

|              |                                     |
|--------------|-------------------------------------|
| Bidder Name: | Montco Inc. dba Equiliem Government |
| Federal ID#: | 22-3367209                          |

| <b>REGION 1</b>   |        |
|-------------------|--------|
| Region 1 Markup % | 44.00% |

| <b>REGION 2</b>   |        |
|-------------------|--------|
| Region 2 Markup % | 44.00% |

| <b>REGION 3</b>   |        |
|-------------------|--------|
| Region 3 Markup % | 45.00% |

| Job Title              | Skill Level | Hourly Wage Rate | Hourly Bill Rate |
|------------------------|-------------|------------------|------------------|
| Business Analyst       | Junior      | \$33.54          | \$48.29          |
| Business Analyst       | Mid-Level   | \$40.24          | \$57.95          |
| Business Analyst       | Senior      | \$50.30          | \$72.44          |
| Business Analyst       | Expert      | \$63.72          | \$91.75          |
| Cloud Engineer         | Junior      | \$41.36          | \$59.56          |
| Cloud Engineer         | Mid-Level   | \$50.30          | \$72.44          |
| Cloud Engineer         | Senior      | \$63.72          | \$91.75          |
| Cloud Engineer         | Expert      | \$80.49          | \$115.90         |
| Database Administrator | Junior      | \$39.13          | \$56.34          |
| Database Administrator | Mid-Level   | \$49.19          | \$70.83          |
| Database Administrator | Senior      | \$61.48          | \$88.53          |
| Database Administrator | Expert      | \$76.01          | \$109.46         |
| Database Architect     | Junior      | \$43.60          | \$62.78          |
| Database Architect     | Mid-Level   | \$54.78          | \$78.88          |
| Database Architect     | Senior      | \$67.07          | \$96.58          |
| Database Architect     | Expert      | \$83.84          | \$120.73         |
| Database Manager       | Junior      | \$42.48          | \$61.17          |
| Database Manager       | Mid-Level   | \$52.54          | \$75.66          |
| Database Manager       | Senior      | \$67.07          | \$96.58          |
| Database Manager       | Expert      | \$82.72          | \$119.12         |
| Graphic Designer       | Junior      | \$23.48          | \$33.80          |
| Graphic Designer       | Mid-Level   | \$29.06          | \$41.85          |
| Graphic Designer       | Senior      | \$35.77          | \$51.51          |
| Graphic Designer       | Expert      | \$43.60          | \$62.78          |
| Help Desk Manager      | Junior      | \$21.24          | \$30.58          |
| Help Desk Manager      | Mid-Level   | \$26.83          | \$38.63          |
| Help Desk Manager      | Senior      | \$33.54          | \$48.29          |
| Help Desk Manager      | Expert      | \$40.24          | \$57.95          |
| IT Manager             | Junior      | \$45.83          | \$66.00          |
| IT Manager             | Mid-Level   | \$58.13          | \$83.71          |
| IT Manager             | Senior      | \$71.54          | \$103.02         |
| IT Manager             | Expert      | \$90.55          | \$130.39         |

| Job Title              | Skill Level | Hourly Wage Rate | Hourly Bill Rate |
|------------------------|-------------|------------------|------------------|
| Business Analyst       | Junior      | \$33.54          | \$48.29          |
| Business Analyst       | Mid-Level   | \$40.24          | \$57.95          |
| Business Analyst       | Senior      | \$50.30          | \$72.44          |
| Business Analyst       | Expert      | \$63.72          | \$91.75          |
| Cloud Engineer         | Junior      | \$41.36          | \$59.56          |
| Cloud Engineer         | Mid-Level   | \$50.30          | \$72.44          |
| Cloud Engineer         | Senior      | \$63.72          | \$91.75          |
| Cloud Engineer         | Expert      | \$80.49          | \$115.90         |
| Database Administrator | Junior      | \$39.13          | \$56.34          |
| Database Administrator | Mid-Level   | \$49.19          | \$70.83          |
| Database Administrator | Senior      | \$61.48          | \$88.53          |
| Database Administrator | Expert      | \$76.01          | \$109.46         |
| Database Architect     | Junior      | \$43.60          | \$62.78          |
| Database Architect     | Mid-Level   | \$54.78          | \$78.88          |
| Database Architect     | Senior      | \$67.07          | \$96.58          |
| Database Architect     | Expert      | \$83.84          | \$120.73         |
| Database Manager       | Junior      | \$42.48          | \$61.17          |
| Database Manager       | Mid-Level   | \$52.54          | \$75.66          |
| Database Manager       | Senior      | \$67.07          | \$96.58          |
| Database Manager       | Expert      | \$82.72          | \$119.12         |
| Graphic Designer       | Junior      | \$23.48          | \$33.80          |
| Graphic Designer       | Mid-Level   | \$29.06          | \$41.85          |
| Graphic Designer       | Senior      | \$35.77          | \$51.51          |
| Graphic Designer       | Expert      | \$43.60          | \$62.78          |
| Help Desk Manager      | Junior      | \$21.24          | \$30.58          |
| Help Desk Manager      | Mid-Level   | \$26.83          | \$38.63          |
| Help Desk Manager      | Senior      | \$33.54          | \$48.29          |
| Help Desk Manager      | Expert      | \$40.24          | \$57.95          |
| IT Manager             | Junior      | \$45.83          | \$66.00          |
| IT Manager             | Mid-Level   | \$58.13          | \$83.71          |
| IT Manager             | Senior      | \$71.54          | \$103.02         |
| IT Manager             | Expert      | \$90.55          | \$130.39         |

| Job Title              | Skill Level | Hourly Wage Rate | Hourly Bill Rate |
|------------------------|-------------|------------------|------------------|
| Business Analyst       | Junior      | \$34.65          | \$50.25          |
| Business Analyst       | Mid-Level   | \$42.48          | \$61.59          |
| Business Analyst       | Senior      | \$53.66          | \$77.80          |
| Business Analyst       | Expert      | \$67.07          | \$97.25          |
| Cloud Engineer         | Junior      | \$43.60          | \$63.21          |
| Cloud Engineer         | Mid-Level   | \$53.66          | \$77.80          |
| Cloud Engineer         | Senior      | \$67.07          | \$97.25          |
| Cloud Engineer         | Expert      | \$83.84          | \$121.57         |
| Database Administrator | Junior      | \$41.36          | \$59.97          |
| Database Administrator | Mid-Level   | \$51.42          | \$74.56          |
| Database Administrator | Senior      | \$64.84          | \$94.01          |
| Database Administrator | Expert      | \$80.49          | \$116.70         |
| Database Architect     | Junior      | \$45.83          | \$66.46          |
| Database Architect     | Mid-Level   | \$57.01          | \$82.67          |
| Database Architect     | Senior      | \$71.54          | \$103.74         |
| Database Architect     | Expert      | \$88.31          | \$128.05         |
| Database Manager       | Junior      | \$44.71          | \$64.84          |
| Database Manager       | Mid-Level   | \$55.89          | \$81.04          |
| Database Manager       | Senior      | \$70.43          | \$102.12         |
| Database Manager       | Expert      | \$87.19          | \$126.43         |
| Graphic Designer       | Junior      | \$24.59          | \$35.66          |
| Graphic Designer       | Mid-Level   | \$30.18          | \$43.76          |
| Graphic Designer       | Senior      | \$38.01          | \$55.11          |
| Graphic Designer       | Expert      | \$46.95          | \$68.08          |
| Help Desk Manager      | Junior      | \$22.36          | \$32.42          |
| Help Desk Manager      | Mid-Level   | \$27.95          | \$40.52          |
| Help Desk Manager      | Senior      | \$34.65          | \$50.25          |
| Help Desk Manager      | Expert      | \$42.48          | \$61.59          |
| IT Manager             | Junior      | \$49.19          | \$71.32          |
| IT Manager             | Mid-Level   | \$61.48          | \$89.15          |
| IT Manager             | Senior      | \$76.01          | \$110.22         |
| IT Manager             | Expert      | \$95.02          | \$137.78         |

|                       |           |         |          |
|-----------------------|-----------|---------|----------|
| IT Specialist         | Junior    | \$33.54 | \$48.29  |
| IT Specialist         | Mid-Level | \$41.36 | \$59.56  |
| IT Specialist         | Senior    | \$50.30 | \$72.44  |
| IT Specialist         | Expert    | \$63.72 | \$91.75  |
| Network Administrator | Junior    | \$38.01 | \$54.73  |
| Network Administrator | Mid-Level | \$34.65 | \$49.90  |
| Network Administrator | Senior    | \$42.48 | \$61.17  |
| Network Administrator | Expert    | \$53.66 | \$77.27  |
| Network Architect     | Junior    | \$42.48 | \$61.17  |
| Network Architect     | Mid-Level | \$52.54 | \$75.66  |
| Network Architect     | Senior    | \$67.07 | \$96.58  |
| Network Architect     | Expert    | \$82.72 | \$119.12 |
| Operations Manager    | Junior    | \$33.54 | \$48.29  |
| Operations Manager    | Mid-Level | \$41.36 | \$59.56  |
| Operations Manager    | Senior    | \$51.42 | \$74.05  |
| Operations Manager    | Expert    | \$63.72 | \$91.75  |
| Programmer            | Junior    | \$33.54 | \$48.29  |
| Programmer            | Mid-Level | \$41.36 | \$59.56  |
| Programmer            | Senior    | \$51.42 | \$74.05  |
| Programmer            | Expert    | \$63.72 | \$91.75  |
| Project Manager       | Junior    | \$43.60 | \$62.78  |
| Project Manager       | Mid-Level | \$54.78 | \$78.88  |
| Project Manager       | Senior    | \$67.07 | \$96.58  |
| Project Manager       | Expert    | \$83.84 | \$120.73 |
| Security Analyst      | Junior    | \$35.77 | \$51.51  |
| Security Analyst      | Mid-Level | \$44.71 | \$64.39  |
| Security Analyst      | Senior    | \$55.89 | \$80.49  |
| Security Analyst      | Expert    | \$69.31 | \$99.80  |
| Security Manager      | Junior    | \$41.36 | \$59.56  |
| Security Manager      | Mid-Level | \$51.42 | \$74.05  |
| Security Manager      | Senior    | \$63.72 | \$91.75  |
| Security Manager      | Expert    | \$80.49 | \$115.90 |
| Software Analyst      | Junior    | \$39.13 | \$56.34  |
| Software Analyst      | Mid-Level | \$48.07 | \$69.22  |
| Software Analyst      | Senior    | \$60.36 | \$86.92  |
| Software Analyst      | Expert    | \$74.90 | \$107.85 |
| Software Architect    | Junior    | \$43.60 | \$62.78  |
| Software Architect    | Mid-Level | \$54.78 | \$78.88  |
| Software Architect    | Senior    | \$68.19 | \$98.19  |
| Software Architect    | Expert    | \$84.96 | \$122.34 |
| Software Developer    | Junior    | \$39.13 | \$56.34  |
| Software Developer    | Mid-Level | \$48.07 | \$69.22  |
| Software Developer    | Senior    | \$60.36 | \$86.92  |
| Software Developer    | Expert    | \$74.90 | \$107.85 |
| Software Manager      | Junior    | \$42.48 | \$61.17  |
| Software Manager      | Mid-Level | \$51.42 | \$74.05  |

|                       |           |         |          |
|-----------------------|-----------|---------|----------|
| IT Specialist         | Junior    | \$33.54 | \$48.29  |
| IT Specialist         | Mid-Level | \$41.36 | \$59.56  |
| IT Specialist         | Senior    | \$50.30 | \$72.44  |
| IT Specialist         | Expert    | \$63.72 | \$91.75  |
| Network Administrator | Junior    | \$38.01 | \$54.73  |
| Network Administrator | Mid-Level | \$34.65 | \$49.90  |
| Network Administrator | Senior    | \$42.48 | \$61.17  |
| Network Administrator | Expert    | \$53.66 | \$77.27  |
| Network Architect     | Junior    | \$42.48 | \$61.17  |
| Network Architect     | Mid-Level | \$52.54 | \$75.66  |
| Network Architect     | Senior    | \$67.07 | \$96.58  |
| Network Architect     | Expert    | \$82.72 | \$119.12 |
| Operations Manager    | Junior    | \$33.54 | \$48.29  |
| Operations Manager    | Mid-Level | \$41.36 | \$59.56  |
| Operations Manager    | Senior    | \$51.42 | \$74.05  |
| Operations Manager    | Expert    | \$63.72 | \$91.75  |
| Programmer            | Junior    | \$33.54 | \$48.29  |
| Programmer            | Mid-Level | \$41.36 | \$59.56  |
| Programmer            | Senior    | \$51.42 | \$74.05  |
| Programmer            | Expert    | \$63.72 | \$91.75  |
| Project Manager       | Junior    | \$43.60 | \$62.78  |
| Project Manager       | Mid-Level | \$54.78 | \$78.88  |
| Project Manager       | Senior    | \$67.07 | \$96.58  |
| Project Manager       | Expert    | \$83.84 | \$120.73 |
| Security Analyst      | Junior    | \$35.77 | \$51.51  |
| Security Analyst      | Mid-Level | \$44.71 | \$64.39  |
| Security Analyst      | Senior    | \$55.89 | \$80.49  |
| Security Analyst      | Expert    | \$69.31 | \$99.80  |
| Security Manager      | Junior    | \$41.36 | \$59.56  |
| Security Manager      | Mid-Level | \$51.42 | \$74.05  |
| Security Manager      | Senior    | \$63.72 | \$91.75  |
| Security Manager      | Expert    | \$80.49 | \$115.90 |
| Software Analyst      | Junior    | \$39.13 | \$56.34  |
| Software Analyst      | Mid-Level | \$48.07 | \$69.22  |
| Software Analyst      | Senior    | \$60.36 | \$86.92  |
| Software Analyst      | Expert    | \$74.90 | \$107.85 |
| Software Architect    | Junior    | \$43.60 | \$62.78  |
| Software Architect    | Mid-Level | \$54.78 | \$78.88  |
| Software Architect    | Senior    | \$68.19 | \$98.19  |
| Software Architect    | Expert    | \$84.96 | \$122.34 |
| Software Developer    | Junior    | \$39.13 | \$56.34  |
| Software Developer    | Mid-Level | \$48.07 | \$69.22  |
| Software Developer    | Senior    | \$60.36 | \$86.92  |
| Software Developer    | Expert    | \$74.90 | \$107.85 |
| Software Manager      | Junior    | \$42.48 | \$61.17  |
| Software Manager      | Mid-Level | \$51.42 | \$74.05  |

|                       |           |         |          |
|-----------------------|-----------|---------|----------|
| IT Specialist         | Junior    | \$34.65 | \$50.25  |
| IT Specialist         | Mid-Level | \$43.60 | \$63.21  |
| IT Specialist         | Senior    | \$53.66 | \$77.80  |
| IT Specialist         | Expert    | \$67.07 | \$97.25  |
| Network Administrator | Junior    | \$40.24 | \$58.35  |
| Network Administrator | Mid-Level | \$35.77 | \$51.87  |
| Network Administrator | Senior    | \$44.71 | \$64.84  |
| Network Administrator | Expert    | \$55.89 | \$81.04  |
| Network Architect     | Junior    | \$44.71 | \$64.84  |
| Network Architect     | Mid-Level | \$55.89 | \$81.04  |
| Network Architect     | Senior    | \$70.43 | \$102.12 |
| Network Architect     | Expert    | \$87.19 | \$126.43 |
| Operations Manager    | Junior    | \$34.65 | \$50.25  |
| Operations Manager    | Mid-Level | \$43.60 | \$63.21  |
| Operations Manager    | Senior    | \$53.66 | \$77.80  |
| Operations Manager    | Expert    | \$67.07 | \$97.25  |
| Programmer            | Junior    | \$34.65 | \$50.25  |
| Programmer            | Mid-Level | \$43.60 | \$63.21  |
| Programmer            | Senior    | \$53.66 | \$77.80  |
| Programmer            | Expert    | \$67.07 | \$97.25  |
| Project Manager       | Junior    | \$45.83 | \$66.46  |
| Project Manager       | Mid-Level | \$57.01 | \$82.67  |
| Project Manager       | Senior    | \$70.43 | \$102.12 |
| Project Manager       | Expert    | \$88.31 | \$128.05 |
| Security Analyst      | Junior    | \$38.01 | \$55.11  |
| Security Analyst      | Mid-Level | \$46.95 | \$68.08  |
| Security Analyst      | Senior    | \$58.13 | \$84.29  |
| Security Analyst      | Expert    | \$72.66 | \$105.36 |
| Security Manager      | Junior    | \$42.93 | \$62.24  |
| Security Manager      | Mid-Level | \$53.66 | \$77.80  |
| Security Manager      | Senior    | \$67.07 | \$97.25  |
| Security Manager      | Expert    | \$83.84 | \$121.57 |
| Software Analyst      | Junior    | \$40.24 | \$58.35  |
| Software Analyst      | Mid-Level | \$50.30 | \$72.94  |
| Software Analyst      | Senior    | \$62.60 | \$90.77  |
| Software Analyst      | Expert    | \$78.25 | \$113.46 |
| Software Architect    | Junior    | \$45.83 | \$66.46  |
| Software Architect    | Mid-Level | \$57.01 | \$82.67  |
| Software Architect    | Senior    | \$71.54 | \$103.74 |
| Software Architect    | Expert    | \$89.43 | \$129.67 |
| Software Developer    | Junior    | \$40.24 | \$58.35  |
| Software Developer    | Mid-Level | \$50.30 | \$72.94  |
| Software Developer    | Senior    | \$62.60 | \$90.77  |
| Software Developer    | Expert    | \$78.25 | \$113.46 |
| Software Manager      | Junior    | \$43.60 | \$63.21  |
| Software Manager      | Mid-Level | \$53.66 | \$77.80  |

|                       |           |         |          |
|-----------------------|-----------|---------|----------|
| Software Manager      | Senior    | \$63.72 | \$91.75  |
| Software Manager      | Expert    | \$80.49 | \$115.90 |
| Systems Administrator | Junior    | \$29.06 | \$41.85  |
| Systems Administrator | Mid-Level | \$36.89 | \$53.12  |
| Systems Administrator | Senior    | \$44.71 | \$64.39  |
| Systems Administrator | Expert    | \$55.89 | \$80.49  |
| Systems Analyst       | Junior    | \$39.13 | \$56.34  |
| Systems Analyst       | Mid-Level | \$48.07 | \$69.22  |
| Systems Analyst       | Senior    | \$60.36 | \$86.92  |
| Systems Analyst       | Expert    | \$74.90 | \$107.85 |
| Systems Architect     | Junior    | \$43.60 | \$62.78  |
| Systems Architect     | Mid-Level | \$55.89 | \$80.49  |
| Systems Architect     | Senior    | \$68.19 | \$98.19  |
| Systems Architect     | Expert    | \$84.96 | \$122.34 |
| Systems Developer     | Junior    | \$42.48 | \$61.17  |
| Systems Developer     | Mid-Level | \$51.42 | \$74.05  |
| Systems Developer     | Senior    | \$63.72 | \$91.75  |
| Systems Developer     | Expert    | \$80.49 | \$115.90 |
| Technical Writer      | Junior    | \$32.42 | \$46.68  |
| Technical Writer      | Mid-Level | \$40.24 | \$57.95  |
| Technical Writer      | Senior    | \$49.19 | \$70.83  |
| Technical Writer      | Expert    | \$61.48 | \$88.53  |
| Tester                | Junior    | \$33.54 | \$48.29  |
| Tester                | Mid-Level | \$42.48 | \$61.17  |
| Tester                | Senior    | \$51.42 | \$74.05  |
| Tester                | Expert    | \$63.72 | \$91.75  |
| Training Developer    | Junior    | \$33.54 | \$48.29  |
| Training Developer    | Mid-Level | \$41.36 | \$59.56  |
| Training Developer    | Senior    | \$51.42 | \$74.05  |
| Training Developer    | Expert    | \$63.72 | \$91.75  |
| Web Administrator     | Junior    | \$25.71 | \$37.02  |
| Web Administrator     | Mid-Level | \$41.36 | \$59.56  |
| Web Administrator     | Senior    | \$41.36 | \$59.56  |
| Web Administrator     | Expert    | \$50.30 | \$72.44  |
| Web Designer          | Junior    | \$24.59 | \$35.41  |
| Web Designer          | Mid-Level | \$31.30 | \$45.07  |
| Web Designer          | Senior    | \$39.13 | \$56.34  |
| Web Designer          | Expert    | \$48.07 | \$69.22  |
| Web Developer         | Junior    | \$26.83 | \$38.63  |
| Web Developer         | Mid-Level | \$34.65 | \$49.90  |
| Web Developer         | Senior    | \$42.48 | \$61.17  |
| Web Developer         | Expert    | \$53.66 | \$77.27  |
| Web Manager           | Junior    | \$30.18 | \$43.46  |
| Web Manager           | Mid-Level | \$39.13 | \$56.34  |
| Web Manager           | Senior    | \$46.95 | \$67.61  |
| Web Manager           | Expert    | \$59.25 | \$85.32  |

|                       |           |         |          |
|-----------------------|-----------|---------|----------|
| Software Manager      | Senior    | \$63.72 | \$91.75  |
| Software Manager      | Expert    | \$80.49 | \$115.90 |
| Systems Administrator | Junior    | \$29.06 | \$41.85  |
| Systems Administrator | Mid-Level | \$36.89 | \$53.12  |
| Systems Administrator | Senior    | \$44.71 | \$64.39  |
| Systems Administrator | Expert    | \$55.89 | \$80.49  |
| Systems Analyst       | Junior    | \$39.13 | \$56.34  |
| Systems Analyst       | Mid-Level | \$48.07 | \$69.22  |
| Systems Analyst       | Senior    | \$60.36 | \$86.92  |
| Systems Analyst       | Expert    | \$74.90 | \$107.85 |
| Systems Architect     | Junior    | \$43.60 | \$62.78  |
| Systems Architect     | Mid-Level | \$55.89 | \$80.49  |
| Systems Architect     | Senior    | \$68.19 | \$98.19  |
| Systems Architect     | Expert    | \$84.96 | \$122.34 |
| Systems Developer     | Junior    | \$42.48 | \$61.17  |
| Systems Developer     | Mid-Level | \$51.42 | \$74.05  |
| Systems Developer     | Senior    | \$63.72 | \$91.75  |
| Systems Developer     | Expert    | \$80.49 | \$115.90 |
| Technical Writer      | Junior    | \$32.42 | \$46.68  |
| Technical Writer      | Mid-Level | \$40.24 | \$57.95  |
| Technical Writer      | Senior    | \$49.19 | \$70.83  |
| Technical Writer      | Expert    | \$61.48 | \$88.53  |
| Tester                | Junior    | \$33.54 | \$48.29  |
| Tester                | Mid-Level | \$42.48 | \$61.17  |
| Tester                | Senior    | \$51.42 | \$74.05  |
| Tester                | Expert    | \$63.72 | \$91.75  |
| Training Developer    | Junior    | \$33.54 | \$48.29  |
| Training Developer    | Mid-Level | \$41.36 | \$59.56  |
| Training Developer    | Senior    | \$51.42 | \$74.05  |
| Training Developer    | Expert    | \$63.72 | \$91.75  |
| Web Administrator     | Junior    | \$25.71 | \$37.02  |
| Web Administrator     | Mid-Level | \$41.36 | \$59.56  |
| Web Administrator     | Senior    | \$41.36 | \$59.56  |
| Web Administrator     | Expert    | \$50.30 | \$72.44  |
| Web Designer          | Junior    | \$24.59 | \$35.41  |
| Web Designer          | Mid-Level | \$31.30 | \$45.07  |
| Web Designer          | Senior    | \$39.13 | \$56.34  |
| Web Designer          | Expert    | \$48.07 | \$69.22  |
| Web Developer         | Junior    | \$26.83 | \$38.63  |
| Web Developer         | Mid-Level | \$34.65 | \$49.90  |
| Web Developer         | Senior    | \$42.48 | \$61.17  |
| Web Developer         | Expert    | \$53.66 | \$77.27  |
| Web Manager           | Junior    | \$30.18 | \$43.46  |
| Web Manager           | Mid-Level | \$39.13 | \$56.34  |
| Web Manager           | Senior    | \$46.95 | \$67.61  |
| Web Manager           | Expert    | \$59.25 | \$85.32  |

|                       |           |         |          |
|-----------------------|-----------|---------|----------|
| Software Manager      | Senior    | \$67.07 | \$97.25  |
| Software Manager      | Expert    | \$83.84 | \$121.57 |
| Systems Administrator | Junior    | \$30.18 | \$43.76  |
| Systems Administrator | Mid-Level | \$38.01 | \$55.11  |
| Systems Administrator | Senior    | \$46.95 | \$68.08  |
| Systems Administrator | Expert    | \$58.13 | \$84.29  |
| Systems Analyst       | Junior    | \$40.24 | \$58.35  |
| Systems Analyst       | Mid-Level | \$50.30 | \$72.94  |
| Systems Analyst       | Senior    | \$62.60 | \$90.77  |
| Systems Analyst       | Expert    | \$78.25 | \$113.46 |
| Systems Architect     | Junior    | \$45.83 | \$66.46  |
| Systems Architect     | Mid-Level | \$58.13 | \$84.29  |
| Systems Architect     | Senior    | \$71.54 | \$103.74 |
| Systems Architect     | Expert    | \$89.43 | \$129.67 |
| Systems Developer     | Junior    | \$43.60 | \$63.21  |
| Systems Developer     | Mid-Level | \$53.66 | \$77.80  |
| Systems Developer     | Senior    | \$67.07 | \$97.25  |
| Systems Developer     | Expert    | \$83.84 | \$121.57 |
| Technical Writer      | Junior    | \$33.54 | \$48.63  |
| Technical Writer      | Mid-Level | \$41.36 | \$59.97  |
| Technical Writer      | Senior    | \$51.42 | \$74.56  |
| Technical Writer      | Expert    | \$63.72 | \$92.39  |
| Tester                | Junior    | \$34.65 | \$50.25  |
| Tester                | Mid-Level | \$43.60 | \$63.21  |
| Tester                | Senior    | \$53.66 | \$77.80  |
| Tester                | Expert    | \$67.07 | \$97.25  |
| Training Developer    | Junior    | \$34.65 | \$50.25  |
| Training Developer    | Mid-Level | \$42.48 | \$61.59  |
| Training Developer    | Senior    | \$53.66 | \$77.80  |
| Training Developer    | Expert    | \$65.95 | \$95.63  |
| Web Administrator     | Junior    | \$26.83 | \$38.90  |
| Web Administrator     | Mid-Level | \$42.48 | \$61.59  |
| Web Administrator     | Senior    | \$42.48 | \$61.59  |
| Web Administrator     | Expert    | \$52.54 | \$76.18  |
| Web Designer          | Junior    | \$25.71 | \$37.28  |
| Web Designer          | Mid-Level | \$32.42 | \$47.01  |
| Web Designer          | Senior    | \$40.24 | \$58.35  |
| Web Designer          | Expert    | \$50.30 | \$72.94  |
| Web Developer         | Junior    | \$27.95 | \$40.52  |
| Web Developer         | Mid-Level | \$35.77 | \$51.87  |
| Web Developer         | Senior    | \$44.71 | \$64.84  |
| Web Developer         | Expert    | \$55.89 | \$81.04  |
| Web Manager           | Junior    | \$31.30 | \$45.39  |
| Web Manager           | Mid-Level | \$40.24 | \$58.35  |
| Web Manager           | Senior    | \$49.19 | \$71.32  |
| Web Manager           | Expert    | \$61.48 | \$89.15  |

|              |                                     |
|--------------|-------------------------------------|
| Bidder Name: | Montco Inc. dba Equiliem Government |
| Federal ID#: | 223367209                           |

|                   |        |
|-------------------|--------|
| <b>REGION 1</b>   |        |
| Region 1 Markup % | 44.00% |

|                   |        |
|-------------------|--------|
| <b>REGION 2</b>   |        |
| Region 2 Markup % | 44.00% |

|                   |        |
|-------------------|--------|
| <b>REGION 3</b>   |        |
| Region 3 Markup % | 45.00% |

| Job Title              | Skill Level | Hourly Wage Rate | Hourly Bill Rate |
|------------------------|-------------|------------------|------------------|
| Business Analyst       | Junior      | \$32.78          | \$47.21          |
| Business Analyst       | Mid-Level   | \$39.34          | \$56.65          |
| Business Analyst       | Senior      | \$49.17          | \$70.81          |
| Business Analyst       | Expert      | \$62.29          | \$89.69          |
| Cloud Engineer         | Junior      | \$40.43          | \$58.22          |
| Cloud Engineer         | Mid-Level   | \$49.17          | \$70.81          |
| Cloud Engineer         | Senior      | \$62.29          | \$89.69          |
| Cloud Engineer         | Expert      | \$78.68          | \$113.29         |
| Database Administrator | Junior      | \$38.25          | \$55.07          |
| Database Administrator | Mid-Level   | \$48.08          | \$69.24          |
| Database Administrator | Senior      | \$60.10          | \$86.54          |
| Database Administrator | Expert      | \$74.31          | \$107.00         |
| Database Architect     | Junior      | \$42.62          | \$61.37          |
| Database Architect     | Mid-Level   | \$53.54          | \$77.10          |
| Database Architect     | Senior      | \$65.56          | \$94.41          |
| Database Architect     | Expert      | \$81.95          | \$118.01         |
| Database Manager       | Junior      | \$41.52          | \$59.79          |
| Database Manager       | Mid-Level   | \$51.36          | \$73.96          |
| Database Manager       | Senior      | \$65.56          | \$94.41          |
| Database Manager       | Expert      | \$80.86          | \$116.44         |
| Graphic Designer       | Junior      | \$22.95          | \$33.04          |
| Graphic Designer       | Mid-Level   | \$28.41          | \$40.91          |
| Graphic Designer       | Senior      | \$34.97          | \$50.35          |
| Graphic Designer       | Expert      | \$42.62          | \$61.37          |
| Help Desk Manager      | Junior      | \$20.76          | \$29.90          |
| Help Desk Manager      | Mid-Level   | \$26.23          | \$37.76          |
| Help Desk Manager      | Senior      | \$32.78          | \$47.21          |
| Help Desk Manager      | Expert      | \$39.34          | \$56.65          |
| IT Manager             | Junior      | \$44.80          | \$64.51          |
| IT Manager             | Mid-Level   | \$56.82          | \$81.82          |
| IT Manager             | Senior      | \$69.93          | \$100.71         |
| IT Manager             | Expert      | \$88.51          | \$127.46         |
| IT Specialist          | Junior      | \$32.78          | \$47.21          |

| Job Title              | Skill Level | Hourly Wage Rate | Hourly Bill Rate |
|------------------------|-------------|------------------|------------------|
| Business Analyst       | Junior      | \$32.78          | \$47.21          |
| Business Analyst       | Mid-Level   | \$39.34          | \$56.65          |
| Business Analyst       | Senior      | \$49.17          | \$70.81          |
| Business Analyst       | Expert      | \$62.29          | \$89.69          |
| Cloud Engineer         | Junior      | \$40.43          | \$58.22          |
| Cloud Engineer         | Mid-Level   | \$49.17          | \$70.81          |
| Cloud Engineer         | Senior      | \$62.29          | \$89.69          |
| Cloud Engineer         | Expert      | \$78.68          | \$113.29         |
| Database Administrator | Junior      | \$38.25          | \$55.07          |
| Database Administrator | Mid-Level   | \$48.08          | \$69.24          |
| Database Administrator | Senior      | \$60.10          | \$86.54          |
| Database Administrator | Expert      | \$74.31          | \$107.00         |
| Database Architect     | Junior      | \$42.62          | \$61.37          |
| Database Architect     | Mid-Level   | \$53.54          | \$77.10          |
| Database Architect     | Senior      | \$65.56          | \$94.41          |
| Database Architect     | Expert      | \$81.95          | \$118.01         |
| Database Manager       | Junior      | \$41.52          | \$59.79          |
| Database Manager       | Mid-Level   | \$51.36          | \$73.96          |
| Database Manager       | Senior      | \$65.56          | \$94.41          |
| Database Manager       | Expert      | \$80.86          | \$116.44         |
| Graphic Designer       | Junior      | \$22.95          | \$33.04          |
| Graphic Designer       | Mid-Level   | \$28.41          | \$40.91          |
| Graphic Designer       | Senior      | \$34.97          | \$50.35          |
| Graphic Designer       | Expert      | \$42.62          | \$61.37          |
| Help Desk Manager      | Junior      | \$20.76          | \$29.90          |
| Help Desk Manager      | Mid-Level   | \$26.23          | \$37.76          |
| Help Desk Manager      | Senior      | \$32.78          | \$47.21          |
| Help Desk Manager      | Expert      | \$39.34          | \$56.65          |
| IT Manager             | Junior      | \$44.80          | \$64.51          |
| IT Manager             | Mid-Level   | \$56.82          | \$81.82          |
| IT Manager             | Senior      | \$69.93          | \$100.71         |
| IT Manager             | Expert      | \$88.51          | \$127.46         |
| IT Specialist          | Junior      | \$32.78          | \$47.21          |

| Job Title              | Skill Level | Hourly Wage Rate | Hourly Bill Rate |
|------------------------|-------------|------------------|------------------|
| Business Analyst       | Junior      | \$33.87          | \$49.12          |
| Business Analyst       | Mid-Level   | \$41.52          | \$60.21          |
| Business Analyst       | Senior      | \$52.45          | \$76.05          |
| Business Analyst       | Expert      | \$65.56          | \$95.07          |
| Cloud Engineer         | Junior      | \$42.62          | \$61.79          |
| Cloud Engineer         | Mid-Level   | \$52.45          | \$76.05          |
| Cloud Engineer         | Senior      | \$65.56          | \$95.07          |
| Cloud Engineer         | Expert      | \$81.95          | \$118.83         |
| Database Administrator | Junior      | \$40.43          | \$58.62          |
| Database Administrator | Mid-Level   | \$50.27          | \$72.88          |
| Database Administrator | Senior      | \$63.38          | \$91.90          |
| Database Administrator | Expert      | \$78.68          | \$114.08         |
| Database Architect     | Junior      | \$44.80          | \$64.96          |
| Database Architect     | Mid-Level   | \$55.73          | \$80.81          |
| Database Architect     | Senior      | \$69.93          | \$101.41         |
| Database Architect     | Expert      | \$86.33          | \$125.17         |
| Database Manager       | Junior      | \$43.71          | \$63.38          |
| Database Manager       | Mid-Level   | \$54.64          | \$79.22          |
| Database Manager       | Senior      | \$68.84          | \$99.82          |
| Database Manager       | Expert      | \$85.23          | \$123.59         |
| Graphic Designer       | Junior      | \$24.04          | \$34.86          |
| Graphic Designer       | Mid-Level   | \$29.50          | \$42.78          |
| Graphic Designer       | Senior      | \$37.15          | \$53.87          |
| Graphic Designer       | Expert      | \$45.89          | \$66.55          |
| Help Desk Manager      | Junior      | \$21.85          | \$31.69          |
| Help Desk Manager      | Mid-Level   | \$27.32          | \$39.61          |
| Help Desk Manager      | Senior      | \$33.87          | \$49.12          |
| Help Desk Manager      | Expert      | \$41.52          | \$60.21          |
| IT Manager             | Junior      | \$48.08          | \$69.72          |
| IT Manager             | Mid-Level   | \$60.10          | \$87.14          |
| IT Manager             | Senior      | \$74.31          | \$107.74         |
| IT Manager             | Expert      | \$92.88          | \$134.68         |
| IT Specialist          | Junior      | \$33.87          | \$49.12          |

|                       |           |         |          |
|-----------------------|-----------|---------|----------|
| IT Specialist         | Mid-Level | \$40.43 | \$58.22  |
| IT Specialist         | Senior    | \$49.17 | \$70.81  |
| IT Specialist         | Expert    | \$62.29 | \$89.69  |
| Network Administrator | Junior    | \$37.15 | \$53.50  |
| Network Administrator | Mid-Level | \$33.87 | \$48.78  |
| Network Administrator | Senior    | \$41.52 | \$59.79  |
| Network Administrator | Expert    | \$52.45 | \$75.53  |
| Network Architect     | Junior    | \$41.52 | \$59.79  |
| Network Architect     | Mid-Level | \$51.36 | \$73.96  |
| Network Architect     | Senior    | \$65.56 | \$94.41  |
| Network Architect     | Expert    | \$80.86 | \$116.44 |
| Operations Manager    | Junior    | \$32.78 | \$47.21  |
| Operations Manager    | Mid-Level | \$40.43 | \$58.22  |
| Operations Manager    | Senior    | \$50.27 | \$72.38  |
| Operations Manager    | Expert    | \$62.29 | \$89.69  |
| Programmer            | Junior    | \$32.78 | \$47.21  |
| Programmer            | Mid-Level | \$40.43 | \$58.22  |
| Programmer            | Senior    | \$50.27 | \$72.38  |
| Programmer            | Expert    | \$62.29 | \$89.69  |
| Project Manager       | Junior    | \$42.62 | \$61.37  |
| Project Manager       | Mid-Level | \$53.54 | \$77.10  |
| Project Manager       | Senior    | \$65.56 | \$94.41  |
| Project Manager       | Expert    | \$81.95 | \$118.01 |
| Security Analyst      | Junior    | \$34.97 | \$50.35  |
| Security Analyst      | Mid-Level | \$43.71 | \$62.94  |
| Security Analyst      | Senior    | \$54.64 | \$78.68  |
| Security Analyst      | Expert    | \$67.75 | \$97.56  |
| Security Manager      | Junior    | \$40.43 | \$58.22  |
| Security Manager      | Mid-Level | \$50.27 | \$72.38  |
| Security Manager      | Senior    | \$62.29 | \$89.69  |
| Security Manager      | Expert    | \$78.68 | \$113.29 |
| Software Analyst      | Junior    | \$38.25 | \$55.07  |
| Software Analyst      | Mid-Level | \$46.99 | \$67.66  |
| Software Analyst      | Senior    | \$59.01 | \$84.97  |
| Software Analyst      | Expert    | \$73.21 | \$105.43 |
| Software Architect    | Junior    | \$42.62 | \$61.37  |
| Software Architect    | Mid-Level | \$53.54 | \$77.10  |
| Software Architect    | Senior    | \$66.66 | \$95.99  |
| Software Architect    | Expert    | \$83.05 | \$119.59 |
| Software Developer    | Junior    | \$38.25 | \$55.07  |
| Software Developer    | Mid-Level | \$46.99 | \$67.66  |
| Software Developer    | Senior    | \$59.01 | \$84.97  |
| Software Developer    | Expert    | \$73.21 | \$105.43 |
| Software Manager      | Junior    | \$41.52 | \$59.79  |
| Software Manager      | Mid-Level | \$50.27 | \$72.38  |
| Software Manager      | Senior    | \$62.29 | \$89.69  |
| Software Manager      | Expert    | \$78.68 | \$113.29 |
| Systems Administrator | Junior    | \$28.41 | \$40.91  |

|                       |           |         |          |
|-----------------------|-----------|---------|----------|
| IT Specialist         | Mid-Level | \$40.43 | \$58.22  |
| IT Specialist         | Senior    | \$49.17 | \$70.81  |
| IT Specialist         | Expert    | \$62.29 | \$89.69  |
| Network Administrator | Junior    | \$37.15 | \$53.50  |
| Network Administrator | Mid-Level | \$33.87 | \$48.78  |
| Network Administrator | Senior    | \$41.52 | \$59.79  |
| Network Administrator | Expert    | \$52.45 | \$75.53  |
| Network Architect     | Junior    | \$41.52 | \$59.79  |
| Network Architect     | Mid-Level | \$51.36 | \$73.96  |
| Network Architect     | Senior    | \$65.56 | \$94.41  |
| Network Architect     | Expert    | \$80.86 | \$116.44 |
| Operations Manager    | Junior    | \$32.78 | \$47.21  |
| Operations Manager    | Mid-Level | \$40.43 | \$58.22  |
| Operations Manager    | Senior    | \$50.27 | \$72.38  |
| Operations Manager    | Expert    | \$62.29 | \$89.69  |
| Programmer            | Junior    | \$32.78 | \$47.21  |
| Programmer            | Mid-Level | \$40.43 | \$58.22  |
| Programmer            | Senior    | \$50.27 | \$72.38  |
| Programmer            | Expert    | \$62.29 | \$89.69  |
| Project Manager       | Junior    | \$42.62 | \$61.37  |
| Project Manager       | Mid-Level | \$53.54 | \$77.10  |
| Project Manager       | Senior    | \$65.56 | \$94.41  |
| Project Manager       | Expert    | \$81.95 | \$118.01 |
| Security Analyst      | Junior    | \$34.97 | \$50.35  |
| Security Analyst      | Mid-Level | \$43.71 | \$62.94  |
| Security Analyst      | Senior    | \$54.64 | \$78.68  |
| Security Analyst      | Expert    | \$67.75 | \$97.56  |
| Security Manager      | Junior    | \$40.43 | \$58.22  |
| Security Manager      | Mid-Level | \$50.27 | \$72.38  |
| Security Manager      | Senior    | \$62.29 | \$89.69  |
| Security Manager      | Expert    | \$78.68 | \$113.29 |
| Software Analyst      | Junior    | \$38.25 | \$55.07  |
| Software Analyst      | Mid-Level | \$46.99 | \$67.66  |
| Software Analyst      | Senior    | \$59.01 | \$84.97  |
| Software Analyst      | Expert    | \$73.21 | \$105.43 |
| Software Architect    | Junior    | \$42.62 | \$61.37  |
| Software Architect    | Mid-Level | \$53.54 | \$77.10  |
| Software Architect    | Senior    | \$66.66 | \$95.99  |
| Software Architect    | Expert    | \$83.05 | \$119.59 |
| Software Developer    | Junior    | \$38.25 | \$55.07  |
| Software Developer    | Mid-Level | \$46.99 | \$67.66  |
| Software Developer    | Senior    | \$59.01 | \$84.97  |
| Software Developer    | Expert    | \$73.21 | \$105.43 |
| Software Manager      | Junior    | \$41.52 | \$59.79  |
| Software Manager      | Mid-Level | \$50.27 | \$72.38  |
| Software Manager      | Senior    | \$62.29 | \$89.69  |
| Software Manager      | Expert    | \$78.68 | \$113.29 |
| Systems Administrator | Junior    | \$28.41 | \$40.91  |

|                       |           |         |          |
|-----------------------|-----------|---------|----------|
| IT Specialist         | Mid-Level | \$42.62 | \$61.79  |
| IT Specialist         | Senior    | \$52.45 | \$76.05  |
| IT Specialist         | Expert    | \$65.56 | \$95.07  |
| Network Administrator | Junior    | \$39.34 | \$57.04  |
| Network Administrator | Mid-Level | \$34.97 | \$50.70  |
| Network Administrator | Senior    | \$43.71 | \$63.38  |
| Network Administrator | Expert    | \$54.64 | \$79.22  |
| Network Architect     | Junior    | \$43.71 | \$63.38  |
| Network Architect     | Mid-Level | \$54.64 | \$79.22  |
| Network Architect     | Senior    | \$68.84 | \$99.82  |
| Network Architect     | Expert    | \$85.23 | \$123.59 |
| Operations Manager    | Junior    | \$33.87 | \$49.12  |
| Operations Manager    | Mid-Level | \$42.62 | \$61.79  |
| Operations Manager    | Senior    | \$52.45 | \$76.05  |
| Operations Manager    | Expert    | \$65.56 | \$95.07  |
| Programmer            | Junior    | \$33.87 | \$49.12  |
| Programmer            | Mid-Level | \$42.62 | \$61.79  |
| Programmer            | Senior    | \$52.45 | \$76.05  |
| Programmer            | Expert    | \$65.56 | \$95.07  |
| Project Manager       | Junior    | \$44.80 | \$64.96  |
| Project Manager       | Mid-Level | \$55.73 | \$80.81  |
| Project Manager       | Senior    | \$68.84 | \$99.82  |
| Project Manager       | Expert    | \$86.33 | \$125.17 |
| Security Analyst      | Junior    | \$37.15 | \$53.87  |
| Security Analyst      | Mid-Level | \$45.89 | \$66.55  |
| Security Analyst      | Senior    | \$56.82 | \$82.39  |
| Security Analyst      | Expert    | \$71.03 | \$102.99 |
| Security Manager      | Junior    | \$41.96 | \$60.84  |
| Security Manager      | Mid-Level | \$52.45 | \$76.05  |
| Security Manager      | Senior    | \$65.56 | \$95.07  |
| Security Manager      | Expert    | \$81.95 | \$118.83 |
| Software Analyst      | Junior    | \$39.34 | \$57.04  |
| Software Analyst      | Mid-Level | \$49.17 | \$71.30  |
| Software Analyst      | Senior    | \$61.19 | \$88.73  |
| Software Analyst      | Expert    | \$76.49 | \$110.91 |
| Software Architect    | Junior    | \$44.80 | \$64.96  |
| Software Architect    | Mid-Level | \$55.73 | \$80.81  |
| Software Architect    | Senior    | \$69.93 | \$101.41 |
| Software Architect    | Expert    | \$87.42 | \$126.76 |
| Software Developer    | Junior    | \$39.34 | \$57.04  |
| Software Developer    | Mid-Level | \$49.17 | \$71.30  |
| Software Developer    | Senior    | \$61.19 | \$88.73  |
| Software Developer    | Expert    | \$76.49 | \$110.91 |
| Software Manager      | Junior    | \$42.62 | \$61.79  |
| Software Manager      | Mid-Level | \$52.45 | \$76.05  |
| Software Manager      | Senior    | \$65.56 | \$95.07  |
| Software Manager      | Expert    | \$81.95 | \$118.83 |
| Systems Administrator | Junior    | \$29.50 | \$42.78  |

|                       |           |         |          |
|-----------------------|-----------|---------|----------|
| Systems Administrator | Mid-Level | \$36.06 | \$51.93  |
| Systems Administrator | Senior    | \$43.71 | \$62.94  |
| Systems Administrator | Expert    | \$54.64 | \$78.68  |
| Systems Analyst       | Junior    | \$38.25 | \$55.07  |
| Systems Analyst       | Mid-Level | \$46.99 | \$67.66  |
| Systems Analyst       | Senior    | \$59.01 | \$84.97  |
| Systems Analyst       | Expert    | \$73.21 | \$105.43 |
| Systems Architect     | Junior    | \$42.62 | \$61.37  |
| Systems Architect     | Mid-Level | \$54.64 | \$78.68  |
| Systems Architect     | Senior    | \$66.66 | \$95.99  |
| Systems Architect     | Expert    | \$83.05 | \$119.59 |
| Systems Developer     | Junior    | \$41.52 | \$59.79  |
| Systems Developer     | Mid-Level | \$50.27 | \$72.38  |
| Systems Developer     | Senior    | \$62.29 | \$89.69  |
| Systems Developer     | Expert    | \$78.68 | \$113.29 |
| Technical Writer      | Junior    | \$31.69 | \$45.63  |
| Technical Writer      | Mid-Level | \$39.34 | \$56.65  |
| Technical Writer      | Senior    | \$48.08 | \$69.24  |
| Technical Writer      | Expert    | \$60.10 | \$86.54  |
| Tester                | Junior    | \$32.78 | \$47.21  |
| Tester                | Mid-Level | \$41.52 | \$59.79  |
| Tester                | Senior    | \$50.27 | \$72.38  |
| Tester                | Expert    | \$62.29 | \$89.69  |
| Training Developer    | Junior    | \$32.78 | \$47.21  |
| Training Developer    | Mid-Level | \$40.43 | \$58.22  |
| Training Developer    | Senior    | \$50.27 | \$72.38  |
| Training Developer    | Expert    | \$62.29 | \$89.69  |
| Web Administrator     | Junior    | \$25.13 | \$36.19  |
| Web Administrator     | Mid-Level | \$40.43 | \$58.22  |
| Web Administrator     | Senior    | \$40.43 | \$58.22  |
| Web Administrator     | Expert    | \$49.17 | \$70.81  |
| Web Designer          | Junior    | \$24.04 | \$34.62  |
| Web Designer          | Mid-Level | \$30.60 | \$44.06  |
| Web Designer          | Senior    | \$38.25 | \$55.07  |
| Web Designer          | Expert    | \$46.99 | \$67.66  |
| Web Developer         | Junior    | \$26.23 | \$37.76  |
| Web Developer         | Mid-Level | \$33.87 | \$48.78  |
| Web Developer         | Senior    | \$41.52 | \$59.79  |
| Web Developer         | Expert    | \$52.45 | \$75.53  |
| Web Manager           | Junior    | \$29.50 | \$42.49  |
| Web Manager           | Mid-Level | \$38.25 | \$55.07  |
| Web Manager           | Senior    | \$45.89 | \$66.09  |
| Web Manager           | Expert    | \$57.91 | \$83.40  |

|                       |           |         |          |
|-----------------------|-----------|---------|----------|
| Systems Administrator | Mid-Level | \$36.06 | \$51.93  |
| Systems Administrator | Senior    | \$43.71 | \$62.94  |
| Systems Administrator | Expert    | \$54.64 | \$78.68  |
| Systems Analyst       | Junior    | \$38.25 | \$55.07  |
| Systems Analyst       | Mid-Level | \$46.99 | \$67.66  |
| Systems Analyst       | Senior    | \$59.01 | \$84.97  |
| Systems Analyst       | Expert    | \$73.21 | \$105.43 |
| Systems Architect     | Junior    | \$42.62 | \$61.37  |
| Systems Architect     | Mid-Level | \$54.64 | \$78.68  |
| Systems Architect     | Senior    | \$66.66 | \$95.99  |
| Systems Architect     | Expert    | \$83.05 | \$119.59 |
| Systems Developer     | Junior    | \$41.52 | \$59.79  |
| Systems Developer     | Mid-Level | \$50.27 | \$72.38  |
| Systems Developer     | Senior    | \$62.29 | \$89.69  |
| Systems Developer     | Expert    | \$78.68 | \$113.29 |
| Technical Writer      | Junior    | \$31.69 | \$45.63  |
| Technical Writer      | Mid-Level | \$39.34 | \$56.65  |
| Technical Writer      | Senior    | \$48.08 | \$69.24  |
| Technical Writer      | Expert    | \$60.10 | \$86.54  |
| Tester                | Junior    | \$32.78 | \$47.21  |
| Tester                | Mid-Level | \$41.52 | \$59.79  |
| Tester                | Senior    | \$50.27 | \$72.38  |
| Tester                | Expert    | \$62.29 | \$89.69  |
| Training Developer    | Junior    | \$32.78 | \$47.21  |
| Training Developer    | Mid-Level | \$40.43 | \$58.22  |
| Training Developer    | Senior    | \$50.27 | \$72.38  |
| Training Developer    | Expert    | \$62.29 | \$89.69  |
| Web Administrator     | Junior    | \$25.13 | \$36.19  |
| Web Administrator     | Mid-Level | \$40.43 | \$58.22  |
| Web Administrator     | Senior    | \$40.43 | \$58.22  |
| Web Administrator     | Expert    | \$49.17 | \$70.81  |
| Web Designer          | Junior    | \$24.04 | \$34.62  |
| Web Designer          | Mid-Level | \$30.60 | \$44.06  |
| Web Designer          | Senior    | \$38.25 | \$55.07  |
| Web Designer          | Expert    | \$46.99 | \$67.66  |
| Web Developer         | Junior    | \$26.23 | \$37.76  |
| Web Developer         | Mid-Level | \$33.87 | \$48.78  |
| Web Developer         | Senior    | \$41.52 | \$59.79  |
| Web Developer         | Expert    | \$52.45 | \$75.53  |
| Web Manager           | Junior    | \$29.50 | \$42.49  |
| Web Manager           | Mid-Level | \$38.25 | \$55.07  |
| Web Manager           | Senior    | \$45.89 | \$66.09  |
| Web Manager           | Expert    | \$57.91 | \$83.40  |

|                       |           |         |          |
|-----------------------|-----------|---------|----------|
| Systems Administrator | Mid-Level | \$37.15 | \$53.87  |
| Systems Administrator | Senior    | \$45.89 | \$66.55  |
| Systems Administrator | Expert    | \$56.82 | \$82.39  |
| Systems Analyst       | Junior    | \$39.34 | \$57.04  |
| Systems Analyst       | Mid-Level | \$49.17 | \$71.30  |
| Systems Analyst       | Senior    | \$61.19 | \$88.73  |
| Systems Analyst       | Expert    | \$76.49 | \$110.91 |
| Systems Architect     | Junior    | \$44.80 | \$64.96  |
| Systems Architect     | Mid-Level | \$56.82 | \$82.39  |
| Systems Architect     | Senior    | \$69.93 | \$101.41 |
| Systems Architect     | Expert    | \$87.42 | \$126.76 |
| Systems Developer     | Junior    | \$42.62 | \$61.79  |
| Systems Developer     | Mid-Level | \$52.45 | \$76.05  |
| Systems Developer     | Senior    | \$65.56 | \$95.07  |
| Systems Developer     | Expert    | \$81.95 | \$118.83 |
| Technical Writer      | Junior    | \$32.78 | \$47.53  |
| Technical Writer      | Mid-Level | \$40.43 | \$58.62  |
| Technical Writer      | Senior    | \$50.27 | \$72.88  |
| Technical Writer      | Expert    | \$62.29 | \$90.31  |
| Tester                | Junior    | \$33.87 | \$49.12  |
| Tester                | Mid-Level | \$42.62 | \$61.79  |
| Tester                | Senior    | \$52.45 | \$76.05  |
| Tester                | Expert    | \$65.56 | \$95.07  |
| Training Developer    | Junior    | \$33.87 | \$49.12  |
| Training Developer    | Mid-Level | \$41.52 | \$60.21  |
| Training Developer    | Senior    | \$52.45 | \$76.05  |
| Training Developer    | Expert    | \$64.47 | \$93.48  |
| Web Administrator     | Junior    | \$26.23 | \$38.03  |
| Web Administrator     | Mid-Level | \$41.52 | \$60.21  |
| Web Administrator     | Senior    | \$41.52 | \$60.21  |
| Web Administrator     | Expert    | \$51.36 | \$74.47  |
| Web Designer          | Junior    | \$25.13 | \$36.44  |
| Web Designer          | Mid-Level | \$31.69 | \$45.95  |
| Web Designer          | Senior    | \$39.34 | \$57.04  |
| Web Designer          | Expert    | \$49.17 | \$71.30  |
| Web Developer         | Junior    | \$27.32 | \$39.61  |
| Web Developer         | Mid-Level | \$34.97 | \$50.70  |
| Web Developer         | Senior    | \$43.71 | \$63.38  |
| Web Developer         | Expert    | \$54.64 | \$79.22  |
| Web Manager           | Junior    | \$30.60 | \$44.36  |
| Web Manager           | Mid-Level | \$39.34 | \$57.04  |
| Web Manager           | Senior    | \$48.08 | \$69.72  |
| Web Manager           | Expert    | \$60.10 | \$87.14  |

|              |  |
|--------------|--|
| Bidder Name: | Montco Inc dba Rotator Staffing Services Inc |
| Federal ID#: | 223367209                                    |

| REGION 1               |             |                  |                  | REGION 2               |             |                  |                  | REGION 3               |             |                  |                  |
|------------------------|-------------|------------------|------------------|------------------------|-------------|------------------|------------------|------------------------|-------------|------------------|------------------|
| Region 1 Markup %      |             | 44.00%           |                  | Region 2 Markup %      |             | 44.00%           |                  | Region 3 Markup %      |             | 45.00%           |                  |
| Job Title              | Skill Level | Hourly Wage Rate | Hourly Bill Rate | Job Title              | Skill Level | Hourly Wage Rate | Hourly Bill Rate | Job Title              | Skill Level | Hourly Wage Rate | Hourly Bill Rate |
| Business Analyst       | Junior      | \$31.83          | \$45.83          | Business Analyst       | Junior      | \$31.83          | \$45.83          | Business Analyst       | Junior      | \$32.89          | \$47.69          |
| Business Analyst       | Mid-Level   | \$38.19          | \$55.00          | Business Analyst       | Mid-Level   | \$38.19          | \$55.00          | Business Analyst       | Mid-Level   | \$40.31          | \$58.46          |
| Business Analyst       | Senior      | \$47.74          | \$68.75          | Business Analyst       | Senior      | \$47.74          | \$68.75          | Business Analyst       | Senior      | \$50.92          | \$73.84          |
| Business Analyst       | Expert      | \$60.47          | \$87.08          | Business Analyst       | Expert      | \$60.47          | \$87.08          | Business Analyst       | Expert      | \$63.65          | \$92.30          |
| Cloud Engineer         | Junior      | \$39.25          | \$56.52          | Cloud Engineer         | Junior      | \$39.25          | \$56.52          | Cloud Engineer         | Junior      | \$41.38          | \$59.99          |
| Cloud Engineer         | Mid-Level   | \$47.74          | \$68.75          | Cloud Engineer         | Mid-Level   | \$47.74          | \$68.75          | Cloud Engineer         | Mid-Level   | \$50.92          | \$73.84          |
| Cloud Engineer         | Senior      | \$60.47          | \$87.08          | Cloud Engineer         | Senior      | \$60.47          | \$87.08          | Cloud Engineer         | Senior      | \$63.65          | \$92.30          |
| Cloud Engineer         | Expert      | \$76.38          | \$109.99         | Cloud Engineer         | Expert      | \$76.38          | \$109.99         | Cloud Engineer         | Expert      | \$79.57          | \$115.37         |
| Database Administrator | Junior      | \$37.13          | \$53.47          | Database Administrator | Junior      | \$37.13          | \$53.47          | Database Administrator | Junior      | \$39.25          | \$56.92          |
| Database Administrator | Mid-Level   | \$46.68          | \$67.22          | Database Administrator | Mid-Level   | \$46.68          | \$67.22          | Database Administrator | Mid-Level   | \$48.80          | \$70.76          |
| Database Administrator | Senior      | \$58.35          | \$84.02          | Database Administrator | Senior      | \$58.35          | \$84.02          | Database Administrator | Senior      | \$61.53          | \$89.22          |
| Database Administrator | Expert      | \$72.14          | \$103.88         | Database Administrator | Expert      | \$72.14          | \$103.88         | Database Administrator | Expert      | \$76.38          | \$110.76         |
| Database Architect     | Junior      | \$41.38          | \$59.58          | Database Architect     | Junior      | \$41.38          | \$59.58          | Database Architect     | Junior      | \$43.50          | \$63.07          |
| Database Architect     | Mid-Level   | \$51.98          | \$74.86          | Database Architect     | Mid-Level   | \$51.98          | \$74.86          | Database Architect     | Mid-Level   | \$54.11          | \$78.45          |
| Database Architect     | Senior      | \$63.65          | \$91.66          | Database Architect     | Senior      | \$63.65          | \$91.66          | Database Architect     | Senior      | \$67.90          | \$98.45          |
| Database Architect     | Expert      | \$79.57          | \$114.58         | Database Architect     | Expert      | \$79.57          | \$114.58         | Database Architect     | Expert      | \$83.81          | \$121.53         |
| Database Manager       | Junior      | \$40.31          | \$58.05          | Database Manager       | Junior      | \$40.31          | \$58.05          | Database Manager       | Junior      | \$42.44          | \$61.53          |
| Database Manager       | Mid-Level   | \$49.86          | \$71.80          | Database Manager       | Mid-Level   | \$49.86          | \$71.80          | Database Manager       | Mid-Level   | \$53.05          | \$76.92          |
| Database Manager       | Senior      | \$63.65          | \$91.66          | Database Manager       | Senior      | \$63.65          | \$91.66          | Database Manager       | Senior      | \$66.84          | \$96.91          |
| Database Manager       | Expert      | \$78.51          | \$113.05         | Database Manager       | Expert      | \$78.51          | \$113.05         | Database Manager       | Expert      | \$82.75          | \$119.99         |
| Graphic Designer       | Junior      | \$22.28          | \$32.08          | Graphic Designer       | Junior      | \$22.28          | \$32.08          | Graphic Designer       | Junior      | \$23.34          | \$33.84          |
| Graphic Designer       | Mid-Level   | \$27.58          | \$39.72          | Graphic Designer       | Mid-Level   | \$27.58          | \$39.72          | Graphic Designer       | Mid-Level   | \$28.64          | \$41.53          |
| Graphic Designer       | Senior      | \$33.95          | \$48.89          | Graphic Designer       | Senior      | \$33.95          | \$48.89          | Graphic Designer       | Senior      | \$36.07          | \$52.30          |
| Graphic Designer       | Expert      | \$41.38          | \$59.58          | Graphic Designer       | Expert      | \$41.38          | \$59.58          | Graphic Designer       | Expert      | \$44.56          | \$64.61          |
| Help Desk Manager      | Junior      | \$20.16          | \$29.03          | Help Desk Manager      | Junior      | \$20.16          | \$29.03          | Help Desk Manager      | Junior      | \$21.22          | \$30.77          |
| Help Desk Manager      | Mid-Level   | \$25.46          | \$36.66          | Help Desk Manager      | Mid-Level   | \$25.46          | \$36.66          | Help Desk Manager      | Mid-Level   | \$26.52          | \$38.46          |
| Help Desk Manager      | Senior      | \$31.83          | \$45.83          | Help Desk Manager      | Senior      | \$31.83          | \$45.83          | Help Desk Manager      | Senior      | \$32.89          | \$47.69          |
| Help Desk Manager      | Expert      | \$38.19          | \$55.00          | Help Desk Manager      | Expert      | \$38.19          | \$55.00          | Help Desk Manager      | Expert      | \$40.31          | \$58.46          |
| IT Manager             | Junior      | \$43.50          | \$62.64          | IT Manager             | Junior      | \$43.50          | \$62.64          | IT Manager             | Junior      | \$46.68          | \$67.69          |
| IT Manager             | Mid-Level   | \$55.17          | \$79.44          | IT Manager             | Mid-Level   | \$55.17          | \$79.44          | IT Manager             | Mid-Level   | \$58.35          | \$84.61          |
| IT Manager             | Senior      | \$67.90          | \$97.77          | IT Manager             | Senior      | \$67.90          | \$97.77          | IT Manager             | Senior      | \$72.14          | \$104.60         |
| IT Manager             | Expert      | \$85.93          | \$123.74         | IT Manager             | Expert      | \$85.93          | \$123.74         | IT Manager             | Expert      | \$90.18          | \$130.76         |

|                       |           |         |          |
|-----------------------|-----------|---------|----------|
| IT Specialist         | Junior    | \$31.83 | \$45.83  |
| IT Specialist         | Mid-Level | \$39.25 | \$56.52  |
| IT Specialist         | Senior    | \$47.74 | \$68.75  |
| IT Specialist         | Expert    | \$60.47 | \$87.08  |
| Network Administrator | Junior    | \$36.07 | \$51.94  |
| Network Administrator | Mid-Level | \$32.89 | \$47.36  |
| Network Administrator | Senior    | \$40.31 | \$58.05  |
| Network Administrator | Expert    | \$50.92 | \$73.33  |
| Network Architect     | Junior    | \$40.31 | \$58.05  |
| Network Architect     | Mid-Level | \$49.86 | \$71.80  |
| Network Architect     | Senior    | \$63.65 | \$91.66  |
| Network Architect     | Expert    | \$78.51 | \$113.05 |
| Operations Manager    | Junior    | \$31.83 | \$45.83  |
| Operations Manager    | Mid-Level | \$39.25 | \$56.52  |
| Operations Manager    | Senior    | \$48.80 | \$70.27  |
| Operations Manager    | Expert    | \$60.47 | \$87.08  |
| Programmer            | Junior    | \$31.83 | \$45.83  |
| Programmer            | Mid-Level | \$39.25 | \$56.52  |
| Programmer            | Senior    | \$48.80 | \$70.27  |
| Programmer            | Expert    | \$60.47 | \$87.08  |
| Project Manager       | Junior    | \$41.38 | \$59.58  |
| Project Manager       | Mid-Level | \$51.98 | \$74.86  |
| Project Manager       | Senior    | \$63.65 | \$91.66  |
| Project Manager       | Expert    | \$79.57 | \$114.58 |
| Security Analyst      | Junior    | \$33.95 | \$48.89  |
| Security Analyst      | Mid-Level | \$42.44 | \$61.11  |
| Security Analyst      | Senior    | \$53.05 | \$76.38  |
| Security Analyst      | Expert    | \$65.78 | \$94.72  |
| Security Manager      | Junior    | \$39.25 | \$56.52  |
| Security Manager      | Mid-Level | \$48.80 | \$70.27  |
| Security Manager      | Senior    | \$60.47 | \$87.08  |
| Security Manager      | Expert    | \$76.38 | \$109.99 |
| Software Analyst      | Junior    | \$37.13 | \$53.47  |
| Software Analyst      | Mid-Level | \$45.62 | \$65.69  |
| Software Analyst      | Senior    | \$57.29 | \$82.50  |
| Software Analyst      | Expert    | \$71.08 | \$102.36 |
| Software Architect    | Junior    | \$41.38 | \$59.58  |
| Software Architect    | Mid-Level | \$51.98 | \$74.86  |
| Software Architect    | Senior    | \$64.71 | \$93.19  |
| Software Architect    | Expert    | \$80.63 | \$116.10 |
| Software Developer    | Junior    | \$37.13 | \$53.47  |
| Software Developer    | Mid-Level | \$45.62 | \$65.69  |
| Software Developer    | Senior    | \$57.29 | \$82.50  |
| Software Developer    | Expert    | \$71.08 | \$102.36 |
| Software Manager      | Junior    | \$40.31 | \$58.05  |
| Software Manager      | Mid-Level | \$48.80 | \$70.27  |
| Software Manager      | Senior    | \$60.47 | \$87.08  |
| Software Manager      | Expert    | \$76.38 | \$109.99 |

|                       |           |         |          |
|-----------------------|-----------|---------|----------|
| IT Specialist         | Junior    | \$31.83 | \$45.83  |
| IT Specialist         | Mid-Level | \$39.25 | \$56.52  |
| IT Specialist         | Senior    | \$47.74 | \$68.75  |
| IT Specialist         | Expert    | \$60.47 | \$87.08  |
| Network Administrator | Junior    | \$36.07 | \$51.94  |
| Network Administrator | Mid-Level | \$32.89 | \$47.36  |
| Network Administrator | Senior    | \$40.31 | \$58.05  |
| Network Administrator | Expert    | \$50.92 | \$73.33  |
| Network Architect     | Junior    | \$40.31 | \$58.05  |
| Network Architect     | Mid-Level | \$49.86 | \$71.80  |
| Network Architect     | Senior    | \$63.65 | \$91.66  |
| Network Architect     | Expert    | \$78.51 | \$113.05 |
| Operations Manager    | Junior    | \$31.83 | \$45.83  |
| Operations Manager    | Mid-Level | \$39.25 | \$56.52  |
| Operations Manager    | Senior    | \$48.80 | \$70.27  |
| Operations Manager    | Expert    | \$60.47 | \$87.08  |
| Programmer            | Junior    | \$31.83 | \$45.83  |
| Programmer            | Mid-Level | \$39.25 | \$56.52  |
| Programmer            | Senior    | \$48.80 | \$70.27  |
| Programmer            | Expert    | \$60.47 | \$87.08  |
| Project Manager       | Junior    | \$41.38 | \$59.58  |
| Project Manager       | Mid-Level | \$51.98 | \$74.86  |
| Project Manager       | Senior    | \$63.65 | \$91.66  |
| Project Manager       | Expert    | \$79.57 | \$114.58 |
| Security Analyst      | Junior    | \$33.95 | \$48.89  |
| Security Analyst      | Mid-Level | \$42.44 | \$61.11  |
| Security Analyst      | Senior    | \$53.05 | \$76.38  |
| Security Analyst      | Expert    | \$65.78 | \$94.72  |
| Security Manager      | Junior    | \$39.25 | \$56.52  |
| Security Manager      | Mid-Level | \$48.80 | \$70.27  |
| Security Manager      | Senior    | \$60.47 | \$87.08  |
| Security Manager      | Expert    | \$76.38 | \$109.99 |
| Software Analyst      | Junior    | \$37.13 | \$53.47  |
| Software Analyst      | Mid-Level | \$45.62 | \$65.69  |
| Software Analyst      | Senior    | \$57.29 | \$82.50  |
| Software Analyst      | Expert    | \$71.08 | \$102.36 |
| Software Architect    | Junior    | \$41.38 | \$59.58  |
| Software Architect    | Mid-Level | \$51.98 | \$74.86  |
| Software Architect    | Senior    | \$64.71 | \$93.19  |
| Software Architect    | Expert    | \$80.63 | \$116.10 |
| Software Developer    | Junior    | \$37.13 | \$53.47  |
| Software Developer    | Mid-Level | \$45.62 | \$65.69  |
| Software Developer    | Senior    | \$57.29 | \$82.50  |
| Software Developer    | Expert    | \$71.08 | \$102.36 |
| Software Manager      | Junior    | \$40.31 | \$58.05  |
| Software Manager      | Mid-Level | \$48.80 | \$70.27  |
| Software Manager      | Senior    | \$60.47 | \$87.08  |
| Software Manager      | Expert    | \$76.38 | \$109.99 |

|                       |           |         |          |
|-----------------------|-----------|---------|----------|
| IT Specialist         | Junior    | \$32.89 | \$47.69  |
| IT Specialist         | Mid-Level | \$41.38 | \$59.99  |
| IT Specialist         | Senior    | \$50.92 | \$73.84  |
| IT Specialist         | Expert    | \$63.65 | \$92.30  |
| Network Administrator | Junior    | \$38.19 | \$55.38  |
| Network Administrator | Mid-Level | \$33.95 | \$49.23  |
| Network Administrator | Senior    | \$42.44 | \$61.53  |
| Network Administrator | Expert    | \$53.05 | \$76.92  |
| Network Architect     | Junior    | \$42.44 | \$61.53  |
| Network Architect     | Mid-Level | \$53.05 | \$76.92  |
| Network Architect     | Senior    | \$66.84 | \$96.91  |
| Network Architect     | Expert    | \$82.75 | \$119.99 |
| Operations Manager    | Junior    | \$32.89 | \$47.69  |
| Operations Manager    | Mid-Level | \$41.38 | \$59.99  |
| Operations Manager    | Senior    | \$50.92 | \$73.84  |
| Operations Manager    | Expert    | \$63.65 | \$92.30  |
| Programmer            | Junior    | \$32.89 | \$47.69  |
| Programmer            | Mid-Level | \$41.38 | \$59.99  |
| Programmer            | Senior    | \$50.92 | \$73.84  |
| Programmer            | Expert    | \$63.65 | \$92.30  |
| Project Manager       | Junior    | \$43.50 | \$63.07  |
| Project Manager       | Mid-Level | \$54.11 | \$78.45  |
| Project Manager       | Senior    | \$66.84 | \$96.91  |
| Project Manager       | Expert    | \$83.81 | \$121.53 |
| Security Analyst      | Junior    | \$36.07 | \$52.30  |
| Security Analyst      | Mid-Level | \$44.56 | \$64.61  |
| Security Analyst      | Senior    | \$55.17 | \$79.99  |
| Security Analyst      | Expert    | \$68.96 | \$99.99  |
| Security Manager      | Junior    | \$40.74 | \$59.07  |
| Security Manager      | Mid-Level | \$50.92 | \$73.84  |
| Security Manager      | Senior    | \$63.65 | \$92.30  |
| Security Manager      | Expert    | \$79.57 | \$115.37 |
| Software Analyst      | Junior    | \$38.19 | \$55.38  |
| Software Analyst      | Mid-Level | \$47.74 | \$69.22  |
| Software Analyst      | Senior    | \$59.41 | \$86.15  |
| Software Analyst      | Expert    | \$74.26 | \$107.68 |
| Software Architect    | Junior    | \$43.50 | \$63.07  |
| Software Architect    | Mid-Level | \$54.11 | \$78.45  |
| Software Architect    | Senior    | \$67.90 | \$98.45  |
| Software Architect    | Expert    | \$84.87 | \$123.06 |
| Software Developer    | Junior    | \$38.19 | \$55.38  |
| Software Developer    | Mid-Level | \$47.74 | \$69.22  |
| Software Developer    | Senior    | \$59.41 | \$86.15  |
| Software Developer    | Expert    | \$74.26 | \$107.68 |
| Software Manager      | Junior    | \$41.38 | \$59.99  |
| Software Manager      | Mid-Level | \$50.92 | \$73.84  |
| Software Manager      | Senior    | \$63.65 | \$92.30  |
| Software Manager      | Expert    | \$79.57 | \$115.37 |

|                       |           |         |          |
|-----------------------|-----------|---------|----------|
| Systems Administrator | Junior    | \$27.58 | \$39.72  |
| Systems Administrator | Mid-Level | \$35.01 | \$50.41  |
| Systems Administrator | Senior    | \$42.44 | \$61.11  |
| Systems Administrator | Expert    | \$53.05 | \$76.38  |
| Systems Analyst       | Junior    | \$37.13 | \$53.47  |
| Systems Analyst       | Mid-Level | \$45.62 | \$65.69  |
| Systems Analyst       | Senior    | \$57.29 | \$82.50  |
| Systems Analyst       | Expert    | \$71.08 | \$102.36 |
| Systems Architect     | Junior    | \$41.38 | \$59.58  |
| Systems Architect     | Mid-Level | \$53.05 | \$76.38  |
| Systems Architect     | Senior    | \$64.71 | \$93.19  |
| Systems Architect     | Expert    | \$80.63 | \$116.10 |
| Systems Developer     | Junior    | \$40.31 | \$58.05  |
| Systems Developer     | Mid-Level | \$48.80 | \$70.27  |
| Systems Developer     | Senior    | \$60.47 | \$87.08  |
| Systems Developer     | Expert    | \$76.38 | \$109.99 |
| Technical Writer      | Junior    | \$30.77 | \$44.30  |
| Technical Writer      | Mid-Level | \$38.19 | \$55.00  |
| Technical Writer      | Senior    | \$46.68 | \$67.22  |
| Technical Writer      | Expert    | \$58.35 | \$84.02  |
| Tester                | Junior    | \$31.83 | \$45.83  |
| Tester                | Mid-Level | \$40.31 | \$58.05  |
| Tester                | Senior    | \$48.80 | \$70.27  |
| Tester                | Expert    | \$60.47 | \$87.08  |
| Training Developer    | Junior    | \$31.83 | \$45.83  |
| Training Developer    | Mid-Level | \$39.25 | \$56.52  |
| Training Developer    | Senior    | \$48.80 | \$70.27  |
| Training Developer    | Expert    | \$60.47 | \$87.08  |
| Web Administrator     | Junior    | \$24.40 | \$35.14  |
| Web Administrator     | Mid-Level | \$39.25 | \$56.52  |
| Web Administrator     | Senior    | \$39.25 | \$56.52  |
| Web Administrator     | Expert    | \$47.74 | \$68.75  |
| Web Designer          | Junior    | \$23.34 | \$33.61  |
| Web Designer          | Mid-Level | \$29.71 | \$42.78  |
| Web Designer          | Senior    | \$37.13 | \$53.47  |
| Web Designer          | Expert    | \$45.62 | \$65.69  |
| Web Developer         | Junior    | \$25.46 | \$36.66  |
| Web Developer         | Mid-Level | \$32.89 | \$47.36  |
| Web Developer         | Senior    | \$40.31 | \$58.05  |
| Web Developer         | Expert    | \$50.92 | \$73.33  |
| Web Manager           | Junior    | \$28.64 | \$41.25  |
| Web Manager           | Mid-Level | \$37.13 | \$53.47  |
| Web Manager           | Senior    | \$44.56 | \$64.16  |
| Web Manager           | Expert    | \$56.23 | \$80.97  |

|                       |           |         |          |
|-----------------------|-----------|---------|----------|
| Systems Administrator | Junior    | \$27.58 | \$39.72  |
| Systems Administrator | Mid-Level | \$35.01 | \$50.41  |
| Systems Administrator | Senior    | \$42.44 | \$61.11  |
| Systems Administrator | Expert    | \$53.05 | \$76.38  |
| Systems Analyst       | Junior    | \$37.13 | \$53.47  |
| Systems Analyst       | Mid-Level | \$45.62 | \$65.69  |
| Systems Analyst       | Senior    | \$57.29 | \$82.50  |
| Systems Analyst       | Expert    | \$71.08 | \$102.36 |
| Systems Architect     | Junior    | \$41.38 | \$59.58  |
| Systems Architect     | Mid-Level | \$53.05 | \$76.38  |
| Systems Architect     | Senior    | \$64.71 | \$93.19  |
| Systems Architect     | Expert    | \$80.63 | \$116.10 |
| Systems Developer     | Junior    | \$40.31 | \$58.05  |
| Systems Developer     | Mid-Level | \$48.80 | \$70.27  |
| Systems Developer     | Senior    | \$60.47 | \$87.08  |
| Systems Developer     | Expert    | \$76.38 | \$109.99 |
| Technical Writer      | Junior    | \$30.77 | \$44.30  |
| Technical Writer      | Mid-Level | \$38.19 | \$55.00  |
| Technical Writer      | Senior    | \$46.68 | \$67.22  |
| Technical Writer      | Expert    | \$58.35 | \$84.02  |
| Tester                | Junior    | \$31.83 | \$45.83  |
| Tester                | Mid-Level | \$40.31 | \$58.05  |
| Tester                | Senior    | \$48.80 | \$70.27  |
| Tester                | Expert    | \$60.47 | \$87.08  |
| Training Developer    | Junior    | \$31.83 | \$45.83  |
| Training Developer    | Mid-Level | \$39.25 | \$56.52  |
| Training Developer    | Senior    | \$48.80 | \$70.27  |
| Training Developer    | Expert    | \$60.47 | \$87.08  |
| Web Administrator     | Junior    | \$24.40 | \$35.14  |
| Web Administrator     | Mid-Level | \$39.25 | \$56.52  |
| Web Administrator     | Senior    | \$39.25 | \$56.52  |
| Web Administrator     | Expert    | \$47.74 | \$68.75  |
| Web Designer          | Junior    | \$23.34 | \$33.61  |
| Web Designer          | Mid-Level | \$29.71 | \$42.78  |
| Web Designer          | Senior    | \$37.13 | \$53.47  |
| Web Designer          | Expert    | \$45.62 | \$65.69  |
| Web Developer         | Junior    | \$25.46 | \$36.66  |
| Web Developer         | Mid-Level | \$32.89 | \$47.36  |
| Web Developer         | Senior    | \$40.31 | \$58.05  |
| Web Developer         | Expert    | \$50.92 | \$73.33  |
| Web Manager           | Junior    | \$28.64 | \$41.25  |
| Web Manager           | Mid-Level | \$37.13 | \$53.47  |
| Web Manager           | Senior    | \$44.56 | \$64.16  |
| Web Manager           | Expert    | \$56.23 | \$80.97  |

|                       |           |         |          |
|-----------------------|-----------|---------|----------|
| Systems Administrator | Junior    | \$28.64 | \$41.53  |
| Systems Administrator | Mid-Level | \$36.07 | \$52.30  |
| Systems Administrator | Senior    | \$44.56 | \$64.61  |
| Systems Administrator | Expert    | \$55.17 | \$79.99  |
| Systems Analyst       | Junior    | \$38.19 | \$55.38  |
| Systems Analyst       | Mid-Level | \$47.74 | \$69.22  |
| Systems Analyst       | Senior    | \$59.41 | \$86.15  |
| Systems Analyst       | Expert    | \$74.26 | \$107.68 |
| Systems Architect     | Junior    | \$43.50 | \$63.07  |
| Systems Architect     | Mid-Level | \$55.17 | \$79.99  |
| Systems Architect     | Senior    | \$67.90 | \$98.45  |
| Systems Architect     | Expert    | \$84.87 | \$123.06 |
| Systems Developer     | Junior    | \$41.38 | \$59.99  |
| Systems Developer     | Mid-Level | \$50.92 | \$73.84  |
| Systems Developer     | Senior    | \$63.65 | \$92.30  |
| Systems Developer     | Expert    | \$79.57 | \$115.37 |
| Technical Writer      | Junior    | \$31.83 | \$46.15  |
| Technical Writer      | Mid-Level | \$39.25 | \$56.92  |
| Technical Writer      | Senior    | \$48.80 | \$70.76  |
| Technical Writer      | Expert    | \$60.47 | \$87.68  |
| Tester                | Junior    | \$32.89 | \$47.69  |
| Tester                | Mid-Level | \$41.38 | \$59.99  |
| Tester                | Senior    | \$50.92 | \$73.84  |
| Tester                | Expert    | \$63.65 | \$92.30  |
| Training Developer    | Junior    | \$32.89 | \$47.69  |
| Training Developer    | Mid-Level | \$40.31 | \$58.46  |
| Training Developer    | Senior    | \$50.92 | \$73.84  |
| Training Developer    | Expert    | \$62.59 | \$90.76  |
| Web Administrator     | Junior    | \$25.46 | \$36.92  |
| Web Administrator     | Mid-Level | \$40.31 | \$58.46  |
| Web Administrator     | Senior    | \$40.31 | \$58.46  |
| Web Administrator     | Expert    | \$49.86 | \$72.30  |
| Web Designer          | Junior    | \$24.40 | \$35.38  |
| Web Designer          | Mid-Level | \$30.77 | \$44.61  |
| Web Designer          | Senior    | \$38.19 | \$55.38  |
| Web Designer          | Expert    | \$47.74 | \$69.22  |
| Web Developer         | Junior    | \$26.52 | \$38.46  |
| Web Developer         | Mid-Level | \$33.95 | \$49.23  |
| Web Developer         | Senior    | \$42.44 | \$61.53  |
| Web Developer         | Expert    | \$53.05 | \$76.92  |
| Web Manager           | Junior    | \$29.71 | \$43.07  |
| Web Manager           | Mid-Level | \$38.19 | \$55.38  |
| Web Manager           | Senior    | \$46.68 | \$67.69  |
| Web Manager           | Expert    | \$58.35 | \$84.61  |

|              |  |
|--------------|--|
| Bidder Name: | Montco Inc dba Rotator Staffing Services Inc |
| Federal ID#: | 223367209                                    |

| REGION 1               |             |                  |                  | REGION 2               |             |                  |                  | REGION 3               |             |                  |                  |
|------------------------|-------------|------------------|------------------|------------------------|-------------|------------------|------------------|------------------------|-------------|------------------|------------------|
| Region 1 Markup %      |             | 44.00%           |                  | Region 2 Markup %      |             | 44.00%           |                  | Region 3 Markup %      |             | 45.00%           |                  |
| Job Title              | Skill Level | Hourly Wage Rate | Hourly Bill Rate | Job Title              | Skill Level | Hourly Wage Rate | Hourly Bill Rate | Job Title              | Skill Level | Hourly Wage Rate | Hourly Bill Rate |
| Business Analyst       | Junior      | \$30.90          | \$44.50          | Business Analyst       | Junior      | \$30.90          | \$44.50          | Business Analyst       | Junior      | \$31.93          | \$46.30          |
| Business Analyst       | Mid-Level   | \$37.08          | \$53.40          | Business Analyst       | Mid-Level   | \$37.08          | \$53.40          | Business Analyst       | Mid-Level   | \$39.14          | \$56.75          |
| Business Analyst       | Senior      | \$46.35          | \$66.74          | Business Analyst       | Senior      | \$46.35          | \$66.74          | Business Analyst       | Senior      | \$49.44          | \$71.69          |
| Business Analyst       | Expert      | \$58.71          | \$84.54          | Business Analyst       | Expert      | \$58.71          | \$84.54          | Business Analyst       | Expert      | \$61.80          | \$89.61          |
| Cloud Engineer         | Junior      | \$38.11          | \$54.88          | Cloud Engineer         | Junior      | \$38.11          | \$54.88          | Cloud Engineer         | Junior      | \$40.17          | \$58.25          |
| Cloud Engineer         | Mid-Level   | \$46.35          | \$66.74          | Cloud Engineer         | Mid-Level   | \$46.35          | \$66.74          | Cloud Engineer         | Mid-Level   | \$49.44          | \$71.69          |
| Cloud Engineer         | Senior      | \$58.71          | \$84.54          | Cloud Engineer         | Senior      | \$58.71          | \$84.54          | Cloud Engineer         | Senior      | \$61.80          | \$89.61          |
| Cloud Engineer         | Expert      | \$74.16          | \$106.79         | Cloud Engineer         | Expert      | \$74.16          | \$106.79         | Cloud Engineer         | Expert      | \$77.25          | \$112.01         |
| Database Administrator | Junior      | \$36.05          | \$51.91          | Database Administrator | Junior      | \$36.05          | \$51.91          | Database Administrator | Junior      | \$38.11          | \$55.26          |
| Database Administrator | Mid-Level   | \$45.32          | \$65.26          | Database Administrator | Mid-Level   | \$45.32          | \$65.26          | Database Administrator | Mid-Level   | \$47.38          | \$68.70          |
| Database Administrator | Senior      | \$56.65          | \$81.58          | Database Administrator | Senior      | \$56.65          | \$81.58          | Database Administrator | Senior      | \$59.74          | \$86.62          |
| Database Administrator | Expert      | \$70.04          | \$100.86         | Database Administrator | Expert      | \$70.04          | \$100.86         | Database Administrator | Expert      | \$74.16          | \$107.53         |
| Database Architect     | Junior      | \$40.17          | \$57.84          | Database Architect     | Junior      | \$40.17          | \$57.84          | Database Architect     | Junior      | \$42.23          | \$61.23          |
| Database Architect     | Mid-Level   | \$50.47          | \$72.68          | Database Architect     | Mid-Level   | \$50.47          | \$72.68          | Database Architect     | Mid-Level   | \$52.53          | \$76.17          |
| Database Architect     | Senior      | \$61.80          | \$88.99          | Database Architect     | Senior      | \$61.80          | \$88.99          | Database Architect     | Senior      | \$65.92          | \$95.58          |
| Database Architect     | Expert      | \$77.25          | \$111.24         | Database Architect     | Expert      | \$77.25          | \$111.24         | Database Architect     | Expert      | \$81.37          | \$117.99         |
| Database Manager       | Junior      | \$39.14          | \$56.36          | Database Manager       | Junior      | \$39.14          | \$56.36          | Database Manager       | Junior      | \$41.20          | \$59.74          |
| Database Manager       | Mid-Level   | \$48.41          | \$69.71          | Database Manager       | Mid-Level   | \$48.41          | \$69.71          | Database Manager       | Mid-Level   | \$51.50          | \$74.68          |
| Database Manager       | Senior      | \$61.80          | \$88.99          | Database Manager       | Senior      | \$61.80          | \$88.99          | Database Manager       | Senior      | \$64.89          | \$94.09          |
| Database Manager       | Expert      | \$76.22          | \$109.76         | Database Manager       | Expert      | \$76.22          | \$109.76         | Database Manager       | Expert      | \$80.34          | \$116.49         |
| Graphic Designer       | Junior      | \$21.63          | \$31.15          | Graphic Designer       | Junior      | \$21.63          | \$31.15          | Graphic Designer       | Junior      | \$22.66          | \$32.86          |
| Graphic Designer       | Mid-Level   | \$26.78          | \$38.56          | Graphic Designer       | Mid-Level   | \$26.78          | \$38.56          | Graphic Designer       | Mid-Level   | \$27.81          | \$40.32          |
| Graphic Designer       | Senior      | \$32.96          | \$47.46          | Graphic Designer       | Senior      | \$32.96          | \$47.46          | Graphic Designer       | Senior      | \$35.02          | \$50.78          |
| Graphic Designer       | Expert      | \$40.17          | \$57.84          | Graphic Designer       | Expert      | \$40.17          | \$57.84          | Graphic Designer       | Expert      | \$43.26          | \$62.73          |
| Help Desk Manager      | Junior      | \$19.57          | \$28.18          | Help Desk Manager      | Junior      | \$19.57          | \$28.18          | Help Desk Manager      | Junior      | \$20.60          | \$29.87          |
| Help Desk Manager      | Mid-Level   | \$24.72          | \$35.60          | Help Desk Manager      | Mid-Level   | \$24.72          | \$35.60          | Help Desk Manager      | Mid-Level   | \$25.75          | \$37.34          |
| Help Desk Manager      | Senior      | \$30.90          | \$44.50          | Help Desk Manager      | Senior      | \$30.90          | \$44.50          | Help Desk Manager      | Senior      | \$31.93          | \$46.30          |
| Help Desk Manager      | Expert      | \$37.08          | \$53.40          | Help Desk Manager      | Expert      | \$37.08          | \$53.40          | Help Desk Manager      | Expert      | \$39.14          | \$56.75          |
| IT Manager             | Junior      | \$42.23          | \$60.81          | IT Manager             | Junior      | \$42.23          | \$60.81          | IT Manager             | Junior      | \$45.32          | \$65.71          |
| IT Manager             | Mid-Level   | \$53.56          | \$77.13          | IT Manager             | Mid-Level   | \$53.56          | \$77.13          | IT Manager             | Mid-Level   | \$56.65          | \$82.14          |
| IT Manager             | Senior      | \$65.92          | \$94.92          | IT Manager             | Senior      | \$65.92          | \$94.92          | IT Manager             | Senior      | \$70.04          | \$101.56         |
| IT Manager             | Expert      | \$83.43          | \$120.14         | IT Manager             | Expert      | \$83.43          | \$120.14         | IT Manager             | Expert      | \$87.55          | \$126.95         |

|                       |           |         |          |
|-----------------------|-----------|---------|----------|
| IT Specialist         | Junior    | \$30.90 | \$44.50  |
| IT Specialist         | Mid-Level | \$38.11 | \$54.88  |
| IT Specialist         | Senior    | \$46.35 | \$66.74  |
| IT Specialist         | Expert    | \$58.71 | \$84.54  |
| Network Administrator | Junior    | \$35.02 | \$50.43  |
| Network Administrator | Mid-Level | \$31.93 | \$45.98  |
| Network Administrator | Senior    | \$39.14 | \$56.36  |
| Network Administrator | Expert    | \$49.44 | \$71.19  |
| Network Architect     | Junior    | \$39.14 | \$56.36  |
| Network Architect     | Mid-Level | \$48.41 | \$69.71  |
| Network Architect     | Senior    | \$61.80 | \$88.99  |
| Network Architect     | Expert    | \$76.22 | \$109.76 |
| Operations Manager    | Junior    | \$30.90 | \$44.50  |
| Operations Manager    | Mid-Level | \$38.11 | \$54.88  |
| Operations Manager    | Senior    | \$47.38 | \$68.23  |
| Operations Manager    | Expert    | \$58.71 | \$84.54  |
| Programmer            | Junior    | \$30.90 | \$44.50  |
| Programmer            | Mid-Level | \$38.11 | \$54.88  |
| Programmer            | Senior    | \$47.38 | \$68.23  |
| Programmer            | Expert    | \$58.71 | \$84.54  |
| Project Manager       | Junior    | \$40.17 | \$57.84  |
| Project Manager       | Mid-Level | \$50.47 | \$72.68  |
| Project Manager       | Senior    | \$61.80 | \$88.99  |
| Project Manager       | Expert    | \$77.25 | \$111.24 |
| Security Analyst      | Junior    | \$32.96 | \$47.46  |
| Security Analyst      | Mid-Level | \$41.20 | \$59.33  |
| Security Analyst      | Senior    | \$51.50 | \$74.16  |
| Security Analyst      | Expert    | \$63.86 | \$91.96  |
| Security Manager      | Junior    | \$38.11 | \$54.88  |
| Security Manager      | Mid-Level | \$47.38 | \$68.23  |
| Security Manager      | Senior    | \$58.71 | \$84.54  |
| Security Manager      | Expert    | \$74.16 | \$106.79 |
| Software Analyst      | Junior    | \$36.05 | \$51.91  |
| Software Analyst      | Mid-Level | \$44.29 | \$63.78  |
| Software Analyst      | Senior    | \$55.62 | \$80.09  |
| Software Analyst      | Expert    | \$69.01 | \$99.37  |
| Software Architect    | Junior    | \$40.17 | \$57.84  |
| Software Architect    | Mid-Level | \$50.47 | \$72.68  |
| Software Architect    | Senior    | \$62.83 | \$90.48  |
| Software Architect    | Expert    | \$78.28 | \$112.72 |
| Software Developer    | Junior    | \$36.05 | \$51.91  |
| Software Developer    | Mid-Level | \$44.29 | \$63.78  |
| Software Developer    | Senior    | \$55.62 | \$80.09  |
| Software Developer    | Expert    | \$69.01 | \$99.37  |
| Software Manager      | Junior    | \$39.14 | \$56.36  |
| Software Manager      | Mid-Level | \$47.38 | \$68.23  |
| Software Manager      | Senior    | \$58.71 | \$84.54  |
| Software Manager      | Expert    | \$74.16 | \$106.79 |

|                       |           |         |          |
|-----------------------|-----------|---------|----------|
| IT Specialist         | Junior    | \$30.90 | \$44.50  |
| IT Specialist         | Mid-Level | \$38.11 | \$54.88  |
| IT Specialist         | Senior    | \$46.35 | \$66.74  |
| IT Specialist         | Expert    | \$58.71 | \$84.54  |
| Network Administrator | Junior    | \$35.02 | \$50.43  |
| Network Administrator | Mid-Level | \$31.93 | \$45.98  |
| Network Administrator | Senior    | \$39.14 | \$56.36  |
| Network Administrator | Expert    | \$49.44 | \$71.19  |
| Network Architect     | Junior    | \$39.14 | \$56.36  |
| Network Architect     | Mid-Level | \$48.41 | \$69.71  |
| Network Architect     | Senior    | \$61.80 | \$88.99  |
| Network Architect     | Expert    | \$76.22 | \$109.76 |
| Operations Manager    | Junior    | \$30.90 | \$44.50  |
| Operations Manager    | Mid-Level | \$38.11 | \$54.88  |
| Operations Manager    | Senior    | \$47.38 | \$68.23  |
| Operations Manager    | Expert    | \$58.71 | \$84.54  |
| Programmer            | Junior    | \$30.90 | \$44.50  |
| Programmer            | Mid-Level | \$38.11 | \$54.88  |
| Programmer            | Senior    | \$47.38 | \$68.23  |
| Programmer            | Expert    | \$58.71 | \$84.54  |
| Project Manager       | Junior    | \$40.17 | \$57.84  |
| Project Manager       | Mid-Level | \$50.47 | \$72.68  |
| Project Manager       | Senior    | \$61.80 | \$88.99  |
| Project Manager       | Expert    | \$77.25 | \$111.24 |
| Security Analyst      | Junior    | \$32.96 | \$47.46  |
| Security Analyst      | Mid-Level | \$41.20 | \$59.33  |
| Security Analyst      | Senior    | \$51.50 | \$74.16  |
| Security Analyst      | Expert    | \$63.86 | \$91.96  |
| Security Manager      | Junior    | \$38.11 | \$54.88  |
| Security Manager      | Mid-Level | \$47.38 | \$68.23  |
| Security Manager      | Senior    | \$58.71 | \$84.54  |
| Security Manager      | Expert    | \$74.16 | \$106.79 |
| Software Analyst      | Junior    | \$36.05 | \$51.91  |
| Software Analyst      | Mid-Level | \$44.29 | \$63.78  |
| Software Analyst      | Senior    | \$55.62 | \$80.09  |
| Software Analyst      | Expert    | \$69.01 | \$99.37  |
| Software Architect    | Junior    | \$40.17 | \$57.84  |
| Software Architect    | Mid-Level | \$50.47 | \$72.68  |
| Software Architect    | Senior    | \$62.83 | \$90.48  |
| Software Architect    | Expert    | \$78.28 | \$112.72 |
| Software Developer    | Junior    | \$36.05 | \$51.91  |
| Software Developer    | Mid-Level | \$44.29 | \$63.78  |
| Software Developer    | Senior    | \$55.62 | \$80.09  |
| Software Developer    | Expert    | \$69.01 | \$99.37  |
| Software Manager      | Junior    | \$39.14 | \$56.36  |
| Software Manager      | Mid-Level | \$47.38 | \$68.23  |
| Software Manager      | Senior    | \$58.71 | \$84.54  |
| Software Manager      | Expert    | \$74.16 | \$106.79 |

|                       |           |         |          |
|-----------------------|-----------|---------|----------|
| IT Specialist         | Junior    | \$31.93 | \$46.30  |
| IT Specialist         | Mid-Level | \$40.17 | \$58.25  |
| IT Specialist         | Senior    | \$49.44 | \$71.69  |
| IT Specialist         | Expert    | \$61.80 | \$89.61  |
| Network Administrator | Junior    | \$37.08 | \$53.77  |
| Network Administrator | Mid-Level | \$32.96 | \$47.79  |
| Network Administrator | Senior    | \$41.20 | \$59.74  |
| Network Administrator | Expert    | \$51.50 | \$74.68  |
| Network Architect     | Junior    | \$41.20 | \$59.74  |
| Network Architect     | Mid-Level | \$51.50 | \$74.68  |
| Network Architect     | Senior    | \$64.89 | \$94.09  |
| Network Architect     | Expert    | \$80.34 | \$116.49 |
| Operations Manager    | Junior    | \$31.93 | \$46.30  |
| Operations Manager    | Mid-Level | \$40.17 | \$58.25  |
| Operations Manager    | Senior    | \$49.44 | \$71.69  |
| Operations Manager    | Expert    | \$61.80 | \$89.61  |
| Programmer            | Junior    | \$31.93 | \$46.30  |
| Programmer            | Mid-Level | \$40.17 | \$58.25  |
| Programmer            | Senior    | \$49.44 | \$71.69  |
| Programmer            | Expert    | \$61.80 | \$89.61  |
| Project Manager       | Junior    | \$42.23 | \$61.23  |
| Project Manager       | Mid-Level | \$52.53 | \$76.17  |
| Project Manager       | Senior    | \$64.89 | \$94.09  |
| Project Manager       | Expert    | \$81.37 | \$117.99 |
| Security Analyst      | Junior    | \$35.02 | \$50.78  |
| Security Analyst      | Mid-Level | \$43.26 | \$62.73  |
| Security Analyst      | Senior    | \$53.56 | \$77.66  |
| Security Analyst      | Expert    | \$66.95 | \$97.08  |
| Security Manager      | Junior    | \$39.55 | \$57.35  |
| Security Manager      | Mid-Level | \$49.44 | \$71.69  |
| Security Manager      | Senior    | \$61.80 | \$89.61  |
| Security Manager      | Expert    | \$77.25 | \$112.01 |
| Software Analyst      | Junior    | \$37.08 | \$53.77  |
| Software Analyst      | Mid-Level | \$46.35 | \$67.21  |
| Software Analyst      | Senior    | \$57.68 | \$83.64  |
| Software Analyst      | Expert    | \$72.10 | \$104.55 |
| Software Architect    | Junior    | \$42.23 | \$61.23  |
| Software Architect    | Mid-Level | \$52.53 | \$76.17  |
| Software Architect    | Senior    | \$65.92 | \$95.58  |
| Software Architect    | Expert    | \$82.40 | \$119.48 |
| Software Developer    | Junior    | \$37.08 | \$53.77  |
| Software Developer    | Mid-Level | \$46.35 | \$67.21  |
| Software Developer    | Senior    | \$57.68 | \$83.64  |
| Software Developer    | Expert    | \$72.10 | \$104.55 |
| Software Manager      | Junior    | \$40.17 | \$58.25  |
| Software Manager      | Mid-Level | \$49.44 | \$71.69  |
| Software Manager      | Senior    | \$61.80 | \$89.61  |
| Software Manager      | Expert    | \$77.25 | \$112.01 |

|                       |           |         |          |
|-----------------------|-----------|---------|----------|
| Systems Administrator | Junior    | \$26.78 | \$38.56  |
| Systems Administrator | Mid-Level | \$33.99 | \$48.95  |
| Systems Administrator | Senior    | \$41.20 | \$59.33  |
| Systems Administrator | Expert    | \$51.50 | \$74.16  |
| Systems Analyst       | Junior    | \$36.05 | \$51.91  |
| Systems Analyst       | Mid-Level | \$44.29 | \$63.78  |
| Systems Analyst       | Senior    | \$55.62 | \$80.09  |
| Systems Analyst       | Expert    | \$69.01 | \$99.37  |
| Systems Architect     | Junior    | \$40.17 | \$57.84  |
| Systems Architect     | Mid-Level | \$51.50 | \$74.16  |
| Systems Architect     | Senior    | \$62.83 | \$90.48  |
| Systems Architect     | Expert    | \$78.28 | \$112.72 |
| Systems Developer     | Junior    | \$39.14 | \$56.36  |
| Systems Developer     | Mid-Level | \$47.38 | \$68.23  |
| Systems Developer     | Senior    | \$58.71 | \$84.54  |
| Systems Developer     | Expert    | \$74.16 | \$106.79 |
| Technical Writer      | Junior    | \$29.87 | \$43.01  |
| Technical Writer      | Mid-Level | \$37.08 | \$53.40  |
| Technical Writer      | Senior    | \$45.32 | \$65.26  |
| Technical Writer      | Expert    | \$56.65 | \$81.58  |
| Tester                | Junior    | \$30.90 | \$44.50  |
| Tester                | Mid-Level | \$39.14 | \$56.36  |
| Tester                | Senior    | \$47.38 | \$68.23  |
| Tester                | Expert    | \$58.71 | \$84.54  |
| Training Developer    | Junior    | \$30.90 | \$44.50  |
| Training Developer    | Mid-Level | \$38.11 | \$54.88  |
| Training Developer    | Senior    | \$47.38 | \$68.23  |
| Training Developer    | Expert    | \$58.71 | \$84.54  |
| Web Administrator     | Junior    | \$23.69 | \$34.11  |
| Web Administrator     | Mid-Level | \$38.11 | \$54.88  |
| Web Administrator     | Senior    | \$38.11 | \$54.88  |
| Web Administrator     | Expert    | \$46.35 | \$66.74  |
| Web Designer          | Junior    | \$22.66 | \$32.63  |
| Web Designer          | Mid-Level | \$28.84 | \$41.53  |
| Web Designer          | Senior    | \$36.05 | \$51.91  |
| Web Designer          | Expert    | \$44.29 | \$63.78  |
| Web Developer         | Junior    | \$24.72 | \$35.60  |
| Web Developer         | Mid-Level | \$31.93 | \$45.98  |
| Web Developer         | Senior    | \$39.14 | \$56.36  |
| Web Developer         | Expert    | \$49.44 | \$71.19  |
| Web Manager           | Junior    | \$27.81 | \$40.05  |
| Web Manager           | Mid-Level | \$36.05 | \$51.91  |
| Web Manager           | Senior    | \$43.26 | \$62.29  |
| Web Manager           | Expert    | \$54.59 | \$78.61  |

|                       |           |         |          |
|-----------------------|-----------|---------|----------|
| Systems Administrator | Junior    | \$26.78 | \$38.56  |
| Systems Administrator | Mid-Level | \$33.99 | \$48.95  |
| Systems Administrator | Senior    | \$41.20 | \$59.33  |
| Systems Administrator | Expert    | \$51.50 | \$74.16  |
| Systems Analyst       | Junior    | \$36.05 | \$51.91  |
| Systems Analyst       | Mid-Level | \$44.29 | \$63.78  |
| Systems Analyst       | Senior    | \$55.62 | \$80.09  |
| Systems Analyst       | Expert    | \$69.01 | \$99.37  |
| Systems Architect     | Junior    | \$40.17 | \$57.84  |
| Systems Architect     | Mid-Level | \$51.50 | \$74.16  |
| Systems Architect     | Senior    | \$62.83 | \$90.48  |
| Systems Architect     | Expert    | \$78.28 | \$112.72 |
| Systems Developer     | Junior    | \$39.14 | \$56.36  |
| Systems Developer     | Mid-Level | \$47.38 | \$68.23  |
| Systems Developer     | Senior    | \$58.71 | \$84.54  |
| Systems Developer     | Expert    | \$74.16 | \$106.79 |
| Technical Writer      | Junior    | \$29.87 | \$43.01  |
| Technical Writer      | Mid-Level | \$37.08 | \$53.40  |
| Technical Writer      | Senior    | \$45.32 | \$65.26  |
| Technical Writer      | Expert    | \$56.65 | \$81.58  |
| Tester                | Junior    | \$30.90 | \$44.50  |
| Tester                | Mid-Level | \$39.14 | \$56.36  |
| Tester                | Senior    | \$47.38 | \$68.23  |
| Tester                | Expert    | \$58.71 | \$84.54  |
| Training Developer    | Junior    | \$30.90 | \$44.50  |
| Training Developer    | Mid-Level | \$38.11 | \$54.88  |
| Training Developer    | Senior    | \$47.38 | \$68.23  |
| Training Developer    | Expert    | \$58.71 | \$84.54  |
| Web Administrator     | Junior    | \$23.69 | \$34.11  |
| Web Administrator     | Mid-Level | \$38.11 | \$54.88  |
| Web Administrator     | Senior    | \$38.11 | \$54.88  |
| Web Administrator     | Expert    | \$46.35 | \$66.74  |
| Web Designer          | Junior    | \$22.66 | \$32.63  |
| Web Designer          | Mid-Level | \$28.84 | \$41.53  |
| Web Designer          | Senior    | \$36.05 | \$51.91  |
| Web Designer          | Expert    | \$44.29 | \$63.78  |
| Web Developer         | Junior    | \$24.72 | \$35.60  |
| Web Developer         | Mid-Level | \$31.93 | \$45.98  |
| Web Developer         | Senior    | \$39.14 | \$56.36  |
| Web Developer         | Expert    | \$49.44 | \$71.19  |
| Web Manager           | Junior    | \$27.81 | \$40.05  |
| Web Manager           | Mid-Level | \$36.05 | \$51.91  |
| Web Manager           | Senior    | \$43.26 | \$62.29  |
| Web Manager           | Expert    | \$54.59 | \$78.61  |

|                       |           |         |          |
|-----------------------|-----------|---------|----------|
| Systems Administrator | Junior    | \$27.81 | \$40.32  |
| Systems Administrator | Mid-Level | \$35.02 | \$50.78  |
| Systems Administrator | Senior    | \$43.26 | \$62.73  |
| Systems Administrator | Expert    | \$53.56 | \$77.66  |
| Systems Analyst       | Junior    | \$37.08 | \$53.77  |
| Systems Analyst       | Mid-Level | \$46.35 | \$67.21  |
| Systems Analyst       | Senior    | \$57.68 | \$83.64  |
| Systems Analyst       | Expert    | \$72.10 | \$104.55 |
| Systems Architect     | Junior    | \$42.23 | \$61.23  |
| Systems Architect     | Mid-Level | \$53.56 | \$77.66  |
| Systems Architect     | Senior    | \$65.92 | \$95.58  |
| Systems Architect     | Expert    | \$82.40 | \$119.48 |
| Systems Developer     | Junior    | \$40.17 | \$58.25  |
| Systems Developer     | Mid-Level | \$49.44 | \$71.69  |
| Systems Developer     | Senior    | \$61.80 | \$89.61  |
| Systems Developer     | Expert    | \$77.25 | \$112.01 |
| Technical Writer      | Junior    | \$30.90 | \$44.81  |
| Technical Writer      | Mid-Level | \$38.11 | \$55.26  |
| Technical Writer      | Senior    | \$47.38 | \$68.70  |
| Technical Writer      | Expert    | \$58.71 | \$85.13  |
| Tester                | Junior    | \$31.93 | \$46.30  |
| Tester                | Mid-Level | \$40.17 | \$58.25  |
| Tester                | Senior    | \$49.44 | \$71.69  |
| Tester                | Expert    | \$61.80 | \$89.61  |
| Training Developer    | Junior    | \$31.93 | \$46.30  |
| Training Developer    | Mid-Level | \$39.14 | \$56.75  |
| Training Developer    | Senior    | \$49.44 | \$71.69  |
| Training Developer    | Expert    | \$60.77 | \$88.12  |
| Web Administrator     | Junior    | \$24.72 | \$35.84  |
| Web Administrator     | Mid-Level | \$39.14 | \$56.75  |
| Web Administrator     | Senior    | \$39.14 | \$56.75  |
| Web Administrator     | Expert    | \$48.41 | \$70.19  |
| Web Designer          | Junior    | \$23.69 | \$34.35  |
| Web Designer          | Mid-Level | \$29.87 | \$43.31  |
| Web Designer          | Senior    | \$37.08 | \$53.77  |
| Web Designer          | Expert    | \$46.35 | \$67.21  |
| Web Developer         | Junior    | \$25.75 | \$37.34  |
| Web Developer         | Mid-Level | \$32.96 | \$47.79  |
| Web Developer         | Senior    | \$41.20 | \$59.74  |
| Web Developer         | Expert    | \$51.50 | \$74.68  |
| Web Manager           | Junior    | \$28.84 | \$41.82  |
| Web Manager           | Mid-Level | \$37.08 | \$53.77  |
| Web Manager           | Senior    | \$45.32 | \$65.71  |
| Web Manager           | Expert    | \$56.65 | \$82.14  |

|                  |  |
|------------------|--|
| Contractor Name: | Montco Inc dba Rotator Staffing Services Inc |
| Federal ID#:     | 223367209                                    |

**REGION 1**

Region 1 Markup % **44.00%**

| Job Title              | Skill Level | Hourly Wage Rate | Hourly Bill Rate |
|------------------------|-------------|------------------|------------------|
| Business Analyst       | Junior      | \$30.00          | \$43.20          |
| Business Analyst       | Mid-Level   | \$36.00          | \$51.84          |
| Business Analyst       | Senior      | \$45.00          | \$64.80          |
| Business Analyst       | Expert      | \$57.00          | \$82.08          |
| Cloud Engineer         | Junior      | \$37.00          | \$53.28          |
| Cloud Engineer         | Mid-Level   | \$45.00          | \$64.80          |
| Cloud Engineer         | Senior      | \$57.00          | \$82.08          |
| Cloud Engineer         | Expert      | \$72.00          | \$103.68         |
| Database Administrator | Junior      | \$35.00          | \$50.40          |
| Database Administrator | Mid-Level   | \$44.00          | \$63.36          |
| Database Administrator | Senior      | \$55.00          | \$79.20          |
| Database Administrator | Expert      | \$68.00          | \$97.92          |
| Database Architect     | Junior      | \$39.00          | \$56.16          |
| Database Architect     | Mid-Level   | \$49.00          | \$70.56          |
| Database Architect     | Senior      | \$60.00          | \$86.40          |
| Database Architect     | Expert      | \$75.00          | \$108.00         |
| Database Manager       | Junior      | \$38.00          | \$54.72          |
| Database Manager       | Mid-Level   | \$47.00          | \$67.68          |
| Database Manager       | Senior      | \$60.00          | \$86.40          |
| Database Manager       | Expert      | \$74.00          | \$106.56         |
| Graphic Designer       | Junior      | \$21.00          | \$30.24          |
| Graphic Designer       | Mid-Level   | \$26.00          | \$37.44          |
| Graphic Designer       | Senior      | \$32.00          | \$46.08          |
| Graphic Designer       | Expert      | \$39.00          | \$56.16          |
| Help Desk Manager      | Junior      | \$19.00          | \$27.36          |
| Help Desk Manager      | Mid-Level   | \$24.00          | \$34.56          |
| Help Desk Manager      | Senior      | \$30.00          | \$43.20          |
| Help Desk Manager      | Expert      | \$36.00          | \$51.84          |
| IT Manager             | Junior      | \$41.00          | \$59.04          |
| IT Manager             | Mid-Level   | \$52.00          | \$74.88          |
| IT Manager             | Senior      | \$64.00          | \$92.16          |
| IT Manager             | Expert      | \$81.00          | \$116.64         |
| IT Specialist          | Junior      | \$30.00          | \$43.20          |

**REGION 2**

Region 2 Markup % **44.00%**

| Job Title              | Skill Level | Hourly Wage Rate | Hourly Bill Rate |
|------------------------|-------------|------------------|------------------|
| Business Analyst       | Junior      | \$30.00          | \$43.20          |
| Business Analyst       | Mid-Level   | \$36.00          | \$51.84          |
| Business Analyst       | Senior      | \$45.00          | \$64.80          |
| Business Analyst       | Expert      | \$57.00          | \$82.08          |
| Cloud Engineer         | Junior      | \$37.00          | \$53.28          |
| Cloud Engineer         | Mid-Level   | \$45.00          | \$64.80          |
| Cloud Engineer         | Senior      | \$57.00          | \$82.08          |
| Cloud Engineer         | Expert      | \$72.00          | \$103.68         |
| Database Administrator | Junior      | \$35.00          | \$50.40          |
| Database Administrator | Mid-Level   | \$44.00          | \$63.36          |
| Database Administrator | Senior      | \$55.00          | \$79.20          |
| Database Administrator | Expert      | \$68.00          | \$97.92          |
| Database Architect     | Junior      | \$39.00          | \$56.16          |
| Database Architect     | Mid-Level   | \$49.00          | \$70.56          |
| Database Architect     | Senior      | \$60.00          | \$86.40          |
| Database Architect     | Expert      | \$75.00          | \$108.00         |
| Database Manager       | Junior      | \$38.00          | \$54.72          |
| Database Manager       | Mid-Level   | \$47.00          | \$67.68          |
| Database Manager       | Senior      | \$60.00          | \$86.40          |
| Database Manager       | Expert      | \$74.00          | \$106.56         |
| Graphic Designer       | Junior      | \$21.00          | \$30.24          |
| Graphic Designer       | Mid-Level   | \$26.00          | \$37.44          |
| Graphic Designer       | Senior      | \$32.00          | \$46.08          |
| Graphic Designer       | Expert      | \$39.00          | \$56.16          |
| Help Desk Manager      | Junior      | \$19.00          | \$27.36          |
| Help Desk Manager      | Mid-Level   | \$24.00          | \$34.56          |
| Help Desk Manager      | Senior      | \$30.00          | \$43.20          |
| Help Desk Manager      | Expert      | \$36.00          | \$51.84          |
| IT Manager             | Junior      | \$41.00          | \$59.04          |
| IT Manager             | Mid-Level   | \$52.00          | \$74.88          |
| IT Manager             | Senior      | \$64.00          | \$92.16          |
| IT Manager             | Expert      | \$81.00          | \$116.64         |
| IT Specialist          | Junior      | \$30.00          | \$43.20          |

**REGION 3**

Region 3 Markup % **45.00%**

| Job Title              | Skill Level | Hourly Wage Rate | Hourly Bill Rate |
|------------------------|-------------|------------------|------------------|
| Business Analyst       | Junior      | \$31.00          | \$44.95          |
| Business Analyst       | Mid-Level   | \$38.00          | \$55.10          |
| Business Analyst       | Senior      | \$48.00          | \$69.60          |
| Business Analyst       | Expert      | \$60.00          | \$87.00          |
| Cloud Engineer         | Junior      | \$39.00          | \$56.55          |
| Cloud Engineer         | Mid-Level   | \$48.00          | \$69.60          |
| Cloud Engineer         | Senior      | \$60.00          | \$87.00          |
| Cloud Engineer         | Expert      | \$75.00          | \$108.75         |
| Database Administrator | Junior      | \$37.00          | \$53.65          |
| Database Administrator | Mid-Level   | \$46.00          | \$66.70          |
| Database Administrator | Senior      | \$58.00          | \$84.10          |
| Database Administrator | Expert      | \$72.00          | \$104.40         |
| Database Architect     | Junior      | \$41.00          | \$59.45          |
| Database Architect     | Mid-Level   | \$51.00          | \$73.95          |
| Database Architect     | Senior      | \$64.00          | \$92.80          |
| Database Architect     | Expert      | \$79.00          | \$114.55         |
| Database Manager       | Junior      | \$40.00          | \$58.00          |
| Database Manager       | Mid-Level   | \$50.00          | \$72.50          |
| Database Manager       | Senior      | \$63.00          | \$91.35          |
| Database Manager       | Expert      | \$78.00          | \$113.10         |
| Graphic Designer       | Junior      | \$22.00          | \$31.90          |
| Graphic Designer       | Mid-Level   | \$27.00          | \$39.15          |
| Graphic Designer       | Senior      | \$34.00          | \$49.30          |
| Graphic Designer       | Expert      | \$42.00          | \$60.90          |
| Help Desk Manager      | Junior      | \$20.00          | \$29.00          |
| Help Desk Manager      | Mid-Level   | \$25.00          | \$36.25          |
| Help Desk Manager      | Senior      | \$31.00          | \$44.95          |
| Help Desk Manager      | Expert      | \$38.00          | \$55.10          |
| IT Manager             | Junior      | \$44.00          | \$63.80          |
| IT Manager             | Mid-Level   | \$55.00          | \$79.75          |
| IT Manager             | Senior      | \$68.00          | \$98.60          |
| IT Manager             | Expert      | \$85.00          | \$123.25         |
| IT Specialist          | Junior      | \$31.00          | \$44.95          |

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| Contractor Name: | Montco Inc dba Rotator Staffing Services Inc |
| Federal ID#:     | 223367209                                    |

**REGION 1**

Region 1 Markup % **44.00%**

| Job Title             | Skill Level | Hourly Wage Rate | Hourly Bill Rate |
|-----------------------|-------------|------------------|------------------|
| IT Specialist         | Mid-Level   | \$37.00          | \$53.28          |
| IT Specialist         | Senior      | \$45.00          | \$64.80          |
| IT Specialist         | Expert      | \$57.00          | \$82.08          |
| Network Administrator | Junior      | \$34.00          | \$48.96          |
| Network Administrator | Mid-Level   | \$31.00          | \$44.64          |
| Network Administrator | Senior      | \$38.00          | \$54.72          |
| Network Administrator | Expert      | \$48.00          | \$69.12          |
| Network Architect     | Junior      | \$38.00          | \$54.72          |
| Network Architect     | Mid-Level   | \$47.00          | \$67.68          |
| Network Architect     | Senior      | \$60.00          | \$86.40          |
| Network Architect     | Expert      | \$74.00          | \$106.56         |
| Operations Manager    | Junior      | \$30.00          | \$43.20          |
| Operations Manager    | Mid-Level   | \$37.00          | \$53.28          |
| Operations Manager    | Senior      | \$46.00          | \$66.24          |
| Operations Manager    | Expert      | \$57.00          | \$82.08          |
| Programmer            | Junior      | \$30.00          | \$43.20          |
| Programmer            | Mid-Level   | \$37.00          | \$53.28          |
| Programmer            | Senior      | \$46.00          | \$66.24          |
| Programmer            | Expert      | \$57.00          | \$82.08          |
| Project Manager       | Junior      | \$39.00          | \$56.16          |
| Project Manager       | Mid-Level   | \$49.00          | \$70.56          |
| Project Manager       | Senior      | \$60.00          | \$86.40          |
| Project Manager       | Expert      | \$75.00          | \$108.00         |
| Security Analyst      | Junior      | \$32.00          | \$46.08          |
| Security Analyst      | Mid-Level   | \$40.00          | \$57.60          |
| Security Analyst      | Senior      | \$50.00          | \$72.00          |
| Security Analyst      | Expert      | \$62.00          | \$89.28          |
| Security Manager      | Junior      | \$37.00          | \$53.28          |
| Security Manager      | Mid-Level   | \$46.00          | \$66.24          |
| Security Manager      | Senior      | \$57.00          | \$82.08          |
| Security Manager      | Expert      | \$72.00          | \$103.68         |

**REGION 2**

Region 2 Markup % **44.00%**

| Job Title             | Skill Level | Hourly Wage Rate | Hourly Bill Rate |
|-----------------------|-------------|------------------|------------------|
| IT Specialist         | Mid-Level   | \$37.00          | \$53.28          |
| IT Specialist         | Senior      | \$45.00          | \$64.80          |
| IT Specialist         | Expert      | \$57.00          | \$82.08          |
| Network Administrator | Junior      | \$34.00          | \$48.96          |
| Network Administrator | Mid-Level   | \$31.00          | \$44.64          |
| Network Administrator | Senior      | \$38.00          | \$54.72          |
| Network Administrator | Expert      | \$48.00          | \$69.12          |
| Network Architect     | Junior      | \$38.00          | \$54.72          |
| Network Architect     | Mid-Level   | \$47.00          | \$67.68          |
| Network Architect     | Senior      | \$60.00          | \$86.40          |
| Network Architect     | Expert      | \$74.00          | \$106.56         |
| Operations Manager    | Junior      | \$30.00          | \$43.20          |
| Operations Manager    | Mid-Level   | \$37.00          | \$53.28          |
| Operations Manager    | Senior      | \$46.00          | \$66.24          |
| Operations Manager    | Expert      | \$57.00          | \$82.08          |
| Programmer            | Junior      | \$30.00          | \$43.20          |
| Programmer            | Mid-Level   | \$37.00          | \$53.28          |
| Programmer            | Senior      | \$46.00          | \$66.24          |
| Programmer            | Expert      | \$57.00          | \$82.08          |
| Project Manager       | Junior      | \$39.00          | \$56.16          |
| Project Manager       | Mid-Level   | \$49.00          | \$70.56          |
| Project Manager       | Senior      | \$60.00          | \$86.40          |
| Project Manager       | Expert      | \$75.00          | \$108.00         |
| Security Analyst      | Junior      | \$32.00          | \$46.08          |
| Security Analyst      | Mid-Level   | \$40.00          | \$57.60          |
| Security Analyst      | Senior      | \$50.00          | \$72.00          |
| Security Analyst      | Expert      | \$62.00          | \$89.28          |
| Security Manager      | Junior      | \$37.00          | \$53.28          |
| Security Manager      | Mid-Level   | \$46.00          | \$66.24          |
| Security Manager      | Senior      | \$57.00          | \$82.08          |
| Security Manager      | Expert      | \$72.00          | \$103.68         |

**REGION 3**

Region 3 Markup % **45.00%**

| Job Title             | Skill Level | Hourly Wage Rate | Hourly Bill Rate |
|-----------------------|-------------|------------------|------------------|
| IT Specialist         | Mid-Level   | \$39.00          | \$56.55          |
| IT Specialist         | Senior      | \$48.00          | \$69.60          |
| IT Specialist         | Expert      | \$60.00          | \$87.00          |
| Network Administrator | Junior      | \$36.00          | \$52.20          |
| Network Administrator | Mid-Level   | \$32.00          | \$46.40          |
| Network Administrator | Senior      | \$40.00          | \$58.00          |
| Network Administrator | Expert      | \$50.00          | \$72.50          |
| Network Architect     | Junior      | \$40.00          | \$58.00          |
| Network Architect     | Mid-Level   | \$50.00          | \$72.50          |
| Network Architect     | Senior      | \$63.00          | \$91.35          |
| Network Architect     | Expert      | \$78.00          | \$113.10         |
| Operations Manager    | Junior      | \$31.00          | \$44.95          |
| Operations Manager    | Mid-Level   | \$39.00          | \$56.55          |
| Operations Manager    | Senior      | \$48.00          | \$69.60          |
| Operations Manager    | Expert      | \$60.00          | \$87.00          |
| Programmer            | Junior      | \$31.00          | \$44.95          |
| Programmer            | Mid-Level   | \$39.00          | \$56.55          |
| Programmer            | Senior      | \$48.00          | \$69.60          |
| Programmer            | Expert      | \$60.00          | \$87.00          |
| Project Manager       | Junior      | \$41.00          | \$59.45          |
| Project Manager       | Mid-Level   | \$51.00          | \$73.95          |
| Project Manager       | Senior      | \$63.00          | \$91.35          |
| Project Manager       | Expert      | \$79.00          | \$114.55         |
| Security Analyst      | Junior      | \$34.00          | \$49.30          |
| Security Analyst      | Mid-Level   | \$42.00          | \$60.90          |
| Security Analyst      | Senior      | \$52.00          | \$75.40          |
| Security Analyst      | Expert      | \$65.00          | \$94.25          |
| Security Manager      | Junior      | \$38.40          | \$55.68          |
| Security Manager      | Mid-Level   | \$48.00          | \$69.60          |
| Security Manager      | Senior      | \$60.00          | \$87.00          |
| Security Manager      | Expert      | \$75.00          | \$108.75         |

|                  |  |
|------------------|--|
| Contractor Name: | Montco Inc dba Rotator Staffing Services Inc |
| Federal ID#:     | 223367209                                    |

**REGION 1**

Region 1 Markup % **44.00%**

| Job Title             | Skill Level | Hourly Wage Rate | Hourly Bill Rate |
|-----------------------|-------------|------------------|------------------|
| Software Analyst      | Junior      | \$35.00          | \$50.40          |
| Software Analyst      | Mid-Level   | \$43.00          | \$61.92          |
| Software Analyst      | Senior      | \$54.00          | \$77.76          |
| Software Analyst      | Expert      | \$67.00          | \$96.48          |
| Software Architect    | Junior      | \$39.00          | \$56.16          |
| Software Architect    | Mid-Level   | \$49.00          | \$70.56          |
| Software Architect    | Senior      | \$61.00          | \$87.84          |
| Software Architect    | Expert      | \$76.00          | \$109.44         |
| Software Developer    | Junior      | \$35.00          | \$50.40          |
| Software Developer    | Mid-Level   | \$43.00          | \$61.92          |
| Software Developer    | Senior      | \$54.00          | \$77.76          |
| Software Developer    | Expert      | \$67.00          | \$96.48          |
| Software Manager      | Junior      | \$38.00          | \$54.72          |
| Software Manager      | Mid-Level   | \$46.00          | \$66.24          |
| Software Manager      | Senior      | \$57.00          | \$82.08          |
| Software Manager      | Expert      | \$72.00          | \$103.68         |
| Systems Administrator | Junior      | \$26.00          | \$37.44          |
| Systems Administrator | Mid-Level   | \$33.00          | \$47.52          |
| Systems Administrator | Senior      | \$40.00          | \$57.60          |
| Systems Administrator | Expert      | \$50.00          | \$72.00          |
| Systems Analyst       | Junior      | \$35.00          | \$50.40          |
| Systems Analyst       | Mid-Level   | \$43.00          | \$61.92          |
| Systems Analyst       | Senior      | \$54.00          | \$77.76          |
| Systems Analyst       | Expert      | \$67.00          | \$96.48          |
| Systems Architect     | Junior      | \$39.00          | \$56.16          |
| Systems Architect     | Mid-Level   | \$50.00          | \$72.00          |
| Systems Architect     | Senior      | \$61.00          | \$87.84          |
| Systems Architect     | Expert      | \$76.00          | \$109.44         |
| Systems Developer     | Junior      | \$38.00          | \$54.72          |
| Systems Developer     | Mid-Level   | \$46.00          | \$66.24          |
| Systems Developer     | Senior      | \$57.00          | \$82.08          |

**REGION 2**

Region 2 Markup % **44.00%**

| Job Title             | Skill Level | Hourly Wage Rate | Hourly Bill Rate |
|-----------------------|-------------|------------------|------------------|
| Software Analyst      | Junior      | \$35.00          | \$50.40          |
| Software Analyst      | Mid-Level   | \$43.00          | \$61.92          |
| Software Analyst      | Senior      | \$54.00          | \$77.76          |
| Software Analyst      | Expert      | \$67.00          | \$96.48          |
| Software Architect    | Junior      | \$39.00          | \$56.16          |
| Software Architect    | Mid-Level   | \$49.00          | \$70.56          |
| Software Architect    | Senior      | \$61.00          | \$87.84          |
| Software Architect    | Expert      | \$76.00          | \$109.44         |
| Software Developer    | Junior      | \$35.00          | \$50.40          |
| Software Developer    | Mid-Level   | \$43.00          | \$61.92          |
| Software Developer    | Senior      | \$54.00          | \$77.76          |
| Software Developer    | Expert      | \$67.00          | \$96.48          |
| Software Manager      | Junior      | \$38.00          | \$54.72          |
| Software Manager      | Mid-Level   | \$46.00          | \$66.24          |
| Software Manager      | Senior      | \$57.00          | \$82.08          |
| Software Manager      | Expert      | \$72.00          | \$103.68         |
| Systems Administrator | Junior      | \$26.00          | \$37.44          |
| Systems Administrator | Mid-Level   | \$33.00          | \$47.52          |
| Systems Administrator | Senior      | \$40.00          | \$57.60          |
| Systems Administrator | Expert      | \$50.00          | \$72.00          |
| Systems Analyst       | Junior      | \$35.00          | \$50.40          |
| Systems Analyst       | Mid-Level   | \$43.00          | \$61.92          |
| Systems Analyst       | Senior      | \$54.00          | \$77.76          |
| Systems Analyst       | Expert      | \$67.00          | \$96.48          |
| Systems Architect     | Junior      | \$39.00          | \$56.16          |
| Systems Architect     | Mid-Level   | \$50.00          | \$72.00          |
| Systems Architect     | Senior      | \$61.00          | \$87.84          |
| Systems Architect     | Expert      | \$76.00          | \$109.44         |
| Systems Developer     | Junior      | \$38.00          | \$54.72          |
| Systems Developer     | Mid-Level   | \$46.00          | \$66.24          |
| Systems Developer     | Senior      | \$57.00          | \$82.08          |

**REGION 3**

Region 3 Markup % **45.00%**

| Job Title             | Skill Level | Hourly Wage Rate | Hourly Bill Rate |
|-----------------------|-------------|------------------|------------------|
| Software Analyst      | Junior      | \$36.00          | \$52.20          |
| Software Analyst      | Mid-Level   | \$45.00          | \$65.25          |
| Software Analyst      | Senior      | \$56.00          | \$81.20          |
| Software Analyst      | Expert      | \$70.00          | \$101.50         |
| Software Architect    | Junior      | \$41.00          | \$59.45          |
| Software Architect    | Mid-Level   | \$51.00          | \$73.95          |
| Software Architect    | Senior      | \$64.00          | \$92.80          |
| Software Architect    | Expert      | \$80.00          | \$116.00         |
| Software Developer    | Junior      | \$36.00          | \$52.20          |
| Software Developer    | Mid-Level   | \$45.00          | \$65.25          |
| Software Developer    | Senior      | \$56.00          | \$81.20          |
| Software Developer    | Expert      | \$70.00          | \$101.50         |
| Software Manager      | Junior      | \$39.00          | \$56.55          |
| Software Manager      | Mid-Level   | \$48.00          | \$69.60          |
| Software Manager      | Senior      | \$60.00          | \$87.00          |
| Software Manager      | Expert      | \$75.00          | \$108.75         |
| Systems Administrator | Junior      | \$27.00          | \$39.15          |
| Systems Administrator | Mid-Level   | \$34.00          | \$49.30          |
| Systems Administrator | Senior      | \$42.00          | \$60.90          |
| Systems Administrator | Expert      | \$52.00          | \$75.40          |
| Systems Analyst       | Junior      | \$36.00          | \$52.20          |
| Systems Analyst       | Mid-Level   | \$45.00          | \$65.25          |
| Systems Analyst       | Senior      | \$56.00          | \$81.20          |
| Systems Analyst       | Expert      | \$70.00          | \$101.50         |
| Systems Architect     | Junior      | \$41.00          | \$59.45          |
| Systems Architect     | Mid-Level   | \$52.00          | \$75.40          |
| Systems Architect     | Senior      | \$64.00          | \$92.80          |
| Systems Architect     | Expert      | \$80.00          | \$116.00         |
| Systems Developer     | Junior      | \$39.00          | \$56.55          |
| Systems Developer     | Mid-Level   | \$48.00          | \$69.60          |
| Systems Developer     | Senior      | \$60.00          | \$87.00          |

|                  |  |
|------------------|--|
| Contractor Name: | Montco Inc dba Rotator Staffing Services Inc |
| Federal ID#:     | 223367209                                    |

**REGION 1**

**REGION 2**

**REGION 3**

Region 1 Markup % **44.00%**

Region 2 Markup % **44.00%**

Region 3 Markup % **45.00%**

| Job Title          | Skill Level | Hourly Wage Rate | Hourly Bill Rate |
|--------------------|-------------|------------------|------------------|
| Systems Developer  | Expert      | \$72.00          | \$103.68         |
| Technical Writer   | Junior      | \$29.00          | \$41.76          |
| Technical Writer   | Mid-Level   | \$36.00          | \$51.84          |
| Technical Writer   | Senior      | \$44.00          | \$63.36          |
| Technical Writer   | Expert      | \$55.00          | \$79.20          |
| Tester             | Junior      | \$30.00          | \$43.20          |
| Tester             | Mid-Level   | \$38.00          | \$54.72          |
| Tester             | Senior      | \$46.00          | \$66.24          |
| Tester             | Expert      | \$57.00          | \$82.08          |
| Training Developer | Junior      | \$30.00          | \$43.20          |
| Training Developer | Mid-Level   | \$37.00          | \$53.28          |
| Training Developer | Senior      | \$46.00          | \$66.24          |
| Training Developer | Expert      | \$57.00          | \$82.08          |
| Web Administrator  | Junior      | \$23.00          | \$33.12          |
| Web Administrator  | Mid-Level   | \$37.00          | \$53.28          |
| Web Administrator  | Senior      | \$37.00          | \$53.28          |
| Web Administrator  | Expert      | \$45.00          | \$64.80          |
| Web Designer       | Junior      | \$22.00          | \$31.68          |
| Web Designer       | Mid-Level   | \$28.00          | \$40.32          |
| Web Designer       | Senior      | \$35.00          | \$50.40          |
| Web Designer       | Expert      | \$43.00          | \$61.92          |
| Web Developer      | Junior      | \$24.00          | \$34.56          |
| Web Developer      | Mid-Level   | \$31.00          | \$44.64          |
| Web Developer      | Senior      | \$38.00          | \$54.72          |
| Web Developer      | Expert      | \$48.00          | \$69.12          |
| Web Manager        | Junior      | \$27.00          | \$38.88          |
| Web Manager        | Mid-Level   | \$35.00          | \$50.40          |
| Web Manager        | Senior      | \$42.00          | \$60.48          |
| Web Manager        | Expert      | \$53.00          | \$76.32          |

| Job Title          | Skill Level | Hourly Wage Rate | Hourly Bill Rate |
|--------------------|-------------|------------------|------------------|
| Systems Developer  | Expert      | \$72.00          | \$103.68         |
| Technical Writer   | Junior      | \$29.00          | \$41.76          |
| Technical Writer   | Mid-Level   | \$36.00          | \$51.84          |
| Technical Writer   | Senior      | \$44.00          | \$63.36          |
| Technical Writer   | Expert      | \$55.00          | \$79.20          |
| Tester             | Junior      | \$30.00          | \$43.20          |
| Tester             | Mid-Level   | \$38.00          | \$54.72          |
| Tester             | Senior      | \$46.00          | \$66.24          |
| Tester             | Expert      | \$57.00          | \$82.08          |
| Training Developer | Junior      | \$30.00          | \$43.20          |
| Training Developer | Mid-Level   | \$37.00          | \$53.28          |
| Training Developer | Senior      | \$46.00          | \$66.24          |
| Training Developer | Expert      | \$57.00          | \$82.08          |
| Web Administrator  | Junior      | \$23.00          | \$33.12          |
| Web Administrator  | Mid-Level   | \$37.00          | \$53.28          |
| Web Administrator  | Senior      | \$37.00          | \$53.28          |
| Web Administrator  | Expert      | \$45.00          | \$64.80          |
| Web Designer       | Junior      | \$22.00          | \$31.68          |
| Web Designer       | Mid-Level   | \$28.00          | \$40.32          |
| Web Designer       | Senior      | \$35.00          | \$50.40          |
| Web Designer       | Expert      | \$43.00          | \$61.92          |
| Web Developer      | Junior      | \$24.00          | \$34.56          |
| Web Developer      | Mid-Level   | \$31.00          | \$44.64          |
| Web Developer      | Senior      | \$38.00          | \$54.72          |
| Web Developer      | Expert      | \$48.00          | \$69.12          |
| Web Manager        | Junior      | \$27.00          | \$38.88          |
| Web Manager        | Mid-Level   | \$35.00          | \$50.40          |
| Web Manager        | Senior      | \$42.00          | \$60.48          |
| Web Manager        | Expert      | \$53.00          | \$76.32          |

| Job Title          | Skill Level | Hourly Wage Rate | Hourly Bill Rate |
|--------------------|-------------|------------------|------------------|
| Systems Developer  | Expert      | \$75.00          | \$108.75         |
| Technical Writer   | Junior      | \$30.00          | \$43.50          |
| Technical Writer   | Mid-Level   | \$37.00          | \$53.65          |
| Technical Writer   | Senior      | \$46.00          | \$66.70          |
| Technical Writer   | Expert      | \$57.00          | \$82.65          |
| Tester             | Junior      | \$31.00          | \$44.95          |
| Tester             | Mid-Level   | \$39.00          | \$56.55          |
| Tester             | Senior      | \$48.00          | \$69.60          |
| Tester             | Expert      | \$60.00          | \$87.00          |
| Training Developer | Junior      | \$31.00          | \$44.95          |
| Training Developer | Mid-Level   | \$38.00          | \$55.10          |
| Training Developer | Senior      | \$48.00          | \$69.60          |
| Training Developer | Expert      | \$59.00          | \$85.55          |
| Web Administrator  | Junior      | \$24.00          | \$34.80          |
| Web Administrator  | Mid-Level   | \$38.00          | \$55.10          |
| Web Administrator  | Senior      | \$38.00          | \$55.10          |
| Web Administrator  | Expert      | \$47.00          | \$68.15          |
| Web Designer       | Junior      | \$23.00          | \$33.35          |
| Web Designer       | Mid-Level   | \$29.00          | \$42.05          |
| Web Designer       | Senior      | \$36.00          | \$52.20          |
| Web Designer       | Expert      | \$45.00          | \$65.25          |
| Web Developer      | Junior      | \$25.00          | \$36.25          |
| Web Developer      | Mid-Level   | \$32.00          | \$46.40          |
| Web Developer      | Senior      | \$40.00          | \$58.00          |
| Web Developer      | Expert      | \$50.00          | \$72.50          |
| Web Manager        | Junior      | \$28.00          | \$40.60          |
| Web Manager        | Mid-Level   | \$36.00          | \$52.20          |
| Web Manager        | Senior      | \$44.00          | \$63.80          |
| Web Manager        | Expert      | \$55.00          | \$79.75          |