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|------------------|----------------|
| Contractor Name: | LanceSoft, Inc |
| Federal ID#:     | 54-1974095     |

| REGION 1               |             |                  |                  | REGION 2               |             |                  |                  | REGION 3               |             |                  |                  |
|------------------------|-------------|------------------|------------------|------------------------|-------------|------------------|------------------|------------------------|-------------|------------------|------------------|
| Region 1 Markup %      |             | 29.00%           |                  | Region 2 Markup %      |             | 29.00%           |                  | Region 3 Markup %      |             | 29.00%           |                  |
| 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 |
| Business Analyst       | Junior      | \$31.83          | \$41.06          | Business Analyst       | Junior      | \$31.83          | \$41.06          | Business Analyst       | Junior      | \$31.83          | \$41.06          |
| Business Analyst       | Mid-Level   | \$37.13          | \$47.90          | Business Analyst       | Mid-Level   | \$37.13          | \$47.90          | Business Analyst       | Mid-Level   | \$37.13          | \$47.90          |
| Business Analyst       | Senior      | \$58.35          | \$75.27          | Business Analyst       | Senior      | \$58.35          | \$75.27          | Business Analyst       | Senior      | \$58.35          | \$75.27          |
| Business Analyst       | Expert      | \$65.78          | \$84.85          | Business Analyst       | Expert      | \$65.78          | \$84.85          | Business Analyst       | Expert      | \$65.78          | \$84.85          |
| Cloud Engineer         | Junior      | \$53.05          | \$68.43          | Cloud Engineer         | Junior      | \$53.05          | \$68.43          | Cloud Engineer         | Junior      | \$53.05          | \$68.43          |
| Cloud Engineer         | Mid-Level   | \$68.96          | \$88.96          | Cloud Engineer         | Mid-Level   | \$68.96          | \$88.96          | Cloud Engineer         | Mid-Level   | \$68.96          | \$88.96          |
| Cloud Engineer         | Senior      | \$86.99          | \$112.22         | Cloud Engineer         | Senior      | \$86.99          | \$112.22         | Cloud Engineer         | Senior      | \$86.99          | \$112.22         |
| Cloud Engineer         | Expert      | \$100.79         | \$130.01         | Cloud Engineer         | Expert      | \$100.79         | \$130.01         | Cloud Engineer         | Expert      | \$100.79         | \$130.01         |
| Database Administrator | Junior      | \$37.13          | \$47.90          | Database Administrator | Junior      | \$37.13          | \$47.90          | Database Administrator | Junior      | \$37.13          | \$47.90          |
| Database Administrator | Mid-Level   | \$44.56          | \$57.48          | Database Administrator | Mid-Level   | \$44.56          | \$57.48          | Database Administrator | Mid-Level   | \$44.56          | \$57.48          |
| Database Administrator | Senior      | \$63.65          | \$82.11          | Database Administrator | Senior      | \$63.65          | \$82.11          | Database Administrator | Senior      | \$63.65          | \$82.11          |
| Database Administrator | Expert      | \$76.38          | \$98.54          | Database Administrator | Expert      | \$76.38          | \$98.54          | Database Administrator | Expert      | \$76.38          | \$98.54          |
| Database Architect     | Junior      | \$63.65          | \$82.11          | Database Architect     | Junior      | \$63.65          | \$82.11          | Database Architect     | Junior      | \$63.65          | \$82.11          |
| Database Architect     | Mid-Level   | \$76.38          | \$98.54          | Database Architect     | Mid-Level   | \$76.38          | \$98.54          | Database Architect     | Mid-Level   | \$76.38          | \$98.54          |
| Database Architect     | Senior      | \$84.87          | \$109.48         | Database Architect     | Senior      | \$84.87          | \$109.48         | Database Architect     | Senior      | \$84.87          | \$109.48         |
| Database Architect     | Expert      | \$93.36          | \$120.43         | Database Architect     | Expert      | \$93.36          | \$120.43         | Database Architect     | Expert      | \$93.36          | \$120.43         |
| Database Manager       | Junior      | \$47.74          | \$61.59          | Database Manager       | Junior      | \$47.74          | \$61.59          | Database Manager       | Junior      | \$47.74          | \$61.59          |
| Database Manager       | Mid-Level   | \$55.17          | \$71.17          | Database Manager       | Mid-Level   | \$55.17          | \$71.17          | Database Manager       | Mid-Level   | \$55.17          | \$71.17          |
| Database Manager       | Senior      | \$68.96          | \$88.96          | Database Manager       | Senior      | \$68.96          | \$88.96          | Database Manager       | Senior      | \$68.96          | \$88.96          |
| Database Manager       | Expert      | \$79.57          | \$102.64         | Database Manager       | Expert      | \$79.57          | \$102.64         | Database Manager       | Expert      | \$79.57          | \$102.64         |
| Graphic Designer       | Junior      | \$26.52          | \$34.21          | Graphic Designer       | Junior      | \$26.52          | \$34.21          | Graphic Designer       | Junior      | \$26.52          | \$34.21          |
| Graphic Designer       | Mid-Level   | \$31.83          | \$41.06          | Graphic Designer       | Mid-Level   | \$31.83          | \$41.06          | Graphic Designer       | Mid-Level   | \$31.83          | \$41.06          |
| Graphic Designer       | Senior      | \$40.31          | \$52.01          | Graphic Designer       | Senior      | \$40.31          | \$52.01          | Graphic Designer       | Senior      | \$40.31          | \$52.01          |
| Graphic Designer       | Expert      | \$50.92          | \$65.69          | Graphic Designer       | Expert      | \$50.92          | \$65.69          | Graphic Designer       | Expert      | \$50.92          | \$65.69          |
| Help Desk Manager      | Junior      | \$26.52          | \$34.21          | Help Desk Manager      | Junior      | \$26.52          | \$34.21          | Help Desk Manager      | Junior      | \$26.52          | \$34.21          |
| Help Desk Manager      | Mid-Level   | \$31.83          | \$41.06          | Help Desk Manager      | Mid-Level   | \$31.83          | \$41.06          | Help Desk Manager      | Mid-Level   | \$31.83          | \$41.06          |
| Help Desk Manager      | Senior      | \$40.31          | \$52.01          | Help Desk Manager      | Senior      | \$40.31          | \$52.01          | Help Desk Manager      | Senior      | \$40.31          | \$52.01          |
| Help Desk Manager      | Expert      | \$47.74          | \$61.59          | Help Desk Manager      | Expert      | \$47.74          | \$61.59          | Help Desk Manager      | Expert      | \$47.74          | \$61.59          |
| IT Manager             | Junior      | \$37.13          | \$47.90          | IT Manager             | Junior      | \$37.13          | \$47.90          | IT Manager             | Junior      | \$37.13          | \$47.90          |
| IT Manager             | Mid-Level   | \$47.74          | \$61.59          | IT Manager             | Mid-Level   | \$47.74          | \$61.59          | IT Manager             | Mid-Level   | \$47.74          | \$61.59          |
| IT Manager             | Senior      | \$61.53          | \$79.38          | IT Manager             | Senior      | \$61.53          | \$79.38          | IT Manager             | Senior      | \$61.53          | \$79.38          |
| IT Manager             | Expert      | \$74.26          | \$95.80          | IT Manager             | Expert      | \$74.26          | \$95.80          | IT Manager             | Expert      | \$74.26          | \$95.80          |

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| Contractor Name: | LanceSoft, Inc |
| Federal ID#:     | 54-1974095     |

| REGION 1              |             |                  |                  | REGION 2              |             |                  |                  | REGION 3              |             |                  |                  |
|-----------------------|-------------|------------------|------------------|-----------------------|-------------|------------------|------------------|-----------------------|-------------|------------------|------------------|
| Region 1 Markup %     |             | 29.00%           |                  | Region 2 Markup %     |             | 29.00%           |                  | Region 3 Markup %     |             | 29.00%           |                  |
| 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 |
| IT Specialist         | Junior      | \$26.52          | \$34.21          | IT Specialist         | Junior      | \$26.52          | \$34.21          | IT Specialist         | Junior      | \$26.52          | \$34.21          |
| IT Specialist         | Mid-Level   | \$31.83          | \$41.06          | IT Specialist         | Mid-Level   | \$31.83          | \$41.06          | IT Specialist         | Mid-Level   | \$31.83          | \$41.06          |
| IT Specialist         | Senior      | \$37.13          | \$47.90          | IT Specialist         | Senior      | \$37.13          | \$47.90          | IT Specialist         | Senior      | \$37.13          | \$47.90          |
| IT Specialist         | Expert      | \$47.74          | \$61.59          | IT Specialist         | Expert      | \$47.74          | \$61.59          | IT Specialist         | Expert      | \$47.74          | \$61.59          |
| Network Administrator | Junior      | \$33.95          | \$43.79          | Network Administrator | Junior      | \$33.95          | \$43.79          | Network Administrator | Junior      | \$33.95          | \$43.79          |
| Network Administrator | Mid-Level   | \$44.56          | \$57.48          | Network Administrator | Mid-Level   | \$44.56          | \$57.48          | Network Administrator | Mid-Level   | \$44.56          | \$57.48          |
| Network Administrator | Senior      | \$53.05          | \$68.43          | Network Administrator | Senior      | \$53.05          | \$68.43          | Network Administrator | Senior      | \$53.05          | \$68.43          |
| Network Administrator | Expert      | \$65.78          | \$84.85          | Network Administrator | Expert      | \$65.78          | \$84.85          | Network Administrator | Expert      | \$65.78          | \$84.85          |
| Network Architect     | Junior      | \$55.17          | \$71.17          | Network Architect     | Junior      | \$55.17          | \$71.17          | Network Architect     | Junior      | \$55.17          | \$71.17          |
| Network Architect     | Mid-Level   | \$63.65          | \$82.11          | Network Architect     | Mid-Level   | \$63.65          | \$82.11          | Network Architect     | Mid-Level   | \$63.65          | \$82.11          |
| Network Architect     | Senior      | \$72.14          | \$93.06          | Network Architect     | Senior      | \$72.14          | \$93.06          | Network Architect     | Senior      | \$72.14          | \$93.06          |
| Network Architect     | Expert      | \$84.87          | \$109.48         | Network Architect     | Expert      | \$84.87          | \$109.48         | Network Architect     | Expert      | \$84.87          | \$109.48         |
| Operations Manager    | Junior      | \$37.13          | \$47.90          | Operations Manager    | Junior      | \$37.13          | \$47.90          | Operations Manager    | Junior      | \$37.13          | \$47.90          |
| Operations Manager    | Mid-Level   | \$44.56          | \$57.48          | Operations Manager    | Mid-Level   | \$44.56          | \$57.48          | Operations Manager    | Mid-Level   | \$44.56          | \$57.48          |
| Operations Manager    | Senior      | \$53.05          | \$68.43          | Operations Manager    | Senior      | \$53.05          | \$68.43          | Operations Manager    | Senior      | \$53.05          | \$68.43          |
| Operations Manager    | Expert      | \$61.53          | \$79.38          | Operations Manager    | Expert      | \$61.53          | \$79.38          | Operations Manager    | Expert      | \$61.53          | \$79.38          |
| Programmer            | Junior      | \$42.44          | \$54.74          | Programmer            | Junior      | \$42.44          | \$54.74          | Programmer            | Junior      | \$42.44          | \$54.74          |
| Programmer            | Mid-Level   | \$55.17          | \$71.17          | Programmer            | Mid-Level   | \$55.17          | \$71.17          | Programmer            | Mid-Level   | \$55.17          | \$71.17          |
| Programmer            | Senior      | \$65.78          | \$84.85          | Programmer            | Senior      | \$65.78          | \$84.85          | Programmer            | Senior      | \$65.78          | \$84.85          |
| Programmer            | Expert      | \$77.45          | \$99.90          | Programmer            | Expert      | \$77.45          | \$99.90          | Programmer            | Expert      | \$77.45          | \$99.90          |
| Project Manager       | Junior      | \$42.44          | \$54.74          | Project Manager       | Junior      | \$42.44          | \$54.74          | Project Manager       | Junior      | \$42.44          | \$54.74          |
| Project Manager       | Mid-Level   | \$55.17          | \$71.17          | Project Manager       | Mid-Level   | \$55.17          | \$71.17          | Project Manager       | Mid-Level   | \$55.17          | \$71.17          |
| Project Manager       | Senior      | \$63.65          | \$82.11          | Project Manager       | Senior      | \$63.65          | \$82.11          | Project Manager       | Senior      | \$63.65          | \$82.11          |
| Project Manager       | Expert      | \$74.26          | \$95.80          | Project Manager       | Expert      | \$74.26          | \$95.80          | Project Manager       | Expert      | \$74.26          | \$95.80          |
| Security Analyst      | Junior      | \$31.83          | \$41.06          | Security Analyst      | Junior      | \$31.83          | \$41.06          | Security Analyst      | Junior      | \$31.83          | \$41.06          |
| Security Analyst      | Mid-Level   | \$47.74          | \$61.59          | Security Analyst      | Mid-Level   | \$47.74          | \$61.59          | Security Analyst      | Mid-Level   | \$47.74          | \$61.59          |
| Security Analyst      | Senior      | \$55.17          | \$71.17          | Security Analyst      | Senior      | \$55.17          | \$71.17          | Security Analyst      | Senior      | \$55.17          | \$71.17          |
| Security Analyst      | Expert      | \$68.96          | \$88.96          | Security Analyst      | Expert      | \$68.96          | \$88.96          | Security Analyst      | Expert      | \$68.96          | \$88.96          |
| Security Manager      | Junior      | \$55.17          | \$71.17          | Security Manager      | Junior      | \$55.17          | \$71.17          | Security Manager      | Junior      | \$55.17          | \$71.17          |
| Security Manager      | Mid-Level   | \$63.65          | \$82.11          | Security Manager      | Mid-Level   | \$63.65          | \$82.11          | Security Manager      | Mid-Level   | \$63.65          | \$82.11          |
| Security Manager      | Senior      | \$74.26          | \$95.80          | Security Manager      | Senior      | \$74.26          | \$95.80          | Security Manager      | Senior      | \$74.26          | \$95.80          |

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| Federal ID#:     | 54-1974095     |

| REGION 1              |             |                  |                  | REGION 2              |             |                  |                  | REGION 3              |             |                  |                  |
|-----------------------|-------------|------------------|------------------|-----------------------|-------------|------------------|------------------|-----------------------|-------------|------------------|------------------|
| Region 1 Markup %     |             | 29.00%           |                  | Region 2 Markup %     |             | 29.00%           |                  | Region 3 Markup %     |             | 29.00%           |                  |
| 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 |
| Security Manager      | Expert      | \$82.75          | \$106.75         | Security Manager      | Expert      | \$82.75          | \$106.75         | Security Manager      | Expert      | \$82.75          | \$106.75         |
| Software Analyst      | Junior      | \$26.52          | \$34.21          | Software Analyst      | Junior      | \$26.52          | \$34.21          | Software Analyst      | Junior      | \$26.52          | \$34.21          |
| Software Analyst      | Mid-Level   | \$33.95          | \$43.79          | Software Analyst      | Mid-Level   | \$33.95          | \$43.79          | Software Analyst      | Mid-Level   | \$33.95          | \$43.79          |
| Software Analyst      | Senior      | \$47.74          | \$61.59          | Software Analyst      | Senior      | \$47.74          | \$61.59          | Software Analyst      | Senior      | \$47.74          | \$61.59          |
| Software Analyst      | Expert      | \$58.35          | \$75.27          | Software Analyst      | Expert      | \$58.35          | \$75.27          | Software Analyst      | Expert      | \$58.35          | \$75.27          |
| Software Architect    | Junior      | \$68.96          | \$88.96          | Software Architect    | Junior      | \$68.96          | \$88.96          | Software Architect    | Junior      | \$68.96          | \$88.96          |
| Software Architect    | Mid-Level   | \$76.38          | \$98.54          | Software Architect    | Mid-Level   | \$76.38          | \$98.54          | Software Architect    | Mid-Level   | \$76.38          | \$98.54          |
| Software Architect    | Senior      | \$84.87          | \$109.48         | Software Architect    | Senior      | \$84.87          | \$109.48         | Software Architect    | Senior      | \$84.87          | \$109.48         |
| Software Architect    | Expert      | \$92.30          | \$119.06         | Software Architect    | Expert      | \$92.30          | \$119.06         | Software Architect    | Expert      | \$92.30          | \$119.06         |
| Software Developer    | Junior      | \$42.44          | \$54.74          | Software Developer    | Junior      | \$42.44          | \$54.74          | Software Developer    | Junior      | \$42.44          | \$54.74          |
| Software Developer    | Mid-Level   | \$55.17          | \$71.17          | Software Developer    | Mid-Level   | \$55.17          | \$71.17          | Software Developer    | Mid-Level   | \$55.17          | \$71.17          |
| Software Developer    | Senior      | \$65.78          | \$84.85          | Software Developer    | Senior      | \$65.78          | \$84.85          | Software Developer    | Senior      | \$65.78          | \$84.85          |
| Software Developer    | Expert      | \$77.45          | \$99.90          | Software Developer    | Expert      | \$77.45          | \$99.90          | Software Developer    | Expert      | \$77.45          | \$99.90          |
| Software Manager      | Junior      | \$47.74          | \$61.59          | Software Manager      | Junior      | \$47.74          | \$61.59          | Software Manager      | Junior      | \$47.74          | \$61.59          |
| Software Manager      | Mid-Level   | \$61.53          | \$79.38          | Software Manager      | Mid-Level   | \$61.53          | \$79.38          | Software Manager      | Mid-Level   | \$61.53          | \$79.38          |
| Software Manager      | Senior      | \$68.96          | \$88.96          | Software Manager      | Senior      | \$68.96          | \$88.96          | Software Manager      | Senior      | \$68.96          | \$88.96          |
| Software Manager      | Expert      | \$76.38          | \$98.54          | Software Manager      | Expert      | \$76.38          | \$98.54          | Software Manager      | Expert      | \$76.38          | \$98.54          |
| Systems Administrator | Junior      | \$31.83          | \$41.06          | Systems Administrator | Junior      | \$31.83          | \$41.06          | Systems Administrator | Junior      | \$31.83          | \$41.06          |
| Systems Administrator | Mid-Level   | \$40.31          | \$52.01          | Systems Administrator | Mid-Level   | \$40.31          | \$52.01          | Systems Administrator | Mid-Level   | \$40.31          | \$52.01          |
| Systems Administrator | Senior      | \$55.17          | \$71.17          | Systems Administrator | Senior      | \$55.17          | \$71.17          | Systems Administrator | Senior      | \$55.17          | \$71.17          |
| Systems Administrator | Expert      | \$68.96          | \$88.96          | Systems Administrator | Expert      | \$68.96          | \$88.96          | Systems Administrator | Expert      | \$68.96          | \$88.96          |
| Systems Analyst       | Junior      | \$33.95          | \$43.79          | Systems Analyst       | Junior      | \$33.95          | \$43.79          | Systems Analyst       | Junior      | \$33.95          | \$43.79          |
| Systems Analyst       | Mid-Level   | \$44.56          | \$57.48          | Systems Analyst       | Mid-Level   | \$44.56          | \$57.48          | Systems Analyst       | Mid-Level   | \$44.56          | \$57.48          |
| Systems Analyst       | Senior      | \$58.35          | \$75.27          | Systems Analyst       | Senior      | \$58.35          | \$75.27          | Systems Analyst       | Senior      | \$58.35          | \$75.27          |
| Systems Analyst       | Expert      | \$68.96          | \$88.96          | Systems Analyst       | Expert      | \$68.96          | \$88.96          | Systems Analyst       | Expert      | \$68.96          | \$88.96          |
| Systems Architect     | Junior      | \$63.65          | \$82.11          | Systems Architect     | Junior      | \$63.65          | \$82.11          | Systems Architect     | Junior      | \$63.65          | \$82.11          |
| Systems Architect     | Mid-Level   | \$72.14          | \$93.06          | Systems Architect     | Mid-Level   | \$72.14          | \$93.06          | Systems Architect     | Mid-Level   | \$72.14          | \$93.06          |
| Systems Architect     | Senior      | \$84.87          | \$109.48         | Systems Architect     | Senior      | \$84.87          | \$109.48         | Systems Architect     | Senior      | \$84.87          | \$109.48         |
| Systems Architect     | Expert      | \$92.30          | \$119.06         | Systems Architect     | Expert      | \$92.30          | \$119.06         | Systems Architect     | Expert      | \$92.30          | \$119.06         |
| Systems Developer     | Junior      | \$42.44          | \$54.74          | Systems Developer     | Junior      | \$42.44          | \$54.74          | Systems Developer     | Junior      | \$42.44          | \$54.74          |

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| Federal ID#:     | 54-1974095     |

| REGION 1          |        |
|-------------------|--------|
| Region 1 Markup % | 29.00% |

| REGION 2          |        |
|-------------------|--------|
| Region 2 Markup % | 29.00% |

| REGION 3          |        |
|-------------------|--------|
| Region 3 Markup % | 29.00% |

| Job Title          | Skill Level | Hourly Wage Rate | Hourly Bill Rate |
|--------------------|-------------|------------------|------------------|
| Systems Developer  | Mid-Level   | \$55.17          | \$71.17          |
| Systems Developer  | Senior      | \$65.78          | \$84.85          |
| Systems Developer  | Expert      | \$77.45          | \$99.90          |
| Technical Writer   | Junior      | \$21.22          | \$27.37          |
| Technical Writer   | Mid-Level   | \$29.71          | \$38.32          |
| Technical Writer   | Senior      | \$37.13          | \$47.90          |
| Technical Writer   | Expert      | \$50.92          | \$65.69          |
| Tester             | Junior      | \$37.13          | \$47.90          |
| Tester             | Mid-Level   | \$44.56          | \$57.48          |
| Tester             | Senior      | \$53.05          | \$68.43          |
| Tester             | Expert      | \$61.53          | \$79.38          |
| Training Developer | Junior      | \$47.74          | \$61.59          |
| Training Developer | Mid-Level   | \$55.17          | \$71.17          |
| Training Developer | Senior      | \$68.96          | \$88.96          |
| Training Developer | Expert      | \$80.63          | \$104.01         |
| Web Administrator  | Junior      | \$31.83          | \$41.06          |
| Web Administrator  | Mid-Level   | \$44.56          | \$57.48          |
| Web Administrator  | Senior      | \$58.35          | \$75.27          |
| Web Administrator  | Expert      | \$68.96          | \$88.96          |
| Web Designer       | Junior      | \$31.83          | \$41.06          |
| Web Designer       | Mid-Level   | \$40.31          | \$52.01          |
| Web Designer       | Senior      | \$49.86          | \$64.32          |
| Web Designer       | Expert      | \$58.35          | \$75.27          |
| Web Developer      | Junior      | \$37.13          | \$47.90          |
| Web Developer      | Mid-Level   | \$44.56          | \$57.48          |
| Web Developer      | Senior      | \$53.05          | \$68.43          |
| Web Developer      | Expert      | \$65.78          | \$84.85          |
| Web Manager        | Junior      | \$42.44          | \$54.74          |
| Web Manager        | Mid-Level   | \$53.05          | \$68.43          |
| Web Manager        | Senior      | \$61.53          | \$79.38          |

| Job Title          | Skill Level | Hourly Wage Rate | Hourly Bill Rate |
|--------------------|-------------|------------------|------------------|
| Systems Developer  | Mid-Level   | \$55.17          | \$71.17          |
| Systems Developer  | Senior      | \$65.78          | \$84.85          |
| Systems Developer  | Expert      | \$77.45          | \$99.90          |
| Technical Writer   | Junior      | \$21.22          | \$27.37          |
| Technical Writer   | Mid-Level   | \$29.71          | \$38.32          |
| Technical Writer   | Senior      | \$37.13          | \$47.90          |
| Technical Writer   | Expert      | \$50.92          | \$65.69          |
| Tester             | Junior      | \$37.13          | \$47.90          |
| Tester             | Mid-Level   | \$44.56          | \$57.48          |
| Tester             | Senior      | \$53.05          | \$68.43          |
| Tester             | Expert      | \$61.53          | \$79.38          |
| Training Developer | Junior      | \$47.74          | \$61.59          |
| Training Developer | Mid-Level   | \$55.17          | \$71.17          |
| Training Developer | Senior      | \$68.96          | \$88.96          |
| Training Developer | Expert      | \$80.63          | \$104.01         |
| Web Administrator  | Junior      | \$31.83          | \$41.06          |
| Web Administrator  | Mid-Level   | \$44.56          | \$57.48          |
| Web Administrator  | Senior      | \$58.35          | \$75.27          |
| Web Administrator  | Expert      | \$68.96          | \$88.96          |
| Web Designer       | Junior      | \$31.83          | \$41.06          |
| Web Designer       | Mid-Level   | \$40.31          | \$52.01          |
| Web Designer       | Senior      | \$49.86          | \$64.32          |
| Web Designer       | Expert      | \$58.35          | \$75.27          |
| Web Developer      | Junior      | \$37.13          | \$47.90          |
| Web Developer      | Mid-Level   | \$44.56          | \$57.48          |
| Web Developer      | Senior      | \$53.05          | \$68.43          |
| Web Developer      | Expert      | \$65.78          | \$84.85          |
| Web Manager        | Junior      | \$42.44          | \$54.74          |
| Web Manager        | Mid-Level   | \$53.05          | \$68.43          |
| Web Manager        | Senior      | \$61.53          | \$79.38          |

| Job Title          | Skill Level | Hourly Wage Rate | Hourly Bill Rate |
|--------------------|-------------|------------------|------------------|
| Systems Developer  | Mid-Level   | \$55.17          | \$71.17          |
| Systems Developer  | Senior      | \$65.78          | \$84.85          |
| Systems Developer  | Expert      | \$77.45          | \$99.90          |
| Technical Writer   | Junior      | \$21.22          | \$27.37          |
| Technical Writer   | Mid-Level   | \$29.71          | \$38.32          |
| Technical Writer   | Senior      | \$37.13          | \$47.90          |
| Technical Writer   | Expert      | \$50.92          | \$65.69          |
| Tester             | Junior      | \$37.13          | \$47.90          |
| Tester             | Mid-Level   | \$44.56          | \$57.48          |
| Tester             | Senior      | \$53.05          | \$68.43          |
| Tester             | Expert      | \$61.53          | \$79.38          |
| Training Developer | Junior      | \$47.74          | \$61.59          |
| Training Developer | Mid-Level   | \$55.17          | \$71.17          |
| Training Developer | Senior      | \$68.96          | \$88.96          |
| Training Developer | Expert      | \$80.63          | \$104.01         |
| Web Administrator  | Junior      | \$31.83          | \$41.06          |
| Web Administrator  | Mid-Level   | \$44.56          | \$57.48          |
| Web Administrator  | Senior      | \$58.35          | \$75.27          |
| Web Administrator  | Expert      | \$68.96          | \$88.96          |
| Web Designer       | Junior      | \$31.83          | \$41.06          |
| Web Designer       | Mid-Level   | \$40.31          | \$52.01          |
| Web Designer       | Senior      | \$49.86          | \$64.32          |
| Web Designer       | Expert      | \$58.35          | \$75.27          |
| Web Developer      | Junior      | \$37.13          | \$47.90          |
| Web Developer      | Mid-Level   | \$44.56          | \$57.48          |
| Web Developer      | Senior      | \$53.05          | \$68.43          |
| Web Developer      | Expert      | \$65.78          | \$84.85          |
| Web Manager        | Junior      | \$42.44          | \$54.74          |
| Web Manager        | Mid-Level   | \$53.05          | \$68.43          |
| Web Manager        | Senior      | \$61.53          | \$79.38          |

|                  |                |
|------------------|----------------|
| Contractor Name: | LanceSoft, Inc |
| Federal ID#:     | 54-1974095     |

| <b>REGION 1</b>   |             |                  |                  | <b>REGION 2</b>   |             |                  |                  | <b>REGION 3</b>   |             |                  |                  |
|-------------------|-------------|------------------|------------------|-------------------|-------------|------------------|------------------|-------------------|-------------|------------------|------------------|
| Region 1 Markup % |             | 29.00%           |                  | Region 2 Markup % |             | 29.00%           |                  | Region 3 Markup % |             | 29.00%           |                  |
| 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       | Expert      | \$68.96          | \$88.96          | Web Manager       | Expert      | \$68.96          | \$88.96          | Web Manager       | Expert      | \$68.96          | \$88.96          |

|                  |                |
|------------------|----------------|
| Contractor Name: | LanceSoft, Inc |
| Federal ID#:     | 54-1974095     |

| REGION 1               |             |                  |                  |
|------------------------|-------------|------------------|------------------|
| Region 1 Markup %      | 29.00%      |                  |                  |
| Job Title              | Skill Level | Hourly Wage Rate | Hourly Bill Rate |
| Business Analyst       | Junior      | \$30.90          | \$39.86          |
| Business Analyst       | Mid-Level   | \$36.05          | \$46.50          |
| Business Analyst       | Senior      | \$56.65          | \$73.08          |
| Business Analyst       | Expert      | \$63.86          | \$82.38          |
| Cloud Engineer         | Junior      | \$51.50          | \$66.44          |
| Cloud Engineer         | Mid-Level   | \$66.95          | \$86.37          |
| Cloud Engineer         | Senior      | \$84.46          | \$108.95         |
| Cloud Engineer         | Expert      | \$97.85          | \$126.23         |
| Database Administrator | Junior      | \$36.05          | \$46.50          |
| Database Administrator | Mid-Level   | \$43.26          | \$55.81          |
| Database Administrator | Senior      | \$61.80          | \$79.72          |
| Database Administrator | Expert      | \$74.16          | \$95.67          |
| Database Architect     | Junior      | \$61.80          | \$79.72          |
| Database Architect     | Mid-Level   | \$74.16          | \$95.67          |
| Database Architect     | Senior      | \$82.40          | \$106.30         |
| Database Architect     | Expert      | \$90.64          | \$116.93         |
| Database Manager       | Junior      | \$46.35          | \$59.79          |
| Database Manager       | Mid-Level   | \$53.56          | \$69.09          |
| Database Manager       | Senior      | \$66.95          | \$86.37          |
| Database Manager       | Expert      | \$77.25          | \$99.65          |
| Graphic Designer       | Junior      | \$25.75          | \$33.22          |
| Graphic Designer       | Mid-Level   | \$30.90          | \$39.86          |
| Graphic Designer       | Senior      | \$39.14          | \$50.49          |
| Graphic Designer       | Expert      | \$49.44          | \$63.78          |
| Help Desk Manager      | Junior      | \$25.75          | \$33.22          |
| Help Desk Manager      | Mid-Level   | \$30.90          | \$39.86          |
| Help Desk Manager      | Senior      | \$39.14          | \$50.49          |
| Help Desk Manager      | Expert      | \$46.35          | \$59.79          |
| IT Manager             | Junior      | \$36.05          | \$46.50          |
| IT Manager             | Mid-Level   | \$46.35          | \$59.79          |
| IT Manager             | Senior      | \$59.74          | \$77.06          |
| IT Manager             | Expert      | \$72.10          | \$93.01          |

| REGION 2               |             |                  |                  |
|------------------------|-------------|------------------|------------------|
| Region 2 Markup %      | 29.00%      |                  |                  |
| Job Title              | Skill Level | Hourly Wage Rate | Hourly Bill Rate |
| Business Analyst       | Junior      | \$30.90          | \$39.86          |
| Business Analyst       | Mid-Level   | \$36.05          | \$46.50          |
| Business Analyst       | Senior      | \$56.65          | \$73.08          |
| Business Analyst       | Expert      | \$63.86          | \$82.38          |
| Cloud Engineer         | Junior      | \$51.50          | \$66.44          |
| Cloud Engineer         | Mid-Level   | \$66.95          | \$86.37          |
| Cloud Engineer         | Senior      | \$84.46          | \$108.95         |
| Cloud Engineer         | Expert      | \$97.85          | \$126.23         |
| Database Administrator | Junior      | \$36.05          | \$46.50          |
| Database Administrator | Mid-Level   | \$43.26          | \$55.81          |
| Database Administrator | Senior      | \$61.80          | \$79.72          |
| Database Administrator | Expert      | \$74.16          | \$95.67          |
| Database Architect     | Junior      | \$61.80          | \$79.72          |
| Database Architect     | Mid-Level   | \$74.16          | \$95.67          |
| Database Architect     | Senior      | \$82.40          | \$106.30         |
| Database Architect     | Expert      | \$90.64          | \$116.93         |
| Database Manager       | Junior      | \$46.35          | \$59.79          |
| Database Manager       | Mid-Level   | \$53.56          | \$69.09          |
| Database Manager       | Senior      | \$66.95          | \$86.37          |
| Database Manager       | Expert      | \$77.25          | \$99.65          |
| Graphic Designer       | Junior      | \$25.75          | \$33.22          |
| Graphic Designer       | Mid-Level   | \$30.90          | \$39.86          |
| Graphic Designer       | Senior      | \$39.14          | \$50.49          |
| Graphic Designer       | Expert      | \$49.44          | \$63.78          |
| Help Desk Manager      | Junior      | \$25.75          | \$33.22          |
| Help Desk Manager      | Mid-Level   | \$30.90          | \$39.86          |
| Help Desk Manager      | Senior      | \$39.14          | \$50.49          |
| Help Desk Manager      | Expert      | \$46.35          | \$59.79          |
| IT Manager             | Junior      | \$36.05          | \$46.50          |
| IT Manager             | Mid-Level   | \$46.35          | \$59.79          |
| IT Manager             | Senior      | \$59.74          | \$77.06          |
| IT Manager             | Expert      | \$72.10          | \$93.01          |

| REGION 3               |             |                  |                  |
|------------------------|-------------|------------------|------------------|
| Region 3 Markup %      | 29.00%      |                  |                  |
| Job Title              | Skill Level | Hourly Wage Rate | Hourly Bill Rate |
| Business Analyst       | Junior      | \$30.90          | \$39.86          |
| Business Analyst       | Mid-Level   | \$36.05          | \$46.50          |
| Business Analyst       | Senior      | \$56.65          | \$73.08          |
| Business Analyst       | Expert      | \$63.86          | \$82.38          |
| Cloud Engineer         | Junior      | \$51.50          | \$66.44          |
| Cloud Engineer         | Mid-Level   | \$66.95          | \$86.37          |
| Cloud Engineer         | Senior      | \$84.46          | \$108.95         |
| Cloud Engineer         | Expert      | \$97.85          | \$126.23         |
| Database Administrator | Junior      | \$36.05          | \$46.50          |
| Database Administrator | Mid-Level   | \$43.26          | \$55.81          |
| Database Administrator | Senior      | \$61.80          | \$79.72          |
| Database Administrator | Expert      | \$74.16          | \$95.67          |
| Database Architect     | Junior      | \$61.80          | \$79.72          |
| Database Architect     | Mid-Level   | \$74.16          | \$95.67          |
| Database Architect     | Senior      | \$82.40          | \$106.30         |
| Database Architect     | Expert      | \$90.64          | \$116.93         |
| Database Manager       | Junior      | \$46.35          | \$59.79          |
| Database Manager       | Mid-Level   | \$53.56          | \$69.09          |
| Database Manager       | Senior      | \$66.95          | \$86.37          |
| Database Manager       | Expert      | \$77.25          | \$99.65          |
| Graphic Designer       | Junior      | \$25.75          | \$33.22          |
| Graphic Designer       | Mid-Level   | \$30.90          | \$39.86          |
| Graphic Designer       | Senior      | \$39.14          | \$50.49          |
| Graphic Designer       | Expert      | \$49.44          | \$63.78          |
| Help Desk Manager      | Junior      | \$25.75          | \$33.22          |
| Help Desk Manager      | Mid-Level   | \$30.90          | \$39.86          |
| Help Desk Manager      | Senior      | \$39.14          | \$50.49          |
| Help Desk Manager      | Expert      | \$46.35          | \$59.79          |
| IT Manager             | Junior      | \$36.05          | \$46.50          |
| IT Manager             | Mid-Level   | \$46.35          | \$59.79          |
| IT Manager             | Senior      | \$59.74          | \$77.06          |
| IT Manager             | Expert      | \$72.10          | \$93.01          |

|                  |                |
|------------------|----------------|
| Contractor Name: | LanceSoft, Inc |
| Federal ID#:     | 54-1974095     |

| REGION 1              |             |                  |                  |
|-----------------------|-------------|------------------|------------------|
| Region 1 Markup %     | 29.00%      |                  |                  |
| Job Title             | Skill Level | Hourly Wage Rate | Hourly Bill Rate |
| IT Specialist         | Junior      | \$25.75          | \$33.22          |
| IT Specialist         | Mid-Level   | \$30.90          | \$39.86          |
| IT Specialist         | Senior      | \$36.05          | \$46.50          |
| IT Specialist         | Expert      | \$46.35          | \$59.79          |
| Network Administrator | Junior      | \$32.96          | \$42.52          |
| Network Administrator | Mid-Level   | \$43.26          | \$55.81          |
| Network Administrator | Senior      | \$51.50          | \$66.44          |
| Network Administrator | Expert      | \$63.86          | \$82.38          |
| Network Architect     | Junior      | \$53.56          | \$69.09          |
| Network Architect     | Mid-Level   | \$61.80          | \$79.72          |
| Network Architect     | Senior      | \$70.04          | \$90.35          |
| Network Architect     | Expert      | \$82.40          | \$106.30         |
| Operations Manager    | Junior      | \$36.05          | \$46.50          |
| Operations Manager    | Mid-Level   | \$43.26          | \$55.81          |
| Operations Manager    | Senior      | \$51.50          | \$66.44          |
| Operations Manager    | Expert      | \$59.74          | \$77.06          |
| Programmer            | Junior      | \$41.20          | \$53.15          |
| Programmer            | Mid-Level   | \$53.56          | \$69.09          |
| Programmer            | Senior      | \$63.86          | \$82.38          |
| Programmer            | Expert      | \$75.19          | \$97.00          |
| Project Manager       | Junior      | \$41.20          | \$53.15          |
| Project Manager       | Mid-Level   | \$53.56          | \$69.09          |
| Project Manager       | Senior      | \$61.80          | \$79.72          |
| Project Manager       | Expert      | \$72.10          | \$93.01          |
| Security Analyst      | Junior      | \$30.90          | \$39.86          |
| Security Analyst      | Mid-Level   | \$46.35          | \$59.79          |
| Security Analyst      | Senior      | \$53.56          | \$69.09          |
| Security Analyst      | Expert      | \$66.95          | \$86.37          |
| Security Manager      | Junior      | \$53.56          | \$69.09          |
| Security Manager      | Mid-Level   | \$61.80          | \$79.72          |
| Security Manager      | Senior      | \$72.10          | \$93.01          |

| REGION 2              |             |                  |                  |
|-----------------------|-------------|------------------|------------------|
| Region 2 Markup %     | 29.00%      |                  |                  |
| Job Title             | Skill Level | Hourly Wage Rate | Hourly Bill Rate |
| IT Specialist         | Junior      | \$25.75          | \$33.22          |
| IT Specialist         | Mid-Level   | \$30.90          | \$39.86          |
| IT Specialist         | Senior      | \$36.05          | \$46.50          |
| IT Specialist         | Expert      | \$46.35          | \$59.79          |
| Network Administrator | Junior      | \$30.90          | \$39.86          |
| Network Administrator | Mid-Level   | \$43.26          | \$55.81          |
| Network Administrator | Senior      | \$51.50          | \$66.44          |
| Network Administrator | Expert      | \$63.86          | \$82.38          |
| Network Architect     | Junior      | \$53.56          | \$69.09          |
| Network Architect     | Mid-Level   | \$61.80          | \$79.72          |
| Network Architect     | Senior      | \$70.04          | \$90.35          |
| Network Architect     | Expert      | \$82.40          | \$106.30         |
| Operations Manager    | Junior      | \$36.05          | \$46.50          |
| Operations Manager    | Mid-Level   | \$43.26          | \$55.81          |
| Operations Manager    | Senior      | \$51.50          | \$66.44          |
| Operations Manager    | Expert      | \$59.74          | \$77.06          |
| Programmer            | Junior      | \$41.20          | \$53.15          |
| Programmer            | Mid-Level   | \$53.56          | \$69.09          |
| Programmer            | Senior      | \$63.86          | \$82.38          |
| Programmer            | Expert      | \$75.19          | \$97.00          |
| Project Manager       | Junior      | \$41.20          | \$53.15          |
| Project Manager       | Mid-Level   | \$53.56          | \$69.09          |
| Project Manager       | Senior      | \$61.80          | \$79.72          |
| Project Manager       | Expert      | \$72.10          | \$93.01          |
| Security Analyst      | Junior      | \$30.90          | \$39.86          |
| Security Analyst      | Mid-Level   | \$46.35          | \$59.79          |
| Security Analyst      | Senior      | \$53.56          | \$69.09          |
| Security Analyst      | Expert      | \$66.95          | \$86.37          |
| Security Manager      | Junior      | \$53.56          | \$69.09          |
| Security Manager      | Mid-Level   | \$61.80          | \$79.72          |
| Security Manager      | Senior      | \$72.10          | \$93.01          |

| REGION 3              |             |                  |                  |
|-----------------------|-------------|------------------|------------------|
| Region 3 Markup %     | 29.00%      |                  |                  |
| Job Title             | Skill Level | Hourly Wage Rate | Hourly Bill Rate |
| IT Specialist         | Junior      | \$25.75          | \$33.22          |
| IT Specialist         | Mid-Level   | \$30.90          | \$39.86          |
| IT Specialist         | Senior      | \$36.05          | \$46.50          |
| IT Specialist         | Expert      | \$46.35          | \$59.79          |
| Network Administrator | Junior      | \$30.90          | \$39.86          |
| Network Administrator | Mid-Level   | \$43.26          | \$55.81          |
| Network Administrator | Senior      | \$51.50          | \$66.44          |
| Network Administrator | Expert      | \$63.86          | \$82.38          |
| Network Architect     | Junior      | \$53.56          | \$69.09          |
| Network Architect     | Mid-Level   | \$61.80          | \$79.72          |
| Network Architect     | Senior      | \$70.04          | \$90.35          |
| Network Architect     | Expert      | \$82.40          | \$106.30         |
| Operations Manager    | Junior      | \$36.05          | \$46.50          |
| Operations Manager    | Mid-Level   | \$43.26          | \$55.81          |
| Operations Manager    | Senior      | \$51.50          | \$66.44          |
| Operations Manager    | Expert      | \$59.74          | \$77.06          |
| Programmer            | Junior      | \$41.20          | \$53.15          |
| Programmer            | Mid-Level   | \$53.56          | \$69.09          |
| Programmer            | Senior      | \$63.86          | \$82.38          |
| Programmer            | Expert      | \$75.19          | \$97.00          |
| Project Manager       | Junior      | \$41.20          | \$53.15          |
| Project Manager       | Mid-Level   | \$53.56          | \$69.09          |
| Project Manager       | Senior      | \$61.80          | \$79.72          |
| Project Manager       | Expert      | \$72.10          | \$93.01          |
| Security Analyst      | Junior      | \$30.90          | \$39.86          |
| Security Analyst      | Mid-Level   | \$46.35          | \$59.79          |
| Security Analyst      | Senior      | \$53.56          | \$69.09          |
| Security Analyst      | Expert      | \$66.95          | \$86.37          |
| Security Manager      | Junior      | \$53.56          | \$69.09          |
| Security Manager      | Mid-Level   | \$61.80          | \$79.72          |
| Security Manager      | Senior      | \$72.10          | \$93.01          |

|                  |                |
|------------------|----------------|
| Contractor Name: | LanceSoft, Inc |
| Federal ID#:     | 54-1974095     |

| REGION 1              |             |                  |                  | REGION 2              |             |                  |                  | REGION 3              |             |                  |                  |
|-----------------------|-------------|------------------|------------------|-----------------------|-------------|------------------|------------------|-----------------------|-------------|------------------|------------------|
| Region 1 Markup %     |             | 29.00%           |                  | Region 2 Markup %     |             | 29.00%           |                  | Region 3 Markup %     |             | 29.00%           |                  |
| 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 |
| Security Manager      | Expert      | \$80.34          | \$103.64         | Security Manager      | Expert      | \$80.34          | \$103.64         | Security Manager      | Expert      | \$80.34          | \$103.64         |
| Software Analyst      | Junior      | \$25.75          | \$33.22          | Software Analyst      | Junior      | \$25.75          | \$33.22          | Software Analyst      | Junior      | \$25.75          | \$33.22          |
| Software Analyst      | Mid-Level   | \$32.96          | \$42.52          | Software Analyst      | Mid-Level   | \$32.96          | \$42.52          | Software Analyst      | Mid-Level   | \$32.96          | \$42.52          |
| Software Analyst      | Senior      | \$46.35          | \$59.79          | Software Analyst      | Senior      | \$46.35          | \$59.79          | Software Analyst      | Senior      | \$46.35          | \$59.79          |
| Software Analyst      | Expert      | \$56.65          | \$73.08          | Software Analyst      | Expert      | \$56.65          | \$73.08          | Software Analyst      | Expert      | \$56.65          | \$73.08          |
| Software Architect    | Junior      | \$66.95          | \$86.37          | Software Architect    | Junior      | \$66.95          | \$86.37          | Software Architect    | Junior      | \$66.95          | \$86.37          |
| Software Architect    | Mid-Level   | \$74.16          | \$95.67          | Software Architect    | Mid-Level   | \$74.16          | \$95.67          | Software Architect    | Mid-Level   | \$74.16          | \$95.67          |
| Software Architect    | Senior      | \$82.40          | \$106.30         | Software Architect    | Senior      | \$82.40          | \$106.30         | Software Architect    | Senior      | \$82.40          | \$106.30         |
| Software Architect    | Expert      | \$89.61          | \$115.60         | Software Architect    | Expert      | \$89.61          | \$115.60         | Software Architect    | Expert      | \$89.61          | \$115.60         |
| Software Developer    | Junior      | \$41.20          | \$53.15          | Software Developer    | Junior      | \$41.20          | \$53.15          | Software Developer    | Junior      | \$41.20          | \$53.15          |
| Software Developer    | Mid-Level   | \$53.56          | \$69.09          | Software Developer    | Mid-Level   | \$53.56          | \$69.09          | Software Developer    | Mid-Level   | \$53.56          | \$69.09          |
| Software Developer    | Senior      | \$63.86          | \$82.38          | Software Developer    | Senior      | \$63.86          | \$82.38          | Software Developer    | Senior      | \$63.86          | \$82.38          |
| Software Developer    | Expert      | \$75.19          | \$97.00          | Software Developer    | Expert      | \$75.19          | \$97.00          | Software Developer    | Expert      | \$75.19          | \$97.00          |
| Software Manager      | Junior      | \$46.35          | \$59.79          | Software Manager      | Junior      | \$46.35          | \$59.79          | Software Manager      | Junior      | \$46.35          | \$59.79          |
| Software Manager      | Mid-Level   | \$59.74          | \$77.06          | Software Manager      | Mid-Level   | \$59.74          | \$77.06          | Software Manager      | Mid-Level   | \$59.74          | \$77.06          |
| Software Manager      | Senior      | \$66.95          | \$86.37          | Software Manager      | Senior      | \$66.95          | \$86.37          | Software Manager      | Senior      | \$66.95          | \$86.37          |
| Software Manager      | Expert      | \$74.16          | \$95.67          | Software Manager      | Expert      | \$74.16          | \$95.67          | Software Manager      | Expert      | \$74.16          | \$95.67          |
| Systems Administrator | Junior      | \$30.90          | \$39.86          | Systems Administrator | Junior      | \$30.90          | \$39.86          | Systems Administrator | Junior      | \$30.90          | \$39.86          |
| Systems Administrator | Mid-Level   | \$39.14          | \$50.49          | Systems Administrator | Mid-Level   | \$39.14          | \$50.49          | Systems Administrator | Mid-Level   | \$39.14          | \$50.49          |
| Systems Administrator | Senior      | \$53.56          | \$69.09          | Systems Administrator | Senior      | \$53.56          | \$69.09          | Systems Administrator | Senior      | \$53.56          | \$69.09          |
| Systems Administrator | Expert      | \$66.95          | \$86.37          | Systems Administrator | Expert      | \$66.95          | \$86.37          | Systems Administrator | Expert      | \$66.95          | \$86.37          |
| Systems Analyst       | Junior      | \$32.96          | \$42.52          | Systems Analyst       | Junior      | \$32.96          | \$42.52          | Systems Analyst       | Junior      | \$32.96          | \$42.52          |
| Systems Analyst       | Mid-Level   | \$43.26          | \$55.81          | Systems Analyst       | Mid-Level   | \$43.26          | \$55.81          | Systems Analyst       | Mid-Level   | \$43.26          | \$55.81          |
| Systems Analyst       | Senior      | \$56.65          | \$73.08          | Systems Analyst       | Senior      | \$56.65          | \$73.08          | Systems Analyst       | Senior      | \$56.65          | \$73.08          |
| Systems Analyst       | Expert      | \$66.95          | \$86.37          | Systems Analyst       | Expert      | \$66.95          | \$86.37          | Systems Analyst       | Expert      | \$66.95          | \$86.37          |
| Systems Architect     | Junior      | \$61.80          | \$79.72          | Systems Architect     | Junior      | \$61.80          | \$79.72          | Systems Architect     | Junior      | \$61.80          | \$79.72          |
| Systems Architect     | Mid-Level   | \$70.04          | \$90.35          | Systems Architect     | Mid-Level   | \$70.04          | \$90.35          | Systems Architect     | Mid-Level   | \$70.04          | \$90.35          |
| Systems Architect     | Senior      | \$82.40          | \$106.30         | Systems Architect     | Senior      | \$82.40          | \$106.30         | Systems Architect     | Senior      | \$82.40          | \$106.30         |
| Systems Architect     | Expert      | \$89.61          | \$115.60         | Systems Architect     | Expert      | \$89.61          | \$115.60         | Systems Architect     | Expert      | \$89.61          | \$115.60         |
| Systems Developer     | Junior      | \$41.20          | \$53.15          | Systems Developer     | Junior      | \$41.20          | \$53.15          | Systems Developer     | Junior      | \$41.20          | \$53.15          |



|                  |                |
|------------------|----------------|
| Contractor Name: | LanceSoft, Inc |
| Federal ID#:     | 54-1974095     |

| <b>REGION 1</b>   |        |
|-------------------|--------|
| Region 1 Markup % | 29.00% |

| <b>REGION 2</b>   |        |
|-------------------|--------|
| Region 2 Markup % | 29.00% |

| <b>REGION 3</b>   |        |
|-------------------|--------|
| Region 3 Markup % | 29.00% |

| Job Title          | Skill Level | Hourly Wage Rate | Hourly Bill Rate |
|--------------------|-------------|------------------|------------------|
| Systems Developer  | Mid-Level   | \$53.56          | \$69.09          |
| Systems Developer  | Senior      | \$63.86          | \$82.38          |
| Systems Developer  | Expert      | \$75.19          | \$97.00          |
| Technical Writer   | Junior      | \$20.60          | \$26.57          |
| Technical Writer   | Mid-Level   | \$28.84          | \$37.20          |
| Technical Writer   | Senior      | \$36.05          | \$46.50          |
| Technical Writer   | Expert      | \$49.44          | \$63.78          |
| Tester             | Junior      | \$36.05          | \$46.50          |
| Tester             | Mid-Level   | \$43.26          | \$55.81          |
| Tester             | Senior      | \$51.50          | \$66.44          |
| Tester             | Expert      | \$59.74          | \$77.06          |
| Training Developer | Junior      | \$46.35          | \$59.79          |
| Training Developer | Mid-Level   | \$53.56          | \$69.09          |
| Training Developer | Senior      | \$66.95          | \$86.37          |
| Training Developer | Expert      | \$78.28          | \$100.98         |
| Web Administrator  | Junior      | \$30.90          | \$39.86          |
| Web Administrator  | Mid-Level   | \$43.26          | \$55.81          |
| Web Administrator  | Senior      | \$56.65          | \$73.08          |
| Web Administrator  | Expert      | \$66.95          | \$86.37          |
| Web Designer       | Junior      | \$30.90          | \$39.86          |
| Web Designer       | Mid-Level   | \$39.14          | \$50.49          |
| Web Designer       | Senior      | \$48.41          | \$62.45          |
| Web Designer       | Expert      | \$56.65          | \$73.08          |
| Web Developer      | Junior      | \$36.05          | \$46.50          |
| Web Developer      | Mid-Level   | \$43.26          | \$55.81          |
| Web Developer      | Senior      | \$51.50          | \$66.44          |
| Web Developer      | Expert      | \$63.86          | \$82.38          |
| Web Manager        | Junior      | \$41.20          | \$53.15          |
| Web Manager        | Mid-Level   | \$51.50          | \$66.44          |
| Web Manager        | Senior      | \$59.74          | \$77.06          |

| Job Title          | Skill Level | Hourly Wage Rate | Hourly Bill Rate |
|--------------------|-------------|------------------|------------------|
| Systems Developer  | Mid-Level   | \$53.56          | \$69.09          |
| Systems Developer  | Senior      | \$63.86          | \$82.38          |
| Systems Developer  | Expert      | \$75.19          | \$97.00          |
| Technical Writer   | Junior      | \$20.60          | \$26.57          |
| Technical Writer   | Mid-Level   | \$28.84          | \$37.20          |
| Technical Writer   | Senior      | \$36.05          | \$46.50          |
| Technical Writer   | Expert      | \$49.44          | \$63.78          |
| Tester             | Junior      | \$36.05          | \$46.50          |
| Tester             | Mid-Level   | \$43.26          | \$55.81          |
| Tester             | Senior      | \$51.50          | \$66.44          |
| Tester             | Expert      | \$59.74          | \$77.06          |
| Training Developer | Junior      | \$46.35          | \$59.79          |
| Training Developer | Mid-Level   | \$53.56          | \$69.09          |
| Training Developer | Senior      | \$66.95          | \$86.37          |
| Training Developer | Expert      | \$78.28          | \$100.98         |
| Web Administrator  | Junior      | \$30.90          | \$39.86          |
| Web Administrator  | Mid-Level   | \$43.26          | \$55.81          |
| Web Administrator  | Senior      | \$56.65          | \$73.08          |
| Web Administrator  | Expert      | \$66.95          | \$86.37          |
| Web Designer       | Junior      | \$30.90          | \$39.86          |
| Web Designer       | Mid-Level   | \$39.14          | \$50.49          |
| Web Designer       | Senior      | \$48.41          | \$62.45          |
| Web Designer       | Expert      | \$56.65          | \$73.08          |
| Web Developer      | Junior      | \$36.05          | \$46.50          |
| Web Developer      | Mid-Level   | \$43.26          | \$55.81          |
| Web Developer      | Senior      | \$51.50          | \$66.44          |
| Web Developer      | Expert      | \$63.86          | \$82.38          |
| Web Manager        | Junior      | \$41.20          | \$53.15          |
| Web Manager        | Mid-Level   | \$51.50          | \$66.44          |
| Web Manager        | Senior      | \$59.74          | \$77.06          |

| Job Title          | Skill Level | Hourly Wage Rate | Hourly Bill Rate |
|--------------------|-------------|------------------|------------------|
| Systems Developer  | Mid-Level   | \$53.56          | \$69.09          |
| Systems Developer  | Senior      | \$63.86          | \$82.38          |
| Systems Developer  | Expert      | \$75.19          | \$97.00          |
| Technical Writer   | Junior      | \$20.60          | \$26.57          |
| Technical Writer   | Mid-Level   | \$28.84          | \$37.20          |
| Technical Writer   | Senior      | \$36.05          | \$46.50          |
| Technical Writer   | Expert      | \$49.44          | \$63.78          |
| Tester             | Junior      | \$36.05          | \$46.50          |
| Tester             | Mid-Level   | \$43.26          | \$55.81          |
| Tester             | Senior      | \$51.50          | \$66.44          |
| Tester             | Expert      | \$59.74          | \$77.06          |
| Training Developer | Junior      | \$46.35          | \$59.79          |
| Training Developer | Mid-Level   | \$53.56          | \$69.09          |
| Training Developer | Senior      | \$66.95          | \$86.37          |
| Training Developer | Expert      | \$78.28          | \$100.98         |
| Web Administrator  | Junior      | \$30.90          | \$39.86          |
| Web Administrator  | Mid-Level   | \$43.26          | \$55.81          |
| Web Administrator  | Senior      | \$56.65          | \$73.08          |
| Web Administrator  | Expert      | \$66.95          | \$86.37          |
| Web Designer       | Junior      | \$30.90          | \$39.86          |
| Web Designer       | Mid-Level   | \$39.14          | \$50.49          |
| Web Designer       | Senior      | \$48.41          | \$62.45          |
| Web Designer       | Expert      | \$56.65          | \$73.08          |
| Web Developer      | Junior      | \$36.05          | \$46.50          |
| Web Developer      | Mid-Level   | \$43.26          | \$55.81          |
| Web Developer      | Senior      | \$51.50          | \$66.44          |
| Web Developer      | Expert      | \$63.86          | \$82.38          |
| Web Manager        | Junior      | \$41.20          | \$53.15          |
| Web Manager        | Mid-Level   | \$51.50          | \$66.44          |
| Web Manager        | Senior      | \$59.74          | \$77.06          |

|                  |                |
|------------------|----------------|
| Contractor Name: | LanceSoft, Inc |
| Federal ID#:     | 54-1974095     |

| <i>REGION 1</i>   |             |                  |                  | <i>REGION 2</i>   |             |                  |                  | <i>REGION 3</i>   |             |                  |                  |
|-------------------|-------------|------------------|------------------|-------------------|-------------|------------------|------------------|-------------------|-------------|------------------|------------------|
| Region 1 Markup % |             | 29.00%           |                  | Region 2 Markup % |             | 29.00%           |                  | Region 3 Markup % |             | 29.00%           |                  |
| 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       | Expert      | \$66.95          | \$86.37          | Web Manager       | Expert      | \$66.95          | \$86.37          | Web Manager       | Expert      | \$66.95          | \$86.37          |

|                  |                |
|------------------|----------------|
| Contractor Name: | LanceSoft, Inc |
| Federal ID#:     | 54-1974095     |

**REGION 1**

Region 1 Markup % **29.00%**

| Job Title              | Skill Level | Hourly Wage Rate | Hourly Bill Rate |
|------------------------|-------------|------------------|------------------|
| Business Analyst       | Junior      | \$30.00          | \$38.70          |
| Business Analyst       | Mid-Level   | \$35.00          | \$45.15          |
| Business Analyst       | Senior      | \$55.00          | \$70.95          |
| Business Analyst       | Expert      | \$62.00          | \$79.98          |
| Cloud Engineer         | Junior      | \$50.00          | \$64.50          |
| Cloud Engineer         | Mid-Level   | \$65.00          | \$83.85          |
| Cloud Engineer         | Senior      | \$82.00          | \$105.78         |
| Cloud Engineer         | Expert      | \$95.00          | \$122.55         |
| Database Administrator | Junior      | \$35.00          | \$45.15          |
| Database Administrator | Mid-Level   | \$42.00          | \$54.18          |
| Database Administrator | Senior      | \$60.00          | \$77.40          |
| Database Administrator | Expert      | \$72.00          | \$92.88          |
| Database Architect     | Junior      | \$60.00          | \$77.40          |
| Database Architect     | Mid-Level   | \$72.00          | \$92.88          |
| Database Architect     | Senior      | \$80.00          | \$103.20         |
| Database Architect     | Expert      | \$88.00          | \$113.52         |
| Database Manager       | Junior      | \$45.00          | \$58.05          |
| Database Manager       | Mid-Level   | \$52.00          | \$67.08          |
| Database Manager       | Senior      | \$65.00          | \$83.85          |
| Database Manager       | Expert      | \$75.00          | \$96.75          |
| Graphic Designer       | Junior      | \$25.00          | \$32.25          |
| Graphic Designer       | Mid-Level   | \$30.00          | \$38.70          |
| Graphic Designer       | Senior      | \$38.00          | \$49.02          |
| Graphic Designer       | Expert      | \$48.00          | \$61.92          |
| Help Desk Manager      | Junior      | \$25.00          | \$32.25          |
| Help Desk Manager      | Mid-Level   | \$30.00          | \$38.70          |
| Help Desk Manager      | Senior      | \$38.00          | \$49.02          |
| Help Desk Manager      | Expert      | \$45.00          | \$58.05          |
| IT Manager             | Junior      | \$35.00          | \$45.15          |
| IT Manager             | Mid-Level   | \$45.00          | \$58.05          |
| IT Manager             | Senior      | \$58.00          | \$74.82          |
| IT Manager             | Expert      | \$70.00          | \$90.30          |
| IT Specialist          | Junior      | \$25.00          | \$32.25          |

**REGION 2**

Region 2 Markup % **29.00%**

| Job Title              | Skill Level | Hourly Wage Rate | Hourly Bill Rate |
|------------------------|-------------|------------------|------------------|
| Business Analyst       | Junior      | \$30.00          | \$38.70          |
| Business Analyst       | Mid-Level   | \$35.00          | \$45.15          |
| Business Analyst       | Senior      | \$55.00          | \$70.95          |
| Business Analyst       | Expert      | \$62.00          | \$79.98          |
| Cloud Engineer         | Junior      | \$50.00          | \$64.50          |
| Cloud Engineer         | Mid-Level   | \$65.00          | \$83.85          |
| Cloud Engineer         | Senior      | \$82.00          | \$105.78         |
| Cloud Engineer         | Expert      | \$95.00          | \$122.55         |
| Database Administrator | Junior      | \$35.00          | \$45.15          |
| Database Administrator | Mid-Level   | \$42.00          | \$54.18          |
| Database Administrator | Senior      | \$60.00          | \$77.40          |
| Database Administrator | Expert      | \$72.00          | \$92.88          |
| Database Architect     | Junior      | \$60.00          | \$77.40          |
| Database Architect     | Mid-Level   | \$72.00          | \$92.88          |
| Database Architect     | Senior      | \$80.00          | \$103.20         |
| Database Architect     | Expert      | \$88.00          | \$113.52         |
| Database Manager       | Junior      | \$45.00          | \$58.05          |
| Database Manager       | Mid-Level   | \$52.00          | \$67.08          |
| Database Manager       | Senior      | \$65.00          | \$83.85          |
| Database Manager       | Expert      | \$75.00          | \$96.75          |
| Graphic Designer       | Junior      | \$25.00          | \$32.25          |
| Graphic Designer       | Mid-Level   | \$30.00          | \$38.70          |
| Graphic Designer       | Senior      | \$38.00          | \$49.02          |
| Graphic Designer       | Expert      | \$48.00          | \$61.92          |
| Help Desk Manager      | Junior      | \$25.00          | \$32.25          |
| Help Desk Manager      | Mid-Level   | \$30.00          | \$38.70          |
| Help Desk Manager      | Senior      | \$38.00          | \$49.02          |
| Help Desk Manager      | Expert      | \$45.00          | \$58.05          |
| IT Manager             | Junior      | \$35.00          | \$45.15          |
| IT Manager             | Mid-Level   | \$45.00          | \$58.05          |
| IT Manager             | Senior      | \$58.00          | \$74.82          |
| IT Manager             | Expert      | \$70.00          | \$90.30          |
| IT Specialist          | Junior      | \$25.00          | \$32.25          |

**REGION 3**

Region 3 Markup % **29.00%**

| Job Title              | Skill Level | Hourly Wage Rate | Hourly Bill Rate |
|------------------------|-------------|------------------|------------------|
| Business Analyst       | Junior      | \$30.00          | \$38.70          |
| Business Analyst       | Mid-Level   | \$35.00          | \$45.15          |
| Business Analyst       | Senior      | \$55.00          | \$70.95          |
| Business Analyst       | Expert      | \$62.00          | \$79.98          |
| Cloud Engineer         | Junior      | \$50.00          | \$64.50          |
| Cloud Engineer         | Mid-Level   | \$65.00          | \$83.85          |
| Cloud Engineer         | Senior      | \$82.00          | \$105.78         |
| Cloud Engineer         | Expert      | \$95.00          | \$122.55         |
| Database Administrator | Junior      | \$35.00          | \$45.15          |
| Database Administrator | Mid-Level   | \$42.00          | \$54.18          |
| Database Administrator | Senior      | \$60.00          | \$77.40          |
| Database Administrator | Expert      | \$72.00          | \$92.88          |
| Database Architect     | Junior      | \$60.00          | \$77.40          |
| Database Architect     | Mid-Level   | \$72.00          | \$92.88          |
| Database Architect     | Senior      | \$80.00          | \$103.20         |
| Database Architect     | Expert      | \$88.00          | \$113.52         |
| Database Manager       | Junior      | \$45.00          | \$58.05          |
| Database Manager       | Mid-Level   | \$52.00          | \$67.08          |
| Database Manager       | Senior      | \$65.00          | \$83.85          |
| Database Manager       | Expert      | \$75.00          | \$96.75          |
| Graphic Designer       | Junior      | \$25.00          | \$32.25          |
| Graphic Designer       | Mid-Level   | \$30.00          | \$38.70          |
| Graphic Designer       | Senior      | \$38.00          | \$49.02          |
| Graphic Designer       | Expert      | \$48.00          | \$61.92          |
| Help Desk Manager      | Junior      | \$25.00          | \$32.25          |
| Help Desk Manager      | Mid-Level   | \$30.00          | \$38.70          |
| Help Desk Manager      | Senior      | \$38.00          | \$49.02          |
| Help Desk Manager      | Expert      | \$45.00          | \$58.05          |
| IT Manager             | Junior      | \$35.00          | \$45.15          |
| IT Manager             | Mid-Level   | \$45.00          | \$58.05          |
| IT Manager             | Senior      | \$58.00          | \$74.82          |
| IT Manager             | Expert      | \$70.00          | \$90.30          |
| IT Specialist          | Junior      | \$25.00          | \$32.25          |

|                  |                |
|------------------|----------------|
| Contractor Name: | LanceSoft, Inc |
| Federal ID#:     | 54-1974095     |

**REGION 1**

Region 1 Markup % **29.00%**

| Job Title             | Skill Level | Hourly Wage Rate | Hourly Bill Rate |
|-----------------------|-------------|------------------|------------------|
| IT Specialist         | Mid-Level   | \$30.00          | \$38.70          |
| IT Specialist         | Senior      | \$35.00          | \$45.15          |
| IT Specialist         | Expert      | \$45.00          | \$58.05          |
| Network Administrator | Junior      | \$32.00          | \$41.28          |
| Network Administrator | Mid-Level   | \$42.00          | \$54.18          |
| Network Administrator | Senior      | \$50.00          | \$64.50          |
| Network Administrator | Expert      | \$62.00          | \$79.98          |
| Network Architect     | Junior      | \$52.00          | \$67.08          |
| Network Architect     | Mid-Level   | \$60.00          | \$77.40          |
| Network Architect     | Senior      | \$68.00          | \$87.72          |
| Network Architect     | Expert      | \$80.00          | \$103.20         |
| Operations Manager    | Junior      | \$35.00          | \$45.15          |
| Operations Manager    | Mid-Level   | \$42.00          | \$54.18          |
| Operations Manager    | Senior      | \$50.00          | \$64.50          |
| Operations Manager    | Expert      | \$58.00          | \$74.82          |
| Programmer            | Junior      | \$40.00          | \$51.60          |
| Programmer            | Mid-Level   | \$52.00          | \$67.08          |
| Programmer            | Senior      | \$62.00          | \$79.98          |
| Programmer            | Expert      | \$73.00          | \$94.17          |
| Project Manager       | Junior      | \$40.00          | \$51.60          |
| Project Manager       | Mid-Level   | \$52.00          | \$67.08          |
| Project Manager       | Senior      | \$60.00          | \$77.40          |
| Project Manager       | Expert      | \$70.00          | \$90.30          |
| Security Analyst      | Junior      | \$30.00          | \$38.70          |
| Security Analyst      | Mid-Level   | \$45.00          | \$58.05          |
| Security Analyst      | Senior      | \$52.00          | \$67.08          |
| Security Analyst      | Expert      | \$65.00          | \$83.85          |
| Security Manager      | Junior      | \$52.00          | \$67.08          |
| Security Manager      | Mid-Level   | \$60.00          | \$77.40          |
| Security Manager      | Senior      | \$70.00          | \$90.30          |
| Security Manager      | Expert      | \$78.00          | \$100.62         |

**REGION 2**

Region 2 Markup % **29.00%**

| Job Title             | Skill Level | Hourly Wage Rate | Hourly Bill Rate |
|-----------------------|-------------|------------------|------------------|
| IT Specialist         | Mid-Level   | \$30.00          | \$38.70          |
| IT Specialist         | Senior      | \$35.00          | \$45.15          |
| IT Specialist         | Expert      | \$45.00          | \$58.05          |
| Network Administrator | Junior      | \$30.00          | \$38.70          |
| Network Administrator | Mid-Level   | \$42.00          | \$54.18          |
| Network Administrator | Senior      | \$50.00          | \$64.50          |
| Network Administrator | Expert      | \$62.00          | \$79.98          |
| Network Architect     | Junior      | \$52.00          | \$67.08          |
| Network Architect     | Mid-Level   | \$60.00          | \$77.40          |
| Network Architect     | Senior      | \$68.00          | \$87.72          |
| Network Architect     | Expert      | \$80.00          | \$103.20         |
| Operations Manager    | Junior      | \$35.00          | \$45.15          |
| Operations Manager    | Mid-Level   | \$42.00          | \$54.18          |
| Operations Manager    | Senior      | \$50.00          | \$64.50          |
| Operations Manager    | Expert      | \$58.00          | \$74.82          |
| Programmer            | Junior      | \$40.00          | \$51.60          |
| Programmer            | Mid-Level   | \$52.00          | \$67.08          |
| Programmer            | Senior      | \$62.00          | \$79.98          |
| Programmer            | Expert      | \$73.00          | \$94.17          |
| Project Manager       | Junior      | \$40.00          | \$51.60          |
| Project Manager       | Mid-Level   | \$52.00          | \$67.08          |
| Project Manager       | Senior      | \$60.00          | \$77.40          |
| Project Manager       | Expert      | \$70.00          | \$90.30          |
| Security Analyst      | Junior      | \$30.00          | \$38.70          |
| Security Analyst      | Mid-Level   | \$45.00          | \$58.05          |
| Security Analyst      | Senior      | \$52.00          | \$67.08          |
| Security Analyst      | Expert      | \$65.00          | \$83.85          |
| Security Manager      | Junior      | \$52.00          | \$67.08          |
| Security Manager      | Mid-Level   | \$60.00          | \$77.40          |
| Security Manager      | Senior      | \$70.00          | \$90.30          |
| Security Manager      | Expert      | \$78.00          | \$100.62         |

**REGION 3**

Region 3 Markup % **29.00%**

| Job Title             | Skill Level | Hourly Wage Rate | Hourly Bill Rate |
|-----------------------|-------------|------------------|------------------|
| IT Specialist         | Mid-Level   | \$30.00          | \$38.70          |
| IT Specialist         | Senior      | \$35.00          | \$45.15          |
| IT Specialist         | Expert      | \$45.00          | \$58.05          |
| Network Administrator | Junior      | \$30.00          | \$38.70          |
| Network Administrator | Mid-Level   | \$42.00          | \$54.18          |
| Network Administrator | Senior      | \$50.00          | \$64.50          |
| Network Administrator | Expert      | \$62.00          | \$79.98          |
| Network Architect     | Junior      | \$52.00          | \$67.08          |
| Network Architect     | Mid-Level   | \$60.00          | \$77.40          |
| Network Architect     | Senior      | \$68.00          | \$87.72          |
| Network Architect     | Expert      | \$80.00          | \$103.20         |
| Operations Manager    | Junior      | \$35.00          | \$45.15          |
| Operations Manager    | Mid-Level   | \$42.00          | \$54.18          |
| Operations Manager    | Senior      | \$50.00          | \$64.50          |
| Operations Manager    | Expert      | \$58.00          | \$74.82          |
| Programmer            | Junior      | \$40.00          | \$51.60          |
| Programmer            | Mid-Level   | \$52.00          | \$67.08          |
| Programmer            | Senior      | \$62.00          | \$79.98          |
| Programmer            | Expert      | \$73.00          | \$94.17          |
| Project Manager       | Junior      | \$40.00          | \$51.60          |
| Project Manager       | Mid-Level   | \$52.00          | \$67.08          |
| Project Manager       | Senior      | \$60.00          | \$77.40          |
| Project Manager       | Expert      | \$70.00          | \$90.30          |
| Security Analyst      | Junior      | \$30.00          | \$38.70          |
| Security Analyst      | Mid-Level   | \$45.00          | \$58.05          |
| Security Analyst      | Senior      | \$52.00          | \$67.08          |
| Security Analyst      | Expert      | \$65.00          | \$83.85          |
| Security Manager      | Junior      | \$52.00          | \$67.08          |
| Security Manager      | Mid-Level   | \$60.00          | \$77.40          |
| Security Manager      | Senior      | \$70.00          | \$90.30          |
| Security Manager      | Expert      | \$78.00          | \$100.62         |

|                  |                |
|------------------|----------------|
| Contractor Name: | LanceSoft, Inc |
| Federal ID#:     | 54-1974095     |

**REGION 1**

Region 1 Markup % **29.00%**

| Job Title             | Skill Level | Hourly Wage Rate | Hourly Bill Rate |
|-----------------------|-------------|------------------|------------------|
| Software Analyst      | Junior      | \$25.00          | \$32.25          |
| Software Analyst      | Mid-Level   | \$32.00          | \$41.28          |
| Software Analyst      | Senior      | \$45.00          | \$58.05          |
| Software Analyst      | Expert      | \$55.00          | \$70.95          |
| Software Architect    | Junior      | \$65.00          | \$83.85          |
| Software Architect    | Mid-Level   | \$72.00          | \$92.88          |
| Software Architect    | Senior      | \$80.00          | \$103.20         |
| Software Architect    | Expert      | \$87.00          | \$112.23         |
| Software Developer    | Junior      | \$40.00          | \$51.60          |
| Software Developer    | Mid-Level   | \$52.00          | \$67.08          |
| Software Developer    | Senior      | \$62.00          | \$79.98          |
| Software Developer    | Expert      | \$73.00          | \$94.17          |
| Software Manager      | Junior      | \$45.00          | \$58.05          |
| Software Manager      | Mid-Level   | \$58.00          | \$74.82          |
| Software Manager      | Senior      | \$65.00          | \$83.85          |
| Software Manager      | Expert      | \$72.00          | \$92.88          |
| Systems Administrator | Junior      | \$30.00          | \$38.70          |
| Systems Administrator | Mid-Level   | \$38.00          | \$49.02          |
| Systems Administrator | Senior      | \$52.00          | \$67.08          |
| Systems Administrator | Expert      | \$65.00          | \$83.85          |
| Systems Analyst       | Junior      | \$32.00          | \$41.28          |
| Systems Analyst       | Mid-Level   | \$42.00          | \$54.18          |
| Systems Analyst       | Senior      | \$55.00          | \$70.95          |
| Systems Analyst       | Expert      | \$65.00          | \$83.85          |
| Systems Architect     | Junior      | \$60.00          | \$77.40          |
| Systems Architect     | Mid-Level   | \$68.00          | \$87.72          |
| Systems Architect     | Senior      | \$80.00          | \$103.20         |
| Systems Architect     | Expert      | \$87.00          | \$112.23         |
| Systems Developer     | Junior      | \$40.00          | \$51.60          |
| Systems Developer     | Mid-Level   | \$52.00          | \$67.08          |
| Systems Developer     | Senior      | \$62.00          | \$79.98          |

**REGION 2**

Region 2 Markup % **29.00%**

| Job Title             | Skill Level | Hourly Wage Rate | Hourly Bill Rate |
|-----------------------|-------------|------------------|------------------|
| Software Analyst      | Junior      | \$25.00          | \$32.25          |
| Software Analyst      | Mid-Level   | \$32.00          | \$41.28          |
| Software Analyst      | Senior      | \$45.00          | \$58.05          |
| Software Analyst      | Expert      | \$55.00          | \$70.95          |
| Software Architect    | Junior      | \$65.00          | \$83.85          |
| Software Architect    | Mid-Level   | \$72.00          | \$92.88          |
| Software Architect    | Senior      | \$80.00          | \$103.20         |
| Software Architect    | Expert      | \$87.00          | \$112.23         |
| Software Developer    | Junior      | \$40.00          | \$51.60          |
| Software Developer    | Mid-Level   | \$52.00          | \$67.08          |
| Software Developer    | Senior      | \$62.00          | \$79.98          |
| Software Developer    | Expert      | \$73.00          | \$94.17          |
| Software Manager      | Junior      | \$45.00          | \$58.05          |
| Software Manager      | Mid-Level   | \$58.00          | \$74.82          |
| Software Manager      | Senior      | \$65.00          | \$83.85          |
| Software Manager      | Expert      | \$72.00          | \$92.88          |
| Systems Administrator | Junior      | \$30.00          | \$38.70          |
| Systems Administrator | Mid-Level   | \$38.00          | \$49.02          |
| Systems Administrator | Senior      | \$52.00          | \$67.08          |
| Systems Administrator | Expert      | \$65.00          | \$83.85          |
| Systems Analyst       | Junior      | \$32.00          | \$41.28          |
| Systems Analyst       | Mid-Level   | \$42.00          | \$54.18          |
| Systems Analyst       | Senior      | \$55.00          | \$70.95          |
| Systems Analyst       | Expert      | \$65.00          | \$83.85          |
| Systems Architect     | Junior      | \$60.00          | \$77.40          |
| Systems Architect     | Mid-Level   | \$68.00          | \$87.72          |
| Systems Architect     | Senior      | \$80.00          | \$103.20         |
| Systems Architect     | Expert      | \$87.00          | \$112.23         |
| Systems Developer     | Junior      | \$40.00          | \$51.60          |
| Systems Developer     | Mid-Level   | \$52.00          | \$67.08          |
| Systems Developer     | Senior      | \$62.00          | \$79.98          |

**REGION 3**

Region 3 Markup % **29.00%**

| Job Title             | Skill Level | Hourly Wage Rate | Hourly Bill Rate |
|-----------------------|-------------|------------------|------------------|
| Software Analyst      | Junior      | \$25.00          | \$32.25          |
| Software Analyst      | Mid-Level   | \$32.00          | \$41.28          |
| Software Analyst      | Senior      | \$45.00          | \$58.05          |
| Software Analyst      | Expert      | \$55.00          | \$70.95          |
| Software Architect    | Junior      | \$65.00          | \$83.85          |
| Software Architect    | Mid-Level   | \$72.00          | \$92.88          |
| Software Architect    | Senior      | \$80.00          | \$103.20         |
| Software Architect    | Expert      | \$87.00          | \$112.23         |
| Software Developer    | Junior      | \$40.00          | \$51.60          |
| Software Developer    | Mid-Level   | \$52.00          | \$67.08          |
| Software Developer    | Senior      | \$62.00          | \$79.98          |
| Software Developer    | Expert      | \$73.00          | \$94.17          |
| Software Manager      | Junior      | \$45.00          | \$58.05          |
| Software Manager      | Mid-Level   | \$58.00          | \$74.82          |
| Software Manager      | Senior      | \$65.00          | \$83.85          |
| Software Manager      | Expert      | \$72.00          | \$92.88          |
| Systems Administrator | Junior      | \$30.00          | \$38.70          |
| Systems Administrator | Mid-Level   | \$38.00          | \$49.02          |
| Systems Administrator | Senior      | \$52.00          | \$67.08          |
| Systems Administrator | Expert      | \$65.00          | \$83.85          |
| Systems Analyst       | Junior      | \$32.00          | \$41.28          |
| Systems Analyst       | Mid-Level   | \$42.00          | \$54.18          |
| Systems Analyst       | Senior      | \$55.00          | \$70.95          |
| Systems Analyst       | Expert      | \$65.00          | \$83.85          |
| Systems Architect     | Junior      | \$60.00          | \$77.40          |
| Systems Architect     | Mid-Level   | \$68.00          | \$87.72          |
| Systems Architect     | Senior      | \$80.00          | \$103.20         |
| Systems Architect     | Expert      | \$87.00          | \$112.23         |
| Systems Developer     | Junior      | \$40.00          | \$51.60          |
| Systems Developer     | Mid-Level   | \$52.00          | \$67.08          |
| Systems Developer     | Senior      | \$62.00          | \$79.98          |

|                  |                |
|------------------|----------------|
| Contractor Name: | LanceSoft, Inc |
| Federal ID#:     | 54-1974095     |

**REGION 1**

**REGION 2**

**REGION 3**

Region 1 Markup % **29.00%**

Region 2 Markup % **29.00%**

Region 3 Markup % **29.00%**

| Job Title          | Skill Level | Hourly Wage Rate | Hourly Bill Rate |
|--------------------|-------------|------------------|------------------|
| Systems Developer  | Expert      | \$73.00          | \$94.17          |
| Technical Writer   | Junior      | \$20.00          | \$25.80          |
| Technical Writer   | Mid-Level   | \$28.00          | \$36.12          |
| Technical Writer   | Senior      | \$35.00          | \$45.15          |
| Technical Writer   | Expert      | \$48.00          | \$61.92          |
| Tester             | Junior      | \$35.00          | \$45.15          |
| Tester             | Mid-Level   | \$42.00          | \$54.18          |
| Tester             | Senior      | \$50.00          | \$64.50          |
| Tester             | Expert      | \$58.00          | \$74.82          |
| Training Developer | Junior      | \$45.00          | \$58.05          |
| Training Developer | Mid-Level   | \$52.00          | \$67.08          |
| Training Developer | Senior      | \$65.00          | \$83.85          |
| Training Developer | Expert      | \$76.00          | \$98.04          |
| Web Administrator  | Junior      | \$30.00          | \$38.70          |
| Web Administrator  | Mid-Level   | \$42.00          | \$54.18          |
| Web Administrator  | Senior      | \$55.00          | \$70.95          |
| Web Administrator  | Expert      | \$65.00          | \$83.85          |
| Web Designer       | Junior      | \$30.00          | \$38.70          |
| Web Designer       | Mid-Level   | \$38.00          | \$49.02          |
| Web Designer       | Senior      | \$47.00          | \$60.63          |
| Web Designer       | Expert      | \$55.00          | \$70.95          |
| Web Developer      | Junior      | \$35.00          | \$45.15          |
| Web Developer      | Mid-Level   | \$42.00          | \$54.18          |
| Web Developer      | Senior      | \$50.00          | \$64.50          |
| Web Developer      | Expert      | \$62.00          | \$79.98          |
| Web Manager        | Junior      | \$40.00          | \$51.60          |
| Web Manager        | Mid-Level   | \$50.00          | \$64.50          |
| Web Manager        | Senior      | \$58.00          | \$74.82          |
| Web Manager        | Expert      | \$65.00          | \$83.85          |

| Job Title          | Skill Level | Hourly Wage Rate | Hourly Bill Rate |
|--------------------|-------------|------------------|------------------|
| Systems Developer  | Expert      | \$73.00          | \$94.17          |
| Technical Writer   | Junior      | \$20.00          | \$25.80          |
| Technical Writer   | Mid-Level   | \$28.00          | \$36.12          |
| Technical Writer   | Senior      | \$35.00          | \$45.15          |
| Technical Writer   | Expert      | \$48.00          | \$61.92          |
| Tester             | Junior      | \$35.00          | \$45.15          |
| Tester             | Mid-Level   | \$42.00          | \$54.18          |
| Tester             | Senior      | \$50.00          | \$64.50          |
| Tester             | Expert      | \$58.00          | \$74.82          |
| Training Developer | Junior      | \$45.00          | \$58.05          |
| Training Developer | Mid-Level   | \$52.00          | \$67.08          |
| Training Developer | Senior      | \$65.00          | \$83.85          |
| Training Developer | Expert      | \$76.00          | \$98.04          |
| Web Administrator  | Junior      | \$30.00          | \$38.70          |
| Web Administrator  | Mid-Level   | \$42.00          | \$54.18          |
| Web Administrator  | Senior      | \$55.00          | \$70.95          |
| Web Administrator  | Expert      | \$65.00          | \$83.85          |
| Web Designer       | Junior      | \$30.00          | \$38.70          |
| Web Designer       | Mid-Level   | \$38.00          | \$49.02          |
| Web Designer       | Senior      | \$47.00          | \$60.63          |
| Web Designer       | Expert      | \$55.00          | \$70.95          |
| Web Developer      | Junior      | \$35.00          | \$45.15          |
| Web Developer      | Mid-Level   | \$42.00          | \$54.18          |
| Web Developer      | Senior      | \$50.00          | \$64.50          |
| Web Developer      | Expert      | \$62.00          | \$79.98          |
| Web Manager        | Junior      | \$40.00          | \$51.60          |
| Web Manager        | Mid-Level   | \$50.00          | \$64.50          |
| Web Manager        | Senior      | \$58.00          | \$74.82          |
| Web Manager        | Expert      | \$65.00          | \$83.85          |

| Job Title          | Skill Level | Hourly Wage Rate | Hourly Bill Rate |
|--------------------|-------------|------------------|------------------|
| Systems Developer  | Expert      | \$73.00          | \$94.17          |
| Technical Writer   | Junior      | \$20.00          | \$25.80          |
| Technical Writer   | Mid-Level   | \$28.00          | \$36.12          |
| Technical Writer   | Senior      | \$35.00          | \$45.15          |
| Technical Writer   | Expert      | \$48.00          | \$61.92          |
| Tester             | Junior      | \$35.00          | \$45.15          |
| Tester             | Mid-Level   | \$42.00          | \$54.18          |
| Tester             | Senior      | \$50.00          | \$64.50          |
| Tester             | Expert      | \$58.00          | \$74.82          |
| Training Developer | Junior      | \$45.00          | \$58.05          |
| Training Developer | Mid-Level   | \$52.00          | \$67.08          |
| Training Developer | Senior      | \$65.00          | \$83.85          |
| Training Developer | Expert      | \$76.00          | \$98.04          |
| Web Administrator  | Junior      | \$30.00          | \$38.70          |
| Web Administrator  | Mid-Level   | \$42.00          | \$54.18          |
| Web Administrator  | Senior      | \$55.00          | \$70.95          |
| Web Administrator  | Expert      | \$65.00          | \$83.85          |
| Web Designer       | Junior      | \$30.00          | \$38.70          |
| Web Designer       | Mid-Level   | \$38.00          | \$49.02          |
| Web Designer       | Senior      | \$47.00          | \$60.63          |
| Web Designer       | Expert      | \$55.00          | \$70.95          |
| Web Developer      | Junior      | \$35.00          | \$45.15          |
| Web Developer      | Mid-Level   | \$42.00          | \$54.18          |
| Web Developer      | Senior      | \$50.00          | \$64.50          |
| Web Developer      | Expert      | \$62.00          | \$79.98          |
| Web Manager        | Junior      | \$40.00          | \$51.60          |
| Web Manager        | Mid-Level   | \$50.00          | \$64.50          |
| Web Manager        | Senior      | \$58.00          | \$74.82          |
| Web Manager        | Expert      | \$65.00          | \$83.85          |