KY PSC Case No. 2024-00092 Response to Staff's Data Request Set One No. 14 Respondent: Tamaleh Shaeffer

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

KY PSC Case No. 2024-00092 Staff 1-14 Attachment A Respondent: Shaeffer Page 1 of 2

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: X BASE PERIOD X FORECASTED PERIOD TYPE OF FILING: X ORIGINAL UPDATED WORKPAPER REFERENCE NO(S). SCHEDULE F-9 PAGE 1 OF 1 WITNESS: SHAEFFER

		CURRENT	CURRENT
LINE		CASE	CASE
NO.	ITEM OF EXPENSE	ACTUALS	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

KY PSC Case No. 2024-00092 Staff 1-14 Attachment A Respondent: Shaeffer Page 2 of 2

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

Line <u>No.</u>	Category	Invoice Date	Invoice <u>Number</u>	FERC Account	Payment <u>Method</u>	Vendor	Consultant	Hours	Rates <u>per Hour</u> \$	Support File	<u>Amount</u> \$
1 2 3	Allocated Cost of Service Study & Rate Design Consulting	2/22/2024 3/14/2024 4/10/2024	0619-02 0619-03 0619-04	18235440 - NC Reg Asset Rate Case Non-Cur 18235440 - NC Reg Asset Rate Case Non-Cur 18235440 - NC Reg Asset Rate Case Non-Cur	ACH # 2032026270 ACH # 2032026420 ACH # 2032026626	ATRIUM ECONOMICS, LLC ATRIUM ECONOMICS, LLC ATRIUM ECONOMICS, LLC		See KY PSC Staff	1-14, Attachme	nt B [1]	\$7,758 \$22,383 \$58,680
4 5 6	Total Allocated Cost of Service Study & Rate Design Consulting Cost of Capital Study Consulting Total Cost of Capital Study Consulting					No Activity as of May 24, 2024				-	\$88,820 \$0 \$0
7 8 9 10	Depreciation Study Consulting	1/5/2024 2/2/2024 2/20/2024 4/1/2024	31078 32157 32826 34411	18235440 - NC Reg Asset Rate Case Non-Cur 18235440 - NC Reg Asset Rate Case Non-Cur 18235440 - NC Reg Asset Rate Case Non-Cur 18235440 - NC Reg Asset Rate Case Non-Cur	ACH # 2032025941 ACH # 2032026093 ACH # 2032026267 ACH # 2032026553	GANNETT FLEMING VALUATION AND RATE GANNETT FLEMING VALUATION AND RATE GANNETT FLEMING VALUATION AND RATE		See KY PSC Staff	1-14, Attachme	nt B [1]	\$550 \$6,440 \$6,790 \$19,274
11	Total Depreciation Study Consulting	0 02021			1011#20202000						\$33,054
12 13 14 15	Rate Case Preparation Consulting	1/31/2024 2/29/2024	COL9748591 COL9774287	18235440 - NC Reg Asset Rate Case Non-Cur 18235440 - NC Reg Asset Rate Case Non-Cur 18235440 - NC Reg Asset Rate Case Non-Cur 18235440 - NC Reg Asset Rate Case Non-Cur	ACH # 2012047795 ACH # 2012048376 ACH # 2012048961 ACH # 2012048961	AGILE ONE AGILE ONE AGILE ONE AGILE ONE		See KY PSC Staff	1-14, Attachme	nt B [1]	\$33 \$215 \$116 \$132
14	Total Rate Case Preparation Consulting	0/01/2021	0020000270								\$495
15 16 17 18	Legal Fees Total Legal Fees	2/5/2024 3/19/2024 4/3/2024	653 738 741	18235440 - NC Reg Asset Rate Case Non-Cur 18235440 - NC Reg Asset Rate Case Non-Cur 18235440 - NC Reg Asset Rate Case Non-Cur	ACH # 2012047773 ACH # 2012048575 ACH # 2012048843	HONAKER LAW OFFICE, PLLC HONAKER LAW OFFICE, PLLC HONAKER LAW OFFICE, PLLC		See KY PSC Staff	1-14, Attachme	nt B [1]	\$5,182 \$6,159 \$12,446 \$23,787
19 20	Customer Notifications Total Customer Notifications					No Activity as of May 24, 2024				-	\$0 \$0
21 22	All Other Total All Other	5/8/2024	309764	18235440 - NC Reg Asset Rate Case Non-Cur En	nployee Expense Reimbursement	KENTUCKY SECRETARY OF STATE		See KY PSC Staff	1-14, Attachme	nt B [1]	\$10 \$10
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

KY PSC Case No. 2024-00092 Staff DR Set 1, No. 14 Attachment B Repsondent: Shaeffer Page 1 of 78

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

ALLOCATED COST OF SERVICE STUDY RATE DESIGN CONSULTING INVOICES

KY PSC Case No. 2024-00092 Staff DR Set 1, No. 14 Attachment B Repsondent: Shaeffer Page 2 of 78



Subject 0619 - Columbia Gas KY 2024 Rate Case

Timesheets

Туре	Description	Duration	Unit Price	Amount
Timesheet	0619 - Columbia Gas KY 2024 Rate Case - Cody Kleckley (24 Jan 2024 - 01 Fet 2024)	o 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

\$ 7,757.50

Notes:

KY PSC Case No. 2024-00092 Staff DR Set 1, No. 14 Attachment B Repsondent: Shaeffer Page 3 of 78



Subject 0619 - Columbia Gas KY 2024 Rate Case

Timesheets

Туре	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
	Т	otal Amount		\$ 22,382.50

Amount Due

\$ 22,382.50

Notes:

KY PSC Case No. 2024-00092 Staff DR Set 1, No. 14 Attachment B Repsondent: Shaeffer Page 4 of 78



Subject 0619 - Columbia Gas KY 2024 Rate Case

Timesheets

Туре	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
	T	Total Amount		\$ 58,680.00

Amount Due

\$ 58,680.00

Notes:

KY PSC Case No. 2024-00092 Staff DR Set 1, No. 14 Attachment B Repsondent: Shaeffer Page 5 of 78

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

COST OF CAPITAL STUDY CONSULTING INVOICES

No Activity through May 24, 2024

KY PSC Case No. 2024-00092 Staff DR Set 1, No. 14 Attachment B Repsondent: Shaeffer Page 6 of 78

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

DEPRECIATION STUDY CONSULTING INVOICES

KY PSC Case No. 2024-00092 Staff DR Set 1, No. 14 Attachment B Repsondent: Shaeffer Page 7 of 78



Check Payment Information: Gannett Fleming Valuation and Rate Consultants, LLC PO Box 829160, Philadelphia, PA 19182-9160 Federal EIN: ACH/EFT Payment Information: ABA: Account Name: Account No.: 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

Depreciation Study and Related Consulting Services re 2024 Rate Case

000 - Depreciation Study

Total :

Contract Date : 11/27/2023

Current

		Billings
		550.00
		550.00
Current Billings		550.00
Amount Due This Bill	us	550.00

John J Spanos

roject : 076650 - NiSource - Colu	•			
000 - Depreciation Study				
Rate Labor				
Class		Hours	Rate	Amount
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	n Study			550.00

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

550.00

KY PSC Case No. 2024-00092 Staff DR Set 1, No. 14 Attachment B Repsondent: Shaeffer Page 9 of 78



Check Payment Information: Gannett Fleming Valuation and Rate Consultants, LLC PO Box 829160, Philadelphia, PA 19182-9160, Federal EIN: ACH/EFT Payment Information Account Name: ABA

Account No.:

Current Billings

6,440.00

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 · GEC744550 (of

Depreciation Study and Related Consulting Services re 2024 Rate Case

000 - Depreciation Study

Total :

contract.	010144330
Contract Name :	NiSource - Columbia Gas of
	Kentucky-GFC744550
Contract Date :	11/27/2023

		6,440.00
Current Billings		6,440.00
Amount Due This Bill	US	6,440.00

John J Spanos

Outstanding Receivables	Invoice Number	Date	Amount	Balance Due
	0000031078	1/5/2024	550.00	550.00
				550.00

roject : 076650 - NiSource - Columb	la Gas of K1-Depr		Invoice : 0	000052157
000 - Depreciation Study				
Rate Labor				
Class		Hours	Rate	Amoun
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	1,995.0
Senior Technician		1.00	130.000	130.0
Support Staff		1.50	140.000	210.00
	Total Rate Labor	33.50		6,440.00
Total Bill Task : 000 - Depreciation St	udy			6,440.00

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

6,440.00

KY PSC Case No. 2024-00092 Staff DR Set 1, No. 14 Attachment B Repsondent: Shaeffer Page 11 of 78



Check Payment Information: Gannett Fleming Valuation and Rate Consultants, LLC PO Box 829160, Philadelphia, PA 19182-9160 Federal EIN: ACH/EFT Payment Information: Account Name:

Account No.: Send Remit Info: AccountsReceivable@gmet.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

Current

Depreciation Study and Related Consulting Services re 2024 Rate Case

000 - Depreciation Study

Total :

Billings
6,790.00
6,790.00
6,790.00
6,790.00

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

John J	Spanos
--------	--------

000 - Depreciation Study			
Rate Labor			
Class		Hours	Rate Ar
Assistant Analyst II		12.50	170.000 2,1
John J Spanos		5.00	320.000 1,6
Senior Analyst		9.50	210.000 1,9
Senior Technician		5.00	130.000
Support Staff		3.00	140.000
	Total Rate Labor	35.00	6,7
Total Bill Task : 000 - Depreciation St	udv		6,7

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

6,790.00

KY PSC Case No. 2024-00092 Staff DR Set 1, No. 14 Attachment B Repsondent: Shaeffer Page 13 of 78



Check Payment Information: Gannett Fleming Valuation and Rate Consultants, LLC PO Box 829160, Philadelphia, PA 19182-9160 Federal EIN: ACH/EFT Payment Information: Account Name: Account Name: Send Remit Info: AccountsReceivable@gfnet.com

Send Audit Inquiries: GovtContractAudit@gfnet.com All Other Inquires Contact the Project Team

Current

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

000 - Depreciation Study

John J Spanos

Total :

		Billings
		19,273.85
		19,273.85
Current Billings		19,273.85
Amount Due This Bill	US	19,273.85

5					
	Outstanding Receivables	Invoice Number	Date	Amount	Balance Due
		0000032826	2/20/2024	6,790.00	6,790.00
					6,790.00

Project : 076650 - NiSource - Columbia					0000034411
000 - Depreciation Study Rate Labor Class		Hours		Rate	Amount
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 Account / Vendor			Cost	Multiplier	Amount
Meals and Meals Per Diem				<u> </u>	
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 Stu	ıdv				19,273.85

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

Page: 1

19,273.85

KY PSC Case No. 2024-00092 Staff DR Set 1, No. 14 Attachment B Repsondent: Shaeffer Page 15 of 78

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	Ву	Invoiced Amt	Booked Amt
SPANOS/JOH	NJ 7958686 VI XXXXXXXXXXXXXXXX		02/05/24 MDT-CLT-LE American Airlines	X-PHL	01/24/24	Ρ	1,193.70	
	Airline	Flight	Origin	Destination		Depar	t Arrive	Depart
	American Airlines American Airlines American Airlines	5904 5136 6131	Harrisburg PA (Harrisburg Intl) Charlotte NC Lexington KY	Charlotte NC Lexington KY Philadelphia PA		0323P 0615P 0353P	0521P 0741P 0550P	02/05/24 02/05/24 02/06/24
SPANOS/JOH	N J 0885158 VI XXXXXXXXXXXXXXXX		02/05/24 Service Fee ARC Service Fee		01/24/24	Р	25.00	

Total Amount of Invoice Less CC Payments or Payments not yet due Less Cash Payments Received	1,218.70 1,218.70 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

KY PSC Case No. 2024-00092 Staff DR Set 1, No. 14 Attachment B Repsondent: Shaeffer Page 16 of 78

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

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

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

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American Airlines	light Origin	/24 MDT-CLT-LE American Airlines	X-PHL Destination	01/24/24	P Depart	897.70 Arrive	Depart
American Airlines			Destination		Depart	Arrive	Denart
						Anne	Depart
	904 Harrisburg F 136 Charlotte N 131 Lexington K		Charlotte NC Lexington KY Philadelphia PA		0323P 0615P 0353P	0521P 0741P 0550P	02/05/24 02/05/24 02/06/24
JOHNSTONJR/FREDERICK B 0885158852 VI XXXXXXXXXXXXXXXXX128	02/05	/24 Service Fee ARC Service Fee		01/24/24	Ρ	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

KY PSC Case No. 2024-00092 Staff DR Set 1, No. 14 Attachment B Repsondent: Shaeffer Page 17 of 78

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

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

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

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Traveler	Tkt#/C	f#	Tvl Dt	Itinerary		Pymt Due	Ву	Invoiced Am	t Booked Amt
NEIDERER/I	MACKENZIE PAI 795868 VI XXXXXXXXXXXXXXXXXX		02/05/24 Ame	MDT-CLT-LE rican Airlines	X-PHL	01/24/24	Ρ	897.70)
	Airline	Flight	Origin		Destination		Depart	Arrive	Depart
NEIDERER/I	American Airlines American Airlines American Airlines MACKENZIE PAI 088515 VI XXXXXXXXXXXXXXXXXXX		Harrisburg PA (Ha Charlotte NC Lexington KY 02/05/24 ARC	arrisburg Intl) Service Fee Service Fee	Charlotte NC Lexington KY Philadelphia PA	01/24/24	0323P 0615P 0353P P	0521P 0741P 0550P 25.00	02/05/24 02/05/24 02/06/24 0
т	Total Amount of Invoice Less CC Payments or Pay	/ments not ye	t due					922.70 922.70	

Total Amount of Invoice	
Less CC Payments or Payments not yet due	
Less Cash Payments Received	

Net Amount Due

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



KY PSC Case No. 2024-00092 Staff DR Set 1, No. 14 Attachment B Repsondent: Shaeffer Page 18 of 78



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

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

Trip Information

Pickup Monday, February 5, ③ 7:38 PM 2024 LEXINGTON ARPT (LEX) 4000 TERMINAL DR STE 103 LEXINGTON, KY 40510 USA

Rental Agreement # 778309001 Invoice # 70056629736

Return Tuesday, February 6, ③ 12:37 PM 2024 LEXINGTON ARPT (LEX) 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

KY PSC Case No. 2024-00092 Staff DR Set 1, No. 14 Attachment B Repsondent: Shaeffer Page 19 of 78



Renter Information

Renter Name

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 #: 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

Pickup Tuesday, February 6, 2024

Start Charges 2 TERMII Tuesday, February 6, O 10:10 PM PHILADELPHIA INTL ARPT (PHL) 1 ARRIVALS RD PHILADELPHIA, PA 19153 USA

One Way Rental

 Return

 10:09 PM
 Wednesday, February 7, 3 4:05 AM

 HARRISBURG INTL ARPT (MDT)

 2 TERMINAL DR

 10:10 PM
 STE 102

 MIDDLETOWN, PA 17057

Rental Agreement # 955748887 Invoice # 90156802228

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
	PhI 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

KY PSC Case No. 2024-00092 Staff DR Set 1, No. 14 Attachment B Repsondent: Shaeffer Page 20 of 78



Employee Expense Report Backup

Employee: 34937 - Macke	enzie P Neiderer			Expens	e Report Date	5:	2/5/2024	1 - 2/6/2024
Expense Report: 395245	- Columbia Gas of Kentu			Posting Date	:		2/23/2024	
oject: 076650 - NiSource - Columbia Gas of KY-Depr					Clien	t: 36414915		
Backup For: 000 - Depred	iation Study							Kentucky
Fransaction 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 manag	gement meeting	for Columbia Gas of Kentucky relate	d to depreciation study, Lexington	КY			
1 2/6/2024	Project- Other Food & Beverage	076650	000	Camp Hill PA (West Building)	3	US		18.69
	Field review and manag	gement meeting	ior Columbia Gas of Kentucky relate	d 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 manag	gement meeting	for Columbia Gas of Kentucky relate	d 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 manag	gement meeting	for Columbia Gas of Kentucky relate	d to depreciation study, Lexington	. KY			
						Total		54.55

KY PSC Case No. 2024-00092 Staff DR Set 1, No. 14 Attachment B Repsondent: Shaeffer Page 21 of 78

H H Hudson

Hann sbung Int | Airport | Tenninal Brive | Midsletown, op 17057

STLE TRANS WITTON

∘9_1779 85*⊐168 25**2 23	vonderfil Pistach EVEAN 1 LETER WAF NAB DREC 1IMI COD	\$12,99 \$5,99 \$6,99
lters in Trac Balance to Pa Discover	B	\$25.97 \$25.97
CARCE + + + + + + + + + + + + + + + + + + +	CEDIT XXX (6665 EHV	
ALD 900000015	23:10	
151 2800 980 30 989 308 108	CRMITOGRAM (E 2248B8C/30E)	10270
APP. ICATION TAPE . ICATION	PREFERRED NF 1E: Discover	∧ Greci

HUDSCH The Treveler's Best Friend Customer Service Inquiries www.hudsongroup.con/custoners Return Policy www.hudsongroup.con/return-policy

STORE TILL OF NO. TRENS. DATE 451 1 131442 288332 02-05-24 14121



KY PSC Case No. 2024-00092 Staff DR Set 1, No. 14 Attachment B Repsondent: Shaeffer Page 22 of 78



KY PSC Case No. 2024-00092 Staff DR Set 1, No. 14 Attachment B Repsondent: Shaeffer Page 23 of 78



KY PSC Case No. 2024-00092 Staff DR Set 1, No. 14 Attachment B Repsondent: Shaeffer Page 24 of 78

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

\$18.47 SUBTOTAL \$0.22 **TAX09** \$18.69 TOTAL \$18.69 DISCOVER **************** PURCHASE **************** APPROVED \$18.69 Total: DISCOVER Card Type: CHIP Card Entry: ****5665 ***** Acct #: Approval Code: 00644R ************* ENV PURCHASE ******* Discover App Label: Mode: Issuer AID: A0000001523010 TVR: 0000008000 IAD: 0105A0800380000000000000000000 TSI: E800 ARC: 00 AC: CFB9COCOABEF7495 CVM: 1E0300

CUSTOMER COPY

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

3621

Thank You for Shopping at The Paradies Shops Lexington OELEBRATING 50 YEARS IN BUSINESSIII

KY PSC Case No. 2024-00092 Staff DR Set 1, No. 14 Attachment B Repsondent: Shaeffer Page 25 of 78

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

RATE CASE PREPARATION CONSULTING INVOICES

KY PSC Case No. 2024-00092 Staff DR Set 1, No. 14 Attachment B Repsondent: Shaeffer Page 26 of 78

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

Bill To:

NiSource Attn: 290 W Nationwide Blvd Columbus, OH 43215

Invoice

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

Remit To:

Agile 1 1999 West 190th Street Torrance, CA 90504

Name Weekend	Unit	Hours Rate	Charge	Tenure	Tenure Discount %	Sales Tax	Amount
			1	Discount	UISCOURT S.		

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
			4 000 00						
Sub-tot		nit 00059 GRAND TOTAL	4,678.50 20,055.96			\$1,186.45		\$454.64	\$277,656.55
		GAMNE TOTAL	20,000.90			ψ1, 100.40		ψ404.04	\$1,561,277.6 8

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

08-Jan-2024

KY PSC Case No. 2024-00092 Staff DR Set 1, No. 14 Attachment B Repsondent: Shaeffer Page 29 of 78

AgileOne

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

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

Invoice

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

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

Name We	eekend Unit	Hours Rate	Charge	Tenure Tenure Discount Discount	% Sales Tax Amount

Name	Weekend	Unit	Hours	Rate	Charge	Tenure Discount	Tenure Discount %	Sales Tax	Amount
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-tot	al	Unit 00059	2,897.00						\$177,045.82
			_,						
		GRAND TOTAL	14,886.48			\$1,081.61		\$262.43	\$1,213,654.2 3

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

KY PSC Case No. 2024-00092 Staff DR Set 1, No. 14 Attachment B Repsondent: Shaeffer Page 32 of 78

AgileOne

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

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

Invoice

00178119
02/29/2024
COL9774287
\$1,287,439.97
NET 30 DAYS
2000120789

Remit To: Agile 1 1999 West 190th Street

Torrance, CA 90504

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

Name	Weekend	Unit	Hours	Rate	Charge	Tenure		Sales Tax	Amount
						Discount	Discount %		
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
	02.11/2024	00012	0.00	00.04	0.000	\$0.00	0.00	\$5.50	400.02

Name	Weekend	Unit	Hours	Rate	Charge	Tenure Discount	Tenure Discount %	Sales Tax	Amount
Sub-tota	al	Unit 00059	3,902.25						\$238,699.77
		GRAND TOTAL	16,580.80			\$1,085.35		\$221.07	\$1,287,439.9 7
									7

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

KY PSC Case No. 2024-00092 Staff DR Set 1, No. 14 Attachment B Repsondent: Shaeffer Page 35 of 78

AgileOne

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

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

Invoice

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

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

Name Weekend	Unit	Hours	Rete	Charge	Tenure Discount	Tenure Discount %	Sales Tax	Amount
/								

Name	Weekend	Unit	Hours	Rate	Charge	Tenure Discount	Tenure Discount %	Sales Tax	Amount
aster, Monica	02/25/2024	00012	1.00	66.04	STD00	\$0.00	0.00	\$0.00	\$66.0
aster, Monica	03/03/2024	00012	0.50	66.04	STD00	\$0.00	0.00	\$0.00	\$33.0
aster, Monica	03/10/2024	00012	0.50	66.04	STD00	\$0.00	0.00	\$0.00	\$33.0

05-Apr-2024

Page 8 of 22

Name	Weekend	Unit	Hours	Rate	Charge	Tenure Discount	Tenure Discount %	Sales Tax	Amount
Sub-tota	1	Unit 00034	1,291.00						\$59,073.95
		GRAND TOTAL	14,460.20			\$1,242.51		\$399.65	\$1,175,215.7
									9

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

KY PSC Case No. 2024-00092 Staff DR Set 1, No. 14 Attachment B Repsondent: Shaeffer Page 38 of 78

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

LEGAL FEE INVOICES

KY PSC Case No. 2024-00092 Staff DR Set 1, No. 14 Attachment B Repsondent: Shaeffer Page 39 of 78

Vendor Details

1795 Alysheba Way Suite 6202Billing Address:LexingtonKY 40509

Tax-ID:

Header Information

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

Tax Information

ΤΑΧ ΤΥΡΕ		
US		
TAX RATE		
0.00 %		

Invoice Summary

Туре	Rate x Unit	(-) Discount	(-) Adjustment	Тах	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

KY PSC Case No. 2024-00092 Staff DR Set 1, No. 14 Attachment B Repsondent: Shaeffer Page 40 of 78

Comments to Requester

Line Items

View: All Line Items

Line Items 1 - 57 of 57

tem	Date	Туре	Category	тк	Rate	Units	Disc	Adj	Amt		
	1/3/24	Fee	C300 Analysis and Advice	Koenig, Brittany H	\$290.00	0.20	\$0.00	\$0.00	\$58.00		
1	Project: 20	023-0091	.92-CKY 2024 Rate Case	e							
	Description: Plan and prepare for application rate case witness testimony.										
	1/15/24	Fee	C300 Analysis and Advice	Honaker, L. Allyson	\$320.00	0.10	\$0.00	\$0.00	\$32.00		
2	-		.92-CKY 2024 Rate Case nge emails with J. Ryar								
	1/3/24	Fee	C300 Analysis and Advice	Koenig, Brittany H	\$290.00	0.20	\$0.00	\$0.00	\$58.00		
3	-		.92-CKY 2024 Rate Case w / Analyze email re: n		lication prep	o from J. (Gore.				
	1/18/24	Fee	C300 Analysis and Advice	Honaker, L. Allyson	\$320.00	0.80	\$0.00	\$0.00	\$256.00		
4	Project: 2023-009192-CKY 2024 Rate Case Description: Participate in virtual meeting with K. Johnson, et. al. re rate case testimony.										
	1/12/24	Fee	C300 Analysis and Advice	Koenig, Brittany H	\$290.00	0.30	\$0.00	\$0.00	\$87.00		
5	Project: 2023-009192-CKY 2024 Rate Case Description: Communicate (with client) meet with M. Girata re: testimony for weather normalization for rate application.										
	1/8/24	Fee	C300 Analysis and Advice	Honaker, L. Allyson	\$320.00	0.20	\$0.00	\$0.00	\$64.00		
6	-		.92-CKY 2024 Rate Case w email and attached v		an.						
	1/12/24	Fee	C300 Analysis and Advice	Koenig, Brittany H	\$290.00	0.10	\$0.00	\$0.00	\$29.00		
7			.92-CKY 2024 Rate Case	e							
7	-		nunicate (with client) e	mail to set up meetir	ng for testim	ony prepa	aration to	M. Girata			

tem	Date	Туре	Category	тк	Rate	Units	Disc	Adj	Amt		
	1/10/24	Fee	C300 Analysis and Advice	Koenig, Brittany H	\$290.00	0.20	\$0.00	\$0.00	\$58.00		
9	Project: 2023-009192-CKY 2024 Rate Case										
	Description: Review / Analyze meeting notes sent by J. Gore for preparation for testimony for rate application.										
	1/3/24	Fee	C300 Analysis and Advice	Honaker, L. Allyson	\$320.00	0.70	\$0.00	\$0.00	\$224.00		
10	-		.92-CKY 2024 Rate Casi ipate in weekly rate cas		with J. Ryan,	et. al.					
	1/26/24	Fee	C300 Analysis and Advice	Temple, Heather S	\$275.00	0.10	\$0.00	\$0.00	\$27.50		
11	-		.92-CKY 2024 Rate Case nged emails with A.Ho		but access to	documer	nts for rat	e case.			
	1/10/24	Fee	C300 Analysis and Advice	Koenig, Brittany H	\$290.00	0.20	\$0.00	\$0.00	\$58.00		
12	Project: 2023-009192-CKY 2024 Rate Case Description: Communicate (with client) email from C. Inscho re: application preparation.										
	1/11/24	Fee	C300 Analysis and Advice	Koenig, Brittany H	\$290.00	0.10	\$0.00	\$0.00	\$29.00		
13			.92-CKY 2024 Rate Case nunicate (with client) e		re: preparati	on for ap	plication.				
	1/12/24	Fee	C300 Analysis and Advice	Koenig, Brittany H	\$290.00	0.30	\$0.00	\$0.00	\$87.00		
14	•		.92-CKY 2024 Rate Case w / Analyze draft testin		in preparatic	on of appl	ication te	stimony.			
	1/12/24	Fee	C300 Analysis and Advice	Koenig, Brittany H	\$290.00	0.40	\$0.00	\$0.00	\$116.00		
15	Project: 2023-009192-CKY 2024 Rate Case Description: Review / Analyze draft testimony from C. Inscho in preparation of application testimony.										
	1/29/24	Fee	C300 Analysis and Advice	Koenig, Brittany H	\$290.00	1.40	\$0.00	\$0.00	\$406.00		
16	Descriptio	n: Review	.92-CKY 2024 Rate Case w / Analyze testimony a ation for witness testin	and data responses f		e and Col	umbia wi	tnesses in	most rece		

tem	Date	Туре	Category	тк	Rate	Units	Disc	Adj	Amt	
4 7	1/3/24	Fee	C300 Analysis and Advice	Honaker, L. Allyson	\$320.00	0.20	\$0.00	\$0.00	\$64.00	
17	Project: 2023-009192-CKY 2024 Rate Case									
	Description: Exchange emails and texts with J. Ryan re witness list for case.									
	1/26/24	Fee	C300 Analysis and Advice	Honaker, L. Allyson	\$320.00	0.50	\$0.00	\$0.00	\$160.00	
18	-		92-CKY 2024 Rate Case pate in virtual meeting		re rate case.					
	1/24/24	Fee	C300 Analysis and Advice	Koenig, Brittany H	\$290.00	0.80	\$0.00	\$0.00	\$232.00	
19	-		92-CKY 2024 Rate Case rch rate case applicatio		es in prepara	tion for to	estimony	prep.		
	1/22/24	Fee	C300 Analysis and Advice	Koenig, Brittany H	\$290.00	0.30	\$0.00	\$0.00	\$87.00	
20	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.									
	1/29/24	Fee	C300 Analysis and Advice	Koenig, Brittany H	\$290.00	0.40	\$0.00	\$0.00	\$116.00	
21	-		92-CKY 2024 Rate Case nunicate (with client) re		Clark re: rate	case mee	ting note:	5.		
	1/29/24	Fee	C300 Analysis and Advice	Koenig, Brittany H	\$290.00	0.80	\$0.00	\$0.00	\$232.00	
22	•		92-CKY 2024 Rate Case rch rate case application		es in prepara	tion for to	estimony	prep.		
	1/12/24	Fee	C300 Analysis and Advice	Honaker, L. Allyson	\$320.00	0.10	\$0.00	\$0.00	\$32.00	
23	-		92-CKY 2024 Rate Case to J. Ryan for contact in		y to schedule	e meeting			1	
	1/29/24	Fee	C300 Analysis and Advice	Koenig, Brittany H	\$290.00	0.50	\$0.00	\$0.00	\$145.00	
24	4 Project: 2023-009192-CKY 2024 Rate Case Description: Review notes from rate case application meetings.									

ltem	Date	Туре	Category	тк	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		
25	Project: 2023-009192-CKY 2024 Rate Case										
	Descriptio	n: Attend	ded weekly rate case m	eeting.							
	1/12/24	Fee	C300 Analysis and Advice	Honaker, L. Allyson	\$320.00	0.10	\$0.00	\$0.00	\$32.00		
26	Project: 20	023-0091	.92-CKY 2024 Rate Case				1				
	Descriptio	n: Send e	email to A. Vankleek re	setting up meeting to	o discuss an	y issues.					
	1/25/24	Fee	C300 Analysis and Advice	Koenig, Brittany H	\$290.00	0.20	\$0.00	\$0.00	\$58.00		
27	Project: 20	023-0091	92-CKY 2024 Rate Case	·							
	Descriptio	n: Plan a	nd prepare for rate cas	e prep re: access to c	draft materia	ıls.					
	1/9/24	Fee	C300 Analysis and Advice	Honaker, L. Allyson	\$320.00	0.50	\$0.00	\$0.00	\$160.00		
28	Project: 2023-009192-CKY 2024 Rate Case										
	Description: Begin review of draft testimony for witnesses provided by C. Rickard.										
	1/31/24	Fee	C300 Analysis and Advice	Koenig, Brittany H	\$290.00	0.10	\$0.00	\$0.00	\$29.00		
29	Project: 20	Project: 2023-009192-CKY 2024 Rate Case									
	-		nd prepare for rate cas		shared files.						
	1/9/24	Fee	C300 Analysis and Advice	Honaker, L. Allyson	\$320.00	0.20	\$0.00	\$0.00	\$64.00		
30	Project: 20	023-0091	.92-CKY 2024 Rate Case	·							
	Descriptio	n: Review	w email from C. Rickard	re testimony drafts	for rate case						
	1/15/24	Fee	C300 Analysis and Advice	Temple, Heather S	\$275.00	0.10	\$0.00	\$0.00	\$27.50		
31	Project: 2023-009192-CKY 2024 Rate Case Description: Reviewed email from J.Ryan re: witness meetings.										
	1/12/24	Fee	C300 Analysis and Advice	Honaker, L. Allyson	\$320.00	0.10	\$0.00	\$0.00	\$32.00		
32											

tem	Date	Туре	Category	тк	Rate	Units	Disc	Adj	Amt	
~~	1/29/24	Fee	C300 Analysis and Advice	Temple, Heather S	\$275.00	0.50	\$0.00	\$0.00	\$137.50	
33	Project: 2023-009192-CKY 2024 Rate Case									
	Description: Reviewed prior depreciation testimony/study from 2021 rate case to prepare to meet with witness.									
	1/29/24	Fee	C300 Analysis and Advice	Temple, Heather S	\$275.00	0.10	\$0.00	\$0.00	\$27.50	
34	Project: 20	023-0091	92-CKY 2024 Rate Case	2						
	Description: Exchanged emails regarding acess to client server for rate case.									
	1/5/24	Fee	C300 Analysis and Advice	Honaker, L. Allyson	\$320.00	0.10	\$0.00	\$0.00	\$32.00	
35	-		92-CKY 2024 Rate Case none conference with J		ie Tool.				_	
	1/3/24	Fee	C300 Analysis and Advice	Koenig, Brittany H	\$290.00	0.70	\$0.00	\$0.00	\$203.00	
36	Project: 2023-009192-CKY 2024 Rate Case Description: Appear for / attend weekly rate case video conference with J. Ryan, et. al.									
	1/4/24	Fee	C300 Analysis and Advice	Honaker, L. Allyson	\$320.00	0.30	\$0.00	\$0.00	\$96.00	
37	Project: 2023-009192-CKY 2024 Rate Case Description: Review post-meeting notes from J. Gore.									
	1/17/24	Fee	C300 Analysis and Advice	Honaker, L. Allyson	\$320.00	0.30	\$0.00	\$0.00	\$96.00	
38	•		92-CKY 2024 Rate Case w meeting notes from J							
	1/11/24	Fee	C300 Analysis and Advice	Honaker, L. Allyson	\$320.00	0.20	\$0.00	\$0.00	\$64.00	
39	Project: 2023-009192-CKY 2024 Rate Case Description: Exchange emails with J. Clark, et. al. expert witness recommendation.									
	1/16/24	Fee	C300 Analysis and Advice	Koenig, Brittany H	\$290.00	0.30	\$0.00	\$0.00	\$87.00	
Image: Project: 2023-009192-CKY 2024 Rate Case Description: Communicate (with client) meet with C. Inscho re: testimony for rate case app.										

tem	Date	Туре	Category	тк	Rate	Units	Disc	Adj	Amt		
4.1	1/24/24	Fee	C300 Analysis and Advice	Temple, Heather S	\$275.00	0.30	\$0.00	\$0.00	\$82.50		
41	Project: 2023-009192-CKY 2024 Rate Case										
	Description: Weekly rate case meeting.										
	1/24/24	Fee	C300 Analysis and Advice	Honaker, L. Allyson	\$320.00	0.40	\$0.00	\$0.00	\$128.00		
42	Project: 20)23-0091	.92-CKY 2024 Rate Case								
	Descriptio	n: Partici	ipate in virtual meeting	with J. Gore, et. al.							
	1/10/24	Fee	C300 Analysis and Advice	Honaker, L. Allyson	\$320.00	0.30	\$0.00	\$0.00	\$96.00		
43	-		.92-CKY 2024 Rate Case w meeting notes and ag		1						
	1/17/24	Fee	C300 Analysis and Advice	Honaker, L. Allyson	\$320.00	0.20	\$0.00	\$0.00	\$64.00		
44	-	Project: 2023-009192-CKY 2024 Rate Case Description: Exchange emails with J. Ryan, et.al. re weekly meeting attendance.									
	1/10/24	Fee	C300 Analysis and Advice	Honaker, L. Allyson	\$320.00	0.30	\$0.00	\$0.00	\$96.00		
45	-		.92-CKY 2024 Rate Case nge emails with K. John		d questions	on same.					
	1/10/24	Fee	C300 Analysis and Advice	Honaker, L. Allyson	\$320.00	0.50	\$0.00	\$0.00	\$160.00		
46	-		.92-CKY 2024 Rate Case ipate in weekly meeting		ation.						
	1/12/24	Fee	C300 Analysis and Advice	Temple, Heather S	\$275.00	0.10	\$0.00	\$0.00	\$27.50		
47	Project: 2023-009192-CKY 2024 Rate Case Description: Exchanged emails with A.Honaker about contacting witness. Same with John/Joe from Columbia.										
	1/10/24	Fee	C300 Analysis and Advice	Temple, Heather S	\$275.00	0.50	\$0.00	\$0.00	\$137.50		
48	-		92-CKY 2024 Rate Case weeting to prepare a		ise						

tem	Date	Туре	Category	тк	Rate	Units	Disc	Adj	Amt		
10	1/8/24	Fee	C300 Analysis and Advice	Honaker, L. Allyson	\$320.00	0.10	\$0.00	\$0.00	\$32.00		
49	Project: 2023-009192-CKY 2024 Rate Case										
	Description: Exchange emails with J. Gore re testimony and anticipated process.										
	1/16/24	Fee	C300 Analysis and Advice	Koenig, Brittany H	\$290.00	0.40	\$0.00	\$0.00	\$116.00		
50	Project: 2	023-0091	.92-CKY 2024 Rate Case	2							
	Descriptio	n: Plan a	nd prepare for meeting	g with witness re: cos	t of service.						
	1/9/24	Fee	C300 Analysis and Advice	Honaker, L. Allyson	\$320.00	0.20	\$0.00	\$0.00	\$64.00		
51	-		.92-CKY 2024 Rate Case w emails from J.Ryan, e		nesses and s	chedules			_		
			C300 Analysis and	Honaker, L.							
	1/17/24	Fee	Advice	Allyson	\$320.00	0.20	\$0.00	\$0.00	\$64.00		
52	Project: 2	Project: 2023-009192-CKY 2024 Rate Case									
	Description: Telephone conference with J. Clark re witnesses and strategy for rate case.										
	1/19/24	Fee	C300 Analysis and Advice	Honaker, L. Allyson	\$320.00	0.10	\$0.00	\$0.00	\$32.00		
53	Project: 20	023-0091	⊥ .92-CKY 2024 Rate Case	2							
	-		w emails from J. Clark a		case.						
	1/9/24	Fee	C300 Analysis and Advice	Temple, Heather S	\$275.00	0.20	\$0.00	\$0.00	\$55.00		
54	Project: 20	023-0091	⊥ .92-CKY 2024 Rate Case	2							
	Descriptio	n: Reviev	w emails from J.Ryan re	garding rate case wi	tnesses.						
	1/16/24	Fee	C300 Analysis and Advice	Koenig, Brittany H	\$290.00	0.10	\$0.00	\$0.00	\$29.00		
55	-		.92-CKY 2024 Rate Case ge data/files. Preparati		meeting for	client str	ategy and	l work pla	ın.		
	1/12/24	Fee	C300 Analysis and Advice	Temple, Heather S	\$275.00	0.20	\$0.00	\$0.00	\$55.00		
56											

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

Access Information

CREATED BY	MODIFIED BY
system, system	system, system
CREATED ON	MODIFIED ON
2/5/24 9:08 AM	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

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 av	vailable.		

Completed Requests

tem	Req	uest Name	Requester	Request Date	Completion Date	Comment	Outcome
1 Apr	USD	Invoice for 5,182.00	Honaker Law Office, PLLC	2/5/24	2/9/24		Approved
Sto	р	Performer	Activity	Date/Time	9	Internal Commen	t
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	ALTERNATIVE FEE
No	No
PAID AMOUNT	INVOICE ON HOLD FOR AP
5,182.00	No
ACCEPTANCE STATUS	INSURANCE INVOICE?
Accepted	No
PAYMENT METHOD	CHECK #
Check	2012047773
CHECK DATE	WITHHOLDING AMOUNT
MATTER TYPE	REASON FOR REJECTION
Matter	
TRANSACTION MATTER	DISPUTE MATTER
	2023-009192-CKY 2024 Rate Case

KY PSC Case No. 2024-00092 Staff DR Set 1, No. 14 Attachment B Repsondent: Shaeffer Page 50 of 78

PO NUMBER

READY TO SEND TO AP

Yes

MATTER CATEGORY

308 - State Regulatory

TOTAL AMOUNT ON CHECK

5,182.00

PAID DATE

2/13/24

DATE RECEIVED BY AP

2/12/24

KY PSC Case No. 2024-00092 Staff DR Set 1, No. 14 Attachment B Repsondent: Shaeffer Page 51 of 78

Vendor Details

1795 Alysheba Way Suite 6202Billing Address:LexingtonKY 40509

Tax-ID:

Header Information

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

Tax Information

ΤΑΧ ΤΥΡΕ		
US		
TAX RATE		
0.00 %		

Invoice Summary

Туре	Rate x Unit	(-) Discount	(-) Adjustment	Тах	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

KY PSC Case No. 2024-00092 Staff DR Set 1, No. 14 Attachment B Repsondent: Shaeffer Page 52 of 78

Comments to Requester

Line Items

View: All Line Items

Line Items 1 - 51 of 51

tem	Date	Туре	Category	тк	Rate	Units	Disc	Adj	Amt		
4	2/1/24	Fee	C300 Analysis and Advice	Honaker, L. Allyson	\$320.00	0.20	\$0.00	\$0.00	\$64.00		
1	Project: 2023-009192-CKY 2024 Rate Case										
	Descriptio	n: Revie	w meeting notes from J. G	ore.							
_	2/5/24	Fee	C300 Analysis and Advice	Honaker, L. Allyson	\$320.00	0.50	\$0.00	\$0.00	\$160.00		
2	Project: 20) 23-009:	192-CKY 2024 Rate Case								
	Descriptio	n: Videc	conference with J. Ryan, I	D. Roy, et. al. re testir	nony.						
	2/9/24	Fee	C300 Analysis and Advice	Koenig, Brittany H	\$290.00	0.60	\$0.00	\$0.00	\$174.00		
3	Project: 20)23-009:	192-CKY 2024 Rate Case	1	1						
	-		w of M. Girata's testimony	draft.							
	2/13/24	Fee	C300 Analysis and Advice	Koenig, Brittany H	\$290.00	0.20	\$0.00	\$0.00	\$58.00		
4	Project: 2023-009192-CKY 2024 Rate Case Description: Email re: testimony of M. Girata with A. Honaker.										
_	2/1/24	Fee	C300 Analysis and Advice	Temple, Heather S	\$275.00	0.50	\$0.00	\$0.00	\$137.50		
5	Project: 20	023-009	192-CKY 2024 Rate Case								
	Descriptio	n: Week	ly rate case meeting.								
_	2/15/24	Fee	C300 Analysis and Advice	Honaker, L. Allyson	\$320.00	0.10	\$0.00	\$0.00	\$32.00		
6	Project: 20) 23-009:	192-CKY 2024 Rate Case								
	Descriptio	n: Excha	inge emails with A. VanKle	eck re scheduling me	eting to dise	cuss test	imony.				
	2/13/24	Fee	C300 Analysis and Advice	Honaker, L. Allyson	\$320.00	0.50	\$0.00	\$0.00	\$160.00		
7		Project: 2023-009192-CKY 2024 Rate Case Description: Review testimony and edits from B. Koenig re M. Griata.									
	2/16/24	Fee	C300 Analysis and Advice	Koenig, Brittany H	\$290.00	0.20	\$0.00	\$0.00	\$58.00		
8	Project: 2023-009192-CKY 2024 Rate Case Description: Discussion re: rate case application testimony with A. Honaker.										

tem	Date	Туре	Category	тк	Rate	Units	Disc	Adj	Amt			
	2/5/24	Fee	C300 Analysis and Advice	Temple, Heather S	\$275.00	0.20	\$0.00	\$0.00	\$55.00			
9	Project: 2	023-009	192-CKY 2024 Rate Case									
	Description: Exchanged emails with J.Ryan and G.Skinner about testimony in rate case.											
1.0	2/29/24	Fee	C300 Analysis and Advice	Koenig, Brittany H	\$290.00	0.30	\$0.00	\$0.00	\$87.00			
10	-		192-CKY 2024 Rate Case I from C. Inscho re: testim	ony and response.								
	2/14/24	Fee	C300 Analysis and Advice	Koenig, Brittany H	\$290.00	0.50	\$0.00	\$0.00	\$145.00			
11	Descriptio	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.										
	2/9/24	Fee	C300 Analysis and Advice	Koenig, Brittany H	\$290.00	0.80	\$0.00	\$0.00	\$232.00			
12	Project: 2023-009192-CKY 2024 Rate Case Description: Edit draft of M. Girata's testimony for rate case application.											
	2/29/24	Fee	C300 Analysis and Advice	Koenig, Brittany H	\$290.00	0.50	\$0.00	\$0.00	\$145.00			
13	Project: 2023-009192-CKY 2024 Rate Case Description: Attend rate case meeting for information on witnesses testimony deadline.											
	2/6/24	Fee	C300 Analysis and Advice	Honaker, L. Allyson	\$320.00	0.10	\$0.00	\$0.00	\$32.00			
14	-		192-CKY 2024 Rate Case w email re expert testime	ony.								
	2/29/24	Fee	C300 Analysis and Advice	Honaker, L. Allyson	\$320.00	0.20	\$0.00	\$0.00	\$64.00			
15	-	Project: 2023-009192-CKY 2024 Rate Case Description: Review email and notes from meeting from J. Gore.										
	2/29/24	Fee	C300 Analysis and Advice	Koenig, Brittany H	\$290.00	0.20	\$0.00	\$0.00	\$58.00			
16 Project: 2023-009192-CKY 2024 Rate Case Description: Review notes emailed from J. Gore.												

tem	Date	Туре	Category	тк	Rate	Units	Disc	Adj	Amt		
	2/9/24	Fee	C300 Analysis and Advice	Temple, Heather S	\$275.00	0.20	\$0.00	\$0.00	\$55.00		
17	-		192-CKY 2024 Rate Case ssed testimony and Tool						_		
	2/1/24	Fee	C300 Analysis and Advice	Koenig, Brittany H	\$290.00	0.30	\$0.00	\$0.00	\$87.00		
18	-		192-CKY 2024 Rate Case w email re: rate case me								
	2/28/24	Fee	C300 Analysis and Advice	Koenig, Brittany H	\$290.00	0.20	\$0.00	\$0.00	\$58.00		
19	-		192-CKY 2024 Rate Case ing with M. Girata re: te		ng until enc	l of Marc	h.				
20	2/15/24	Fee	C300 Analysis and Advice	Temple, Heather S	\$275.00	0.20	\$0.00	\$0.00	\$55.00		
20	Project: 2023-009192-CKY 2024 Rate Case Description: Talked with A.Honaker and B.Koenig about witness testimony.										
	2/28/24	Fee	C300 Analysis and Advice	Koenig, Brittany H	\$290.00	0.40	\$0.00	\$0.00	\$116.00		
21	Project: 2023-009192-CKY 2024 Rate Case Description: Review Mi. Girata's draft testimony in preparation for meeting re: data questions.										
	2/7/24	Fee	C300 Analysis and Advice	Koenig, Brittany H	\$290.00	0.30	\$0.00	\$0.00	\$87.00		
22	Project: 2023-009192-CKY 2024 Rate Case Description: Review / Analyze meeting notes/email for meeting 6 from J. Gore.										
	2/9/24	Fee	C300 Analysis and Advice	Koenig, Brittany H	\$290.00	0.20	\$0.00	\$0.00	\$58.00		
23	-	Project: 2023-009192-CKY 2024 Rate Case Description: Email M. Girata's edited testimony to A. Honaker for review.									
	2/15/24	Fee	C300 Analysis and Advice	Koenig, Brittany H	\$290.00	0.40	\$0.00	\$0.00	\$116.00		
24 Project: 2023-009192-CKY 2024 Rate Case Description: Revise M. Girata testimony in regulatory tool.											

tem	Date	Туре	Category	тк	Rate	Units	Disc	Adj	Amt		
~-	2/15/24	Fee	C300 Analysis and Advice	Koenig, Brittany H	\$290.00	0.20	\$0.00	\$0.00	\$58.00		
25	Project: 2023-009192-CKY 2024 Rate Case										
	Descriptio	n: Emai	l update to M. Girata re: e	dits in regulatory tool	to his testi	mony.					
	2/29/24	Fee	C300 Analysis and Advice	Honaker, L. Allyson	\$320.00	0.20	\$0.00	\$0.00	\$64.00		
26	Project: 20)23-009	192-CKY 2024 Rate Case								
	Descriptio	n: Revie	w 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: 20	023-009	192-CKY 2024 Rate Case	1	1						
	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.										
	2/15/24	Fee	C300 Analysis and Advice	Koenig, Brittany H	\$290.00	0.20	\$0.00	\$0.00	\$58.00		
29	Project: 2023-009192-CKY 2024 Rate Case Description: Email C. Inscho re: updated testimony edits in regulatory tool.										
	2/6/24	Fee	C300 Analysis and Advice	Koenig, Brittany H	\$290.00	0.80	\$0.00	\$0.00	\$232.00		
30	Project: 2023-009192-CKY 2024 Rate Case Description: Email and review of M. Girata draft testimony.										
	2/29/24	Fee	C300 Analysis and Advice	Honaker, L. Allyson	\$320.00	0.50	\$0.00	\$0.00	\$160.00		
31		Project: 2023-009192-CKY 2024 Rate Case Description: Participate in weekly video conference re updates and issues.									
	2/9/24	Fee	C300 Analysis and Advice	Koenig, Brittany H	\$290.00	0.40	\$0.00	\$0.00	\$116.00		
32	-		192-CKY 2024 Rate Case age files for preparation of	rate case testimony f	or Girata ar	nd Inscho).				

tem	Date	Туре	Category	тк	Rate	Units	Disc	Adj	Amt			
22	2/12/24	Fee	C300 Analysis and Advice	Koenig, Brittany H	\$290.00	0.30	\$0.00	\$0.00	\$87.00			
33	-	Project: 2023-009192-CKY 2024 Rate Case Description: Email to A. Honaker and review response re: draft testimony from M. Girata.										
	2/7/24	Fee	C300 Analysis and Advice	Koenig, Brittany H	\$290.00	0.80	\$0.00	\$0.00	\$232.00			
34	-		192-CKY 2024 Rate Case and review of C. Inscho v	vitness draft testimon	y.							
	2/23/24	Fee	C300 Analysis and Advice	Honaker, L. Allyson	\$320.00	0.50	\$0.00	\$0.00	\$160.00			
35	-		192-CKY 2024 Rate Case cipate in video conference	with A. Vankleek.								
26	2/23/24	Fee	C300 Analysis and Advice	Honaker, L. Allyson	\$320.00	0.40	\$0.00	\$0.00	\$128.00			
36	Project: 2023-009192-CKY 2024 Rate Case Description: Review Commission Orders on NOL and forward link to A. Vankleek for review.											
	2/7/24	Fee	C300 Analysis and Advice	Honaker, L. Allyson	\$320.00	0.90	\$0.00	\$0.00	\$288.00			
37	Project: 2023-009192-CKY 2024 Rate Case Description: Participate in weekly video conference and small groups asked to stay after call.											
	2/7/24	Fee	C300 Analysis and Advice	Honaker, L. Allyson	\$320.00	1.20	\$0.00	\$0.00	\$384.00			
38	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.											
	2/27/24	Fee	C300 Analysis and Advice	Honaker, L. Allyson	\$320.00	0.10	\$0.00	\$0.00	\$32.00			
39	-	Project: 2023-009192-CKY 2024 Rate Case Description: Email to J. Clark and J. Ryan re upcoming rate case.										
	2/29/24	Fee	C300 Analysis and Advice	Temple, Heather S	\$275.00	0.40	\$0.00	\$0.00	\$110.00			
40	-		192-CKY 2024 Rate Case Ny rate case meeting.									

tem	Date	Туре	Category	тк	Rate	Units	Disc	Adj	Amt			
	2/9/24	Fee	C300 Analysis and Advice	Koenig, Brittany H	\$290.00	0.50	\$0.00	\$0.00	\$145.00			
41	Project: 2023-009192-CKY 2024 Rate Case											
	Descriptio	n: Revie	w of draft testimony from	C. Inscho.								
	2/29/24	Fee	C300 Analysis and Advice	Honaker, L. Allyson	\$320.00	0.60	\$0.00	\$0.00	\$192.00			
42	-		192-CKY 2024 Rate Case ipate in meeting re depre	ciation study.	1							
	2/22/24	Fee	C300 Analysis and Advice	Temple, Heather S	\$275.00	0.50	\$0.00	\$0.00	\$137.50			
43	-	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.											
	2/9/24	Fee	C300 Analysis and Advice	Koenig, Brittany H	\$290.00	0.70	\$0.00	\$0.00	\$203.00			
45	Project: 2023-009192-CKY 2024 Rate Case Description: Edit draft testimony of C. Inscho.											
	2/9/24	Fee	C300 Analysis and Advice	Honaker, L. Allyson	\$320.00	0.50	\$0.00	\$0.00	\$160.00			
46	Project: 2023-009192-CKY 2024 Rate Case Description: Review and edit draft testimony from C. Inscho for B. Koenig and exchange emails re same.											
	2/28/24	Fee	C300 Analysis and Advice	Honaker, L. Allyson	\$320.00	0.10	\$0.00	\$0.00	\$32.00			
47	-	Project: 2023-009192-CKY 2024 Rate Case Description: Exchange emails with J. Ryan re time to schedule meeting to discuss rate case filing.										
	2/1/24	Fee	C300 Analysis and Advice	Honaker, L. Allyson	\$320.00	0.50	\$0.00	\$0.00	\$160.00			
48	-		192-CKY 2024 Rate Case ipate in video conference	with J. Gore, et. al.				1				

ltem	Date	Туре	Category	тк	Rate	Units	Disc	Adj	Amt		
40	2/7/24	Fee	C300 Analysis and Advice	Temple, Heather S	\$275.00	0.50	\$0.00	\$0.00	\$137.50		
49	Project: 2023-009192-CKY 2024 Rate Case Description: Weekly rate case meeting.										
	2/2/24	Fee	C300 Analysis and Advice	Honaker, L. Allyson	\$320.00	0.20	\$0.00	\$0.00	\$64.00		
50	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.										
	2/1/24	Fee	C300 Analysis and Advice	Koenig, Brittany H	\$290.00	0.30	\$0.00	\$0.00	\$87.00		
51	-	Project: 2023-009192-CKY 2024 Rate Case Description: Review / Analyze meeting notes for rate case team.									

Access Information

CREATED BY	MODIFIED BY
system, system	system, system
CREATED ON	MODIFIED ON
3/19/24 8:58 AM	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

KY PSC Case No. 2024-00092 Staff DR Set 1, No. 14 Attachment B Repsondent: Shaeffer Page 60 of 78

Ready to send to AP:	Yes	Invoice On Hold For AP:	No
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 Check:	6,158
Paid Amount:	6,158	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

tem	Req	uest Name	Requester	Request Date	Completion Date	Comment	Outcome
1 Apr	USD	t Invoice for 6,158.5) I History	50 Honaker Law Office, PLLC	3/19/24	3/21/24		Approvec
Sto	ор	Performer	Activity	Date/Time	2	Internal Commer	it
1		Clark, Joe	Approved	3/21/24 8:	24 PM		

Versions

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

KY PSC Case No. 2024-00092 Staff DR Set 1, No. 14 Attachment B Repsondent: Shaeffer Page 61 of 78

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	СНЕСК #
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

KY PSC Case No. 2024-00092 Staff DR Set 1, No. 14 Attachment B Repsondent: Shaeffer Page 62 of 78

Vendor Details

1795 Alysheba Way Suite 6202Billing Address:LexingtonKY 40509

Tax-ID:

Header Information

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

Tax Information

ΤΑΧ ΤΥΡΕ	
US	
TAX RATE	
0.00 %	

Invoice Summary

Туре	Rate x Unit	(-) Discount	(-) Adjustment	Тах	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

KY PSC Case No. 2024-00092 Staff DR Set 1, No. 14 Attachment B Repsondent: Shaeffer Page 63 of 78

Comments to Requester

Line Items

View: All Line Items

Line Items 1 - 76 of 76

tem	Date	Туре	Category	тк	Rate	Units	Disc	Adj	Amt	
	3/29/24	Fee	C300 Analysis and Advice	Honaker, L. Allyson	\$320.00	1.50	\$0.00	\$0.00	\$480.00	
1	Project: 20	023-009	192-CKY 2024 Rate Case							
Description: Participate in video conference with J. Ryan, et. al. re brainstorming issues.										
	3/14/24	Fee	C300 Analysis and Advice	Koenig, Brittany H	\$290.00	0.20	\$0.00	\$0.00	\$58.00	
2	Project: 20	023-009	192-CKY 2024 Rate Case							
	Descriptio	n: Draft	Notice of Electronic Filing	and sent to A. Honake	er and H. Te	mple for	review.			
	3/14/24	Fee	C300 Analysis and Advice	Koenig, Brittany H	\$290.00	0.40	\$0.00	\$0.00	\$116.00	
3	Project: 2023-009192-CKY 2024 Rate Case Description: Draft notice of intent and sent to A. Honaker and H. Temple for review.									
	3/14/24	Fee	C300 Analysis and Advice	Koenig, Brittany H	\$290.00	0.80	\$0.00	\$0.00	\$232.00	
4	-	Project: 2023-009192-CKY 2024 Rate Case Description: Draft start of application and sent to A. Honaker and H. Temple for review.								
3/28/24 Fee C300 Analysis and Honaker, L. Allyson \$32			\$320.00	0.20	\$0.00	\$0.00	\$64.00			
5	Project: 2023-009192-CKY 2024 Rate Case Description: Conference call with B. Koenig and H. Temple re update from J. Ryan.									
_	3/22/24	Fee	C300 Analysis and Advice	Honaker, L. Allyson	\$320.00	1.00	\$0.00	\$0.00	\$320.00	
6	Project: 2023-009192-CKY 2024 Rate Case Description: Participate in video conference with J. Ryan, et. al. re rate case.									
	3/1/24	Fee	C300 Analysis and Advice	Koenig, Brittany H	\$290.00	0.30	\$0.00	\$0.00	\$87.00	
7	Project: 2023-009192-CKY 2024 Rate Case Description: Discussion re: next steps in application preparation with A. Honaker.									
	3/21/24	Fee	C300 Analysis and Advice	Honaker, L. Allyson	\$320.00	0.20	\$0.00	\$0.00	\$64.00	
8	Project: 2023-009192-CKY 2024 Rate Case Description: Review email and attached notes re Kentucky Press Association deadline from J. Ryan.									

tem	Date	Туре	Category	тк	Rate	Units	Disc	Adj	Amt	
	3/28/24	Fee	C300 Analysis and Advice	Koenig, Brittany H	\$290.00	0.20	\$0.00	\$0.00	\$58.00	
9	Project: 2	023-009	192-CKY 2024 Rate Case				1	1	1	
	Descriptio	on: Conf	erence call with A. Honak	er and H. Temple re up	date from J.	Ryan				
	3/28/24	Fee	C300 Analysis and Advice	Temple, Heather S	\$275.00	0.20	\$0.00	\$0.00	\$55.00	
10	-) 192-CKY 2024 Rate Case with A.Honaker and B.Koe	enig to discussed poten	tial new issu	ue in rate	e case.			
	3/1/24	Fee	C300 Analysis and Advice	Koenig, Brittany H	\$290.00	0.30	\$0.00	\$0.00	\$87.00	
11	Project: 2023-009192-CKY 2024 Rate Case Description: Conference with B. Koenig re draft application and next steps.									
10	3/4/24	Fee	C300 Analysis and Advice	Temple, Heather S	\$275.00	0.10	\$0.00	\$0.00	\$27.50	
12	Project: 2023-009192-CKY 2024 Rate Case Description: Discussed update/review with A.Honaker.									
	3/20/24	Fee	C300 Analysis and Advice	Honaker, L. Allyson	\$320.00	1.00	\$0.00	\$0.00	\$320.00	
13	Project: 2023-009192-CKY 2024 Rate Case Description: Participate in weekly rate case meeting.									
	3/28/24	Fee	C300 Analysis and Advice	Honaker, L. Allyson	\$320.00	0.20	\$0.00	\$0.00	\$64.00	
14	Project: 2023-009192-CKY 2024 Rate Case Description: Telephone conference with B. Koenig and H. Temple re status update.									
	3/29/24	Fee	C300 Analysis and Advice	Temple, Heather S	\$275.00	1.50	\$0.00	\$0.00	\$412.50	
15	Project: 2023-009192-CKY 2024 Rate Case Description: Brainstorming session.									
	3/22/24	Fee	C300 Analysis and Advice	Koenig, Brittany H	\$290.00	0.40	\$0.00	\$0.00	\$116.00	
16	Project: 2023-009192-CKY 2024 Rate Case Description: Review notes from team meeting and testimony from M. Girata in preparation for meeting re: forecasting.									

ltem	Date	Туре	Category	тк	Rate	Units	Disc	Adj	Amt	
	3/22/24	Fee	C300 Analysis and Advice	Koenig, Brittany H	\$290.00	1.00	\$0.00	\$0.00	\$290.00	
17	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	
18	-		192-CKY 2024 Rate Case erence call with J. Cooper, J	I. Ryan, A. Honaker, H	. Temple re:	legal iss	ues for ra	ate case.		
10	3/13/24	Fee	C300 Analysis and Advice	Koenig, Brittany H	\$290.00	0.40	\$0.00	\$0.00	\$116.00	
19	Project: 2023-009192-CKY 2024 Rate Case Description: Discussion re: update of application preparation.									
	3/28/24	Fee	C300 Analysis and Advice	Temple, Heather S	\$275.00	0.10	\$0.00	\$0.00	\$27.50	
20	-	Project: 2023-009192-CKY 2024 Rate Case Description: Reviewed email re: depreciation study.								
	3/4/24	Fee	C300 Analysis and Advice	Koenig, Brittany H	\$290.00	0.20	\$0.00	\$0.00	\$58.00	
21	Project: 2023-009192-CKY 2024 Rate Case Description: Emails responding to testimony question/coordination.									
	3/4/24	Fee	C300 Analysis and Advice	Honaker, L. Allyson	\$320.00	0.10	\$0.00	\$0.00	\$32.00	
22	Project: 2023-009192-CKY 2024 Rate Case Description: Review email and attachment from J. Ryan re testimony review scheduling and page turn.									
	3/25/24	Fee	C300 Analysis and Advice	Honaker, L. Allyson	\$320.00	0.60	\$0.00	\$0.00	\$192.00	
23	-		192-CKY 2024 Rate Case w email and attachment fr	om T. Shaeffer re rate	e case driver	s.				
	3/28/24	Fee	C300 Analysis and Advice	Honaker, L. Allyson	\$320.00	0.10	\$0.00	\$0.00	\$32.00	
24	-	Project: 2023-009192-CKY 2024 Rate Case Description: Exchange texts with J. Ryan re scheduling meeting.								

tem	Date	Туре	Category	тк	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		
25	Project: 2	023-009	192-CKY 2024 Rate Case								
	Descriptio	on: Parti	cipate in weekly team mee	ting.							
	3/19/24	Fee	C300 Analysis and Advice	Honaker, L. Allyson	\$320.00	0.20	\$0.00	\$0.00	\$64.00		
26	Project: 2023-009192-CKY 2024 Rate Case										
	Descriptio	on: Revie	ew emails from K. Johnson	and J. Ryan re lead lag	g study.						
	3/27/24	Fee	C300 Analysis and Advice	Temple, Heather S	\$275.00	0.20	\$0.00	\$0.00	\$55.00		
27	Project: 2023-009192-CKY 2024 Rate Case Description: Review and respond email re: Skinner testimony.										
	3/21/24	Fee	C300 Analysis and Advice	Temple, Heather S	\$275.00	1.00	\$0.00	\$0.00	\$275.00		
28	-	Project: 2023-009192-CKY 2024 Rate Case Description: Legal meeting for rate case planning.									
	3/29/24	Fee	C300 Analysis and Advice	Koenig, Brittany H	\$290.00	1.50	\$0.00	\$0.00	\$435.00		
29	Project: 2023-009192-CKY 2024 Rate Case Description: Legal meeting to brainstorm regulatory issues with J. Ryan, J. Cooper, M. Thompson.										
	3/1/24	Fee	C300 Analysis and Advice	Honaker, L. Allyson	\$320.00	0.10	\$0.00	\$0.00	\$32.00		
30	-		192-CKY 2024 Rate Case ew email from J. Ryan re ta	x witness update.			1				
	3/25/24	Fee	C300 Analysis and Advice	Honaker, L. Allyson	\$320.00	0.10	\$0.00	\$0.00	\$32.00		
31	-		192-CKY 2024 Rate Case ange emails with J. Ryan re	changing meeting tin	ne.		1		1		
	3/14/24	Fee	C300 Analysis and Advice	Honaker, L. Allyson	\$320.00	0.10	\$0.00	\$0.00	\$32.00		
32	-	Project: 2023-009192-CKY 2024 Rate Case Description: Exchange emails with J. Ryan re scheduling meeting to discuss issues.									

tem	Date	Туре	Category	тк	Rate	Units	Disc	Adj	Amt		
22	3/13/24	Fee	C300 Analysis and Advice	Koenig, Brittany H	\$290.00	0.40	\$0.00	\$0.00	\$116.00		
33	Project: 20	023-009	192-CKY 2024 Rate Case								
	Description: Review of notes re: Rate Case drivers for application preparation.										
	3/20/24	Fee	C300 Analysis and Advice	Temple, Heather S	\$275.00	1.00	\$0.00	\$0.00	\$275.00		
34	-		192-CKY 2024 Rate Case kly rate case meeting.	·							
	3/1/24	Fee	C300 Analysis and Advice	Honaker, L. Allyson	\$320.00	0.10	\$0.00	\$0.00	\$32.00		
35	-		192-CKY 2024 Rate Case ange emails with J. Ryan re	list of items discussed	d.	1	1	1	1		
	3/18/24	Fee	C300 Analysis and Advice	Temple, Heather S	\$275.00	1.70	\$0.00	\$0.00	\$467.50		
36	Project: 2023-009192-CKY 2024 Rate Case Description: Researched and compiled information re: other rate cases.										
	3/13/24	Fee	C300 Analysis and Advice	Honaker, L. Allyson	\$320.00	1.50	\$0.00	\$0.00	\$480.00		
37	Project: 2023-009192-CKY 2024 Rate Case Description: Participate in meeting with K. Cole, et. al. re revenue requirement and other items.										
	3/18/24	Fee	C300 Analysis and Advice	Honaker, L. Allyson	\$320.00	0.10	\$0.00	\$0.00	\$32.00		
38	•		192-CKY 2024 Rate Case w email from J. Gore re de	preciation study.							
	3/15/24	Fee	C300 Analysis and Advice	Temple, Heather S	\$275.00	0.10	\$0.00	\$0.00	\$27.50		
39			192-CKY 2024 Rate Case wed email from A.Honake	r re research request	by J. Ryan.						
	3/13/24	Fee	C300 Analysis and Advice	Temple, Heather S	\$275.00	0.30	\$0.00	\$0.00	\$82.50		
40	-		192-CKY 2024 Rate Case erence re materials provide	ed from meeting.	,		1				

tem	Date	Туре	Category	тк	Rate	Units	Disc	Adj	Amt		
	3/28/24	Fee	C300 Analysis and Advice	Temple, Heather S	\$275.00	1.00	\$0.00	\$0.00	\$275.00		
41	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		
42	-		192-CKY 2024 Rate Case ange emails with J. Ryan re	e expense research.							
43	3/18/24	Fee	C300 Analysis and Advice	Honaker, L. Allyson	\$320.00	0.30	\$0.00	\$0.00	\$96.00		
43	-	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	3/18/24 Fee C300 Analysis and Advice Honaker, L. Allyson \$320.00 1.30 \$0.00 \$0.00 \$416.00									
44	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		
45	Project: 2023-009192-CKY 2024 Rate Case Description: Review updates to witness testimony in Tool.										
	3/14/24	Fee	C300 Analysis and Advice	Koenig, Brittany H	\$290.00	0.30	\$0.00	\$0.00	\$87.00		
46	-		192-CKY 2024 Rate Case Ission with C. Inscho re: u	odate for testimony an	d data.						
	3/7/24	Fee	C300 Analysis and Advice	Honaker, L. Allyson	\$320.00	1.30	\$0.00	\$0.00	\$416.00		
47	-		192-CKY 2024 Rate Case w multiple drafts of testir	nony in Tool.							
	3/6/24	Fee	C300 Analysis and Advice	Honaker, L. Allyson	\$320.00	0.20	\$0.00	\$0.00	\$64.00		
48	-		192-CKY 2024 Rate Case w email and attached me	eting notes from J. Go	re.						

tem	Date	Туре	Category	тк	Rate	Units	Disc	Adj	Amt		
	3/26/24	Fee	C300 Analysis and Advice	Koenig, Brittany H	\$290.00	0.40	\$0.00	\$0.00	\$116.00		
49	Project: 2	023-009	192-CKY 2024 Rate Case								
	Descriptio	on: Revie	ew email and attached info	rmation on COSS forw	/arded by A.	Honake	r.				
	3/26/24	Fee	C300 Analysis and Advice	Temple, Heather S	\$275.00	0.40	\$0.00	\$0.00	\$110.00		
50	Project: 2023-009192-CKY 2024 Rate Case										
	Descriptio	on: Revie	ew email and attached info	rmation on COSS forw	varded by A.	Honake	r.				
	3/6/24	Fee	C300 Analysis and Advice	Honaker, L. Allyson	\$320.00	0.60	\$0.00	\$0.00	\$192.00		
51	Project: 2	023-009	192-CKY 2024 Rate Case	1	1						
	Description: Participate in weekly rate case meeting.										
	3/26/24	Fee	C300 Analysis and Advice	Honaker, L. Allyson	\$320.00	0.10	\$0.00	\$0.00	\$32.00		
52	Project: 2023-009192-CKY 2024 Rate Case Description: Forward email and information provided by J. Ryan to H. Temple and B. Koenig for review.										
	3/21/24	Fee	C300 Analysis and Advice	Honaker, L. Allyson	\$320.00	1.00	\$0.00	\$0.00	\$320.00		
53	Project: 2023-009192-CKY 2024 Rate Case Description: Legal meeting for rate case planning.										
	3/26/24	Fee	C300 Analysis and Advice	Honaker, L. Allyson	\$320.00	0.30	\$0.00	\$0.00	\$96.00		
54	Project: 2023-009192-CKY 2024 Rate Case Description: Review emails from J. Ryan re COSS.										
	3/14/24	Fee	C300 Analysis and Advice	Koenig, Brittany H	\$290.00	0.20	\$0.00	\$0.00	\$58.00		
55			192-CKY 2024 Rate Case Ission with M. Girata re: up	odate for testimony.	1				1		
	3/28/24	Fee	C300 Analysis and Advice	Koenig, Brittany H	\$290.00	1.00	\$0.00	\$0.00	\$290.00		
56	Project: 2023-009192-CKY 2024 Rate Case Description: Attend weekly rate case meeting and discussion re: customer classes.										

tem	Date	Туре	Category	тк	Rate	Units	Disc	Adj	Amt	
	3/4/24	Fee	C300 Analysis and Advice	Honaker, L. Allyson	\$320.00	0.10	\$0.00	\$0.00	\$32.00	
57	Project: 2	023-009	192-CKY 2024 Rate Case							
	Descriptio	on: Conf	erence re status of review	and updates with H. To	emple.					
	3/1/24 Pee C300 Analysis and Advice Temple, Heather S \$275.00 0.20 \$0.00 \$0.00 \$55.00									
58	-		192-CKY 2024 Rate Case email with research findir	ngs to A. Honaker.						
	3/13/24	Fee	C300 Analysis and Advice	Temple, Heather S	\$275.00	0.50	\$0.00	\$0.00	\$137.50	
59	Project: 2023-009192-CKY 2024 Rate Case Description: Review of notes re: Rate Case drivers for application preparation forwarded by A. Honaker after meeting.									
	3/28/24	Fee	C300 Analysis and Advice	Honaker, L. Allyson	\$320.00	0.30	\$0.00	\$0.00	\$96.00	
60	-		192-CKY 2024 Rate Case whone conference with J. R	yan re update.						
	3/1/24	Fee	C300 Analysis and Advice	Temple, Heather S	\$275.00	0.80	\$0.00	\$0.00	\$220.00	
61	Project: 2023-009192-CKY 2024 Rate Case Description: Research expenses requested by J. Ryan.									
	3/1/24	Fee	C300 Analysis and Advice	Temple, Heather S	\$275.00	0.20	\$0.00	\$0.00	\$55.00	
62	Project: 2023-009192-CKY 2024 Rate Case Description: Conference with A. Honaker re research needed.									
~~	3/13/24	Fee	C300 Analysis and Advice	Honaker, L. Allyson	\$320.00	0.30	\$0.00	\$0.00	\$96.00	
63	-		192-CKY 2024 Rate Case I attachments to Honaker	Law team to review ar	nd discuss sa	ime.				
	3/13/24	Fee	C300 Analysis and Advice	Honaker, L. Allyson	\$320.00	0.80	\$0.00	\$0.00	\$256.00	
64	-		192-CKY 2024 Rate Case ew email and multiple atta	chments from T. Shaef	fer pursuan	t to vide	o confere	ence disci	ussion.	

tem	Date	Туре	Category	тк	Rate	Units	Disc	Adj	Amt		
~ -	3/1/24	Fee	C300 Analysis and Advice	Honaker, L. Allyson	\$320.00	0.10	\$0.00	\$0.00	\$32.00		
65	Project: 2	023-009	192-CKY 2024 Rate Case								
	Descriptio	n: Emai	l expense research to J. Ry	an, et. al.							
	3/1/24	Fee	C300 Analysis and Advice	Honaker, L. Allyson	\$320.00	0.30	\$0.00	\$0.00	\$96.00		
66	-		192-CKY 2024 Rate Case w research provided by H	. Temple on expenses.							
	3/14/24	Fee	C300 Analysis and Advice	Honaker, L. Allyson	\$320.00	0.80	\$0.00	\$0.00	\$256.00		
67	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.										
60	3/1/24	Fee	C300 Analysis and Advice	Honaker, L. Allyson	\$320.00	0.20	\$0.00	\$0.00	\$64.00		
68	Project: 2023-009192-CKY 2024 Rate Case Description: Telephone conference with H. Temple re research needed on expenses.										
~~	3/1/24	Fee	C300 Analysis and Advice	Honaker, L. Allyson	\$320.00	1.00	\$0.00	\$0.00	\$320.00		
69	Project: 2023-009192-CKY 2024 Rate Case Description: Participate in video conference with J. Ryan, et. al. re rate application.										
	3/4/24	Fee	C300 Analysis and Advice	Honaker, L. Allyson	\$320.00	0.50	\$0.00	\$0.00	\$160.00		
70	Project: 2023-009192-CKY 2024 Rate Case Description: Participate in video conference with J. Clark, et. al. re upcoming meetings and page turn.										
	3/28/24	Fee	C300 Analysis and Advice	Temple, Heather S	\$275.00	0.30	\$0.00	\$0.00	\$82.50		
71	-		192-CKY 2024 Rate Case w TOOL to see if updated	testimony for witness	es is availab	le.	-	-	-		
	3/6/24	Fee	C300 Analysis and Advice	Koenig, Brittany H	\$290.00	0.30	\$0.00	\$0.00	\$87.00		
72	Project: 2	023-009	192-CKY 2024 Rate Case								
		n: Upda	ate re: rate case preparatic	n discussion re: rate c	ase meeting	g and nex	kt steps w	/ith A. Hc	onaker and		

ltem	Date	Туре	Category	тк	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		
/3	Project: 2023-009192-CKY 2024 Rate Case Description: Conference with J. Ryan re issues for upcoming filing.										
	3/14/24	Fee	C300 Analysis and Advice	Koenig, Brittany H	\$290.00	0.80	\$0.00	\$0.00	\$232.00		
74	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.										
	3/7/24	Fee	C300 Analysis and Advice	Koenig, Brittany H	\$290.00	0.70	\$0.00	\$0.00	\$203.00		
75	Project: 2023-009192-CKY 2024 Rate Case Description: Research company information for preparation of application.										
3/7/24 Fee C300 Analysis and Advice Koenig, Brittany H \$290.00 2.10 \$0.00 \$0.00 \$60 Project: 2023-009192-CKY 2024 Rate Case Description: Drafting Application for rate case.								\$0.00	\$609.00		
								1			

Access Information

CREATED BY	MODIFIED BY
system, system	Madvek, Nicholas
CREATED ON	MODIFIED ON
4/3/24 2:20 PM	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

KY PSC Case No. 2024-00092 Staff DR Set 1, No. 14 Attachment B Repsondent: Shaeffer Page 74 of 78

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 av	ailable.		

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
12,446.00	No
ACCEPTANCE STATUS	INSURANCE INVOICE?
Accepted	No

KY PSC Case No. 2024-00092 Staff DR Set 1, No. 14 Attachment B Repsondent: Shaeffer Page 75 of 78

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

KY PSC Case No. 2024-00092 Staff DR Set 1, No. 14 Attachment B Repsondent: Shaeffer Page 76 of 78

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

CUSTOMER NOTIFICATIONS INVOICES

No Activity through May 24, 2024

KY PSC Case No. 2024-00092 Staff DR Set 1, No. 14 Attachment B Repsondent: Shaeffer Page 77 of 78

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

ALL OTHER INVOICES

KY PSC Case No. 2024-00092 Staff DR Set 1, No. 14 Attachment B Repsondent: Shaeffer Page 78 of 78

Kentucky.gov



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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Kentucky Unbridled Spirit

Attachment C

DocuSign Envelope ID: A6F53BF3-A0C3-4926-A52B-666CAA3860F1

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	

2	special studies, to be provided to NiSource in Excel format Finalize Rate Design, to include setting	Consultant	Review and approval at the sole discretion	NiSource Project Manager	3/29/24	
	rates for all classes and to be provided to NiSource in Excel format		of the NiSource Project Manager			
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.

NISOUR	Accepted and Agreed to: NISOURCE CORPORATE SERVICES COMPANY		ted and Agreed to: ILTANT
By: Name: _	Jennifer Shikany	By: Name:_	John Taylor
Title:	VP, Rates & Regulatory	Strategy	Managing Partner
Date:	1/19/2024	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	Accepted a REGULATO
DocuSigned by:	By: By:
By:	By: UINCO
Name:	Name:
Title: VP, Rates & Regulatory Strategy	Title ^{Managi}

Date: ____

Accepted and Agreed to: REGULATORY FINANCE ASSOCIATES, LLC

	DocuSigned by:	
By:	Vincent Rea	
	853D11F7576C4E6	

Name: Vincent Rea

Title Managing Director

Date: 1/23/2024



KY PSC Case No. 2024-00092 Staff 1-14 Attachment C Page 11 of 319

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.



<u>Task 5. Presentation to Management</u>. 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.

<u>Task 6. Final Estimates and Calculations</u>. 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

John & Apanos

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:
(+)
(Signature)

VP, Rates & Regulatory Strategy

(Title)

Jennifer L. Shikany

(Printed Name)

12/7/2023

(Date)

	Requisition Creation/I	Extension Approval Fo	rm	N [*] Source		
Job Information:						
Date: 10/4/2023	Requestor:	Tamaleh Shaeffer				
Temporary Workers Name	Monica Easter					
Requisition #	Location: Co	lumbus Arena/Remote				
New Position	Replacement for Replaceme	əq #	Extension			
Project Name & Scope/Descr	ription					
CKY and CVA Rate Case Act						
Business Rationale & Lengt	th of Engagement					
Monica will provide support for C	Columbia Gas of Kentucky an	nd Columbia Gas of Virginia ra	te case preparation, f	filing, discovery responses and other		
regulatory related tasks. Initial engagement length - November 1, 2023 - July 31, 2024.						
REQUIRED APPROVALS:						
Please indicate below approvals		0. 				
Supervisor or Manage	or Tamalo	Straws	Tamaleh Shae	ffer		
One Level Up	Paula :	Strauss W	Paula Strauss	i		
	OTP-15	A	- Jennifer Shikar	ıy		
U VP		<u> </u>	-			

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 VMSTM"), 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)

MSP - VMS Template 3.10.2017

Page 1 of 34 Agile-1 Confidential 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 singlesource, 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.

MSP - VMS Template 3.10.2017 Page 2 of 34 Agile-1 Confidential 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

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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:

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 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.

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Page 5 of 34 Agile-1 Confidential 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 employerrelated 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

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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:

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Stakeholder/ Department/Gr oup	epartment/Gr 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

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Page 8 of 34 Agile-1 Confidential 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

MSP - VMS Template 3.10.2017 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

MSP - VMS Template 3.10.2017 Page 10 of 34 Agile-1 Confidential 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 nonconformity 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:

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- (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

 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) :

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Major Deliverables	Definition/Comments	Respon- sibility	Target Completion Date	Owner Sponsor Acceptance
Discovery Tasks	 Identify Owner stakeholders Identify, collect and compile information for each Owner site impacted by the introduction of this MSP Identify any unique Owner requirements that may be incorporated into MSP Assess Owner readiness Assess and develop a Change Management plan Assess Change Impact – describes high level changes in the organization, skill/knowledge, rocess and system requirements and how these are anticipated to affect each stakeholder group Finalize any undefined SOW requirements/details for program deployment 	Consultant, Owner	8/18	
Stakeholder Analysis	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 thorugh the lifecycle of the implementation.	Consultant	8/18	
Design Documentation and Configuration Summary	Begin to define the MSP's requirements in support of Owner's goals and objectives. Provide input to the VMS Configuration and Design	Consultant	9/1	
Data Gathering	 Identify Owner selected Staffing Suppliers Identify, collect and compile Contingent Worker details Identify, collect and compile job titles, descriptions Identify, collect and compile pay and bill rates 	Consultant, Owner	9/1	

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

2. Project Implementation:

Major Deliverables	Definition/Comments	Responsibility	Target Completion Date	Owner Sponsor Acceptance
Discovery Tasks	Identify resources for project team from Consultant and Owner, identify preliminary project scope and establish critical success factors	Consultant, Owner	8/18	
Project Charter	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.	Consultant,	8/25	
Design Documentation and Configuration Summary	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.	Consultant, Owner	9/1	
Data Gathering	Obtain global job titles, Owner user set up sheets, Vendor data, and associated business rules, where applicable.	Consultant, Owner	9/1	
System Construction	Create database and configure on-line tool to meet the specific needs of Owner, including integration with required Owner back-end systems.	Consultant	9/22	

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Major Deliverables	Definition/Comments	Responsibility	Target Completion Date	Owner Sponsor Acceptance
Communication Plans	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	Consultant, Owner	8/18	
Communication Execution	Execution of internal and external communication activities defined in the Communications Plan	Consultant, Owner Supporting	On going completed on 10/13	
User Acceptance Testing	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.	Consultant, Owner	10/6	
Training Plan	Plan outlining the details of the training schedule, courses, logistics and user populations	Consultant, Owner supporting	9/15	
Training and Reference Materials	Instructor led-course materials, job aids, self-paced wbt content	Consultant, Owner supporting	10/13	
Training Logistics	Identifying and securing training locations, distribution of invitations to training, print materials, etc.	Owner	9/25	
Training	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.	Consultant	10/30	
Deployment Readiness Materials	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 • Deployment Schedule • Go/No-Go Checklist	Consultant & Owner	10/6	
Go-live	System available for use in production	Consultant, Owner	10/23	

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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.

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: 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	

Hourly Fees for Consultant resources assigned to Owner:

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	 Providing status reports to the Project Sponsor and the Project Team Receive, process and approve Change Control Forms 	
Business/Systems Architect	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: • 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	
Application Development	 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 Develop technical documents and handbooks to accurately represent application design and code 	\$125
Documentation Specialist	 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

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	 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	 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).

MSP - VMS Template 3.10.2017 Page 18 of 34 Agile-1 Confidential 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.
 - o <\$20M 3%
 - o \$20M+-\$30M 2.55%
 - o \$30M+-\$50M 2,45%
 - o \$50M+-\$100M 2.4%
- MSP Fees will be applied to all billing/invoicing processed by Consultant with the exception of travel and reimbursable expenses.

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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

Page 20 of 34 Agile-1 Confidential 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 straighttime 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 overtimeapplied 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.

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- 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.

MSP - VMS Template 3.10.2017 Page 22 of 34 Agile-1 Confidential 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	Consultant
By: Scot kills	By:
Print Name: Sealth Kelly	Print Name: JEFF KORNRFICH
Title: VP Sungs Chann	
Date: 8-25-2017	AUG 1 8 2017
	V

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Perfor- mance Category	SLA	Requirement Definition	Measurement Calculation	Target	Measure -ment Source	Measure- ment 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

Exhibit A Service Level Agreements

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		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 (Acceleratio n 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 golive, 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%).

Perfor- mance Category	KPL	Requirement Definition	Measurement Calculation	Target	Measure- ment Source	Measure- ment 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 VIMS, 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

Key Performance Indicators

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		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

Abra	ms Technical Service	1		States of the second	OT Pay	OT Bill
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	Rate	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	Customér 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 Nanagement (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 Englueer	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 Mariagement (PM)	Gost Analyst	Internediate	\$ 31.25	\$ 40.45	\$ 46.88	\$ 56.63

Job Group	ams Technical Service Job Type	Job Level	Pay Rate	Bill Rate	A Distance of the owner of the owner	OT Bil Rate
Engineering / Project Management (PM)	Cost Analyst	Senior	\$ 39.50	\$ 51.13	\$ 59.25	\$ 71.58
Engineering / Project Management (PM)	Cost Trohniblan	Junior	\$ 16.25	\$ 21.03	\$ 24.38	\$ 29.45
Engineering / Project Management (PM)	Cost Technician	Intermediate	\$ 21.75	\$ 28.15	\$ 32.63	\$ 39.4:
Engineering / Project Management (PM)	CostTechnician	Senior	\$ 33.25	\$ 43.04	\$ 49.88	\$ 60.25
Erigineering / 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 Centrol 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 Managément (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 / Ploject 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 / Projeci Management (PM)	Engineer	Junior	\$ 23.50	\$ 30.42	\$ 35.25	\$ 42.59
Engineering / Project Management (PM)	Engineer	Intermodicte.	\$ 30.25	\$ 39.16	\$ 45.38	\$ 54.82
Engineering / Project Management (PM)	Engineer	Senior	\$ 37.50	\$ 48.54	\$ 56.25	\$ 67.96
Engineering / Project Nanagement (PM)	Environniental Planner	Junior	\$ 18.75	\$ 24.27	\$ 28.13	\$ 33.98

Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
ngineering / Project Janagement (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
ngineering / Project Janagement (PM)	Environmental Scientist	Junior	\$ 19.75	\$ 25.56	\$ 29.63	\$ 35.79
Engineering / Project Nanagement (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 Vanagement (PM)	General Inspector	Junior	\$ 14.00	\$ 18.12	\$ 21.00	\$ 25.37
Engineering / Project Vanagement (PM)	General Inspector	Intermediate	\$ 16.75	\$ 21.68	\$ 25.13	\$ 30.35
Engineering / Project Vanagement (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)	Lanti Rights Agent	Senior	\$ 28.00	\$ 36.24	\$ 42.00	\$ 50.74

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	\$ 53.92
Engineering / Project Management (PM)	Mechanica) Engineer	Sentor	\$ 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)	Alpeline 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		
Engineering / Project Managoment (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 / Proje ćt Janagement (PM)	Project Coordinator	Junior	\$ 18.75	\$ 24.27	\$ 28.13	\$ 33.98
Engineering/ Project Vanagement (PM)	Project Coordinator	Intornodiate	\$ 21.25	\$ 27.51	\$ 31.88	\$ 38.51

Job Group	ims Technical Service 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 Vanagement (PM)	Project Engineer	Junior	\$ 26.50	\$ 34.30	\$ 39.75	\$ 48.02
Engineering / Project Nanagement (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	Junier	\$ 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 Mariagement (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	Semor	\$ 31.25	\$ 40.45	\$ 46.88	\$ 56.63
Engineering / Project Management (PM)	Safety Coordinato	r Junior	\$ 15.00	\$ 19.42	\$ 22.50	\$ 27.18
Engineering / Project Management (PM)	Safety Coordinato	r Intermediate	\$ 18.75	\$ 24.27	\$ 28.13	\$ 33.98
Engineering / Project Management (PM)	Safety Coordinato	r Senior	\$ 21.50	\$ 27.83	\$ 32.25	\$ 38.90
Englocoring / Project Management (PM)	Safety Inspector	Junior	\$ 18.00	\$ 23.30	\$ 27.00	\$ 32.62

Job Group	ams Technical Service	BERNING AND AND A	Pay		OT Pay	OT Bill
Job Group	Job Type	Job Level	Rate	Bill Rate	Rate	Rate
Engineering / Project	Safety Inspector	intermediate				
Management (PM)			\$ 21.75	\$ 28.15	\$ 32.63	\$ 39.41
Engineering / Project	Safety Inspector	Samlor		1		1.00
Management (PM)	Saraty inspector	Sentor	\$ 24.75	\$ 32.04	\$ 37.13	\$ 44.85
Engineering / Project	A de la construcción de la constru				1.1.1.1	
Management (PM)	Scheduler	Junior	\$ 15.00	\$ 19.42	\$ 22.50	\$ 27.18
Engineering / Project						
Management (PM)	Scheduler	musimediate	\$ 16.75	\$ 21.68	\$ 25.13	\$ 30.35
Engineering / Project		1997	1	y anico	φ 20120	9 50.55
Management (PM)	Scheduler	Senior	\$ 22.00	¢ 20.77	\$ 24 50	¢ 11 C
	11-7-52 - 18 B		\$ 23.00	\$ 29.77	\$ 34.50	\$ 41.68
Engineering / Project Management (PM)	Systems Analyst	Junio	A 20 75	* * * * * *		4
	2		\$ 20.75	\$ 26.86	\$ 31.13	\$ 37.60
Engineering / Project : Management (PM)	Systems Analyst	Intermediate		1.00	1.23	5.37
	1	1 11	\$ 33.25	\$ 43.04	\$ 49.88	\$ 60.25
Engineering / Project	Systems Analys:	Senior				1.1
Management (PM)			\$ 44.75	\$ 57.92	\$ 67.13	\$ 81.09
Engineering / Project	Welding Inspector	Junjor		1	1.7	1992
Management (PM)		1 - 1	\$ 18.25	\$ 23.62	\$ 27.38	\$ 33.07
Engineering / Project	Welding Inspector	Intermediate		1		
Management (PM)	and the second	in the second se	\$ 21.25	\$ 27.51	\$ 31.88	\$ 38.51
Engineering / Project		10				171
Management (PM)	Welding Inspector	Senior	\$ 25.75	\$ 33.33	\$ 38.63	\$ 46.66
Finance/Accounting	Accounts Payable	Junior			1.5.6.1	1
	Analyst Accounts Payable		\$ 18.25	\$ 23.62	\$ 27.38	\$ 33.07
Finance/Accounting	Analyst	Intermediate -	\$ 21.75	\$ 28.15	\$ 32.63	\$ 39.41
Finance/Accounting	Accounts Payable	Senior	\$ 28.00	\$ 36.24	\$ 42.00	\$ 50.74
Finance/Accounting	Analyst	Junior	\$ 18.25	\$ 23.62	\$ 27.38	\$ 33.07
Pinance/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
Mance/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
Emanue/Accounting	Cost Aricountant	Junior	\$ 26.50	\$ 34.30	\$ 39.75	\$ 48.02
Financa/Accounting	Cost Accountant	Intermediate	\$ 28.75	\$ 37.21	\$ 43.13	\$ 52.10
Finance Accounting	Cost Accountent	Senfor	\$ 31.75	\$ 41.10	\$ 47.63	\$ 57.54
Finance/Accounting	Finance Analyst	Uniter,***	\$ 32.75	\$ 42.39	\$ 49.13	\$ 59.35
intence/Accounting	Emance Analyst	Intermediate	\$ 35.00	\$ 45.30	\$ 52.50	\$ 63.43

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 Cham	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	Internediate	\$ 18.50	\$ 23.95	\$ 27.75	\$ 33,52
Supply Chain	Logistician	Senior	\$ 23.00	\$ 29.77	\$ 34.50	\$ 41.68

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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/Clefk	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/Olerk	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	Databasa Administrator	Junior	\$ 18.75	\$ 23.97	\$ 28.13	\$ 33.55
Admin/Clerk	Database Administrator	Intermediate	\$ 22.50	\$ 28.76	\$ 33.75	\$ 40.27
AdminiClerk.	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	Intermadiate	\$ 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
Englagering / Project Management (PM)	Construction Manager	Intermediate		\$ 28.76	\$ 33.75	\$ 40.27
Engineering (Project Nanagement (PM)	Construction Manager	Senior	\$ 35.50	\$ 45.38	\$ 53.25	\$ 63.53
Engliseering / Project Management (PM)	Cost Analyst	Junjor	\$ 24.50	\$ 31.32	\$ 36.75	\$ 43.84
Etgineering - Project Menagement (PM)	Cost Analyst	Intermodiate	\$ 31.25	\$ 39.95	\$ 46.88	\$ 55.92

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Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bil Rate
Engineering / Project Management (PM)	Cost Analyst	Senior	\$ 39.50	\$ 50.49	\$ 59.25	\$ 70.6
Enginesring / 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	\$ 38.9
Engineering / Project / Management (PM)	Cost Technician	Senior	\$ 33.25	\$ 42.50	\$ 49.88	\$ 59.50
Engineering / Project Management (PM)	Document Control Analysi	Junier	\$ 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	Junic	\$ 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 Nanagement (PM)	Electrical Engineer	Senior	\$ 38.50	\$ 49.21	\$ 57.75	\$ 68.90
Enginearing / Project Management (PM)	Engineer	Junior	\$ 23.50	\$ 30.04	\$ 35.25	\$ 42.06
Engineering / Project Venagement (PM)	Engineer	Intermediate.	\$ 30.25	\$ 38.67	\$ 45.38	\$ 54.13
Engineering / Project Verlagemont (RM)	Engineer	Senior (\$ 37.50	\$ 47.94	\$ 56.25	\$ 67.11
Englineering / Project Management (PM)	Environmental Plagner	quitier	\$ 18.75	\$ 23.97	\$ 28.13	\$ 33.55

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Engineeting / Project Management (PM)Environmental PlannerIntermediate \$2Engineeting / Project Management (PM)Environmental PlannerSenior\$2Engineeting / Project Management (PM)Environmental ScientistJunior\$1Engineeting / Project Management (PM)Environmental ScientistJunior\$1Engineeting / Project Management (PM)Environmental ScientistIntermediate \$28Engineeting / Project Management (PM)Environmental ScientistSenior\$33Engineeting / Project Management (PM)General Inspector DaniorJunior\$10Engineeting / Project Management (PM)General Inspector SoniotJunior\$10Engineeting / Project Management (PM)General Inspector SoniotSoniot \$20\$20Engineeting / Project Management (PM)General LaborIunior \$10\$10Engineeting / Project Management (PM)General LaborIunior \$11\$12Engineeting / Project Management (PM)General LaborIunior \$12\$13Engineeting / Project Management (PM)Gis AnalystJunior \$14\$14Engineeting / Project Management (PM)Gis AnalystJunior \$14\$14Engineeting / Project Management (PM)Gis AnalystJunior \$14\$14Engineeting / Project Management (PM)Gis AnalystJunior \$14\$14Engineeting / Project Management (PM)Gis AnalystJunior \$14\$14Enginee	Rate	Bill Rate	日本のお田市のでもうた	ourly Rates (USD) Pay Bill Day OT Pay OT Bill					
Management (PM) Planner Intermediate \$ 2 Engineering / Project Environmental Planner Sentor \$ 2 Engineering / Project Environmental Scientist Junior \$ 1 Engineering / Project Environmental Scientist Junior \$ 1 Engineering / Project Environmental Scientist Intermediate \$ 20 Engineering / Project Environmental Scientist Sentor \$ 30 Engineering / Project General Inspector Junior \$ 10 Engineering / Project General Inspector Junior \$ 10 Engineering / Project General Inspector Junior \$ 10 Engineering / Project General Inspector Sentor \$ 10 Engineering / Project General Labor Iunior \$ 11 Engineering / Project General Labor Intermediate \$ 12 Engineering / Project General Labor Iunior \$ 13 Engineering / Project General Labor Intermediate \$ 13 Engineering / Project General Labor Intermediate \$ 13 Engineering / Project			Rate	Rate					
Management (PM) Planner Senior \$ 2 Engineering / Project Environmental Scientist Junior \$ 10 Engineering / Project Environmental Scientist Intermediate \$ 20 Engineering / Project Environmental Scientist Intermediate \$ 20 Engineering / Project Environmental Scientist Senior \$ 30 Engineering / Project General Inspector Junior \$ 10 Engineering / Project General Labor Junior \$ 11 Engineering / Project General Labor Intermediate \$ 12 Engineering / Project General Labor Intermediate \$ 12 Engineering / Project General Labor Intermediate \$ 12 Engineering / Project GIS Analyst Junior \$ 16 Engineering / Project <t< td=""><td>21.25</td><td>\$ 27.16</td><td>\$ 31.88</td><td>\$ 38.03</td></t<>	21.25	\$ 27.16	\$ 31.88	\$ 38.03					
Management (PM) Scientist Durllor \$ 14 Engineering / Project Environmental Scientist Intermediate \$ 24 Engineering / Project Environmental Scientist Sentor \$ 33 Engineering / Project Environmental Scientist Sentor \$ 34 Engineering / Project General Inspector Junior \$ 14 Engineering / Project General Inspector Junior \$ 16 Engineering / Project General Labor Junior \$ 16 Engineering / Project General Labor Junior \$ 11 Engineering / Project General Labor Intermediate \$ 13 Engineering / Project General Labor Intermediate \$ 14 Engineering / Project General Labor Senior \$ 16 Engineering / Project GIS Analyst Junior \$ 17 Engineering / Project GIS Analyst	27.50	\$ 35.15	\$ 41.25	\$ 49.21					
Management (PM) Scientist Intermediate \$ 24 Engineering / Project Environmenial Senior \$ 35 Engineering / Project General Inspector Junior \$ 14 Engineering / Project General Inspector Junior \$ 14 Engineering / Project General Inspector Junior \$ 14 Engineering / Project General Inspector Intermediate \$ 16 Engineering / Project General Inspector Senior \$ 26 Engineering / Project General Inspector Senior \$ 26 Engineering / Project General Labor Junior \$ 12 Engineering / Project General Labor Junior \$ 12 Engineering / Project General Labor Intermediate \$ 16 Management (PM) General Labor Senior \$ 16 Engineering / Project General Labor Intermediate \$ 16 Management (PM) GIS Analyst Junior \$ 17 Engineering / Project GIS Analyst Intermediate \$ 20 Ingineering / Project GIS Analyst Senior	19.75	\$ 25.25	\$ 29.63	\$ 35.34					
Engineering / Project Management (PM)Environmental ScientistSeptorEngineering / Project Management (PM)General Inspector General InspectorJumorEngineering / Project Management (PM)General Inspector General InspectorIntermediate \$ 10Engineering / Project Management (PM)General Inspector General InspectorSonior\$ 20Engineering / Project Management (PM)General LaborJunior\$ 11Engineering / Project Management (PM)General LaborJunior\$ 12Engineering / Project Management (PM)General LaborIntermediate \$ 13\$ 13Engineering / Project Management (PM)General LaborIntermediate \$ 14\$ 14Engineering / Project Management (PM)General LaborIntermediate \$ 14\$ 14Engineering / Project Management (PM)General LaborIntermediate \$ 14\$ 14Engineering / Project Management (PM)GIS AnalystJunior\$ 16Engineering / Project Management (PM)GIS AnalystSenior \$ 16\$ 17Engineering / Project Management (PM)GIS AnalystSenior \$ 20\$ 20Engineering / Project Management (PM)GIS AnalystSenior \$ 20\$ 20Engineering / Project Management (PM)GIS AnalystSenior \$ 20\$ 20Engineering / Project Management (PM)GIS Analyst\$ 20\$ 20Engineering / Project Management (PM)GIS Analyst\$ 20\$ 20Engineering / Project Manage	28.75	\$ 36.75	\$ 43.13	\$ 51.45					
Engineering / Project Management (PM)General Inspector JemiorJemior\$ 14Engineering / Project Management (PM)General Inspector General InspectorIntermediate \$ 10Engineering / Project Management (PM)General Inspector General LaborSonior\$ 20Engineering / Project Management (PM)General LaborJunior\$ 11Engineering / Project Management (PM)General LaborJunior\$ 12Engineering / Project Management (PM)General LaborIntermediate \$ 13\$ 13Engineering / Project Management (PM)General LaborIntermediate \$ 14\$ 13Engineering / Project Management (PM)General LaborIntermediate \$ 14\$ 13Engineering / Project Management (PM)General LaborIntermediate \$ 14\$ 13Engineering / Project Management (PM)GIS AnalystJunior\$ 14Engineering / Project Management (PM)GIS AnalystSenior\$ 20Engineering / Project Management (PM)GIS Analyst <t< td=""><td>32.25</td><td>\$ 41.22</td><td>\$ 48.38</td><td>\$ 57.71</td></t<>	32.25	\$ 41.22	\$ 48.38	\$ 57.71					
Engineering / Project Management (PM)General Inspector Intermediate \$ 10Engineering / Project Management (PM)General Inspector SeniorSeniorEngineering / Project Management (PM)General LaborJuniorEngineering / Project Management (PM)General LaborJuniorEngineering / Project Management (PM)General LaborIntermediate \$ 13Engineering / Project Management (PM)General LaborIntermediate \$ 13Engineering / Project Management (PM)General LaborIntermediate \$ 14Engineering / Project Management (PM)Gis AnalystJuniorEngineering / Project Management (PM)Gis AnalystIntermediate \$ 17Engineering / Project Management (PM)Gis AnalystSeniorEngineering / Project Management (PM)Gis AnalystSeniorEngineering / Project Management (PM)Gis AnalystSeniorEngineering / Project Management (PM)Gis AnalystSeniorEngineering / Project Management (PM)Gis AnalystSenior		\$ 17.90	\$ 21.00	\$ 25.05					
Engineering / Project Management (PM) General Inspector Senior \$ 20 Engineering / Project Management (PM) General Labor Junior \$ 12 Engineering / Project Management (PM) General Labor Junior \$ 12 Engineering / Project Management (PM) General Labor Intermediate \$ 13 Engineering / Project Management (PM) General Labor Intermediate \$ 13 Engineering / Project Management (PM) General Labor Senior \$ 16 Engineering / Project Management (PM) GIS Analyst Junior \$ 17 Engineering / Project Management (PM) GIS Analyst Intermediate \$ 20 Engineering / Project Management (PM) GIS Analyst Senior \$ 20 Engineering / Project Management (PM) GIS Analyst Senior \$ 20		\$ 21.41	\$ 25.13	\$ 29.98					
Engineering / Project Management (PM)General LaborJunior\$ 11Engineering / Project Management (PM)General LaborIntermediate \$ 13Engineering / Project Management (PM)General LaborSenior\$ 16Engineering / Project Management (PM)General LaborSenior\$ 16Engineering / Project Management (PM)GIS AnalystJunior\$ 17Engineering / Project Management (PM)GIS AnalystIntermediate \$ 20Engineering / Project Management (PM)GIS AnalystSenior\$ 20		\$ 26.52	\$ 31.13						
Engineering (Project Management (PM)General LaborIntermediate \$ 13Engineering / Project Management (PM)General LaborSeniorEngineering / Project Management (PM)GIS AnalystJuniorEngineering / Project Management (PM)GIS AnalystIntermediate \$ 17Engineering / Project Management (PM)GIS AnalystIntermediate \$ 20Engineering / Project Management (PM)GIS AnalystSeniorEngineering / Project Management (PM)GIS AnalystSenior		\$ 14.06	\$ 16.50	\$ 37.13					
Engineering / Project General Labor Senior \$ 16 Engineering / Project GIS Analyst Junior \$ 17 Engineering / Project GIS Analyst Junior \$ 17 Engineering / Project GIS Analyst Intermediate \$ 20 Engineering / Project GIS Analyst Intermediate \$ 20 Engineering / Project GIS Analyst Senior \$ 20 Engineering / Project GIS Analyst Senior \$ 20 Anagement (PM) GIS Analyst \$ 500 \$ 20	1			\$ 19.69					
Engineering / Project Management (PM) GIS Analyst Junior \$ 17 Engineering / Project Management (PM) GIS Analyst Intermediate \$ 20 Engineering / Project Management (PM) GIS Analyst Senior \$ 22		\$ 17.26	\$ 20.25	\$ 24.16					
Engineering / Project GIS Analyst Intermediate \$ 20 Anagement (PM) GIS Analyst Senior \$ 22 Anagement (PM) GIS Analyst Senior \$ 22		\$ 21.41	\$ 25.13	\$ 29.98					
Ingineering / Project Aanagement (PM) GIS Analyst Senior \$ 22		\$ 22.69	\$ 26.63	\$ 31.77					
Ş 22		\$ 25.89							
Ingineering / Project Land Rights Agent Junior		\$ 28.76	\$ 33.75	\$ 40.27					
ngineering / Project Tananement /PM		\$ 21.41	\$ 25.13	\$ 29.98					
inginee/ing / Project Land Rights Agent Senior \$ 28	2.00	\$ 28.12	\$ 33.00	\$ 39.37					

Abr	ams Technical Servic		ourly Rate	Contract the second second	OT Pay	OT Bill
Job Group	Job Type	Job Level	Rate	Bill Rate	Rate	Rate
Engineering / Project Vanagement (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 Engliteer	Junior	\$ 23.00	\$ 29.40	\$ 34.50	\$ 41.16
Engineoring / 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	dunion	\$ 38.00	\$ 48.57	\$ 57.00	\$ 68.00
Engineering / Project Management (PM)	Pipeline Engineer	Interniediate	\$ 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 i Project Management (PM)	Project Control	Intermediate	\$ 28.75	\$ 36.75	\$ 43.13	\$ 51.45
Engineering / Project Management (PM)	Project Central	Senior	\$ 32.50	\$ 41.54	\$ 48.75	\$ 58.16
Engineering / Project Management (PM)	Project Caordinator	Junior	\$ 18.75	\$ 23.97	\$ 28.13	\$ 33.55
Engineering / Project Management (PM)	Project Coordinator	Intermediate	\$ 21.25	\$ 27.16	\$ 31.88	\$ 38.03

Ab	rams Technical Servi	ces - W2 OHIO I		es (USD)	-		
Job Group	Јор Туре	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bil Rate	
Engineering / Project Management (PM)	Project Geordinator	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	
Enginearing / 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	\$ 84.5	
Engineering / Project Management (PM)	Quality Technician	Junior	\$ 14.00	\$ 17.90	\$ 21.00	\$ 25.0	
Engineering / Project Management (PM)	Quality Technician	Intermediate	\$ 15.75	\$ 20.13	\$ 23.63	\$ 28.19	
Engineening / Project Management (PM)	Quality Technician	Senior	\$ 19.25	\$ 24.61	\$ 28.88	\$ 34.4	
Engineering / Project Management (PM)	Relay & Controls Field Engineer	Junior	\$ 17.75	\$ 22.69	\$ 26.63	\$ 31.7	
Engineering / Project Management (PM)	Relay & Controls Field Engineer	Intermediate	\$ 23.75	\$ 30.36	\$ 35.63	\$ 42.5	
Engineering / Project Management (PM)	Relay & Controls Field Engineer	Senior	\$ 31.25	\$ 39.95	\$ 46.88	\$ 55.93	
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	\$ 33.5	
Engineering / Project Management (PM)	Safety Coordinator	Senior	\$ 21.50	\$ 27.48	\$ 32.25	\$ 38.4	
Engineering / Project Management (PM)	Safety Inspector	Junior	\$ 18.00	\$ 23.01	\$ 27.00	\$ 32.2	

Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project	Safety Inspector	Intermediate			1.1	
Vanagement (PN)	salety inspector	THE CONTRACT	\$ 21.75	\$ 27.80	\$ 32.63	\$ 38.92
Engineering / Project	Safety Inspector	Senior	-	LCC.3	0.55	
Management (PM)			\$ 24.75	\$ 31.64	\$ 37.13	\$ 44.29
Engineering / Project	Scheduler	Junior		1221		
Vianagement (PM)		Central Contraction	\$ 15.00	\$ 19.17	\$ 22.50	\$ 26.84
Engineering / Project	Scheduler	Intermediate			1	
Management (PM)			\$ 16.75	\$ 21.41	\$ 25.13	\$ 29.98
Engineering / Project	Scheduler	Senior	1	1000		
Vanagement (PM)			\$ 23.00	\$ 29.40	\$ 34.50	\$ 41.16
Engineering / Project	Systems Analyst	Juntor		1		1100
Management (PM)			\$ 20.75	\$ 26.52	\$ 31.13	\$ 37.13
Engineering / Project	Systems Analyst	Intermediate		10.00		10.000
Wanagement (PM)			\$ 33.25	\$ 42.50	\$ 49.88	\$ 59.50
Engineering / Project	Systems Analyst	Senior		1.000		
Managemeni (PM)			\$ 44.75	\$ 57.20	\$ 67.13	\$ 80.08
Engineering / Project	Welding Inspector	Junior		2.14	1.5.1.1	1.1
Management (PM)			\$ 18.25	\$ 23.33	\$ 27.38	\$ 32.66
Engineering / Project	Welding Inspector	Intermediate			6771	1.5
Vanagement (PM)			\$ 21.25	\$ 27.16	\$ 31.88	\$ 38.03
Engineering / Project Management (PM)	Welding Inspector	Senior				1
Management (PM)			\$ 25.75	\$ 32.92	\$ 38.63	\$ 46.08
Finance/Accounting	Accounts Payable Analyst	Junipe	\$ 18.25	\$ 23.33	\$ 27.38	\$ 32.66
-inance/Accounting	Accounts Payable	Internediate		1	125.76	1.5.5
	Analyst Accounts Payable		\$ 21.75	\$ 27.80	\$ 32.63	\$ 38.92
Finance/Accounting	Analyst	Senior	\$ 28.00	\$ 35.79	\$ 42.00	\$ 50.11
inance/Accounting	Analyst	Junior	\$ 18.25	\$ 23.33	-	
Inance/Accounting	Analyst	Intermediate	\$ 21.75	\$ 27.80	\$ 32.63	\$ 38.92
inance Accounting	Analysi	Senior	\$ 28.00	\$ 35.79	\$ 42.00	\$ 50.11
inance/Accounting	Business Analyst	Junior	\$ 19.25	\$ 24.61	\$ 28.88	\$ 34.45
"inance/Accounting	Business Analyst	Internediate	\$ 27.00	\$ 34.51	\$ 40.50	\$ 48.32
inance/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
-	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
-inance/Accounting	Finance Analyst	Intermediate	\$ 35.00	\$ 44.74	\$ 52.50	\$ 62.64

Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Pinance/Accounting	Finance Analyst	Senior	\$ 35.50	\$ 45.38	\$ 53.25	\$ 63.53
Supply Chain	Singer	Junier	\$ 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	Senier	\$ 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	Logisfician	Senior	\$ 23.00	\$ 29.40	\$ 34.50	\$ 41.16

Abrams	Technical Services -	W2 PENNSYLVA	the second s		SD) OT Pay	OT Bill
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	Rate	Rate
Admin/Clesk	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/Cletk	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
Admîn/Clørk	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 PENNSYLVA		y Rates (U	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)	Dast 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	\$ 23.9								
Engineering / Project Management (PM)	Document Control Analyst	Sanior	\$ 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	\$ 37.3								
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	\$ 33.6								
Engineering / Project Management (PM)	Electrical Engineer	Intermediate	\$ 26.50	\$ 34.90	\$ 39.75	\$ 48.80								
Engineering / Project Management (PM)	Electrical Engineer	Senior	\$ 38.50	\$ 50.70	\$ 57.75	\$ 70.9								
Engineering / Project Management (PM)	Engineer	Junior	\$ 23.50	\$ 30.95	\$ 35.25	\$ 43.3								
Engineering / Project Management (PM)	Engineer	Intermediate	\$ 30.25	\$ 39.84	\$ 45.38	\$ 55.7								
Engineering / Project / Management (PM)	Engineer	Senlor	\$ 37.50	\$ 49.38	\$ 56.25	\$ 69.14								
Engineering / Project - Management (PM)	Environmental Plagner	Jullior	\$ 18.75	\$ 24.69	\$ 28.13	\$ 34.5								

Abrams	Technical Services -	W2 PENNSYLVA		11	SD) OT Pay	OT Bill
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	Rate	Rate
Engineering / Project Vanagement (FM)	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 Vanagement (PM)	Environmental Scientist	Junior	\$ 19.75	\$ 26.01	\$ 29.63	\$ 36.41
Engineering / Project Nanagement (PM)	Environmental Scientist	Intennediate	\$ 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 Vanagement (PM)	General Inspector	Intermediate	\$ 16.75	\$ 22.06	\$ 25.13	\$ 30.88
Engineering / Project Vanagement (PM)	General Inspector	Senior.	\$ 20.75	\$ 27.33	\$ 31.13	\$ 38.26
Engineering / Project Vanagement (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 Vanagement (PM)	General Lebor	Senior	\$ 16.75	\$ 23.77	\$ 25.13	\$ 33.28
Engineering / Project Vanagement (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
Enginvering / Project Janagement (PM)	Land Rights Agent	Junior	\$ 16.75	\$ 22.06	\$ 25.13	\$ 30.88
Engineering / Project Vanagement (PM)	Land Rights Agent	Intermediate	\$ 22.00	\$ 28.97	\$ 33.00	\$ 40.56
Engineering / Project Nanagement (PM)	Land Rights Agent	Senior	\$ 28.00	\$ 36.87	\$ 42.00	\$ 51.62

Abrams	Technical Services -	ANIA 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	Junier	\$ 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)	Mechanicai 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
Englneering / Project Management (PM)	Pipeline Engineer	intermediste	\$ 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 Gentrol	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

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 Managet	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	Senjor	\$ 47.25	\$ 62.22	\$ 70.88	\$ 87.11
Engineering / Project Management (PM)	Quality Technician	Junier	\$ 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	ปนกเอา	\$ 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 Coordinato	r Junior	\$ 15.00	\$ 19.75	\$ 22.50	\$ 27.65
Engineering / Project Management (PM)	Salety Coordinato	ntermediate	\$ 18.75	\$ 24.69	\$ 28.13	\$ 34.57
Engineering / Project Management (PM)	Safety Coordinato	Senjõr	\$ 21.50	\$ 28.31	\$ 32.25	\$ 39.64
Engineering / Project Management (PM)	Safety Inspector	Junior	\$ 18.00	\$ 23.70	\$ 27.00	\$ 33.19

Abram	s Technical Services	W2 PENNSYLV	ANIA Hourly Rates (USD)				
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bil Rate	
Engineering / Project Management (PM)	Safety Inspector	Intermediate		\$ 28.64	\$ 32.63	\$ 40.10	
Engineering / Project Management (PM)	Salety Inspector	Senior	\$ 24.75	\$ 32.59	\$ 37.13	\$ 45.63	
Engineering / Project Management (PM)	Scheduler	Junior	\$ 15.00	\$ 19.75	\$ 22.50	\$ 27.6	
Engineering / Project Management (PM)	Scheduler	intermediate	\$ 16.75	\$ 22.06	\$ 25.13	\$ 30.88	
Englneering / 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 i 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	
Inance/Accounting	Accounts Payable Analyst Analyst	Senior Junior	\$ 28.00		\$ 42.00	\$ 51.62	
inance/Accounting	Analyst	Intermediate	1.	\$ 24.03 \$ 28.64	\$ 27.38 \$ 32.63	\$ 33.65 \$ 40.10	
Tinance/Accounting	Analyst Business Analyst	Senior Junior	\$ 28.00 \$ 19.25	\$ 36.87 \$ 25.35	\$ 42.00 \$ 28.88	\$ 51.62 \$ 35.49	
Inance/Accounting	Business Analyst	Linemediate	\$ 27.00	\$ 35.56	\$ 40.50	\$ 49.78	
Inence/Accounting Inance/Accounting	Business Analyst Cost Accountant	Senior Junior	\$ 40.75 \$ 26.50	\$ 53.66 \$ 34.90	\$ 61.13 \$ 39.75	\$ 75.13 \$ 48.86	
inance/Accounting	Cost Accountant	Informediate .	\$ 28.75	\$ 37.86	\$ 43.13	\$ 53.01	
Innnee/Accounting	Cost Accountant	Senior	\$ 31.75	\$ 41.81	\$ 47.63	\$ 58.54	
Inance/Accounting	Finance Analyst	Junior	\$ 32.75	\$ 43.13	\$ 49.13	\$ 60.38	
mance Accounting.	Finance Analyst	Intermediate -	\$ 35.00	\$ 46.09	\$ 52.50	\$ 64.53	

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Job Group	Technical Services - Job Type	Job Level	Pay Rate	Bill Rate	INT DOL	OT Bill Rate
Finance/Accounting	Finance Analyst	Senior	\$ 35.50	\$ 46.75	\$ 53.25	\$ 65.45
Supply Chain	Buyer	Juntor	\$ 15.75	\$ 20.74	\$ 23.63	\$ 29.04
Supply Chain	Enver	Intermediate	\$ 18.25	\$ 24.03	\$ 27.38	\$ 33.65
Supply Chain	Buyer	Settior	\$ 22.50	\$ 29.63	\$ 33.75	\$ 41.48
Supply Citain	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	Centract Analyst	Senior	\$ 37.50	\$ 49.38	\$ 56.25	\$ 69.14
Supoly Chain	Logistician	Junior	\$ 16.00	\$ 21.07	\$ 24.00	\$ 29.50
Supply Chain	Logistician	Intermediate	\$ 18.50	\$ 24.36	\$ 27.75	\$ 34.1
Supply Chain	Logistician	Serlifor	\$ 23.00	\$ 30.29	\$ 34.50	\$ 42.40

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Job Group	Job Type	Job Level	Rate	Bill Rate	Rate	Rate
Admin/Clerk	Administrative Assistant	Junior	\$ 13.00	\$ 16.01	\$ 19.50	\$ 22.41
Admin/Clerk	Administrative Assistant	Intermodate	\$ 15.00	\$ 18.47	\$ 22.50	\$ 25.86
Admin/Cierk	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
Adının/Çlerk	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
Admm/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
Engliseering / 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
Enginoering / Project Management (PM)	Cost Analyst	Junier	\$ 24.50	\$ 30.16	\$ 36.75	\$ 42.23
Engineering / Project Mahagement (PM)	Cost Analyst	Intermediate	\$ 31.25	\$ 38.48	\$ 46.88	\$ 53.87

Job Group	Јор Туре	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Gost 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 Nanagement (PM)	Drafter	Junior	\$ 17.75	\$ 21.85	\$ 26.63	\$ 30.60
Engineering / Project Management (PM)	Drafter	Internediate	\$ 20.25	\$ 24.93	\$ 30.38	\$ 34.90
Engineering / Project Management (PM)	Drafter	Sanior	\$ 23.00	\$ 28.32	\$ 34.50	\$ 39.64
Englneering / 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)	Entjineer	Intermediate	\$ 30.25	\$ 37.24	\$ 45.38	\$ 52.14
Engineering / Project Mariagement (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 1	echnical Services - V	V2 MASSACHUS	SETTS 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	Internediate	\$ 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	
Enginearing / Project Management (PM)	Environmental Scientist	Intermediate	\$ 28.75	\$ 35.40	\$ 43.13	\$ 49.56	
Engineering / Project Management (PM)	Environmentai 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 Menagement (PM)	General Inspector	Intermediate	\$ 16.75	\$ 20.62	\$ 25.13	\$ 28.87	
Engineering / Project Management (PM)	Ganeral 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	

Job Group	Technical Services - Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project	Logistics Coordinator	Junior				
Management (PM) Engineering / Project.	Logistics		\$ 13.50	\$ 16.62	\$ 20.25	\$ 23.27
Management (PM)	Ceordinator	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
Engliveering / Project Management (PM)	Mechanical Engineer	Senior	\$ 37.00	\$ 45.55	\$ 55.50	\$ 63.78
Engineering / Project Management (PM)	Pipeline Enginee	Junior	\$ 38.00	\$ 46.79	\$ 57.00	\$ 65.50
Engineering / Project Management (PM)	Pipeline Enginee	Intermediate	\$ 40.00	\$ 49.25	\$ 60.00	\$ 68.95
Engineering / Project Management (PM)	Pipeline Enginee	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	Semor	\$ 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 - V	V2 MASSACHUS	JSETTS Hourly Rates (USD)				
Job Group	Јор Туре	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	Junier	\$ 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 Technicism	Intormediate	\$ 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	Internediate	\$ 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	Sénior	\$ 21.50	\$ 26.47	\$ 32.25	\$ 37.06	
Engineering / Project Management (PM)	Salety Inspector.	dunior	\$ 18.00	\$ 22.16	\$ 27.00	\$ 31.03	

Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT B Rate
Engineering / Project						
Management (PM)	Safety Inspector	Intermediate	\$ 21.75	\$ 26.78	\$ 32.63	\$ 37.4
Engineering / Project	12. (24.14)			10000		1
Management (PM)	Safety Inspector	Senior	\$ 24.75	\$ 30.47	\$ 37.13	\$ 42.6
Engineering / Project		The se	1			
Management (PM)	Schedulet	Junior	\$ 15.00	\$ 18.47	\$ 22.50	\$ 25.8
			<i>Q</i> 20.00	+ 10.17	Y LLIUU	+
Enginearing / Project Management (PM)	Scheduler	Internediste	\$ 16.75	\$ 20.62	\$ 25.13	\$ 28.8
			\$ 10.75	\$ 20.02	\$ 23.13	\$ 20.0
Enginearing / Project Management (PM)	Scheduler	Senior	4 00 00	÷ 00.00	4 34 50	¢ 20.4
menagement (m			\$ 23.00	\$ 28.32	\$ 34.50	\$ 39.6
Engineering / Project	Systems Analyst	Junior		4.00		
Management (PM)	7.16.		\$ 20.75	\$ 25.55	\$ 31.13	\$ 35.7
Engineering / Project	Systems Analyst	Intermediate	in the		1.00	1.1.1
Managemant (PM)			\$ 33.25	\$ 40.94	\$ 49.88	\$ 57.3
Engineering / Project	Systems Analyst	Senior				100
Management (PM)			\$ 44.75	\$ 55.10	\$ 67.13	\$ 77.3
Engineering / Project	Welding Inspector	Junior	1.1.1	1000	1000	
Management (PM)	rtelang nepetro	North Party of the	\$ 18.25	\$ 22.47	\$ 27.38	\$ 31.4
Engineering / Project		Intermediate	100	-		1
Management (PM)	Welding Inspector	anternaeuraite	\$ 21.25	\$ 26.16	\$ 31.88	\$ 36.6
Engineering / Project				100	1	
Management (PM)	Welding Inspector	Senior	\$ 25.75	\$ 31.70	\$ 38.63	\$ 44.3
Finance/Accounting	Accounts Payable	Junior	4 40 75	4 00 47	¢ 27.20	A 24
	Analyst Accounts Payable		\$ 18.25	\$ 22.47	\$ 27.38	\$ 31.4
Finance/Accounting	Analyst	Intermediate	\$ 21.75	\$ 26.78	\$ 32.63	\$ 37.4
Finance/Accounting	Accounts Payable Analyst	Senior	\$ 28.00	\$ 34.47	\$ 42.00	\$ 48.3
Finance/Accounting	Analyst	Junior	\$ 18.25	\$ 22.47	\$ 27.38	\$ 31.4
Finance/Accounting	Analyst	Intermediate	\$ 21.75	\$ 26.78	\$ 32.63	\$ 37.4
Finance/Accounting	Analyst	Senior	\$ 28.00	\$ 34.47	\$ 42.00	\$ 48.
Finance/Accounting	Business Analyst	Junior	\$ 19.25	\$ 23.70	\$ 28.88	\$ 33.
Finance/Accounting	Business Analysi	Intermediate.	\$ 27.00	\$ 33.24	\$ 40.50	\$ 46.
Finance/Accounting	Business Analyst	Senior	\$ 40.75	\$ 50.17	\$ 61.13	\$ 70.2
Finance/Accounting	Cost Accountant	Junior	\$ 26.50	\$ 32.63	\$ 39.75	\$ 45.
Finance/Accounting	Cost Accountant	Intermediate	\$ 28.75	\$ 35.40	\$ 43.13	\$ 49.
Finance/Accounting	Cost Accountant	Senior	\$ 31.75	\$ 39.09	\$ 47.63	\$ 54.
Finance/Accounting	Finance Analyst	Junio	\$ 32.75	\$ 40.32	\$ 49.13	\$ 56.4
Finance/Accounting	Finance Analyst	Intermediate	\$ 35.00	\$ 43.09	\$ 52.50	\$ 60.3

Abrams	Technical Services - V	V2 MASSACHUS	ETTS Hour	ly Rates (L	JSD)	- C
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	damior .	\$ 15.75	\$ 19.39	\$ 23.63	\$ 27.15
Supply Chain	Buyer	Intermediates;	\$ 18.25	\$ 22.47	\$ 27.38	\$ 31.46
Supply Chain	Buyer .	Senior	\$ 22.50	\$ 27.70	\$ 33.75	\$ 38.78
Supply Chain	Contract Analyst	Junier	\$ 30.75	\$ 37.86	\$ 46.13	\$ 53.00
Supply Chain	Centract 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	Logisticizh	Junior	\$ 16.00	\$ 19.70	\$ 24.00	\$ 27.58
Supply Chain	Logistician	Interneulate	\$ 18.50	\$ 22.78	\$ 27.75	\$ 31.89
Supply Chain	Logislician	Senior	\$ 23.00	\$ 28.32	\$ 34.50	\$ 39.64

Ab	rams Technical Service	s - W2 VIRGINI	and the second se	ates (USD)		CONTRACTOR OF
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Admin/Clerk	Administrative	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	Sanior	\$ 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	Datahase Administrator	Senior	\$ 26.75	\$ 34.44	\$ 40.13	\$ 48.22
Engineering / Projact 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)	Givil 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 / Projec Management (PM)	Cost Analyst	Intermediate	\$ 31.25	\$ 40.23	\$ 46.88	\$ 56.33

TRANSFER STREET	ms Technical Service	Job Level	Pay	Bill Rate	OT Pay	OT Bill
Job Group	Job Type	JOD Level	Rate	DIII Kate	Rate	Rate
Engineering / Project Managament (PM)	Cost Analyst	Senior	\$ 39.50	\$ 50.86	\$ 59.25	\$ 71.20
Engineering / Project Management (PM)	Gost 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)	Gost 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 Analysi	Informediate	\$ 13.00	\$ 16.74	\$ 19.50	\$ 23.43
Engineering / Project Management (PM)	Document Control Analyst	Benior	\$ 16.75	\$ 21.57	\$ 25.13	\$ 30.19
Engineering / Project Management (PM)	Brafter	Junior	\$ 17.75	\$ 22.85	\$ 26.63	\$ 31.9
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	\$ 41.4
Engineering / Project Management (PM)	Electrical Engineer	Junior	\$ 18.25	\$ 23.50	\$ 27.38	\$ 32.9
Engineering / Project Management (PM)	Electrical Engineer	Intermediate	\$ 26.50	\$ 34.12	\$ 39.75	\$ 47.7
Engineering / Project Managoment (PM)	Electrical Engineer	Senior	\$ 38.50	\$ 49.57	\$ 57.75	\$ 69.4
Engineering / Project Management (PM)	Engineer	Junior	\$ 23.50	\$ 30.26	\$ 35.25	\$ 42.3
Engineering / Project Management (PM)	Engineer	Intermediate	\$ 30.25	\$ 38.95	\$ 45.38	\$ 54.5
Engineering / Project ; Management (PM)	Engineer	Senior	\$ 37.50	\$ 48.28	\$ 56.25	\$ 67.5
Engineering / Project Management (PM)	Environmental Planner	Junior	\$ 18.75	\$ 24.14	\$ 28.13	\$ 33.8

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 Nanagement (PM)	Environmental Scientist	Junior	\$ 19.75	\$ 25.43	\$ 29.63	\$ 35.60
Engineening / Project Management (PM)	Environmental Scientist	Internediate	\$ 28.75	\$ 37.02	\$ 43.13	\$ 51.82
Engineering / Project Nanagement (PM)	Environmental Scientist	Senlor	\$ 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 Nanagement (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
Sngineering / Project Nanagement (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 Anaryst	Senior	\$ 22.50	\$ 28.97	\$ 33.75	\$ 40.56
Engineering / Project Management (PM)	Land Rights Agent	Juniof	\$ 16.75	\$ 21.57	\$ 25.13	\$ 30.19
ingineering / Project Aanagement (PM)	Land Rights Agent	Intermediate	\$ 22.00	\$ 28.33	\$ 33.00	\$ 39.66
Engineering / Project Nanagement (PM)	Land Rights Agent	Senior	\$ 28.00	\$ 36.05	\$ 42.00	\$ 50.47

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Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Logistics Chordinator	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 Variagement (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 Menagement (PM)	Pipeline Engineer	Juniër	\$ 38.00	\$ 48.93	\$ 57.00	\$ 68.50
Engineering / Project Vanagement (PM)	Pipeline Engineer	Intermediate	\$ 40.00	\$ 51.50	\$ 60.00	\$ 72.10
Engineering / Project Nanagement (PM)	Pipeline Engineer	Senior	\$ 44.75	\$ 57.62	\$ 67.13	\$ 80.66
Engineering / Project Vanagement (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 Janagement (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
ngineering / Project Janagement (PM)	Project Control	Intermediate	\$ 28.75	\$ 37.02	\$ 43.13	\$ 51.82
ingineering / Project Tanagement (PM)	Project Control	Senior	\$ 32.50	\$ 41.84	\$ 48.75	\$ 58.58
ingineering / Project. Jacagement (PM)	Project Coordinator	Junior	\$ 18.75	\$ 24.14	\$ 28.13	\$ 33.80
ngineering / Project Janagement (PM)	Project Contdinator	Intermediate	\$ 21.25	\$ 27.36	\$ 31.88	\$ 38.30

Job Group	ms Technical Service Job Type	Job Level	Pay	Bill Rate	OT Pay	OT Bill
			Rate		Rate	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	Sonlor	\$ 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	\$ 42.8
Engineering / Project Management (PM)	Relay'& Controls Field Engineer	Settion	\$ 31.25	\$ 40.23	\$ 46.88	\$ 56.33
Engineering / Project Management (PM)	Safety Coordinato	Junior	\$ 15.00	\$ 19.31	\$ 22.50	\$ 27.04
Engineering / Project Management (PM)	Salety Coordinate	n thfermediate	\$ 18.75	\$ 24.14	\$ 28.13	\$ 33.8
Engineering / Project Management (PM)	Safety Coordinato	r Senior	\$ 21.50	\$ 27.68	\$ 32.25	\$ 38.7
Engineering / Project Management (PM)	Safety Inspector	Junior	\$ 18.00	\$ 23.18	\$ 27.00	\$ 32.4

Abra	ams Technical Service	es - W2 VIRGINI	A Hourly R	ates (USD)	6	
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bi Rate
Engineering / Project Management (PM)	Safety Inspector	Intermediate	\$ 21.75	\$ 28.00	\$ 32.63	\$ 39.2
Engineering / Project Management (PM)	Safety Inspector	Senior	\$ 24.75	\$ 31.87	\$ 37.13	\$ 44.6
Engineering / Project Management (PM)	Schedüler	Junior	\$ 15.00	\$ 19.31	\$ 22.50	\$ 27.0
Engineering / Project Managoment (PM)	Scheduler	Intermediate	\$ 16.75	\$ 21.57	\$ 25.13	\$ 30.1
Engineering / Project Management (PM)	Scheduler	Senior	\$ 23.00	\$ 29.61	\$ 34.50	\$ 41.4
Engineering / Project Management (PM)	Systems Analyst .	Junier	\$ 20.75	\$ 26.72	\$ 31.13	\$ 37.4
Enginøering / Projec(Management (PM)	Systems Analyst	Intermediate	\$ 33.25	\$ 42.81	\$ 49.88	\$ 59.9
Engineering / Project Management (PM)	Systems Analyst	Senior	\$ 44.75	\$ 57.62	\$ 67.13	\$ 80.6
Engineering / Project Management (PM)	Welding Inspector	Junior	\$ 18.25	\$ 23.50	\$ 27.38	\$ 32.9
Engineering / Project Management (PM)	Welding Inspector	Intermediate	\$ 21.25	\$ 27.36	\$ 31.88	\$ 38.3
Engineering / Project Management (PM)	Welding Inspector	Senior	\$ 25.75	\$ 33.15	\$ 38.63	\$ 46.4
Finance/Accounting	Accounts Payable Analyst	Junior	\$ 18.25	\$ 23,50	\$ 27.38	\$ 32.9
Finance/Accounting	Accounts Payable Analyst	Intarmediate	\$ 21.75	\$ 28.00	\$ 32.63	\$ 39.2
Finance/Accounting Finance/Accounting	Accounts Payable Analyst Analyst	Senior Junior	\$ 28.00 \$ 18.25	\$ 36.05 \$ 23.50	\$ 42.00 \$ 27.38	\$ 50.4 \$ 32.9
Finance/Accounting	Analyst	Intermediats	\$ 21.75	\$ 28.00	\$ 32.63	\$ 39.2
Finance/Accounting Finance/Accounting	Analyst Business Analyst	Senior Junior	\$ 28.00 \$ 19.25	\$ 36.05 \$ 24.78	\$ 42.00 \$ 28.88	\$ 50.4 \$ 34.7
Finance/Accounting Finance/Accounting	Business Analyst Business Analyst	Intermediate Senior	\$ 27.00 \$ 40.75	\$ 34.76 \$ 52.47	\$ 40.50 \$ 61.13	\$ 48.6 \$ 73.4
Finance/Accounting	Cost Accountent	Junio	\$ 26.50	\$ 34.12	\$ 39.75	\$ 47.7
Finance/Accounting	Cost Accountant	Intermediate	\$ 28.75	\$ 37.02	\$ 43.13	\$ 51.8
Finance/Accounting	Cost Accountant	Senior	\$ 31.75	\$ 40.88	\$ 47.63	\$ 57.2
Pinance/Accounting	Finance Analyst	Junior	\$ 32.75	\$ 42.17	\$ 49.13	\$ 59.0
Finance/Accounting	Ripance Analyst	Intermediate	\$ 35.00	\$ 45.06	\$ 52.50	\$ 63.0

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

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Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bil Rate
Admin/Clerk	Administrative Assistant	Junier.	\$ 13.63	\$ 18.36	\$ 20.45	\$ 25.70
Admin/Clerk	Administrative Assistant	Intermediate.	\$ 14.81	\$ 19.87	\$ 22.21	\$ 27.8
Admin/Clerk	Administrative Assistant	Seniór	\$ 15.75	\$ 21.09	\$ 23.62	\$ 29.5
Admin/Clerk	Customer Service Representative	Junior	\$ 13.16	\$ 17.75	\$ 19.74	\$ 24.8
Admin/Clerk	Customer Service Representative	Intermediate	\$ 13.63	\$ 18.36	\$ 20.45	\$ 25.7(
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	Sentor	\$ 14.57	\$ 19.57	\$ 21.86	\$ 27.40
Admin/Clerk	Database Administrator	Junior	\$ 22.99	\$ 30.44	\$ 34.49	\$ 42.6
Admin/Clerk	Database Administrator	Intermediate	\$ 27.03	\$ 35.19	\$ 40.54	\$ 49.23
Admin/Clerk	Database Administrator	Senior	\$ 31.69	\$ 41.14	\$ 47.53	\$ 57.59
Engineering / Project Management (PM)	Civil Engineer	Junio	\$ 20.25	\$ 28.33	\$ 30.38	\$ 39.60
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	
Engineering / Project Management (PM)	Construction Manager	Intermediate	\$ 32.85	\$ 45.87	\$ 49.28	\$ 64.22
Engineering / Project Monagement (PM)	Construction Manager	Senior	\$ 36.68	\$ 51.15	\$ 55.01	\$ 71.61
Engineering / Project Matiagement (PM)	Cost Analyst	duntor 👘 🤤	\$ 22.05	\$ 30.79	\$ 33.08	\$ 43.11
Engineering / Project. Management (PM)	Cost Analyst	Internectiate	\$ 25.43	\$ 34.99	\$ 38.14	\$ 48.99

Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineëring / 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 Managément (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	Senfor	\$ 28.80	\$ 39.57	\$ 43.20	\$ 55.40
Engineering / Project Management (PM)	Electrical Enginee	r Junior	\$ 28.80	\$ 39.57	\$ 43.20	\$ 55.40
Engineering / Project Management (PM)	Electrical Enginee	r intermediate	\$ 36.23	\$ 49.63	\$ 54.34	\$ 69.48
Engineering / Project Management (PM)	Electrical Enginee	r 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	Internediata	\$ 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)	Environmenta) Planner	Junior	\$ 19.61	\$ 27.44	\$ 29.42	\$ 38.42

Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Ehgineering / Project Management (PM)	Environmental Planner	Intermediate	\$ 23.01	\$ 32.11	\$ 34.52	\$ 44.96
Engineering / Project Management (PM)	Environmental Planter	Senior	\$ 31.28	\$ 42.93	\$ 46.93	\$ 60.11
Engineering / Project Management (PM)	Environmental- Scientiet	dumor	\$ 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 Managemerit (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
Englineering / Project Management (PM)	GIS Analyst	Intermediate	\$ 35.56	\$ 48.73	2.00	\$ 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
En line unional Droin of	Land Rights Agent	Senior	\$ 32.63	\$ 44.75	\$ 48.94	\$ 62.65

Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Vlanagement (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)	Machanical Enginear	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
Enginsering / Project Management (PM)	Power Engineer	dunlar	\$ 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	JURIOI	\$ 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 Geordinator	Intermadiate	\$ 40.50	\$ 55.42	\$ 60.75	\$ 77.59

CDI	Engineering Solution	s - W2 INDIANA			1	
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Wanagement (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 Eligineer	Senior	\$ 44.10	\$ 60.30	\$ 66.15	\$ 84.42
Engineering / Project Management (PM)	Project Manager	domlor .	\$ 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 Managament (PM)	Quality Technician	Intermadiate	\$ 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	Sénior	\$ 43.20	\$ 59.08	\$ 64.80	\$ 82.72
Engineering / Project Vanagement (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 Vanagement (PM)	Safety Coordinator	Senior	\$ 29.03	\$ 40.59	\$ 43.54	\$ 56.83
Engineering / Project Valiagement (PM)	Safety Inspector	Juntor	\$ 15.30	\$ 21.91	\$ 22.95	\$ 30.67

Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
		State of the second state	Nate		AUGUS	11415
Engineering / Project	Safety Inspector	Intermediate	10.00	Sec. 3.4	1000	a landari
Janagement (PM)	and the second		\$ 18.90	\$ 26.94	\$ 28.35	\$ 37.71
Engineering / Project	Saluty Inspector	Senior			1.000	
Management (PM)	CALLEY INSPECTS	ALL STREET	\$ 22.50	\$ 31.97	\$ 33.75	\$ 44.75
Engineering / Project		No. 1		1	-	· · · ·
Vlanagement (PM)	Scheduler	Junior	\$ 14.40	\$ 20.30	\$ 21.60	\$ 28.41
La Carte Cart			Ş 14,40	\$ 20.50	<i><i>ϕ</i> <i>L</i>1.00</i>	• = = = = = = = = = = = = = = = = = = =
Engineering / Project	Scheduler	Internediate	10000			4 00 4-
Wanagement (PM)			\$ 16.88	\$ 23.69	\$ 25.31	\$ 33.17
Engineering / Project	Scheituler	Senior		1	12.57	1.11
Nanagement (FM)	Concentration of the second		\$ 26.10	\$ 35.91	\$ 39.15	\$ 50.27
Engineering / Project		1			10-11	
Management (PM)	Systems Analysi	Junior	\$ 32.40	\$ 44.45	\$ 48.60	\$ 62.23
			Q DLITE	· · · · · · ·	-	
Engineering / Project Vanagement (PM)	Systems Analyst	Intermediate		4 - 2 - 27	4	÷ 70.00
vianagement (Fai)			\$ 38.03	\$ 52.07	\$ 57.04	\$ 72.90
Engineering / Project	Systems Analyst	Senior				
Variagement (PM)			\$ 47.70	\$ 65.18	\$ 71.55	\$ 91.25
Engineering / Project			_			1
Management (PM)	Welding Inspector	Junior	\$ 16.43	\$ 23.07	\$ 24.64	\$ 32.30
			9 10:10	ϕ DiD	4	
Engineering / Project	Welding Inspector	Intermediate	1.1.1.1			
Wanagement (PM)			\$ 21.04	\$ 29.41	\$ 31.56	\$ 41.17
Engineering / Project	Welding Inspector	Senior	2.0	1000	1.5	1.1.
Management (PM)	Contraction of the second of		\$ 25.65	\$ 35.30	\$ 38.48	\$ 49.42
Finance/Accounting	Accounts Payable	Junior	d 45 20	¢ 21.20	\$ 22.95	\$ 20.00
- militer and a second second	Analyst Accounts Payable		\$ 15.30	\$ 21.29	\$ 22.95	\$ 29.80
Finance Accounting	Analyst	Intermediate	\$ 19.55	\$ 27.05	\$ 29.33	\$ 37.87
and a second second second	Accounts Payable	Senior	1		A DE DE	6 AA.54
Inance/Accounting	Analyst	a sugar a sugar	\$ 23.38	\$ 31.84		\$ 44.58
Finance/Accounting	Analyst	Junior	\$ 23.80	\$ 32.41	\$ 35.70	\$ 45.38
Finance/Accounting	Analyst	Infermediate	\$ 28.90	\$ 39.24		
Finance/Accounting	Analyst	Senior	\$ 32.30	\$ 43.79	\$ 48.45	\$ 61.3
Finance/Accounting	Business Analyst	Junior	\$ 29.75	\$ 40.38	\$ 44.63	\$ 56.5
Finance/Accounting	Business Analyst	Intermediate	\$ 37.19	\$ 50.34	\$ 55.78	\$ 70.4
Finance/Accounting	Business Analyst	Senior	\$ 42.93	\$ 58.02	\$ 64.39	\$ 81.2
Finance/Accounting	Cost Accountant	Junior	\$ 18.70	\$ 25.90	\$ 28.05	\$ 36.2
Finance/Accounting	Cost Accountant	Intermediate	\$ 22.53	\$ 31.08	\$ 33.79	\$ 43.5
Finance/Accounting	Cost Accountant	Senior	\$ 25.50	\$ 34.69	\$ 38.25	\$ 48.5
Plnance/Accounting	Finance Analyst	Junior	\$ 19.98	\$ 27.62	\$ 29.96	\$ 38.6
Finance/Accounting	Finance Analyst	Intermediate	\$ 26.56	\$ 36.11	\$ 39.84	\$ 50.50

CD	I Engineering Solution	ons - W2 INDIANA	A Hourly R	ates (USD)		Sec.
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	Junich	\$ 20.45	\$ 28.67	\$ 30.67	\$ 40.14
Supply Cham	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	slunior	\$ 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	Lagistician	Junier	\$ 22.47	\$ 31.45	\$ 33.70	\$ 44.03
Supply Chain	Logistician	Intermediate	\$ 25.53	\$ 35.67	\$ 38.30	\$ 49.94
Supply Chain	Logistician	Semer	\$ 28.44	\$ 39.19	\$ 42.65	\$ 54.86

C	DI Engineering Solutio	ons - W2 OHIO H	a prime and the second s	es (USD)	Carrow In Cold and	NAME OF COMPANY
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/Ülerk	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	Intermodiate	\$ 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/Qlerk	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

SAMERIC INC.	OI Engineering Solutio	Job Group Job Type Job Level Pay Bill Rate OT Pay O								
Jeo Group	Јор Туре	Job Level	Rate	Bill Rate	Rate	Rate				
Engineering (Project Management (PM)	Cost Analyst	Senior	\$ 27.63	\$ 37.99	\$ 41.44	\$ 53.18				
Engineering / Project Management (PM)	Gast 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)	Decument 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)	Dratter	Intermediate	\$ 24.86	\$ 34.25	\$ 37.29	\$ 47.95				
Engineering / Projec) 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		\$ 50.93	\$ 55.78	\$ 71.31				
Engineering / Project Nanagemeni (PM)	Engineer	Senior	\$ 41.65	\$ 56.97	\$ 62.48	\$ 79.76				
Engliserning (Project Mahagement (PM)	Environmental Planner	Junior	\$ 18.52	\$ 25.98	\$ 27.78	\$ 36.37				

C	I Engineering Solutio	ns - W2 OHIO I	A PROPERTY AND A PROPERTY	es (USD)		
Job Group	Јор Туре	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Englineering (Project Vanagement (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 Aanagement (PM)	Environmental Scientist	.lunior	\$ 18.22	\$ 26.01	\$ 27.32	\$ 36.41
Engineering / Project Nanagement (PM)	Environmental Scientist	Intermediate	\$ 23.38	\$ 33.21	\$ 35.06	\$ 46.49
Engineering / Project Vlanagement (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 Vanagement (PM)	General Inspector	Senior	\$ 17.21	\$ 24.18	\$ 25.82	\$ 33.85
Engineering / Project Vanagement (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
Englneering / Project Vanagement (PM)	General Labor	Senior	\$ 21.04	\$ 29.42	\$ 31.56	\$ 41.19
Engineering / Project Vanagement (PM)	GIS Analyst	Junior	\$ 23.65	\$ 33.00	\$ 35.47	\$ 46.20
Enginsering / Project Management (PM)	GIS Analyst	Intermediate	\$ 33.58	\$ 46.05	\$ 50.38	\$ 64.48
Engineering / Project Nanagement (PM)	GIS Analyst	Senior	\$ 39.59	\$ 54.19	\$ 59.39	\$ 75.86
Engineering / Project Vanagement (PM)	Land Righte Agent	มนกางก	\$ 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

Job Group	DI Engineering Solut Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bil Rate
Engineering / Project Management (PM)	Logistics Coordinator	Junior	\$ 12.75	\$ 18.07	\$ 19.13	\$ 25.29
Engliseering / 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	\$ 35.4
Enginrering / 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
Englineering / 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	Juniar	\$ 33.79	\$ 46.33	\$ 50.68	\$ 64.86
Engineering / Project Management (PM)	Power Engineer	Infermadiate	\$ 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	lumor	\$ 22.95		\$ 34.43	
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
Engliseering / Project. Management (PM)	Project Coordinator	Junior	\$ 34.00	\$ 46.62	\$ 51.00	\$ 65.26
Englineering (Project Vanagement (PM)	Project Coordinator	Intermediate	\$ 38.25	\$ 52.37	\$ 57.38	\$ 73.32

CD	I Engineering Solutio	ons - W2 OHIO H		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	OT Pay	OT BIII
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	Rate	Rate
Engineering / Project Management (PM)	Project Coordinator	Senior	\$ 42.50	\$ 58.12	\$ 63.75	\$ 81.37
Engingering / Project Management (PM)	Project Engineer	Junior	\$ 33.15	\$ 45.47	\$ 49.73	\$ 63.65
Engineering / Project Nanagement (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 Managament (PM)	Quality Technician	Junior	\$ 15.09	\$ 21.27	\$ 22.63	\$ 29.78
Engineering / Project Managoment (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
Éngineering / Project Management (PM)	Relay & Controls Field Engineer	Jumur	\$ 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 Coordinato	Junior	\$ 18.70	\$ 26.68	\$ 28.05	\$ 37.36
Engineering / Project Management (PM)	Safety Coordinato	r Intermediate	\$ 22.10	\$ 31.43	\$ 33.15	\$ 44.00
Engineering / Project Management (PM)	Safely Coordinato	r Senlor	\$ 27.41	\$ 38.38	\$ 41.12	\$ 53.73
Engineering / Project Management (PM)	Safety Inspector	Junior	\$ 14.45	\$ 20.75	\$ 21.68	\$ 29.06

CL	Ji Engineering Soluti	Hourly Rates (USD)				
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bil Rate
Engineering / Project Management (PM)	Salety 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)	8cheduler	Junior	\$ 13.60	\$ 19.23	\$ 20.40	\$ 26.9
Engineering / Project Management (PM)	Scheduler	Intermediate	\$ 15.94	\$ 22.43	\$ 23.91	\$ 31.4
Engineering / Project Management (FM)	Scheduler	Senior	\$ 24.65	\$ 33.96	\$ 36.98	\$ 47.54
Engineering / Project Management (PM)	Systems Analyst	Junior	\$ 30.60	\$ 42.02	\$ 45.90	\$ 58.8
Engineering / Project Mähagement (PM)	Systems Analys:	Intermediate	\$ 35.91	\$ 49.21	\$ 53.87	\$ 68.8
Engineering / Project Management (PM)	Systems Analyst	Senior	\$ 45.05	\$ 61.58	\$ 67.58	\$ 86.2
Engineering / Project / Management (PM)	Welding Inspector	Junier	\$ 15.51	\$ 21.85	\$ 23.27	\$ 30.5
Engineering / Project Management (PM)	Welding Inspector	Intermediate	\$ 19.87	\$ 27.83	\$ 29.81	\$ 38.9
Engineering / Project Management (PM)	Welding Inspector	Senior	\$ 24.23	\$ 33.39	\$ 36.34	\$ 46.7
Finance/Accounting	Accounts Payable Analyst	Junior	\$ 16.20	\$ 22.52	\$ 24.30	\$ 31.5
Finance/Accounting	Accounts Payable Analyst	Intermediate	\$ 20.70	\$ 28.61	\$ 31.05	\$ 40.0
Finance/Accounting	Accounts Payable Analyst	Senior	\$ 24.75	\$ 34.09	\$ 37.13	\$ 47.7
Finance/Accounting	Analyst Analyst	Junior Intermodiate	\$ 25.20 \$ 30.60	\$ 34.70 \$ 41.50	\$ 37.80 \$ 45.90	\$ 48.5 \$ 58.0
Pinance/Accounting Finance/Accounting	Analyst Business Analyst	Senicir	\$ 34.20 \$ 31.50	\$ 46.31	\$ 51.30	\$ 64.8
Finance/Accounting	Business Analyst	Junior Internediate	\$ 39.38	\$ 42.70 \$ 53.22	\$ 47.25 \$ 59.06	\$ 59.7 \$ 74.5
Finance/Accounting	Business Analyst	Stantor	\$ 45.45	\$ 61.35	\$ 68.18	\$ 85.8
Finance/Accounting	Cost Accountant	Junioi 🛝	\$ 19.80	\$ 27.39	\$ 29.70	\$ 38.3
Finance/Accounting	Cost Accountant	Intermediate	\$ 23.85	\$ 32.87	\$ 35.78	\$ 46.0
Finance/Accounting	Cost Accountant	Semior	\$ 27.00	\$ 36.68	\$ 40.50	\$ 51.3
Finance/Accounting	Finance Analyst Finance Analyst	Junior Internediate	\$ 21.15 \$ 28.13	\$ 29.22 \$ 38.19	\$ 31.73 \$ 42.19	\$ 40.9 \$ 53.4

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	Euver	Intermediate	\$ 20.40	\$ 28.51	\$ 30.60	\$ 39.91
Supply Chain	Suyer	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	Intermodiate	\$ 35.91	\$ 49.13	\$ 53.87	\$ 68.79
Supply Chain	Contract Analyst	Senier	\$ 39.31	\$ 53.73	\$ 58.97	\$ 75.22
Supply Chain	Logistician	Junior	\$ 20.32	\$ 28.39	\$ 30.47	\$ 39.75
Sunoly Chain	(karpstician	Intermediate	\$ 23.09	\$ 32.19	\$ 34.63	\$ 45.06
Supply Chain	Logistician	Senior	\$ 25.71	\$ 35.35	\$ 38.57	\$ 49.49

CDI Eng	gineering Solutions - \	W2 PENNSYLVA	NIA Hourl	y Rates (U	SD)	
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/Clork	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/Glerk	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	Intermodiate	\$ 28.33	\$ 39.14	\$ 42.49	\$ 54.79
Engineering / Project Management (PM)	Civil Engineer	Sanior	\$ 36.99	\$ 50.86	\$ 55.49	\$ 71.21
Engineering / Project Management (PM)	Construction Manager	Junior	\$ 30.94	\$ 43.44	\$ 46.41	\$ 60.81
Englneering / Project Management (PM)	Construction Manager	Internadiate	\$ 32.73	\$ 45.91	\$ 49.10	\$ 64.27
Engine#ring / Project Management (PM)	Construction Manager	Senior	\$ 36.54	\$ 51.16	\$ 54.81	\$ 71.63
Engloeering / Projec) Management (PM)	Cost Analyst	Junior	\$ 21.97	\$ 30.90	\$ 32.96	\$ 43.26
Engineering (Project Management (PN)	Cost Analyst	Intermediate	\$ 25.33	\$ 35.08	\$ 38.00	\$ 49.11

Job Group	ineering Solutions - V Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
ingineering / Project fanagement (PM)	Cost Analyst	Senior	\$ 29.14	\$ 40.24	\$ 43.72	\$ 56.34
Engineering / Project Vanagement (PM)	Cost Technician	Junior	\$ 20.63	\$ 29.06	\$ 30.94	\$ 40.68
Engineering / Project Vanagement (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
Englineering / Project Management (PM)	Document Control Analyst	Intermediate	\$ 23.45	\$ 32.93	\$ 35.18	\$ 46.10
Engineering / Project Management (PM)	Decument 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)	Engliteer	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	Suniof	\$ 19.54	\$ 27.57	\$ 29.31	\$ 38.60

Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineeting / 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 (FM)	Environmental Scientist	Sentor	\$ 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)	Scheral 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)	Gi9 Analyst	Junior	\$ 24.95	\$ 34.56	\$ 37.42	\$ 48.38
Engineering / Project Management (PM)	GIS Analyst	Infermediate	\$ 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 Menagement (PM)	Land Rights Agent	Intermediate	\$ 29.82	\$ 41.15		
Engineering / Project. Managonient (PM)	Lang Rights Agent	Senier	\$ 32.51	\$ 44.79	\$ 44.73 \$ 48.76	\$ 57.61

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 Menagement (PM)	Logistics Coordinator	Senior .	\$ 19.06	\$ 26.90	\$ 28.58	\$ 37.67
Engineening / Project Management (PM)	Mechanical Engineer	Junior	\$ 33.18	\$ 45.70	\$ 49.77	\$ 63.99
Engineering / Project Management (PM)	Mechanicat 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	Junier	\$ 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 Managemont (PM)	Pipeline Engineer	Senior	\$ 47.27	\$ 64.77	\$ 70.90	\$ 90.68
Engineering / Project Management (PM)	Fower Engineer	Junior	\$ 35.65	\$ 49.04	\$ 53.47	\$ 68.66
Engineering / Project Management (PM)	Pover 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	Jumor	\$ 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 Enj	gineering Solutions - N	N2 PENNSYLVA	ANIA 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	Junier	\$ 34.97	\$ 48.13	\$ 52.46	\$ 67.38	
Englineering / 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 Nanagement (PM)	Project Manager	Junio:	\$ 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 Nanagement (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 Nanagement (PM)	Reley & Controls Field Engineer	Intermediate	\$ 38.19	\$ 52.49	\$ 57.29	\$ 73.49	
Engineering / Project Aanasjement (PM)	Relay & Controls Field Engineer	Senior	\$ 43.04	\$ 59.06	\$ 64.57	\$ 82.68	
Engineering / Project Aanagement (PM)	Safety Coordinator	Junior	\$ 19.73	\$ 28.32	\$ 29.59	\$ 39.64	
Englusering / Project Jenagement (PM)	Safety Coordinator	Intermediate	\$ 23.32	\$ 33.32	\$ 34.97	\$ 46.65	
Engineer(8g / Project Aanagement (PM)	Salety Coordinator	Senior	\$ 28.92	\$ 40.65	\$ 43.38	\$ 56.92	
Ingineering / Project Janagement (PM)	Safety Inspector	Junior	\$ 15.24	\$ 22.06	\$ 22.87	\$ 30.88	

	ineering Solutions - Job Type	Job Level	Pay	Bill Rate	OT Pay	OT Bill
Job Group	JOB Type	JOB LEVEL	Rate	Lini ricito	Rate	Rate
Engineering / Project	Safety inspector	Intermediate				
Management (PM)			\$ 18.83	\$ 27.06	\$ 28.25	\$ 37.89
Engineering / Project	Safety Inspector	Senior				
Management (PM)	carely instantion		\$ 22.42	\$ 32.07	\$ 33.63	\$ 44.90
Engineering / Project	1				100	200
Management (PM)	Scheduler	Junior	\$ 14.35	\$ 20.45	\$ 21.52	\$ 28.63
Engineering Project		Internet diaba				100
Management (PM)	Scheduler	Internediate	\$ 16.81	\$ 23.83	\$ 25.22	\$ 33.36
Engineering / Project				11		
Management (PM)	Scheduler	Senior	\$ 26.01	\$ 35.99	\$ 39.01	\$ 50.39
Engineering / Project	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1					
Management (PM)	Systems Analyst	Junior	\$ 32.28	\$ 44.49	\$ 48.42	\$ 62.29
1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1			T SHIEL			
Engineering / Project Management (PM)	Systems Analyst	intermediate	\$ 37.89	\$ 52.08	\$ 56.83	\$ 72.91
			\$ 51.65	\$ 52.00	\$ 50.05	\$ 12,51
Engineering / Project - Mariagement (PM)	Systems Analyst	Senior	4 47 52	A	6 74 20	C 01 10
			\$ 47.53	\$ 65.13	\$ 71.29	\$ 91.18
Engineering / Project	Welding Inspector	Junior		1.0.0		4 3565
Management (PM)	1.4 28 11		\$ 16.37	\$ 23.22	\$ 24.55	\$ 32.50
Engineering / Project	Welding Inspector	Intermediate				2.35
Management (PM)			\$ 20.97	\$ 29.52	\$ 31.45	\$ 41.33
Engineering / Project	Welding Inspector	Senior			1.00	
Management (PM)			\$ 25.56	\$ 35.39	\$ 38.34	\$ 49.54
Finance/Accounting	Accounts Payable Analyst	Junior	\$ 17.09	\$ 23.84	\$ 25.64	\$ 33.37
	Accounts Payable	Intermediate	500.00			5.5
Finance/Accounting	Analyst Accounts Payable		\$ 21.84	\$ 30.24	\$ 32.76	\$ 42.33
Finance/Accounting	Analyst	Senior	\$ 26.11	\$ 35.56	\$ 39.17	\$ 49.78
Finance/Accounting	Analyst	dunior	\$ 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		\$ 68.37
Finance/Accounting	Business Analyst	Junior	\$ 33.23	\$ 45.04		\$ 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	Gust Accountant	Senior	\$ 28.49	\$ 38.72	\$ 42.73	\$ 54.21
Finance/Accounting	Finance Analyst:	Juniér	\$ 22.31	\$ 30.88	\$ 33.47	\$ 43.23
Finance/Accounting	Finance Analyst	Intermediate	\$ 29.67	\$ 40.30	\$ 44.51	\$ 56.42

CDI En	gineering Solutions -	W2 PENNSYLVA	NIA Houri	y Rates (U	SD)	
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Pinance/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	Gontract Analyst	Junior	\$ 34.08	\$ 46.85	\$ 51.11	\$ 65.59
Supply Chain	Contract Analyst	Intermetilate.	\$ 37.89	\$ 52.00	\$ 56.83	\$ 72.80
Supply Chain	Contract Analyst	Senior	\$ 41.47	\$ 56.85	\$ 62.21	\$ 79.59
Supply Chain	Logistician	durior	\$ 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

Job Group	neering Solutions - V Job Type	Job Level	Pay	Bill Rate	OT Pay	OT Bill
Job Group	Administrative		Rate		Rate	Rate
Admin/Clerk	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/Cler¥	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
Admiii/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	\$ 27.33
Admin/Clerk	Data Entry Operator	Senior	\$ 15.28	\$ 20.77	\$ 22.91	\$ 29.0
AdminiClerk	Database Administrator	Junior	\$ 24.11	\$ 32.07	\$ 36.16	\$ 44.8
Admin/Clerk	Database Administrator	Intermediate	\$ 28.33	\$ 37.00	\$ 42.50	\$ 51.8
Admin/Clefk	Database Administrator	Senior	\$ 33.22	\$ 43.17	\$ 49.83	\$ 60.4
Engineering / Project Management (PM)	Civil Engineer	Junior	\$ 20.94	\$ 30.13	\$ 31.41	\$ 42.1
Engineering / Project Management (PM)	Civil Engineer	Intermediate	\$ 29.40	\$ 41.32	\$ 44.10	\$ 57.8
Engineering / Project Management (PM)	Civil Engineer	Senior	\$ 38.39	\$ 53.58	\$ 57.59	\$ 75.0
Engineering / Project Management (PM)	Construction Manager	Junier	\$ 32.11	\$ 45.81	\$ 48.17	\$ 64.1
Engineering / Project Management (PM)	Construction Manager	Intermediate	\$ 33.97	\$ 48.39	\$ 50.96	\$ 67.7
Engineering / Project Management (PM)	Construction Manager	Senior	\$ 37.93	\$ 53.89	\$ 56.89	\$ 75.4
Engineering / Project Management (PM)	Cost Analyst	Junior	\$ 22.80	\$ 32.70	\$ 34.21	\$ 45.7
Engineering / Project Management (PM)	Cost Analyst	Intermediate	\$ 26.29	\$ 37.08	\$ 39.44	\$ 51.9

CDI Eng	ineering Solutions - V	V2 MASSACHUS		1		
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)	Cest Technician	Senior	\$ 26.06	\$ 36.76	\$ 39.09	\$ 51.47
Engineering / Project Management (PM)	Document Control Analyst	Juniof	\$ 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 Managament (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
ngjueenng / Project Vanagament (PM)	Eugineer ,	Junior	\$ 36.30	\$ 50.72	\$ 54.45	\$ 71.01
Engineering / Project Management (PM)	Engineer	Intermediate	\$ 40.72	\$ 56.75	\$ 61.08	\$ 79.45
ingineening / Project / Aanagement (PM)	Engineer	Senior	\$ 45.61	\$ 63.42	\$ 68.41	
Englocering / Project Variagement (PM)	Enviroitmental Planner	Junior	\$ 20.28	\$ 29.22	\$ 30,42	\$ 88.78 \$ 40.91

Job Group	neering Solutions - \ Job Type	Job Level	Pay	Bill Rate	OT Pay	OT Bill
Job Group	abbitype	DOV LOVSI	Rate		Rate	Rate
Engineering / Project Management (PM)	Environmental Planner	Internediate	\$ 23.80	\$ 34.08	\$ 35.70	\$ 47.71
Enginaering / Project Management (PM)	Environmental Planner	Sanior	\$ 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	Sénior	\$ 23.04	\$ 33.02	\$ 34.55	\$ 46.23
Engineering / Project Management (PM)	GIS Analyst	Juniər	\$ 25.89	\$ 36.53	\$ 38.84	\$ 51.15
Engineering / Project Managoment (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 Agen	t Junior -	\$ 27.57	\$ 38.82	\$ 41.35	\$ 54.35
Engineering / Project Management (PM)	Land Rights Agen	I Intermediate	\$ 30.95	\$ 43.43	\$ 46.42	\$ 60.80
Engineering / Project Management (PM)	Land Rights Agen	r Senior	\$ 33.74	\$ 47.23	\$ 50.61	\$ 66.13

Job Group	neering Solutions - V 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	Internediate	\$ 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)	Pawer 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 Menagement (PM)	Projact Coordinator	Junior	\$ 37.23	\$ 51.99	\$ 55.85	\$ 72.79
Englineering / Project Management (RM)	Project Coordinator	Intermediate	\$ 41.88	\$ 58.34	\$ 62.83	\$ 81.68

CDI Engi	neering Solutions - W	2 MASSACHUS		1 - 11 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1	ISD) OT Pay	OT Bill
Job Group	Јор Туре	Job Level	Rate	Bill Rate	Rate	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)	Guality Technician	Junior	\$ 16.52	\$ 24.03	\$ 24.78	\$ 33.64
Engineering / Project Management (PM)	Quality Technician	Internediate	\$ 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)	Salety Coordinato	Intermediate	\$ 24.20	\$ 34.82	\$ 36.30	\$ 48.75
Engineering / Project Management (PM)	Safety Coordinato	Seniar	\$ 30.02	\$ 42.90	\$ 45.03	\$ 60.06
Engineering / Project Management (PM)	Safety Inspector	Junior	\$ 15.82	\$ 23.46	\$ 23.73	\$ 32.84

Job Group	ineering Solutions - W2 MASSACHUS Job Type Job Level		Pay	Bill Rate	OT Bil	
Seletience	зор туре	JOB Level	Rate	DIII Rate	OT Pay Rate	Rate
Engineering / Project	Salety Inspector	Intermediate				
Management (PM)			\$ 19.55	\$ 28.69	\$ 29.32	\$ 40.1
Engineering / Project	Safety Inspector	Senior				
Management (PM)		exerner	\$ 23.27	\$ 33.92	\$ 34.90	\$ 47.4
Engineering / Project	6.1				1.00	5.3
Management (PM)	Scheduler	Junior	\$ 14.89	\$ 21.78	\$ 22.34	\$ 30.4
Engineering / Project						
Management (PM)	Sobeduler	Intermediate	\$ 17.45	\$ 25.31	\$ 26.18	\$ 35.4
Engineering / Project			+ 27110	+ 10.01	¥ 20120	
Engineering / Project - Management (PM)	Scheduler	Senior	\$ 26.00	\$ 38.03	\$ 40.49	6 52 7
		5	\$ 26.99	\$ 58.03	\$ 40.49	\$ 53.2
Engineering / Project Management (PM)	Systems Analyst	Junior	d 00 50	A 40.00	A 50.05	A
			\$ 33.51	\$ 46.92	\$ 50.26	\$ 65.6
Engineering / Project Management (PM)	Systems Analyst	Intermediate		1.2.1.1	1.11	1.1.1
management (FM)	1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1	4	\$ 39.32	\$ 54.85	\$ 58.99	\$ 76.7
Enginewing / Project	Systems Analyst	Senior				110
Management (PM)			\$ 49.33	\$ 68.49	\$ 73.99	\$ 95.8
Engineering / Project	Welding Inspector	Junior	1.10	1.0		
Management (PM)			\$ 16.99	\$ 24.67	\$ 25.48	\$ 34.5
Engineering / Project	Welding Inspector	Intermediate		17.24	222.24	0.000
Management (PM)	Traking inspector	and the second second	\$ 21.76	\$ 31.26	\$ 32.64	\$ 43.7
Engineering / Project					1	
Management (PM)	Welding Inspector	Senior	\$ 26.53	\$ 37.40	\$ 39.79	\$ 52.3
Finance/Accounting	Accounts Payable	Junior			(
	Analyst Accounts Payable		\$ 17.74	\$ 25.41	\$ 26.61	\$ 35.5
Finance/Accounting	Analyst	Intermediate	\$ 22.67	\$ 32.13	\$ 34.00	\$ 44.9
Finance/Accounting	Accounts Payable	Senior	\$ 27.10	\$ 37.72	\$ 40.65	\$ 52.8
Finance/Accounting	Analyst	Junior	\$ 27.59	\$ 38.38	\$ 40.05	\$ 53.7
Finance/Aecounting	Analyst	Informociate	\$ 33.51	\$ 46.35	\$ 50.26	\$ 64.8
Emance/Accounting	Anelyst	Senior.	\$ 37.45	\$ 51.66	\$ 56.17	\$ 72.3
Finance/Accounting	Business Analyst	Janior	\$ 34.49	\$ 47.67	\$ 51.74	\$ 66.7
Finance/Accounting	Business Analyst	Intérmediate	12	\$ 59.29	\$ 64.67	\$ 83.0
Finance/Accounting	Business Analyst	Senior	\$ 49.77	\$ 68.25	\$ 74.65	\$ 95.5
Finance/Accounting	Cost Accountant	dunior Intermediate	\$ 21.68	\$ 30.79 \$ 36.39	\$ 32.52	\$ 43.1
Finance/Accounting	Cost Accountant .	Schier	\$ 29.57	\$ 41.04	\$ 39.17 \$ 44.35	\$ 50.9 \$ 57.4
Finance/Accounting	Finance Analyst	Junior	\$ 23.16	\$ 32.80	\$ 34.74	\$ 45.9
Finance/Accounting	 Anima Service Ser	Intermediate	\$ 30.80	\$ 42.70	\$ 46.20	\$ 59.7

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	Bdyer	Semor	\$ 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

Job Group	I Engineering Solution	Job Level	Pay Rate	Bill Rate	OT Pay	OT Bill
Admin/Cierk	Administrative	Junior	\$ 13.77	10036020010682	Rate	Rate
Admin/Clerk	Assistant Administrative	Intermediate		\$ 18.07	\$ 20.65	\$ 25.30
Admin/Clerk	Assistant Administrative	C LOOK OVER STO	\$ 14.95	\$ 19.60	\$ 22.43	\$ 27.44
Munute Kitk	Assistant	Senior	\$ 15.90	\$ 20.82	\$ 23.86	\$ 29.14
Admin/Clerk	Customer Service Representative	Junior	\$ 13.29	\$ 17.46	\$ 19.94	\$ 24.4
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/Cierk	Data Entry Operator	Junior	\$ 12.82	\$ 16.85	\$ 19.23	\$ 23.60
Admin/Clerk	Data Entry Operator	Intermodiate	\$ 13.77	\$ 18.07	\$ 20.65	\$ 25.30
Admin/Clerk	Data Entry Operator	Sunior	\$ 14.72	\$ 19.29	\$ 22.08	\$ 27.03
Admin/Clock	Databasa 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	Gatabase 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 Managur	Intermediate	\$ 32.73	\$ 45.46	\$ 49.10	\$ 63.64
Engineering / Project Nanagement (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 Moorsgement (FM)	Cost Analyst	Intermediate	\$ 25.33	\$ 34.65	\$ 38.00	\$ 48.50

The Area State of the Area of the	Engineering Solution	Real Property of the second	Pay	S. 8 4 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	OT Pay	OT Bill
Job Group	Job Type	Job Level	Rate	Bill Rate	Rate	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	dunior	\$ 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 Enginee	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 Marragement (PM)	Englijeer	Intermediate	\$ 39.23	\$ 53.43	\$ 58.85	\$ 74.83
Engineering / Project Management (PM)	Engineer	Senior	\$ 43.94	\$ 59.80	\$ 65.91	\$ 83.72
Engineering / Project Management (PM)	Environmental	Junior	\$ 19.54	\$ 27.14	\$ 29.31	\$ 38.00

Job Group	Lengineering Solution	Job Level	Pay	Bill Rate	OT Pay	OT Bil
			Rate	The second s	Rate	Rate
Englneering / Project Management (PM)	Environmental Flanner	Intermediate	\$ 22.93	\$ 31.78	\$ 34.39	\$ 44.49
Engineering / Project Management (PM)	Environmental Planner	Sanlor	\$ 31.17	\$ 42.54	\$ 46.76	\$ 59.5
Engineering / Project Management (PM)	Environmental Scientist	Junior	\$ 19.22	\$ 27.18	\$ 28.83	\$ 38.0
Engineering / Project Management (PM)	Environmental Scientist	internediate	\$ 24.66	\$ 34.35	\$ 36.99	\$ 48.0
Engineering / Project Management (PM)	Environmental Scientist	Senior	\$ 27.58	\$ 38.36	\$ 41.36	\$ 53.7
Engineering / Project Management (PM)	General Inspector	Junior	\$ 15.91	\$ 22.17	\$ 23.86	\$ 31.0
Engineering / Project Management (PM)	General Inspector	Intermediate	\$ 16.37	\$ 22.80	\$ 24.55	\$ 31.9
Engineering / Project Management (PM)	General Inspector	Senior	\$ 18.16	\$ 25.25	\$ 27.24	\$ 35.3
Engineering / Project Management (PM)	General Labor	Juniór	\$ 13.90	\$ 19.42	\$ 20.85	\$ 27.1
Enginaering / Project Management (PM)	General Labor	Intermediate	\$ 18.16	\$ 25.25	\$ 27.24	\$ 35.3
Engineering / Project Management (PN)	General Labor	Senior	\$ 22.19	\$ 30.78	\$ 33.29	\$ 43.0
Engineering / Project Management (PM)	GIS Analyst	Junior	\$ 24.95	\$ 34.12	\$ 37.42	\$ 47.7
Engineering / Project Management (PM)	GIS Analyst	Intermediate	\$ 35.43	\$ 48.29	\$ 53.15	\$ 67.6
Engineering / Project Management (PM)	GIS Analyst	Senior	\$ 41.77	\$ 56.86	\$ 62.66	\$ 79.6
Engineering / Project Management (PM)	Land Rights Agenf	Junion	\$ 26.56	\$ 36.31	\$ 39.84	\$ 50.8
Engineering / Project Management (PM)	Land Rights Agent	Intermediate	\$ 29.82	\$ 40.71	\$ 44.73	\$ 56.9
Engineering / Project/ Management (PM)	Land Rights Agent	Senior		\$ 44.34	\$ 48.76	\$ 62.0

Job Group	Engineering Solutio Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Vanagement (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 Goordinator	Intermediate	\$ 40.35	\$ 54.95	\$ 60.53	\$ 76.93

Job Group	Lengineering Solution	Job Level	Pay Rate	Bill Rate	OT Pay	OT Bill
Engineering / Project	Project	Senior	Rate	10000	Rate	Rate
Management (PM)	Coordinator		\$ 44.84	\$ 61.01	\$ 67.26	\$ 85.41
Engineering / Project Management (PM)	Project Engineer	Junier	\$ 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	Sonjej	\$ 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	Senier	\$ 44.84	\$ 61.01	\$ 67.26	\$ 85.41
Engineering / Project Management (PM)	Quality Technician	Junior	\$ 15.92	\$ 22.19	\$ 23.88	\$ 31.06
Engineeting / 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	12.11	\$ 82.02
Engineering / Project Management (PM)	Safety Coordinator	Junior	\$ 19.73	\$ 27.89	\$ 29.59	\$ 39.05
Engineering / Project Management (PM)	Salety Coordinator	Intermodiate	\$ 23.32	\$ 32.89	\$ 34.97	\$ 46.04
Engineering / Project Management (PM)	Safety Coordinator	Sentor	\$ 28.92	\$ 40.21	\$ 43.38	\$ 56.30
Engineering/Project Nanagement (PM)	Safety Inspector	Junior	\$ 15.24	\$ 21.64	\$ 22.87	\$ 30.30

Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
			Ald 12-2		. nate	
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	Junioi	\$ 32.28	\$ 44.04	\$ 48.42	\$ 61.65
Engineeting / 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	dunior	\$ 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 (PN)	Welding Inspector		\$ 25.56	\$ 34.95	\$ 38.34	\$ 48.93
Finance/Accounting	Accounts Payable Analyst	Junior	\$ 17.09	\$ 23.45	\$ 25.64	\$ 32.83
Finance/Adcounting	Accounts Payable Analyst Accounts Payable	Intermediate	\$ 21.84	\$ 29.85	\$ 32.76	\$ 41.79
Finance/Accounting	Analyst	Senior	\$ 26.11	\$ 35.17	\$ 39.17	\$ 49.24
Finance/Accounting	Analyst	Junior	\$ 26.59		\$ 39.88	\$ 50.13
Finance/Accounting	Analyst	Intermediate	\$ 32.28		\$ 48.42	\$ 60.75
Finance/Accounting	Analyst	Senior	\$ 36.08			\$ 67.83
Finance/Accounting	Business Analyst	Junior	\$ 33.23			\$ 62.52
Finance/Accounting	Business Analyst	Intermediate	\$ 41.54			\$ 78.01
Finance/Accounting	Business Analyst	Senior	\$ 47.95			\$ 89.96
Finance/Accounting	Cost Accountant	Junior	\$ 20.89			\$ 40.00
Finance/Accounting	Cost Accountant					\$ 48.07
Finance/Accounting	Cost Accountant	Senior	\$ 28.49			-
Finance/Accounting	Finance Analyst	Junior	\$ 22.31			\$ 42.69
Finance/Accounting	Finance Analyst	Intermetiate	\$ 29.67	\$ 39.92	\$ 44.51	3 33.60

CDI	Engineering Solution	ns - W2 VIRGINI	A Hourly R	ates (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	Junios 10	\$ 34.08	\$ 46.50	\$ 51.11	\$ 65.10
Supply Chain	Contract Analyst	Intermediate	\$ 37.89	\$ 51.65	\$ 56.83	\$ 72.31
Supply Chain	Controct Analyst	Senior .	\$ 41.47	\$ 56.51	\$ 62.21	\$ 79.11
Supply Chain	Logistician	Junor	\$ 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 Ho		(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	Costomer 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	Seniór	\$ 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	Intermociate	\$ 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

Job Group	Јор Туре	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineeting / 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)	Decument 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	Juntor	\$ 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)	Brafter	Senior	\$ 21.85	\$ 29.51	\$ 32.78	\$ 41.31
Englneering / 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	Informediate	\$ 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)	S The second sec	dunior .	\$ -	\$ -	\$ -	\$ -

100 C 100	Drbital Engineering - Job Type	Job Level	Pay	Bill Rate	OT Pay	OT Bill
Job Group	JOD Type	JODILEVEI	Rate	En rate	Rate	Rate
Engineering / Project Management (PM)	Environmental Planner	Intermediate	\$ -	\$ -	\$ -	\$ -
Englineering / Project Management (PM)	Environmental Planner	Senior	\$ -	\$ -	\$ -	\$ -
Engineering / Project Management (PM)	Epvironmental Scientist	Junior	\$ -	\$ -	\$ -	\$ -
Engineering / Project Management (PM)	Environmental Scientist	Internediate	\$ -	\$ -	\$ -	\$ -
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 Managemant (PM)	General Labor	Sanier	\$ -	\$ -	\$ -	\$ -
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	ວັນກາດຕ	\$ -	\$ -	\$ -	\$ -
Engineering / Project Management (PM)	Land Rights Agent	Intermediate	\$ -	\$ -	\$ -	\$ -
Engineering / Project Management (PM)	Land Rights Agent	Senior	\$ -	\$ -	\$ -	\$ -

Job Group	Orbital Engineering - Job Type	Job Level	Pay	Bill Rate	OT Pay	OT Bil
		JOD Lever	Rate	Din Kate	Rate	Rate
Engineering / Project Management (PM)	Logistics Courdinator	Junior	\$ 17.10	\$ 23.09	\$ 25.65	\$ 32.3
Englineering / Project . Management (PM)	Logistics Coordinator	Intermediate	\$ 23.75	\$ 32.07	\$ 35.63	\$ 44.9
Engineering / Project Management (PM)	Logistics Coordinator	Senior	\$ 33.25	\$ 44.90	\$ 49.88	\$ 62.8
Engineering / Project Management (PM)	Mechanical Enginaer	Junior	\$ 30.40	\$ 41.06	\$ 45.60	\$ 57.4
Engineering / Project Management (PM)	Mechanical Engìneèr	Intermediate	\$ 39.90	\$ 53.88	\$ 59.85	\$ 75,4
Engineering / Project Management (PM)	Mechanical Engineer	Senior	\$ 49.40	\$ 66.71	\$ 74.10	\$ 93.4
Engineering / Project Management (PM)	Pipeline Engineer	Junior	\$ 30.40	\$ 41.06	\$ 45.60	\$ 57.4
Engineering / Project Management (PM)	Pipeline Engineer:	Intermediate	\$ 39.90	\$ 53.88	\$ 59.85	\$ 75.4
Engineering / Project/ Management (PM)	Pipeline Engineer	Senior	\$ 49.40	\$ 66.71	\$ 74.10	\$ 93.4
Engineering / Project Management (PM)	Power Engineer	Junior	\$ 30.40	\$ 41.06	\$ 45.60	\$ 57.4
Engineering / Project Management (PM)	Power Engineer	Intermediate	\$ 39.90	1.11	1	
Engineening / Project Management (PM)	Power Engineer	Senior		\$ 53.88	\$ 59.85	\$ 75,4
Engineering / Project Management (PM)	Project Control	Junion	\$ 49.40	\$ 66.71	\$ 74.10	\$ 93.40
Engineering / Project Management (PM)	Project Control	Intermediate	\$ 19.00	\$ 25.66	1	
Engineering / Project Management (PM)	Project Control	Senior	\$ 28.50	\$ 38.49	\$ 42.75	\$ 53.8
Paginéering (Piloject Menagement (PM)	Project	Junior	\$ 38.00	\$ 51.32	\$ 57.00	\$ 71.8
	Contribution		\$ 19.00	\$ 25.66	\$ 28.50	\$ 35.92
Engineering / Project Management (PM)	Project Goordinator	Intermediate	\$ 28.50	\$ 38.49	\$ 42.75	\$ 53.88

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	Janior	\$ 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	Sentor	\$ 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	Sanior	\$ 52.25	\$ 70.56	\$ 78.38	\$ 98.79
Engineering / Project Management (PM)	Quality Technician	i 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	n Senior	\$ 33.25	\$ 45.24	\$ 49.88	\$ 63.33
Engineering / Project Management (PM)	Relay & Controls Field Engineer	dunior	\$ 33.25	\$ 44.90	\$ 49.88	\$ 62.87
Engineering / Project Managemerit (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 (BM)	Safety Coordinate	r Junior	\$ 33.25	\$ 44.90	\$ 49.88	\$ 62.87
Engineering / Project Management (PM)	Salety Coordinato	r Intermediate.	\$ 42.75	\$ 57.73	\$ 64.13	\$ 80.83
Engineering / Project Management (PM)	Safety Coordinato	r Senior	\$ 52.25	\$ 70.56	\$ 78.38	\$ 98.79
Erigineering / Project Management (PM)	Safety Inspector	Junior	\$ 17.10	\$ 23.26	\$ 25.65	\$ 32.57

Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bil Rate
Engintering / Project Management (PM)	Safety Inspector	Internediate	\$ 23.75	\$ 32.31	\$ 35.63	\$ 45.24
Engineering / Project Management (PM)	Safety Inspector	Senior	\$ 33.25	\$ 45.24	\$ 49.88	\$ 63.3
Engineering / Project Management (PM)	Schedular	Junior	\$ 19.00	\$ 25.66	\$ 28.50	\$ 35.9
Engineering / Project Management (PM)	Scheduler	Internediate	\$ 28.50	\$ 38.49	\$ 42.75	\$ 53.8
Engineering / Project Management (PM)	Scheduler	Senior	\$ 38.00	\$ 51.32	\$ 57.00	\$ 71.8
Engineering / Project Management (PM)	Systems Analyst	duniçe	\$ 20.90	\$ 28.23	\$ 31.35	\$ 39.5
Engineering / Project Management (PM)	Systems Analyst	Intermediate	\$ 33.25	\$ 44.90	\$ 49.88	\$ 62.8
Engineering / Project Management (PM)	Systems Analyst	Senior	\$ 47.50	\$ 64.15	\$ 71.25	\$ 89.8
Engineering / Project Management (PM)	Welding Inspector	dunior	\$ 28.50	\$ 38.77	\$ 42.75	\$ 54.2
Engineering / Project Management (PM)	Welding inspector	Intermediate	\$ 38.00	\$ 51.70	\$ 57.00	\$ 72.3
Engineering / Project Management (PM)	Welding Inspector	Senior	\$ 47.50	\$ 64.62	\$ 71.25	\$ 90.4
Finance/Accounting	Accounts Payable Analyst	Junior	\$ 17.00	\$ 22.96	\$ 25.50	\$ 32.1
Finance/Accounting	Accounts Payable Analyst	Intermediate	\$ 22.00	\$ 29.71	\$ 33.00	\$ 41.6
Finance/Accounting	Accounts Payable Analyst	Senior	\$ 27.00	\$ 36.46		\$ 51.0
Finance/Actionating	Analyst	Junior	\$ 22.00	the second se		\$ 41.6
Finance/Accounting Finance/Accounting	Analyst	Intermediate	\$ 26.00	\$ 35.11	\$ 39.00	\$ 49.1
Finance Accounting	Analyst Business Analyst	- Cial(e) a	\$ 30.00	\$ 40.52		\$ 56.7
Finance Accounting	Business Analyst	Junior Intermediate	\$ 23.00	\$ 31.06		\$ 43.4
Finance Accounting	Business Analysi	Spriter	\$ 30.00 \$ 37.00	\$ 40.52 \$ 49.97	\$ 45.00 \$ 55.50	\$ 56.7
Finance/Accounting	Cost Accountant	stunior (\$ 30.00	\$ 49.97		\$ 69.9 \$ 56.7
Finance/Accounting	Cost Accountant	Intermediate	\$ 40.00		\$ 60.00	\$ 75.6
Finance/Accounting	Cost Actountant	Semin	\$ 50.00		\$ 75.00	\$ 94.5
Finance/Accounting	Finance Analysis	Junior -	\$ 32.00	\$ 43.22	\$ 48.00	\$ 60.5
Finance/Accounting	Finance Analyst	Intermediate	\$ 42.00	\$ 56.72	\$ 63.00	\$ 79.4

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	Janior	\$ 20.00	\$ 27.01	\$ 30.00	\$ 37.81
Supply Chain	Bayer	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

Job Group	Orbital Engineeri	Job Level	Pay	1000	OT Pay	OT Bill
dob croup	and the same of the same of	JOD Level	Rate	Bill Rate	Rate	Rate
Admin/Clerk	Administrative Assistant	Junior	\$ 13.60	\$ 18.40	\$ 20.40	\$ 25.75
Admin/Cle r t	Administrative Assistant	Intermediate	\$ 17.00	\$ 22.99	\$ 25.50	\$ 32.19
Admin/Clerk	Administrative Assistant	Sannor	\$ 20.40	\$ 27.59	\$ 30.60	\$ 38.63
Admin'Clark	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/Clork	Data Entry Operator	Intermodiate	\$ 14.45	\$ 19.55	\$ 21.68	\$ 27.36
Admin/Clerk	Dala Entry Operator	Serier	\$ 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
Englneering / Project Management (PM)	Civil Engineer	Senior	\$ 50.00	\$ 67.63	\$ 75.00	\$ 94.68
Engineering / Project Management (PM)	Construction Manager	Junier	\$ 25.00	\$ 33.82	\$ 37.50	\$ 47.34
Engineering / Project Management (PM)	Construction Manager	Intermediate	\$ 35.00	\$ 47.34	\$ 52.50	\$ 66.28
Englissering / Project Management (PM)	Censtruction Manager	Senjor	\$ 50.00	\$ 67.63	\$ 75.00	\$ 94.68
Englineering / Project Management (PM)	Qost Analyst	Juniot	\$ 20.00	\$ 27.05	\$ 30.00	\$ 37.87
Roginaering / Project Management (PM)	Cost Analyst	Intermediate	\$ 30.00	\$ 40.58	\$ 45.00	\$ 56.81

Job Group	Orbital Engineering Job Type	Job Level	Pay	Bill Rate	ОТ Рау	OT Bill
		A CONTRACTOR	Rate		Rate	Rate
Engineering / Project Management (FM)	Cost Analyst	Senior	\$ 40.00	\$ 54.10	\$ 60.00	\$ 75.75
Engineering / Project Management (PM)	Gost Technician	Junior	\$ 17.00	\$ 22.99	\$ 25.50	\$ 32.19
Engineering / Project Management (PM)	Gost 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	\$ 35.9
Engineering / Project Management (PM)	Drafter	Senior	\$ 23.00	\$ 31.11	\$ 34.50	\$ 43.5
Engineering / Project Management (PM)	Electrical Enginee	Junior	\$ 35.00	\$ 47.34	\$ 52.50	\$ 66.2
Engineering / Project Management (PM)	Electrical Enginee	r Intermediate	\$ 45.00	\$ 60.87	\$ 67.50	\$ 85.2
Engineering / Project Management (PM)	Electrical Enginee	i Senior	\$ 55.00	\$ 74.39	\$ 82.50	\$ 104.1
Engineering / Project Management (PM)	Englineer	Junior	\$ 25.00	\$ 33.82	\$ 37.50	\$ 47.3
Engineering / Project Management (PM)	Engineer	Intermediate	\$ 35.00	\$ 47.34	\$ 52.50	\$ 66.2
Engineering./ Project Management (PM)	Engineer	Seniar	\$ 45.00	\$ 60.87	\$ 67.50	\$ 85.2
Engineering / Project Management (PM)	Environmental Planner	Junior	ş -	\$ -	\$ -	\$ -

Job Group	Orbital Engineering	Job Type Job Level			Bill Rate OT Pay		
ALL ALL AND ALL	CALL FOR STREET		Rate		Rate	Rate	
Engineering / Project Management (PM)	Environmental Planner	Intermediate	\$ -	\$ -	\$ -	\$ -	
Engineering / Project Management (PM)	Environmental Planner	Senior	\$ -	\$ -	\$ -	\$ -	
Engineering / Project Menagement (PM)	Environmental Scientist	Junior	\$ -	\$ -	\$ -	\$ -	
Engineering / Project Management (PM)	Environmental Scientist	Intermodiate	\$ -	\$ -	\$ -	\$ -	
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)	Géneral 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	Jumor	\$ -	\$ -	\$ -	\$ -	
Engineering / Project Management (PM)	Land Rights Agent.	Intermediate	\$ -	\$ -	\$ -	\$ -	
Sngineering / Project Management (PM)	Land Rights Agent	Sector -1	\$ -	\$ -	\$ -	\$ -	

	Orbital Engineerin		Pay	Sector Sector	OT Pay	OT Bill
Job Group	Job Type	Job Level	Rate	Bill Rate	Rate	Rate
Enginearing / 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 Erigineer	Senier	\$ 52.00	\$ 70.34	\$ 78.00	\$ 98.47
Engineering / Project Management (PM)	Pipeline Engliseer	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 Englneer	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	Senicr	\$ 52.00	\$ 70.34	\$ 78.00	\$ 98.47
Engineering / Project Management (PM)	Project Control	Junior	\$ 20.00	\$ 27.05	\$ 30.00	\$ 37.8
Engineering / Project Management (PN)	Project Control	Intermediate	\$ 30.00	\$ 40.58	\$ 45.00	\$ 56.8
Englineering / Project Management (PM)	Project Control	Semor	\$ 40.00	\$ 54.10	\$ 60.00	\$ 75.7
Engineering / Project / Management (PM)	Project Coordinator	Junior	\$ 20.00	\$ 27.05	\$ 30.00	\$ 37.8
Engineering / Project Management (PM)	Project Coordinator	Intermediate	\$ 30.00	\$ 40.58	\$ 45.00	\$ 56.8

	Orbital Engineering	Prove and the second	Pay	- Charles Treat	OT Pay	OT Bill
Job Group	Job Type	Job Level	Rate	Bill Rate	Rate	Rate
Engineering / Project Management (PM)	Project Coordinator	Senior	\$ 40.00	\$ 54.10	\$ 60.00	\$ 75.7
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	\$ 79.5
Engineering / Project Management (PM)	Project Engineer	Senior	\$ 52.00	\$ 70.34	\$ 78.00	\$ 98.4
Engineering / Project Management (PM)	Project Manager	Junior	\$ 25.00	\$ 33.82	\$ 37.50	\$ 47.34
Englaeering / Project Management (PM)	Project Manager	Infermediate	\$ 40.00	\$ 54.10	\$ 60.00	\$ 75.7
Erigineering / Project Management (PM)	Project Manager	Senior	\$ 55.00	\$ 74.39	\$ 82.50	\$ 104.1
Engineering / Project Management (PM)	Quality Technician	Junior	\$ 20.00	\$ 27.25	\$ 30.00	\$ 38.1
Engineering / Project Management (PM)	Quality Technician	Intermediate	\$ 28.00	\$ 38.15	\$ 42.00	\$ 53.4
Engineering / Project Management (PM)	Quality Technician	Senior	\$ 36.00	\$ 49.05	\$ 54.00	\$ 68.68
Englneering / 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	\$ 85.2
Engineering / Project Management (PM)	Relay & Controls Field Engineer	Senior	\$ 55.00	\$ 74.39	\$ 82.50	\$ 104.1
Engineering / Project Management (PM)	Safety Coordinator	Junior	\$ 35.00	\$ 47.34	\$ 52.50	\$ 66.2
Engineering / Project Management (PM)	Safely Coordinator	Intermentate.	\$ 45.00	\$ 60.87	\$ 67.50	\$ 85.2:
Engineering / Project Management (RM)	Safety Coordinator	Societ	\$ 55.00	\$ 74.39	\$ 82.50	\$ 104.1
Engineering / Project Management (PM)	Safety Inspector	Junior	\$ 18.00	\$ 24.53	\$ 27.00	\$ 34.34

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 / Projec) Management (PM)	Scheduler	Junier	\$ 20.00	\$ 27.05	\$ 30.00	\$ 37.87
Engineering / Project Management (PM)	Schoduler	Intermediate	\$ 30.00	\$ 40.58	\$ 45.00	\$ 56.81
Engineering / Project Management (PM)	Scheduler	Seniar	\$ 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
Engineeriny / Project Mariagement (PM)	Systems Analyst	Senior	\$ 50.00	\$ 67.63	\$ 75.00	\$ 94.68
Englineering / Project Managament (PM)	Welding Inspector	Junior	\$ 30.00	\$ 40.88	\$ 45.00	\$ 57.23
Englineering / 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
Finante/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		
Finance/Accounting	Analyst	Intermediate	\$ 22.10	\$ 29.89	\$ 33.15	
Finance/Accounting	Analyst	Senior	\$ 25.50	\$ 34.49		
Finance/Accounting	Business Analyst	Junior	\$ 19.55	\$ 26.44	\$ 29.33	\$ 37.02
Finance/Accounting	Business Analyst	Intermediate	\$ 25.50	\$ 34.49		\$ 48.29
Finance/Accounting	Business Analyst	Sehior	\$ 31.45	\$ 42.54		
Finance/Accounting	Cost Accountant		\$ 25.50	\$ 34.49		\$ 48.29
Finance/Accounting	Cost Accountant	Intermédiate	\$ 34.00	\$ 45.99		\$ 64.38
Finance/Accounting	Cost Accountant	Senior	\$ 42.50	\$ 57.49		\$ 80.48
Pinance/Accounting	Finance Analyst	Junior	\$ 27.20			\$ 51.51
Finance/Accounting	Finance Analyst	Intermediate	\$ 35.70	\$ 48.29	\$ 53.55	\$ 67.60

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	dunier	\$ 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	mermediate	\$ 25.50	\$ 34.49	\$ 38.25	\$ 48.29
Supply Chain	Contract Analyst	Senter	\$ 34.00	\$ 45.99	\$ 51.00	\$ 64.38
Supply Chain	Logistician	Jumior	\$ 17.00	\$ 22.99	\$ 25.50	\$ 32.19
Supply Chain	Legistician	internediate	\$ 22.95	\$ 31.04	\$ 34.43	\$ 43.46
Supply Chain	Logistician	Serior	\$ 31.45	\$ 42.54	\$ 47.18	\$ 59.55

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	Senior	\$ 20.40	\$ 27.84	\$ 30.60	\$ 38.97
Admin/Clerk	Customer Service Representative	Junior	\$ -	\$ -	\$ -	\$ -
Admin/Clerk	Customer Service Representative	Intermediate	\$ -	\$ -	\$ -	\$ -
Admin/Cleck	Customer Service Representative	Senior	\$ -	\$ -	\$ -	\$ -
Admin/Clerk	Data Entry Operator	Junior	\$ 11.90	\$ 16.24	\$ 17.85	\$ 22.73
Admin/Clerk	Data Entry Operator	Infermediate	\$ 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 Administrato/	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	Sanior	\$ 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
Englneering / Project Management (PM)	Cost Anaiyat	Junior	\$ 20.00	\$ 27.29	\$ 30.00	\$ 38.21
Engineering / Protect Mariagement (PM)	Cost Analyst	Intermediate	\$ 30.00	\$ 40.94	\$ 45.00	\$ 57.31

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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	\$ 76.43
Engineering / Project Variagement (PM)	Cost Technician	Junior	\$ 17.00	\$ 23.20	\$ 25.50	\$ 32.48
Engineering / Project Aanagement (PM)	Cost Technician	Intermediate	\$ 20.00	\$ 27.29	\$ 30.00	\$ 38.2:
Engineering / Project Ranagement (PM)	Cost Technician	Senior	\$ 23.00	\$ 31.38	\$ 34.50	\$ 43.94
Engineering / Project Vanagement (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 Aanagement (PM)	Document Control Analyst	Senior	\$ 23.00	\$ 31.38	\$ 34.50	\$ 43.94
Engineering / Project Janagement (PM)	Drafter	Junior	\$ 15.00	\$ 20.47	\$ 22.50	\$ 28.66
Engineering / Project Management (PM)	Draiter	Intennediate	\$ 19.00	\$ 25.93	\$ 28.50	\$ 36.30
Engineering / Project Janagement (PM)	Drafter	Sanior	\$ 23.00	\$ 31.38	\$ 34.50	\$ 43.94
Ingineering / Project Janagement (PM)	Electrical Engineer	Junior	\$ 35.00	\$ 47.76	\$ 52.50	\$ 66.86
ingineering / Project Janagement (PM)	Electrical Engineer	Intermediate	\$ 45.00	\$ 61.40	\$ 67.50	\$ 85.97
ingineering ^{7/} Project Tanagement (PM)	Electrical Engineer	Senior	\$ 55.00	\$ 75.05	\$ 82.50	\$ 105.07
ingineering / Project Janagement (PM)	Engineer	Junior	\$ 25.00	\$ 34.11	\$ 37.50	\$ 47.76
ngineering / Project lanagement (PM)	Engineer	Intermediato	\$ 35.00	\$ 47.76	\$ 52.50	\$ 66.86
ngineering / Project Isnagement (PN)	Engineer	Stenior	\$ 45.00	\$ 61.40	\$ 67.50	\$ 85.97
ngineering / Ricijaci Ianagement (PM)	Environmental Planuor	dunior s	\$ -	\$ -	\$ -	\$ -

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 Nanagement (PM)	Environmental Planner	Senior	\$ -	\$ -	\$ -	\$ -
Engineering / Project Vanagement (PM)	Environmental Scientist	Junior	\$ -	\$ -	\$ -	\$ -
Engineering / Project Nahagement (PM)	Environmental Scientist	Internediate	\$ -	\$ -	\$ -	\$ -
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	\$ -	\$ -	\$ -	\$ -

Job Group	oital Engineering - W Job Type	Job Level	Pay Rate	Bill Rate	IL OF THE	OT Bill Rate
Engineering / Project Management (PM)	Logistics Coordinator	Junior	\$ 18.00	\$ 24.56	\$ 27.00	\$ 34.39
Engineering / Project Management (PM)	Logistics Coordinator	Intermodiate	\$ 25.00	\$ 34.11	\$ 37.50	\$ 47.76
Engineering / Project Management (PM)	Logistics Coordinator	Senior	\$ 35.00	\$ 47.76	\$ 52.50	\$ 66.86
Englneoring / 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 Englineer	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	Jumor	\$ 32.00	\$ 43.67	\$ 48.00	\$ 61.13
Engineering / Project Management (PM)	Power Engineer	Infermediate	\$ 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 Menagement (PM)	Project Coordinator	Junior	\$ 20.00	\$ 27.29	\$ 30.00	\$ 38.21
Engineering, Project Management (PM)	Project Coordinator	listermediate	\$ 30.00	\$ 40.94	\$ 45.00	\$ 57.31

Job Group	ital Engineering - W2 Job Type	Job Level	Pay	Bill Rate	OT Pay	OT BIII
(是当你你关于ide) (###)	JOD Type		Rate		Rate	Rate
Ingineering / Project Janagement (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 Aanagement (PM)	Project Engineer	Intermediate	\$ 42.00	\$ 57.31	\$ 63.00	\$ 80.24
Engineering / Project Nanagement (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
Englneering / Project Management (PM)	Relay & Controls Field Engineer	Senio <i>r</i>	\$ 55.00	\$ 75.05	\$ 82.50	\$ 105.07
Engineenng / Project Management (PM)	Safely Coordinato	Junior	\$ 35.00	\$ 47.76	\$ 52.50	\$ 66.86
Engineering / Project Management (PM)	Safety Coordinate	i Intermediate	\$ 45.00	\$ 61.40	\$ 67.50	\$ 85.97
Engineering / Project Management (PM)	Safety Coordinato	r Senior	\$ 55.00	\$ 75.05	\$ 82.50	\$ 105.07
Engineering / Project Management (PM)	Safety Inspector	Junior	\$ 18.00	\$ 24.74	\$ 27.00	\$ 34.64

Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Englineering / Project			CINCING S	1975 C 8 8 9 9 9 9	Annale	Malle
Management (PM)	Safety Inspector	Intermediate				
	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		\$ 25.00	\$ 34.36	\$ 37.50	\$ 48.13
Engineering / Project	Safety Inspector	Senior	1.1		1.473	1.1
Management (PM)			\$ 35.00	\$ 48.11	\$ 52.50	\$ 67.3
Engineering / Project	and the second				1.00	
Management (PM)	Scheduler	dunior	\$ 20.00	\$ 27.29	\$ 30.00	\$ 38.2
Engineering / Project	·	and the second		7	+	Y 0012.
Management (PM):	Scheduler	Intermediate	1 c 20.00	¢ 40.04	A 15 00	A
Calledon and American	100000300 29 11 0000000000000000000000000000000000	1	\$ 30.00	\$ 40.94	\$ 45.00	\$ 57.3
Englineering / Project Management (PM)	Scheduler	Senior			1.1.1.1	1.00
Management (FM)		State of the	\$ 40.00	\$ 54.58	\$ 60.00	\$ 76.4
Engineering / Project	Systems Analyst	Junior				
Management (PM)	Character Anerica	20100	\$ 22.00	\$ 30.02	\$ 33.00	\$ 42.03
Engineering / Project		1 39				
Management (PM)	Systems Analyst	Intermediate	\$ 35.00	\$ 47.76	\$ 52.50	\$ 66.8
The second second	1990 - 1990 - 1990 - 1990 - 1990 - 1990 - 1990 - 1990 - 1990 - 1990 - 1990 - 1990 - 1990 - 1990 - 1990 - 1990 -	1	\$ 55.00	\$ 47.70	\$ 52.50	\$ 00.0
Engineering / Project Management (PM)	Systems Analyst	Senior	1.2.2.1.1			1.000
	244	1.4	\$ 50.00	\$ 68.23	\$ 75.00	\$ 95.5
Engineering / Project	Welding Inspector	Junior		15.15	1.000	
Management (PM)			\$ 30.00	\$ 41.24	\$ 45.00	\$ 57.73
Engineering / Project						
Management (PM)	Welding Inspector	Intermediate	\$ 40.00	\$ 54.98	\$ 60.00	\$ 76.9
Fentmeurley / Project	A. A. W.		+	+ 5 1150	\$ 00.00	¢ 70.5
Englineering / Project - Management (PM)	Welding Inspector	Senior	A 50.00	¢ co 70	4 75 00	
	Accounts Payable		\$ 50.00	\$ 68.73	\$ 75.00	\$ 96.22
Finance/Accounting	Apalyst	Junier	\$ 14.45	\$ 19.72	\$ 21.68	\$ 27.60
Finance/Accounting	Accounts Payable	Intermediate	A 40 70	4 05 50		
	Analyst Accounts Payable		\$ 18.70	\$ 25.52	\$ 28.05	\$ 35.72
Finance/Accounting	Analyst	Senior	\$ 22.95	\$ 31.32	\$ 34.43	\$ 43.84
Finance/Accounting	Analysi	Junior	\$ 18.70	\$ 25.52	\$ 28.05	\$ 35.72
Finance/Accounting	Analyst	Intermodiate	\$ 22.10	\$ 30.16	\$ 33.15	\$ 42.22
^F intance/Accounting	Analyst	Senior	\$ 25.50	\$ 34.80	\$ 38.25	\$ 48.7
Finance/Accounting	Business Analyst	JUNIOT	\$ 19.55	\$ 26.68	\$ 29.33	\$ 37.3
inance/Accounting	Business Analyst		\$ 25.50	\$ 34.80	\$ 38.25	\$ 48.7
Finance/Accounting	Business Analyst	Senior	\$ 31.45	\$ 42.91	\$ 47.18	\$ 60.08
inance/Accounting	CostAccountant	Intermediate F	\$ 25.50	\$ 34.80	\$ 38.25	\$ 48.73
HIGH CONTRACT OF THE CONTRACT. OF THE CONTRACT OF THE CONTRACT OF THE CONTRACT. OF THE CONTRACT OF THE CONTRACT OF THE CONTRACT. OF THE CONTRACT OF THE CONTRACT OF THE CONTRACT. OF THE CONTRACT OF THE CONTRACT OF THE CONTRACT. THE CONTRACT OF THE CONTRACT OF THE CONTRACT. OF THE CONTRACT OF THE CONTRACT OF THE CONTRACT. OF THE CONTRACT OF THE CONTRACT. OF THE CONT	Cost Accountant	Semior	\$ 34.00 \$ 42.50	\$ 46.39 \$ 57.99	\$ 51.00 \$ 63.75	\$ 64.95 \$ 81.19
-Inance/Accounting	Financé Analyst	Sunfor	\$ 27.20	\$ 37.12	\$ 40.80	\$ 81.19 \$ 51.96
-mance Accounting	Finance Analyst	Intermediate.	\$ 35.70	\$ 48.71	\$ 53.55	\$ 68.20

Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Finance/Accounting	Finance Analyst	Sanior	\$ 44.20	\$ 60.31	\$ 66.30	\$ 84.44
Supply Chain	Buyer	Junion	\$ 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	Louistician	Senior	\$ 31.45	\$ 42.91	\$ 47.18	\$ 60.08

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	Internediate	\$ 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 Menagement (BM)	Cost Analyst	Intermediate	\$ 37.50	\$ 50.41	\$ 56.25	\$ 70.57

Or	bital Engineering - W2		Rates (US		OT BILL	
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 Tochnician	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	Senier	\$ 28.75	\$ 38.65	\$ 43.13	\$ 54.10
Engineering / Project Management (PM)	Electrical Enginee	aunior	\$ 43.75	\$ 58.81	\$ 65.63	\$ 82.33
Engineering / Project Management (PM)	Electrical Enginee	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	\$ 58.8
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	\$ 105.8
Engineering / Project Management (PM)	Environmental Planner	Junior	\$ -	\$ -	\$ -	\$ -

Job Group	ital Engineering - W2 Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Envirenmental Planner	Intermediate	\$ -	\$ -	\$ -	\$ -
Engineering / Project Vanagement (PM)	Environmental Planner	Senior	\$ -	\$ -	\$ -	\$ -
Engineering / Project Nanagement (PM)	Environmental Scientist	Janior	\$ -	\$ -	\$ -	\$ -
Engineering / Project Management (PM)	Environmental Scientist	Intermediate	\$ -	\$ -	\$ -	\$ -
Engineering / Project Vanagement (PM)	Environmental Scientist	Senior	\$ -	\$ -	\$ -	\$ -
Engineering / Project Management (PM)	General Inspector	Junior	\$ 21.25	\$ 28.78	\$ 31.88	\$ 40.29
Englneering / Project Management (PM)	General Inspector	Intermediate	\$ 28.75	\$ 38.93	\$ 43.13	\$ 54.51
Engineering / Project Nanagement (PM)	General Inspector	Senior	\$ 37.50	\$ 50.78	\$ 56.25	\$ 71.10
Engineering / Project Vanagement (PM)	General Labor	Junior	\$ -	\$ -	\$ -	\$ -
Enginearing / Project Nanagement (PM)	General Labor	Intermediate	\$ -	\$ -	\$ -	\$ -
Engineering / Project Vanagement (PM)	General Labor	Senior	\$ -	\$ -	\$ -	\$ -
Engineering / Project Management (PM)	GIS Analyst	Junior	\$ 25.00	\$ 33.61	\$ 37.50	\$ 47.05
Engineering / Project Management (PM).	GI5 Analyst	Intermediate	\$ 31.25	\$ 42.01	\$ 46.88	\$ 58.81
ingineering / Project Aanagement (PM)	GIS Analyst	Senior	\$ 37.50	\$ 50.41	\$ 56.25	\$ 70.57
ingineering / Project Janagement (PM)	Land Rights Agent	Junior	\$ -	\$ -	\$ -	\$ -
agineering / Project Janagement (PM)	Land Rights Agent	Intermediate	\$ -	\$ -	\$ -	\$ -
Ingineering / Project Annagement (PN)	Land Rights Ageni	Senior	\$ -	\$ -	\$ -	\$ -

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	Intermodiate	\$ 31.25	\$ 42.01	\$ 46.88	\$ 58.81
Engineering / Project Management (PM)	Logistics Coordinator	Senicr	\$ 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
Englineering / 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	\$ 122.3
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	\$ 122.3
Engineering / Project Management (PM)	Project Control	Junior	\$ 25.00	\$ 33.61	\$ 37.50	\$ 47.0
Engineering / Project Management (PM)	Project Control	Intermediate	\$ 37.50	\$ 50.41	\$ 56.25	\$ 70.5
Engineering / Project Menagement (PM)	Project Control	Senior	\$ 50.00	\$ 67.21	\$ 75.00	\$ 94.0
Engineering / Project Management (PM)	Project Coordinator	Junior	\$ 25.00	\$ 33.61	\$ 37.50	\$ 47.0
Engineering / Project Management (PM)	Project Geordinator	Intermediate	\$ 37.50	\$ 50.41	\$ 56.25	\$ 70.5

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Job Group	Јов Туре	Job Level	Pay Rate	Bill Rate	Rate	Rate	
Engineering / Project Management (PM)	Project Coordinator	Senior	\$ 50.00	\$ 67.21	\$ 75.00	\$ 94.09	
Engineering / Project Vanagement (PM)	Project Engineer	Junior	\$ 40.00	\$ 53.77	\$ 60.00	\$ 75.28	
Engineering / Project Vanagement (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	
Englineering / Project Management (PM)	Project Manager	Senior	\$ 68.75	\$ 92.41	\$ 103.13	\$ 129.38	
Ingineering / 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	
Englneering / Project Nanagement (PM)	Relay & Controls Field Engineer	Junior	\$ 43.75	\$ 58.81	\$ 65.63	\$ 82.33	
Engineering / Project Management (PM)	Relay & Controls Field Engineer	Intermadiate	\$ 56.25	\$ 75.61	\$ 84.38	\$ 105.86	
Engineering / Project Vahagament (PM)	Relay & Controls Field Engineer	Semor	\$ 68.75	\$ 92.41	\$ 103.13	\$ 129.38	
Enginaering / Project Aanagement (PM)	Safety Coordinator	Junior	\$ 43.75	\$ 58.81	\$ 65.63	\$ 82.33	
Ingineering / Project Janagement (PM)	Safety Coordinator	Informediate	\$ 56.25	\$ 75.61	\$ 84.38	\$ 105.86	
ingineering / Project Management (PM)	Safety Coordinator	Senior	\$ 68.75	\$ 92.41	\$ 103.13	\$ 129.38	
ngincering / Project / Janagement (PM)	Safety Inspector	Junior	\$ 22.50	\$ 30.47	\$ 33.75	\$ 42.66	

Job Group	Job Type	Job Level	Pay	Bill Rate	OT Pay	OT Bill Rate
		51914 (1914) (1914)	Rate	(oi	Rate	mate
Engineering / Project Management (PM)	Safety Inspector	Intermediate	\$ 31.25	\$ 42.32	\$ 46.88	\$ 59.25
Engineering / Project Management (PM)	Salety Inspector	Senior	\$ 43.75	\$ 59.25	\$ 65.63	\$ 82.94
Engineering / Project Nanagement (PM)	Scheduler	JUNIOF	\$ 25.00	\$ 33.61	\$ 37.50	\$ 47.05
Engineering / Project Nanagement (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	Jānior	\$ 27.50	\$ 36.97	\$ 41.25	\$ 51.75
Engineering / Project Vanagement (PM)	Systems Analyst	Intermediate	\$ 43.75	\$ 58.81	\$ 65.63	\$ 82.33
Engineering / Project Vanagement (PM)	Systems Analyst	Senior	\$ 62.50	\$ 84.01	\$ 93.75	\$ 117.62
Engineering / Project Nanagement (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	Vanior	\$ 23.38	\$ 31.42	\$ 35.06	\$ 43.99
Finance/Accounting	Analyst	Intermediate	\$ 27.63	\$ 37.13	\$ 41.44	\$ 51.99
Finance/Accounting	Analyst	Senier	\$ 31.88	\$ 42.85		\$ 59.98
Finance Accounting	Business Analyst	Junior	\$ 24.44	\$ 32.85		\$ 45.99
Finance/Accounting	Business Analyst	Intermediate	\$ 31.88	\$ 42.85		\$ 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

Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Finance/Accounting	Finance Analyst	Shritor	\$ 55.25	\$ 74.27	\$ 82.88	\$ 103.97
Supply Choin	Buyer .	Jumor	\$ 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	Junier	\$ 21.25	\$ 28.56	\$ 31.88	\$ 39.99
Supply Chain	Contract Analyst	Intornediate	\$ 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	Internediate	\$ 28.69	\$ 38.56	\$ 43.03	\$ 53.99
Supply Chain	Logistician	Semior	\$ 39.31	\$ 52.84	\$ 58.97	\$ 73.98

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	Orbital Engineering	W2 VIRGINIA H			OT Pay	OT Bill
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	Rate	Rate
Admin/Gierk	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	\$ -	\$ -	\$ -	\$ -
Adının/Çlerk	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	Sanior	\$ 21.25	\$ 28.70	\$ 31.88	\$ 40.18
Admin/Clerk	Database Administrator	Junio:	\$ 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 Englacer	Intermediate	\$ 50.00	\$ 67.53	\$ 75.00	\$ 94.54
Englneering / 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

El ano	Orbital Engineering -	W2 VIRGINIA		es (USD)		n and the
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	Junier	\$ 18.75	\$ 25.32	\$ 28.13	\$ 35.45
Engineering / Project Management (PM)	Documen) 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	Jumor	\$ 18.75	\$ 25.32	\$ 28.13	\$ 35.45
Engineering / Project Management (PM)	Dratter.	Intermediate	\$ 23.75	\$ 32.07	\$ 35.63	\$ 44.90
Engineering //Project Management (PM)	Drafter	Senior	\$ 28.75	\$ 38.83	\$ 43.13	\$ 54.30
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	\$ 106.3
Engineering / Project Management (PM)	Electrical Engineer	Senior	\$ 68.75	\$ 92.85	\$ 103.13	\$ 129.99
Engineering / Project Management (PM)	Englinear	Junior	\$ 31.25	\$ 42.20	\$ 46.88	\$ 59.08
Engliseering / Project Management (PM)	Engineer	Intermediate.	\$ 43.75	\$ 59.08	\$ 65.63	\$ 82.73
Engineering / Project Management (PM)	Englineer	Senior		\$ 75.97	\$ 84.38	\$ 106.3
Engineering// Project/ Management (PM)	Environmental Planner	Junior		\$ -	\$ -	\$ -

	Orbital Engineering	- W2 VIRGINIA I			International Address	100 million 100	TDout	1100	T Bill
Job Group	Јор Туре	Job Level	Pa Ra		Bill	Rate	T Pay Rate	1.000	Rate
Engineering / Project Management (PM)	Environmental Planner	Infermediate	\$	_	\$	-	\$ ā.	\$	
Engineering / Project Management (PM)	Environmental Planner	Senior	\$	2	\$		\$	\$	-
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	\$ 2	28,91	\$ 31.88	\$	40.47
Engineering / Project Management (PM)	General Inspector	Intermediate	\$ 28	.75	\$ 3	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	\$	_	\$	4	\$ 4	\$	2,
Engineering / Project Management (PM)	General Labor	Intermediate	\$	-	\$	2	\$ 4	\$	-91
Engineering / Project Management (PM)	General Labor	Senior	\$	_	\$		\$	\$	
Engineering / Project Management (PM)	GIS Analyst	Junior	\$ 25	.00	\$ 3	33.76	\$ 37.50	\$	47.27
Engineering / Project Management (PM)	GIS Analyst	Intermediate	\$ 31	.25	\$ 4	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 Agen!	dunior	\$	-	\$	4	\$ 4	\$	-
Engineering / Project Management (PM)	Land Rights Agent	Intermediate	\$		\$	1	\$	\$	-
Engineering / Project Management (PM)	Land Rights Agent	Senior	\$	÷	\$		\$ 4	\$	-

Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Vanagement (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
Enginearing / 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
Englineering / 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 Managament (PM)	Power Engineer	Intermediate	\$ 52.50	\$ 70.90	\$ 78.75	\$ 99.26
Engineering / Project Management (PM)	Power Engineer	Sentar	\$ 65.00	\$ 87.78	\$ 97.50	\$ 122.90
Engineering / Projact Management (PM)	Project Control	Junior	\$ 25.00	\$ 33.76	\$ 37.50	\$ 47.27
Enginerring / 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 Nanagement (PM)	Project Coordinator	Junior	\$ 25.00	\$ 33.76	\$ 37.50	\$ 47.27
Engineering / Project Vanagement (PM)	Project Coordinator	intermediate.	\$ 37.50	\$ 50.64	\$ 56.25	\$ 70.90

Job Group	Orbital Engineering Job Type	Job Level	Pay	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Project Geordinator	Senior	Rate \$ 50.00	\$ 67.53	\$ 75.00	\$ 94.54
Engineering / Project Management (PM)	Project Engineer	dunior	\$ 40.00	\$ 54.02	\$ 60.00	\$ 75.63
Engineering / Project Menagement (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	\$ 129.9
Engineering / Project Management (PM)	Quality Technician	Junior	\$ 25.00	\$ 34.01	\$ 37.50	\$ 47.6
Engineering / Project Management (PM)	Quality Technician	Intermediate	\$ 35.00	\$ 47.62	\$ 52.50	\$ 66.6
Engineering / Project Management (PM)	Quality Technician	Senior	\$ 43.75	\$ 59.52	\$ 65.63	\$ 83.3
Engineering / Project Management (PM)	Relay & Controls Field Engineer	Junior	\$ 43.75	\$ 59.08	\$ 65.63	\$ 82.7
Engineering / Project Management (PM)	Relay & Controls Field Engineer	Intermediate	\$ 56.25	\$ 75.97	\$ 84.38	\$ 106.3
Engineering / Project Management (PM)	Relay & Controls Field Engineer	Senior	\$ 68.75	\$ 92.85	\$ 103.13	\$ 129.9
Engineering / Project Management (PM)	Safety Coordinato	r Junior	\$ 43.75	\$ 59.08	\$ 65.63	\$ 82.7
Engineering / Project Management (PM)	Safety Coordinato	i Intermediate	\$ 56.25	\$ 75.97	\$ 84.38	\$ 106.3
Engineering / Project Management (PM)	Safety Coordinato	r Senior	\$ 68.75	\$ 92.85	\$ 103.13	\$ 129.9
Engineering / Project Mariagemerit (PM)	Safety Inspector	Junior	\$ 22.50	\$ 30.61	\$ 33.75	\$ 42.8

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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	\$ 59.5
Engineering / Project Management (PM)	Safety Inspector	Senior	\$ 43.75	\$ 59.52	\$ 65.63	\$ 83.3
Engineering / Project Management (PM)	Scheduler	Junior	\$ 25.00	\$ 33.76	\$ 37.50	\$ 47.2
Éngineering / Project Management (PM)	Scheduler	Intermediate	\$ 37.50	\$ 50.64	\$ 56.25	\$ 70.9
Engineering / Project Management (PM)	Scheduler	Senior	\$ 50.00	\$ 67.53	\$ 75.00	\$ 94.5
Engineering / Project Management (PM)	Systems Analysi	Junior	\$ 27.50	\$ 37.14	\$ 41.25	\$ 51.9
Engineering / Project Mariagement (PM)	Systems Analyst	Intermediate	\$ 43.75	\$ 59.08	\$ 65.63	\$ 82.7
Engineering / Phojent Management (PM)	Systems Analyst	Senior	\$ 62.50	\$ 84.41	\$ 93.75	\$ 118.1
Engineering / Project Management (PM)	Welding Inspector	Junior	\$ 37.50	\$ 51.02	\$ 56.25	\$ 71.4
Engineering / Project Management (PM)	Welding Inspector	Intermediate	\$ 50.00	\$ 68.03	\$ 75.00	\$ 95.2
Engineering / Project Management (PM)	Welding Inspector	Senior	\$ 62.50	\$ 85.03	\$ 93.75	\$ 119.0
Finance/Accounting	Accounts Payable Analysi	Junior	\$ 18.06	\$ 24.39	\$ 27.09	\$ 34.1
Finance/Accounting	Accounts Payable Analyst	Intermediate	\$ 23.38	\$ 31.57	\$ 35.06	\$ 44.20
Financ <i>e/</i> Accounting	Accounts Payable Analyst	Senior	\$ 28.69	\$ 38.74	\$ 43.03	\$ 54.2
Finance/Accounting	Analyst.	Jupiter	\$ 23.38	\$ 31.57	\$ 35.06	\$ 44.20
Finance/Accounting	Analyst	Intermediate	\$ 27.63	\$ 37.31	\$ 41.44	\$ 52.2
Finance/Accounting	Analyst	Senior	\$ 31.88	\$ 43.05	\$ 47.81	\$ 60.2
Finance/Accounting	Business Analyst	anniot	\$ 24.44	\$ 33.00	\$ 36.66	\$ 46.2
Finance/Accounting	Business Analyst	Intermediate	\$ 31.88	\$ 43.05	\$ 47.81	\$ 60.2
Finance/Accounting	Business Analyst	Santor	\$ 39.31	\$ 53.09	\$ 58.97	\$ 74.3
Finance/Accounting	Cost Accountant	Junior	\$ 31.88	\$ 43.05	\$ 47.81	\$ 60.2
Finance/Accounting	Cost Accountants	Intermediate	\$ 42.50	\$ 57.40	\$ 63.75	\$ 80.3
Finance/Accounting	Cost Accountant	Sedici	\$ 53.13	\$ 71.75	\$ 79.69	\$ 100.4
inance/accounting	Finance Analyst	Junior	\$ 34.00	\$ 45.92	\$ 51.00	\$ 64.28
Sindhee/Accounting	Finance Analyst	Informediate	\$ 44.63	\$ 60.27	\$ 66.94	\$ 84.37

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	Surver	Intermediate	\$ 31.88	\$ 43.05	\$ 47.81	\$ 60.27
Supply Chain	Buyer	Seniar	\$ 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

Job Group	TRS Staffing Solutions Job Type	Job Level	Pay	1	OT Pay	OT Bill
1941 - 1941 - 1941 - 1941 - 1941 - 1941 - 1941 - 1941 - 1941 - 1941 - 1941 - 1941 - 1941 - 1941 - 1941 - 1941 -	19 A CONTRACTOR STREET	JOB Level	Rate	Bill Rate	Rate	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
Atmin/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/Clark	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	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	Intermadiate	\$ 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
Enginearing / Project Management (PM)	Manager	Senior	\$ 55.28	\$ 71.31	\$ 82.92	\$ 99.84
Englneering / Project Management (PM)		duntor	\$ 21.33	\$ 27.52	\$ 32.00	\$ 38.52
Engineering / Project Menagement (PM)	Cost Analyst	Infermediate	\$ 27.02	\$ 34.86	\$ 40.53	\$ 48.80

Job Group	Јор Туре	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 Techniclan	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)	flocument 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
Engliseering / Project Management (FM)	Drafter	Intermediate	\$ 27.10	\$ 34.96	\$ 40.65	\$ 48.94
Enginaering / 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 Managemerit (PM)	Electrical Engineer	Intermediate	\$ 38.35	\$ 49.47	\$ 57.53	\$ 69.26
Engineering / Project Management (PM)	Electrical Engineer	Seniot	\$ 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	Intermodiate	\$ 37.20	\$ 47.99	\$ 55.80	\$ 67.18
Engineering / Project Management (PM)	Englacer	Senior	\$ 44.63	\$ 57.57	\$ 66.95	\$ 80.60
Engineering / Project Management (PM)	Environmental Planner	Junior	\$ 17.30	\$ 22.32	\$ 25.95	\$ 31.24

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Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Environmental Planner	Intermaciate	\$ 34.10	\$ 43.99	\$ 51.15	\$ 61.58
Engineering / Project Nanagement (PM)	Environmental Plaumer	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	Sonior	\$ 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)	Goneral 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	Internediate	\$ 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 Ageni	Intermediate	\$ 30.85	\$ 39.80	\$ 46.28	\$ 55.72
Ingineering / Project Management (PM)	Land Rights Agent	Senior	\$ 38.94	\$ 50.23	\$ 58.41	\$ 70.33

T	RS Staffing Solutions	- W2 INDIANA I		es (USD)		OT Bill
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	Rate
Engineering / Project Nanagement (PM)	Logistics Goordinator	Junior	\$ 13.05	\$ 16.83	\$ 19.58	\$ 23.57
Ingineering / Project Aanagement (PM)	Logistics Coordinator	Intormediate	\$ 19.70	\$ 25.41	\$ 29.55	\$ 35.58
ingineering / Project Janagement (PM)	Logistics Coordinator	Senior	\$ 25.40	\$ 32.77	\$ 38.10	\$ 45.87
Ingineering / Project Janagement (PM)	Mechanical Engineer	Junior	\$ 24.11	\$ 31.10	\$ 36.17	\$ 43.54
Engineering / Project Aanagement (PM)	Mechanical Engineer	Intermediate	\$ 38.79	\$ 50.04	\$ 58.19	\$ 70.05
Ingineering / Project Janagement (PM)	Mechanical Engineer	Senior	\$ 48.12	\$ 62.07	\$ 72.18	\$ 86.90
Engineering / Project Aanagement (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 Aanagement (PM)	Pipeline Engineer	Senior	\$ 56.00	\$ 72.24	\$ 84.00	\$ 101.14
ingineering / Project Aanagement (PM)	Power Engineer	Junior	\$ 24.04	\$ 31.01	\$ 36.06	\$ 43.42
Engineering / Project Aanagement (PM)	Power Engineer	Intermediate	\$ 34.60	\$ 44.63	\$ 51.90	\$ 62.49
Engineering / Project Janagement (PM)	Power Engineer	Senior	\$ 45.10	\$ 58.18	\$ 67.65	\$ 81.45
Engineering / Project Janagement (PM)	Project Control	Junior	\$ 21.06	\$ 27.17	\$ 31.59	\$ 38.03
Engineering / Project Nanagement (PM)	Project Control	Intermediate	\$ 25.10	\$ 32.38	\$ 37.65	\$ 45.33
Engineering / Project Vanagement (PM)	Project Centrel	Senior	\$ 38.08	\$ 49.12	\$ 57.12	\$ 68.77
Engineering / Project Management (PM)	Project Ceordinator	Junior	\$ 14.90	\$ 19.22	\$ 22.35	\$ 26.91
Engineering / Project Management (PM)	Project Coordinator	Intermediate	\$ 23.56	\$ 30.39	\$ 35.34	\$ 42.55

The strangender designed at	RS Staffing Solutions	1 10 10 10 10 10 10 10 10 10 10 10 10 10	Pay	I Statistics	OT Pay	OT Bill
Job Group	Job Type	Job Level	Rate	Bill Rate	Rate	Rate
Engineering / Project Management (PM)	Project Geordinator	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	Sehior	\$ 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	Sènior	\$ 47.68	\$ 61.51	\$ 71.52	\$ 86.11
Engineering / Project Management (PM)	Safety Coordinator	Junioz	\$ 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
Erigineering (Project) Management (PM)	Safety Inspector	unior	\$ 16.04	\$ 20.69	\$ 24.06	\$ 28.9

Job Group	RS Staffing Solutions	Job Level	Pay	Bill Rate	OT Pay	OT Bill
doe chodp	JON TYPE	000 2010	Rate		Rate	Rate
Engineering / Project	Safety Inspector	Intermediate			1	1.0.01
Management (PM)	and the second second		\$ 18.06	\$ 23.30	\$ 27.09	\$ 32.62
Engineering / Project	Safety Inspector	Senior		100	100.1	
Management (FM)	Salety hispector	Semol	\$ 22.44	\$ 28.95	\$ 33.66	\$ 40.53
Engineering / Project				1.1		
Management (PM)	Scheduler	Junior	\$ 23.24	\$ 29.98	\$ 34.86	\$ 41.97
Engineering / Project	A BUNCH					
Management (PM)	Scheduler	Intermediate	\$ 30.38	\$ 39.19	\$ 45.57	\$ 54.87
	Sec. 1			+		4 =
Engineering / Project Management (PM)	Scheduler	Senior	A 40.05	\$ 63.15	\$ 73.43	\$ 88.40
TOWN NOW CONTRACT			\$ 48.95	\$ 03.15	\$ 75.45	\$ 66.40
Engineering / Project	Systems Analyst	Junior	1000		A	1 ad
Management (PH)			\$ 25.35	\$ 32.70	\$ 38.03	\$ 45.78
Engineering / Project	Systems Analyst	Intermediate				
Management (PM)			\$ 33.44	\$ 43.14	\$ 50,16	\$ 60.39
Engineering / Project	During the second	Senior	1.00	S-51	100	1.5
Management (PM)	Systems Analyst	Centor	\$ 40.60	\$ 52.37	\$ 60.90	\$ 73,32
Engineering / Project					1.1	
Management (PM)	Welding Inspector	Junior	\$ 16.83	\$ 21.71	\$ 25.25	\$ 30.39
Environment Brownet			1			
Engineering / Project Management (PM)	Welding inspector	Intermediate	\$ 22.36	\$ 28.84	\$ 33.54	\$ 40.38
			\$ 22.30	9 20.04	\$ 55.54	\$ 40.5C
Engineering / Project Management (PM)	Welding Inspector	Senior	A	A 40.47	÷ 10.01	÷
andriagement (r m)	Accounts Payable		\$ 32.69	\$ 42.17	\$ 49.04	\$ 59.04
Finance/Accounting	Analyst	Junior	\$ 16.23	\$ 20.94	\$ 24.35	\$ 29.31
Finance/Accounting	Accounts Payable	Interinediate	¢ 22.20	\$ 30.13	\$ 35.04	\$ 42.19
	Analyst Accounts Payable		\$ 23.36	\$ 20.12	\$ 55.04	Ş 42.13
Finance/Accounting	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	1	\$ 40.40	\$ 48.64
Finance/Accounting	Analyst	Senior	\$ 36.06	\$ 46.52	\$ 54.09	\$ 65.12
Finance/Accounting	Business Analyst	Jumer	\$ 23.08	\$ 29.77	\$ 34.62	\$ 41.68
Finance/Accounting	Eusiness Analyst	Intermediate	\$ 32.21	\$ 41.55		\$ 58.17
FinancelAccounting	Business Analyst		\$ 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		\$ 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

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Job Group	Job Type	Job Level	Rate	Bill Rate	Rate	Rate
Finance/Accounting	Finance Analyst	Senior	\$ 39.91	\$ 51.48	\$ 59.87	\$ 72.08
Supply Chain	Buyer	Junion	\$ 25.07	\$ 32.34	\$ 37.61	\$ 45.28
Supply Chain	Buyer	intermediate	\$ 31.58	\$ 40.74	\$ 47.37	\$ 57.03
Supply Chain	Suyer	Senior	\$ 39.92	\$ 51.50	\$ 59.88	\$ 72.10
Sapply Chain	Contract Analyst	Junioi	\$ 19.24	\$ 24.82	\$ 28.86	\$ 34.75
Supply Chain	Contract Analyst	Intermodiate	\$ 27.40	\$ 35.35	\$ 41.10	\$ 49.48
Supply Chain	Contract Analyst	Senior	\$ 35.57	\$ 45.89	\$ 53.36	\$ 64.24
Supply Chain	Legistician	Jumor	\$ 19.87	\$ 25.63	\$ 29.81	\$ 35.89
Supply Chain	Logistician	Intermedia(e	\$ 28.71	\$ 37.04	\$ 43.07	\$ 51.85
Supply Chain	Logistician	Senior	\$ 40.92	\$ 52.79	\$ 61.38	\$ 73.90

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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	Sanlor	\$ 65.00	\$ 83.85	\$ 97.50	\$ 117.39
Engineering / Project Mariagement (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 Solution	ns - W2 OHIO H		s (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 Menagement (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	Intermodiate	\$ 25.00	\$ 32.25	\$ 37.50	\$ 45.15
Engineering / Project Management (PM)	Document Control Analyst	Senior	\$ 30.00	\$ 38.70	\$ 45.00	\$ 54.18
Englneering / 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 Managament (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 (FM)	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	dunior	\$ 33.40	\$ 43.09	\$ 50.10	\$ 60.32

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	\$ 50.4:
Englneering / Project Management (PM)	General Inspector	Senior	\$ 48.88	\$ 63.06	\$ 73.32	\$ 88.28
Englineering / Project Management (PM)	General Labor	Junior	\$ 11.00	\$ 14.19	\$ 16.50	\$ 19.8
Engineering / Project Management (PM)	General Labor	Intormediate	\$ 15.00	\$ 19.35	\$ 22.50	\$ 27.0
Engineering / Project Management (PM)	General Labor	Senior	\$ 19.00	\$ 24.51	\$ 28.50	\$ 34.3
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	\$ 65.03
Engineering / Project Management (PM)	GIS Analyst	Senior	\$ 48.56	\$ 62.64	\$ 72.84	\$ 87.7
Englneering / Project Management (PM)	Land Rights Agent	Junior	\$ 24.87	\$ 32.08	\$ 37.31	\$ 44.9
Engineering / Project Management (PM)	Land Rights Agent	Intermediate	\$ 32.21	\$ 41.55	\$ 48.32	\$ 58.1
Engineering / Project Management (PM)	Land Rights Agent	Senior	\$ 38.15	\$ 49.21	\$ 57.23	\$ 68.9

	TRS Staffing Solutio	1	the second s	La barren a	CONTRACT.	OT Bill
Job Group	Јор Туре	Job Level	Pay Rate	Bill Rate	OT Pay Rate	Rate
Engineering / Project Management (PM)	Logistics Coordinator	Junior	\$ 15.00	\$ 19.35	\$ 22.50	\$ 27.09
Engineering / Project Management (PM)	Logistics Coordinator	informediate	\$ 18.00	\$ 23.22	\$ 27.00	\$ 32.51
Engineering / Project Management (PM)	Logistics Coordinator	Senicr	\$ 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	\$ 79.40
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	\$ 79.2:
Engineering / Project Management (PM)	Project Control	dunior	\$ 24.22	\$ 31.24	\$ 36.33	\$ 43.74
Engineering / Project Management (PM)	Project Control	Internodiate	\$ 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 Managemant (PM)	Project Coerdinator	Junior	\$ 24.00	\$ 30.96	\$ 36.00	\$ 43.34
Engineering (Project , Management (PM)	Project Coordinator	Intermediate	\$ 28.00	\$ 36.12	\$ 42.00	\$ 50.57

Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project	Project	Senior	INHIG		- Huno	nono
Management (FM)	Coordinator		\$ 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	dunior	\$ 33.00	\$ 42.57	\$ 49.50	\$ 59.60
Englineering / Project Management (PM)	Project Manager	Intermediate	\$ 40.00	\$ 51.60	\$ 60.00	\$ 72.24
Engineering / Project Management (PM)	Project Manager	Sanior	\$ 55.00	\$ 70.95	\$ 82.50	\$ 99.33
Engineering / Project Management (PM)	Quality Technicia	n Juniar	\$ 16.30	\$ 21.03	\$ 24.45	\$ 29.44
Engineering / Project Management (PM)	Quality Technicia	n Intermediate	\$ 19.70	\$ 25.41	\$ 29.55	\$ 35.58
Engineering / Project Management (PM)	Quality Technicia	n Senior	\$ 22.15	\$ 28.57	\$ 33.23	\$ 40.00
Engineering / Project Management (PM)	Relay & Controls Field Engineer	Junior	\$ 30.90	\$ 39.86	\$ 46.35	\$ 55.8:
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 Coordinate	or Junier	\$ 25.12	\$ 32.40	\$ 37.68	\$ 45.37
Engineering / Project Management (PM)	Safety Coordinate	or Intermediate	\$ 28.87	\$ 37.24	\$ 43.31	\$ 52.14
Engineering / Project Management (PM)	Safety Coordinate	nr Senior	\$ 35.77	\$ 46.14	\$ 53.66	\$ 64.60
Engineering / Project Nanagement (PM)	Safety Inspector	Junior	\$ 15.67	\$ 20.21	\$ 23.51	\$ 28.3

Job Group	TRS Staffing Solutio	Job Level	Pay	Bill Rate	OT Pay	OT Bill
			Rate	Din nate	Rate	Rate
Engineering / Project Management (PM)	Safety Inspector	Intermediate	\$ 17,63	\$ 22.74	\$ 26.45	\$ 31.84
Engineering / Project Management (PM)	Safety Inspector	Sanior	\$ 22.00	\$ 28.38	\$ 33.00	\$ 39.73
Engineering / Project Management (PM)	Schedüler	Junior	\$ 22.68	\$ 29.26	\$ 34.02	\$ 40.96
Engineering / Project Management (PM)	Scheduler	Intermediate	\$ 29.76	\$ 38.39	\$ 44.64	\$ 53.7
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	\$ 76.9
Engineering / Project Management (PM)	Welding Inspector	Junior	\$ 19.75	\$ 25,48	\$ 29.63	\$ 35.6
Engineering / Project Management (PM)	Welding Inspector	Intermediate	\$ 27.32	\$ 35.24	\$ 40.98	\$ 49.34
Engineering / Project Management (PM)	Welding lospector	Senior	\$ 39.28	\$ 50.67	\$ 58.92	\$ 70.94
Finance/Accounting	Accounts Payable Analyst	Junior	\$ 20.00	\$ 25.80	\$ 30.00	\$ 36.1
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	\$ 58.1
Finance/Accounting	Analyst	suntor	\$ 25.00		\$ 37.50	\$ 45.1
Finance/Accounting	Analyst	Intermediate	\$ 28.19	\$ 36.37	\$ 42.29	\$ 50.9
Finance/Accounting	Analyst	Senior	\$ 34.00	\$ 43.86	\$ 51.00	\$ 61.40
Finance/Accounting	Business Analyst.	Junior	\$ 26.18	\$ 33.77	\$ 39.27	\$ 47.2
Finance/Accounting	Business Analyst	Intermediate		\$ 43.23	\$ 50.27	\$ 60.5
Finance/Accounting	Business Analyst	Senior	\$ 39.30	\$ 50.70	\$ 58.95	\$ 70.9
Finance/Accounting	Cost Accountant	dunior Intermediate	\$ 22.00	\$ 28.38	\$ 33.00	\$ 39.73
Finance/Accounting	Cost Accountant	Semor	\$ 25.16	\$ 32.46	\$ 37.74 \$ 51.45	\$ 45.4
Finance/Accounting	Cost Accountant Finance Analyst	Junior	\$ 24.82	\$ 32.02	\$ 37.23	\$ 44.8
Finance/Accounting	Finance Analysis	Intermediate	\$ 26.50	\$ 34.19	\$ 39.75	\$ 47.8

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 Analys!	Intermediate	\$ 25.48	\$ 32.87	\$ 38.22	\$ 46.02
Supply Chain	Contract Analyst	Senior	\$ 27.93	\$ 36.03	\$ 41.90	\$ 50.44
Supply Chain	Legistician	Junior	\$ 22.00	\$ 28.38	\$ 33.00	\$ 39.73
Supply Chain	Logiștician	Intermediate	\$ 30.00	\$ 38.70	\$ 45.00	\$ 54.18
Supply Chain	Logistician	Senior	\$ 40.00	\$ 51.60	\$ 60.00	\$ 72.24

Job Group	S Staffing Solutions - Job Type	Job Level	Pay	Bill Rate	OT Pay	OT Bill
Namin/Clerk	Administrative	Junior	Rate		Rate	Rate
	Assistant Administrative		\$ 17.50	\$ 22.58	\$ 26.25	\$ 31.61
Admin/Clerk	Assistant Administrative	Intermediate	\$ 21.75	\$ 28.06	\$ 32.63	\$ 39.28
Admin/Clerk	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
Admini Clerk	Data Entry Operator	Junior	\$ 13.90	\$ 17.93	\$ 20.85	\$ 25.10
4dmin/Clerk	Data Entry Operator	Intermodiate	\$ 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	Junio/	\$ 29.75	\$ 38.38	\$ 44.63	\$ 53.73
Englneoring / Project Management (PM)	Civil Engineer	Intermediate	\$ 38.40	\$ 49.54	\$ 57.60	\$ 69.35
Engineering / Project Management (PM)	Civil Engineer	Sanior	\$ 46.75	\$ 60.31	\$ 70.13	\$ 84.43
Engineering / Project Management (PM)	Construction Manager	Quintor	\$ 49.25	\$ 63.53	\$ 73.88	\$ 88.95
Engineering / Project Nanagement (PM)	Construction Manager	Intermediate	\$ 60.50	\$ 78.05	\$ 90.75	\$ 109.26
Engineering / Project Monagement (PM)	Construction Manager	Senior	\$ 72.00	\$ 92.88	\$ 108.00	\$ 130.03
Englineering / Project Management (PM)	all and the second	Junior	\$ 25.00	\$ 32.25	\$ 37.50	\$ 45.15
Enginsentry / Project Vlanagement (PM)	Cost Analyst	lotermediate	\$ 30.75	\$ 39.67	\$ 46.13	\$ 55.53

Job Group	Staffing Solutions - 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)	Decument Control Analyst	Junior	\$ 19.25	\$ 24.83	\$ 28.88	\$ 34.77
Engineering / Project Management (PM)	Document Control Analyst	intermodiate	\$ 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 / Projact Management (PM)	Drafter	Junior	\$ 21.15	\$ 27.28	\$ 31.73	\$ 38.20
Engineering / Project Management (PM)	Draften	Intermediate	\$ 25.90	\$ 33.41	\$ 38.85	\$ 46.78
Engineering / Project Management (PM)	Drafter	Schior	\$ 31.40	\$ 40.51	\$ 47.10	\$ 56.7:
Engineering / Project Managemeni (PM)	Electrical Engineer	r Junior	\$ 30.00	\$ 38.70	\$ 45.00	\$ 54.18
Engineering / Project Management (PM)	Electrical Enginee	Intermediate	\$ 37.50	\$ 48.38	\$ 56.25	\$ 67.7
Engineering / Project Management (PM)	Electrical Enginee	Senior	\$ 45.90	\$ 59.21	\$ 68.85	\$ 82.90
Engineering / Project Management (PM)	Engineer	Junior	\$ 29.00	\$ 37.41	\$ 43.50	\$ 52.3
Engineering / Project Management (PM)	Engineer	Intermediate	\$ 34.50	\$ 44.51	\$ 51.75	\$ 62.3
Engineering / Project Management (PM)	Snginoer	Senior	\$ 40.30	\$ 51.99	\$ 60.45	\$ 72.7
Engineering (Project Management (PM)	Environmental, Planner	JUNIOF	\$ 28.60	\$ 36.89	\$ 42.90	\$ 51.6

Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engiheering / 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	Junier	\$ 21.61	\$ 27.88	\$ 32.42	\$ 39.03
Engineering / Project Managoment (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)	Géneral Labor	Senior	\$ 24.00	\$ 30.96	\$ 36.00	\$ 43.34
Engineering / Project Management (PM)	GIS Apalyst	Junior	\$ 22.59	\$ 29.14	\$ 33.89	\$ 40.80
Engineering / Project Management (PM)	GIS Analyst	liitermediate	\$ 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 Mdnägement (PM)	Land Rights Agent	Junior	\$ 25.00	\$ 32.25	\$ 37.50	\$ 45.1
Engineering / Project/ Management (PM)	Land Rights Agen	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

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	Sentor	\$ 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	\$ 45.19
Engineering / Project Management (PM)	Project Coordinator	Internediate	\$ 30.00	\$ 38.70	\$ 45.00	\$ 54.18

Job Group	Job Type	Job Level	Pay	Bill Rate	OT Pay	OT Bill
Engineering / Project	Froject		Rate		Rate	Rate
Management (PM)	Coordinator	Senior	\$ 35.00	\$ 45.15	\$ 52.50	\$ 63.21
Engineering / Project Management (PM)	Project Eingineer	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 Menagement (PM)	Project Manager	Senior	\$ 50.00	\$ 64.50	\$ 75.00	\$ 90.30
Engineering / Project Management (PM)	Quality Techniciar	Junior	\$ 16.30	\$ 21.03	\$ 24.45	\$ 29,44
Engineering / Project Management (PM)	Quality Technician		\$ 19.70	\$ 25.41	\$ 29.55	\$ 35.58
Engineering / Project Management (PM)	Quality Techniclar	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 / Projact Management (PM)	Relay & Controls Field Engineer	Senior	\$ 50.16	\$ 64.71	\$ 75.24	\$ 90.59
Engineering - Project Management (PM)	Safety Coordinate	Junior	\$ 28.65	\$ 36.96	\$ 42.98	\$ 51.74
Englineering / Project Managoment (PM)	Safety Coordinato	Intermediate	\$ 32.96	\$ 42.52	\$ 49.44	\$ 59.53
Engineering / Project Management (PM)	Safery Coordinate	Senior	\$ 40.83	\$ 52.67	\$ 61.25	\$ 73.74
Engineering / Project Management (PM)	Salety Inspector	Junior	\$ 16.89	\$ 21.79	\$ 25.34	\$ 30.50

Job Group	Job Type	Job Level	Pay	Bill Rate	OT Pay	OT Bill
			Rate		Rate	Rate
Engineering / Project	Safety Inspector	Intermediate	9	-	1. 2. 2. 1	1. 2.44
Management (PM)		R. A. C. Mar	\$ 19.00	\$ 24.51	\$ 28.50	\$ 34.3
Engineering / Project	A	the second se		1000		1.1
Management (PM)	Safety Inspector	Senior	\$ 23.61	\$ 30.46	\$ 35.42	\$ 42.6
Engineering / Project	1997 - 1997 - 1997 - 1997 - 1997 - 1997 - 1997 - 1997 - 1997 - 1997 - 1997 - 1997 - 1997 - 1997 - 1997 - 1997 -					1.1
Management (PM)	Scheduler	Junior	\$ 24.44	\$ 31.53	\$ 36.66	\$ 44.1
Englacement Protect	1000			1		
Engineering / Project Management (PM)	Scheduler	Intermediate	\$ 31.95	\$ 41.22	\$ 47.93	\$ 57.7
			2 31.33	2 41.22	y 47.55	\$ 510
Engineering / Project	Scheduler	Senior	1 China	20020	4	
Management (PM)			\$ 54.69	\$ 70.55	\$ 82.04	\$ 98.7
Engineering / Project	Systems Analyst	Junior		24.4	12.27	
Management (PM)		and the set	\$ 28.77	\$ 37.11	\$ 43.16	\$ 51.9
Engineering / Project	in the second	Infermediate				1.11
Management (PM)	Systems Analysi	Internetiate	\$ 35.19	\$ 45.40	\$ 52.79	\$ 63.5
Engineering / Project				X 2 1	1000	1.00
Management (PM)	Systems Analyst	Senior	\$ 45.92	\$ 59.24	\$ 68.88	\$ 82.9
	The second second			+	1 1111	
Engineering / Project. Management (PM)	Welding Inspector	Junior	¢ 10.22	\$ 23.65	\$ 27.50	\$ 33.1
and the Restored in the A			\$ 18.33	\$ 23.05	\$ 27.50	\$ 55.1
Engineering / Project	Welding Inspector	Intermediate	0.00	die al	A COLOR	5
Management (PM)			\$ 25.25	\$ 32.57	\$ 37.88	\$ 45.6
Engineering / Project	Welding Inspector	Senior		17.	E.E.wa	
Management (PM)			\$ 37.59	\$ 48.49	\$ 56.39	\$ 67.8
Finance/Accounting	Accounts Payable	Junior	\$ 26.80	\$ 34.57	\$ 40.20	\$ 48.4
100 - 1000 - 100	Analyst Accounts Payable			1.000	1	200-0
Finance/Accounting	Analyst	intermediate	\$ 31.24	\$ 40.30	\$ 46.86	\$ 56,4
Finance/Accounting	Accounts Payable	Senior	\$ 34.86	\$ 44.97	\$ 52.29	\$ 62.9
Finance/Accounting	Analyst	Junior		\$ 32.25		\$ 45.1
Finance/Accounting	Analyst	Intermediate	\$ 29.10	\$ 37.54		\$ 52.5
Finance/Accounting	Analyst	Sanior	\$ 34.00	\$ 43.86	\$ 51.00	
Finance/Accounting	Business Analyst	Junior	\$ 28.21	\$ 36.39	\$ 42.32	\$ 50.9
Finance/Accounting	Business Analyst	Intermediate	\$ 36.06		\$ 54.09	\$ 65.1
Finance/Accounting	Business Analyst	Senior	\$ 42.34	\$ 54.62	\$ 63.51	\$ 76.4
Finance/Accounting	Cost Accountant	Junior	\$ 25.80	\$ 33.28	\$ 38.70 \$ 57.33	\$ 46.5
Finance/Accounting	Cost Accountant	Intermediate	\$ 38.22 \$ 46.00	\$ 49.30 \$ 59.34	\$ 57.33 \$ 69.00	\$ 83.0
Finance/Accounting	Cost Accountant	Senior	\$ 48.00	\$ 37.02		\$ 51.8
Finance/Accounting	Finance Analyst	Junior				
FinanceAccounting	Finance Analyst	Intermediate	\$ 32.47	\$ 41.89	\$ 48.71	\$ 58.6

Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Finance/Accounting	Finance Analyst	Santor	\$ 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	Semior	\$ 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	Legistician	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

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	Janior	\$ 15.30	\$ 19.74	\$ 22.95	\$ 27.64
Admin/Glerk	Data Entry Operator	Intermediate	\$ 18.25	\$ 23.55	\$ 27.38	\$ 32.97
Admin/Glerk	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	Seniar	\$ 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 - W	2 MASSACHUS		y Rates (U		
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 Menagement (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 Analysi	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)	Dosument 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	\$ 72.20
Engineering / Project Management (PM)	Electrical Engineer	Senior	\$ 48,50	\$ 62.58	\$ 72.75	\$ 87.6
Engineering (Project Management (PM)	Engineer	Junior	\$ 32.00	\$ 41.29	\$ 48.00	\$ 57.8:
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

Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Environmental Plander	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	Junier	\$ 30.00	\$ 38.71	\$ 45.00	\$ 54.19
Engineering / Project Management (PM)	Environmental Scientist	Internediate	\$ 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	Juniof	\$ 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 Nanagement (PM)	General Labor	Junior	\$ 15.00	\$ 19.35	\$ 22.50	\$ 27.10
Éngineering / Project Management (PM)	General Labor	Intermodiate	\$ 16.25	\$ 20.97	\$ 24.38	\$ 29.35
Engineering / Project Vanagement (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 Nanagement (PM)	GIS Analyst	Senior	\$ 38.00	\$ 49.03	\$ 57.00	\$ 68.64
Engineering / Project Vanagement (PM)	Land Rights Agent	dunior	\$ 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 Vanagement (PM)	Land Rights Agent	Senior	\$ 37.50	\$ 48.39	\$ 56.25	\$ 67.74

	Staffing Solutions - \		Pay	State State	SD) OT Pay	OT Bill
Job Group	Job Type	Job Level	Rate	Bill Rate	Rate	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		\$ 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	11 M - 250 - 534	\$ 26.45	\$ 34.13	\$ 39.68	\$ 47.78
Engineering / Project Mabagement (PM)	Project Coordinator	Intermediate	\$ 31.25	\$ 40.32	\$ 46.88	\$ 56.45

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	dunior	\$ 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	\$ 31.63
Engineering / Project Management (PM)	Quality Technician	Internediate	\$ 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)	Reley & 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 Coordinato	Junior	\$ 29.00	\$ 37.42	\$ 43.50	\$ 52.39
Engineering / Project Management (PM)	Safety Coordinato		\$ 33.65	\$ 43.42	\$ 50.48	\$ 60.79
Engineering / Project Management (PM)	Safety Coordinator	r Senior	\$ 41.60	\$ 53.68	\$ 62.40	\$ 75.1
Engineering / Project Management (PM)	Safety Inspector	Junior	\$ 27.00	\$ 34.84	\$ 40.50	\$ 48.7

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)	Satury Inspector	Senior	\$ 42.00	\$ 54.19	\$ 63.00	\$ 75.8
Englissering / Project Management (PM)	Scheduler	Junior	\$ 38.50	\$ 49.68	\$ 57.75	\$ 69.5
Engineering / Project Management (PM)	Scheduler	Intermediate	\$ 55.25	\$ 71.29	\$ 82.88	\$ 99.8
Engineering / Project Management (PM)	Scheduler	Senior	\$ 62.50	\$ 80.64	\$ 93.75	\$ 112.9
Engineëring / Project Management (PM)	Systems Analyst	Junior	\$ 29.00	\$ 37.42	\$ 43.50	\$ 52.3
Engineering / Project Management (PM)	Systems Analyst	Intermediate	\$ 35.00	\$ 45.16	\$ 52.50	\$ 63.2
Engineering / Project Management (PM)	Systems Analyst	Senior	\$ 43.75	\$ 56.45	\$ 65.63	\$ 79.0
Engineering / Project Management (PM)	Welding Inspector	Junior	\$ 21.00	\$ 27.10	\$ 31.50	\$ 37.9
Engineering / Project Management (PM)	Welding Inspector	Intermediate	\$ 23.50	\$ 30.32	\$ 35.25	\$ 42.4
Engineering / Project Management (PM)	Welding Inspector	Senior	\$ 24.50	\$ 31.61	\$ 36.75	\$ 44.2
Finance/Accounting	Accounts Payable Analyst Accounts Payable	Junior	\$ 19.75	\$ 25.48	\$ 29.63	\$ 35.6
Finance/Accounting	Analyst Accounts Payable	Intermediate	\$ 22.50	\$ 29.03	\$ 33.75	\$ 40.6
Finance/Accounting Finance/Accounting	Analyst Analyst	Senior Junior	\$ 24.50 \$ 27.75	\$ 31.61 \$ 35.81	\$ 36.75 \$ 41.63	\$ 44.2 \$ 50.1
Finance/Accounting	Analyst Analyst	Intermediate Senior	\$ 34.00 \$ 41.50	\$ 43.87 \$ 53.55	\$ 51.00 \$ 62.25	\$ 61.4 \$ 74.9
Finance/Accounting Finance/Accounting	Business Analyst Business Analyst	dunior Intermediate	\$ 28.30 \$ 35.00	\$ 36.52 \$ 45.16	\$ 42.45 \$ 52.50	\$ 51.1 \$ 63.2
Finance Accounting Finance/Accounting	324 P-F-T-1040	Senior Junior	\$ 42.75 \$ 28.60	\$ 55.16 \$ 36.90	\$ 64.13 \$ 42.90	\$ 77.2 \$ 51.6
Finance/Accounting Emance/Accounting	Cost Accountant	Intermediate. Senter	\$ 33.80	\$ 43.61 \$ 51.93	\$ 50.70 \$ 60.38	\$ 61.0 \$ 72.7
Finance/Accounting	Enance Analyst Finance Analyst	Junior Intermediates	\$ 27.35	\$ 35.29 \$ 42.77	\$ 41.03 \$ 49.73	\$ 49.4 \$ 59.8

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	Informediate	\$ 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	A STANDAR	In the second second second second	Contraction of the second	OT Pay	OT Bill
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	Rate	Rate
Admin/Clerk	Administrative Assistant	Junior	\$ 18.25	\$ 23.54	\$ 27.38	\$ 32.9
Admin/Clerk	Administrative Assistant	Intermediate	\$ 21.15	\$ 27.28	\$ 31.73	\$ 38.1
Admin/Clerk	Administrative Assistant	Senior	\$ 26.00	\$ 33.53	\$ 39.00	\$ 46.9
Admin/Clerk	Glistomer Service Representative	Junior	\$ 15,75	\$ 20.31	\$ 23.63	\$ 28.4
Admin/Clerk	Customer Service Representative	Intermediate	\$ 18.50	\$ 23.86	\$ 27.75	\$ 33.4
Admin/Clerk	Customer Service Representative	Senior	\$ 21.40	\$ 27.60	\$ 32.10	\$ 38.6
Admin/Clerk	Data Entry Operator	Junior	\$ 14.50	\$ 18.70	\$ 21.75	\$ 26.1
Admin/Clerk	Data Entry Operator	Intermediate	\$ 16.00	\$ 20.64	\$ 24.00	\$ 28.8
Admin/Clerk	Data Entry Operator	Sunior	\$ 18.65	\$ 24.05	\$ 27.98	\$ 33.6
Admin/Clerk	Database Administrator	Junier	\$ 29.45	\$ 37.98	\$ 44.18	\$ 53.1
Admin/Clerk	Database Administrator	Intermediate	\$ 40.35	\$ 52.04	\$ 60.53	\$ 72.8
Admin/Cierk	Database Administrator	Senior	\$ 50.25	\$ 64.81	\$ 75.38	\$ 90.7
Engineering / Project Management (PM)	Civil Engineer	Junior	\$ 30.75	\$ 39.66	\$ 46.13	\$ 55.5
Englineering / Project Management (PM)	Civil Engineer	Intermediate	\$ 38.35	\$ 49.46	\$ 57.53	\$ 69.2
Engineering / Project Management (PM)	Civil Engineer	Sanior	\$ 46.63	\$ 60.14	\$ 69.95	\$ 84.1
Enginoering Project Management (PM)	Construction Manager	d(mior	\$ 48.50	\$ 62.55	\$ 72.75	\$ 87.5
Engineering / Project Management (PM)	Construction Manager	Intenneoiate.	\$ 60.50	\$ 78.03	\$ 90.75	\$ 109.2
Engineering / Project Mahagement (PM)	A STATE OF STATE OF STATE	Senior	\$ 64.40	\$ 83.06	\$ 96.60	\$ 116.2
Engineering / Project / Management (PM)	Cost Analyst	unior	\$ 26.00	\$ 33.53	\$ 39.00	\$ 46.9
Engliseering/Project Management (PM)	Gost Analysi	Intermediate	\$ 31.75	\$ 40.95	\$ 47.63	\$ 57.3

Job Group	RS Staffing Solutions	Job Level	Pay	Bill Rate	OT Pay Rate	OT Bill Rate
Engineeting / Project Management (PM)	Cost Analyst	Senior	Rate \$ 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)	Bocument 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)	Draher	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 Enginee	r Junior	\$ 31.15	\$ 40.17	\$ 46.73	\$ 56.24
Engineering / Project Management (PM)	Electrical Engines	r Intermediate	\$ 41.50	\$ 53.52	\$ 62.25	\$ 74.9
Engineering / Project Management (PM)	Electrical Enginee	r Senior	\$ 52.50	\$ 67.71	\$ 78.75	\$ 94.7
Engineering / Project Management (PM)	Engineer	Junior	\$ 30.14	\$ 38.87	\$ 45.21	\$ 54.4
Engineering / Project Management (PM)	Engineer	Intermediate	\$ 34.95	\$ 45.08	\$ 52.43	\$ 63.1
Engineering / Project Management (PM)	Engineer	Senior	\$ 42.00	\$ 54.17	\$ 63.00	\$ 75.8
Engineering / Project Management (PM)	Environmental Planner	Junior	\$ 29.60	\$ 38.18	\$ 44.40	\$ 53.4

2020 Mar	RS Staffing Solution	1 designed and the state		tes (USD)	Notice Include Information	
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (PM)	Envirohmental Planner	Intermediare	\$ 32.50	\$ 41.92	\$ 48.75	\$ 58.68
Engineering / Project Management (PM)	Environmental Planner	Sanior	\$ 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)	Envirormental 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	Jumon	\$ 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
Ehgineering / 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	\$ 27.9
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	Internediste	\$ 28.40	\$ 36.63	\$ 42.60	\$ 51.28
Engineering / Project Management (PM)	GIS Analyst	Senior	\$ 36.00	\$ 46.43	\$ 54.00	\$ 65.0
Engineering / Project Management (PM)	Land Rights Agent		\$ 22.20	\$ 28.63	\$ 33.30	\$ 40.08
Engineering / Project Management (PM)	Land Rights Agent	San Aline	\$ 30.00	\$ 38.69	\$ 45.00	\$ 54.1
Engineering / Project Mänagement (PM)	Land Rights Agent	Senior	\$ 35.25	\$ 45.46	\$ 52.88	\$ 63.6

Job Group	RS Staffing Solution Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project Management (FM)	Logistics Coordinator	Junior	\$ 22.50	\$ 29.02	\$ 33.75	\$ 40.63
Engineering / Project Management (PM)	Logistics Coerdinator	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 Engineor	Junior	\$ 34.15	\$ 44.04	\$ 51.23	\$ 61.66
Engineering / Project Management (PM)	Power Engineer	Infermediate	\$ 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 Goordinator	Internediate	\$ 23.75	\$ 30.63	\$ 35.63	\$ 42.88

Job Group	IRS Staffing Solutions Job Type	Job Level	Pay	Bill Rate	OT Pay	OT Bill
Engineering / Project Management (PM)	Project Coordinator	Senior	Rate \$ 32.20	\$ 41.53	Rate \$ 48.30	Rate \$ 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	Juniar	\$ 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	Intermediata	\$ 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)	Salety Coordinator	Intermediate	\$ 31.50	\$ 40.63	\$ 47.25	\$ 56.88
Engineeriný / Project Management (PM)	Safety Coordinator	Senior.	\$ 39.00	\$ 50.30	\$ 58.50	\$ 70.42
Engineering (Project Management (PM)	Salety Inspector	Junior	\$ 26.75	\$ 34.50	\$ 40.13	\$ 48.30

STREET, AND	RS Staffing Solutions	11 TELL OF THE STATE	Pay	Bill Rate	OT Pay	OT Bill
Job Group	Job Type	Job Level	Rate	DIII Nate	Rate	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	Internediate	\$ 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)	Walding Inspector	dunior	\$ 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	
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

Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Finance/Accounting	Finance Analysi	Senier	\$ 38.25	\$ 49.33	\$ 57.38	\$ 69.00
Supply Chain	Buyer	Junior	\$ 23.75	\$ 30.63	\$ 35.63	\$ 42.88
Supply Chain	Striver -	Intermediate	\$ 28.75	\$ 37.08	\$ 43.13	\$ 51.9:
Supply Chain	Suyer	Senior	\$ 35.65	\$ 45.98	\$ 53.48	\$ 64.3
Supply Chain	Contract Analyst	Junior	\$ 21.95	\$ 28.31	\$ 32.93	\$ 39.63
Supply Chain	Contract Ahalyst	Intermediate	\$ 26.25	\$ 33.85	\$ 39.38	\$ 47.40
Supply Chain	Gontraet Analyst	Senior	\$ 33.75	\$ 43.53	\$ 50.63	\$ 60.94
Supply Chain	Logistician	Junior	\$ 23.40	\$ 30.18	\$ 35.10	\$ 42.2
Supply Chain	Legistinan	Intermediate	\$ 28.25	\$ 36.43	\$ 42.38	\$ 51.03
Supply Chain	Logistician	Senior	\$ 32.50	\$ 41.92	\$ 48.75	\$ 58.68

	Yoh Services - W	2 INDIANA Hour			OT Pay	OT Bill
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	Rate	Rate
Admin/Clerk	Administrative Assistant	Junior	\$ 13.00	\$ 17.03	\$ 19.50	\$ 23.84
Admin/Cierk	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	Gustomer Service Répresentative	Juniar	\$ 12.50	\$ 16.38	\$ 18.75	\$ 22.93
Admin/Clerk	Customer Service Representative	Intermediate	\$ 13.50	\$ 17.69	\$ 20.25	\$ 24.76
Admin/©)erk	Customer Service Representative	² Senior	\$ 14.50	\$ 19.00	\$ 21.75	\$ 26.59
Admin/Clerk	Data Entry Operator	Junier	\$ 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	Sonior	\$ 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 Vanagement (PM)	Construction Manager	Sentor	\$ 33.25	\$ 44.56	\$ 49.88	\$ 62.38
Engineering / Project Management (PM)	Gost Analyst	Junior	\$ 21.25	\$ 28.48	\$ 31.88	\$ 39.87
Engineering / Project Management (PM)	Cost Analyst	Intermeciiste	\$ 28.25	\$ 37.86	\$ 42.38	\$ 53.00

	Yoh Services - W2	INDIANA Houri	y Rates (U	SD)	e)	<u>л</u> .,
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	Senicr	\$ 28.00	\$ 37.52	\$ 42.00	\$ 52.53
Engineering / Project Management (PM)	Document Control Analyst	Junior	\$ 50.00	\$ 67.00	\$ 75.00	\$ 93.80
Englneering / Project Management (PM)	Document Control Analyst	Intermediate	\$ 51.68	\$ 69.25	\$ 77.52	\$ 96.95
Engineering / Project Management (PM)	Document Control Analyst	Senio	\$ 52.00	\$ 69.68	\$ 78.00	\$ 97.5
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	Sentor	\$ 26.50	\$ 35.51	\$ 39.75	\$ 49.7:
Engineering / Project Menagement (PM)	Electrical Engineer	Junior	\$ 29.25	\$ 39.20	\$ 43.88	\$ 54.87
Engineering / Project Management (PM)	Efectrical 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
Engliseering / 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 Mariagement (PM)	Environmental Planner	Junior	\$ 31.00	\$ 41.54	\$ 46.50	\$ 58.16

	Yoh Services - W2 INDIANA Hourly Rates (USD)									
Job Group	Јор Туре	Job Level	Rate	Bill Rate	Rate	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	Intermodiate	\$ 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	Jünier	\$ 18.75	\$ 25.13	\$ 28.13	\$ 35.18				
Engineering / Project Management (PM)	General Inspector	Intermediate	\$ 21.22	\$ 28.43	\$ 31.83	\$ 39.8				
Engineering / Project Management (PM)	General Inspector	Senior	\$ 22.58	\$ 30.26	\$ 33.87	\$ 42.3				
Engineering / Project Management (PM)	General Labor	Junior	\$ 10.00	\$ 13.40	\$ 15.00	\$ 18.7				
Engineering / Project Management (PM)	General Labor	Intermediate	\$ 11.00	\$ 14.74	\$ 16.50	\$ 20.6				
Engineering / Project Management (PM)	General Labor	Senior	\$ 12.00	\$ 16.08	\$ 18.00	\$ 22.5				
Engineering / Project Management (PM)	GIS Analyst	Junior	\$ 20.75	\$ 27.81	\$ 31.13	\$ 38.9				
Engineering / Project Management (PM)	GIS Analyst.	Intermediate	\$ 23.27	\$ 31.18	\$ 34.91	\$ 43.6				
Engineering / Project Management (PM)	GIS Analyst	Senior	\$ 27.50	\$ 36.85	\$ 41.25	\$ 51.5				
Engineering / Project Management (PM)	Land Rights Agent	Junior	\$ 35.36	\$ 47.39	\$ 53.04	\$ 66.3				
Eogineering / Project Management (PM)	Land Rights Agent	Intermediate	\$ 39.39	\$ 52.78	\$ 59.08	\$ 73.8				
Engineering / Project Management (PM)	Land Rights Agent	Senior	\$ 43.70	\$ 58.56	\$ 65.55	\$ 81.9				

Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bil Rate
Engineering / Project Management (PM)	Logistics Coordinator	Junier	\$ 15.00	\$ 20.10	\$ 22.50	\$ 28.1
Engineering / Project Management (PM)	Logistics Coordinator	Intermediate	\$ 17.00	\$ 22.78	\$ 25.50	\$ 31.8
Engineering / Project Management (PM)	Logistics Coordinator	Senior	\$ 19.00	\$ 25.46	\$ 28.50	\$ 35.6
Engineering / Project Management (PM)	Mechanical Engineer	Junior	\$ 30.25	\$ 40.54	\$ 45.38	\$ 56.7
Engineering / Project Management (PM)	Mechanical Engineer	Intermediate	\$ 30.25	\$ 40.54	\$ 45.38	\$ 56.7
Englineering / Project Management (PM)	Mechanical Engineer	Senior	\$ 35.50	\$ 47.57	\$ 53.25	\$ 66.6
Engineering / Project Management (PM)	Pipeline Engineer	Júnior	\$ 35.00	\$ 46.90	\$ 52.50	\$ 65.6
Engineering / Project Management (PM)	Pipeline Engineer	Intermediate	\$ 37.00	\$ 49.58	\$ 55.50	\$ 69.4
Engineering / Projact Management (PM)	Pipeline Engineer	Soniar	\$ 41.69	\$ 55.86	\$ 62.54	\$ 78.2
Engineering / Project Management (PM)	Power Engineer	Junior	\$ 30.25	\$ 40.54	\$ 45.38	\$ 56.7
Engineering / Project Management (PM)	Power Engineer	Intermediate	\$ 33.53	\$ 44.93	\$ 50.30	\$ 62.9
Engineering / Project Managament (PM)	Power Engineer,	Semor	\$ 40.75	\$ 54.61	\$ 61.13	\$ 76.4
Engineering / Project Management (PM)	Project Control	Junior	\$ 31.25	\$ 41.88	\$ 46.88	\$ 58.6
Engineering / Project Management (PM)	Project Control	Intermediate	\$ 35.59	\$ 47.69	\$ 53.39	\$ 66.7
Engineering / Project Management (PM)	Project Control	Senior	\$ 43.25	\$ 57.96	\$ 64.88	\$ 81.1
Engineering / Project Management (PM)	Project Coordinator	Junjor	\$ 16.25	\$ 21.78	\$ 24.38	\$ 30.4
Engineering / Project Management (RM)	Project Coordinator	lutermediate		\$ 25.13	\$ 28.13	\$ 35.1

	Yoh Services - W2	INDIANA Hour		SD)		and the second
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 Variagement (PM)	Project Engineer	Intermediate	\$ 35.25	\$ 47.24	\$ 52.88	\$ 66.13
Engineering / Project Vanagement (PM)	Project Engineer	Senior	\$ 42.75	\$ 57.29	\$ 64.13	\$ 80.20
angineering / Project Vanagement (PM)	Project Manager	Junior	\$ 15.75	\$ 21.11	\$ 23.63	\$ 29.55
Engineering / Project Vanagement (PM)	Project Manager	Intermediate.	\$ 21.75	\$ 29.15	\$ 32.63	\$ 40.80
Engineering / Project Vanagement (PM)	Project Manager	Senior	\$ 29.00	\$ 38.86	\$ 43.50	\$ 54.40
Engineering / Project Variagement (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 Coordinato	Junior	\$ 17.25	\$ 23.12	\$ 25.88	\$ 32.36
Engineering / Project Management (PM)	Safety Coordinato	Intermediate	\$ 20.25	\$ 27.14	\$ 30.38	\$ 37.99
Engineering / Project Management (PM)	Safety Coordinato	Senior	\$ 23.25	\$ 31.16	\$ 34.88	\$ 43.62
Engineering / Project Management (PM)	Safety Inspector	Junior	\$ 20.00	\$ 26.80	\$ 30.00	\$ 37.52

A DATAS AND	Yoh Services - W2		Pay	La constante	OT Pay	OT Bill
Job Group	Job Type	Job Level	Rate	Bill Rate	Rate	Rate
Engineeping / Project Management (PM)	Safety inspector	Interniediate	\$ 24.00	\$ 32.16	\$ 36.00	\$ 45.0
Engineering / Project Management (PM)	Safety inspector	Sanior	\$ 25.00	\$ 33.50	\$ 37.50	\$ 46.9
Engineering / Project Management (PM)	Scheduler	Juniot	\$ 14.00	\$ 18.76	\$ 21.00	\$ 26.2
Engineering / Project Management (PM)	Scheduler	İnternedləte	\$ 16.00	\$ 21.44	\$ 24.00	\$ 30.0
Engineering / Project Management (PM)	Scheduler	Senior	\$ 17.00	\$ 22.78	\$ 25.50	\$ 31.8
Engineering / Project Management (PM)	Systems Analyst	Junior	\$ 21.75	\$ 29.15	\$ 32.63	\$ 40.8
Engineering / Project Management (PM)	Systems Analyst	Intermediate	\$ 38.50	\$ 51.59	\$ 57.75	\$ 72.2
Engineering / Project Managomeni (PM)	Systems Analyst	Senior	\$ 40.50	\$ 54.27	\$ 60.75	\$ 75.9
Engineering / Project Management (PM)	Welding Inspector	Junior	\$ 21.00	\$ 28.14	\$ 31.50	\$ 39.4
Engineering / Project Management (PM)	Welding Inspector	Intermediate	\$ 23.00	\$ 30.82	\$ 34.50	\$ 43.1
Engineering / Project Mahagement (PM)	Welding Inspector	Senior	\$ 25.37	\$ 34.00	\$ 38.06	\$ 47.5
Etrance/Accounting	Accounts Payable Analyst	Junior	\$ 14.00	\$ 18.76	\$ 21.00	\$ 26.2
Finance/Accounting	Accounts Payable Analyst	intermediate	\$ 15.00	\$ 20.10	\$ 22.50	\$ 28.1
Finance/Accounting	Accounts Payable Analyst	Senior Junior	\$ 16.00 \$ 21.75	\$ 21.44 \$ 29.15	\$ 24.00 \$ 32.63	\$ 30.0 \$ 40.8
Finance/Accounting	Analyst	intermediate	\$ 24.50	\$ 32.83	\$ 36.75	\$ 40.8
Finance/Accounting	Analyst	Senior	\$ 38.00	\$ 50.92	\$ 57.00	\$ 71.2
Finance/Accounting	Business Analyst	Usmior	\$ 25.00	\$ 33.50	\$ 37.50	\$ 46.9
Finance/Accounting.	Business Analyst Business Analyst	Nitermediate Senior	\$ 33.25 \$ 40.75	\$ 44.56 \$ 54.61	\$ 49.88 \$ 61.13	\$ 62.3 \$ 76.4
Finance/Accounting	Gost Accountant	Junior	\$ 19.25	\$ 25.80	\$ 28.88	\$ 76.4
Fihanne/Accelenting)	Cost Accountant	Intermediate		\$ 34.84	\$ 39.00	\$ 48.7
Finance/Accounting	Gost Accountant	Semer	\$ 27.50	\$ 36.85	\$ 41.25	\$ 51.5
Finance/Accounting	Finance Analysis	Junior	1 c 20 25	\$ 27.14	\$ 30.38	\$ 37.9
Finance/Accounting	Finance Analyst	Intermediate	\$ 25.00	\$ 33.50	\$ 37.50	\$ 46.9

Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
inance/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	Gentract 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 - V	V2 OHIO Hourly	Rates (US	D)		-
Job Group	Јор Туре	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	dunior	\$ 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/Glerk	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 Nanagement (PM)	Construction Menager	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 Analysi	Intermediate	\$ 33.75	\$ 45.23	\$ 50.63	\$ 63.32

	Yoh Services - V	AND REAL PROPERTY OF	Pay	Bill Rate	ОТ Рау	OT Bill
Job Group	Job Type	Job Level	Rate	Dill Kale	Rate	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	Interneciate	\$ 43.25	\$ 57.96	\$ 64.88	\$ 81.14
Engineering / Project Management (PM)	Document Centrol Analyst	Senior	\$ 53.00	\$ 71.02	\$ 79.50	\$ 99.43
Engineering / Project Menagement (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 Enginee	Junior	\$ 28.00	\$ 37.52	\$ 42.00	\$ 52.53
Engineering / Project Management (PM)	Electrical Enginee	r Internediate	\$ 31.75	\$ 42.55	\$ 47.63	\$ 59.56
Engineering / Project Management (PM)	Electrical Enginee	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	\$ 58.1

Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project	Environmental	Intermediate	. Nulle		Made	Marte
Management (PM)	Planner	1.1.1	\$ 35.00	\$ 46.90	\$ 52.50	\$ 65.66
Engineering / Project Management (PM)	Environmental Planner	Senier	\$ 37.00	\$ 49.58	\$ 55.50	\$ 69.41
Engineering / Project Menagement (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)	Environmenta} 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
Enginaering / Project Management (PM)	General Labor	Intermediate	\$ 12.00	\$ 16.08	\$ 18.00	\$ 22.51
Engineering / Project Management (PM)	General Labor	Sonior	\$ 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
Englineering / Project Management (PM)	Land Rights Agen	Junior	\$ 35.36	\$ 47.39	\$ 53.04	\$ 66.34
Engineering / Project Menagement (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

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 Managemont (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	\$ 64.7
Engineering / Project Management (PM)	Pipeline Engineer	Junior	\$ 49.00	\$ 65.66	\$ 73.50	\$ 91.93
Engineering / Project Management (PM)	Pipeline Engineer	Intermediate	\$ 55.75	\$ 74.71	\$ 83.63	\$ 104.5
Engineering / Project Management (PM)	Pipeline Engineer	Senior	\$ 61.50	\$ 82.41	\$ 92.25	\$ 115.3
Engineering / Project Management (PM)	Power Engineer	Junior	\$ 40.00	\$ 53.60	\$ 60.00	\$ 75.0
Engineering / Project Management (PM)	Power Engineer	Intermediate	\$ 44.75	\$ 59.97	\$ 67.13	\$ 83.9
Enginæering / Project Management (PM)	Power Engineer	Senior	\$ 46.75	\$ 62.65	\$ 70.13	\$ 87.7
Engineering / Project Management (PM)	Project Control	Junior	\$ 35.00	\$ 46.90	\$ 52.50	\$ 65.6
Engineering / Project Management (PM)	Project Control	Intermediate	\$ 43.75	\$ 58.63	\$ 65.63	\$ 82.0
Engineering / Project Management (PM)	Project Control	Senior	\$ 52.00	\$ 69.68	\$ 78.00	\$ 97.5
Engineering / Project Management (PM)	Project Coordinator	Junior	\$ 17.75	\$ 23.79	\$ 26.63	\$ 33.3
Engineering / Project Management (PM)	Project Coordinator	Internediate	\$ 18.50	\$ 24.79	\$ 27.75	\$ 34.7

Job Group	Job Type	V2 OHIO Hourly Job Level	Pay	Bill Rate	OT Pay	OT Bill
		300 Level	Rate	Din Kate	Rate	Rate
Engineering / Project Management (PM)	Project Coordinator	Semor	\$ 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	\$ 76.4
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 Managoment (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	\$ 36.1:
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	\$ 79.20
Enginvering / Project Management (PM)	Relay & Controls Field Engineer	Intermediate	\$ 48.00	\$ 64.32	\$ 72.00	\$ 90.0
Engineering / Project Management (PM)	Relay & Controls Field Engineer	Senior	\$ 51.00	\$ 68.34	\$ 76.50	\$ 95.68
Engineering / Project Management (PM)	Safety Coordinator	Juniór	\$ 17.75	\$ 23.79	\$ 26.63	\$ 33.30
Engineering / Project Management (PM)	Safety Courdinator	Intermediate	\$ 20.75	\$ 27.81	\$ 31.13	\$ 38.93
Engineering / Project Monagement (PM)	Safety Coordinator	Senior	\$ 23.16	\$ 31.03	\$ 34.74	\$ 43.4
Engineering / Project Mattagement (PM)	Safety Inspector	Junior	\$ 30.00	\$ 40.20	\$ 45.00	\$ 56.28

Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
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Engineering / Project Management (FM)	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)	Schedulør	Intermediate	\$ 15.00	\$ 20.10	\$ 22.50	\$ 28.14
Engineering / Project Management (PM)	Scheduler	Senior	\$ 16.00	\$ 21.44	\$ 24.00	\$ 30.02
Engineening / Project Management (PM)	Sysioms 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	r Junior	\$ 17.75	\$ 23.79	\$ 26.63	\$ 33.30
Engineering / Project Management (PM)	Welding Inspector	r Intermediate	\$ 25.00	\$ 33.50	\$ 37.50	\$ 46.90
Engineering / Project Menagement (PM)	Welding Inspecto		\$ 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	internetiate	\$ 15.00	\$ 20.10	\$ 22.50	\$ 28.14
Finance/Accounting Finance/Accounting	Accounts Payable Analyst	Senior Junior	\$ 16.00 \$ 27.50	\$ 21.44 \$ 36.85	\$ 24.00 \$ 41.25	\$ 30.02 \$ 51.59
Finance/Accounting	Analyst Analyst	Informediate	\$ 32.25	\$ 43.22	\$ 48.38	\$ 60.50
Finance/Accounting	Analyst	Senior	\$ 38.00	\$ 50.92	\$ 57.00	\$ 71.29
Finance/Accounting	Business Analyat	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		\$ 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	Internediate	\$ 30.50	\$ 40.87	\$ 45.75	\$ 57.22

Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Financo/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	Buysi	Intermediate	\$ 20.25	\$ 27.14	\$ 30.38	\$ 37.99
Supply Chalo	€uyer	Senior	\$ 22.00	\$ 29.48	\$ 33.00	\$ 41.27
Supply Chain	Contract Analyst	Junier	\$ 27.50	\$ 36.85	\$ 41.25	\$ 51.59
Supply Chain	Contract Analyst	Intermediate	\$ 41.25	\$ 55.28	\$ 61.88	\$ 77.39
Supply Chain	Contract Analys1	Senier	\$ 41.25	\$ 55.28	\$ 61.88	\$ 77.39
Supply Chain	Logistician	Junior	\$ 23.50	\$ 31.49	\$ 35.25	\$ 44.09
Supply Chain	Logistisian	Intermediate	\$ 26.00	\$ 34.84	\$ 39.00	\$ 48.78
Supply Chain	Logistician	Senior	\$ 29.25	\$ 39.20	\$ 43.88	\$ 54.87

Job Group	Yoh Services - W2 P Job Type	Job Level	Pay	Bill Rate	OT Pay	OT Bill
	Administrative		Rate	1.89 1 194	Rate	Rate
Admin/Clerk	Assistant	Junior	\$ 12.50	\$ 16.38	\$ 18.75	\$ 22.93
dmīn/Cierk	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 Ropresentativo	Junior	\$ 12.00	\$ 15.72	\$ 18.00	\$ 22.01
Admin/Clerk	Customer Service Representative	Intermediate	\$ 14.00	\$ 18.34	\$ 21.00	\$ 25.68
Admin/Clark	Oustomer 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/Clark	Data Entry Operator	Settion	\$ 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	Intermediale	\$ 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 Nanagement (PM)	Construction Manager	Junior	\$ 27.00	\$ 36.18	\$ 40.50	\$ 50.65
Engineering / Projec) Management (PM)	t Construction Manager	Intermediate	\$ 34.50	\$ 46.23	\$ 51.75	\$ 64.72
Engineering / Project Nanagement (PM)	L Construction Manager	Senior	\$ 40.75	\$ 54.61	\$ 61.13	\$ 76.45
Engineering / Projec Vanagement (PM)	Cost Analyst	Junior	\$ 33.25	\$ 44.56	\$ 49.88	\$ 62.38
Engineering / Projec Vanagement (PM)	Cost Analyst	Intermediate	\$ 37.50	\$ 50.25	\$ 56.25	\$ 70.35

	Yoh Services - W2 PE	NNSYLVANIA H	ourly Rate	s (USD)	S. C. M.	
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering ' Project Management (PM)	Gost 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)	Cast Tachnician	Intermediate	\$ 24.00	\$ 32.16	\$ 36.00	\$ 45.02
Engineering / Project Management (PM)	Gost 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 (FM)	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

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	dunior	\$ 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	\$ 18.70
Engineering / Project Management (PM)	General Labor	Intermediate	\$ 11.00	\$ 14.74	\$ 16.50	\$ 20.64
Engineering / Project Management (PM)	General Labor	5emior	\$ 12.00	\$ 16.08	\$ 18.00	\$ 22.5
Engineering / Project Managemerit (PM)	GIS Analyst	Junior	\$ 41.75	\$ 55.95	\$ 62.63	\$ 78.3
Engineering / Project Management (PM)	GIS Analyst	Intermediate	\$ 59.00	\$ 79.06	\$ 88.50	\$ 110.6
Engineering / Project Management (PM)	GI9 Analyst	Senior	\$ 61.00	\$ 81.74	\$ 91.50	\$ 114.4
Engineering / Project Mariagement (PM)	Land Rights Agent	Junior	\$ 35.36	\$ 47.39	\$ 53.04	\$ 66.3
Engineering / Project Menagement (PM)	Land Rights Agent	Intermediate	\$ 39.39	\$ 52.78	\$ 59.08	\$ 73.8
Engineering / Project Management (PM)	Land Rights Agent	Senior	\$ 43.70	\$ 58.56	\$ 65.55	\$ 81.9

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	sunior	\$ 28.75	\$ 38.53	\$ 43.13	\$ 53.94
Engineering / Project Manugement (PM)	Machanical Engineer	Intermediate	\$ 32.25	\$ 43.22	\$ 48.38	\$ 60.50
Englineering / 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 Engliteer	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 Centrol	Junior	\$ 34.25	\$ 45.90	\$ 51.38	\$ 64.25
Engineering / Project Management (PM)	Project Control	intermediate	\$ 39.40	\$ 52.80	\$ 59.10	\$ 73.93
Engineering / Project Managemant (PM)	Project Control	Sanior	\$ 55.75	\$ 74.71	\$ 83.63	\$ 104.59
Engineering / Project Management (PM)	Project Coordinator	Junior	\$ 17.25	\$ 23.12	\$ 25.88	\$ 32.3
Engineering / Project Nahagement (PM)	Project Coordinator	intérmediate	\$ 22.00	\$ 29.48	\$ 33.00	\$ 41.2

Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering / Project	Project	- Carter Carting	Intelle		Nate	Matte
Management (FM)	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	Informediate	\$ 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 Coordinato	Senior	\$ 27.45	\$ 36.78	\$ 41.18	\$ 51.50
Engineering / Project Management (PM)	Safety Inspector	Junior	\$ 18.00	\$ 24.12	\$ 27.00	\$ 33.77

Job Group	Job Type	Job Level	Pay	Bill Rate	OT Pay	OT Bill
		a state of the second	Rate	STATISTICS STATES	Rate	Rate
Engineering / Project	Safety Inspector	Intermediate			1.201	(1 - 1)
Management (PM)	and the second second		\$ 20.00	\$ 26.80	\$ 30.00	\$ 37.52
Engineering / Project	Safah Inconstar	Bonios				YC. T.
Management (PM)	Safety Inspector	Senior	\$ 22.05	\$ 29.55	\$ 33.08	\$ 41.3
Engineering / Project	1			112		
Management (PM)	Scheduler	Juniet .	\$ 14.00	\$ 18.76	\$ 21.00	\$ 26.20
Contraction of the second s	Contraction of the second s		\$ 14.00	\$ 10.70	\$ 21.00	\$ 20.20
Engineering / Project - Management (PM)	Scheduler	Intermodiate		Street of	474.22	
Monagament (r. m)	A CONTRACTOR	A State	\$ 15.00	\$ 20.10	\$ 22.50	\$ 28.14
Engineering / Project	Scheduler	Senior				
Management (PM)			\$ 16.00	\$ 21.44	\$ 24.00	\$ 30.03
Engineering / Project	State of the second	Contract of	×	1.000	100	
Management (PM)	Systems Analysi	JUNIOF	\$ 25.50	\$ 34.17	\$ 38.25	\$ 47.84
AND THE PARTY OF T			φ 23.30	\$ 54.17	9 30.23	y 47.04
Engineering / Project Management (PM)	Systems Analyst	Intermettiate	1.000			6
manwife mout (r. m)			\$ 48.00	\$ 64.32	\$ 72.00	\$ 90.0
Engineering / Project	Systems Analyst	Senior	1			
Management (PM)	1.16		\$ 51.50	\$ 69.01	\$ 77.25	\$ 96.6
Engineering / Project	· · · · · · · · · · · · · · · · · · ·	and a state of			1.00	1000
Management (PM)	Welding Inspector	Junior	\$ 22.00	\$ 29.48	\$ 33.00	\$ 41.2
			\$ 22.00	\$ 25.40	\$ 55.00	- +1.2
Engineering / Project Management (PM)	Welding Inspector	Intermediate				1.1.1.1.1
	A CARLENS AND A CONTRACT OF A CONTRACT.	1	\$ 24.00	\$ 32.16	\$ 36.00	\$ 45.0
Engineering / Project	Welding Inspector	Senior				
Management (PM)		All and a second	\$ 28.00	\$ 37.52	\$ 42.00	\$ 52.5
Finance/Accounting	Accounts Payable	Junior	£ 14.00	¢ 10.70	A 24 00	A 26.2
	Analyst Accounts Payable		\$ 14.00	\$ 18.76	\$ 21.00	\$ 26.2
Finance/Accounting	Analyst	Intermediate	\$ 15.00	\$ 20.10	\$ 22.50	\$ 28.1
Plinance/Accounting	Accounts Payable	Senior	6 40.00	A	6	5.2.
	Analyst	and the same the first	\$ 16.00			\$ 30.0
Finance/Accountiny Finance/Accounting	Analyst	Junior	\$ 25.00 \$ 35.00	\$ 33.50 \$ 46.90	\$ 37.50	\$ 46.9
Finance/Accounting	Analyst Analyst	Secior		\$ 61.98	\$ 52.50 \$ 69.38	\$ 86.7
Finance/Accounting	Business Analyst	Senior Junior	\$ 35.00	\$ 46.90	\$ 52.50	\$ 65.6
Finance/Accounting	Business Analysis		\$ 45.25	\$ 60.64	\$ 67.88	\$ 84.8
Finance/Accounting	Business Analyst	Sanior	\$ 49.00	\$ 65.66	\$ 73.50	\$ 91.9
Pinance/Accounting	Cost Accountant	Junior	\$ 25.00	\$ 33.50	\$ 37.50	\$ 46.9
Finance/Accounting	Cost Accountant	Interinediate.	\$ 26.00	\$ 34.84	\$ 39.00	\$ 48.7
Finance/Accounting	Cost Accountant	Sealierea	\$ 31.25	\$ 41.88	\$ 46.88	\$ 58.6
Pinance/Accounting	Finance Analyst	- Birliel	\$ 22.50	\$ 30.15	\$ 33.75	\$ 42.2
Finance/Accounting	Finance Apalysis	Intermediate :	\$ 32.50	\$ 43.55	\$ 48.75	\$ 60.9

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	Jamer	\$ 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	Junier	\$ 23.50	\$ 31.49	\$ 35.25	\$ 44.09
Supply Chain	Logistician	Intermediate	\$ 26.00	\$ 34.84	\$ 39.00	\$ 48.78
Supply Chain	Løgistician	Senior	\$ 29.25	\$ 39.20	\$ 43.88	\$ 54.87

Job Group	Yoh Services - W2 M Job Type	Job Level	Pay	Bill Rate	OT Pay	OT Bill
A DECISION OF STATES	Administrative		Rate	Din Mate.	Rate	Rate
Admin/Clerk	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	\$ 22.9
Admin/Clerk	Customer Service Representative	Intermediate	\$ 15.50	\$ 20.31	\$ 23.25	\$ 28.4
Admin/Clerk	Customer Service Representative	Senior	\$ 15.75	\$ 20.63	\$ 23.63	\$ 28.8
Admin/Clerk	Data Entry Operator	Junior	\$ 13.50	\$ 17.69	\$ 20.25	\$ 24.7
Admin/Clerk	Data Entry Operator	Intermediate	\$ 13.50	\$ 17.69	\$ 20.25	\$ 24.7
Admin/Clerk	Data Entry Operator	Senior	\$ 14.00	\$ 18.34	\$ 21.00	\$ 25.6
Admin/Clerk	Database Administrator	Junior	\$ 35.50	\$ 46.51	\$ 53.25	\$ 65.1
Admin/Clerk	Database Administrator	Intermediate	\$ 41.75	\$ 54.69	\$ 62.63	\$ 76.5
Admin/Clerk	Database Administrator	Senior	\$ 56.75	\$ 74.34	\$ 85.13	\$ 104.0
Engineering / Project Management (PM)	Civil Engineer	Junior	\$ 29.25	\$ 39.20	\$ 43.88	\$ 54.8
Engineering / Project Management (PM)	Givil Engineer	Intermediate	\$ 35.50	\$ 47.57	\$ 53.25	\$ 66.6
Engineering / Project Management (PM)	Givil Engineer	Senior	\$ 47.89	\$ 64.17	\$ 71.84	\$ 89.8
Engineering / Project Management (PM)	Construction Manager	Junior	\$ 27.00	\$ 36.18	\$ 40.50	\$ 50.6
Engineering / Project Management (PM)	Construction Manager	Intermediate	\$ 31.00	\$ 41.54	\$ 46.50	\$ 58.1
Engineoring / Project Management (PM)	Construction Manager	Senior	\$ 37.00	\$ 49.58	\$ 55.50	\$ 69.4
Engineering / Project Management (PM)	Cost Analyst	Junior	\$ 32.25	\$ 43.22	\$ 48.38	\$ 60.5
Engineering / Project Management (PM)	Cost Analyst.	Intermediate	\$ 39.00	\$ 52.26	\$ 58.50	\$ 73.1

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 / ^p roject Management (PM)	Cost Technician	Junion	\$ 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	Senicr	\$ 27.00	\$ 36.18	\$ 40.50	\$ 50.65
Englneering / 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 Mariagement (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	Sénior	\$ 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	Junio	\$ 37.00	\$ 49.58	\$ 55.50	\$ 69.41
Engineering / Project Management (PM)	Engineer	intermediate	\$ 47.00	\$ 62.98	\$ 70.50	\$ 88.17
Engineering / Project Mariagement (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

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	\$ 76.93
Engineering / Project Management (PM)	Environmental Scientist	Junior	\$ 23.50	\$ 31.49	\$ 35.25	\$ 44.0
Engineering / Project Management (PM)	Environmental Scientist	Intermediate	\$ 25.00	\$ 33.50	\$ 37.50	\$ 46.9
Engineering / Project Management (PM)	Environmental Scientist	Senior	\$ 28.00	\$ 37.52	\$ 42.00	\$ 52.5
Engineering (Project Management (PM)	General Inspector	Junior	\$ 23.00	\$ 30.82	\$ 34.50	\$ 43.1
Engineering / Project Management (PM)	General Inspector	Intermediate	\$ 25.00	\$ 33.50	\$ 37.50	\$ 46.9
Engineering / Project Management (PM)	General Inspector	Senior	\$ 26.00	\$ 34.84	\$ 39.00	\$ 48.7
Engineering / Project Management (PM)	General Labor	Junior	\$ 12.00	\$ 16.08	\$ 18.00	\$ 22.5
Engineering / Project Management (PM)	General Labor	Intermediate	\$ 13.00	\$ 17.42	\$ 19.50	\$ 24.3
Engineering / Project Management (PM)	General Labor	Senior	\$ 14.00	\$ 18.76	\$ 21.00	\$ 26.2
Engineering / Project Management (PM)	GIð Analyst	Junior	\$ 43.75	\$ 58.63	\$ 65.63	\$ 82.0
Engineering / Project Management (PM)	GIS Analyst	Intermediate	\$ 54.75	\$ 73.37	\$ 82.13	\$ 102.7
Engineering / Project Management (PM)	GIS Analyst	Senior	\$ 59.78	\$ 80.11	\$ 89.67	\$ 112.1
Engineering / Project Management (PM)	Land Rights Agen	t Jumor	\$ 35.36	\$ 47.39	\$ 53.04	\$ 66.34
Engineering / Project Management (PM)	Land Rights Agen		\$ 39.39	\$ 52.78	\$ 59.08	\$ 73.8
Engineering / Project . Management (PM)	Land Rights Agen		\$ 43.70	\$ 58.56	\$ 65.55	\$ 81.9

A DE LA D	Yoh Services - W2 M	The second second second	Hourly Ra Pay	100 CONTRACTOR 100	OT Pay	OT Bill
Job Group	Job Type	Job Level	Rate	Bill Rate	Rate	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)	Mechanicəl Engineer	Internediate	\$ 40.74	\$ 54.59	\$ 61.11	\$ 76.43
Engineering / Project Management (PM)	Mechanical Enginear	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	\$ 83.03
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	\$ 102.7:
Engineering / Project Management (PM)	Project Control	dunior	\$ 32.75	\$ 43.89	\$ 49.13	\$ 61.44
Engineering / Project Management (PM)	Project Control	Intermediate	\$ 45.25	\$ 60.64	\$ 67.88	\$ 84.8
Engineering / Project Management (PM)	Project Centrol	Senior	\$ 53.00	\$ 71.02	\$ 79.50	\$ 99.43
Engineering / Project Management (PM)	Project Coordinator	Junior	\$ 16.75	\$ 22.45	\$ 25.13	\$ 31.42
Engineoring / Project Management (PM)	Project Coordinator	Intermediate	\$ 23.00	\$ 30.82	\$ 34.50	\$ 43.1

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)	Projest Ceordinator	Sentor	\$ 24.50	\$ 32.83	\$ 36.75	\$ 45.96		
Engineering / Project Management (PM)	Projact Engineer	Juniór	\$ 45.25	\$ 60.64	\$ 67.88	\$ 84.89		
Engineering / Project Management (PM)	Project Engineer	Intermediate	\$ 48.00	\$ 64.32	\$ 72.00	\$ 90.05		
Engineering / Projest Management (PM)	Project Engineer	Settion	\$ 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	\$ 36.1:		
Engineering / Project Management (PM)	Quality Technicium	Intermediate	\$ 19.25	\$ 25.80	\$ 28.88	\$ 36.13		
Engineering / Project Management (PM)	Quality Technician	Senior	\$ 23.00	\$ 30.82	\$ 34.50	\$ 43.15		
Engineering / Project Management (PM)	Relay & Controls Field Englineer	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)	Salety 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)	Solety Inspector	Junior	\$ -	\$ -	\$ -	\$ -		

Job Group	Јор Туре	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	\$ -	\$ -	\$ -	\$ -
Englnæring / 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	\$ 26.20
Engineering / Project Management (PM)	Scheduler	Senior	\$ 16.00	\$ 21.44	\$ 24.00	\$ 30.02
Englineering / Project Management (PM)	Systems Analyst	Junior	\$ 30.75	\$ 41.21	\$ 46.13	\$ 57.6
Engineering / Project Management (PM)	Systems Analyst	Intermediate	\$ 41.75	\$ 55.95	\$ 62.63	\$ 78.3
Engineering / Project Management (PM)	Systems Analyst	Senior	\$ 55.75	\$ 74.71	\$ 83.63	\$ 104.5
Engineering / Project Management (PM)	Welding Inspector	Junior	\$ -	\$ -	\$ -	\$ -
Engineering / Project Management (PM)	Welding Inspector	intermodiate	\$ -	\$ -	\$ -	\$ -
Engineering / Project Management (PM)	Welding Inspector	Senior	\$ -	\$ -	\$ -	\$ -
Finance/Accounting	Accounts Payable Analyst	Junior	\$ 15.00	\$ 20.10	\$ 22.50	\$ 28.1
Finance/Accounting	Accounts Payable Analyst	Intermediate	\$ 16.00	\$ 21.44	\$ 24.00	\$ 30.0
Finance/Accounting Finance/Accounting	Accounts Payable Analyst Analyst	Senior Juntor	\$ 17.00 \$ 26.50	\$ 22.78 \$ 35.51		\$ 31.8 \$ 49.7
Finance/Accounting	Analyst	Intermediate	\$ 28.25	\$ 37.86	\$ 42.38	\$ 53.0
Finance/Accounting	Analyst	Senior	\$ 50.00	\$ 67.00	\$ 75.00	\$ 93.8
Finance/Accounting	Business Analyst	Jumor	\$ 31.25	\$ 41.88	\$ 46.88	\$ 58.6
Finance/Accounting	Business Analyst	Internediate	\$ 38.00	\$ 50.92	\$ 57.00 \$ 79.88	\$ 71.2
Finance/Accounting	Business Analyst	Senior	\$ 53.25	\$ 71.36 \$ 31.49	\$ 79.88 \$ 35.25	\$ 99.9 \$ 44.0
Finance/Accounting	Cost Accountant	Junior Informadiate	\$ 23.50 \$ 28.00	\$ 31.49 \$ 37.52	\$ 33.25	\$ 52.5
Finance/Accounting	Cest Accountant Cest Accountant	Intermediate Senior	\$ 33.75	\$ 45.23	\$ 50.63	\$ 63.3
Finance/Accounting	Finance Analyst	Junior	\$ 21.75	\$ 29.15	\$ 32.63	\$ 40.8
Finance/Accounting	Finance Analyst	Intermediate	\$ 26.00	\$ 34.84	\$ 39.00	\$ 48.7

Yoh Services - W2 MASSACHUSETTS Hourly Rates (USD)							
Job Group	Јођ Туре	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	Intermodiate	\$ 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	Intormediate	\$ 41.75	\$ 55.95	\$ 62.63	\$ 78.32	
Supply Chain	Contract Analyst	Senior	\$ 52.50	\$ 70.35	\$ 78.75	\$ 98.49	
Supply Chain	Logistician	Junier	\$ 23.50	\$ 31.49	\$ 35.25	\$ 44.09	
Supply Chain	Logistician	Intermediate	\$ 26.00	\$ 34.84	\$ 39.00	\$ 48.78	
Supply Chain	Logistician	Santor	\$ 29.25	\$ 39.20	\$ 43.88	\$ 54.87	

	Yoh Services - W2	VIRGINIA Hour	and the second se	JSD)	and the second second	
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	\$ 27.5
Admin/Clerk	Administrative Assistant	Senior	\$ 17.75	\$ 23.25	\$ 26.63	\$ 32.5
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	\$ 25.6
Admin/Clerk	Customer Service Representative	Senior	\$ 14.50	\$ 19.00	\$ 21.75	\$ 26.5
Admin/Clerk	Data Entry Operator	Junior	\$ 12.50	\$ 16.38	\$ 18.75	\$ 22.9
Admin/Clerk	Data Entry Operator	Intermediate	\$ 13.25	\$ 17.36	\$ 19.88	\$ 24.3
Admin/Clerk	Data Entry Operator	Senior	\$ 13.50	\$ 17.69	\$ 20.25	\$ 24.7
Admin/Clerk	Database Administrator	Junior	\$ 40.00	\$ 52.40	\$ 60.00	\$ 73.3
Admin/Clerk	Database Administrator	Intermediate	\$ 48.50	\$ 63.54	\$ 72.75	\$ 88.9
Admin/Clerk	Database Administrator	Senior	\$ 55.25	\$ 72.38	\$ 82.88	\$ 101.3
Engineering / Project Management (PM)	Civil Engineer	Junior	\$ 30.29	\$ 40.59	\$ 45.44	\$ 56.8
Engineering / Project Management (PM)	Civil Engineer	Intermediate	\$ 43.77	\$ 58.65	\$ 65.66	\$ 82.1
Engineering / Project Management (PM)	Civli Engineer	Senior	\$ 54.12	\$ 72.52	\$ 81.18	\$ 101.5
Engineering / Project Management (PM)	Construction Manager	Junior	\$ 27.00	\$ 36.18	\$ 40.50	\$ 50.6
Engineering / Project Management (PM)	Construction Manager	Internediate	\$ 35.50	\$ 47.57	\$ 53.25	\$ 66.6
Engineering / Project Management (PM)	Construction Manager	Senior	\$ 38.00	\$ 50.92	\$ 57.00	\$ 71.2
Engineering / Project Management (PM)	Cost Analyst	Junior	\$ 36.50	\$ 48.91	\$ 54.75	\$ 68.4
Engineering / Project Management (PM)	Cost Analyst	Intermedia	\$ 49.00	\$ 65.66	\$ 73.50	\$ 91.9

Job Group	Yoh Services - W2 Job Type	Job Level	Pay	Bill Rate	OT Pay	OT Bill
	зовтуре	JOD Level	Rate	DIII Rate	Rate	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
	Document Control Analyst	Intermediate	\$ 56.25	\$ 75.38	\$ 84.38	\$ 105.53
Englineering / Project Management (PM)	Document Control Analyst	Senior	\$ 59.25	\$ 79.40	\$ 88.88	\$ 111.15
Engineering / Project Management (PM)	Drafter	unior	\$ 20.25	\$ 27.14	\$ 30.38	\$ 37.99
Engineering / Project Management (PM)	Drattor	Intermediate	\$ 24.00	\$ 32.16	\$ 36.00	\$ 45.02
Engineering / Project Management (PM)	Urafter	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		\$ 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 / Projec) Management (PM)	Engineer	Senior	\$ 53.75	\$ 72.03	\$ 80.63	\$ 100.84
Énginearing/ Project Management (PM)	Environmental Planner	biintor	\$ 35.00	\$ 46.90	\$ 52.50	\$ 65.66

	Yoh Services - W2	A PERSONAL PROPERTY AND	Pay		OT Pay	OT Bill		
Job Group	Job Type	Job Level	Rate	Bill Rate	Rate	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	dunior	\$ 11.00	\$ 14.74	\$ 16.50	\$ 20.64		
Engineering / Project Management (PM)	General Labor	Intennediate	\$ 12.00	\$ 16.08	\$ 18.00	\$ 22.5		
Engineering / Project Management (PM)	General Labor	Sanior	\$ 13.00	\$ 17.42	\$ 19.50	\$ 24.3		
Engineering / Project Management (PM)	GIS Analyst	Junior	\$ 45.40	\$ 60.84	\$ 68.10	\$ 85.1		
Engineering / Project Management (PM)	GIS Analyst	Intermediate	\$ 52.96	\$ 70.97	\$ 79.44	\$ 99.3		
Engineering / Project Management (PM)	GIS Analyst	Senior	\$ 62.20	\$ 83.35	\$ 93.30	\$ 116.6		
Engineering / Project Management (PM)	Land Rights Agent	t Junior	\$ 35.36	\$ 47.39	\$ 53.04	\$ 66.3		
Engineering / Project Management (PM)	Land Rights Agen	Intermediate	\$ 39.39	\$ 52.78	\$ 59.08	\$ 73.8		
Engineering / Project Management (PM)	Land Rights Agent	Senior	\$ 43.70	\$ 58.56	\$ 65.55	\$ 81.9		

	Yoh Services - W2	2 VIRGINIA Hour	ly Rates (l	JSD)						
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate				
Engineering / Project Management (FM)	Logiatics 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	dunitor	\$ 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)	Pipetine 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	Seniar	\$ 53.75	\$ 72.03	\$ 80.63	\$ 100.84				
Engineering / Project Management (PM)	Project Control	Junier	\$ 32.75	\$ 43.89	\$ 49.13	\$ 61.44				
Engineering / Aroject Management (PM)	Project Control	Intermediate	\$ 45.74	\$ 61.29	\$ 68.61	\$ 85.81				
Engineering / Project Management (PM)	- Enders and a second	Senior	\$ 53.30	\$ 71.42	\$ 79.95	\$ 99.99				
Engineering / Project Management (PM)	Project Coordinator	dunior	\$ 18.75	\$ 25.13	\$ 28.13	\$ 35.18				
Engineering// Projects Management (PM)	Project Coordinator	Intermediate	\$ 21.25	\$ 28.48	\$ 31.88	\$ 39.87				

	Yoh Services - W2	VIRGINIA Hour									
Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate					
Engineering / Project Management (PM)	Project Goordinator	Senior	\$ 23.00	\$ 30.82	\$ 34.50	\$ 43.15					
Engineering / Project Management (PM)	Project Engineer	dunior	\$ 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 Menager	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	\$ 68.4					
Engineering / Project Management (PM)	Relay & Controls Field Engineer	Intermediato	\$ 43.25	\$ 57.96	\$ 64.88	\$ 81.14					
Engineering / Project Management (PM)	Relay & Controls Field Engineer	Senior	\$ 54.75	\$ 73.37	\$ 82.13	\$ 102.7:					
Engineering / Project Management (PM)	Safety Coordinato	r Junier.	\$ 17.25	\$ 23.12	\$ 25.88	\$ 32.30					
Engineering / Project Management (PM)	Safety Coordinato	r Intermediate	\$ 23.00	\$ 30.82	\$ 34.50	\$ 43.1					
Engineering / Project Management (PM)	Safety Doordinate	r Senior	\$ 28.25	\$ 37.86	\$ 42.38	\$ 53.00					
Engineering / Project Management (PM)	Safety Inspector	Junior	\$ 25.00	\$ 33.50	\$ 37.50	\$ 46.9					

Job Group	Job Type	Job Level	Pay Rate	Bill Rate	OT Pay Rate	OT Bill Rate
Engineering - Project Management (PM)	Safety Inspector	Intermediate		4		1.5
10000000000-	and the second s		\$ 29.00	\$ 38.86	\$ 43.50	\$ 54.40
Engineering / Project Management (PM)	Safety Inspector	Sanior	\$ 33.05	\$ 44.29	\$ 49.58	\$ 62.00
Engineering / Project Management (PM)	Scheduler	Junior	\$ 14.00	\$ 18.76	\$ 21.00	\$ 26.20
Engineering / Project Management (PM)	Scheduler	Intormediate	\$ 16.00	\$ 21.44	\$ 24.00	\$ 30.03
Engineering / Project Management (PM)	Scheduler	Senior	\$ 18.00	\$ 24.12	\$ 27.00	\$ 33.7
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	\$ 83.9
Engineering / Project Management (PM)	Systems Analyst	Senior	\$ 55.25	\$ 74.04	\$ 82.88	\$ 103.6
Engineering / Project Management (PM)	Welding Inspector	Junior	\$ 21.00	\$ 28.14	\$ 31.50	\$ 39.4
Engineering / Project Management (PM)	Welding Inspector	intermediate	\$ 25.69	\$ 34.42	\$ 38.54	\$ 48.1
Engineering / Project Management (PM)	Welding Inspector	Senior	\$ 29.27	\$ 39.22	\$ 43.91	\$ 54.9
Finance/Accounting	Accounts Payable Analyst	Junier	\$ 16.00	\$ 21.44	\$ 24.00	\$ 30.0
Finance/Accounting	Accounts Payable Analyst	Intermediate	\$ 17.00	\$ 22.78	\$ 25,50	\$ 31.8
Finance/Accounting	Accounts Payable Analyst	Sepior	\$ 18.00	\$ 24.12		\$ 33.7
Finance/Accounting	Analyst Analyst	Junior Intermediate	\$ 30.25 \$ 33.25	\$ 40.54 \$ 44.56		\$ 56.7 \$ 62.3
Finance/Accounting	Analyst	Senior	\$ 50.50	\$ 67.67	\$ 49.88	\$ 62.3 \$ 94.7
Finance/Accounting	Business Analyst	Junior	\$ 38.00	\$ 50.92	\$ 57.00	\$ 71.2
Finance/Accounting	Susiness Analyst	Intermediate	\$ 44.25	\$ 59.30	\$ 66.38	\$ 83.0
Finance/Accounting	Business Analyst	Senior	\$ 54.25	\$ 72.70	\$ 81.38	\$ 101.7
Finance/Accounting	CostAccountant	Junior	\$ 26.00	\$ 34.84	\$ 39.00	\$ 48.7
Financea Accounting	Cost Accountant	Interinediate	\$ 26.50	\$ 35.51	\$ 39.75	\$ 49.7
Finance/Accounting	Cost Appauntant	Semior	\$ 33.75	\$ 45.23	\$ 50.63	\$ 63.3
Finance/Accounting	Finance Analysi	Junior	\$ 27.50	\$ 36.85	\$ 41.25	\$ 51.5
Finance/Accounting	Sepance Analyst	Internetinte	\$ 31.00	\$ 41.54	\$ 46.50	\$ 58,10

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Job Group	Job Type	Job Level	evel Bill Rate		OT Pay Rate	OT Bill Rate
Finance/Accounting	Finance Analyst	Senior	\$ 41.75	\$ 55.95	\$ 62.63	\$ 78.32
Supply Cham	Buyer	Junior	\$ 20.75	\$ 27.81	\$ 31.13	\$ 38.93
Supply Chain	Elliyer	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	Legistician	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
	\$0- \$1,000,000 - No Discount
a state	\$1,000,000-\$3,000,000 - 1%
	\$3,000,000-\$5,000,000 - 1.5%
The straight following in a	Over \$5,000,000 - 2%
	Volume Discounts, once threshold is reached, will be applied to the Bill Rate for the next
Sector and the sector of the	weekly export cycle for all Contingent Workers and identified as a credit on the monthly
All	invoice. Spend tracking measurement period begins each calendar year.
serate Distolation	1% reduction applied to Bill Rate after 1040 hours worked by a Contingent Worker.
forst sville Yosh Rate Remained	Rates are locked for contract term, exceptions approved by NiSource
Suctor and and	Cost for Background Checks, as defined in the Agreement and this SOW, will be the
Superior and the super-	responsibility of Abrams Technical Staffing
	Note: No discounts will affect the Contingent Worker Pay Rate

11.11.11.11.11.11.11.11.11.11.11.11.11.	CDI Engineering Solutions - Other Commercial Terms
	\$0- \$1,000,000 - No Rebate \$1,000,000-\$3,000,000 - 1.5%
	\$3,000,000-\$5,000,000 - 2%
induced include	Over \$5,000,000 - 2,5%
A. M. Marrie	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.
Lenser Physics - 1	1% reduction applied to Bill Rate after 1040 hours worked by a Contingent Worker.
True des TRA NATO	Rates are locked for contract term, exceptions approved by NiSource
Backson and Dect	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

1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-	Orbital Engineering - Other Commercial Terms
	\$0- \$1,000,000 - No Rebate
	\$1,000,000-\$3,000,000 - 1%
20 Mar 10	\$3,000,000-\$5,000,000 - 1.5%
Volume Discourse	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.
uning biogeanic e	1% reduction applied to Bill Rate after 1040 hours worked by a Contingent Worker.
Yeller over Year Rata Listeasca	Rates are locked for contract term, exceptions approved by NiSource
Bickpound C - a	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
200000000000000000000000000000000000000	\$0- \$1,000,000 - No Rebate
1000 C 1000	\$1,000,000-\$3,000,000 - 1%
	\$3,000,000-\$5,000,000 - 1.5%
Palanja du palanja	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.
enure Discount	1% reduction applied to Bill Rate after 1040 hours worked by a Contingent Worker.
ers over Year Para Internet	Rates are locked for contract term, exceptions approved by NiSource
atterned Gree	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

1	Yoh Services - Other Commercial Terms
1.57	\$0-\$1,000,000 - No Rebate
in Sec	\$1,000,000-\$3,000,000 - 1%
ALL DELLE	\$3,000,000-\$5,000,000 - 1.5%
- Volance Discourses	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.
INLES DEVINIÓ	1% reduction applied to Bill Rate after 1040 hours worked by a Contingent Worker.
Andrew Constant Andrew Constant Constant Andrew	Rates are locked for contract term, exceptions approved by NISource
No Second Class	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

Exhibit C

NiiSource'

Temporary Labor - Job Type Definitions THE REPORT OF

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		Preventes spinietariense voor on monopende ook van verken konkent ponared data ministe intruster waarveen, en anglije prann neuvest 36 toveut meeting open boekings, menterkensenenen ender, systeme respinit, suid anglije meeting en angewegen een ender open boeking datas, uitsen energie datase of spiniste ender openengen.	Edication	High whoods populationships solvaillee
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Temporary Labor- Job Type Definitions

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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.
- 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.
- 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.
- 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.
- 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.

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- Configure Vendor's access to certain requirements.
- Customize multi-tiered Vendor hierarchies.
- Receive detailed Vendor productivity metrics and reports.
- 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

MSP - VMS Template 3.10.2017 Page 31 of 34 Agile-1 Confidential 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.

- 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.
- 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.
- 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.

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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.

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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:

- Requirement Posting: Allows Client to post specific independent contractor assignment requirements including: services to be performed, timing and payment.
- 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.
- 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.
- Online Management Reports: Managers can generate customized reports to effectively control labor usage and budget allocations and optimize their staffing strategy.

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Project Roles and Responsibilities Matrix

ROLE / RESPONSIBILITY DEFINITIONS RR: Responsible - Owns the project task or deliverable A Approver - Reviews and spece for on the activity or result before it comes into effect or is implemented S: Supportive - Contributes input and support to complete the task through reflex, time, tools, resources, other C: Consolend -- Nas information, subject matter expertise or capabilities needed to perform the work Is informed -- Nouffed of results or receives deliverable but not consulted

Exhibit E

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oject Foundation	Schedule recurring internal team meeting.	R	1	1	15 Line			1	Indiana	NOBIO DE LA VIENDE D					S 1 12400					1		- ini		1			English ()
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oject Foundation	Verify client weekending date Confirm contact information for client resources (AP, IT, HR		1	Laura	R	S					C			Tau Ser	-	Sale and		181 × 1	1.00	11	A COMPANY	waters a	1.2.2.1				
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oject Foundation	Draft Project Charter and Deliver to Internal Team	R	S. 5.	c	c	c	C	¢.	C.		C S				Y				5	s		1.000	s				-000000000
Project Foundation	Beview Project Charter with Internal Project Team	R	5	5	2	5	S	5	S				-					CONTRACTOR OF THE PARTY OF THE	manufile and	1.1	- 1 K	and the second second	billes!	Si 1920			8600 May
roject Foundation	Update Charter with changes and deliver 2nd draft	R	201	1.01	- 1	1. D. S	1				Jennie w	3.500	1	· · · ·	70		-		Statutes in the		The state			10	diam'r.	11.14	1. 17 Mar 1.

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Contracts

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

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C: Consulted -- Has Information, subject matter expertise or capabilities needed to perform the work to informed -- Notified of results or receives deliverable but not consulted

Project Roles and Responsibilities Matrix

Phase **Project Activity** Project Foundation Update Project Charter with team changes R 120 à. 111 ea i 11. 1. 11 Project Foundation Present final charter to key stakeholders for approval T A 1 1. Project Foundation Approve project charter A A S A A. A A Project Foundation Deliver approved project charter to project team 1165 8 UQ2H Ľ 1.5 L. 1 Project Foundation Develop Communication/Change Management Plan Create Steering Committee Develop Communication Plan Develop Communication Content Project Foundation 5 R · - C R S R Project Foundation _____C 5 C R s Project Foundation 5 R 5 s s Project Foundation Develop Project Schedule Project Foundation Create Draft Project Schedule c C c c c ¢ C 5 -C S c s ¢ C S Project Foundation Review draft project schedule with project team R 15 \$ s 1 s \$ | 5 5 5 5 5 s s Project Foundation Update schedule with project team changes Th. T 1 1 110 Project Foundation Present final project schedule to stakeholders for appr R . 11 1 1. A \mathbf{e} 1 ÷. i. Project Foundation Approve Project schedule + A A A A Project Foundation Deliver approved project schedule to project team 15 īΥ. 0160 1 R 1 310 Conduct Supplier Engagement Provide sample supplier and internal program T communication (optional) 14 R i je Review Agile 1 Supplier contact spreadsheet with client R c Obtain copy of client communication sent to Suppliers regarding Agile 1 Implementation Distribute Supplier Introductory Packages T. ÷. R È. s S. 1 R . Distribute Introductory Package: Includes Introductory Letter, NDA, Supplier Setup Form; Capabilities Worksheet, W9, instructions for online registration and request for applicable tax exemption forms 111 1 1 19 R. 4 Track completion of NDA's, Supplier Registration, Supplier Set Up Request Form, W9 & Capabilities Matrix R Send Supplier Set Up Request Form to "Agile1 Client/Vendor ŝ, Request * - Vendors Inactive 1 T ι, h R 1 1 Receive Site IDs from Agile1 Client/Vendor Request team 1 R 1 1 1 di la Conduct Program Introduction Meeting with Supplier(s) ÷1 R. s s s 5 Obtain Supplier Agreement Develop Cover Letter Prepare draft of Supplier Agreement cover Jetter RPE ì. S î. Complete Supplier Agreement cover letter with timelines and send to Agile 1 Contracts group 1 31 R d. 86 I,A Receive completed draft Supplier Agreement from Legal \mathbb{Z}_{4} έį÷ R Review completed draft Supplier Agreement GSS forwards any client changes to Legal i t R 5 5 1.5 R 110 97F SE. 192 1 LA GSS Conducts Supplier Weblnar ŧ, Ĩ, 1 ,Î s s R R 1 S Internal Agile 1 signoff on Supplier Agreement Ť 1 ΞŤ. ÷1. Deliver Supplier Agreement to clients' Suppliers (include 4 + 1 ACH forms) 13 R Respond to Supplier requests for Supplier Agreement

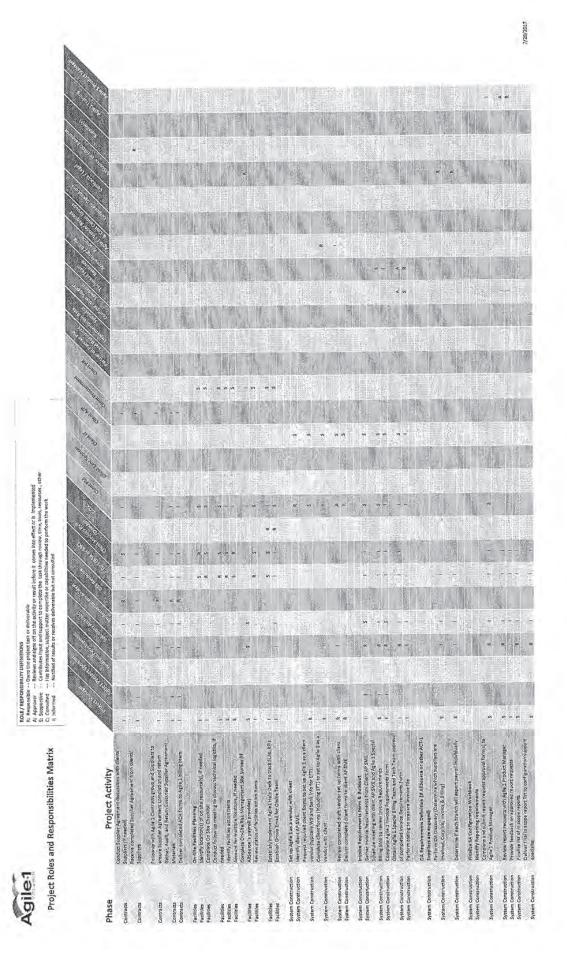
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Contracts review Exhibit E_Implementation_KASCI Chart

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ROLE / RESPONSIBILITY DEFINITIONS R: Responsible - - Owns the project task or deliverable

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 1: Informed -- Notified of results or receives deliverable but not consulted

Project Roles and Responsibilities Matrix

Phase **Project Activity** System Construction Identify Encryption Requirements Identify client's preferred method of encryption Exchange encryption keys System Construction 5 \$ s R System Construction S. 5 5 R R RSR System Construction Review SA Checklist (Le. SA Workbook) 1 5 1. 3 System Construction Request darification on any missing information S s 1 R System Construction Finalize SA Checklist (SA Workbook) ŧ System Construction Create Configuration Document and Summary Prepare Configuration Document 1. -0 Se R System Construction Prepare Configuration Summary document 86 112 R Review Configuration Summary document internally System Construction 8 project team and tech team) SA 5 5 5 s s S,A 5 System Construction Update Configuration Summary with team changes Deliver Configuration Summary document to client 49.> 1 1 0.12 R -1 System Construction Ř ωp 1, ÷. Review Configuration Summary document with client Update Configuration Summary and Config Doc with team / System Construction 5 s . R 0 5 s s s ŝ. client changes Secure Client Signoff on Configuration Summary 1 Т 1 System Construction R. A . A 1 di. ·A. - 4 1 Deliver approved Configuration Summary and Config document to Internal Implementation Team System Construction 1 1 11 R System Construction Data Collection System Construction Vendor Setup Table Dailver all completed Supplier Setup Request forms to the System Construction Implementation Data Specialist 1 · . 10 System Construction **Client Setup Table** Document complete list of job titles, rates, qualifications, System Construction responsibilites to be uploaded into system R 1 R s Document Screening and Education Requirements for job System Constructio titles R R s Obtain preliminary Supplier Assignment Detail 5 System Construction 8 5 Define the job titles that should be assigned to each Client ċ. . Ŕ System Construction Location s Engage Risk Management for Job Title Assessment & Rating System Construction (If AlSocurce is Involved) Map Job Tales to Vendors for each Client Location based on 8 14. 8 System Construction Suppliers' provided capabilities matrix 41 s System Construction Define OT & DT Conversion rates & how it is calculated R Ś. 5 s s Document/Verify Vendor specific Local Tax Burden . 4 System Construction Percentages (if applicable) Х. R 1 10 Document/Verify the vendor payroll and transition management fee percentages (they may vary by supplier 1 System Construction and job title] 8 5 diff. System Construction Verify Client Location Accounting Codes s B S C C Ċ. C. C. 11 Document/Verify Validation File of possible values for each c 8 s 1 ¢ System Construction Accounting Code c C Verify all data has been completed and delivered to s System Construction Implementation Data Specialist R 1 System Construction Client Liter Setur Table Approval Hierarchies (regulation, approval, and System Construction extension) R System Construction Determine if approval hierarchies will be passed via a feed s c c 5 5

System Construction Present standard options for approval hierarchies Identify Client User Data Provided Manually (No Feed) System Construction

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Project Roles and Responsibilities Matrix

- ROLE / RESPONSIBILITY DEFINITIONS B: Responsible -- Owns the project task or deliverable A: Approver -- Reviews and specific for the activity or result before it: comes into effect or is implemented B: Supportive -- Contributions input and support to complete the task through reflexy, time, tools, resources, other C: Consultant --- Nati information, subject matter competities or capabilities meeded to perform the work b: Informed ---- Notified of results or receives deliverable but not consulted

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System Construction	identify client SME's for completing client user data	1	in Matsuri	1	1	· · · · · · · ·	the second second	0	£		6.20%		R		1005-071			<u>nulli</u> <u>7</u> *				15		
System Construction	Deliver Agile 1 client user data spreadsheet to designated client SME's				R	- 1	4	1.5.1.3	eveni.					s	- Contraction		5.010		Are in the		. I.	- 101		
	Schedule meeting to review Aglie 1 spreadsheet with Client SME's and Aglie 1	e.		s	P		-1-12		. 88					C ANKS		1.086	1953				- 21			
System Construction	Educate client SME's on different standard client user access				10.5	15000	10000	and the second	ings.			200	5	No.		10,02					1.1	p)		
System Construction	Invela	S	1400	R	5	5				5	5	S	5			1000 C			destructions of the second sec		a policipal.			
System Construction	Complete client user data with access level information	F		2.25	1	5			R	5	\$	s	s				10		2-14			- 10 - 10 - 10 - 10 - 10 - 10 - 10 - 10	1	
	Create Default Client User Profile and Client Setup, Client		and the same							9	1.0						1.5			10-11-11	1.1		1.00	
System Construction	User Setup, and Vendor Setup Data Worksheets Deliver Data Worksheets and Profile to PM for Audit and	1.05		- 6	3 - 1	5	Se 710	alan Alan	• 		- Harria di Usori di	- And the second		R		1.30				1.1.1	e constantel e			
System Construction	Approval	(1.))**		5	5	s	In I		. G	- patrice			<u>.</u>	R	- 4+	1 and the second	12			Sec. 19				
System Construction System Construction	Conduct audit of draft setup worksheets Identify additional data elements to be captured	A S	092772		B.	s		1000	Sector (Cont S	s	s			-1-2			and the second second			ST L	1. A CONTRACTOR	1.0	- 100	
System Construction	Collect additional raquired data alements				8		1.000		5	5	S	he come a come		1000		11 3 5 1		Transaction of the						
System Construction	Make Changes to Satup Worksheets and Client User Profile as needed	- 1	1) Y	La Latin	s	s	1		<u>و</u>		âtori.			8	11. 	1	i at	10.00	jines —		Online and			
System Construction	Review final client and yapdor setup data files Deliver completed dignt user data spreadsheet to	S		5	R	\$	4	attended at	5	S	s	C. Martin			<u>.</u>	10.05		and Alexandra	19 · · ·		a kana			
System Construction	Implementation Specialist	1.1			R	s	4.6			10-1 					-	-				14-1-1		and the second	2131	
System Construction	Identify Client User Data Provided by feed	COURSE - AND BURNESS		112	BXG: Dut	13	in marine in the			and the second second	Alexandra a		leasann an Sin		11	4.	() - ()	and the	Entended	· 1		interest in the second		
System Construction	Identify client IT SME's for files Provide sample client file feed				1	1	1-1-1	disc. and	B .	c c		-							1.500	100		- <u>-</u> 2		
System Construction	Schedule meeting between Client and Agile 1 technical	100000		Low week			Sec. 1	12-0-082018			Si dag popul						21 - C	130		A COMPANY				
System Construction	SME's to review sample file Conduct meeting between Client and Agile 3 technical	5	and the second	R	1		and the second s	REPORT OF A	5	5.		1280		1.1451				1.1	1000	1		62		
System Construction	SME's to review sample (Te	5	* <u>12</u> .	'n	5	$\left -\frac{1}{1} \right $	T		5 i. I. 5	\$ 5				51165 11165	399F	5		1.11		Same in		and the second s		
System Construction	identify additional data requirements	S.	and we sty	R	1	1990年			Ageners.			-		1		1000		1. Buy the	tan an					
System Construction	Ontermine if additional data is available in client system and whether programming is required to capture additional data		10 12 100	R	s	100	- 1		\$	2.	1000				10	1	6		1 Transit	-				
	Define complete configuration settings for all applicable	T.S.S.			- NE I Para	N. 21			\$	C. Editoria			-11: 	N 184	Sec. 1							j.		
System Construction	client user roles	S	0.0000000	108			1	1.49.000		2				111		in the			<u>.</u>	art and	11.1			
System Construction,	Dafine business rules for processing of client user file	5		8	5		en Tori E		S (1997) 1 - 2013	C C		10				4.55		and the second						
System Construction System Construction	Define frequency of file delivery Signoff on Client User File Specifications	5	and the second	R	s	incer-	1.00		A	A		and the			1.0									
System Construction	Perform additional file development (if necessary)		Strate .	S	S				\$	C I	S		and the second			R S	<u>()</u>			avail - 1				
System Construction System Construction	Review final difent user data file Make any final modifications	I		R 1	s I				1	1		1000			2.12	R	100						0.e	
System Construction	Graate Defaut Client User Profile (3 line) Secure Agile 11T signaff on feed layout and content	L	1.1	E	1						per a contracti			2000 F		A			-	1			Contraction of the second s	
Million Bran	The second		a agint papers.	4	Second Com			2			CONTRACTOR CONTRACTOR				1		-	Nor point		- 3				
System Construction	Collect Contingent Worker Data Prepare contingent worker data spreadsheet for delivery to	an an at the base	Sale in	1			100.00		e tali	增价 一一				2014 - 12 S	ARRS 1			-				and the	CASE OF COMPANY	
System Construction	clients' Suppliers Send'e-mail to clients' Suppliers requesting completion of	1	Children of the second	(The last		5 1	L.	HILL REAL						100	Culo C	1093255	2.0			and the second second				
System Construction	the contingent worker spreadshaet	101 T		1	\$	R 1	r .	2004	d		0,001		347		11		1.	11111	and Configuration					
System Construction	Complete Supplier Provided Contingent Worker Data spreadsheet	p al	10 B. 1	1.1	输出。	1	(. I)		1	ing it		- Lupy	nii di	es.	11-14-2					in St.	R	-	Sec. Lat.	
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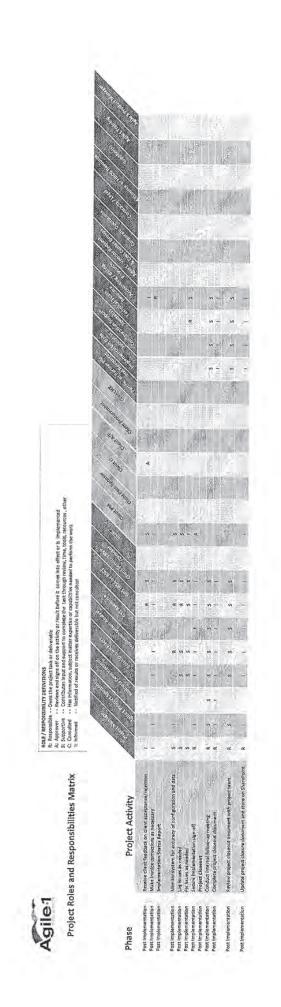
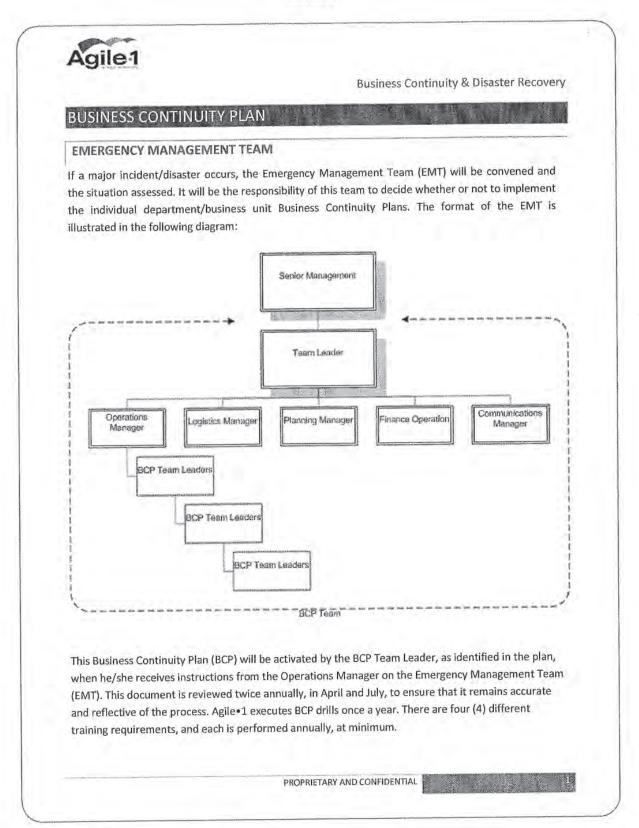


Exhibit E Implementation, RASCI Chart

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Exhibit F



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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

PROPRIETARY AND CONFIDENTIAL

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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=low 3=medium 5=high
Natural	Tornado	1
	Hurricane	1
	Earthquake	5
	Flooding	3
	Snow/Ice	1
	Temperature Extremes	3
Human	Labor Strike	1
	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

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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

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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	Refer to specific BCP appendix for site support Refer to specific BCP appendix for site support	
Brandywine Corporate Center		

550 Naamans Road		
Suite 315		
Claymont DE 19703		
1401 17 th Street	Refer to specific BCP appendix for site support	
Suite 470	Rejer to specific ber appendix joi site support	
Denver, CO USA 80202		
325 West Broadway	Refer to specific BCP appendix for site support	
Glendale, CA 91204		
16371 Beach Blvd., Suite 221	Refer to specific BCP appendix for site support	
Huntington Beach, CA 92647		
1501 Research Drive	Refer to specific BCP appendix for site support	
Riverside CA 92507		
950 Boardwalk	Refer to specific BCP appendix for site support	
Suite 302		
San Marcos, CA 92078		
5840 Fort Dent Way, Suite 100	Refer to specific BCP appendix for site support	
Seattle, WA 98188		
Agile Corporate Headquarters	Refer to specific BCP appendix for site support	
1999 W. 190 th Street		
Torrance, CA 90502		
800-365-2281 - Main		
Regal Court	Refer to specific BCP appendix for site support	
42-44 High Street		
Slough, Birkshire, UK SL1 1EL		
14131 Midway Road, Suite 106	Refer to specific BCP appendix for site support	
Addison TX 75001	Refer to specific BCP appendix for site support	
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1701 E. Woodfield Drive Suite 1115	Refer to specific BCP appendix for site support	
Schaumburg, IL 60173		
555 West 5 th Street 17 th Floor Los Angeles CA 90013	Refer to specific BCP appendix for site support	
9 Roszel Road Princeton, NJ 08540	Refer to specific BCP appendix for site support	

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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). Agile 1 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
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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 PROPRIETARY AND CONFIDENTIAL

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:

- Tornados 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 PROPRIETARY AND CONFIDENTIAL 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 posses.
 - 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.

- 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.

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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	11.	818-262-5974	
Jeff Amor	1	818-679-8956	
Gordon Chen	1	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.
- 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. PROPRIETARY AND CONFIDENTIAL

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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:

- Take a head count to make sure all team members are safe and available. Notify the Emergency Management Team immediately if anyone is missing.
- 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 <u>Notification Checklist</u> located in this section as a guideline and work paper.
- 4. Before contacting anyone else review the <u>Notification Procedure</u> located in this section.
- Notify department personnel not already notified. Use the <u>Notification Call List</u> located in this section; it contains a list of who to call and what information to pass on.
- 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:

- Record all the information and instructions given by the Emergency Management Team. Use the <u>Notification Checklist</u> located in this section as a guideline and work paper.
- Before contacting anyone else review the <u>Notification Procedure</u> 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 <u>Call List</u> 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. 6. When you activate your team, have them meet y alternate meeting place listed below. Primary Location	ou at the primary or
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: Othe No.:
Security Considerations: None	
Alternate Location	
Facility Name: Act1 Group	et. Zaeture
Street Address: 327 West Broadway	Floor: First
City/State/Zip: Glendale CA, 91204	
Contact Person: Jeff Amor	Phone No: 818-240-8688 O 24 Hou Cell (818) 266-5435 Other No.:
Security Considerations:	
 Team Recovery Business Resumption Plan Copies The tensure that sufficient copies of the Business Resumption Cellular Phone (TBD) The team leader has a cellular phone for team use. The Em Team should be notified immediately of the cellular phone Personnel that will be needed at the work business functions. Personnel who should stay home and remain or be needed when the initial group needs rest). 	n Plan are available. ergency Management number. area to resume normal

- 2. Designate space for personnel reporting to the work area.
- 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.
- 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 <u>Personnel Location Control Form</u> 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 <u>Status Report Form</u> 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 <u>Business Recovery Site Information</u> 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)?"

- 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.
- 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.
- 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:

	076	
Vendor Notification CRITICAL VENDORS		
Deaduct Convince Data Contan		
Product/Service: Data Center		en su
Vendor Name: Century Link Data Center		to any contract of the second s
Street Address: 3015 Winona Ave. City/State/Zip: Burbank CA 91504		The American Distance
Contact Person: Support Team Alternate Contact:	Dhaw	N
Contact Person. Support ream Alternate Contact:	No.: .:	e No.: (800) 884-3082 24 Hour 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:		e No.: 877-501-4850 24 Hour No.: Dther No.:
Comments:		
	Physical Street, 199	
Product/Service: Network Hardware / Firewall		
Vendor Name: Cisco TAC		
Street Address:		
City/State/Zip		
Contact Person: http://www.cisco.com/kobayashi/support/tac/conta ml Alternate Contact:		Phone No.: 800-553-2447 24 Hou No.: FAX No.: Other No.:
Comments:		
comments.		

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: <u>2,000 sq ft</u> Office Furniture: Desks: <u>8</u> Chairs: <u>15</u> File Cabinets: <u>5</u> 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

Function / Resources	24 hours	48 hours	72 hours	1 week	2 weeks	1 month
Immediate				100 m	1.01.00.50	
Staff	50				1	
Area size	8,000sqft			0	N 1	
Desks	50	1				11.00
Chairs	50	1000		1	ALC: NOT	17
Telephones	50	1	1	1		
Faxes	9					
PCs	50		1.			1.000
Printers	5		1		1	-
(Other)						
Delayed						
Staff	1.00		30		1	
Area size	1		6		S 10	1
Desks	1		30			
Chairs			30			
Telephones			30			-
Faxes			0		A. (1)	1.0
PCs	1.1.2.1.1		30			
Printers	1		0		C. J. Contraction	
(Other)	A					
Steamed				1.7.5	1.11.1.1	
Staff			. K	30	20	
Area size				0	0	
Desks				30	30	-
Chairs				30	30	
Telephones				30	30	
Faxes				0	0	
PCs	1	1.00	· · · · · · · · · · · · · · · · · · ·	30	30	
Printers				0	0	
(Other)	1.11				1.1	1

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

Resources Required Over Time

the 48 hours slot and 15 more in the 72 hours slot.

Resources Required Over Time (Consolidated)

Function / Resources	24 hours	48 hours	72 hours	1 week	2 weeks	1 month
All team functions	-					
Staff	50	1	30	30	20	
Area size	8,000				1.	
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	1.5	0	0	0	
(Other)	1					

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

Floor: First Phone No: 800-365-2281 24 Hour	
Phone No: 800-365-2281 24 Hour	
Phone No: 800-365-2281 24 Hour	
Phone No: 800-365-2281 24 Ho No: FAX No: Other No.:	

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. 190thSt.

Travel Request Form

Make additional copies as needed.

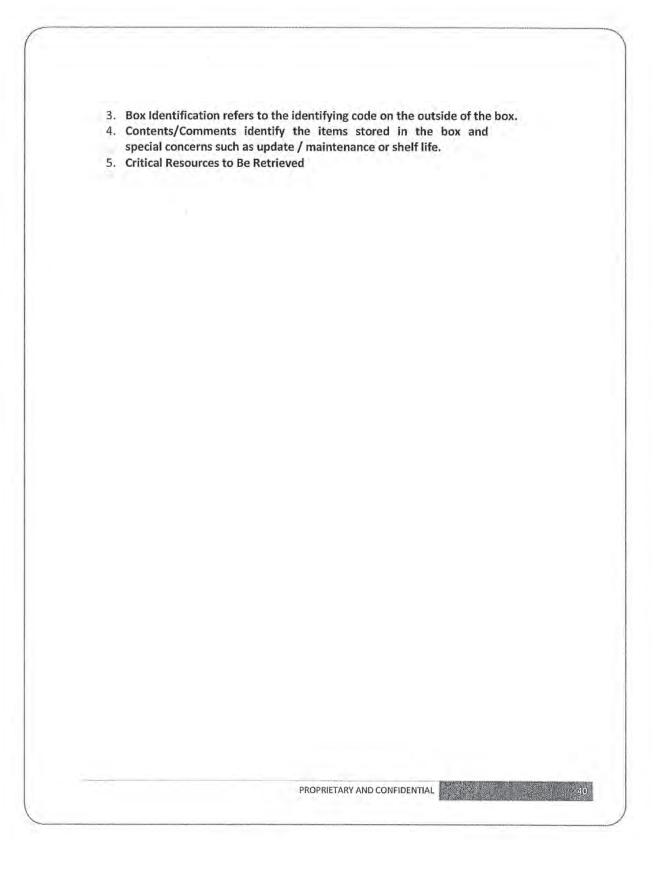
This form should be completed by the team leader and given to the EOC staff.

Name Hotel		Destination)	Departure Date /	1	Departure Time	\$
Reservation	Yes (No()	Departure		Departure	
Rental Car	Yes (Date /	1	Time	
Cash Advance	\$			Ċ.		
			Departure	1	Departure	
Name Hotel		Destination)	Date /		Time	
Reservation	Yes (Departure		Departure	
Rental Car Cash	Yes ()No()	Date /	1	Time	
Advance	\$					
		Destination)	Departure		Departure	
		No())No()	Date /		Time	
Name Hotel			Departure		Departure	
Reservation Rental			Date /	11	Time	13
Car Cash Advance	Yes (
	Yes (
	\$					
			Departure		Departure	
Name Hotel			Date /		Time	
Reservation Rental	Yes (Destination)	Departure		Departure	
Car	Yes (No())No()	Date /	11	Time	- 33
Cash Advance	\$					

Recovery Boxes

Team: Storage Location: Iron Mount	ain
Contact Name:	
1000	
Box Identification:	
Contents	Comments
yan kenangkan kana kana kana kana kana kana ka	
NY KATALON NY TANÀNA MANANA MANANA MANANA MANANA MANANA MANANA MANANA MANANA MANANA MANA	
al. An alkana an an ann ann ann ann ann ann ann a	
er kanna sensa sina sina sina sina sina sina sina s	
Box Identification:	
Contents	Comments
contents	
e tower on temperature of the second state of the second second second second second second second second second	
an a sa a	
and the second	
 Storage location refers Contact name refers recovery boxes. 	to the name of the off-site storage facility. to the person who coordinates retrieval of

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CRITICAL RESOURCES TO BE RETREIVED

Note: Use this form to document the materials that should be retrieved if you are able to enter your facility following the incident and the items are not badly damaged.

Business Unit: All-in-1 – Processing Center

Bldg./Floor: First	Location on Floor: (e.g. Northwe office suite 105	ne vertile and the second
Items To Be Retrieved	Comments	Condition*
Backup Tapes		
Disaster Recovery Plan		
		ali alikili dama constanta ana sa a sa ana sa a sa ana sa a sa
an a		a a a a a a a a a a a a a a a a a a a
	ana	
adaaliin targaa saanna ahaan ahaan ahaan ahaa ahaa ah		
EQUIPMENT: Data Servers		
Safe	un n'entre l'action de la construction de la	
Sale		
	(1)	
11	and a factor of the second	a for an experimental first and
OTHER:		
elen - // - // - // - // - // - // - // -	PROPRIETARY AND CONFIDENT	

[
1	
* Complete "Condition	on" at the time of the incident.
Personnel Location C	Control Form
Make additional cog	pies as needed COMPLETE DAILY FORWARD TO HE CRISIS
MANAGEMENT TEAM	<u>л.</u>
Date://///////	Completed by:
Operations Team	
	rk Schedule Name Location Number From To
Status Report Form Make additional copie	es as needed
Make additional copie	
Make additional copie	significant recovery activities.
Make additional copie Use this form to log s The team leader is re	

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	Time:: AM / PMName:	
Date://		
	Department: Operations Team	
Comments:		
Conclusions:		
Recovery Prepared	ness	
Team plans are inte	nded to be living documents. They should reflect	the latest
	le. Team Leaders are responsible for reviewing an s on a semiannual basis.	id
		any conjec
of the team plan wi	Iternate Team Leader and other individuals who h II be sent updates each time the plan is changed.	The accepted
practice is to print a rather than the ent	and distribute only the page or pages that have be	en changed
Semi-annual Plan R		
actice is to print a ther than the ent	and distribute only the page or pages that have be ire plan.	The accepted

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(Updates due January 1 and July 1)

<u>Team Leader and Alternate Team Leader</u>. This section identifies the persons assigned in the leadership positions. The team leader to identify changes in assigned personnel should review it.

<u>Recovery Team Alert List</u>. 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.

<u>Critical Functions List</u>. 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.

<u>Team Recovery Steps</u>. This section identifies the strategies for recovery of ritical 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.

<u>Vendor and Customer Lists</u>. 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.

<u>Work area Requirements</u>. 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.

<u>Off Site stored Materials</u>. 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.

<u>Team Member Orientation</u>. 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.

<u>Team Exercise</u>. The entire team participates in a two-hour tabletop exercise with a focus on their recovery strategies.

<u>Team Leader Exercise</u>. All the team leaders and Alternate Team Leaders participate in a two-hour tabletop exercise with a focus on facility wide recovery.

<u>Functional Exercise</u>. Actual hands-on test of hardware or connectivity capability yat 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	Due
	Apr 5	Apr 5
Team Leader Zia Islam		
Alt. Team Leader Emil Protic		10
Jeff Amor		
Joe Fermin		1
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.			