Contractor Name:	Crossfire Consulting Corp
Federal ID#:	52-2235792

REGION 1 REGION 2 REGION 3

Region 1 Markup %

100.00%

Region 2 Markup %

100.00%

	Skill Level	Hourly Wage Rate	Hourly Bill Rate
Job Title			
Business Analyst	Junior	\$20.60	\$41.20
Business Analyst	Mid-Level	\$25.75	\$51.50
Business Analyst	Senior	\$31.93	\$63.86
Business Analyst	Expert	\$38.11	\$76.22
Cloud Engineer	Junior	\$33.48	\$66.95
Cloud Engineer	Mid-Level	\$38.11	\$76.22
Cloud Engineer	Senior	\$45.32	\$90.64
Cloud Engineer	Expert	\$49.44	\$98.88
Database Administrator	Junior	\$20.60	\$41.20
Database Administrator	Mid-Level	\$26.78	\$53.56
Database Administrator	Senior	\$32.96	\$65.92
Database Administrator	Expert	\$38.11	\$76.22
Database Architect	Junior	\$25.75	\$51.50
Database Architect	Mid-Level	\$30.90	\$61.80
Database Architect	Senior	\$38.11	\$76.22
Database Architect	Expert	\$43.26	\$86.52
Database Manager	Junior	\$20.60	\$41.20
Database Manager	Mid-Level	\$26.78	\$53.56
Database Manager	Senior	\$32.96	\$65.92
Database Manager	Expert	\$38.11	\$76.22
Graphic Designer	Junior	\$20.60	\$41.20
Graphic Designer	Mid-Level	\$25.75	\$51.50
Graphic Designer	Senior	\$28.33	\$56.65
Graphic Designer	Expert	\$33.48	\$66.95
Help Desk Manager	Junior	\$19.57	\$39.14
Help Desk Manager	Mid-Level	\$22.15	\$44.29
Help Desk Manager	Senior	\$24.72	\$49.44
Help Desk Manager	Expert	\$26.78	\$53.56
IT Manager	Junior	\$25.75	\$51.50
IT Manager	Mid-Level	\$30.90	\$61.80
IT Manager	Senior	\$36.05	\$72.10

	Skill Level	Hourly Wage Rate	Hourly Bill Rate
Job Title			
Business Analyst	Junior	\$19.57	\$39.14
Business Analyst	Mid-Level	\$24.21	\$48.41
Business Analyst	Senior	\$31.93	\$63.86
Business Analyst	Expert	\$36.05	\$72.10
Cloud Engineer	Junior	\$25.75	\$51.50
Cloud Engineer	Mid-Level	\$36.05	\$72.10
Cloud Engineer	Senior	\$41.20	\$82.40
Cloud Engineer	Expert	\$45.32	\$90.64
Database Administrator	Junior	\$18.54	\$37.08
Database Administrator	Mid-Level	\$24.72	\$49.44
Database Administrator	Senior	\$31.93	\$63.86
Database Administrator	Expert	\$33.99	\$67.98
Database Architect	Junior	\$23.69	\$47.38
Database Architect	Mid-Level	\$28.84	\$57.68
Database Architect	Senior	\$35.02	\$70.04
Database Architect	Expert	\$41.20	\$82.40
Database Manager	Junior	\$18.54	\$37.08
Database Manager	Mid-Level	\$24.72	\$49.44
Database Manager	Senior	\$31.93	\$63.86
Database Manager	Expert	\$33.99	\$67.98
Graphic Designer	Junior	\$16.48	\$32.96
Graphic Designer	Mid-Level	\$23.69	\$47.38
Graphic Designer	Senior	\$25.75	\$51.50
Graphic Designer	Expert	\$30.90	\$61.80
Help Desk Manager	Junior	\$17.51	\$35.02
Help Desk Manager	Mid-Level	\$19.57	\$39.14
Help Desk Manager	Senior	\$22.66	\$45.32
Help Desk Manager	Expert	\$24.72	\$49.44
IT Manager	Junior	\$22.66	\$45.32
IT Manager	Mid-Level	\$24.72	\$49.44
IT Manager	Senior	\$30.90	\$61.80

Job Title	Skill Level	Hourly Wage Rate	Hourly Bill Rate
	Junior	¢22.40	¢46.25
Business Analyst	Mid-Level	\$23.18	\$46.35
Business Analyst		\$28.33	\$56.65
Business Analyst	Senior	\$36.05	\$72.10
Business Analyst	Expert	\$41.20	\$82.40
Cloud Engineer	Junior	\$33.99	\$67.98
Cloud Engineer	Mid-Level	\$39.14	\$78.28
Cloud Engineer	Senior	\$47.38	\$94.76
Cloud Engineer	Expert	\$50.47	\$100.94
Database Administrator	Junior	\$20.60	\$41.20
Database Administrator	Mid-Level	\$25.75	\$51.50
Database Administrator	Senior	\$35.02	\$70.04
Database Administrator	Expert	\$39.59	\$79.19
Database Architect	Junior	\$25.75	\$51.50
Database Architect	Mid-Level	\$30.90	\$61.80
Database Architect	Senior	\$41.20	\$82.40
Database Architect	Expert	\$45.32	\$90.64
Database Manager	Junior	\$20.60	\$41.20
Database Manager	Mid-Level	\$25.75	\$51.50
Database Manager	Senior	\$35.02	\$70.04
Database Manager	Expert	\$39.59	\$79.19
Graphic Designer	Junior	\$22.66	\$45.32
Graphic Designer	Mid-Level	\$28.33	\$56.65
Graphic Designer	Senior	\$29.87	\$59.74
Graphic Designer	Expert	\$35.02	\$70.04
Help Desk Manager	Junior	\$21.63	\$43.26
Help Desk Manager	Mid-Level	\$22.66	\$45.32
Help Desk Manager	Senior	\$25.75	\$51.50
Help Desk Manager	Expert	\$27.81	\$55.62
IT Manager	Junior	\$26.78	\$53.56
IT Manager	Mid-Level	\$32.96	\$65.92
IT Manager	Senior	\$38.11	\$76.22

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Region 3 Markup %

Contractor Name:	Crossfire Consulting Corp
Federal ID#:	52-2235792

REGION 1 REGION 2 REGION 3

Region 1 Markup %

100.00%

Region 2 Markup %

100.00%

	Skill Level	Hourly Wage Rate	Hourly Bill Rate	
Job Title				
IT Manager	Expert	\$41.20	\$82.40	
IT Specialist	Junior	\$24.72	\$49.44	<u> </u>
IT Specialist	Mid-Level	\$28.84	\$57.68	<u> </u>
IT Specialist	Senior	\$35.02	\$70.04	
IT Specialist	Expert	\$45.32	\$90.64	<u> </u>
Network Administrator	Junior	\$20.60	\$41.20	1
Network Administrator	Mid-Level	\$24.72	\$49.44	1
Network Administrator	Senior	\$31.93	\$63.86	1
Network Administrator	Expert	\$37.08	\$74.16	1
Network Architect	Junior	\$24.72	\$49.44	1
Network Architect	Mid-Level	\$30.90	\$61.80	1
Network Architect	Senior	\$35.02	\$70.04	1
Network Architect	Expert	\$39.14	\$78.28	Ī
Operations Manager	Junior	\$21.63	\$43.26	(
Operations Manager	Mid-Level	\$24.72	\$49.44	(
Operations Manager	Senior	\$30.90	\$61.80	
Operations Manager	Expert	\$37.08	\$74.16	(
Programmer	Junior	\$20.09	\$40.17	F
Programmer	Mid-Level	\$27.81	\$55.62	F
Programmer	Senior	\$35.02	\$70.04	Ī
Programmer	Expert	\$41.20	\$82.40	Ī
Project Manager	Junior	\$23.18	\$46.35	F
Project Manager	Mid-Level	\$28.33	\$56.65	F
Project Manager	Senior	\$37.08	\$74.16	F
Project Manager	Expert	\$46.35	\$92.70	F
Security Analyst	Junior	\$21.63	\$43.26	3
Security Analyst	Mid-Level	\$26.78	\$53.56	3
Security Analyst	Senior	\$32.96	\$65.92	3
Security Analyst	Expert	\$39.14	\$78.28	3
Security Manager	Junior	\$22.66	\$45.32	3

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	Skill Level	Hourly Wage Rate	Hourly Bill Rate
Job Title			
IT Manager	Expert	\$32.96	\$65.92
IT Specialist	Junior	\$20.60	\$41.20
IT Specialist	Mid-Level	\$25.75	\$51.50
IT Specialist	Senior	\$30.90	\$61.80
IT Specialist	Expert	\$41.20	\$82.40
Network Administrator	Junior	\$18.54	\$37.08
Network Administrator	Mid-Level	\$20.60	\$41.20
Network Administrator	Senior	\$25.75	\$51.50
Network Administrator	Expert	\$30.90	\$61.80
Network Architect	Junior	\$22.66	\$45.32
Network Architect	Mid-Level	\$25.75	\$51.50
Network Architect	Senior	\$29.87	\$59.74
Network Architect	Expert	\$33.99	\$67.98
Operations Manager	Junior	\$19.57	\$39.14
Operations Manager	Mid-Level	\$23.69	\$47.38
Operations Manager	Senior	\$28.84	\$57.68
Operations Manager	Expert	\$33.99	\$67.98
Programmer	Junior	\$17.51	\$35.02
Programmer	Mid-Level	\$25.75	\$51.50
Programmer	Senior	\$32.96	\$65.92
Programmer	Expert	\$37.08	\$74.16
Project Manager	Junior	\$22.15	\$44.29
Project Manager	Mid-Level	\$27.81	\$55.62
Project Manager	Senior	\$36.05	\$72.10
Project Manager	Expert	\$42.23	\$84.46
Security Analyst	Junior	\$19.57	\$39.14
Security Analyst	Mid-Level	\$23.69	\$47.38
Security Analyst	Senior	\$29.87	\$59.74
Security Analyst	Expert	\$35.02	\$70.04
Security Manager	Junior	\$20.60	\$41.20
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Job Title	Skill Level	Hourly Wage Rate	Hourly Bill Rate
IT Manager	Expert	\$43.26	\$86.52
IT Specialist	Junior	\$25.75	\$51.50
IT Specialist	Mid-Level	\$29.87	\$59.74
IT Specialist	Senior	\$37.08	\$74.16
IT Specialist	Expert	\$49.44	\$98.88
Network Administrator	Junior	\$22.66	\$45.32
Network Administrator	Mid-Level	\$26.78	\$53.56
Network Administrator	Senior	\$32.96	\$65.92
Network Administrator	Expert	\$39.14	\$78.28
Network Architect	Junior	\$25.75	\$51.50
Network Architect	Mid-Level	\$31.93	\$63.86
Network Architect	Senior	\$36.05	\$72.10
Network Architect	Expert	\$38.11	\$76.22
Operations Manager	Junior	\$22.66	\$45.32
Operations Manager	Mid-Level	\$25.75	\$51.50
Operations Manager	Senior	\$32.38	\$64.77
Operations Manager	Expert	\$38.56	\$77.13
Programmer	Junior	\$21.63	\$43.26
Programmer	Mid-Level	\$30.90	\$61.80
Programmer	Senior	\$37.08	\$74.16
Programmer	Expert	\$44.81	\$89.61
Project Manager	Junior	\$25.75	\$51.50
Project Manager	Mid-Level	\$30.90	\$61.80
Project Manager	Senior	\$41.20	\$82.40
Project Manager	Expert	\$49.44	\$98.88
Security Analyst	Junior	\$23.69	\$47.38
Security Analyst	Mid-Level	\$28.84	\$57.68
Security Analyst	Senior	\$33.99	\$67.98
Security Analyst	Expert	\$43.26	\$86.52
Security Manager	Junior	\$23.69	\$47.38
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Region 3 Markup %

Contractor Name:	Crossfire Consulting Corp
Federal ID#:	52-2235792

Region 1 Markup %

100.00%

Region 2 Markup % 100.00%

REGION 2

Hourly Wage Hourly Bill Skill Level Rate Rate Job Title Mid-Level \$28.84 \$57.68 Security Manager Senior \$37.08 \$74.16 Security Manager Expert \$43.26 \$86.52 Security Manager Software Analyst Junior \$22.66 \$45.32 \$26.78 \$53.56 Mid-Level Software Analyst \$65.92 Software Analyst Senior \$32.96 \$42.23 \$84.46 Software Analyst Expert Junior \$23.69 \$47.38 Software Architect \$32.96 \$65.92 Software Architect Mid-Level \$45.84 \$91.67 Software Architect Senior \$50.47 \$100.94 Software Architect Expert \$21.63 \$43.26 Software Developer Junior Software Developer Mid-Level \$30.90 \$61.80 \$43.71 \$87.43 Software Developer Senior Expert \$47.83 \$95.67 Software Developer \$20.60 \$41.20 Software Manager Junior Mid-Level \$28.84 \$57.68 Software Manager \$35.02 \$70.04 Software Manager Senior \$45.32 \$90.64 Software Manager Expert Junior Systems Administrator \$18.54 \$37.08 \$23.69 \$47.38 Mid-Level Systems Administrator Systems Administrator Senior \$30.90 \$61.80 \$35.02 \$70.04 Systems Administrator Expert Junior \$22.66 \$45.32 Systems Analyst \$28.84 \$57.68 Mid-Level Systems Analyst \$33.99 \$67.98 Systems Analyst Senior Systems Analyst Expert \$43.26 \$86.52 Junior \$22.66 \$45.32 Systems Architect Mid-Level \$36.05 \$72.10 Systems Architect \$45.32 \$90.64 Senior Systems Architect

Job Title Security Manager Mid-Level \$25.75 \$51.50 Security Manager Senior \$30.90 \$61.80 Security Manager Expert \$36.05 \$72.10 Software Analyst Junior \$20.60 \$41.20 Software Analyst Mid-Level \$23.69 \$47.38 Software Analyst Senior \$28.84 \$57.68 Software Analyst Expert \$35.02 \$70.04 Software Architect Junior \$20.60 \$41.20 Software Architect Senior \$38.11 \$76.22 Software Architect Expert \$42.23 \$84.46 Software Developer Junior \$19.57 \$39.14 Software Developer Expert \$39.14 \$78.28		Skill Level	Hourly Wage Rate	Hourly Bill Rate
Security Manager Senior \$30.90 \$61.80 Security Manager Expert \$36.05 \$72.10 Software Analyst Junior \$20.60 \$41.20 Software Analyst Mid-Level \$23.69 \$47.38 Software Analyst Senior \$28.84 \$57.68 Software Analyst Expert \$35.02 \$70.04 Software Architect Junior \$20.60 \$41.20 Software Architect Senior \$38.11 \$76.22 Software Architect Expert \$42.23 \$84.46 Software Developer Junior \$19.57 \$39.14 Software Developer Senior \$36.05 \$72.10 Software Manager Junior \$18.54 \$37.08 Software Manager Mid-Level \$24.72 \$49.44 Softwar	Job Title			
Security Manager Expert \$36.05 \$72.10 Software Analyst Junior \$20.60 \$41.20 Software Analyst Mid-Level \$23.69 \$47.38 Software Analyst Senior \$28.84 \$57.68 Software Analyst Expert \$35.02 \$70.04 Software Architect Junior \$20.60 \$41.20 Software Architect Mid-Level \$27.81 \$55.62 Software Architect Senior \$38.11 \$76.22 Software Architect Expert \$42.23 \$84.46 Software Developer Junior \$19.57 \$39.14 Software Developer Mid-Level \$25.75 \$51.50 Software Developer Senior \$36.05 \$72.10 Software Manager Junior \$18.54 \$37.08 Software Manager Junior \$18.54 \$37.08 Software Manager Senior \$30.90 \$61.80 Systems Administrator Junior \$16.48 \$32.96	Security Manager	Mid-Level	\$25.75	\$51.50
Software Analyst Junior \$20.60 \$41.20 Software Analyst Mid-Level \$23.69 \$47.38 Software Analyst Senior \$28.84 \$57.68 Software Analyst Expert \$35.02 \$70.04 Software Architect Junior \$20.60 \$41.20 Software Architect Mid-Level \$27.81 \$55.62 Software Architect Senior \$38.11 \$76.22 Software Architect Expert \$42.23 \$84.46 Software Developer Junior \$19.57 \$39.14 Software Developer Senior \$36.05 \$72.10 Software Developer Expert \$39.14 \$78.28 Software Manager Junior \$18.54 \$37.08 Software Manager Mid-Level \$24.72 \$49.44 Software Manager Senior \$30.90 \$61.80 Systems Administrator Junior \$16.48 \$32.96 Systems Administrator Senior \$27.81 \$55.62	Security Manager	Senior	\$30.90	\$61.80
Software Analyst Mid-Level \$23.69 \$47.38 Software Analyst Senior \$28.84 \$57.68 Software Analyst Expert \$35.02 \$70.04 Software Architect Junior \$20.60 \$41.20 Software Architect Mid-Level \$27.81 \$55.62 Software Architect Senior \$38.11 \$76.22 Software Architect Expert \$42.23 \$84.46 Software Developer Junior \$19.57 \$39.14 Software Developer Mid-Level \$25.75 \$51.50 Software Developer Senior \$36.05 \$72.10 Software Manager Junior \$18.54 \$37.08 Software Manager Mid-Level \$24.72 \$49.44 Software Manager Senior \$30.90 \$61.80 Systems Administrator Junior \$16.48 \$32.96 Systems Administrator Senior \$27.81 \$55.62 Systems Analyst Junior \$19.57 \$39.14	Security Manager	Expert	\$36.05	\$72.10
Software Analyst Senior \$28.84 \$57.68 Software Analyst Expert \$35.02 \$70.04 Software Architect Junior \$20.60 \$41.20 Software Architect Mid-Level \$27.81 \$55.62 Software Architect Senior \$38.11 \$76.22 Software Architect Expert \$42.23 \$84.46 Software Developer Junior \$19.57 \$39.14 Software Developer Mid-Level \$25.75 \$51.50 Software Developer Senior \$36.05 \$72.10 Software Developer Expert \$39.14 \$78.28 Software Manager Junior \$18.54 \$37.08 Software Manager Mid-Level \$24.72 \$49.44 Software Manager Senior \$30.90 \$61.80 Systems Administrator Junior \$16.48 \$32.96 Systems Administrator Senior \$27.81 \$55.62 Systems Analyst Junior \$19.57 \$39.14	Software Analyst	Junior	\$20.60	\$41.20
Software Analyst Expert \$35.02 \$70.04 Software Architect Junior \$20.60 \$41.20 Software Architect Mid-Level \$27.81 \$55.62 Software Architect Senior \$38.11 \$76.22 Software Architect Expert \$42.23 \$84.46 Software Developer Junior \$19.57 \$39.14 Software Developer Mid-Level \$25.75 \$51.50 Software Developer Senior \$36.05 \$72.10 Software Developer Expert \$39.14 \$78.28 Software Manager Junior \$18.54 \$37.08 Software Manager Mid-Level \$24.72 \$49.44 Software Manager Senior \$30.90 \$61.80 Software Manager Expert \$41.20 \$82.40 Systems Administrator Junior \$16.48 \$32.96 Systems Administrator Senior \$27.81 \$55.62 Systems Analyst Junior \$19.57 \$39.14	Software Analyst	Mid-Level	\$23.69	\$47.38
Software Architect Junior \$20.60 \$41.20 Software Architect Mid-Level \$27.81 \$55.62 Software Architect Senior \$38.11 \$76.22 Software Architect Expert \$42.23 \$84.46 Software Developer Junior \$19.57 \$39.14 Software Developer Mid-Level \$25.75 \$51.50 Software Developer Senior \$36.05 \$72.10 Software Developer Expert \$39.14 \$78.28 Software Manager Junior \$18.54 \$37.08 Software Manager Mid-Level \$24.72 \$49.44 Software Manager Senior \$30.90 \$61.80 Software Manager Expert \$41.20 \$82.40 Systems Administrator Junior \$16.48 \$32.96 Systems Administrator Senior \$27.81 \$55.62 Systems Analyst Junior \$19.57 \$39.14 Systems Analyst Senior \$30.90 \$61.80	Software Analyst	Senior	\$28.84	\$57.68
Software Architect Mid-Level \$27.81 \$55.62 Software Architect Senior \$38.11 \$76.22 Software Architect Expert \$42.23 \$84.46 Software Developer Junior \$19.57 \$39.14 Software Developer Mid-Level \$25.75 \$51.50 Software Developer Senior \$36.05 \$72.10 Software Developer Expert \$39.14 \$78.28 Software Manager Junior \$18.54 \$37.08 Software Manager Mid-Level \$24.72 \$49.44 Software Manager Senior \$30.90 \$61.80 Software Manager Expert \$41.20 \$82.40 Systems Administrator Junior \$16.48 \$32.96 Systems Administrator Senior \$27.81 \$55.62 Systems Administrator Expert \$31.93 \$63.86 Systems Analyst Junior \$19.57 \$39.14 Systems Analyst Senior \$30.90 \$61.80	Software Analyst	Expert	\$35.02	\$70.04
Software Architect Senior \$38.11 \$76.22 Software Architect Expert \$42.23 \$84.46 Software Developer Junior \$19.57 \$39.14 Software Developer Mid-Level \$25.75 \$51.50 Software Developer Senior \$36.05 \$72.10 Software Developer Expert \$39.14 \$78.28 Software Manager Junior \$18.54 \$37.08 Software Manager Mid-Level \$24.72 \$49.44 Software Manager Senior \$30.90 \$61.80 Software Manager Expert \$41.20 \$82.40 Systems Administrator Junior \$16.48 \$32.96 Systems Administrator Senior \$27.81 \$55.62 Systems Administrator Expert \$31.93 \$63.86 Systems Analyst Junior \$19.57 \$39.14 Systems Analyst Senior \$30.90 \$61.80 Systems Analyst Senior \$30.90 \$61.80	Software Architect	Junior	\$20.60	\$41.20
Software Architect Expert \$42.23 \$84.46 Software Developer Junior \$19.57 \$39.14 Software Developer Mid-Level \$25.75 \$51.50 Software Developer Senior \$36.05 \$72.10 Software Developer Expert \$39.14 \$78.28 Software Manager Junior \$18.54 \$37.08 Software Manager Mid-Level \$24.72 \$49.44 Software Manager Senior \$30.90 \$61.80 Software Manager Expert \$41.20 \$82.40 Systems Administrator Junior \$16.48 \$32.96 Systems Administrator Senior \$27.81 \$55.62 Systems Administrator Senior \$27.81 \$55.62 Systems Administrator Expert \$31.93 \$63.86 Systems Analyst Junior \$19.57 \$39.14 Systems Analyst Senior \$30.90 \$61.80 Systems Analyst Senior \$30.90 \$61.80	Software Architect	Mid-Level	\$27.81	\$55.62
Software Developer Junior \$19.57 \$39.14 Software Developer Mid-Level \$25.75 \$51.50 Software Developer Senior \$36.05 \$72.10 Software Developer Expert \$39.14 \$78.28 Software Manager Junior \$18.54 \$37.08 Software Manager Mid-Level \$24.72 \$49.44 Software Manager Senior \$30.90 \$61.80 Software Manager Expert \$41.20 \$82.40 Systems Administrator Junior \$16.48 \$32.96 Systems Administrator Senior \$27.81 \$55.62 Systems Administrator Senior \$27.81 \$55.62 Systems Administrator Expert \$31.93 \$63.86 Systems Analyst Junior \$19.57 \$39.14 Systems Analyst Senior \$30.90 \$61.80 Systems Analyst Senior \$30.90 \$61.80 Systems Analyst Senior \$30.90 \$61.80	Software Architect	Senior	\$38.11	\$76.22
Software Developer Mid-Level \$25.75 \$51.50 Software Developer Senior \$36.05 \$72.10 Software Developer Expert \$39.14 \$78.28 Software Manager Junior \$18.54 \$37.08 Software Manager Mid-Level \$24.72 \$49.44 Software Manager Senior \$30.90 \$61.80 Software Manager Expert \$41.20 \$82.40 Systems Administrator Junior \$16.48 \$32.96 Systems Administrator Mid-Level \$22.66 \$45.32 Systems Administrator Senior \$27.81 \$55.62 Systems Administrator Expert \$31.93 \$63.86 Systems Analyst Junior \$19.57 \$39.14 Systems Analyst Senior \$30.90 \$61.80 Systems Analyst Senior \$30.90 \$61.80 Systems Analyst Expert \$40.17 \$80.34 Systems Architect Junior \$20.60 \$41.20	Software Architect	Expert	\$42.23	\$84.46
Software Developer Senior \$36.05 \$72.10 Software Developer Expert \$39.14 \$78.28 Software Manager Junior \$18.54 \$37.08 Software Manager Mid-Level \$24.72 \$49.44 Software Manager Senior \$30.90 \$61.80 Software Manager Expert \$41.20 \$82.40 Systems Administrator Junior \$16.48 \$32.96 Systems Administrator Mid-Level \$22.66 \$45.32 Systems Administrator Senior \$27.81 \$55.62 Systems Administrator Expert \$31.93 \$63.86 Systems Analyst Junior \$19.57 \$39.14 Systems Analyst Mid-Level \$25.75 \$51.50 Systems Analyst Senior \$30.90 \$61.80 Systems Analyst Expert \$40.17 \$80.34 Systems Architect Junior \$20.60 \$41.20 Systems Architect Mid-Level \$33.99 \$67.98	Software Developer	Junior	\$19.57	\$39.14
Software Developer Expert \$39.14 \$78.28 Software Manager Junior \$18.54 \$37.08 Software Manager Mid-Level \$24.72 \$49.44 Software Manager Senior \$30.90 \$61.80 Software Manager Expert \$41.20 \$82.40 Systems Administrator Junior \$16.48 \$32.96 Systems Administrator Mid-Level \$22.66 \$45.32 Systems Administrator Senior \$27.81 \$55.62 Systems Administrator Expert \$31.93 \$63.86 Systems Analyst Junior \$19.57 \$39.14 Systems Analyst Mid-Level \$25.75 \$51.50 Systems Analyst Senior \$30.90 \$61.80 Systems Analyst Expert \$40.17 \$80.34 Systems Architect Junior \$20.60 \$41.20 Systems Architect Mid-Level \$33.99 \$67.98	Software Developer	Mid-Level	\$25.75	\$51.50
Software Manager Junior \$18.54 \$37.08 Software Manager Mid-Level \$24.72 \$49.44 Software Manager Senior \$30.90 \$61.80 Software Manager Expert \$41.20 \$82.40 Systems Administrator Junior \$16.48 \$32.96 Systems Administrator Mid-Level \$22.66 \$45.32 Systems Administrator Senior \$27.81 \$55.62 Systems Administrator Expert \$31.93 \$63.86 Systems Analyst Junior \$19.57 \$39.14 Systems Analyst Mid-Level \$25.75 \$51.50 Systems Analyst Senior \$30.90 \$61.80 Systems Analyst Expert \$40.17 \$80.34 Systems Architect Junior \$20.60 \$41.20 Systems Architect Mid-Level \$33.99 \$67.98	Software Developer	Senior	\$36.05	\$72.10
Software Manager Mid-Level \$24.72 \$49.44 Software Manager Senior \$30.90 \$61.80 Software Manager Expert \$41.20 \$82.40 Systems Administrator Junior \$16.48 \$32.96 Systems Administrator Mid-Level \$22.66 \$45.32 Systems Administrator Senior \$27.81 \$55.62 Systems Administrator Expert \$31.93 \$63.86 Systems Analyst Junior \$19.57 \$39.14 Systems Analyst Mid-Level \$25.75 \$51.50 Systems Analyst Senior \$30.90 \$61.80 Systems Analyst Expert \$40.17 \$80.34 Systems Architect Junior \$20.60 \$41.20 Systems Architect Mid-Level \$33.99 \$67.98	Software Developer	Expert	\$39.14	\$78.28
Software Manager Senior \$30.90 \$61.80 Software Manager Expert \$41.20 \$82.40 Systems Administrator Junior \$16.48 \$32.96 Systems Administrator Mid-Level \$22.66 \$45.32 Systems Administrator Senior \$27.81 \$55.62 Systems Administrator Expert \$31.93 \$63.86 Systems Analyst Junior \$19.57 \$39.14 Systems Analyst Mid-Level \$25.75 \$51.50 Systems Analyst Senior \$30.90 \$61.80 Systems Analyst Expert \$40.17 \$80.34 Systems Architect Junior \$20.60 \$41.20 Systems Architect Mid-Level \$33.99 \$67.98	Software Manager	Junior	\$18.54	\$37.08
Software Manager Expert \$41.20 \$82.40 Systems Administrator Junior \$16.48 \$32.96 Systems Administrator Mid-Level \$22.66 \$45.32 Systems Administrator Senior \$27.81 \$55.62 Systems Administrator Expert \$31.93 \$63.86 Systems Analyst Junior \$19.57 \$39.14 Systems Analyst Mid-Level \$25.75 \$51.50 Systems Analyst Senior \$30.90 \$61.80 Systems Analyst Expert \$40.17 \$80.34 Systems Architect Junior \$20.60 \$41.20 Systems Architect Mid-Level \$33.99 \$67.98	Software Manager	Mid-Level	\$24.72	\$49.44
Systems Administrator Junior \$16.48 \$32.96 Systems Administrator Mid-Level \$22.66 \$45.32 Systems Administrator Senior \$27.81 \$55.62 Systems Administrator Expert \$31.93 \$63.86 Systems Analyst Junior \$19.57 \$39.14 Systems Analyst Mid-Level \$25.75 \$51.50 Systems Analyst Senior \$30.90 \$61.80 Systems Analyst Expert \$40.17 \$80.34 Systems Architect Junior \$20.60 \$41.20 Systems Architect Mid-Level \$33.99 \$67.98	Software Manager	Senior	\$30.90	\$61.80
Systems Administrator Mid-Level \$22.66 \$45.32 Systems Administrator Senior \$27.81 \$55.62 Systems Administrator Expert \$31.93 \$63.86 Systems Analyst Junior \$19.57 \$39.14 Systems Analyst Mid-Level \$25.75 \$51.50 Systems Analyst Senior \$30.90 \$61.80 Systems Analyst Expert \$40.17 \$80.34 Systems Architect Junior \$20.60 \$41.20 Systems Architect Mid-Level \$33.99 \$67.98	Software Manager	Expert	\$41.20	\$82.40
Systems Administrator Senior \$27.81 \$55.62 Systems Administrator Expert \$31.93 \$63.86 Systems Analyst Junior \$19.57 \$39.14 Systems Analyst Mid-Level \$25.75 \$51.50 Systems Analyst Senior \$30.90 \$61.80 Systems Analyst Expert \$40.17 \$80.34 Systems Architect Junior \$20.60 \$41.20 Systems Architect Mid-Level \$33.99 \$67.98	Systems Administrator	Junior	\$16.48	\$32.96
Systems Administrator Expert \$31.93 \$63.86 Systems Analyst Junior \$19.57 \$39.14 Systems Analyst Mid-Level \$25.75 \$51.50 Systems Analyst Senior \$30.90 \$61.80 Systems Analyst Expert \$40.17 \$80.34 Systems Architect Junior \$20.60 \$41.20 Systems Architect Mid-Level \$33.99 \$67.98	Systems Administrator	Mid-Level	\$22.66	\$45.32
Systems Analyst Junior \$19.57 \$39.14 Systems Analyst Mid-Level \$25.75 \$51.50 Systems Analyst Senior \$30.90 \$61.80 Systems Analyst Expert \$40.17 \$80.34 Systems Architect Junior \$20.60 \$41.20 Systems Architect Mid-Level \$33.99 \$67.98	Systems Administrator	Senior	\$27.81	\$55.62
Systems Analyst Mid-Level \$25.75 \$51.50 Systems Analyst Senior \$30.90 \$61.80 Systems Analyst Expert \$40.17 \$80.34 Systems Architect Junior \$20.60 \$41.20 Systems Architect Mid-Level \$33.99 \$67.98	Systems Administrator	Expert	\$31.93	\$63.86
Systems Analyst Senior \$30.90 \$61.80 Systems Analyst Expert \$40.17 \$80.34 Systems Architect Junior \$20.60 \$41.20 Systems Architect Mid-Level \$33.99 \$67.98	Systems Analyst	-	\$19.57	\$39.14
Systems Analyst Expert \$40.17 \$80.34 Systems Architect Junior \$20.60 \$41.20 Systems Architect Mid-Level \$33.99 \$67.98	Systems Analyst	Mid-Level	\$25.75	\$51.50
Systems ArchitectJunior\$20.60\$41.20Systems ArchitectMid-Level\$33.99\$67.98	Systems Analyst	Senior	\$30.90	\$61.80
Systems Architect Mid-Level \$33.99 \$67.98	Systems Analyst			\$80.34
Systems / ii simtest	Systems Architect			• -
Systems Architect Senior \$41.20 \$82.40	Systems Architect	Mid-Level	\$33.99	\$67.98
	Systems Architect	Senior	\$41.20	\$82.40

Region 3 Markup % 100.00%

REGION 3

Job Title	Skill Level	Hourly Wage Rate	Hourly Bill Rate
Security Manager	Mid-Level	\$29.87	\$59.74
Security Manager	Senior	\$39.14	\$78.28
Security Manager	Expert	\$45.32	\$90.64
Software Analyst	Junior	\$22.66	\$45.32
Software Analyst	Mid-Level	\$27.81	\$55.62
Software Analyst	Senior	\$35.02	\$70.04
Software Analyst	Expert	\$43.26	\$86.52
Software Architect	Junior	\$24.72	\$49.44
Software Architect	Mid-Level	\$35.02	\$70.04
Software Architect	Senior	\$50.47	\$100.94
Software Architect	Expert	\$55.62	\$111.24
Software Developer	Junior	\$22.66	\$45.32
Software Developer	Mid-Level	\$32.96	\$65.92
Software Developer	Senior	\$48.41	\$96.82
Software Developer	Expert	\$51.50	\$103.00
Software Manager	Junior	\$21.63	\$43.26
Software Manager	Mid-Level	\$29.87	\$59.74
Software Manager	Senior	\$36.05	\$72.10
Software Manager	Expert	\$46.35	\$92.70
Systems Administrator	Junior	\$18.54	\$37.08
Systems Administrator	Mid-Level	\$22.66	\$45.32
Systems Administrator	Senior	\$30.90	\$61.80
Systems Administrator	Expert	\$35.02	\$70.04
Systems Analyst	Junior	\$22.66	\$45.32
Systems Analyst	Mid-Level	\$29.87	\$59.74
Systems Analyst	Senior	\$35.02	\$70.04
Systems Analyst	Expert	\$45.32	\$90.64
Systems Architect	Junior	\$22.66	\$45.32
Systems Architect	Mid-Level	\$37.08	\$74.16
Systems Architect	Senior	\$46.35	\$92.70

Effective 7/1/2022 3 of 5

Contractor Name:	Crossfire Consulting Corp
Federal ID#:	52-2235792

Region 1 Markup %

100.00%

Hourly Wage Hourly Bill Skill Level Rate Rate Job Title \$53.56 \$107.12 Systems Architect Expert Systems Developer Junior \$22.66 \$45.32 Mid-Level \$30.90 \$61.80 Systems Developer \$87.55 Systems Developer Senior \$43.78 \$49.44 \$98.88 Systems Developer Expert \$30.90 Technical Writer Junior \$15.45 Mid-Level \$17.51 \$35.02 Technical Writer Technical Writer Senior \$21.63 \$43.26 Technical Writer \$24.72 \$49.44 Expert \$16.48 \$32.96 Tester Junior Mid-Level \$18.54 \$37.08 Tester \$24.72 \$49.44 Tester Senior Tester Expert \$26.78 \$53.56 \$21.63 \$43.26 Training Developer Junior Mid-Level \$25.75 \$51.50 Training Developer \$35.54 \$71.07 Senior Training Developer Expert \$43.26 \$86.52 Training Developer \$20.60 \$41.20 Web Administrator Junior \$24.72 \$49.44 Web Administrator Mid-Level Web Administrator Senior \$35.02 \$70.04 \$39.14 \$78.28 Web Administrator Expert Web Designer Junior \$20.60 \$41.20 \$26.78 \$53.56 Mid-Level Web Designer Web Designer Senior \$31.93 \$63.86 \$38.11 \$76.22 Web Designer Expert \$23.18 \$46.35 Web Developer Junior Web Developer Mid-Level \$31.93 \$63.86 Web Developer Senior \$39.14 \$78.28 \$86.52 Web Developer Expert \$43.26 \$21.63 \$43.26 Web Manager Junior

REGION 2

Region 2 Markup %

100.00%

Skill Level	Hourly Wage Rate	Hourly Bill Rate
Expert	\$45.32	\$90.64
<u> </u>		\$41.20
-	\$28.84	\$57.68
Senior	\$39.14	\$78.28
Expert	\$44.29	\$88.58
Junior	\$13.39	\$26.78
Mid-Level	\$16.48	\$32.96
Senior	\$19.57	\$39.14
Expert	\$23.69	\$47.38
Junior	\$16.48	\$32.96
Mid-Level	\$19.57	\$39.14
Senior	\$23.69	\$47.38
Expert	\$26.78	\$53.56
Junior	\$19.57	\$39.14
Mid-Level	\$23.69	\$47.38
Senior	\$31.93	\$63.86
Expert	\$39.14	\$78.28
Junior	\$18.54	\$37.08
Mid-Level	\$21.63	\$43.26
Senior	\$30.90	\$61.80
Expert	\$33.99	\$67.98
Junior	\$18.54	\$37.08
Mid-Level	\$23.69	\$47.38
Senior	\$28.84	\$57.68
Expert	\$33.99	\$67.98
Junior	\$20.60	\$41.20
Mid-Level	\$31.93	\$63.86
Senior	\$35.02	\$70.04
Expert	\$39.14	\$78.28
Junior	\$19.57	\$39.14
	Expert Junior Mid-Level Senior Expert	Expert \$45.32 Junior \$20.60 Mid-Level \$28.84 Senior \$39.14 Expert \$44.29 Junior \$13.39 Mid-Level \$16.48 Senior \$19.57 Expert \$23.69 Junior \$16.48 Mid-Level \$19.57 Senior \$23.69 Expert \$26.78 Junior \$19.57 Mid-Level \$23.69 Expert \$23.69 Expert \$26.78 Junior \$19.57 Mid-Level \$23.69 Senior \$31.93 Expert \$39.14 Junior \$18.54 Mid-Level \$21.63 Senior \$30.90 Expert \$33.99 Junior \$18.54 Mid-Level \$23.69 Senior \$28.84 Expert \$33.99 Junior \$20.60 Mid-Level \$31.93 Senior \$35.02 Expert \$33.93

Region 3 Markup %

100.00%

REGION 3

Job Title	Skill Level	Hourly Wage Rate	Hourly Bill Rate
Systems Architect	Expert	\$54.59	\$109.18
Systems Developer	Junior	\$22.66	\$45.32
Systems Developer	Mid-Level	\$33.99	\$67.98
Systems Developer	Senior	\$45.32	\$90.64
Systems Developer	Expert	\$50.47	\$100.94
Technical Writer	Junior	\$15.45	\$30.90
Technical Writer	Mid-Level	\$17.51	\$35.02
Technical Writer	Senior	\$21.63	\$43.26
Technical Writer	Expert	\$24.72	\$49.44
Tester	Junior	\$20.60	\$41.20
Tester	Mid-Level	\$22.66	\$45.32
Tester	Senior	\$24.72	\$49.44
Tester	Expert	\$28.84	\$57.68
Training Developer	Junior	\$22.66	\$45.32
Training Developer	Mid-Level	\$26.78	\$53.56
Training Developer	Senior	\$37.08	\$74.16
Training Developer	Expert	\$44.29	\$88.58
Web Administrator	Junior	\$21.63	\$43.26
Web Administrator	Mid-Level	\$25.75	\$51.50
Web Administrator	Senior	\$35.02	\$70.04
Web Administrator	Expert	\$43.26	\$86.52
Web Designer	Junior	\$22.66	\$45.32
Web Designer	Mid-Level	\$29.36	\$58.71
Web Designer	Senior	\$35.02	\$70.04
Web Designer	Expert	\$41.72	\$83.43
Web Developer	Junior	\$23.69	\$47.38
Web Developer	Mid-Level	\$30.90	\$61.80
Web Developer	Senior	\$39.14	\$78.28
Web Developer	Expert	\$45.32	\$90.64
Web Manager	Junior	\$21.63	\$43.26

Effective 7/1/2022 4 of 5

Contractor Name:	Crossfire Consulting Corp
Federal ID#:	52-2235792

	REGION 1			REGION 2				REGION 3				
Region 1 Markup %	100.00%				Region 2 Markup %	100.00%			Region 3 Markup %	100.00%		
Job Title	Skill Level	Hourly Wage Rate	Hourly Bill Rate		Job Title	Skill Level	Hourly Wage Rate	Hourly Bill Rate	Job Title	Skill Level	Hourly Wage Rate	Hourly Bill Rate
Web Manager	Mid-Level	\$24.72	\$49.44			Mid-Level	\$22.66	\$45.32	Web Manager	Mid-Level	\$28.84	\$57.68
Web Manager	Senior	\$33.99	\$67.98		Web Manager	Senior	\$29.87		Web Manager	Senior	\$35.02	\$70.04
Web Manager	Expert	\$39.14	\$78.28		Web Manager	Expert	\$37.08	\$74.16	Web Manager	Expert	\$41.20	\$82.40

Effective 7/1/2022 5 of 5

Contractor Name:	Crossfire Consulting Corp
Federal ID#:	52-2235792

Region 1 Markup %

100.00%

Job Title	Skill Level	Hourly Wage Rate	Hourly Bill Rate
Business Analyst	Junior	\$20.00	\$40.00
Business Analyst	Mid-Level	\$25.00	\$50.00
Business Analyst	Senior	\$31.00	\$62.00
Business Analyst	Expert	\$37.00	\$74.00
,	Junior	\$32.50	\$65.00
Cloud Engineer	Mid-Level	\$37.00	\$74.00
Cloud Engineer	Senior		
Cloud Engineer		\$44.00	\$88.00
Cloud Engineer	Expert	\$48.00	\$96.00
Database Administrator	Junior	\$20.00	\$40.00
Database Administrator	Mid-Level	\$26.00	\$52.00
Database Administrator	Senior	\$32.00	\$64.00
Database Administrator	Expert	\$37.00	\$74.00
Database Architect	Junior	\$25.00	\$50.00
Database Architect	Mid-Level	\$30.00	\$60.00
Database Architect	Senior	\$37.00	\$74.00
Database Architect	Expert	\$42.00	\$84.00
Database Manager	Junior	\$20.00	\$40.00
Database Manager	Mid-Level	\$26.00	\$52.00
Database Manager	Senior	\$32.00	\$64.00
Database Manager	Expert	\$37.00	\$74.00
Graphic Designer	Junior	\$20.00	\$40.00
Graphic Designer	Mid-Level	\$25.00	\$50.00
Graphic Designer	Senior	\$27.50	\$55.00
Graphic Designer	Expert	\$32.50	\$65.00
Help Desk Manager	Junior	\$19.00	\$38.00
Help Desk Manager	Mid-Level	\$21.50	\$43.00
Help Desk Manager	Senior	\$24.00	\$48.00
Help Desk Manager	Expert	\$26.00	\$52.00
IT Manager	Junior	\$25.00	\$50.00
IT Manager	Mid-Level	\$30.00	\$60.00
IT Manager	Senior	\$35.00	\$70.00
IT Manager	Expert	\$40.00	\$80.00

REGION 2

Region 2 Markup %

100.00%

Job Title	Skill Level	Hourly Wage Rate	Hourly Bill Rate
Business Analyst	Junior	\$19.00	\$38.00
Business Analyst	Mid-Level	\$23.50	\$47.00
Business Analyst	Senior	\$31.00	\$62.00
Business Analyst	Expert	\$35.00	\$70.00
Cloud Engineer	Junior	\$25.00	\$50.00
Cloud Engineer	Mid-Level	\$35.00	\$70.00
	Senior	\$40.00	\$80.00
Cloud Engineer			
Cloud Engineer	Expert Junior	\$44.00 \$18.00	\$88.00
Database Administrator			\$36.00
Database Administrator	Mid-Level Senior	\$24.00	\$48.00
Database Administrator		\$31.00	\$62.00
Database Administrator	Expert	\$33.00	\$66.00
Database Architect	Junior	\$23.00	\$46.00
Database Architect	Mid-Level	\$28.00	\$56.00
Database Architect	Senior	\$34.00	\$68.00
Database Architect	Expert	\$40.00	\$80.00
Database Manager	Junior	\$18.00	\$36.00
Database Manager	Mid-Level	\$24.00	\$48.00
Database Manager	Senior	\$31.00	\$62.00
Database Manager	Expert	\$33.00	\$66.00
Graphic Designer	Junior	\$16.00	\$32.00
Graphic Designer	Mid-Level	\$23.00	\$46.00
Graphic Designer	Senior	\$25.00	\$50.00
Graphic Designer	Expert	\$30.00	\$60.00
Help Desk Manager	Junior	\$17.00	\$34.00
Help Desk Manager	Mid-Level	\$19.00	\$38.00
Help Desk Manager	Senior	\$22.00	\$44.00
Help Desk Manager	Expert	\$24.00	\$48.00
IT Manager	Junior	\$22.00	\$44.00
IT Manager	Mid-Level	\$24.00	\$48.00
IT Manager	Senior	\$30.00	\$60.00
IT Manager	Expert	\$32.00	\$64.00

REGION 3

Region 3 Markup %

100.00%

	Skill Level	Hourly Wage Rate	Hourly Bill Rate
Job Title		•	
Business Analyst	Junior	\$22.50	\$45.00
Business Analyst	Mid-Level	\$27.50	\$55.00
Business Analyst	Senior	\$35.00	\$70.00
Business Analyst	Expert	\$40.00	\$80.00
Cloud Engineer	Junior	\$33.00	\$66.00
Cloud Engineer	Mid-Level	\$38.00	\$76.00
Cloud Engineer	Senior	\$46.00	\$92.00
Cloud Engineer	Expert	\$49.00	\$98.00
Database Administrator	Junior	\$20.00	\$40.00
Database Administrator	Mid-Level	\$25.00	\$50.00
Database Administrator	Senior	\$34.00	\$68.00
Database Administrator	Expert	\$38.44	\$76.88
Database Architect	Junior	\$25.00	\$50.00
Database Architect	Mid-Level	\$30.00	\$60.00
Database Architect	Senior	\$40.00	\$80.00
Database Architect	Expert	\$44.00	\$88.00
Database Manager	Junior	\$20.00	\$40.00
Database Manager	Mid-Level	\$25.00	\$50.00
Database Manager	Senior	\$34.00	\$68.00
Database Manager	Expert	\$38.44	\$76.88
Graphic Designer	Junior	\$22.00	\$44.00
Graphic Designer	Mid-Level	\$27.50	\$55.00
Graphic Designer	Senior	\$29.00	\$58.00
Graphic Designer	Expert	\$34.00	\$68.00
Help Desk Manager	Junior	\$21.00	\$42.00
Help Desk Manager	Mid-Level	\$22.00	\$44.00
Help Desk Manager	Senior	\$25.00	\$50.00
Help Desk Manager	Expert	\$27.00	\$54.00
IT Manager	Junior	\$26.00	\$52.00
IT Manager	Mid-Level	\$32.00	\$64.00
IT Manager	Senior	\$37.00	\$74.00
IT Manager	Expert	\$42.00	\$84.00

Effective 7/1/2019 1 of 5

Region 2 Markup %

Contractor Name:	Crossfire Consulting Corp
Federal ID#:	52-2235792

REGION 1

Hourly Wage

Rate

\$24.00

\$28.00

\$34.00

\$44.00

\$20.00

\$24.00

\$31.00 \$36.00

\$24.00

\$30.00

\$34.00

\$38.00

\$21.00

\$24.00

\$30.00

\$36.00

\$19.50

\$27.00

\$34.00

\$40.00

\$22.50

\$27.50

\$36.00

\$45.00

\$21.00

\$26.00

\$32.00

\$38.00

\$22.00

\$28.00

Region 1 Markup %

Job Title IT Specialist

IT Specialist

IT Specialist

IT Specialist

Network Administrator

Network Administrator

Network Administrator

Network Administrator

Network Architect

Network Architect

Network Architect

Network Architect

Operations Manager

Operations Manager

Operations Manager

Operations Manager

Programmer

Programmer

Programmer Programmer

Project Manager

Project Manager

Project Manager

Project Manager

Security Analyst Security Analyst

Security Analyst

Security Analyst

Security Manager

Security Manager

100.00%

Skill Level

Junior

Senior

Expert

Junior

Senior

Expert Junior

Senior

Expert

Junior

Mid-Level

Mid-Level

Mid-Level

Mid-Level

Mid-Level

Mid-Level

Mid-Level

Mid-Level

Hourly Bill Rate \$48.00 \$56.00 \$68.00 \$88.00 \$40.00 \$48.00 \$62.00 \$72.00 \$48.00 \$60.00 \$68.00 \$76.00 \$42.00 \$48.00 \$60.00 \$72.00 \$39.00 \$54.00 \$68.00 \$80.00 \$45.00 \$55.00 \$72.00 \$90.00 \$42.00 \$52.00 \$64.00 \$76.00 \$44.00

\$56.00

100.00%

Junior Mid-Level Senior Expert Junior Mid-Level Senior Expert Junior Mid-Level Junior Mid-Level Senior	\$20.00 \$25.00 \$30.00 \$40.00 \$18.00 \$20.00 \$25.00 \$30.00 \$22.00	\$40.00 \$50.00 \$60.00 \$80.00 \$36.00 \$40.00 \$50.00 \$60.00
Mid-Level Senior Expert Junior Mid-Level Senior Expert Junior Mid-Level Mid-Level	\$25.00 \$30.00 \$40.00 \$18.00 \$20.00 \$25.00 \$30.00 \$22.00	\$50.00 \$60.00 \$80.00 \$36.00 \$40.00 \$50.00
Senior Expert Junior Mid-Level Senior Expert Junior Mid-Level	\$30.00 \$40.00 \$18.00 \$20.00 \$25.00 \$30.00 \$22.00	\$60.00 \$80.00 \$36.00 \$40.00 \$50.00
Expert Junior Mid-Level Senior Expert Junior Mid-Level	\$40.00 \$18.00 \$20.00 \$25.00 \$30.00 \$22.00	\$80.00 \$36.00 \$40.00 \$50.00
Junior Mid-Level Senior Expert Junior Mid-Level	\$18.00 \$20.00 \$25.00 \$30.00 \$22.00	\$36.00 \$40.00 \$50.00 \$60.00
Mid-Level Senior Expert Junior Mid-Level	\$20.00 \$25.00 \$30.00 \$22.00	\$40.00 \$50.00 \$60.00
Senior Expert Junior Mid-Level	\$25.00 \$30.00 \$22.00	\$50.00 \$60.00
Expert Junior Mid-Level	\$30.00 \$22.00	\$60.00
Junior Mid-Level	\$22.00	
Mid-Level		\$44.00
	\$25.00	
Sonior		\$50.00
SCHOL		\$58.00
Expert	\$33.00	\$66.00
Junior	\$19.00	\$38.00
Mid-Level	\$23.00	\$46.00
Senior	\$28.00	\$56.00
Expert	\$33.00	\$66.00
Junior	\$17.00	\$34.00
Mid-Level	\$25.00	\$50.00
Senior	\$32.00	\$64.00
Expert	\$36.00	\$72.00
Junior	\$21.50	\$43.00
Mid-Level	\$27.00	\$54.00
Senior	\$35.00	\$70.00
Expert	\$41.00	\$82.00
Junior	\$19.00	\$38.00
Mid-Level	\$23.00	\$46.00
Senior	\$29.00	\$58.00
Expert		\$68.00
Junior		\$40.00
Mid-Level	\$25.00	\$50.00
	Senior Expert Junior Mid-Level Senior	Senior \$29.00 Expert \$33.00 Junior \$19.00 Mid-Level \$23.00 Senior \$28.00 Expert \$33.00 Junior \$17.00 Mid-Level \$25.00 Senior \$32.00 Expert \$36.00 Junior \$21.50 Mid-Level \$27.00 Senior \$35.00 Expert \$41.00 Junior \$19.00 Mid-Level \$23.00 Senior \$29.00 Expert \$34.00 Junior \$20.00

REGION 3

Region 3 Markup %

100.00%

	Skill Level	Hourly Wage Rate	Hourly Bill Rate
Job Title			
IT Specialist	Junior	\$25.00	\$50.00
IT Specialist	Mid-Level	\$29.00	\$58.00
IT Specialist	Senior	\$36.00	\$72.00
IT Specialist	Expert	\$48.00	\$96.00
Network Administrator	Junior	\$22.00	\$44.00
Network Administrator	Mid-Level	\$26.00	\$52.00
Network Administrator	Senior	\$32.00	\$64.00
Network Administrator	Expert	\$38.00	\$76.00
Network Architect	Junior	\$25.00	\$50.00
Network Architect	Mid-Level	\$31.00	\$62.00
Network Architect	Senior	\$35.00	\$70.00
Network Architect	Expert	\$37.00	\$74.00
Operations Manager	Junior	\$22.00	\$44.00
Operations Manager	Mid-Level	\$25.00	\$50.00
Operations Manager	Senior	\$31.44	\$62.88
Operations Manager	Expert	\$37.44	\$74.88
Programmer	Junior	\$21.00	\$42.00
Programmer	Mid-Level	\$30.00	\$60.00
Programmer	Senior	\$36.00	\$72.00
Programmer	Expert	\$43.50	\$87.00
Project Manager	Junior	\$25.00	\$50.00
Project Manager	Mid-Level	\$30.00	\$60.00
Project Manager	Senior	\$40.00	\$80.00
Project Manager	Expert	\$48.00	\$96.00
Security Analyst	Junior	\$23.00	\$46.00
Security Analyst	Mid-Level	\$28.00	\$56.00
Security Analyst	Senior	\$33.00	\$66.00
Security Analyst	Expert	\$42.00	\$84.00
Security Manager	Junior	\$23.00	\$46.00
Security Manager	Mid-Level	\$29.00	\$58.00

Effective 7/1/2019 2 of 5

Contractor Name:	Crossfire Consulting Corp
Federal ID#:	52-2235792

Region 1 Markup %

100.00%

REGION 2

Region 2 Markup % 100.00%

	Skill Level	Hourly Wage Rate	Hourly Bill Rate		
Job Title		#00.00	#70.00		
Security Manager	Senior	\$36.00	\$72.00		
Security Manager	Expert	\$42.00	\$84.00		
Software Analyst	Junior	\$22.00	\$44.00		
Software Analyst	Mid-Level	\$26.00	\$52.00		
Software Analyst	Senior	\$32.00	\$64.00		
Software Analyst	Expert	\$41.00	\$82.00		
Software Architect	Junior	\$23.00	\$46.00		
Software Architect	Mid-Level	\$32.00	\$64.00		
Software Architect	Senior	\$44.50	\$89.00		
Software Architect	Expert	\$49.00	\$98.00		
Software Developer	Junior	\$21.00	\$42.00		
Software Developer	Mid-Level	\$30.00	\$60.00		
Software Developer	Senior	\$42.44	\$84.88		
Software Developer	Expert	\$46.44	\$92.88		
Software Manager	Junior	\$20.00	\$40.00		
Software Manager	Mid-Level	\$28.00	\$56.00		
Software Manager	Senior	\$34.00	\$68.00		
Software Manager	Expert	\$44.00	\$88.00		
Systems Administrator	Junior	\$18.00	\$36.00		
Systems Administrator	Mid-Level	\$23.00	\$46.00		
Systems Administrator	Senior	\$30.00	\$60.00		
Systems Administrator	Expert	\$34.00	\$68.00		
Systems Analyst	Junior	\$22.00	\$44.00		
Systems Analyst	Mid-Level	\$28.00	\$56.00		
Systems Analyst	Senior	\$33.00	\$66.00		
Systems Analyst	Expert	\$42.00	\$84.00		
Systems Architect	Junior	\$22.00	\$44.00		
Systems Architect	Mid-Level	\$35.00	\$70.00		
Systems Architect	Senior	\$44.00	\$88.00		
Systems Architect	Expert	\$52.00	\$104.00		

	Skill Level	Hourly Wage Rate	Hourly Bill Rate
Job Title		***	***
Security Manager	Senior	\$30.00	\$60.00
Security Manager	Expert	\$35.00	\$70.00
Software Analyst	Junior	\$20.00	\$40.00
Software Analyst	Mid-Level	\$23.00	\$46.00
Software Analyst	Senior	\$28.00	\$56.00
Software Analyst	Expert	\$34.00	\$68.00
Software Architect	Junior	\$20.00	\$40.00
Software Architect	Mid-Level	\$27.00	\$54.00
Software Architect	Senior	\$37.00	\$74.00
Software Architect	Expert	\$41.00	\$82.00
Software Developer	Junior	\$19.00	\$38.00
Software Developer	Mid-Level	\$25.00	\$50.00
Software Developer	Senior	\$35.00	\$70.00
Software Developer	Expert	\$38.00	\$76.00
Software Manager	Junior	\$18.00	\$36.00
Software Manager	Mid-Level	\$24.00	\$48.00
Software Manager	Senior	\$30.00	\$60.00
Software Manager	Expert	\$40.00	\$80.00
Systems Administrator	Junior	\$16.00	\$32.00
Systems Administrator	Mid-Level	\$22.00	\$44.00
Systems Administrator	Senior	\$27.00	\$54.00
Systems Administrator	Expert	\$31.00	\$62.00
Systems Analyst	Junior	\$19.00	\$38.00
Systems Analyst	Mid-Level	\$25.00	\$50.00
Systems Analyst	Senior	\$30.00	\$60.00
Systems Analyst	Expert	\$39.00	\$78.00
Systems Architect	Junior	\$20.00	\$40.00
Systems Architect	Mid-Level	\$33.00	\$66.00
Systems Architect	Senior	\$40.00	\$80.00
Systems Architect	Expert	\$44.00	\$88.00
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Region 3 Markup % 100.00%

REGION 3

lah Tida	Skill Level	Hourly Wage Rate	Hourly Bill Rate		
Job Title	Senior	\$38.00	\$76.00		
Security Manager	Expert	\$44.00	\$88.00		
Security Manager	Junior	\$22.00	\$44.00		
Software Analyst	Mid-Level	\$27.00	,		
Software Analyst	Senior	\$34.00	\$54.00		
Software Analyst		\$42.00	\$68.00		
Software Analyst	Expert	*	\$84.00		
Software Architect	Junior	\$24.00	\$48.00		
Software Architect	Mid-Level	\$34.00	\$68.00		
Software Architect	Senior	\$49.00	\$98.00		
Software Architect	Expert	\$54.00	\$108.00		
Software Developer	Junior	\$22.00	\$44.00		
Software Developer	Mid-Level	\$32.00	\$64.00		
Software Developer	Senior	\$47.00	\$94.00		
Software Developer	Expert	\$50.00	\$100.00		
Software Manager	Junior	\$21.00	\$42.00		
Software Manager	Mid-Level	\$29.00	\$58.00		
Software Manager	Senior	\$35.00	\$70.00		
Software Manager	Expert	\$45.00	\$90.00		
Systems Administrator	Junior	\$18.00	\$36.00		
Systems Administrator	Mid-Level	\$22.00	\$44.00		
Systems Administrator	Senior	\$30.00	\$60.00		
Systems Administrator	Expert	\$34.00	\$68.00		
Systems Analyst	Junior	\$22.00	\$44.00		
Systems Analyst	Mid-Level	\$29.00	\$58.00		
Systems Analyst	Senior	\$34.00	\$68.00		
Systems Analyst	Expert	\$44.00	\$88.00		
Systems Architect	Junior	\$22.00	\$44.00		
Systems Architect	Mid-Level	\$36.00	\$72.00		
Systems Architect	Senior	\$45.00	\$90.00		
Systems Architect	Expert	\$53.00	\$106.00		

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Contractor Name:	Crossfire Consulting Corp
Federal ID#:	52-2235792

REGION 1

Region 1 Markup %

100.00%

Job Title	Skill Level	Hourly Wage Rate	Hourly Bill Rate		
Systems Developer	Junior	\$22.00	\$44.00		
Systems Developer	Mid-Level	\$30.00	\$60.00		
Systems Developer	Senior	\$42.50	\$85.00		
Systems Developer	Expert	\$48.00	\$96.00		
Technical Writer	Junior	\$15.00	\$30.00		
Technical Writer	Mid-Level	\$17.00	\$34.00		
Technical Writer	Senior	\$21.00	\$42.00		
Technical Writer	Expert	\$24.00	\$48.00		
Tester	Junior	\$16.00	\$32.00		
Tester	Mid-Level	\$18.00	\$36.00		
Tester	Senior	\$24.00	\$48.00		
Tester	Expert	\$26.00	\$52.00		
Training Developer	Junior	\$21.00	\$42.00		
Training Developer	Mid-Level	\$25.00	\$50.00		
Training Developer	Senior	\$34.50	\$69.00		
Training Developer	Expert	\$42.00	\$84.00		
Web Administrator	Junior	\$20.00	\$40.00		
Web Administrator	Mid-Level	\$24.00	\$48.00		
Web Administrator	Senior	\$34.00	\$68.00		
Web Administrator	Expert	\$38.00	\$76.00		
Web Designer	Junior	\$20.00	\$40.00		
Web Designer	Mid-Level	\$26.00	\$52.00		
Web Designer	Senior	\$31.00	\$62.00		
Web Designer	Expert	\$37.00	\$74.00		
Web Developer	Junior	\$22.50	\$45.00		
Web Developer	Mid-Level	\$31.00	\$62.00		
Web Developer	Senior	\$38.00	\$76.00		
Web Developer	Expert	\$42.00	\$84.00		
Web Manager	Junior	\$21.00	\$42.00		
Web Manager	Mid-Level	\$24.00	\$48.00		

Region 2 Markup %

	Skill Level	Hourly Wage Rate	Hourly Bill Rate		
Job Title					
Systems Developer	Junior	\$20.00	\$40.00		
Systems Developer	Mid-Level	\$28.00	\$56.00		
Systems Developer	Senior	\$38.00	\$76.00		
Systems Developer	Expert	\$43.00	\$86.00		
Technical Writer	Junior	\$13.00	\$26.00		
Technical Writer	Mid-Level	\$16.00	\$32.00		
Technical Writer	Senior	\$19.00	\$38.00		
Technical Writer	Expert	\$23.00	\$46.00		
Tester	Junior	\$16.00	\$32.00		
Tester	Mid-Level	\$19.00	\$38.00		
Tester	Senior	\$23.00	\$46.00		
Tester	Expert	\$26.00	\$52.00		
Training Developer	Junior	\$19.00	\$38.00		
Training Developer	Mid-Level	\$23.00	\$46.00		
Training Developer	Senior	\$31.00	\$62.00		
Training Developer	Expert	\$38.00	\$76.00		
Web Administrator	Junior	\$18.00	\$36.00		
Web Administrator	Mid-Level	\$21.00	\$42.00		
Web Administrator	Senior	\$30.00	\$60.00		
Web Administrator	Expert	\$33.00	\$66.00		
Web Designer	Junior	\$18.00	\$36.00		
Web Designer	Mid-Level	\$23.00	\$46.00		
Web Designer	Senior	\$28.00	\$56.00		
Web Designer	Expert	\$33.00	\$66.00		
Web Developer	Junior	\$20.00	\$40.00		
Web Developer	Mid-Level	\$31.00	\$62.00		
Web Developer	Senior	\$34.00	\$68.00		
Web Developer	Expert	\$38.00	\$76.00		
Web Manager	Junior	\$19.00	\$38.00		
Web Manager	Mid-Level	\$22.00	\$44.00		

REGION 3

Region 3 Markup %

100.00%

	Skill Level	Hourly Wage Rate	Hourly Bill Rate		
Job Title					
Systems Developer	Junior	\$22.00	\$44.00		
Systems Developer	Mid-Level	\$33.00	\$66.00		
Systems Developer	Senior	\$44.00	\$88.00		
Systems Developer	Expert	\$49.00	\$98.00		
Technical Writer	Junior	\$15.00	\$30.00		
Technical Writer	Mid-Level	\$17.00	\$34.00		
Technical Writer	Senior	\$21.00	\$42.00		
Technical Writer	Expert	\$24.00	\$48.00		
Tester	Junior	\$20.00	\$40.00		
Tester	Mid-Level	\$22.00	\$44.00		
Tester	Senior	\$24.00	\$48.00		
Tester	Expert	\$28.00	\$56.00		
Training Developer	Junior	\$22.00	\$44.00		
Training Developer	Mid-Level	\$26.00	\$52.00		
Training Developer	Senior	\$36.00	\$72.00		
Training Developer	Expert	\$43.00	\$86.00		
Web Administrator	Junior	\$21.00	\$42.00		
Web Administrator	Mid-Level	\$25.00	\$50.00		
Web Administrator	Senior	\$34.00	\$68.00		
Web Administrator	Expert	\$42.00	\$84.00		
Web Designer	Junior	\$22.00	\$44.00		
Web Designer	Mid-Level	\$28.50	\$57.00		
Web Designer	Senior	\$34.00	\$68.00		
Web Designer	Expert	\$40.50	\$81.00		
Web Developer	Junior	\$23.00	\$46.00		
Web Developer	Mid-Level	\$30.00	\$60.00		
Web Developer	Senior	\$38.00	\$76.00		
Web Developer	Expert	\$44.00	\$88.00		
Web Manager			\$42.00		
Web Manager	Mid-Level	\$28.00	\$56.00		

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Contractor Name:	Crossfire Consulting Corp
Federal ID#:	52-2235792

REGION 1					REGION 2				REGION 3				
Region 1 Markup	% 100.00%				Region 2 Markup %	100.00%				Region 3 Markup %	100.00%		
	Skill Level	Hourly Wage Rate	Hourly Bill Rate			Skill Level	Hourly Wage Rate	Hourly Bill Rate			Skill Level	Hourly Wage Rate	Hourly Bill Rate
Job Title					Job Title					Job Title			
Web Manager	Senior	\$33.00	\$66.00		Web Manager	Senior	\$29.00	\$58.00		Web Manager	Senior	\$34.00	\$68.00
Web Manager	Expert	\$38.00	\$76.00		Web Manager	Expert	\$36.00	\$72.00		Web Manager	Expert	\$40.00	\$80.00