

Contractor Name:	Mindlance Inc.
Federal ID#:	22-3688948

REGION 1

Region 1 Markup % **38.00%**

Job Title	Skill Level	Hourly Wage Rate	Hourly Bill Rate
Business Analyst	Junior	\$29.36	\$40.52
Business Analyst	Mid-Level	\$37.44	\$51.67
Business Analyst	Senior	\$46.55	\$64.23
Business Analyst	Expert	\$53.61	\$73.98
Cloud Engineer	Junior	\$30.38	\$41.93
Cloud Engineer	Mid-Level	\$40.51	\$55.90
Cloud Engineer	Senior	\$53.61	\$73.98
Cloud Engineer	Expert	\$61.69	\$85.13
Database Administrator	Junior	\$32.33	\$44.61
Database Administrator	Mid-Level	\$40.51	\$55.90
Database Administrator	Senior	\$49.62	\$68.47
Database Administrator	Expert	\$58.72	\$81.03
Database Architect	Junior	\$44.50	\$61.41
Database Architect	Mid-Level	\$53.61	\$73.98
Database Architect	Senior	\$61.69	\$85.13
Database Architect	Expert	\$66.80	\$92.19
Database Manager	Junior	\$35.40	\$48.85
Database Manager	Mid-Level	\$44.50	\$61.41
Database Manager	Senior	\$53.61	\$73.98
Database Manager	Expert	\$58.72	\$81.03
Graphic Designer	Junior	\$22.20	\$30.63
Graphic Designer	Mid-Level	\$26.29	\$36.28
Graphic Designer	Senior	\$32.33	\$44.61
Graphic Designer	Expert	\$40.51	\$55.90
Help Desk Manager	Junior	\$21.18	\$29.22
Help Desk Manager	Mid-Level	\$24.25	\$33.46
Help Desk Manager	Senior	\$31.30	\$43.20
Help Desk Manager	Expert	\$35.40	\$48.85
IT Manager	Junior	\$31.30	\$43.20
IT Manager	Mid-Level	\$35.40	\$48.85
IT Manager	Senior	\$40.51	\$55.90
IT Manager	Expert	\$44.50	\$61.41
IT Specialist	Junior	\$31.30	\$43.20
IT Specialist	Mid-Level	\$40.51	\$55.90
IT Specialist	Senior	\$49.62	\$68.47
IT Specialist	Expert	\$58.72	\$81.03
Network Administrator	Junior	\$28.34	\$39.11

REGION 2

Region 2 Markup % **38.00%**

Job Title	Skill Level	Hourly Wage Rate	Hourly Bill Rate
Business Analyst	Junior	\$29.67	\$40.94
Business Analyst	Mid-Level	\$37.85	\$52.23
Business Analyst	Senior	\$47.06	\$64.94
Business Analyst	Expert	\$54.22	\$74.82
Cloud Engineer	Junior	\$30.69	\$42.35
Cloud Engineer	Mid-Level	\$40.92	\$56.47
Cloud Engineer	Senior	\$54.22	\$74.82
Cloud Engineer	Expert	\$62.40	\$86.12
Database Administrator	Junior	\$32.74	\$45.18
Database Administrator	Mid-Level	\$40.92	\$56.47
Database Administrator	Senior	\$50.13	\$69.18
Database Administrator	Expert	\$59.33	\$81.88
Database Architect	Junior	\$45.01	\$62.12
Database Architect	Mid-Level	\$54.22	\$74.82
Database Architect	Senior	\$62.40	\$86.12
Database Architect	Expert	\$67.52	\$93.17
Database Manager	Junior	\$35.81	\$49.41
Database Manager	Mid-Level	\$45.01	\$62.12
Database Manager	Senior	\$54.22	\$74.82
Database Manager	Expert	\$59.33	\$81.88
Graphic Designer	Junior	\$22.51	\$31.06
Graphic Designer	Mid-Level	\$26.60	\$36.71
Graphic Designer	Senior	\$32.74	\$45.18
Graphic Designer	Expert	\$40.92	\$56.47
Help Desk Manager	Junior	\$21.48	\$29.65
Help Desk Manager	Mid-Level	\$24.55	\$33.88
Help Desk Manager	Senior	\$31.71	\$43.76
Help Desk Manager	Expert	\$35.81	\$49.41
IT Manager	Junior	\$31.71	\$43.76
IT Manager	Mid-Level	\$35.81	\$49.41
IT Manager	Senior	\$40.92	\$56.47
IT Manager	Expert	\$45.01	\$62.12
IT Specialist	Junior	\$31.71	\$43.76
IT Specialist	Mid-Level	\$40.92	\$56.47
IT Specialist	Senior	\$50.13	\$69.18
IT Specialist	Expert	\$59.33	\$81.88
Network Administrator	Junior	\$28.64	\$39.53

REGION 3

Region 3 Markup % **38.00%**

Job Title	Skill Level	Hourly Wage Rate	Hourly Bill Rate
Business Analyst	Junior	\$32.74	\$45.18
Business Analyst	Mid-Level	\$41.94	\$57.88
Business Analyst	Senior	\$52.17	\$72.00
Business Analyst	Expert	\$60.36	\$83.29
Cloud Engineer	Junior	\$33.76	\$46.59
Cloud Engineer	Mid-Level	\$45.01	\$62.12
Cloud Engineer	Senior	\$60.36	\$83.29
Cloud Engineer	Expert	\$69.56	\$96.00
Database Administrator	Junior	\$35.81	\$49.41
Database Administrator	Mid-Level	\$45.01	\$62.12
Database Administrator	Senior	\$55.24	\$76.23
Database Administrator	Expert	\$65.47	\$90.35
Database Architect	Junior	\$50.13	\$69.18
Database Architect	Mid-Level	\$60.36	\$83.29
Database Architect	Senior	\$69.56	\$96.00
Database Architect	Expert	\$74.68	\$103.06
Database Manager	Junior	\$39.90	\$55.06
Database Manager	Mid-Level	\$50.13	\$69.18
Database Manager	Senior	\$60.36	\$83.29
Database Manager	Expert	\$65.47	\$90.35
Graphic Designer	Junior	\$24.55	\$33.88
Graphic Designer	Mid-Level	\$29.67	\$40.94
Graphic Designer	Senior	\$36.83	\$50.82
Graphic Designer	Expert	\$45.01	\$62.12
Help Desk Manager	Junior	\$23.53	\$32.47
Help Desk Manager	Mid-Level	\$27.62	\$38.12
Help Desk Manager	Senior	\$34.78	\$48.00
Help Desk Manager	Expert	\$39.90	\$55.06
IT Manager	Junior	\$34.78	\$48.00
IT Manager	Mid-Level	\$39.90	\$55.06
IT Manager	Senior	\$45.01	\$62.12
IT Manager	Expert	\$50.13	\$69.18
IT Specialist	Junior	\$34.78	\$48.00
IT Specialist	Mid-Level	\$45.01	\$62.12
IT Specialist	Senior	\$55.24	\$76.23
IT Specialist	Expert	\$65.47	\$90.35
Network Administrator	Junior	\$31.71	\$43.76

Contractor Name:	Mindlance Inc.
Federal ID#:	22-3688948

REGION 1			
Region 1 Markup %		38.00%	
Job Title	Skill Level	Hourly Wage Rate	Hourly Bill Rate
Network Administrator	Mid-Level	\$35.40	\$48.85
Network Administrator	Senior	\$47.57	\$65.65
Network Administrator	Expert	\$53.61	\$73.98
Network Architect	Junior	\$49.62	\$68.47
Network Architect	Mid-Level	\$56.67	\$78.21
Network Architect	Senior	\$61.69	\$85.13
Network Architect	Expert	\$66.80	\$92.19
Operations Manager	Junior	\$24.25	\$33.46
Operations Manager	Mid-Level	\$31.30	\$43.20
Operations Manager	Senior	\$35.40	\$48.85
Operations Manager	Expert	\$40.51	\$55.90
Programmer	Junior	\$31.30	\$43.20
Programmer	Mid-Level	\$40.51	\$55.90
Programmer	Senior	\$49.62	\$68.47
Programmer	Expert	\$58.72	\$81.03
Project Manager	Junior	\$33.35	\$46.02
Project Manager	Mid-Level	\$42.45	\$58.59
Project Manager	Senior	\$55.65	\$76.80
Project Manager	Expert	\$61.69	\$85.13
Security Analyst	Junior	\$35.40	\$48.85
Security Analyst	Mid-Level	\$49.62	\$68.47
Security Analyst	Senior	\$58.72	\$81.03
Security Analyst	Expert	\$66.80	\$92.19
Security Manager	Junior	\$35.40	\$48.85
Security Manager	Mid-Level	\$44.50	\$61.41
Security Manager	Senior	\$53.61	\$73.98
Security Manager	Expert	\$58.72	\$81.03
Software Analyst	Junior	\$31.30	\$43.20
Software Analyst	Mid-Level	\$40.51	\$55.90
Software Analyst	Senior	\$49.62	\$68.47
Software Analyst	Expert	\$58.72	\$81.03
Software Architect	Junior	\$49.62	\$68.47
Software Architect	Mid-Level	\$58.72	\$81.03
Software Architect	Senior	\$66.80	\$92.19
Software Architect	Expert	\$70.89	\$97.83

REGION 2			
Region 2 Markup %		38.00%	
Job Title	Skill Level	Hourly Wage Rate	Hourly Bill Rate
Network Administrator	Mid-Level	\$35.81	\$49.41
Network Administrator	Senior	\$48.08	\$66.35
Network Administrator	Expert	\$54.22	\$74.82
Network Architect	Junior	\$50.13	\$69.18
Network Architect	Mid-Level	\$57.29	\$79.06
Network Architect	Senior	\$62.40	\$86.12
Network Architect	Expert	\$67.52	\$93.17
Operations Manager	Junior	\$24.55	\$33.88
Operations Manager	Mid-Level	\$31.71	\$43.76
Operations Manager	Senior	\$35.81	\$49.41
Operations Manager	Expert	\$40.92	\$56.47
Programmer	Junior	\$31.71	\$43.76
Programmer	Mid-Level	\$40.92	\$56.47
Programmer	Senior	\$50.13	\$69.18
Programmer	Expert	\$59.33	\$81.88
Project Manager	Junior	\$33.76	\$46.59
Project Manager	Mid-Level	\$42.97	\$59.29
Project Manager	Senior	\$56.27	\$77.65
Project Manager	Expert	\$62.40	\$86.12
Security Analyst	Junior	\$35.81	\$49.41
Security Analyst	Mid-Level	\$50.13	\$69.18
Security Analyst	Senior	\$59.33	\$81.88
Security Analyst	Expert	\$67.52	\$93.17
Security Manager	Junior	\$35.81	\$49.41
Security Manager	Mid-Level	\$45.01	\$62.12
Security Manager	Senior	\$54.22	\$74.82
Security Manager	Expert	\$59.33	\$81.88
Software Analyst	Junior	\$31.71	\$43.76
Software Analyst	Mid-Level	\$40.92	\$56.47
Software Analyst	Senior	\$50.13	\$69.18
Software Analyst	Expert	\$59.33	\$81.88
Software Architect	Junior	\$50.13	\$69.18
Software Architect	Mid-Level	\$59.33	\$81.88
Software Architect	Senior	\$67.52	\$93.17
Software Architect	Expert	\$71.61	\$98.82

REGION 3			
Region 3 Markup %		38.00%	
Job Title	Skill Level	Hourly Wage Rate	Hourly Bill Rate
Network Administrator	Mid-Level	\$39.90	\$55.06
Network Administrator	Senior	\$53.20	\$73.41
Network Administrator	Expert	\$60.36	\$83.29
Network Architect	Junior	\$55.24	\$76.23
Network Architect	Mid-Level	\$63.43	\$87.53
Network Architect	Senior	\$69.56	\$96.00
Network Architect	Expert	\$74.68	\$103.06
Operations Manager	Junior	\$27.62	\$38.12
Operations Manager	Mid-Level	\$34.78	\$48.00
Operations Manager	Senior	\$39.90	\$55.06
Operations Manager	Expert	\$45.01	\$62.12
Programmer	Junior	\$34.78	\$48.00
Programmer	Mid-Level	\$45.01	\$62.12
Programmer	Senior	\$55.24	\$76.23
Programmer	Expert	\$65.47	\$90.35
Project Manager	Junior	\$37.85	\$52.23
Project Manager	Mid-Level	\$48.08	\$66.35
Project Manager	Senior	\$62.40	\$86.12
Project Manager	Expert	\$69.56	\$96.00
Security Analyst	Junior	\$39.90	\$55.06
Security Analyst	Mid-Level	\$55.24	\$76.23
Security Analyst	Senior	\$65.47	\$90.35
Security Analyst	Expert	\$74.68	\$103.06
Security Manager	Junior	\$39.90	\$55.06
Security Manager	Mid-Level	\$50.13	\$69.18
Security Manager	Senior	\$60.36	\$83.29
Security Manager	Expert	\$65.47	\$90.35
Software Analyst	Junior	\$34.78	\$48.00
Software Analyst	Mid-Level	\$45.01	\$62.12
Software Analyst	Senior	\$55.24	\$76.23
Software Analyst	Expert	\$65.47	\$90.35
Software Architect	Junior	\$55.24	\$76.23
Software Architect	Mid-Level	\$65.47	\$90.35
Software Architect	Senior	\$74.68	\$103.06
Software Architect	Expert	\$79.79	\$110.12

Contractor Name:	Mindlance Inc.
Federal ID#:	22-3688948

REGION 1

Region 1 Markup % **38.00%**

Job Title	Skill Level	Hourly Wage Rate	Hourly Bill Rate
Software Developer	Junior	\$38.46	\$53.08
Software Developer	Mid-Level	\$49.62	\$68.47
Software Developer	Senior	\$58.72	\$81.03
Software Developer	Expert	\$66.80	\$92.19
Software Manager	Junior	\$35.40	\$48.85
Software Manager	Mid-Level	\$46.55	\$64.23
Software Manager	Senior	\$56.67	\$78.21
Software Manager	Expert	\$64.76	\$89.36
Systems Administrator	Junior	\$30.38	\$41.93
Systems Administrator	Mid-Level	\$36.42	\$50.26
Systems Administrator	Senior	\$46.55	\$64.23
Systems Administrator	Expert	\$53.61	\$73.98
Systems Analyst	Junior	\$26.29	\$36.28
Systems Analyst	Mid-Level	\$35.40	\$48.85
Systems Analyst	Senior	\$44.50	\$61.41
Systems Analyst	Expert	\$53.61	\$73.98
Systems Architect	Junior	\$44.50	\$61.41
Systems Architect	Mid-Level	\$53.61	\$73.98
Systems Architect	Senior	\$61.69	\$85.13
Systems Architect	Expert	\$66.80	\$92.19
Systems Developer	Junior	\$38.46	\$53.08
Systems Developer	Mid-Level	\$49.62	\$68.47
Systems Developer	Senior	\$58.72	\$81.03
Systems Developer	Expert	\$66.80	\$92.19
Technical Writer	Junior	\$22.20	\$30.63
Technical Writer	Mid-Level	\$28.34	\$39.11
Technical Writer	Senior	\$32.33	\$44.61
Technical Writer	Expert	\$40.51	\$55.90
Tester	Junior	\$26.29	\$36.28
Tester	Mid-Level	\$35.40	\$48.85
Tester	Senior	\$41.43	\$57.18
Tester	Expert	\$46.55	\$64.23
Training Developer	Junior	\$26.29	\$36.28
Training Developer	Mid-Level	\$31.30	\$43.20
Training Developer	Senior	\$35.40	\$48.85

REGION 2

Region 2 Markup % **38.00%**

Job Title	Skill Level	Hourly Wage Rate	Hourly Bill Rate
Software Developer	Junior	\$38.87	\$53.65
Software Developer	Mid-Level	\$50.13	\$69.18
Software Developer	Senior	\$59.33	\$81.88
Software Developer	Expert	\$67.52	\$93.17
Software Manager	Junior	\$35.81	\$49.41
Software Manager	Mid-Level	\$47.06	\$64.94
Software Manager	Senior	\$57.29	\$79.06
Software Manager	Expert	\$65.47	\$90.35
Systems Administrator	Junior	\$30.69	\$42.35
Systems Administrator	Mid-Level	\$36.83	\$50.82
Systems Administrator	Senior	\$47.06	\$64.94
Systems Administrator	Expert	\$54.22	\$74.82
Systems Analyst	Junior	\$26.60	\$36.71
Systems Analyst	Mid-Level	\$35.81	\$49.41
Systems Analyst	Senior	\$45.01	\$62.12
Systems Analyst	Expert	\$54.22	\$74.82
Systems Architect	Junior	\$45.01	\$62.12
Systems Architect	Mid-Level	\$54.22	\$74.82
Systems Architect	Senior	\$62.40	\$86.12
Systems Architect	Expert	\$67.52	\$93.17
Systems Developer	Junior	\$38.87	\$53.65
Systems Developer	Mid-Level	\$50.13	\$69.18
Systems Developer	Senior	\$59.33	\$81.88
Systems Developer	Expert	\$67.52	\$93.17
Technical Writer	Junior	\$22.51	\$31.06
Technical Writer	Mid-Level	\$28.64	\$39.53
Technical Writer	Senior	\$32.74	\$45.18
Technical Writer	Expert	\$40.92	\$56.47
Tester	Junior	\$26.60	\$36.71
Tester	Mid-Level	\$35.81	\$49.41
Tester	Senior	\$41.94	\$57.88
Tester	Expert	\$47.06	\$64.94
Training Developer	Junior	\$26.60	\$36.71
Training Developer	Mid-Level	\$31.71	\$43.76
Training Developer	Senior	\$35.81	\$49.41

REGION 3

Region 3 Markup % **38.00%**

Job Title	Skill Level	Hourly Wage Rate	Hourly Bill Rate
Software Developer	Junior	\$42.97	\$59.29
Software Developer	Mid-Level	\$55.24	\$76.23
Software Developer	Senior	\$65.47	\$90.35
Software Developer	Expert	\$74.68	\$103.06
Software Manager	Junior	\$39.90	\$55.06
Software Manager	Mid-Level	\$52.17	\$72.00
Software Manager	Senior	\$63.43	\$87.53
Software Manager	Expert	\$72.63	\$100.23
Systems Administrator	Junior	\$33.76	\$46.59
Systems Administrator	Mid-Level	\$40.92	\$56.47
Systems Administrator	Senior	\$52.17	\$72.00
Systems Administrator	Expert	\$60.36	\$83.29
Systems Analyst	Junior	\$29.67	\$40.94
Systems Analyst	Mid-Level	\$39.90	\$55.06
Systems Analyst	Senior	\$50.13	\$69.18
Systems Analyst	Expert	\$60.36	\$83.29
Systems Architect	Junior	\$50.13	\$69.18
Systems Architect	Mid-Level	\$60.36	\$83.29
Systems Architect	Senior	\$69.56	\$96.00
Systems Architect	Expert	\$74.68	\$103.06
Systems Developer	Junior	\$42.97	\$59.29
Systems Developer	Mid-Level	\$55.24	\$76.23
Systems Developer	Senior	\$65.47	\$90.35
Systems Developer	Expert	\$74.68	\$103.06
Technical Writer	Junior	\$24.55	\$33.88
Technical Writer	Mid-Level	\$31.71	\$43.76
Technical Writer	Senior	\$36.83	\$50.82
Technical Writer	Expert	\$45.01	\$62.12
Tester	Junior	\$29.67	\$40.94
Tester	Mid-Level	\$39.90	\$55.06
Tester	Senior	\$47.06	\$64.94
Tester	Expert	\$52.17	\$72.00
Training Developer	Junior	\$29.67	\$40.94
Training Developer	Mid-Level	\$34.78	\$48.00
Training Developer	Senior	\$39.90	\$55.06

Contractor Name:	Mindlance Inc.
Federal ID#:	22-3688948

REGION 1

Region 1 Markup % **38.00%**

Job Title	Skill Level	Hourly Wage Rate	Hourly Bill Rate
Training Developer	Expert	\$40.51	\$55.90
Web Administrator	Junior	\$31.30	\$43.20
Web Administrator	Mid-Level	\$38.46	\$53.08
Web Administrator	Senior	\$44.50	\$61.41
Web Administrator	Expert	\$49.62	\$68.47
Web Designer	Junior	\$26.29	\$36.28
Web Designer	Mid-Level	\$31.30	\$43.20
Web Designer	Senior	\$35.40	\$48.85
Web Designer	Expert	\$40.51	\$55.90
Web Developer	Junior	\$32.33	\$44.61
Web Developer	Mid-Level	\$42.45	\$58.59
Web Developer	Senior	\$49.62	\$68.47
Web Developer	Expert	\$58.72	\$81.03
Web Manager	Junior	\$26.29	\$36.28
Web Manager	Mid-Level	\$31.30	\$43.20
Web Manager	Senior	\$40.51	\$55.90
Web Manager	Expert	\$49.62	\$68.47

REGION 2

Region 2 Markup % **38.00%**

Job Title	Skill Level	Hourly Wage Rate	Hourly Bill Rate
Training Developer	Expert	\$40.92	\$56.47
Web Administrator	Junior	\$31.71	\$43.76
Web Administrator	Mid-Level	\$38.87	\$53.65
Web Administrator	Senior	\$45.01	\$62.12
Web Administrator	Expert	\$50.13	\$69.18
Web Designer	Junior	\$26.60	\$36.71
Web Designer	Mid-Level	\$31.71	\$43.76
Web Designer	Senior	\$35.81	\$49.41
Web Designer	Expert	\$40.92	\$56.47
Web Developer	Junior	\$32.74	\$45.18
Web Developer	Mid-Level	\$42.97	\$59.29
Web Developer	Senior	\$50.13	\$69.18
Web Developer	Expert	\$59.33	\$81.88
Web Manager	Junior	\$26.60	\$36.71
Web Manager	Mid-Level	\$31.71	\$43.76
Web Manager	Senior	\$40.92	\$56.47
Web Manager	Expert	\$50.13	\$69.18

REGION 3

Region 3 Markup % **38.00%**

Job Title	Skill Level	Hourly Wage Rate	Hourly Bill Rate
Training Developer	Expert	\$45.01	\$62.12
Web Administrator	Junior	\$34.78	\$48.00
Web Administrator	Mid-Level	\$42.97	\$59.29
Web Administrator	Senior	\$50.13	\$69.18
Web Administrator	Expert	\$55.24	\$76.23
Web Designer	Junior	\$29.67	\$40.94
Web Designer	Mid-Level	\$34.78	\$48.00
Web Designer	Senior	\$39.90	\$55.06
Web Designer	Expert	\$45.01	\$62.12
Web Developer	Junior	\$36.83	\$50.82
Web Developer	Mid-Level	\$48.08	\$66.35
Web Developer	Senior	\$55.24	\$76.23
Web Developer	Expert	\$65.47	\$90.35
Web Manager	Junior	\$29.67	\$40.94
Web Manager	Mid-Level	\$34.78	\$48.00
Web Manager	Senior	\$45.01	\$62.12
Web Manager	Expert	\$55.24	\$76.23

Contractor Name:	Mindlance Inc.
Federal ID#:	22-3688948

REGION 1

Region 1 Markup % **38.00%**

Job Title	Skill Level	Hourly Wage Rate	Hourly Bill Rate
Business Analyst	Junior	\$28.70	\$39.61
Business Analyst	Mid-Level	\$36.60	\$50.51
Business Analyst	Senior	\$45.50	\$62.79
Business Analyst	Expert	\$52.40	\$72.31
Cloud Engineer	Junior	\$29.70	\$40.99
Cloud Engineer	Mid-Level	\$39.60	\$54.65
Cloud Engineer	Senior	\$52.40	\$72.31
Cloud Engineer	Expert	\$60.30	\$83.21
Database Administrator	Junior	\$31.60	\$43.61
Database Administrator	Mid-Level	\$39.60	\$54.65
Database Administrator	Senior	\$48.50	\$66.93
Database Administrator	Expert	\$57.40	\$79.21
Database Architect	Junior	\$43.50	\$60.03
Database Architect	Mid-Level	\$52.40	\$72.31
Database Architect	Senior	\$60.30	\$83.21
Database Architect	Expert	\$65.30	\$90.11
Database Manager	Junior	\$34.60	\$47.75
Database Manager	Mid-Level	\$43.50	\$60.03
Database Manager	Senior	\$52.40	\$72.31
Database Manager	Expert	\$57.40	\$79.21
Graphic Designer	Junior	\$21.70	\$29.95
Graphic Designer	Mid-Level	\$25.70	\$35.47
Graphic Designer	Senior	\$31.60	\$43.61
Graphic Designer	Expert	\$39.60	\$54.65
Help Desk Manager	Junior	\$20.70	\$28.57
Help Desk Manager	Mid-Level	\$23.70	\$32.71
Help Desk Manager	Senior	\$30.60	\$42.23
Help Desk Manager	Expert	\$34.60	\$47.75
IT Manager	Junior	\$30.60	\$42.23
IT Manager	Mid-Level	\$34.60	\$47.75
IT Manager	Senior	\$39.60	\$54.65
IT Manager	Expert	\$43.50	\$60.03
IT Specialist	Junior	\$30.60	\$42.23

REGION 2

Region 2 Markup % **38.00%**

Job Title	Skill Level	Hourly Wage Rate	Hourly Bill Rate
Business Analyst	Junior	\$29.00	\$40.02
Business Analyst	Mid-Level	\$37.00	\$51.06
Business Analyst	Senior	\$46.00	\$63.48
Business Analyst	Expert	\$53.00	\$73.14
Cloud Engineer	Junior	\$30.00	\$41.40
Cloud Engineer	Mid-Level	\$40.00	\$55.20
Cloud Engineer	Senior	\$53.00	\$73.14
Cloud Engineer	Expert	\$61.00	\$84.18
Database Administrator	Junior	\$32.00	\$44.16
Database Administrator	Mid-Level	\$40.00	\$55.20
Database Administrator	Senior	\$49.00	\$67.62
Database Administrator	Expert	\$58.00	\$80.04
Database Architect	Junior	\$44.00	\$60.72
Database Architect	Mid-Level	\$53.00	\$73.14
Database Architect	Senior	\$61.00	\$84.18
Database Architect	Expert	\$66.00	\$91.08
Database Manager	Junior	\$35.00	\$48.30
Database Manager	Mid-Level	\$44.00	\$60.72
Database Manager	Senior	\$53.00	\$73.14
Database Manager	Expert	\$58.00	\$80.04
Graphic Designer	Junior	\$22.00	\$30.36
Graphic Designer	Mid-Level	\$26.00	\$35.88
Graphic Designer	Senior	\$32.00	\$44.16
Graphic Designer	Expert	\$40.00	\$55.20
Help Desk Manager	Junior	\$21.00	\$28.98
Help Desk Manager	Mid-Level	\$24.00	\$33.12
Help Desk Manager	Senior	\$31.00	\$42.78
Help Desk Manager	Expert	\$35.00	\$48.30
IT Manager	Junior	\$31.00	\$42.78
IT Manager	Mid-Level	\$35.00	\$48.30
IT Manager	Senior	\$40.00	\$55.20
IT Manager	Expert	\$44.00	\$60.72
IT Specialist	Junior	\$31.00	\$42.78

REGION 3

Region 3 Markup % **38.00%**

Job Title	Skill Level	Hourly Wage Rate	Hourly Bill Rate
Business Analyst	Junior	\$32.00	\$44.16
Business Analyst	Mid-Level	\$41.00	\$56.58
Business Analyst	Senior	\$51.00	\$70.38
Business Analyst	Expert	\$59.00	\$81.42
Cloud Engineer	Junior	\$33.00	\$45.54
Cloud Engineer	Mid-Level	\$44.00	\$60.72
Cloud Engineer	Senior	\$59.00	\$81.42
Cloud Engineer	Expert	\$68.00	\$93.84
Database Administrator	Junior	\$35.00	\$48.30
Database Administrator	Mid-Level	\$44.00	\$60.72
Database Administrator	Senior	\$54.00	\$74.52
Database Administrator	Expert	\$64.00	\$88.32
Database Architect	Junior	\$49.00	\$67.62
Database Architect	Mid-Level	\$59.00	\$81.42
Database Architect	Senior	\$68.00	\$93.84
Database Architect	Expert	\$73.00	\$100.74
Database Manager	Junior	\$39.00	\$53.82
Database Manager	Mid-Level	\$49.00	\$67.62
Database Manager	Senior	\$59.00	\$81.42
Database Manager	Expert	\$64.00	\$88.32
Graphic Designer	Junior	\$24.00	\$33.12
Graphic Designer	Mid-Level	\$29.00	\$40.02
Graphic Designer	Senior	\$36.00	\$49.68
Graphic Designer	Expert	\$44.00	\$60.72
Help Desk Manager	Junior	\$23.00	\$31.74
Help Desk Manager	Mid-Level	\$27.00	\$37.26
Help Desk Manager	Senior	\$34.00	\$46.92
Help Desk Manager	Expert	\$39.00	\$53.82
IT Manager	Junior	\$34.00	\$46.92
IT Manager	Mid-Level	\$39.00	\$53.82
IT Manager	Senior	\$44.00	\$60.72
IT Manager	Expert	\$49.00	\$67.62
IT Specialist	Junior	\$34.00	\$46.92

Contractor Name:	Mindlance Inc.
Federal ID#:	22-3688948

REGION 1

Region 1 Markup % **38.00%**

Job Title	Skill Level	Hourly Wage Rate	Hourly Bill Rate
IT Specialist	Mid-Level	\$39.60	\$54.65
IT Specialist	Senior	\$48.50	\$66.93
IT Specialist	Expert	\$57.40	\$79.21
Network Administrator	Junior	\$27.70	\$38.23
Network Administrator	Mid-Level	\$34.60	\$47.75
Network Administrator	Senior	\$46.50	\$64.17
Network Administrator	Expert	\$52.40	\$72.31
Network Architect	Junior	\$48.50	\$66.93
Network Architect	Mid-Level	\$55.40	\$76.45
Network Architect	Senior	\$60.30	\$83.21
Network Architect	Expert	\$65.30	\$90.11
Operations Manager	Junior	\$23.70	\$32.71
Operations Manager	Mid-Level	\$30.60	\$42.23
Operations Manager	Senior	\$34.60	\$47.75
Operations Manager	Expert	\$39.60	\$54.65
Programmer	Junior	\$30.60	\$42.23
Programmer	Mid-Level	\$39.60	\$54.65
Programmer	Senior	\$48.50	\$66.93
Programmer	Expert	\$57.40	\$79.21
Project Manager	Junior	\$32.60	\$44.99
Project Manager	Mid-Level	\$41.50	\$57.27
Project Manager	Senior	\$54.40	\$75.07
Project Manager	Expert	\$60.30	\$83.21
Security Analyst	Junior	\$34.60	\$47.75
Security Analyst	Mid-Level	\$48.50	\$66.93
Security Analyst	Senior	\$57.40	\$79.21
Security Analyst	Expert	\$65.30	\$90.11
Security Manager	Junior	\$34.60	\$47.75
Security Manager	Mid-Level	\$43.50	\$60.03
Security Manager	Senior	\$52.40	\$72.31
Security Manager	Expert	\$57.40	\$79.21

REGION 2

Region 2 Markup % **38.00%**

Job Title	Skill Level	Hourly Wage Rate	Hourly Bill Rate
IT Specialist	Mid-Level	\$40.00	\$55.20
IT Specialist	Senior	\$49.00	\$67.62
IT Specialist	Expert	\$58.00	\$80.04
Network Administrator	Junior	\$28.00	\$38.64
Network Administrator	Mid-Level	\$35.00	\$48.30
Network Administrator	Senior	\$47.00	\$64.86
Network Administrator	Expert	\$53.00	\$73.14
Network Architect	Junior	\$49.00	\$67.62
Network Architect	Mid-Level	\$56.00	\$77.28
Network Architect	Senior	\$61.00	\$84.18
Network Architect	Expert	\$66.00	\$91.08
Operations Manager	Junior	\$24.00	\$33.12
Operations Manager	Mid-Level	\$31.00	\$42.78
Operations Manager	Senior	\$35.00	\$48.30
Operations Manager	Expert	\$40.00	\$55.20
Programmer	Junior	\$31.00	\$42.78
Programmer	Mid-Level	\$40.00	\$55.20
Programmer	Senior	\$49.00	\$67.62
Programmer	Expert	\$58.00	\$80.04
Project Manager	Junior	\$33.00	\$45.54
Project Manager	Mid-Level	\$42.00	\$57.96
Project Manager	Senior	\$55.00	\$75.90
Project Manager	Expert	\$61.00	\$84.18
Security Analyst	Junior	\$35.00	\$48.30
Security Analyst	Mid-Level	\$49.00	\$67.62
Security Analyst	Senior	\$58.00	\$80.04
Security Analyst	Expert	\$66.00	\$91.08
Security Manager	Junior	\$35.00	\$48.30
Security Manager	Mid-Level	\$44.00	\$60.72
Security Manager	Senior	\$53.00	\$73.14
Security Manager	Expert	\$58.00	\$80.04

REGION 3

Region 3 Markup % **38.00%**

Job Title	Skill Level	Hourly Wage Rate	Hourly Bill Rate
IT Specialist	Mid-Level	\$44.00	\$60.72
IT Specialist	Senior	\$54.00	\$74.52
IT Specialist	Expert	\$64.00	\$88.32
Network Administrator	Junior	\$31.00	\$42.78
Network Administrator	Mid-Level	\$39.00	\$53.82
Network Administrator	Senior	\$52.00	\$71.76
Network Administrator	Expert	\$59.00	\$81.42
Network Architect	Junior	\$54.00	\$74.52
Network Architect	Mid-Level	\$62.00	\$85.56
Network Architect	Senior	\$68.00	\$93.84
Network Architect	Expert	\$73.00	\$100.74
Operations Manager	Junior	\$27.00	\$37.26
Operations Manager	Mid-Level	\$34.00	\$46.92
Operations Manager	Senior	\$39.00	\$53.82
Operations Manager	Expert	\$44.00	\$60.72
Programmer	Junior	\$34.00	\$46.92
Programmer	Mid-Level	\$44.00	\$60.72
Programmer	Senior	\$54.00	\$74.52
Programmer	Expert	\$64.00	\$88.32
Project Manager	Junior	\$37.00	\$51.06
Project Manager	Mid-Level	\$47.00	\$64.86
Project Manager	Senior	\$61.00	\$84.18
Project Manager	Expert	\$68.00	\$93.84
Security Analyst	Junior	\$39.00	\$53.82
Security Analyst	Mid-Level	\$54.00	\$74.52
Security Analyst	Senior	\$64.00	\$88.32
Security Analyst	Expert	\$73.00	\$100.74
Security Manager	Junior	\$39.00	\$53.82
Security Manager	Mid-Level	\$49.00	\$67.62
Security Manager	Senior	\$59.00	\$81.42
Security Manager	Expert	\$64.00	\$88.32

Contractor Name:	Mindlance Inc.
Federal ID#:	22-3688948

REGION 1

Region 1 Markup % **38.00%**

Job Title	Skill Level	Hourly Wage Rate	Hourly Bill Rate
Software Analyst	Junior	\$30.60	\$42.23
Software Analyst	Mid-Level	\$39.60	\$54.65
Software Analyst	Senior	\$48.50	\$66.93
Software Analyst	Expert	\$57.40	\$79.21
Software Architect	Junior	\$48.50	\$66.93
Software Architect	Mid-Level	\$57.40	\$79.21
Software Architect	Senior	\$65.30	\$90.11
Software Architect	Expert	\$69.30	\$95.63
Software Developer	Junior	\$37.60	\$51.89
Software Developer	Mid-Level	\$48.50	\$66.93
Software Developer	Senior	\$57.40	\$79.21
Software Developer	Expert	\$65.30	\$90.11
Software Manager	Junior	\$34.60	\$47.75
Software Manager	Mid-Level	\$45.50	\$62.79
Software Manager	Senior	\$55.40	\$76.45
Software Manager	Expert	\$63.30	\$87.35
Systems Administrator	Junior	\$29.70	\$40.99
Systems Administrator	Mid-Level	\$35.60	\$49.13
Systems Administrator	Senior	\$45.50	\$62.79
Systems Administrator	Expert	\$52.40	\$72.31
Systems Analyst	Junior	\$25.70	\$35.47
Systems Analyst	Mid-Level	\$34.60	\$47.75
Systems Analyst	Senior	\$43.50	\$60.03
Systems Analyst	Expert	\$52.40	\$72.31
Systems Architect	Junior	\$43.50	\$60.03
Systems Architect	Mid-Level	\$52.40	\$72.31
Systems Architect	Senior	\$60.30	\$83.21
Systems Architect	Expert	\$65.30	\$90.11
Systems Developer	Junior	\$37.60	\$51.89
Systems Developer	Mid-Level	\$48.50	\$66.93
Systems Developer	Senior	\$57.40	\$79.21

REGION 2

Region 2 Markup % **38.00%**

Job Title	Skill Level	Hourly Wage Rate	Hourly Bill Rate
Software Analyst	Junior	\$31.00	\$42.78
Software Analyst	Mid-Level	\$40.00	\$55.20
Software Analyst	Senior	\$49.00	\$67.62
Software Analyst	Expert	\$58.00	\$80.04
Software Architect	Junior	\$49.00	\$67.62
Software Architect	Mid-Level	\$58.00	\$80.04
Software Architect	Senior	\$66.00	\$91.08
Software Architect	Expert	\$70.00	\$96.60
Software Developer	Junior	\$38.00	\$52.44
Software Developer	Mid-Level	\$49.00	\$67.62
Software Developer	Senior	\$58.00	\$80.04
Software Developer	Expert	\$66.00	\$91.08
Software Manager	Junior	\$35.00	\$48.30
Software Manager	Mid-Level	\$46.00	\$63.48
Software Manager	Senior	\$56.00	\$77.28
Software Manager	Expert	\$64.00	\$88.32
Systems Administrator	Junior	\$30.00	\$41.40
Systems Administrator	Mid-Level	\$36.00	\$49.68
Systems Administrator	Senior	\$46.00	\$63.48
Systems Administrator	Expert	\$53.00	\$73.14
Systems Analyst	Junior	\$26.00	\$35.88
Systems Analyst	Mid-Level	\$35.00	\$48.30
Systems Analyst	Senior	\$44.00	\$60.72
Systems Analyst	Expert	\$53.00	\$73.14
Systems Architect	Junior	\$44.00	\$60.72
Systems Architect	Mid-Level	\$53.00	\$73.14
Systems Architect	Senior	\$61.00	\$84.18
Systems Architect	Expert	\$66.00	\$91.08
Systems Developer	Junior	\$38.00	\$52.44
Systems Developer	Mid-Level	\$49.00	\$67.62
Systems Developer	Senior	\$58.00	\$80.04

REGION 3

Region 3 Markup % **38.00%**

Job Title	Skill Level	Hourly Wage Rate	Hourly Bill Rate
Software Analyst	Junior	\$34.00	\$46.92
Software Analyst	Mid-Level	\$44.00	\$60.72
Software Analyst	Senior	\$54.00	\$74.52
Software Analyst	Expert	\$64.00	\$88.32
Software Architect	Junior	\$54.00	\$74.52
Software Architect	Mid-Level	\$64.00	\$88.32
Software Architect	Senior	\$73.00	\$100.74
Software Architect	Expert	\$78.00	\$107.64
Software Developer	Junior	\$42.00	\$57.96
Software Developer	Mid-Level	\$54.00	\$74.52
Software Developer	Senior	\$64.00	\$88.32
Software Developer	Expert	\$73.00	\$100.74
Software Manager	Junior	\$39.00	\$53.82
Software Manager	Mid-Level	\$51.00	\$70.38
Software Manager	Senior	\$62.00	\$85.56
Software Manager	Expert	\$71.00	\$97.98
Systems Administrator	Junior	\$33.00	\$45.54
Systems Administrator	Mid-Level	\$40.00	\$55.20
Systems Administrator	Senior	\$51.00	\$70.38
Systems Administrator	Expert	\$59.00	\$81.42
Systems Analyst	Junior	\$29.00	\$40.02
Systems Analyst	Mid-Level	\$39.00	\$53.82
Systems Analyst	Senior	\$49.00	\$67.62
Systems Analyst	Expert	\$59.00	\$81.42
Systems Architect	Junior	\$49.00	\$67.62
Systems Architect	Mid-Level	\$59.00	\$81.42
Systems Architect	Senior	\$68.00	\$93.84
Systems Architect	Expert	\$73.00	\$100.74
Systems Developer	Junior	\$42.00	\$57.96
Systems Developer	Mid-Level	\$54.00	\$74.52
Systems Developer	Senior	\$64.00	\$88.32

Contractor Name:	Minddance Inc.
Federal ID#:	22-3688948

REGION 1

Region 1 Markup % **38.00%**

Job Title	Skill Level	Hourly Wage Rate	Hourly Bill Rate
Systems Developer	Expert	\$65.30	\$90.11
Technical Writer	Junior	\$21.70	\$29.95
Technical Writer	Mid-Level	\$27.70	\$38.23
Technical Writer	Senior	\$31.60	\$43.61
Technical Writer	Expert	\$39.60	\$54.65
Tester	Junior	\$25.70	\$35.47
Tester	Mid-Level	\$34.60	\$47.75
Tester	Senior	\$40.50	\$55.89
Tester	Expert	\$45.50	\$62.79
Training Developer	Junior	\$25.70	\$35.47
Training Developer	Mid-Level	\$30.60	\$42.23
Training Developer	Senior	\$34.60	\$47.75
Training Developer	Expert	\$39.60	\$54.65
Web Administrator	Junior	\$30.60	\$42.23
Web Administrator	Mid-Level	\$37.60	\$51.89
Web Administrator	Senior	\$43.50	\$60.03
Web Administrator	Expert	\$48.50	\$66.93
Web Designer	Junior	\$25.70	\$35.47
Web Designer	Mid-Level	\$30.60	\$42.23
Web Designer	Senior	\$34.60	\$47.75
Web Designer	Expert	\$39.60	\$54.65
Web Developer	Junior	\$31.60	\$43.61
Web Developer	Mid-Level	\$41.50	\$57.27
Web Developer	Senior	\$48.50	\$66.93
Web Developer	Expert	\$57.40	\$79.21
Web Manager	Junior	\$25.70	\$35.47
Web Manager	Mid-Level	\$30.60	\$42.23
Web Manager	Senior	\$39.60	\$54.65
Web Manager	Expert	\$48.50	\$66.93

REGION 2

Region 2 Markup % **38.00%**

Job Title	Skill Level	Hourly Wage Rate	Hourly Bill Rate
Systems Developer	Expert	\$66.00	\$91.08
Technical Writer	Junior	\$22.00	\$30.36
Technical Writer	Mid-Level	\$28.00	\$38.64
Technical Writer	Senior	\$32.00	\$44.16
Technical Writer	Expert	\$40.00	\$55.20
Tester	Junior	\$26.00	\$35.88
Tester	Mid-Level	\$35.00	\$48.30
Tester	Senior	\$41.00	\$56.58
Tester	Expert	\$46.00	\$63.48
Training Developer	Junior	\$26.00	\$35.88
Training Developer	Mid-Level	\$31.00	\$42.78
Training Developer	Senior	\$35.00	\$48.30
Training Developer	Expert	\$40.00	\$55.20
Web Administrator	Junior	\$31.00	\$42.78
Web Administrator	Mid-Level	\$38.00	\$52.44
Web Administrator	Senior	\$44.00	\$60.72
Web Administrator	Expert	\$49.00	\$67.62
Web Designer	Junior	\$26.00	\$35.88
Web Designer	Mid-Level	\$31.00	\$42.78
Web Designer	Senior	\$35.00	\$48.30
Web Designer	Expert	\$40.00	\$55.20
Web Developer	Junior	\$32.00	\$44.16
Web Developer	Mid-Level	\$42.00	\$57.96
Web Developer	Senior	\$49.00	\$67.62
Web Developer	Expert	\$58.00	\$80.04
Web Manager	Junior	\$26.00	\$35.88
Web Manager	Mid-Level	\$31.00	\$42.78
Web Manager	Senior	\$40.00	\$55.20
Web Manager	Expert	\$49.00	\$67.62

REGION 3

Region 3 Markup % **38.00%**

Job Title	Skill Level	Hourly Wage Rate	Hourly Bill Rate
Systems Developer	Expert	\$73.00	\$100.74
Technical Writer	Junior	\$24.00	\$33.12
Technical Writer	Mid-Level	\$31.00	\$42.78
Technical Writer	Senior	\$36.00	\$49.68
Technical Writer	Expert	\$44.00	\$60.72
Tester	Junior	\$29.00	\$40.02
Tester	Mid-Level	\$39.00	\$53.82
Tester	Senior	\$46.00	\$63.48
Tester	Expert	\$51.00	\$70.38
Training Developer	Junior	\$29.00	\$40.02
Training Developer	Mid-Level	\$34.00	\$46.92
Training Developer	Senior	\$39.00	\$53.82
Training Developer	Expert	\$44.00	\$60.72
Web Administrator	Junior	\$34.00	\$46.92
Web Administrator	Mid-Level	\$42.00	\$57.96
Web Administrator	Senior	\$49.00	\$67.62
Web Administrator	Expert	\$54.00	\$74.52
Web Designer	Junior	\$29.00	\$40.02
Web Designer	Mid-Level	\$34.00	\$46.92
Web Designer	Senior	\$39.00	\$53.82
Web Designer	Expert	\$44.00	\$60.72
Web Developer	Junior	\$36.00	\$49.68
Web Developer	Mid-Level	\$47.00	\$64.86
Web Developer	Senior	\$54.00	\$74.52
Web Developer	Expert	\$64.00	\$88.32
Web Manager	Junior	\$29.00	\$40.02
Web Manager	Mid-Level	\$34.00	\$46.92
Web Manager	Senior	\$44.00	\$60.72
Web Manager	Expert	\$54.00	\$74.52