Contractor Name:	LanceSoft. Inc
Federal ID#:	54-1974095

Region 1 Markup %

Job Title

Business Analyst

Business Analyst

Business Analyst

Business Analyst

Cloud Engineer

Cloud Engineer

Cloud Engineer

Cloud Engineer

Database Administrator

Database Administrator

Database Administrator

Database Administrator

Database Architect

Database Architect

Database Architect

Database Architect

Database Manager

Database Manager

Database Manager

Database Manager

Graphic Designer

Graphic Designer

Graphic Designer

Graphic Designer

Help Desk Manager

Help Desk Manager

Help Desk Manager

Help Desk Manager

T Manager

T Manager

IT Manager

IT Manager

29.00%

Skill Level

Junior

Senior

Expert

Mid-Level

Mid-Level

Mid-Level

Mid-Level

Mid-Level

Mid-Level

Mid-Level

Mid-Level

Hourly Wage

Rate

\$31.83

\$37.13

\$58.35

\$65.78

\$53.05

\$68.96

\$86.99

\$100.79

\$37.13

\$44.56

\$63.65

\$76.38

\$63.65

\$76.38

\$84.87

\$93.36

\$47 74

\$55.17

\$68.96

\$79.57

\$26.52

\$31.83

\$40.31

\$50.92

\$26.52

\$31.83

\$40.31

\$47.74

\$37.13

\$47.74

\$61.53

\$74.26

Rate

29.00% Region 2 Markup %

Hourly Bill \$41.06 \$47.90 \$75.27 \$84.85 \$68.43 \$88.96 \$112.22 \$130.01 \$47.90 \$57.48 \$82.11 \$98.54 \$82.11 \$98.54 \$109.48 \$120.43 \$61.59 \$71.17 \$88.96 \$102.64 \$34.21 \$41.06 \$52.01 \$65.69 \$34.21 \$41.06 \$52.01 \$61.59 \$47.90 \$61.59 \$79.38 \$95.80

Hourly Wage | Hourly Bill Skill Level Rate Rate Job Title **Business Analyst** Junior \$31.83 \$41.06 **Business Analyst** Mid-Level \$37.13 \$47.90 \$75.27 **Business Analyst** \$58.35 Senior **Business Analyst** Expert \$65.78 \$84.85 Cloud Engineer Junior \$53.0 \$68.43 Mid-Level \$88.96 Cloud Engineer \$68.96 Cloud Engineer Senior \$86.99 \$112.22 Cloud Engineer Expert \$100.79 \$130.01 Database Administrator Junior \$37.13 \$47.90 \$57.48 Database Administrator Mid-Level \$44.56 \$63.65 \$82.11 Senior Database Administrator \$98.54 Database Administrator Expert \$76.38 \$82.11 **Database Architect** Junior \$63.65 \$98.54 **Database Architect** Mid-Level \$76.38 \$84.87 \$109.48 **Database Architect** Senior Database Architect Expert \$93.36 \$120.43 Database Manager Junior \$47 74 \$61.59 Database Manager Mid-Level \$55.17 \$71.17 \$88.96 Database Manager Senior \$68.96 \$79.57 \$102.64 Database Manager Expert Graphic Designer Junior \$26.52 \$34.21 Mid-Level \$31.83 \$41.06 Graphic Designer \$40.31 \$52.01 Graphic Designer Senior Graphic Designer Expert \$50.92 \$65.69 Help Desk Manager Junior \$26.52 \$34.21 \$41.06 Help Desk Manager Mid-Level \$31.83 Help Desk Manager Senior \$40.31 \$52.01 Help Desk Manager Expert \$47.74 \$61.59 Junior \$37.13 \$47.90 IT Manager Mid-Level \$47.74 \$61.59 IT Manager \$79.38 IT Manager Senior \$61.53 IT Manager Expert \$74.26 \$95.80

REGION 3

29.00% Region 3 Markup %

Hourly Wage **Hourly Bill** Skill Level Rate Rate Job Title **Business Analyst** Junior \$31.83 \$41.06 \$47.90 Mid-Level \$37.13 **Business Analyst** \$58.35 \$75.27 **Business Analyst** Senior **Business Analyst** Expert \$65.78 \$84.85 Cloud Engineer Junior \$53.05 \$68.43 Mid-Level \$68.96 \$88.96 Cloud Engineer \$86.99 Cloud Engineer Senior \$112.22 Cloud Engineer Expert \$100.79 \$130.01 \$37.13 Database Administrator Junior \$47.90 \$57.48 Database Administrator Mid-Level \$44.56 \$63.6 \$82.11 Database Administrator Senior \$76.38 \$98.54 Database Administrator Expert Database Architect Junior \$63.65 \$82.11 \$76.38 \$98.54 Database Architect Mid-Level Database Architect \$84.87 \$109.48 Senior \$93.36 Database Architect Expert \$120.43 Database Manager Junior \$47.74 \$61.59 Database Manager Mid-Level \$55.17 \$71.17 \$68.96 \$88.96 Database Manager Senior \$79.57 \$102.64 Database Manager Expert Graphic Designer Junior \$26.52 \$34.21 Mid-Level \$31.83 \$41.06 Graphic Designer \$40.31 Graphic Designer Senior \$52.01 Graphic Designer Expert \$50.92 \$65.69 \$26.52 Help Desk Manager Junior \$34.21 \$31.83 \$41.06 Help Desk Manager Mid-Level Help Desk Manager Senior \$40.31 \$52.01 Help Desk Manager Expert \$47.74 \$61.59 Junior \$37.13 \$47.90 IT Manager T Manager Mid-Level \$47.74 \$61.59 \$61.53 \$79.38 IT Manager Senior IT Manager Expert \$74.26 \$95.80

Effective 7/1/2023 1 of 5

Contractor Name:	LanceSoft. Inc
Federal ID#:	54-1974095

REGION 1 REGION 2

Region 1 Markup % Region 2 Markup %

IT Specialist Mid-Level \$31.83	
IT Specialist Junior \$26.52 IT Specialist Mid-Level \$31.83	\$41.06 \$47.90
IT Specialist Mid-Level \$31.83	\$41.06 \$47.90
	\$47.90
T 0	
	\$61.59
IT Specialist Expert \$47.74	
Network Administrator Junior \$33.95	\$43.79
Network Administrator Mid-Level \$44.56	\$57.48
Network Administrator Senior \$53.05	\$68.43
Network Administrator Expert \$65.78	\$84.85
Network Architect Junior \$55.17	\$71.17
Network Architect Mid-Level \$63.65	\$82.11
Network Architect Senior \$72.14	\$93.06
Network Architect Expert \$84.87 \$	109.48
Operations Manager Junior \$37.13	\$47.90
Operations Manager Mid-Level \$44.56	\$57.48
Operations Manager Senior \$53.05	\$68.43
Operations Manager Expert \$61.53	\$79.38
	\$54.74
Programmer Mid-Level \$55.17	\$71.17
Programmer Senior \$65.78	\$84.85
Programmer Expert \$77.45	\$99.90
Project Manager Junior \$42.44	\$54.74
Project Manager Mid-Level \$55.17	\$71.17
Project Manager Senior \$63.65	\$82.11
Project Manager Expert \$74.26	\$95.80
, ,	\$41.06
, ,	\$61.59
	\$71.17
	\$88.96
	\$71.17
, ,	\$82.11
,	\$95.80

	Skill Level	Hourly Wage Rate	Hourly Bill Rate
Job Title			
IT Specialist	Junior	\$26.52	\$34.21
IT Specialist	Mid-Level	\$31.83	\$41.06
IT Specialist	Senior	\$37.13	\$47.90
IT Specialist	Expert	\$47.74	\$61.59
Network Administrator	Junior	\$31.83	\$41.06
Network Administrator	Mid-Level	\$44.56	\$57.48
Network Administrator	Senior	\$53.05	\$68.43
Network Administrator	Expert	\$65.78	\$84.85
Network Architect	Junior	\$55.17	\$71.17
Network Architect	Mid-Level	\$63.65	\$82.11
Network Architect	Senior	\$72.14	\$93.06
Network Architect	Expert	\$84.87	\$109.48
Operations Manager	Junior	\$37.13	\$47.90
Operations Manager	Mid-Level	\$44.56	\$57.48
Operations Manager	Senior	\$53.05	\$68.43
Operations Manager	Expert	\$61.53	\$79.38
Programmer	Junior	\$42.44	\$54.74
Programmer	Mid-Level	\$55.17	\$71.17
Programmer	Senior	\$65.78	\$84.85
Programmer	Expert	\$77.45	\$99.90
Project Manager	Junior	\$42.44	\$54.74
Project Manager	Mid-Level	\$55.17	\$71.17
Project Manager	Senior	\$63.65	\$82.11
Project Manager	Expert	\$74.26	\$95.80
Security Analyst	Junior	\$31.83	\$41.06
Security Analyst	Mid-Level	\$47.74	\$61.59
Security Analyst	Senior	\$55.17	\$71.17
Security Analyst	Expert	\$68.96	\$88.96
Security Manager	Junior	\$55.17	\$71.17
Security Manager	Mid-Level	\$63.65	\$82.11
Security Manager	Senior	\$74.26	\$95.80

Hourly Wage **Hourly Bill** Skill Level Rate Rate Job Title IT Specialist Junior \$26.52 \$34.21 IT Specialist Mid-Level \$31.83 \$41.06 \$37.13 \$47.90 IT Specialist Senior \$47.74 \$61.59 IT Specialist Expert Network Administrator Junior \$31.83 \$41.06 Mid-Level \$44.56 \$57.48 Network Administrator Network Administrator Senior \$53.05 \$68.43 Expert \$65.78 \$84.85 Network Administrator \$71.17 Network Architect Junior \$55.17 Mid-Level \$63.65 \$82.11 Network Architect Senior \$72.14 \$93.06 Network Architect \$84.87 \$109.48 Network Architect Expert \$37.13 \$47.90 Operations Manager Junior Mid-Level \$44.56 \$57.48 Operations Manager \$53.05 \$68.43 Operations Manager Senior \$61.53 \$79.38 Operations Manager Expert \$42.44 \$54.74 Programmer Junior Mid-Level \$55.17 \$71.17 Programmer Senior \$65.78 \$84.85 Programmer Expert \$77.45 \$99.90 Programmer \$42.44 \$54.74 Project Manager Junior Mid-Level \$55.17 \$71.17 Project Manager Senior \$63.65 \$82.11 Project Manager Project Manager Expert \$74.26 \$95.80 Junior \$31.83 \$41.06 Security Analyst Mid-Level \$47.74 \$61.59 Security Analyst Senior \$55.17 \$71.17 Security Analyst \$68.96 \$88.96 Security Analyst Expert \$55.17 \$71.17 Junior Security Manager Mid-Level \$82.11 Security Manager \$63.65

Senior

\$74.26

\$95.80

REGION 3

Region 3 Markup %

29.00%

Effective 7/1/2023 2 of 5

Security Manager

Contractor Name:	LanceSoft. Inc
Federal ID#:	54-1974095

Region 1 Markup %

29.00%

Region 2 Markup %

29.00%

	Skill Level	Hourly Wage Rate	Hourly Bill Rate
Job Title	_	***	
Security Manager	Expert	\$82.75	\$106.75
Software Analyst	Junior	\$26.52	\$34.21
Software Analyst	Mid-Level	\$33.95	\$43.79
Software Analyst	Senior	\$47.74	\$61.59
Software Analyst	Expert	\$58.35	\$75.27
Software Architect	Junior	\$68.96	\$88.96
Software Architect	Mid-Level	\$76.38	\$98.54
Software Architect	Senior	\$84.87	\$109.48
Software Architect	Expert	\$92.30	\$119.06
Software Developer	Junior	\$42.44	\$54.74
Software Developer	Mid-Level	\$55.17	\$71.17
Software Developer	Senior	\$65.78	\$84.85
Software Developer	Expert	\$77.45	\$99.90
Software Manager	Junior	\$47.74	\$61.59
Software Manager	Mid-Level	\$61.53	\$79.38
Software Manager	Senior	\$68.96	\$88.96
Software Manager	Expert	\$76.38	\$98.54
Systems Administrator	Junior	\$31.83	\$41.06
Systems Administrator	Mid-Level	\$40.31	\$52.01
Systems Administrator	Senior	\$55.17	\$71.17
Systems Administrator	Expert	\$68.96	\$88.96
Systems Analyst	Junior	\$33.95	\$43.79
Systems Analyst	Mid-Level	\$44.56	\$57.48
Systems Analyst	Senior	\$58.35	\$75.27
Systems Analyst	Expert	\$68.96	\$88.96
Systems Architect	Junior	\$63.65	\$82.11
Systems Architect	Mid-Level	\$72.14	\$93.06
Systems Architect	Senior	\$84.87	\$109.48
Systems Architect	Expert	\$92.30	\$119.06
Systems Developer	Junior	\$42.44	\$54.74

	Skill Level	Hourly Wage Rate	Hourly Bill Rate
Job Title			
Security Manager	Expert	\$82.75	\$106.75
Software Analyst	Junior	\$26.52	\$34.21
Software Analyst	Mid-Level	\$33.95	\$43.79
Software Analyst	Senior	\$47.74	\$61.59
Software Analyst	Expert	\$58.35	\$75.27
Software Architect	Junior	\$68.96	\$88.96
Software Architect	Mid-Level	\$76.38	\$98.54
Software Architect	Senior	\$84.87	\$109.48
Software Architect	Expert	\$92.30	\$119.06
Software Developer	Junior	\$42.44	\$54.74
Software Developer	Mid-Level	\$55.17	\$71.17
Software Developer	Senior	\$65.78	\$84.85
Software Developer	Expert	\$77.45	\$99.90
Software Manager	Junior	\$47.74	\$61.59
Software Manager	Mid-Level	\$61.53	\$79.38
Software Manager	Senior	\$68.96	\$88.96
Software Manager	Expert	\$76.38	\$98.54
Systems Administrator	Junior	\$31.83	\$41.06
Systems Administrator	Mid-Level	\$40.31	\$52.01
Systems Administrator	Senior	\$55.17	\$71.17
Systems Administrator	Expert	\$68.96	\$88.96
Systems Analyst	Junior	\$33.95	\$43.79
Systems Analyst	Mid-Level	\$44.56	\$57.48
Systems Analyst	Senior	\$58.35	\$75.27
Systems Analyst	Expert	\$68.96	\$88.96
Systems Architect	Junior	\$63.65	\$82.11
Systems Architect	Mid-Level	\$72.14	\$93.06
Systems Architect	Senior	\$84.87	\$109.48
Systems Architect	Expert	\$92.30	\$119.06
Systems Developer	Junior	\$42.44	\$54.74

Hourly Wage **Hourly Bill** Skill Level Rate Rate Job Title Security Manager Expert \$82.75 \$106.75 \$26.52 \$34.21 Software Analyst Junior \$43.79 \$33.95 Software Analyst Mid-Level Senior \$47.74 \$61.59 Software Analyst \$75.27 Software Analyst Expert \$58.35 \$68.96 \$88.96 Software Architect Junior Mid-Level \$76.38 \$98.54 Software Architect Senior \$84.87 \$109.48 Software Architect \$119.06 Software Architect Expert \$92.30 \$42.44 Software Developer Junior \$54.74 Mid-Level \$55.17 \$71.17 Software Developer Senior \$65.78 \$84.85 Software Developer \$77.45 \$99.90 Software Developer Expert \$61.59 Software Manager Junior \$47.74 Mid-Level \$61.53 \$79.38 Software Manager Senior \$68.96 \$88.96 Software Manager \$76.38 \$98.54 Software Manager Expert \$31.83 \$41.06 Junior Systems Administrator Mid-Level \$40.31 \$52.01 Systems Administrator \$55.17 \$71.17 Systems Administrator Senior \$68.96 \$88.96 Systems Administrator Expert \$43.79 Systems Analyst Junior \$33.95 Mid-Level \$44.56 \$57.48 Systems Analyst \$58.35 \$75.27 Systems Analyst Senior Systems Analyst Expert \$68.96 \$88.96 \$82.11 Junior \$63.65 Systems Architect Mid-Level \$72.14 \$93.06 Systems Architect \$84.87 \$109.48 Systems Architect Senior Systems Architect Expert \$92.30 \$119.06 \$54.74 Junior \$42.44 Systems Developer

REGION 3

Region 3 Markup %

29.00%

Effective 7/1/2023 3 of 5

Region 2 Markup %

Contractor Name:	LanceSoft. Inc
Federal ID#:	54-1974095

REGION 1 REGION 2

Region 1 Markup % 29.00%

Hourly Wage **Hourly Bill** Skill Level Rate Rate Job Title Systems Developer Mid-Level \$55.17 \$71.17 \$65.78 \$84.85 Systems Developer Senior \$99.90 Systems Developer Expert \$77.45 Junior \$21.22 \$27.37 Technical Writer Mid-Level \$38.32 Technical Writer \$29.71 \$47.90 \$37.13 Technical Writer Senior \$65.69 Technical Writer Expert \$50.92 Junior \$37.13 \$47.90 Tester Tester Mid-Level \$44.56 \$57.48 Senior \$53.0 \$68.43 Tester \$79.38 Tester Expert \$61.53 Junior \$47.74 \$61.59 Training Developer Training Developer Mid-Level \$55.17 \$71.17 Senior \$68.96 \$88.96 Training Developer \$80.63 \$104.01 Training Developer Expert Junior \$31.83 \$41.06 Web Administrator \$57.48 Web Administrator Mid-Level \$44.56 \$75.27 Web Administrator Senior \$58.35 \$88.96 Web Administrator Expert \$68.96 \$41.06 Web Designer Junior \$31.83 \$40.31 \$52.01 Web Designer Mid-Level Web Designer Senior \$49.86 \$64.32 \$58.35 \$75.27 Web Designer Expert Web Developer Junior \$37.13 \$47.90 Web Developer Mid-Level \$44.56 \$57.48 Web Developer Senior \$53.05 \$68.43 \$65.78 \$84.85 Web Developer Expert Web Manager Junior \$42.44 \$54.74 Web Manager Mid-Level \$53.05 \$68.43 \$61.53 \$79.38 Web Manager Senior

Hourly Wage | Hourly Bill Skill Level Rate Rate Job Title Systems Developer Mid-Level \$55.17 \$71.17 Senior \$65.78 \$84.85 Systems Developer \$99.90 Systems Developer Expert \$77.45 Technical Writer Junior \$21.22 \$27.37 Mid-Level Technical Writer \$29.71 \$38.32 Senior \$37.13 \$47.90 Technical Writer \$65.69 Technical Writer Expert \$50.92 Junior \$37.13 \$47.90 Γester Γester Mid-Level \$44.56 \$57.48 Senior \$53.05 \$68.43 Γester \$79.38 Tester Expert \$61.53 Junior \$47.74 \$61.59 Fraining Developer Fraining Developer Mid-Level \$55.17 \$71.17 Fraining Developer Senior \$68.96 \$88.96 \$80.63 \$104.01 Fraining Developer Expert Web Administrator Junior \$31.83 \$41.06 Mid-Level \$57.48 Web Administrator \$44.56 \$75.27 Web Administrator Senior \$58.35 \$88.96 Web Administrator Expert \$68.96 \$41.06 Web Designer Junior \$31.83 \$40.31 \$52.01 Web Designer Mid-Level Web Designer Senior \$49.86 \$64.32 \$58.35 \$75.27 Web Designer Expert \$47.90 Web Developer Junior \$37.13 Web Developer Mid-I evel \$44.56 \$57.48 Senior \$53.0 \$68.43 Web Developer \$65.78 \$84.85 Web Developer Expert \$54.74 Web Manager Junior \$42.44 Web Manager Mid-Level \$53.05 \$68.43 \$61.53 \$79.38 Web Manager Senior

29.00% Region 3 Markup % Hourly Wage **Hourly Bill** Skill Level Rate Rate Job Title Systems Developer Mid-Level \$55.17 \$71.17 \$65.78 \$84.85 Systems Developer Senior \$77.45 \$99.90 Systems Developer Expert Technical Writer Junior \$21.22 \$27.37 Technical Writer Mid-Level \$29.71 \$38.32 \$37.13 \$47.90 Technical Writer Senior \$65.69 Technical Writer Expert \$50.92 Junior \$37.1 \$47.90 Tester Tester Mid-Level \$44.56 \$57.48

Senior

Expert

Junior

Senior

Mid-Level

Mid-Level

Mid-Level

Mid-Level

Mid-Level

\$53.0

\$61.53

\$47.74

\$55.17

\$68.96

\$80.63

\$31.83

\$44.56

\$58.35

\$68.96

\$31.83

\$40.31

\$49.86

\$58.3

\$37.13

\$44.56

\$53.05

\$65.78

\$42.44

\$53.05

\$61.53

\$68.43

\$79.38

\$61.59

\$71.17

\$88.96

\$41.06

\$57.48

\$75.27

\$88.96

\$41.06

\$52.01

\$64.32

\$75.27

\$47.90

\$57.48

\$68.43

\$84.85

\$54.74

\$68.43

\$79.38

\$104.01

REGION 3

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Tester

Tester

Fraining Developer

Fraining Developer

Training Developer

Training Developer

Web Administrator

Web Administrator

Web Administrator

Web Administrator

Web Designer

Web Designer

Web Designer

Web Designer

Web Developer

Web Developer

Web Developer

Web Developer

Web Manager

Web Manager

Web Manager

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%]	
	Skill Level	Hourly Wage Rate	Hourly Bill Rate		Skill Level	Hourly Wage Rate	Hourly Bill Rate		Skill Level	Hourly Wage Rate	Hourly Bill Rate
Job Title				Job Title				Job Title			
Web Manager	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 Markup %

29.00%

Region 2 Markup % 29.00%

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

	Skill Level	Hourly Wage Rate	Hourly Bill Rate
Job Title			
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 Markup % 29.00%

REGION 3

Job Title Business Analyst Expert Cloud Engineer Cloud Engineer Cloud Engineer Bexpert Database Administrator Database Administrator Database Administrator Database Administrator Database Administrator Database Administrator Database Architect Database Anager Database Manager Senior Graphic Designer Graphic Designer Graphic Designer Senior Graphic Designer Help Desk Manager Help Desk Manager Help Desk Manager Help Desk Manager Expert IT Manager Junior	7	
Business Analyst Business Analyst Business Analyst Business Analyst Business Analyst Senior Business Analyst Cloud Engineer Cloud Engineer Busineer Cloud Engineer Cloud Engineer Business Cloud Engineer Cloud Engineer Business Business Cloud Engineer Business Busin	7	9.86
Business Analyst Senior Business Analyst Expert Cloud Engineer Junior Cloud Engineer Mid-Leve Cloud Engineer Senior Cloud Engineer Expert Database Administrator Junior Database Administrator Mid-Leve Database Administrator Senior Database Administrator Expert Database Administrator Expert Database Architect Junior Database Architect Mid-Leve Database Architect Senior Database Architect Expert Database Architect Expert Database Anager Junior Database Manager Mid-Leve Graphic Designer Senior Graphic Designer Senior Graphic Designer Senior Graphic Designer Senior Graphic Designer Expert Help Desk Manager Mid-Leve Help Desk Manager Senior	vei <u> \$30.03 </u> \$4	
Business Analyst Expert Cloud Engineer Junior Cloud Engineer Mid-Leve Cloud Engineer Senior Cloud Engineer Expert Database Administrator Junior Database Administrator Mid-Leve Database Administrator Senior Database Administrator Expert Database Administrator Expert Database Architect Junior Database Architect Mid-Leve Database Architect Senior Database Architect Expert Database Architect Expert Database Manager Junior Database Manager Mid-Leve Database Manager Expert Graphic Designer Senior Help Desk Manager Mid-Leve Help Desk Manager Senior Help Desk Manager Senior Help Desk Manager Senior Help Desk Manager Senior	\$56.65 \$7	3.08
Cloud Engineer Junior Cloud Engineer Mid-Leve Cloud Engineer Senior Cloud Engineer Expert Database Administrator Junior Database Administrator Mid-Leve Database Administrator Senior Database Administrator Expert Database Administrator Expert Database Architect Junior Database Architect Mid-Leve Database Architect Senior Database Architect Expert Database Architect Expert Database Manager Junior Database Manager Mid-Leve Database Manager Senior Database Manager Expert Graphic Designer Mid-Leve Graphic Designer Senior Graphic Designer Senior Graphic Designer Senior Graphic Designer Expert Help Desk Manager Mid-Leve Help Desk Manager Senior	, , , , , , , , , , , , , , , , , , , ,	2.38
Cloud Engineer Mid-Leve Cloud Engineer Senior Cloud Engineer Expert Database Administrator Junior Database Administrator Mid-Leve Database Administrator Senior Database Administrator Expert Database Administrator Expert Database Architect Junior Database Architect Mid-Leve Database Architect Senior Database Architect Expert Database Architect Expert Database Manager Mid-Leve Database Manager Senior Database Manager Expert Graphic Designer Mid-Leve Graphic Designer Senior Help Desk Manager Mid-Leve Help Desk Manager Senior Help Desk Manager Senior Help Desk Manager Senior Help Desk Manager Senior	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	6.44
Cloud Engineer Senior Cloud Engineer Expert Database Administrator Junior Database Administrator Mid-Leve Database Administrator Senior Database Administrator Expert Database Architect Junior Database Architect Mid-Leve Database Architect Senior Database Architect Senior Database Architect Expert Database Manager Junior Database Manager Mid-Leve Database Manager Senior Database Manager Expert Graphic Designer Junior Graphic Designer Mid-Leve Graphic Designer Senior Graphic Designer Senior Graphic Designer Expert Help Desk Manager Mid-Leve Help Desk Manager Senior		6.37
Cloud Engineer Expert Database Administrator Junior Database Administrator Mid-Leve Database Administrator Senior Database Administrator Expert Database Architect Junior Database Architect Mid-Leve Database Architect Senior Database Architect Expert Database Architect Expert Database Manager Junior Database Manager Mid-Leve Database Manager Senior Database Manager Expert Graphic Designer Junior Graphic Designer Mid-Leve Graphic Designer Senior Graphic Designer Senior Graphic Designer Expert Help Desk Manager Mid-Leve Help Desk Manager Senior Expert	700.00	8.95
Database Administrator Database Administrator Database Administrator Database Administrator Database Administrator Database Administrator Database Architect Database Architect Database Architect Database Architect Database Architect Database Architect Database Manager Database Manager Database Manager Database Manager Database Manager Database Manager Graphic Designer Graphic Designer Graphic Designer Graphic Designer Help Desk Manager Expert Help Desk Manager Help Desk Manager Help Desk Manager Help Desk Manager Expert		6.23
Database Administrator Database Administrator Database Administrator Database Administrator Database Architect Database Architect Database Architect Database Architect Database Architect Database Architect Database Manager Database Manager Database Manager Database Manager Database Manager Database Manager Graphic Designer Graphic Designer Graphic Designer Graphic Designer Help Desk Manager Mid-Leve Help Desk Manager Expert		6.23 6.50
Database Administrator Database Administrator Database Administrator Database Architect Database Architect Database Architect Database Architect Database Architect Database Architect Database Manager Database Manager Database Manager Database Manager Database Manager Database Manager Graphic Designer Graphic Designer Graphic Designer Graphic Designer Help Desk Manager Help Desk Manager Mid-Leve Help Desk Manager Help Desk Manager Help Desk Manager Help Desk Manager Expert	, , , , , , , , , , , , , , , , , , , ,	5.81
Database Administrator Database Architect Database Manager Database Manager Database Manager Database Manager Database Manager Graphic Designer Graphic Designer Graphic Designer Graphic Designer Help Desk Manager Help Desk Manager Mid-Leve Help Desk Manager Help Desk Manager Help Desk Manager Help Desk Manager Expert	7 - 7	9.72
Database Architect Database Architect Database Architect Database Architect Database Architect Database Architect Database Manager Database Manager Database Manager Database Manager Database Manager Database Manager Graphic Designer Graphic Designer Graphic Designer Graphic Designer Graphic Designer Graphic Designer Help Desk Manager Expert Help Desk Manager Expert		5.67
Database Architect Mid-Leve Database Architect Senior Database Architect Expert Database Manager Junior Database Manager Mid-Leve Database Manager Senior Database Manager Expert Graphic Designer Junior Graphic Designer Mid-Leve Graphic Designer Senior Graphic Designer Senior Graphic Designer Expert Help Desk Manager Junior Help Desk Manager Mid-Leve Help Desk Manager Senior Help Desk Manager Senior Help Desk Manager Senior Help Desk Manager Senior Help Desk Manager Expert		9.72
Database Architect Senior Database Architect Expert Database Manager Junior Database Manager Mid-Leve Database Manager Senior Database Manager Expert Graphic Designer Junior Graphic Designer Mid-Leve Graphic Designer Senior Graphic Designer Senior Graphic Designer Expert Help Desk Manager Junior Help Desk Manager Mid-Leve Help Desk Manager Senior Help Desk Manager Senior Help Desk Manager Senior Help Desk Manager Expert	1	5.67
Database Architect Expert Database Manager Junior Database Manager Mid-Leve Database Manager Senior Database Manager Expert Graphic Designer Junior Graphic Designer Mid-Leve Graphic Designer Senior Graphic Designer Expert Help Desk Manager Junior Help Desk Manager Mid-Leve Help Desk Manager Senior Help Desk Manager Senior Help Desk Manager Senior Help Desk Manager Expert	121 71 1110 70	6.30
Database Manager Database Manager Mid-Leve Database Manager Database Manager Senior Database Manager Graphic Designer Graphic Designer Graphic Designer Graphic Designer Graphic Designer Graphic Designer Help Desk Manager Expert	1 - 1	6.93
Database Manager Mid-Leve Database Manager Senior Database Manager Expert Graphic Designer Junior Graphic Designer Mid-Leve Graphic Designer Senior Graphic Designer Expert Help Desk Manager Junior Help Desk Manager Mid-Leve Help Desk Manager Senior Help Desk Manager Senior Help Desk Manager Expert		9.79
Database Manager Senior Database Manager Expert Graphic Designer Junior Graphic Designer Mid-Leve Graphic Designer Senior Graphic Designer Expert Help Desk Manager Junior Help Desk Manager Mid-Leve Help Desk Manager Senior Help Desk Manager Senior Help Desk Manager Expert		9.79
Database Manager Expert Graphic Designer Junior Graphic Designer Mid-Leve Graphic Designer Senior Graphic Designer Expert Help Desk Manager Junior Help Desk Manager Mid-Leve Help Desk Manager Senior Help Desk Manager Senior Help Desk Manager Expert	700.00	6.37
Graphic Designer Junior Graphic Designer Mid-Leve Graphic Designer Senior Graphic Designer Expert Help Desk Manager Junior Help Desk Manager Mid-Leve Help Desk Manager Senior Help Desk Manager Expert Help Desk Manager Expert		9.65
Graphic Designer Mid-Leve Graphic Designer Senior Graphic Designer Expert Help Desk Manager Junior Help Desk Manager Mid-Leve Help Desk Manager Senior Help Desk Manager Expert	1	3.22
Graphic Designer Senior Graphic Designer Expert Help Desk Manager Junior Help Desk Manager Mid-Leve Help Desk Manager Senior Help Desk Manager Expert	, , , , , , , , , , , , , , , , , , , ,	9.86
Graphic Designer Expert Help Desk Manager Junior Help Desk Manager Mid-Leve Help Desk Manager Senior Help Desk Manager Expert	7.0.00	0.49
Help Desk Manager Junior Help Desk Manager Mid-Leve Help Desk Manager Senior Help Desk Manager Expert		3.78
Help Desk Manager Mid-Leve Help Desk Manager Senior Help Desk Manager Expert	\$40.44	3.22
Help Desk Manager Senior Help Desk Manager Expert	<u> </u>	9.86
Help Desk Manager Expert	\$25.75 \$3	0.49
	\$25.75 \$3 vel \$30.90 \$3	9.79
	\$25.75 \$3 vel \$30.90 \$3 \$39.14 \$5	U.1 U
IT Manager Mid-Leve	\$25.75 \$3 vel \$30.90 \$3 \$39.14 \$5 \$46.35 \$5	6 50
IT Manager Senior	\$25.75 \$3 vel \$30.90 \$3 \$39.14 \$5 \$46.35 \$5 \$36.05 \$4	6.50 a 7a
IT Manager Expert	\$25.75 \$3 vel \$30.90 \$3 \$39.14 \$5 \$46.35 \$5 \$36.05 \$4 vel \$46.35 \$5	6.50 9.79 7.06

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Contractor Name:	LanceSoft. Inc
Federal ID#:	54-1974095

REGION 1 REGION 2

Region 1 Markup %

29.00%

Hourly Wage Hourly Bill Rate Rate

\$79.72

\$93.01

\$61.80

\$72.10

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

Mid-Level

Senior

Security Manager

Security Manager

Region 2 Markup %

	Skill Level	Hourly Wage Rate	Hourly Bill Rate
Job Title			
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 Markup %

REGION 3

29.00%

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

Effective 7/1/2022 2 of 5

Contractor Name:	LanceSoft. Inc
Federal ID#:	54-1974095

Region 1 Markup %

29.00%

Region 2 Markup % 29.00%

Hourly Wage Hourly Bill Skill Level Rate Rate Job Title Security Manager Expert \$80.34 \$103.64 \$25.75 \$33.22 Software Analyst Junior \$42.52 Software Analyst Mid-Level \$32.96 \$46.35 \$59.79 Senior Software Analyst Software Analyst Expert \$56.65 \$73.08 \$66.95 \$86.37 Software Architect Junior \$95.67 Software Architect Mid-Level \$74.16 \$82.40 \$106.30 Software Architect Senior Software Architect Expert \$89.61 \$115.60 \$41.20 \$53.15 Software Developer Junior \$69.09 Mid-Level \$53.56 Software Developer \$63.86 \$82.38 Senior Software Developer Software Developer Expert \$75.19 \$97.00 Junior \$46.35 \$59.79 Software Manager Mid-Level \$59.74 \$77.06 Software Manager \$66.95 \$86.37 Senior Software Manager Software Manager Expert \$74.16 \$95.67 \$30.90 \$39.86 Systems Administrator Junior \$39.14 \$50.49 Mid-Level Systems Administrator Systems Administrator Senior \$53.56 \$69.09 \$66.95 \$86.37 Expert Systems Administrator \$42.52 Systems Analyst Junior \$32.96 \$55.81 Mid-Level \$43.26 Systems Analyst Systems Analyst Senior \$56.65 \$73.08 Expert \$66.95 \$86.37 Systems Analyst \$61.80 \$79.72 Systems Architect Junior \$90.35 Mid-Level \$70.04 Systems Architect Systems Architect Senior \$82.40 \$106.30 Expert \$89.61 \$115.60 Systems Architect \$41.20 \$53.15 Systems Developer Junior

Job Title Expert \$80.34 \$103.64 Software Analyst Junior \$25.75 \$33.22 Software Analyst Mid-Level \$32.96 \$42.52 Software Analyst Senior \$46.35 \$59.79 Software Analyst Expert \$56.65 \$73.08 Software Architect Junior \$66.95 \$86.37 Software Architect Mid-Level \$74.16 \$95.67 Software Architect Senior \$82.40 \$106.30 Software Architect Expert \$89.61 \$115.60 Software Developer Junior \$41.20 \$53.15 Software Developer Mid-Level \$53.56 \$69.09 Software Developer Expert \$75.19 \$97.00 Software Manager Junior \$46.35 \$59.79 Software Manager Junior \$46.35 \$59.79 Software Manager Senior \$66.95 \$86.37 Systems Administrator Junior \$30.90 \$39.86 <td< th=""><th></th><th>Skill Level</th><th>Hourly Wage Rate</th><th>Hourly Bill Rate</th></td<>		Skill Level	Hourly Wage Rate	Hourly Bill Rate
Software Analyst Junior \$25.75 \$33.22 Software Analyst Mid-Level \$32.96 \$42.52 Software Analyst Senior \$46.35 \$59.79 Software Analyst Expert \$56.65 \$73.08 Software Architect Junior \$66.95 \$86.37 Software Architect Mid-Level \$74.16 \$95.67 Software Architect Senior \$82.40 \$106.30 Software Architect Expert \$89.61 \$115.60 Software Developer Junior \$41.20 \$53.15 Software Developer Mid-Level \$53.56 \$69.09 Software Developer Senior \$63.86 \$82.38 Software Developer Expert \$75.19 \$97.00 Software Manager Junior \$46.35 \$59.79 Software Manager Mid-Level \$59.74 \$77.06 Software Manager Senior \$66.95 \$86.37 Systems Administrator Junior \$30.90 \$39.86	Job Title			
Software Analyst Mid-Level \$32.96 \$42.52 Software Analyst Senior \$46.35 \$59.79 Software Analyst Expert \$56.65 \$73.08 Software Architect Junior \$66.95 \$86.37 Software Architect Mid-Level \$74.16 \$95.67 Software Architect Senior \$82.40 \$106.30 Software Architect Expert \$89.61 \$115.60 Software Developer Junior \$41.20 \$53.15 Software Developer Mid-Level \$53.56 \$69.09 Software Developer Expert \$75.19 \$97.00 Software Manager Junior \$46.35 \$59.79 Software Manager Junior \$46.35 \$59.79 Software Manager Senior \$66.95 \$86.37 Systems Administrator Junior \$30.90 \$39.86 Systems Administrator Senior \$53.56 \$69.09 Systems Analyst Junior \$32.96 \$42.52		<u> </u>	*	
Software Analyst Senior \$46.35 \$59.79 Software Analyst Expert \$56.65 \$73.08 Software Architect Junior \$66.95 \$86.37 Software Architect Mid-Level \$74.16 \$95.67 Software Architect Senior \$82.40 \$106.30 Software Architect Expert \$89.61 \$115.60 Software Developer Junior \$41.20 \$53.15 Software Developer Senior \$63.86 \$82.38 Software Developer Expert \$75.19 \$97.00 Software Manager Junior \$46.35 \$59.79 Software Manager Mid-Level \$59.74 \$77.06 Software Manager Senior \$66.95 \$86.37 Software Manager Expert \$74.16 \$95.67 Systems Administrator Junior \$30.90 \$39.86 Systems Administrator Senior \$53.56 \$69.09 Systems Analyst Junior \$32.96 \$42.52	·			
Software Analyst Expert \$56.65 \$73.08 Software Architect Junior \$66.95 \$86.37 Software Architect Mid-Level \$74.16 \$95.67 Software Architect Senior \$82.40 \$106.30 Software Architect Expert \$89.61 \$115.60 Software Developer Junior \$41.20 \$53.15 Software Developer Senior \$63.86 \$82.38 Software Developer Expert \$75.19 \$97.00 Software Developer Expert \$75.19 \$97.00 Software Manager Junior \$46.35 \$59.79 Software Manager Senior \$66.95 \$86.37 Software Manager Expert \$74.16 \$95.67 Systems Administrator Junior \$30.90 \$39.86 Systems Administrator Senior \$53.56 \$69.09 Systems Administrator Senior \$53.56 \$69.09 Systems Analyst Junior \$32.96 \$42.52	Software Analyst			
Software Architect Junior \$66.95 \$86.37 Software Architect Mid-Level \$74.16 \$95.67 Software Architect Senior \$82.40 \$106.30 Software Architect Expert \$89.61 \$115.60 Software Developer Junior \$41.20 \$53.15 Software Developer Mid-Level \$53.56 \$69.09 Software Developer Senior \$63.86 \$82.38 Software Developer Expert \$75.19 \$97.00 Software Manager Junior \$46.35 \$59.79 Software Manager Mid-Level \$59.74 \$77.06 Software Manager Senior \$66.95 \$86.37 Systems Administrator Junior \$30.90 \$39.86 Systems Administrator Senior \$53.56 \$69.09 Systems Administrator Senior \$53.56 \$69.09 Systems Analyst Junior \$32.96 \$42.52 Systems Analyst Senior \$56.65 \$73.08	Software Analyst	Senior		\$59.79
Software Architect Mid-Level \$74.16 \$95.67 Software Architect Senior \$82.40 \$106.30 Software Architect Expert \$89.61 \$115.60 Software Developer Junior \$41.20 \$53.15 Software Developer Mid-Level \$53.56 \$69.09 Software Developer Senior \$63.86 \$82.38 Software Developer Expert \$75.19 \$97.00 Software Manager Junior \$46.35 \$59.79 Software Manager Mid-Level \$59.74 \$77.06 Software Manager Senior \$66.95 \$86.37 Systems Administrator Junior \$30.90 \$39.86 Systems Administrator Senior \$53.56 \$69.09 Systems Administrator Senior \$53.56 \$69.09 Systems Administrator Expert \$66.95 \$86.37 Systems Analyst Junior \$32.96 \$42.52 Systems Analyst Senior \$56.65 \$73.08	Software Analyst	Expert	\$56.65	\$73.08
Software Architect Senior \$82.40 \$106.30 Software Architect Expert \$89.61 \$115.60 Software Developer Junior \$41.20 \$53.15 Software Developer Mid-Level \$53.56 \$69.09 Software Developer Senior \$63.86 \$82.38 Software Developer Expert \$75.19 \$97.00 Software Manager Junior \$46.35 \$59.79 Software Manager Mid-Level \$59.74 \$77.06 Software Manager Senior \$66.95 \$86.37 Software Manager Expert \$74.16 \$95.67 Systems Administrator Junior \$30.90 \$39.86 Systems Administrator Senior \$53.56 \$69.09 Systems Administrator Senior \$53.56 \$69.09 Systems Analyst Junior \$32.96 \$42.52 Systems Analyst Mid-Level \$43.26 \$55.81 Systems Analyst Senior \$56.65 \$73.08	Software Architect	-		\$86.37
Software Architect Expert \$89.61 \$115.60 Software Developer Junior \$41.20 \$53.15 Software Developer Mid-Level \$53.56 \$69.09 Software Developer Senior \$63.86 \$82.38 Software Developer Expert \$75.19 \$97.00 Software Manager Junior \$46.35 \$59.79 Software Manager Mid-Level \$59.74 \$77.06 Software Manager Senior \$66.95 \$86.37 Software Manager Expert \$74.16 \$95.67 Systems Administrator Junior \$30.90 \$39.86 Systems Administrator Senior \$53.56 \$69.09 Systems Administrator Senior \$53.56 \$69.09 Systems Administrator Expert \$66.95 \$86.37 Systems Analyst Junior \$32.96 \$42.52 Systems Analyst Mid-Level \$43.26 \$55.81 Systems Analyst Senior \$56.65 \$73.08 <tr< td=""><td>Software Architect</td><td>Mid-Level</td><td>\$74.16</td><td>\$95.67</td></tr<>	Software Architect	Mid-Level	\$74.16	\$95.67
Software Developer Junior \$41.20 \$53.15 Software Developer Mid-Level \$53.56 \$69.09 Software Developer Senior \$63.86 \$82.38 Software Developer Expert \$75.19 \$97.00 Software Manager Junior \$46.35 \$59.79 Software Manager Mid-Level \$59.74 \$77.06 Software Manager Senior \$66.95 \$86.37 Software Manager Expert \$74.16 \$95.67 Systems Administrator Junior \$30.90 \$39.86 Systems Administrator Senior \$53.56 \$69.09 Systems Administrator Senior \$53.56 \$69.09 Systems Analyst Junior \$32.96 \$42.52 Systems Analyst Mid-Level \$43.26 \$55.81 Systems Analyst Senior \$56.65 \$73.08 Systems Architect Junior \$66.95 \$86.37 Systems Architect Mid-Level \$70.04 \$90.35	Software Architect	Senior	\$82.40	\$106.30
Software Developer Mid-Level \$53.56 \$69.09 Software Developer Senior \$63.86 \$82.38 Software Developer Expert \$75.19 \$97.00 Software Manager Junior \$46.35 \$59.79 Software Manager Mid-Level \$59.74 \$77.06 Software Manager Senior \$66.95 \$86.37 Software Manager Expert \$74.16 \$95.67 Systems Administrator Junior \$30.90 \$39.86 Systems Administrator Senior \$53.56 \$69.09 Systems Administrator Senior \$53.56 \$69.09 Systems Analyst Junior \$32.96 \$42.52 Systems Analyst Mid-Level \$43.26 \$55.81 Systems Analyst Senior \$56.65 \$73.08 Systems Architect Junior \$66.95 \$86.37 Systems Architect Junior \$61.80 \$79.72 Systems Architect Senior \$82.40 \$106.30	Software Architect	Expert	· ·	\$115.60
Software Developer Senior \$63.86 \$82.38 Software Developer Expert \$75.19 \$97.00 Software Manager Junior \$46.35 \$59.79 Software Manager Mid-Level \$59.74 \$77.06 Software Manager Senior \$66.95 \$86.37 Software Manager Expert \$74.16 \$95.67 Systems Administrator Junior \$30.90 \$39.86 Systems Administrator Senior \$53.56 \$69.09 Systems Administrator Expert \$66.95 \$86.37 Systems Analyst Junior \$32.96 \$42.52 Systems Analyst Mid-Level \$43.26 \$55.81 Systems Analyst Senior \$56.65 \$73.08 Systems Architect Junior \$66.95 \$86.37 Systems Architect Junior \$61.80 \$79.72 Systems Architect Senior \$82.40 \$106.30 Systems Architect Senior \$82.40 \$106.30	Software Developer	Junior		\$53.15
Software Developer Expert \$75.19 \$97.00 Software Manager Junior \$46.35 \$59.79 Software Manager Mid-Level \$59.74 \$77.06 Software Manager Senior \$66.95 \$86.37 Software Manager Expert \$74.16 \$95.67 Systems Administrator Junior \$30.90 \$39.86 Systems Administrator Mid-Level \$39.14 \$50.49 Systems Administrator Senior \$53.56 \$69.09 Systems Administrator Expert \$66.95 \$86.37 Systems Analyst Junior \$32.96 \$42.52 Systems Analyst Mid-Level \$43.26 \$55.81 Systems Analyst Senior \$56.65 \$73.08 Systems Architect Junior \$66.95 \$86.37 Systems Architect Junior \$61.80 \$79.72 Systems Architect Senior \$82.40 \$106.30 Systems Architect Senior \$82.40 \$106.30	Software Developer	Mid-Level	\$53.56	\$69.09
Software Manager Junior \$46.35 \$59.79 Software Manager Mid-Level \$59.74 \$77.06 Software Manager Senior \$66.95 \$86.37 Software Manager Expert \$74.16 \$95.67 Systems Administrator Junior \$30.90 \$39.86 Systems Administrator Mid-Level \$39.14 \$50.49 Systems Administrator Senior \$53.56 \$69.09 Systems Administrator Expert \$66.95 \$86.37 Systems Analyst Junior \$32.96 \$42.52 Systems Analyst Mid-Level \$43.26 \$55.81 Systems Analyst Senior \$56.65 \$73.08 Systems Architect Junior \$66.95 \$86.37 Systems Architect Junior \$61.80 \$79.72 Systems Architect Senior \$82.40 \$106.30 Systems Architect Senior \$82.40 \$106.30 Systems Architect Expert \$89.61 \$115.60	Software Developer	Senior	\$63.86	\$82.38
Software Manager Mid-Level \$59.74 \$77.06 Software Manager Senior \$66.95 \$86.37 Software Manager Expert \$74.16 \$95.67 Systems Administrator Junior \$30.90 \$39.86 Systems Administrator Mid-Level \$39.14 \$50.49 Systems Administrator Senior \$53.56 \$69.09 Systems Administrator Expert \$66.95 \$86.37 Systems Analyst Junior \$32.96 \$42.52 Systems Analyst Mid-Level \$43.26 \$55.81 Systems Analyst Senior \$56.65 \$73.08 Systems Analyst Expert \$66.95 \$86.37 Systems Architect Junior \$61.80 \$79.72 Systems Architect Mid-Level \$70.04 \$90.35 Systems Architect Senior \$82.40 \$106.30 Systems Architect Expert \$89.61 \$115.60	Software Developer	Expert	\$75.19	\$97.00
Software Manager Senior \$66.95 \$86.37 Software Manager Expert \$74.16 \$95.67 Systems Administrator Junior \$30.90 \$39.86 Systems Administrator Mid-Level \$39.14 \$50.49 Systems Administrator Senior \$53.56 \$69.09 Systems Administrator Expert \$66.95 \$86.37 Systems Analyst Junior \$32.96 \$42.52 Systems Analyst Mid-Level \$43.26 \$55.81 Systems Analyst Senior \$56.65 \$73.08 Systems Analyst Expert \$66.95 \$86.37 Systems Architect Junior \$61.80 \$79.72 Systems Architect Mid-Level \$70.04 \$90.35 Systems Architect Senior \$82.40 \$106.30 Systems Architect Expert \$89.61 \$115.60	Software Manager	Junior	\$46.35	\$59.79
Software Manager Expert \$74.16 \$95.67 Systems Administrator Junior \$30.90 \$39.86 Systems Administrator Mid-Level \$39.14 \$50.49 Systems Administrator Senior \$53.56 \$69.09 Systems Administrator Expert \$66.95 \$86.37 Systems Analyst Junior \$32.96 \$42.52 Systems Analyst Mid-Level \$43.26 \$55.81 Systems Analyst Senior \$56.65 \$73.08 Systems Analyst Expert \$66.95 \$86.37 Systems Architect Junior \$61.80 \$79.72 Systems Architect Mid-Level \$70.04 \$90.35 Systems Architect Senior \$82.40 \$106.30 Systems Architect Expert \$89.61 \$115.60	Software Manager	Mid-Level	\$59.74	\$77.06
Systems Administrator Junior \$30.90 \$39.86 Systems Administrator Mid-Level \$39.14 \$50.49 Systems Administrator Senior \$53.56 \$69.09 Systems Administrator Expert \$66.95 \$86.37 Systems Analyst Junior \$32.96 \$42.52 Systems Analyst Mid-Level \$43.26 \$55.81 Systems Analyst Senior \$56.65 \$73.08 Systems Analyst Expert \$66.95 \$86.37 Systems Architect Junior \$61.80 \$79.72 Systems Architect Mid-Level \$70.04 \$90.35 Systems Architect Senior \$82.40 \$106.30 Systems Architect Expert \$89.61 \$115.60	Software Manager	Senior	\$66.95	\$86.37
Systems Administrator Mid-Level \$39.14 \$50.49 Systems Administrator Senior \$53.56 \$69.09 Systems Administrator Expert \$66.95 \$86.37 Systems Analyst Junior \$32.96 \$42.52 Systems Analyst Mid-Level \$43.26 \$55.81 Systems Analyst Senior \$56.65 \$73.08 Systems Analyst Expert \$66.95 \$86.37 Systems Architect Junior \$61.80 \$79.72 Systems Architect Mid-Level \$70.04 \$90.35 Systems Architect Senior \$82.40 \$106.30 Systems Architect Expert \$89.61 \$115.60	Software Manager	Expert	\$74.16	\$95.67
Systems Administrator Senior \$53.56 \$69.09 Systems Administrator Expert \$66.95 \$86.37 Systems Analyst Junior \$32.96 \$42.52 Systems Analyst Mid-Level \$43.26 \$55.81 Systems Analyst Senior \$56.65 \$73.08 Systems Analyst Expert \$66.95 \$86.37 Systems Architect Junior \$61.80 \$79.72 Systems Architect Mid-Level \$70.04 \$90.35 Systems Architect Senior \$82.40 \$106.30 Systems Architect Expert \$89.61 \$115.60	Systems Administrator	Junior	\$30.90	\$39.86
Systems Administrator Expert \$66.95 \$86.37 Systems Analyst Junior \$32.96 \$42.52 Systems Analyst Mid-Level \$43.26 \$55.81 Systems Analyst Senior \$56.65 \$73.08 Systems Analyst Expert \$66.95 \$86.37 Systems Architect Junior \$61.80 \$79.72 Systems Architect Mid-Level \$70.04 \$90.35 Systems Architect Senior \$82.40 \$106.30 Systems Architect Expert \$89.61 \$115.60	Systems Administrator	Mid-Level	\$39.14	\$50.49
Systems Analyst Junior \$32.96 \$42.52 Systems Analyst Mid-Level \$43.26 \$55.81 Systems Analyst Senior \$56.65 \$73.08 Systems Analyst Expert \$66.95 \$86.37 Systems Architect Junior \$61.80 \$79.72 Systems Architect Mid-Level \$70.04 \$90.35 Systems Architect Senior \$82.40 \$106.30 Systems Architect Expert \$89.61 \$115.60	Systems Administrator	Senior	\$53.56	\$69.09
Systems Analyst Mid-Level \$43.26 \$55.81 Systems Analyst Senior \$56.65 \$73.08 Systems Analyst Expert \$66.95 \$86.37 Systems Architect Junior \$61.80 \$79.72 Systems Architect Mid-Level \$70.04 \$90.35 Systems Architect Senior \$82.40 \$106.30 Systems Architect Expert \$89.61 \$115.60	Systems Administrator	Expert	\$66.95	\$86.37
Systems Analyst Senior \$56.65 \$73.08 Systems Analyst Expert \$66.95 \$86.37 Systems Architect Junior \$61.80 \$79.72 Systems Architect Mid-Level \$70.04 \$90.35 Systems Architect Senior \$82.40 \$106.30 Systems Architect Expert \$89.61 \$115.60	Systems Analyst	Junior	\$32.96	\$42.52
Systems Analyst Expert \$66.95 \$86.37 Systems Architect Junior \$61.80 \$79.72 Systems Architect Mid-Level \$70.04 \$90.35 Systems Architect Senior \$82.40 \$106.30 Systems Architect Expert \$89.61 \$115.60	Systems Analyst	Mid-Level	\$43.26	\$55.81
Systems Architect Junior \$61.80 \$79.72 Systems Architect Mid-Level \$70.04 \$90.35 Systems Architect Senior \$82.40 \$106.30 Systems Architect Expert \$89.61 \$115.60	Systems Analyst	Senior	\$56.65	\$73.08
Systems Architect Junior \$61.80 \$79.72 Systems Architect Mid-Level \$70.04 \$90.35 Systems Architect Senior \$82.40 \$106.30 Systems Architect Expert \$89.61 \$115.60	Systems Analyst	Expert	\$66.95	\$86.37
Systems Architect Senior \$82.40 \$106.30 Systems Architect Expert \$89.61 \$115.60			\$61.80	\$79.72
Systems Architect Expert \$89.61 \$115.60	Systems Architect	Mid-Level	\$70.04	\$90.35
,	Systems Architect	Senior	\$82.40	\$106.30
Systems Developer Junior \$41.20 \$53.15	Systems Architect	Expert	\$89.61	\$115.60
	Systems Developer	Junior	\$41.20	\$53.15

Hourly Wage **Hourly Bill** Skill Level Rate Rate Job Title Security Manager Expert \$80.34 \$103.64 \$25.75 \$33.22 Software Analyst Junior \$32.96 \$42.52 Software Analyst Mid-Level \$46.3 \$59.79 Software Analyst Senior \$56.65 \$73.08 Software Analyst Expert \$66.95 \$86.37 Software Architect Junior \$74.16 \$95.67 Software Architect Mid-Level \$82.40 \$106.30 Software Architect Senior Software Architect Expert \$89.61 \$115.60 Junior \$41.20 \$53.15 Software Developer \$53.56 Mid-Level \$69.09 Software Developer Senior \$63.86 \$82.38 Software Developer Software Developer Expert \$75.19 \$97.00 Junior \$46.35 \$59.79 Software Manager Mid-Level \$59.74 \$77.06 Software Manager \$66.95 \$86.37 Software Manager Senior \$74.16 \$95.67 Software Manager Expert

Junior

Senior

Expert

Junior

Senior

Expert

Junior

Senior

Expert

Junior

Mid-Level

Mid-Level

Mid-Level

\$30.90

\$39.14

\$53.56

\$66.95

\$32.96

\$43.26

\$56.65

\$66.95

\$61.80

\$70.04

\$82.40

\$89.61

\$41.20

\$39.86

\$50.49

\$69.09

\$86.37

\$42.52

\$55.81

\$73.08

\$86.37

\$79.72

\$90.35

\$106.30

\$115.60

\$53.15

REGION 3

Region 3 Markup %

29.00%

Effective 7/1/2022 3 of 5

Systems Administrator

Systems Administrator

Systems Administrator

Systems Administrator

Systems Analyst

Systems Analyst

Systems Analyst

Systems Analyst

Systems Architect

Systems Architect

Systems Architect

Systems Architect

Systems Developer

Contractor Name:	LanceSoft. Inc
Federal ID#:	54-1974095

Hourly Wage

Rate

\$53.56 \$63.86

\$75.19

\$20.60

\$28.84

\$36.05

\$49.44

\$36.05

\$43.26

\$51.50

\$59.74

\$46.35

\$53.56

\$66.95

\$78.28

\$30.90

\$43.26

\$56.65

\$66.95

\$30.90

\$39.14

\$48.41 \$56.65

\$36.05

\$43.26

\$51.50

\$63.86

\$41.20

\$51.50

\$59.74

Region 1 Markup %

Job Title

Systems Developer

Systems Developer

Systems Developer

Technical Writer

Technical Writer

Technical Writer

Technical Writer

Training Developer

Training Developer

Training Developer

Training Developer

Web Administrator

Web Administrator

Web Administrator

Web Administrator

Web Designer

Web Designer

Web Designer

Web Designer

Web Developer

Web Developer

Web Developer

Web Developer

Web Manager

Web Manager

Web Manager

Tester Tester

Tester

Tester

29.00%

Skill Level

Mid-Level

Senior

Expert

Junior

Senior

Expert Junior

Senior

Expert Junior

Senior

Expert

Junior

Senior

Expert

Junior

Senior

Expert

Junior

Senior

Expert

Junior

Senior

Mid-Level

Mid-Level

Mid-Level

Mid-Level

Mid-Level

Mid-Level

Mid-Level

Job Title
Systems Develo

Hourly Bill Rate \$69.09 \$82.38 \$97.00 \$26.57 \$37.20 \$46.50 \$63.78 \$46.50 \$55.81 \$66.44 \$77.06 \$59.79 \$69.09 \$86.37 \$100.98 \$39.86 \$55.81 \$73.08 \$86.37 \$39.86 \$50.49 \$62.45 \$73.08 \$46.50 \$55.81 \$66.44 \$82.38 \$53.15

> \$66.44 \$77.06

Region 2 Markup % 29.00%

	Skill Level	Hourly Wage Rate	Hourly Bill Rate
Job Title			
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
web Manager	Senior	\$59.74	\$77.0

REGION 3

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

4 of 5

Contractor Name:	LanceSoft. Inc
Federal ID#:	54-1974095

	REGION 1				REGION 2				REGION 3		
Region 1 Markup ⁹	% 29.00%]		Region 2 Markup %	29.00%			Region 3 Markup %	29.00%		
	Skill Level	Hourly Wage Rate	Hourly Bill Rate		Skill Level	Hourly Wage Rate	Hourly Bill Rate		Skill Level	Hourly Wage Rate	Hourly Bill Rate
Job Title				Job Title				Job Title			
Web Manager	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 Markup %

29.00%

Region 2 Markup % 29.00%

Region 3 Markup %

29.00%

REGION 3

	Skill Level	Hourly Wage Rate	Hourly Bill Rate
Job Title			
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

	Skill Level	Hourly Wage Rate	Hourly Bill Rate
Job Title	Luca Cara	#00.00	\$00.70
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

	Skill Level	Hourly Wage Rate	Hourly Bill Rate
Job Title			
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

1 of 4

Effective 7/1/2019

Region 2 Markup %

Contractor Name:	LanceSoft. Inc
Federal ID#:	54-1974095

REGION 1

Region 1 Markup %

29.00%

	Skill Level	Hourly Wage Rate	Hourly Bill Rate
Job Title			
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

	Skill Level	Hourly Wage Rate	Hourly Bill Rate
Job Title			
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 Markup % 29.00%

REGION 3

	Skill Level	Hourly Wage Rate	Hourly Bill Rate
Job Title			
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
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Effective 7/1/2019 2 of 4

Contractor Name:	LanceSoft. Inc
Federal ID#:	54-1974095

REGION 1 REGION 2

Region 2 Markup %

Region 1 Markup %

Systems Developer

29.00%

	Skill Level	Hourly Wage Rate	Hourly Bill Rate
Job Title			
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
<u>'</u>	T		

Senior

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

Junior

Senior

Mid-Level

Systems Developer

Systems Developer

Systems Developer

\$79.98

\$62.00

\$40.00

\$52.00

\$62.00

\$51.60

\$67.08

\$79.98

Region 3 Markup % 29.00%

REGION 3

	Skill Level	Hourly Wage Rate	Hourly Bill Rate
Job Title	li inclina	ФОТ ОО	#22.05
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

Effective 7/1/2019 3 of 4

Contractor Name:	LanceSoft. Inc
Federal ID#:	54-1974095

Region 1 Markup %

29.00%

Region 2 Markup % 29.00%

	Skill Level	Hourly Wage Rate	Hourly Bill Rate
Job Title			
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

Technical Writer Junior \$20.00 \$ Technical Writer Mid-Level \$28.00 \$ Technical Writer Senior \$35.00 \$ Technical Writer Expert \$48.00 \$ Tester Junior \$35.00 \$ Tester Mid-Level \$42.00 \$ Tester Senior \$50.00 \$ Tester Expert \$58.00 \$	y Bill te
Technical Writer Junior \$20.00 \$ Technical Writer Mid-Level \$28.00 \$ Technical Writer Senior \$35.00 \$ Technical Writer Expert \$48.00 \$ Tester Junior \$35.00 \$ Tester Mid-Level \$42.00 \$ Tester Senior \$50.00 \$ Tester Expert \$58.00 \$	
Technical Writer Mid-Level \$28.00 \$ Technical Writer Senior \$35.00 \$ Technical Writer Expert \$48.00 \$ Tester Junior \$35.00 \$ Tester Mid-Level \$42.00 \$ Tester Senior \$50.00 \$ Tester Expert \$58.00 \$	94.17
Technical Writer Senior \$35.00 \$ Technical Writer Expert \$48.00 \$ Tester Junior \$35.00 \$ Tester Mid-Level \$42.00 \$ Tester Senior \$50.00 \$ Tester Expert \$58.00 \$	25.80
Technical Writer Expert \$48.00 \$ Tester Junior \$35.00 \$ Tester Mid-Level \$42.00 \$ Tester Senior \$50.00 \$ Tester Expert \$58.00 \$	36.12
Tester Junior \$35.00 \$ Tester Mid-Level \$42.00 \$ Tester Senior \$50.00 \$ Tester Expert \$58.00 \$	45.15
Tester Mid-Level \$42.00 \$ Tester Senior \$50.00 \$ Tester Expert \$58.00 \$	61.92
Tester Senior \$50.00 \$ Tester Expert \$58.00 \$	45.15
Tester Expert \$58.00 \$	54.18
100.00	64.50
Training Developer Junior \$45.00 \$	74.82
	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
	64.50
Web Manager Senior \$58.00 \$	04.50
Web Manager Expert \$65.00 \$	74.82

Region 3 Markup % 29.00%

REGION 3

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

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