved & reviewed by development. | \$65 |

| | | |
|---|--|--------------|
| | <ul style="list-style-type: none"> Review processes and analyzing the gaps between documentation and actual execution. Create reports by which these deficiencies will be remedied. Capable of interpreting company SOPs and policies and applying them in work situations. | |
| G&A Support | <ul style="list-style-type: none"> Produces information by transcribing, formatting, inputting, editing, retrieving, copying, and transmitting text, data, and graphics. Completes projects by assigning work to clerical staff; following up on results. Prepares reports by collecting and analyzing information. Secures information by completing data base backups. Provides historical reference by developing and utilizing filing and retrieval systems; recording meeting discussions. | \$50 |
| Travel and Related Expenses (pre-approved by Owner) | | Pass through |

I. Reporting

Acceleration VMS™ offers a growing inventory of standard reports. The reports fall into three main categories: Invoice Data, Requisition Data, and Timecard Data. They are available in a number of popular formats for printing or importing into Owner applications for further analysis. Standard reports are made available to users as defined during system configuration. Additionally, Acceleration VMS™ has an ad-hoc report writer tool that enables Owner to define and produce reports of their own design. Additional training is required for Owner to access the ad-hoc report writing tool. Access will not be granted to this tool until training is completed. Finally, Owner will have access to the Executive Reporting Module of the VMS. This module will be configured and deployed to users as determined during configuration.

Visual Data Analytics (“BANG! – Business Analytics, Next Generation”)

Consultant’s reporting/analytics tool, will be deployed to Owner with a minimum of two (2) data cubes (sets of data collection from Acceleration VMS™) providing: 1. Spend Data; 2. Assignment Data. Data cubes will have at least two (2) graphical views pre-established and available for users to easily access visual reports representing core metrics to be determined during Discovery and Configuration (examples: Bar Graph providing spend by time or labor category, Pie chart representing assignments by labor category, map providing spend by location/region).

At Owner's request, and subject to mutual agreement, Consultant will develop custom reports to meet Owner's special needs. A one (1) time cost for each report will be defined by Consultant and agreed upon by Owner prior to development. Costs will be commensurate with rates described in Section H above.

Financial Reporting

Consultant shall annually submit Audited Financial Statements as they become available, but no later than July 31st of the following year of such Financial Statement, for Owner review. Any changes to corporate address, DUNS number or Corporate Organization Chart must also be submitted with the Audited Financial Statement.

J. Pricing

Owner shall pay Consultant the following fees for its services provided pursuant to this Agreement.

Discovery:

Consultant will provide Owner a discovery program for facilities located in Merrillville, IN and Columbus, OH.

Management Fees:

Contingent Labor Program – Consultant shall be compensated for technology provided and services performed on behalf of Owner in accordance with the fee schedule as follows:

- Payroll Services –
 - 19% for Administrative/Clerical and Professional positions (includes MSP and VMS fees)
- Contingent Labor –
 - A tiered structure will be utilized to determine the Management Fee ("MSP Fee") of all Contingent labor invoiced by Consultant. This MSP Fee will be a percentage of fees paid to all Staffing Suppliers on the sliding scale set forth below. The MSP fee shall be paid in addition to the funds remitted to each applicable Vendor for services rendered by that Vendor. The applicable MSP Fee, by tier, is set forth below and will apply to the spend that falls into such tier as measured during each contract year (beginning with the go live date). If the spend increases or decreases to a different tier within a specific billing period, the new discount will be applied during the next billing period.

| | |
|-------------------|-------|
| ○ <\$20M | 3% |
| ○ \$20M+ - \$30M | 2.55% |
| ○ \$30M+ - \$50M | 2.45% |
| ○ \$50M+ - \$100M | 2.4% |
- MSP Fees will be applied to all billing/invoicing processed by Consultant with the exception of travel and reimbursable expenses.

Single Sign On (SSO) Fees:

- Consultant's SSO Fee \$2,500 one-time fee to be billed at "go live"
- In addition, Consultant will require the 5 Staffing Suppliers to pay SSO \$2,500 one-time fee through a \$500 per supplier one-time program initiation fee

Conversion Fees

- Owner understands that Contingent Workers are assigned to Owner to render temporary services, and absent agreement to the contrary, are not assigned to become employees of Owner. Accordingly, if Owner directly solicits or offers employment to, and/or hires a Contingent Worker as an employee any time prior to such Contingent Worker having worked 520 hours on assignment with Owner, Owner will pay the fees set forth in the applicable table below. For purposes of this section, the number of hours of work provided by Contingent Worker need not be uninterrupted or over continuous calendar or business days.
- The following "Conversion Fees" shall be paid to Consultant in the event of conversion of a Contingent Worker by Owner:

| Conversion Fee for Non-Professional Positions | |
|---|-----------------|
| Number of Hours on assignment to Owner before Hire Date | Conversion Fee* |
| 1 to 130 | 20% |
| 131 to 260 | 15% |
| 261 to 390 | 8% |
| 391 to 520 | 5% |
| Over 520 | 0% |

| Conversion Fee for Professional Positions | |
|---|-----------------|
| Number of Hours on assignment to Owner before Hire Date | Conversion Fee* |
| 1 to 130 | 20% |
| 131 to 260 | 15% |
| 261 to 390 | 8% |
| 391 to 520 | 5% |
| Over 520 | 0% |

* Any conversion fee assessed by Consultant will be based upon the Contingent Worker's agreed-upon annual compensation with Owner, whether based on a full time or part time assignment to Owner (where the Contingent Worker is to be paid on an hourly basis, unless otherwise

specified or agreed to by the Parties, annual compensation shall be determined using the agreed to hourly wage based upon a presumed 40 hour work week multiplied by 2080 hours).

- Overtime

- Compensable overtime shall be paid by Owner on time actually worked by a Contingent Worker who is entitled to overtime pay as required by applicable statute or contract (pre-approved upon hire). Provided that such overtime work has been pre-approved by the Owner in writing in advance of the overtime work, Subcontractor shall charge for overtime at the pre-approved rate of the standard hourly bill rate of the applicable Contingent Worker. Unless otherwise required by local law or statute, rates shall be the straight-time Bill Rate x 1.4 for overtime applied to hours actually worked in excess of 40 hours per week and based on local wage and hour requirements. Neither Consultant nor Owner will be responsible to pay any additional fees or markups with respect to overtime pay.
- Compensable overtime shall be paid by Owner on time actually worked by a Payrolled Contingent Worker who is entitled to overtime pay as required by applicable statute or contract (pre-approved upon hire). Provided that such overtime work has been pre-approved by the Owner in writing in advance of the overtime work, Subcontractor shall charge for overtime at the pre-approved rate of the standard hourly bill rate of the applicable Payrolled Contingent Worker. Unless otherwise required by local law or statute, rates shall be the straight-time Bill Rate x 1.5 for overtime applied to hours actually worked in excess of 40 hours per week and based on local wage and hour requirements. Neither Consultant nor Owner will be responsible to pay any additional fees or markups with respect to overtime pay.
- Contingent Workers will be paid 1.5 x their pay rate for hours actually worked in excess of 40 hours per week and based on local wage and hour requirements.

Contingent Worker Expenses:

- A Contingent Worker may charge per diem based on current United States General Services Administration ("GSA") guidelines provided that such per diem expenses, including meals and lodging, are pre-approved by Owner in writing in advance of incurring such expenses. This pre-approval of per diem may be granted by Owner upon awarding Contingent Worker Contract via AccelerationVMS. Contingent Workers are only eligible to charge per diem expenses if their permanent residence is outside a 50 mile radius of work location. Mileage, if applicable, will be charged per GSA rates. Travel expenses must also be pre-approved by Owner.

- The applicable management fees charged for the services shall be included in the total hourly bill rate charged by Consultant and managed under the terms of this Agreement.
- Consultant shall invoice the entire amount to Owner, with any exceptions to be agreed to in writing by Consultant and Owner.
- Consultant shall be responsible for forwarding the appropriate payment to the Staffing Suppliers for the supplemental labor that includes Contingent Workers and project work through the program. The applicable pro rata management fee will be deducted for any partial payments made to Consultant.

Staffing Suppliers:

- Consultant will contract with the Staffing Suppliers as outlined in Exhibit B on behalf of Owner to provide contingent labor staffing for Owner. Requests for Contingent Workers will be distributed amongst the Staffing Suppliers to submit candidate resumes, and Staffing Supplier company name will be removed from resume prior to presenting to Owner's hiring manager.
- Staffing Suppliers, as outlined in Exhibit B, will be the only staffing agency participants to provide Contingent Workers for Owner under the MSP Services program.
- Staffing Supplier eligibility status is contingent upon meeting SLA's and KPI's as outlined in Exhibit A to this SOW.
- Owner reserves the right to add or remove Staffing Suppliers at any time and for any reason.
- Consultant shall require that Staffing Suppliers register and maintain a grade of B or higher in ISNetworld.

Service Level Agreements and Key Performance Indicators:

- As of the effective date of this SOW, Consultant's performance will be measured according to the SLA's & KPI's, as attached in Exhibit A. Consultant will continue to work with Owner to identify mutually agreeable SLA's and KPI's to monitor the ongoing success of MSP that will consist of the minimum measurements as attached in Exhibit A. Consultant will track all data associated with the SLA's KPI's and provide Owner with a scorecard that will be updated as requested by Owner on actual performance versus the established targets.
- SLA's and KPI's will be monitored and updated monthly by Consultant. Consultant will provide reports to Owner as requested, and including identification of any deficiency in performance and any associated corrective actions taken, including corrective action taken to prevent or minimize the possibility of any reoccurrence.
- Consultant will assist with and participate in Owner's quarterly business reviews on the status of the MSP as specified by Owner.
- Consultant will solicit/track Owner feedback via mutually agreed upon Customer Satisfaction Survey as part of the KPI's.

For the purposes of this SOW, Article 23 Background Check of the MSA will be updated to include the following:

"Social Security check shall be completed including Crime Track Criminal and Sex Offender Database Search, Education verification shall be performed at the highest extent possible (HS Diploma/GED for workers with no college degree), Employment history shall be verified as far as 10 years, criminal/civil background search shall be verified as far as 7 years and 3 Professional References shall be verified either by Staffing Supplier or Consultant. Professional License or Certification check may be required for certain positions. Contingent Worker applicants must be hired within 90 days' of Background Check completion. If a Contingent Worker is re-hired for a separate requisition and start date falls outside of the 90 days, the Background Check and drug screening must be completed again in alignment with requirements set forth herein.


All drug screens shall be 5-panel, and any DOT positions may require the addition of a physical. Contingent Worker applicants must be hired within 30 days of drug screen or drug screen must be completed again (within 30 days of hire). Random drug screening will be required for certain positions and Owner reserves right to request random drug screens for reasonable suspicion or if Contingent Worker is involved in an incident during work hours or on site. Additional Background Checks and/or drug screens may be required subject to state laws and regulations."

The first sentence of Article 12 Conditions of Payment shall be deleted and replaced with the following:

"Invoices. Consultant shall individually invoice for each Purchase Order on a monthly basis or at such interval as may be agreed upon by the parties."

IN WITNESS WHEREFORE, Owner and Consultant have caused this SOW to be executed by their duly authorized representatives as of the Effective Date.

Owner

By: 
Print Name: Scott Kelly
Title: VP Supply Chain
Date: 8-25-2017

Consultant


By: 
Print Name: JEFF KORNFELCH
Title: SENIOR VICE PRESIDENT
Date: AUG 18 2017

Exhibit A
Service Level Agreements

| Performance Category | SLA | Requirement Definition | Measurement Calculation | Target | Measurement Source | Measurement Frequency | Financial Penalties |
|----------------------|--------------------------------|--|---|---|--------------------|-----------------------|---|
| Efficiency | Job Requisition – Time to Fill | Number of calendar days from Hiring Manager entering a requisition to contingent worker acceptance of offer. Exception if there is a delay from Owner. For any requisition(s) that take over 5 days for Admin/Clerical or 14 calendar days for Professional to fill: Consultant shall (a) perform a root-cause analysis to identify the cause of such failure, (b) provide Client with a report of the analysis, (c) meet with Client to discuss Consultant's plan for addressing the cause, (d) use commercially reasonable efforts to correct such failure at Consultant's expense; and (e) acknowledge receipt of related inquiries from Owner within 1 business day. | The average number of calendar days from Hiring Manager requisition entry to the contingent worker acceptance of offer. | 95% within five (5) Calendar Days for Admin/Clerical and Fourteen (14) Calendar Days for Professional, any occurrences where time to fill is longer than 14 calendar days is subject to penalty | VMS Report | Quarterly | At quarter-end review if Avg is below 95%, then NiSource is entitled to 5% discount (of MSP fees paid that quarter) due next quarter. |
| Quality | Negative Turnover | Negative turnover as defined by candidate voluntarily leaving (except for FMLA , contract extension or leaving due to accepting a role as an FTE, Statement Of Work or Independent Contractor for Owner, or for any reason other than cause) or being removed by Owner prior to assignment end. | Number of negative turnover instances divided by total average number of headcount during same quarterly period. | Admin / Clerical <6% Professional <6% | VMS Report | Quarterly | At quarter-end review if Avg is greater than or equal to 6% for the quarter, then NiSource is entitled to 5% discount (of MSP fees paid that quarter) due next quarter. |
| Quality | Candidate Submittals | Submittal of qualified candidates (at the position and level requested) for job requisitions. If resume is deemed non-qualified by | Mutual confirmation from Hiring Manager and Consultant | 100% of resumes are qualified and received within two (2) business days of request | VMS Report | Quarterly | At quarter-end review if Avg time for qualified submittals is |

| | | | | | | | |
|------|--|---|---|---|------------|---------|---|
| | | mutual agreement of Owner and Consultant, Hiring Manager to note why via VMS. Note: does not include assignments with client exceptions. Cause for non-qualification should be mutually agreed to by Owner and Consultant Process for truly new positions: define role, description & receive pricing. | that all received resumes are qualified and received within two (2) business days of request. | | | | longer than 2 business days, or if 100 % of resumes are not qualified, then NiSource is entitled to 5% discount (of MSP fees paid that quarter) due next quarter. |
| Risk | VMS Service Availability (Acceleration VMS™) | Consultant to provide VMS Service, Acceleration VMS™ technology, available to Owner 99.6% of the time in any calendar month. | VMS Tool, Acceleration VMS™, will be provided at full functionality as outlined by the Parties in System Configuration and customization at a minimum of 99.6% of the time in any calendar month. | 99.6% availability (Excluding previously scheduled down time for maintenance outside of regular business hours) | VMS Report | Monthly | At quarter-end review if Avg is below 99.6%, then NiSource is entitled to 5% discount (of MSP fees paid that quarter) due next quarter. |

****For example, if Agile-1 violates the Job Requisition – Time to Fill SLA during the first quarter after go-live, and if the total spend is under \$20 million, the MSP Fee for the second quarter will be lowered to 2.85% (MSP Fee of 3% minus 5% of 3% = 95% of 3% = 2.85%).***

Key Performance Indicators

| Performance Category | KPI | Requirement Definition | Measurement Calculation | Target | Measurement Source | Measurement Frequency |
|----------------------|-------------------------|---|--|---|---|-----------------------|
| Efficiency | On-boarding Cycle Time | On-boarding requirements are verified with Suppliers and met in accordance with the established program guidelines. On-boarding will be completed within (5) business days from final offer accepted by contingent worker candidate. *Does not include relocation or travel of Contingent Worker | Of all activated work orders in VMS, all on-boarding checklist items have been completed by supplier and reviewed by Consultant within five (5) business days of offer accepted by contingent worker candidate. VMS Report to provide details of the worker, checklist items2 and date completed. | 95% within Five (5) Business Days | VMS Report | Monthly |
| | Off-boarding Cycle Time | Off-boarding requirements are verified with Suppliers and met in accordance with the established program guidelines. | Of all deactivated work orders in VMS, all off-boarding checklist items have been completed by supplier and reviewed by Consultant prior to the dismissal of the Contingent Worker candidate. VMS Report to provide details of the worker, checklist items and date completed. | 95% within two (2) Business Days for end of contract; same day for Contingent Workers terminated for cause (unless otherwise required by regulatory guidelines) | VMS Report | Quarterly |
| Quality | Customer Satisfaction | Owner satisfaction with MSP program (including quality of candidates, timeliness of on- and off-boarding, ease of use of VMS, accuracy of billings, timeliness of payment) will be at a "Satisfied" to "Highly Satisfied" level. | The percentage of survey responses with a 4.0 or better rating on a 5-point scale expressing satisfaction with Consultant as the provider of MSP services divided by all survey responses received in the measurement period. Questions will include, but are not limited to, Consultant team performance, VMS, quality of contingent worker candidates and quality of contingent worker Work product. | 90% of participants provide a score of 4 or greater on a 5-point scale. | Survey Results via VMS | Quarterly |
| Risk | Safety Reporting | Consultant shall ensure that all safety incidents including worker injuries, vehicle collisions and damages that occur when working for Owner are reported to the Hiring Manager or delegate as | Compliance will be calculated by comparing the "Date the Hiring Manager was notified compared to date of injury or illness". Percentage will be calculated as number of injuries or illnesses reported | 100% of work-related injuries or illnesses reported on the day of | Injury / Incident Log (manually kept by Consultant) | Monthly |

| | | | | | | |
|------|----------------------|---|---|---|------------|-----------|
| | | soon as possible on the day of injury or illness. Consultant will record all incidents on an injury/incident management log and will record incident date, date reported to Consultant and date reported to the Hiring Manager. The injury/incident log will be sent to the Hiring Manager & NiSource Program Manager on a monthly basis. | on the same day divided by total number of injuries or illnesses reported. | injury or illness. | | |
| Risk | Payment Remittance | Timeframe in which any amounts paid by Owner to Consultant, which Consultant is obligated to pay Staffing Suppliers for services rendered, are remitted on behalf of Owner. | Number of timely payments issued to Staffing Suppliers upon receipt of payment by Owner. | 100% of payments to be remitted to Suppliers within five (5) business days of receipt of payment by Owner. | VMS Report | Monthly |
| Cost | Rate Card Compliance | Measures Consultant's compliance to place resources according to the rate card of the position. | Consultant will place 95% of resources below the maximum rate afforded for each position (from the respective provider) within a given quarter. | 95% rate card adherence. (*Possible exception for 1st quarter of "Go Live" and should remove Payrolled employees as they are self-identified) | VMS Report | Quarterly |

| Abrams Technical Services - W2 INDIANA Hourly Rates (USD) | | | | | | |
|---|---------------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Admin/Clerk | Administrative Assistant | Junior | \$ 13.00 | \$ 16.83 | \$ 19.50 | \$ 23.56 |
| Admin/Clerk | Administrative Assistant | Intermediate | \$ 15.00 | \$ 19.42 | \$ 22.50 | \$ 27.18 |
| Admin/Clerk | Administrative Assistant | Senior | \$ 18.00 | \$ 23.30 | \$ 27.00 | \$ 32.62 |
| Admin/Clerk | Customer Service Representative | Junior | \$ 12.50 | \$ 16.18 | \$ 18.75 | \$ 22.65 |
| Admin/Clerk | Customer Service Representative | Intermediate | \$ 14.50 | \$ 18.77 | \$ 21.75 | \$ 26.28 |
| Admin/Clerk | Customer Service Representative | Senior | \$ 16.50 | \$ 21.36 | \$ 24.75 | \$ 29.90 |
| Admin/Clerk | Data Entry Operator | Junior | \$ 14.00 | \$ 18.12 | \$ 21.00 | \$ 25.37 |
| Admin/Clerk | Data Entry Operator | Intermediate | \$ 16.50 | \$ 21.36 | \$ 24.75 | \$ 29.90 |
| Admin/Clerk | Data Entry Operator | Senior | \$ 19.50 | \$ 25.24 | \$ 29.25 | \$ 35.34 |
| Admin/Clerk | Database Administrator | Junior | \$ 18.75 | \$ 24.27 | \$ 28.13 | \$ 33.98 |
| Admin/Clerk | Database Administrator | Intermediate | \$ 22.50 | \$ 29.12 | \$ 33.75 | \$ 40.77 |
| Admin/Clerk | Database Administrator | Senior | \$ 26.75 | \$ 34.63 | \$ 40.13 | \$ 48.48 |
| Engineering / Project Management (PM) | Civil Engineer | Junior | \$ 23.50 | \$ 30.42 | \$ 35.25 | \$ 42.59 |
| Engineering / Project Management (PM) | Civil Engineer | Intermediate | \$ 28.25 | \$ 36.57 | \$ 42.38 | \$ 51.19 |
| Engineering / Project Management (PM) | Civil Engineer | Senior | \$ 34.50 | \$ 44.66 | \$ 51.75 | \$ 62.52 |
| Engineering / Project Management (PM) | Construction Manager | Junior | \$ 16.75 | \$ 21.68 | \$ 25.13 | \$ 30.35 |
| Engineering / Project Management (PM) | Construction Manager | Intermediate | \$ 22.50 | \$ 29.12 | \$ 33.75 | \$ 40.77 |
| Engineering / Project Management (PM) | Construction Manager | Senior | \$ 35.50 | \$ 45.95 | \$ 53.25 | \$ 64.33 |
| Engineering / Project Management (PM) | Cost Analyst | Junior | \$ 24.50 | \$ 31.71 | \$ 36.75 | \$ 44.40 |
| Engineering / Project Management (PM) | Cost Analyst | Intermediate | \$ 31.25 | \$ 40.45 | \$ 46.88 | \$ 56.63 |

| Abrams Technical Services - W2 INDIANA Hourly Rates (USD) | | | | | | |
|---|--------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Cost Analyst | Senior | \$ 39.50 | \$ 51.13 | \$ 59.25 | \$ 71.58 |
| Engineering / Project Management (PM) | Cost Technician | Junior | \$ 16.25 | \$ 21.03 | \$ 24.38 | \$ 29.45 |
| Engineering / Project Management (PM) | Cost Technician | Intermediate | \$ 21.75 | \$ 28.15 | \$ 32.63 | \$ 39.41 |
| Engineering / Project Management (PM) | Cost Technician | Senior | \$ 33.25 | \$ 43.04 | \$ 49.88 | \$ 60.25 |
| Engineering / Project Management (PM) | Document Control Analyst | Junior | \$ 10.50 | \$ 13.59 | \$ 15.75 | \$ 19.03 |
| Engineering / Project Management (PM) | Document Control Analyst | Intermediate | \$ 13.00 | \$ 16.83 | \$ 19.50 | \$ 23.56 |
| Engineering / Project Management (PM) | Document Control Analyst | Senior | \$ 16.75 | \$ 21.68 | \$ 25.13 | \$ 30.35 |
| Engineering / Project Management (PM) | Drafter | Junior | \$ 17.75 | \$ 22.98 | \$ 26.63 | \$ 32.17 |
| Engineering / Project Management (PM) | Drafter | Intermediate | \$ 20.25 | \$ 26.21 | \$ 30.38 | \$ 36.70 |
| Engineering / Project Management (PM) | Drafter | Senior | \$ 23.00 | \$ 29.77 | \$ 34.50 | \$ 41.68 |
| Engineering / Project Management (PM) | Electrical Engineer | Junior | \$ 18.25 | \$ 23.62 | \$ 27.38 | \$ 33.07 |
| Engineering / Project Management (PM) | Electrical Engineer | Intermediate | \$ 26.50 | \$ 34.30 | \$ 39.75 | \$ 48.02 |
| Engineering / Project Management (PM) | Electrical Engineer | Senior | \$ 38.50 | \$ 49.83 | \$ 57.75 | \$ 69.77 |
| Engineering / Project Management (PM) | Engineer | Junior | \$ 23.50 | \$ 30.42 | \$ 35.25 | \$ 42.59 |
| Engineering / Project Management (PM) | Engineer | Intermediate | \$ 30.25 | \$ 39.16 | \$ 45.38 | \$ 54.82 |
| Engineering / Project Management (PM) | Engineer | Senior | \$ 37.50 | \$ 48.54 | \$ 56.25 | \$ 67.96 |
| Engineering / Project Management (PM) | Environmental Planner | Junior | \$ 18.75 | \$ 24.27 | \$ 28.13 | \$ 33.98 |

| Abrams Technical Services - W2 INDIANA Hourly Rates (USD) | | | | | | |
|---|-------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Environmental Planner | Intermediate | \$ 21.25 | \$ 27.51 | \$ 31.88 | \$ 38.51 |
| Engineering / Project Management (PM) | Environmental Planner | Senior | \$ 27.50 | \$ 35.60 | \$ 41.25 | \$ 49.83 |
| Engineering / Project Management (PM) | Environmental Scientist | Junior | \$ 19.75 | \$ 25.56 | \$ 29.63 | \$ 35.79 |
| Engineering / Project Management (PM) | Environmental Scientist | Intermediate | \$ 28.75 | \$ 37.21 | \$ 43.13 | \$ 52.10 |
| Engineering / Project Management (PM) | Environmental Scientist | Senior | \$ 32.25 | \$ 41.74 | \$ 48.38 | \$ 58.44 |
| Engineering / Project Management (PM) | General Inspector | Junior | \$ 14.00 | \$ 18.12 | \$ 21.00 | \$ 25.37 |
| Engineering / Project Management (PM) | General Inspector | Intermediate | \$ 16.75 | \$ 21.68 | \$ 25.13 | \$ 30.35 |
| Engineering / Project Management (PM) | General Inspector | Senior | \$ 20.75 | \$ 26.86 | \$ 31.13 | \$ 37.60 |
| Engineering / Project Management (PM) | General Labor | Junior | \$ 11.00 | \$ 14.24 | \$ 16.50 | \$ 19.93 |
| Engineering / Project Management (PM) | General Labor | Intermediate | \$ 13.50 | \$ 17.47 | \$ 20.25 | \$ 24.46 |
| Engineering / Project Management (PM) | General Labor | Senior | \$ 16.75 | \$ 21.68 | \$ 25.13 | \$ 30.35 |
| Engineering / Project Management (PM) | GIS Analyst | Junior | \$ 17.75 | \$ 22.98 | \$ 26.63 | \$ 32.17 |
| Engineering / Project Management (PM) | GIS Analyst | Intermediate | \$ 20.25 | \$ 26.21 | \$ 30.38 | \$ 36.70 |
| Engineering / Project Management (PM) | GIS Analyst | Senior | \$ 22.50 | \$ 29.12 | \$ 33.75 | \$ 40.77 |
| Engineering / Project Management (PM) | Land Rights Agent | Junior | \$ 16.75 | \$ 21.68 | \$ 25.13 | \$ 30.35 |
| Engineering / Project Management (PM) | Land Rights Agent | Intermediate | \$ 22.00 | \$ 28.48 | \$ 33.00 | \$ 39.87 |
| Engineering / Project Management (PM) | Land Rights Agent | Senior | \$ 28.00 | \$ 36.24 | \$ 42.00 | \$ 50.74 |

| Abrams Technical Services - W2 INDIANA Hourly Rates (USD) | | | | | | |
|---|-----------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Logistics Coordinator | Junior | \$ 13.50 | \$ 17.47 | \$ 20.25 | \$ 24.46 |
| Engineering / Project Management (PM) | Logistics Coordinator | Intermediate | \$ 15.50 | \$ 20.06 | \$ 23.25 | \$ 28.09 |
| Engineering / Project Management (PM) | Logistics Coordinator | Senior | \$ 20.00 | \$ 25.89 | \$ 30.00 | \$ 36.24 |
| Engineering / Project Management (PM) | Mechanical Engineer | Junior | \$ 23.00 | \$ 29.77 | \$ 34.50 | \$ 41.68 |
| Engineering / Project Management (PM) | Mechanical Engineer | Intermediate | \$ 29.75 | \$ 38.51 | \$ 44.63 | \$ 53.91 |
| Engineering / Project Management (PM) | Mechanical Engineer | Senior | \$ 37.00 | \$ 47.89 | \$ 55.50 | \$ 67.05 |
| Engineering / Project Management (PM) | Pipeline Engineer | Junior | \$ 38.00 | \$ 49.19 | \$ 57.00 | \$ 68.86 |
| Engineering / Project Management (PM) | Pipeline Engineer | Intermediate | \$ 40.00 | \$ 51.78 | \$ 60.00 | \$ 72.49 |
| Engineering / Project Management (PM) | Pipeline Engineer | Senior | \$ 44.75 | \$ 57.92 | \$ 67.13 | \$ 81.09 |
| Engineering / Project Management (PM) | Power Engineer | Junior | \$ 25.00 | \$ 32.36 | \$ 37.50 | \$ 45.30 |
| Engineering / Project Management (PM) | Power Engineer | Intermediate | \$ 34.25 | \$ 44.33 | \$ 51.38 | \$ 62.07 |
| Engineering / Project Management (PM) | Power Engineer | Senior | \$ 41.75 | \$ 54.04 | \$ 62.63 | \$ 75.66 |
| Engineering / Project Management (PM) | Project Control | Junior | \$ 23.50 | \$ 30.42 | \$ 35.25 | \$ 42.59 |
| Engineering / Project Management (PM) | Project Control | Intermediate | \$ 28.75 | \$ 37.21 | \$ 43.13 | \$ 52.10 |
| Engineering / Project Management (PM) | Project Control | Senior | \$ 32.50 | \$ 42.07 | \$ 48.75 | \$ 58.90 |
| Engineering / Project Management (PM) | Project Coordinator | Junior | \$ 18.75 | \$ 24.27 | \$ 28.13 | \$ 33.98 |
| Engineering / Project Management (PM) | Project Coordinator | Intermediate | \$ 21.25 | \$ 27.51 | \$ 31.88 | \$ 38.51 |

| Abrams Technical Services - W2 INDIANA Hourly Rates (USD) | | | | | | |
|---|---------------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Project Coordinator | Senior | \$ 25.25 | \$ 32.68 | \$ 37.88 | \$ 45.76 |
| Engineering / Project Management (PM) | Project Engineer | Junior | \$ 26.50 | \$ 34.30 | \$ 39.75 | \$ 48.02 |
| Engineering / Project Management (PM) | Project Engineer | Intermediate | \$ 31.75 | \$ 41.10 | \$ 47.63 | \$ 57.54 |
| Engineering / Project Management (PM) | Project Engineer | Senior | \$ 40.50 | \$ 52.42 | \$ 60.75 | \$ 73.39 |
| Engineering / Project Management (PM) | Project Manager | Junior | \$ 28.50 | \$ 36.89 | \$ 42.75 | \$ 51.65 |
| Engineering / Project Management (PM) | Project Manager | Intermediate | \$ 36.50 | \$ 47.25 | \$ 54.75 | \$ 66.14 |
| Engineering / Project Management (PM) | Project Manager | Senior | \$ 47.25 | \$ 61.16 | \$ 70.88 | \$ 85.62 |
| Engineering / Project Management (PM) | Quality Technician | Junior | \$ 14.00 | \$ 18.12 | \$ 21.00 | \$ 25.37 |
| Engineering / Project Management (PM) | Quality Technician | Intermediate | \$ 15.75 | \$ 20.39 | \$ 23.63 | \$ 28.54 |
| Engineering / Project Management (PM) | Quality Technician | Senior | \$ 19.25 | \$ 24.92 | \$ 28.88 | \$ 34.88 |
| Engineering / Project Management (PM) | Relay & Controls Field Engineer | Junior | \$ 17.75 | \$ 22.98 | \$ 26.63 | \$ 32.17 |
| Engineering / Project Management (PM) | Relay & Controls Field Engineer | Intermediate | \$ 23.75 | \$ 30.74 | \$ 35.63 | \$ 43.04 |
| Engineering / Project Management (PM) | Relay & Controls Field Engineer | Senior | \$ 31.25 | \$ 40.45 | \$ 46.88 | \$ 56.63 |
| Engineering / Project Management (IPM) | Safety Coordinator | Junior | \$ 15.00 | \$ 19.42 | \$ 22.50 | \$ 27.18 |
| Engineering / Project Management (IPM) | Safety Coordinator | Intermediate | \$ 18.75 | \$ 24.27 | \$ 28.13 | \$ 33.98 |
| Engineering / Project Management (IPM) | Safety Coordinator | Senior | \$ 21.50 | \$ 27.83 | \$ 32.25 | \$ 38.96 |
| Engineering / Project Management (IPM) | Safety Inspector | Junior | \$ 18.00 | \$ 23.30 | \$ 27.00 | \$ 32.62 |

| Abrams Technical Services - W2 INDIANA Hourly Rates (USD) | | | | | | |
|---|--------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Safety Inspector | Intermediate | \$ 21.75 | \$ 28.15 | \$ 32.63 | \$ 39.41 |
| Engineering / Project Management (PM) | Safety Inspector | Senior | \$ 24.75 | \$ 32.04 | \$ 37.13 | \$ 44.85 |
| Engineering / Project Management (PM) | Scheduler | Junior | \$ 15.00 | \$ 19.42 | \$ 22.50 | \$ 27.18 |
| Engineering / Project Management (PM) | Scheduler | Intermediate | \$ 16.75 | \$ 21.68 | \$ 25.13 | \$ 30.35 |
| Engineering / Project Management (PM) | Scheduler | Senior | \$ 23.00 | \$ 29.77 | \$ 34.50 | \$ 41.68 |
| Engineering / Project Management (PM) | Systems Analyst | Junior | \$ 20.75 | \$ 26.86 | \$ 31.13 | \$ 37.60 |
| Engineering / Project Management (PM) | Systems Analyst | Intermediate | \$ 33.25 | \$ 43.04 | \$ 49.88 | \$ 60.25 |
| Engineering / Project Management (PM) | Systems Analyst | Senior | \$ 44.75 | \$ 57.92 | \$ 67.13 | \$ 81.09 |
| Engineering / Project Management (PM) | Welding Inspector | Junior | \$ 18.25 | \$ 23.62 | \$ 27.38 | \$ 33.07 |
| Engineering / Project Management (PM) | Welding Inspector | Intermediate | \$ 21.25 | \$ 27.51 | \$ 31.88 | \$ 38.51 |
| Engineering / Project Management (PM) | Welding Inspector | Senior | \$ 25.75 | \$ 33.33 | \$ 38.63 | \$ 46.66 |
| Finance/Accounting | Accounts Payable Analyst | Junior | \$ 18.25 | \$ 23.62 | \$ 27.38 | \$ 33.07 |
| Finance/Accounting | Accounts Payable Analyst | Intermediate | \$ 21.75 | \$ 28.15 | \$ 32.63 | \$ 39.41 |
| Finance/Accounting | Accounts Payable Analyst | Senior | \$ 28.00 | \$ 36.24 | \$ 42.00 | \$ 50.74 |
| Finance/Accounting | Analyst | Junior | \$ 18.25 | \$ 23.62 | \$ 27.38 | \$ 33.07 |
| Finance/Accounting | Analyst | Intermediate | \$ 21.75 | \$ 28.15 | \$ 32.63 | \$ 39.41 |
| Finance/Accounting | Analyst | Senior | \$ 28.00 | \$ 36.24 | \$ 42.00 | \$ 50.74 |
| Finance/Accounting | Business Analyst | Junior | \$ 19.25 | \$ 24.92 | \$ 28.88 | \$ 34.88 |
| Finance/Accounting | Business Analyst | Intermediate | \$ 27.00 | \$ 34.95 | \$ 40.50 | \$ 48.93 |
| Finance/Accounting | Business Analyst | Senior | \$ 40.75 | \$ 52.75 | \$ 61.13 | \$ 73.85 |
| Finance/Accounting | Cost Accountant | Junior | \$ 26.50 | \$ 34.30 | \$ 39.75 | \$ 48.02 |
| Finance/Accounting | Cost Accountant | Intermediate | \$ 28.75 | \$ 37.21 | \$ 43.13 | \$ 52.10 |
| Finance/Accounting | Cost Accountant | Senior | \$ 31.75 | \$ 41.10 | \$ 47.63 | \$ 57.54 |
| Finance/Accounting | Finance Analyst | Junior | \$ 32.75 | \$ 42.39 | \$ 49.13 | \$ 59.35 |
| Finance/Accounting | Finance Analyst | Intermediate | \$ 35.00 | \$ 45.30 | \$ 52.50 | \$ 63.43 |

| Abrams Technical Services - W2 INDIANA Hourly Rates (USD) | | | | | | |
|---|------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Finance/Accounting | Finance Analyst | Senior | \$ 35.50 | \$ 45.95 | \$ 53.25 | \$ 64.33 |
| Supply Chain | Buyer | Junior | \$ 15.75 | \$ 20.39 | \$ 23.63 | \$ 28.54 |
| Supply Chain | Buyer | Intermediate | \$ 18.25 | \$ 23.62 | \$ 27.38 | \$ 33.07 |
| Supply Chain | Buyer | Senior | \$ 22.50 | \$ 29.12 | \$ 33.75 | \$ 40.77 |
| Supply Chain | Contract Analyst | Junior | \$ 30.75 | \$ 39.80 | \$ 46.13 | \$ 55.72 |
| Supply Chain | Contract Analyst | Intermediate | \$ 36.00 | \$ 46.60 | \$ 54.00 | \$ 65.24 |
| Supply Chain | Contract Analyst | Senior | \$ 37.50 | \$ 48.54 | \$ 56.25 | \$ 67.96 |
| Supply Chain | Logistician | Junior | \$ 16.00 | \$ 20.71 | \$ 24.00 | \$ 28.99 |
| Supply Chain | Logistician | Intermediate | \$ 18.50 | \$ 23.95 | \$ 27.75 | \$ 33.52 |
| Supply Chain | Logistician | Senior | \$ 23.00 | \$ 29.77 | \$ 34.50 | \$ 41.68 |

| Abrams Technical Services - W2 OHIO Hourly Rates (USD) | | | | | | |
|--|---------------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Admin/Clerk | Administrative Assistant | Junior | \$ 13.00 | \$ 16.62 | \$ 19.50 | \$ 23.26 |
| Admin/Clerk | Administrative Assistant | Intermediate | \$ 15.00 | \$ 19.17 | \$ 22.50 | \$ 26.84 |
| Admin/Clerk | Administrative Assistant | Senior | \$ 18.00 | \$ 23.01 | \$ 27.00 | \$ 32.21 |
| Admin/Clerk | Customer Service Representative | Junior | \$ 12.50 | \$ 15.98 | \$ 18.75 | \$ 22.37 |
| Admin/Clerk | Customer Service Representative | Intermediate | \$ 14.50 | \$ 18.53 | \$ 21.75 | \$ 25.95 |
| Admin/Clerk | Customer Service Representative | Senior | \$ 16.50 | \$ 21.09 | \$ 24.75 | \$ 29.53 |
| Admin/Clerk | Data Entry Operator | Junior | \$ 14.00 | \$ 17.90 | \$ 21.00 | \$ 25.05 |
| Admin/Clerk | Data Entry Operator | Intermediate | \$ 16.50 | \$ 21.09 | \$ 24.75 | \$ 29.53 |
| Admin/Clerk | Data Entry Operator | Senior | \$ 19.50 | \$ 24.93 | \$ 29.25 | \$ 34.90 |
| Admin/Clerk | Database Administrator | Junior | \$ 18.75 | \$ 23.97 | \$ 28.13 | \$ 33.55 |
| Admin/Clerk | Database Administrator | Intermediate | \$ 22.50 | \$ 28.76 | \$ 33.75 | \$ 40.27 |
| Admin/Clerk | Database Administrator | Senior | \$ 26.75 | \$ 34.19 | \$ 40.13 | \$ 47.87 |
| Engineering / Project Management (PM) | Civil Engineer | Junior | \$ 23.50 | \$ 30.04 | \$ 35.25 | \$ 42.06 |
| Engineering / Project Management (PM) | Civil Engineer | Intermediate | \$ 28.25 | \$ 36.11 | \$ 42.38 | \$ 50.56 |
| Engineering / Project Management (PM) | Civil Engineer | Senior | \$ 34.50 | \$ 44.10 | \$ 51.75 | \$ 61.74 |
| Engineering / Project Management (PM) | Construction Manager | Junior | \$ 16.75 | \$ 21.41 | \$ 25.13 | \$ 29.98 |
| Engineering / Project Management (PM) | Construction Manager | Intermediate | \$ 22.50 | \$ 28.76 | \$ 33.75 | \$ 40.27 |
| Engineering / Project Management (PM) | Construction Manager | Senior | \$ 35.50 | \$ 45.38 | \$ 53.25 | \$ 63.53 |
| Engineering / Project Management (PM) | Cost Analyst | Junior | \$ 24.50 | \$ 31.32 | \$ 36.75 | \$ 43.84 |
| Engineering / Project Management (PM) | Cost Analyst | Intermediate | \$ 31.25 | \$ 39.95 | \$ 46.88 | \$ 55.92 |

| Abrams Technical Services - W2 OHIO Hourly Rates (USD) | | | | | | |
|--|--------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Cost Analyst | Senior | \$ 39.50 | \$ 50.49 | \$ 59.25 | \$ 70.69 |
| Engineering / Project Management (PM) | Cost Technician | Junior | \$ 16.25 | \$ 20.77 | \$ 24.38 | \$ 29.08 |
| Engineering / Project Management (PM) | Cost Technician | Intermediate | \$ 21.75 | \$ 27.80 | \$ 32.63 | \$ 38.92 |
| Engineering / Project Management (PM) | Cost Technician | Senior | \$ 33.25 | \$ 42.50 | \$ 49.88 | \$ 59.50 |
| Engineering / Project Management (PM) | Document Control Analyst | Junior | \$ 10.50 | \$ 13.42 | \$ 15.75 | \$ 18.79 |
| Engineering / Project Management (PM) | Document Control Analyst | Intermediate | \$ 13.00 | \$ 16.62 | \$ 19.50 | \$ 23.26 |
| Engineering / Project Management (PM) | Document Control Analyst | Senior | \$ 16.75 | \$ 21.41 | \$ 25.13 | \$ 29.98 |
| Engineering / Project Management (PM) | Drafter | Junior | \$ 17.75 | \$ 22.69 | \$ 26.63 | \$ 31.77 |
| Engineering / Project Management (PM) | Drafter | Intermediate | \$ 20.25 | \$ 25.89 | \$ 30.38 | \$ 36.24 |
| Engineering / Project Management (PM) | Drafter | Senior | \$ 23.00 | \$ 29.40 | \$ 34.50 | \$ 41.16 |
| Engineering / Project Management (PM) | Electrical Engineer | Junior | \$ 18.25 | \$ 23.33 | \$ 27.38 | \$ 32.66 |
| Engineering / Project Management (PM) | Electrical Engineer | Intermediate | \$ 26.50 | \$ 33.87 | \$ 39.75 | \$ 47.42 |
| Engineering / Project Management (PM) | Electrical Engineer | Senior | \$ 38.50 | \$ 49.21 | \$ 57.75 | \$ 68.90 |
| Engineering / Project Management (PM) | Engineer | Junior | \$ 23.50 | \$ 30.04 | \$ 35.25 | \$ 42.06 |
| Engineering / Project Management (PM) | Engineer | Intermediate | \$ 30.25 | \$ 38.67 | \$ 45.38 | \$ 54.13 |
| Engineering / Project Management (PM) | Engineer | Senior | \$ 37.50 | \$ 47.94 | \$ 56.25 | \$ 67.11 |
| Engineering / Project Management (PM) | Environmental Planner | Junior | \$ 18.75 | \$ 23.97 | \$ 28.13 | \$ 33.55 |

| Abrams Technical Services - W2 OHIO Hourly Rates (USD) | | | | | | |
|--|-------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Environmental Planner | Intermediate | \$ 21.25 | \$ 27.16 | \$ 31.88 | \$ 38.03 |
| Engineering / Project Management (PM) | Environmental Planner | Senior | \$ 27.50 | \$ 35.15 | \$ 41.25 | \$ 49.21 |
| Engineering / Project Management (PM) | Environmental Scientist | Junior | \$ 19.75 | \$ 25.25 | \$ 29.63 | \$ 35.34 |
| Engineering / Project Management (PM) | Environmental Scientist | Intermediate | \$ 28.75 | \$ 36.75 | \$ 43.13 | \$ 51.45 |
| Engineering / Project Management (PM) | Environmental Scientist | Senior | \$ 32.25 | \$ 41.22 | \$ 48.38 | \$ 57.71 |
| Engineering / Project Management (PM) | General Inspector | Junior | \$ 14.00 | \$ 17.90 | \$ 21.00 | \$ 25.05 |
| Engineering / Project Management (PM) | General Inspector | Intermediate | \$ 16.75 | \$ 21.41 | \$ 25.13 | \$ 29.98 |
| Engineering / Project Management (PM) | General Inspector | Senior | \$ 20.75 | \$ 26.52 | \$ 31.13 | \$ 37.13 |
| Engineering / Project Management (PM) | General Labor | Junior | \$ 11.00 | \$ 14.06 | \$ 16.50 | \$ 19.69 |
| Engineering / Project Management (PM) | General Labor | Intermediate | \$ 13.50 | \$ 17.26 | \$ 20.25 | \$ 24.16 |
| Engineering / Project Management (PM) | General Labor | Senior | \$ 16.75 | \$ 21.41 | \$ 25.13 | \$ 29.98 |
| Engineering / Project Management (PM) | GIS Analyst | Junior | \$ 17.75 | \$ 22.69 | \$ 26.63 | \$ 31.77 |
| Engineering / Project Management (PM) | GIS Analyst | Intermediate | \$ 20.25 | \$ 25.89 | \$ 30.38 | \$ 36.24 |
| Engineering / Project Management (PM) | GIS Analyst | Senior | \$ 22.50 | \$ 28.76 | \$ 33.75 | \$ 40.27 |
| Engineering / Project Management (PM) | Land Rights Agent | Junior | \$ 16.75 | \$ 21.41 | \$ 25.13 | \$ 29.98 |
| Engineering / Project Management (PM) | Land Rights Agent | Intermediate | \$ 22.00 | \$ 28.12 | \$ 33.00 | \$ 39.37 |
| Engineering / Project Management (PM) | Land Rights Agent | Senior | \$ 28.00 | \$ 35.79 | \$ 42.00 | \$ 50.11 |

| Abrams Technical Services - W2 OHIO Hourly Rates (USD) | | | | | | |
|--|-----------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Logistics Coordinator | Junior | \$ 13.50 | \$ 17.26 | \$ 20.25 | \$ 24.16 |
| Engineering / Project Management (PM) | Logistics Coordinator | Intermediate | \$ 15.50 | \$ 19.81 | \$ 23.25 | \$ 27.74 |
| Engineering / Project Management (PM) | Logistics Coordinator | Senior | \$ 20.00 | \$ 25.57 | \$ 30.00 | \$ 35.79 |
| Engineering / Project Management (PM) | Mechanical Engineer | Junior | \$ 23.00 | \$ 29.40 | \$ 34.50 | \$ 41.16 |
| Engineering / Project Management (PM) | Mechanical Engineer | Intermediate | \$ 29.75 | \$ 38.03 | \$ 44.63 | \$ 53.24 |
| Engineering / Project Management (PM) | Mechanical Engineer | Senior | \$ 37.00 | \$ 47.30 | \$ 55.50 | \$ 66.21 |
| Engineering / Project Management (PM) | Pipeline Engineer | Junior | \$ 38.00 | \$ 48.57 | \$ 57.00 | \$ 68.00 |
| Engineering / Project Management (PM) | Pipeline Engineer | Intermediate | \$ 40.00 | \$ 51.13 | \$ 60.00 | \$ 71.58 |
| Engineering / Project Management (PM) | Pipeline Engineer | Senior | \$ 44.75 | \$ 57.20 | \$ 67.13 | \$ 80.08 |
| Engineering / Project Management (PM) | Power Engineer | Junior | \$ 25.00 | \$ 31.96 | \$ 37.50 | \$ 44.74 |
| Engineering / Project Management (PM) | Power Engineer | Intermediate | \$ 34.25 | \$ 43.78 | \$ 51.38 | \$ 61.29 |
| Engineering / Project Management (PM) | Power Engineer | Senior | \$ 41.75 | \$ 53.37 | \$ 62.63 | \$ 74.72 |
| Engineering / Project Management (PM) | Project Control | Junior | \$ 23.50 | \$ 30.04 | \$ 35.25 | \$ 42.06 |
| Engineering / Project Management (PM) | Project Control | Intermediate | \$ 28.75 | \$ 36.75 | \$ 43.13 | \$ 51.45 |
| Engineering / Project Management (PM) | Project Control | Senior | \$ 32.50 | \$ 41.54 | \$ 48.75 | \$ 58.16 |
| Engineering / Project Management (PM) | Project Coordinator | Junior | \$ 18.75 | \$ 23.97 | \$ 28.13 | \$ 33.55 |
| Engineering / Project Management (PM) | Project Coordinator | Intermediate | \$ 21.25 | \$ 27.16 | \$ 31.88 | \$ 38.03 |

| Abrams Technical Services - W2 OHIO Hourly Rates (USD) | | | | | | |
|--|---------------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Project Coordinator | Senior | \$ 25.25 | \$ 32.28 | \$ 37.88 | \$ 45.19 |
| Engineering / Project Management (PM) | Project Engineer | Junior | \$ 26.50 | \$ 33.87 | \$ 39.75 | \$ 47.42 |
| Engineering / Project Management (PM) | Project Engineer | Intermediate | \$ 31.75 | \$ 40.59 | \$ 47.63 | \$ 56.82 |
| Engineering / Project Management (PM) | Project Engineer | Senior | \$ 40.50 | \$ 51.77 | \$ 60.75 | \$ 72.48 |
| Engineering / Project Management (PM) | Project Manager | Junior | \$ 28.50 | \$ 36.43 | \$ 42.75 | \$ 51.00 |
| Engineering / Project Management (PM) | Project Manager | Intermediate | \$ 36.50 | \$ 46.66 | \$ 54.75 | \$ 65.32 |
| Engineering / Project Management (PM) | Project Manager | Senior | \$ 47.25 | \$ 60.40 | \$ 70.88 | \$ 84.56 |
| Engineering / Project Management (PM) | Quality Technician | Junior | \$ 14.00 | \$ 17.90 | \$ 21.00 | \$ 25.05 |
| Engineering / Project Management (PM) | Quality Technician | Intermediate | \$ 15.75 | \$ 20.13 | \$ 23.63 | \$ 28.19 |
| Engineering / Project Management (PM) | Quality Technician | Senior | \$ 19.25 | \$ 24.61 | \$ 28.88 | \$ 34.45 |
| Engineering / Project Management (PM) | Relay & Controls Field Engineer | Junior | \$ 17.75 | \$ 22.69 | \$ 26.63 | \$ 31.77 |
| Engineering / Project Management (PM) | Relay & Controls Field Engineer | Intermediate | \$ 23.75 | \$ 30.36 | \$ 35.63 | \$ 42.50 |
| Engineering / Project Management (PM) | Relay & Controls Field Engineer | Senior | \$ 31.25 | \$ 39.95 | \$ 46.88 | \$ 55.92 |
| Engineering / Project Management (PM) | Safety Coordinator | Junior | \$ 15.00 | \$ 19.17 | \$ 22.50 | \$ 26.84 |
| Engineering / Project Management (PM) | Safety Coordinator | Intermediate | \$ 18.75 | \$ 23.97 | \$ 28.13 | \$ 33.55 |
| Engineering / Project Management (PM) | Safety Coordinator | Senior | \$ 21.50 | \$ 27.48 | \$ 32.25 | \$ 38.48 |
| Engineering / Project Management (PM) | Safety Inspector | Junior | \$ 18.00 | \$ 23.01 | \$ 27.00 | \$ 32.21 |

| Abrams Technical Services - W2 OHIO Hourly Rates (USD) | | | | | | |
|--|--------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Safety Inspector | Intermediate | \$ 21.75 | \$ 27.80 | \$ 32.63 | \$ 38.92 |
| Engineering / Project Management (PM) | Safety Inspector | Senior | \$ 24.75 | \$ 31.64 | \$ 37.13 | \$ 44.29 |
| Engineering / Project Management (PM) | Scheduler | Junior | \$ 15.00 | \$ 19.17 | \$ 22.50 | \$ 26.84 |
| Engineering / Project Management (PM) | Scheduler | Intermediate | \$ 16.75 | \$ 21.41 | \$ 25.13 | \$ 29.98 |
| Engineering / Project Management (PM) | Scheduler | Senior | \$ 23.00 | \$ 29.40 | \$ 34.50 | \$ 41.16 |
| Engineering / Project Management (PM) | Systems Analyst | Junior | \$ 20.75 | \$ 26.52 | \$ 31.13 | \$ 37.13 |
| Engineering / Project Management (PM) | Systems Analyst | Intermediate | \$ 33.25 | \$ 42.50 | \$ 49.88 | \$ 59.50 |
| Engineering / Project Management (PM) | Systems Analyst | Senior | \$ 44.75 | \$ 57.20 | \$ 67.13 | \$ 80.08 |
| Engineering / Project Management (PM) | Welding Inspector | Junior | \$ 18.25 | \$ 23.33 | \$ 27.38 | \$ 32.66 |
| Engineering / Project Management (PM) | Welding Inspector | Intermediate | \$ 21.25 | \$ 27.16 | \$ 31.88 | \$ 38.03 |
| Engineering / Project Management (PM) | Welding Inspector | Senior | \$ 25.75 | \$ 32.92 | \$ 38.63 | \$ 46.08 |
| Finance/Accounting | Accounts Payable Analyst | Junior | \$ 18.25 | \$ 23.33 | \$ 27.38 | \$ 32.66 |
| Finance/Accounting | Accounts Payable Analyst | Intermediate | \$ 21.75 | \$ 27.80 | \$ 32.63 | \$ 38.92 |
| Finance/Accounting | Accounts Payable Analyst | Senior | \$ 28.00 | \$ 35.79 | \$ 42.00 | \$ 50.11 |
| Finance/Accounting | Analyst | Junior | \$ 18.25 | \$ 23.33 | \$ 27.38 | \$ 32.66 |
| Finance/Accounting | Analyst | Intermediate | \$ 21.75 | \$ 27.80 | \$ 32.63 | \$ 38.92 |
| Finance/Accounting | Analyst | Senior | \$ 28.00 | \$ 35.79 | \$ 42.00 | \$ 50.11 |
| Finance/Accounting | Business Analyst | Junior | \$ 19.25 | \$ 24.61 | \$ 28.88 | \$ 34.45 |
| Finance/Accounting | Business Analyst | Intermediate | \$ 27.00 | \$ 34.51 | \$ 40.50 | \$ 48.32 |
| Finance/Accounting | Business Analyst | Senior | \$ 40.75 | \$ 52.09 | \$ 61.13 | \$ 72.93 |
| Finance/Accounting | Cost Accountant | Junior | \$ 26.50 | \$ 33.87 | \$ 39.75 | \$ 47.42 |
| Finance/Accounting | Cost Accountant | Intermediate | \$ 28.75 | \$ 36.75 | \$ 43.13 | \$ 51.45 |
| Finance/Accounting | Cost Accountant | Senior | \$ 31.75 | \$ 40.59 | \$ 47.63 | \$ 56.82 |
| Finance/Accounting | Finance Analyst | Junior | \$ 32.75 | \$ 41.86 | \$ 49.13 | \$ 58.61 |
| Finance/Accounting | Finance Analyst | Intermediate | \$ 35.00 | \$ 44.74 | \$ 52.50 | \$ 62.64 |

| Abrams Technical Services - W2 OHIO Hourly Rates (USD) | | | | | | |
|--|------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Finance/Accounting | Finance Analyst | Senior | \$ 35.50 | \$ 45.38 | \$ 53.25 | \$ 63.53 |
| Supply Chain | Buyer | Junior | \$ 15.75 | \$ 20.13 | \$ 23.63 | \$ 28.19 |
| Supply Chain | Buyer | Intermediate | \$ 18.25 | \$ 23.33 | \$ 27.38 | \$ 32.66 |
| Supply Chain | Buyer | Senior | \$ 22.50 | \$ 28.76 | \$ 33.75 | \$ 40.27 |
| Supply Chain | Contract Analyst | Junior | \$ 30.75 | \$ 39.31 | \$ 46.13 | \$ 55.03 |
| Supply Chain | Contract Analyst | Intermediate | \$ 36.00 | \$ 46.02 | \$ 54.00 | \$ 64.42 |
| Supply Chain | Contract Analyst | Senior | \$ 37.50 | \$ 47.94 | \$ 56.25 | \$ 67.11 |
| Supply Chain | Logistician | Junior | \$ 16.00 | \$ 20.45 | \$ 24.00 | \$ 28.63 |
| Supply Chain | Logistician | Intermediate | \$ 18.50 | \$ 23.65 | \$ 27.75 | \$ 33.11 |
| Supply Chain | Logistician | Senior | \$ 23.00 | \$ 29.40 | \$ 34.50 | \$ 41.16 |

| Abrams Technical Services - W2 PENNSYLVANIA Hourly Rates (USD) | | | | | | |
|--|---------------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Admin/Clerk | Administrative Assistant | Junior | \$ 13.00 | \$ 17.12 | \$ 19.50 | \$ 23.97 |
| Admin/Clerk | Administrative Assistant | Intermediate | \$ 15.00 | \$ 19.75 | \$ 22.50 | \$ 27.65 |
| Admin/Clerk | Administrative Assistant | Senior | \$ 18.00 | \$ 23.70 | \$ 27.00 | \$ 33.19 |
| Admin/Clerk | Customer Service Representative | Junior | \$ 12.50 | \$ 16.46 | \$ 18.75 | \$ 23.05 |
| Admin/Clerk | Customer Service Representative | Intermediate | \$ 14.50 | \$ 19.10 | \$ 21.75 | \$ 26.73 |
| Admin/Clerk | Customer Service Representative | Senior | \$ 16.50 | \$ 21.73 | \$ 24.75 | \$ 30.42 |
| Admin/Clerk | Data Entry Operator | Junior | \$ 14.00 | \$ 18.44 | \$ 21.00 | \$ 25.81 |
| Admin/Clerk | Data Entry Operator | Intermediate | \$ 16.50 | \$ 21.73 | \$ 24.75 | \$ 30.42 |
| Admin/Clerk | Data Entry Operator | Senior | \$ 19.50 | \$ 25.68 | \$ 29.25 | \$ 35.95 |
| Admin/Clerk | Database Administrator | Junior | \$ 18.75 | \$ 24.69 | \$ 28.13 | \$ 34.57 |
| Admin/Clerk | Database Administrator | Intermediate | \$ 22.50 | \$ 29.63 | \$ 33.75 | \$ 41.48 |
| Admin/Clerk | Database Administrator | Senior | \$ 26.75 | \$ 35.23 | \$ 40.13 | \$ 49.32 |
| Engineering / Project Management (PM) | Civil Engineer | Junior | \$ 23.50 | \$ 30.95 | \$ 35.25 | \$ 43.34 |
| Engineering / Project Management (PM) | Civil Engineer | Intermediate | \$ 28.25 | \$ 37.20 | \$ 42.38 | \$ 52.08 |
| Engineering / Project Management (PM) | Civil Engineer | Senior | \$ 34.50 | \$ 45.43 | \$ 51.75 | \$ 63.61 |
| Engineering / Project Management (PM) | Construction Manager | Junior | \$ 16.75 | \$ 22.06 | \$ 25.13 | \$ 30.88 |
| Engineering / Project Management (PM) | Construction Manager | Intermediate | \$ 22.50 | \$ 29.63 | \$ 33.75 | \$ 41.48 |
| Engineering / Project Management (PM) | Construction Manager | Senior | \$ 35.50 | \$ 46.75 | \$ 53.25 | \$ 65.45 |
| Engineering / Project Management (PM) | Cost Analyst | Junior | \$ 24.50 | \$ 32.26 | \$ 36.75 | \$ 45.17 |
| Engineering / Project Management (PM) | Cost Analyst | Intermediate | \$ 31.25 | \$ 41.15 | \$ 46.88 | \$ 57.61 |

| Abrams Technical Services - W2 PENNSYLVANIA Hourly Rates (USD) | | | | | | |
|--|--------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Cost Analyst | Senior | \$ 39.50 | \$ 52.02 | \$ 59.25 | \$ 72.82 |
| Engineering / Project Management (PM) | Cost Technician | Junior | \$ 16.25 | \$ 21.40 | \$ 24.38 | \$ 29.96 |
| Engineering / Project Management (PM) | Cost Technician | Intermediate | \$ 21.75 | \$ 28.64 | \$ 32.63 | \$ 40.10 |
| Engineering / Project Management (PM) | Cost Technician | Senior | \$ 33.25 | \$ 43.79 | \$ 49.88 | \$ 61.30 |
| Engineering / Project Management (PM) | Document Control Analyst | Junior | \$ 10.50 | \$ 13.83 | \$ 15.75 | \$ 19.36 |
| Engineering / Project Management (PM) | Document Control Analyst | Intermediate | \$ 13.00 | \$ 17.12 | \$ 19.50 | \$ 23.97 |
| Engineering / Project Management (PM) | Document Control Analyst | Senior | \$ 16.75 | \$ 22.06 | \$ 25.13 | \$ 30.88 |
| Engineering / Project Management (PM) | Drafter | Junior | \$ 17.75 | \$ 23.37 | \$ 26.63 | \$ 32.72 |
| Engineering / Project Management (PM) | Drafter | Intermediate | \$ 20.25 | \$ 26.67 | \$ 30.38 | \$ 37.33 |
| Engineering / Project Management (PM) | Drafter | Senior | \$ 23.00 | \$ 30.29 | \$ 34.50 | \$ 42.40 |
| Engineering / Project Management (PM) | Electrical Engineer | Junior | \$ 18.25 | \$ 24.03 | \$ 27.38 | \$ 33.65 |
| Engineering / Project Management (PM) | Electrical Engineer | Intermediate | \$ 26.50 | \$ 34.90 | \$ 39.75 | \$ 48.86 |
| Engineering / Project Management (PM) | Electrical Engineer | Senior | \$ 38.50 | \$ 50.70 | \$ 57.75 | \$ 70.98 |
| Engineering / Project Management (PM) | Engineer | Junior | \$ 23.50 | \$ 30.95 | \$ 35.25 | \$ 43.33 |
| Engineering / Project Management (PM) | Engineer | Intermediate | \$ 30.25 | \$ 39.84 | \$ 45.38 | \$ 55.77 |
| Engineering / Project Management (PM) | Engineer | Senior | \$ 37.50 | \$ 49.38 | \$ 56.25 | \$ 69.14 |
| Engineering / Project Management (PM) | Environmental Planner | Junior | \$ 18.75 | \$ 24.69 | \$ 28.13 | \$ 34.57 |

| Abrams Technical Services - W2 PENNSYLVANIA Hourly Rates (USD) | | | | | | |
|---|-------------------------|------------------|-----------------|------------------|--------------------|---------------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Environmental Planner | Intermediate | \$ 21.25 | \$ 27.98 | \$ 31.88 | \$ 39.18 |
| Engineering / Project Management (PM) | Environmental Planner | Senior | \$ 27.50 | \$ 36.21 | \$ 41.25 | \$ 50.70 |
| Engineering / Project Management (PM) | Environmental Scientist | Junior | \$ 19.75 | \$ 26.01 | \$ 29.63 | \$ 36.41 |
| Engineering / Project Management (PM) | Environmental Scientist | Intermediate | \$ 28.75 | \$ 37.86 | \$ 43.13 | \$ 53.01 |
| Engineering / Project Management (PM) | Environmental Scientist | Senior | \$ 32.25 | \$ 42.47 | \$ 48.38 | \$ 59.46 |
| Engineering / Project Management (PM) | General Inspector | Junior | \$ 14.00 | \$ 18.44 | \$ 21.00 | \$ 25.81 |
| Engineering / Project Management (PM) | General Inspector | Intermediate | \$ 16.75 | \$ 22.06 | \$ 25.13 | \$ 30.88 |
| Engineering / Project Management (PM) | General Inspector | Senior | \$ 20.75 | \$ 27.33 | \$ 31.13 | \$ 38.26 |
| Engineering / Project Management (PM) | General Labor | Junior | \$ 11.00 | \$ 15.61 | \$ 16.50 | \$ 21.86 |
| Engineering / Project Management (PM) | General Labor | Intermediate | \$ 13.50 | \$ 19.16 | \$ 20.25 | \$ 26.82 |
| Engineering / Project Management (PM) | General Labor | Senior | \$ 16.75 | \$ 23.77 | \$ 25.13 | \$ 33.28 |
| Engineering / Project Management (PM) | GIS Analyst | Junior | \$ 17.75 | \$ 23.37 | \$ 26.63 | \$ 32.72 |
| Engineering / Project Management (PM) | GIS Analyst | Intermediate | \$ 20.25 | \$ 26.67 | \$ 30.38 | \$ 37.33 |
| Engineering / Project Management (PM) | GIS Analyst | Senior | \$ 22.50 | \$ 29.63 | \$ 33.75 | \$ 41.48 |
| Engineering / Project Management (PM) | Land Rights Agent | Junior | \$ 16.75 | \$ 22.06 | \$ 25.13 | \$ 30.88 |
| Engineering / Project Management (PM) | Land Rights Agent | Intermediate | \$ 22.00 | \$ 28.97 | \$ 33.00 | \$ 40.56 |
| Engineering / Project Management (PM) | Land Rights Agent | Senior | \$ 28.00 | \$ 36.87 | \$ 42.00 | \$ 51.62 |

| Abrams Technical Services - W2 PENNSYLVANIA Hourly Rates (USD) | | | | | | |
|--|-----------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Logistics Coordinator | Junior | \$ 13.50 | \$ 17.78 | \$ 20.25 | \$ 24.89 |
| Engineering / Project Management (PM) | Logistics Coordinator | Intermediate | \$ 15.50 | \$ 20.41 | \$ 23.25 | \$ 28.58 |
| Engineering / Project Management (PM) | Logistics Coordinator | Senior | \$ 20.00 | \$ 26.34 | \$ 30.00 | \$ 36.87 |
| Engineering / Project Management (PM) | Mechanical Engineer | Junior | \$ 23.00 | \$ 30.29 | \$ 34.50 | \$ 42.40 |
| Engineering / Project Management (PM) | Mechanical Engineer | Intermediate | \$ 29.75 | \$ 39.18 | \$ 44.63 | \$ 54.85 |
| Engineering / Project Management (PM) | Mechanical Engineer | Senior | \$ 37.00 | \$ 48.73 | \$ 55.50 | \$ 68.22 |
| Engineering / Project Management (PM) | Pipeline Engineer | Junior | \$ 38.00 | \$ 50.04 | \$ 57.00 | \$ 70.06 |
| Engineering / Project Management (PM) | Pipeline Engineer | Intermediate | \$ 40.00 | \$ 52.68 | \$ 60.00 | \$ 73.75 |
| Engineering / Project Management (PM) | Pipeline Engineer | Senior | \$ 44.75 | \$ 58.93 | \$ 67.13 | \$ 82.50 |
| Engineering / Project Management (PM) | Power Engineer | Junior | \$ 25.00 | \$ 32.92 | \$ 37.50 | \$ 46.09 |
| Engineering / Project Management (PM) | Power Engineer | Intermediate | \$ 34.25 | \$ 45.10 | \$ 51.38 | \$ 63.15 |
| Engineering / Project Management (PM) | Power Engineer | Senior | \$ 41.75 | \$ 54.98 | \$ 62.63 | \$ 76.97 |
| Engineering / Project Management (PM) | Project Control | Junior | \$ 23.50 | \$ 30.95 | \$ 35.25 | \$ 43.33 |
| Engineering / Project Management (PM) | Project Control | Intermediate | \$ 28.75 | \$ 37.86 | \$ 43.13 | \$ 53.01 |
| Engineering / Project Management (PM) | Project Control | Senior | \$ 32.50 | \$ 42.80 | \$ 48.75 | \$ 59.92 |
| Engineering / Project Management (PM) | Project Coordinator | Junior | \$ 18.75 | \$ 24.69 | \$ 28.13 | \$ 34.57 |
| Engineering / Project Management (PM) | Project Coordinator | Intermediate | \$ 21.25 | \$ 27.98 | \$ 31.88 | \$ 39.18 |

| Abrams Technical Services - W2 PENNSYLVANIA Hourly Rates (USD) | | | | | | |
|--|---------------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Project Coordinator | Senior | \$ 25.25 | \$ 33.25 | \$ 37.88 | \$ 46.55 |
| Engineering / Project Management (PM) | Project Engineer | Junior | \$ 26.50 | \$ 34.90 | \$ 39.75 | \$ 48.86 |
| Engineering / Project Management (PM) | Project Engineer | Intermediate | \$ 31.75 | \$ 41.81 | \$ 47.63 | \$ 58.54 |
| Engineering / Project Management (PM) | Project Engineer | Senior | \$ 40.50 | \$ 53.33 | \$ 60.75 | \$ 74.67 |
| Engineering / Project Management (PM) | Project Manager | Junior | \$ 28.50 | \$ 37.53 | \$ 42.75 | \$ 52.54 |
| Engineering / Project Management (PM) | Project Manager | Intermediate | \$ 36.50 | \$ 48.07 | \$ 54.75 | \$ 67.29 |
| Engineering / Project Management (PM) | Project Manager | Senior | \$ 47.25 | \$ 62.22 | \$ 70.88 | \$ 87.11 |
| Engineering / Project Management (PM) | Quality Technician | Junior | \$ 14.00 | \$ 18.44 | \$ 21.00 | \$ 25.81 |
| Engineering / Project Management (PM) | Quality Technician | Intermediate | \$ 15.75 | \$ 20.74 | \$ 23.63 | \$ 29.04 |
| Engineering / Project Management (PM) | Quality Technician | Senior | \$ 19.25 | \$ 25.35 | \$ 28.88 | \$ 35.49 |
| Engineering / Project Management (PM) | Relay & Controls Field Engineer | Junior | \$ 17.75 | \$ 23.37 | \$ 26.63 | \$ 32.72 |
| Engineering / Project Management (PM) | Relay & Controls Field Engineer | Intermediate | \$ 23.75 | \$ 31.28 | \$ 35.63 | \$ 43.79 |
| Engineering / Project Management (PM) | Relay & Controls Field Engineer | Senior | \$ 31.25 | \$ 41.15 | \$ 46.88 | \$ 57.61 |
| Engineering / Project Management (PM) | Safety Coordinator | Junior | \$ 15.00 | \$ 19.75 | \$ 22.50 | \$ 27.65 |
| Engineering / Project Management (PM) | Safety Coordinator | Intermediate | \$ 18.75 | \$ 24.69 | \$ 28.13 | \$ 34.57 |
| Engineering / Project Management (PM) | Safety Coordinator | Senior | \$ 21.50 | \$ 28.31 | \$ 32.25 | \$ 39.64 |
| Engineering / Project Management (PM) | Safety Inspector | Junior | \$ 18.00 | \$ 23.70 | \$ 27.00 | \$ 33.19 |

| Abrams Technical Services - W2 PENNSYLVANIA Hourly Rates (USD) | | | | | | |
|--|--------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Safety Inspector | Intermediate | \$ 21.75 | \$ 28.64 | \$ 32.63 | \$ 40.10 |
| Engineering / Project Management (PM) | Safety Inspector | Senior | \$ 24.75 | \$ 32.59 | \$ 37.13 | \$ 45.63 |
| Engineering / Project Management (PM) | Scheduler | Junior | \$ 15.00 | \$ 19.75 | \$ 22.50 | \$ 27.65 |
| Engineering / Project Management (PM) | Scheduler | Intermediate | \$ 16.75 | \$ 22.06 | \$ 25.13 | \$ 30.88 |
| Engineering / Project Management (PM) | Scheduler | Senior | \$ 23.00 | \$ 30.29 | \$ 34.50 | \$ 42.40 |
| Engineering / Project Management (PM) | Systems Analyst | Junior | \$ 20.75 | \$ 27.33 | \$ 31.13 | \$ 38.26 |
| Engineering / Project Management (PM) | Systems Analyst | Intermediate | \$ 33.25 | \$ 43.79 | \$ 49.88 | \$ 61.30 |
| Engineering / Project Management (PM) | Systems Analyst | Senior | \$ 44.75 | \$ 58.93 | \$ 67.13 | \$ 82.50 |
| Engineering / Project Management (PM) | Welding Inspector | Junior | \$ 18.25 | \$ 24.03 | \$ 27.38 | \$ 33.65 |
| Engineering / Project Management (PM) | Welding Inspector | Intermediate | \$ 21.25 | \$ 27.98 | \$ 31.88 | \$ 39.18 |
| Engineering / Project Management (PM) | Welding Inspector | Senior | \$ 25.75 | \$ 33.91 | \$ 38.63 | \$ 47.47 |
| Finance/Accounting | Accounts Payable Analyst | Junior | \$ 18.25 | \$ 24.03 | \$ 27.38 | \$ 33.65 |
| Finance/Accounting | Accounts Payable Analyst | Intermediate | \$ 21.75 | \$ 28.64 | \$ 32.63 | \$ 40.10 |
| Finance/Accounting | Accounts Payable Analyst | Senior | \$ 28.00 | \$ 36.87 | \$ 42.00 | \$ 51.62 |
| Finance/Accounting | Analyst | Junior | \$ 18.25 | \$ 24.03 | \$ 27.38 | \$ 33.65 |
| Finance/Accounting | Analyst | Intermediate | \$ 21.75 | \$ 28.64 | \$ 32.63 | \$ 40.10 |
| Finance/Accounting | Analyst | Senior | \$ 28.00 | \$ 36.87 | \$ 42.00 | \$ 51.62 |
| Finance/Accounting | Business Analyst | Junior | \$ 19.25 | \$ 25.35 | \$ 28.88 | \$ 35.49 |
| Finance/Accounting | Business Analyst | Intermediate | \$ 27.00 | \$ 35.56 | \$ 40.50 | \$ 49.78 |
| Finance/Accounting | Business Analyst | Senior | \$ 40.75 | \$ 53.66 | \$ 61.13 | \$ 75.13 |
| Finance/Accounting | Cost Accountant | Junior | \$ 26.50 | \$ 34.90 | \$ 39.75 | \$ 48.86 |
| Finance/Accounting | Cost Accountant | Intermediate | \$ 28.75 | \$ 37.86 | \$ 43.13 | \$ 53.01 |
| Finance/Accounting | Cost Accountant | Senior | \$ 31.75 | \$ 41.81 | \$ 47.63 | \$ 58.54 |
| Finance/Accounting | Finance Analyst | Junior | \$ 32.75 | \$ 43.13 | \$ 49.13 | \$ 60.38 |
| Finance/Accounting | Finance Analyst | Intermediate | \$ 35.00 | \$ 46.09 | \$ 52.50 | \$ 64.53 |

| Abrams Technical Services - W2 PENNSYLVANIA Hourly Rates (USD) | | | | | | |
|--|------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Finance/Accounting | Finance Analyst | Senior | \$ 35.50 | \$ 46.75 | \$ 53.25 | \$ 65.45 |
| Supply Chain | Buyer | Junior | \$ 15.75 | \$ 20.74 | \$ 23.63 | \$ 29.04 |
| Supply Chain | Buyer | Intermediate | \$ 18.25 | \$ 24.03 | \$ 27.38 | \$ 33.65 |
| Supply Chain | Buyer | Senior | \$ 22.50 | \$ 29.63 | \$ 33.75 | \$ 41.48 |
| Supply Chain | Contract Analyst | Junior | \$ 30.75 | \$ 40.49 | \$ 46.13 | \$ 56.69 |
| Supply Chain | Contract Analyst | Intermediate | \$ 36.00 | \$ 47.41 | \$ 54.00 | \$ 66.37 |
| Supply Chain | Contract Analyst | Senior | \$ 37.50 | \$ 49.38 | \$ 56.25 | \$ 69.14 |
| Supply Chain | Logistician | Junior | \$ 16.00 | \$ 21.07 | \$ 24.00 | \$ 29.50 |
| Supply Chain | Logistician | Intermediate | \$ 18.50 | \$ 24.36 | \$ 27.75 | \$ 34.11 |
| Supply Chain | Logistician | Senior | \$ 23.00 | \$ 30.29 | \$ 34.50 | \$ 42.40 |

| Abrams Technical Services - W2 MASSACHUSETTS Hourly Rates (USD) | | | | | | |
|---|---------------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Admin/Clerk | Administrative Assistant | Junior | \$ 13.00 | \$ 16.01 | \$ 19.50 | \$ 22.41 |
| Admin/Clerk | Administrative Assistant | Intermediate | \$ 15.00 | \$ 18.47 | \$ 22.50 | \$ 25.86 |
| Admin/Clerk | Administrative Assistant | Senior | \$ 18.00 | \$ 22.16 | \$ 27.00 | \$ 31.03 |
| Admin/Clerk | Customer Service Representative | Junior | \$ 12.50 | \$ 15.39 | \$ 18.75 | \$ 21.55 |
| Admin/Clerk | Customer Service Representative | Intermediate | \$ 14.50 | \$ 17.85 | \$ 21.75 | \$ 24.99 |
| Admin/Clerk | Customer Service Representative | Senior | \$ 16.50 | \$ 20.31 | \$ 24.75 | \$ 28.44 |
| Admin/Clerk | Data Entry Operator | Junior | \$ 14.00 | \$ 17.24 | \$ 21.00 | \$ 24.13 |
| Admin/Clerk | Data Entry Operator | Intermediate | \$ 16.50 | \$ 20.31 | \$ 24.75 | \$ 28.44 |
| Admin/Clerk | Data Entry Operator | Senior | \$ 19.50 | \$ 24.01 | \$ 29.25 | \$ 33.61 |
| Admin/Clerk | Database Administrator | Junior | \$ 18.75 | \$ 23.09 | \$ 28.13 | \$ 32.32 |
| Admin/Clerk | Database Administrator | Intermediate | \$ 22.50 | \$ 27.70 | \$ 33.75 | \$ 38.78 |
| Admin/Clerk | Database Administrator | Senior | \$ 26.75 | \$ 32.93 | \$ 40.13 | \$ 46.11 |
| Engineering / Project Management (PM) | Civil Engineer | Junior | \$ 23.50 | \$ 28.93 | \$ 35.25 | \$ 40.51 |
| Engineering / Project Management (PM) | Civil Engineer | Intermediate | \$ 28.25 | \$ 34.78 | \$ 42.38 | \$ 48.69 |
| Engineering / Project Management (PM) | Civil Engineer | Senior | \$ 34.50 | \$ 42.48 | \$ 51.75 | \$ 59.47 |
| Engineering / Project Management (PM) | Construction Manager | Junior | \$ 16.75 | \$ 20.62 | \$ 25.13 | \$ 28.87 |
| Engineering / Project Management (PM) | Construction Manager | Intermediate | \$ 22.50 | \$ 27.70 | \$ 33.75 | \$ 38.78 |
| Engineering / Project Management (PM) | Construction Manager | Senior | \$ 35.50 | \$ 43.71 | \$ 53.25 | \$ 61.19 |
| Engineering / Project Management (PM) | Cost Analyst | Junior | \$ 24.50 | \$ 30.16 | \$ 36.75 | \$ 42.23 |
| Engineering / Project Management (PM) | Cost Analyst | Intermediate | \$ 31.25 | \$ 38.48 | \$ 46.88 | \$ 53.87 |

| Abrams Technical Services - W2 MASSACHUSETTS Hourly Rates (USD) | | | | | | |
|---|--------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Cost Analyst | Senior | \$ 39.50 | \$ 48.63 | \$ 59.25 | \$ 68.09 |
| Engineering / Project Management (PM) | Cost Technician | Junior | \$ 16.25 | \$ 20.01 | \$ 24.38 | \$ 28.01 |
| Engineering / Project Management (PM) | Cost Technician | Intermediate | \$ 21.75 | \$ 26.78 | \$ 32.63 | \$ 37.49 |
| Engineering / Project Management (PM) | Cost Technician | Senior | \$ 33.25 | \$ 40.94 | \$ 49.88 | \$ 57.31 |
| Engineering / Project Management (PM) | Document Control Analyst | Junior | \$ 10.50 | \$ 12.93 | \$ 15.75 | \$ 18.10 |
| Engineering / Project Management (PM) | Document Control Analyst | Intermediate | \$ 13.00 | \$ 16.01 | \$ 19.50 | \$ 22.41 |
| Engineering / Project Management (PM) | Document Control Analyst | Senior | \$ 16.75 | \$ 20.62 | \$ 25.13 | \$ 28.87 |
| Engineering / Project Management (PM) | Drafter | Junior | \$ 17.75 | \$ 21.85 | \$ 26.63 | \$ 30.60 |
| Engineering / Project Management (PM) | Drafter | Intermediate | \$ 20.25 | \$ 24.93 | \$ 30.38 | \$ 34.90 |
| Engineering / Project Management (PM) | Drafter | Senior | \$ 23.00 | \$ 28.32 | \$ 34.50 | \$ 39.64 |
| Engineering / Project Management (PM) | Electrical Engineer | Junior | \$ 18.25 | \$ 22.47 | \$ 27.38 | \$ 31.46 |
| Engineering / Project Management (PM) | Electrical Engineer | Intermediate | \$ 26.50 | \$ 32.63 | \$ 39.75 | \$ 45.68 |
| Engineering / Project Management (PM) | Electrical Engineer | Senior | \$ 38.50 | \$ 47.40 | \$ 57.75 | \$ 66.36 |
| Engineering / Project Management (PM) | Engineer | Junior | \$ 23.50 | \$ 28.93 | \$ 35.25 | \$ 40.51 |
| Engineering / Project Management (PM) | Engineer | Intermediate | \$ 30.25 | \$ 37.24 | \$ 45.38 | \$ 52.14 |
| Engineering / Project Management (PM) | Engineer | Senior | \$ 37.50 | \$ 46.17 | \$ 56.25 | \$ 64.64 |
| Engineering / Project Management (PM) | Environmental Planner | Junior | \$ 18.75 | \$ 23.09 | \$ 28.13 | \$ 32.32 |

| Abrams Technical Services - W2 MASSACHUSETTS Hourly Rates (USD) | | | | | | |
|---|-------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Environmental Planner | Intermediate | \$ 21.25 | \$ 26.16 | \$ 31.88 | \$ 36.63 |
| Engineering / Project Management (PM) | Environmental Planner | Senior | \$ 27.50 | \$ 33.86 | \$ 41.25 | \$ 47.40 |
| Engineering / Project Management (PM) | Environmental Scientist | Junior | \$ 19.75 | \$ 24.32 | \$ 29.63 | \$ 34.04 |
| Engineering / Project Management (PM) | Environmental Scientist | Intermediate | \$ 28.75 | \$ 35.40 | \$ 43.13 | \$ 49.56 |
| Engineering / Project Management (PM) | Environmental Scientist | Senior | \$ 32.25 | \$ 39.71 | \$ 48.38 | \$ 55.59 |
| Engineering / Project Management (PM) | General Inspector | Junior | \$ 14.00 | \$ 17.24 | \$ 21.00 | \$ 24.13 |
| Engineering / Project Management (PM) | General Inspector | Intermediate | \$ 16.75 | \$ 20.62 | \$ 25.13 | \$ 28.87 |
| Engineering / Project Management (PM) | General Inspector | Senior | \$ 20.75 | \$ 25.55 | \$ 31.13 | \$ 35.77 |
| Engineering / Project Management (PM) | General Labor | Junior | \$ 11.00 | \$ 13.54 | \$ 16.50 | \$ 18.96 |
| Engineering / Project Management (PM) | General Labor | Intermediate | \$ 13.50 | \$ 16.62 | \$ 20.25 | \$ 23.27 |
| Engineering / Project Management (PM) | General Labor | Senior | \$ 16.75 | \$ 20.62 | \$ 25.13 | \$ 28.87 |
| Engineering / Project Management (PM) | GIS Analyst | Junior | \$ 17.75 | \$ 21.85 | \$ 26.63 | \$ 30.60 |
| Engineering / Project Management (PM) | GIS Analyst | Intermediate | \$ 20.25 | \$ 24.93 | \$ 30.38 | \$ 34.90 |
| Engineering / Project Management (PM) | GIS Analyst | Senior | \$ 22.50 | \$ 27.70 | \$ 33.75 | \$ 38.78 |
| Engineering / Project Management (PM) | Land Rights Agent | Junior | \$ 16.75 | \$ 20.62 | \$ 25.13 | \$ 28.87 |
| Engineering / Project Management (PM) | Land Rights Agent | Intermediate | \$ 22.00 | \$ 27.09 | \$ 33.00 | \$ 37.92 |
| Engineering / Project Management (PM) | Land Rights Agent | Senior | \$ 28.00 | \$ 34.47 | \$ 42.00 | \$ 48.26 |

| Abrams Technical Services - W2 MASSACHUSETTS Hourly Rates (USD) | | | | | | |
|---|-----------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Logistics Coordinator | Junior | \$ 13.50 | \$ 16.62 | \$ 20.25 | \$ 23.27 |
| Engineering / Project Management (PM) | Logistics Coordinator | Intermediate | \$ 15.50 | \$ 19.08 | \$ 23.25 | \$ 26.72 |
| Engineering / Project Management (PM) | Logistics Coordinator | Senior | \$ 20.00 | \$ 24.62 | \$ 30.00 | \$ 34.47 |
| Engineering / Project Management (PM) | Mechanical Engineer | Junior | \$ 23.00 | \$ 28.32 | \$ 34.50 | \$ 39.64 |
| Engineering / Project Management (PM) | Mechanical Engineer | Intermediate | \$ 29.75 | \$ 36.63 | \$ 44.63 | \$ 51.28 |
| Engineering / Project Management (PM) | Mechanical Engineer | Senior | \$ 37.00 | \$ 45.55 | \$ 55.50 | \$ 63.78 |
| Engineering / Project Management (PM) | Pipeline Engineer | Junior | \$ 38.00 | \$ 46.79 | \$ 57.00 | \$ 65.50 |
| Engineering / Project Management (PM) | Pipeline Engineer | Intermediate | \$ 40.00 | \$ 49.25 | \$ 60.00 | \$ 68.95 |
| Engineering / Project Management (PM) | Pipeline Engineer | Senior | \$ 44.75 | \$ 55.10 | \$ 67.13 | \$ 77.13 |
| Engineering / Project Management (PM) | Power Engineer | Junior | \$ 25.00 | \$ 30.78 | \$ 37.50 | \$ 43.09 |
| Engineering / Project Management (PM) | Power Engineer | Intermediate | \$ 34.25 | \$ 42.17 | \$ 51.38 | \$ 59.04 |
| Engineering / Project Management (PM) | Power Engineer | Senior | \$ 41.75 | \$ 51.40 | \$ 62.63 | \$ 71.96 |
| Engineering / Project Management (PM) | Project Control | Junior | \$ 23.50 | \$ 28.93 | \$ 35.25 | \$ 40.51 |
| Engineering / Project Management (PM) | Project Control | Intermediate | \$ 28.75 | \$ 35.40 | \$ 43.13 | \$ 49.56 |
| Engineering / Project Management (PM) | Project Control | Senior | \$ 32.50 | \$ 40.01 | \$ 48.75 | \$ 56.02 |
| Engineering / Project Management (PM) | Project Coordinator | Junior | \$ 18.75 | \$ 23.09 | \$ 28.13 | \$ 32.32 |
| Engineering / Project Management (PM) | Project Coordinator | Intermediate | \$ 21.25 | \$ 26.16 | \$ 31.88 | \$ 36.63 |

| Abrams Technical Services - W2 MASSACHUSETTS Hourly Rates (USD) | | | | | | |
|---|---------------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Project Coordinator | Senior | \$ 25.25 | \$ 31.09 | \$ 37.88 | \$ 43.52 |
| Engineering / Project Management (PM) | Project Engineer | Junior | \$ 26.50 | \$ 32.63 | \$ 39.75 | \$ 45.68 |
| Engineering / Project Management (PM) | Project Engineer | Intermediate | \$ 31.75 | \$ 39.09 | \$ 47.63 | \$ 54.73 |
| Engineering / Project Management (PM) | Project Engineer | Senior | \$ 40.50 | \$ 49.86 | \$ 60.75 | \$ 69.81 |
| Engineering / Project Management (PM) | Project Manager | Junior | \$ 28.50 | \$ 35.09 | \$ 42.75 | \$ 49.12 |
| Engineering / Project Management (PM) | Project Manager | Intermediate | \$ 36.50 | \$ 44.94 | \$ 54.75 | \$ 62.91 |
| Engineering / Project Management (PM) | Project Manager | Senior | \$ 47.25 | \$ 58.17 | \$ 70.88 | \$ 81.44 |
| Engineering / Project Management (PM) | Quality Technician | Junior | \$ 14.00 | \$ 17.24 | \$ 21.00 | \$ 24.13 |
| Engineering / Project Management (PM) | Quality Technician | Intermediate | \$ 15.75 | \$ 19.39 | \$ 23.63 | \$ 27.15 |
| Engineering / Project Management (PM) | Quality Technician | Senior | \$ 19.25 | \$ 23.70 | \$ 28.88 | \$ 33.18 |
| Engineering / Project Management (PM) | Relay & Controls Field Engineer | Junior | \$ 17.75 | \$ 21.85 | \$ 26.63 | \$ 30.60 |
| Engineering / Project Management (PM) | Relay & Controls Field Engineer | Intermediate | \$ 23.75 | \$ 29.24 | \$ 35.63 | \$ 40.94 |
| Engineering / Project Management (PM) | Relay & Controls Field Engineer | Senior | \$ 31.25 | \$ 38.48 | \$ 46.88 | \$ 53.87 |
| Engineering / Project Management (PM) | Safety Coordinator | Junior | \$ 15.00 | \$ 18.47 | \$ 22.50 | \$ 25.86 |
| Engineering / Project Management (PM) | Safety Coordinator | Intermediate | \$ 18.75 | \$ 23.09 | \$ 28.13 | \$ 32.32 |
| Engineering / Project Management (PM) | Safety Coordinator | Senior | \$ 21.50 | \$ 26.47 | \$ 32.25 | \$ 37.06 |
| Engineering / Project Management (PM) | Safety Inspector | Junior | \$ 18.00 | \$ 22.16 | \$ 27.00 | \$ 31.03 |

| Abrams Technical Services - W2 MASSACHUSETTS Hourly Rates (USD) | | | | | | |
|---|--------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Safety Inspector | Intermediate | \$ 21.75 | \$ 26.78 | \$ 32.63 | \$ 37.49 |
| Engineering / Project Management (PM) | Safety Inspector | Senior | \$ 24.75 | \$ 30.47 | \$ 37.13 | \$ 42.66 |
| Engineering / Project Management (PM) | Scheduler | Junior | \$ 15.00 | \$ 18.47 | \$ 22.50 | \$ 25.86 |
| Engineering / Project Management (PM) | Scheduler | Intermediate | \$ 16.75 | \$ 20.62 | \$ 25.13 | \$ 28.87 |
| Engineering / Project Management (PM) | Scheduler | Senior | \$ 23.00 | \$ 28.32 | \$ 34.50 | \$ 39.64 |
| Engineering / Project Management (PM) | Systems Analyst | Junior | \$ 20.75 | \$ 25.55 | \$ 31.13 | \$ 35.77 |
| Engineering / Project Management (PM) | Systems Analyst | Intermediate | \$ 33.25 | \$ 40.94 | \$ 49.88 | \$ 57.31 |
| Engineering / Project Management (PM) | Systems Analyst | Senior | \$ 44.75 | \$ 55.10 | \$ 67.13 | \$ 77.13 |
| Engineering / Project Management (PM) | Welding Inspector | Junior | \$ 18.25 | \$ 22.47 | \$ 27.38 | \$ 31.46 |
| Engineering / Project Management (PM) | Welding Inspector | Intermediate | \$ 21.25 | \$ 26.16 | \$ 31.88 | \$ 36.63 |
| Engineering / Project Management (PM) | Welding Inspector | Senior | \$ 25.75 | \$ 31.70 | \$ 38.63 | \$ 44.38 |
| Finance/Accounting | Accounts Payable Analyst | Junior | \$ 18.25 | \$ 22.47 | \$ 27.38 | \$ 31.46 |
| Finance/Accounting | Accounts Payable Analyst | Intermediate | \$ 21.75 | \$ 26.78 | \$ 32.63 | \$ 37.49 |
| Finance/Accounting | Accounts Payable Analyst | Senior | \$ 28.00 | \$ 34.47 | \$ 42.00 | \$ 48.26 |
| Finance/Accounting | Analyst | Junior | \$ 18.25 | \$ 22.47 | \$ 27.38 | \$ 31.46 |
| Finance/Accounting | Analyst | Intermediate | \$ 21.75 | \$ 26.78 | \$ 32.63 | \$ 37.49 |
| Finance/Accounting | Analyst | Senior | \$ 28.00 | \$ 34.47 | \$ 42.00 | \$ 48.26 |
| Finance/Accounting | Business Analyst | Junior | \$ 19.25 | \$ 23.70 | \$ 28.88 | \$ 33.18 |
| Finance/Accounting | Business Analyst | Intermediate | \$ 27.00 | \$ 33.24 | \$ 40.50 | \$ 46.54 |
| Finance/Accounting | Business Analyst | Senior | \$ 40.75 | \$ 50.17 | \$ 61.13 | \$ 70.24 |
| Finance/Accounting | Cost Accountant | Junior | \$ 26.50 | \$ 32.63 | \$ 39.75 | \$ 45.68 |
| Finance/Accounting | Cost Accountant | Intermediate | \$ 28.75 | \$ 35.40 | \$ 43.13 | \$ 49.56 |
| Finance/Accounting | Cost Accountant | Senior | \$ 31.75 | \$ 39.09 | \$ 47.63 | \$ 54.73 |
| Finance/Accounting | Finance Analyst | Junior | \$ 32.75 | \$ 40.32 | \$ 49.13 | \$ 56.45 |
| Finance/Accounting | Finance Analyst | Intermediate | \$ 35.00 | \$ 43.09 | \$ 52.50 | \$ 60.33 |

| Abrams Technical Services - W2 MASSACHUSETTS Hourly Rates (USD) | | | | | | |
|---|------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Finance/Accounting | Finance Analyst | Senior | \$ 35.50 | \$ 43.71 | \$ 53.25 | \$ 61.19 |
| Supply Chain | Buyer | Junior | \$ 15.75 | \$ 19.39 | \$ 23.63 | \$ 27.15 |
| Supply Chain | Buyer | Intermediate | \$ 18.25 | \$ 22.47 | \$ 27.38 | \$ 31.46 |
| Supply Chain | Buyer | Senior | \$ 22.50 | \$ 27.70 | \$ 33.75 | \$ 38.78 |
| Supply Chain | Contract Analyst | Junior | \$ 30.75 | \$ 37.86 | \$ 46.13 | \$ 53.00 |
| Supply Chain | Contract Analyst | Intermediate | \$ 36.00 | \$ 44.32 | \$ 54.00 | \$ 62.05 |
| Supply Chain | Contract Analyst | Senior | \$ 37.50 | \$ 46.17 | \$ 56.25 | \$ 64.64 |
| Supply Chain | Logistician | Junior | \$ 16.00 | \$ 19.70 | \$ 24.00 | \$ 27.58 |
| Supply Chain | Logistician | Intermediate | \$ 18.50 | \$ 22.78 | \$ 27.75 | \$ 31.89 |
| Supply Chain | Logistician | Senior | \$ 23.00 | \$ 28.32 | \$ 34.50 | \$ 39.64 |

| Abrams Technical Services - W2 VIRGINIA Hourly Rates (USD) | | | | | | |
|--|---------------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Admin/Clerk | Administrative Assistant | Junior | \$ 13.00 | \$ 16.74 | \$ 19.50 | \$ 23.43 |
| Admin/Clerk | Administrative Assistant | Intermediate | \$ 15.00 | \$ 19.31 | \$ 22.50 | \$ 27.04 |
| Admin/Clerk | Administrative Assistant | Senior | \$ 18.00 | \$ 23.18 | \$ 27.00 | \$ 32.45 |
| Admin/Clerk | Customer Service Representative | Junior | \$ 12.50 | \$ 16.09 | \$ 18.75 | \$ 22.53 |
| Admin/Clerk | Customer Service Representative | Intermediate | \$ 14.50 | \$ 18.67 | \$ 21.75 | \$ 26.14 |
| Admin/Clerk | Customer Service Representative | Senior | \$ 16.50 | \$ 21.24 | \$ 24.75 | \$ 29.74 |
| Admin/Clerk | Data Entry Operator | Junior | \$ 14.00 | \$ 18.03 | \$ 21.00 | \$ 25.24 |
| Admin/Clerk | Data Entry Operator | Intermediate | \$ 16.50 | \$ 21.24 | \$ 24.75 | \$ 29.74 |
| Admin/Clerk | Data Entry Operator | Senior | \$ 19.50 | \$ 25.11 | \$ 29.25 | \$ 35.15 |
| Admin/Clerk | Database Administrator | Junior | \$ 18.75 | \$ 24.14 | \$ 28.13 | \$ 33.80 |
| Admin/Clerk | Database Administrator | Intermediate | \$ 22.50 | \$ 28.97 | \$ 33.75 | \$ 40.56 |
| Admin/Clerk | Database Administrator | Senior | \$ 26.75 | \$ 34.44 | \$ 40.13 | \$ 48.22 |
| Engineering / Project Management (PM) | Civil Engineer | Junior | \$ 23.50 | \$ 30.26 | \$ 35.25 | \$ 42.36 |
| Engineering / Project Management (PM) | Civil Engineer | Intermediate | \$ 28.25 | \$ 36.37 | \$ 42.38 | \$ 50.92 |
| Engineering / Project Management (PM) | Civil Engineer | Senior | \$ 34.50 | \$ 44.42 | \$ 51.75 | \$ 62.19 |
| Engineering / Project Management (PM) | Construction Manager | Junior | \$ 16.75 | \$ 21.57 | \$ 25.13 | \$ 30.19 |
| Engineering / Project Management (PM) | Construction Manager | Intermediate | \$ 22.50 | \$ 28.97 | \$ 33.75 | \$ 40.56 |
| Engineering / Project Management (PM) | Construction Manager | Senior | \$ 35.50 | \$ 45.71 | \$ 53.25 | \$ 63.99 |
| Engineering / Project Management (PM) | Cost Analyst | Junior | \$ 24.50 | \$ 31.54 | \$ 36.75 | \$ 44.16 |
| Engineering / Project Management (PM) | Cost Analyst | Intermediate | \$ 31.25 | \$ 40.23 | \$ 46.88 | \$ 56.33 |

| Abrams Technical Services - W2 VIRGINIA Hourly Rates (USD) | | | | | | |
|--|--------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Cost Analyst | Senior | \$ 39.50 | \$ 50.86 | \$ 59.25 | \$ 71.20 |
| Engineering / Project Management (PM) | Cost Technician | Junior | \$ 16.25 | \$ 20.92 | \$ 24.38 | \$ 29.29 |
| Engineering / Project Management (PM) | Cost Technician | Intermediate | \$ 21.75 | \$ 28.00 | \$ 32.63 | \$ 39.20 |
| Engineering / Project Management (PM) | Cost Technician | Senior | \$ 33.25 | \$ 42.81 | \$ 49.88 | \$ 59.93 |
| Engineering / Project Management (PM) | Document Control Analyst | Junior | \$ 10.50 | \$ 13.52 | \$ 15.75 | \$ 18.93 |
| Engineering / Project Management (PM) | Document Control Analyst | Intermediate | \$ 13.00 | \$ 16.74 | \$ 19.50 | \$ 23.43 |
| Engineering / Project Management (PM) | Document Control Analyst | Senior | \$ 16.75 | \$ 21.57 | \$ 25.13 | \$ 30.19 |
| Engineering / Project Management (PM) | Drafter | Junior | \$ 17.75 | \$ 22.85 | \$ 26.63 | \$ 31.99 |
| Engineering / Project Management (PM) | Drafter | Intermediate | \$ 20.25 | \$ 26.07 | \$ 30.38 | \$ 36.50 |
| Engineering / Project Management (PM) | Drafter | Senior | \$ 23.00 | \$ 29.61 | \$ 34.50 | \$ 41.46 |
| Engineering / Project Management (PM) | Electrical Engineer | Junior | \$ 18.25 | \$ 23.50 | \$ 27.38 | \$ 32.90 |
| Engineering / Project Management (PM) | Electrical Engineer | Intermediate | \$ 26.50 | \$ 34.12 | \$ 39.75 | \$ 47.77 |
| Engineering / Project Management (PM) | Electrical Engineer | Senior | \$ 38.50 | \$ 49.57 | \$ 57.75 | \$ 69.40 |
| Engineering / Project Management (PM) | Engineer | Junior | \$ 23.50 | \$ 30.26 | \$ 35.25 | \$ 42.36 |
| Engineering / Project Management (PM) | Engineer | Intermediate | \$ 30.25 | \$ 38.95 | \$ 45.38 | \$ 54.53 |
| Engineering / Project Management (PM) | Engineer | Senior | \$ 37.50 | \$ 48.28 | \$ 56.25 | \$ 67.59 |
| Engineering / Project Management (PM) | Environmental Planner | Junior | \$ 18.75 | \$ 24.14 | \$ 28.13 | \$ 33.80 |

| Abrams Technical Services - W2 VIRGINIA Hourly Rates (USD) | | | | | | |
|--|-------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Environmental Planner | Intermediate | \$ 21.25 | \$ 27.36 | \$ 31.88 | \$ 38.30 |
| Engineering / Project Management (PM) | Environmental Planner | Senior | \$ 27.50 | \$ 35.41 | \$ 41.25 | \$ 49.57 |
| Engineering / Project Management (PM) | Environmental Scientist | Junior | \$ 19.75 | \$ 25.43 | \$ 29.63 | \$ 35.60 |
| Engineering / Project Management (PM) | Environmental Scientist | Intermediate | \$ 28.75 | \$ 37.02 | \$ 43.13 | \$ 51.82 |
| Engineering / Project Management (PM) | Environmental Scientist | Senior | \$ 32.25 | \$ 41.52 | \$ 48.38 | \$ 58.13 |
| Engineering / Project Management (PM) | General Inspector | Junior | \$ 14.00 | \$ 18.03 | \$ 21.00 | \$ 25.24 |
| Engineering / Project Management (PM) | General Inspector | Intermediate | \$ 16.75 | \$ 21.57 | \$ 25.13 | \$ 30.19 |
| Engineering / Project Management (PM) | General Inspector | Senior | \$ 20.75 | \$ 26.72 | \$ 31.13 | \$ 37.40 |
| Engineering / Project Management (PM) | General Labor | Junior | \$ 11.00 | \$ 14.16 | \$ 16.50 | \$ 19.83 |
| Engineering / Project Management (PM) | General Labor | Intermediate | \$ 13.50 | \$ 17.38 | \$ 20.25 | \$ 24.33 |
| Engineering / Project Management (PM) | General Labor | Senior | \$ 16.75 | \$ 21.57 | \$ 25.13 | \$ 30.19 |
| Engineering / Project Management (PM) | GIS Analyst | Junior | \$ 17.75 | \$ 22.85 | \$ 26.63 | \$ 31.99 |
| Engineering / Project Management (PM) | GIS Analyst | Intermediate | \$ 20.25 | \$ 26.07 | \$ 30.38 | \$ 36.50 |
| Engineering / Project Management (PM) | GIS Analyst | Senior | \$ 22.50 | \$ 28.97 | \$ 33.75 | \$ 40.56 |
| Engineering / Project Management (PM) | Land Rights Agent | Junior | \$ 16.75 | \$ 21.57 | \$ 25.13 | \$ 30.19 |
| Engineering / Project Management (PM) | Land Rights Agent | Intermediate | \$ 22.00 | \$ 28.33 | \$ 33.00 | \$ 39.66 |
| Engineering / Project Management (PM) | Land Rights Agent | Senior | \$ 28.00 | \$ 36.05 | \$ 42.00 | \$ 50.47 |

| Abrams Technical Services - W2 VIRGINIA Hourly Rates (USD) | | | | | | |
|--|-----------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Logistics Coordinator | Junior | \$ 13.50 | \$ 17.38 | \$ 20.25 | \$ 24.33 |
| Engineering / Project Management (PM) | Logistics Coordinator | Intermediate | \$ 15.50 | \$ 19.96 | \$ 23.25 | \$ 27.94 |
| Engineering / Project Management (PM) | Logistics Coordinator | Senior | \$ 20.00 | \$ 25.75 | \$ 30.00 | \$ 36.05 |
| Engineering / Project Management (PM) | Mechanical Engineer | Junior | \$ 23.00 | \$ 29.61 | \$ 34.50 | \$ 41.46 |
| Engineering / Project Management (PM) | Mechanical Engineer | Intermediate | \$ 29.75 | \$ 38.30 | \$ 44.63 | \$ 53.62 |
| Engineering / Project Management (PM) | Mechanical Engineer | Senior | \$ 37.00 | \$ 47.64 | \$ 55.50 | \$ 66.69 |
| Engineering / Project Management (PM) | Pipeline Engineer | Junior | \$ 38.00 | \$ 48.93 | \$ 57.00 | \$ 68.50 |
| Engineering / Project Management (PM) | Pipeline Engineer | Intermediate | \$ 40.00 | \$ 51.50 | \$ 60.00 | \$ 72.10 |
| Engineering / Project Management (PM) | Pipeline Engineer | Senior | \$ 44.75 | \$ 57.62 | \$ 67.13 | \$ 80.66 |
| Engineering / Project Management (PM) | Power Engineer | Junior | \$ 25.00 | \$ 32.19 | \$ 37.50 | \$ 45.06 |
| Engineering / Project Management (PM) | Power Engineer | Intermediate | \$ 34.25 | \$ 44.10 | \$ 51.38 | \$ 61.74 |
| Engineering / Project Management (PM) | Power Engineer | Senior | \$ 41.75 | \$ 53.75 | \$ 62.63 | \$ 75.25 |
| Engineering / Project Management (PM) | Project Control | Junior | \$ 23.50 | \$ 30.26 | \$ 35.25 | \$ 42.36 |
| Engineering / Project Management (PM) | Project Control | Intermediate | \$ 28.75 | \$ 37.02 | \$ 43.13 | \$ 51.82 |
| Engineering / Project Management (PM) | Project Control | Senior | \$ 32.50 | \$ 41.84 | \$ 48.75 | \$ 58.58 |
| Engineering / Project Management (PM) | Project Coordinator | Junior | \$ 18.75 | \$ 24.14 | \$ 28.13 | \$ 33.80 |
| Engineering / Project Management (PM) | Project Coordinator | Intermediate | \$ 21.25 | \$ 27.36 | \$ 31.88 | \$ 38.30 |

| Abrams Technical Services - W2 VIRGINIA Hourly Rates (USD) | | | | | | |
|--|---------------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Project Coordinator | Senior | \$ 25.25 | \$ 32.51 | \$ 37.88 | \$ 45.51 |
| Engineering / Project Management (PM) | Project Engineer | Junior | \$ 26.50 | \$ 34.12 | \$ 39.75 | \$ 47.77 |
| Engineering / Project Management (PM) | Project Engineer | Intermediate | \$ 31.75 | \$ 40.88 | \$ 47.63 | \$ 57.23 |
| Engineering / Project Management (PM) | Project Engineer | Senior | \$ 40.50 | \$ 52.14 | \$ 60.75 | \$ 73.00 |
| Engineering / Project Management (PM) | Project Manager | Junior | \$ 28.50 | \$ 36.69 | \$ 42.75 | \$ 51.37 |
| Engineering / Project Management (PM) | Project Manager | Intermediate | \$ 36.50 | \$ 46.99 | \$ 54.75 | \$ 65.79 |
| Engineering / Project Management (PM) | Project Manager | Senior | \$ 47.25 | \$ 60.83 | \$ 70.88 | \$ 85.17 |
| Engineering / Project Management (PM) | Quality Technician | Junior | \$ 14.00 | \$ 18.03 | \$ 21.00 | \$ 25.24 |
| Engineering / Project Management (PM) | Quality Technician | Intermediate | \$ 15.75 | \$ 20.28 | \$ 23.63 | \$ 28.39 |
| Engineering / Project Management (PM) | Quality Technician | Senior | \$ 19.25 | \$ 24.78 | \$ 28.88 | \$ 34.70 |
| Engineering / Project Management (PM) | Relay & Controls Field Engineer | Junior | \$ 17.75 | \$ 22.85 | \$ 26.63 | \$ 31.99 |
| Engineering / Project Management (PM) | Relay & Controls Field Engineer | Intermediate | \$ 23.75 | \$ 30.58 | \$ 35.63 | \$ 42.81 |
| Engineering / Project Management (PM) | Relay & Controls Field Engineer | Senior | \$ 31.25 | \$ 40.23 | \$ 46.88 | \$ 56.33 |
| Engineering / Project Management (PM) | Safety Coordinator | Junior | \$ 15.00 | \$ 19.31 | \$ 22.50 | \$ 27.04 |
| Engineering / Project Management (PM) | Safety Coordinator | Intermediate | \$ 18.75 | \$ 24.14 | \$ 28.13 | \$ 33.80 |
| Engineering / Project Management (PM) | Safety Coordinator | Senior | \$ 21.50 | \$ 27.68 | \$ 32.25 | \$ 38.75 |
| Engineering / Project Management (PM) | Safety Inspector | Junior | \$ 18.00 | \$ 23.18 | \$ 27.00 | \$ 32.45 |

| Abrams Technical Services - W2 VIRGINIA Hourly Rates (USD) | | | | | | |
|--|--------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Safety Inspector | Intermediate | \$ 21.75 | \$ 28.00 | \$ 32.63 | \$ 39.20 |
| Engineering / Project Management (PM) | Safety Inspector | Senior | \$ 24.75 | \$ 31.87 | \$ 37.13 | \$ 44.61 |
| Engineering / Project Management (PM) | Scheduler | Junior | \$ 15.00 | \$ 19.31 | \$ 22.50 | \$ 27.04 |
| Engineering / Project Management (PM) | Scheduler | Intermediate | \$ 16.75 | \$ 21.57 | \$ 25.13 | \$ 30.19 |
| Engineering / Project Management (PM) | Scheduler | Senior | \$ 23.00 | \$ 29.61 | \$ 34.50 | \$ 41.46 |
| Engineering / Project Management (PM) | Systems Analyst | Junior | \$ 20.75 | \$ 26.72 | \$ 31.13 | \$ 37.40 |
| Engineering / Project Management (PM) | Systems Analyst | Intermediate | \$ 33.25 | \$ 42.81 | \$ 49.88 | \$ 59.93 |
| Engineering / Project Management (PM) | Systems Analyst | Senior | \$ 44.75 | \$ 57.62 | \$ 67.13 | \$ 80.66 |
| Engineering / Project Management (PM) | Welding Inspector | Junior | \$ 18.25 | \$ 23.50 | \$ 27.38 | \$ 32.90 |
| Engineering / Project Management (PM) | Welding Inspector | Intermediate | \$ 21.25 | \$ 27.36 | \$ 31.88 | \$ 38.30 |
| Engineering / Project Management (PM) | Welding Inspector | Senior | \$ 25.75 | \$ 33.15 | \$ 38.63 | \$ 46.41 |
| Finance/Accounting | Accounts Payable Analyst | Junior | \$ 18.25 | \$ 23.50 | \$ 27.38 | \$ 32.90 |
| Finance/Accounting | Accounts Payable Analyst | Intermediate | \$ 21.75 | \$ 28.00 | \$ 32.63 | \$ 39.20 |
| Finance/Accounting | Accounts Payable Analyst | Senior | \$ 28.00 | \$ 36.05 | \$ 42.00 | \$ 50.47 |
| Finance/Accounting | Analyst | Junior | \$ 18.25 | \$ 23.50 | \$ 27.38 | \$ 32.90 |
| Finance/Accounting | Analyst | Intermediate | \$ 21.75 | \$ 28.00 | \$ 32.63 | \$ 39.20 |
| Finance/Accounting | Analyst | Senior | \$ 28.00 | \$ 36.05 | \$ 42.00 | \$ 50.47 |
| Finance/Accounting | Business Analyst | Junior | \$ 19.25 | \$ 24.78 | \$ 28.88 | \$ 34.70 |
| Finance/Accounting | Business Analyst | Intermediate | \$ 27.00 | \$ 34.76 | \$ 40.50 | \$ 48.67 |
| Finance/Accounting | Business Analyst | Senior | \$ 40.75 | \$ 52.47 | \$ 61.13 | \$ 73.45 |
| Finance/Accounting | Cost Accountant | Junior | \$ 26.50 | \$ 34.12 | \$ 39.75 | \$ 47.77 |
| Finance/Accounting | Cost Accountant | Intermediate | \$ 28.75 | \$ 37.02 | \$ 43.13 | \$ 51.82 |
| Finance/Accounting | Cost Accountant | Senior | \$ 31.75 | \$ 40.88 | \$ 47.63 | \$ 57.23 |
| Finance/Accounting | Finance Analyst | Junior | \$ 32.75 | \$ 42.17 | \$ 49.13 | \$ 59.03 |
| Finance/Accounting | Finance Analyst | Intermediate | \$ 35.00 | \$ 45.06 | \$ 52.50 | \$ 63.09 |

| Abrams Technical Services - W2 VIRGINIA Hourly Rates (USD) | | | | | | |
|--|------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Finance/Accounting | Finance Analyst | Senior | \$ 35.50 | \$ 45.71 | \$ 53.25 | \$ 63.99 |
| Supply Chain | Buyer | Junior | \$ 15.75 | \$ 20.28 | \$ 23.63 | \$ 28.39 |
| Supply Chain | Buyer | Intermediate | \$ 18.25 | \$ 23.50 | \$ 27.38 | \$ 32.90 |
| Supply Chain | Buyer | Senior | \$ 22.50 | \$ 28.97 | \$ 33.75 | \$ 40.56 |
| Supply Chain | Contract Analyst | Junior | \$ 30.75 | \$ 39.59 | \$ 46.13 | \$ 55.43 |
| Supply Chain | Contract Analyst | Intermediate | \$ 36.00 | \$ 46.35 | \$ 54.00 | \$ 64.89 |
| Supply Chain | Contract Analyst | Senior | \$ 37.50 | \$ 48.28 | \$ 56.25 | \$ 67.59 |
| Supply Chain | Logistician | Junior | \$ 16.00 | \$ 20.60 | \$ 24.00 | \$ 28.84 |
| Supply Chain | Logistician | Intermediate | \$ 18.50 | \$ 23.82 | \$ 27.75 | \$ 33.35 |
| Supply Chain | Logistician | Senior | \$ 23.00 | \$ 29.61 | \$ 34.50 | \$ 41.46 |

| CDI Engineering Solutions - W2 INDIANA Hourly Rates (USD) | | | | | | |
|---|---------------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Admin/Clerk | Administrative Assistant | Junior | \$ 13.63 | \$ 18.36 | \$ 20.45 | \$ 25.70 |
| Admin/Clerk | Administrative Assistant | Intermediate | \$ 14.81 | \$ 19.87 | \$ 22.21 | \$ 27.82 |
| Admin/Clerk | Administrative Assistant | Senior | \$ 15.75 | \$ 21.09 | \$ 23.62 | \$ 29.52 |
| Admin/Clerk | Customer Service Representative | Junior | \$ 13.16 | \$ 17.75 | \$ 19.74 | \$ 24.85 |
| Admin/Clerk | Customer Service Representative | Intermediate | \$ 13.63 | \$ 18.36 | \$ 20.45 | \$ 25.70 |
| Admin/Clerk | Customer Service Representative | Senior | \$ 15.28 | \$ 20.48 | \$ 22.91 | \$ 28.67 |
| Admin/Clerk | Data Entry Operator | Junior | \$ 12.69 | \$ 17.14 | \$ 19.04 | \$ 24.00 |
| Admin/Clerk | Data Entry Operator | Intermediate | \$ 13.63 | \$ 18.36 | \$ 20.45 | \$ 25.70 |
| Admin/Clerk | Data Entry Operator | Senior | \$ 14.57 | \$ 19.57 | \$ 21.86 | \$ 27.40 |
| Admin/Clerk | Database Administrator | Junior | \$ 22.99 | \$ 30.44 | \$ 34.49 | \$ 42.62 |
| Admin/Clerk | Database Administrator | Intermediate | \$ 27.03 | \$ 35.19 | \$ 40.54 | \$ 49.27 |
| Admin/Clerk | Database Administrator | Senior | \$ 31.69 | \$ 41.14 | \$ 47.53 | \$ 57.59 |
| Engineering / Project Management (PM) | Civil Engineer | Junior | \$ 20.25 | \$ 28.33 | \$ 30.38 | \$ 39.66 |
| Engineering / Project Management (PM) | Civil Engineer | Intermediate | \$ 28.43 | \$ 39.07 | \$ 42.65 | \$ 54.70 |
| Engineering / Project Management (PM) | Civil Engineer | Senior | \$ 37.13 | \$ 50.85 | \$ 55.69 | \$ 71.19 |
| Engineering / Project Management (PM) | Construction Manager | Junior | \$ 31.05 | \$ 43.39 | \$ 46.58 | \$ 60.74 |
| Engineering / Project Management (PM) | Construction Manager | Intermediate | \$ 32.85 | \$ 45.87 | \$ 49.28 | \$ 64.22 |
| Engineering / Project Management (PM) | Construction Manager | Senior | \$ 36.68 | \$ 51.15 | \$ 55.01 | \$ 71.61 |
| Engineering / Project Management (PM) | Cost Analyst | Junior | \$ 22.05 | \$ 30.79 | \$ 33.08 | \$ 43.11 |
| Engineering / Project Management (PM) | Cost Analyst | Intermediate | \$ 25.43 | \$ 34.99 | \$ 38.14 | \$ 48.99 |

| CDI Engineering Solutions - W2 INDIANA Hourly Rates (USD) | | | | | | |
|---|--------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Cost Analyst | Senior | \$ 29.25 | \$ 40.18 | \$ 43.88 | \$ 56.25 |
| Engineering / Project Management (PM) | Cost Technician | Junior | \$ 20.70 | \$ 28.94 | \$ 31.05 | \$ 40.51 |
| Engineering / Project Management (PM) | Cost Technician | Intermediate | \$ 22.05 | \$ 30.79 | \$ 33.08 | \$ 43.11 |
| Engineering / Project Management (PM) | Cost Technician | Senior | \$ 25.20 | \$ 34.69 | \$ 37.80 | \$ 48.57 |
| Engineering / Project Management (PM) | Document Control Analyst | Junior | \$ 21.15 | \$ 29.56 | \$ 31.73 | \$ 41.38 |
| Engineering / Project Management (PM) | Document Control Analyst | Intermediate | \$ 23.54 | \$ 32.83 | \$ 35.30 | \$ 45.96 |
| Engineering / Project Management (PM) | Document Control Analyst | Senior | \$ 27.23 | \$ 37.43 | \$ 40.84 | \$ 52.41 |
| Engineering / Project Management (PM) | Drafter | Junior | \$ 24.75 | \$ 34.08 | \$ 37.13 | \$ 47.71 |
| Engineering / Project Management (PM) | Drafter | Intermediate | \$ 26.33 | \$ 36.21 | \$ 39.49 | \$ 50.70 |
| Engineering / Project Management (PM) | Drafter | Senior | \$ 28.80 | \$ 39.57 | \$ 43.20 | \$ 55.40 |
| Engineering / Project Management (PM) | Electrical Engineer | Junior | \$ 28.80 | \$ 39.57 | \$ 43.20 | \$ 55.40 |
| Engineering / Project Management (PM) | Electrical Engineer | Intermediate | \$ 36.23 | \$ 49.63 | \$ 54.34 | \$ 69.48 |
| Engineering / Project Management (PM) | Electrical Engineer | Senior | \$ 44.55 | \$ 60.91 | \$ 66.83 | \$ 85.28 |
| Engineering / Project Management (PM) | Engineer | Junior | \$ 35.10 | \$ 48.11 | \$ 52.65 | \$ 67.35 |
| Engineering / Project Management (PM) | Engineer | Intermediate | \$ 39.38 | \$ 53.90 | \$ 59.06 | \$ 75.46 |
| Engineering / Project Management (PM) | Engineer | Senior | \$ 44.10 | \$ 60.30 | \$ 66.15 | \$ 84.42 |
| Engineering / Project Management (PM) | Environmental Planner | Junior | \$ 19.61 | \$ 27.44 | \$ 29.42 | \$ 38.42 |

| CDI Engineering Solutions - W2 INDIANA Hourly Rates (USD) | | | | | | |
|---|-------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Environmental Planner | Intermediate | \$ 23.01 | \$ 32.11 | \$ 34.52 | \$ 44.96 |
| Engineering / Project Management (PM) | Environmental Planner | Senior | \$ 31.28 | \$ 42.93 | \$ 46.93 | \$ 60.11 |
| Engineering / Project Management (PM) | Environmental Scientist | Junior | \$ 19.29 | \$ 27.48 | \$ 28.93 | \$ 38.47 |
| Engineering / Project Management (PM) | Environmental Scientist | Intermediate | \$ 24.75 | \$ 34.69 | \$ 37.13 | \$ 48.57 |
| Engineering / Project Management (PM) | Environmental Scientist | Senior | \$ 27.68 | \$ 38.73 | \$ 41.51 | \$ 54.22 |
| Engineering / Project Management (PM) | General Inspector | Junior | \$ 15.97 | \$ 22.44 | \$ 23.95 | \$ 31.42 |
| Engineering / Project Management (PM) | General Inspector | Intermediate | \$ 16.43 | \$ 23.07 | \$ 24.64 | \$ 32.30 |
| Engineering / Project Management (PM) | General Inspector | Senior | \$ 18.23 | \$ 25.54 | \$ 27.34 | \$ 35.76 |
| Engineering / Project Management (PM) | General Labor | Junior | \$ 13.95 | \$ 19.68 | \$ 20.93 | \$ 27.55 |
| Engineering / Project Management (PM) | General Labor | Intermediate | \$ 18.23 | \$ 25.54 | \$ 27.34 | \$ 35.76 |
| Engineering / Project Management (PM) | General Labor | Senior | \$ 22.28 | \$ 31.10 | \$ 33.41 | \$ 43.54 |
| Engineering / Project Management (PM) | GIS Analyst | Junior | \$ 25.04 | \$ 34.47 | \$ 37.56 | \$ 48.26 |
| Engineering / Project Management (PM) | GIS Analyst | Intermediate | \$ 35.56 | \$ 48.73 | \$ 53.34 | \$ 68.22 |
| Engineering / Project Management (PM) | GIS Analyst | Senior | \$ 41.92 | \$ 57.35 | \$ 62.88 | \$ 80.29 |
| Engineering / Project Management (PM) | Land Rights Agent | Junior | \$ 26.66 | \$ 36.67 | \$ 39.99 | \$ 51.33 |
| Engineering / Project Management (PM) | Land Rights Agent | Intermediate | \$ 29.93 | \$ 41.09 | \$ 44.89 | \$ 57.53 |
| Engineering / Project Management (PM) | Land Rights Agent | Senior | \$ 32.63 | \$ 44.75 | \$ 48.94 | \$ 62.65 |

| CDI Engineering Solutions - W2 INDIANA Hourly Rates (USD) | | | | | | |
|---|-----------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Logistics Coordinator | Junior | \$ 13.50 | \$ 19.06 | \$ 20.25 | \$ 26.68 |
| Engineering / Project Management (PM) | Logistics Coordinator | Intermediate | \$ 16.79 | \$ 23.57 | \$ 25.18 | \$ 32.99 |
| Engineering / Project Management (PM) | Logistics Coordinator | Senior | \$ 19.13 | \$ 26.78 | \$ 28.69 | \$ 37.49 |
| Engineering / Project Management (PM) | Mechanical Engineer | Junior | \$ 33.30 | \$ 45.67 | \$ 49.95 | \$ 63.93 |
| Engineering / Project Management (PM) | Mechanical Engineer | Intermediate | \$ 38.48 | \$ 52.68 | \$ 57.71 | \$ 73.75 |
| Engineering / Project Management (PM) | Mechanical Engineer | Senior | \$ 42.30 | \$ 57.86 | \$ 63.45 | \$ 81.01 |
| Engineering / Project Management (PM) | Pipeline Engineer | Junior | \$ 36.15 | \$ 49.53 | \$ 54.23 | \$ 69.35 |
| Engineering / Project Management (PM) | Pipeline Engineer | Intermediate | \$ 42.18 | \$ 57.71 | \$ 63.27 | \$ 80.79 |
| Engineering / Project Management (PM) | Pipeline Engineer | Senior | \$ 47.44 | \$ 64.83 | \$ 71.16 | \$ 90.76 |
| Engineering / Project Management (PM) | Power Engineer | Junior | \$ 35.78 | \$ 49.02 | \$ 53.66 | \$ 68.63 |
| Engineering / Project Management (PM) | Power Engineer | Intermediate | \$ 38.48 | \$ 52.68 | \$ 57.71 | \$ 73.75 |
| Engineering / Project Management (PM) | Power Engineer | Senior | \$ 41.40 | \$ 56.64 | \$ 62.10 | \$ 79.30 |
| Engineering / Project Management (PM) | Project Control | Junior | \$ 24.30 | \$ 33.82 | \$ 36.45 | \$ 47.35 |
| Engineering / Project Management (PM) | Project Control | Intermediate | \$ 31.50 | \$ 43.15 | \$ 47.25 | \$ 60.41 |
| Engineering / Project Management (PM) | Project Control | Senior | \$ 39.32 | \$ 53.73 | \$ 58.98 | \$ 75.22 |
| Engineering / Project Management (PM) | Project Coordinator | Junior | \$ 36.00 | \$ 49.33 | \$ 54.00 | \$ 69.06 |
| Engineering / Project Management (PM) | Project Coordinator | Intermediate | \$ 40.50 | \$ 55.42 | \$ 60.75 | \$ 77.59 |

| CDI Engineering Solutions - W2 INDIANA Hourly Rates (USD) | | | | | | |
|---|---------------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Project Coordinator | Senior | \$ 45.00 | \$ 61.52 | \$ 67.50 | \$ 86.13 |
| Engineering / Project Management (PM) | Project Engineer | Junior | \$ 35.10 | \$ 48.11 | \$ 52.65 | \$ 67.35 |
| Engineering / Project Management (PM) | Project Engineer | Intermediate | \$ 37.80 | \$ 51.77 | \$ 56.70 | \$ 72.47 |
| Engineering / Project Management (PM) | Project Engineer | Senior | \$ 44.10 | \$ 60.30 | \$ 66.15 | \$ 84.42 |
| Engineering / Project Management (PM) | Project Manager | Junior | \$ 32.40 | \$ 44.45 | \$ 48.60 | \$ 62.23 |
| Engineering / Project Management (PM) | Project Manager | Intermediate | \$ 38.70 | \$ 52.98 | \$ 58.05 | \$ 74.18 |
| Engineering / Project Management (PM) | Project Manager | Senior | \$ 45.00 | \$ 61.52 | \$ 67.50 | \$ 86.13 |
| Engineering / Project Management (PM) | Quality Technician | Junior | \$ 15.98 | \$ 22.46 | \$ 23.96 | \$ 31.44 |
| Engineering / Project Management (PM) | Quality Technician | Intermediate | \$ 17.78 | \$ 24.93 | \$ 26.66 | \$ 34.90 |
| Engineering / Project Management (PM) | Quality Technician | Senior | \$ 19.58 | \$ 27.40 | \$ 29.36 | \$ 38.35 |
| Engineering / Project Management (PM) | Relay & Controls Field Engineer | Junior | \$ 33.30 | \$ 45.67 | \$ 49.95 | \$ 63.93 |
| Engineering / Project Management (PM) | Relay & Controls Field Engineer | Intermediate | \$ 38.33 | \$ 52.48 | \$ 57.50 | \$ 73.48 |
| Engineering / Project Management (PM) | Relay & Controls Field Engineer | Senior | \$ 43.20 | \$ 59.08 | \$ 64.80 | \$ 82.72 |
| Engineering / Project Management (PM) | Safety Coordinator | Junior | \$ 19.80 | \$ 28.20 | \$ 29.70 | \$ 39.47 |
| Engineering / Project Management (PM) | Safety Coordinator | Intermediate | \$ 23.40 | \$ 33.22 | \$ 35.10 | \$ 46.51 |
| Engineering / Project Management (PM) | Safety Coordinator | Senior | \$ 29.03 | \$ 40.59 | \$ 43.54 | \$ 56.83 |
| Engineering / Project Management (PM) | Safety Inspector | Junior | \$ 15.30 | \$ 21.91 | \$ 22.95 | \$ 30.67 |

| CDI Engineering Solutions - W2 INDIANA Hourly Rates (USD) | | | | | | |
|---|--------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Safety Inspector | Intermediate | \$ 18.90 | \$ 26.94 | \$ 28.35 | \$ 37.71 |
| Engineering / Project Management (PM) | Safety Inspector | Senior | \$ 22.50 | \$ 31.97 | \$ 33.75 | \$ 44.75 |
| Engineering / Project Management (PM) | Scheduler | Junior | \$ 14.40 | \$ 20.30 | \$ 21.60 | \$ 28.41 |
| Engineering / Project Management (PM) | Scheduler | Intermediate | \$ 16.88 | \$ 23.69 | \$ 25.31 | \$ 33.17 |
| Engineering / Project Management (PM) | Scheduler | Senior | \$ 26.10 | \$ 35.91 | \$ 39.15 | \$ 50.27 |
| Engineering / Project Management (PM) | Systems Analyst | Junior | \$ 32.40 | \$ 44.45 | \$ 48.60 | \$ 62.23 |
| Engineering / Project Management (PM) | Systems Analyst | Intermediate | \$ 38.03 | \$ 52.07 | \$ 57.04 | \$ 72.90 |
| Engineering / Project Management (PM) | Systems Analyst | Senior | \$ 47.70 | \$ 65.18 | \$ 71.55 | \$ 91.25 |
| Engineering / Project Management (PM) | Welding Inspector | Junior | \$ 16.43 | \$ 23.07 | \$ 24.64 | \$ 32.30 |
| Engineering / Project Management (PM) | Welding Inspector | Intermediate | \$ 21.04 | \$ 29.41 | \$ 31.56 | \$ 41.17 |
| Engineering / Project Management (PM) | Welding Inspector | Senior | \$ 25.65 | \$ 35.30 | \$ 38.48 | \$ 49.42 |
| Finance/Accounting | Accounts Payable Analyst | Junior | \$ 15.30 | \$ 21.29 | \$ 22.95 | \$ 29.80 |
| Finance/Accounting | Accounts Payable Analyst | Intermediate | \$ 19.55 | \$ 27.05 | \$ 29.33 | \$ 37.87 |
| Finance/Accounting | Accounts Payable Analyst | Senior | \$ 23.38 | \$ 31.84 | \$ 35.06 | \$ 44.58 |
| Finance/Accounting | Analyst | Junior | \$ 23.80 | \$ 32.41 | \$ 35.70 | \$ 45.38 |
| Finance/Accounting | Analyst | Intermediate | \$ 28.90 | \$ 39.24 | \$ 43.35 | \$ 54.94 |
| Finance/Accounting | Analyst | Senior | \$ 32.30 | \$ 43.79 | \$ 48.45 | \$ 61.31 |
| Finance/Accounting | Business Analyst | Junior | \$ 29.75 | \$ 40.38 | \$ 44.63 | \$ 56.53 |
| Finance/Accounting | Business Analyst | Intermediate | \$ 37.19 | \$ 50.34 | \$ 55.78 | \$ 70.48 |
| Finance/Accounting | Business Analyst | Senior | \$ 42.93 | \$ 58.02 | \$ 64.39 | \$ 81.23 |
| Finance/Accounting | Cost Accountant | Junior | \$ 18.70 | \$ 25.90 | \$ 28.05 | \$ 36.25 |
| Finance/Accounting | Cost Accountant | Intermediate | \$ 22.53 | \$ 31.08 | \$ 33.79 | \$ 43.52 |
| Finance/Accounting | Cost Accountant | Senior | \$ 25.50 | \$ 34.69 | \$ 38.25 | \$ 48.56 |
| Finance/Accounting | Finance Analyst | Junior | \$ 19.98 | \$ 27.62 | \$ 29.96 | \$ 38.67 |
| Finance/Accounting | Finance Analyst | Intermediate | \$ 26.56 | \$ 36.11 | \$ 39.84 | \$ 50.56 |

| CDI Engineering Solutions - W2 INDIANA Hourly Rates (USD) | | | | | | |
|---|------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Finance/Accounting | Finance Analyst | Senior | \$ 30.60 | \$ 41.52 | \$ 45.90 | \$ 58.13 |
| Supply Chain | Buyer | Junior | \$ 20.45 | \$ 28.67 | \$ 30.67 | \$ 40.14 |
| Supply Chain | Buyer | Intermediate | \$ 22.56 | \$ 31.58 | \$ 33.84 | \$ 44.21 |
| Supply Chain | Buyer | Senior | \$ 29.14 | \$ 40.15 | \$ 43.71 | \$ 56.20 |
| Supply Chain | Contract Analyst | Junior | \$ 35.72 | \$ 49.09 | \$ 53.58 | \$ 68.73 |
| Supply Chain | Contract Analyst | Intermediate | \$ 39.72 | \$ 54.52 | \$ 59.57 | \$ 76.33 |
| Supply Chain | Contract Analyst | Senior | \$ 43.48 | \$ 59.63 | \$ 65.21 | \$ 83.48 |
| Supply Chain | Logistician | Junior | \$ 22.47 | \$ 31.45 | \$ 33.70 | \$ 44.03 |
| Supply Chain | Logistician | Intermediate | \$ 25.53 | \$ 35.67 | \$ 38.30 | \$ 49.94 |
| Supply Chain | Logistician | Senior | \$ 28.44 | \$ 39.19 | \$ 42.65 | \$ 54.86 |

| CDI Engineering Solutions - W2 OHIO Hourly Rates (USD) | | | | | | |
|--|---------------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Admin/Clerk | Administrative Assistant | Junior | \$ 13.05 | \$ 17.32 | \$ 19.58 | \$ 24.24 |
| Admin/Clerk | Administrative Assistant | Intermediate | \$ 14.18 | \$ 18.76 | \$ 21.26 | \$ 26.26 |
| Admin/Clerk | Administrative Assistant | Senior | \$ 15.08 | \$ 19.91 | \$ 22.61 | \$ 27.87 |
| Admin/Clerk | Customer Service Representative | Junior | \$ 12.60 | \$ 16.74 | \$ 18.90 | \$ 23.43 |
| Admin/Clerk | Customer Service Representative | Intermediate | \$ 13.05 | \$ 17.32 | \$ 19.58 | \$ 24.24 |
| Admin/Clerk | Customer Service Representative | Senior | \$ 14.63 | \$ 19.33 | \$ 21.94 | \$ 27.07 |
| Admin/Clerk | Data Entry Operator | Junior | \$ 12.15 | \$ 16.16 | \$ 18.23 | \$ 22.63 |
| Admin/Clerk | Data Entry Operator | Intermediate | \$ 13.05 | \$ 17.32 | \$ 19.58 | \$ 24.24 |
| Admin/Clerk | Data Entry Operator | Senior | \$ 13.95 | \$ 18.47 | \$ 20.93 | \$ 25.86 |
| Admin/Clerk | Database Administrator | Junior | \$ 22.01 | \$ 28.80 | \$ 33.02 | \$ 40.32 |
| Admin/Clerk | Database Administrator | Intermediate | \$ 25.88 | \$ 33.32 | \$ 38.81 | \$ 46.64 |
| Admin/Clerk | Database Administrator | Senior | \$ 30.34 | \$ 38.96 | \$ 45.51 | \$ 54.55 |
| Engineering / Project Management (PM) | Civil Engineer | Junior | \$ 19.13 | \$ 26.80 | \$ 28.69 | \$ 37.52 |
| Engineering / Project Management (PM) | Civil Engineer | Intermediate | \$ 26.85 | \$ 36.94 | \$ 40.28 | \$ 51.72 |
| Engineering / Project Management (PM) | Civil Engineer | Senior | \$ 35.06 | \$ 48.06 | \$ 52.59 | \$ 67.28 |
| Engineering / Project Management (PM) | Construction Manager | Junior | \$ 29.33 | \$ 41.02 | \$ 43.99 | \$ 57.42 |
| Engineering / Project Management (PM) | Construction Manager | Intermediate | \$ 31.03 | \$ 43.36 | \$ 46.54 | \$ 60.70 |
| Engineering / Project Management (PM) | Construction Manager | Senior | \$ 34.64 | \$ 48.34 | \$ 51.96 | \$ 67.68 |
| Engineering / Project Management (PM) | Cost Analyst | Junior | \$ 20.83 | \$ 29.13 | \$ 31.24 | \$ 40.79 |
| Engineering / Project Management (PM) | Cost Analyst | Intermediate | \$ 24.01 | \$ 33.10 | \$ 36.02 | \$ 46.34 |

| CDI Engineering Solutions - W2 OHIO Hourly Rates (USD) | | | | | | |
|--|--------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Cost Analyst | Senior | \$ 27.63 | \$ 37.99 | \$ 41.44 | \$ 53.18 |
| Engineering / Project Management (PM) | Cost Technician | Junior | \$ 19.55 | \$ 27.39 | \$ 29.33 | \$ 38.34 |
| Engineering / Project Management (PM) | Cost Technician | Intermediate | \$ 20.83 | \$ 29.13 | \$ 31.24 | \$ 40.79 |
| Engineering / Project Management (PM) | Cost Technician | Senior | \$ 23.80 | \$ 33.21 | \$ 35.70 | \$ 46.49 |
| Engineering / Project Management (PM) | Document Control Analyst | Junior | \$ 19.98 | \$ 27.97 | \$ 29.96 | \$ 39.15 |
| Engineering / Project Management (PM) | Document Control Analyst | Intermediate | \$ 22.23 | \$ 31.05 | \$ 33.34 | \$ 43.48 |
| Engineering / Project Management (PM) | Document Control Analyst | Senior | \$ 25.71 | \$ 35.40 | \$ 38.57 | \$ 49.56 |
| Engineering / Project Management (PM) | Drafter | Junior | \$ 23.38 | \$ 32.63 | \$ 35.06 | \$ 45.68 |
| Engineering / Project Management (PM) | Drafter | Intermediate | \$ 24.86 | \$ 34.25 | \$ 37.29 | \$ 47.95 |
| Engineering / Project Management (PM) | Drafter | Senior | \$ 27.20 | \$ 37.41 | \$ 40.80 | \$ 52.38 |
| Engineering / Project Management (PM) | Electrical Engineer | Junior | \$ 27.20 | \$ 37.41 | \$ 40.80 | \$ 52.38 |
| Engineering / Project Management (PM) | Electrical Engineer | Intermediate | \$ 34.21 | \$ 46.91 | \$ 51.32 | \$ 65.67 |
| Engineering / Project Management (PM) | Electrical Engineer | Senior | \$ 42.08 | \$ 57.55 | \$ 63.11 | \$ 80.57 |
| Engineering / Project Management (PM) | Engineer | Junior | \$ 33.15 | \$ 45.47 | \$ 49.73 | \$ 63.65 |
| Engineering / Project Management (PM) | Engineer | Intermediate | \$ 37.19 | \$ 50.93 | \$ 55.78 | \$ 71.31 |
| Engineering / Project Management (PM) | Engineer | Senior | \$ 41.65 | \$ 56.97 | \$ 62.48 | \$ 79.76 |
| Engineering / Project Management (PM) | Environmental Planner | Junior | \$ 18.52 | \$ 25.98 | \$ 27.78 | \$ 36.37 |

| CDI Engineering Solutions - W2 OHIO Hourly Rates (USD) | | | | | | |
|--|-------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Environmental Planner | Intermediate | \$ 21.73 | \$ 30.38 | \$ 32.60 | \$ 42.53 |
| Engineering / Project Management (PM) | Environmental Planner | Senior | \$ 29.55 | \$ 40.59 | \$ 44.32 | \$ 56.82 |
| Engineering / Project Management (PM) | Environmental Scientist | Junior | \$ 18.22 | \$ 26.01 | \$ 27.32 | \$ 36.41 |
| Engineering / Project Management (PM) | Environmental Scientist | Intermediate | \$ 23.38 | \$ 33.21 | \$ 35.06 | \$ 46.49 |
| Engineering / Project Management (PM) | Environmental Scientist | Senior | \$ 26.14 | \$ 36.62 | \$ 39.21 | \$ 51.27 |
| Engineering / Project Management (PM) | General Inspector | Junior | \$ 15.08 | \$ 21.26 | \$ 22.62 | \$ 29.76 |
| Engineering / Project Management (PM) | General Inspector | Intermediate | \$ 15.51 | \$ 21.85 | \$ 23.27 | \$ 30.59 |
| Engineering / Project Management (PM) | General Inspector | Senior | \$ 17.21 | \$ 24.18 | \$ 25.82 | \$ 33.85 |
| Engineering / Project Management (PM) | General Labor | Junior | \$ 13.18 | \$ 18.65 | \$ 19.76 | \$ 26.11 |
| Engineering / Project Management (PM) | General Labor | Intermediate | \$ 17.21 | \$ 24.18 | \$ 25.82 | \$ 33.85 |
| Engineering / Project Management (PM) | General Labor | Senior | \$ 21.04 | \$ 29.42 | \$ 31.56 | \$ 41.19 |
| Engineering / Project Management (PM) | GIS Analyst | Junior | \$ 23.65 | \$ 33.00 | \$ 35.47 | \$ 46.20 |
| Engineering / Project Management (PM) | GIS Analyst | Intermediate | \$ 33.58 | \$ 46.05 | \$ 50.38 | \$ 64.48 |
| Engineering / Project Management (PM) | GIS Analyst | Senior | \$ 39.59 | \$ 54.19 | \$ 59.39 | \$ 75.86 |
| Engineering / Project Management (PM) | Land Rights Agent | Junior | \$ 25.18 | \$ 34.67 | \$ 37.77 | \$ 48.54 |
| Engineering / Project Management (PM) | Land Rights Agent | Intermediate | \$ 28.26 | \$ 38.85 | \$ 42.39 | \$ 54.39 |
| Engineering / Project Management (PM) | Land Rights Agent | Senior | \$ 30.81 | \$ 42.30 | \$ 46.22 | \$ 59.22 |

| CDI Engineering Solutions - W2 OHIO Hourly Rates (USD) | | | | | | |
|--|-----------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Logistics Coordinator | Junior | \$ 12.75 | \$ 18.07 | \$ 19.13 | \$ 25.29 |
| Engineering / Project Management (PM) | Logistics Coordinator | Intermediate | \$ 15.85 | \$ 22.32 | \$ 23.78 | \$ 31.24 |
| Engineering / Project Management (PM) | Logistics Coordinator | Senior | \$ 18.06 | \$ 25.35 | \$ 27.09 | \$ 35.49 |
| Engineering / Project Management (PM) | Mechanical Engineer | Junior | \$ 31.45 | \$ 43.17 | \$ 47.18 | \$ 60.43 |
| Engineering / Project Management (PM) | Mechanical Engineer | Intermediate | \$ 36.34 | \$ 49.78 | \$ 54.51 | \$ 69.69 |
| Engineering / Project Management (PM) | Mechanical Engineer | Senior | \$ 39.95 | \$ 54.67 | \$ 59.93 | \$ 76.54 |
| Engineering / Project Management (PM) | Pipeline Engineer | Junior | \$ 34.14 | \$ 46.81 | \$ 51.22 | \$ 65.54 |
| Engineering / Project Management (PM) | Pipeline Engineer | Intermediate | \$ 39.84 | \$ 54.52 | \$ 59.76 | \$ 76.33 |
| Engineering / Project Management (PM) | Pipeline Engineer | Senior | \$ 44.80 | \$ 61.24 | \$ 67.21 | \$ 85.74 |
| Engineering / Project Management (PM) | Power Engineer | Junior | \$ 33.79 | \$ 46.33 | \$ 50.68 | \$ 64.86 |
| Engineering / Project Management (PM) | Power Engineer | Intermediate | \$ 36.34 | \$ 49.78 | \$ 54.51 | \$ 69.69 |
| Engineering / Project Management (PM) | Power Engineer | Senior | \$ 39.10 | \$ 53.52 | \$ 58.65 | \$ 74.93 |
| Engineering / Project Management (PM) | Project Control | Junior | \$ 22.95 | \$ 31.93 | \$ 34.43 | \$ 44.71 |
| Engineering / Project Management (PM) | Project Control | Intermediate | \$ 27.84 | \$ 38.28 | \$ 41.76 | \$ 53.59 |
| Engineering / Project Management (PM) | Project Control | Senior | \$ 38.89 | \$ 53.23 | \$ 58.33 | \$ 74.53 |
| Engineering / Project Management (PM) | Project Coordinator | Junior | \$ 34.00 | \$ 46.62 | \$ 51.00 | \$ 65.26 |
| Engineering / Project Management (PM) | Project Coordinator | Intermediate | \$ 38.25 | \$ 52.37 | \$ 57.38 | \$ 73.32 |

| CDI Engineering Solutions - W2 OHIO Hourly Rates (USD) | | | | | | |
|--|---------------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Project Coordinator | Senior | \$ 42.50 | \$ 58.12 | \$ 63.75 | \$ 81.37 |
| Engineering / Project Management (PM) | Project Engineer | Junior | \$ 33.15 | \$ 45.47 | \$ 49.73 | \$ 63.65 |
| Engineering / Project Management (PM) | Project Engineer | Intermediate | \$ 35.70 | \$ 48.92 | \$ 53.55 | \$ 68.49 |
| Engineering / Project Management (PM) | Project Engineer | Senior | \$ 41.65 | \$ 56.97 | \$ 62.48 | \$ 79.76 |
| Engineering / Project Management (PM) | Project Manager | Junior | \$ 30.60 | \$ 42.02 | \$ 45.90 | \$ 58.82 |
| Engineering / Project Management (PM) | Project Manager | Intermediate | \$ 36.55 | \$ 50.07 | \$ 54.83 | \$ 70.10 |
| Engineering / Project Management (PM) | Project Manager | Senior | \$ 42.50 | \$ 58.12 | \$ 63.75 | \$ 81.37 |
| Engineering / Project Management (PM) | Quality Technician | Junior | \$ 15.09 | \$ 21.27 | \$ 22.63 | \$ 29.78 |
| Engineering / Project Management (PM) | Quality Technician | Intermediate | \$ 16.79 | \$ 23.60 | \$ 25.18 | \$ 33.04 |
| Engineering / Project Management (PM) | Quality Technician | Senior | \$ 18.49 | \$ 25.93 | \$ 27.73 | \$ 36.30 |
| Engineering / Project Management (PM) | Relay & Controls Field Engineer | Junior | \$ 31.45 | \$ 43.17 | \$ 47.18 | \$ 60.43 |
| Engineering / Project Management (PM) | Relay & Controls Field Engineer | Intermediate | \$ 36.20 | \$ 49.60 | \$ 54.30 | \$ 69.44 |
| Engineering / Project Management (PM) | Relay & Controls Field Engineer | Senior | \$ 40.80 | \$ 55.82 | \$ 61.20 | \$ 78.15 |
| Engineering / Project Management (PM) | Safety Coordinator | Junior | \$ 18.70 | \$ 26.68 | \$ 28.05 | \$ 37.36 |
| Engineering / Project Management (PM) | Safety Coordinator | Intermediate | \$ 22.10 | \$ 31.43 | \$ 33.15 | \$ 44.00 |
| Engineering / Project Management (PM) | Safety Coordinator | Senior | \$ 27.41 | \$ 38.38 | \$ 41.12 | \$ 53.73 |
| Engineering / Project Management (PM) | Safety Inspector | Junior | \$ 14.45 | \$ 20.75 | \$ 21.68 | \$ 29.06 |

| CDI Engineering Solutions - W2 OHIO Hourly Rates (USD) | | | | | | |
|--|--------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Safety Inspector | Intermediate | \$ 17.85 | \$ 25.50 | \$ 26.78 | \$ 35.70 |
| Engineering / Project Management (PM) | Safety Inspector | Senior | \$ 21.25 | \$ 30.24 | \$ 31.88 | \$ 42.34 |
| Engineering / Project Management (PM) | Scheduler | Junior | \$ 13.60 | \$ 19.23 | \$ 20.40 | \$ 26.92 |
| Engineering / Project Management (PM) | Scheduler | Intermediate | \$ 15.94 | \$ 22.43 | \$ 23.91 | \$ 31.41 |
| Engineering / Project Management (PM) | Scheduler | Senior | \$ 24.65 | \$ 33.96 | \$ 36.98 | \$ 47.54 |
| Engineering / Project Management (PM) | Systems Analyst | Junior | \$ 30.60 | \$ 42.02 | \$ 45.90 | \$ 58.82 |
| Engineering / Project Management (PM) | Systems Analyst | Intermediate | \$ 35.91 | \$ 49.21 | \$ 53.87 | \$ 68.89 |
| Engineering / Project Management (PM) | Systems Analyst | Senior | \$ 45.05 | \$ 61.58 | \$ 67.58 | \$ 86.21 |
| Engineering / Project Management (PM) | Welding Inspector | Junior | \$ 15.51 | \$ 21.85 | \$ 23.27 | \$ 30.59 |
| Engineering / Project Management (PM) | Welding Inspector | Intermediate | \$ 19.87 | \$ 27.83 | \$ 29.81 | \$ 38.96 |
| Engineering / Project Management (PM) | Welding Inspector | Senior | \$ 24.23 | \$ 33.39 | \$ 36.34 | \$ 46.74 |
| Finance/Accounting | Accounts Payable Analyst | Junior | \$ 16.20 | \$ 22.52 | \$ 24.30 | \$ 31.53 |
| Finance/Accounting | Accounts Payable Analyst | Intermediate | \$ 20.70 | \$ 28.61 | \$ 31.05 | \$ 40.05 |
| Finance/Accounting | Accounts Payable Analyst | Senior | \$ 24.75 | \$ 34.09 | \$ 37.13 | \$ 47.73 |
| Finance/Accounting | Analyst | Junior | \$ 25.20 | \$ 34.70 | \$ 37.80 | \$ 48.58 |
| Finance/Accounting | Analyst | Intermediate | \$ 30.60 | \$ 41.50 | \$ 45.90 | \$ 58.09 |
| Finance/Accounting | Analyst | Senior | \$ 34.20 | \$ 46.31 | \$ 51.30 | \$ 64.83 |
| Finance/Accounting | Business Analyst | Junior | \$ 31.50 | \$ 42.70 | \$ 47.25 | \$ 59.78 |
| Finance/Accounting | Business Analyst | Intermediate | \$ 39.38 | \$ 53.22 | \$ 59.06 | \$ 74.51 |
| Finance/Accounting | Business Analyst | Senior | \$ 45.45 | \$ 61.35 | \$ 68.18 | \$ 85.88 |
| Finance/Accounting | Cost Accountant | Junior | \$ 19.80 | \$ 27.39 | \$ 29.70 | \$ 38.35 |
| Finance/Accounting | Cost Accountant | Intermediate | \$ 23.85 | \$ 32.87 | \$ 35.78 | \$ 46.02 |
| Finance/Accounting | Cost Accountant | Senior | \$ 27.00 | \$ 36.68 | \$ 40.50 | \$ 51.36 |
| Finance/Accounting | Finance Analyst | Junior | \$ 21.15 | \$ 29.22 | \$ 31.73 | \$ 40.91 |
| Finance/Accounting | Finance Analyst | Intermediate | \$ 28.13 | \$ 38.19 | \$ 42.19 | \$ 53.46 |

| CDI Engineering Solutions - W2 OHIO Hourly Rates (USD) | | | | | | |
|--|------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Finance/Accounting | Finance Analyst | Senior | \$ 32.40 | \$ 43.90 | \$ 48.60 | \$ 61.46 |
| Supply Chain | Buyer | Junior | \$ 18.49 | \$ 25.89 | \$ 27.73 | \$ 36.25 |
| Supply Chain | Buyer | Intermediate | \$ 20.40 | \$ 28.51 | \$ 30.60 | \$ 39.91 |
| Supply Chain | Buyer | Senior | \$ 26.35 | \$ 36.21 | \$ 39.53 | \$ 50.69 |
| Supply Chain | Contract Analyst | Junior | \$ 32.30 | \$ 44.25 | \$ 48.45 | \$ 61.95 |
| Supply Chain | Contract Analyst | Intermediate | \$ 35.91 | \$ 49.13 | \$ 53.87 | \$ 68.79 |
| Supply Chain | Contract Analyst | Senior | \$ 39.31 | \$ 53.73 | \$ 58.97 | \$ 75.22 |
| Supply Chain | Logistician | Junior | \$ 20.32 | \$ 28.39 | \$ 30.47 | \$ 39.75 |
| Supply Chain | Logistician | Intermediate | \$ 23.09 | \$ 32.19 | \$ 34.63 | \$ 45.06 |
| Supply Chain | Logistician | Senior | \$ 25.71 | \$ 35.35 | \$ 38.57 | \$ 49.49 |

| CDI Engineering Solutions - W2 PENNSYLVANIA Hourly Rates (USD) | | | | | | |
|--|---------------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Admin/Clerk | Administrative Assistant | Junior | \$ 13.77 | \$ 18.25 | \$ 20.65 | \$ 25.55 |
| Admin/Clerk | Administrative Assistant | Intermediate | \$ 14.95 | \$ 19.76 | \$ 22.43 | \$ 27.66 |
| Admin/Clerk | Administrative Assistant | Senior | \$ 15.90 | \$ 20.96 | \$ 23.86 | \$ 29.35 |
| Admin/Clerk | Customer Service Representative | Junior | \$ 13.29 | \$ 17.65 | \$ 19.94 | \$ 24.71 |
| Admin/Clerk | Customer Service Representative | Intermediate | \$ 13.77 | \$ 18.25 | \$ 20.65 | \$ 25.55 |
| Admin/Clerk | Customer Service Representative | Senior | \$ 15.43 | \$ 20.36 | \$ 23.14 | \$ 28.50 |
| Admin/Clerk | Data Entry Operator | Junior | \$ 12.82 | \$ 17.05 | \$ 19.23 | \$ 23.87 |
| Admin/Clerk | Data Entry Operator | Intermediate | \$ 13.77 | \$ 18.25 | \$ 20.65 | \$ 25.55 |
| Admin/Clerk | Data Entry Operator | Senior | \$ 14.72 | \$ 19.46 | \$ 22.08 | \$ 27.24 |
| Admin/Clerk | Database Administrator | Junior | \$ 23.22 | \$ 30.25 | \$ 34.84 | \$ 42.35 |
| Admin/Clerk | Database Administrator | Intermediate | \$ 27.30 | \$ 34.96 | \$ 40.95 | \$ 48.94 |
| Admin/Clerk | Database Administrator | Senior | \$ 32.01 | \$ 40.85 | \$ 48.01 | \$ 57.19 |
| Engineering / Project Management (PM) | Civil Engineer | Junior | \$ 20.18 | \$ 28.44 | \$ 30.27 | \$ 39.82 |
| Engineering / Project Management (PM) | Civil Engineer | Intermediate | \$ 28.33 | \$ 39.14 | \$ 42.49 | \$ 54.79 |
| Engineering / Project Management (PM) | Civil Engineer | Senior | \$ 36.99 | \$ 50.86 | \$ 55.49 | \$ 71.21 |
| Engineering / Project Management (PM) | Construction Manager | Junior | \$ 30.94 | \$ 43.44 | \$ 46.41 | \$ 60.81 |
| Engineering / Project Management (PM) | Construction Manager | Intermediate | \$ 32.73 | \$ 45.91 | \$ 49.10 | \$ 64.27 |
| Engineering / Project Management (PM) | Construction Manager | Senior | \$ 36.54 | \$ 51.16 | \$ 54.81 | \$ 71.63 |
| Engineering / Project Management (PM) | Cost Analyst | Junior | \$ 21.97 | \$ 30.90 | \$ 32.96 | \$ 43.26 |
| Engineering / Project Management (PM) | Cost Analyst | Intermediate | \$ 25.33 | \$ 35.08 | \$ 38.00 | \$ 49.11 |

| CDI Engineering Solutions - W2 PENNSYLVANIA Hourly Rates (USD) | | | | | | |
|--|--------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Cost Analyst | Senior | \$ 29.14 | \$ 40.24 | \$ 43.72 | \$ 56.34 |
| Engineering / Project Management (PM) | Cost Technician | Junior | \$ 20.63 | \$ 29.06 | \$ 30.94 | \$ 40.68 |
| Engineering / Project Management (PM) | Cost Technician | Intermediate | \$ 21.97 | \$ 30.90 | \$ 32.96 | \$ 43.26 |
| Engineering / Project Management (PM) | Cost Technician | Senior | \$ 25.11 | \$ 34.78 | \$ 37.66 | \$ 48.69 |
| Engineering / Project Management (PM) | Document Control Analyst | Junior | \$ 21.07 | \$ 29.67 | \$ 31.61 | \$ 41.54 |
| Engineering / Project Management (PM) | Document Control Analyst | Intermediate | \$ 23.45 | \$ 32.93 | \$ 35.18 | \$ 46.10 |
| Engineering / Project Management (PM) | Document Control Analyst | Senior | \$ 27.13 | \$ 37.51 | \$ 40.69 | \$ 52.51 |
| Engineering / Project Management (PM) | Drafter | Junior | \$ 24.66 | \$ 34.17 | \$ 36.99 | \$ 47.84 |
| Engineering / Project Management (PM) | Drafter | Intermediate | \$ 26.23 | \$ 36.30 | \$ 39.34 | \$ 50.81 |
| Engineering / Project Management (PM) | Drafter | Senior | \$ 28.70 | \$ 39.63 | \$ 43.04 | \$ 55.49 |
| Engineering / Project Management (PM) | Electrical Engineer | Junior | \$ 28.70 | \$ 39.63 | \$ 43.04 | \$ 55.49 |
| Engineering / Project Management (PM) | Electrical Engineer | Intermediate | \$ 36.09 | \$ 49.65 | \$ 54.14 | \$ 69.51 |
| Engineering / Project Management (PM) | Electrical Engineer | Senior | \$ 44.39 | \$ 60.88 | \$ 66.58 | \$ 85.23 |
| Engineering / Project Management (PM) | Engineer | Junior | \$ 34.97 | \$ 48.13 | \$ 52.46 | \$ 67.38 |
| Engineering / Project Management (PM) | Engineer | Intermediate | \$ 39.23 | \$ 53.90 | \$ 58.85 | \$ 75.46 |
| Engineering / Project Management (PM) | Engineer | Senior | \$ 43.94 | \$ 60.27 | \$ 65.91 | \$ 84.38 |
| Engineering / Project Management (PM) | Environmental Planner | Junior | \$ 19.54 | \$ 27.57 | \$ 29.31 | \$ 38.60 |

| CDI Engineering Solutions - W2 PENNSYLVANIA Hourly Rates (USD) | | | | | | |
|--|-------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Environmental Planner | Intermediate | \$ 22.93 | \$ 32.21 | \$ 34.39 | \$ 45.10 |
| Engineering / Project Management (PM) | Environmental Planner | Senior | \$ 31.17 | \$ 42.98 | \$ 46.76 | \$ 60.18 |
| Engineering / Project Management (PM) | Environmental Scientist | Junior | \$ 19.22 | \$ 27.60 | \$ 28.83 | \$ 38.64 |
| Engineering / Project Management (PM) | Environmental Scientist | Intermediate | \$ 24.66 | \$ 34.78 | \$ 36.99 | \$ 48.70 |
| Engineering / Project Management (PM) | Environmental Scientist | Senior | \$ 27.58 | \$ 38.80 | \$ 41.36 | \$ 54.32 |
| Engineering / Project Management (PM) | General Inspector | Junior | \$ 15.91 | \$ 22.59 | \$ 23.86 | \$ 31.63 |
| Engineering / Project Management (PM) | General Inspector | Intermediate | \$ 16.37 | \$ 23.22 | \$ 24.55 | \$ 32.50 |
| Engineering / Project Management (PM) | General Inspector | Senior | \$ 18.16 | \$ 25.68 | \$ 27.24 | \$ 35.95 |
| Engineering / Project Management (PM) | General Labor | Junior | \$ 13.90 | \$ 19.84 | \$ 20.85 | \$ 27.77 |
| Engineering / Project Management (PM) | General Labor | Intermediate | \$ 18.16 | \$ 25.68 | \$ 27.24 | \$ 35.95 |
| Engineering / Project Management (PM) | General Labor | Senior | \$ 22.19 | \$ 31.21 | \$ 33.29 | \$ 43.69 |
| Engineering / Project Management (PM) | GIS Analyst | Junior | \$ 24.95 | \$ 34.56 | \$ 37.42 | \$ 48.38 |
| Engineering / Project Management (PM) | GIS Analyst | Intermediate | \$ 35.43 | \$ 48.75 | \$ 53.15 | \$ 68.25 |
| Engineering / Project Management (PM) | GIS Analyst | Senior | \$ 41.77 | \$ 57.33 | \$ 62.66 | \$ 80.27 |
| Engineering / Project Management (PM) | Land Rights Agent | Junior | \$ 26.56 | \$ 36.74 | \$ 39.84 | \$ 51.44 |
| Engineering / Project Management (PM) | Land Rights Agent | Intermediate | \$ 29.82 | \$ 41.15 | \$ 44.73 | \$ 57.61 |
| Engineering / Project Management (PM) | Land Rights Agent | Senior | \$ 32.51 | \$ 44.79 | \$ 48.76 | \$ 62.71 |

| CDI Engineering Solutions - W2 PENNSYLVANIA Hourly Rates (USD) | | | | | | |
|--|-----------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Logistics Coordinator | Junior | \$ 13.45 | \$ 19.22 | \$ 20.18 | \$ 26.91 |
| Engineering / Project Management (PM) | Logistics Coordinator | Intermediate | \$ 16.72 | \$ 23.71 | \$ 25.09 | \$ 33.19 |
| Engineering / Project Management (PM) | Logistics Coordinator | Senior | \$ 19.06 | \$ 26.90 | \$ 28.58 | \$ 37.67 |
| Engineering / Project Management (PM) | Mechanical Engineer | Junior | \$ 33.18 | \$ 45.70 | \$ 49.77 | \$ 63.99 |
| Engineering / Project Management (PM) | Mechanical Engineer | Intermediate | \$ 38.34 | \$ 52.68 | \$ 57.50 | \$ 73.76 |
| Engineering / Project Management (PM) | Mechanical Engineer | Senior | \$ 42.15 | \$ 57.84 | \$ 63.22 | \$ 80.98 |
| Engineering / Project Management (PM) | Pipeline Engineer | Junior | \$ 36.02 | \$ 49.55 | \$ 54.03 | \$ 69.37 |
| Engineering / Project Management (PM) | Pipeline Engineer | Intermediate | \$ 42.03 | \$ 57.69 | \$ 63.05 | \$ 80.76 |
| Engineering / Project Management (PM) | Pipeline Engineer | Senior | \$ 47.27 | \$ 64.77 | \$ 70.90 | \$ 90.68 |
| Engineering / Project Management (PM) | Power Engineer | Junior | \$ 35.65 | \$ 49.04 | \$ 53.47 | \$ 68.66 |
| Engineering / Project Management (PM) | Power Engineer | Intermediate | \$ 38.34 | \$ 52.68 | \$ 57.50 | \$ 73.76 |
| Engineering / Project Management (PM) | Power Engineer | Senior | \$ 41.25 | \$ 56.63 | \$ 61.88 | \$ 79.28 |
| Engineering / Project Management (PM) | Project Control | Junior | \$ 22.95 | \$ 32.25 | \$ 34.43 | \$ 45.14 |
| Engineering / Project Management (PM) | Project Control | Intermediate | \$ 30.60 | \$ 42.21 | \$ 45.90 | \$ 59.10 |
| Engineering / Project Management (PM) | Project Control | Senior | \$ 39.95 | \$ 54.87 | \$ 59.93 | \$ 76.82 |
| Engineering / Project Management (PM) | Project Coordinator | Junior | \$ 35.87 | \$ 49.35 | \$ 53.81 | \$ 69.08 |
| Engineering / Project Management (PM) | Project Coordinator | Intermediate | \$ 40.35 | \$ 55.42 | \$ 60.53 | \$ 77.58 |

| CDI Engineering Solutions - W2 PENNSYLVANIA Hourly Rates (USD) | | | | | | |
|--|---------------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Project Coordinator | Senior | \$ 44.84 | \$ 61.48 | \$ 67.26 | \$ 86.08 |
| Engineering / Project Management (PM) | Project Engineer | Junior | \$ 34.97 | \$ 48.13 | \$ 52.46 | \$ 67.38 |
| Engineering / Project Management (PM) | Project Engineer | Intermediate | \$ 37.66 | \$ 51.77 | \$ 56.50 | \$ 72.48 |
| Engineering / Project Management (PM) | Project Engineer | Senior | \$ 43.94 | \$ 60.27 | \$ 65.91 | \$ 84.38 |
| Engineering / Project Management (PM) | Project Manager | Junior | \$ 32.28 | \$ 44.49 | \$ 48.42 | \$ 62.29 |
| Engineering / Project Management (PM) | Project Manager | Intermediate | \$ 38.56 | \$ 52.99 | \$ 57.84 | \$ 74.18 |
| Engineering / Project Management (PM) | Project Manager | Senior | \$ 44.84 | \$ 61.48 | \$ 67.26 | \$ 86.08 |
| Engineering / Project Management (PM) | Quality Technician | Junior | \$ 15.92 | \$ 22.60 | \$ 23.88 | \$ 31.64 |
| Engineering / Project Management (PM) | Quality Technician | Intermediate | \$ 17.71 | \$ 25.06 | \$ 26.57 | \$ 35.09 |
| Engineering / Project Management (PM) | Quality Technician | Senior | \$ 19.50 | \$ 27.52 | \$ 29.26 | \$ 38.53 |
| Engineering / Project Management (PM) | Relay & Controls Field Engineer | Junior | \$ 33.18 | \$ 45.70 | \$ 49.77 | \$ 63.99 |
| Engineering / Project Management (PM) | Relay & Controls Field Engineer | Intermediate | \$ 38.19 | \$ 52.49 | \$ 57.29 | \$ 73.49 |
| Engineering / Project Management (PM) | Relay & Controls Field Engineer | Senior | \$ 43.04 | \$ 59.06 | \$ 64.57 | \$ 82.68 |
| Engineering / Project Management (PM) | Safety Coordinator | Junior | \$ 19.73 | \$ 28.32 | \$ 29.59 | \$ 39.64 |
| Engineering / Project Management (PM) | Safety Coordinator | Intermediate | \$ 23.32 | \$ 33.32 | \$ 34.97 | \$ 46.65 |
| Engineering / Project Management (PM) | Safety Coordinator | Senior | \$ 28.92 | \$ 40.65 | \$ 43.38 | \$ 56.92 |
| Engineering / Project Management (PM) | Safety Inspector | Junior | \$ 15.24 | \$ 22.06 | \$ 22.87 | \$ 30.88 |

| CDI Engineering Solutions - W2 PENNSYLVANIA Hourly Rates (USD) | | | | | | |
|--|--------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Safety Inspector | Intermediate | \$ 18.83 | \$ 27.06 | \$ 28.25 | \$ 37.89 |
| Engineering / Project Management (PM) | Safety Inspector | Senior | \$ 22.42 | \$ 32.07 | \$ 33.63 | \$ 44.90 |
| Engineering / Project Management (PM) | Scheduler | Junior | \$ 14.35 | \$ 20.45 | \$ 21.52 | \$ 28.63 |
| Engineering / Project Management (PM) | Scheduler | Intermediate | \$ 16.81 | \$ 23.83 | \$ 25.22 | \$ 33.36 |
| Engineering / Project Management (PM) | Scheduler | Senior | \$ 26.01 | \$ 35.99 | \$ 39.01 | \$ 50.39 |
| Engineering / Project Management (PM) | Systems Analyst | Junior | \$ 32.28 | \$ 44.49 | \$ 48.42 | \$ 62.29 |
| Engineering / Project Management (PM) | Systems Analyst | Intermediate | \$ 37.89 | \$ 52.08 | \$ 56.83 | \$ 72.91 |
| Engineering / Project Management (PM) | Systems Analyst | Senior | \$ 47.53 | \$ 65.13 | \$ 71.29 | \$ 91.18 |
| Engineering / Project Management (PM) | Welding Inspector | Junior | \$ 16.37 | \$ 23.22 | \$ 24.55 | \$ 32.50 |
| Engineering / Project Management (PM) | Welding Inspector | Intermediate | \$ 20.97 | \$ 29.52 | \$ 31.45 | \$ 41.33 |
| Engineering / Project Management (PM) | Welding Inspector | Senior | \$ 25.56 | \$ 35.39 | \$ 38.34 | \$ 49.54 |
| Finance/Accounting | Accounts Payable Analyst | Junior | \$ 17.09 | \$ 23.84 | \$ 25.64 | \$ 33.37 |
| Finance/Accounting | Accounts Payable Analyst | Intermediate | \$ 21.84 | \$ 30.24 | \$ 32.76 | \$ 42.33 |
| Finance/Accounting | Accounts Payable Analyst | Senior | \$ 26.11 | \$ 35.56 | \$ 39.17 | \$ 49.78 |
| Finance/Accounting | Analyst | Junior | \$ 26.59 | \$ 36.19 | \$ 39.88 | \$ 50.67 |
| Finance/Accounting | Analyst | Intermediate | \$ 32.28 | \$ 43.78 | \$ 48.42 | \$ 61.29 |
| Finance/Accounting | Analyst | Senior | \$ 36.08 | \$ 48.84 | \$ 54.12 | \$ 68.37 |
| Finance/Accounting | Business Analyst | Junior | \$ 33.23 | \$ 45.04 | \$ 49.85 | \$ 63.06 |
| Finance/Accounting | Business Analyst | Intermediate | \$ 41.54 | \$ 56.11 | \$ 62.31 | \$ 78.55 |
| Finance/Accounting | Business Analyst | Senior | \$ 47.95 | \$ 64.64 | \$ 71.92 | \$ 90.50 |
| Finance/Accounting | Cost Accountant | Junior | \$ 20.89 | \$ 28.96 | \$ 31.33 | \$ 40.54 |
| Finance/Accounting | Cost Accountant | Intermediate | \$ 25.16 | \$ 34.72 | \$ 37.74 | \$ 48.61 |
| Finance/Accounting | Cost Accountant | Senior | \$ 28.49 | \$ 38.72 | \$ 42.73 | \$ 54.21 |
| Finance/Accounting | Finance Analyst | Junior | \$ 22.31 | \$ 30.88 | \$ 33.47 | \$ 43.23 |
| Finance/Accounting | Finance Analyst | Intermediate | \$ 29.67 | \$ 40.30 | \$ 44.51 | \$ 56.42 |

| CDI Engineering Solutions - W2 PENNSYLVANIA Hourly Rates (USD) | | | | | | |
|--|------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Finance/Accounting | Finance Analyst | Senior | \$ 34.18 | \$ 46.31 | \$ 51.27 | \$ 64.83 |
| Supply Chain | Buyer | Junior | \$ 19.50 | \$ 27.48 | \$ 29.26 | \$ 38.47 |
| Supply Chain | Buyer | Intermediate | \$ 21.52 | \$ 30.24 | \$ 32.28 | \$ 42.34 |
| Supply Chain | Buyer | Senior | \$ 27.80 | \$ 38.36 | \$ 41.70 | \$ 53.71 |
| Supply Chain | Contract Analyst | Junior | \$ 34.08 | \$ 46.85 | \$ 51.11 | \$ 65.59 |
| Supply Chain | Contract Analyst | Intermediate | \$ 37.89 | \$ 52.00 | \$ 56.83 | \$ 72.80 |
| Supply Chain | Contract Analyst | Senior | \$ 41.47 | \$ 56.85 | \$ 62.21 | \$ 79.59 |
| Supply Chain | Logistician | Junior | \$ 21.43 | \$ 30.12 | \$ 32.15 | \$ 42.17 |
| Supply Chain | Logistician | Intermediate | \$ 24.36 | \$ 33.71 | \$ 36.53 | \$ 47.19 |
| Supply Chain | Logistician | Senior | \$ 27.13 | \$ 37.46 | \$ 40.69 | \$ 52.44 |

| CDI Engineering Solutions - W2 MASSACHUSETTS Hourly Rates (USD) | | | | | | |
|---|---------------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Admin/Clerk | Administrative Assistant | Junior | \$ 14.29 | \$ 19.51 | \$ 21.43 | \$ 27.31 |
| Admin/Clerk | Administrative Assistant | Intermediate | \$ 15.52 | \$ 21.08 | \$ 23.28 | \$ 29.52 |
| Admin/Clerk | Administrative Assistant | Senior | \$ 16.51 | \$ 22.34 | \$ 24.76 | \$ 31.28 |
| Admin/Clerk | Customer Service Representative | Junior | \$ 13.80 | \$ 18.88 | \$ 20.70 | \$ 26.43 |
| Admin/Clerk | Customer Service Representative | Intermediate | \$ 14.29 | \$ 19.51 | \$ 21.43 | \$ 27.31 |
| Admin/Clerk | Customer Service Representative | Senior | \$ 16.01 | \$ 21.71 | \$ 24.02 | \$ 30.40 |
| Admin/Clerk | Data Entry Operator | Junior | \$ 13.30 | \$ 18.25 | \$ 19.96 | \$ 25.54 |
| Admin/Clerk | Data Entry Operator | Intermediate | \$ 14.29 | \$ 19.51 | \$ 21.43 | \$ 27.31 |
| Admin/Clerk | Data Entry Operator | Senior | \$ 15.28 | \$ 20.77 | \$ 22.91 | \$ 29.07 |
| Admin/Clerk | Database Administrator | Junior | \$ 24.11 | \$ 32.07 | \$ 36.16 | \$ 44.89 |
| Admin/Clerk | Database Administrator | Intermediate | \$ 28.33 | \$ 37.00 | \$ 42.50 | \$ 51.80 |
| Admin/Clerk | Database Administrator | Senior | \$ 33.22 | \$ 43.17 | \$ 49.83 | \$ 60.44 |
| Engineering / Project Management (PM) | Civil Engineer | Junior | \$ 20.94 | \$ 30.13 | \$ 31.41 | \$ 42.19 |
| Engineering / Project Management (PM) | Civil Engineer | Intermediate | \$ 29.40 | \$ 41.32 | \$ 44.10 | \$ 57.85 |
| Engineering / Project Management (PM) | Civil Engineer | Senior | \$ 38.39 | \$ 53.58 | \$ 57.59 | \$ 75.01 |
| Engineering / Project Management (PM) | Construction Manager | Junior | \$ 32.11 | \$ 45.81 | \$ 48.17 | \$ 64.13 |
| Engineering / Project Management (PM) | Construction Manager | Intermediate | \$ 33.97 | \$ 48.39 | \$ 50.96 | \$ 67.75 |
| Engineering / Project Management (PM) | Construction Manager | Senior | \$ 37.93 | \$ 53.89 | \$ 56.89 | \$ 75.44 |
| Engineering / Project Management (PM) | Cost Analyst | Junior | \$ 22.80 | \$ 32.70 | \$ 34.21 | \$ 45.78 |
| Engineering / Project Management (PM) | Cost Analyst | Intermediate | \$ 26.29 | \$ 37.08 | \$ 39.44 | \$ 51.91 |

| CDI Engineering Solutions - W2 MASSACHUSETTS Hourly Rates (USD) | | | | | | |
|---|--------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Cost Analyst | Senior | \$ 30.25 | \$ 42.47 | \$ 45.37 | \$ 59.46 |
| Engineering / Project Management (PM) | Cost Technician | Junior | \$ 21.41 | \$ 30.78 | \$ 32.11 | \$ 43.09 |
| Engineering / Project Management (PM) | Cost Technician | Intermediate | \$ 22.80 | \$ 32.70 | \$ 34.21 | \$ 45.78 |
| Engineering / Project Management (PM) | Cost Technician | Senior | \$ 26.06 | \$ 36.76 | \$ 39.09 | \$ 51.47 |
| Engineering / Project Management (PM) | Document Control Analyst | Junior | \$ 21.87 | \$ 31.42 | \$ 32.81 | \$ 43.99 |
| Engineering / Project Management (PM) | Document Control Analyst | Intermediate | \$ 24.34 | \$ 34.41 | \$ 36.51 | \$ 48.18 |
| Engineering / Project Management (PM) | Document Control Analyst | Senior | \$ 28.16 | \$ 39.62 | \$ 42.23 | \$ 55.47 |
| Engineering / Project Management (PM) | Drafter | Junior | \$ 25.60 | \$ 36.13 | \$ 38.39 | \$ 50.58 |
| Engineering / Project Management (PM) | Drafter | Intermediate | \$ 27.22 | \$ 38.35 | \$ 40.84 | \$ 53.69 |
| Engineering / Project Management (PM) | Drafter | Senior | \$ 29.78 | \$ 41.84 | \$ 44.68 | \$ 58.58 |
| Engineering / Project Management (PM) | Electrical Engineer | Junior | \$ 29.78 | \$ 41.84 | \$ 44.68 | \$ 58.58 |
| Engineering / Project Management (PM) | Electrical Engineer | Intermediate | \$ 37.46 | \$ 52.31 | \$ 56.19 | \$ 73.24 |
| Engineering / Project Management (PM) | Electrical Engineer | Senior | \$ 46.07 | \$ 64.05 | \$ 69.11 | \$ 89.67 |
| Engineering / Project Management (PM) | Engineer | Junior | \$ 36.30 | \$ 50.72 | \$ 54.45 | \$ 71.01 |
| Engineering / Project Management (PM) | Engineer | Intermediate | \$ 40.72 | \$ 56.75 | \$ 61.08 | \$ 79.45 |
| Engineering / Project Management (PM) | Engineer | Senior | \$ 45.61 | \$ 63.42 | \$ 68.41 | \$ 88.78 |
| Engineering / Project Management (PM) | Environmental Planner | Junior | \$ 20.28 | \$ 29.22 | \$ 30.42 | \$ 40.91 |

| CDI Engineering Solutions - W2 MASSACHUSETTS Hourly Rates (USD) | | | | | | |
|---|-------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Environmental Planner | Intermediate | \$ 23.80 | \$ 34.08 | \$ 35.70 | \$ 47.71 |
| Engineering / Project Management (PM) | Environmental Planner | Senior | \$ 32.35 | \$ 45.34 | \$ 48.53 | \$ 63.48 |
| Engineering / Project Management (PM) | Environmental Scientist | Junior | \$ 19.95 | \$ 29.25 | \$ 29.92 | \$ 40.95 |
| Engineering / Project Management (PM) | Environmental Scientist | Intermediate | \$ 25.60 | \$ 36.76 | \$ 38.39 | \$ 51.47 |
| Engineering / Project Management (PM) | Environmental Scientist | Senior | \$ 28.62 | \$ 40.96 | \$ 42.93 | \$ 57.35 |
| Engineering / Project Management (PM) | General Inspector | Junior | \$ 16.51 | \$ 24.02 | \$ 24.77 | \$ 33.62 |
| Engineering / Project Management (PM) | General Inspector | Intermediate | \$ 16.99 | \$ 24.67 | \$ 25.48 | \$ 34.54 |
| Engineering / Project Management (PM) | General Inspector | Senior | \$ 18.85 | \$ 27.24 | \$ 28.27 | \$ 38.14 |
| Engineering / Project Management (PM) | General Labor | Junior | \$ 14.43 | \$ 21.14 | \$ 21.64 | \$ 29.59 |
| Engineering / Project Management (PM) | General Labor | Intermediate | \$ 18.85 | \$ 27.24 | \$ 28.27 | \$ 38.14 |
| Engineering / Project Management (PM) | General Labor | Senior | \$ 23.04 | \$ 33.02 | \$ 34.55 | \$ 46.23 |
| Engineering / Project Management (PM) | GIS Analyst | Junior | \$ 25.89 | \$ 36.53 | \$ 38.84 | \$ 51.15 |
| Engineering / Project Management (PM) | GIS Analyst | Intermediate | \$ 36.77 | \$ 51.37 | \$ 55.16 | \$ 71.92 |
| Engineering / Project Management (PM) | GIS Analyst | Senior | \$ 43.35 | \$ 60.35 | \$ 65.03 | \$ 84.48 |
| Engineering / Project Management (PM) | Land Rights Agent | Junior | \$ 27.57 | \$ 38.82 | \$ 41.35 | \$ 54.35 |
| Engineering / Project Management (PM) | Land Rights Agent | Intermediate | \$ 30.95 | \$ 43.43 | \$ 46.42 | \$ 60.80 |
| Engineering / Project Management (PM) | Land Rights Agent | Senior | \$ 33.74 | \$ 47.23 | \$ 50.61 | \$ 66.13 |

| CDI Engineering Solutions - W2 MASSACHUSETTS Hourly Rates (USD) | | | | | | |
|---|-----------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Logistics Coordinator | Junior | \$ 13.96 | \$ 20.50 | \$ 20.94 | \$ 28.70 |
| Engineering / Project Management (PM) | Logistics Coordinator | Intermediate | \$ 17.36 | \$ 25.19 | \$ 26.04 | \$ 35.26 |
| Engineering / Project Management (PM) | Logistics Coordinator | Senior | \$ 19.78 | \$ 28.53 | \$ 29.67 | \$ 39.94 |
| Engineering / Project Management (PM) | Mechanical Engineer | Junior | \$ 34.44 | \$ 48.19 | \$ 51.66 | \$ 67.46 |
| Engineering / Project Management (PM) | Mechanical Engineer | Intermediate | \$ 39.79 | \$ 55.48 | \$ 59.68 | \$ 77.68 |
| Engineering / Project Management (PM) | Mechanical Engineer | Senior | \$ 43.75 | \$ 60.88 | \$ 65.62 | \$ 85.23 |
| Engineering / Project Management (PM) | Pipeline Engineer | Junior | \$ 37.39 | \$ 52.21 | \$ 56.08 | \$ 73.09 |
| Engineering / Project Management (PM) | Pipeline Engineer | Intermediate | \$ 43.62 | \$ 60.71 | \$ 65.44 | \$ 85.00 |
| Engineering / Project Management (PM) | Pipeline Engineer | Senior | \$ 49.06 | \$ 68.13 | \$ 73.59 | \$ 95.38 |
| Engineering / Project Management (PM) | Power Engineer | Junior | \$ 37.00 | \$ 51.68 | \$ 55.50 | \$ 72.35 |
| Engineering / Project Management (PM) | Power Engineer | Intermediate | \$ 39.79 | \$ 55.48 | \$ 59.68 | \$ 77.68 |
| Engineering / Project Management (PM) | Power Engineer | Senior | \$ 42.81 | \$ 59.61 | \$ 64.22 | \$ 83.45 |
| Engineering / Project Management (PM) | Project Control | Junior | \$ 23.38 | \$ 33.26 | \$ 35.06 | \$ 46.57 |
| Engineering / Project Management (PM) | Project Control | Intermediate | \$ 29.75 | \$ 41.50 | \$ 44.63 | \$ 58.09 |
| Engineering / Project Management (PM) | Project Control | Senior | \$ 41.22 | \$ 57.02 | \$ 61.82 | \$ 79.82 |
| Engineering / Project Management (PM) | Project Coordinator | Junior | \$ 37.23 | \$ 51.99 | \$ 55.85 | \$ 72.79 |
| Engineering / Project Management (PM) | Project Coordinator | Intermediate | \$ 41.88 | \$ 58.34 | \$ 62.83 | \$ 81.68 |

| CDI Engineering Solutions - W2 MASSACHUSETTS Hourly Rates (USD) | | | | | | |
|---|---------------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Project Coordinator | Senior | \$ 46.54 | \$ 64.69 | \$ 69.81 | \$ 90.56 |
| Engineering / Project Management (PM) | Project Engineer | Junior | \$ 36.30 | \$ 50.72 | \$ 54.45 | \$ 71.01 |
| Engineering / Project Management (PM) | Project Engineer | Intermediate | \$ 39.09 | \$ 54.53 | \$ 58.64 | \$ 76.34 |
| Engineering / Project Management (PM) | Project Engineer | Senior | \$ 45.61 | \$ 63.42 | \$ 68.41 | \$ 88.78 |
| Engineering / Project Management (PM) | Project Manager | Junior | \$ 33.51 | \$ 46.92 | \$ 50.26 | \$ 65.68 |
| Engineering / Project Management (PM) | Project Manager | Intermediate | \$ 40.02 | \$ 55.80 | \$ 60.03 | \$ 78.12 |
| Engineering / Project Management (PM) | Project Manager | Senior | \$ 46.54 | \$ 64.69 | \$ 69.81 | \$ 90.56 |
| Engineering / Project Management (PM) | Quality Technician | Junior | \$ 16.52 | \$ 24.03 | \$ 24.78 | \$ 33.64 |
| Engineering / Project Management (PM) | Quality Technician | Intermediate | \$ 18.38 | \$ 26.60 | \$ 27.57 | \$ 37.24 |
| Engineering / Project Management (PM) | Quality Technician | Senior | \$ 20.24 | \$ 29.17 | \$ 30.37 | \$ 40.84 |
| Engineering / Project Management (PM) | Relay & Controls Field Engineer | Junior | \$ 34.44 | \$ 48.19 | \$ 51.66 | \$ 67.46 |
| Engineering / Project Management (PM) | Relay & Controls Field Engineer | Intermediate | \$ 39.64 | \$ 55.28 | \$ 59.46 | \$ 77.39 |
| Engineering / Project Management (PM) | Relay & Controls Field Engineer | Senior | \$ 44.68 | \$ 62.15 | \$ 67.01 | \$ 87.01 |
| Engineering / Project Management (PM) | Safety Coordinator | Junior | \$ 20.48 | \$ 30.00 | \$ 30.71 | \$ 42.00 |
| Engineering / Project Management (PM) | Safety Coordinator | Intermediate | \$ 24.20 | \$ 34.82 | \$ 36.30 | \$ 48.75 |
| Engineering / Project Management (PM) | Safety Coordinator | Senior | \$ 30.02 | \$ 42.90 | \$ 45.03 | \$ 60.06 |
| Engineering / Project Management (PM) | Safety Inspector | Junior | \$ 15.82 | \$ 23.46 | \$ 23.73 | \$ 32.84 |

| CDI Engineering Solutions - W2 MASSACHUSETTS Hourly Rates (USD) | | | | | | |
|---|--------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Safety Inspector | Intermediate | \$ 19.55 | \$ 28.69 | \$ 29.32 | \$ 40.17 |
| Engineering / Project Management (PM) | Safety Inspector | Senior | \$ 23.27 | \$ 33.92 | \$ 34.90 | \$ 47.49 |
| Engineering / Project Management (PM) | Scheduler | Junior | \$ 14.89 | \$ 21.78 | \$ 22.34 | \$ 30.49 |
| Engineering / Project Management (PM) | Scheduler | Intermediate | \$ 17.45 | \$ 25.31 | \$ 26.18 | \$ 35.44 |
| Engineering / Project Management (PM) | Scheduler | Senior | \$ 26.99 | \$ 38.03 | \$ 40.49 | \$ 53.24 |
| Engineering / Project Management (PM) | Systems Analyst | Junior | \$ 33.51 | \$ 46.92 | \$ 50.26 | \$ 65.68 |
| Engineering / Project Management (PM) | Systems Analyst | Intermediate | \$ 39.32 | \$ 54.85 | \$ 58.99 | \$ 76.79 |
| Engineering / Project Management (PM) | Systems Analyst | Senior | \$ 49.33 | \$ 68.49 | \$ 73.99 | \$ 95.89 |
| Engineering / Project Management (PM) | Welding Inspector | Junior | \$ 16.99 | \$ 24.67 | \$ 25.48 | \$ 34.54 |
| Engineering / Project Management (PM) | Welding Inspector | Intermediate | \$ 21.76 | \$ 31.26 | \$ 32.64 | \$ 43.77 |
| Engineering / Project Management (PM) | Welding Inspector | Senior | \$ 26.53 | \$ 37.40 | \$ 39.79 | \$ 52.36 |
| Finance/Accounting | Accounts Payable Analyst | Junior | \$ 17.74 | \$ 25.41 | \$ 26.61 | \$ 35.57 |
| Finance/Accounting | Accounts Payable Analyst | Intermediate | \$ 22.67 | \$ 32.13 | \$ 34.00 | \$ 44.98 |
| Finance/Accounting | Accounts Payable Analyst | Senior | \$ 27.10 | \$ 37.72 | \$ 40.65 | \$ 52.81 |
| Finance/Accounting | Analyst | Junior | \$ 27.59 | \$ 38.38 | \$ 41.39 | \$ 53.74 |
| Finance/Accounting | Analyst | Intermediate | \$ 33.51 | \$ 46.35 | \$ 50.26 | \$ 64.89 |
| Finance/Accounting | Analyst | Senior | \$ 37.45 | \$ 51.66 | \$ 56.17 | \$ 72.32 |
| Finance/Accounting | Business Analyst | Junior | \$ 34.49 | \$ 47.67 | \$ 51.74 | \$ 66.74 |
| Finance/Accounting | Business Analyst | Intermediate | \$ 43.12 | \$ 59.29 | \$ 64.67 | \$ 83.00 |
| Finance/Accounting | Business Analyst | Senior | \$ 49.77 | \$ 68.25 | \$ 74.65 | \$ 95.54 |
| Finance/Accounting | Cost Accountant | Junior | \$ 21.68 | \$ 30.79 | \$ 32.52 | \$ 43.10 |
| Finance/Accounting | Cost Accountant | Intermediate | \$ 26.12 | \$ 36.39 | \$ 39.17 | \$ 50.95 |
| Finance/Accounting | Cost Accountant | Senior | \$ 29.57 | \$ 41.04 | \$ 44.35 | \$ 57.45 |
| Finance/Accounting | Finance Analyst | Junior | \$ 23.16 | \$ 32.80 | \$ 34.74 | \$ 45.92 |
| Finance/Accounting | Finance Analyst | Intermediate | \$ 30.80 | \$ 42.70 | \$ 46.20 | \$ 59.78 |

| CDI Engineering Solutions - W2 MASSACHUSETTS Hourly Rates (USD) | | | | | | |
|---|------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Finance/Accounting | Finance Analyst | Senior | \$ 35.48 | \$ 49.00 | \$ 53.22 | \$ 68.60 |
| Supply Chain | Buyer | Junior | \$ 20.24 | \$ 29.13 | \$ 30.37 | \$ 40.78 |
| Supply Chain | Buyer | Intermediate | \$ 22.34 | \$ 32.02 | \$ 33.51 | \$ 44.82 |
| Supply Chain | Buyer | Senior | \$ 28.85 | \$ 40.51 | \$ 43.28 | \$ 56.72 |
| Supply Chain | Contract Analyst | Junior | \$ 35.37 | \$ 49.38 | \$ 53.05 | \$ 69.14 |
| Supply Chain | Contract Analyst | Intermediate | \$ 39.32 | \$ 54.77 | \$ 58.99 | \$ 76.68 |
| Supply Chain | Contract Analyst | Senior | \$ 43.05 | \$ 59.84 | \$ 64.57 | \$ 83.78 |
| Supply Chain | Logistician | Junior | \$ 22.24 | \$ 31.89 | \$ 33.37 | \$ 44.64 |
| Supply Chain | Logistician | Intermediate | \$ 25.28 | \$ 35.65 | \$ 37.92 | \$ 49.90 |
| Supply Chain | Logistician | Senior | \$ 28.16 | \$ 39.56 | \$ 42.23 | \$ 55.39 |

| CDI Engineering Solutions - W2 VIRGINIA Hourly Rates (USD) | | | | | | |
|--|---------------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Admin/Clerk | Administrative Assistant | Junior | \$ 13.77 | \$ 18.07 | \$ 20.65 | \$ 25.30 |
| Admin/Clerk | Administrative Assistant | Intermediate | \$ 14.95 | \$ 19.60 | \$ 22.43 | \$ 27.44 |
| Admin/Clerk | Administrative Assistant | Senior | \$ 15.90 | \$ 20.82 | \$ 23.86 | \$ 29.14 |
| Admin/Clerk | Customer Service Representative | Junior | \$ 13.29 | \$ 17.46 | \$ 19.94 | \$ 24.45 |
| Admin/Clerk | Customer Service Representative | Intermediate | \$ 13.77 | \$ 18.07 | \$ 20.65 | \$ 25.30 |
| Admin/Clerk | Customer Service Representative | Senior | \$ 15.43 | \$ 20.21 | \$ 23.14 | \$ 28.29 |
| Admin/Clerk | Data Entry Operator | Junior | \$ 12.82 | \$ 16.85 | \$ 19.23 | \$ 23.60 |
| Admin/Clerk | Data Entry Operator | Intermediate | \$ 13.77 | \$ 18.07 | \$ 20.65 | \$ 25.30 |
| Admin/Clerk | Data Entry Operator | Senior | \$ 14.72 | \$ 19.29 | \$ 22.08 | \$ 27.01 |
| Admin/Clerk | Database Administrator | Junior | \$ 23.22 | \$ 30.21 | \$ 34.84 | \$ 42.30 |
| Admin/Clerk | Database Administrator | Intermediate | \$ 27.30 | \$ 34.98 | \$ 40.95 | \$ 48.97 |
| Admin/Clerk | Database Administrator | Senior | \$ 32.01 | \$ 40.95 | \$ 48.01 | \$ 57.32 |
| Engineering / Project Management (PM) | Civil Engineer | Junior | \$ 20.18 | \$ 28.01 | \$ 30.27 | \$ 39.22 |
| Engineering / Project Management (PM) | Civil Engineer | Intermediate | \$ 28.33 | \$ 38.69 | \$ 42.49 | \$ 54.17 |
| Engineering / Project Management (PM) | Civil Engineer | Senior | \$ 36.99 | \$ 50.40 | \$ 55.49 | \$ 70.56 |
| Engineering / Project Management (PM) | Construction Manager | Junior | \$ 30.94 | \$ 42.99 | \$ 46.41 | \$ 60.18 |
| Engineering / Project Management (PM) | Construction Manager | Intermediate | \$ 32.73 | \$ 45.46 | \$ 49.10 | \$ 63.64 |
| Engineering / Project Management (PM) | Construction Manager | Senior | \$ 36.54 | \$ 50.70 | \$ 54.81 | \$ 70.98 |
| Engineering / Project Management (PM) | Cost Analyst | Junior | \$ 21.97 | \$ 30.47 | \$ 32.96 | \$ 42.66 |
| Engineering / Project Management (PM) | Cost Analyst | Intermediate | \$ 25.33 | \$ 34.65 | \$ 38.00 | \$ 48.50 |

| CDI Engineering Solutions - W2 VIRGINIA Hourly Rates (USD) | | | | | | |
|--|--------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Cost Analyst | Senior | \$ 29.14 | \$ 39.80 | \$ 43.72 | \$ 55.72 |
| Engineering / Project Management (PM) | Cost Technician | Junior | \$ 20.63 | \$ 28.63 | \$ 30.94 | \$ 40.08 |
| Engineering / Project Management (PM) | Cost Technician | Intermediate | \$ 21.97 | \$ 30.47 | \$ 32.96 | \$ 42.66 |
| Engineering / Project Management (PM) | Cost Technician | Senior | \$ 25.11 | \$ 34.34 | \$ 37.66 | \$ 48.08 |
| Engineering / Project Management (PM) | Document Control Analyst | Junior | \$ 21.07 | \$ 29.24 | \$ 31.61 | \$ 40.94 |
| Engineering / Project Management (PM) | Document Control Analyst | Intermediate | \$ 23.45 | \$ 32.49 | \$ 35.18 | \$ 45.49 |
| Engineering / Project Management (PM) | Document Control Analyst | Senior | \$ 27.13 | \$ 37.07 | \$ 40.69 | \$ 51.90 |
| Engineering / Project Management (PM) | Drafter | Junior | \$ 24.66 | \$ 33.74 | \$ 36.99 | \$ 47.23 |
| Engineering / Project Management (PM) | Drafter | Intermediate | \$ 26.23 | \$ 35.86 | \$ 39.34 | \$ 50.20 |
| Engineering / Project Management (PM) | Drafter | Senior | \$ 28.70 | \$ 39.19 | \$ 43.04 | \$ 54.87 |
| Engineering / Project Management (PM) | Electrical Engineer | Junior | \$ 28.70 | \$ 39.19 | \$ 43.04 | \$ 54.87 |
| Engineering / Project Management (PM) | Electrical Engineer | Intermediate | \$ 36.09 | \$ 49.19 | \$ 54.14 | \$ 68.87 |
| Engineering / Project Management (PM) | Electrical Engineer | Senior | \$ 44.39 | \$ 60.40 | \$ 66.58 | \$ 84.56 |
| Engineering / Project Management (PM) | Engineer | Junior | \$ 34.97 | \$ 47.68 | \$ 52.46 | \$ 66.75 |
| Engineering / Project Management (PM) | Engineer | Intermediate | \$ 39.23 | \$ 53.43 | \$ 58.85 | \$ 74.81 |
| Engineering / Project Management (PM) | Engineer | Senior | \$ 43.94 | \$ 59.80 | \$ 65.91 | \$ 83.72 |
| Engineering / Project Management (PM) | Environmental Planner | Junior | \$ 19.54 | \$ 27.14 | \$ 29.31 | \$ 38.00 |

| CDI Engineering Solutions - W2 VIRGINIA Hourly Rates (USD) | | | | | | |
|--|-------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Environmental Planner | Intermediate | \$ 22.93 | \$ 31.78 | \$ 34.39 | \$ 44.49 |
| Engineering / Project Management (PM) | Environmental Planner | Senior | \$ 31.17 | \$ 42.54 | \$ 46.76 | \$ 59.55 |
| Engineering / Project Management (PM) | Environmental Scientist | Junior | \$ 19.22 | \$ 27.18 | \$ 28.83 | \$ 38.05 |
| Engineering / Project Management (PM) | Environmental Scientist | Intermediate | \$ 24.66 | \$ 34.35 | \$ 36.99 | \$ 48.09 |
| Engineering / Project Management (PM) | Environmental Scientist | Senior | \$ 27.58 | \$ 38.36 | \$ 41.36 | \$ 53.70 |
| Engineering / Project Management (PM) | General Inspector | Junior | \$ 15.91 | \$ 22.17 | \$ 23.86 | \$ 31.04 |
| Engineering / Project Management (PM) | General Inspector | Intermediate | \$ 16.37 | \$ 22.80 | \$ 24.55 | \$ 31.92 |
| Engineering / Project Management (PM) | General Inspector | Senior | \$ 18.16 | \$ 25.25 | \$ 27.24 | \$ 35.35 |
| Engineering / Project Management (PM) | General Labor | Junior | \$ 13.90 | \$ 19.42 | \$ 20.85 | \$ 27.19 |
| Engineering / Project Management (PM) | General Labor | Intermediate | \$ 18.16 | \$ 25.25 | \$ 27.24 | \$ 35.35 |
| Engineering / Project Management (PM) | General Labor | Senior | \$ 22.19 | \$ 30.78 | \$ 33.29 | \$ 43.09 |
| Engineering / Project Management (PM) | GIS Analyst | Junior | \$ 24.95 | \$ 34.12 | \$ 37.42 | \$ 47.77 |
| Engineering / Project Management (PM) | GIS Analyst | Intermediate | \$ 35.43 | \$ 48.29 | \$ 53.15 | \$ 67.61 |
| Engineering / Project Management (PM) | GIS Analyst | Senior | \$ 41.77 | \$ 56.86 | \$ 62.66 | \$ 79.61 |
| Engineering / Project Management (PM) | Land Rights Agent | Junior | \$ 26.56 | \$ 36.31 | \$ 39.84 | \$ 50.83 |
| Engineering / Project Management (PM) | Land Rights Agent | Intermediate | \$ 29.82 | \$ 40.71 | \$ 44.73 | \$ 56.99 |
| Engineering / Project Management (PM) | Land Rights Agent | Senior | \$ 32.51 | \$ 44.34 | \$ 48.76 | \$ 62.08 |

| CDI Engineering Solutions - W2 VIRGINIA Hourly Rates (USD) | | | | | | |
|--|-----------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Logistics Coordinator | Junior | \$ 13.45 | \$ 18.81 | \$ 20.18 | \$ 26.33 |
| Engineering / Project Management (PM) | Logistics Coordinator | Intermediate | \$ 16.72 | \$ 23.29 | \$ 25.09 | \$ 32.61 |
| Engineering / Project Management (PM) | Logistics Coordinator | Senior | \$ 19.06 | \$ 26.48 | \$ 28.58 | \$ 37.07 |
| Engineering / Project Management (PM) | Mechanical Engineer | Junior | \$ 33.18 | \$ 45.25 | \$ 49.77 | \$ 63.35 |
| Engineering / Project Management (PM) | Mechanical Engineer | Intermediate | \$ 38.34 | \$ 52.22 | \$ 57.50 | \$ 73.11 |
| Engineering / Project Management (PM) | Mechanical Engineer | Senior | \$ 42.15 | \$ 57.37 | \$ 63.22 | \$ 80.32 |
| Engineering / Project Management (PM) | Pipeline Engineer | Junior | \$ 36.02 | \$ 49.09 | \$ 54.03 | \$ 68.73 |
| Engineering / Project Management (PM) | Pipeline Engineer | Intermediate | \$ 42.03 | \$ 57.22 | \$ 63.05 | \$ 80.10 |
| Engineering / Project Management (PM) | Pipeline Engineer | Senior | \$ 47.27 | \$ 64.29 | \$ 70.90 | \$ 90.01 |
| Engineering / Project Management (PM) | Power Engineer | Junior | \$ 35.65 | \$ 48.58 | \$ 53.47 | \$ 68.02 |
| Engineering / Project Management (PM) | Power Engineer | Intermediate | \$ 38.34 | \$ 52.22 | \$ 57.50 | \$ 73.11 |
| Engineering / Project Management (PM) | Power Engineer | Senior | \$ 41.25 | \$ 56.16 | \$ 61.88 | \$ 78.62 |
| Engineering / Project Management (PM) | Project Control | Junior | \$ 22.95 | \$ 31.81 | \$ 34.43 | \$ 44.54 |
| Engineering / Project Management (PM) | Project Control | Intermediate | \$ 30.60 | \$ 41.76 | \$ 45.90 | \$ 58.47 |
| Engineering / Project Management (PM) | Project Control | Senior | \$ 39.95 | \$ 54.40 | \$ 59.93 | \$ 76.16 |
| Engineering / Project Management (PM) | Project Coordinator | Junior | \$ 35.87 | \$ 48.89 | \$ 53.81 | \$ 68.44 |
| Engineering / Project Management (PM) | Project Coordinator | Intermediate | \$ 40.35 | \$ 54.95 | \$ 60.53 | \$ 76.93 |

| CDI Engineering Solutions - W2 VIRGINIA Hourly Rates (USD) | | | | | | |
|--|---------------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Project Coordinator | Senior | \$ 44.84 | \$ 61.01 | \$ 67.26 | \$ 85.41 |
| Engineering / Project Management (PM) | Project Engineer | Junior | \$ 34.97 | \$ 47.68 | \$ 52.46 | \$ 66.75 |
| Engineering / Project Management (PM) | Project Engineer | Intermediate | \$ 37.66 | \$ 51.31 | \$ 56.50 | \$ 71.84 |
| Engineering / Project Management (PM) | Project Engineer | Senior | \$ 43.94 | \$ 59.80 | \$ 65.91 | \$ 83.72 |
| Engineering / Project Management (PM) | Project Manager | Junior | \$ 32.28 | \$ 44.04 | \$ 48.42 | \$ 61.65 |
| Engineering / Project Management (PM) | Project Manager | Intermediate | \$ 38.56 | \$ 52.52 | \$ 57.84 | \$ 73.53 |
| Engineering / Project Management (PM) | Project Manager | Senior | \$ 44.84 | \$ 61.01 | \$ 67.26 | \$ 85.41 |
| Engineering / Project Management (PM) | Quality Technician | Junior | \$ 15.92 | \$ 22.19 | \$ 23.88 | \$ 31.06 |
| Engineering / Project Management (PM) | Quality Technician | Intermediate | \$ 17.71 | \$ 24.64 | \$ 26.57 | \$ 34.50 |
| Engineering / Project Management (PM) | Quality Technician | Senior | \$ 19.50 | \$ 27.09 | \$ 29.26 | \$ 37.93 |
| Engineering / Project Management (PM) | Relay & Controls Field Engineer | Junior | \$ 33.18 | \$ 45.25 | \$ 49.77 | \$ 63.35 |
| Engineering / Project Management (PM) | Relay & Controls Field Engineer | Intermediate | \$ 38.19 | \$ 52.03 | \$ 57.29 | \$ 72.84 |
| Engineering / Project Management (PM) | Relay & Controls Field Engineer | Senior | \$ 43.04 | \$ 58.58 | \$ 64.57 | \$ 82.02 |
| Engineering / Project Management (PM) | Safety Coordinator | Junior | \$ 19.73 | \$ 27.89 | \$ 29.59 | \$ 39.05 |
| Engineering / Project Management (PM) | Safety Coordinator | Intermediate | \$ 23.32 | \$ 32.89 | \$ 34.97 | \$ 46.04 |
| Engineering / Project Management (PM) | Safety Coordinator | Senior | \$ 28.92 | \$ 40.21 | \$ 43.38 | \$ 56.30 |
| Engineering / Project Management (PM) | Safety Inspector | Junior | \$ 15.24 | \$ 21.64 | \$ 22.87 | \$ 30.30 |

| CDI Engineering Solutions - W2 VIRGINIA Hourly Rates (USD) | | | | | | |
|--|--------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Safety Inspector | Intermediate | \$ 18.83 | \$ 26.64 | \$ 28.25 | \$ 37.30 |
| Engineering / Project Management (PM) | Safety Inspector | Senior | \$ 22.42 | \$ 31.64 | \$ 33.63 | \$ 44.29 |
| Engineering / Project Management (PM) | Scheduler | Junior | \$ 14.35 | \$ 20.04 | \$ 21.52 | \$ 28.05 |
| Engineering / Project Management (PM) | Scheduler | Intermediate | \$ 16.81 | \$ 23.41 | \$ 25.22 | \$ 32.78 |
| Engineering / Project Management (PM) | Scheduler | Senior | \$ 26.01 | \$ 35.55 | \$ 39.01 | \$ 49.78 |
| Engineering / Project Management (PM) | Systems Analyst | Junior | \$ 32.28 | \$ 44.04 | \$ 48.42 | \$ 61.65 |
| Engineering / Project Management (PM) | Systems Analyst | Intermediate | \$ 37.89 | \$ 51.62 | \$ 56.83 | \$ 72.26 |
| Engineering / Project Management (PM) | Systems Analyst | Senior | \$ 47.53 | \$ 64.65 | \$ 71.29 | \$ 90.50 |
| Engineering / Project Management (PM) | Welding Inspector | Junior | \$ 16.37 | \$ 22.80 | \$ 24.55 | \$ 31.92 |
| Engineering / Project Management (PM) | Welding Inspector | Intermediate | \$ 20.97 | \$ 29.09 | \$ 31.45 | \$ 40.73 |
| Engineering / Project Management (PM) | Welding Inspector | Senior | \$ 25.56 | \$ 34.95 | \$ 38.34 | \$ 48.93 |
| Finance/Accounting | Accounts Payable Analyst | Junior | \$ 17.09 | \$ 23.45 | \$ 25.64 | \$ 32.83 |
| Finance/Accounting | Accounts Payable Analyst | Intermediate | \$ 21.84 | \$ 29.85 | \$ 32.76 | \$ 41.79 |
| Finance/Accounting | Accounts Payable Analyst | Senior | \$ 26.11 | \$ 35.17 | \$ 39.17 | \$ 49.24 |
| Finance/Accounting | Analyst | Junior | \$ 26.59 | \$ 35.81 | \$ 39.88 | \$ 50.13 |
| Finance/Accounting | Analyst | Intermediate | \$ 32.28 | \$ 43.39 | \$ 48.42 | \$ 60.75 |
| Finance/Accounting | Analyst | Senior | \$ 36.08 | \$ 48.45 | \$ 54.12 | \$ 67.83 |
| Finance/Accounting | Business Analyst | Junior | \$ 33.23 | \$ 44.66 | \$ 49.85 | \$ 62.52 |
| Finance/Accounting | Business Analyst | Intermediate | \$ 41.54 | \$ 55.72 | \$ 62.31 | \$ 78.01 |
| Finance/Accounting | Business Analyst | Senior | \$ 47.95 | \$ 64.26 | \$ 71.92 | \$ 89.96 |
| Finance/Accounting | Cost Accountant | Junior | \$ 20.89 | \$ 28.57 | \$ 31.33 | \$ 40.00 |
| Finance/Accounting | Cost Accountant | Intermediate | \$ 25.16 | \$ 34.33 | \$ 37.74 | \$ 48.07 |
| Finance/Accounting | Cost Accountant | Senior | \$ 28.49 | \$ 38.34 | \$ 42.73 | \$ 53.67 |
| Finance/Accounting | Finance Analyst | Junior | \$ 22.31 | \$ 30.49 | \$ 33.47 | \$ 42.69 |
| Finance/Accounting | Finance Analyst | Intermediate | \$ 29.67 | \$ 39.92 | \$ 44.51 | \$ 55.88 |

| CDI Engineering Solutions - W2 VIRGINIA Hourly Rates (USD) | | | | | | |
|--|------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Finance/Accounting | Finance Analyst | Senior | \$ 34.18 | \$ 45.92 | \$ 51.27 | \$ 64.29 |
| Supply Chain | Buyer | Junior | \$ 19.50 | \$ 27.11 | \$ 29.26 | \$ 37.96 |
| Supply Chain | Buyer | Intermediate | \$ 21.52 | \$ 29.88 | \$ 32.28 | \$ 41.83 |
| Supply Chain | Buyer | Senior | \$ 27.80 | \$ 38.01 | \$ 41.70 | \$ 53.21 |
| Supply Chain | Contract Analyst | Junior | \$ 34.08 | \$ 46.50 | \$ 51.11 | \$ 65.10 |
| Supply Chain | Contract Analyst | Intermediate | \$ 37.89 | \$ 51.65 | \$ 56.83 | \$ 72.31 |
| Supply Chain | Contract Analyst | Senior | \$ 41.47 | \$ 56.51 | \$ 62.21 | \$ 79.11 |
| Supply Chain | Logistician | Junior | \$ 21.43 | \$ 29.75 | \$ 32.15 | \$ 41.66 |
| Supply Chain | Logistician | Intermediate | \$ 24.36 | \$ 33.35 | \$ 36.53 | \$ 46.69 |
| Supply Chain | Logistician | Senior | \$ 27.13 | \$ 37.10 | \$ 40.69 | \$ 51.94 |

| Orbital Engineering - W2 INDIANA Hourly Rates (USD) | | | | | | |
|---|---------------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Admin/Clerk | Administrative Assistant | Junior | \$ 13.60 | \$ 18.37 | \$ 20.40 | \$ 25.71 |
| Admin/Clerk | Administrative Assistant | Intermediate | \$ 17.00 | \$ 22.96 | \$ 25.50 | \$ 32.14 |
| Admin/Clerk | Administrative Assistant | Senior | \$ 20.40 | \$ 27.55 | \$ 30.60 | \$ 38.57 |
| Admin/Clerk | Customer Service Representative | Junior | \$ - | \$ - | \$ - | \$ - |
| Admin/Clerk | Customer Service Representative | Intermediate | \$ - | \$ - | \$ - | \$ - |
| Admin/Clerk | Customer Service Representative | Senior | \$ - | \$ - | \$ - | \$ - |
| Admin/Clerk | Data Entry Operator | Junior | \$ 11.90 | \$ 16.07 | \$ 17.85 | \$ 22.50 |
| Admin/Clerk | Data Entry Operator | Intermediate | \$ 14.45 | \$ 19.51 | \$ 21.68 | \$ 27.32 |
| Admin/Clerk | Data Entry Operator | Senior | \$ 17.00 | \$ 22.96 | \$ 25.50 | \$ 32.14 |
| Admin/Clerk | Database Administrator | Junior | \$ 17.00 | \$ 22.96 | \$ 25.50 | \$ 32.14 |
| Admin/Clerk | Database Administrator | Intermediate | \$ 23.80 | \$ 32.14 | \$ 35.70 | \$ 45.00 |
| Admin/Clerk | Database Administrator | Senior | \$ 30.60 | \$ 41.33 | \$ 45.90 | \$ 57.86 |
| Engineering / Project Management (PM) | Civil Engineer | Junior | \$ 28.50 | \$ 38.49 | \$ 42.75 | \$ 53.88 |
| Engineering / Project Management (PM) | Civil Engineer | Intermediate | \$ 38.00 | \$ 51.32 | \$ 57.00 | \$ 71.85 |
| Engineering / Project Management (PM) | Civil Engineer | Senior | \$ 47.50 | \$ 64.15 | \$ 71.25 | \$ 89.81 |
| Engineering / Project Management (PM) | Construction Manager | Junior | \$ 23.75 | \$ 32.07 | \$ 35.63 | \$ 44.90 |
| Engineering / Project Management (PM) | Construction Manager | Intermediate | \$ 33.25 | \$ 44.90 | \$ 49.88 | \$ 62.87 |
| Engineering / Project Management (PM) | Construction Manager | Senior | \$ 47.50 | \$ 64.15 | \$ 71.25 | \$ 89.81 |
| Engineering / Project Management (PM) | Cost Analyst | Junior | \$ 19.00 | \$ 25.66 | \$ 28.50 | \$ 35.92 |
| Engineering / Project Management (PM) | Cost Analyst | Intermediate | \$ 28.50 | \$ 38.49 | \$ 42.75 | \$ 53.88 |

| Orbital Engineering - W2 INDIANA Hourly Rates (USD) | | | | | | |
|---|--------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Cost Analyst | Senior | \$ 38.00 | \$ 51.32 | \$ 57.00 | \$ 71.85 |
| Engineering / Project Management (PM) | Cost Technician | Junior | \$ 16.15 | \$ 21.81 | \$ 24.23 | \$ 30.53 |
| Engineering / Project Management (PM) | Cost Technician | Intermediate | \$ 19.00 | \$ 25.66 | \$ 28.50 | \$ 35.92 |
| Engineering / Project Management (PM) | Cost Technician | Senior | \$ 21.85 | \$ 29.51 | \$ 32.78 | \$ 41.31 |
| Engineering / Project Management (PM) | Document Control Analyst | Junior | \$ 14.25 | \$ 19.24 | \$ 21.38 | \$ 26.94 |
| Engineering / Project Management (PM) | Document Control Analyst | Intermediate | \$ 18.05 | \$ 24.38 | \$ 27.08 | \$ 34.13 |
| Engineering / Project Management (PM) | Document Control Analyst | Senior | \$ 21.85 | \$ 29.51 | \$ 32.78 | \$ 41.31 |
| Engineering / Project Management (PM) | Drafter | Junior | \$ 14.25 | \$ 19.24 | \$ 21.38 | \$ 26.94 |
| Engineering / Project Management (PM) | Drafter | Intermediate | \$ 18.05 | \$ 24.38 | \$ 27.08 | \$ 34.13 |
| Engineering / Project Management (PM) | Drafter | Senior | \$ 21.85 | \$ 29.51 | \$ 32.78 | \$ 41.31 |
| Engineering / Project Management (PM) | Electrical Engineer | Junior | \$ 33.25 | \$ 44.90 | \$ 49.88 | \$ 62.87 |
| Engineering / Project Management (PM) | Electrical Engineer | Intermediate | \$ 42.75 | \$ 57.73 | \$ 64.13 | \$ 80.83 |
| Engineering / Project Management (PM) | Electrical Engineer | Senior | \$ 52.25 | \$ 70.56 | \$ 78.38 | \$ 98.79 |
| Engineering / Project Management (PM) | Engineer | Junior | \$ 23.75 | \$ 32.07 | \$ 35.63 | \$ 44.90 |
| Engineering / Project Management (PM) | Engineer | Intermediate | \$ 33.25 | \$ 44.90 | \$ 49.88 | \$ 62.87 |
| Engineering / Project Management (PM) | Engineer | Senior | \$ 42.75 | \$ 57.73 | \$ 64.13 | \$ 80.83 |
| Engineering / Project Management (PM) | Environmental Planner | Junior | \$ - | \$ - | \$ - | \$ - |

| Orbital Engineering - W2 INDIANA Hourly Rates (USD) | | | | | | |
|---|-------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Environmental Planner | Intermediate | \$ - | \$ - | \$ - | \$ - |
| Engineering / Project Management (PM) | Environmental Planner | Senior | \$ - | \$ - | \$ - | \$ - |
| Engineering / Project Management (PM) | Environmental Scientist | Junior | \$ - | \$ - | \$ - | \$ - |
| Engineering / Project Management (PM) | Environmental Scientist | Intermediate | \$ - | \$ - | \$ - | \$ - |
| Engineering / Project Management (PM) | Environmental Scientist | Senior | \$ - | \$ - | \$ - | \$ - |
| Engineering / Project Management (PM) | General Inspector | Junior | \$ 16.15 | \$ 21.97 | \$ 24.23 | \$ 30.76 |
| Engineering / Project Management (PM) | General Inspector | Intermediate | \$ 21.85 | \$ 29.73 | \$ 32.78 | \$ 41.62 |
| Engineering / Project Management (PM) | General Inspector | Senior | \$ 28.50 | \$ 38.77 | \$ 42.75 | \$ 54.28 |
| Engineering / Project Management (PM) | General Labor | Junior | \$ - | \$ - | \$ - | \$ - |
| Engineering / Project Management (PM) | General Labor | Intermediate | \$ - | \$ - | \$ - | \$ - |
| Engineering / Project Management (PM) | General Labor | Senior | \$ - | \$ - | \$ - | \$ - |
| Engineering / Project Management (PM) | GIS Analyst | Junior | \$ 19.00 | \$ 25.66 | \$ 28.50 | \$ 35.92 |
| Engineering / Project Management (PM) | GIS Analyst | Intermediate | \$ 23.75 | \$ 32.07 | \$ 35.63 | \$ 44.90 |
| Engineering / Project Management (PM) | GIS Analyst | Senior | \$ 28.50 | \$ 38.49 | \$ 42.75 | \$ 53.88 |
| Engineering / Project Management (PM) | Land Rights Agent | Junior | \$ - | \$ - | \$ - | \$ - |
| Engineering / Project Management (PM) | Land Rights Agent | Intermediate | \$ - | \$ - | \$ - | \$ - |
| Engineering / Project Management (PM) | Land Rights Agent | Senior | \$ - | \$ - | \$ - | \$ - |

| Orbital Engineering - W2 INDIANA Hourly Rates (USD) | | | | | | |
|---|-----------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Logistics Coordinator | Junior | \$ 17.10 | \$ 23.09 | \$ 25.65 | \$ 32.33 |
| Engineering / Project Management (PM) | Logistics Coordinator | Intermediate | \$ 23.75 | \$ 32.07 | \$ 35.63 | \$ 44.90 |
| Engineering / Project Management (PM) | Logistics Coordinator | Senior | \$ 33.25 | \$ 44.90 | \$ 49.88 | \$ 62.87 |
| Engineering / Project Management (PM) | Mechanical Engineer | Junior | \$ 30.40 | \$ 41.06 | \$ 45.60 | \$ 57.48 |
| Engineering / Project Management (PM) | Mechanical Engineer | Intermediate | \$ 39.90 | \$ 53.88 | \$ 59.85 | \$ 75.44 |
| Engineering / Project Management (PM) | Mechanical Engineer | Senior | \$ 49.40 | \$ 66.71 | \$ 74.10 | \$ 93.40 |
| Engineering / Project Management (PM) | Pipeline Engineer | Junior | \$ 30.40 | \$ 41.06 | \$ 45.60 | \$ 57.48 |
| Engineering / Project Management (PM) | Pipeline Engineer | Intermediate | \$ 39.90 | \$ 53.88 | \$ 59.85 | \$ 75.44 |
| Engineering / Project Management (PM) | Pipeline Engineer | Senior | \$ 49.40 | \$ 66.71 | \$ 74.10 | \$ 93.40 |
| Engineering / Project Management (PM) | Power Engineer | Junior | \$ 30.40 | \$ 41.06 | \$ 45.60 | \$ 57.48 |
| Engineering / Project Management (PM) | Power Engineer | Intermediate | \$ 39.90 | \$ 53.88 | \$ 59.85 | \$ 75.44 |
| Engineering / Project Management (PM) | Power Engineer | Senior | \$ 49.40 | \$ 66.71 | \$ 74.10 | \$ 93.40 |
| Engineering / Project Management (PM) | Project Control | Junior | \$ 19.00 | \$ 25.66 | \$ 28.50 | \$ 35.92 |
| Engineering / Project Management (PM) | Project Control | Intermediate | \$ 28.50 | \$ 38.49 | \$ 42.75 | \$ 53.88 |
| Engineering / Project Management (PM) | Project Control | Senior | \$ 38.00 | \$ 51.32 | \$ 57.00 | \$ 71.85 |
| Engineering / Project Management (PM) | Project Coordinator | Junior | \$ 19.00 | \$ 25.66 | \$ 28.50 | \$ 35.92 |
| Engineering / Project Management (PM) | Project Coordinator | Intermediate | \$ 28.50 | \$ 38.49 | \$ 42.75 | \$ 53.88 |

| Orbital Engineering - W2 INDIANA Hourly Rates (USD) | | | | | | |
|---|---------------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Project Coordinator | Senior | \$ 38.00 | \$ 51.32 | \$ 57.00 | \$ 71.85 |
| Engineering / Project Management (PM) | Project Engineer | Junior | \$ 30.40 | \$ 41.06 | \$ 45.60 | \$ 57.48 |
| Engineering / Project Management (PM) | Project Engineer | Intermediate | \$ 39.90 | \$ 53.88 | \$ 59.85 | \$ 75.44 |
| Engineering / Project Management (PM) | Project Engineer | Senior | \$ 49.40 | \$ 66.71 | \$ 74.10 | \$ 93.40 |
| Engineering / Project Management (PM) | Project Manager | Junior | \$ 23.75 | \$ 32.07 | \$ 35.63 | \$ 44.90 |
| Engineering / Project Management (PM) | Project Manager | Intermediate | \$ 38.00 | \$ 51.32 | \$ 57.00 | \$ 71.85 |
| Engineering / Project Management (PM) | Project Manager | Senior | \$ 52.25 | \$ 70.56 | \$ 78.38 | \$ 98.79 |
| Engineering / Project Management (PM) | Quality Technician | Junior | \$ 19.00 | \$ 25.85 | \$ 28.50 | \$ 36.19 |
| Engineering / Project Management (PM) | Quality Technician | Intermediate | \$ 26.60 | \$ 36.19 | \$ 39.90 | \$ 50.67 |
| Engineering / Project Management (PM) | Quality Technician | Senior | \$ 33.25 | \$ 45.24 | \$ 49.88 | \$ 63.33 |
| Engineering / Project Management (PM) | Relay & Controls Field Engineer | Junior | \$ 33.25 | \$ 44.90 | \$ 49.88 | \$ 62.87 |
| Engineering / Project Management (PM) | Relay & Controls Field Engineer | Intermediate | \$ 42.75 | \$ 57.73 | \$ 64.13 | \$ 80.83 |
| Engineering / Project Management (PM) | Relay & Controls Field Engineer | Senior | \$ 52.25 | \$ 70.56 | \$ 78.38 | \$ 98.79 |
| Engineering / Project Management (PM) | Safety Coordinator | Junior | \$ 33.25 | \$ 44.90 | \$ 49.88 | \$ 62.87 |
| Engineering / Project Management (PM) | Safety Coordinator | Intermediate | \$ 42.75 | \$ 57.73 | \$ 64.13 | \$ 80.83 |
| Engineering / Project Management (PM) | Safety Coordinator | Senior | \$ 52.25 | \$ 70.56 | \$ 78.38 | \$ 98.79 |
| Engineering / Project Management (PM) | Safety Inspector | Junior | \$ 17.10 | \$ 23.26 | \$ 25.65 | \$ 32.57 |

| Orbital Engineering - W2 INDIANA Hourly Rates (USD) | | | | | | |
|---|--------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Safety Inspector | Intermediate | \$ 23.75 | \$ 32.31 | \$ 35.63 | \$ 45.24 |
| Engineering / Project Management (PM) | Safety Inspector | Senior | \$ 33.25 | \$ 45.24 | \$ 49.88 | \$ 63.33 |
| Engineering / Project Management (PM) | Scheduler | Junior | \$ 19.00 | \$ 25.66 | \$ 28.50 | \$ 35.92 |
| Engineering / Project Management (PM) | Scheduler | Intermediate | \$ 28.50 | \$ 38.49 | \$ 42.75 | \$ 53.88 |
| Engineering / Project Management (PM) | Scheduler | Senior | \$ 38.00 | \$ 51.32 | \$ 57.00 | \$ 71.85 |
| Engineering / Project Management (PM) | Systems Analyst | Junior | \$ 20.90 | \$ 28.23 | \$ 31.35 | \$ 39.52 |
| Engineering / Project Management (PM) | Systems Analyst | Intermediate | \$ 33.25 | \$ 44.90 | \$ 49.88 | \$ 62.87 |
| Engineering / Project Management (PM) | Systems Analyst | Senior | \$ 47.50 | \$ 64.15 | \$ 71.25 | \$ 89.81 |
| Engineering / Project Management (PM) | Welding Inspector | Junior | \$ 28.50 | \$ 38.77 | \$ 42.75 | \$ 54.28 |
| Engineering / Project Management (PM) | Welding Inspector | Intermediate | \$ 38.00 | \$ 51.70 | \$ 57.00 | \$ 72.38 |
| Engineering / Project Management (PM) | Welding Inspector | Senior | \$ 47.50 | \$ 64.62 | \$ 71.25 | \$ 90.47 |
| Finance/Accounting | Accounts Payable Analyst | Junior | \$ 17.00 | \$ 22.96 | \$ 25.50 | \$ 32.14 |
| Finance/Accounting | Accounts Payable Analyst | Intermediate | \$ 22.00 | \$ 29.71 | \$ 33.00 | \$ 41.60 |
| Finance/Accounting | Accounts Payable Analyst | Senior | \$ 27.00 | \$ 36.46 | \$ 40.50 | \$ 51.05 |
| Finance/Accounting | Analyst | Junior | \$ 22.00 | \$ 29.71 | \$ 33.00 | \$ 41.60 |
| Finance/Accounting | Analyst | Intermediate | \$ 26.00 | \$ 35.11 | \$ 39.00 | \$ 49.16 |
| Finance/Accounting | Analyst | Senior | \$ 30.00 | \$ 40.52 | \$ 45.00 | \$ 56.72 |
| Finance/Accounting | Business Analyst | Junior | \$ 23.00 | \$ 31.06 | \$ 34.50 | \$ 43.49 |
| Finance/Accounting | Business Analyst | Intermediate | \$ 30.00 | \$ 40.52 | \$ 45.00 | \$ 56.72 |
| Finance/Accounting | Business Analyst | Senior | \$ 37.00 | \$ 49.97 | \$ 55.50 | \$ 69.96 |
| Finance/Accounting | Cost Accountant | Junior | \$ 30.00 | \$ 40.52 | \$ 45.00 | \$ 56.72 |
| Finance/Accounting | Cost Accountant | Intermediate | \$ 40.00 | \$ 54.02 | \$ 60.00 | \$ 75.63 |
| Finance/Accounting | Cost Accountant | Senior | \$ 50.00 | \$ 67.53 | \$ 75.00 | \$ 94.54 |
| Finance/Accounting | Finance Analyst | Junior | \$ 32.00 | \$ 43.22 | \$ 48.00 | \$ 60.50 |
| Finance/Accounting | Finance Analyst | Intermediate | \$ 42.00 | \$ 56.72 | \$ 63.00 | \$ 79.41 |

| Orbital Engineering - W2 INDIANA Hourly Rates (USD) | | | | | | |
|---|------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Finance/Accounting | Finance Analyst | Senior | \$ 52.00 | \$ 70.23 | \$ 78.00 | \$ 98.32 |
| Supply Chain | Buyer | Junior | \$ 20.00 | \$ 27.01 | \$ 30.00 | \$ 37.81 |
| Supply Chain | Buyer | Intermediate | \$ 30.00 | \$ 40.52 | \$ 45.00 | \$ 56.72 |
| Supply Chain | Buyer | Senior | \$ 40.00 | \$ 54.02 | \$ 60.00 | \$ 75.63 |
| Supply Chain | Contract Analyst | Junior | \$ 20.00 | \$ 27.01 | \$ 30.00 | \$ 37.81 |
| Supply Chain | Contract Analyst | Intermediate | \$ 30.00 | \$ 40.52 | \$ 45.00 | \$ 56.72 |
| Supply Chain | Contract Analyst | Senior | \$ 40.00 | \$ 54.02 | \$ 60.00 | \$ 75.63 |
| Supply Chain | Logistician | Junior | \$ 20.00 | \$ 27.01 | \$ 30.00 | \$ 37.81 |
| Supply Chain | Logistician | Intermediate | \$ 27.00 | \$ 36.46 | \$ 40.50 | \$ 51.05 |
| Supply Chain | Logistician | Senior | \$ 37.00 | \$ 49.97 | \$ 55.50 | \$ 69.96 |

| Orbital Engineering - W2 OHIO Hourly Rates (USD) | | | | | | |
|--|---------------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Admin/Clerk | Administrative Assistant | Junior | \$ 13.60 | \$ 18.40 | \$ 20.40 | \$ 25.75 |
| Admin/Clerk | Administrative Assistant | Intermediate | \$ 17.00 | \$ 22.99 | \$ 25.50 | \$ 32.19 |
| Admin/Clerk | Administrative Assistant | Senior | \$ 20.40 | \$ 27.59 | \$ 30.60 | \$ 38.63 |
| Admin/Clerk | Customer Service Representative | Junior | \$ - | \$ - | \$ - | \$ - |
| Admin/Clerk | Customer Service Representative | Intermediate | \$ - | \$ - | \$ - | \$ - |
| Admin/Clerk | Customer Service Representative | Senior | \$ - | \$ - | \$ - | \$ - |
| Admin/Clerk | Data Entry Operator | Junior | \$ 11.90 | \$ 16.10 | \$ 17.85 | \$ 22.53 |
| Admin/Clerk | Data Entry Operator | Intermediate | \$ 14.45 | \$ 19.55 | \$ 21.68 | \$ 27.36 |
| Admin/Clerk | Data Entry Operator | Senior | \$ 17.00 | \$ 22.99 | \$ 25.50 | \$ 32.19 |
| Admin/Clerk | Database Administrator | Junior | \$ 17.00 | \$ 22.99 | \$ 25.50 | \$ 32.19 |
| Admin/Clerk | Database Administrator | Intermediate | \$ 23.80 | \$ 32.19 | \$ 35.70 | \$ 45.07 |
| Admin/Clerk | Database Administrator | Senior | \$ 30.60 | \$ 41.39 | \$ 45.90 | \$ 57.95 |
| Engineering / Project Management (PM) | Civil Engineer | Junior | \$ 30.00 | \$ 40.58 | \$ 45.00 | \$ 56.81 |
| Engineering / Project Management (PM) | Civil Engineer | Intermediate | \$ 40.00 | \$ 54.10 | \$ 60.00 | \$ 75.75 |
| Engineering / Project Management (PM) | Civil Engineer | Senior | \$ 50.00 | \$ 67.63 | \$ 75.00 | \$ 94.68 |
| Engineering / Project Management (PM) | Construction Manager | Junior | \$ 25.00 | \$ 33.82 | \$ 37.50 | \$ 47.34 |
| Engineering / Project Management (PM) | Construction Manager | Intermediate | \$ 35.00 | \$ 47.34 | \$ 52.50 | \$ 66.28 |
| Engineering / Project Management (PM) | Construction Manager | Senior | \$ 50.00 | \$ 67.63 | \$ 75.00 | \$ 94.68 |
| Engineering / Project Management (PM) | Cost Analyst | Junior | \$ 20.00 | \$ 27.05 | \$ 30.00 | \$ 37.87 |
| Engineering / Project Management (PM) | Cost Analyst | Intermediate | \$ 30.00 | \$ 40.58 | \$ 45.00 | \$ 56.81 |

| Orbital Engineering - W2 OHIO Hourly Rates (USD) | | | | | | |
|--|--------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Cost Analyst | Senior | \$ 40.00 | \$ 54.10 | \$ 60.00 | \$ 75.75 |
| Engineering / Project Management (PM) | Cost Technician | Junior | \$ 17.00 | \$ 22.99 | \$ 25.50 | \$ 32.19 |
| Engineering / Project Management (PM) | Cost Technician | Intermediate | \$ 20.00 | \$ 27.05 | \$ 30.00 | \$ 37.87 |
| Engineering / Project Management (PM) | Cost Technician | Senior | \$ 23.00 | \$ 31.11 | \$ 34.50 | \$ 43.55 |
| Engineering / Project Management (PM) | Document Control Analyst | Junior | \$ 15.00 | \$ 20.29 | \$ 22.50 | \$ 28.40 |
| Engineering / Project Management (PM) | Document Control Analyst | Intermediate | \$ 19.00 | \$ 25.70 | \$ 28.50 | \$ 35.98 |
| Engineering / Project Management (PM) | Document Control Analyst | Senior | \$ 23.00 | \$ 31.11 | \$ 34.50 | \$ 43.55 |
| Engineering / Project Management (PM) | Drafter | Junior | \$ 15.00 | \$ 20.29 | \$ 22.50 | \$ 28.40 |
| Engineering / Project Management (PM) | Drafter | Intermediate | \$ 19.00 | \$ 25.70 | \$ 28.50 | \$ 35.98 |
| Engineering / Project Management (PM) | Drafter | Senior | \$ 23.00 | \$ 31.11 | \$ 34.50 | \$ 43.55 |
| Engineering / Project Management (PM) | Electrical Engineer | Junior | \$ 35.00 | \$ 47.34 | \$ 52.50 | \$ 66.28 |
| Engineering / Project Management (PM) | Electrical Engineer | Intermediate | \$ 45.00 | \$ 60.87 | \$ 67.50 | \$ 85.21 |
| Engineering / Project Management (PM) | Electrical Engineer | Senior | \$ 55.00 | \$ 74.39 | \$ 82.50 | \$ 104.15 |
| Engineering / Project Management (PM) | Engineer | Junior | \$ 25.00 | \$ 33.82 | \$ 37.50 | \$ 47.34 |
| Engineering / Project Management (PM) | Engineer | Intermediate | \$ 35.00 | \$ 47.34 | \$ 52.50 | \$ 66.28 |
| Engineering / Project Management (PM) | Engineer | Senior | \$ 45.00 | \$ 60.87 | \$ 67.50 | \$ 85.21 |
| Engineering / Project Management (PM) | Environmental Planner | Junior | \$ - | \$ - | \$ - | \$ - |

| Orbital Engineering - W2 OHIO Hourly Rates (USD) | | | | | | |
|--|-------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Environmental Planner | Intermediate | \$ - | \$ - | \$ - | \$ - |
| Engineering / Project Management (PM) | Environmental Planner | Senior | \$ - | \$ - | \$ - | \$ - |
| Engineering / Project Management (PM) | Environmental Scientist | Junior | \$ - | \$ - | \$ - | \$ - |
| Engineering / Project Management (PM) | Environmental Scientist | Intermediate | \$ - | \$ - | \$ - | \$ - |
| Engineering / Project Management (PM) | Environmental Scientist | Senior | \$ - | \$ - | \$ - | \$ - |
| Engineering / Project Management (PM) | General Inspector | Junior | \$ 17.00 | \$ 23.16 | \$ 25.50 | \$ 32.43 |
| Engineering / Project Management (PM) | General Inspector | Intermediate | \$ 23.00 | \$ 31.34 | \$ 34.50 | \$ 43.88 |
| Engineering / Project Management (PM) | General Inspector | Senior | \$ 30.00 | \$ 40.88 | \$ 45.00 | \$ 57.23 |
| Engineering / Project Management (PM) | General Labor | Junior | \$ - | \$ - | \$ - | \$ - |
| Engineering / Project Management (PM) | General Labor | Intermediate | \$ - | \$ - | \$ - | \$ - |
| Engineering / Project Management (PM) | General Labor | Senior | \$ - | \$ - | \$ - | \$ - |
| Engineering / Project Management (PM) | GIS Analyst | Junior | \$ 20.00 | \$ 27.05 | \$ 30.00 | \$ 37.87 |
| Engineering / Project Management (PM) | GIS Analyst | Intermediate | \$ 25.00 | \$ 33.82 | \$ 37.50 | \$ 47.34 |
| Engineering / Project Management (PM) | GIS Analyst | Senior | \$ 30.00 | \$ 40.58 | \$ 45.00 | \$ 56.81 |
| Engineering / Project Management (PM) | Land Rights Agent | Junior | \$ - | \$ - | \$ - | \$ - |
| Engineering / Project Management (PM) | Land Rights Agent | Intermediate | \$ - | \$ - | \$ - | \$ - |
| Engineering / Project Management (PM) | Land Rights Agent | Senior | \$ - | \$ - | \$ - | \$ - |

| Orbital Engineering - W2 OHIO Hourly Rates (USD) | | | | | | |
|--|-----------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Logistics Coordinator | Junior | \$ 18.00 | \$ 24.35 | \$ 27.00 | \$ 34.09 |
| Engineering / Project Management (PM) | Logistics Coordinator | Intermediate | \$ 25.00 | \$ 33.82 | \$ 37.50 | \$ 47.34 |
| Engineering / Project Management (PM) | Logistics Coordinator | Senior | \$ 35.00 | \$ 47.34 | \$ 52.50 | \$ 66.28 |
| Engineering / Project Management (PM) | Mechanical Engineer | Junior | \$ 32.00 | \$ 43.28 | \$ 48.00 | \$ 60.60 |
| Engineering / Project Management (PM) | Mechanical Engineer | Intermediate | \$ 42.00 | \$ 56.81 | \$ 63.00 | \$ 79.53 |
| Engineering / Project Management (PM) | Mechanical Engineer | Senior | \$ 52.00 | \$ 70.34 | \$ 78.00 | \$ 98.47 |
| Engineering / Project Management (PM) | Pipeline Engineer | Junior | \$ 32.00 | \$ 43.28 | \$ 48.00 | \$ 60.60 |
| Engineering / Project Management (PM) | Pipeline Engineer | Intermediate | \$ 42.00 | \$ 56.81 | \$ 63.00 | \$ 79.53 |
| Engineering / Project Management (PM) | Pipeline Engineer | Senior | \$ 52.00 | \$ 70.34 | \$ 78.00 | \$ 98.47 |
| Engineering / Project Management (PM) | Power Engineer | Junior | \$ 32.00 | \$ 43.28 | \$ 48.00 | \$ 60.60 |
| Engineering / Project Management (PM) | Power Engineer | Intermediate | \$ 42.00 | \$ 56.81 | \$ 63.00 | \$ 79.53 |
| Engineering / Project Management (PM) | Power Engineer | Senior | \$ 52.00 | \$ 70.34 | \$ 78.00 | \$ 98.47 |
| Engineering / Project Management (PM) | Project Control | Junior | \$ 20.00 | \$ 27.05 | \$ 30.00 | \$ 37.87 |
| Engineering / Project Management (PM) | Project Control | Intermediate | \$ 30.00 | \$ 40.58 | \$ 45.00 | \$ 56.81 |
| Engineering / Project Management (PM) | Project Control | Senior | \$ 40.00 | \$ 54.10 | \$ 60.00 | \$ 75.75 |
| Engineering / Project Management (PM) | Project Coordinator | Junior | \$ 20.00 | \$ 27.05 | \$ 30.00 | \$ 37.87 |
| Engineering / Project Management (PM) | Project Coordinator | Intermediate | \$ 30.00 | \$ 40.58 | \$ 45.00 | \$ 56.81 |

| Orbital Engineering - W2 OHIO Hourly Rates (USD) | | | | | | |
|--|---------------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Project Coordinator | Senior | \$ 40.00 | \$ 54.10 | \$ 60.00 | \$ 75.75 |
| Engineering / Project Management (PM) | Project Engineer | Junior | \$ 32.00 | \$ 43.28 | \$ 48.00 | \$ 60.60 |
| Engineering / Project Management (PM) | Project Engineer | Intermediate | \$ 42.00 | \$ 56.81 | \$ 63.00 | \$ 79.53 |
| Engineering / Project Management (PM) | Project Engineer | Senior | \$ 52.00 | \$ 70.34 | \$ 78.00 | \$ 98.47 |
| Engineering / Project Management (PM) | Project Manager | Junior | \$ 25.00 | \$ 33.82 | \$ 37.50 | \$ 47.34 |
| Engineering / Project Management (PM) | Project Manager | Intermediate | \$ 40.00 | \$ 54.10 | \$ 60.00 | \$ 75.75 |
| Engineering / Project Management (PM) | Project Manager | Senior | \$ 55.00 | \$ 74.39 | \$ 82.50 | \$ 104.15 |
| Engineering / Project Management (PM) | Quality Technician | Junior | \$ 20.00 | \$ 27.25 | \$ 30.00 | \$ 38.15 |
| Engineering / Project Management (PM) | Quality Technician | Intermediate | \$ 28.00 | \$ 38.15 | \$ 42.00 | \$ 53.41 |
| Engineering / Project Management (PM) | Quality Technician | Senior | \$ 36.00 | \$ 49.05 | \$ 54.00 | \$ 68.68 |
| Engineering / Project Management (PM) | Relay & Controls Field Engineer | Junior | \$ 35.00 | \$ 47.34 | \$ 52.50 | \$ 66.28 |
| Engineering / Project Management (PM) | Relay & Controls Field Engineer | Intermediate | \$ 45.00 | \$ 60.87 | \$ 67.50 | \$ 85.21 |
| Engineering / Project Management (PM) | Relay & Controls Field Engineer | Senior | \$ 55.00 | \$ 74.39 | \$ 82.50 | \$ 104.15 |
| Engineering / Project Management (PM) | Safety Coordinator | Junior | \$ 35.00 | \$ 47.34 | \$ 52.50 | \$ 66.28 |
| Engineering / Project Management (PM) | Safety Coordinator | Intermediate | \$ 45.00 | \$ 60.87 | \$ 67.50 | \$ 85.21 |
| Engineering / Project Management (PM) | Safety Coordinator | Senior | \$ 55.00 | \$ 74.39 | \$ 82.50 | \$ 104.15 |
| Engineering / Project Management (PM) | Safety Inspector | Junior | \$ 18.00 | \$ 24.53 | \$ 27.00 | \$ 34.34 |

| Orbital Engineering - W2 OHIO Hourly Rates (USD) | | | | | | |
|--|--------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Safety Inspector | Intermediate | \$ 25.00 | \$ 34.07 | \$ 37.50 | \$ 47.69 |
| Engineering / Project Management (PM) | Safety Inspector | Senior | \$ 35.00 | \$ 47.69 | \$ 52.50 | \$ 66.77 |
| Engineering / Project Management (PM) | Scheduler | Junior | \$ 20.00 | \$ 27.05 | \$ 30.00 | \$ 37.87 |
| Engineering / Project Management (PM) | Scheduler | Intermediate | \$ 30.00 | \$ 40.58 | \$ 45.00 | \$ 56.81 |
| Engineering / Project Management (PM) | Scheduler | Senior | \$ 40.00 | \$ 54.10 | \$ 60.00 | \$ 75.75 |
| Engineering / Project Management (PM) | Systems Analyst | Junior | \$ 22.00 | \$ 29.76 | \$ 33.00 | \$ 41.66 |
| Engineering / Project Management (PM) | Systems Analyst | Intermediate | \$ 35.00 | \$ 47.34 | \$ 52.50 | \$ 66.28 |
| Engineering / Project Management (PM) | Systems Analyst | Senior | \$ 50.00 | \$ 67.63 | \$ 75.00 | \$ 94.68 |
| Engineering / Project Management (PM) | Welding Inspector | Junior | \$ 30.00 | \$ 40.88 | \$ 45.00 | \$ 57.23 |
| Engineering / Project Management (PM) | Welding Inspector | Intermediate | \$ 40.00 | \$ 54.50 | \$ 60.00 | \$ 76.31 |
| Engineering / Project Management (PM) | Welding Inspector | Senior | \$ 50.00 | \$ 68.13 | \$ 75.00 | \$ 95.38 |
| Finance/Accounting | Accounts Payable Analyst | Junior | \$ 14.45 | \$ 19.55 | \$ 21.68 | \$ 27.36 |
| Finance/Accounting | Accounts Payable Analyst | Intermediate | \$ 18.70 | \$ 25.29 | \$ 28.05 | \$ 35.41 |
| Finance/Accounting | Accounts Payable Analyst | Senior | \$ 22.95 | \$ 31.04 | \$ 34.43 | \$ 43.46 |
| Finance/Accounting | Analyst | Junior | \$ 18.70 | \$ 25.29 | \$ 28.05 | \$ 35.41 |
| Finance/Accounting | Analyst | Intermediate | \$ 22.10 | \$ 29.89 | \$ 33.15 | \$ 41.85 |
| Finance/Accounting | Analyst | Senior | \$ 25.50 | \$ 34.49 | \$ 38.25 | \$ 48.29 |
| Finance/Accounting | Business Analyst | Junior | \$ 19.55 | \$ 26.44 | \$ 29.33 | \$ 37.02 |
| Finance/Accounting | Business Analyst | Intermediate | \$ 25.50 | \$ 34.49 | \$ 38.25 | \$ 48.29 |
| Finance/Accounting | Business Analyst | Senior | \$ 31.45 | \$ 42.54 | \$ 47.18 | \$ 59.55 |
| Finance/Accounting | Cost Accountant | Junior | \$ 25.50 | \$ 34.49 | \$ 38.25 | \$ 48.29 |
| Finance/Accounting | Cost Accountant | Intermediate | \$ 34.00 | \$ 45.99 | \$ 51.00 | \$ 64.38 |
| Finance/Accounting | Cost Accountant | Senior | \$ 42.50 | \$ 57.49 | \$ 63.75 | \$ 80.48 |
| Finance/Accounting | Finance Analyst | Junior | \$ 27.20 | \$ 36.79 | \$ 40.80 | \$ 51.51 |
| Finance/Accounting | Finance Analyst | Intermediate | \$ 35.70 | \$ 48.29 | \$ 53.55 | \$ 67.60 |

| Orbital Engineering - W2 OHIO Hourly Rates (USD) | | | | | | |
|--|------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Finance/Accounting | Finance Analyst | Senior | \$ 44.20 | \$ 59.78 | \$ 66.30 | \$ 83.70 |
| Supply Chain | Buyer | Junior | \$ 17.00 | \$ 22.99 | \$ 25.50 | \$ 32.19 |
| Supply Chain | Buyer | Intermediate | \$ 25.50 | \$ 34.49 | \$ 38.25 | \$ 48.29 |
| Supply Chain | Buyer | Senior | \$ 34.00 | \$ 45.99 | \$ 51.00 | \$ 64.38 |
| Supply Chain | Contract Analyst | Junior | \$ 17.00 | \$ 22.99 | \$ 25.50 | \$ 32.19 |
| Supply Chain | Contract Analyst | Intermediate | \$ 25.50 | \$ 34.49 | \$ 38.25 | \$ 48.29 |
| Supply Chain | Contract Analyst | Senior | \$ 34.00 | \$ 45.99 | \$ 51.00 | \$ 64.38 |
| Supply Chain | Logistician | Junior | \$ 17.00 | \$ 22.99 | \$ 25.50 | \$ 32.19 |
| Supply Chain | Logistician | Intermediate | \$ 22.95 | \$ 31.04 | \$ 34.43 | \$ 43.46 |
| Supply Chain | Logistician | Senior | \$ 31.45 | \$ 42.54 | \$ 47.18 | \$ 59.55 |

| Orbital Engineering - W2 PENNSYLVANIA Hourly Rates (USD) | | | | | | |
|--|---------------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Admin/Clerk | Administrative Assistant | Junior | \$ 13.60 | \$ 18.56 | \$ 20.40 | \$ 25.98 |
| Admin/Clerk | Administrative Assistant | Intermediate | \$ 17.00 | \$ 23.20 | \$ 25.50 | \$ 32.48 |
| Admin/Clerk | Administrative Assistant | Senior | \$ 20.40 | \$ 27.84 | \$ 30.60 | \$ 38.97 |
| Admin/Clerk | Customer Service Representative | Junior | \$ - | \$ - | \$ - | \$ - |
| Admin/Clerk | Customer Service Representative | Intermediate | \$ - | \$ - | \$ - | \$ - |
| Admin/Clerk | Customer Service Representative | Senior | \$ - | \$ - | \$ - | \$ - |
| Admin/Clerk | Data Entry Operator | Junior | \$ 11.90 | \$ 16.24 | \$ 17.85 | \$ 22.73 |
| Admin/Clerk | Data Entry Operator | Intermediate | \$ 14.45 | \$ 19.72 | \$ 21.68 | \$ 27.60 |
| Admin/Clerk | Data Entry Operator | Senior | \$ 17.00 | \$ 23.20 | \$ 25.50 | \$ 32.48 |
| Admin/Clerk | Database Administrator | Junior | \$ 17.00 | \$ 23.20 | \$ 25.50 | \$ 32.48 |
| Admin/Clerk | Database Administrator | Intermediate | \$ 23.80 | \$ 32.48 | \$ 35.70 | \$ 45.47 |
| Admin/Clerk | Database Administrator | Senior | \$ 30.60 | \$ 41.76 | \$ 45.90 | \$ 58.46 |
| Engineering / Project Management (PM) | Civil Engineer | Junior | \$ 30.00 | \$ 40.94 | \$ 45.00 | \$ 57.31 |
| Engineering / Project Management (PM) | Civil Engineer | Intermediate | \$ 40.00 | \$ 54.58 | \$ 60.00 | \$ 76.41 |
| Engineering / Project Management (PM) | Civil Engineer | Senior | \$ 50.00 | \$ 68.23 | \$ 75.00 | \$ 95.52 |
| Engineering / Project Management (PM) | Construction Manager | Junior | \$ 25.00 | \$ 34.11 | \$ 37.50 | \$ 47.76 |
| Engineering / Project Management (PM) | Construction Manager | Intermediate | \$ 35.00 | \$ 47.76 | \$ 52.50 | \$ 66.86 |
| Engineering / Project Management (PM) | Construction Manager | Senior | \$ 50.00 | \$ 68.23 | \$ 75.00 | \$ 95.52 |
| Engineering / Project Management (PM) | Cost Analyst | Junior | \$ 20.00 | \$ 27.29 | \$ 30.00 | \$ 38.21 |
| Engineering / Project Management (PM) | Cost Analyst | Intermediate | \$ 30.00 | \$ 40.94 | \$ 45.00 | \$ 57.31 |

| Orbital Engineering - W2 PENNSYLVANIA Hourly Rates (USD) | | | | | | |
|--|--------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Cost Analyst | Senior | \$ 40.00 | \$ 54.58 | \$ 60.00 | \$ 76.41 |
| Engineering / Project Management (PM) | Cost Technician | Junior | \$ 17.00 | \$ 23.20 | \$ 25.50 | \$ 32.48 |
| Engineering / Project Management (PM) | Cost Technician | Intermediate | \$ 20.00 | \$ 27.29 | \$ 30.00 | \$ 38.21 |
| Engineering / Project Management (PM) | Cost Technician | Senior | \$ 23.00 | \$ 31.38 | \$ 34.50 | \$ 43.94 |
| Engineering / Project Management (PM) | Document Control Analyst | Junior | \$ 15.00 | \$ 20.47 | \$ 22.50 | \$ 28.66 |
| Engineering / Project Management (PM) | Document Control Analyst | Intermediate | \$ 19.00 | \$ 25.93 | \$ 28.50 | \$ 36.30 |
| Engineering / Project Management (PM) | Document Control Analyst | Senior | \$ 23.00 | \$ 31.38 | \$ 34.50 | \$ 43.94 |
| Engineering / Project Management (PM) | Drafter | Junior | \$ 15.00 | \$ 20.47 | \$ 22.50 | \$ 28.66 |
| Engineering / Project Management (PM) | Drafter | Intermediate | \$ 19.00 | \$ 25.93 | \$ 28.50 | \$ 36.30 |
| Engineering / Project Management (PM) | Drafter | Senior | \$ 23.00 | \$ 31.38 | \$ 34.50 | \$ 43.94 |
| Engineering / Project Management (PM) | Electrical Engineer | Junior | \$ 35.00 | \$ 47.76 | \$ 52.50 | \$ 66.86 |
| Engineering / Project Management (PM) | Electrical Engineer | Intermediate | \$ 45.00 | \$ 61.40 | \$ 67.50 | \$ 85.97 |
| Engineering / Project Management (PM) | Electrical Engineer | Senior | \$ 55.00 | \$ 75.05 | \$ 82.50 | \$ 105.07 |
| Engineering / Project Management (PM) | Engineer | Junior | \$ 25.00 | \$ 34.11 | \$ 37.50 | \$ 47.76 |
| Engineering / Project Management (PM) | Engineer | Intermediate | \$ 35.00 | \$ 47.76 | \$ 52.50 | \$ 66.86 |
| Engineering / Project Management (PM) | Engineer | Senior | \$ 45.00 | \$ 61.40 | \$ 67.50 | \$ 85.97 |
| Engineering / Project Management (PM) | Environmental Planner | Junior | \$ - | \$ - | \$ - | \$ - |

| Orbital Engineering - W2 PENNSYLVANIA Hourly Rates (USD) | | | | | | |
|--|-------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Environmental Planner | Intermediate | \$ - | \$ - | \$ - | \$ - |
| Engineering / Project Management (PM) | Environmental Planner | Senior | \$ - | \$ - | \$ - | \$ - |
| Engineering / Project Management (PM) | Environmental Scientist | Junior | \$ - | \$ - | \$ - | \$ - |
| Engineering / Project Management (PM) | Environmental Scientist | Intermediate | \$ - | \$ - | \$ - | \$ - |
| Engineering / Project Management (PM) | Environmental Scientist | Senior | \$ - | \$ - | \$ - | \$ - |
| Engineering / Project Management (PM) | General Inspector | Junior | \$ 17.00 | \$ 23.37 | \$ 25.50 | \$ 32.71 |
| Engineering / Project Management (PM) | General Inspector | Intermediate | \$ 23.00 | \$ 31.61 | \$ 34.50 | \$ 44.26 |
| Engineering / Project Management (PM) | General Inspector | Senior | \$ 30.00 | \$ 41.24 | \$ 45.00 | \$ 57.73 |
| Engineering / Project Management (PM) | General Labor | Junior | \$ - | \$ - | \$ - | \$ - |
| Engineering / Project Management (PM) | General Labor | Intermediate | \$ - | \$ - | \$ - | \$ - |
| Engineering / Project Management (PM) | General Labor | Senior | \$ - | \$ - | \$ - | \$ - |
| Engineering / Project Management (PM) | GIS Analyst | Junior | \$ 20.00 | \$ 27.29 | \$ 30.00 | \$ 38.21 |
| Engineering / Project Management (PM) | GIS Analyst | Intermediate | \$ 25.00 | \$ 34.11 | \$ 37.50 | \$ 47.76 |
| Engineering / Project Management (PM) | GIS Analyst | Senior | \$ 30.00 | \$ 40.94 | \$ 45.00 | \$ 57.31 |
| Engineering / Project Management (PM) | Land Rights Agent | Junior | \$ - | \$ - | \$ - | \$ - |
| Engineering / Project Management (PM) | Land Rights Agent | Intermediate | \$ - | \$ - | \$ - | \$ - |
| Engineering / Project Management (PM) | Land Rights Agent | Senior | \$ - | \$ - | \$ - | \$ - |

| Orbital Engineering - W2 PENNSYLVANIA Hourly Rates (USD) | | | | | | |
|--|-----------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Logistics Coordinator | Junior | \$ 18.00 | \$ 24.56 | \$ 27.00 | \$ 34.39 |
| Engineering / Project Management (PM) | Logistics Coordinator | Intermediate | \$ 25.00 | \$ 34.11 | \$ 37.50 | \$ 47.76 |
| Engineering / Project Management (PM) | Logistics Coordinator | Senior | \$ 35.00 | \$ 47.76 | \$ 52.50 | \$ 66.86 |
| Engineering / Project Management (PM) | Mechanical Engineer | Junior | \$ 32.00 | \$ 43.67 | \$ 48.00 | \$ 61.13 |
| Engineering / Project Management (PM) | Mechanical Engineer | Intermediate | \$ 42.00 | \$ 57.31 | \$ 63.00 | \$ 80.24 |
| Engineering / Project Management (PM) | Mechanical Engineer | Senior | \$ 52.00 | \$ 70.96 | \$ 78.00 | \$ 99.34 |
| Engineering / Project Management (PM) | Pipeline Engineer | Junior | \$ 32.00 | \$ 43.67 | \$ 48.00 | \$ 61.13 |
| Engineering / Project Management (PM) | Pipeline Engineer | Intermediate | \$ 42.00 | \$ 57.31 | \$ 63.00 | \$ 80.24 |
| Engineering / Project Management (PM) | Pipeline Engineer | Senior | \$ 52.00 | \$ 70.96 | \$ 78.00 | \$ 99.34 |
| Engineering / Project Management (PM) | Power Engineer | Junior | \$ 32.00 | \$ 43.67 | \$ 48.00 | \$ 61.13 |
| Engineering / Project Management (PM) | Power Engineer | Intermediate | \$ 42.00 | \$ 57.31 | \$ 63.00 | \$ 80.24 |
| Engineering / Project Management (PM) | Power Engineer | Senior | \$ 52.00 | \$ 70.96 | \$ 78.00 | \$ 99.34 |
| Engineering / Project Management (PM) | Project Control | Junior | \$ 20.00 | \$ 27.29 | \$ 30.00 | \$ 38.21 |
| Engineering / Project Management (PM) | Project Control | Intermediate | \$ 30.00 | \$ 40.94 | \$ 45.00 | \$ 57.31 |
| Engineering / Project Management (PM) | Project Control | Senior | \$ 40.00 | \$ 54.58 | \$ 60.00 | \$ 76.41 |
| Engineering / Project Management (PM) | Project Coordinator | Junior | \$ 20.00 | \$ 27.29 | \$ 30.00 | \$ 38.21 |
| Engineering / Project Management (PM) | Project Coordinator | Intermediate | \$ 30.00 | \$ 40.94 | \$ 45.00 | \$ 57.31 |

| Orbital Engineering - W2 PENNSYLVANIA Hourly Rates (USD) | | | | | | |
|--|---------------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Project Coordinator | Senior | \$ 40.00 | \$ 54.58 | \$ 60.00 | \$ 76.41 |
| Engineering / Project Management (PM) | Project Engineer | Junior | \$ 32.00 | \$ 43.67 | \$ 48.00 | \$ 61.13 |
| Engineering / Project Management (PM) | Project Engineer | Intermediate | \$ 42.00 | \$ 57.31 | \$ 63.00 | \$ 80.24 |
| Engineering / Project Management (PM) | Project Engineer | Senior | \$ 52.00 | \$ 70.96 | \$ 78.00 | \$ 99.34 |
| Engineering / Project Management (PM) | Project Manager | Junior | \$ 25.00 | \$ 34.11 | \$ 37.50 | \$ 47.76 |
| Engineering / Project Management (PM) | Project Manager | Intermediate | \$ 40.00 | \$ 54.58 | \$ 60.00 | \$ 76.41 |
| Engineering / Project Management (PM) | Project Manager | Senior | \$ 55.00 | \$ 75.05 | \$ 82.50 | \$ 105.07 |
| Engineering / Project Management (PM) | Quality Technician | Junior | \$ 20.00 | \$ 27.49 | \$ 30.00 | \$ 38.49 |
| Engineering / Project Management (PM) | Quality Technician | Intermediate | \$ 28.00 | \$ 38.49 | \$ 42.00 | \$ 53.88 |
| Engineering / Project Management (PM) | Quality Technician | Senior | \$ 35.00 | \$ 48.11 | \$ 52.50 | \$ 67.35 |
| Engineering / Project Management (PM) | Relay & Controls Field Engineer | Junior | \$ 35.00 | \$ 47.76 | \$ 52.50 | \$ 66.86 |
| Engineering / Project Management (PM) | Relay & Controls Field Engineer | Intermediate | \$ 45.00 | \$ 61.40 | \$ 67.50 | \$ 85.97 |
| Engineering / Project Management (PM) | Relay & Controls Field Engineer | Senior | \$ 55.00 | \$ 75.05 | \$ 82.50 | \$ 105.07 |
| Engineering / Project Management (PM) | Safety Coordinator | Junior | \$ 35.00 | \$ 47.76 | \$ 52.50 | \$ 66.86 |
| Engineering / Project Management (PM) | Safety Coordinator | Intermediate | \$ 45.00 | \$ 61.40 | \$ 67.50 | \$ 85.97 |
| Engineering / Project Management (PM) | Safety Coordinator | Senior | \$ 55.00 | \$ 75.05 | \$ 82.50 | \$ 105.07 |
| Engineering / Project Management (PM) | Safety Inspector | Junior | \$ 18.00 | \$ 24.74 | \$ 27.00 | \$ 34.64 |

| Orbital Engineering - W2 PENNSYLVANIA Hourly Rates (USD) | | | | | | |
|--|--------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Safety Inspector | Intermediate | \$ 25.00 | \$ 34.36 | \$ 37.50 | \$ 48.11 |
| Engineering / Project Management (PM) | Safety Inspector | Senior | \$ 35.00 | \$ 48.11 | \$ 52.50 | \$ 67.35 |
| Engineering / Project Management (PM) | Scheduler | Junior | \$ 20.00 | \$ 27.29 | \$ 30.00 | \$ 38.21 |
| Engineering / Project Management (PM) | Scheduler | Intermediate | \$ 30.00 | \$ 40.94 | \$ 45.00 | \$ 57.31 |
| Engineering / Project Management (PM) | Scheduler | Senior | \$ 40.00 | \$ 54.58 | \$ 60.00 | \$ 76.41 |
| Engineering / Project Management (PM) | Systems Analyst | Junior | \$ 22.00 | \$ 30.02 | \$ 33.00 | \$ 42.03 |
| Engineering / Project Management (PM) | Systems Analyst | Intermediate | \$ 35.00 | \$ 47.76 | \$ 52.50 | \$ 66.86 |
| Engineering / Project Management (PM) | Systems Analyst | Senior | \$ 50.00 | \$ 68.23 | \$ 75.00 | \$ 95.52 |
| Engineering / Project Management (PM) | Welding Inspector | Junior | \$ 30.00 | \$ 41.24 | \$ 45.00 | \$ 57.73 |
| Engineering / Project Management (PM) | Welding Inspector | Intermediate | \$ 40.00 | \$ 54.98 | \$ 60.00 | \$ 76.97 |
| Engineering / Project Management (PM) | Welding Inspector | Senior | \$ 50.00 | \$ 68.73 | \$ 75.00 | \$ 96.22 |
| Finance/Accounting | Accounts Payable Analyst | Junior | \$ 14.45 | \$ 19.72 | \$ 21.68 | \$ 27.60 |
| Finance/Accounting | Accounts Payable Analyst | Intermediate | \$ 18.70 | \$ 25.52 | \$ 28.05 | \$ 35.72 |
| Finance/Accounting | Accounts Payable Analyst | Senior | \$ 22.95 | \$ 31.32 | \$ 34.43 | \$ 43.84 |
| Finance/Accounting | Analyst | Junior | \$ 18.70 | \$ 25.52 | \$ 28.05 | \$ 35.72 |
| Finance/Accounting | Analyst | Intermediate | \$ 22.10 | \$ 30.16 | \$ 33.15 | \$ 42.22 |
| Finance/Accounting | Analyst | Senior | \$ 25.50 | \$ 34.80 | \$ 38.25 | \$ 48.71 |
| Finance/Accounting | Business Analyst | Junior | \$ 19.55 | \$ 26.68 | \$ 29.33 | \$ 37.35 |
| Finance/Accounting | Business Analyst | Intermediate | \$ 25.50 | \$ 34.80 | \$ 38.25 | \$ 48.71 |
| Finance/Accounting | Business Analyst | Senior | \$ 31.45 | \$ 42.91 | \$ 47.18 | \$ 60.08 |
| Finance/Accounting | Cost Accountant | Junior | \$ 25.50 | \$ 34.80 | \$ 38.25 | \$ 48.71 |
| Finance/Accounting | Cost Accountant | Intermediate | \$ 34.00 | \$ 46.39 | \$ 51.00 | \$ 64.95 |
| Finance/Accounting | Cost Accountant | Senior | \$ 42.50 | \$ 57.99 | \$ 63.75 | \$ 81.19 |
| Finance/Accounting | Finance Analyst | Junior | \$ 27.20 | \$ 37.12 | \$ 40.80 | \$ 51.96 |
| Finance/Accounting | Finance Analyst | Intermediate | \$ 35.70 | \$ 48.71 | \$ 53.55 | \$ 68.20 |

| Orbital Engineering - W2 PENNSYLVANIA Hourly Rates (USD) | | | | | | |
|--|------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Finance/Accounting | Finance Analyst | Senior | \$ 44.20 | \$ 60.31 | \$ 66.30 | \$ 84.44 |
| Supply Chain | Buyer | Junior | \$ 17.00 | \$ 23.20 | \$ 25.50 | \$ 32.48 |
| Supply Chain | Buyer | Intermediate | \$ 25.50 | \$ 34.80 | \$ 38.25 | \$ 48.71 |
| Supply Chain | Buyer | Senior | \$ 34.00 | \$ 46.39 | \$ 51.00 | \$ 64.95 |
| Supply Chain | Contract Analyst | Junior | \$ 17.00 | \$ 23.20 | \$ 25.50 | \$ 32.48 |
| Supply Chain | Contract Analyst | Intermediate | \$ 25.50 | \$ 34.80 | \$ 38.25 | \$ 48.71 |
| Supply Chain | Contract Analyst | Senior | \$ 34.00 | \$ 46.39 | \$ 51.00 | \$ 64.95 |
| Supply Chain | Logistician | Junior | \$ 17.00 | \$ 23.20 | \$ 25.50 | \$ 32.48 |
| Supply Chain | Logistician | Intermediate | \$ 22.95 | \$ 31.32 | \$ 34.43 | \$ 43.84 |
| Supply Chain | Logistician | Senior | \$ 31.45 | \$ 42.91 | \$ 47.18 | \$ 60.08 |

| Orbital Engineering - W2 MASSACHUSETTS Hourly Rates (USD) | | | | | | |
|---|---------------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Admin/Clerk | Administrative Assistant | Junior | \$ 17.00 | \$ 22.85 | \$ 25.50 | \$ 31.99 |
| Admin/Clerk | Administrative Assistant | Intermediate | \$ 21.25 | \$ 28.56 | \$ 31.88 | \$ 39.99 |
| Admin/Clerk | Administrative Assistant | Senior | \$ 25.50 | \$ 34.28 | \$ 38.25 | \$ 47.99 |
| Admin/Clerk | Customer Service Representative | Junior | \$ - | \$ - | \$ - | \$ - |
| Admin/Clerk | Customer Service Representative | Intermediate | \$ - | \$ - | \$ - | \$ - |
| Admin/Clerk | Customer Service Representative | Senior | \$ - | \$ - | \$ - | \$ - |
| Admin/Clerk | Data Entry Operator | Junior | \$ 14.88 | \$ 19.99 | \$ 22.31 | \$ 27.99 |
| Admin/Clerk | Data Entry Operator | Intermediate | \$ 18.06 | \$ 24.28 | \$ 27.09 | \$ 33.99 |
| Admin/Clerk | Data Entry Operator | Senior | \$ 21.25 | \$ 28.56 | \$ 31.88 | \$ 39.99 |
| Admin/Clerk | Database Administrator | Junior | \$ 21.25 | \$ 28.56 | \$ 31.88 | \$ 39.99 |
| Admin/Clerk | Database Administrator | Intermediate | \$ 29.75 | \$ 39.99 | \$ 44.63 | \$ 55.99 |
| Admin/Clerk | Database Administrator | Senior | \$ 38.25 | \$ 51.42 | \$ 57.38 | \$ 71.98 |
| Engineering / Project Management (PM) | Civil Engineer | Junior | \$ 37.50 | \$ 50.41 | \$ 56.25 | \$ 70.57 |
| Engineering / Project Management (PM) | Civil Engineer | Intermediate | \$ 50.00 | \$ 67.21 | \$ 75.00 | \$ 94.09 |
| Engineering / Project Management (PM) | Civil Engineer | Senior | \$ 62.50 | \$ 84.01 | \$ 93.75 | \$ 117.62 |
| Engineering / Project Management (PM) | Construction Manager | Junior | \$ 31.25 | \$ 42.01 | \$ 46.88 | \$ 58.81 |
| Engineering / Project Management (PM) | Construction Manager | Intermediate | \$ 43.75 | \$ 58.81 | \$ 65.63 | \$ 82.33 |
| Engineering / Project Management (PM) | Construction Manager | Senior | \$ 62.50 | \$ 84.01 | \$ 93.75 | \$ 117.62 |
| Engineering / Project Management (PM) | Cost Analyst | Junior | \$ 25.00 | \$ 33.61 | \$ 37.50 | \$ 47.05 |
| Engineering / Project Management (PM) | Cost Analyst | Intermediate | \$ 37.50 | \$ 50.41 | \$ 56.25 | \$ 70.57 |

| Orbital Engineering - W2 MASSACHUSETTS Hourly Rates (USD) | | | | | | |
|---|--------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Cost Analyst | Senior | \$ 50.00 | \$ 67.21 | \$ 75.00 | \$ 94.09 |
| Engineering / Project Management (PM) | Cost Technician | Junior | \$ 21.25 | \$ 28.56 | \$ 31.88 | \$ 39.99 |
| Engineering / Project Management (PM) | Cost Technician | Intermediate | \$ 25.00 | \$ 33.61 | \$ 37.50 | \$ 47.05 |
| Engineering / Project Management (PM) | Cost Technician | Senior | \$ 28.75 | \$ 38.65 | \$ 43.13 | \$ 54.10 |
| Engineering / Project Management (PM) | Document Control Analyst | Junior | \$ 18.75 | \$ 25.20 | \$ 28.13 | \$ 35.29 |
| Engineering / Project Management (PM) | Document Control Analyst | Intermediate | \$ 23.75 | \$ 31.92 | \$ 35.63 | \$ 44.69 |
| Engineering / Project Management (PM) | Document Control Analyst | Senior | \$ 28.75 | \$ 38.65 | \$ 43.13 | \$ 54.10 |
| Engineering / Project Management (PM) | Drafter | Junior | \$ 18.75 | \$ 25.20 | \$ 28.13 | \$ 35.29 |
| Engineering / Project Management (PM) | Drafter | Intermediate | \$ 23.75 | \$ 31.92 | \$ 35.63 | \$ 44.69 |
| Engineering / Project Management (PM) | Drafter | Senior | \$ 28.75 | \$ 38.65 | \$ 43.13 | \$ 54.10 |
| Engineering / Project Management (PM) | Electrical Engineer | Junior | \$ 43.75 | \$ 58.81 | \$ 65.63 | \$ 82.33 |
| Engineering / Project Management (PM) | Electrical Engineer | Intermediate | \$ 56.25 | \$ 75.61 | \$ 84.38 | \$ 105.86 |
| Engineering / Project Management (PM) | Electrical Engineer | Senior | \$ 68.75 | \$ 92.41 | \$ 103.13 | \$ 129.38 |
| Engineering / Project Management (PM) | Engineer | Junior | \$ 31.25 | \$ 42.01 | \$ 46.88 | \$ 58.81 |
| Engineering / Project Management (PM) | Engineer | Intermediate | \$ 43.75 | \$ 58.81 | \$ 65.63 | \$ 82.33 |
| Engineering / Project Management (PM) | Engineer | Senior | \$ 56.25 | \$ 75.61 | \$ 84.38 | \$ 105.86 |
| Engineering / Project Management (PM) | Environmental Planner | Junior | \$ - | \$ - | \$ - | \$ - |

| Orbital Engineering - W2 MASSACHUSETTS Hourly Rates (USD) | | | | | | |
|---|-------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Environmental Planner | Intermediate | \$ - | \$ - | \$ - | \$ - |
| Engineering / Project Management (PM) | Environmental Planner | Senior | \$ - | \$ - | \$ - | \$ - |
| Engineering / Project Management (PM) | Environmental Scientist | Junior | \$ - | \$ - | \$ - | \$ - |
| Engineering / Project Management (PM) | Environmental Scientist | Intermediate | \$ - | \$ - | \$ - | \$ - |
| Engineering / Project Management (PM) | Environmental Scientist | Senior | \$ - | \$ - | \$ - | \$ - |
| Engineering / Project Management (PM) | General Inspector | Junior | \$ 21.25 | \$ 28.78 | \$ 31.88 | \$ 40.29 |
| Engineering / Project Management (PM) | General Inspector | Intermediate | \$ 28.75 | \$ 38.93 | \$ 43.13 | \$ 54.51 |
| Engineering / Project Management (PM) | General Inspector | Senior | \$ 37.50 | \$ 50.78 | \$ 56.25 | \$ 71.10 |
| Engineering / Project Management (PM) | General Labor | Junior | \$ - | \$ - | \$ - | \$ - |
| Engineering / Project Management (PM) | General Labor | Intermediate | \$ - | \$ - | \$ - | \$ - |
| Engineering / Project Management (PM) | General Labor | Senior | \$ - | \$ - | \$ - | \$ - |
| Engineering / Project Management (PM) | GIS Analyst | Junior | \$ 25.00 | \$ 33.61 | \$ 37.50 | \$ 47.05 |
| Engineering / Project Management (PM) | GIS Analyst | Intermediate | \$ 31.25 | \$ 42.01 | \$ 46.88 | \$ 58.81 |
| Engineering / Project Management (PM) | GIS Analyst | Senior | \$ 37.50 | \$ 50.41 | \$ 56.25 | \$ 70.57 |
| Engineering / Project Management (PM) | Land Rights Agent | Junior | \$ - | \$ - | \$ - | \$ - |
| Engineering / Project Management (PM) | Land Rights Agent | Intermediate | \$ - | \$ - | \$ - | \$ - |
| Engineering / Project Management (PM) | Land Rights Agent | Senior | \$ - | \$ - | \$ - | \$ - |

| Orbital Engineering - W2 MASSACHUSETTS Hourly Rates (USD) | | | | | | |
|---|-----------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Logistics Coordinator | Junior | \$ 22.50 | \$ 30.24 | \$ 33.75 | \$ 42.34 |
| Engineering / Project Management (PM) | Logistics Coordinator | Intermediate | \$ 31.25 | \$ 42.01 | \$ 46.88 | \$ 58.81 |
| Engineering / Project Management (PM) | Logistics Coordinator | Senior | \$ 43.75 | \$ 58.81 | \$ 65.63 | \$ 82.33 |
| Engineering / Project Management (PM) | Mechanical Engineer | Junior | \$ 40.00 | \$ 53.77 | \$ 60.00 | \$ 75.28 |
| Engineering / Project Management (PM) | Mechanical Engineer | Intermediate | \$ 52.50 | \$ 70.57 | \$ 78.75 | \$ 98.80 |
| Engineering / Project Management (PM) | Mechanical Engineer | Senior | \$ 65.00 | \$ 87.37 | \$ 97.50 | \$ 122.32 |
| Engineering / Project Management (PM) | Pipeline Engineer | Junior | \$ 40.00 | \$ 53.77 | \$ 60.00 | \$ 75.28 |
| Engineering / Project Management (PM) | Pipeline Engineer | Intermediate | \$ 52.50 | \$ 70.57 | \$ 78.75 | \$ 98.80 |
| Engineering / Project Management (PM) | Pipeline Engineer | Senior | \$ 65.00 | \$ 87.37 | \$ 97.50 | \$ 122.32 |
| Engineering / Project Management (PM) | Power Engineer | Junior | \$ 40.00 | \$ 53.77 | \$ 60.00 | \$ 75.28 |
| Engineering / Project Management (PM) | Power Engineer | Intermediate | \$ 52.50 | \$ 70.57 | \$ 78.75 | \$ 98.80 |
| Engineering / Project Management (PM) | Power Engineer | Senior | \$ 65.00 | \$ 87.37 | \$ 97.50 | \$ 122.32 |
| Engineering / Project Management (PM) | Project Control | Junior | \$ 25.00 | \$ 33.61 | \$ 37.50 | \$ 47.05 |
| Engineering / Project Management (PM) | Project Control | Intermediate | \$ 37.50 | \$ 50.41 | \$ 56.25 | \$ 70.57 |
| Engineering / Project Management (PM) | Project Control | Senior | \$ 50.00 | \$ 67.21 | \$ 75.00 | \$ 94.09 |
| Engineering / Project Management (PM) | Project Coordinator | Junior | \$ 25.00 | \$ 33.61 | \$ 37.50 | \$ 47.05 |
| Engineering / Project Management (PM) | Project Coordinator | Intermediate | \$ 37.50 | \$ 50.41 | \$ 56.25 | \$ 70.57 |

| Orbital Engineering - W2 MASSACHUSETTS Hourly Rates (USD) | | | | | | |
|---|---------------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Project Coordinator | Senior | \$ 50.00 | \$ 67.21 | \$ 75.00 | \$ 94.09 |
| Engineering / Project Management (PM) | Project Engineer | Junior | \$ 40.00 | \$ 53.77 | \$ 60.00 | \$ 75.28 |
| Engineering / Project Management (PM) | Project Engineer | Intermediate | \$ 52.50 | \$ 70.57 | \$ 78.75 | \$ 98.80 |
| Engineering / Project Management (PM) | Project Engineer | Senior | \$ 65.00 | \$ 87.37 | \$ 97.50 | \$ 122.32 |
| Engineering / Project Management (PM) | Project Manager | Junior | \$ 31.25 | \$ 42.01 | \$ 46.88 | \$ 58.81 |
| Engineering / Project Management (PM) | Project Manager | Intermediate | \$ 50.00 | \$ 67.21 | \$ 75.00 | \$ 94.09 |
| Engineering / Project Management (PM) | Project Manager | Senior | \$ 68.75 | \$ 92.41 | \$ 103.13 | \$ 129.38 |
| Engineering / Project Management (PM) | Quality Technician | Junior | \$ 25.00 | \$ 33.86 | \$ 37.50 | \$ 47.40 |
| Engineering / Project Management (PM) | Quality Technician | Intermediate | \$ 35.00 | \$ 47.40 | \$ 52.50 | \$ 66.36 |
| Engineering / Project Management (PM) | Quality Technician | Senior | \$ 43.75 | \$ 59.25 | \$ 65.63 | \$ 82.94 |
| Engineering / Project Management (PM) | Relay & Controls Field Engineer | Junior | \$ 43.75 | \$ 58.81 | \$ 65.63 | \$ 82.33 |
| Engineering / Project Management (PM) | Relay & Controls Field Engineer | Intermediate | \$ 56.25 | \$ 75.61 | \$ 84.38 | \$ 105.86 |
| Engineering / Project Management (PM) | Relay & Controls Field Engineer | Senior | \$ 68.75 | \$ 92.41 | \$ 103.13 | \$ 129.38 |
| Engineering / Project Management (PM) | Safety Coordinator | Junior | \$ 43.75 | \$ 58.81 | \$ 65.63 | \$ 82.33 |
| Engineering / Project Management (PM) | Safety Coordinator | Intermediate | \$ 56.25 | \$ 75.61 | \$ 84.38 | \$ 105.86 |
| Engineering / Project Management (PM) | Safety Coordinator | Senior | \$ 68.75 | \$ 92.41 | \$ 103.13 | \$ 129.38 |
| Engineering / Project Management (PM) | Safety Inspector | Junior | \$ 22.50 | \$ 30.47 | \$ 33.75 | \$ 42.66 |

| Orbital Engineering - W2 MASSACHUSETTS Hourly Rates (USD) | | | | | | |
|---|--------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Safety Inspector | Intermediate | \$ 31.25 | \$ 42.32 | \$ 46.88 | \$ 59.25 |
| Engineering / Project Management (PM) | Safety Inspector | Senior | \$ 43.75 | \$ 59.25 | \$ 65.63 | \$ 82.94 |
| Engineering / Project Management (PM) | Scheduler | Junior | \$ 25.00 | \$ 33.61 | \$ 37.50 | \$ 47.05 |
| Engineering / Project Management (PM) | Scheduler | Intermediate | \$ 37.50 | \$ 50.41 | \$ 56.25 | \$ 70.57 |
| Engineering / Project Management (PM) | Scheduler | Senior | \$ 50.00 | \$ 67.21 | \$ 75.00 | \$ 94.09 |
| Engineering / Project Management (PM) | Systems Analyst | Junior | \$ 27.50 | \$ 36.97 | \$ 41.25 | \$ 51.75 |
| Engineering / Project Management (PM) | Systems Analyst | Intermediate | \$ 43.75 | \$ 58.81 | \$ 65.63 | \$ 82.33 |
| Engineering / Project Management (PM) | Systems Analyst | Senior | \$ 62.50 | \$ 84.01 | \$ 93.75 | \$ 117.62 |
| Engineering / Project Management (PM) | Welding Inspector | Junior | \$ 37.50 | \$ 50.78 | \$ 56.25 | \$ 71.10 |
| Engineering / Project Management (PM) | Welding Inspector | Intermediate | \$ 50.00 | \$ 67.71 | \$ 75.00 | \$ 94.79 |
| Engineering / Project Management (PM) | Welding Inspector | Senior | \$ 62.50 | \$ 84.64 | \$ 93.75 | \$ 118.49 |
| Finance/Accounting | Accounts Payable Analyst | Junior | \$ 18.06 | \$ 24.28 | \$ 27.09 | \$ 33.99 |
| Finance/Accounting | Accounts Payable Analyst | Intermediate | \$ 23.38 | \$ 31.42 | \$ 35.06 | \$ 43.99 |
| Finance/Accounting | Accounts Payable Analyst | Senior | \$ 28.69 | \$ 38.56 | \$ 43.03 | \$ 53.99 |
| Finance/Accounting | Analyst | Junior | \$ 23.38 | \$ 31.42 | \$ 35.06 | \$ 43.99 |
| Finance/Accounting | Analyst | Intermediate | \$ 27.63 | \$ 37.13 | \$ 41.44 | \$ 51.99 |
| Finance/Accounting | Analyst | Senior | \$ 31.88 | \$ 42.85 | \$ 47.81 | \$ 59.98 |
| Finance/Accounting | Business Analyst | Junior | \$ 24.44 | \$ 32.85 | \$ 36.66 | \$ 45.99 |
| Finance/Accounting | Business Analyst | Intermediate | \$ 31.88 | \$ 42.85 | \$ 47.81 | \$ 59.98 |
| Finance/Accounting | Business Analyst | Senior | \$ 39.31 | \$ 52.84 | \$ 58.97 | \$ 73.98 |
| Finance/Accounting | Cost Accountant | Junior | \$ 31.88 | \$ 42.85 | \$ 47.81 | \$ 59.98 |
| Finance/Accounting | Cost Accountant | Intermediate | \$ 42.50 | \$ 57.13 | \$ 63.75 | \$ 79.98 |
| Finance/Accounting | Cost Accountant | Senior | \$ 53.13 | \$ 71.41 | \$ 79.69 | \$ 99.97 |
| Finance/Accounting | Finance Analyst | Junior | \$ 34.00 | \$ 45.70 | \$ 51.00 | \$ 63.98 |
| Finance/Accounting | Finance Analyst | Intermediate | \$ 44.63 | \$ 59.98 | \$ 66.94 | \$ 83.98 |

| Orbital Engineering - W2 MASSACHUSETTS Hourly Rates (USD) | | | | | | |
|---|------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Finance/Accounting | Finance Analyst | Senior | \$ 55.25 | \$ 74.27 | \$ 82.88 | \$ 103.97 |
| Supply Chain | Buyer | Junior | \$ 21.25 | \$ 28.56 | \$ 31.88 | \$ 39.99 |
| Supply Chain | Buyer | Intermediate | \$ 31.88 | \$ 42.85 | \$ 47.81 | \$ 59.98 |
| Supply Chain | Buyer | Senior | \$ 42.50 | \$ 57.13 | \$ 63.75 | \$ 79.98 |
| Supply Chain | Contract Analyst | Junior | \$ 21.25 | \$ 28.56 | \$ 31.88 | \$ 39.99 |
| Supply Chain | Contract Analyst | Intermediate | \$ 31.88 | \$ 42.85 | \$ 47.81 | \$ 59.98 |
| Supply Chain | Contract Analyst | Senior | \$ 42.50 | \$ 57.13 | \$ 63.75 | \$ 79.98 |
| Supply Chain | Logistician | Junior | \$ 21.25 | \$ 28.56 | \$ 31.88 | \$ 39.99 |
| Supply Chain | Logistician | Intermediate | \$ 28.69 | \$ 38.56 | \$ 43.03 | \$ 53.99 |
| Supply Chain | Logistician | Senior | \$ 39.31 | \$ 52.84 | \$ 58.97 | \$ 73.98 |

| Orbital Engineering - W2 VIRGINIA Hourly Rates (USD) | | | | | | |
|--|---------------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Admin/Clerk | Administrative Assistant | Junior | \$ 17.00 | \$ 22.96 | \$ 25.50 | \$ 32.14 |
| Admin/Clerk | Administrative Assistant | Intermediate | \$ 21.25 | \$ 28.70 | \$ 31.88 | \$ 40.18 |
| Admin/Clerk | Administrative Assistant | Senior | \$ 25.50 | \$ 34.44 | \$ 38.25 | \$ 48.21 |
| Admin/Clerk | Customer Service Representative | Junior | \$ - | \$ - | \$ - | \$ - |
| Admin/Clerk | Customer Service Representative | Intermediate | \$ - | \$ - | \$ - | \$ - |
| Admin/Clerk | Customer Service Representative | Senior | \$ - | \$ - | \$ - | \$ - |
| Admin/Clerk | Data Entry Operator | Junior | \$ 14.88 | \$ 20.09 | \$ 22.31 | \$ 28.12 |
| Admin/Clerk | Data Entry Operator | Intermediate | \$ 18.06 | \$ 24.39 | \$ 27.09 | \$ 34.15 |
| Admin/Clerk | Data Entry Operator | Senior | \$ 21.25 | \$ 28.70 | \$ 31.88 | \$ 40.18 |
| Admin/Clerk | Database Administrator | Junior | \$ 21.25 | \$ 28.70 | \$ 31.88 | \$ 40.18 |
| Admin/Clerk | Database Administrator | Intermediate | \$ 29.75 | \$ 40.18 | \$ 44.63 | \$ 56.25 |
| Admin/Clerk | Database Administrator | Senior | \$ 38.25 | \$ 51.66 | \$ 57.38 | \$ 72.32 |
| Engineering / Project Management (PM) | Civil Engineer | Junior | \$ 37.50 | \$ 50.64 | \$ 56.25 | \$ 70.90 |
| Engineering / Project Management (PM) | Civil Engineer | Intermediate | \$ 50.00 | \$ 67.53 | \$ 75.00 | \$ 94.54 |
| Engineering / Project Management (PM) | Civil Engineer | Senior | \$ 62.50 | \$ 84.41 | \$ 93.75 | \$ 118.17 |
| Engineering / Project Management (PM) | Construction Manager | Junior | \$ 31.25 | \$ 42.20 | \$ 46.88 | \$ 59.08 |
| Engineering / Project Management (PM) | Construction Manager | Intermediate | \$ 43.75 | \$ 59.08 | \$ 65.63 | \$ 82.72 |
| Engineering / Project Management (PM) | Construction Manager | Senior | \$ 62.50 | \$ 84.41 | \$ 93.75 | \$ 118.17 |
| Engineering / Project Management (PM) | Cost Analyst | Junior | \$ 25.00 | \$ 33.76 | \$ 37.50 | \$ 47.27 |
| Engineering / Project Management (PM) | Cost Analyst | Intermediate | \$ 37.50 | \$ 50.64 | \$ 56.25 | \$ 70.90 |

| Orbital Engineering - W2 VIRGINIA Hourly Rates (USD) | | | | | | |
|--|--------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Cost Analyst | Senior | \$ 50.00 | \$ 67.53 | \$ 75.00 | \$ 94.54 |
| Engineering / Project Management (PM) | Cost Technician | Junior | \$ 21.25 | \$ 28.70 | \$ 31.88 | \$ 40.18 |
| Engineering / Project Management (PM) | Cost Technician | Intermediate | \$ 25.00 | \$ 33.76 | \$ 37.50 | \$ 47.27 |
| Engineering / Project Management (PM) | Cost Technician | Senior | \$ 28.75 | \$ 38.83 | \$ 43.13 | \$ 54.36 |
| Engineering / Project Management (PM) | Document Control Analyst | Junior | \$ 18.75 | \$ 25.32 | \$ 28.13 | \$ 35.45 |
| Engineering / Project Management (PM) | Document Control Analyst | Intermediate | \$ 23.75 | \$ 32.07 | \$ 35.63 | \$ 44.90 |
| Engineering / Project Management (PM) | Document Control Analyst | Senior | \$ 28.75 | \$ 38.83 | \$ 43.13 | \$ 54.36 |
| Engineering / Project Management (PM) | Drafter | Junior | \$ 18.75 | \$ 25.32 | \$ 28.13 | \$ 35.45 |
| Engineering / Project Management (PM) | Drafter | Intermediate | \$ 23.75 | \$ 32.07 | \$ 35.63 | \$ 44.90 |
| Engineering / Project Management (PM) | Drafter | Senior | \$ 28.75 | \$ 38.83 | \$ 43.13 | \$ 54.36 |
| Engineering / Project Management (PM) | Electrical Engineer | Junior | \$ 43.75 | \$ 59.08 | \$ 65.63 | \$ 82.72 |
| Engineering / Project Management (PM) | Electrical Engineer | Intermediate | \$ 56.25 | \$ 75.97 | \$ 84.38 | \$ 106.35 |
| Engineering / Project Management (PM) | Electrical Engineer | Senior | \$ 68.75 | \$ 92.85 | \$ 103.13 | \$ 129.99 |
| Engineering / Project Management (PM) | Engineer | Junior | \$ 31.25 | \$ 42.20 | \$ 46.88 | \$ 59.08 |
| Engineering / Project Management (PM) | Engineer | Intermediate | \$ 43.75 | \$ 59.08 | \$ 65.63 | \$ 82.72 |
| Engineering / Project Management (PM) | Engineer | Senior | \$ 56.25 | \$ 75.97 | \$ 84.38 | \$ 106.35 |
| Engineering / Project Management (PM) | Environmental Planner | Junior | \$ - | \$ - | \$ - | \$ - |

| Orbital Engineering - W2 VIRGINIA Hourly Rates (USD) | | | | | | |
|--|-------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Environmental Planner | Intermediate | \$ - | \$ - | \$ - | \$ - |
| Engineering / Project Management (PM) | Environmental Planner | Senior | \$ - | \$ - | \$ - | \$ - |
| Engineering / Project Management (PM) | Environmental Scientist | Junior | \$ - | \$ - | \$ - | \$ - |
| Engineering / Project Management (PM) | Environmental Scientist | Intermediate | \$ - | \$ - | \$ - | \$ - |
| Engineering / Project Management (PM) | Environmental Scientist | Senior | \$ - | \$ - | \$ - | \$ - |
| Engineering / Project Management (PM) | General Inspector | Junior | \$ 21.25 | \$ 28.91 | \$ 31.88 | \$ 40.47 |
| Engineering / Project Management (PM) | General Inspector | Intermediate | \$ 28.75 | \$ 39.11 | \$ 43.13 | \$ 54.76 |
| Engineering / Project Management (PM) | General Inspector | Senior | \$ 37.50 | \$ 51.02 | \$ 56.25 | \$ 71.43 |
| Engineering / Project Management (PM) | General Labor | Junior | \$ - | \$ - | \$ - | \$ - |
| Engineering / Project Management (PM) | General Labor | Intermediate | \$ - | \$ - | \$ - | \$ - |
| Engineering / Project Management (PM) | General Labor | Senior | \$ - | \$ - | \$ - | \$ - |
| Engineering / Project Management (PM) | GIS Analyst | Junior | \$ 25.00 | \$ 33.76 | \$ 37.50 | \$ 47.27 |
| Engineering / Project Management (PM) | GIS Analyst | Intermediate | \$ 31.25 | \$ 42.20 | \$ 46.88 | \$ 59.08 |
| Engineering / Project Management (PM) | GIS Analyst | Senior | \$ 37.50 | \$ 50.64 | \$ 56.25 | \$ 70.90 |
| Engineering / Project Management (PM) | Land Rights Agent | Junior | \$ - | \$ - | \$ - | \$ - |
| Engineering / Project Management (PM) | Land Rights Agent | Intermediate | \$ - | \$ - | \$ - | \$ - |
| Engineering / Project Management (PM) | Land Rights Agent | Senior | \$ - | \$ - | \$ - | \$ - |

| Orbital Engineering - W2 VIRGINIA Hourly Rates (USD) | | | | | | |
|--|-----------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Logistics Coordinator | Junior | \$ 22.50 | \$ 30.39 | \$ 33.75 | \$ 42.54 |
| Engineering / Project Management (PM) | Logistics Coordinator | Intermediate | \$ 31.25 | \$ 42.20 | \$ 46.88 | \$ 59.08 |
| Engineering / Project Management (PM) | Logistics Coordinator | Senior | \$ 43.75 | \$ 59.08 | \$ 65.63 | \$ 82.72 |
| Engineering / Project Management (PM) | Mechanical Engineer | Junior | \$ 40.00 | \$ 54.02 | \$ 60.00 | \$ 75.63 |
| Engineering / Project Management (PM) | Mechanical Engineer | Intermediate | \$ 52.50 | \$ 70.90 | \$ 78.75 | \$ 99.26 |
| Engineering / Project Management (PM) | Mechanical Engineer | Senior | \$ 65.00 | \$ 87.78 | \$ 97.50 | \$ 122.90 |
| Engineering / Project Management (PM) | Pipeline Engineer | Junior | \$ 40.00 | \$ 54.02 | \$ 60.00 | \$ 75.63 |
| Engineering / Project Management (PM) | Pipeline Engineer | Intermediate | \$ 52.50 | \$ 70.90 | \$ 78.75 | \$ 99.26 |
| Engineering / Project Management (PM) | Pipeline Engineer | Senior | \$ 65.00 | \$ 87.78 | \$ 97.50 | \$ 122.90 |
| Engineering / Project Management (PM) | Power Engineer | Junior | \$ 40.00 | \$ 54.02 | \$ 60.00 | \$ 75.63 |
| Engineering / Project Management (PM) | Power Engineer | Intermediate | \$ 52.50 | \$ 70.90 | \$ 78.75 | \$ 99.26 |
| Engineering / Project Management (PM) | Power Engineer | Senior | \$ 65.00 | \$ 87.78 | \$ 97.50 | \$ 122.90 |
| Engineering / Project Management (PM) | Project Control | Junior | \$ 25.00 | \$ 33.76 | \$ 37.50 | \$ 47.27 |
| Engineering / Project Management (PM) | Project Control | Intermediate | \$ 37.50 | \$ 50.64 | \$ 56.25 | \$ 70.90 |
| Engineering / Project Management (PM) | Project Control | Senior | \$ 50.00 | \$ 67.53 | \$ 75.00 | \$ 94.54 |
| Engineering / Project Management (PM) | Project Coordinator | Junior | \$ 25.00 | \$ 33.76 | \$ 37.50 | \$ 47.27 |
| Engineering / Project Management (PM) | Project Coordinator | Intermediate | \$ 37.50 | \$ 50.64 | \$ 56.25 | \$ 70.90 |

| Orbital Engineering - W2 VIRGINIA Hourly Rates (USD) | | | | | | |
|--|---------------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Project Coordinator | Senior | \$ 50.00 | \$ 67.53 | \$ 75.00 | \$ 94.54 |
| Engineering / Project Management (PM) | Project Engineer | Junior | \$ 40.00 | \$ 54.02 | \$ 60.00 | \$ 75.63 |
| Engineering / Project Management (PM) | Project Engineer | Intermediate | \$ 52.50 | \$ 70.90 | \$ 78.75 | \$ 99.26 |
| Engineering / Project Management (PM) | Project Engineer | Senior | \$ 65.00 | \$ 87.78 | \$ 97.50 | \$ 122.90 |
| Engineering / Project Management (PM) | Project Manager | Junior | \$ 31.25 | \$ 42.20 | \$ 46.88 | \$ 59.08 |
| Engineering / Project Management (PM) | Project Manager | Intermediate | \$ 50.00 | \$ 67.53 | \$ 75.00 | \$ 94.54 |
| Engineering / Project Management (PM) | Project Manager | Senior | \$ 68.75 | \$ 92.85 | \$ 103.13 | \$ 129.99 |
| Engineering / Project Management (PM) | Quality Technician | Junior | \$ 25.00 | \$ 34.01 | \$ 37.50 | \$ 47.62 |
| Engineering / Project Management (PM) | Quality Technician | Intermediate | \$ 35.00 | \$ 47.62 | \$ 52.50 | \$ 66.66 |
| Engineering / Project Management (PM) | Quality Technician | Senior | \$ 43.75 | \$ 59.52 | \$ 65.63 | \$ 83.33 |
| Engineering / Project Management (PM) | Relay & Controls Field Engineer | Junior | \$ 43.75 | \$ 59.08 | \$ 65.63 | \$ 82.72 |
| Engineering / Project Management (PM) | Relay & Controls Field Engineer | Intermediate | \$ 56.25 | \$ 75.97 | \$ 84.38 | \$ 106.35 |
| Engineering / Project Management (PM) | Relay & Controls Field Engineer | Senior | \$ 68.75 | \$ 92.85 | \$ 103.13 | \$ 129.99 |
| Engineering / Project Management (PM) | Safety Coordinator | Junior | \$ 43.75 | \$ 59.08 | \$ 65.63 | \$ 82.72 |
| Engineering / Project Management (PM) | Safety Coordinator | Intermediate | \$ 56.25 | \$ 75.97 | \$ 84.38 | \$ 106.35 |
| Engineering / Project Management (PM) | Safety Coordinator | Senior | \$ 68.75 | \$ 92.85 | \$ 103.13 | \$ 129.99 |
| Engineering / Project Management (PM) | Safety Inspector | Junior | \$ 22.50 | \$ 30.61 | \$ 33.75 | \$ 42.86 |

| Orbital Engineering - W2 VIRGINIA Hourly Rates (USD) | | | | | | |
|--|--------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Safety Inspector | Intermediate | \$ 31.25 | \$ 42.52 | \$ 46.88 | \$ 59.52 |
| Engineering / Project Management (PM) | Safety Inspector | Senior | \$ 43.75 | \$ 59.52 | \$ 65.63 | \$ 83.33 |
| Engineering / Project Management (PM) | Scheduler | Junior | \$ 25.00 | \$ 33.76 | \$ 37.50 | \$ 47.27 |
| Engineering / Project Management (PM) | Scheduler | Intermediate | \$ 37.50 | \$ 50.64 | \$ 56.25 | \$ 70.90 |
| Engineering / Project Management (PM) | Scheduler | Senior | \$ 50.00 | \$ 67.53 | \$ 75.00 | \$ 94.54 |
| Engineering / Project Management (PM) | Systems Analyst | Junior | \$ 27.50 | \$ 37.14 | \$ 41.25 | \$ 51.99 |
| Engineering / Project Management (PM) | Systems Analyst | Intermediate | \$ 43.75 | \$ 59.08 | \$ 65.63 | \$ 82.72 |
| Engineering / Project Management (PM) | Systems Analyst | Senior | \$ 62.50 | \$ 84.41 | \$ 93.75 | \$ 118.17 |
| Engineering / Project Management (PM) | Welding Inspector | Junior | \$ 37.50 | \$ 51.02 | \$ 56.25 | \$ 71.43 |
| Engineering / Project Management (PM) | Welding Inspector | Intermediate | \$ 50.00 | \$ 68.03 | \$ 75.00 | \$ 95.24 |
| Engineering / Project Management (PM) | Welding Inspector | Senior | \$ 62.50 | \$ 85.03 | \$ 93.75 | \$ 119.04 |
| Finance/Accounting | Accounts Payable Analyst | Junior | \$ 18.06 | \$ 24.39 | \$ 27.09 | \$ 34.15 |
| Finance/Accounting | Accounts Payable Analyst | Intermediate | \$ 23.38 | \$ 31.57 | \$ 35.06 | \$ 44.20 |
| Finance/Accounting | Accounts Payable Analyst | Senior | \$ 28.69 | \$ 38.74 | \$ 43.03 | \$ 54.24 |
| Finance/Accounting | Analyst | Junior | \$ 23.38 | \$ 31.57 | \$ 35.06 | \$ 44.20 |
| Finance/Accounting | Analyst | Intermediate | \$ 27.63 | \$ 37.31 | \$ 41.44 | \$ 52.23 |
| Finance/Accounting | Analyst | Senior | \$ 31.88 | \$ 43.05 | \$ 47.81 | \$ 60.27 |
| Finance/Accounting | Business Analyst | Junior | \$ 24.44 | \$ 33.00 | \$ 36.66 | \$ 46.20 |
| Finance/Accounting | Business Analyst | Intermediate | \$ 31.88 | \$ 43.05 | \$ 47.81 | \$ 60.27 |
| Finance/Accounting | Business Analyst | Senior | \$ 39.31 | \$ 53.09 | \$ 58.97 | \$ 74.33 |
| Finance/Accounting | Cost Accountant | Junior | \$ 31.88 | \$ 43.05 | \$ 47.81 | \$ 60.27 |
| Finance/Accounting | Cost Accountant | Intermediate | \$ 42.50 | \$ 57.40 | \$ 63.75 | \$ 80.35 |
| Finance/Accounting | Cost Accountant | Senior | \$ 53.13 | \$ 71.75 | \$ 79.69 | \$ 100.44 |
| Finance/Accounting | Finance Analyst | Junior | \$ 34.00 | \$ 45.92 | \$ 51.00 | \$ 64.28 |
| Finance/Accounting | Finance Analyst | Intermediate | \$ 44.63 | \$ 60.27 | \$ 66.94 | \$ 84.37 |

| Orbital Engineering - W2 VIRGINIA Hourly Rates (USD) | | | | | | |
|--|------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Finance/Accounting | Finance Analyst | Senior | \$ 55.25 | \$ 74.62 | \$ 82.88 | \$ 104.46 |
| Supply Chain | Buyer | Junior | \$ 21.25 | \$ 28.70 | \$ 31.88 | \$ 40.18 |
| Supply Chain | Buyer | Intermediate | \$ 31.88 | \$ 43.05 | \$ 47.81 | \$ 60.27 |
| Supply Chain | Buyer | Senior | \$ 42.50 | \$ 57.40 | \$ 63.75 | \$ 80.35 |
| Supply Chain | Contract Analyst | Junior | \$ 21.25 | \$ 28.70 | \$ 31.88 | \$ 40.18 |
| Supply Chain | Contract Analyst | Intermediate | \$ 31.88 | \$ 43.05 | \$ 47.81 | \$ 60.27 |
| Supply Chain | Contract Analyst | Senior | \$ 42.50 | \$ 57.40 | \$ 63.75 | \$ 80.35 |
| Supply Chain | Logistician | Junior | \$ 21.25 | \$ 28.70 | \$ 31.88 | \$ 40.18 |
| Supply Chain | Logistician | Intermediate | \$ 28.69 | \$ 38.74 | \$ 43.03 | \$ 54.24 |
| Supply Chain | Logistician | Senior | \$ 39.31 | \$ 53.09 | \$ 58.97 | \$ 74.33 |

| TRS Staffing Solutions - W2 INDIANA Hourly Rates (USD) | | | | | | |
|--|---------------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Admin/Clerk | Administrative Assistant | Junior | \$ 13.23 | \$ 17.07 | \$ 19.85 | \$ 23.90 |
| Admin/Clerk | Administrative Assistant | Intermediate | \$ 17.21 | \$ 22.20 | \$ 25.82 | \$ 31.08 |
| Admin/Clerk | Administrative Assistant | Senior | \$ 22.36 | \$ 28.84 | \$ 33.54 | \$ 40.38 |
| Admin/Clerk | Customer Service Representative | Junior | \$ 12.20 | \$ 15.74 | \$ 18.30 | \$ 22.03 |
| Admin/Clerk | Customer Service Representative | Intermediate | \$ 16.99 | \$ 21.92 | \$ 25.49 | \$ 30.68 |
| Admin/Clerk | Customer Service Representative | Senior | \$ 20.12 | \$ 25.95 | \$ 30.18 | \$ 36.34 |
| Admin/Clerk | Data Entry Operator | Junior | \$ 11.75 | \$ 15.16 | \$ 17.63 | \$ 21.22 |
| Admin/Clerk | Data Entry Operator | Intermediate | \$ 15.68 | \$ 20.23 | \$ 23.52 | \$ 28.32 |
| Admin/Clerk | Data Entry Operator | Senior | \$ 17.67 | \$ 22.79 | \$ 26.51 | \$ 31.91 |
| Admin/Clerk | Database Administrator | Junior | \$ 31.55 | \$ 40.70 | \$ 47.33 | \$ 56.98 |
| Admin/Clerk | Database Administrator | Intermediate | \$ 37.55 | \$ 48.44 | \$ 56.33 | \$ 67.82 |
| Admin/Clerk | Database Administrator | Senior | \$ 51.87 | \$ 66.91 | \$ 77.81 | \$ 93.68 |
| Engineering / Project Management (PM) | Civil Engineer | Junior | \$ 23.20 | \$ 29.93 | \$ 34.80 | \$ 41.90 |
| Engineering / Project Management (PM) | Civil Engineer | Intermediate | \$ 27.50 | \$ 35.48 | \$ 41.25 | \$ 49.67 |
| Engineering / Project Management (PM) | Civil Engineer | Senior | \$ 43.27 | \$ 55.82 | \$ 64.91 | \$ 78.15 |
| Engineering / Project Management (PM) | Construction Manager | Junior | \$ 22.61 | \$ 29.17 | \$ 33.92 | \$ 40.83 |
| Engineering / Project Management (PM) | Construction Manager | Intermediate | \$ 39.40 | \$ 50.83 | \$ 59.10 | \$ 71.16 |
| Engineering / Project Management (PM) | Construction Manager | Senior | \$ 55.28 | \$ 71.31 | \$ 82.92 | \$ 99.84 |
| Engineering / Project Management (PM) | Cost Analyst | Junior | \$ 21.33 | \$ 27.52 | \$ 32.00 | \$ 38.52 |
| Engineering / Project Management (PM) | Cost Analyst | Intermediate | \$ 27.02 | \$ 34.86 | \$ 40.53 | \$ 48.80 |

| TRS Staffing Solutions - W2 INDIANA Hourly Rates (USD) | | | | | | |
|--|--------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Cost Analyst | Senior | \$ 35.01 | \$ 45.16 | \$ 52.52 | \$ 63.23 |
| Engineering / Project Management (PM) | Cost Technician | Junior | \$ 19.24 | \$ 24.82 | \$ 28.86 | \$ 34.75 |
| Engineering / Project Management (PM) | Cost Technician | Intermediate | \$ 24.04 | \$ 31.01 | \$ 36.06 | \$ 43.42 |
| Engineering / Project Management (PM) | Cost Technician | Senior | \$ 33.46 | \$ 43.16 | \$ 50.19 | \$ 60.43 |
| Engineering / Project Management (PM) | Document Control Analyst | Junior | \$ 14.91 | \$ 19.23 | \$ 22.37 | \$ 26.93 |
| Engineering / Project Management (PM) | Document Control Analyst | Intermediate | \$ 24.49 | \$ 31.59 | \$ 36.74 | \$ 44.23 |
| Engineering / Project Management (PM) | Document Control Analyst | Senior | \$ 33.66 | \$ 43.42 | \$ 50.49 | \$ 60.79 |
| Engineering / Project Management (PM) | Drafter | Junior | \$ 12.50 | \$ 16.13 | \$ 18.75 | \$ 22.58 |
| Engineering / Project Management (PM) | Drafter | Intermediate | \$ 27.10 | \$ 34.96 | \$ 40.65 | \$ 48.94 |
| Engineering / Project Management (PM) | Drafter | Senior | \$ 31.05 | \$ 40.05 | \$ 46.58 | \$ 56.08 |
| Engineering / Project Management (PM) | Electrical Engineer | Junior | \$ 26.45 | \$ 34.12 | \$ 39.68 | \$ 47.77 |
| Engineering / Project Management (PM) | Electrical Engineer | Intermediate | \$ 38.35 | \$ 49.47 | \$ 57.53 | \$ 69.26 |
| Engineering / Project Management (PM) | Electrical Engineer | Senior | \$ 49.11 | \$ 63.35 | \$ 73.67 | \$ 88.69 |
| Engineering / Project Management (PM) | Engineer | Junior | \$ 25.11 | \$ 32.39 | \$ 37.67 | \$ 45.35 |
| Engineering / Project Management (PM) | Engineer | Intermediate | \$ 37.20 | \$ 47.99 | \$ 55.80 | \$ 67.18 |
| Engineering / Project Management (PM) | Engineer | Senior | \$ 44.63 | \$ 57.57 | \$ 66.95 | \$ 80.60 |
| Engineering / Project Management (PM) | Environmental Planner | Junior | \$ 17.30 | \$ 22.32 | \$ 25.95 | \$ 31.24 |

| TRS Staffing Solutions - W2 INDIANA Hourly Rates (USD) | | | | | | |
|--|-------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Environmental Planner | Intermediate | \$ 34.10 | \$ 43.99 | \$ 51.15 | \$ 61.58 |
| Engineering / Project Management (PM) | Environmental Planner | Senior | \$ 52.90 | \$ 68.24 | \$ 79.35 | \$ 95.54 |
| Engineering / Project Management (PM) | Environmental Scientist | Junior | \$ 18.10 | \$ 23.35 | \$ 27.15 | \$ 32.69 |
| Engineering / Project Management (PM) | Environmental Scientist | Intermediate | \$ 27.30 | \$ 35.22 | \$ 40.95 | \$ 49.30 |
| Engineering / Project Management (PM) | Environmental Scientist | Senior | \$ 39.90 | \$ 51.47 | \$ 59.85 | \$ 72.06 |
| Engineering / Project Management (PM) | General Inspector | Junior | \$ 19.98 | \$ 25.77 | \$ 29.97 | \$ 36.08 |
| Engineering / Project Management (PM) | General Inspector | Intermediate | \$ 25.27 | \$ 32.60 | \$ 37.91 | \$ 45.64 |
| Engineering / Project Management (PM) | General Inspector | Senior | \$ 42.26 | \$ 54.52 | \$ 63.39 | \$ 76.32 |
| Engineering / Project Management (PM) | General Labor | Junior | \$ 11.80 | \$ 15.22 | \$ 17.70 | \$ 21.31 |
| Engineering / Project Management (PM) | General Labor | Intermediate | \$ 16.80 | \$ 21.67 | \$ 25.20 | \$ 30.34 |
| Engineering / Project Management (PM) | General Labor | Senior | \$ 19.00 | \$ 24.51 | \$ 28.50 | \$ 34.31 |
| Engineering / Project Management (PM) | GIS Analyst | Junior | \$ 22.19 | \$ 28.63 | \$ 33.29 | \$ 40.08 |
| Engineering / Project Management (PM) | GIS Analyst | Intermediate | \$ 29.93 | \$ 38.61 | \$ 44.90 | \$ 54.05 |
| Engineering / Project Management (PM) | GIS Analyst | Senior | \$ 38.47 | \$ 49.63 | \$ 57.71 | \$ 69.48 |
| Engineering / Project Management (PM) | Land Rights Agent | Junior | \$ 20.32 | \$ 26.21 | \$ 30.48 | \$ 36.70 |
| Engineering / Project Management (PM) | Land Rights Agent | Intermediate | \$ 30.85 | \$ 39.80 | \$ 46.28 | \$ 55.72 |
| Engineering / Project Management (PM) | Land Rights Agent | Senior | \$ 38.94 | \$ 50.23 | \$ 58.41 | \$ 70.33 |

| TRS Staffing Solutions - W2 INDIANA Hourly Rates (USD) | | | | | | |
|--|-----------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Logistics Coordinator | Junior | \$ 13.05 | \$ 16.83 | \$ 19.58 | \$ 23.57 |
| Engineering / Project Management (PM) | Logistics Coordinator | Intermediate | \$ 19.70 | \$ 25.41 | \$ 29.55 | \$ 35.58 |
| Engineering / Project Management (PM) | Logistics Coordinator | Senior | \$ 25.40 | \$ 32.77 | \$ 38.10 | \$ 45.87 |
| Engineering / Project Management (PM) | Mechanical Engineer | Junior | \$ 24.11 | \$ 31.10 | \$ 36.17 | \$ 43.54 |
| Engineering / Project Management (PM) | Mechanical Engineer | Intermediate | \$ 38.79 | \$ 50.04 | \$ 58.19 | \$ 70.05 |
| Engineering / Project Management (PM) | Mechanical Engineer | Senior | \$ 48.12 | \$ 62.07 | \$ 72.18 | \$ 86.90 |
| Engineering / Project Management (PM) | Pipeline Engineer | Junior | \$ 26.44 | \$ 34.11 | \$ 39.66 | \$ 47.75 |
| Engineering / Project Management (PM) | Pipeline Engineer | Intermediate | \$ 40.00 | \$ 51.60 | \$ 60.00 | \$ 72.24 |
| Engineering / Project Management (PM) | Pipeline Engineer | Senior | \$ 56.00 | \$ 72.24 | \$ 84.00 | \$ 101.14 |
| Engineering / Project Management (PM) | Power Engineer | Junior | \$ 24.04 | \$ 31.01 | \$ 36.06 | \$ 43.42 |
| Engineering / Project Management (PM) | Power Engineer | Intermediate | \$ 34.60 | \$ 44.63 | \$ 51.90 | \$ 62.49 |
| Engineering / Project Management (PM) | Power Engineer | Senior | \$ 45.10 | \$ 58.18 | \$ 67.65 | \$ 81.45 |
| Engineering / Project Management (PM) | Project Control | Junior | \$ 21.06 | \$ 27.17 | \$ 31.59 | \$ 38.03 |
| Engineering / Project Management (PM) | Project Control | Intermediate | \$ 25.10 | \$ 32.38 | \$ 37.65 | \$ 45.33 |
| Engineering / Project Management (PM) | Project Control | Senior | \$ 38.08 | \$ 49.12 | \$ 57.12 | \$ 68.77 |
| Engineering / Project Management (PM) | Project Coordinator | Junior | \$ 14.90 | \$ 19.22 | \$ 22.35 | \$ 26.91 |
| Engineering / Project Management (PM) | Project Coordinator | Intermediate | \$ 23.56 | \$ 30.39 | \$ 35.34 | \$ 42.55 |

| TRS Staffing Solutions - W2 INDIANA Hourly Rates (USD) | | | | | | |
|--|---------------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Project Coordinator | Senior | \$ 32.21 | \$ 41.55 | \$ 48.32 | \$ 58.17 |
| Engineering / Project Management (PM) | Project Engineer | Junior | \$ 25.01 | \$ 32.26 | \$ 37.52 | \$ 45.17 |
| Engineering / Project Management (PM) | Project Engineer | Intermediate | \$ 35.45 | \$ 45.73 | \$ 53.18 | \$ 64.02 |
| Engineering / Project Management (PM) | Project Engineer | Senior | \$ 49.10 | \$ 63.34 | \$ 73.65 | \$ 88.67 |
| Engineering / Project Management (PM) | Project Manager | Junior | \$ 25.00 | \$ 32.25 | \$ 37.50 | \$ 45.15 |
| Engineering / Project Management (PM) | Project Manager | Intermediate | \$ 40.88 | \$ 52.74 | \$ 61.32 | \$ 73.83 |
| Engineering / Project Management (PM) | Project Manager | Senior | \$ 56.70 | \$ 73.14 | \$ 85.05 | \$ 102.40 |
| Engineering / Project Management (PM) | Quality Technician | Junior | \$ 14.91 | \$ 19.23 | \$ 22.37 | \$ 26.93 |
| Engineering / Project Management (PM) | Quality Technician | Intermediate | \$ 20.00 | \$ 25.80 | \$ 30.00 | \$ 36.12 |
| Engineering / Project Management (PM) | Quality Technician | Senior | \$ 30.77 | \$ 39.69 | \$ 46.16 | \$ 55.57 |
| Engineering / Project Management (PM) | Relay & Controls Field Engineer | Junior | \$ 26.20 | \$ 33.80 | \$ 39.30 | \$ 47.32 |
| Engineering / Project Management (PM) | Relay & Controls Field Engineer | Intermediate | \$ 36.70 | \$ 47.34 | \$ 55.05 | \$ 66.28 |
| Engineering / Project Management (PM) | Relay & Controls Field Engineer | Senior | \$ 47.68 | \$ 61.51 | \$ 71.52 | \$ 86.11 |
| Engineering / Project Management (PM) | Safety Coordinator | Junior | \$ 16.83 | \$ 21.71 | \$ 25.25 | \$ 30.39 |
| Engineering / Project Management (PM) | Safety Coordinator | Intermediate | \$ 31.34 | \$ 40.43 | \$ 47.01 | \$ 56.60 |
| Engineering / Project Management (PM) | Safety Coordinator | Senior | \$ 41.35 | \$ 53.34 | \$ 62.03 | \$ 74.68 |
| Engineering / Project Management (PM) | Safety Inspector | Junior | \$ 16.04 | \$ 20.69 | \$ 24.06 | \$ 28.97 |

| TRS Staffing Solutions - W2 INDIANA Hourly Rates (USD) | | | | | | |
|--|--------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Safety Inspector | Intermediate | \$ 18.06 | \$ 23.30 | \$ 27.09 | \$ 32.62 |
| Engineering / Project Management (PM) | Safety Inspector | Senior | \$ 22.44 | \$ 28.95 | \$ 33.66 | \$ 40.53 |
| Engineering / Project Management (PM) | Scheduler | Junior | \$ 23.24 | \$ 29.98 | \$ 34.86 | \$ 41.97 |
| Engineering / Project Management (PM) | Scheduler | Intermediate | \$ 30.38 | \$ 39.19 | \$ 45.57 | \$ 54.87 |
| Engineering / Project Management (PM) | Scheduler | Senior | \$ 48.95 | \$ 63.15 | \$ 73.43 | \$ 88.40 |
| Engineering / Project Management (PM) | Systems Analyst | Junior | \$ 25.35 | \$ 32.70 | \$ 38.03 | \$ 45.78 |
| Engineering / Project Management (PM) | Systems Analyst | Intermediate | \$ 33.44 | \$ 43.14 | \$ 50.16 | \$ 60.39 |
| Engineering / Project Management (PM) | Systems Analyst | Senior | \$ 40.60 | \$ 52.37 | \$ 60.90 | \$ 73.32 |
| Engineering / Project Management (PM) | Welding Inspector | Junior | \$ 16.83 | \$ 21.71 | \$ 25.25 | \$ 30.39 |
| Engineering / Project Management (PM) | Welding Inspector | Intermediate | \$ 22.36 | \$ 28.84 | \$ 33.54 | \$ 40.38 |
| Engineering / Project Management (PM) | Welding Inspector | Senior | \$ 32.69 | \$ 42.17 | \$ 49.04 | \$ 59.04 |
| Finance/Accounting | Accounts Payable Analyst | Junior | \$ 16.23 | \$ 20.94 | \$ 24.35 | \$ 29.31 |
| Finance/Accounting | Accounts Payable Analyst | Intermediate | \$ 23.36 | \$ 30.13 | \$ 35.04 | \$ 42.19 |
| Finance/Accounting | Accounts Payable Analyst | Senior | \$ 30.00 | \$ 38.70 | \$ 45.00 | \$ 54.18 |
| Finance/Accounting | Analyst | Junior | \$ 17.79 | \$ 22.95 | \$ 26.69 | \$ 32.13 |
| Finance/Accounting | Analyst | Intermediate | \$ 26.93 | \$ 34.74 | \$ 40.40 | \$ 48.64 |
| Finance/Accounting | Analyst | Senior | \$ 36.06 | \$ 46.52 | \$ 54.09 | \$ 65.12 |
| Finance/Accounting | Business Analyst | Junior | \$ 23.08 | \$ 29.77 | \$ 34.62 | \$ 41.68 |
| Finance/Accounting | Business Analyst | Intermediate | \$ 32.21 | \$ 41.55 | \$ 48.32 | \$ 58.17 |
| Finance/Accounting | Business Analyst | Senior | \$ 41.35 | \$ 53.34 | \$ 62.03 | \$ 74.68 |
| Finance/Accounting | Cost Accountant | Junior | \$ 19.20 | \$ 24.77 | \$ 28.80 | \$ 34.68 |
| Finance/Accounting | Cost Accountant | Intermediate | \$ 33.46 | \$ 43.16 | \$ 50.19 | \$ 60.43 |
| Finance/Accounting | Cost Accountant | Senior | \$ 48.01 | \$ 61.93 | \$ 72.02 | \$ 86.71 |
| Finance/Accounting | Finance Analyst | Junior | \$ 23.08 | \$ 29.77 | \$ 34.62 | \$ 41.68 |
| Finance/Accounting | Finance Analyst | Intermediate | \$ 32.10 | \$ 41.41 | \$ 48.15 | \$ 57.97 |

| TRS Staffing Solutions - W2 INDIANA Hourly Rates (USD) | | | | | | |
|--|------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Finance/Accounting | Finance Analyst | Senior | \$ 39.91 | \$ 51.48 | \$ 59.87 | \$ 72.08 |
| Supply Chain | Buyer | Junior | \$ 25.07 | \$ 32.34 | \$ 37.61 | \$ 45.28 |
| Supply Chain | Buyer | Intermediate | \$ 31.58 | \$ 40.74 | \$ 47.37 | \$ 57.03 |
| Supply Chain | Buyer | Senior | \$ 39.92 | \$ 51.50 | \$ 59.88 | \$ 72.10 |
| Supply Chain | Contract Analyst | Junior | \$ 19.24 | \$ 24.82 | \$ 28.86 | \$ 34.75 |
| Supply Chain | Contract Analyst | Intermediate | \$ 27.40 | \$ 35.35 | \$ 41.10 | \$ 49.48 |
| Supply Chain | Contract Analyst | Senior | \$ 35.57 | \$ 45.89 | \$ 53.36 | \$ 64.24 |
| Supply Chain | Logistician | Junior | \$ 19.87 | \$ 25.63 | \$ 29.81 | \$ 35.89 |
| Supply Chain | Logistician | Intermediate | \$ 28.71 | \$ 37.04 | \$ 43.07 | \$ 51.85 |
| Supply Chain | Logistician | Senior | \$ 40.92 | \$ 52.79 | \$ 61.38 | \$ 73.90 |

| TRS Staffing Solutions - W2 OHIO Hourly Rates (USD) | | | | | | |
|---|---------------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Admin/Clerk | Administrative Assistant | Junior | \$ 12.00 | \$ 15.48 | \$ 18.00 | \$ 21.67 |
| Admin/Clerk | Administrative Assistant | Intermediate | \$ 17.00 | \$ 21.93 | \$ 25.50 | \$ 30.70 |
| Admin/Clerk | Administrative Assistant | Senior | \$ 22.00 | \$ 28.38 | \$ 33.00 | \$ 39.73 |
| Admin/Clerk | Customer Service Representative | Junior | \$ 15.00 | \$ 19.35 | \$ 22.50 | \$ 27.09 |
| Admin/Clerk | Customer Service Representative | Intermediate | \$ 20.00 | \$ 25.80 | \$ 30.00 | \$ 36.12 |
| Admin/Clerk | Customer Service Representative | Senior | \$ 25.00 | \$ 32.25 | \$ 37.50 | \$ 45.15 |
| Admin/Clerk | Data Entry Operator | Junior | \$ 13.00 | \$ 16.77 | \$ 19.50 | \$ 23.48 |
| Admin/Clerk | Data Entry Operator | Intermediate | \$ 16.00 | \$ 20.64 | \$ 24.00 | \$ 28.90 |
| Admin/Clerk | Data Entry Operator | Senior | \$ 20.00 | \$ 25.80 | \$ 30.00 | \$ 36.12 |
| Admin/Clerk | Database Administrator | Junior | \$ 26.00 | \$ 33.54 | \$ 39.00 | \$ 46.96 |
| Admin/Clerk | Database Administrator | Intermediate | \$ 33.00 | \$ 42.57 | \$ 49.50 | \$ 59.60 |
| Admin/Clerk | Database Administrator | Senior | \$ 45.00 | \$ 58.05 | \$ 67.50 | \$ 81.27 |
| Engineering / Project Management (PM) | Civil Engineer | Junior | \$ 37.00 | \$ 47.73 | \$ 55.50 | \$ 66.82 |
| Engineering / Project Management (PM) | Civil Engineer | Intermediate | \$ 45.00 | \$ 58.05 | \$ 67.50 | \$ 81.27 |
| Engineering / Project Management (PM) | Civil Engineer | Senior | \$ 65.00 | \$ 83.85 | \$ 97.50 | \$ 117.39 |
| Engineering / Project Management (PM) | Construction Manager | Junior | \$ 32.00 | \$ 41.28 | \$ 48.00 | \$ 57.79 |
| Engineering / Project Management (PM) | Construction Manager | Intermediate | \$ 40.00 | \$ 51.60 | \$ 60.00 | \$ 72.24 |
| Engineering / Project Management (PM) | Construction Manager | Senior | \$ 60.00 | \$ 77.40 | \$ 90.00 | \$ 108.36 |
| Engineering / Project Management (PM) | Cost Analyst | Junior | \$ 23.87 | \$ 30.79 | \$ 35.81 | \$ 43.11 |
| Engineering / Project Management (PM) | Cost Analyst | Intermediate | \$ 32.23 | \$ 41.58 | \$ 48.35 | \$ 58.21 |

| TRS Staffing Solutions - W2 OHIO Hourly Rates (USD) | | | | | | |
|---|--------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Cost Analyst | Senior | \$ 39.37 | \$ 50.79 | \$ 59.06 | \$ 71.10 |
| Engineering / Project Management (PM) | Cost Technician | Junior | \$ 23.60 | \$ 30.44 | \$ 35.40 | \$ 42.62 |
| Engineering / Project Management (PM) | Cost Technician | Intermediate | \$ 28.75 | \$ 37.09 | \$ 43.13 | \$ 51.92 |
| Engineering / Project Management (PM) | Cost Technician | Senior | \$ 32.69 | \$ 42.17 | \$ 49.04 | \$ 59.04 |
| Engineering / Project Management (PM) | Document Control Analyst | Junior | \$ 20.00 | \$ 25.80 | \$ 30.00 | \$ 36.12 |
| Engineering / Project Management (PM) | Document Control Analyst | Intermediate | \$ 25.00 | \$ 32.25 | \$ 37.50 | \$ 45.15 |
| Engineering / Project Management (PM) | Document Control Analyst | Senior | \$ 30.00 | \$ 38.70 | \$ 45.00 | \$ 54.18 |
| Engineering / Project Management (PM) | Drafter | Junior | \$ 20.00 | \$ 25.80 | \$ 30.00 | \$ 36.12 |
| Engineering / Project Management (PM) | Drafter | Intermediate | \$ 27.00 | \$ 34.83 | \$ 40.50 | \$ 48.76 |
| Engineering / Project Management (PM) | Drafter | Senior | \$ 32.00 | \$ 41.28 | \$ 48.00 | \$ 57.79 |
| Engineering / Project Management (PM) | Electrical Engineer | Junior | \$ 33.99 | \$ 43.85 | \$ 50.99 | \$ 61.39 |
| Engineering / Project Management (PM) | Electrical Engineer | Intermediate | \$ 48.55 | \$ 62.63 | \$ 72.83 | \$ 87.68 |
| Engineering / Project Management (PM) | Electrical Engineer | Senior | \$ 58.46 | \$ 75.41 | \$ 87.69 | \$ 105.58 |
| Engineering / Project Management (PM) | Engineer | Junior | \$ 32.05 | \$ 41.34 | \$ 48.08 | \$ 57.88 |
| Engineering / Project Management (PM) | Engineer | Intermediate | \$ 46.26 | \$ 59.68 | \$ 69.39 | \$ 83.55 |
| Engineering / Project Management (PM) | Engineer | Senior | \$ 55.10 | \$ 71.08 | \$ 82.65 | \$ 99.51 |
| Engineering / Project Management (PM) | Environmental Planner | Junior | \$ 33.40 | \$ 43.09 | \$ 50.10 | \$ 60.32 |

| TRS Staffing Solutions - W2 OHIO Hourly Rates (USD) | | | | | | |
|---|-------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Environmental Planner | Intermediate | \$ 45.00 | \$ 58.05 | \$ 67.50 | \$ 81.27 |
| Engineering / Project Management (PM) | Environmental Planner | Senior | \$ 57.00 | \$ 73.53 | \$ 85.50 | \$ 102.94 |
| Engineering / Project Management (PM) | Environmental Scientist | Junior | \$ 31.00 | \$ 39.99 | \$ 46.50 | \$ 55.99 |
| Engineering / Project Management (PM) | Environmental Scientist | Intermediate | \$ 39.18 | \$ 50.54 | \$ 58.77 | \$ 70.76 |
| Engineering / Project Management (PM) | Environmental Scientist | Senior | \$ 47.21 | \$ 60.90 | \$ 70.82 | \$ 85.26 |
| Engineering / Project Management (PM) | General Inspector | Junior | \$ 21.11 | \$ 27.23 | \$ 31.67 | \$ 38.12 |
| Engineering / Project Management (PM) | General Inspector | Intermediate | \$ 27.91 | \$ 36.00 | \$ 41.87 | \$ 50.41 |
| Engineering / Project Management (PM) | General Inspector | Senior | \$ 48.88 | \$ 63.06 | \$ 73.32 | \$ 88.28 |
| Engineering / Project Management (PM) | General Labor | Junior | \$ 11.00 | \$ 14.19 | \$ 16.50 | \$ 19.87 |
| Engineering / Project Management (PM) | General Labor | Intermediate | \$ 15.00 | \$ 19.35 | \$ 22.50 | \$ 27.09 |
| Engineering / Project Management (PM) | General Labor | Senior | \$ 19.00 | \$ 24.51 | \$ 28.50 | \$ 34.31 |
| Engineering / Project Management (PM) | GIS Analyst | Junior | \$ 22.61 | \$ 29.17 | \$ 33.92 | \$ 40.83 |
| Engineering / Project Management (PM) | GIS Analyst | Intermediate | \$ 36.00 | \$ 46.44 | \$ 54.00 | \$ 65.02 |
| Engineering / Project Management (PM) | GIS Analyst | Senior | \$ 48.56 | \$ 62.64 | \$ 72.84 | \$ 87.70 |
| Engineering / Project Management (PM) | Land Rights Agent | Junior | \$ 24.87 | \$ 32.08 | \$ 37.31 | \$ 44.92 |
| Engineering / Project Management (PM) | Land Rights Agent | Intermediate | \$ 32.21 | \$ 41.55 | \$ 48.32 | \$ 58.17 |
| Engineering / Project Management (PM) | Land Rights Agent | Senior | \$ 38.15 | \$ 49.21 | \$ 57.23 | \$ 68.90 |

| TRS Staffing Solutions - W2 OHIO Hourly Rates (USD) | | | | | | |
|---|-----------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Logistics Coordinator | Junior | \$ 15.00 | \$ 19.35 | \$ 22.50 | \$ 27.09 |
| Engineering / Project Management (PM) | Logistics Coordinator | Intermediate | \$ 18.00 | \$ 23.22 | \$ 27.00 | \$ 32.51 |
| Engineering / Project Management (PM) | Logistics Coordinator | Senior | \$ 25.00 | \$ 32.25 | \$ 37.50 | \$ 45.15 |
| Engineering / Project Management (PM) | Mechanical Engineer | Junior | \$ 33.50 | \$ 43.22 | \$ 50.25 | \$ 60.50 |
| Engineering / Project Management (PM) | Mechanical Engineer | Intermediate | \$ 48.69 | \$ 62.81 | \$ 73.04 | \$ 87.93 |
| Engineering / Project Management (PM) | Mechanical Engineer | Senior | \$ 57.00 | \$ 73.53 | \$ 85.50 | \$ 102.94 |
| Engineering / Project Management (PM) | Pipeline Engineer | Junior | \$ 34.00 | \$ 43.86 | \$ 51.00 | \$ 61.40 |
| Engineering / Project Management (PM) | Pipeline Engineer | Intermediate | \$ 44.00 | \$ 56.76 | \$ 66.00 | \$ 79.46 |
| Engineering / Project Management (PM) | Pipeline Engineer | Senior | \$ 58.00 | \$ 74.82 | \$ 87.00 | \$ 104.75 |
| Engineering / Project Management (PM) | Power Engineer | Junior | \$ 30.19 | \$ 38.95 | \$ 45.29 | \$ 54.52 |
| Engineering / Project Management (PM) | Power Engineer | Intermediate | \$ 35.96 | \$ 46.39 | \$ 53.94 | \$ 64.94 |
| Engineering / Project Management (PM) | Power Engineer | Senior | \$ 43.86 | \$ 56.58 | \$ 65.79 | \$ 79.21 |
| Engineering / Project Management (PM) | Project Control | Junior | \$ 24.22 | \$ 31.24 | \$ 36.33 | \$ 43.74 |
| Engineering / Project Management (PM) | Project Control | Intermediate | \$ 36.06 | \$ 46.52 | \$ 54.09 | \$ 65.12 |
| Engineering / Project Management (PM) | Project Control | Senior | \$ 54.81 | \$ 70.70 | \$ 82.22 | \$ 98.99 |
| Engineering / Project Management (PM) | Project Coordinator | Junior | \$ 24.00 | \$ 30.96 | \$ 36.00 | \$ 43.34 |
| Engineering / Project Management (PM) | Project Coordinator | Intermediate | \$ 28.00 | \$ 36.12 | \$ 42.00 | \$ 50.57 |

| TRS Staffing Solutions - W2 OHIO Hourly Rates (USD) | | | | | | |
|---|---------------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Project Coordinator | Senior | \$ 43.00 | \$ 55.47 | \$ 64.50 | \$ 77.66 |
| Engineering / Project Management (PM) | Project Engineer | Junior | \$ 26.44 | \$ 34.11 | \$ 39.66 | \$ 47.75 |
| Engineering / Project Management (PM) | Project Engineer | Intermediate | \$ 34.13 | \$ 44.03 | \$ 51.20 | \$ 61.64 |
| Engineering / Project Management (PM) | Project Engineer | Senior | \$ 45.67 | \$ 58.91 | \$ 68.51 | \$ 82.48 |
| Engineering / Project Management (PM) | Project Manager | Junior | \$ 33.00 | \$ 42.57 | \$ 49.50 | \$ 59.60 |
| Engineering / Project Management (PM) | Project Manager | Intermediate | \$ 40.00 | \$ 51.60 | \$ 60.00 | \$ 72.24 |
| Engineering / Project Management (PM) | Project Manager | Senior | \$ 55.00 | \$ 70.95 | \$ 82.50 | \$ 99.33 |
| Engineering / Project Management (PM) | Quality Technician | Junior | \$ 16.30 | \$ 21.03 | \$ 24.45 | \$ 29.44 |
| Engineering / Project Management (PM) | Quality Technician | Intermediate | \$ 19.70 | \$ 25.41 | \$ 29.55 | \$ 35.58 |
| Engineering / Project Management (PM) | Quality Technician | Senior | \$ 22.15 | \$ 28.57 | \$ 33.23 | \$ 40.00 |
| Engineering / Project Management (PM) | Relay & Controls Field Engineer | Junior | \$ 30.90 | \$ 39.86 | \$ 46.35 | \$ 55.81 |
| Engineering / Project Management (PM) | Relay & Controls Field Engineer | Intermediate | \$ 38.59 | \$ 49.78 | \$ 57.89 | \$ 69.69 |
| Engineering / Project Management (PM) | Relay & Controls Field Engineer | Senior | \$ 46.54 | \$ 60.04 | \$ 69.81 | \$ 84.05 |
| Engineering / Project Management (PM) | Safety Coordinator | Junior | \$ 25.12 | \$ 32.40 | \$ 37.68 | \$ 45.37 |
| Engineering / Project Management (PM) | Safety Coordinator | Intermediate | \$ 28.87 | \$ 37.24 | \$ 43.31 | \$ 52.14 |
| Engineering / Project Management (PM) | Safety Coordinator | Senior | \$ 35.77 | \$ 46.14 | \$ 53.66 | \$ 64.60 |
| Engineering / Project Management (PM) | Safety Inspector | Junior | \$ 15.67 | \$ 20.21 | \$ 23.51 | \$ 28.30 |

| TRS Staffing Solutions - W2 OHIO Hourly Rates (USD) | | | | | | |
|---|--------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Safety Inspector | Intermediate | \$ 17.63 | \$ 22.74 | \$ 26.45 | \$ 31.84 |
| Engineering / Project Management (PM) | Safety Inspector | Senior | \$ 22.00 | \$ 28.38 | \$ 33.00 | \$ 39.73 |
| Engineering / Project Management (PM) | Scheduler | Junior | \$ 22.68 | \$ 29.26 | \$ 34.02 | \$ 40.96 |
| Engineering / Project Management (PM) | Scheduler | Intermediate | \$ 29.76 | \$ 38.39 | \$ 44.64 | \$ 53.75 |
| Engineering / Project Management (PM) | Scheduler | Senior | \$ 50.76 | \$ 65.48 | \$ 76.14 | \$ 91.67 |
| Engineering / Project Management (PM) | Systems Analyst | Junior | \$ 26.68 | \$ 34.42 | \$ 40.02 | \$ 48.18 |
| Engineering / Project Management (PM) | Systems Analyst | Intermediate | \$ 32.66 | \$ 42.13 | \$ 48.99 | \$ 58.98 |
| Engineering / Project Management (PM) | Systems Analyst | Senior | \$ 42.62 | \$ 54.98 | \$ 63.93 | \$ 76.97 |
| Engineering / Project Management (PM) | Welding Inspector | Junior | \$ 19.75 | \$ 25.48 | \$ 29.63 | \$ 35.67 |
| Engineering / Project Management (PM) | Welding Inspector | Intermediate | \$ 27.32 | \$ 35.24 | \$ 40.98 | \$ 49.34 |
| Engineering / Project Management (PM) | Welding Inspector | Senior | \$ 39.28 | \$ 50.67 | \$ 58.92 | \$ 70.94 |
| Finance/Accounting | Accounts Payable Analyst | Junior | \$ 20.00 | \$ 25.80 | \$ 30.00 | \$ 36.12 |
| Finance/Accounting | Accounts Payable Analyst | Intermediate | \$ 22.72 | \$ 29.31 | \$ 34.08 | \$ 41.03 |
| Finance/Accounting | Accounts Payable Analyst | Senior | \$ 32.20 | \$ 41.54 | \$ 48.30 | \$ 58.15 |
| Finance/Accounting | Analyst | Junior | \$ 25.00 | \$ 32.25 | \$ 37.50 | \$ 45.15 |
| Finance/Accounting | Analyst | Intermediate | \$ 28.19 | \$ 36.37 | \$ 42.29 | \$ 50.91 |
| Finance/Accounting | Analyst | Senior | \$ 34.00 | \$ 43.86 | \$ 51.00 | \$ 61.40 |
| Finance/Accounting | Business Analyst | Junior | \$ 26.18 | \$ 33.77 | \$ 39.27 | \$ 47.28 |
| Finance/Accounting | Business Analyst | Intermediate | \$ 33.51 | \$ 43.23 | \$ 50.27 | \$ 60.52 |
| Finance/Accounting | Business Analyst | Senior | \$ 39.30 | \$ 50.70 | \$ 58.95 | \$ 70.98 |
| Finance/Accounting | Cost Accountant | Junior | \$ 22.00 | \$ 28.38 | \$ 33.00 | \$ 39.73 |
| Finance/Accounting | Cost Accountant | Intermediate | \$ 25.16 | \$ 32.46 | \$ 37.74 | \$ 45.44 |
| Finance/Accounting | Cost Accountant | Senior | \$ 34.30 | \$ 44.25 | \$ 51.45 | \$ 61.95 |
| Finance/Accounting | Finance Analyst | Junior | \$ 24.82 | \$ 32.02 | \$ 37.23 | \$ 44.82 |
| Finance/Accounting | Finance Analyst | Intermediate | \$ 26.50 | \$ 34.19 | \$ 39.75 | \$ 47.86 |

| TRS Staffing Solutions - W2 OHIO Hourly Rates (USD) | | | | | | |
|---|------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Finance/Accounting | Finance Analyst | Senior | \$ 31.20 | \$ 40.25 | \$ 46.80 | \$ 56.35 |
| Supply Chain | Buyer | Junior | \$ 25.43 | \$ 32.80 | \$ 38.15 | \$ 45.93 |
| Supply Chain | Buyer | Intermediate | \$ 27.87 | \$ 35.95 | \$ 41.81 | \$ 50.33 |
| Supply Chain | Buyer | Senior | \$ 31.24 | \$ 40.30 | \$ 46.86 | \$ 56.42 |
| Supply Chain | Contract Analyst | Junior | \$ 21.54 | \$ 27.79 | \$ 32.31 | \$ 38.90 |
| Supply Chain | Contract Analyst | Intermediate | \$ 25.48 | \$ 32.87 | \$ 38.22 | \$ 46.02 |
| Supply Chain | Contract Analyst | Senior | \$ 27.93 | \$ 36.03 | \$ 41.90 | \$ 50.44 |
| Supply Chain | Logistician | Junior | \$ 22.00 | \$ 28.38 | \$ 33.00 | \$ 39.73 |
| Supply Chain | Logistician | Intermediate | \$ 30.00 | \$ 38.70 | \$ 45.00 | \$ 54.18 |
| Supply Chain | Logistician | Senior | \$ 40.00 | \$ 51.60 | \$ 60.00 | \$ 72.24 |

| TRS Staffing Solutions - W2 PENNSYLVANIA Hourly Rates (USD) | | | | | | |
|---|---------------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Admin/Clerk | Administrative Assistant | Junior | \$ 17.50 | \$ 22.58 | \$ 26.25 | \$ 31.61 |
| Admin/Clerk | Administrative Assistant | Intermediate | \$ 21.75 | \$ 28.06 | \$ 32.63 | \$ 39.28 |
| Admin/Clerk | Administrative Assistant | Senior | \$ 26.00 | \$ 33.54 | \$ 39.00 | \$ 46.96 |
| Admin/Clerk | Customer Service Representative | Junior | \$ 15.25 | \$ 19.67 | \$ 22.88 | \$ 27.54 |
| Admin/Clerk | Customer Service Representative | Intermediate | \$ 18.50 | \$ 23.87 | \$ 27.75 | \$ 33.41 |
| Admin/Clerk | Customer Service Representative | Senior | \$ 21.50 | \$ 27.74 | \$ 32.25 | \$ 38.83 |
| Admin/Clerk | Data Entry Operator | Junior | \$ 13.90 | \$ 17.93 | \$ 20.85 | \$ 25.10 |
| Admin/Clerk | Data Entry Operator | Intermediate | \$ 16.25 | \$ 20.96 | \$ 24.38 | \$ 29.35 |
| Admin/Clerk | Data Entry Operator | Senior | \$ 21.60 | \$ 27.86 | \$ 32.40 | \$ 39.01 |
| Admin/Clerk | Database Administrator | Junior | \$ 28.50 | \$ 36.77 | \$ 42.75 | \$ 51.47 |
| Admin/Clerk | Database Administrator | Intermediate | \$ 40.60 | \$ 52.37 | \$ 60.90 | \$ 73.32 |
| Admin/Clerk | Database Administrator | Senior | \$ 56.25 | \$ 72.56 | \$ 84.38 | \$ 101.59 |
| Engineering / Project Management (PM) | Civil Engineer | Junior | \$ 29.75 | \$ 38.38 | \$ 44.63 | \$ 53.73 |
| Engineering / Project Management (PM) | Civil Engineer | Intermediate | \$ 38.40 | \$ 49.54 | \$ 57.60 | \$ 69.35 |
| Engineering / Project Management (PM) | Civil Engineer | Senior | \$ 46.75 | \$ 60.31 | \$ 70.13 | \$ 84.43 |
| Engineering / Project Management (PM) | Construction Manager | Junior | \$ 49.25 | \$ 63.53 | \$ 73.88 | \$ 88.95 |
| Engineering / Project Management (PM) | Construction Manager | Intermediate | \$ 60.50 | \$ 78.05 | \$ 90.75 | \$ 109.26 |
| Engineering / Project Management (PM) | Construction Manager | Senior | \$ 72.00 | \$ 92.88 | \$ 108.00 | \$ 130.03 |
| Engineering / Project Management (PM) | Cost Analyst | Junior | \$ 25.00 | \$ 32.25 | \$ 37.50 | \$ 45.15 |
| Engineering / Project Management (PM) | Cost Analyst | Intermediate | \$ 30.75 | \$ 39.67 | \$ 46.13 | \$ 55.53 |

| TRS Staffing Solutions - W2 PENNSYLVANIA Hourly Rates (USD) | | | | | | |
|---|--------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Cost Analyst | Senior | \$ 39.25 | \$ 50.63 | \$ 58.88 | \$ 70.89 |
| Engineering / Project Management (PM) | Cost Technician | Junior | \$ 25.80 | \$ 33.28 | \$ 38.70 | \$ 46.59 |
| Engineering / Project Management (PM) | Cost Technician | Intermediate | \$ 38.22 | \$ 49.30 | \$ 57.33 | \$ 69.03 |
| Engineering / Project Management (PM) | Cost Technician | Senior | \$ 46.00 | \$ 59.34 | \$ 69.00 | \$ 83.08 |
| Engineering / Project Management (PM) | Document Control Analyst | Junior | \$ 19.25 | \$ 24.83 | \$ 28.88 | \$ 34.77 |
| Engineering / Project Management (PM) | Document Control Analyst | Intermediate | \$ 26.00 | \$ 33.54 | \$ 39.00 | \$ 46.96 |
| Engineering / Project Management (PM) | Document Control Analyst | Senior | \$ 32.25 | \$ 41.60 | \$ 48.38 | \$ 58.24 |
| Engineering / Project Management (PM) | Drafter | Junior | \$ 21.15 | \$ 27.28 | \$ 31.73 | \$ 38.20 |
| Engineering / Project Management (PM) | Drafter | Intermediate | \$ 25.90 | \$ 33.41 | \$ 38.85 | \$ 46.78 |
| Engineering / Project Management (PM) | Drafter | Senior | \$ 31.40 | \$ 40.51 | \$ 47.10 | \$ 56.71 |
| Engineering / Project Management (PM) | Electrical Engineer | Junior | \$ 30.00 | \$ 38.70 | \$ 45.00 | \$ 54.18 |
| Engineering / Project Management (PM) | Electrical Engineer | Intermediate | \$ 37.50 | \$ 48.38 | \$ 56.25 | \$ 67.73 |
| Engineering / Project Management (PM) | Electrical Engineer | Senior | \$ 45.90 | \$ 59.21 | \$ 68.85 | \$ 82.90 |
| Engineering / Project Management (PM) | Engineer | Junior | \$ 29.00 | \$ 37.41 | \$ 43.50 | \$ 52.37 |
| Engineering / Project Management (PM) | Engineer | Intermediate | \$ 34.50 | \$ 44.51 | \$ 51.75 | \$ 62.31 |
| Engineering / Project Management (PM) | Engineer | Senior | \$ 40.30 | \$ 51.99 | \$ 60.45 | \$ 72.78 |
| Engineering / Project Management (PM) | Environmental Planner | Junior | \$ 28.60 | \$ 36.89 | \$ 42.90 | \$ 51.65 |

| TRS Staffing Solutions - W2 PENNSYLVANIA Hourly Rates (USD) | | | | | | |
|---|-------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Environmental Planner | Intermediate | \$ 33.00 | \$ 42.57 | \$ 49.50 | \$ 59.60 |
| Engineering / Project Management (PM) | Environmental Planner | Senior | \$ 57.00 | \$ 73.53 | \$ 85.50 | \$ 102.94 |
| Engineering / Project Management (PM) | Environmental Scientist | Junior | \$ 31.25 | \$ 40.31 | \$ 46.88 | \$ 56.44 |
| Engineering / Project Management (PM) | Environmental Scientist | Intermediate | \$ 39.42 | \$ 50.85 | \$ 59.13 | \$ 71.19 |
| Engineering / Project Management (PM) | Environmental Scientist | Senior | \$ 47.00 | \$ 60.63 | \$ 70.50 | \$ 84.88 |
| Engineering / Project Management (PM) | General Inspector | Junior | \$ 21.61 | \$ 27.88 | \$ 32.42 | \$ 39.03 |
| Engineering / Project Management (PM) | General Inspector | Intermediate | \$ 28.89 | \$ 37.27 | \$ 43.34 | \$ 52.18 |
| Engineering / Project Management (PM) | General Inspector | Senior | \$ 51.12 | \$ 65.94 | \$ 76.68 | \$ 92.32 |
| Engineering / Project Management (PM) | General Labor | Junior | \$ 13.00 | \$ 16.77 | \$ 19.50 | \$ 23.48 |
| Engineering / Project Management (PM) | General Labor | Intermediate | \$ 17.00 | \$ 21.93 | \$ 25.50 | \$ 30.70 |
| Engineering / Project Management (PM) | General Labor | Senior | \$ 24.00 | \$ 30.96 | \$ 36.00 | \$ 43.34 |
| Engineering / Project Management (PM) | GIS Analyst | Junior | \$ 22.59 | \$ 29.14 | \$ 33.89 | \$ 40.80 |
| Engineering / Project Management (PM) | GIS Analyst | Intermediate | \$ 35.58 | \$ 45.90 | \$ 53.37 | \$ 64.26 |
| Engineering / Project Management (PM) | GIS Analyst | Senior | \$ 49.03 | \$ 63.25 | \$ 73.55 | \$ 88.55 |
| Engineering / Project Management (PM) | Land Rights Agent | Junior | \$ 25.00 | \$ 32.25 | \$ 37.50 | \$ 45.15 |
| Engineering / Project Management (PM) | Land Rights Agent | Intermediate | \$ 32.69 | \$ 42.17 | \$ 49.04 | \$ 59.04 |
| Engineering / Project Management (PM) | Land Rights Agent | Senior | \$ 39.00 | \$ 50.31 | \$ 58.50 | \$ 70.43 |

| TRS Staffing Solutions - W2 PENNSYLVANIA Hourly Rates (USD) | | | | | | |
|---|-----------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Logistics Coordinator | Junior | \$ 16.00 | \$ 20.64 | \$ 24.00 | \$ 28.90 |
| Engineering / Project Management (PM) | Logistics Coordinator | Intermediate | \$ 18.00 | \$ 23.22 | \$ 27.00 | \$ 32.51 |
| Engineering / Project Management (PM) | Logistics Coordinator | Senior | \$ 22.00 | \$ 28.38 | \$ 33.00 | \$ 39.73 |
| Engineering / Project Management (PM) | Mechanical Engineer | Junior | \$ 33.43 | \$ 43.12 | \$ 50.15 | \$ 60.37 |
| Engineering / Project Management (PM) | Mechanical Engineer | Intermediate | \$ 49.00 | \$ 63.21 | \$ 73.50 | \$ 88.49 |
| Engineering / Project Management (PM) | Mechanical Engineer | Senior | \$ 56.75 | \$ 73.21 | \$ 85.13 | \$ 102.49 |
| Engineering / Project Management (PM) | Pipeline Engineer | Junior | \$ 34.00 | \$ 43.86 | \$ 51.00 | \$ 61.40 |
| Engineering / Project Management (PM) | Pipeline Engineer | Intermediate | \$ 55.00 | \$ 70.95 | \$ 82.50 | \$ 99.33 |
| Engineering / Project Management (PM) | Pipeline Engineer | Senior | \$ 64.00 | \$ 82.56 | \$ 96.00 | \$ 115.58 |
| Engineering / Project Management (PM) | Power Engineer | Junior | \$ 32.58 | \$ 42.03 | \$ 48.87 | \$ 58.84 |
| Engineering / Project Management (PM) | Power Engineer | Intermediate | \$ 38.81 | \$ 50.06 | \$ 58.22 | \$ 70.09 |
| Engineering / Project Management (PM) | Power Engineer | Senior | \$ 47.43 | \$ 61.18 | \$ 71.15 | \$ 85.66 |
| Engineering / Project Management (PM) | Project Control | Junior | \$ 25.96 | \$ 33.49 | \$ 38.94 | \$ 46.88 |
| Engineering / Project Management (PM) | Project Control | Intermediate | \$ 36.00 | \$ 46.44 | \$ 54.00 | \$ 65.02 |
| Engineering / Project Management (PM) | Project Control | Senior | \$ 44.70 | \$ 57.66 | \$ 67.05 | \$ 80.73 |
| Engineering / Project Management (PM) | Project Coordinator | Junior | \$ 25.00 | \$ 32.25 | \$ 37.50 | \$ 45.15 |
| Engineering / Project Management (PM) | Project Coordinator | Intermediate | \$ 30.00 | \$ 38.70 | \$ 45.00 | \$ 54.18 |

| TRS Staffing Solutions - W2 PENNSYLVANIA Hourly Rates (USD) | | | | | | |
|---|---------------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Project Coordinator | Senior | \$ 35.00 | \$ 45.15 | \$ 52.50 | \$ 63.21 |
| Engineering / Project Management (PM) | Project Engineer | Junior | \$ 26.44 | \$ 34.11 | \$ 39.66 | \$ 47.75 |
| Engineering / Project Management (PM) | Project Engineer | Intermediate | \$ 34.13 | \$ 44.03 | \$ 51.20 | \$ 61.64 |
| Engineering / Project Management (PM) | Project Engineer | Senior | \$ 46.39 | \$ 59.84 | \$ 69.59 | \$ 83.78 |
| Engineering / Project Management (PM) | Project Manager | Junior | \$ 32.00 | \$ 41.28 | \$ 48.00 | \$ 57.79 |
| Engineering / Project Management (PM) | Project Manager | Intermediate | \$ 44.00 | \$ 56.76 | \$ 66.00 | \$ 79.46 |
| Engineering / Project Management (PM) | Project Manager | Senior | \$ 50.00 | \$ 64.50 | \$ 75.00 | \$ 90.30 |
| Engineering / Project Management (PM) | Quality Technician | Junior | \$ 16.30 | \$ 21.03 | \$ 24.45 | \$ 29.44 |
| Engineering / Project Management (PM) | Quality Technician | Intermediate | \$ 19.70 | \$ 25.41 | \$ 29.55 | \$ 35.58 |
| Engineering / Project Management (PM) | Quality Technician | Senior | \$ 22.15 | \$ 28.57 | \$ 33.23 | \$ 40.00 |
| Engineering / Project Management (PM) | Relay & Controls Field Engineer | Junior | \$ 33.30 | \$ 42.96 | \$ 49.95 | \$ 60.14 |
| Engineering / Project Management (PM) | Relay & Controls Field Engineer | Intermediate | \$ 41.77 | \$ 53.88 | \$ 62.66 | \$ 75.44 |
| Engineering / Project Management (PM) | Relay & Controls Field Engineer | Senior | \$ 50.16 | \$ 64.71 | \$ 75.24 | \$ 90.59 |
| Engineering / Project Management (PM) | Safety Coordinator | Junior | \$ 28.65 | \$ 36.96 | \$ 42.98 | \$ 51.74 |
| Engineering / Project Management (PM) | Safety Coordinator | Intermediate | \$ 32.96 | \$ 42.52 | \$ 49.44 | \$ 59.53 |
| Engineering / Project Management (PM) | Safety Coordinator | Senior | \$ 40.83 | \$ 52.67 | \$ 61.25 | \$ 73.74 |
| Engineering / Project Management (PM) | Safety Inspector | Junior | \$ 16.89 | \$ 21.79 | \$ 25.34 | \$ 30.50 |

| TRS Staffing Solutions - W2 PENNSYLVANIA Hourly Rates (USD) | | | | | | |
|---|--------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Safety Inspector | Intermediate | \$ 19.00 | \$ 24.51 | \$ 28.50 | \$ 34.31 |
| Engineering / Project Management (PM) | Safety Inspector | Senior | \$ 23.61 | \$ 30.46 | \$ 35.42 | \$ 42.64 |
| Engineering / Project Management (PM) | Scheduler | Junior | \$ 24.44 | \$ 31.53 | \$ 36.66 | \$ 44.14 |
| Engineering / Project Management (PM) | Scheduler | Intermediate | \$ 31.95 | \$ 41.22 | \$ 47.93 | \$ 57.70 |
| Engineering / Project Management (PM) | Scheduler | Senior | \$ 54.69 | \$ 70.55 | \$ 82.04 | \$ 98.77 |
| Engineering / Project Management (PM) | Systems Analyst | Junior | \$ 28.77 | \$ 37.11 | \$ 43.16 | \$ 51.96 |
| Engineering / Project Management (PM) | Systems Analyst | Intermediate | \$ 35.19 | \$ 45.40 | \$ 52.79 | \$ 63.55 |
| Engineering / Project Management (PM) | Systems Analyst | Senior | \$ 45.92 | \$ 59.24 | \$ 68.88 | \$ 82.93 |
| Engineering / Project Management (PM) | Welding Inspector | Junior | \$ 18.33 | \$ 23.65 | \$ 27.50 | \$ 33.10 |
| Engineering / Project Management (PM) | Welding Inspector | Intermediate | \$ 25.25 | \$ 32.57 | \$ 37.88 | \$ 45.60 |
| Engineering / Project Management (PM) | Welding Inspector | Senior | \$ 37.59 | \$ 48.49 | \$ 56.39 | \$ 67.89 |
| Finance/Accounting | Accounts Payable Analyst | Junior | \$ 26.80 | \$ 34.57 | \$ 40.20 | \$ 48.40 |
| Finance/Accounting | Accounts Payable Analyst | Intermediate | \$ 31.24 | \$ 40.30 | \$ 46.86 | \$ 56.42 |
| Finance/Accounting | Accounts Payable Analyst | Senior | \$ 34.86 | \$ 44.97 | \$ 52.29 | \$ 62.96 |
| Finance/Accounting | Analyst | Junior | \$ 25.00 | \$ 32.25 | \$ 37.50 | \$ 45.15 |
| Finance/Accounting | Analyst | Intermediate | \$ 29.10 | \$ 37.54 | \$ 43.65 | \$ 52.55 |
| Finance/Accounting | Analyst | Senior | \$ 34.00 | \$ 43.86 | \$ 51.00 | \$ 61.40 |
| Finance/Accounting | Business Analyst | Junior | \$ 28.21 | \$ 36.39 | \$ 42.32 | \$ 50.95 |
| Finance/Accounting | Business Analyst | Intermediate | \$ 36.06 | \$ 46.52 | \$ 54.09 | \$ 65.12 |
| Finance/Accounting | Business Analyst | Senior | \$ 42.34 | \$ 54.62 | \$ 63.51 | \$ 76.47 |
| Finance/Accounting | Cost Accountant | Junior | \$ 25.80 | \$ 33.28 | \$ 38.70 | \$ 46.59 |
| Finance/Accounting | Cost Accountant | Intermediate | \$ 38.22 | \$ 49.30 | \$ 57.33 | \$ 69.03 |
| Finance/Accounting | Cost Accountant | Senior | \$ 46.00 | \$ 59.34 | \$ 69.00 | \$ 83.08 |
| Finance/Accounting | Finance Analyst | Junior | \$ 28.70 | \$ 37.02 | \$ 43.05 | \$ 51.83 |
| Finance/Accounting | Finance Analyst | Intermediate | \$ 32.47 | \$ 41.89 | \$ 48.71 | \$ 58.64 |

| TRS Staffing Solutions - W2 PENNSYLVANIA Hourly Rates (USD) | | | | | | |
|---|------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Finance/Accounting | Finance Analyst | Senior | \$ 35.40 | \$ 45.67 | \$ 53.10 | \$ 63.93 |
| Supply Chain | Buyer | Junior | \$ 26.50 | \$ 34.19 | \$ 39.75 | \$ 47.86 |
| Supply Chain | Buyer | Intermediate | \$ 30.80 | \$ 39.73 | \$ 46.20 | \$ 55.62 |
| Supply Chain | Buyer | Senior | \$ 34.20 | \$ 44.12 | \$ 51.30 | \$ 61.77 |
| Supply Chain | Contract Analyst | Junior | \$ 18.27 | \$ 23.57 | \$ 27.41 | \$ 33.00 |
| Supply Chain | Contract Analyst | Intermediate | \$ 26.44 | \$ 34.11 | \$ 39.66 | \$ 47.75 |
| Supply Chain | Contract Analyst | Senior | \$ 37.00 | \$ 47.73 | \$ 55.50 | \$ 66.82 |
| Supply Chain | Logistician | Junior | \$ 27.00 | \$ 34.83 | \$ 40.50 | \$ 48.76 |
| Supply Chain | Logistician | Intermediate | \$ 33.00 | \$ 42.57 | \$ 49.50 | \$ 59.60 |
| Supply Chain | Logistician | Senior | \$ 44.00 | \$ 56.76 | \$ 66.00 | \$ 79.46 |

| TRS Staffing Solutions - W2 MASSACHUSETTS Hourly Rates (USD) | | | | | | |
|--|---------------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Admin/Clerk | Administrative Assistant | Junior | \$ 19.80 | \$ 25.55 | \$ 29.70 | \$ 35.77 |
| Admin/Clerk | Administrative Assistant | Intermediate | \$ 24.50 | \$ 31.61 | \$ 36.75 | \$ 44.26 |
| Admin/Clerk | Administrative Assistant | Senior | \$ 29.30 | \$ 37.81 | \$ 43.95 | \$ 52.93 |
| Admin/Clerk | Customer Service Representative | Junior | \$ 16.80 | \$ 21.68 | \$ 25.20 | \$ 30.35 |
| Admin/Clerk | Customer Service Representative | Intermediate | \$ 19.50 | \$ 25.16 | \$ 29.25 | \$ 35.23 |
| Admin/Clerk | Customer Service Representative | Senior | \$ 22.75 | \$ 29.35 | \$ 34.13 | \$ 41.10 |
| Admin/Clerk | Data Entry Operator | Junior | \$ 15.30 | \$ 19.74 | \$ 22.95 | \$ 27.64 |
| Admin/Clerk | Data Entry Operator | Intermediate | \$ 18.25 | \$ 23.55 | \$ 27.38 | \$ 32.97 |
| Admin/Clerk | Data Entry Operator | Senior | \$ 20.00 | \$ 25.81 | \$ 30.00 | \$ 36.13 |
| Admin/Clerk | Database Administrator | Junior | \$ 31.50 | \$ 40.64 | \$ 47.25 | \$ 56.90 |
| Admin/Clerk | Database Administrator | Intermediate | \$ 42.88 | \$ 55.33 | \$ 64.32 | \$ 77.46 |
| Admin/Clerk | Database Administrator | Senior | \$ 59.25 | \$ 76.45 | \$ 88.88 | \$ 107.03 |
| Engineering / Project Management (PM) | Civil Engineer | Junior | \$ 32.86 | \$ 42.40 | \$ 49.29 | \$ 59.36 |
| Engineering / Project Management (PM) | Civil Engineer | Intermediate | \$ 40.50 | \$ 52.26 | \$ 60.75 | \$ 73.16 |
| Engineering / Project Management (PM) | Civil Engineer | Senior | \$ 49.25 | \$ 63.55 | \$ 73.88 | \$ 88.97 |
| Engineering / Project Management (PM) | Construction Manager | Junior | \$ 51.90 | \$ 66.97 | \$ 77.85 | \$ 93.75 |
| Engineering / Project Management (PM) | Construction Manager | Intermediate | \$ 62.50 | \$ 80.64 | \$ 93.75 | \$ 112.90 |
| Engineering / Project Management (PM) | Construction Manager | Senior | \$ 68.00 | \$ 87.74 | \$ 102.00 | \$ 122.84 |
| Engineering / Project Management (PM) | Cost Analyst | Junior | \$ 27.75 | \$ 35.81 | \$ 41.63 | \$ 50.13 |
| Engineering / Project Management (PM) | Cost Analyst | Intermediate | \$ 34.00 | \$ 43.87 | \$ 51.00 | \$ 61.42 |

| TRS Staffing Solutions - W2 MASSACHUSETTS Hourly Rates (USD) | | | | | | |
|--|--------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Cost Analyst | Senior | \$ 41.50 | \$ 53.55 | \$ 62.25 | \$ 74.97 |
| Engineering / Project Management (PM) | Cost Technician | Junior | \$ 28.60 | \$ 36.90 | \$ 42.90 | \$ 51.66 |
| Engineering / Project Management (PM) | Cost Technician | Intermediate | \$ 33.80 | \$ 43.61 | \$ 50.70 | \$ 61.06 |
| Engineering / Project Management (PM) | Cost Technician | Senior | \$ 40.25 | \$ 51.93 | \$ 60.38 | \$ 72.71 |
| Engineering / Project Management (PM) | Document Control Analyst | Junior | \$ 21.30 | \$ 27.48 | \$ 31.95 | \$ 38.48 |
| Engineering / Project Management (PM) | Document Control Analyst | Intermediate | \$ 26.50 | \$ 34.19 | \$ 39.75 | \$ 47.87 |
| Engineering / Project Management (PM) | Document Control Analyst | Senior | \$ 36.50 | \$ 47.10 | \$ 54.75 | \$ 65.93 |
| Engineering / Project Management (PM) | Drafter | Junior | \$ 23.40 | \$ 30.19 | \$ 35.10 | \$ 42.27 |
| Engineering / Project Management (PM) | Drafter | Intermediate | \$ 27.30 | \$ 35.23 | \$ 40.95 | \$ 49.32 |
| Engineering / Project Management (PM) | Drafter | Senior | \$ 33.15 | \$ 42.77 | \$ 49.73 | \$ 59.88 |
| Engineering / Project Management (PM) | Electrical Engineer | Junior | \$ 33.25 | \$ 42.90 | \$ 49.88 | \$ 60.06 |
| Engineering / Project Management (PM) | Electrical Engineer | Intermediate | \$ 40.00 | \$ 51.61 | \$ 60.00 | \$ 72.26 |
| Engineering / Project Management (PM) | Electrical Engineer | Senior | \$ 48.50 | \$ 62.58 | \$ 72.75 | \$ 87.61 |
| Engineering / Project Management (PM) | Engineer | Junior | \$ 32.00 | \$ 41.29 | \$ 48.00 | \$ 57.81 |
| Engineering / Project Management (PM) | Engineer | Intermediate | \$ 37.30 | \$ 48.13 | \$ 55.95 | \$ 67.38 |
| Engineering / Project Management (PM) | Engineer | Senior | \$ 44.85 | \$ 57.87 | \$ 67.28 | \$ 81.02 |
| Engineering / Project Management (PM) | Environmental Planner | Junior | \$ 31.60 | \$ 40.77 | \$ 47.40 | \$ 57.08 |

| TRS Staffing Solutions - W2 MASSACHUSETTS Hourly Rates (USD) | | | | | | |
|--|-------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Environmental Planner | Intermediate | \$ 34.80 | \$ 44.90 | \$ 52.20 | \$ 62.86 |
| Engineering / Project Management (PM) | Environmental Planner | Senior | \$ 42.50 | \$ 54.84 | \$ 63.75 | \$ 76.77 |
| Engineering / Project Management (PM) | Environmental Scientist | Junior | \$ 30.00 | \$ 38.71 | \$ 45.00 | \$ 54.19 |
| Engineering / Project Management (PM) | Environmental Scientist | Intermediate | \$ 38.50 | \$ 49.68 | \$ 57.75 | \$ 69.55 |
| Engineering / Project Management (PM) | Environmental Scientist | Senior | \$ 45.65 | \$ 58.90 | \$ 68.48 | \$ 82.46 |
| Engineering / Project Management (PM) | General Inspector | Junior | \$ 17.50 | \$ 22.58 | \$ 26.25 | \$ 31.61 |
| Engineering / Project Management (PM) | General Inspector | Intermediate | \$ 21.00 | \$ 27.10 | \$ 31.50 | \$ 37.93 |
| Engineering / Project Management (PM) | General Inspector | Senior | \$ 23.75 | \$ 30.64 | \$ 35.63 | \$ 42.90 |
| Engineering / Project Management (PM) | General Labor | Junior | \$ 15.00 | \$ 19.35 | \$ 22.50 | \$ 27.10 |
| Engineering / Project Management (PM) | General Labor | Intermediate | \$ 16.25 | \$ 20.97 | \$ 24.38 | \$ 29.35 |
| Engineering / Project Management (PM) | General Labor | Senior | \$ 17.50 | \$ 22.58 | \$ 26.25 | \$ 31.61 |
| Engineering / Project Management (PM) | GIS Analyst | Junior | \$ 22.80 | \$ 29.42 | \$ 34.20 | \$ 41.19 |
| Engineering / Project Management (PM) | GIS Analyst | Intermediate | \$ 29.30 | \$ 37.81 | \$ 43.95 | \$ 52.93 |
| Engineering / Project Management (PM) | GIS Analyst | Senior | \$ 38.00 | \$ 49.03 | \$ 57.00 | \$ 68.64 |
| Engineering / Project Management (PM) | Land Rights Agent | Junior | \$ 23.70 | \$ 30.58 | \$ 35.55 | \$ 42.81 |
| Engineering / Project Management (PM) | Land Rights Agent | Intermediate | \$ 31.90 | \$ 41.16 | \$ 47.85 | \$ 57.62 |
| Engineering / Project Management (PM) | Land Rights Agent | Senior | \$ 37.50 | \$ 48.39 | \$ 56.25 | \$ 67.74 |

| TRS Staffing Solutions - W2 MASSACHUSETTS Hourly Rates (USD) | | | | | | |
|--|-----------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Logistics Coordinator | Junior | \$ 25.90 | \$ 33.42 | \$ 38.85 | \$ 46.79 |
| Engineering / Project Management (PM) | Logistics Coordinator | Intermediate | \$ 30.75 | \$ 39.68 | \$ 46.13 | \$ 55.55 |
| Engineering / Project Management (PM) | Logistics Coordinator | Senior | \$ 38.70 | \$ 49.93 | \$ 58.05 | \$ 69.91 |
| Engineering / Project Management (PM) | Mechanical Engineer | Junior | \$ 32.40 | \$ 41.81 | \$ 48.60 | \$ 58.53 |
| Engineering / Project Management (PM) | Mechanical Engineer | Intermediate | \$ 39.00 | \$ 50.32 | \$ 58.50 | \$ 70.45 |
| Engineering / Project Management (PM) | Mechanical Engineer | Senior | \$ 47.60 | \$ 61.42 | \$ 71.40 | \$ 85.99 |
| Engineering / Project Management (PM) | Pipeline Engineer | Junior | \$ 33.00 | \$ 42.58 | \$ 49.50 | \$ 59.61 |
| Engineering / Project Management (PM) | Pipeline Engineer | Intermediate | \$ 43.00 | \$ 55.48 | \$ 64.50 | \$ 77.68 |
| Engineering / Project Management (PM) | Pipeline Engineer | Senior | \$ 55.00 | \$ 70.97 | \$ 82.50 | \$ 99.35 |
| Engineering / Project Management (PM) | Power Engineer | Junior | \$ 30.00 | \$ 38.71 | \$ 45.00 | \$ 54.19 |
| Engineering / Project Management (PM) | Power Engineer | Intermediate | \$ 37.50 | \$ 48.39 | \$ 56.25 | \$ 67.74 |
| Engineering / Project Management (PM) | Power Engineer | Senior | \$ 47.00 | \$ 60.64 | \$ 70.50 | \$ 84.90 |
| Engineering / Project Management (PM) | Project Control | Junior | \$ 50.00 | \$ 64.52 | \$ 75.00 | \$ 90.32 |
| Engineering / Project Management (PM) | Project Control | Intermediate | \$ 61.50 | \$ 79.35 | \$ 92.25 | \$ 111.09 |
| Engineering / Project Management (PM) | Project Control | Senior | \$ 72.00 | \$ 92.90 | \$ 108.00 | \$ 130.06 |
| Engineering / Project Management (PM) | Project Coordinator | Junior | \$ 26.45 | \$ 34.13 | \$ 39.68 | \$ 47.78 |
| Engineering / Project Management (PM) | Project Coordinator | Intermediate | \$ 31.25 | \$ 40.32 | \$ 46.88 | \$ 56.45 |

| TRS Staffing Solutions - W2 MASSACHUSETTS Hourly Rates (USD) | | | | | | |
|--|---------------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Project Coordinator | Senior | \$ 36.00 | \$ 46.45 | \$ 54.00 | \$ 65.03 |
| Engineering / Project Management (PM) | Project Engineer | Junior | \$ 31.80 | \$ 41.03 | \$ 47.70 | \$ 57.44 |
| Engineering / Project Management (PM) | Project Engineer | Intermediate | \$ 40.00 | \$ 51.61 | \$ 60.00 | \$ 72.26 |
| Engineering / Project Management (PM) | Project Engineer | Senior | \$ 52.80 | \$ 68.13 | \$ 79.20 | \$ 95.38 |
| Engineering / Project Management (PM) | Project Manager | Junior | \$ 35.15 | \$ 45.35 | \$ 52.73 | \$ 63.50 |
| Engineering / Project Management (PM) | Project Manager | Intermediate | \$ 46.10 | \$ 59.48 | \$ 69.15 | \$ 83.28 |
| Engineering / Project Management (PM) | Project Manager | Senior | \$ 54.80 | \$ 70.71 | \$ 82.20 | \$ 98.99 |
| Engineering / Project Management (PM) | Quality Technician | Junior | \$ 17.50 | \$ 22.58 | \$ 26.25 | \$ 31.61 |
| Engineering / Project Management (PM) | Quality Technician | Intermediate | \$ 21.00 | \$ 27.10 | \$ 31.50 | \$ 37.93 |
| Engineering / Project Management (PM) | Quality Technician | Senior | \$ 24.00 | \$ 30.97 | \$ 36.00 | \$ 43.35 |
| Engineering / Project Management (PM) | Relay & Controls Field Engineer | Junior | \$ 31.25 | \$ 40.32 | \$ 46.88 | \$ 56.45 |
| Engineering / Project Management (PM) | Relay & Controls Field Engineer | Intermediate | \$ 36.00 | \$ 46.45 | \$ 54.00 | \$ 65.03 |
| Engineering / Project Management (PM) | Relay & Controls Field Engineer | Senior | \$ 40.85 | \$ 52.71 | \$ 61.28 | \$ 73.79 |
| Engineering / Project Management (PM) | Safety Coordinator | Junior | \$ 29.00 | \$ 37.42 | \$ 43.50 | \$ 52.39 |
| Engineering / Project Management (PM) | Safety Coordinator | Intermediate | \$ 33.65 | \$ 43.42 | \$ 50.48 | \$ 60.79 |
| Engineering / Project Management (PM) | Safety Coordinator | Senior | \$ 41.60 | \$ 53.68 | \$ 62.40 | \$ 75.15 |
| Engineering / Project Management (PM) | Safety Inspector | Junior | \$ 27.00 | \$ 34.84 | \$ 40.50 | \$ 48.77 |

| TRS Staffing Solutions - W2 MASSACHUSETTS Hourly Rates (USD) | | | | | | |
|--|--------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Safety Inspector | Intermediate | \$ 34.60 | \$ 44.64 | \$ 51.90 | \$ 62.50 |
| Engineering / Project Management (PM) | Safety Inspector | Senior | \$ 42.00 | \$ 54.19 | \$ 63.00 | \$ 75.87 |
| Engineering / Project Management (PM) | Scheduler | Junior | \$ 38.50 | \$ 49.68 | \$ 57.75 | \$ 69.55 |
| Engineering / Project Management (PM) | Scheduler | Intermediate | \$ 55.25 | \$ 71.29 | \$ 82.88 | \$ 99.80 |
| Engineering / Project Management (PM) | Scheduler | Senior | \$ 62.50 | \$ 80.64 | \$ 93.75 | \$ 112.90 |
| Engineering / Project Management (PM) | Systems Analyst | Junior | \$ 29.00 | \$ 37.42 | \$ 43.50 | \$ 52.39 |
| Engineering / Project Management (PM) | Systems Analyst | Intermediate | \$ 35.00 | \$ 45.16 | \$ 52.50 | \$ 63.22 |
| Engineering / Project Management (PM) | Systems Analyst | Senior | \$ 43.75 | \$ 56.45 | \$ 65.63 | \$ 79.03 |
| Engineering / Project Management (PM) | Welding Inspector | Junior | \$ 21.00 | \$ 27.10 | \$ 31.50 | \$ 37.93 |
| Engineering / Project Management (PM) | Welding Inspector | Intermediate | \$ 23.50 | \$ 30.32 | \$ 35.25 | \$ 42.45 |
| Engineering / Project Management (PM) | Welding Inspector | Senior | \$ 24.50 | \$ 31.61 | \$ 36.75 | \$ 44.26 |
| Finance/Accounting | Accounts Payable Analyst | Junior | \$ 19.75 | \$ 25.48 | \$ 29.63 | \$ 35.68 |
| Finance/Accounting | Accounts Payable Analyst | Intermediate | \$ 22.50 | \$ 29.03 | \$ 33.75 | \$ 40.64 |
| Finance/Accounting | Accounts Payable Analyst | Senior | \$ 24.50 | \$ 31.61 | \$ 36.75 | \$ 44.26 |
| Finance/Accounting | Analyst | Junior | \$ 27.75 | \$ 35.81 | \$ 41.63 | \$ 50.13 |
| Finance/Accounting | Analyst | Intermediate | \$ 34.00 | \$ 43.87 | \$ 51.00 | \$ 61.42 |
| Finance/Accounting | Analyst | Senior | \$ 41.50 | \$ 53.55 | \$ 62.25 | \$ 74.97 |
| Finance/Accounting | Business Analyst | Junior | \$ 28.30 | \$ 36.52 | \$ 42.45 | \$ 51.12 |
| Finance/Accounting | Business Analyst | Intermediate | \$ 35.00 | \$ 45.16 | \$ 52.50 | \$ 63.22 |
| Finance/Accounting | Business Analyst | Senior | \$ 42.75 | \$ 55.16 | \$ 64.13 | \$ 77.22 |
| Finance/Accounting | Cost Accountant | Junior | \$ 28.60 | \$ 36.90 | \$ 42.90 | \$ 51.66 |
| Finance/Accounting | Cost Accountant | Intermediate | \$ 33.80 | \$ 43.61 | \$ 50.70 | \$ 61.06 |
| Finance/Accounting | Cost Accountant | Senior | \$ 40.25 | \$ 51.93 | \$ 60.38 | \$ 72.71 |
| Finance/Accounting | Finance Analyst | Junior | \$ 27.35 | \$ 35.29 | \$ 41.03 | \$ 49.41 |
| Finance/Accounting | Finance Analyst | Intermediate | \$ 33.15 | \$ 42.77 | \$ 49.73 | \$ 59.88 |

| TRS Staffing Solutions - W2 MASSACHUSETTS Hourly Rates (USD) | | | | | | |
|--|------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Finance/Accounting | Finance Analyst | Senior | \$ 40.80 | \$ 52.64 | \$ 61.20 | \$ 73.70 |
| Supply Chain | Buyer | Junior | \$ 25.50 | \$ 32.90 | \$ 38.25 | \$ 46.06 |
| Supply Chain | Buyer | Intermediate | \$ 30.75 | \$ 39.68 | \$ 46.13 | \$ 55.55 |
| Supply Chain | Buyer | Senior | \$ 38.25 | \$ 49.35 | \$ 57.38 | \$ 69.10 |
| Supply Chain | Contract Analyst | Junior | \$ 27.80 | \$ 35.87 | \$ 41.70 | \$ 50.22 |
| Supply Chain | Contract Analyst | Intermediate | \$ 35.00 | \$ 45.16 | \$ 52.50 | \$ 63.22 |
| Supply Chain | Contract Analyst | Senior | \$ 38.00 | \$ 49.03 | \$ 57.00 | \$ 68.64 |
| Supply Chain | Logistician | Junior | \$ 25.40 | \$ 32.77 | \$ 38.10 | \$ 45.88 |
| Supply Chain | Logistician | Intermediate | \$ 30.25 | \$ 39.03 | \$ 45.38 | \$ 54.64 |
| Supply Chain | Logistician | Senior | \$ 34.50 | \$ 44.52 | \$ 51.75 | \$ 62.32 |

| TRS Staffing Solutions - W2 VIRGINIA Hourly Rates (USD) | | | | | | |
|---|---------------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Admin/Clerk | Administrative Assistant | Junior | \$ 18.25 | \$ 23.54 | \$ 27.38 | \$ 32.95 |
| Admin/Clerk | Administrative Assistant | Intermediate | \$ 21.15 | \$ 27.28 | \$ 31.73 | \$ 38.19 |
| Admin/Clerk | Administrative Assistant | Senior | \$ 26.00 | \$ 33.53 | \$ 39.00 | \$ 46.95 |
| Admin/Clerk | Customer Service Representative | Junior | \$ 15.75 | \$ 20.31 | \$ 23.63 | \$ 28.44 |
| Admin/Clerk | Customer Service Representative | Intermediate | \$ 18.50 | \$ 23.86 | \$ 27.75 | \$ 33.40 |
| Admin/Clerk | Customer Service Representative | Senior | \$ 21.40 | \$ 27.60 | \$ 32.10 | \$ 38.64 |
| Admin/Clerk | Data Entry Operator | Junior | \$ 14.50 | \$ 18.70 | \$ 21.75 | \$ 26.18 |
| Admin/Clerk | Data Entry Operator | Intermediate | \$ 16.00 | \$ 20.64 | \$ 24.00 | \$ 28.89 |
| Admin/Clerk | Data Entry Operator | Senior | \$ 18.65 | \$ 24.05 | \$ 27.98 | \$ 33.67 |
| Admin/Clerk | Database Administrator | Junior | \$ 29.45 | \$ 37.98 | \$ 44.18 | \$ 53.17 |
| Admin/Clerk | Database Administrator | Intermediate | \$ 40.35 | \$ 52.04 | \$ 60.53 | \$ 72.86 |
| Admin/Clerk | Database Administrator | Senior | \$ 50.25 | \$ 64.81 | \$ 75.38 | \$ 90.73 |
| Engineering / Project Management (PM) | Civil Engineer | Junior | \$ 30.75 | \$ 39.66 | \$ 46.13 | \$ 55.52 |
| Engineering / Project Management (PM) | Civil Engineer | Intermediate | \$ 38.35 | \$ 49.46 | \$ 57.53 | \$ 69.24 |
| Engineering / Project Management (PM) | Civil Engineer | Senior | \$ 46.63 | \$ 60.14 | \$ 69.95 | \$ 84.19 |
| Engineering / Project Management (PM) | Construction Manager | Junior | \$ 48.50 | \$ 62.55 | \$ 72.75 | \$ 87.57 |
| Engineering / Project Management (PM) | Construction Manager | Intermediate | \$ 60.50 | \$ 78.03 | \$ 90.75 | \$ 109.24 |
| Engineering / Project Management (PM) | Construction Manager | Senior | \$ 64.40 | \$ 83.06 | \$ 96.60 | \$ 116.28 |
| Engineering / Project Management (PM) | Cost Analyst | Junior | \$ 26.00 | \$ 33.53 | \$ 39.00 | \$ 46.95 |
| Engineering / Project Management (PM) | Cost Analyst | Intermediate | \$ 31.75 | \$ 40.95 | \$ 47.63 | \$ 57.33 |

| TRS Staffing Solutions - W2 VIRGINIA Hourly Rates (USD) | | | | | | |
|---|--------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Cost Analyst | Senior | \$ 34.50 | \$ 44.49 | \$ 51.75 | \$ 62.29 |
| Engineering / Project Management (PM) | Cost Technician | Junior | \$ 26.80 | \$ 34.56 | \$ 40.20 | \$ 48.39 |
| Engineering / Project Management (PM) | Cost Technician | Intermediate | \$ 31.75 | \$ 40.95 | \$ 47.63 | \$ 57.33 |
| Engineering / Project Management (PM) | Cost Technician | Senior | \$ 37.50 | \$ 48.36 | \$ 56.25 | \$ 67.71 |
| Engineering / Project Management (PM) | Document Control Analyst | Junior | \$ 19.95 | \$ 25.73 | \$ 29.93 | \$ 36.02 |
| Engineering / Project Management (PM) | Document Control Analyst | Intermediate | \$ 24.25 | \$ 31.28 | \$ 36.38 | \$ 43.79 |
| Engineering / Project Management (PM) | Document Control Analyst | Senior | \$ 31.75 | \$ 40.95 | \$ 47.63 | \$ 57.33 |
| Engineering / Project Management (PM) | Drafter | Junior | \$ 21.90 | \$ 28.24 | \$ 32.85 | \$ 39.54 |
| Engineering / Project Management (PM) | Drafter | Intermediate | \$ 25.60 | \$ 33.02 | \$ 38.40 | \$ 46.22 |
| Engineering / Project Management (PM) | Drafter | Senior | \$ 31.00 | \$ 39.98 | \$ 46.50 | \$ 55.97 |
| Engineering / Project Management (PM) | Electrical Engineer | Junior | \$ 31.15 | \$ 40.17 | \$ 46.73 | \$ 56.24 |
| Engineering / Project Management (PM) | Electrical Engineer | Intermediate | \$ 41.50 | \$ 53.52 | \$ 62.25 | \$ 74.93 |
| Engineering / Project Management (PM) | Electrical Engineer | Senior | \$ 52.50 | \$ 67.71 | \$ 78.75 | \$ 94.79 |
| Engineering / Project Management (PM) | Engineer | Junior | \$ 30.14 | \$ 38.87 | \$ 45.21 | \$ 54.42 |
| Engineering / Project Management (PM) | Engineer | Intermediate | \$ 34.95 | \$ 45.08 | \$ 52.43 | \$ 63.11 |
| Engineering / Project Management (PM) | Engineer | Senior | \$ 42.00 | \$ 54.17 | \$ 63.00 | \$ 75.83 |
| Engineering / Project Management (PM) | Environmental Planner | Junior | \$ 29.60 | \$ 38.18 | \$ 44.40 | \$ 53.45 |

| TRS Staffing Solutions - W2 VIRGINIA Hourly Rates (USD) | | | | | | |
|---|-------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Environmental Planner | Intermediate | \$ 32.50 | \$ 41.92 | \$ 48.75 | \$ 58.68 |
| Engineering / Project Management (PM) | Environmental Planner | Senior | \$ 39.80 | \$ 51.33 | \$ 59.70 | \$ 71.86 |
| Engineering / Project Management (PM) | Environmental Scientist | Junior | \$ 28.30 | \$ 36.50 | \$ 42.45 | \$ 51.10 |
| Engineering / Project Management (PM) | Environmental Scientist | Intermediate | \$ 36.00 | \$ 46.43 | \$ 54.00 | \$ 65.00 |
| Engineering / Project Management (PM) | Environmental Scientist | Senior | \$ 42.75 | \$ 55.13 | \$ 64.13 | \$ 77.19 |
| Engineering / Project Management (PM) | General Inspector | Junior | \$ 16.30 | \$ 21.02 | \$ 24.45 | \$ 29.43 |
| Engineering / Project Management (PM) | General Inspector | Intermediate | \$ 19.70 | \$ 25.41 | \$ 29.55 | \$ 35.57 |
| Engineering / Project Management (PM) | General Inspector | Senior | \$ 22.15 | \$ 28.57 | \$ 33.23 | \$ 39.99 |
| Engineering / Project Management (PM) | General Labor | Junior | \$ 14.25 | \$ 18.38 | \$ 21.38 | \$ 25.73 |
| Engineering / Project Management (PM) | General Labor | Intermediate | \$ 15.50 | \$ 19.99 | \$ 23.25 | \$ 27.99 |
| Engineering / Project Management (PM) | General Labor | Senior | \$ 16.35 | \$ 21.09 | \$ 24.53 | \$ 29.52 |
| Engineering / Project Management (PM) | GIS Analyst | Junior | \$ 21.40 | \$ 27.60 | \$ 32.10 | \$ 38.64 |
| Engineering / Project Management (PM) | GIS Analyst | Intermediate | \$ 28.40 | \$ 36.63 | \$ 42.60 | \$ 51.28 |
| Engineering / Project Management (PM) | GIS Analyst | Senior | \$ 36.00 | \$ 46.43 | \$ 54.00 | \$ 65.00 |
| Engineering / Project Management (PM) | Land Rights Agent | Junior | \$ 22.20 | \$ 28.63 | \$ 33.30 | \$ 40.08 |
| Engineering / Project Management (PM) | Land Rights Agent | Intermediate | \$ 30.00 | \$ 38.69 | \$ 45.00 | \$ 54.17 |
| Engineering / Project Management (PM) | Land Rights Agent | Senior | \$ 35.25 | \$ 45.46 | \$ 52.88 | \$ 63.65 |

| TRS Staffing Solutions - W2 VIRGINIA Hourly Rates (USD) | | | | | | |
|---|-----------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Logistics Coordinator | Junior | \$ 22.50 | \$ 29.02 | \$ 33.75 | \$ 40.63 |
| Engineering / Project Management (PM) | Logistics Coordinator | Intermediate | \$ 28.30 | \$ 36.50 | \$ 42.45 | \$ 51.10 |
| Engineering / Project Management (PM) | Logistics Coordinator | Senior | \$ 36.25 | \$ 46.75 | \$ 54.38 | \$ 65.45 |
| Engineering / Project Management (PM) | Mechanical Engineer | Junior | \$ 30.38 | \$ 39.18 | \$ 45.57 | \$ 54.85 |
| Engineering / Project Management (PM) | Mechanical Engineer | Intermediate | \$ 36.50 | \$ 47.07 | \$ 54.75 | \$ 65.90 |
| Engineering / Project Management (PM) | Mechanical Engineer | Senior | \$ 44.60 | \$ 57.52 | \$ 66.90 | \$ 80.53 |
| Engineering / Project Management (PM) | Pipeline Engineer | Junior | \$ 34.00 | \$ 43.85 | \$ 51.00 | \$ 61.39 |
| Engineering / Project Management (PM) | Pipeline Engineer | Intermediate | \$ 43.00 | \$ 55.46 | \$ 64.50 | \$ 77.64 |
| Engineering / Project Management (PM) | Pipeline Engineer | Senior | \$ 55.00 | \$ 70.93 | \$ 82.50 | \$ 99.31 |
| Engineering / Project Management (PM) | Power Engineer | Junior | \$ 34.15 | \$ 44.04 | \$ 51.23 | \$ 61.66 |
| Engineering / Project Management (PM) | Power Engineer | Intermediate | \$ 41.00 | \$ 52.88 | \$ 61.50 | \$ 74.03 |
| Engineering / Project Management (PM) | Power Engineer | Senior | \$ 52.80 | \$ 68.10 | \$ 79.20 | \$ 95.33 |
| Engineering / Project Management (PM) | Project Control | Junior | \$ 50.00 | \$ 64.49 | \$ 75.00 | \$ 90.28 |
| Engineering / Project Management (PM) | Project Control | Intermediate | \$ 61.50 | \$ 79.32 | \$ 92.25 | \$ 111.04 |
| Engineering / Project Management (PM) | Project Control | Senior | \$ 72.00 | \$ 92.86 | \$ 108.00 | \$ 130.00 |
| Engineering / Project Management (PM) | Project Coordinator | Junior | \$ 18.25 | \$ 23.54 | \$ 27.38 | \$ 32.95 |
| Engineering / Project Management (PM) | Project Coordinator | Intermediate | \$ 23.75 | \$ 30.63 | \$ 35.63 | \$ 42.88 |

| TRS Staffing Solutions - W2 VIRGINIA Hourly Rates (USD) | | | | | | |
|---|---------------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Project Coordinator | Senior | \$ 32.20 | \$ 41.53 | \$ 48.30 | \$ 58.14 |
| Engineering / Project Management (PM) | Project Engineer | Junior | \$ 29.80 | \$ 38.43 | \$ 44.70 | \$ 53.81 |
| Engineering / Project Management (PM) | Project Engineer | Intermediate | \$ 37.00 | \$ 47.72 | \$ 55.50 | \$ 66.81 |
| Engineering / Project Management (PM) | Project Engineer | Senior | \$ 50.25 | \$ 64.81 | \$ 75.38 | \$ 90.73 |
| Engineering / Project Management (PM) | Project Manager | Junior | \$ 45.75 | \$ 59.00 | \$ 68.63 | \$ 82.61 |
| Engineering / Project Management (PM) | Project Manager | Intermediate | \$ 54.00 | \$ 69.64 | \$ 81.00 | \$ 97.50 |
| Engineering / Project Management (PM) | Project Manager | Senior | \$ 64.50 | \$ 83.19 | \$ 96.75 | \$ 116.46 |
| Engineering / Project Management (PM) | Quality Technician | Junior | \$ 16.30 | \$ 21.02 | \$ 24.45 | \$ 29.43 |
| Engineering / Project Management (PM) | Quality Technician | Intermediate | \$ 19.70 | \$ 25.41 | \$ 29.55 | \$ 35.57 |
| Engineering / Project Management (PM) | Quality Technician | Senior | \$ 22.15 | \$ 28.57 | \$ 33.23 | \$ 39.99 |
| Engineering / Project Management (PM) | Relay & Controls Field Engineer | Junior | \$ 31.85 | \$ 41.08 | \$ 47.78 | \$ 57.51 |
| Engineering / Project Management (PM) | Relay & Controls Field Engineer | Intermediate | \$ 40.00 | \$ 51.59 | \$ 60.00 | \$ 72.22 |
| Engineering / Project Management (PM) | Relay & Controls Field Engineer | Senior | \$ 48.00 | \$ 61.91 | \$ 72.00 | \$ 86.67 |
| Engineering / Project Management (PM) | Safety Coordinator | Junior | \$ 27.40 | \$ 35.34 | \$ 41.10 | \$ 49.47 |
| Engineering / Project Management (PM) | Safety Coordinator | Intermediate | \$ 31.50 | \$ 40.63 | \$ 47.25 | \$ 56.88 |
| Engineering / Project Management (PM) | Safety Coordinator | Senior | \$ 39.00 | \$ 50.30 | \$ 58.50 | \$ 70.42 |
| Engineering / Project Management (PM) | Safety Inspector | Junior | \$ 26.75 | \$ 34.50 | \$ 40.13 | \$ 48.30 |

| TRS Staffing Solutions - W2 VIRGINIA Hourly Rates (USD) | | | | | | |
|---|--------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Safety Inspector | Intermediate | \$ 32.50 | \$ 41.92 | \$ 48.75 | \$ 58.68 |
| Engineering / Project Management (PM) | Safety Inspector | Senior | \$ 40.00 | \$ 51.59 | \$ 60.00 | \$ 72.22 |
| Engineering / Project Management (PM) | Scheduler | Junior | \$ 28.60 | \$ 36.89 | \$ 42.90 | \$ 51.64 |
| Engineering / Project Management (PM) | Scheduler | Intermediate | \$ 44.25 | \$ 57.07 | \$ 66.38 | \$ 79.90 |
| Engineering / Project Management (PM) | Scheduler | Senior | \$ 58.30 | \$ 75.19 | \$ 87.45 | \$ 105.27 |
| Engineering / Project Management (PM) | Systems Analyst | Junior | \$ 27.40 | \$ 35.34 | \$ 41.10 | \$ 49.47 |
| Engineering / Project Management (PM) | Systems Analyst | Intermediate | \$ 33.60 | \$ 43.33 | \$ 50.40 | \$ 60.67 |
| Engineering / Project Management (PM) | Systems Analyst | Senior | \$ 43.80 | \$ 56.49 | \$ 65.70 | \$ 79.08 |
| Engineering / Project Management (PM) | Welding Inspector | Junior | \$ 18.25 | \$ 23.54 | \$ 27.38 | \$ 32.95 |
| Engineering / Project Management (PM) | Welding Inspector | Intermediate | \$ 20.25 | \$ 26.12 | \$ 30.38 | \$ 36.56 |
| Engineering / Project Management (PM) | Welding Inspector | Senior | \$ 23.50 | \$ 30.31 | \$ 35.25 | \$ 42.43 |
| Finance/Accounting | Accounts Payable Analyst | Junior | \$ 18.25 | \$ 23.54 | \$ 27.38 | \$ 32.95 |
| Finance/Accounting | Accounts Payable Analyst | Intermediate | \$ 19.00 | \$ 24.50 | \$ 28.50 | \$ 34.31 |
| Finance/Accounting | Accounts Payable Analyst | Senior | \$ 21.50 | \$ 27.73 | \$ 32.25 | \$ 38.82 |
| Finance/Accounting | Analyst | Junior | \$ 25.60 | \$ 33.02 | \$ 38.40 | \$ 46.22 |
| Finance/Accounting | Analyst | Intermediate | \$ 31.00 | \$ 39.98 | \$ 46.50 | \$ 55.97 |
| Finance/Accounting | Analyst | Senior | \$ 38.25 | \$ 49.33 | \$ 57.38 | \$ 69.06 |
| Finance/Accounting | Business Analyst | Junior | \$ 26.90 | \$ 34.69 | \$ 40.35 | \$ 48.57 |
| Finance/Accounting | Business Analyst | Intermediate | \$ 34.50 | \$ 44.49 | \$ 51.75 | \$ 62.29 |
| Finance/Accounting | Business Analyst | Senior | \$ 40.50 | \$ 52.23 | \$ 60.75 | \$ 73.13 |
| Finance/Accounting | Cost Accountant | Junior | \$ 26.80 | \$ 34.56 | \$ 40.20 | \$ 48.39 |
| Finance/Accounting | Cost Accountant | Intermediate | \$ 31.75 | \$ 40.95 | \$ 47.63 | \$ 57.33 |
| Finance/Accounting | Cost Accountant | Senior | \$ 37.75 | \$ 48.69 | \$ 56.63 | \$ 68.16 |
| Finance/Accounting | Finance Analyst | Junior | \$ 25.60 | \$ 33.02 | \$ 38.40 | \$ 46.22 |
| Finance/Accounting | Finance Analyst | Intermediate | \$ 31.00 | \$ 39.98 | \$ 46.50 | \$ 55.97 |

| TRS Staffing Solutions - W2 VIRGINIA Hourly Rates (USD) | | | | | | |
|---|------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Finance/Accounting | Finance Analyst | Senior | \$ 38.25 | \$ 49.33 | \$ 57.38 | \$ 69.06 |
| Supply Chain | Buyer | Junior | \$ 23.75 | \$ 30.63 | \$ 35.63 | \$ 42.88 |
| Supply Chain | Buyer | Intermediate | \$ 28.75 | \$ 37.08 | \$ 43.13 | \$ 51.91 |
| Supply Chain | Buyer | Senior | \$ 35.65 | \$ 45.98 | \$ 53.48 | \$ 64.37 |
| Supply Chain | Contract Analyst | Junior | \$ 21.95 | \$ 28.31 | \$ 32.93 | \$ 39.63 |
| Supply Chain | Contract Analyst | Intermediate | \$ 26.25 | \$ 33.85 | \$ 39.38 | \$ 47.40 |
| Supply Chain | Contract Analyst | Senior | \$ 33.75 | \$ 43.53 | \$ 50.63 | \$ 60.94 |
| Supply Chain | Logistician | Junior | \$ 23.40 | \$ 30.18 | \$ 35.10 | \$ 42.25 |
| Supply Chain | Logistician | Intermediate | \$ 28.25 | \$ 36.43 | \$ 42.38 | \$ 51.01 |
| Supply Chain | Logistician | Senior | \$ 32.50 | \$ 41.92 | \$ 48.75 | \$ 58.68 |

| Yoh Services - W2 INDIANA Hourly Rates (USD) | | | | | | |
|--|---------------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Admin/Clerk | Administrative Assistant | Junior | \$ 13.00 | \$ 17.03 | \$ 19.50 | \$ 23.84 |
| Admin/Clerk | Administrative Assistant | Intermediate | \$ 14.00 | \$ 18.34 | \$ 21.00 | \$ 25.68 |
| Admin/Clerk | Administrative Assistant | Senior | \$ 16.25 | \$ 21.29 | \$ 24.38 | \$ 29.80 |
| Admin/Clerk | Customer Service Representative | Junior | \$ 12.50 | \$ 16.38 | \$ 18.75 | \$ 22.93 |
| Admin/Clerk | Customer Service Representative | Intermediate | \$ 13.50 | \$ 17.69 | \$ 20.25 | \$ 24.76 |
| Admin/Clerk | Customer Service Representative | Senior | \$ 14.50 | \$ 19.00 | \$ 21.75 | \$ 26.59 |
| Admin/Clerk | Data Entry Operator | Junior | \$ 12.50 | \$ 16.38 | \$ 18.75 | \$ 22.93 |
| Admin/Clerk | Data Entry Operator | Intermediate | \$ 13.75 | \$ 18.01 | \$ 20.63 | \$ 25.22 |
| Admin/Clerk | Data Entry Operator | Senior | \$ 14.00 | \$ 18.34 | \$ 21.00 | \$ 25.68 |
| Admin/Clerk | Database Administrator | Junior | \$ 30.75 | \$ 40.28 | \$ 46.13 | \$ 56.40 |
| Admin/Clerk | Database Administrator | Intermediate | \$ 30.75 | \$ 40.28 | \$ 46.13 | \$ 56.40 |
| Admin/Clerk | Database Administrator | Senior | \$ 43.75 | \$ 57.31 | \$ 65.63 | \$ 80.24 |
| Engineering / Project Management (PM) | Civil Engineer | Junior | \$ 24.00 | \$ 32.16 | \$ 36.00 | \$ 45.02 |
| Engineering / Project Management (PM) | Civil Engineer | Intermediate | \$ 31.75 | \$ 42.55 | \$ 47.63 | \$ 59.56 |
| Engineering / Project Management (PM) | Civil Engineer | Senior | \$ 36.00 | \$ 48.24 | \$ 54.00 | \$ 67.54 |
| Engineering / Project Management (PM) | Construction Manager | Junior | \$ 22.50 | \$ 30.15 | \$ 33.75 | \$ 42.21 |
| Engineering / Project Management (PM) | Construction Manager | Intermediate | \$ 26.50 | \$ 35.51 | \$ 39.75 | \$ 49.71 |
| Engineering / Project Management (PM) | Construction Manager | Senior | \$ 33.25 | \$ 44.56 | \$ 49.88 | \$ 62.38 |
| Engineering / Project Management (PM) | Cost Analyst | Junior | \$ 21.25 | \$ 28.48 | \$ 31.88 | \$ 39.87 |
| Engineering / Project Management (PM) | Cost Analyst | Intermediate | \$ 28.25 | \$ 37.86 | \$ 42.38 | \$ 53.00 |

| Yoh Services - W2 INDIANA Hourly Rates (USD) | | | | | | |
|--|--------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Cost Analyst | Senior | \$ 33.75 | \$ 45.23 | \$ 50.63 | \$ 63.32 |
| Engineering / Project Management (PM) | Cost Technician | Junior | \$ 19.00 | \$ 25.46 | \$ 28.50 | \$ 35.64 |
| Engineering / Project Management (PM) | Cost Technician | Intermediate | \$ 21.27 | \$ 28.50 | \$ 31.91 | \$ 39.90 |
| Engineering / Project Management (PM) | Cost Technician | Senior | \$ 28.00 | \$ 37.52 | \$ 42.00 | \$ 52.53 |
| Engineering / Project Management (PM) | Document Control Analyst | Junior | \$ 50.00 | \$ 67.00 | \$ 75.00 | \$ 93.80 |
| Engineering / Project Management (PM) | Document Control Analyst | Intermediate | \$ 51.68 | \$ 69.25 | \$ 77.52 | \$ 96.95 |
| Engineering / Project Management (PM) | Document Control Analyst | Senior | \$ 52.00 | \$ 69.68 | \$ 78.00 | \$ 97.55 |
| Engineering / Project Management (PM) | Drafter | Junior | \$ 23.50 | \$ 31.49 | \$ 35.25 | \$ 44.09 |
| Engineering / Project Management (PM) | Drafter | Intermediate | \$ 25.50 | \$ 34.17 | \$ 38.25 | \$ 47.84 |
| Engineering / Project Management (PM) | Drafter | Senior | \$ 26.50 | \$ 35.51 | \$ 39.75 | \$ 49.71 |
| Engineering / Project Management (PM) | Electrical Engineer | Junior | \$ 29.25 | \$ 39.20 | \$ 43.88 | \$ 54.87 |
| Engineering / Project Management (PM) | Electrical Engineer | Intermediate | \$ 34.74 | \$ 46.55 | \$ 52.11 | \$ 65.17 |
| Engineering / Project Management (PM) | Electrical Engineer | Senior | \$ 39.50 | \$ 52.93 | \$ 59.25 | \$ 74.10 |
| Engineering / Project Management (PM) | Engineer | Junior | \$ 30.75 | \$ 41.21 | \$ 46.13 | \$ 57.69 |
| Engineering / Project Management (PM) | Engineer | Intermediate | \$ 35.50 | \$ 47.57 | \$ 53.25 | \$ 66.60 |
| Engineering / Project Management (PM) | Engineer | Senior | \$ 42.25 | \$ 56.62 | \$ 63.38 | \$ 79.26 |
| Engineering / Project Management (PM) | Environmental Planner | Junior | \$ 31.00 | \$ 41.54 | \$ 46.50 | \$ 58.16 |

| Yoh Services - W2 INDIANA Hourly Rates (USD) | | | | | | |
|--|-------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Environmental Planner | Intermediate | \$ 35.00 | \$ 46.90 | \$ 52.50 | \$ 65.66 |
| Engineering / Project Management (PM) | Environmental Planner | Senior | \$ 37.00 | \$ 49.58 | \$ 55.50 | \$ 69.41 |
| Engineering / Project Management (PM) | Environmental Scientist | Junior | \$ 23.50 | \$ 31.49 | \$ 35.25 | \$ 44.09 |
| Engineering / Project Management (PM) | Environmental Scientist | Intermediate | \$ 25.00 | \$ 33.50 | \$ 37.50 | \$ 46.90 |
| Engineering / Project Management (PM) | Environmental Scientist | Senior | \$ 28.00 | \$ 37.52 | \$ 42.00 | \$ 52.53 |
| Engineering / Project Management (PM) | General Inspector | Junior | \$ 18.75 | \$ 25.13 | \$ 28.13 | \$ 35.18 |
| Engineering / Project Management (PM) | General Inspector | Intermediate | \$ 21.22 | \$ 28.43 | \$ 31.83 | \$ 39.81 |
| Engineering / Project Management (PM) | General Inspector | Senior | \$ 22.58 | \$ 30.26 | \$ 33.87 | \$ 42.36 |
| Engineering / Project Management (PM) | General Labor | Junior | \$ 10.00 | \$ 13.40 | \$ 15.00 | \$ 18.76 |
| Engineering / Project Management (PM) | General Labor | Intermediate | \$ 11.00 | \$ 14.74 | \$ 16.50 | \$ 20.64 |
| Engineering / Project Management (PM) | General Labor | Senior | \$ 12.00 | \$ 16.08 | \$ 18.00 | \$ 22.51 |
| Engineering / Project Management (PM) | GIS Analyst | Junior | \$ 20.75 | \$ 27.81 | \$ 31.13 | \$ 38.93 |
| Engineering / Project Management (PM) | GIS Analyst | Intermediate | \$ 23.27 | \$ 31.18 | \$ 34.91 | \$ 43.65 |
| Engineering / Project Management (PM) | GIS Analyst | Senior | \$ 27.50 | \$ 36.85 | \$ 41.25 | \$ 51.59 |
| Engineering / Project Management (PM) | Land Rights Agent | Junior | \$ 35.36 | \$ 47.39 | \$ 53.04 | \$ 66.34 |
| Engineering / Project Management (PM) | Land Rights Agent | Intermediate | \$ 39.39 | \$ 52.78 | \$ 59.08 | \$ 73.89 |
| Engineering / Project Management (PM) | Land Rights Agent | Senior | \$ 43.70 | \$ 58.56 | \$ 65.55 | \$ 81.98 |

| Yoh Services - W2 INDIANA Hourly Rates (USD) | | | | | | |
|--|-----------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Logistics Coordinator | Junior | \$ 15.00 | \$ 20.10 | \$ 22.50 | \$ 28.14 |
| Engineering / Project Management (PM) | Logistics Coordinator | Intermediate | \$ 17.00 | \$ 22.78 | \$ 25.50 | \$ 31.89 |
| Engineering / Project Management (PM) | Logistics Coordinator | Senior | \$ 19.00 | \$ 25.46 | \$ 28.50 | \$ 35.64 |
| Engineering / Project Management (PM) | Mechanical Engineer | Junior | \$ 30.25 | \$ 40.54 | \$ 45.38 | \$ 56.75 |
| Engineering / Project Management (PM) | Mechanical Engineer | Intermediate | \$ 30.25 | \$ 40.54 | \$ 45.38 | \$ 56.75 |
| Engineering / Project Management (PM) | Mechanical Engineer | Senior | \$ 35.50 | \$ 47.57 | \$ 53.25 | \$ 66.60 |
| Engineering / Project Management (PM) | Pipeline Engineer | Junior | \$ 35.00 | \$ 46.90 | \$ 52.50 | \$ 65.66 |
| Engineering / Project Management (PM) | Pipeline Engineer | Intermediate | \$ 37.00 | \$ 49.58 | \$ 55.50 | \$ 69.41 |
| Engineering / Project Management (PM) | Pipeline Engineer | Senior | \$ 41.69 | \$ 55.86 | \$ 62.54 | \$ 78.21 |
| Engineering / Project Management (PM) | Power Engineer | Junior | \$ 30.25 | \$ 40.54 | \$ 45.38 | \$ 56.75 |
| Engineering / Project Management (PM) | Power Engineer | Intermediate | \$ 33.53 | \$ 44.93 | \$ 50.30 | \$ 62.90 |
| Engineering / Project Management (PM) | Power Engineer | Senior | \$ 40.75 | \$ 54.61 | \$ 61.13 | \$ 76.45 |
| Engineering / Project Management (PM) | Project Control | Junior | \$ 31.25 | \$ 41.88 | \$ 46.88 | \$ 58.63 |
| Engineering / Project Management (PM) | Project Control | Intermediate | \$ 35.59 | \$ 47.69 | \$ 53.39 | \$ 66.77 |
| Engineering / Project Management (PM) | Project Control | Senior | \$ 43.25 | \$ 57.96 | \$ 64.88 | \$ 81.14 |
| Engineering / Project Management (PM) | Project Coordinator | Junior | \$ 16.25 | \$ 21.78 | \$ 24.38 | \$ 30.49 |
| Engineering / Project Management (PM) | Project Coordinator | Intermediate | \$ 18.75 | \$ 25.13 | \$ 28.13 | \$ 35.18 |

| Yoh Services - W2 INDIANA Hourly Rates (USD) | | | | | | |
|--|---------------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Project Coordinator | Senior | \$ 20.25 | \$ 27.14 | \$ 30.38 | \$ 37.99 |
| Engineering / Project Management (PM) | Project Engineer | Junior | \$ 34.00 | \$ 45.56 | \$ 51.00 | \$ 63.78 |
| Engineering / Project Management (PM) | Project Engineer | Intermediate | \$ 35.25 | \$ 47.24 | \$ 52.88 | \$ 66.13 |
| Engineering / Project Management (PM) | Project Engineer | Senior | \$ 42.75 | \$ 57.29 | \$ 64.13 | \$ 80.20 |
| Engineering / Project Management (PM) | Project Manager | Junior | \$ 15.75 | \$ 21.11 | \$ 23.63 | \$ 29.55 |
| Engineering / Project Management (PM) | Project Manager | Intermediate | \$ 21.75 | \$ 29.15 | \$ 32.63 | \$ 40.80 |
| Engineering / Project Management (PM) | Project Manager | Senior | \$ 29.00 | \$ 38.86 | \$ 43.50 | \$ 54.40 |
| Engineering / Project Management (PM) | Quality Technician | Junior | \$ 18.75 | \$ 25.13 | \$ 28.13 | \$ 35.18 |
| Engineering / Project Management (PM) | Quality Technician | Intermediate | \$ 19.50 | \$ 26.13 | \$ 29.25 | \$ 36.58 |
| Engineering / Project Management (PM) | Quality Technician | Senior | \$ 21.25 | \$ 28.48 | \$ 31.88 | \$ 39.87 |
| Engineering / Project Management (PM) | Relay & Controls Field Engineer | Junior | \$ 32.25 | \$ 43.22 | \$ 48.38 | \$ 60.50 |
| Engineering / Project Management (PM) | Relay & Controls Field Engineer | Intermediate | \$ 37.00 | \$ 49.58 | \$ 55.50 | \$ 69.41 |
| Engineering / Project Management (PM) | Relay & Controls Field Engineer | Senior | \$ 42.25 | \$ 56.62 | \$ 63.38 | \$ 79.26 |
| Engineering / Project Management (PM) | Safety Coordinator | Junior | \$ 17.25 | \$ 23.12 | \$ 25.88 | \$ 32.36 |
| Engineering / Project Management (PM) | Safety Coordinator | Intermediate | \$ 20.25 | \$ 27.14 | \$ 30.38 | \$ 37.99 |
| Engineering / Project Management (PM) | Safety Coordinator | Senior | \$ 23.25 | \$ 31.16 | \$ 34.88 | \$ 43.62 |
| Engineering / Project Management (PM) | Safety Inspector | Junior | \$ 20.00 | \$ 26.80 | \$ 30.00 | \$ 37.52 |

| Yoh Services - W2 INDIANA Hourly Rates (USD) | | | | | | |
|--|--------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Safety Inspector | Intermediate | \$ 24.00 | \$ 32.16 | \$ 36.00 | \$ 45.02 |
| Engineering / Project Management (PM) | Safety Inspector | Senior | \$ 25.00 | \$ 33.50 | \$ 37.50 | \$ 46.90 |
| Engineering / Project Management (PM) | Scheduler | Junior | \$ 14.00 | \$ 18.76 | \$ 21.00 | \$ 26.26 |
| Engineering / Project Management (PM) | Scheduler | Intermediate | \$ 16.00 | \$ 21.44 | \$ 24.00 | \$ 30.02 |
| Engineering / Project Management (PM) | Scheduler | Senior | \$ 17.00 | \$ 22.78 | \$ 25.50 | \$ 31.89 |
| Engineering / Project Management (PM) | Systems Analyst | Junior | \$ 21.75 | \$ 29.15 | \$ 32.63 | \$ 40.80 |
| Engineering / Project Management (PM) | Systems Analyst | Intermediate | \$ 38.50 | \$ 51.59 | \$ 57.75 | \$ 72.23 |
| Engineering / Project Management (PM) | Systems Analyst | Senior | \$ 40.50 | \$ 54.27 | \$ 60.75 | \$ 75.98 |
| Engineering / Project Management (PM) | Welding Inspector | Junior | \$ 21.00 | \$ 28.14 | \$ 31.50 | \$ 39.40 |
| Engineering / Project Management (PM) | Welding Inspector | Intermediate | \$ 23.00 | \$ 30.82 | \$ 34.50 | \$ 43.15 |
| Engineering / Project Management (PM) | Welding Inspector | Senior | \$ 25.37 | \$ 34.00 | \$ 38.06 | \$ 47.59 |
| Finance/Accounting | Accounts Payable Analyst | Junior | \$ 14.00 | \$ 18.76 | \$ 21.00 | \$ 26.26 |
| Finance/Accounting | Accounts Payable Analyst | Intermediate | \$ 15.00 | \$ 20.10 | \$ 22.50 | \$ 28.14 |
| Finance/Accounting | Accounts Payable Analyst | Senior | \$ 16.00 | \$ 21.44 | \$ 24.00 | \$ 30.02 |
| Finance/Accounting | Analyst | Junior | \$ 21.75 | \$ 29.15 | \$ 32.63 | \$ 40.80 |
| Finance/Accounting | Analyst | Intermediate | \$ 24.50 | \$ 32.83 | \$ 36.75 | \$ 45.96 |
| Finance/Accounting | Analyst | Senior | \$ 38.00 | \$ 50.92 | \$ 57.00 | \$ 71.29 |
| Finance/Accounting | Business Analyst | Junior | \$ 25.00 | \$ 33.50 | \$ 37.50 | \$ 46.90 |
| Finance/Accounting | Business Analyst | Intermediate | \$ 33.25 | \$ 44.56 | \$ 49.88 | \$ 62.38 |
| Finance/Accounting | Business Analyst | Senior | \$ 40.75 | \$ 54.61 | \$ 61.13 | \$ 76.45 |
| Finance/Accounting | Cost Accountant | Junior | \$ 19.25 | \$ 25.80 | \$ 28.88 | \$ 36.11 |
| Finance/Accounting | Cost Accountant | Intermediate | \$ 26.00 | \$ 34.84 | \$ 39.00 | \$ 48.78 |
| Finance/Accounting | Cost Accountant | Senior | \$ 27.50 | \$ 36.85 | \$ 41.25 | \$ 51.59 |
| Finance/Accounting | Finance Analyst | Junior | \$ 20.25 | \$ 27.14 | \$ 30.38 | \$ 37.99 |
| Finance/Accounting | Finance Analyst | Intermediate | \$ 25.00 | \$ 33.50 | \$ 37.50 | \$ 46.90 |

| Yoh Services - W2 INDIANA Hourly Rates (USD) | | | | | | |
|--|------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Finance/Accounting | Finance Analyst | Senior | \$ 31.25 | \$ 41.88 | \$ 46.88 | \$ 58.63 |
| Supply Chain | Buyer | Junior | \$ 15.50 | \$ 20.77 | \$ 23.25 | \$ 29.08 |
| Supply Chain | Buyer | Intermediate | \$ 20.50 | \$ 27.47 | \$ 30.75 | \$ 38.46 |
| Supply Chain | Buyer | Senior | \$ 22.00 | \$ 29.48 | \$ 33.00 | \$ 41.27 |
| Supply Chain | Contract Analyst | Junior | \$ 24.00 | \$ 32.16 | \$ 36.00 | \$ 45.02 |
| Supply Chain | Contract Analyst | Intermediate | \$ 40.00 | \$ 53.60 | \$ 60.00 | \$ 75.04 |
| Supply Chain | Contract Analyst | Senior | \$ 42.50 | \$ 56.95 | \$ 63.75 | \$ 79.73 |
| Supply Chain | Logistician | Junior | \$ 23.50 | \$ 31.49 | \$ 35.25 | \$ 44.09 |
| Supply Chain | Logistician | Intermediate | \$ 26.00 | \$ 34.84 | \$ 39.00 | \$ 48.78 |
| Supply Chain | Logistician | Senior | \$ 29.25 | \$ 39.20 | \$ 43.88 | \$ 54.87 |

| Yoh Services - W2 OHIO Hourly Rates (USD) | | | | | | |
|---|---------------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Admin/Clerk | Administrative Assistant | Junior | \$ 12.50 | \$ 16.38 | \$ 18.75 | \$ 22.93 |
| Admin/Clerk | Administrative Assistant | Intermediate | \$ 13.00 | \$ 17.03 | \$ 19.50 | \$ 23.84 |
| Admin/Clerk | Administrative Assistant | Senior | \$ 16.25 | \$ 21.29 | \$ 24.38 | \$ 29.80 |
| Admin/Clerk | Customer Service Representative | Junior | \$ 12.00 | \$ 15.72 | \$ 18.00 | \$ 22.01 |
| Admin/Clerk | Customer Service Representative | Intermediate | \$ 13.00 | \$ 17.03 | \$ 19.50 | \$ 23.84 |
| Admin/Clerk | Customer Service Representative | Senior | \$ 14.00 | \$ 18.34 | \$ 21.00 | \$ 25.68 |
| Admin/Clerk | Data Entry Operator | Junior | \$ 12.00 | \$ 15.72 | \$ 18.00 | \$ 22.01 |
| Admin/Clerk | Data Entry Operator | Intermediate | \$ 12.00 | \$ 15.72 | \$ 18.00 | \$ 22.01 |
| Admin/Clerk | Data Entry Operator | Senior | \$ 13.00 | \$ 17.03 | \$ 19.50 | \$ 23.84 |
| Admin/Clerk | Database Administrator | Junior | \$ 42.75 | \$ 56.00 | \$ 64.13 | \$ 78.40 |
| Admin/Clerk | Database Administrator | Intermediate | \$ 47.00 | \$ 61.57 | \$ 70.50 | \$ 86.20 |
| Admin/Clerk | Database Administrator | Senior | \$ 50.00 | \$ 65.50 | \$ 75.00 | \$ 91.70 |
| Engineering / Project Management (PM) | Civil Engineer | Junior | \$ 24.50 | \$ 32.83 | \$ 36.75 | \$ 45.96 |
| Engineering / Project Management (PM) | Civil Engineer | Intermediate | \$ 27.00 | \$ 36.18 | \$ 40.50 | \$ 50.65 |
| Engineering / Project Management (PM) | Civil Engineer | Senior | \$ 30.25 | \$ 40.54 | \$ 45.38 | \$ 56.75 |
| Engineering / Project Management (PM) | Construction Manager | Junior | \$ 26.00 | \$ 34.84 | \$ 39.00 | \$ 48.78 |
| Engineering / Project Management (PM) | Construction Manager | Intermediate | \$ 27.00 | \$ 36.18 | \$ 40.50 | \$ 50.65 |
| Engineering / Project Management (PM) | Construction Manager | Senior | \$ 33.75 | \$ 45.23 | \$ 50.63 | \$ 63.32 |
| Engineering / Project Management (PM) | Cost Analyst | Junior | \$ 31.25 | \$ 41.88 | \$ 46.88 | \$ 58.63 |
| Engineering / Project Management (PM) | Cost Analyst | Intermediate | \$ 33.75 | \$ 45.23 | \$ 50.63 | \$ 63.32 |

| Yoh Services - W2 OHIO Hourly Rates (USD) | | | | | | |
|---|--------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Cost Analyst | Senior | \$ 38.00 | \$ 50.92 | \$ 57.00 | \$ 71.29 |
| Engineering / Project Management (PM) | Cost Technician | Junior | \$ 16.75 | \$ 22.45 | \$ 25.13 | \$ 31.42 |
| Engineering / Project Management (PM) | Cost Technician | Intermediate | \$ 17.50 | \$ 23.45 | \$ 26.25 | \$ 32.83 |
| Engineering / Project Management (PM) | Cost Technician | Senior | \$ 19.25 | \$ 25.80 | \$ 28.88 | \$ 36.11 |
| Engineering / Project Management (PM) | Document Control Analyst | Junior | \$ 31.75 | \$ 42.55 | \$ 47.63 | \$ 59.56 |
| Engineering / Project Management (PM) | Document Control Analyst | Intermediate | \$ 43.25 | \$ 57.96 | \$ 64.88 | \$ 81.14 |
| Engineering / Project Management (PM) | Document Control Analyst | Senior | \$ 53.00 | \$ 71.02 | \$ 79.50 | \$ 99.43 |
| Engineering / Project Management (PM) | Drafter | Junior | \$ 19.75 | \$ 26.47 | \$ 29.63 | \$ 37.05 |
| Engineering / Project Management (PM) | Drafter | Intermediate | \$ 22.25 | \$ 29.82 | \$ 33.38 | \$ 41.74 |
| Engineering / Project Management (PM) | Drafter | Senior | \$ 25.00 | \$ 33.50 | \$ 37.50 | \$ 46.90 |
| Engineering / Project Management (PM) | Electrical Engineer | Junior | \$ 28.00 | \$ 37.52 | \$ 42.00 | \$ 52.53 |
| Engineering / Project Management (PM) | Electrical Engineer | Intermediate | \$ 31.75 | \$ 42.55 | \$ 47.63 | \$ 59.56 |
| Engineering / Project Management (PM) | Electrical Engineer | Senior | \$ 40.50 | \$ 54.27 | \$ 60.75 | \$ 75.98 |
| Engineering / Project Management (PM) | Engineer | Junior | \$ 30.75 | \$ 41.21 | \$ 46.13 | \$ 57.69 |
| Engineering / Project Management (PM) | Engineer | Intermediate | \$ 35.50 | \$ 47.57 | \$ 53.25 | \$ 66.60 |
| Engineering / Project Management (PM) | Engineer | Senior | \$ 42.25 | \$ 56.62 | \$ 63.38 | \$ 79.26 |
| Engineering / Project Management (PM) | Environmental Planner | Junior | \$ 31.00 | \$ 41.54 | \$ 46.50 | \$ 58.16 |

| Yoh Services - W2 OHIO Hourly Rates (USD) | | | | | | |
|---|-------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Environmental Planner | Intermediate | \$ 35.00 | \$ 46.90 | \$ 52.50 | \$ 65.66 |
| Engineering / Project Management (PM) | Environmental Planner | Senior | \$ 37.00 | \$ 49.58 | \$ 55.50 | \$ 69.41 |
| Engineering / Project Management (PM) | Environmental Scientist | Junior | \$ 23.50 | \$ 31.49 | \$ 35.25 | \$ 44.09 |
| Engineering / Project Management (PM) | Environmental Scientist | Intermediate | \$ 25.00 | \$ 33.50 | \$ 37.50 | \$ 46.90 |
| Engineering / Project Management (PM) | Environmental Scientist | Senior | \$ 28.00 | \$ 37.52 | \$ 42.00 | \$ 52.53 |
| Engineering / Project Management (PM) | General Inspector | Junior | \$ 17.79 | \$ 23.84 | \$ 26.69 | \$ 33.37 |
| Engineering / Project Management (PM) | General Inspector | Intermediate | \$ 20.00 | \$ 26.80 | \$ 30.00 | \$ 37.52 |
| Engineering / Project Management (PM) | General Inspector | Senior | \$ 23.00 | \$ 30.82 | \$ 34.50 | \$ 43.15 |
| Engineering / Project Management (PM) | General Labor | Junior | \$ 11.00 | \$ 14.74 | \$ 16.50 | \$ 20.64 |
| Engineering / Project Management (PM) | General Labor | Intermediate | \$ 12.00 | \$ 16.08 | \$ 18.00 | \$ 22.51 |
| Engineering / Project Management (PM) | General Labor | Senior | \$ 13.00 | \$ 17.42 | \$ 19.50 | \$ 24.39 |
| Engineering / Project Management (PM) | GIS Analyst | Junior | \$ 38.50 | \$ 51.59 | \$ 57.75 | \$ 72.23 |
| Engineering / Project Management (PM) | GIS Analyst | Intermediate | \$ 45.75 | \$ 61.31 | \$ 68.63 | \$ 85.83 |
| Engineering / Project Management (PM) | GIS Analyst | Senior | \$ 58.75 | \$ 78.73 | \$ 88.13 | \$ 110.22 |
| Engineering / Project Management (PM) | Land Rights Agent | Junior | \$ 35.36 | \$ 47.39 | \$ 53.04 | \$ 66.34 |
| Engineering / Project Management (PM) | Land Rights Agent | Intermediate | \$ 39.39 | \$ 52.78 | \$ 59.08 | \$ 73.89 |
| Engineering / Project Management (PM) | Land Rights Agent | Senior | \$ 43.70 | \$ 58.56 | \$ 65.55 | \$ 81.98 |

| Yoh Services - W2 OHIO Hourly Rates (USD) | | | | | | |
|---|-----------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Logistics Coordinator | Junior | \$ 16.00 | \$ 21.44 | \$ 24.00 | \$ 30.02 |
| Engineering / Project Management (PM) | Logistics Coordinator | Intermediate | \$ 18.00 | \$ 24.12 | \$ 27.00 | \$ 33.77 |
| Engineering / Project Management (PM) | Logistics Coordinator | Senior | \$ 20.00 | \$ 26.80 | \$ 30.00 | \$ 37.52 |
| Engineering / Project Management (PM) | Mechanical Engineer | Junior | \$ 25.00 | \$ 33.50 | \$ 37.50 | \$ 46.90 |
| Engineering / Project Management (PM) | Mechanical Engineer | Intermediate | \$ 28.75 | \$ 38.53 | \$ 43.13 | \$ 53.94 |
| Engineering / Project Management (PM) | Mechanical Engineer | Senior | \$ 34.50 | \$ 46.23 | \$ 51.75 | \$ 64.72 |
| Engineering / Project Management (PM) | Pipeline Engineer | Junior | \$ 49.00 | \$ 65.66 | \$ 73.50 | \$ 91.92 |
| Engineering / Project Management (PM) | Pipeline Engineer | Intermediate | \$ 55.75 | \$ 74.71 | \$ 83.63 | \$ 104.59 |
| Engineering / Project Management (PM) | Pipeline Engineer | Senior | \$ 61.50 | \$ 82.41 | \$ 92.25 | \$ 115.37 |
| Engineering / Project Management (PM) | Power Engineer | Junior | \$ 40.00 | \$ 53.60 | \$ 60.00 | \$ 75.04 |
| Engineering / Project Management (PM) | Power Engineer | Intermediate | \$ 44.75 | \$ 59.97 | \$ 67.13 | \$ 83.95 |
| Engineering / Project Management (PM) | Power Engineer | Senior | \$ 46.75 | \$ 62.65 | \$ 70.13 | \$ 87.70 |
| Engineering / Project Management (PM) | Project Control | Junior | \$ 35.00 | \$ 46.90 | \$ 52.50 | \$ 65.66 |
| Engineering / Project Management (PM) | Project Control | Intermediate | \$ 43.75 | \$ 58.63 | \$ 65.63 | \$ 82.08 |
| Engineering / Project Management (PM) | Project Control | Senior | \$ 52.00 | \$ 69.68 | \$ 78.00 | \$ 97.55 |
| Engineering / Project Management (PM) | Project Coordinator | Junior | \$ 17.75 | \$ 23.79 | \$ 26.63 | \$ 33.30 |
| Engineering / Project Management (PM) | Project Coordinator | Intermediate | \$ 18.50 | \$ 24.79 | \$ 27.75 | \$ 34.71 |

| Yoh Services - W2 OHIO Hourly Rates (USD) | | | | | | |
|---|---------------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Project Coordinator | Senior | \$ 20.25 | \$ 27.14 | \$ 30.38 | \$ 37.99 |
| Engineering / Project Management (PM) | Project Engineer | Junior | \$ 35.50 | \$ 47.57 | \$ 53.25 | \$ 66.60 |
| Engineering / Project Management (PM) | Project Engineer | Intermediate | \$ 40.75 | \$ 54.61 | \$ 61.13 | \$ 76.45 |
| Engineering / Project Management (PM) | Project Engineer | Senior | \$ 44.75 | \$ 59.97 | \$ 67.13 | \$ 83.95 |
| Engineering / Project Management (PM) | Project Manager | Junior | \$ 15.50 | \$ 20.77 | \$ 23.25 | \$ 29.08 |
| Engineering / Project Management (PM) | Project Manager | Intermediate | \$ 26.00 | \$ 34.84 | \$ 39.00 | \$ 48.78 |
| Engineering / Project Management (PM) | Project Manager | Senior | \$ 29.00 | \$ 38.86 | \$ 43.50 | \$ 54.40 |
| Engineering / Project Management (PM) | Quality Technician | Junior | \$ 17.75 | \$ 23.79 | \$ 26.63 | \$ 33.30 |
| Engineering / Project Management (PM) | Quality Technician | Intermediate | \$ 19.25 | \$ 25.80 | \$ 28.88 | \$ 36.11 |
| Engineering / Project Management (PM) | Quality Technician | Senior | \$ 20.25 | \$ 27.14 | \$ 30.38 | \$ 37.99 |
| Engineering / Project Management (PM) | Relay & Controls Field Engineer | Junior | \$ 42.25 | \$ 56.62 | \$ 63.38 | \$ 79.26 |
| Engineering / Project Management (PM) | Relay & Controls Field Engineer | Intermediate | \$ 48.00 | \$ 64.32 | \$ 72.00 | \$ 90.05 |
| Engineering / Project Management (PM) | Relay & Controls Field Engineer | Senior | \$ 51.00 | \$ 68.34 | \$ 76.50 | \$ 95.68 |
| Engineering / Project Management (PM) | Safety Coordinator | Junior | \$ 17.75 | \$ 23.79 | \$ 26.63 | \$ 33.30 |
| Engineering / Project Management (PM) | Safety Coordinator | Intermediate | \$ 20.75 | \$ 27.81 | \$ 31.13 | \$ 38.93 |
| Engineering / Project Management (PM) | Safety Coordinator | Senior | \$ 23.16 | \$ 31.03 | \$ 34.74 | \$ 43.45 |
| Engineering / Project Management (PM) | Safety Inspector | Junior | \$ 30.00 | \$ 40.20 | \$ 45.00 | \$ 56.28 |

| Yoh Services - W2 OHIO Hourly Rates (USD) | | | | | | |
|---|--------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Safety Inspector | Intermediate | \$ 32.00 | \$ 42.88 | \$ 48.00 | \$ 60.03 |
| Engineering / Project Management (PM) | Safety Inspector | Senior | \$ 35.00 | \$ 46.90 | \$ 52.50 | \$ 65.66 |
| Engineering / Project Management (PM) | Scheduler | Junior | \$ 14.00 | \$ 18.76 | \$ 21.00 | \$ 26.26 |
| Engineering / Project Management (PM) | Scheduler | Intermediate | \$ 15.00 | \$ 20.10 | \$ 22.50 | \$ 28.14 |
| Engineering / Project Management (PM) | Scheduler | Senior | \$ 16.00 | \$ 21.44 | \$ 24.00 | \$ 30.02 |
| Engineering / Project Management (PM) | Systems Analyst | Junior | \$ 29.25 | \$ 39.20 | \$ 43.88 | \$ 54.87 |
| Engineering / Project Management (PM) | Systems Analyst | Intermediate | \$ 35.25 | \$ 47.24 | \$ 52.88 | \$ 66.13 |
| Engineering / Project Management (PM) | Systems Analyst | Senior | \$ 45.25 | \$ 60.64 | \$ 67.88 | \$ 84.89 |
| Engineering / Project Management (PM) | Welding Inspector | Junior | \$ 17.75 | \$ 23.79 | \$ 26.63 | \$ 33.30 |
| Engineering / Project Management (PM) | Welding Inspector | Intermediate | \$ 25.00 | \$ 33.50 | \$ 37.50 | \$ 46.90 |
| Engineering / Project Management (PM) | Welding Inspector | Senior | \$ 26.35 | \$ 35.31 | \$ 39.53 | \$ 49.43 |
| Finance/Accounting | Accounts Payable Analyst | Junior | \$ 14.00 | \$ 18.76 | \$ 21.00 | \$ 26.26 |
| Finance/Accounting | Accounts Payable Analyst | Intermediate | \$ 15.00 | \$ 20.10 | \$ 22.50 | \$ 28.14 |
| Finance/Accounting | Accounts Payable Analyst | Senior | \$ 16.00 | \$ 21.44 | \$ 24.00 | \$ 30.02 |
| Finance/Accounting | Analyst | Junior | \$ 27.50 | \$ 36.85 | \$ 41.25 | \$ 51.59 |
| Finance/Accounting | Analyst | Intermediate | \$ 32.25 | \$ 43.22 | \$ 48.38 | \$ 60.50 |
| Finance/Accounting | Analyst | Senior | \$ 38.00 | \$ 50.92 | \$ 57.00 | \$ 71.29 |
| Finance/Accounting | Business Analyst | Junior | \$ 31.75 | \$ 42.55 | \$ 47.63 | \$ 59.56 |
| Finance/Accounting | Business Analyst | Intermediate | \$ 37.00 | \$ 49.58 | \$ 55.50 | \$ 69.41 |
| Finance/Accounting | Business Analyst | Senior | \$ 39.00 | \$ 52.26 | \$ 58.50 | \$ 73.16 |
| Finance/Accounting | Cost Accountant | Junior | \$ 23.00 | \$ 30.82 | \$ 34.50 | \$ 43.15 |
| Finance/Accounting | Cost Accountant | Intermediate | \$ 26.00 | \$ 34.84 | \$ 39.00 | \$ 48.78 |
| Finance/Accounting | Cost Accountant | Senior | \$ 32.25 | \$ 43.22 | \$ 48.38 | \$ 60.50 |
| Finance/Accounting | Finance Analyst | Junior | \$ 23.00 | \$ 30.82 | \$ 34.50 | \$ 43.15 |
| Finance/Accounting | Finance Analyst | Intermediate | \$ 30.50 | \$ 40.87 | \$ 45.75 | \$ 57.22 |

| Yoh Services - W2 OHIO Hourly Rates (USD) | | | | | | |
|---|------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Finance/Accounting | Finance Analyst | Senior | \$ 33.75 | \$ 45.23 | \$ 50.63 | \$ 63.32 |
| Supply Chain | Buyer | Junior | \$ 18.75 | \$ 25.13 | \$ 28.13 | \$ 35.18 |
| Supply Chain | Buyer | Intermediate | \$ 20.25 | \$ 27.14 | \$ 30.38 | \$ 37.99 |
| Supply Chain | Buyer | Senior | \$ 22.00 | \$ 29.48 | \$ 33.00 | \$ 41.27 |
| Supply Chain | Contract Analyst | Junior | \$ 27.50 | \$ 36.85 | \$ 41.25 | \$ 51.59 |
| Supply Chain | Contract Analyst | Intermediate | \$ 41.25 | \$ 55.28 | \$ 61.88 | \$ 77.39 |
| Supply Chain | Contract Analyst | Senior | \$ 41.25 | \$ 55.28 | \$ 61.88 | \$ 77.39 |
| Supply Chain | Logistician | Junior | \$ 23.50 | \$ 31.49 | \$ 35.25 | \$ 44.09 |
| Supply Chain | Logistician | Intermediate | \$ 26.00 | \$ 34.84 | \$ 39.00 | \$ 48.78 |
| Supply Chain | Logistician | Senior | \$ 29.25 | \$ 39.20 | \$ 43.88 | \$ 54.87 |

| Yoh Services - W2 PENNSYLVANIA Hourly Rates (USD) | | | | | | |
|---|---------------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Admin/Clerk | Administrative Assistant | Junior | \$ 12.50 | \$ 16.38 | \$ 18.75 | \$ 22.93 |
| Admin/Clerk | Administrative Assistant | Intermediate | \$ 15.00 | \$ 19.65 | \$ 22.50 | \$ 27.51 |
| Admin/Clerk | Administrative Assistant | Senior | \$ 16.75 | \$ 21.94 | \$ 25.13 | \$ 30.72 |
| Admin/Clerk | Customer Service Representative | Junior | \$ 12.00 | \$ 15.72 | \$ 18.00 | \$ 22.01 |
| Admin/Clerk | Customer Service Representative | Intermediate | \$ 14.00 | \$ 18.34 | \$ 21.00 | \$ 25.68 |
| Admin/Clerk | Customer Service Representative | Senior | \$ 14.50 | \$ 19.00 | \$ 21.75 | \$ 26.59 |
| Admin/Clerk | Data Entry Operator | Junior | \$ 12.50 | \$ 16.38 | \$ 18.75 | \$ 22.93 |
| Admin/Clerk | Data Entry Operator | Intermediate | \$ 12.50 | \$ 16.38 | \$ 18.75 | \$ 22.93 |
| Admin/Clerk | Data Entry Operator | Senior | \$ 13.00 | \$ 17.03 | \$ 19.50 | \$ 23.84 |
| Admin/Clerk | Database Administrator | Junior | \$ 32.25 | \$ 42.25 | \$ 48.38 | \$ 59.15 |
| Admin/Clerk | Database Administrator | Intermediate | \$ 47.33 | \$ 62.00 | \$ 71.00 | \$ 86.80 |
| Admin/Clerk | Database Administrator | Senior | \$ 52.50 | \$ 68.78 | \$ 78.75 | \$ 96.29 |
| Engineering / Project Management (PM) | Civil Engineer | Junior | \$ 23.50 | \$ 31.49 | \$ 35.25 | \$ 44.09 |
| Engineering / Project Management (PM) | Civil Engineer | Intermediate | \$ 27.00 | \$ 36.18 | \$ 40.50 | \$ 50.65 |
| Engineering / Project Management (PM) | Civil Engineer | Senior | \$ 34.16 | \$ 45.77 | \$ 51.24 | \$ 64.08 |
| Engineering / Project Management (PM) | Construction Manager | Junior | \$ 27.00 | \$ 36.18 | \$ 40.50 | \$ 50.65 |
| Engineering / Project Management (PM) | Construction Manager | Intermediate | \$ 34.50 | \$ 46.23 | \$ 51.75 | \$ 64.72 |
| Engineering / Project Management (PM) | Construction Manager | Senior | \$ 40.75 | \$ 54.61 | \$ 61.13 | \$ 76.45 |
| Engineering / Project Management (PM) | Cost Analyst | Junior | \$ 33.25 | \$ 44.56 | \$ 49.88 | \$ 62.38 |
| Engineering / Project Management (PM) | Cost Analyst | Intermediate | \$ 37.50 | \$ 50.25 | \$ 56.25 | \$ 70.35 |

| Yoh Services - W2 PENNSYLVANIA Hourly Rates (USD) | | | | | | |
|---|--------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Cost Analyst | Senior | \$ 44.25 | \$ 59.30 | \$ 66.38 | \$ 83.01 |
| Engineering / Project Management (PM) | Cost Technician | Junior | \$ 19.25 | \$ 25.80 | \$ 28.88 | \$ 36.11 |
| Engineering / Project Management (PM) | Cost Technician | Intermediate | \$ 24.00 | \$ 32.16 | \$ 36.00 | \$ 45.02 |
| Engineering / Project Management (PM) | Cost Technician | Senior | \$ 26.50 | \$ 35.51 | \$ 39.75 | \$ 49.71 |
| Engineering / Project Management (PM) | Document Control Analyst | Junior | \$ 47.00 | \$ 62.98 | \$ 70.50 | \$ 88.17 |
| Engineering / Project Management (PM) | Document Control Analyst | Intermediate | \$ 53.00 | \$ 71.02 | \$ 79.50 | \$ 99.43 |
| Engineering / Project Management (PM) | Document Control Analyst | Senior | \$ 55.75 | \$ 74.71 | \$ 83.63 | \$ 104.59 |
| Engineering / Project Management (PM) | Drafter | Junior | \$ 23.00 | \$ 30.82 | \$ 34.50 | \$ 43.15 |
| Engineering / Project Management (PM) | Drafter | Intermediate | \$ 24.00 | \$ 32.16 | \$ 36.00 | \$ 45.02 |
| Engineering / Project Management (PM) | Drafter | Senior | \$ 25.00 | \$ 33.50 | \$ 37.50 | \$ 46.90 |
| Engineering / Project Management (PM) | Electrical Engineer | Junior | \$ 32.25 | \$ 43.22 | \$ 48.38 | \$ 60.50 |
| Engineering / Project Management (PM) | Electrical Engineer | Intermediate | \$ 32.25 | \$ 43.22 | \$ 48.38 | \$ 60.50 |
| Engineering / Project Management (PM) | Electrical Engineer | Senior | \$ 41.75 | \$ 55.95 | \$ 62.63 | \$ 78.32 |
| Engineering / Project Management (PM) | Engineer | Junior | \$ 31.75 | \$ 42.55 | \$ 47.63 | \$ 59.56 |
| Engineering / Project Management (PM) | Engineer | Intermediate | \$ 35.65 | \$ 47.77 | \$ 53.48 | \$ 66.88 |
| Engineering / Project Management (PM) | Engineer | Senior | \$ 47.00 | \$ 62.98 | \$ 70.50 | \$ 88.17 |
| Engineering / Project Management (PM) | Environmental Planner | Junior | \$ 31.00 | \$ 41.54 | \$ 46.50 | \$ 58.16 |

| Yoh Services - W2 PENNSYLVANIA Hourly Rates (USD) | | | | | | |
|---|-------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Environmental Planner | Intermediate | \$ 35.00 | \$ 46.90 | \$ 52.50 | \$ 65.66 |
| Engineering / Project Management (PM) | Environmental Planner | Senior | \$ 37.00 | \$ 49.58 | \$ 55.50 | \$ 69.41 |
| Engineering / Project Management (PM) | Environmental Scientist | Junior | \$ 23.50 | \$ 31.49 | \$ 35.25 | \$ 44.09 |
| Engineering / Project Management (PM) | Environmental Scientist | Intermediate | \$ 25.00 | \$ 33.50 | \$ 37.50 | \$ 46.90 |
| Engineering / Project Management (PM) | Environmental Scientist | Senior | \$ 28.00 | \$ 37.52 | \$ 42.00 | \$ 52.53 |
| Engineering / Project Management (PM) | General Inspector | Junior | \$ 23.00 | \$ 30.82 | \$ 34.50 | \$ 43.15 |
| Engineering / Project Management (PM) | General Inspector | Intermediate | \$ 23.00 | \$ 30.82 | \$ 34.50 | \$ 43.15 |
| Engineering / Project Management (PM) | General Inspector | Senior | \$ 25.00 | \$ 33.50 | \$ 37.50 | \$ 46.90 |
| Engineering / Project Management (PM) | General Labor | Junior | \$ 10.00 | \$ 13.40 | \$ 15.00 | \$ 18.76 |
| Engineering / Project Management (PM) | General Labor | Intermediate | \$ 11.00 | \$ 14.74 | \$ 16.50 | \$ 20.64 |
| Engineering / Project Management (PM) | General Labor | Senior | \$ 12.00 | \$ 16.08 | \$ 18.00 | \$ 22.51 |
| Engineering / Project Management (PM) | GIS Analyst | Junior | \$ 41.75 | \$ 55.95 | \$ 62.63 | \$ 78.32 |
| Engineering / Project Management (PM) | GIS Analyst | Intermediate | \$ 59.00 | \$ 79.06 | \$ 88.50 | \$ 110.68 |
| Engineering / Project Management (PM) | GIS Analyst | Senior | \$ 61.00 | \$ 81.74 | \$ 91.50 | \$ 114.44 |
| Engineering / Project Management (PM) | Land Rights Agent | Junior | \$ 35.36 | \$ 47.39 | \$ 53.04 | \$ 66.34 |
| Engineering / Project Management (PM) | Land Rights Agent | Intermediate | \$ 39.39 | \$ 52.78 | \$ 59.08 | \$ 73.89 |
| Engineering / Project Management (PM) | Land Rights Agent | Senior | \$ 43.70 | \$ 58.56 | \$ 65.55 | \$ 81.98 |

| Yoh Services - W2 PENNSYLVANIA Hourly Rates (USD) | | | | | | |
|---|-----------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Logistics Coordinator | Junior | \$ 13.00 | \$ 17.42 | \$ 19.50 | \$ 24.39 |
| Engineering / Project Management (PM) | Logistics Coordinator | Intermediate | \$ 15.00 | \$ 20.10 | \$ 22.50 | \$ 28.14 |
| Engineering / Project Management (PM) | Logistics Coordinator | Senior | \$ 17.00 | \$ 22.78 | \$ 25.50 | \$ 31.89 |
| Engineering / Project Management (PM) | Mechanical Engineer | Junior | \$ 28.75 | \$ 38.53 | \$ 43.13 | \$ 53.94 |
| Engineering / Project Management (PM) | Mechanical Engineer | Intermediate | \$ 32.25 | \$ 43.22 | \$ 48.38 | \$ 60.50 |
| Engineering / Project Management (PM) | Mechanical Engineer | Senior | \$ 39.50 | \$ 52.93 | \$ 59.25 | \$ 74.10 |
| Engineering / Project Management (PM) | Pipeline Engineer | Junior | \$ 54.75 | \$ 73.37 | \$ 82.13 | \$ 102.71 |
| Engineering / Project Management (PM) | Pipeline Engineer | Intermediate | \$ 55.75 | \$ 74.71 | \$ 83.63 | \$ 104.59 |
| Engineering / Project Management (PM) | Pipeline Engineer | Senior | \$ 65.91 | \$ 88.32 | \$ 98.87 | \$ 123.65 |
| Engineering / Project Management (PM) | Power Engineer | Junior | \$ 45.25 | \$ 60.64 | \$ 67.88 | \$ 84.89 |
| Engineering / Project Management (PM) | Power Engineer | Intermediate | \$ 45.75 | \$ 61.31 | \$ 68.63 | \$ 85.83 |
| Engineering / Project Management (PM) | Power Engineer | Senior | \$ 48.50 | \$ 64.99 | \$ 72.75 | \$ 90.99 |
| Engineering / Project Management (PM) | Project Control | Junior | \$ 34.25 | \$ 45.90 | \$ 51.38 | \$ 64.25 |
| Engineering / Project Management (PM) | Project Control | Intermediate | \$ 39.40 | \$ 52.80 | \$ 59.10 | \$ 73.91 |
| Engineering / Project Management (PM) | Project Control | Senior | \$ 55.75 | \$ 74.71 | \$ 83.63 | \$ 104.59 |
| Engineering / Project Management (PM) | Project Coordinator | Junior | \$ 17.25 | \$ 23.12 | \$ 25.88 | \$ 32.36 |
| Engineering / Project Management (PM) | Project Coordinator | Intermediate | \$ 22.00 | \$ 29.48 | \$ 33.00 | \$ 41.27 |

| Yoh Services - W2 PENNSYLVANIA Hourly Rates (USD) | | | | | | |
|---|---------------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Project Coordinator | Senior | \$ 22.50 | \$ 30.15 | \$ 33.75 | \$ 42.21 |
| Engineering / Project Management (PM) | Project Engineer | Junior | \$ 37.50 | \$ 50.25 | \$ 56.25 | \$ 70.35 |
| Engineering / Project Management (PM) | Project Engineer | Intermediate | \$ 41.25 | \$ 55.28 | \$ 61.88 | \$ 77.39 |
| Engineering / Project Management (PM) | Project Engineer | Senior | \$ 47.50 | \$ 63.65 | \$ 71.25 | \$ 89.11 |
| Engineering / Project Management (PM) | Project Manager | Junior | \$ 15.75 | \$ 21.11 | \$ 23.63 | \$ 29.55 |
| Engineering / Project Management (PM) | Project Manager | Intermediate | \$ 27.00 | \$ 36.18 | \$ 40.50 | \$ 50.65 |
| Engineering / Project Management (PM) | Project Manager | Senior | \$ 29.00 | \$ 38.86 | \$ 43.50 | \$ 54.40 |
| Engineering / Project Management (PM) | Quality Technician | Junior | \$ 20.25 | \$ 27.14 | \$ 30.38 | \$ 37.99 |
| Engineering / Project Management (PM) | Quality Technician | Intermediate | \$ 20.75 | \$ 27.81 | \$ 31.13 | \$ 38.93 |
| Engineering / Project Management (PM) | Quality Technician | Senior | \$ 21.75 | \$ 29.15 | \$ 32.63 | \$ 40.80 |
| Engineering / Project Management (PM) | Relay & Controls Field Engineer | Junior | \$ 57.90 | \$ 77.59 | \$ 86.85 | \$ 108.62 |
| Engineering / Project Management (PM) | Relay & Controls Field Engineer | Intermediate | \$ 58.50 | \$ 78.39 | \$ 87.75 | \$ 109.75 |
| Engineering / Project Management (PM) | Relay & Controls Field Engineer | Senior | \$ 59.50 | \$ 79.73 | \$ 89.25 | \$ 111.62 |
| Engineering / Project Management (PM) | Safety Coordinator | Junior | \$ 18.75 | \$ 25.13 | \$ 28.13 | \$ 35.18 |
| Engineering / Project Management (PM) | Safety Coordinator | Intermediate | \$ 25.50 | \$ 34.17 | \$ 38.25 | \$ 47.84 |
| Engineering / Project Management (PM) | Safety Coordinator | Senior | \$ 27.45 | \$ 36.78 | \$ 41.18 | \$ 51.50 |
| Engineering / Project Management (PM) | Safety Inspector | Junior | \$ 18.00 | \$ 24.12 | \$ 27.00 | \$ 33.77 |

| Yoh Services - W2 PENNSYLVANIA Hourly Rates (USD) | | | | | | |
|---|--------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Safety Inspector | Intermediate | \$ 20.00 | \$ 26.80 | \$ 30.00 | \$ 37.52 |
| Engineering / Project Management (PM) | Safety Inspector | Senior | \$ 22.05 | \$ 29.55 | \$ 33.08 | \$ 41.37 |
| Engineering / Project Management (PM) | Scheduler | Junior | \$ 14.00 | \$ 18.76 | \$ 21.00 | \$ 26.26 |
| Engineering / Project Management (PM) | Scheduler | Intermediate | \$ 15.00 | \$ 20.10 | \$ 22.50 | \$ 28.14 |
| Engineering / Project Management (PM) | Scheduler | Senior | \$ 16.00 | \$ 21.44 | \$ 24.00 | \$ 30.02 |
| Engineering / Project Management (PM) | Systems Analyst | Junior | \$ 25.50 | \$ 34.17 | \$ 38.25 | \$ 47.84 |
| Engineering / Project Management (PM) | Systems Analyst | Intermediate | \$ 48.00 | \$ 64.32 | \$ 72.00 | \$ 90.05 |
| Engineering / Project Management (PM) | Systems Analyst | Senior | \$ 51.50 | \$ 69.01 | \$ 77.25 | \$ 96.61 |
| Engineering / Project Management (PM) | Welding Inspector | Junior | \$ 22.00 | \$ 29.48 | \$ 33.00 | \$ 41.27 |
| Engineering / Project Management (PM) | Welding Inspector | Intermediate | \$ 24.00 | \$ 32.16 | \$ 36.00 | \$ 45.02 |
| Engineering / Project Management (PM) | Welding Inspector | Senior | \$ 28.00 | \$ 37.52 | \$ 42.00 | \$ 52.53 |
| Finance/Accounting | Accounts Payable Analyst | Junior | \$ 14.00 | \$ 18.76 | \$ 21.00 | \$ 26.26 |
| Finance/Accounting | Accounts Payable Analyst | Intermediate | \$ 15.00 | \$ 20.10 | \$ 22.50 | \$ 28.14 |
| Finance/Accounting | Accounts Payable Analyst | Senior | \$ 16.00 | \$ 21.44 | \$ 24.00 | \$ 30.02 |
| Finance/Accounting | Analyst | Junior | \$ 25.00 | \$ 33.50 | \$ 37.50 | \$ 46.90 |
| Finance/Accounting | Analyst | Intermediate | \$ 35.00 | \$ 46.90 | \$ 52.50 | \$ 65.66 |
| Finance/Accounting | Analyst | Senior | \$ 46.25 | \$ 61.98 | \$ 69.38 | \$ 86.77 |
| Finance/Accounting | Business Analyst | Junior | \$ 35.00 | \$ 46.90 | \$ 52.50 | \$ 65.66 |
| Finance/Accounting | Business Analyst | Intermediate | \$ 45.25 | \$ 60.64 | \$ 67.88 | \$ 84.89 |
| Finance/Accounting | Business Analyst | Senior | \$ 49.00 | \$ 65.66 | \$ 73.50 | \$ 91.92 |
| Finance/Accounting | Cost Accountant | Junior | \$ 25.00 | \$ 33.50 | \$ 37.50 | \$ 46.90 |
| Finance/Accounting | Cost Accountant | Intermediate | \$ 26.00 | \$ 34.84 | \$ 39.00 | \$ 48.78 |
| Finance/Accounting | Cost Accountant | Senior | \$ 31.25 | \$ 41.88 | \$ 46.88 | \$ 58.63 |
| Finance/Accounting | Finance Analyst | Junior | \$ 22.50 | \$ 30.15 | \$ 33.75 | \$ 42.21 |
| Finance/Accounting | Finance Analyst | Intermediate | \$ 32.50 | \$ 43.55 | \$ 48.75 | \$ 60.97 |

| Yoh Services - W2 PENNSYLVANIA Hourly Rates (USD) | | | | | | |
|---|------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Finance/Accounting | Finance Analyst | Senior | \$ 35.00 | \$ 46.90 | \$ 52.50 | \$ 65.66 |
| Supply Chain | Buyer | Junior | \$ 20.25 | \$ 27.14 | \$ 30.38 | \$ 37.99 |
| Supply Chain | Buyer | Intermediate | \$ 21.25 | \$ 28.48 | \$ 31.88 | \$ 39.87 |
| Supply Chain | Buyer | Senior | \$ 25.50 | \$ 34.17 | \$ 38.25 | \$ 47.84 |
| Supply Chain | Contract Analyst | Junior | \$ 38.00 | \$ 50.92 | \$ 57.00 | \$ 71.29 |
| Supply Chain | Contract Analyst | Intermediate | \$ 45.25 | \$ 60.64 | \$ 67.88 | \$ 84.89 |
| Supply Chain | Contract Analyst | Senior | \$ 49.00 | \$ 65.66 | \$ 73.50 | \$ 91.92 |
| Supply Chain | Logistician | Junior | \$ 23.50 | \$ 31.49 | \$ 35.25 | \$ 44.09 |
| Supply Chain | Logistician | Intermediate | \$ 26.00 | \$ 34.84 | \$ 39.00 | \$ 48.78 |
| Supply Chain | Logistician | Senior | \$ 29.25 | \$ 39.20 | \$ 43.88 | \$ 54.87 |

| Yoh Services - W2 MASSACHUSETTS Hourly Rates (USD) | | | | | | |
|--|---------------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Admin/Clerk | Administrative Assistant | Junior | \$ 13.00 | \$ 17.03 | \$ 19.50 | \$ 23.84 |
| Admin/Clerk | Administrative Assistant | Intermediate | \$ 16.00 | \$ 20.96 | \$ 24.00 | \$ 29.34 |
| Admin/Clerk | Administrative Assistant | Senior | \$ 20.25 | \$ 26.53 | \$ 30.38 | \$ 37.14 |
| Admin/Clerk | Customer Service Representative | Junior | \$ 12.50 | \$ 16.38 | \$ 18.75 | \$ 22.93 |
| Admin/Clerk | Customer Service Representative | Intermediate | \$ 15.50 | \$ 20.31 | \$ 23.25 | \$ 28.43 |
| Admin/Clerk | Customer Service Representative | Senior | \$ 15.75 | \$ 20.63 | \$ 23.63 | \$ 28.89 |
| Admin/Clerk | Data Entry Operator | Junior | \$ 13.50 | \$ 17.69 | \$ 20.25 | \$ 24.76 |
| Admin/Clerk | Data Entry Operator | Intermediate | \$ 13.50 | \$ 17.69 | \$ 20.25 | \$ 24.76 |
| Admin/Clerk | Data Entry Operator | Senior | \$ 14.00 | \$ 18.34 | \$ 21.00 | \$ 25.68 |
| Admin/Clerk | Database Administrator | Junior | \$ 35.50 | \$ 46.51 | \$ 53.25 | \$ 65.11 |
| Admin/Clerk | Database Administrator | Intermediate | \$ 41.75 | \$ 54.69 | \$ 62.63 | \$ 76.57 |
| Admin/Clerk | Database Administrator | Senior | \$ 56.75 | \$ 74.34 | \$ 85.13 | \$ 104.08 |
| Engineering / Project Management (PM) | Civil Engineer | Junior | \$ 29.25 | \$ 39.20 | \$ 43.88 | \$ 54.87 |
| Engineering / Project Management (PM) | Civil Engineer | Intermediate | \$ 35.50 | \$ 47.57 | \$ 53.25 | \$ 66.60 |
| Engineering / Project Management (PM) | Civil Engineer | Senior | \$ 47.89 | \$ 64.17 | \$ 71.84 | \$ 89.84 |
| Engineering / Project Management (PM) | Construction Manager | Junior | \$ 27.00 | \$ 36.18 | \$ 40.50 | \$ 50.65 |
| Engineering / Project Management (PM) | Construction Manager | Intermediate | \$ 31.00 | \$ 41.54 | \$ 46.50 | \$ 58.16 |
| Engineering / Project Management (PM) | Construction Manager | Senior | \$ 37.00 | \$ 49.58 | \$ 55.50 | \$ 69.41 |
| Engineering / Project Management (PM) | Cost Analyst | Junior | \$ 32.25 | \$ 43.22 | \$ 48.38 | \$ 60.50 |
| Engineering / Project Management (PM) | Cost Analyst | Intermediate | \$ 39.00 | \$ 52.26 | \$ 58.50 | \$ 73.16 |

| Yoh Services - W2 MASSACHUSETTS Hourly Rates (USD) | | | | | | |
|--|--------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Cost Analyst | Senior | \$ 44.75 | \$ 59.97 | \$ 67.13 | \$ 83.95 |
| Engineering / Project Management (PM) | Cost Technician | Junior | \$ 20.25 | \$ 27.14 | \$ 30.38 | \$ 37.99 |
| Engineering / Project Management (PM) | Cost Technician | Intermediate | \$ 23.50 | \$ 31.49 | \$ 35.25 | \$ 44.09 |
| Engineering / Project Management (PM) | Cost Technician | Senior | \$ 27.00 | \$ 36.18 | \$ 40.50 | \$ 50.65 |
| Engineering / Project Management (PM) | Document Control Analyst | Junior | \$ 33.25 | \$ 44.56 | \$ 49.88 | \$ 62.38 |
| Engineering / Project Management (PM) | Document Control Analyst | Intermediate | \$ 55.75 | \$ 74.71 | \$ 83.63 | \$ 104.59 |
| Engineering / Project Management (PM) | Document Control Analyst | Senior | \$ 60.00 | \$ 80.40 | \$ 90.00 | \$ 112.56 |
| Engineering / Project Management (PM) | Drafter | Junior | \$ 24.00 | \$ 32.16 | \$ 36.00 | \$ 45.02 |
| Engineering / Project Management (PM) | Drafter | Intermediate | \$ 26.00 | \$ 34.84 | \$ 39.00 | \$ 48.78 |
| Engineering / Project Management (PM) | Drafter | Senior | \$ 28.00 | \$ 37.52 | \$ 42.00 | \$ 52.53 |
| Engineering / Project Management (PM) | Electrical Engineer | Junior | \$ 33.25 | \$ 44.56 | \$ 49.88 | \$ 62.38 |
| Engineering / Project Management (PM) | Electrical Engineer | Intermediate | \$ 39.00 | \$ 52.26 | \$ 58.50 | \$ 73.16 |
| Engineering / Project Management (PM) | Electrical Engineer | Senior | \$ 45.25 | \$ 60.64 | \$ 67.88 | \$ 84.89 |
| Engineering / Project Management (PM) | Engineer | Junior | \$ 37.00 | \$ 49.58 | \$ 55.50 | \$ 69.41 |
| Engineering / Project Management (PM) | Engineer | Intermediate | \$ 47.00 | \$ 62.98 | \$ 70.50 | \$ 88.17 |
| Engineering / Project Management (PM) | Engineer | Senior | \$ 53.25 | \$ 71.36 | \$ 79.88 | \$ 99.90 |
| Engineering / Project Management (PM) | Environmental Planner | Junior | \$ 37.00 | \$ 49.58 | \$ 55.50 | \$ 69.41 |

| Yoh Services - W2 MASSACHUSETTS Hourly Rates (USD) | | | | | | |
|--|-------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Environmental Planner | Intermediate | \$ 39.00 | \$ 52.26 | \$ 58.50 | \$ 73.16 |
| Engineering / Project Management (PM) | Environmental Planner | Senior | \$ 41.00 | \$ 54.94 | \$ 61.50 | \$ 76.92 |
| Engineering / Project Management (PM) | Environmental Scientist | Junior | \$ 23.50 | \$ 31.49 | \$ 35.25 | \$ 44.09 |
| Engineering / Project Management (PM) | Environmental Scientist | Intermediate | \$ 25.00 | \$ 33.50 | \$ 37.50 | \$ 46.90 |
| Engineering / Project Management (PM) | Environmental Scientist | Senior | \$ 28.00 | \$ 37.52 | \$ 42.00 | \$ 52.53 |
| Engineering / Project Management (PM) | General Inspector | Junior | \$ 23.00 | \$ 30.82 | \$ 34.50 | \$ 43.15 |
| Engineering / Project Management (PM) | General Inspector | Intermediate | \$ 25.00 | \$ 33.50 | \$ 37.50 | \$ 46.90 |
| Engineering / Project Management (PM) | General Inspector | Senior | \$ 26.00 | \$ 34.84 | \$ 39.00 | \$ 48.78 |
| Engineering / Project Management (PM) | General Labor | Junior | \$ 12.00 | \$ 16.08 | \$ 18.00 | \$ 22.51 |
| Engineering / Project Management (PM) | General Labor | Intermediate | \$ 13.00 | \$ 17.42 | \$ 19.50 | \$ 24.39 |
| Engineering / Project Management (PM) | General Labor | Senior | \$ 14.00 | \$ 18.76 | \$ 21.00 | \$ 26.26 |
| Engineering / Project Management (PM) | GIS Analyst | Junior | \$ 43.75 | \$ 58.63 | \$ 65.63 | \$ 82.08 |
| Engineering / Project Management (PM) | GIS Analyst | Intermediate | \$ 54.75 | \$ 73.37 | \$ 82.13 | \$ 102.71 |
| Engineering / Project Management (PM) | GIS Analyst | Senior | \$ 59.78 | \$ 80.11 | \$ 89.67 | \$ 112.15 |
| Engineering / Project Management (PM) | Land Rights Agent | Junior | \$ 35.36 | \$ 47.39 | \$ 53.04 | \$ 66.34 |
| Engineering / Project Management (PM) | Land Rights Agent | Intermediate | \$ 39.39 | \$ 52.78 | \$ 59.08 | \$ 73.89 |
| Engineering / Project Management (PM) | Land Rights Agent | Senior | \$ 43.70 | \$ 58.56 | \$ 65.55 | \$ 81.98 |

| Yoh Services - W2 MASSACHUSETTS Hourly Rates (USD) | | | | | | |
|--|-----------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Logistics Coordinator | Junior | \$ 18.00 | \$ 24.12 | \$ 27.00 | \$ 33.77 |
| Engineering / Project Management (PM) | Logistics Coordinator | Intermediate | \$ 20.00 | \$ 26.80 | \$ 30.00 | \$ 37.52 |
| Engineering / Project Management (PM) | Logistics Coordinator | Senior | \$ 22.00 | \$ 29.48 | \$ 33.00 | \$ 41.27 |
| Engineering / Project Management (PM) | Mechanical Engineer | Junior | \$ 37.50 | \$ 50.25 | \$ 56.25 | \$ 70.35 |
| Engineering / Project Management (PM) | Mechanical Engineer | Intermediate | \$ 40.74 | \$ 54.59 | \$ 61.11 | \$ 76.43 |
| Engineering / Project Management (PM) | Mechanical Engineer | Senior | \$ 45.75 | \$ 61.31 | \$ 68.63 | \$ 85.83 |
| Engineering / Project Management (PM) | Pipeline Engineer | Junior | \$ 55.75 | \$ 74.71 | \$ 83.63 | \$ 104.59 |
| Engineering / Project Management (PM) | Pipeline Engineer | Intermediate | \$ 67.00 | \$ 89.78 | \$ 100.50 | \$ 125.69 |
| Engineering / Project Management (PM) | Pipeline Engineer | Senior | \$ 85.47 | \$ 114.53 | \$ 128.21 | \$ 160.34 |
| Engineering / Project Management (PM) | Power Engineer | Junior | \$ 44.25 | \$ 59.30 | \$ 66.38 | \$ 83.01 |
| Engineering / Project Management (PM) | Power Engineer | Intermediate | \$ 49.00 | \$ 65.66 | \$ 73.50 | \$ 91.92 |
| Engineering / Project Management (PM) | Power Engineer | Senior | \$ 54.75 | \$ 73.37 | \$ 82.13 | \$ 102.71 |
| Engineering / Project Management (PM) | Project Control | Junior | \$ 32.75 | \$ 43.89 | \$ 49.13 | \$ 61.44 |
| Engineering / Project Management (PM) | Project Control | Intermediate | \$ 45.25 | \$ 60.64 | \$ 67.88 | \$ 84.89 |
| Engineering / Project Management (PM) | Project Control | Senior | \$ 53.00 | \$ 71.02 | \$ 79.50 | \$ 99.43 |
| Engineering / Project Management (PM) | Project Coordinator | Junior | \$ 16.75 | \$ 22.45 | \$ 25.13 | \$ 31.42 |
| Engineering / Project Management (PM) | Project Coordinator | Intermediate | \$ 23.00 | \$ 30.82 | \$ 34.50 | \$ 43.15 |

| Yoh Services - W2 MASSACHUSETTS Hourly Rates (USD) | | | | | | |
|--|---------------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Project Coordinator | Senior | \$ 24.50 | \$ 32.83 | \$ 36.75 | \$ 45.96 |
| Engineering / Project Management (PM) | Project Engineer | Junior | \$ 45.25 | \$ 60.64 | \$ 67.88 | \$ 84.89 |
| Engineering / Project Management (PM) | Project Engineer | Intermediate | \$ 48.00 | \$ 64.32 | \$ 72.00 | \$ 90.05 |
| Engineering / Project Management (PM) | Project Engineer | Senior | \$ 54.75 | \$ 73.37 | \$ 82.13 | \$ 102.71 |
| Engineering / Project Management (PM) | Project Manager | Junior | \$ 15.50 | \$ 20.77 | \$ 23.25 | \$ 29.08 |
| Engineering / Project Management (PM) | Project Manager | Intermediate | \$ 29.25 | \$ 39.20 | \$ 43.88 | \$ 54.87 |
| Engineering / Project Management (PM) | Project Manager | Senior | \$ 31.00 | \$ 41.54 | \$ 46.50 | \$ 58.16 |
| Engineering / Project Management (PM) | Quality Technician | Junior | \$ 19.25 | \$ 25.80 | \$ 28.88 | \$ 36.11 |
| Engineering / Project Management (PM) | Quality Technician | Intermediate | \$ 19.25 | \$ 25.80 | \$ 28.88 | \$ 36.11 |
| Engineering / Project Management (PM) | Quality Technician | Senior | \$ 23.00 | \$ 30.82 | \$ 34.50 | \$ 43.15 |
| Engineering / Project Management (PM) | Relay & Controls Field Engineer | Junior | \$ 45.25 | \$ 60.64 | \$ 67.88 | \$ 84.89 |
| Engineering / Project Management (PM) | Relay & Controls Field Engineer | Intermediate | \$ 54.74 | \$ 73.35 | \$ 82.11 | \$ 102.69 |
| Engineering / Project Management (PM) | Relay & Controls Field Engineer | Senior | \$ 73.00 | \$ 97.82 | \$ 109.50 | \$ 136.95 |
| Engineering / Project Management (PM) | Safety Coordinator | Junior | \$ 20.25 | \$ 27.14 | \$ 30.38 | \$ 37.99 |
| Engineering / Project Management (PM) | Safety Coordinator | Intermediate | \$ 27.50 | \$ 36.85 | \$ 41.25 | \$ 51.59 |
| Engineering / Project Management (PM) | Safety Coordinator | Senior | \$ 31.62 | \$ 42.37 | \$ 47.43 | \$ 59.32 |
| Engineering / Project Management (PM) | Safety Inspector | Junior | \$ - | \$ - | \$ - | \$ - |

| Yoh Services - W2 MASSACHUSETTS Hourly Rates (USD) | | | | | | |
|--|--------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Safety Inspector | Intermediate | \$ - | \$ - | \$ - | \$ - |
| Engineering / Project Management (PM) | Safety Inspector | Senior | \$ - | \$ - | \$ - | \$ - |
| Engineering / Project Management (PM) | Scheduler | Junior | \$ 13.00 | \$ 17.42 | \$ 19.50 | \$ 24.39 |
| Engineering / Project Management (PM) | Scheduler | Intermediate | \$ 14.00 | \$ 18.76 | \$ 21.00 | \$ 26.26 |
| Engineering / Project Management (PM) | Scheduler | Senior | \$ 16.00 | \$ 21.44 | \$ 24.00 | \$ 30.02 |
| Engineering / Project Management (PM) | Systems Analyst | Junior | \$ 30.75 | \$ 41.21 | \$ 46.13 | \$ 57.69 |
| Engineering / Project Management (PM) | Systems Analyst | Intermediate | \$ 41.75 | \$ 55.95 | \$ 62.63 | \$ 78.32 |
| Engineering / Project Management (PM) | Systems Analyst | Senior | \$ 55.75 | \$ 74.71 | \$ 83.63 | \$ 104.59 |
| Engineering / Project Management (PM) | Welding Inspector | Junior | \$ - | \$ - | \$ - | \$ - |
| Engineering / Project Management (PM) | Welding Inspector | Intermediate | \$ - | \$ - | \$ - | \$ - |
| Engineering / Project Management (PM) | Welding Inspector | Senior | \$ - | \$ - | \$ - | \$ - |
| Finance/Accounting | Accounts Payable Analyst | Junior | \$ 15.00 | \$ 20.10 | \$ 22.50 | \$ 28.14 |
| Finance/Accounting | Accounts Payable Analyst | Intermediate | \$ 16.00 | \$ 21.44 | \$ 24.00 | \$ 30.02 |
| Finance/Accounting | Accounts Payable Analyst | Senior | \$ 17.00 | \$ 22.78 | \$ 25.50 | \$ 31.89 |
| Finance/Accounting | Analyst | Junior | \$ 26.50 | \$ 35.51 | \$ 39.75 | \$ 49.71 |
| Finance/Accounting | Analyst | Intermediate | \$ 28.25 | \$ 37.86 | \$ 42.38 | \$ 53.00 |
| Finance/Accounting | Analyst | Senior | \$ 50.00 | \$ 67.00 | \$ 75.00 | \$ 93.80 |
| Finance/Accounting | Business Analyst | Junior | \$ 31.25 | \$ 41.88 | \$ 46.88 | \$ 58.63 |
| Finance/Accounting | Business Analyst | Intermediate | \$ 38.00 | \$ 50.92 | \$ 57.00 | \$ 71.29 |
| Finance/Accounting | Business Analyst | Senior | \$ 53.25 | \$ 71.36 | \$ 79.88 | \$ 99.90 |
| Finance/Accounting | Cost Accountant | Junior | \$ 23.50 | \$ 31.49 | \$ 35.25 | \$ 44.09 |
| Finance/Accounting | Cost Accountant | Intermediate | \$ 28.00 | \$ 37.52 | \$ 42.00 | \$ 52.53 |
| Finance/Accounting | Cost Accountant | Senior | \$ 33.75 | \$ 45.23 | \$ 50.63 | \$ 63.32 |
| Finance/Accounting | Finance Analyst | Junior | \$ 21.75 | \$ 29.15 | \$ 32.63 | \$ 40.80 |
| Finance/Accounting | Finance Analyst | Intermediate | \$ 26.00 | \$ 34.84 | \$ 39.00 | \$ 48.78 |

| Yoh Services - W2 MASSACHUSETTS Hourly Rates (USD) | | | | | | |
|--|------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Finance/Accounting | Finance Analyst | Senior | \$ 34.50 | \$ 46.23 | \$ 51.75 | \$ 64.72 |
| Supply Chain | Buyer | Junior | \$ 20.25 | \$ 27.14 | \$ 30.38 | \$ 37.99 |
| Supply Chain | Buyer | Intermediate | \$ 20.25 | \$ 27.14 | \$ 30.38 | \$ 37.99 |
| Supply Chain | Buyer | Senior | \$ 29.25 | \$ 39.20 | \$ 43.88 | \$ 54.87 |
| Supply Chain | Contract Analyst | Junior | \$ 32.25 | \$ 43.22 | \$ 48.38 | \$ 60.50 |
| Supply Chain | Contract Analyst | Intermediate | \$ 41.75 | \$ 55.95 | \$ 62.63 | \$ 78.32 |
| Supply Chain | Contract Analyst | Senior | \$ 52.50 | \$ 70.35 | \$ 78.75 | \$ 98.49 |
| Supply Chain | Logistician | Junior | \$ 23.50 | \$ 31.49 | \$ 35.25 | \$ 44.09 |
| Supply Chain | Logistician | Intermediate | \$ 26.00 | \$ 34.84 | \$ 39.00 | \$ 48.78 |
| Supply Chain | Logistician | Senior | \$ 29.25 | \$ 39.20 | \$ 43.88 | \$ 54.87 |

| Yoh Services - W2 VIRGINIA Hourly Rates (USD) | | | | | | |
|---|---------------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Admin/Clerk | Administrative Assistant | Junior | \$ 13.50 | \$ 17.69 | \$ 20.25 | \$ 24.76 |
| Admin/Clerk | Administrative Assistant | Intermediate | \$ 15.00 | \$ 19.65 | \$ 22.50 | \$ 27.51 |
| Admin/Clerk | Administrative Assistant | Senior | \$ 17.75 | \$ 23.25 | \$ 26.63 | \$ 32.55 |
| Admin/Clerk | Customer Service Representative | Junior | \$ 12.50 | \$ 16.38 | \$ 18.75 | \$ 22.93 |
| Admin/Clerk | Customer Service Representative | Intermediate | \$ 14.00 | \$ 18.34 | \$ 21.00 | \$ 25.68 |
| Admin/Clerk | Customer Service Representative | Senior | \$ 14.50 | \$ 19.00 | \$ 21.75 | \$ 26.59 |
| Admin/Clerk | Data Entry Operator | Junior | \$ 12.50 | \$ 16.38 | \$ 18.75 | \$ 22.93 |
| Admin/Clerk | Data Entry Operator | Intermediate | \$ 13.25 | \$ 17.36 | \$ 19.88 | \$ 24.30 |
| Admin/Clerk | Data Entry Operator | Senior | \$ 13.50 | \$ 17.69 | \$ 20.25 | \$ 24.76 |
| Admin/Clerk | Database Administrator | Junior | \$ 40.00 | \$ 52.40 | \$ 60.00 | \$ 73.36 |
| Admin/Clerk | Database Administrator | Intermediate | \$ 48.50 | \$ 63.54 | \$ 72.75 | \$ 88.95 |
| Admin/Clerk | Database Administrator | Senior | \$ 55.25 | \$ 72.38 | \$ 82.88 | \$ 101.33 |
| Engineering / Project Management (PM) | Civil Engineer | Junior | \$ 30.29 | \$ 40.59 | \$ 45.44 | \$ 56.82 |
| Engineering / Project Management (PM) | Civil Engineer | Intermediate | \$ 43.77 | \$ 58.65 | \$ 65.66 | \$ 82.11 |
| Engineering / Project Management (PM) | Civil Engineer | Senior | \$ 54.12 | \$ 72.52 | \$ 81.18 | \$ 101.53 |
| Engineering / Project Management (PM) | Construction Manager | Junior | \$ 27.00 | \$ 36.18 | \$ 40.50 | \$ 50.65 |
| Engineering / Project Management (PM) | Construction Manager | Intermediate | \$ 35.50 | \$ 47.57 | \$ 53.25 | \$ 66.60 |
| Engineering / Project Management (PM) | Construction Manager | Senior | \$ 38.00 | \$ 50.92 | \$ 57.00 | \$ 71.29 |
| Engineering / Project Management (PM) | Cost Analyst | Junior | \$ 36.50 | \$ 48.91 | \$ 54.75 | \$ 68.47 |
| Engineering / Project Management (PM) | Cost Analyst | Intermediate | \$ 49.00 | \$ 65.66 | \$ 73.50 | \$ 91.92 |

| Yoh Services - W2 VIRGINIA Hourly Rates (USD) | | | | | | |
|---|--------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Cost Analyst | Senior | \$ 54.25 | \$ 72.70 | \$ 81.38 | \$ 101.77 |
| Engineering / Project Management (PM) | Cost Technician | Junior | \$ 20.25 | \$ 27.14 | \$ 30.38 | \$ 37.99 |
| Engineering / Project Management (PM) | Cost Technician | Intermediate | \$ 25.00 | \$ 33.50 | \$ 37.50 | \$ 46.90 |
| Engineering / Project Management (PM) | Cost Technician | Senior | \$ 27.50 | \$ 36.85 | \$ 41.25 | \$ 51.59 |
| Engineering / Project Management (PM) | Document Control Analyst | Junior | \$ 50.00 | \$ 67.00 | \$ 75.00 | \$ 93.80 |
| Engineering / Project Management (PM) | Document Control Analyst | Intermediate | \$ 56.25 | \$ 75.38 | \$ 84.38 | \$ 105.53 |
| Engineering / Project Management (PM) | Document Control Analyst | Senior | \$ 59.25 | \$ 79.40 | \$ 88.88 | \$ 111.15 |
| Engineering / Project Management (PM) | Drafter | Junior | \$ 20.25 | \$ 27.14 | \$ 30.38 | \$ 37.99 |
| Engineering / Project Management (PM) | Drafter | Intermediate | \$ 24.00 | \$ 32.16 | \$ 36.00 | \$ 45.02 |
| Engineering / Project Management (PM) | Drafter | Senior | \$ 28.00 | \$ 37.52 | \$ 42.00 | \$ 52.53 |
| Engineering / Project Management (PM) | Electrical Engineer | Junior | \$ 23.50 | \$ 31.49 | \$ 35.25 | \$ 44.09 |
| Engineering / Project Management (PM) | Electrical Engineer | Intermediate | \$ 30.75 | \$ 41.21 | \$ 46.13 | \$ 57.69 |
| Engineering / Project Management (PM) | Electrical Engineer | Senior | \$ 44.75 | \$ 59.97 | \$ 67.13 | \$ 83.95 |
| Engineering / Project Management (PM) | Engineer | Junior | \$ 35.50 | \$ 47.57 | \$ 53.25 | \$ 66.60 |
| Engineering / Project Management (PM) | Engineer | Intermediate | \$ 41.25 | \$ 55.28 | \$ 61.88 | \$ 77.39 |
| Engineering / Project Management (PM) | Engineer | Senior | \$ 53.75 | \$ 72.03 | \$ 80.63 | \$ 100.84 |
| Engineering / Project Management (PM) | Environmental Planner | Junior | \$ 35.00 | \$ 46.90 | \$ 52.50 | \$ 65.66 |

| Yoh Services - W2 VIRGINIA Hourly Rates (USD) | | | | | | |
|---|-------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Environmental Planner | Intermediate | \$ 37.00 | \$ 49.58 | \$ 55.50 | \$ 69.41 |
| Engineering / Project Management (PM) | Environmental Planner | Senior | \$ 39.00 | \$ 52.26 | \$ 58.50 | \$ 73.16 |
| Engineering / Project Management (PM) | Environmental Scientist | Junior | \$ 23.50 | \$ 31.49 | \$ 35.25 | \$ 44.09 |
| Engineering / Project Management (PM) | Environmental Scientist | Intermediate | \$ 25.00 | \$ 33.50 | \$ 37.50 | \$ 46.90 |
| Engineering / Project Management (PM) | Environmental Scientist | Senior | \$ 28.00 | \$ 37.52 | \$ 42.00 | \$ 52.53 |
| Engineering / Project Management (PM) | General Inspector | Junior | \$ 21.25 | \$ 28.48 | \$ 31.88 | \$ 39.87 |
| Engineering / Project Management (PM) | General Inspector | Intermediate | \$ 23.50 | \$ 31.49 | \$ 35.25 | \$ 44.09 |
| Engineering / Project Management (PM) | General Inspector | Senior | \$ 25.50 | \$ 34.17 | \$ 38.25 | \$ 47.84 |
| Engineering / Project Management (PM) | General Labor | Junior | \$ 11.00 | \$ 14.74 | \$ 16.50 | \$ 20.64 |
| Engineering / Project Management (PM) | General Labor | Intermediate | \$ 12.00 | \$ 16.08 | \$ 18.00 | \$ 22.51 |
| Engineering / Project Management (PM) | General Labor | Senior | \$ 13.00 | \$ 17.42 | \$ 19.50 | \$ 24.39 |
| Engineering / Project Management (PM) | GIS Analyst | Junior | \$ 45.40 | \$ 60.84 | \$ 68.10 | \$ 85.17 |
| Engineering / Project Management (PM) | GIS Analyst | Intermediate | \$ 52.96 | \$ 70.97 | \$ 79.44 | \$ 99.35 |
| Engineering / Project Management (PM) | GIS Analyst | Senior | \$ 62.20 | \$ 83.35 | \$ 93.30 | \$ 116.69 |
| Engineering / Project Management (PM) | Land Rights Agent | Junior | \$ 35.36 | \$ 47.39 | \$ 53.04 | \$ 66.34 |
| Engineering / Project Management (PM) | Land Rights Agent | Intermediate | \$ 39.39 | \$ 52.78 | \$ 59.08 | \$ 73.89 |
| Engineering / Project Management (PM) | Land Rights Agent | Senior | \$ 43.70 | \$ 58.56 | \$ 65.55 | \$ 81.98 |

| Yoh Services - W2 VIRGINIA Hourly Rates (USD) | | | | | | |
|---|-----------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Logistics Coordinator | Junior | \$ 17.00 | \$ 22.78 | \$ 25.50 | \$ 31.89 |
| Engineering / Project Management (PM) | Logistics Coordinator | Intermediate | \$ 19.00 | \$ 25.46 | \$ 28.50 | \$ 35.64 |
| Engineering / Project Management (PM) | Logistics Coordinator | Senior | \$ 21.00 | \$ 28.14 | \$ 31.50 | \$ 39.40 |
| Engineering / Project Management (PM) | Mechanical Engineer | Junior | \$ 24.50 | \$ 32.83 | \$ 36.75 | \$ 45.96 |
| Engineering / Project Management (PM) | Mechanical Engineer | Intermediate | \$ 28.25 | \$ 37.86 | \$ 42.38 | \$ 53.00 |
| Engineering / Project Management (PM) | Mechanical Engineer | Senior | \$ 41.25 | \$ 55.28 | \$ 61.88 | \$ 77.39 |
| Engineering / Project Management (PM) | Pipeline Engineer | Junior | \$ 45.00 | \$ 60.30 | \$ 67.50 | \$ 84.42 |
| Engineering / Project Management (PM) | Pipeline Engineer | Intermediate | \$ 51.50 | \$ 69.01 | \$ 77.25 | \$ 96.61 |
| Engineering / Project Management (PM) | Pipeline Engineer | Senior | \$ 54.54 | \$ 73.08 | \$ 81.81 | \$ 102.32 |
| Engineering / Project Management (PM) | Power Engineer | Junior | \$ 23.50 | \$ 31.49 | \$ 35.25 | \$ 44.09 |
| Engineering / Project Management (PM) | Power Engineer | Intermediate | \$ 36.00 | \$ 48.24 | \$ 54.00 | \$ 67.54 |
| Engineering / Project Management (PM) | Power Engineer | Senior | \$ 53.75 | \$ 72.03 | \$ 80.63 | \$ 100.84 |
| Engineering / Project Management (PM) | Project Control | Junior | \$ 32.75 | \$ 43.89 | \$ 49.13 | \$ 61.44 |
| Engineering / Project Management (PM) | Project Control | Intermediate | \$ 45.74 | \$ 61.29 | \$ 68.61 | \$ 85.81 |
| Engineering / Project Management (PM) | Project Control | Senior | \$ 53.30 | \$ 71.42 | \$ 79.95 | \$ 99.99 |
| Engineering / Project Management (PM) | Project Coordinator | Junior | \$ 18.75 | \$ 25.13 | \$ 28.13 | \$ 35.18 |
| Engineering / Project Management (PM) | Project Coordinator | Intermediate | \$ 21.25 | \$ 28.48 | \$ 31.88 | \$ 39.87 |

| Yoh Services - W2 VIRGINIA Hourly Rates (USD) | | | | | | |
|---|---------------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Project Coordinator | Senior | \$ 23.00 | \$ 30.82 | \$ 34.50 | \$ 43.15 |
| Engineering / Project Management (PM) | Project Engineer | Junior | \$ 43.75 | \$ 58.63 | \$ 65.63 | \$ 82.08 |
| Engineering / Project Management (PM) | Project Engineer | Intermediate | \$ 48.00 | \$ 64.32 | \$ 72.00 | \$ 90.05 |
| Engineering / Project Management (PM) | Project Engineer | Senior | \$ 57.25 | \$ 76.72 | \$ 85.88 | \$ 107.40 |
| Engineering / Project Management (PM) | Project Manager | Junior | \$ 16.75 | \$ 22.45 | \$ 25.13 | \$ 31.42 |
| Engineering / Project Management (PM) | Project Manager | Intermediate | \$ 28.00 | \$ 37.52 | \$ 42.00 | \$ 52.53 |
| Engineering / Project Management (PM) | Project Manager | Senior | \$ 31.00 | \$ 41.54 | \$ 46.50 | \$ 58.16 |
| Engineering / Project Management (PM) | Quality Technician | Junior | \$ 20.25 | \$ 27.14 | \$ 30.38 | \$ 37.99 |
| Engineering / Project Management (PM) | Quality Technician | Intermediate | \$ 22.00 | \$ 29.48 | \$ 33.00 | \$ 41.27 |
| Engineering / Project Management (PM) | Quality Technician | Senior | \$ 25.00 | \$ 33.50 | \$ 37.50 | \$ 46.90 |
| Engineering / Project Management (PM) | Relay & Controls Field Engineer | Junior | \$ 36.50 | \$ 48.91 | \$ 54.75 | \$ 68.47 |
| Engineering / Project Management (PM) | Relay & Controls Field Engineer | Intermediate | \$ 43.25 | \$ 57.96 | \$ 64.88 | \$ 81.14 |
| Engineering / Project Management (PM) | Relay & Controls Field Engineer | Senior | \$ 54.75 | \$ 73.37 | \$ 82.13 | \$ 102.71 |
| Engineering / Project Management (PM) | Safety Coordinator | Junior | \$ 17.25 | \$ 23.12 | \$ 25.88 | \$ 32.36 |
| Engineering / Project Management (PM) | Safety Coordinator | Intermediate | \$ 23.00 | \$ 30.82 | \$ 34.50 | \$ 43.15 |
| Engineering / Project Management (PM) | Safety Coordinator | Senior | \$ 28.25 | \$ 37.86 | \$ 42.38 | \$ 53.00 |
| Engineering / Project Management (PM) | Safety Inspector | Junior | \$ 25.00 | \$ 33.50 | \$ 37.50 | \$ 46.90 |

| Yoh Services - W2 VIRGINIA Hourly Rates (USD) | | | | | | |
|---|--------------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Engineering / Project Management (PM) | Safety Inspector | Intermediate | \$ 29.00 | \$ 38.86 | \$ 43.50 | \$ 54.40 |
| Engineering / Project Management (PM) | Safety Inspector | Senior | \$ 33.05 | \$ 44.29 | \$ 49.58 | \$ 62.00 |
| Engineering / Project Management (PM) | Scheduler | Junior | \$ 14.00 | \$ 18.76 | \$ 21.00 | \$ 26.26 |
| Engineering / Project Management (PM) | Scheduler | Intermediate | \$ 16.00 | \$ 21.44 | \$ 24.00 | \$ 30.02 |
| Engineering / Project Management (PM) | Scheduler | Senior | \$ 18.00 | \$ 24.12 | \$ 27.00 | \$ 33.77 |
| Engineering / Project Management (PM) | Systems Analyst | Junior | \$ 28.25 | \$ 37.86 | \$ 42.38 | \$ 53.00 |
| Engineering / Project Management (PM) | Systems Analyst | Intermediate | \$ 44.75 | \$ 59.97 | \$ 67.13 | \$ 83.95 |
| Engineering / Project Management (PM) | Systems Analyst | Senior | \$ 55.25 | \$ 74.04 | \$ 82.88 | \$ 103.65 |
| Engineering / Project Management (PM) | Welding Inspector | Junior | \$ 21.00 | \$ 28.14 | \$ 31.50 | \$ 39.40 |
| Engineering / Project Management (PM) | Welding Inspector | Intermediate | \$ 25.69 | \$ 34.42 | \$ 38.54 | \$ 48.19 |
| Engineering / Project Management (PM) | Welding Inspector | Senior | \$ 29.27 | \$ 39.22 | \$ 43.91 | \$ 54.91 |
| Finance/Accounting | Accounts Payable Analyst | Junior | \$ 16.00 | \$ 21.44 | \$ 24.00 | \$ 30.02 |
| Finance/Accounting | Accounts Payable Analyst | Intermediate | \$ 17.00 | \$ 22.78 | \$ 25.50 | \$ 31.89 |
| Finance/Accounting | Accounts Payable Analyst | Senior | \$ 18.00 | \$ 24.12 | \$ 27.00 | \$ 33.77 |
| Finance/Accounting | Analyst | Junior | \$ 30.25 | \$ 40.54 | \$ 45.38 | \$ 56.75 |
| Finance/Accounting | Analyst | Intermediate | \$ 33.25 | \$ 44.56 | \$ 49.88 | \$ 62.38 |
| Finance/Accounting | Analyst | Senior | \$ 50.50 | \$ 67.67 | \$ 75.75 | \$ 94.74 |
| Finance/Accounting | Business Analyst | Junior | \$ 38.00 | \$ 50.92 | \$ 57.00 | \$ 71.29 |
| Finance/Accounting | Business Analyst | Intermediate | \$ 44.25 | \$ 59.30 | \$ 66.38 | \$ 83.01 |
| Finance/Accounting | Business Analyst | Senior | \$ 54.25 | \$ 72.70 | \$ 81.38 | \$ 101.77 |
| Finance/Accounting | Cost Accountant | Junior | \$ 26.00 | \$ 34.84 | \$ 39.00 | \$ 48.78 |
| Finance/Accounting | Cost Accountant | Intermediate | \$ 26.50 | \$ 35.51 | \$ 39.75 | \$ 49.71 |
| Finance/Accounting | Cost Accountant | Senior | \$ 33.75 | \$ 45.23 | \$ 50.63 | \$ 63.32 |
| Finance/Accounting | Finance Analyst | Junior | \$ 27.50 | \$ 36.85 | \$ 41.25 | \$ 51.59 |
| Finance/Accounting | Finance Analyst | Intermediate | \$ 31.00 | \$ 41.54 | \$ 46.50 | \$ 58.16 |

| Yoh Services - W2 VIRGINIA Hourly Rates (USD) | | | | | | |
|---|------------------|--------------|----------|-----------|-------------|--------------|
| Job Group | Job Type | Job Level | Pay Rate | Bill Rate | OT Pay Rate | OT Bill Rate |
| Finance/Accounting | Finance Analyst | Senior | \$ 41.75 | \$ 55.95 | \$ 62.63 | \$ 78.32 |
| Supply Chain | Buyer | Junior | \$ 20.75 | \$ 27.81 | \$ 31.13 | \$ 38.93 |
| Supply Chain | Buyer | Intermediate | \$ 20.75 | \$ 27.81 | \$ 31.13 | \$ 38.93 |
| Supply Chain | Buyer | Senior | \$ 29.75 | \$ 39.87 | \$ 44.63 | \$ 55.81 |
| Supply Chain | Contract Analyst | Junior | \$ 33.75 | \$ 45.23 | \$ 50.63 | \$ 63.32 |
| Supply Chain | Contract Analyst | Intermediate | \$ 39.00 | \$ 52.26 | \$ 58.50 | \$ 73.16 |
| Supply Chain | Contract Analyst | Senior | \$ 50.00 | \$ 67.00 | \$ 75.00 | \$ 93.80 |
| Supply Chain | Logistician | Junior | \$ 21.63 | \$ 28.98 | \$ 32.45 | \$ 40.58 |
| Supply Chain | Logistician | Intermediate | \$ 29.00 | \$ 38.86 | \$ 43.50 | \$ 54.40 |
| Supply Chain | Logistician | Senior | \$ 36.81 | \$ 49.33 | \$ 55.22 | \$ 69.06 |

| Abrams Technical Staffing - Other Commercial Terms | |
|--|--|
| Volume Discounts | \$0- \$1,000,000 - No Discount \$1,000,000-\$3,000,000 - 1% \$3,000,000-\$5,000,000 - 1.5% Over \$5,000,000 - 2% Volume Discounts, once threshold is reached, will be applied to the Bill Rate for the next weekly export cycle for all Contingent Workers and Identified as a credit on the monthly invoice. Spend tracking measurement period begins each calendar year. |
| Termination Discount | 1% reduction applied to Bill Rate after 1040 hours worked by a Contingent Worker. |
| Year over Year Rate Increase | Rates are locked for contract term, exceptions approved by NISource |
| Background Checks | Cost for Background Checks, as defined in the Agreement and this SOW, will be the responsibility of Abrams Technical Staffing |
| Note: No discounts will affect the Contingent Worker Pay Rate | |

| CDI Engineering Solutions - Other Commercial Terms | |
|--|--|
| Volume Discounts | \$0- \$1,000,000 - No Rebate \$1,000,000-\$3,000,000 - 1.5% \$3,000,000-\$5,000,000 - 2% Over \$5,000,000 - 2.5% Volume Discounts, once threshold is reached, will be applied to the Bill Rate for the next weekly export cycle for all Contingent Workers and Identified as a credit on the monthly invoice. Spend tracking measurement period begins each calendar year. |
| Termination Discount | 1% reduction applied to Bill Rate after 1040 hours worked by a Contingent Worker. |
| Year over Year Rate Increase | Rates are locked for contract term, exceptions approved by NISource |
| Background Checks | Cost for Background Checks, as defined in the Agreement and this SOW, will be the responsibility of CDI Engineering Solutions |
| Note: No discounts will affect the Contingent Worker Pay Rate | |

| Orbital Engineering - Other Commercial Terms | |
|--|--|
| Volume Discounts | \$0- \$1,000,000 - No Rebate \$1,000,000-\$3,000,000 - 1% \$3,000,000-\$5,000,000 - 1.5% Over \$5,000,000 - 2% Volume Discounts, once threshold is reached, will be applied to the Bill Rate for the next weekly export cycle for all Contingent Workers and Identified as a credit on the monthly invoice. Spend tracking measurement period begins each calendar year. |
| Termination Discount | 1% reduction applied to Bill Rate after 1040 hours worked by a Contingent Worker. |
| Year over Year Rate Increase | Rates are locked for contract term, exceptions approved by NISource |
| Background Checks | Cost for Background Checks, as defined in the Agreement and this SOW, will be the responsibility of Orbital Engineering |
| Note: No discounts will affect the Contingent Worker Pay Rate | |

| TRS Staffing Solutions - Other Commercial Terms | |
|--|--|
| Volume Discounts | \$0- \$1,000,000 - No Rebate \$1,000,000-\$3,000,000 - 1% \$3,000,000-\$5,000,000 - 1.5% Over \$5,000,000 - 2% Volume Discounts, once threshold is reached, will be applied to the Bill Rate for the next weekly export cycle for all Contingent Workers and Identified as a credit on the monthly invoice. Spend tracking measurement period begins each calendar year. |
| Termination Discount | 1% reduction applied to Bill Rate after 1040 hours worked by a Contingent Worker. |
| Year over Year Rate Increase | Rates are locked for contract term, exceptions approved by NISource |
| Background Checks | Cost for Background Checks, as defined in the Agreement and this SOW, will be the responsibility of TRS Staffing Solutions |
| Note: No discounts will affect the Contingent Worker Pay Rate | |

| Yoh Services - Other Commercial Terms | |
|--|--|
| Volume Discounts | \$0- \$1,000,000 - No Rebate \$1,000,000-\$3,000,000 - 1% \$3,000,000-\$5,000,000 - 1.5% Over \$5,000,000 - 2% Volume Discounts, once threshold is reached, will be applied to the Bill Rate for the next weekly export cycle for all Contingent Workers and Identified as a credit on the monthly invoice. Spend tracking measurement period begins each calendar year. |
| Termination Discount | 1% reduction applied to Bill Rate after 1040 hours worked by a Contingent Worker. |
| Year over Year Rate Increase | Rates are locked for contract term, exceptions approved by NISource |
| Background Checks | Cost for Background Checks, as defined in the Agreement and this SOW, will be the responsibility of Yoh Services |
| Note: No discounts will affect the Contingent Worker Pay Rate | |

| Job Title | Professional Level | Professional Certificate | Education | Experience | Skills | Knowledge |
|-----------|--------------------|--------------------------|--------------------|--------------------|--------------------|--------------------|
| | | <p>Identifies</p> | <p>Identifies</p> | <p>Identifies</p> | <p>Identifies</p> | <p>Identifies</p> |
| | | <p>Coordinates</p> | <p>Coordinates</p> | <p>Coordinates</p> | <p>Coordinates</p> | <p>Coordinates</p> |
| | | <p>Manages</p> | <p>Manages</p> | <p>Manages</p> | <p>Manages</p> | <p>Manages</p> |
| | | <p>Supervises</p> | <p>Supervises</p> | <p>Supervises</p> | <p>Supervises</p> | <p>Supervises</p> |
| | | <p>Directs</p> | <p>Directs</p> | <p>Directs</p> | <p>Directs</p> | <p>Directs</p> |
| | | <p>Manages</p> | <p>Manages</p> | <p>Manages</p> | <p>Manages</p> | <p>Manages</p> |
| | | <p>Supervises</p> | <p>Supervises</p> | <p>Supervises</p> | <p>Supervises</p> | <p>Supervises</p> |
| | | <p>Directs</p> | <p>Directs</p> | <p>Directs</p> | <p>Directs</p> | <p>Directs</p> |

| Job Title | Job Description | Education | Experience | Duties | Skills | Knowledge | Other |
|--|---|--|--|--|---|---|-------|
| Construction Degree | Responsible for the design, construction, and maintenance of the project. This includes reviewing plans, conducting site visits, and ensuring compliance with all applicable regulations and standards. | Bachelor's Degree in Environmental Science | 3 years of professional experience in a related field, such as construction management or environmental engineering. | <p>1. Review and interpret project plans, specifications, and contracts.</p> <p>2. Conduct site visits to monitor construction progress and quality.</p> <p>3. Coordinate with subcontractors and vendors to ensure timely completion of work.</p> <p>4. Maintain accurate records of project activities and expenses.</p> <p>5. Prepare and submit reports to management and regulatory agencies.</p> <p>6. Enforce safety protocols and ensure compliance with OSHA regulations.</p> <p>7. Manage project budget and control costs.</p> <p>8. Resolve any issues or conflicts that arise during the project.</p> | <p>1. Construction management</p> <p>2. Environmental science</p> <p>3. Project management</p> <p>4. Safety protocols</p> <p>5. Regulatory compliance</p> | <p>1. Construction codes and regulations</p> <p>2. Environmental impact assessment</p> <p>3. Project management software</p> <p>4. Safety equipment and procedures</p> <p>5. Communication and negotiation skills</p> | |
| Bachelor's Degree in Environmental Science | Responsible for the design, construction, and maintenance of the project. This includes reviewing plans, conducting site visits, and ensuring compliance with all applicable regulations and standards. | Bachelor's Degree in Environmental Science | 3 years of professional experience in a related field, such as construction management or environmental engineering. | <p>1. Review and interpret project plans, specifications, and contracts.</p> <p>2. Conduct site visits to monitor construction progress and quality.</p> <p>3. Coordinate with subcontractors and vendors to ensure timely completion of work.</p> <p>4. Maintain accurate records of project activities and expenses.</p> <p>5. Prepare and submit reports to management and regulatory agencies.</p> <p>6. Enforce safety protocols and ensure compliance with OSHA regulations.</p> <p>7. Manage project budget and control costs.</p> <p>8. Resolve any issues or conflicts that arise during the project.</p> | <p>1. Construction management</p> <p>2. Environmental science</p> <p>3. Project management</p> <p>4. Safety protocols</p> <p>5. Regulatory compliance</p> | <p>1. Construction codes and regulations</p> <p>2. Environmental impact assessment</p> <p>3. Project management software</p> <p>4. Safety equipment and procedures</p> <p>5. Communication and negotiation skills</p> | |
| Bachelor's Degree in Environmental Science | Responsible for the design, construction, and maintenance of the project. This includes reviewing plans, conducting site visits, and ensuring compliance with all applicable regulations and standards. | Bachelor's Degree in Environmental Science | 3 years of professional experience in a related field, such as construction management or environmental engineering. | <p>1. Review and interpret project plans, specifications, and contracts.</p> <p>2. Conduct site visits to monitor construction progress and quality.</p> <p>3. Coordinate with subcontractors and vendors to ensure timely completion of work.</p> <p>4. Maintain accurate records of project activities and expenses.</p> <p>5. Prepare and submit reports to management and regulatory agencies.</p> <p>6. Enforce safety protocols and ensure compliance with OSHA regulations.</p> <p>7. Manage project budget and control costs.</p> <p>8. Resolve any issues or conflicts that arise during the project.</p> | <p>1. Construction management</p> <p>2. Environmental science</p> <p>3. Project management</p> <p>4. Safety protocols</p> <p>5. Regulatory compliance</p> | <p>1. Construction codes and regulations</p> <p>2. Environmental impact assessment</p> <p>3. Project management software</p> <p>4. Safety equipment and procedures</p> <p>5. Communication and negotiation skills</p> | |

| Education | Experience | Education | Experience | Education | Experience | Education | Experience |
|---|------------|---|------------|---|------------|---|------------|
| University Degree in Industrial School Degree | Six years | University Degree in Industrial School Degree | Six years | University Degree in Industrial School Degree | Six years | University Degree in Industrial School Degree | Six years |
| None | None | None | None | None | None | None | None |
| None | None | None | None | None | None | None | None |
| None | None | None | None | None | None | None | None |
| None | None | None | None | None | None | None | None |
| None | None | None | None | None | None | None | None |
| None | None | None | None | None | None | None | None |

| Job Title | Job Description | Education | Experience | Skills | Other | Supplies |
|-------------------------------|---|---|---|---|---|---|
| Senior Safety Management (SM) | <p>Senior Safety Management (SM) is responsible for the overall safety of the project. This includes developing and implementing safety plans, conducting safety audits, and ensuring that all safety protocols are followed. The SM also acts as a liaison between the project team and regulatory agencies.</p> | <p>SM requires a minimum of a Bachelor's degree in Safety Management, Occupational Safety and Health, or a related field. A Master's degree is preferred.</p> | <p>SM requires a minimum of 5 years of experience in safety management, including the development and implementation of safety plans, and the conduct of safety audits.</p> | <p>SM requires the following skills: strong communication skills, both written and verbal; excellent organizational skills; and the ability to work under pressure.</p> | <p>SM requires the following other qualifications: a valid driver's license; and the ability to travel.</p> | <p>SM requires the following supplies: safety glasses; hard hats; and safety vests.</p> |
| Safety Management (SM) | <p>Safety Management (SM) is responsible for the day-to-day safety of the project. This includes conducting safety audits, and ensuring that all safety protocols are followed. The SM also acts as a liaison between the project team and regulatory agencies.</p> | <p>SM requires a minimum of a Bachelor's degree in Safety Management, Occupational Safety and Health, or a related field.</p> | <p>SM requires a minimum of 3 years of experience in safety management, including the development and implementation of safety plans, and the conduct of safety audits.</p> | <p>SM requires the following skills: strong communication skills, both written and verbal; excellent organizational skills; and the ability to work under pressure.</p> | <p>SM requires the following other qualifications: a valid driver's license; and the ability to travel.</p> | <p>SM requires the following supplies: safety glasses; hard hats; and safety vests.</p> |
| Safety Management (SM) | <p>Safety Management (SM) is responsible for the day-to-day safety of the project. This includes conducting safety audits, and ensuring that all safety protocols are followed. The SM also acts as a liaison between the project team and regulatory agencies.</p> | <p>SM requires a minimum of a Bachelor's degree in Safety Management, Occupational Safety and Health, or a related field.</p> | <p>SM requires a minimum of 3 years of experience in safety management, including the development and implementation of safety plans, and the conduct of safety audits.</p> | <p>SM requires the following skills: strong communication skills, both written and verbal; excellent organizational skills; and the ability to work under pressure.</p> | <p>SM requires the following other qualifications: a valid driver's license; and the ability to travel.</p> | <p>SM requires the following supplies: safety glasses; hard hats; and safety vests.</p> |
| Safety Management (SM) | <p>Safety Management (SM) is responsible for the day-to-day safety of the project. This includes conducting safety audits, and ensuring that all safety protocols are followed. The SM also acts as a liaison between the project team and regulatory agencies.</p> | <p>SM requires a minimum of a Bachelor's degree in Safety Management, Occupational Safety and Health, or a related field.</p> | <p>SM requires a minimum of 3 years of experience in safety management, including the development and implementation of safety plans, and the conduct of safety audits.</p> | <p>SM requires the following skills: strong communication skills, both written and verbal; excellent organizational skills; and the ability to work under pressure.</p> | <p>SM requires the following other qualifications: a valid driver's license; and the ability to travel.</p> | <p>SM requires the following supplies: safety glasses; hard hats; and safety vests.</p> |
| Safety Management (SM) | <p>Safety Management (SM) is responsible for the day-to-day safety of the project. This includes conducting safety audits, and ensuring that all safety protocols are followed. The SM also acts as a liaison between the project team and regulatory agencies.</p> | <p>SM requires a minimum of a Bachelor's degree in Safety Management, Occupational Safety and Health, or a related field.</p> | <p>SM requires a minimum of 3 years of experience in safety management, including the development and implementation of safety plans, and the conduct of safety audits.</p> | <p>SM requires the following skills: strong communication skills, both written and verbal; excellent organizational skills; and the ability to work under pressure.</p> | <p>SM requires the following other qualifications: a valid driver's license; and the ability to travel.</p> | <p>SM requires the following supplies: safety glasses; hard hats; and safety vests.</p> |
| Safety Management (SM) | <p>Safety Management (SM) is responsible for the day-to-day safety of the project. This includes conducting safety audits, and ensuring that all safety protocols are followed. The SM also acts as a liaison between the project team and regulatory agencies.</p> | <p>SM requires a minimum of a Bachelor's degree in Safety Management, Occupational Safety and Health, or a related field.</p> | <p>SM requires a minimum of 3 years of experience in safety management, including the development and implementation of safety plans, and the conduct of safety audits.</p> | <p>SM requires the following skills: strong communication skills, both written and verbal; excellent organizational skills; and the ability to work under pressure.</p> | <p>SM requires the following other qualifications: a valid driver's license; and the ability to travel.</p> | <p>SM requires the following supplies: safety glasses; hard hats; and safety vests.</p> |
| Safety Management (SM) | <p>Safety Management (SM) is responsible for the day-to-day safety of the project. This includes conducting safety audits, and ensuring that all safety protocols are followed. The SM also acts as a liaison between the project team and regulatory agencies.</p> | <p>SM requires a minimum of a Bachelor's degree in Safety Management, Occupational Safety and Health, or a related field.</p> | <p>SM requires a minimum of 3 years of experience in safety management, including the development and implementation of safety plans, and the conduct of safety audits.</p> | <p>SM requires the following skills: strong communication skills, both written and verbal; excellent organizational skills; and the ability to work under pressure.</p> | <p>SM requires the following other qualifications: a valid driver's license; and the ability to travel.</p> | <p>SM requires the following supplies: safety glasses; hard hats; and safety vests.</p> |

| Job Title | Experience | Education | Other |
|-----------|---|-----------|-------|
| 24 Years | None. Software and communications skills established. Business, Economics or Finance. | None. | |
| 24 Years | None. Software and communications skills established. Business, Economics or Finance. | None. | |
| 24 Years | None. Software and communications skills established. Business, Economics or Finance. | None. | |
| 24 Years | None. Software and communications skills established. Business, Economics or Finance. | None. | |
| 24 Years | None. Software and communications skills established. Business, Economics or Finance. | None. | |
| 24 Years | None. Software and communications skills established. Business, Economics or Finance. | None. | |

| 2024-2025 | 2025-2026 | 2026-2027 | 2027-2028 | 2028-2029 | 2029-2030 | 2030-2031 |
|------------------|------------------|------------------|------------------|------------------|------------------|------------------|
| <p>2024-2025</p> | <p>2025-2026</p> | <p>2026-2027</p> | <p>2027-2028</p> | <p>2028-2029</p> | <p>2029-2030</p> | <p>2030-2031</p> |
| <p>2024-2025</p> | <p>2025-2026</p> | <p>2026-2027</p> | <p>2027-2028</p> | <p>2028-2029</p> | <p>2029-2030</p> | <p>2030-2031</p> |
| <p>2024-2025</p> | <p>2025-2026</p> | <p>2026-2027</p> | <p>2027-2028</p> | <p>2028-2029</p> | <p>2029-2030</p> | <p>2030-2031</p> |

Continuation of training and strategic initiatives with various related funding buckets

University College

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| Job Title | Description | Education | Experience | Licenses | Skills | Other | Notes |
|--|---|--|--|--|--|-------|---|
| Project Engineer | Responsible for project management, including planning, scheduling, and monitoring project progress. Coordinates with various departments to ensure project completion on time and within budget. | Bachelor's degree in Engineering or related field. | Minimum 2 years of project management experience. | Professional Engineer License (PE) in the state of Kentucky. | Strong communication, organizational, and problem-solving skills. | None | Provides supervision for all phases of project. |
| Construction Manager | Oversees the construction process from start to finish, ensuring quality and safety. Manages the construction budget and coordinates with subcontractors. | Bachelor's degree in Construction Management or related field. | Minimum 3 years of construction management experience. | None | Strong leadership, communication, and organizational skills. | None | Coordinates with all phases of project. |
| Construction Inspector | Inspects construction work to ensure compliance with building codes and safety regulations. Reports any violations to the appropriate authorities. | Bachelor's degree in Construction Inspection or related field. | Minimum 2 years of construction inspection experience. | None | Attention to detail, strong communication, and problem-solving skills. | None | Provides supervision for all phases of project. |
| Construction Worker | Performs manual labor on construction sites, including excavation, foundation work, and framing. Follows safety protocols and instructions from supervisors. | High school diploma or GED. | Minimum 1 year of construction experience. | None | Physical fitness, attention to detail, and strong work ethic. | None | Provides supervision for all phases of project. |
| Construction Foreman | Supervises construction workers on site, ensuring quality and safety. Coordinates with project managers and subcontractors. | Bachelor's degree in Construction Management or related field. | Minimum 3 years of construction foreman experience. | None | Strong leadership, communication, and organizational skills. | None | Provides supervision for all phases of project. |
| Construction Superintendent | Responsible for the overall management of a construction project, including budgeting, scheduling, and quality control. Coordinates with all project stakeholders. | Bachelor's degree in Construction Management or related field. | Minimum 5 years of construction superintendent experience. | None | Strong leadership, communication, and organizational skills. | None | Provides supervision for all phases of project. |
| Construction Project Manager | Manages the entire project lifecycle, from initial planning to final completion. Ensures project goals are met on time and within budget. | Bachelor's degree in Project Management or related field. | Minimum 5 years of project management experience. | None | Strong leadership, communication, and organizational skills. | None | Provides supervision for all phases of project. |
| Construction Quality Control Inspector | Conducts quality control inspections throughout the construction process to ensure compliance with specifications and standards. | Bachelor's degree in Quality Control or related field. | Minimum 2 years of quality control inspection experience. | None | Attention to detail, strong communication, and problem-solving skills. | None | Provides supervision for all phases of project. |

| Job Title | Job Description | Education | Experience | Skills | Knowledge | Other |
|----------------------|--|-----------------------------------|---|---|---|---|
| Project Manager | <p>Develop, manage, and coordinate project activities, including all cost estimation, management, and control. Monitor project progress, identify risks, and ensure timely completion. Coordinate with all project stakeholders, including clients, vendors, and internal teams. Prepare and maintain project reports and documentation.</p> | <p>High School Diploma or GED</p> | <p>3-5 years of project management experience</p> | <p>Strong communication, organizational, and leadership skills. Proficiency in project management software and tools.</p> | <p>Understanding of project management methodologies, risk management, and quality control.</p> | <p>Ability to work under pressure and manage multiple tasks simultaneously.</p> |
| Business Development | <p>Identify and pursue new business opportunities. Develop and maintain relationships with potential clients and partners. Prepare and present proposals and contracts. Monitor and report on sales performance and market trends.</p> | <p>High School Diploma or GED</p> | <p>1-3 years of business development experience</p> | <p>Excellent communication and sales skills. Ability to identify and target new markets.</p> | <p>Knowledge of market research, sales techniques, and contract management.</p> | <p>Strong networking and relationship-building abilities.</p> |
| Quality Assurance | <p>Develop and implement quality control processes. Monitor and inspect products and services to ensure compliance with standards. Identify and report quality issues and defects. Implement corrective actions to prevent recurrence.</p> | <p>High School Diploma or GED</p> | <p>1-2 years of quality assurance experience</p> | <p>Attention to detail and strong analytical skills. Proficiency in quality control tools and software.</p> | <p>Understanding of quality management systems and standards.</p> | <p>Ability to work independently and follow instructions.</p> |
| Customer Support | <p>Provide timely and effective support to customers. Resolve issues and complaints. Gather feedback and report on customer satisfaction. Maintain accurate records of customer interactions.</p> | <p>High School Diploma or GED</p> | <p>1-2 years of customer support experience</p> | <p>Excellent communication and problem-solving skills. Patience and empathy.</p> | <p>Knowledge of customer service best practices and company policies.</p> | <p>Ability to handle difficult situations and maintain a positive attitude.</p> |

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|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| <p>1.0</p> | <p>1.0</p> | <p>1.0</p> | <p>1.0</p> | <p>1.0</p> | <p>1.0</p> | <p>1.0</p> | <p>1.0</p> | <p>1.0</p> | <p>1.0</p> | <p>1.0</p> | <p>1.0</p> | <p>1.0</p> | <p>1.0</p> | <p>1.0</p> |
| <p>1.1</p> | <p>1.1</p> | <p>1.1</p> | <p>1.1</p> | <p>1.1</p> | <p>1.1</p> | <p>1.1</p> | <p>1.1</p> | <p>1.1</p> | <p>1.1</p> | <p>1.1</p> | <p>1.1</p> | <p>1.1</p> | <p>1.1</p> | <p>1.1</p> |
| <p>1.2</p> | <p>1.2</p> | <p>1.2</p> | <p>1.2</p> | <p>1.2</p> | <p>1.2</p> | <p>1.2</p> | <p>1.2</p> | <p>1.2</p> | <p>1.2</p> | <p>1.2</p> | <p>1.2</p> | <p>1.2</p> | <p>1.2</p> | <p>1.2</p> |
| <p>1.3</p> | <p>1.3</p> | <p>1.3</p> | <p>1.3</p> | <p>1.3</p> | <p>1.3</p> | <p>1.3</p> | <p>1.3</p> | <p>1.3</p> | <p>1.3</p> | <p>1.3</p> | <p>1.3</p> | <p>1.3</p> | <p>1.3</p> | <p>1.3</p> |
| <p>1.4</p> | <p>1.4</p> | <p>1.4</p> | <p>1.4</p> | <p>1.4</p> | <p>1.4</p> | <p>1.4</p> | <p>1.4</p> | <p>1.4</p> | <p>1.4</p> | <p>1.4</p> | <p>1.4</p> | <p>1.4</p> | <p>1.4</p> | <p>1.4</p> |
| <p>1.5</p> | <p>1.5</p> | <p>1.5</p> | <p>1.5</p> | <p>1.5</p> | <p>1.5</p> | <p>1.5</p> | <p>1.5</p> | <p>1.5</p> | <p>1.5</p> | <p>1.5</p> | <p>1.5</p> | <p>1.5</p> | <p>1.5</p> | <p>1.5</p> |
| <p>1.6</p> | <p>1.6</p> | <p>1.6</p> | <p>1.6</p> | <p>1.6</p> | <p>1.6</p> | <p>1.6</p> | <p>1.6</p> | <p>1.6</p> | <p>1.6</p> | <p>1.6</p> | <p>1.6</p> | <p>1.6</p> | <p>1.6</p> | <p>1.6</p> |
| <p>1.7</p> | <p>1.7</p> | <p>1.7</p> | <p>1.7</p> | <p>1.7</p> | <p>1.7</p> | <p>1.7</p> | <p>1.7</p> | <p>1.7</p> | <p>1.7</p> | <p>1.7</p> | <p>1.7</p> | <p>1.7</p> | <p>1.7</p> | <p>1.7</p> |

| Job Title | Qualification | Education | Experience | Detailed Description of Job Duties and Responsibilities |
|--|---------------|--|------------|---|
| Senior Electrical Engineer | None | Bachelor's degree in Electrical Engineering or equivalent | 10 years | <p>Design, develop, and test electrical systems and equipment for power generation, transmission, and distribution. Conduct load flow studies, short-circuit studies, and protection coordination studies. Prepare technical specifications, drawings, and reports. Oversee the construction and testing of electrical equipment. Provide technical support and training to staff and contractors. Ensure compliance with applicable codes and standards.</p> |
| Senior Project Manager | None | Bachelor's degree in Business Administration or equivalent | 10 years | <p>Manage the overall project from initiation to closure. Define project scope, objectives, and deliverables. Develop project charter, business case, and project management plan. Monitor project progress, manage risks, and communicate with stakeholders. Prepare project reports and presentations. Ensure project completion within budget and schedule.</p> |
| Senior Software Engineer | None | Bachelor's degree in Computer Science or equivalent | 10 years | <p>Design, develop, and test software applications. Analyze user requirements and create software specifications. Write clean, efficient code and conduct code reviews. Debug and troubleshoot software issues. Collaborate with cross-functional teams. Participate in system architecture and design decisions.</p> |
| Senior Systems Administrator | None | Bachelor's degree in Information Systems or equivalent | 10 years | <p>Manage and maintain enterprise IT infrastructure. Monitor system performance and troubleshoot issues. Implement security measures and backup/recovery procedures. Provide technical support to users. Collaborate with vendors for hardware and software procurement.</p> |
| Senior Business Analyst | None | Bachelor's degree in Business or equivalent | 10 years | <p>Analyze business processes and identify areas for improvement. Gather and analyze requirements from stakeholders. Create business process models and use cases. Collaborate with IT teams to design and implement solutions. Measure and report on system performance.</p> |
| Senior Quality Assurance Engineer | None | Bachelor's degree in Engineering or equivalent | 10 years | <p>Develop and execute test plans for software and hardware. Perform manual and automated testing. Report and track defects. Collaborate with development teams to resolve issues. Ensure compliance with quality standards and regulations.</p> |
| Senior Data Analyst | None | Bachelor's degree in Statistics or equivalent | 10 years | <p>Collect, clean, and analyze data to provide insights. Build statistical models and dashboards. Communicate findings to stakeholders. Collaborate with business teams to identify data needs and drive data-informed decisions.</p> |
| Senior Network Engineer | None | Bachelor's degree in Computer Science or equivalent | 10 years | <p>Design and implement network architectures. Configure and troubleshoot network devices. Monitor network performance and security. Collaborate with security teams to implement security measures.</p> |
| Senior Product Manager | None | Bachelor's degree in Business or equivalent | 10 years | <p>Define product vision and strategy. Conduct market research and competitive analysis. Develop product roadmaps and feature sets. Collaborate with engineering and marketing teams. Monitor product performance and customer feedback.</p> |
| Senior Operations Manager | None | Bachelor's degree in Business Administration or equivalent | 10 years | <p>Manage day-to-day operations of a department or organization. Develop and implement operational procedures. Monitor and improve operational efficiency. Manage resources and budgets. Ensure compliance with regulations.</p> |
| Senior Financial Analyst | None | Bachelor's degree in Finance or equivalent | 10 years | <p>Analyze financial data and trends. Prepare financial reports and forecasts. Evaluate investment opportunities and risks. Collaborate with management to support strategic decision-making.</p> |
| Senior HR Manager | None | Bachelor's degree in Human Resources or equivalent | 10 years | <p>Manage recruitment, selection, and onboarding processes. Develop and implement HR policies and procedures. Monitor employee performance and provide coaching. Ensure compliance with labor laws and regulations.</p> |
| Senior Compliance Officer | None | Bachelor's degree in Law or equivalent | 10 years | <p>Identify and assess organizational risks. Develop and implement compliance programs. Monitor and report on compliance status. Collaborate with legal and other departments to address compliance issues.</p> |
| Senior UX Designer | None | Bachelor's degree in Design or equivalent | 10 years | <p>Research user needs and behaviors. Create user personas and journey maps. Design user interfaces and interaction models. Collaborate with development teams to implement designs. Conduct usability testing and iterate designs.</p> |
| Senior Environmental Engineer | None | Bachelor's degree in Environmental Engineering or equivalent | 10 years | <p>Design and implement environmental protection systems. Conduct environmental impact assessments. Monitor and maintain environmental compliance. Collaborate with regulatory agencies.</p> |
| Senior Marketing Manager | None | Bachelor's degree in Marketing or equivalent | 10 years | <p>Develop and execute marketing strategies. Manage marketing campaigns and budgets. Analyze marketing performance and ROI. Collaborate with sales and product teams.</p> |
| Senior Safety Engineer | None | Bachelor's degree in Safety Engineering or equivalent | 10 years | <p>Identify and assess safety risks. Develop and implement safety programs. Conduct safety audits and investigations. Collaborate with management to improve safety performance.</p> |
| Senior Project Engineer | None | Bachelor's degree in Engineering or equivalent | 10 years | <p>Manage technical aspects of projects. Develop project schedules and budgets. Monitor project progress and quality. Collaborate with project managers and other stakeholders.</p> |
| Senior Research Scientist | None | Bachelor's degree in Science or equivalent | 10 years | <p>Conduct research in a specific field. Design and execute experiments. Analyze research data and publish findings. Collaborate with other researchers and students.</p> |
| Senior Systems Architect | None | Bachelor's degree in Computer Science or equivalent | 10 years | <p>Design high-level system architectures. Evaluate and select technologies. Collaborate with business and IT teams. Monitor and maintain system performance.</p> |
| Senior Business Development Manager | None | Bachelor's degree in Business or equivalent | 10 years | <p>Identify and pursue new business opportunities. Develop and execute sales strategies. Build relationships with clients and partners. Monitor and report on sales performance.</p> |
| Senior Data Scientist | None | Bachelor's degree in Statistics or equivalent | 10 years | <p>Apply advanced statistical and machine learning techniques to data. Build predictive models and algorithms. Communicate findings to stakeholders. Collaborate with business teams.</p> |
| Senior Contract Manager | None | Bachelor's degree in Business or equivalent | 10 years | <p>Manage the lifecycle of contracts. Negotiate and execute contracts. Monitor contract performance and compliance. Collaborate with legal and other departments.</p> |
| Senior Technical Support Engineer | None | Bachelor's degree in Engineering or equivalent | 10 years | <p>Provide technical support to customers. Diagnose and troubleshoot technical issues. Collaborate with product and development teams. Monitor and improve support processes.</p> |
| Senior Financial Controller | None | Bachelor's degree in Finance or equivalent | 10 years | <p>Oversee financial reporting and compliance. Manage accounts payable and receivable. Analyze financial performance and trends. Collaborate with management.</p> |
| Senior HR Business Partner | None | Bachelor's degree in Human Resources or equivalent | 10 years | <p>Partner with business leaders on HR issues. Develop and implement HR strategies. Monitor and improve HR processes. Collaborate with other HR professionals.</p> |
| Senior Environmental Scientist | None | Bachelor's degree in Environmental Science or equivalent | 10 years | <p>Conduct environmental monitoring and assessment. Develop and implement environmental management plans. Collaborate with regulatory agencies and stakeholders.</p> |
| Senior Marketing Analyst | None | Bachelor's degree in Marketing or equivalent | 10 years | <p>Analyze marketing data and trends. Develop and execute marketing campaigns. Monitor and report on marketing performance. Collaborate with marketing teams.</p> |
| Senior Safety Manager | None | Bachelor's degree in Safety or equivalent | 10 years | <p>Develop and implement safety programs. Conduct safety audits and investigations. Monitor and improve safety performance. Collaborate with management.</p> |
| Senior Project Coordinator | None | Bachelor's degree in Business or equivalent | 10 years | <p>Coordinate project activities and logistics. Monitor project progress and quality. Collaborate with project managers and other stakeholders.</p> |
| Senior Research Assistant | None | Bachelor's degree in Science or equivalent | 10 years | <p>Assist in research projects and experiments. Collect and analyze research data. Collaborate with researchers and students.</p> |
| Senior Systems Engineer | None | Bachelor's degree in Computer Science or equivalent | 10 years | <p>Design and implement system architectures. Configure and troubleshoot systems. Monitor and maintain system performance. Collaborate with other engineers.</p> |
| Senior Business Development Representative | None | Bachelor's degree in Business or equivalent | 10 years | <p>Identify and pursue new business opportunities. Develop and execute sales strategies. Build relationships with clients and partners. Monitor and report on sales performance.</p> |
| Senior Environmental Engineer | None | Bachelor's degree in Environmental Engineering or equivalent | 10 years | <p>Design and implement environmental protection systems. Conduct environmental impact assessments. Monitor and maintain environmental compliance. Collaborate with regulatory agencies.</p> |
| Senior Marketing Manager | None | Bachelor's degree in Marketing or equivalent | 10 years | <p>Develop and execute marketing strategies. Manage marketing campaigns and budgets. Analyze marketing performance and ROI. Collaborate with sales and product teams.</p> |
| Senior Safety Engineer | None | Bachelor's degree in Safety Engineering or equivalent | 10 years | <p>Identify and assess safety risks. Develop and implement safety programs. Conduct safety audits and investigations. Collaborate with management to improve safety performance.</p> |
| Senior Project Engineer | None | Bachelor's degree in Engineering or equivalent | 10 years | <p>Manage technical aspects of projects. Develop project schedules and budgets. Monitor project progress and quality. Collaborate with project managers and other stakeholders.</p> |

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| <p>Supervisor</p> | <p>Supervisor</p> | <p>Core Function: Provide oversight and direction of legal support for case or rule programs, including identifying all requirements and activities needed to provide comprehensive legal support for delivery in proposed and existing programs. Review and approve all legal documents and activities of each requirement and activity that a comprehensive legal plan in support of or in the implementation of a rule or program plan. Monitor progress toward meeting the legal plan(s), identify the cause and impact of delays or other problems, and coordinate with other staff to resolve issues. Review and approve all legal documents, including correspondence, notices, orders, and other legal documents. Review and approve all legal documents, including correspondence, notices, orders, and other legal documents. Conducts quality, process reports, and advises on feasibility, cost effectiveness, and regulatory conformance of plans, proposals, and/or special projects.</p> | <p>Duties</p> | <p>Value Proposition: Considered a highly specialized role and exercises considerable judgment in all areas of Supply Chain Logistics. Can provide leadership for other professionals and is responsible for driving cost savings and efficiencies in inbound and outbound delivery of materials.</p> |
|-------------------|-------------------|--|---------------|--|

EXHIBIT D
(Technology Descriptions)

ACCELERATION TECHNOLOGY

VENDOR MANAGEMENT SYSTEM (ACCELERATION-VMS)

Requisitioning: The Agile•1's Requisition functionality addresses tasks involved in recruiting, submitting, screening, interviewing, engaging and managing the engagements of Contingent Workers. Functions incorporated within this module include:

1. Requirement posting: Allows Client to post specific job requirements to their Vendor community.
2. Requirement approvals: Allows Client to configure multi-level requirement approvals by region, Requirement dissemination to Vendors: Enables Client to segregate Vendor by tier (or preferred Vendor program) based upon the dissemination rules specified by Client. Client also has the ability to select which requirements to send to individual Vendors.
3. Requirement dissemination to Vendors: Enables Client to segregate Vendor by tier (or preferred Vendor program) based upon the dissemination rules specified by Client. Client also has the ability to select which requirements to send to individual Vendors.
4. Vendor candidate submission: Client-selected Vendors are allowed to submit one or more candidates to Client per requirement and provide detailed information about that candidate for a particular position.
5. Candidate comparison: Client will have the ability to compare all candidates per requirement in a summary format outlining high-level criteria such as skills, rates, candidate status and Vendor name.
6. Candidate selection and engagement: Client has the ability to review the details of submitted candidates and view various informational elements about the candidates. Client also has the ability to engage candidates, utilizing a multi-level approval function within the Requisition component.
7. Assignment evaluation: Client may configure engagement evaluations that include customizable timelines, criteria, ratings, a note section and the ability to hide or show evaluation information to Vendors.
8. Vendor management: Client may:
 - Customize some Vendor fields.

- Configure Vendor's access to certain requirements.
 - Customize multi-tiered Vendor hierarchies.
 - Receive detailed Vendor productivity metrics and reports.
9. Online Management Reports: Managers can generate customized reports to effectively control labor usage and budget allocations and optimize their staffing strategy.
10. Email distribution of requirement/candidate information: The Requisition component provides an email notification functionality that sends emails to Client, customers and Vendors based on configurable triggers. The emails may contain a hyperlink that will allow the email recipient to navigate to the associated information within Agile•1's tool.
11. Enhanced functionality: Client will be provided enhanced functionality of the basic module, including:
- Dashboard of pending or open items on the home page
 - Label configurability on requirement, candidate and engagements
 - Configurable option to see rates and total cost within timesheets
 - "Not to exceed" field on requirement that will allow candidate submissions with rates below the listed requirement rate
 - Ability to configure maximum length of engagement by requirement class
 - "Ineligible to return" status and comment area for disengaged workers
 - Requirement settings authority moved to requirement class level and ability to include requirement settings as a part of the new requirement workflow
 - The delivery timeline of enhanced functionality shall be by mutual approval of the Parties

Time and Expense: Time and Expense functionality is used to capture the time, expense and project data for each active Contingent Workers. This data can then be reported on to create payment reports and burn down reports that show the costs as allocated to a specific engagement or project budget. Functions incorporated within this module include:

Browser based time/expense capture: Candidates engaged within requisition module shall enter their hours worked and expenses they have accrued on behalf of Client and associate those hours/expenses to Client projects and tasks

Time approval: Client can review time entered in Acceleration and has the authority to approve, edit or reject the contractor timesheet within the time frame established in the Services Agreement between Agile•1 and Client

Expense approval: Client can review contractor expenses entered in Acceleration and Client may approve or reject the expense report within the time frame established in the Services Agreement between Agile•1 and Client

Time/Expense reporting: Client has the ability to execute time and expense related reports that will be delivered via email

Billing and payment reporting: Client has the ability to execute billing and payment related data export reports that will be delivered via email

Reporting and Consolidated Invoicing:

Reporting: The reporting tool enables the Client to run standard and ad-hoc reports in real-time, based on historical data available in the database. The system captures and stores critical business data and allows for real-time retrieval of time-related management reports that can be filtered by department, project, cost center, and other available fields. Client can generate reports based on standard reports provide or the use of ad-hoc report functionality.

1. Report Selection: Client has the ability to select standard report types from a drop-down menu. Reports can be exported into html, pdf or xml formats.
2. Ad-hoc reports: Client has the ability select custom queries based on fields available in the database. Reports can be exported into html, pdf or xml formats.
3. Reporting availability: Reports are available at the vendor, applicant and hiring manager portals.

Consolidated Invoicing: The system consolidates timekeeping information from varied sources, as defined by the client during configuration, into a consolidated invoice/s. Information captured from the timekeeping systems from differing staffing vendor affiliations and across multiple locations and projects is gathered and consolidated into a single invoice or two invoices.

1. Electronic timecard entry: The electronic timecard functionality captures Contractor and Vendor time worked. Contractors and Vendors enter time worked via the electronic timecard, online.
2. Multiple time sheet capture: Contractors from various agencies have the ability to record, edit and approve timecards, using electronic time sheets via the Web.
3. Time sheet approval: Contractors and Vendors can edit and approve time sheet information online, before the invoice is created for the Client.
4. Invoice creation: Time sheet information gathered from pre-defined sources is consolidated into a single invoice for the Client. Client may request invoice delivery via email and/or USPS Mail.

STATEMENT OF WORK MANAGEMENT MODULE (ACCELERATION-SOW)

The Agile•1 Statement of Work Management Tool allows clients to automate the management of contractor projects. The tool facilitates tracking of project milestones, time and materials as they occur. The tool captures and records project deliverables, budget, time required and project expenses. The module supports client review of project events, report generation and approval of project budgets and expenses. The ACCELERATION-SOW module has the following functions:

- Browser based project time keeping/expense capture: Contractors engaged shall enter their hours worked, project updates and expenses accrued on behalf of Client and associate those hours/expenses to Client projects and tasks;
- Project time approval: Client can review time entered in Acceleration and has the authority to approve, edit or reject the contractor timesheet within the time frame established in the Agreement between Agile•1 and Client;
- Project Budget and Expense approval: Client can review contractor budget and expenses entered in Acceleration and Client may approve or reject the budget and expense report within the time frame established in the Agreement between Agile•1 and Client;
- Project Time/Budget and Expense reporting: Client has the ability to execute project time, budget and expense related reports that will be delivered via email;
- Project Billing and payment reporting: Client has the ability to execute billing and payment related data export reports that will be delivered via email.

INDEPENDENT CONTRACTOR COMPLIANCE

Independent Contractor Compliance –1099 (ACCELERATION-ICC)

The Agile•1 ACCELERATION-ICC (Independent Contractor Compliance) Module is designed to streamline the independent contractor (e.g. 1099) qualification process. The module provides a detailed, review, qualification and on-boarding process for all potential independent contractors using, pre-defined criteria to support IRS regulations. Upon review of requested criteria, Agile•1 reports results, so that Client can make a final determination. The Agile•1 Independent Contractor Compliance tool is used to collect data that supports the screening of independent contractors against client standards, legal regulations and current tax laws. Trained contract specialists use the data to generate custom contracts that support company requirements and the successful addition of approved independent contractors to complement workforce needs. Agile•1 is not responsible for payment of taxes due by independent contractor. The ACCELERATION-ICC Module has the following functions:

1. Requirement Posting: Allows Client to post specific independent contractor assignment requirements including: services to be performed, timing and payment.
2. Web based IC Questionnaire: The application process is conducted online. Allowing prospective contractors to submit responses to pre-defined criteria and attach supporting documentation via the web.
3. Independent Contractor Selection and Engagement: Client has the ability to review the details of submitted questionnaires and attachments to view various informational elements about the prospective IC. Assuming IC meets the necessary requirements, Client has the ability to engage the IC, offer a W-2 status or reject the potential IC, utilizing a multi-level approval function within the Requisition component.
4. Automated Notifications: Automated notifications are sent to Client and/or potential contractors, via MS Outlook Email, at pre-determined stages throughout the process. Notifications can include: receipt of completed application, approval of independent contractor, etc.
5. Online Management Reports: Managers can generate customized reports to effectively control labor usage and budget allocations and optimize their staffing strategy.



Project Roles and Responsibilities Matrix

ROLE / RESPONSIBILITY DEFINITIONS
 R: Responsible -- Owns the project task or deliverable
 A: Approver -- Reviews and signs off on the activity or result before it comes into effect or is implemented
 S: Supportive -- Contributes input and support to complete the task through review, time, tools, resources, other
 C: Consulted -- Has information, subject matter expertise or capabilities needed to perform the work
 I: Informed -- Notified of results or receives deliverable but not consulted

| Phase | Project Activity | Client Manager | Client Analyst | Client Developer | Client Tester | Client QA | Client PM | Client BA | Client UX | Client UI | Client DB | Client Security | Client Compliance | Client Legal | Client Finance | Client HR | Client IT | Client Ops | Client Support | Client Training | Client Change Management | Client Vendor Management | Client Procurement | Client Risk | Client Communications | Client Stakeholder Mgmt | Client Business Case | Client Strategy | Client Innovation | Client Sustainability | Client ESG | Client Digital Transformation | | | | | | |
|---------------------|---|----------------|----------------|------------------|---------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------------|-------------------|--------------|----------------|-----------|-----------|------------|----------------|-----------------|--------------------------|--------------------------|--------------------|-------------|-----------------------|-------------------------|----------------------|-----------------|-------------------|-----------------------|------------|-------------------------------|--|--|--|--|--|--|
| | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| System Construction | Identify client SME's for completing client user data | I | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| System Construction | Deliver Agile 1 client user data spreadsheet to designated Client SME's | I | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| System Construction | Schedule meeting to review Agile 1 spreadsheet with Client SME's and Agile 1 | I | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| System Construction | Educate client SME's on different standard client user access levels | S | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| System Construction | Complete client user data with access level information | I | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| System Construction | Create Default Client User Profile and Client Setup/Client User Setup, and Vendor Setup Data Worksheets | I | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| System Construction | Deliver Data Worksheets and Profile to PM for Audit and Approval | I | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| System Construction | Conduct audit of draft setup worksheets | A | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| System Construction | Identify additional data elements to be captured | S | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| System Construction | Collect additional required data elements | I | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| System Construction | Make Changes to Setup Worksheets and Client User Profile as needed | I | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| System Construction | Review final client and vendor setup data files | S | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| System Construction | Deliver completed client user data spreadsheet to implementation Specialist | I | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| System Construction | Identify Client User Data Provided by Feed | I | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| System Construction | Identify client IT SME's for file feed | I | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| System Construction | Provide sample client file feed | I | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| System Construction | Schedule meeting between Client and Agile 1 technical SME's to review sample file | S | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| System Construction | Conduct meeting between Client and Agile 1 technical SME's to review sample file | S | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| System Construction | Identify additional data requirements | S | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| System Construction | Determine if additional data is available in client system and whether programming is required to capture additional data | I | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| System Construction | Define complete configuration settings for all applicable client user roles | S | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| System Construction | Define business rules for processing of client user file | S | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| System Construction | Define frequency of file delivery | S | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| System Construction | Signoff on Client User File Specifications | S | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| System Construction | Perform additional file development (if necessary) | S | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| System Construction | Review final client user data file | I | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| System Construction | Make any final modifications | I | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| System Construction | Create Default Client User Profile (1 line) | I | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| System Construction | Secure Agile 1 IT signoff on feed layout and content | I | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| System Construction | Collect Contingent Worker Data | I | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| System Construction | Prepare contingent worker data spreadsheet for delivery to client's Suppliers | I | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| System Construction | Send email to client's Suppliers requesting completion of the contingent worker spreadsheet | I | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| System Construction | Complete supplier Provided Contingent Worker Data spreadsheet | I | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| System Construction | Validate Suppliers' completed contingent worker data spreadsheets with client and associate client accounting codes with individual CW data | I | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| System Construction | Finalize client provided Contingent Worker data (Client Location and Accounting Codes at a minimum) | I | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| System Construction | Deliver completed contingent worker spreadsheet to Agile 1 PM | I | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

7/28/2017



Project Roles and Responsibilities Matrix

ROLE / RESPONSIBILITY DEFINITIONS
 R: Responsible -- Owns the project task or deliverable
 A: Approver -- Reviews and signs off on the activity or result before it comes into effect or is implemented
 S: Supportive -- Contributes input and support to complete the task through review, time, tools, resources, other
 C: Consulted -- Has information, subject matter expertise or capabilities needed to perform the work
 I: Informed -- Notified of results or receives deliverable but not consulted

| Phase | Project Activity | Project Manager | Business Analyst | Systems Analyst | QA Tester | UX Designer | Front-End Developer | Back-End Developer | Database Administrator | Cloud Architect | Cloud Engineer | DevOps Engineer | QA Engineer | UI/UX Designer | Product Manager | Business Development | Marketing Specialist | Legal Counsel | Finance Analyst | HR Specialist | Operations Manager | Supply Chain | Vendor Management | IT Support | Network Administrator | Security Analyst | Compliance Officer | |
|---------------------|--|-----------------|------------------|-----------------|-----------|-------------|---------------------|--------------------|------------------------|-----------------|----------------|-----------------|-------------|----------------|-----------------|----------------------|----------------------|---------------|-----------------|---------------|--------------------|--------------|-------------------|------------|-----------------------|------------------|--------------------|--|
| Testing | Deliver updated Invoice file and re-test | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | |
| Testing | Sign off on readiness of Invoice file | R | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | |
| Testing | Integration Solution Testing (if applicable) | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | |
| Testing | Deliver test file | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | |
| Testing | Perform integration testing | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | |
| Testing | Make modifications to tests, if needed | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | |
| Testing | Sign off on file integration readiness | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | |
| Testing | Hold meeting with EmI to review Billing, invoicing, configuration for client | R | S | S | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | |
| Training | Training | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Training | Client Services | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Training | Collect material for CS training documentation | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | |
| Training | Prepare draft CS training material | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | |
| Training | Review draft CS training material with CSS | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | |
| Training | Finalize CS training material for On-Site Team | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | |
| Training | CSM | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Training | Hire CSM/CSA staff as needed | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | |
| Training | Conduct system & admin training | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | |
| Training | Conduct SLA/performance metrics training | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | |
| Training | Conduct Client Services implementation Training | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | |
| Training | Client Training | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Training | Detail Training Needs | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | |
| Training | Determine Training Method(s) | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | |
| Training | Develop Training Materials | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | |
| Training | Training Schedule | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Training | Coordinate & set client training schedule | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | |
| Training | Identify Training Logistics | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | |
| Training | Communicate client training schedule to client staff | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | |
| Training | Train Client Users | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | |
| Training | Supplier Training | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Training | Detail Training Needs | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | |
| Training | Determine Training Method(s) | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | |
| Training | Develop Training Materials | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | |
| Training | Training Schedule | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Training | Coordinate & set supplier training schedule | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | |
| Training | Identify Training Logistics | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | |
| Training | Communicate training schedule dates to Client's suppliers | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | |
| Training | Sign up for specific training sessions | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | |
| Training | Provide System training for Supplier Users | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | |
| Training | Educate Supplier Users on SLA's/performance metrics | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | |
| Training | Contingent Worker Training | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Training | Provide Suppliers with material to train contingent workers | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | |
| Training | Recommend Supplier CW training approach | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | |
| Training | Training Schedule (current workers on assignment) | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Training | Communicate training schedule dates for contingent worker | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | |
| Training | Identify training logistics | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | |
| Training | Train Contingent Workers | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | |
| Post Implementation | PROGRAM GO LIVE! | R | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | |
| Post Implementation | Post Implementation | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Post Implementation | Approve time cards in Acceleration/VMS | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | |
| Post Implementation | Run Export Readiness | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | |
| Post Implementation | Distribute first Invoice to Client | S | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | I | |

7/28/2027

Exhibit F

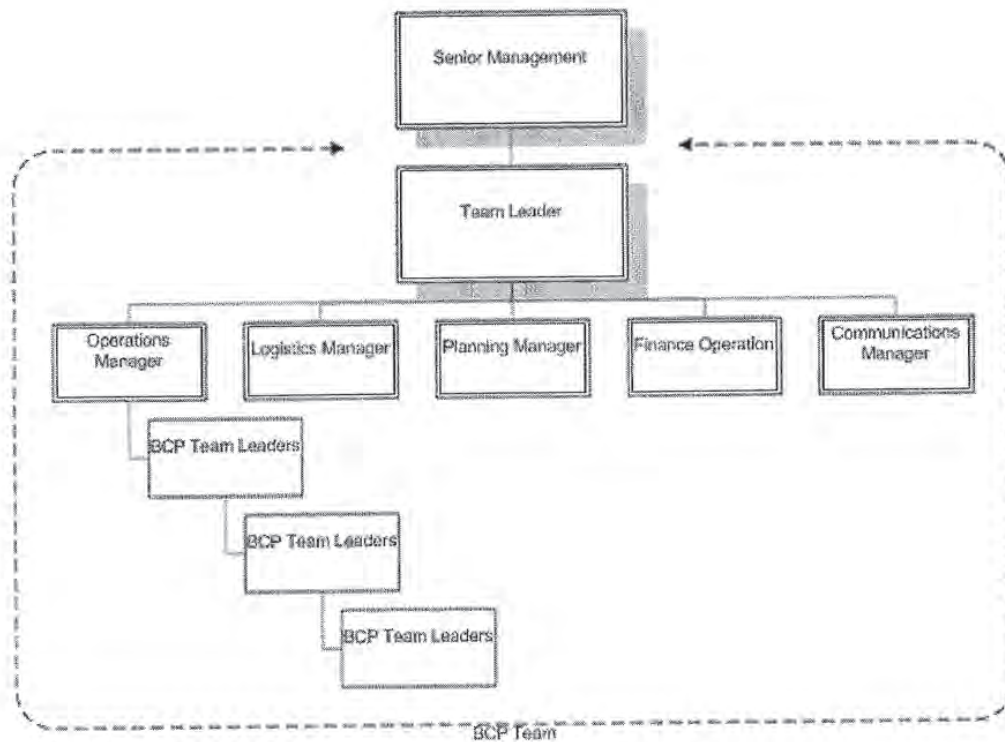


Business Continuity & Disaster Recovery

BUSINESS CONTINUITY PLAN

EMERGENCY MANAGEMENT TEAM

If a major incident/disaster occurs, the Emergency Management Team (EMT) will be convened and the situation assessed. It will be the responsibility of this team to decide whether or not to implement the individual department/business unit Business Continuity Plans. The format of the EMT is illustrated in the following diagram:



This Business Continuity Plan (BCP) will be activated by the BCP Team Leader, as identified in the plan, when he/she receives instructions from the Operations Manager on the Emergency Management Team (EMT). This document is reviewed twice annually, in April and July, to ensure that it remains accurate and reflective of the process. Agile•1 executes BCP drills once a year. There are four (4) different training requirements, and each is performed annually, at minimum.



When an emergency has been declared by the EMT, the BCP Team Leader will report directly to the EMT Operations Manager for the duration of the emergency. All ad hoc requests for decisions, assistance with facilities, acquiring outside services, etc. will be directed by the BCP Team Leader to the EMT through the Operations Manager.

It will be the BCP Team Leader's responsibility to contact all team members or their alternates and ensure that they convene at the Emergency Operations Center as defined in this plan. The BCP Team Leader will be responsible for the successful implementation of this plan.

The BCP status will be deactivated as soon as the resumption of normal business operations are sustained for at least 24 hours.

EMERGENCY OPERATIONS CENTER

Primary Site

Business Continuity Teams will meet in the conference room at ACT•1 Group's head office facility in California. The address of this facility is:

1999 W. 190th Street
Torrance, CA 90504

Alternate Sites

| | | |
|-------------------------------|--------------------------------|----------------------------|
| Atlanta Regional Office (SE) | 1200 Ashwood Pkwy # 590 | Atlanta, GA 30338 |
| Delaware Regional Office (NE) | 650 Naamants Rd # 315 | Claymont, DE 19703 |
| Denver Regional Office | 1401 17th Street, Suite 470 | Denver, CO 80202 |
| Glendale Office | 333 W. Broadway | Glendale, CA 91204 |
| Michigan Regional Office | 33533 West 12 Mile Rd, Ste 152 | Farmington Hills, MI 48331 |
| North Carolina Office | 5511 Capital Center Dr. # 210 | Raleigh, NC 27606 |
| Seattle Regional Office (NW) | 6840 Fort Dent Way # 140 | Seattle, WA 98188 |
| Huntington Beach | 16371 Beach Blvd, Suite 420 | Huntington Beach, CA 92647 |
| Riverside Office | 1501 Research Parkway Drive | Riverside, CA 92507 |

SCOPE AND OBJECTIVES

This plan covers a limited number of scenarios under which Business Continuity Plans would be implemented. They are as follows:

1. No Access to Main Warehouse, Backup Site Available
2. No Access to Main Warehouse, Backup Site Not Available



3. Staff Shortages

As determined by the Business Impact Analysis (see document A645-3), the following business functions are addressed by this plan.

1. Order Entry
2. Order Fulfillment
3. Stock Replenishment

The plans are divided into stages, with information to support each stage identified in separate appendices. The stages include:

- Stage 1 Immediate Response Steps
- Stage 2 Disaster Declaration Activities
- Stage 3 Functional Restoration
- Stage 4 "Day 2" Requirements
- Stage 5 Return to Normal
- Stage 6 Plan Distribution, Testing, and Maintenance

RISK ANALYSIS IDENTIFICATION

| Risk Type | Event | Probability of Occurrence |
|---------------------|----------------------|---|
| | | 1= <i>low</i> 3= <i>medium</i> 5= <i>high</i> |
| Natural | Tornado | 1 |
| | Hurricane | 1 |
| | Earthquake | 5 |
| | Flooding | 3 |
| | Snow/Ice | 1 |
| | Temperature Extremes | 3 |
| | Human | Labor Strike |
| Supplier Failure | | 3 |
| Vandalism/ Theft | | 5 |
| Terrorism | | 1 |
| Inadequate Training | | 3 |
| Bomb Threat | | 1 |



| | | |
|---------------|----------------------------------|---|
| | Arson | 3 |
| | Civil Disorder | 3 |
| Technological | Hardware Failure | 3 |
| | Software or Application Failures | 3 |
| | Electrical Outage | 5 |
| | Telecom Outage | 5 |
| | Water or Plumbing Outage | 5 |
| | HVAC | 5 |
| | HAZMAT | 1 |
| | Toxic Contamination | 1 |

STAGE 1: IMMEDIATE RESPONSE STEPS

Immediate Response Steps include protection of life and property, determination of disaster declaration, and notification of key individuals.

See Appendix A for:

- Initial Response to Incident (local safety plans, meeting place)
- Business Recovery Team Member Information
- Disaster Declaration Criteria
- Damage Assessment
- Command Center Location
- Corporate Communications Policy

STAGE 2: DISASTER DECLARATION ACTIVITIES

Disaster Declaration Activities includes employee notification and relocation to an alternate site with appropriate workspace.

See Appendix B for:

- Emergency Notification Procedures (Calling trees)
- Alternate Site Information (include maps)
- Notification of Critical Employees
- Employee Contact Information
- Transportation & Relocation Plans
- Alternate Site Requirements (workspace, hardware, software)
- Notification of Critical Internal Contacts



STAGE 3: FUNCTIONAL RESTORATION

Functional Restoration is the point where all resources that support critical business operations are restored.

See Appendix C for:

- Identification of Critical Business Processes
- Interim Operating Procedures
- Non-Critical Employee Notification
- Notification of External Vendors, Suppliers, and Customers

STAGE 4: DAY 2 REQUIREMENTS

"Day 2" Requirements include the addition of processes to enable business units to resume some portion of their normal business operations.

See Appendix D for:

- Identify "Day 2" Business Processes
- Identify "Day 2" Requirements

STAGE 5: RETURN TO NORMAL

Return to Normal is the point where the damaged site has been repaired or a new location prepared and the business unit returned to their permanent location.

See Appendix E for:

- Determine Facilities Support for Repair / Rebuild / Relocation
- Identification of Procedures & Tasks
- Notification of Employees
- Notification of Internal Contacts
- Notification of External Vendors, Suppliers, and Customers

STAGE 6: PLAN DISTRIBUTION, TESTING AND MAINTENANCE

Plan Distribution, Testing & Maintenance includes a plan distribution listing, information on plan testing and maintenance.

See Appendix F for:

- Business Continuity Plan Distribution
- Business Continuity Plan Version Control
- Business Continuity Plan Testing
- Business Continuity Plan Maintenance Schedule



ON-SITE ENGAGEMENT CONTINGENCIES

Should a client site become compromised, where on-site Agile•1 Client Services personnel reside, full program support can be provided through dedicated resource in our Shared Services department, which can activate immediately as on-site personnel are relocated according to the BCPs in place at the client facility.

Agile•1 utilizes a nationwide Shared Services center, staffed with trained Client Services Managers and Administrators. In the event of unscheduled absences, emergencies, shut downs, natural disasters or other exigencies, Agile•1 has over 300 points of operation throughout the United States, Canada, Puerto Rico, and the United Kingdom to provide off-site coverage for its clients.

Where Agile•1 technology tools are utilized for automated program support, refer to those disaster recovery plans for continuity planning, redundancy, switchover protocols, and information retrieval. For on-site engagements where a third party tool is used, we request that clients and those vendors maintain copies of the plan and include Agile•1 professionals in any scenarios that run for disaster preparedness training.

Should a client's selected VMS technology (third party tool) become unavailable for more than six (6) consecutive hours during an engagement, Agile•1 will switch to a manual process and notify suppliers that the system is down. Manual order documents and timecards will be used on an interim basis, will be distributed to the vendors, and a log will be kept of all manual transmittals; when the third party system comes back online, these can be transcribed back into the technology.

If workers are unable to access a client's selected technology (third party tool) for any reason, such as a non-functioning network, cellular aircards can be distributed to all Agile•1 onsite team members and operations shifted to an offsite shared services center or hub operation.

If a client's internal technology, such as SAP, becomes unavailable, Agile•1 will support and follow the client's BCP DRP as it relates to the client's internal technology systems.

Once a BCP status is no longer active and necessary systems are back online, Agile•1 will work with client to ensure all activity occurring during BCP is uploaded into applicable systems. Activity Logs will be kept of all activity that has occurred during the down period or outage.

BACK UP SERVICE LOCATIONS

| | |
|--|--|
| 1200 Ashwood Parkway, Suite 590 Atlanta, GA 30338 | <i>Refer to specific BCP appendix for site support</i> |
| Brandywine Corporate Center | <i>Refer to specific BCP appendix for site support</i> |



| | |
|---|--|
| 650 Naamans Road Suite 315 Claymont DE 19703 | |
| 1401 17 th Street Suite 470 Denver, CO USA 80202 | <i>Refer to specific BCP appendix for site support</i> |
| 325 West Broadway Glendale, CA 91204 | <i>Refer to specific BCP appendix for site support</i> |
| 16371 Beach Blvd., Suite 221 Huntington Beach, CA 92647 | <i>Refer to specific BCP appendix for site support</i> |
| 1501 Research Drive Riverside CA 92507 | <i>Refer to specific BCP appendix for site support</i> |
| 950 Boardwalk Suite 302 San Marcos, CA 92078 | <i>Refer to specific BCP appendix for site support</i> |
| 6840 Fort Dent Way, Suite 100 Seattle, WA 98188 | <i>Refer to specific BCP appendix for site support</i> |
| Agile1 Corporate Headquarters 1999 W. 190 th Street Torrance, CA 90502 800-365-2281 - Main | <i>Refer to specific BCP appendix for site support</i> |
| Regal Court 42-44 High Street Slough, Birkshire, UK SL1 1EL | <i>Refer to specific BCP appendix for site support</i> |
| 14131 Midway Road, Suite 106 Addison TX 75001 | <i>Refer to specific BCP appendix for site support</i> |
| 1200 Ashwood Parkway, Suite 590 Atlanta GA 30338 | <i>Refer to specific BCP appendix for site support</i> |
| 10350 Park Meadows Drive Littleton CO 80124 | <i>Refer to specific BCP appendix for site support</i> |
| 1 Becton Drive Franklin Lakes NJ 07417 | <i>Refer to specific BCP appendix for site support</i> |
| 1400 Highway 101 South Greer SC 29651-6799 | <i>Refer to specific BCP appendix for site support</i> |
| 9191 S. Jamaica Street Englewood, CO 80112 | <i>Refer to specific BCP appendix for site support</i> |
| 7421 Carmel Executive Park, Suite 110 Charlotte NC 28226 | <i>Refer to specific BCP appendix for site support</i> |
| 1020 Delta Blvd, Bldg A2 | <i>Refer to specific BCP appendix for site support</i> |



| | |
|---|--|
| Department 961 Atlanta GA 30354 | |
| 1500 Towerview Road, MSPJ 677 Eagan MN 55121 | <i>Refer to specific BCP appendix for site support</i> |
| 701 E. Cary Street First Floor Richmond VA 23219 | <i>Refer to specific BCP appendix for site support</i> |
| 7 La Lomita Suite 2 Manatí, PR 00674 | <i>Refer to specific BCP appendix for site support</i> |
| 10200 David Taylor Drive Charlotte NC 28262 | <i>Refer to specific BCP appendix for site support</i> |
| 250 Plainsboro Road Princeton NJ 08543 | <i>Refer to specific BCP appendix for site support</i> |
| One General Mills Blvd., MO#-13 Minneapolis MN 55426 | <i>Refer to specific BCP appendix for site support</i> |
| 6620 W. Broad Street Bldg. 4, 2 nd Floor Richmond VA 23230 | <i>Refer to specific BCP appendix for site support</i> |
| 19001 N. Scottsdale Road Scottsdale AZ 85255 | <i>Refer to specific BCP appendix for site support</i> |
| One Ford Place, #4 Detroit MI 48202 | <i>Refer to specific BCP appendix for site support</i> |
| 126 E. Lincoln Avenue RY-111 Bldg 60 Rahway NJ 07065 | <i>Refer to specific BCP appendix for site support</i> |
| 405 Cordele Road Albany GA 31705 | <i>Refer to specific BCP appendix for site support</i> |
| MS NH210 17735 W. 32 nd Avenue Golden, CO 80401-0030 | <i>Refer to specific BCP appendix for site support</i> |
| 3939 W. Highland Blvd. Milwaukee WI 53208 | <i>Refer to specific BCP appendix for site support</i> |
| 100 Universal City Plz Universal City CA 91608 | <i>Refer to specific BCP appendix for site support</i> |
| 307 Cranes Roost Blvd., Suite 1030 Altamonte Springs FL 32701 | <i>Refer to specific BCP appendix for site support</i> |
| 245 Market Street 17 th Floor San Francisco CA 9410 | <i>Refer to specific BCP appendix for site support</i> |
| One Robert Rich Way | <i>Refer to specific BCP appendix for site support</i> |



| | |
|---|--|
| Buffalo NY 14213 | |
| 1701 E. Woodfield Drive Suite 1115 Schaumburg, IL 60173 | <i>Refer to specific BCP appendix for site support</i> |
| 555 West 5 th Street 17 th Floor Los Angeles CA 90013 | <i>Refer to specific BCP appendix for site support</i> |
| 9 Roszel Road Princeton, NJ 08540 | <i>Refer to specific BCP appendix for site support</i> |

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- XV. Preparing for Power Failures/Black Outs
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I - Introduction

This emergency response plan is designed to protect employees during emergency situations, including fires, natural disasters, and bomb threats.

The Office Manager/Supervisor will have the primary responsibility for responding to and coordinating emergency situations.

All employees should review and follow these procedures. Supervisors must ensure that their employees are familiar with these procedures.

II – Emergency Preparedness Overview

Agile1's objective is "ZERO" occupational injuries and illnesses, and this goal also applies to a crisis. Branch offices are in charge of maintaining an up-to-date Emergency Contact List for all employees. The Emergency Contact numbers posted for each branch office include Fire, Police, Ambulance, Security Alarm Company, Utilities (Gas and Electricity) and the Property Management Company. While no plans or preparations can address every eventuality, an Emergency Planning Checklist should be in place at all Agile1 facilities. It includes:

- ❖ Emergency Response Team
- ❖ Safety Equipment

- ❖ First Aid & 72-Hour Supplies
- ❖ Facility Awareness Training
- ❖ Personnel Response Issues

Designate People For An Emergency Response Team: Identify responsible people with the ability to remain calm during a crisis. Individuals with a frequent presence and strong leadership and communication skills are ideal candidates. Special emergency skills are valuable. The people selected should be comfortable with performing basic lifesaving techniques such as CPR and mouth-to-mouth resuscitation. The best way to approach a crisis is as a team, with every member owning a piece of the problem.

Safety Equipment: Medicine, fire extinguishers, and flashlights are among items you should have on hand. Make sure everyone is familiar with the location of equipment and troubleshoot periodically to ensure that dated items haven't expired, back-up power is operational, and batteries are charged.

First Aid & 72-Hour Supplies: The basics of a First Aid kit include bandages, alcohol, cotton, cold packs, disposable latex gloves, eyewash, sterile gauze, antibacterial cream, scissors, aspirin and non-aspirin. First Aid kits can be purchased through Office Depot, and the contact is Abel Meza at All-In-One Corporate, (800) 872-2677 ext. 3120. The American Red Cross (www.redcross.org) and OSHA (www.osha.gov) can provide further information on specific contents required.

Part of preparing is ensuring that you have supplies for emergencies requiring confinement in your building for 72 hours (3 days). Agile1 encourages employees to provide food and water for themselves. Water is the most frequently overlooked item, and the rule of thumb is one gallon per person per day. Non-perishable food is helpful, but water is crucial. It's also important for staff members to have adequate supplies of daily medicines they need. Specific supplies vary in different environments. For example, in areas with extreme weather, employees should store blankets. Other important supply items employees should consider storing include flashlights, cell phones, battery-operated radios with extra batteries, matches, and candles. Employees may consider having personal emergency supplies in their cars in the event of emergency during travel.

Facility Awareness Training: Know your building. Are there obstructions to hallways and fire exits? Make sure smoke detectors and sprinkler systems are operable, and that staff members know where structurally sound, safe areas with proper ventilation are. In the event of an emergency, people should have access to keys that will open locked doors. Carefully consider how safe your building is in the event that you have to quickly escape or remain confined to it. Your staff should determine an emergency offsite meeting area in the event of evacuation during business hours.

Personnel Response Issues: Key personnel should be trained in fire and earthquake response, first aid and CPR, and make sure other staff members know who the "go to" people are. Also be aware of anyone in a building who may need special assistance to exit the floor. Post emergency phone numbers including fire, police, ambulance rescue squad, doctor, and hospital, and add the building security number to telephone speed dials. Conduct drills that

account for the scenario of a dangerous intruder on the premises, and broadcast over the paging system to alert staff to eminent danger.

The main priority in emergency planning is communication. Communication begins with training people and making them aware of emergency procedures. Communication becomes even more vital during a crisis when individuals must act as a team to execute swift, proper actions. By its very nature a crisis is unforeseen, but preparation and planning are the keys to effectively dealing with a workplace emergency situation.

III - Reporting Emergencies

When there is a fire or other emergency that poses immediate danger to people or property, call 911 and sound the fire alarm if you can do so safely before evacuating. Follow emergency evacuation procedures. Remain calm, notify others, and respond to the emergency as appropriate. Procedures for responding to specific types of emergencies are described below. Do not attempt to handle emergency duties—e.g., fire fighting—for which you do not have training.

When you call 911 to report an emergency, provide the emergency dispatcher with the following information:

- ❖ The street address for your location;
- ❖ The building or area name where the emergency response is required;
- ❖ The location within building or area;
- ❖ A brief description of emergency; and
- ❖ Your name

Unless there is a risk to your safety, remain on the line until told by the emergency dispatcher to hang up. The following numbers should be posted near telephones and in other conspicuous locations:

- ❖ Outside emergency services (police, fire department, ambulance service)
- ❖ Hospital
- ❖ Risk Management
- ❖ Poison Control Center
- ❖ National Response Center (1-800-424-8802)
- ❖ Regional EPA Office

IV - Evacuation Procedure

Each building has a written emergency evacuation procedure. Floor plans indicating exits and fire extinguisher accompany each of these procedures. The floor plans are posted in each office.

Supervisors are responsible for ensuring that employees know the location of fire extinguisher, fire exits, and alarm systems in the area in which they work. Training and information is available from the Corporate Facilities Department.

If a fire emergency exists, employees should immediately activate the building alarm by pulling a pull station. Pull station locations can be found on the floor plans. Employees should evacuate all rooms, closing all doors to confine and reduce the fire and to reduce oxygen. DO NOT LOCK DOORS.

When the building evacuation alarm is sounded, an emergency exists. Walk quickly to the nearest marked exit and alert others to do the same. Smoke is the greatest danger in a fire. If you must pass through a smoke-filled room, stay near the floor where the air may be less

toxic.

Leave the building using the nearest exit. Once you are outside the building, move to the assembly area for that building. Keep streets, fire lanes, hydrants, and walkways clear for emergency vehicles and crews.

DO NOT RETURN TO AN EVACUATED BUILDING UNLESS TOLD TO DO SO BY THE ENFORCEMENT DIVISION HANDLING THE CRISIS.

NOTE: If you become trapped in a building during a fire and a window is available, place an article of clothing (shirt, coat, etc.) outside the window as a marker for rescue crews.

V - Accounting for Employees

After an evacuation, immediately report to the designated assembly area away from the office. Supervisors should determine if anybody is missing and report to the Corporate Office HR Director and/or Director of Risk Management.

VI - Evacuation Procedures for Handicapped Employees

Employees should tell their supervisor about disabilities that may require special accommodations when carrying out emergency evacuation plans. The supervisor is responsible for working with the employee to develop accommodations that will allow the employee to evacuate safely. For instance, co-workers may be assigned to assist employees in wheelchairs.

VII - Emergency Medical Treatment

Emergency medical treatment or first aid may be required during or after an emergency. Employees who have been trained to provide first aid must remember the following:

- Avoid panic;
- Inspire confidence; and
- Do only what is necessary to stabilize an injured employee's medical condition until professional help arrives.

The following sections cover basic procedures for handling common injuries and illnesses.

VIII - First Aid Kits

A basic first aid kit should be available in each building, department, and vehicle. First aid kits will include physician-approved supplies suitable for medical emergencies that can include sterile bandages, tape, scissors, ice packs, plastic gloves, and a mouth-to-mouth breathing tube. Aspirin or other oral medications, ointments or creams, drops, antiseptic solutions, or inhalants are not recommended in the general office first aid kit but may be included in the

employee's personal first aid kit. Inform employees of the location of first aid kits. Inventory supplies and restock items, as necessary.

IX - Initial First Aid

Employees who are first to arrive on the scene of a medical emergency should follow these guidelines:

- Assess the situation. Can you safely approach the victim? If not, what can you do to help without threatening your own safety? Determine what is wrong with the victim.
- Set Priorities and call for emergency. Is the victim conscious? How serious is the victim's condition? Should you call for help immediately or do you need to attend to the victim? Can someone else call emergency medical services so the victim is not left alone? If no one else is available, decide if it is more important to administer first aid immediately or to call emergency medical services and leave the victim unattended. Never leave a victim in a life-threatening situation without trying to first stabilize the victim's condition.
- Check the "ABCs" (unconscious victims only).

"A"—Airway. Make sure the victim has a clear airway. Place the victim on his/her back. Place one hand on the victim's forehead and one hand under the chin and tilt the head back. Open the victim's mouth and check for obstructions. If the victim is unconscious and an obstruction is visible, remove it with your fingers. NOTE: If you suspect back or neck injury, do not move the victim or adjust the victim's neck. Simply open the victim's mouth to check for obstructions.

"B" —Breathing. Place your ear above the victim's mouth and look at the chest. Listen for breathing and look for the rise and fall of the chest. If the victim is not breathing, someone trained in mouth-to-mouth breathing should begin resuscitation.

"C"—Circulation. Using two fingers, gently feel for the carotid artery in the neck to check for a pulse. To find the artery, place your fingers on the victim's Adam's apple and then slide them down the side of the neck until you feel the groove between the windpipe and neck muscles. If there is no pulse, someone trained in CPR should begin cardiopulmonary resuscitation.

Stay with the victim until emergency medical personnel arrive.

X - Shock

Shock commonly accompanies injuries or severe emotional distress. Symptoms of shock include the following:

- Cold, clammy skin; pale skin tone; shallow breathing; and chills.

Follow these steps to assist shock victims:

- Call emergency personnel.
- Keep the victim lying down.
- Maintain an open airway. If the victim vomits, turn the head sideways and the chin downward.
- Elevate the victim's legs.
- Keep the victim warm.
- Reassure the victim.

XI - Fires

If you see a fire or smoke, take the following steps:

- Activate the alarm to begin evacuating the building.
- If you are not in immediate danger, call 911 to report the fire. Provide the operator with the building or area name, the approximate location of the fire, the size and type of fire, and your name.
- If you are formally trained in fire fighting techniques and are not in imminent danger, you may attempt to fight a fire that is small and controllable. Do not place yourself or others in unnecessary danger.
- Exit the building by following posted evacuation routes. Proceed to the designated assemble location. Do not use elevators in an emergency.
- If you must exit through smoke, crawl low under the smoke to escape.
- If you are escaping through a closed door, feel the door before opening it. If it is hot, use an alternate route.
- If smoke, heat or flames block your exit routes, stay in the room with the door closed. Signal for help using a bright colored cloth at the window. If there is a telephone in the room, call the fire department and tell them where you are.
- Employees must receive permission from their supervisor or the local city emergency service officials before re-entering the building.

XII - Bomb Threats

If you receive a bomb threat over the telephone, remain calm and act courteous. If possible, notify another person to listen on another extension. Take notes on the caller's threat, tone, voice characteristics, and background noise.

If the caller seems willing to talk, try to find out as much as possible about the caller and the threat. Ask questions, such as:

- When will the bomb go off? How much time remains?
- Where is the bomb located?
- What kind of bomb is it?
- How do you know about this bomb?
- What is your name?

- Do you know that there are people in the building who could be hurt or killed?

Take the following steps after the caller hangs up:

- Hang up the phone. Immediately, before the next call comes in, dial *57. Listen and write down what the recorded message says.
- Hang up the phone, pick up the phone and dial *69. Listen and write down what the recorded message says.

Call the police department by dialing 911 and report the following information:

- your name;
- the location and telephone number from which you are calling;
- a description of the bomb threat;
- the exact time you received the call;
- the location of the device, if known;
- the type of device, if known;
- the information you received after dialing *57 and *69; and
- any other information from your notes.
- Inform your supervisor and building security.

The police department can assist you with further instruction on necessary evacuation procedures. If you are required to evacuate, follow the evacuation procedures outlined in this information to promote as much safety as possible.

XIII - Weather Emergencies

The Company Offices may be subject to the following weather emergencies:

- Tornadoes and high winds;
- lightning; and
- Winter weather.

During a tornado warning or high winds, employees should move to places of maximum protection, such as the interiors of buildings and the lowest floor possible. Keep away from windows. Assist disabled workers in moving to these locations. Await specific instructions from your supervisor or the emergency response coordinator. A tornado watch is issued when weather conditions are ideal for a tornado to form. A tornado warning is issued when a tornado is identified in the immediate vicinity.

During an electrical storm, stay away from windows and open doors. You may be instructed to shut down your computer. Stay clear of metal objects, such as pipes and electrical appliances. Do not go outside. If you find yourself caught in a storm away from a protected building, stay in a closed automobile if possible. Stay away from tree lines, flagpoles, towers, and metal fences. If caught in the open, stay low.

Except during extremely hazardous weather conditions, the Company is to remain open for business and employees will be expected to report for work. During severe winter

weather, employees may listen to radio stations for information about any closings or delayed openings.

Employees also may call their Office Manager or the Corporate Office at 1-800-576- 5765 to determine whether to report to work during severe weather. Drive slowly in winter weather and be sure to clean all ice and snow from vehicle windows.

XIV - Earthquakes

- Know what to do when the shaking begins: DROP, COVER AND HOLD ON
- Drop under a **sturdy** desk, table, stairwell, or doorjamb. If there is no table or desk nearby, sit on the floor against an interior wall away from windows, bookcases, or tall furniture that could fall on you. Hallways are among the safest areas; kitchens and garages are the most dangerous.
- Cover and protect your head and neck with your arms.
- Hold securely on to furniture during the shaking. If the furniture moves, you want to move with it to maintain protection. Remain in that position until the shaking stops. After the shaking subsides, immediately evacuate the building to the nearest designated safe area outside.

Steps to take when you are in certain areas:

- Outdoors - move to a clear area, away from trees, signs, buildings or downed electrical wires and poles.
- On a sidewalk near buildings - duck into a doorway to protect yourself from falling bricks, glass, plaster and other debris.
- Driving - pull over to the side of the road and stop. Avoid overpasses, power lines and other hazards. Stay inside the vehicle until the shaking is over.
- Kitchen – move away from the refrigerator, stove and overhead cupboards.
- Stadium or Theater – stay in your seat and protect your head with your arms. Do not try to leave until the shaking is over. Then exit in a calm and orderly manner.
- Crowded store or other public place – do not rush for exists. Move away from display shelves containing objects that could fall.

After the Earthquake:

- Remain calm.
- Check for injured persons. Administer first aid, if trained.
- Immediately check for ruptured utilities in the building. Shut off utilities as necessary at their source.
- If you smell gas or suspect a leak, turn off main gas valve, open windows in the office, and carefully leave. DO NOT flip any switch including a light switch, which may spark and ignite the gas.
- If damage to your electrical system is suspected (frayed wires, sparks, or smell of hot insulation) turn off system at the main fuse box.
- Use fire extinguishers to control small fires.
- Inspect the office for damage.

- Listen to the radio for instructions and information.
- If functioning, use the phone lines quickly to report only life-threatening emergencies.
- Don't drink tap water or use toilets until you know if water and sewer lines are intact.
- Expect aftershocks.
- If you have to evacuate, post a message in clear view telling where you can be found. Take with you: 72-hour Survival Kit (described in the Emergency Planning Checklist Section).

XV – Preparing for Power Failures/Rolling Black Outs

What the office can do during a power failure:

1. Direct Mail
2. Have a strategy or sales training meeting
3. Catch up on filing

What to have on hand:

1. List of other offices cell phone numbers
2. Client front screens printed with directions to active clients
3. Current Traffic Report

How to prepare:

1. Send out letters to clients NOW letting them know of the other offices phone numbers in case they need to contact us during a black out. Those offices could then pass the information along using the cell phone directory mentioned above.
2. Audit files to make sure that all active clients have a copy of their front screen included
3. Pre print current availability/traffic report

XVI - Emergency Planning Checklists

In the event of an emergency, it is crucial to prevent havoc when a disaster occurs. The following Emergency Planning Checklist may be helpful when developing a detailed preparedness plan:

- **Emergency Response Team**

- Select key people based on their frequent presence, ability to remain calm during a crisis, and special emergency skills they possess.
- Distribute a list of this Emergency Response Team to your staff.

- **First Aid**

- Make sure you have a well-stocked First Aid Kit. It should include the basics: bandages, sterile gauze, cotton, alcohol, eyewash, antibacterial cream, scissors, tweezers, aspirin and non-aspirin.

- **Safety Equipment**

- . Conduct an inventory of the existing emergency supplies, equipment and information. Gather the items to a central storage area or document their locations. Check the dates of any items that may expire in the future, including medicine and fire extinguishers. Verify that batteries work and backup power supply is operational.

- **72-hour Personal Survival Kit – Individual Preparedness**

- . Make sure you have sufficient supplies for emergencies that require confinement to the building for 72 hours. Each employee is responsible for his/her own 72-hour kit. Employees may keep an individual 72-hour kit in their desks, near their workstations or in their car. However it is advisable that employees have a separate kit for the workplace and a separate kit for travel.

Recommended 72-hour supplies

- Water
- Food (non-perishable and long shelf life; e.g. food bars).
- Small first aid kit.
- Blankets (for shock or extreme weather).
- Essential medication.
- Flashlight with extra batteries.
- Small portable radio with extra batteries.
- Spare pair of eye glasses.
- During an emergency, collect battery-operated radios and cell phones.

Handy supplies for branch to keep on hand

- Camera with film is handy to document office damage.
- Store plastic sheets or large trash bags to be used to protect equipment from water damage, including from fire sprinklers.
- Tools and instructions to shut off utilities.
- Store a copy of your office's emergency procedures including instructions for building evacuation and recovery task responsibilities.

Recommended supplies to be kept in the trunk of your car

- Water (three-day supply, heat resistant and long shelf life)
- Food (non-perishable, heat resistant and long shelf life)
- Basic First Aid Kit
- Essential medication
- Flash light with batteries
- Flares / light sticks
- Fire extinguisher – A-B-C Type
- Emergency space blanket (lightweight and compact) or sleeping bag and warm jacket.
- Poncho (rain and wind protection)
- Walking Shoes

- Change of clothes
- Whistle
- Small package of tissues
- Pre-moistened towelettes
- Sanitation supplies

- **Facility training**

- Survey your facility with an eye toward what might cause a problem during an
- Emergency situation. Does any of the following apply to your office?
- Heavy objects that may fall?
- Obstructions to hallways or fire exits?
- Rooms with locked doors?
- Do you have a gathering place for the employees in the office that is the most ventilated and structurally sound?

- **Personnel Issues**

Consider what training is necessary for key safety personnel and then expand emergency training to everyone else.

Train key personnel in fire and earthquake response, first aid and emergency preparedness. Identify anyone in your branch who is CPR certified. Make sure key staff can be identified in an emergency (for example, use neon tshirts or hats)

Have all staff provide emergency contact information to be kept in personnel files (update annually)

Have important phone numbers available in a central location in the office such as:

- Utilities (electrical, gas, water, and phone companies)
- Outside emergency services (police, fire department, ambulance service)
- Hospital
- Safety Department
- Poison Control Center
- National Response Center (1-800-424-8802)
- Regional EPA Office
- OSHA Area Office

- Know who may require special assistance to exit the floor during an emergency.
- Train all staff in politely escorting unknown guests from secured areas of the floor.
- Develop and train on a plan in the event of a dangerous intruder. This can include a map of all lockable doors and escape routes, as well as an agreed-upon term to broadcast over the paging system to alert staff to eminent danger.
- Know who is the best person in your organization to communicate with an agitated customer or staff member.
- Add the building security number to telephone speed dials.
- Require participation at safety meeting and drills.

- Make available optional safety training materials and videos.
- Invite Community Police to do a presentation on neighborhood and office safety.

XVII - The EAP Can Help

Those who supervise others are encouraged to call the EAP for guidance when helping their employees cope after a disaster occurs. The EAP can help supervisors evaluate employees' behavior, make suggestions for intervention, and provide resources for you as well as those you supervise. Supervisors are also encouraged to have their employees call the EAP directly for their own personal support. The EAP is committed to helping or team members.

Call the EAP Hotline at (800) 932-0034.

XVIII - IMPORTANT PHONE NUMBERS FOR EMERGENCY SITUATIONS

| Emergency Services | Phone Number |
|--------------------------|---------------------|
| Police Department | Insert Phone Number |
| Fire Department | Insert Phone Number |
| Ambulance Service | Insert Phone Number |
| Closest Hospital | Insert Phone Number |
| Corporate Facilities | 1-800-576-5765 |
| Poison Control Center | Insert Phone Number |
| National Response Center | 1-800-424-8802 |
| Regional EPA Office | Insert Phone Number |
| OSHA Area Office | Insert Phone Number |
| Water Company | Insert Phone Number |
| Phone Company | Insert Phone Number |
| Gas Company | Insert Phone Number |
| Electric Company | Insert Phone Number |

XIX - How to Get Back to Business

It is important that the guidelines below be followed on a consistent basis in the event of an emergency. When an emergency occurs, our computers may become inoperable and we still have to pay our temporary employees. Clients will still submit orders, and applicants will still need jobs.

1. On a monthly basis, run a complete client listing by status – run one for Active, Inactive, Prospect, and Mapped. This report runs by creation date so be certain back date the report 10 years. This report will provide you with client names, contact names and telephone numbers. Discard the previous report each time you run a new one.
2. Every Monday morning, run a Placement Activity Log for all ACTIVE assignments. Back date

this report so you get everything you need. This report will provide you with the names of all temporary associates at each company currently working, pay rates, bill rates, and job titles for payroll. Each time you run a new report, you can discard the report from the week before.

3. Each month, run the complete Traffic Report and keep this in a file. This report will provide you with the names, telephone numbers and job titles of your temporary associates so you can fill new job orders if necessary. Keep all Traffic Reports.
4. On a monthly basis, run the Sales Trending Report for the last 3 months. This report will provide you with total sales from your clients.
5. Be diligent with your back ups. If you are not sure if your back up is working, contact MIS to have them check for you. Let your trainers know if it isn't working so they can get it fixed for you. Be certain to send on back up every week to Corporate.

In addition to the helpful information, a manual process for payroll will be distributed separately to your offices. Keep this payroll process in a place that everyone is familiar with so anyone can access it in time of need.

TECHNOLOGY BUSINESS CONTINUITY PLAN

Authored by: Emil Protic September 15, 2003
Last Revision Date: 07/01/2014

TEAM ALERT LIST

| Team Member | Home | Cell | Office |
|--------------------|--------------|--------------|---|
| Zia Islam | 818-846-4538 | 818-903-1877 | 800-872-2677 x 993211 |
| Joe Fermin | | 818-266-5501 | |
| Bud Seidel | | 818-262-5974 | |
| Jeff Amor | | 818-679-8956 | |
| Gordon Chen | | 626-674-3551 | |
| Emil Protic | 909-941-4258 | 909-615-2655 | 858-578-4437, 800- 872-2677 x 993222 |

Record the date and time that each person was notified or last attempt made. Add the contact status BSY-Busy, NA-No Answer, PNA Person-not Available. After the team notification has been completed. This checklist should be given to the Emergency Operations Center staff or Emergency Management Team.

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Primary Contact: Zia Islam

Alternate: Emil Protic

Team Responsibilities:

When notified by the Emergency Management Team that the Business Resumption Plan (BRP) has been activated, the primary responsibilities of the team will be to use their resources to support the corporate recovery effort and to activate their Recovery procedures.

Team Leader Responsibilities / Checklist Read the entire section before performing

any assignments. General

The Primary responsibility of the Team Leader is to provide *leadership* of the recovery team and coordinate support for the recovery effort. Other responsibilities include:

1. Participate in Resumption meetings with the Emergency Management Team.
2. Direct the Business Continuity efforts of your team.
3. Oversee communications activities of the team.
4. Coordinate with the Emergency Operations Center regarding all administrative issues.

Critical Functions Restore the following critical functions: RTO* Critical Function

4 hours - Agile Acceleration VMS

*** Recovery Time Objective (Amount of down time before outage threatens the survival of the company. RTO is determined by Senior Executives)**

Normal Business Hours Response

During an emergency that happens during normal business hours, follow the corporate emergency procedures to ensure the life and safety of all employees.

If the building is not accessible, the team personnel should assemble at: -

Primary site: 1999 W. 190th Street, Torrance CA 90504

Alternate site: 327 West Broadway Glendale CA 91204

Immediate actions to be taken by the department leader or assigned alternate:

1. Take a head count to make sure all team members are safe and available. Notify the Emergency Management Team immediately if anyone is missing.
2. Look for a member of the Emergency Management Team to get instructions.
3. **Record** all the information and instructions given by the Emergency Management Team. Use the Notification Checklist located in this section as a guideline and work paper.
4. **Before** contacting anyone else review the Notification Procedure located in this section.
5. Notify department personnel not already notified. Use the Notification Call List located in this section; it contains a list of who to call and what information to pass on.
6. If instructed by the Emergency Management Team, activate the Recovery procedures located in this section.

After Normal Business Hours Response

When notified by the Emergency Management Team that the Business Resumption Plan has been activated, the team leader will:

1. **Record** all the information and instructions given by the Emergency Management Team. Use the Notification Checklist located in this section as a guideline and work paper.
2. **Before** contacting anyone else review the Notification Procedure located in this section
3. You may be instructed to only notify your alternate team leader, your entire team or as many department personnel as possible. Use the Team Alert List located in the front of the plan or the Employee Call List located in the back of the plan. Record the status of all notifications and give the completed call list to the team leader.
4. If instructed by the Emergency Management Team, report to the Emergency Operations Center.
5. If instructed by the Emergency Management Team to activate your Recovery

Team, procedures are located in this section.

- When you activate your team, have them meet you at the primary or alternate meeting place listed below.

Primary Location

| | |
|--|---|
| Facility Name: Act1 Group | |
| Street Address: 1999 W. 190 th Street | Floor: First |
| City/State/Zip: Torrance, CA 90504 | |
| Contact Person: Zia Islam Alternate Contact: Emil Protic | Phone No: 818-240-8688 O 24 Hour Cell (818) 903-1877 C FAX No: Other No.: |
| Security Considerations: None | |

Alternate Location

| | |
|------------------------------------|---|
| Facility Name: Act1 Group | |
| Street Address: 327 West Broadway | Floor: First |
| City/State/Zip: Glendale CA, 91204 | |
| Contact Person: Jeff Amor | Phone No: 818-240-8688 O 24 Hour Cell (818) 266-5435 Other No.: |
| Security Considerations: | |

Team Recovery Business Resumption Plan Copies The team leader should ensure that sufficient copies of the Business Resumption Plan are available.

Cellular Phone (TBD)

The team leader has a cellular phone for team use. The Emergency Management Team should be notified immediately of the cellular phone number.

- Personnel that will be needed at the work area to resume normal business functions.
- Personnel who should stay home and remain on standby (they will be needed when the initial group needs rest).

- Contact personnel that will be needed to report to the assigned work area.

2. Designate space for personnel reporting to the work area.
3. Implement procedures to resume time dependent functions based on the priority established.
4. Instruct all department personnel to carry photo identification with them at all times and be prepared to show it to security or local authorities.
5. As progress continues during the recovery operation, the team should be prepared to move back to the affected facility and resume normal business operations.

Personnel Location Form

After the department personnel have been deployed, the department leader should complete the Personnel Location Control Form in the appendix. Completed forms should be sent to the Administrative Team to allow location tracking of all employees. Continue to update the information throughout each day of the recovery operation.

Status Report

The department leader should prepare written status reports frequently for the Emergency Management Team to keep them apprised of the current situation. Use the Status Report Form in the appendix as a guide.

Travel Arrangements

The department leader can get assistance for any team travel arrangements from the Administrative Support Team. This includes travel needs either inside of or out of the metro area. Use the Business Recovery Site Information section in the appendix for guidelines and to make a request.

Notification

Notification Checklist

When notified by the Emergency Management Team that the Business Resumption Plan (BRP) has been activated, the team leader or alternate should record the following information that will be passed along to department personnel:

1. Brief description of the problem:
2. Location of the Emergency Operations Center:
3. Phone number to contact the Emergency Operations Center:
4. Any immediate support requested by the Emergency Management Team:
5. Whether or not the facility can be entered: Yes () No ()

6. If the facility cannot be entered, the location that the team should use for a work area or meeting place:

Notification Procedure

The team leader, alternate or assigned individual upon activation of the Business Resumption Plan will contact team personnel using the following procedure:

During notifications of an alert or declared disaster, use this procedure to alert all personnel. **Read the procedures thoroughly prior to making a call.** By using the following instructions, you will not unnecessarily alarm family members of an employee who was working at the affected site at the time of the disaster.

Place phone call and say, "May I speak with (individual)?"

1. If available, provide the information you called to convey. -Remind the person to make no public statements about the situation. -Remind the person not to call co-workers (unless instructed to) and to advise their family not to call other employees.-Record the information in the contact status column.
2. If not available, say, "Where may I reach (individual)?" -If at any location other than the data center, get the phone number. Call the other location and providing the information you wanted to convey.
3. If the individual was working at the affected site, indicate that you will reach the individual there. **DO NOT discuss the disaster with the person answering the phone.**
 - a. Immediately notify the Emergency Operations Center
 - b. Record the information in the contact status column.
4. If contact is made with an answering machine: Make no statement regarding the situation. Provide the phone number to call at Emergency Operations Center; ask that the employee make contact at that number as soon as possible.
 - a. Record the information in the contact status column.
5. If no answer: -Record the information in the contact status column.
6. If no answer and the individual has a beeper: -Place a call to the beeper number. -Enter the number of the Emergency Operations Center for the individual to call.-Record the information in the contact status column.

Appendix Corporate Headquarters Phone Numbers:

Corporate Support Center: 800-872-2677 ext 3076

Vendor Notification
 CRITICAL VENDORS

| | |
|---|--|
| Product/Service: Data Center | |
| Vendor Name: Century Link Data Center | |
| Street Address: 3015 Winona Ave. | |
| City/State/Zip: Burbank CA 91504 | |
| Contact Person: Support Team Alternate Contact: | Phone No.: (800) 884-3082 24 Hour No.: FAX No.: : Other No.: |
| Comments: | |

| | |
|---|--|
| Product/Service: IDS-IPS | |
| Vendor Name: CompuCom Systems | |
| Street Address: | |
| City/State/Zip: | |
| Contact Person: Any https://qwestenhancedids.veritect.com/ Alternate Contact: | Phone No.: 877-501-4850 24 Hour No.: FAX No.: Other No.: |
| Comments: | |

| | |
|---|--|
| Product/Service: Network Hardware / Firewall | |
| Vendor Name: Cisco TAC | |
| Street Address: | |
| City/State/Zip: | |
| Contact Person: http://www.cisco.com/kobayashi/support/tac/contacts.shtml Alternate Contact: | Phone No.: 800-553-2447 24 Hour No.: FAX No.: Other No.: |
| Comments: | |

| |
|--|
| |
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| | |
|---------------------------------------|--|
| Product/Service: Computer Hardware | |
| Vendor Name: Dell Gold Support | |
| Street Address: | |
| City/State/Zip: | |
| Contact Person: Alternate Contact: | Phone No.: 800-945-3355 24 Hour No.: FAX No.: Other No.: |
| Comments: | |

| | |
|--|---|
| Product/Service: International Criminal Information Vendor | |
| Vendor Name: Straightline International | |
| Street Address: 5830 A Lincoln Ave | |
| City/State/Zip: Morton Grove, Il 60053 | |
| Contact Person: Phyllis | Alternate Contact: Phone No.: (866) 909-6678 24 Hour No.: FAX No.: Other No.: |
| Comments: | |

| | |
|--|--|
| Product/Service: Century Link First Touch Response | |
| Vendor Name: Century Link | |
| Street Address: | |
| City/State/Zip: | |
| Contact Person: Alternate Contact: | Phone No.: 800-884-3082 24 Hour No.: FAX No.: Other No.: |
| Comments: | |

*List only vendors that you would be responsible for contacting.

Customer Notification

Customers are notified as per SLA based requirement, and other contractual obligations. Standard policy is within 30 minutes.

Business Recovery Work area Checklist

Work area Scenarios

The Emergency Management Team will provide the team leader with a work area for the team to use. One of the following is the most likely scenario that will take place.

Work area at the location, if the facility is accessible.

The Emergency Management Team will provide information about what area the team can use.

Work area at a vendor Business Recovery Site, if the site is not available.

The Emergency Management Team will provide information about what area to use and the estimated time before terminals and communications to the back-up site will be available.

Work area Requirements

The following lists the minimum requirements for the team at the work area recovery location. Copiers and FAX machines will be available at the work area for all teams to share.

Space in square feet: 2,000 sq ft

Office Furniture:

Desks: 8

Chairs: 15

File Cabinets: 5

Other Furniture:

Telephone Equipment

Phone Type: Cisco Call Manager

Number of Phones: 15

Computer Equipment:

Indicate what terminals and PC's would require connection to the network.

Platform: Windows 7 Terminal Type: PC/Networked Number: 8 Network Lan/Wan PC

Software: Microsoft Office 2010, Adobe, Operating database is proprietary

Resources Required over Time

The following two forms are used to plan the arrival of recovery resources to the

Work area. List only the increased amounts in each column. For example the team needs 35 people over all. They assign 15 at the 24 hours slot, another 5 in the 48 hours slot and 15 more in the 72 hours slot.

Resources Required Over Time

| Function / Resources | 24 hours | 48 hours | 72 hours | 1 week | 2 weeks | 1 month |
|----------------------|-----------|----------|----------|--------|---------|---------|
| <i>Immediate</i> | | | | | | |
| Staff | 50 | | | | | |
| Area size | 8,000sqft | | | | | |
| Desks | 50 | | | | | |
| Chairs | 50 | | | | | |
| Telephones | 50 | | | | | |
| Faxes | 9 | | | | | |
| PCs | 50 | | | | | |
| Printers | 5 | | | | | |
| (Other) | | | | | | |
| <i>Delayed</i> | | | | | | |
| Staff | | | 30 | | | |
| Area size | | | | | | |
| Desks | | | 30 | | | |
| Chairs | | | 30 | | | |
| Telephones | | | 30 | | | |
| Faxes | | | 0 | | | |
| PCs | | | 30 | | | |
| Printers | | | 0 | | | |
| (Other) | | | | | | |
| <i>Steamed</i> | | | | | | |
| Staff | | | | 30 | 20 | |
| Area size | | | | 0 | 0 | |
| Desks | | | | 30 | 30 | |
| Chairs | | | | 30 | 30 | |
| Telephones | | | | 30 | 30 | |
| Faxes | | | | 0 | 0 | |
| PCs | | | | 30 | 30 | |
| Printers | | | | 0 | 0 | |
| (Other) | | | | | | |

Resources Required Over Time (Consolidated)

| Function / Resources | 24 hours | 48 hours | 72 hours | 1 week | 2 weeks | 1 month |
|----------------------|----------|----------|----------|--------|---------|---------|
| All team functions | | | | | | |
| Staff | 50 | | 30 | 30 | 20 | |
| Area size | 8,000 | | | | | |
| Desks | 50 | | 30 | 30 | 20 | |
| Chairs | 50 | | 30 | 30 | 20 | |
| Telephones | 50 | | 30 | 30 | 20 | |
| Faxes | 9 | | 0 | 0 | 0 | |
| PCs | 50 | | 30 | 20 | 20 | |
| Printers | 5 | | 0 | 0 | 0 | |
| (Other) | | | | | | |

List only the increased amounts in each column. For example the team needs 35 people over all. They assign 15 at the 24 hours slot, another 5 in the 48 hours slot and 15 more in the 72 hours slot.

Business Recovery Site Information

Guidelines for Travel to the Business Recovery Site

Most disasters are isolated to a single building or block. During those situations the Business Recovery site in the local area will be used for recovery. Some disasters are community wide and, as such, may eliminate the option of using the local Business Recovery site. In those instances, we may resort to using more distant recovery sites.

The team leader should divide the available personnel into two groups: those who will go to the backup site first and those who will be sent as replacements after a few days. The department leader should not over commit resources during the first few days.

The team leader should provide directions to the personnel that will be traveling to the backup site. In the event that personnel cannot drive to the backup site and will need air transportation, hotel accommodations, and advance expense money, the team leader should arrange the details through the Administrative team leader or EOC Director.

The team leader will provide the Administration team leader or EOC Director with the

names of the individuals, their destination, hotel requirements, an estimate of any travel money needed, and instructions relating to specific personnel who should not travel together on the same airplane (many companies have travel policies that forbid key individuals to fly on the same airplane in case of an accident).

The EOC Staff will make the travel arrangements and will provide personnel with itineraries, tickets, and advance travel money.

Business Recovery Site Information Primary Location

| | |
|------------------------------------|--|
| Facility Name Agile1 | |
| Street Address: 1999 W. 190th St. | Floor: First |
| City/State/Zip: Torrance CA, 90504 | |
| Contact Person: Alternate Contact: | Phone No: 800-365-2281 24 Hour No: FAX No: Other No.: |
| Security Considerations: None | |

Directions to the Business Recovery Site

5 South to 110 South to 405 North Exit Western Make Left, Right on 190th Street
Address is 1999 W. 190th St.

Travel Request Form

Make additional copies as needed.

This form should be completed by the team leader and given to the EOC staff.

| | | | | | |
|--------------|-----------------------|-----------|----|-----------|----|
| Name Hotel | Destination) | Departure | / | Departure | : |
| Reservation | Yes (No () | Date / | | Time | |
| Rental Car | Yes () No () | Departure | | Departure | |
| Cash Advance | \$ | Date / | / | Time | : |
| | | | | | |
| Name Hotel | Destination) | Departure | / | Departure | : |
| Reservation | Yes (No () | Date / | | Time | |
| Rental Car | Yes () No () | Departure | | Departure | |
| Cash Advance | \$ | Date / | / | Time | : |
| | | | | | |
| Name Hotel | Destination) | Departure | | Departure | |
| Reservation | No ()) No () | Date / | | Time | |
| Rental Car | | Departure | | Departure | |
| Cash Advance | Yes (| Date / | // | Time | :: |
| | Yes (| | | | |
| | \$ | | | | |
| | | | | | |
| Name Hotel | | Departure | | Departure | |
| Reservation | Yes (Destination) | Date / | | Time | |
| Rental Car | Yes (No ()) No () | Departure | | Departure | |
| Cash Advance | \$ | Date / | // | Time | :: |

Recovery Boxes

| |
|---------------------------------|
| Team: |
| Storage Location: Iron Mountain |
| Contact Name: |

Box Identification:

| Contents | Comments |
|----------|----------|
| | |
| | |
| | |
| | |
| | |
| | |
| | |
| | |
| | |
| | |

Box Identification:

| Contents | Comments |
|----------|----------|
| | |
| | |
| | |
| | |
| | |
| | |
| | |
| | |
| | |
| | |

1. Storage location refers to the name of the off-site storage facility.
2. Contact name refers to the person who coordinates retrieval of recovery boxes.

3. **Box Identification** refers to the identifying code on the outside of the box.
4. **Contents/Comments** identify the items stored in the box and special concerns such as update / maintenance or shelf life.
5. **Critical Resources to Be Retrieved**

| | | |
|--|--|--|
| | | |
| | | |

* Complete "Condition" at the time of the incident.

Personnel Location Control Form

Make additional copies as needed COMPLETE DAILY FORWARD TO THE CRISIS MANAGEMENT TEAM.

Date: ___/___/___ Completed by: _____

Operations Team

Recovery Phone Work Schedule Name Location Number From To

| | |
|-------|-------|
| _____ | _____ |
| _____ | _____ |
| _____ | _____ |
| _____ | _____ |
| _____ | _____ |

Status Report Form

Make additional copies as needed

Use this form to log significant recovery activities.

The team leader is required to submit written recovery status reports daily. Submit completed status reports to the Emergency Management Team. This status report may be submitted handwritten as long as it is legible.

Date: ___/___/___ Time: ___:___ AM / PM Name:

_____ Department: **Operations Team**

Comments:

Conclusions:

Recovery Preparedness

Team plans are intended to be living documents. They should reflect the latest information available. Team Leaders are responsible for reviewing and updating their plans on a semiannual basis.

The Team Leader, alternate Team Leader and other individuals who have copies of the team plan will be sent updates each time the plan is changed. The accepted practice is to print and distribute only the page or pages that have been changed rather than the entire plan.

Semi-annual Plan Review

(Updates due January 1 and July 1)

Team Leader and Alternate Team Leader. This section identifies the persons assigned in the leadership positions. The team leader to identify changes in assigned personnel should review it.

Recovery Team Alert List . This section provides contact information for all personnel assigned to the team. This list is prone to change since team members may leave or join the team, names may change due to marriage and contact information may change. The team leader should send a copy of the Recovery Team Alert List to each team member to review and update.

Critical Functions List. This section, found in Team Leader Responsibilities, identifies the critical functions that apply to the team. The Team Leader will review the functions to determine that they are accurate.

Team Recovery Steps. This section identifies the strategies for recovery of critical functions. The team leader will review this list to determine that the strategies are meeting the current business objectives and accurately reflect the best possible solution.

Vendor and Customer Lists. This section identifies the contact information for critical vendors and customers. The team leader will review this list to determine that the list is complete and accurate.

Work area Requirements. This section identifies critical resources required to support the recovery at the work area site. The team leader will review this list to determine that the list is complete and accurate.

Off Site stored Materials. This section identifies critical records or resources stored off site. The team leader will review this list to determine that the list is complete and accurate.

Training and Exercises

Updated plans are not enough if the people assigned to recovery teams don't know what is expected of them. Team members should receive training on recovery concepts in general and their team's functions in particular. Exercises help identify needed improvements in strategies and plans. Exercises also give team members valuable experience in dealing with the challenges inherent in recovery operations.

The Business Continuity Group conducts training and exercises.

Team Member Orientation. This is a one-hour overview of the Business Continuity Program. Each team member should attend once per year. It is also available for the general employee population.

Team Exercise. The entire team participates in a two-hour tabletop exercise with a focus on their recovery strategies.

Team Leader Exercise. All the team leaders and Alternate Team Leaders participate in a two-hour tabletop exercise with a focus on facility wide recovery.

Functional Exercise. Actual hands-on test of hardware or connectivity capability at Work Area Recovery Centers. Actual use of alternate (manual) production process at the home or alternate facility.

Activity Schedule

This document allows Team Leaders to track their own plan review, training and exercise activities for the year. The Business Continuity Group will periodically request a copy of the document to review the team's preparedness status. A new document will be started each year. The Business Continuity Group will keep each year's completed activity schedule on file for audit purposes.

ACTIVITY SCHEDULE Plan Reviews

Enter the dates when plan reviews were conducted.

| Plan Holders | Due Apr 5 | Due Apr 5 |
|------------------------------|----------------------|----------------------|
| Team Leader Zia Islam | | |
| Alt. Team Leader Emil Protic | | |
| Jeff Amor | | |
| Joe Fermin | | |
| Bud Seidel | | |
| Gordon Chen | | |

Training / Exercises

Enter the dates and number of participants for each activity. Each exercise type is expected to be conducted at least once per year.

| Activity | Date Conducted | # of Participants | Comments |
|---------------------|---------------------------|------------------------------|-----------------|
| Orientation | | | |
| Team Exercise | | | |
| Team Leader Ex | | | |
| Functional Exercise | | | |

Team Leaders: Attach participant sign in sheets, evaluations and comments to this sheet. Send this page to the Business Continuity Group no later than December 1.

Critical Function Recovery Tasks

Function name:

| Task | Required Steps | Expected Results | Task Duration |
|------|----------------|------------------|---------------|
| 1. | | | |
| 2. | | | |
| 3. | | | |
| 4. | | | |
| 5. | | | |
| 6. | | | |
| 7. | | | |