

Contractor Name:	I-Link Solutions, Inc.
Federal ID#:	043718440

REGION 1			
Region 1 Markup %		46.00%	
Job Title	Skill Level	Hourly Wage Rate	Hourly Bill Rate
Business Analyst	Junior	\$26.06	\$38.05
Business Analyst	Mid-Level	\$33.52	\$48.93
Business Analyst	Senior	\$41.99	\$61.31
Business Analyst	Expert	\$48.25	\$70.44
Cloud Engineer	Junior	\$32.92	\$48.06
Cloud Engineer	Mid-Level	\$46.35	\$67.67
Cloud Engineer	Senior	\$52.45	\$76.57
Cloud Engineer	Expert	\$68.21	\$99.58
Database Administrator	Junior	\$26.21	\$38.27
Database Administrator	Mid-Level	\$37.60	\$54.89
Database Administrator	Senior	\$47.84	\$69.85
Database Administrator	Expert	\$53.82	\$78.57
Database Architect	Junior	\$31.14	\$45.46
Database Architect	Mid-Level	\$40.36	\$58.92
Database Architect	Senior	\$55.27	\$80.69
Database Architect	Expert	\$65.11	\$95.06
Database Manager	Junior	\$29.95	\$43.73
Database Manager	Mid-Level	\$39.10	\$57.08
Database Manager	Senior	\$48.80	\$71.25
Database Manager	Expert	\$61.80	\$90.23
Graphic Designer	Junior	\$25.60	\$37.37
Graphic Designer	Mid-Level	\$32.52	\$47.47
Graphic Designer	Senior	\$38.84	\$56.71
Graphic Designer	Expert	\$44.68	\$65.23
Help Desk Manager	Junior	\$26.14	\$38.17
Help Desk Manager	Mid-Level	\$29.92	\$43.69
Help Desk Manager	Senior	\$34.24	\$49.99
Help Desk Manager	Expert	\$40.42	\$59.01
IT Manager	Junior	\$31.04	\$45.32
IT Manager	Mid-Level	\$38.95	\$56.87
IT Manager	Senior	\$48.69	\$71.08
IT Manager	Expert	\$54.11	\$78.99
IT Specialist	Junior	\$27.55	\$40.23
IT Specialist	Mid-Level	\$39.43	\$57.57
IT Specialist	Senior	\$45.59	\$66.56
IT Specialist	Expert	\$52.73	\$76.98
Network Administrator	Junior	\$28.53	\$41.66
Network Administrator	Mid-Level	\$35.66	\$52.06
Network Administrator	Senior	\$44.67	\$65.22
Network Administrator	Expert	\$57.28	\$83.63
Network Architect	Junior	\$32.34	\$47.22
Network Architect	Mid-Level	\$41.29	\$60.29
Network Architect	Senior	\$47.88	\$69.91
Network Architect	Expert	\$62.32	\$90.98
Operations Manager	Junior	\$29.46	\$43.01
Operations Manager	Mid-Level	\$37.47	\$54.71
Operations Manager	Senior	\$47.02	\$68.65

REGION 2			
Region 2 Markup %		46.00%	
Job Title	Skill Level	Hourly Wage Rate	Hourly Bill Rate
Business Analyst	Junior	\$26.06	\$38.05
Business Analyst	Mid-Level	\$33.52	\$48.93
Business Analyst	Senior	\$41.99	\$61.31
Business Analyst	Expert	\$48.25	\$70.44
Cloud Engineer	Junior	\$32.92	\$48.06
Cloud Engineer	Mid-Level	\$46.35	\$67.67
Cloud Engineer	Senior	\$52.45	\$76.57
Cloud Engineer	Expert	\$68.21	\$99.58
Database Administrator	Junior	\$26.21	\$38.27
Database Administrator	Mid-Level	\$37.60	\$54.89
Database Administrator	Senior	\$47.84	\$69.85
Database Administrator	Expert	\$53.82	\$78.57
Database Architect	Junior	\$31.14	\$45.46
Database Architect	Mid-Level	\$40.36	\$58.92
Database Architect	Senior	\$55.27	\$80.69
Database Architect	Expert	\$65.11	\$95.06
Database Manager	Junior	\$29.95	\$43.73
Database Manager	Mid-Level	\$39.10	\$57.08
Database Manager	Senior	\$49.83	\$72.75
Database Manager	Expert	\$61.80	\$90.23
Graphic Designer	Junior	\$25.60	\$37.37
Graphic Designer	Mid-Level	\$32.52	\$47.47
Graphic Designer	Senior	\$38.84	\$56.71
Graphic Designer	Expert	\$44.68	\$65.23
Help Desk Manager	Junior	\$26.14	\$38.17
Help Desk Manager	Mid-Level	\$29.92	\$43.69
Help Desk Manager	Senior	\$34.24	\$49.99
Help Desk Manager	Expert	\$40.42	\$59.01
IT Manager	Junior	\$31.04	\$45.32
IT Manager	Mid-Level	\$38.95	\$56.87
IT Manager	Senior	\$48.69	\$71.08
IT Manager	Expert	\$54.11	\$78.99
IT Specialist	Junior	\$27.55	\$40.23
IT Specialist	Mid-Level	\$39.43	\$57.57
IT Specialist	Senior	\$45.59	\$66.56
IT Specialist	Expert	\$52.73	\$76.98
Network Administrator	Junior	\$28.53	\$41.66
Network Administrator	Mid-Level	\$35.66	\$52.06
Network Administrator	Senior	\$44.67	\$65.22
Network Administrator	Expert	\$57.28	\$83.63
Network Architect	Junior	\$32.34	\$47.22
Network Architect	Mid-Level	\$41.29	\$60.29
Network Architect	Senior	\$47.88	\$69.91
Network Architect	Expert	\$62.32	\$90.98
Operations Manager	Junior	\$29.46	\$43.01
Operations Manager	Mid-Level	\$37.47	\$54.71
Operations Manager	Senior	\$47.02	\$68.65

REGION 3			
Region 3 Markup %		46.00%	
Job Title	Skill Level	Hourly Wage Rate	Hourly Bill Rate
Business Analyst	Junior	\$28.14	\$41.08
Business Analyst	Mid-Level	\$36.19	\$52.84
Business Analyst	Senior	\$45.35	\$66.21
Business Analyst	Expert	\$52.41	\$76.51
Cloud Engineer	Junior	\$35.56	\$51.91
Cloud Engineer	Mid-Level	\$50.06	\$73.08
Cloud Engineer	Senior	\$56.64	\$82.69
Cloud Engineer	Expert	\$73.67	\$107.55
Database Administrator	Junior	\$28.31	\$41.34
Database Administrator	Mid-Level	\$39.21	\$57.25
Database Administrator	Senior	\$49.19	\$71.82
Database Administrator	Expert	\$57.03	\$83.27
Database Architect	Junior	\$33.63	\$49.10
Database Architect	Mid-Level	\$43.59	\$63.64
Database Architect	Senior	\$59.69	\$87.15
Database Architect	Expert	\$69.92	\$102.08
Database Manager	Junior	\$31.67	\$46.24
Database Manager	Mid-Level	\$41.35	\$60.38
Database Manager	Senior	\$51.60	\$75.34
Database Manager	Expert	\$65.35	\$95.42
Graphic Designer	Junior	\$27.63	\$40.35
Graphic Designer	Mid-Level	\$35.12	\$51.28
Graphic Designer	Senior	\$41.95	\$61.25
Graphic Designer	Expert	\$48.26	\$70.45
Help Desk Manager	Junior	\$27.65	\$40.36
Help Desk Manager	Mid-Level	\$31.64	\$46.20
Help Desk Manager	Senior	\$36.19	\$52.84
Help Desk Manager	Expert	\$42.72	\$62.38
IT Manager	Junior	\$33.18	\$48.44
IT Manager	Mid-Level	\$41.62	\$60.77
IT Manager	Senior	\$52.03	\$75.96
IT Manager	Expert	\$57.81	\$84.41
IT Specialist	Junior	\$29.76	\$43.44
IT Specialist	Mid-Level	\$42.58	\$62.17
IT Specialist	Senior	\$48.36	\$70.60
IT Specialist	Expert	\$55.23	\$80.63
Network Administrator	Junior	\$30.16	\$44.03
Network Administrator	Mid-Level	\$37.70	\$55.04
Network Administrator	Senior	\$47.24	\$68.96
Network Administrator	Expert	\$60.58	\$88.45
Network Architect	Junior	\$34.57	\$50.47
Network Architect	Mid-Level	\$44.11	\$64.41
Network Architect	Senior	\$51.18	\$74.72
Network Architect	Expert	\$66.58	\$97.21
Operations Manager	Junior	\$31.82	\$46.45
Operations Manager	Mid-Level	\$40.47	\$59.08
Operations Manager	Senior	\$50.77	\$74.12

Contractor Name:	I-Link Solutions, Inc.
Federal ID#:	043718440

REGION 1	
Region 1 Markup %	46.00%

REGION 2	
Region 2 Markup %	46.00%

REGION 3	
Region 3 Markup %	46.00%

Job Title	Skill Level	Hourly Wage Rate	Hourly Bill Rate
Operations Manager	Expert	\$53.93	\$78.74
Programmer	Junior	\$27.96	\$40.83
Programmer	Mid-Level	\$36.31	\$53.01
Programmer	Senior	\$44.19	\$64.51
Programmer	Expert	\$51.06	\$74.54
Project Manager	Junior	\$29.73	\$43.40
Project Manager	Mid-Level	\$37.70	\$55.04
Project Manager	Senior	\$48.20	\$70.38
Project Manager	Expert	\$57.93	\$84.57
Security Analyst	Junior	\$32.12	\$46.89
Security Analyst	Mid-Level	\$41.83	\$61.07
Security Analyst	Senior	\$56.46	\$82.44
Security Analyst	Expert	\$66.10	\$96.50
Security Manager	Junior	\$33.17	\$48.42
Security Manager	Mid-Level	\$49.07	\$71.64
Security Manager	Senior	\$60.46	\$88.27
Security Manager	Expert	\$72.12	\$105.30
Software Analyst	Junior	\$31.85	\$46.50
Software Analyst	Mid-Level	\$39.52	\$57.70
Software Analyst	Senior	\$52.53	\$76.69
Software Analyst	Expert	\$61.48	\$89.76
Software Architect	Junior	\$33.97	\$49.60
Software Architect	Mid-Level	\$47.42	\$69.23
Software Architect	Senior	\$58.98	\$86.11
Software Architect	Expert	\$66.22	\$96.68
Software Developer	Junior	\$29.21	\$42.65
Software Developer	Mid-Level	\$38.94	\$56.86
Software Developer	Senior	\$51.69	\$75.46
Software Developer	Expert	\$59.42	\$86.75
Software Manager	Junior	\$32.90	\$48.03
Software Manager	Mid-Level	\$45.63	\$66.62
Software Manager	Senior	\$52.83	\$77.13
Software Manager	Expert	\$61.24	\$89.42
Systems Administrator	Junior	\$26.71	\$38.99
Systems Administrator	Mid-Level	\$33.14	\$48.38
Systems Administrator	Senior	\$40.90	\$59.72
Systems Administrator	Expert	\$48.74	\$71.16
Systems Analyst	Junior	\$27.93	\$40.78
Systems Analyst	Mid-Level	\$35.51	\$51.85
Systems Analyst	Senior	\$44.10	\$64.39
Systems Analyst	Expert	\$50.67	\$73.97
Systems Architect	Junior	\$33.86	\$49.43
Systems Architect	Mid-Level	\$42.76	\$62.42
Systems Architect	Senior	\$52.59	\$76.78

Job Title	Skill Level	Hourly Wage Rate	Hourly Bill Rate
Operations Manager	Expert	\$53.93	\$78.74
Programmer	Junior	\$27.96	\$40.83
Programmer	Mid-Level	\$36.31	\$53.01
Programmer	Senior	\$50.29	\$73.43
Programmer	Expert	\$51.06	\$74.54
Project Manager	Junior	\$29.73	\$43.40
Project Manager	Mid-Level	\$37.70	\$55.04
Project Manager	Senior	\$48.20	\$70.38
Project Manager	Expert	\$57.93	\$84.57
Security Analyst	Junior	\$32.12	\$46.89
Security Analyst	Mid-Level	\$41.83	\$61.07
Security Analyst	Senior	\$56.46	\$82.44
Security Analyst	Expert	\$66.10	\$96.50
Security Manager	Junior	\$33.17	\$48.42
Security Manager	Mid-Level	\$49.07	\$71.64
Security Manager	Senior	\$60.46	\$88.27
Security Manager	Expert	\$72.12	\$105.30
Software Analyst	Junior	\$31.85	\$46.50
Software Analyst	Mid-Level	\$39.52	\$57.70
Software Analyst	Senior	\$52.53	\$76.69
Software Analyst	Expert	\$61.48	\$89.76
Software Architect	Junior	\$33.97	\$49.60
Software Architect	Mid-Level	\$47.42	\$69.23
Software Architect	Senior	\$58.98	\$86.11
Software Architect	Expert	\$66.22	\$96.68
Software Developer	Junior	\$29.21	\$42.65
Software Developer	Mid-Level	\$38.94	\$56.86
Software Developer	Senior	\$51.69	\$75.46
Software Developer	Expert	\$59.42	\$86.75
Software Manager	Junior	\$32.90	\$48.03
Software Manager	Mid-Level	\$45.63	\$66.62
Software Manager	Senior	\$52.83	\$77.13
Software Manager	Expert	\$61.24	\$89.42
Systems Administrator	Junior	\$26.71	\$38.99
Systems Administrator	Mid-Level	\$33.14	\$48.38
Systems Administrator	Senior	\$40.90	\$59.72
Systems Administrator	Expert	\$48.74	\$71.16
Systems Analyst	Junior	\$27.93	\$40.78
Systems Analyst	Mid-Level	\$35.51	\$51.85
Systems Analyst	Senior	\$44.10	\$64.39
Systems Analyst	Expert	\$50.67	\$73.97
Systems Architect	Junior	\$33.86	\$49.43
Systems Architect	Mid-Level	\$42.76	\$62.42
Systems Architect	Senior	\$52.59	\$76.78

Job Title	Skill Level	Hourly Wage Rate	Hourly Bill Rate
Operations Manager	Expert	\$58.24	\$85.02
Programmer	Junior	\$28.95	\$42.27
Programmer	Mid-Level	\$39.21	\$57.25
Programmer	Senior	\$47.76	\$69.73
Programmer	Expert	\$55.15	\$80.51
Project Manager	Junior	\$32.11	\$46.87
Project Manager	Mid-Level	\$40.72	\$59.45
Project Manager	Senior	\$52.03	\$75.96
Project Manager	Expert	\$62.47	\$91.21
Security Analyst	Junior	\$34.68	\$50.63
Security Analyst	Mid-Level	\$45.17	\$65.94
Security Analyst	Senior	\$60.98	\$89.02
Security Analyst	Expert	\$71.38	\$104.21
Security Manager	Junior	\$35.82	\$52.30
Security Manager	Mid-Level	\$52.99	\$77.37
Security Manager	Senior	\$65.30	\$95.34
Security Manager	Expert	\$75.80	\$110.66
Software Analyst	Junior	\$34.03	\$49.69
Software Analyst	Mid-Level	\$42.23	\$61.66
Software Analyst	Senior	\$56.12	\$81.94
Software Analyst	Expert	\$65.70	\$95.93
Software Architect	Junior	\$36.68	\$53.55
Software Architect	Mid-Level	\$51.21	\$74.77
Software Architect	Senior	\$63.70	\$92.99
Software Architect	Expert	\$71.51	\$104.41
Software Developer	Junior	\$30.26	\$44.18
Software Developer	Mid-Level	\$40.35	\$58.90
Software Developer	Senior	\$53.54	\$78.17
Software Developer	Expert	\$61.56	\$89.88
Software Manager	Junior	\$34.44	\$50.29
Software Manager	Mid-Level	\$47.76	\$69.73
Software Manager	Senior	\$55.30	\$80.74
Software Manager	Expert	\$66.15	\$96.57
Systems Administrator	Junior	\$28.83	\$42.09
Systems Administrator	Mid-Level	\$35.78	\$52.24
Systems Administrator	Senior	\$44.18	\$64.50
Systems Administrator	Expert	\$52.64	\$76.86
Systems Analyst	Junior	\$28.64	\$41.82
Systems Analyst	Mid-Level	\$36.42	\$53.17
Systems Analyst	Senior	\$45.22	\$66.02
Systems Analyst	Expert	\$51.95	\$75.85
Systems Architect	Junior	\$35.44	\$51.75
Systems Architect	Mid-Level	\$44.74	\$65.33
Systems Architect	Senior	\$55.05	\$80.38

Contractor Name:	I-Link Solutions, Inc.
Federal ID#:	043718440

REGION 1	
Region 1 Markup %	46.00%

Job Title	Skill Level	Hourly Wage Rate	Hourly Bill Rate
Systems Architect	Expert	\$60.05	\$87.67
Systems Developer	Junior	\$33.21	\$48.48
Systems Developer	Mid-Level	\$41.95	\$61.25
Systems Developer	Senior	\$51.34	\$74.95
Systems Developer	Expert	\$58.46	\$85.36
Technical Writer	Junior	\$20.60	\$30.08
Technical Writer	Mid-Level	\$24.67	\$36.02
Technical Writer	Senior	\$29.67	\$43.32
Technical Writer	Expert	\$33.98	\$49.61
Tester	Junior	\$23.56	\$34.39
Tester	Mid-Level	\$28.58	\$41.73
Tester	Senior	\$35.00	\$51.10
Tester	Expert	\$39.71	\$57.97
Training Developer	Junior	\$22.81	\$33.31
Training Developer	Mid-Level	\$29.12	\$42.51
Training Developer	Senior	\$36.88	\$53.85
Training Developer	Expert	\$42.23	\$61.66
Web Administrator	Junior	\$23.61	\$34.47
Web Administrator	Mid-Level	\$30.34	\$44.30
Web Administrator	Senior	\$39.04	\$56.99
Web Administrator	Expert	\$42.48	\$62.02
Web Designer	Junior	\$25.54	\$37.29
Web Designer	Mid-Level	\$31.68	\$46.26
Web Designer	Senior	\$38.22	\$55.81
Web Designer	Expert	\$43.52	\$63.54
Web Developer	Junior	\$28.02	\$40.90
Web Developer	Mid-Level	\$37.36	\$54.54
Web Developer	Senior	\$49.57	\$72.38
Web Developer	Expert	\$54.98	\$80.27
Web Manager	Junior	\$32.22	\$47.04
Web Manager	Mid-Level	\$39.24	\$57.29
Web Manager	Senior	\$50.80	\$74.17
Web Manager	Expert	\$58.90	\$85.99

REGION 2	
Region 2 Markup %	46.00%

Job Title	Skill Level	Hourly Wage Rate	Hourly Bill Rate
Systems Architect	Expert	\$60.05	\$87.67
Systems Developer	Junior	\$33.21	\$48.48
Systems Developer	Mid-Level	\$41.95	\$61.25
Systems Developer	Senior	\$51.34	\$74.95
Systems Developer	Expert	\$58.46	\$85.36
Technical Writer	Junior	\$20.60	\$30.08
Technical Writer	Mid-Level	\$24.67	\$36.02
Technical Writer	Senior	\$29.67	\$43.32
Technical Writer	Expert	\$33.98	\$49.61
Tester	Junior	\$23.56	\$34.39
Tester	Mid-Level	\$28.58	\$41.73
Tester	Senior	\$35.00	\$51.10
Tester	Expert	\$39.71	\$57.97
Training Developer	Junior	\$22.81	\$33.31
Training Developer	Mid-Level	\$29.12	\$42.51
Training Developer	Senior	\$36.88	\$53.85
Training Developer	Expert	\$42.23	\$61.66
Web Administrator	Junior	\$23.61	\$34.47
Web Administrator	Mid-Level	\$30.34	\$44.30
Web Administrator	Senior	\$39.04	\$56.99
Web Administrator	Expert	\$42.48	\$62.02
Web Designer	Junior	\$25.54	\$37.29
Web Designer	Mid-Level	\$31.68	\$46.26
Web Designer	Senior	\$38.22	\$55.81
Web Designer	Expert	\$43.52	\$63.54
Web Developer	Junior	\$28.02	\$40.90
Web Developer	Mid-Level	\$37.36	\$54.54
Web Developer	Senior	\$49.57	\$72.38
Web Developer	Expert	\$54.98	\$80.27
Web Manager	Junior	\$32.22	\$47.04
Web Manager	Mid-Level	\$39.24	\$57.29
Web Manager	Senior	\$50.80	\$74.17
Web Manager	Expert	\$58.90	\$85.99

REGION 3	
Region 3 Markup %	46.00%

Job Title	Skill Level	Hourly Wage Rate	Hourly Bill Rate
Systems Architect	Expert	\$62.84	\$91.75
Systems Developer	Junior	\$35.10	\$51.25
Systems Developer	Mid-Level	\$44.36	\$64.77
Systems Developer	Senior	\$54.30	\$79.28
Systems Developer	Expert	\$61.84	\$90.29
Technical Writer	Junior	\$22.25	\$32.48
Technical Writer	Mid-Level	\$26.65	\$38.90
Technical Writer	Senior	\$32.04	\$46.78
Technical Writer	Expert	\$36.70	\$53.58
Tester	Junior	\$25.44	\$37.14
Tester	Mid-Level	\$30.87	\$45.07
Tester	Senior	\$37.80	\$55.19
Tester	Expert	\$42.88	\$62.60
Training Developer	Junior	\$23.63	\$34.50
Training Developer	Mid-Level	\$30.16	\$44.03
Training Developer	Senior	\$38.20	\$55.78
Training Developer	Expert	\$43.73	\$63.85
Web Administrator	Junior	\$25.25	\$36.86
Web Administrator	Mid-Level	\$32.42	\$47.34
Web Administrator	Senior	\$41.73	\$60.92
Web Administrator	Expert	\$45.40	\$66.29
Web Designer	Junior	\$27.30	\$39.85
Web Designer	Mid-Level	\$33.86	\$49.43
Web Designer	Senior	\$41.28	\$60.27
Web Designer	Expert	\$46.50	\$67.90
Web Developer	Junior	\$30.26	\$44.18
Web Developer	Mid-Level	\$40.35	\$58.90
Web Developer	Senior	\$53.54	\$78.17
Web Developer	Expert	\$59.38	\$86.69
Web Manager	Junior	\$34.44	\$50.29
Web Manager	Mid-Level	\$41.92	\$61.20
Web Manager	Senior	\$54.30	\$79.28
Web Manager	Expert	\$62.94	\$91.90

Contractor Name:	I-Link Solutions, Inc.
Federal ID#:	043718440

REGION 1			
Region 1 Markup %		46.00%	
Job Title	Skill Level	Hourly Wage Rate	Hourly Bill Rate
Business Analyst	Junior	\$25.30	\$36.94
Business Analyst	Mid-Level	\$32.54	\$47.51
Business Analyst	Senior	\$40.77	\$59.52
Business Analyst	Expert	\$46.84	\$68.39
Cloud Engineer	Junior	\$31.96	\$46.66
Cloud Engineer	Mid-Level	\$45.00	\$65.70
Cloud Engineer	Senior	\$50.92	\$74.34
Cloud Engineer	Expert	\$66.22	\$96.68
Database Administrator	Junior	\$25.45	\$37.16
Database Administrator	Mid-Level	\$36.50	\$53.29
Database Administrator	Senior	\$46.45	\$67.82
Database Administrator	Expert	\$52.25	\$76.29
Database Architect	Junior	\$30.23	\$44.14
Database Architect	Mid-Level	\$39.18	\$57.20
Database Architect	Senior	\$53.66	\$78.34
Database Architect	Expert	\$63.21	\$92.29
Database Manager	Junior	\$29.08	\$42.46
Database Manager	Mid-Level	\$37.96	\$55.42
Database Manager	Senior	\$47.38	\$69.17
Database Manager	Expert	\$60.00	\$87.60
Graphic Designer	Junior	\$24.85	\$36.28
Graphic Designer	Mid-Level	\$31.57	\$46.09
Graphic Designer	Senior	\$37.71	\$55.06
Graphic Designer	Expert	\$43.38	\$63.33
Help Desk Manager	Junior	\$25.38	\$37.05
Help Desk Manager	Mid-Level	\$29.05	\$42.41
Help Desk Manager	Senior	\$33.24	\$48.53
Help Desk Manager	Expert	\$39.24	\$57.29
IT Manager	Junior	\$30.14	\$44.00
IT Manager	Mid-Level	\$37.82	\$55.22
IT Manager	Senior	\$47.27	\$69.01
IT Manager	Expert	\$52.53	\$76.69
IT Specialist	Junior	\$26.75	\$39.06
IT Specialist	Mid-Level	\$38.28	\$55.89
IT Specialist	Senior	\$44.26	\$64.62
IT Specialist	Expert	\$51.19	\$74.74
Network Administrator	Junior	\$27.70	\$40.44
Network Administrator	Mid-Level	\$34.62	\$50.55
Network Administrator	Senior	\$43.37	\$63.32
Network Administrator	Expert	\$55.61	\$81.19
Network Architect	Junior	\$31.40	\$45.84
Network Architect	Mid-Level	\$40.09	\$58.53
Network Architect	Senior	\$46.49	\$67.88
Network Architect	Expert	\$60.50	\$88.33
Operations Manager	Junior	\$28.60	\$41.76
Operations Manager	Mid-Level	\$36.38	\$53.11
Operations Manager	Senior	\$45.65	\$66.65

REGION 2			
Region 2 Markup %		46.00%	
Job Title	Skill Level	Hourly Wage Rate	Hourly Bill Rate
Business Analyst	Junior	\$25.30	\$36.94
Business Analyst	Mid-Level	\$32.54	\$47.51
Business Analyst	Senior	\$40.77	\$59.52
Business Analyst	Expert	\$46.84	\$68.39
Cloud Engineer	Junior	\$31.96	\$46.66
Cloud Engineer	Mid-Level	\$45.00	\$65.70
Cloud Engineer	Senior	\$50.92	\$74.34
Cloud Engineer	Expert	\$66.22	\$96.68
Database Administrator	Junior	\$25.45	\$37.16
Database Administrator	Mid-Level	\$36.50	\$53.29
Database Administrator	Senior	\$46.45	\$67.82
Database Administrator	Expert	\$52.25	\$76.29
Database Architect	Junior	\$30.23	\$44.14
Database Architect	Mid-Level	\$39.18	\$57.20
Database Architect	Senior	\$53.66	\$78.34
Database Architect	Expert	\$63.21	\$92.29
Database Manager	Junior	\$29.08	\$42.46
Database Manager	Mid-Level	\$37.96	\$55.42
Database Manager	Senior	\$47.38	\$69.17
Database Manager	Expert	\$60.00	\$87.60
Graphic Designer	Junior	\$24.85	\$36.28
Graphic Designer	Mid-Level	\$31.57	\$46.09
Graphic Designer	Senior	\$37.71	\$55.06
Graphic Designer	Expert	\$43.38	\$63.33
Help Desk Manager	Junior	\$25.38	\$37.05
Help Desk Manager	Mid-Level	\$29.05	\$42.41
Help Desk Manager	Senior	\$33.24	\$48.53
Help Desk Manager	Expert	\$39.24	\$57.29
IT Manager	Junior	\$30.14	\$44.00
IT Manager	Mid-Level	\$37.82	\$55.22
IT Manager	Senior	\$47.27	\$69.01
IT Manager	Expert	\$52.53	\$76.69
IT Specialist	Junior	\$26.75	\$39.06
IT Specialist	Mid-Level	\$38.28	\$55.89
IT Specialist	Senior	\$44.26	\$64.62
IT Specialist	Expert	\$51.19	\$74.74
Network Administrator	Junior	\$27.70	\$40.44
Network Administrator	Mid-Level	\$34.62	\$50.55
Network Administrator	Senior	\$43.37	\$63.32
Network Administrator	Expert	\$55.61	\$81.19
Network Architect	Junior	\$31.40	\$45.84
Network Architect	Mid-Level	\$40.09	\$58.53
Network Architect	Senior	\$46.49	\$67.88
Network Architect	Expert	\$60.50	\$88.33
Operations Manager	Junior	\$28.60	\$41.76
Operations Manager	Mid-Level	\$36.38	\$53.11
Operations Manager	Senior	\$45.65	\$66.65

REGION 3			
Region 3 Markup %		46.00%	
Job Title	Skill Level	Hourly Wage Rate	Hourly Bill Rate
Business Analyst	Junior	\$27.32	\$39.89
Business Analyst	Mid-Level	\$35.14	\$51.30
Business Analyst	Senior	\$44.03	\$64.28
Business Analyst	Expert	\$50.88	\$74.28
Cloud Engineer	Junior	\$34.52	\$50.40
Cloud Engineer	Mid-Level	\$48.60	\$70.96
Cloud Engineer	Senior	\$54.99	\$80.29
Cloud Engineer	Expert	\$71.52	\$104.42
Database Administrator	Junior	\$27.49	\$40.14
Database Administrator	Mid-Level	\$38.07	\$55.58
Database Administrator	Senior	\$47.76	\$69.73
Database Administrator	Expert	\$55.37	\$80.84
Database Architect	Junior	\$32.65	\$47.67
Database Architect	Mid-Level	\$42.32	\$61.79
Database Architect	Senior	\$57.95	\$84.61
Database Architect	Expert	\$67.88	\$99.10
Database Manager	Junior	\$30.75	\$44.90
Database Manager	Mid-Level	\$40.15	\$58.62
Database Manager	Senior	\$50.10	\$73.15
Database Manager	Expert	\$63.45	\$92.64
Graphic Designer	Junior	\$26.83	\$39.17
Graphic Designer	Mid-Level	\$34.10	\$49.79
Graphic Designer	Senior	\$40.73	\$59.47
Graphic Designer	Expert	\$46.85	\$68.40
Help Desk Manager	Junior	\$26.84	\$39.19
Help Desk Manager	Mid-Level	\$30.72	\$44.85
Help Desk Manager	Senior	\$35.14	\$51.30
Help Desk Manager	Expert	\$41.48	\$60.56
IT Manager	Junior	\$32.21	\$47.03
IT Manager	Mid-Level	\$40.41	\$59.00
IT Manager	Senior	\$50.51	\$73.74
IT Manager	Expert	\$56.13	\$81.95
IT Specialist	Junior	\$28.89	\$42.18
IT Specialist	Mid-Level	\$41.34	\$60.36
IT Specialist	Senior	\$46.95	\$68.55
IT Specialist	Expert	\$53.62	\$78.29
Network Administrator	Junior	\$29.28	\$42.75
Network Administrator	Mid-Level	\$36.60	\$53.44
Network Administrator	Senior	\$45.86	\$66.96
Network Administrator	Expert	\$58.82	\$85.88
Network Architect	Junior	\$33.56	\$49.00
Network Architect	Mid-Level	\$42.83	\$62.53
Network Architect	Senior	\$49.69	\$72.55
Network Architect	Expert	\$64.64	\$94.37
Operations Manager	Junior	\$30.89	\$45.10
Operations Manager	Mid-Level	\$39.29	\$57.36
Operations Manager	Senior	\$49.29	\$71.96

Contractor Name:	I-Link Solutions, Inc.
Federal ID#:	043718440

REGION 1	
Region 1 Markup %	46.00%

REGION 2	
Region 2 Markup %	46.00%

REGION 3	
Region 3 Markup %	46.00%

Job Title	Skill Level	Hourly Wage Rate	Hourly Bill Rate
Operations Manager	Expert	\$52.36	\$76.45
Programmer	Junior	\$27.15	\$39.64
Programmer	Mid-Level	\$35.25	\$51.47
Programmer	Senior	\$42.90	\$62.63
Programmer	Expert	\$49.57	\$72.37
Project Manager	Junior	\$28.86	\$42.14
Project Manager	Mid-Level	\$36.60	\$53.44
Project Manager	Senior	\$46.80	\$68.33
Project Manager	Expert	\$56.24	\$82.11
Security Analyst	Junior	\$31.18	\$45.52
Security Analyst	Mid-Level	\$40.61	\$59.29
Security Analyst	Senior	\$54.82	\$80.04
Security Analyst	Expert	\$64.17	\$93.69
Security Manager	Junior	\$32.20	\$47.01
Security Manager	Mid-Level	\$47.64	\$69.55
Security Manager	Senior	\$58.70	\$85.70
Security Manager	Expert	\$70.02	\$102.23
Software Analyst	Junior	\$30.92	\$45.14
Software Analyst	Mid-Level	\$38.37	\$56.02
Software Analyst	Senior	\$51.00	\$74.46
Software Analyst	Expert	\$59.69	\$87.15
Software Architect	Junior	\$32.98	\$48.15
Software Architect	Mid-Level	\$46.04	\$67.22
Software Architect	Senior	\$57.26	\$83.60
Software Architect	Expert	\$64.29	\$93.86
Software Developer	Junior	\$28.36	\$41.41
Software Developer	Mid-Level	\$37.81	\$55.20
Software Developer	Senior	\$50.18	\$73.26
Software Developer	Expert	\$57.69	\$84.23
Software Manager	Junior	\$31.94	\$46.63
Software Manager	Mid-Level	\$44.30	\$64.68
Software Manager	Senior	\$51.29	\$74.88
Software Manager	Expert	\$59.46	\$86.81
Systems Administrator	Junior	\$25.93	\$37.86
Systems Administrator	Mid-Level	\$32.17	\$46.97
Systems Administrator	Senior	\$39.71	\$57.98
Systems Administrator	Expert	\$47.32	\$69.09
Systems Analyst	Junior	\$27.12	\$39.60
Systems Analyst	Mid-Level	\$34.48	\$50.34
Systems Analyst	Senior	\$42.82	\$62.52
Systems Analyst	Expert	\$49.19	\$71.82
Systems Architect	Junior	\$32.87	\$47.99
Systems Architect	Mid-Level	\$41.51	\$60.60
Systems Architect	Senior	\$51.06	\$74.55

Job Title	Skill Level	Hourly Wage Rate	Hourly Bill Rate
Operations Manager	Expert	\$52.36	\$76.45
Programmer	Junior	\$27.15	\$39.64
Programmer	Mid-Level	\$35.25	\$51.47
Programmer	Senior	\$48.83	\$71.29
Programmer	Expert	\$49.57	\$72.37
Project Manager	Junior	\$28.86	\$42.14
Project Manager	Mid-Level	\$36.60	\$53.44
Project Manager	Senior	\$46.80	\$68.33
Project Manager	Expert	\$56.24	\$82.11
Security Analyst	Junior	\$31.18	\$45.52
Security Analyst	Mid-Level	\$40.61	\$59.29
Security Analyst	Senior	\$54.82	\$80.04
Security Analyst	Expert	\$64.17	\$93.69
Security Manager	Junior	\$32.20	\$47.01
Security Manager	Mid-Level	\$47.64	\$69.55
Security Manager	Senior	\$58.70	\$85.70
Security Manager	Expert	\$70.02	\$102.23
Software Analyst	Junior	\$30.92	\$45.14
Software Analyst	Mid-Level	\$38.37	\$56.02
Software Analyst	Senior	\$51.00	\$74.46
Software Analyst	Expert	\$59.69	\$87.15
Software Architect	Junior	\$32.98	\$48.15
Software Architect	Mid-Level	\$46.04	\$67.22
Software Architect	Senior	\$57.26	\$83.60
Software Architect	Expert	\$64.29	\$93.86
Software Developer	Junior	\$28.36	\$41.41
Software Developer	Mid-Level	\$37.81	\$55.20
Software Developer	Senior	\$50.18	\$73.26
Software Developer	Expert	\$57.69	\$84.23
Software Manager	Junior	\$31.94	\$46.63
Software Manager	Mid-Level	\$44.30	\$64.68
Software Manager	Senior	\$51.29	\$74.88
Software Manager	Expert	\$59.46	\$86.81
Systems Administrator	Junior	\$25.93	\$37.86
Systems Administrator	Mid-Level	\$32.17	\$46.97
Systems Administrator	Senior	\$39.71	\$57.98
Systems Administrator	Expert	\$47.32	\$69.09
Systems Analyst	Junior	\$27.12	\$39.60
Systems Analyst	Mid-Level	\$34.48	\$50.34
Systems Analyst	Senior	\$42.82	\$62.52
Systems Analyst	Expert	\$49.19	\$71.82
Systems Architect	Junior	\$32.87	\$47.99
Systems Architect	Mid-Level	\$41.51	\$60.60
Systems Architect	Senior	\$51.06	\$74.55

Job Title	Skill Level	Hourly Wage Rate	Hourly Bill Rate
Operations Manager	Expert	\$56.54	\$82.55
Programmer	Junior	\$28.11	\$41.04
Programmer	Mid-Level	\$38.07	\$55.58
Programmer	Senior	\$46.37	\$67.70
Programmer	Expert	\$53.54	\$78.17
Project Manager	Junior	\$31.17	\$45.51
Project Manager	Mid-Level	\$39.53	\$57.71
Project Manager	Senior	\$50.51	\$73.74
Project Manager	Expert	\$60.65	\$88.55
Security Analyst	Junior	\$33.67	\$49.16
Security Analyst	Mid-Level	\$43.85	\$64.02
Security Analyst	Senior	\$59.20	\$86.43
Security Analyst	Expert	\$69.30	\$101.18
Security Manager	Junior	\$34.78	\$50.78
Security Manager	Mid-Level	\$51.45	\$75.12
Security Manager	Senior	\$63.40	\$92.56
Security Manager	Expert	\$73.59	\$107.44
Software Analyst	Junior	\$33.04	\$48.24
Software Analyst	Mid-Level	\$41.00	\$59.86
Software Analyst	Senior	\$54.49	\$79.56
Software Analyst	Expert	\$63.79	\$93.13
Software Architect	Junior	\$35.61	\$51.99
Software Architect	Mid-Level	\$49.72	\$72.59
Software Architect	Senior	\$61.84	\$90.29
Software Architect	Expert	\$69.43	\$101.37
Software Developer	Junior	\$29.38	\$42.89
Software Developer	Mid-Level	\$39.17	\$57.19
Software Developer	Senior	\$51.98	\$75.89
Software Developer	Expert	\$59.77	\$87.26
Software Manager	Junior	\$33.44	\$48.82
Software Manager	Mid-Level	\$46.37	\$67.70
Software Manager	Senior	\$53.69	\$78.39
Software Manager	Expert	\$64.22	\$93.76
Systems Administrator	Junior	\$27.99	\$40.87
Systems Administrator	Mid-Level	\$34.74	\$50.72
Systems Administrator	Senior	\$42.89	\$62.62
Systems Administrator	Expert	\$51.11	\$74.62
Systems Analyst	Junior	\$27.81	\$40.60
Systems Analyst	Mid-Level	\$35.36	\$51.63
Systems Analyst	Senior	\$43.90	\$64.09
Systems Analyst	Expert	\$50.44	\$73.64
Systems Architect	Junior	\$34.41	\$50.24
Systems Architect	Mid-Level	\$43.44	\$63.42
Systems Architect	Senior	\$53.45	\$78.04

Contractor Name:	I-Link Solutions, Inc.
Federal ID#:	043718440

REGION 1	
Region 1 Markup %	46.00%

Job Title	Skill Level	Hourly Wage Rate	Hourly Bill Rate
Systems Architect	Expert	\$58.30	\$85.12
Systems Developer	Junior	\$32.24	\$47.07
Systems Developer	Mid-Level	\$40.73	\$59.47
Systems Developer	Senior	\$49.84	\$72.77
Systems Developer	Expert	\$56.76	\$82.87
Technical Writer	Junior	\$20.00	\$29.20
Technical Writer	Mid-Level	\$23.95	\$34.97
Technical Writer	Senior	\$28.81	\$42.06
Technical Writer	Expert	\$32.99	\$48.17
Tester	Junior	\$22.87	\$33.39
Tester	Mid-Level	\$27.75	\$40.52
Tester	Senior	\$33.98	\$49.61
Tester	Expert	\$38.55	\$56.28
Training Developer	Junior	\$22.15	\$32.34
Training Developer	Mid-Level	\$28.27	\$41.27
Training Developer	Senior	\$35.81	\$52.28
Training Developer	Expert	\$41.00	\$59.86
Web Administrator	Junior	\$22.92	\$33.46
Web Administrator	Mid-Level	\$29.46	\$43.01
Web Administrator	Senior	\$37.90	\$55.33
Web Administrator	Expert	\$41.24	\$60.21
Web Designer	Junior	\$24.80	\$36.21
Web Designer	Mid-Level	\$30.76	\$44.91
Web Designer	Senior	\$37.11	\$54.18
Web Designer	Expert	\$42.25	\$61.69
Web Developer	Junior	\$27.20	\$39.71
Web Developer	Mid-Level	\$36.27	\$52.95
Web Developer	Senior	\$48.13	\$70.27
Web Developer	Expert	\$53.38	\$77.93
Web Manager	Junior	\$31.28	\$45.67
Web Manager	Mid-Level	\$38.10	\$55.63
Web Manager	Senior	\$49.32	\$72.01
Web Manager	Expert	\$57.18	\$83.48

REGION 2	
Region 2 Markup %	46.00%

Job Title	Skill Level	Hourly Wage Rate	Hourly Bill Rate
Systems Architect	Expert	\$58.30	\$85.12
Systems Developer	Junior	\$32.24	\$47.07
Systems Developer	Mid-Level	\$40.73	\$59.47
Systems Developer	Senior	\$49.84	\$72.77
Systems Developer	Expert	\$56.76	\$82.87
Technical Writer	Junior	\$20.00	\$29.20
Technical Writer	Mid-Level	\$23.95	\$34.97
Technical Writer	Senior	\$28.81	\$42.06
Technical Writer	Expert	\$32.99	\$48.17
Tester	Junior	\$22.87	\$33.39
Tester	Mid-Level	\$27.75	\$40.52
Tester	Senior	\$33.98	\$49.61
Tester	Expert	\$38.55	\$56.28
Training Developer	Junior	\$22.15	\$32.34
Training Developer	Mid-Level	\$28.27	\$41.27
Training Developer	Senior	\$35.81	\$52.28
Training Developer	Expert	\$41.00	\$59.86
Web Administrator	Junior	\$22.92	\$33.46
Web Administrator	Mid-Level	\$29.46	\$43.01
Web Administrator	Senior	\$37.90	\$55.33
Web Administrator	Expert	\$41.24	\$60.21
Web Designer	Junior	\$24.80	\$36.21
Web Designer	Mid-Level	\$30.76	\$44.91
Web Designer	Senior	\$37.11	\$54.18
Web Designer	Expert	\$42.25	\$61.69
Web Developer	Junior	\$27.20	\$39.71
Web Developer	Mid-Level	\$36.27	\$52.95
Web Developer	Senior	\$48.13	\$70.27
Web Developer	Expert	\$53.38	\$77.93
Web Manager	Junior	\$31.28	\$45.67
Web Manager	Mid-Level	\$38.10	\$55.63
Web Manager	Senior	\$49.32	\$72.01
Web Manager	Expert	\$57.18	\$83.48

REGION 3	
Region 3 Markup %	46.00%

Job Title	Skill Level	Hourly Wage Rate	Hourly Bill Rate
Systems Architect	Expert	\$61.01	\$89.07
Systems Developer	Junior	\$34.08	\$49.76
Systems Developer	Mid-Level	\$43.07	\$62.88
Systems Developer	Senior	\$52.72	\$76.97
Systems Developer	Expert	\$60.04	\$87.66
Technical Writer	Junior	\$21.60	\$31.54
Technical Writer	Mid-Level	\$25.87	\$37.77
Technical Writer	Senior	\$31.11	\$45.42
Technical Writer	Expert	\$35.63	\$52.02
Tester	Junior	\$24.70	\$36.06
Tester	Mid-Level	\$29.97	\$43.76
Tester	Senior	\$36.70	\$53.58
Tester	Expert	\$41.63	\$60.78
Training Developer	Junior	\$22.94	\$33.49
Training Developer	Mid-Level	\$29.28	\$42.75
Training Developer	Senior	\$37.09	\$54.15
Training Developer	Expert	\$42.46	\$61.99
Web Administrator	Junior	\$24.51	\$35.78
Web Administrator	Mid-Level	\$31.48	\$45.96
Web Administrator	Senior	\$40.51	\$59.14
Web Administrator	Expert	\$44.08	\$64.36
Web Designer	Junior	\$26.50	\$38.69
Web Designer	Mid-Level	\$32.87	\$47.99
Web Designer	Senior	\$40.08	\$58.52
Web Designer	Expert	\$45.15	\$65.92
Web Developer	Junior	\$29.38	\$42.89
Web Developer	Mid-Level	\$39.17	\$57.19
Web Developer	Senior	\$51.98	\$75.89
Web Developer	Expert	\$57.65	\$84.17
Web Manager	Junior	\$33.44	\$48.82
Web Manager	Mid-Level	\$40.70	\$59.42
Web Manager	Senior	\$52.72	\$76.97
Web Manager	Expert	\$61.11	\$89.22