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| Contractor Name: | Panha Solutions, Inc. |
| Federal ID#: | 27-2783217 |

REGION 1

REGION 2

REGION 3

Region 1 Markup %

45.00%

Region 2 Markup %

45.00%

Region 3 Markup %

45.00%

| Job Title | Skill Level | Hourly Wage Rate | Hourly Bill Rate |
|------------------------|-------------|------------------|------------------|
| Business Analyst | Junior | \$22.47 | \$32.58 |
| Business Analyst | Mid-Level | \$30.74 | \$44.57 |
| Business Analyst | Senior | \$46.95 | \$68.08 |
| Business Analyst | Expert | \$53.37 | \$77.38 |
| Cloud Engineer | Junior | \$25.82 | \$37.44 |
| Cloud Engineer | Mid-Level | \$33.54 | \$48.63 |
| Cloud Engineer | Senior | \$51.31 | \$74.40 |
| Cloud Engineer | Expert | \$59.69 | \$86.56 |
| Database Administrator | Junior | \$22.47 | \$32.58 |
| Database Administrator | Mid-Level | \$30.74 | \$44.57 |
| Database Administrator | Senior | \$49.74 | \$72.13 |
| Database Administrator | Expert | \$56.68 | \$82.18 |
| Database Architect | Junior | \$26.61 | \$38.58 |
| Database Architect | Mid-Level | \$39.13 | \$56.73 |
| Database Architect | Senior | \$58.02 | \$84.12 |
| Database Architect | Expert | \$63.61 | \$92.23 |
| Database Manager | Junior | \$24.03 | \$34.85 |
| Database Manager | Mid-Level | \$32.42 | \$47.01 |
| Database Manager | Senior | \$40.80 | \$59.16 |
| Database Manager | Expert | \$51.87 | \$75.21 |
| Graphic Designer | Junior | \$22.47 | \$32.58 |
| Graphic Designer | Mid-Level | \$26.27 | \$38.09 |
| Graphic Designer | Senior | \$31.86 | \$46.20 |
| Graphic Designer | Expert | \$42.03 | \$60.95 |
| Help Desk Manager | Junior | \$23.59 | \$34.20 |
| Help Desk Manager | Mid-Level | \$27.95 | \$40.52 |
| Help Desk Manager | Senior | \$33.65 | \$48.79 |
| Help Desk Manager | Expert | \$43.60 | \$63.21 |
| IT Manager | Junior | \$25.71 | \$37.28 |
| IT Manager | Mid-Level | \$38.57 | \$55.92 |
| IT Manager | Senior | \$52.32 | \$75.86 |
| IT Manager | Expert | \$60.69 | \$88.00 |
| IT Specialist | Junior | \$22.47 | \$32.58 |

| Job Title | Skill Level | Hourly Wage Rate | Hourly Bill Rate |
|------------------------|-------------|------------------|------------------|
| Business Analyst | Junior | \$21.79 | \$31.60 |
| Business Analyst | Mid-Level | \$29.82 | \$43.24 |
| Business Analyst | Senior | \$45.54 | \$66.04 |
| Business Analyst | Expert | \$51.77 | \$75.06 |
| Cloud Engineer | Junior | \$25.05 | \$36.32 |
| Cloud Engineer | Mid-Level | \$32.53 | \$47.17 |
| Cloud Engineer | Senior | \$49.77 | \$72.17 |
| Cloud Engineer | Expert | \$57.90 | \$83.96 |
| Database Administrator | Junior | \$21.79 | \$31.60 |
| Database Administrator | Mid-Level | \$29.82 | \$43.24 |
| Database Administrator | Senior | \$48.25 | \$69.97 |
| Database Administrator | Expert | \$54.98 | \$79.71 |
| Database Architect | Junior | \$25.81 | \$37.42 |
| Database Architect | Mid-Level | \$37.95 | \$55.03 |
| Database Architect | Senior | \$56.28 | \$81.60 |
| Database Architect | Expert | \$61.70 | \$89.46 |
| Database Manager | Junior | \$23.31 | \$33.80 |
| Database Manager | Mid-Level | \$31.45 | \$45.60 |
| Database Manager | Senior | \$39.58 | \$57.39 |
| Database Manager | Expert | \$50.31 | \$72.95 |
| Graphic Designer | Junior | \$21.79 | \$31.60 |
| Graphic Designer | Mid-Level | \$25.48 | \$36.95 |
| Graphic Designer | Senior | \$30.90 | \$44.81 |
| Graphic Designer | Expert | \$40.77 | \$59.12 |
| Help Desk Manager | Junior | \$22.88 | \$33.17 |
| Help Desk Manager | Mid-Level | \$27.11 | \$39.31 |
| Help Desk Manager | Senior | \$32.64 | \$47.33 |
| Help Desk Manager | Expert | \$42.29 | \$61.32 |
| IT Manager | Junior | \$24.94 | \$36.16 |
| IT Manager | Mid-Level | \$37.41 | \$54.24 |
| IT Manager | Senior | \$50.75 | \$73.58 |
| IT Manager | Expert | \$58.87 | \$85.36 |
| IT Specialist | Junior | \$21.79 | \$31.60 |

| Job Title | Skill Level | Hourly Wage Rate | Hourly Bill Rate |
|------------------------|-------------|------------------|------------------|
| Business Analyst | Junior | \$23.59 | \$34.21 |
| Business Analyst | Mid-Level | \$32.28 | \$46.80 |
| Business Analyst | Senior | \$49.30 | \$71.48 |
| Business Analyst | Expert | \$56.03 | \$81.25 |
| Cloud Engineer | Junior | \$27.11 | \$39.31 |
| Cloud Engineer | Mid-Level | \$35.21 | \$51.06 |
| Cloud Engineer | Senior | \$53.88 | \$78.12 |
| Cloud Engineer | Expert | \$62.68 | \$90.88 |
| Database Administrator | Junior | \$23.59 | \$34.21 |
| Database Administrator | Mid-Level | \$32.28 | \$46.80 |
| Database Administrator | Senior | \$52.23 | \$75.74 |
| Database Administrator | Expert | \$59.51 | \$86.29 |
| Database Architect | Junior | \$27.94 | \$40.51 |
| Database Architect | Mid-Level | \$41.08 | \$59.57 |
| Database Architect | Senior | \$60.92 | \$88.33 |
| Database Architect | Expert | \$66.79 | \$96.84 |
| Database Manager | Junior | \$25.24 | \$36.59 |
| Database Manager | Mid-Level | \$34.04 | \$49.36 |
| Database Manager | Senior | \$42.84 | \$62.12 |
| Database Manager | Expert | \$54.46 | \$78.97 |
| Graphic Designer | Junior | \$23.59 | \$34.21 |
| Graphic Designer | Mid-Level | \$27.58 | \$40.00 |
| Graphic Designer | Senior | \$33.45 | \$48.51 |
| Graphic Designer | Expert | \$44.13 | \$63.99 |
| Help Desk Manager | Junior | \$24.77 | \$35.91 |
| Help Desk Manager | Mid-Level | \$29.34 | \$42.55 |
| Help Desk Manager | Senior | \$35.33 | \$51.23 |
| Help Desk Manager | Expert | \$45.78 | \$66.38 |
| IT Manager | Junior | \$27.00 | \$39.14 |
| IT Manager | Mid-Level | \$40.49 | \$58.72 |
| IT Manager | Senior | \$54.93 | \$79.65 |
| IT Manager | Expert | \$63.72 | \$92.40 |
| IT Specialist | Junior | \$23.59 | \$34.21 |

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| Contractor Name: | Panha Solutions, Inc. |
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REGION 1

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REGION 3

Region 1 Markup %

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Region 2 Markup %

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Region 3 Markup %

45.00%

| Job Title | Skill Level | Hourly Wage Rate | Hourly Bill Rate |
|-----------------------|-------------|------------------|------------------|
| IT Specialist | Mid-Level | \$38.01 | \$55.11 |
| IT Specialist | Senior | \$51.70 | \$74.97 |
| IT Specialist | Expert | \$63.05 | \$91.42 |
| Network Administrator | Junior | \$22.92 | \$33.23 |
| Network Administrator | Mid-Level | \$27.39 | \$39.71 |
| Network Administrator | Senior | \$40.80 | \$59.16 |
| Network Administrator | Expert | \$49.07 | \$71.16 |
| Network Architect | Junior | \$24.37 | \$35.34 |
| Network Architect | Mid-Level | \$38.01 | \$55.11 |
| Network Architect | Senior | \$54.71 | \$79.33 |
| Network Architect | Expert | \$63.38 | \$91.90 |
| Operations Manager | Junior | \$24.03 | \$34.85 |
| Operations Manager | Mid-Level | \$30.63 | \$44.41 |
| Operations Manager | Senior | \$43.37 | \$62.89 |
| Operations Manager | Expert | \$56.56 | \$82.02 |
| Programmer | Junior | \$24.70 | \$35.82 |
| Programmer | Mid-Level | \$40.58 | \$58.84 |
| Programmer | Senior | \$49.74 | \$72.13 |
| Programmer | Expert | \$55.89 | \$81.04 |
| Project Manager | Junior | \$25.71 | \$37.28 |
| Project Manager | Mid-Level | \$33.54 | \$48.63 |
| Project Manager | Senior | \$54.55 | \$79.10 |
| Project Manager | Expert | \$65.73 | \$95.31 |
| Security Analyst | Junior | \$24.03 | \$34.85 |
| Security Analyst | Mid-Level | \$34.09 | \$49.44 |
| Security Analyst | Senior | \$42.48 | \$61.59 |
| Security Analyst | Expert | \$55.22 | \$80.07 |
| Security Manager | Junior | \$25.82 | \$37.44 |
| Security Manager | Mid-Level | \$38.90 | \$56.41 |
| Security Manager | Senior | \$45.27 | \$65.65 |
| Security Manager | Expert | \$58.68 | \$85.08 |
| Software Analyst | Junior | \$26.27 | \$38.09 |
| Software Analyst | Mid-Level | \$34.43 | \$49.92 |
| Software Analyst | Senior | \$48.96 | \$71.00 |
| Software Analyst | Expert | \$59.69 | \$86.56 |
| Software Architect | Junior | \$26.61 | \$38.58 |

| Job Title | Skill Level | Hourly Wage Rate | Hourly Bill Rate |
|-----------------------|-------------|------------------|------------------|
| IT Specialist | Mid-Level | \$36.87 | \$53.46 |
| IT Specialist | Senior | \$50.15 | \$72.72 |
| IT Specialist | Expert | \$61.16 | \$88.68 |
| Network Administrator | Junior | \$22.23 | \$32.23 |
| Network Administrator | Mid-Level | \$26.57 | \$38.52 |
| Network Administrator | Senior | \$39.58 | \$57.39 |
| Network Administrator | Expert | \$47.60 | \$69.02 |
| Network Architect | Junior | \$23.64 | \$34.28 |
| Network Architect | Mid-Level | \$36.87 | \$53.46 |
| Network Architect | Senior | \$53.07 | \$76.95 |
| Network Architect | Expert | \$61.48 | \$89.15 |
| Operations Manager | Junior | \$23.31 | \$33.80 |
| Operations Manager | Mid-Level | \$29.71 | \$43.08 |
| Operations Manager | Senior | \$42.07 | \$61.00 |
| Operations Manager | Expert | \$54.87 | \$79.56 |
| Programmer | Junior | \$23.96 | \$34.75 |
| Programmer | Mid-Level | \$39.36 | \$57.07 |
| Programmer | Senior | \$48.25 | \$69.97 |
| Programmer | Expert | \$54.22 | \$78.61 |
| Project Manager | Junior | \$24.94 | \$36.16 |
| Project Manager | Mid-Level | \$32.53 | \$47.17 |
| Project Manager | Senior | \$52.92 | \$76.73 |
| Project Manager | Expert | \$63.76 | \$92.45 |
| Security Analyst | Junior | \$23.31 | \$33.80 |
| Security Analyst | Mid-Level | \$33.07 | \$47.95 |
| Security Analyst | Senior | \$41.20 | \$59.75 |
| Security Analyst | Expert | \$53.57 | \$77.67 |
| Security Manager | Junior | \$25.05 | \$36.32 |
| Security Manager | Mid-Level | \$37.73 | \$54.71 |
| Security Manager | Senior | \$43.92 | \$63.68 |
| Security Manager | Expert | \$56.92 | \$82.53 |
| Software Analyst | Junior | \$25.48 | \$36.95 |
| Software Analyst | Mid-Level | \$33.40 | \$48.43 |
| Software Analyst | Senior | \$47.49 | \$68.87 |
| Software Analyst | Expert | \$57.90 | \$83.96 |
| Software Architect | Junior | \$25.81 | \$37.42 |

| Job Title | Skill Level | Hourly Wage Rate | Hourly Bill Rate |
|-----------------------|-------------|------------------|------------------|
| IT Specialist | Mid-Level | \$39.91 | \$57.87 |
| IT Specialist | Senior | \$54.29 | \$78.71 |
| IT Specialist | Expert | \$66.20 | \$95.99 |
| Network Administrator | Junior | \$24.06 | \$34.89 |
| Network Administrator | Mid-Level | \$28.76 | \$41.70 |
| Network Administrator | Senior | \$42.84 | \$62.12 |
| Network Administrator | Expert | \$51.53 | \$74.72 |
| Network Architect | Junior | \$25.59 | \$37.10 |
| Network Architect | Mid-Level | \$39.91 | \$57.87 |
| Network Architect | Senior | \$57.44 | \$83.29 |
| Network Architect | Expert | \$66.55 | \$96.50 |
| Operations Manager | Junior | \$25.24 | \$36.59 |
| Operations Manager | Mid-Level | \$32.16 | \$46.63 |
| Operations Manager | Senior | \$45.54 | \$66.04 |
| Operations Manager | Expert | \$59.39 | \$86.12 |
| Programmer | Junior | \$25.94 | \$37.61 |
| Programmer | Mid-Level | \$42.61 | \$61.78 |
| Programmer | Senior | \$52.23 | \$75.74 |
| Programmer | Expert | \$58.69 | \$85.10 |
| Project Manager | Junior | \$27.00 | \$39.14 |
| Project Manager | Mid-Level | \$35.21 | \$51.06 |
| Project Manager | Senior | \$57.28 | \$83.05 |
| Project Manager | Expert | \$69.02 | \$100.07 |
| Security Analyst | Junior | \$25.24 | \$36.59 |
| Security Analyst | Mid-Level | \$35.80 | \$51.91 |
| Security Analyst | Senior | \$44.60 | \$64.67 |
| Security Analyst | Expert | \$57.98 | \$84.08 |
| Security Manager | Junior | \$27.11 | \$39.31 |
| Security Manager | Mid-Level | \$40.85 | \$59.23 |
| Security Manager | Senior | \$47.54 | \$68.93 |
| Security Manager | Expert | \$61.61 | \$89.33 |
| Software Analyst | Junior | \$27.58 | \$40.00 |
| Software Analyst | Mid-Level | \$36.15 | \$52.42 |
| Software Analyst | Senior | \$51.41 | \$74.55 |
| Software Analyst | Expert | \$62.68 | \$90.88 |
| Software Architect | Junior | \$27.94 | \$40.51 |

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| Contractor Name: | Panha Solutions, Inc. |
| Federal ID#: | 27-2783217 |

REGION 1

REGION 2

REGION 3

Region 1 Markup %

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Region 2 Markup %

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Region 3 Markup %

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| Job Title | Skill Level | Hourly Wage Rate | Hourly Bill Rate |
|-----------------------|-------------|------------------|------------------|
| Software Architect | Mid-Level | \$41.36 | \$59.97 |
| Software Architect | Senior | \$61.37 | \$88.99 |
| Software Architect | Expert | \$68.08 | \$98.71 |
| Software Developer | Junior | \$26.94 | \$39.06 |
| Software Developer | Mid-Level | \$41.70 | \$60.46 |
| Software Developer | Senior | \$53.10 | \$76.99 |
| Software Developer | Expert | \$60.03 | \$87.04 |
| Software Manager | Junior | \$25.71 | \$37.28 |
| Software Manager | Mid-Level | \$38.57 | \$55.92 |
| Software Manager | Senior | \$56.79 | \$82.34 |
| Software Manager | Expert | \$67.07 | \$97.25 |
| Systems Administrator | Junior | \$22.47 | \$32.58 |
| Systems Administrator | Mid-Level | \$27.39 | \$39.71 |
| Systems Administrator | Senior | \$40.02 | \$58.03 |
| Systems Administrator | Expert | \$50.30 | \$72.94 |
| Systems Analyst | Junior | \$22.92 | \$33.23 |
| Systems Analyst | Mid-Level | \$27.72 | \$40.20 |
| Systems Analyst | Senior | \$39.13 | \$56.73 |
| Systems Analyst | Expert | \$50.75 | \$73.59 |
| Systems Architect | Junior | \$26.61 | \$38.58 |
| Systems Architect | Mid-Level | \$39.13 | \$56.73 |
| Systems Architect | Senior | \$58.02 | \$84.12 |
| Systems Architect | Expert | \$63.61 | \$92.23 |
| Systems Developer | Junior | \$25.82 | \$37.44 |
| Systems Developer | Mid-Level | \$30.74 | \$44.57 |
| Systems Developer | Senior | \$46.39 | \$67.27 |
| Systems Developer | Expert | \$53.66 | \$77.80 |
| Technical Writer | Junior | \$19.00 | \$27.56 |
| Technical Writer | Mid-Level | \$22.92 | \$33.23 |
| Technical Writer | Senior | \$32.19 | \$46.68 |
| Technical Writer | Expert | \$35.88 | \$52.03 |
| Tester | Junior | \$19.00 | \$27.56 |
| Tester | Mid-Level | \$22.92 | \$33.23 |
| Tester | Senior | \$38.23 | \$55.43 |
| Tester | Expert | \$44.49 | \$64.51 |
| Training Developer | Junior | \$19.00 | \$27.56 |

| Job Title | Skill Level | Hourly Wage Rate | Hourly Bill Rate |
|-----------------------|-------------|------------------|------------------|
| Software Architect | Mid-Level | \$40.12 | \$58.17 |
| Software Architect | Senior | \$59.53 | \$86.32 |
| Software Architect | Expert | \$66.04 | \$95.75 |
| Software Developer | Junior | \$26.13 | \$37.89 |
| Software Developer | Mid-Level | \$40.45 | \$58.65 |
| Software Developer | Senior | \$51.51 | \$74.68 |
| Software Developer | Expert | \$58.23 | \$84.43 |
| Software Manager | Junior | \$24.94 | \$36.16 |
| Software Manager | Mid-Level | \$37.41 | \$54.24 |
| Software Manager | Senior | \$55.08 | \$79.87 |
| Software Manager | Expert | \$65.06 | \$94.34 |
| Systems Administrator | Junior | \$21.79 | \$31.60 |
| Systems Administrator | Mid-Level | \$26.57 | \$38.52 |
| Systems Administrator | Senior | \$38.82 | \$56.29 |
| Systems Administrator | Expert | \$48.79 | \$70.75 |
| Systems Analyst | Junior | \$22.23 | \$32.23 |
| Systems Analyst | Mid-Level | \$26.89 | \$38.99 |
| Systems Analyst | Senior | \$37.95 | \$55.03 |
| Systems Analyst | Expert | \$49.23 | \$71.38 |
| Systems Architect | Junior | \$25.81 | \$37.42 |
| Systems Architect | Mid-Level | \$37.95 | \$55.03 |
| Systems Architect | Senior | \$56.28 | \$81.60 |
| Systems Architect | Expert | \$61.70 | \$89.46 |
| Systems Developer | Junior | \$25.05 | \$36.32 |
| Systems Developer | Mid-Level | \$29.82 | \$43.24 |
| Systems Developer | Senior | \$45.00 | \$65.25 |
| Systems Developer | Expert | \$52.05 | \$75.47 |
| Technical Writer | Junior | \$18.43 | \$26.73 |
| Technical Writer | Mid-Level | \$22.23 | \$32.23 |
| Technical Writer | Senior | \$31.23 | \$45.28 |
| Technical Writer | Expert | \$34.81 | \$50.47 |
| Tester | Junior | \$18.43 | \$26.73 |
| Tester | Mid-Level | \$22.23 | \$32.23 |
| Tester | Senior | \$37.08 | \$53.77 |
| Tester | Expert | \$43.15 | \$62.57 |
| Training Developer | Junior | \$18.43 | \$26.73 |

| Job Title | Skill Level | Hourly Wage Rate | Hourly Bill Rate |
|-----------------------|-------------|------------------|------------------|
| Software Architect | Mid-Level | \$43.43 | \$62.97 |
| Software Architect | Senior | \$64.44 | \$93.44 |
| Software Architect | Expert | \$71.48 | \$103.65 |
| Software Developer | Junior | \$28.29 | \$41.02 |
| Software Developer | Mid-Level | \$43.78 | \$63.48 |
| Software Developer | Senior | \$55.75 | \$80.84 |
| Software Developer | Expert | \$63.03 | \$91.39 |
| Software Manager | Junior | \$27.00 | \$39.14 |
| Software Manager | Mid-Level | \$40.49 | \$58.72 |
| Software Manager | Senior | \$59.63 | \$86.46 |
| Software Manager | Expert | \$70.43 | \$102.12 |
| Systems Administrator | Junior | \$23.59 | \$34.21 |
| Systems Administrator | Mid-Level | \$28.76 | \$41.70 |
| Systems Administrator | Senior | \$42.02 | \$60.93 |
| Systems Administrator | Expert | \$52.82 | \$76.59 |
| Systems Analyst | Junior | \$24.06 | \$34.89 |
| Systems Analyst | Mid-Level | \$29.11 | \$42.21 |
| Systems Analyst | Senior | \$41.08 | \$59.57 |
| Systems Analyst | Expert | \$53.29 | \$77.27 |
| Systems Architect | Junior | \$27.94 | \$40.51 |
| Systems Architect | Mid-Level | \$41.08 | \$59.57 |
| Systems Architect | Senior | \$60.92 | \$88.33 |
| Systems Architect | Expert | \$66.79 | \$96.84 |
| Systems Developer | Junior | \$27.11 | \$39.31 |
| Systems Developer | Mid-Level | \$32.28 | \$46.80 |
| Systems Developer | Senior | \$48.71 | \$70.63 |
| Systems Developer | Expert | \$56.34 | \$81.69 |
| Technical Writer | Junior | \$19.95 | \$28.93 |
| Technical Writer | Mid-Level | \$24.06 | \$34.89 |
| Technical Writer | Senior | \$33.80 | \$49.02 |
| Technical Writer | Expert | \$37.68 | \$54.63 |
| Tester | Junior | \$19.95 | \$28.93 |
| Tester | Mid-Level | \$24.06 | \$34.89 |
| Tester | Senior | \$40.14 | \$58.21 |
| Tester | Expert | \$46.72 | \$67.74 |
| Training Developer | Junior | \$19.95 | \$28.93 |

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| Contractor Name: | Panha Solutions, Inc. |
| Federal ID#: | 27-2783217 |

REGION 1

Region 1 Markup % 45.00%

REGION 2

Region 2 Markup % 45.00%

REGION 3

Region 3 Markup % 45.00%

| Job Title | Skill Level | Hourly Wage Rate | Hourly Bill Rate |
|--------------------|-------------|------------------|------------------|
| Training Developer | Mid-Level | \$22.92 | \$33.23 |
| Training Developer | Senior | \$33.31 | \$48.30 |
| Training Developer | Expert | \$38.12 | \$55.27 |
| Web Administrator | Junior | \$20.23 | \$29.34 |
| Web Administrator | Mid-Level | \$28.06 | \$40.68 |
| Web Administrator | Senior | \$36.22 | \$52.52 |
| Web Administrator | Expert | \$48.53 | \$70.36 |
| Web Designer | Junior | \$21.80 | \$31.61 |
| Web Designer | Mid-Level | \$29.62 | \$42.95 |
| Web Designer | Senior | \$36.89 | \$53.49 |
| Web Designer | Expert | \$44.71 | \$64.84 |
| Web Developer | Junior | \$24.70 | \$35.82 |
| Web Developer | Mid-Level | \$40.58 | \$58.84 |
| Web Developer | Senior | \$49.74 | \$72.13 |
| Web Developer | Expert | \$55.89 | \$81.04 |
| Web Manager | Junior | \$25.82 | \$37.44 |
| Web Manager | Mid-Level | \$41.70 | \$60.46 |
| Web Manager | Senior | \$50.30 | \$72.94 |
| Web Manager | Expert | \$57.22 | \$82.97 |

| Job Title | Skill Level | Hourly Wage Rate | Hourly Bill Rate |
|--------------------|-------------|------------------|------------------|
| Training Developer | Mid-Level | \$22.23 | \$32.23 |
| Training Developer | Senior | \$32.31 | \$46.85 |
| Training Developer | Expert | \$36.98 | \$53.61 |
| Web Administrator | Junior | \$19.63 | \$28.46 |
| Web Administrator | Mid-Level | \$27.22 | \$39.46 |
| Web Administrator | Senior | \$35.13 | \$50.94 |
| Web Administrator | Expert | \$47.07 | \$68.25 |
| Web Designer | Junior | \$21.14 | \$30.66 |
| Web Designer | Mid-Level | \$28.73 | \$41.67 |
| Web Designer | Senior | \$35.78 | \$51.88 |
| Web Designer | Expert | \$43.37 | \$62.89 |
| Web Developer | Junior | \$23.96 | \$34.75 |
| Web Developer | Mid-Level | \$39.36 | \$57.07 |
| Web Developer | Senior | \$48.25 | \$69.97 |
| Web Developer | Expert | \$54.22 | \$78.61 |
| Web Manager | Junior | \$25.05 | \$36.32 |
| Web Manager | Mid-Level | \$40.45 | \$58.65 |
| Web Manager | Senior | \$48.79 | \$70.75 |
| Web Manager | Expert | \$55.51 | \$80.48 |

| Job Title | Skill Level | Hourly Wage Rate | Hourly Bill Rate |
|--------------------|-------------|------------------|------------------|
| Training Developer | Mid-Level | \$24.06 | \$34.89 |
| Training Developer | Senior | \$34.98 | \$50.72 |
| Training Developer | Expert | \$40.02 | \$58.04 |
| Web Administrator | Junior | \$21.24 | \$30.81 |
| Web Administrator | Mid-Level | \$29.46 | \$42.72 |
| Web Administrator | Senior | \$38.03 | \$55.14 |
| Web Administrator | Expert | \$50.95 | \$73.88 |
| Web Designer | Junior | \$22.89 | \$33.19 |
| Web Designer | Mid-Level | \$31.10 | \$45.10 |
| Web Designer | Senior | \$38.73 | \$56.16 |
| Web Designer | Expert | \$46.95 | \$68.08 |
| Web Developer | Junior | \$25.94 | \$37.61 |
| Web Developer | Mid-Level | \$42.61 | \$61.78 |
| Web Developer | Senior | \$52.23 | \$75.74 |
| Web Developer | Expert | \$58.69 | \$85.10 |
| Web Manager | Junior | \$27.11 | \$39.31 |
| Web Manager | Mid-Level | \$43.78 | \$63.48 |
| Web Manager | Senior | \$52.82 | \$76.59 |
| Web Manager | Expert | \$60.08 | \$87.12 |

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| Contractor Name: | Panha Solutions, Inc. |
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REGION 1

REGION 2

REGION 3

Region 1 Markup %

45.00%

Region 2 Markup %

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Region 3 Markup %

45.00%

| Job Title | Skill Level | Hourly Wage Rate | Hourly Bill Rate |
|------------------------|-------------|------------------|------------------|
| Business Analyst | Junior | \$21.96 | \$31.85 |
| Business Analyst | Mid-Level | \$30.05 | \$43.57 |
| Business Analyst | Senior | \$45.89 | \$66.55 |
| Business Analyst | Expert | \$52.17 | \$75.64 |
| Cloud Engineer | Junior | \$25.24 | \$36.60 |
| Cloud Engineer | Mid-Level | \$32.78 | \$47.53 |
| Cloud Engineer | Senior | \$50.16 | \$72.73 |
| Cloud Engineer | Expert | \$58.35 | \$84.61 |
| Database Administrator | Junior | \$21.96 | \$31.85 |
| Database Administrator | Mid-Level | \$30.05 | \$43.57 |
| Database Administrator | Senior | \$48.63 | \$70.51 |
| Database Administrator | Expert | \$55.40 | \$80.33 |
| Database Architect | Junior | \$26.01 | \$37.71 |
| Database Architect | Mid-Level | \$38.25 | \$55.46 |
| Database Architect | Senior | \$56.71 | \$82.23 |
| Database Architect | Expert | \$62.18 | \$90.16 |
| Database Manager | Junior | \$23.49 | \$34.07 |
| Database Manager | Mid-Level | \$31.69 | \$45.95 |
| Database Manager | Senior | \$39.88 | \$57.83 |
| Database Manager | Expert | \$50.70 | \$73.52 |
| Graphic Designer | Junior | \$21.96 | \$31.85 |
| Graphic Designer | Mid-Level | \$25.68 | \$37.23 |
| Graphic Designer | Senior | \$31.14 | \$45.16 |
| Graphic Designer | Expert | \$41.09 | \$59.58 |
| Help Desk Manager | Junior | \$23.06 | \$33.43 |
| Help Desk Manager | Mid-Level | \$27.32 | \$39.61 |
| Help Desk Manager | Senior | \$32.89 | \$47.69 |
| Help Desk Manager | Expert | \$42.62 | \$61.79 |

| Job Title | Skill Level | Hourly Wage Rate | Hourly Bill Rate |
|------------------------|-------------|------------------|------------------|
| Business Analyst | Junior | \$21.30 | \$30.89 |
| Business Analyst | Mid-Level | \$29.15 | \$42.27 |
| Business Analyst | Senior | \$44.52 | \$64.55 |
| Business Analyst | Expert | \$50.60 | \$73.37 |
| Cloud Engineer | Junior | \$24.48 | \$35.50 |
| Cloud Engineer | Mid-Level | \$31.80 | \$46.11 |
| Cloud Engineer | Senior | \$48.65 | \$70.54 |
| Cloud Engineer | Expert | \$56.60 | \$82.07 |
| Database Administrator | Junior | \$21.30 | \$30.89 |
| Database Administrator | Mid-Level | \$29.15 | \$42.27 |
| Database Administrator | Senior | \$47.17 | \$68.39 |
| Database Administrator | Expert | \$53.74 | \$77.92 |
| Database Architect | Junior | \$25.23 | \$36.58 |
| Database Architect | Mid-Level | \$37.10 | \$53.79 |
| Database Architect | Senior | \$55.01 | \$79.77 |
| Database Architect | Expert | \$60.31 | \$87.45 |
| Database Manager | Junior | \$22.79 | \$33.04 |
| Database Manager | Mid-Level | \$30.74 | \$44.57 |
| Database Manager | Senior | \$38.69 | \$56.10 |
| Database Manager | Expert | \$49.18 | \$71.31 |
| Graphic Designer | Junior | \$21.30 | \$30.89 |
| Graphic Designer | Mid-Level | \$24.91 | \$36.12 |
| Graphic Designer | Senior | \$30.21 | \$43.80 |
| Graphic Designer | Expert | \$39.85 | \$57.79 |
| Help Desk Manager | Junior | \$22.36 | \$32.43 |
| Help Desk Manager | Mid-Level | \$26.50 | \$38.42 |
| Help Desk Manager | Senior | \$31.90 | \$46.26 |
| Help Desk Manager | Expert | \$41.34 | \$59.94 |

| Job Title | Skill Level | Hourly Wage Rate | Hourly Bill Rate |
|------------------------|-------------|------------------|------------------|
| Business Analyst | Junior | \$23.06 | \$33.44 |
| Business Analyst | Mid-Level | \$31.55 | \$45.75 |
| Business Analyst | Senior | \$48.19 | \$69.87 |
| Business Analyst | Expert | \$54.78 | \$79.42 |
| Cloud Engineer | Junior | \$26.50 | \$38.43 |
| Cloud Engineer | Mid-Level | \$34.42 | \$49.91 |
| Cloud Engineer | Senior | \$52.66 | \$76.36 |
| Cloud Engineer | Expert | \$61.27 | \$88.84 |
| Database Administrator | Junior | \$23.06 | \$33.44 |
| Database Administrator | Mid-Level | \$31.55 | \$45.75 |
| Database Administrator | Senior | \$51.06 | \$74.03 |
| Database Administrator | Expert | \$58.17 | \$84.35 |
| Database Architect | Junior | \$27.31 | \$39.60 |
| Database Architect | Mid-Level | \$40.16 | \$58.23 |
| Database Architect | Senior | \$59.55 | \$86.34 |
| Database Architect | Expert | \$65.28 | \$94.66 |
| Database Manager | Junior | \$24.67 | \$35.77 |
| Database Manager | Mid-Level | \$33.27 | \$48.25 |
| Database Manager | Senior | \$41.88 | \$60.72 |
| Database Manager | Expert | \$53.24 | \$77.19 |
| Graphic Designer | Junior | \$23.06 | \$33.44 |
| Graphic Designer | Mid-Level | \$26.96 | \$39.10 |
| Graphic Designer | Senior | \$32.70 | \$47.41 |
| Graphic Designer | Expert | \$43.14 | \$62.55 |
| Help Desk Manager | Junior | \$24.21 | \$35.10 |
| Help Desk Manager | Mid-Level | \$28.68 | \$41.59 |
| Help Desk Manager | Senior | \$34.54 | \$50.08 |
| Help Desk Manager | Expert | \$44.75 | \$64.88 |

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| Contractor Name: | Panha Solutions, Inc. |
| Federal ID#: | 27-2783217 |

REGION 1

REGION 2

REGION 3

Region 1 Markup %

45.00%

Region 2 Markup %

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Region 3 Markup %

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| Job Title | Skill Level | Hourly Wage Rate | Hourly Bill Rate |
|-----------------------|-------------|------------------|------------------|
| IT Manager | Junior | \$25.13 | \$36.44 |
| IT Manager | Mid-Level | \$37.70 | \$54.66 |
| IT Manager | Senior | \$51.14 | \$74.15 |
| IT Manager | Expert | \$59.32 | \$86.02 |
| IT Specialist | Junior | \$21.96 | \$31.85 |
| IT Specialist | Mid-Level | \$37.15 | \$53.87 |
| IT Specialist | Senior | \$50.54 | \$73.28 |
| IT Specialist | Expert | \$61.63 | \$89.36 |
| Network Administrator | Junior | \$22.40 | \$32.48 |
| Network Administrator | Mid-Level | \$26.77 | \$38.82 |
| Network Administrator | Senior | \$39.88 | \$57.83 |
| Network Administrator | Expert | \$47.97 | \$69.56 |
| Network Architect | Junior | \$23.82 | \$34.54 |
| Network Architect | Mid-Level | \$37.15 | \$53.87 |
| Network Architect | Senior | \$53.48 | \$77.54 |
| Network Architect | Expert | \$61.96 | \$89.84 |
| Operations Manager | Junior | \$23.49 | \$34.07 |
| Operations Manager | Mid-Level | \$29.94 | \$43.41 |
| Operations Manager | Senior | \$42.40 | \$61.48 |
| Operations Manager | Expert | \$55.29 | \$80.17 |
| Programmer | Junior | \$24.15 | \$35.02 |
| Programmer | Mid-Level | \$39.67 | \$57.52 |
| Programmer | Senior | \$48.63 | \$70.51 |
| Programmer | Expert | \$54.64 | \$79.22 |
| Project Manager | Junior | \$25.13 | \$36.44 |
| Project Manager | Mid-Level | \$32.78 | \$47.53 |
| Project Manager | Senior | \$53.33 | \$77.32 |
| Project Manager | Expert | \$64.25 | \$93.17 |
| Security Analyst | Junior | \$23.49 | \$34.07 |
| Security Analyst | Mid-Level | \$33.33 | \$48.33 |

| Job Title | Skill Level | Hourly Wage Rate | Hourly Bill Rate |
|-----------------------|-------------|------------------|------------------|
| IT Manager | Junior | \$24.38 | \$35.35 |
| IT Manager | Mid-Level | \$36.57 | \$53.02 |
| IT Manager | Senior | \$49.61 | \$71.93 |
| IT Manager | Expert | \$57.54 | \$83.44 |
| IT Specialist | Junior | \$21.30 | \$30.89 |
| IT Specialist | Mid-Level | \$36.04 | \$52.26 |
| IT Specialist | Senior | \$49.02 | \$71.08 |
| IT Specialist | Expert | \$59.78 | \$86.68 |
| Network Administrator | Junior | \$21.73 | \$31.51 |
| Network Administrator | Mid-Level | \$25.97 | \$37.65 |
| Network Administrator | Senior | \$38.69 | \$56.10 |
| Network Administrator | Expert | \$46.53 | \$67.47 |
| Network Architect | Junior | \$23.11 | \$33.50 |
| Network Architect | Mid-Level | \$36.04 | \$52.26 |
| Network Architect | Senior | \$51.87 | \$75.22 |
| Network Architect | Expert | \$60.10 | \$87.14 |
| Operations Manager | Junior | \$22.79 | \$33.04 |
| Operations Manager | Mid-Level | \$29.04 | \$42.11 |
| Operations Manager | Senior | \$41.13 | \$59.63 |
| Operations Manager | Expert | \$53.63 | \$77.77 |
| Programmer | Junior | \$23.42 | \$33.97 |
| Programmer | Mid-Level | \$38.48 | \$55.79 |
| Programmer | Senior | \$47.17 | \$68.39 |
| Programmer | Expert | \$53.00 | \$76.85 |
| Project Manager | Junior | \$24.38 | \$35.35 |
| Project Manager | Mid-Level | \$31.80 | \$46.11 |
| Project Manager | Senior | \$51.73 | \$75.00 |
| Project Manager | Expert | \$62.32 | \$90.37 |
| Security Analyst | Junior | \$22.79 | \$33.04 |
| Security Analyst | Mid-Level | \$32.33 | \$46.88 |

| Job Title | Skill Level | Hourly Wage Rate | Hourly Bill Rate |
|-----------------------|-------------|------------------|------------------|
| IT Manager | Junior | \$26.39 | \$38.26 |
| IT Manager | Mid-Level | \$39.58 | \$57.40 |
| IT Manager | Senior | \$53.70 | \$77.86 |
| IT Manager | Expert | \$62.29 | \$90.32 |
| IT Specialist | Junior | \$23.06 | \$33.44 |
| IT Specialist | Mid-Level | \$39.01 | \$56.57 |
| IT Specialist | Senior | \$53.07 | \$76.95 |
| IT Specialist | Expert | \$64.71 | \$93.83 |
| Network Administrator | Junior | \$23.52 | \$34.11 |
| Network Administrator | Mid-Level | \$28.11 | \$40.76 |
| Network Administrator | Senior | \$41.88 | \$60.72 |
| Network Administrator | Expert | \$50.37 | \$73.04 |
| Network Architect | Junior | \$25.01 | \$36.27 |
| Network Architect | Mid-Level | \$39.01 | \$56.57 |
| Network Architect | Senior | \$56.15 | \$81.42 |
| Network Architect | Expert | \$65.06 | \$94.33 |
| Operations Manager | Junior | \$24.67 | \$35.77 |
| Operations Manager | Mid-Level | \$31.44 | \$45.58 |
| Operations Manager | Senior | \$44.52 | \$64.55 |
| Operations Manager | Expert | \$58.06 | \$84.18 |
| Programmer | Junior | \$25.36 | \$36.77 |
| Programmer | Mid-Level | \$41.65 | \$60.39 |
| Programmer | Senior | \$51.06 | \$74.03 |
| Programmer | Expert | \$57.37 | \$83.18 |
| Project Manager | Junior | \$26.39 | \$38.26 |
| Project Manager | Mid-Level | \$34.42 | \$49.91 |
| Project Manager | Senior | \$55.99 | \$81.19 |
| Project Manager | Expert | \$67.46 | \$97.82 |
| Security Analyst | Junior | \$24.67 | \$35.77 |
| Security Analyst | Mid-Level | \$34.99 | \$50.74 |

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| Contractor Name: | Panha Solutions, Inc. |
| Federal ID#: | 27-2783217 |

REGION 1

REGION 2

REGION 3

Region 1 Markup %

45.00%

Region 2 Markup %

45.00%

Region 3 Markup %

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| Job Title | Skill Level | Hourly Wage Rate | Hourly Bill Rate |
|-----------------------|-------------|------------------|------------------|
| Security Analyst | Senior | \$41.52 | \$60.21 |
| Security Analyst | Expert | \$53.98 | \$78.27 |
| Security Manager | Junior | \$25.24 | \$36.60 |
| Security Manager | Mid-Level | \$38.03 | \$55.14 |
| Security Manager | Senior | \$44.26 | \$64.17 |
| Security Manager | Expert | \$57.36 | \$83.17 |
| Software Analyst | Junior | \$25.68 | \$37.23 |
| Software Analyst | Mid-Level | \$33.66 | \$48.80 |
| Software Analyst | Senior | \$47.86 | \$69.40 |
| Software Analyst | Expert | \$58.35 | \$84.61 |
| Software Architect | Junior | \$26.01 | \$37.71 |
| Software Architect | Mid-Level | \$40.43 | \$58.62 |
| Software Architect | Senior | \$59.99 | \$86.99 |
| Software Architect | Expert | \$66.55 | \$96.49 |
| Software Developer | Junior | \$26.33 | \$38.19 |
| Software Developer | Mid-Level | \$40.76 | \$59.10 |
| Software Developer | Senior | \$51.90 | \$75.26 |
| Software Developer | Expert | \$58.68 | \$85.09 |
| Software Manager | Junior | \$25.13 | \$36.44 |
| Software Manager | Mid-Level | \$37.70 | \$54.66 |
| Software Manager | Senior | \$55.51 | \$80.49 |
| Software Manager | Expert | \$65.56 | \$95.07 |
| Systems Administrator | Junior | \$21.96 | \$31.85 |
| Systems Administrator | Mid-Level | \$26.77 | \$38.82 |
| Systems Administrator | Senior | \$39.12 | \$56.72 |
| Systems Administrator | Expert | \$49.17 | \$71.30 |
| Systems Analyst | Junior | \$22.40 | \$32.48 |
| Systems Analyst | Mid-Level | \$27.10 | \$39.29 |
| Systems Analyst | Senior | \$38.25 | \$55.46 |
| Systems Analyst | Expert | \$49.61 | \$71.93 |
| Systems Architect | Junior | \$26.01 | \$37.71 |

| Job Title | Skill Level | Hourly Wage Rate | Hourly Bill Rate |
|-----------------------|-------------|------------------|------------------|
| Security Analyst | Senior | \$40.28 | \$58.40 |
| Security Analyst | Expert | \$52.36 | \$75.92 |
| Security Manager | Junior | \$24.48 | \$35.50 |
| Security Manager | Mid-Level | \$36.89 | \$53.48 |
| Security Manager | Senior | \$42.93 | \$62.25 |
| Security Manager | Expert | \$55.64 | \$80.67 |
| Software Analyst | Junior | \$24.91 | \$36.12 |
| Software Analyst | Mid-Level | \$32.65 | \$47.34 |
| Software Analyst | Senior | \$46.43 | \$67.32 |
| Software Analyst | Expert | \$56.60 | \$82.07 |
| Software Architect | Junior | \$25.23 | \$36.58 |
| Software Architect | Mid-Level | \$39.22 | \$56.87 |
| Software Architect | Senior | \$58.19 | \$84.38 |
| Software Architect | Expert | \$64.55 | \$93.60 |
| Software Developer | Junior | \$25.54 | \$37.04 |
| Software Developer | Mid-Level | \$39.54 | \$57.33 |
| Software Developer | Senior | \$50.35 | \$73.00 |
| Software Developer | Expert | \$56.92 | \$82.53 |
| Software Manager | Junior | \$24.38 | \$35.35 |
| Software Manager | Mid-Level | \$36.57 | \$53.02 |
| Software Manager | Senior | \$53.85 | \$78.08 |
| Software Manager | Expert | \$63.60 | \$92.22 |
| Systems Administrator | Junior | \$21.30 | \$30.89 |
| Systems Administrator | Mid-Level | \$25.97 | \$37.65 |
| Systems Administrator | Senior | \$37.95 | \$55.02 |
| Systems Administrator | Expert | \$47.70 | \$69.16 |
| Systems Analyst | Junior | \$21.73 | \$31.51 |
| Systems Analyst | Mid-Level | \$26.29 | \$38.12 |
| Systems Analyst | Senior | \$37.10 | \$53.79 |
| Systems Analyst | Expert | \$48.12 | \$69.78 |
| Systems Architect | Junior | \$25.23 | \$36.58 |

| Job Title | Skill Level | Hourly Wage Rate | Hourly Bill Rate |
|-----------------------|-------------|------------------|------------------|
| Security Analyst | Senior | \$43.60 | \$63.22 |
| Security Analyst | Expert | \$56.68 | \$82.19 |
| Security Manager | Junior | \$26.50 | \$38.43 |
| Security Manager | Mid-Level | \$39.93 | \$57.90 |
| Security Manager | Senior | \$46.47 | \$67.38 |
| Security Manager | Expert | \$60.23 | \$87.33 |
| Software Analyst | Junior | \$26.96 | \$39.10 |
| Software Analyst | Mid-Level | \$35.34 | \$51.24 |
| Software Analyst | Senior | \$50.25 | \$72.87 |
| Software Analyst | Expert | \$61.27 | \$88.84 |
| Software Architect | Junior | \$27.31 | \$39.60 |
| Software Architect | Mid-Level | \$42.45 | \$61.56 |
| Software Architect | Senior | \$62.99 | \$91.34 |
| Software Architect | Expert | \$69.87 | \$101.32 |
| Software Developer | Junior | \$27.65 | \$40.09 |
| Software Developer | Mid-Level | \$42.80 | \$62.06 |
| Software Developer | Senior | \$54.50 | \$79.02 |
| Software Developer | Expert | \$61.61 | \$89.34 |
| Software Manager | Junior | \$26.39 | \$38.26 |
| Software Manager | Mid-Level | \$39.58 | \$57.40 |
| Software Manager | Senior | \$58.29 | \$84.51 |
| Software Manager | Expert | \$68.84 | \$99.82 |
| Systems Administrator | Junior | \$23.06 | \$33.44 |
| Systems Administrator | Mid-Level | \$28.11 | \$40.76 |
| Systems Administrator | Senior | \$41.08 | \$59.56 |
| Systems Administrator | Expert | \$51.63 | \$74.87 |
| Systems Analyst | Junior | \$23.52 | \$34.11 |
| Systems Analyst | Mid-Level | \$28.45 | \$41.26 |
| Systems Analyst | Senior | \$40.16 | \$58.23 |
| Systems Analyst | Expert | \$52.09 | \$75.53 |
| Systems Architect | Junior | \$27.31 | \$39.60 |

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| Contractor Name: | Panha Solutions, Inc. |
| Federal ID#: | 27-2783217 |

REGION 1

REGION 2

REGION 3

Region 1 Markup %

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Region 2 Markup %

45.00%

Region 3 Markup %

45.00%

| Job Title | Skill Level | Hourly Wage Rate | Hourly Bill Rate |
|--------------------|-------------|------------------|------------------|
| Systems Architect | Mid-Level | \$38.25 | \$55.46 |
| Systems Architect | Senior | \$56.71 | \$82.23 |
| Systems Architect | Expert | \$62.18 | \$90.16 |
| Systems Developer | Junior | \$25.24 | \$36.60 |
| Systems Developer | Mid-Level | \$30.05 | \$43.57 |
| Systems Developer | Senior | \$45.35 | \$65.75 |
| Systems Developer | Expert | \$52.45 | \$76.05 |
| Technical Writer | Junior | \$18.58 | \$26.94 |
| Technical Writer | Mid-Level | \$22.40 | \$32.48 |
| Technical Writer | Senior | \$31.47 | \$45.63 |
| Technical Writer | Expert | \$35.08 | \$50.86 |
| Tester | Junior | \$18.58 | \$26.94 |
| Tester | Mid-Level | \$22.40 | \$32.48 |
| Tester | Senior | \$37.37 | \$54.19 |
| Tester | Expert | \$43.49 | \$63.06 |
| Training Developer | Junior | \$18.58 | \$26.94 |
| Training Developer | Mid-Level | \$22.40 | \$32.48 |
| Training Developer | Senior | \$32.56 | \$47.22 |
| Training Developer | Expert | \$37.26 | \$54.03 |
| Web Administrator | Junior | \$19.78 | \$28.68 |
| Web Administrator | Mid-Level | \$27.43 | \$39.77 |
| Web Administrator | Senior | \$35.40 | \$51.34 |
| Web Administrator | Expert | \$47.44 | \$68.78 |
| Web Designer | Junior | \$21.31 | \$30.90 |
| Web Designer | Mid-Level | \$28.96 | \$41.99 |
| Web Designer | Senior | \$36.06 | \$52.29 |
| Web Designer | Expert | \$43.71 | \$63.38 |
| Web Developer | Junior | \$24.15 | \$35.02 |
| Web Developer | Mid-Level | \$39.67 | \$57.52 |
| Web Developer | Senior | \$48.63 | \$70.51 |
| Web Developer | Expert | \$54.64 | \$79.22 |

| Job Title | Skill Level | Hourly Wage Rate | Hourly Bill Rate |
|--------------------|-------------|------------------|------------------|
| Systems Architect | Mid-Level | \$37.10 | \$53.79 |
| Systems Architect | Senior | \$55.01 | \$79.77 |
| Systems Architect | Expert | \$60.31 | \$87.45 |
| Systems Developer | Junior | \$24.48 | \$35.50 |
| Systems Developer | Mid-Level | \$29.15 | \$42.27 |
| Systems Developer | Senior | \$43.99 | \$63.78 |
| Systems Developer | Expert | \$50.88 | \$73.77 |
| Technical Writer | Junior | \$18.02 | \$26.13 |
| Technical Writer | Mid-Level | \$21.73 | \$31.51 |
| Technical Writer | Senior | \$30.53 | \$44.26 |
| Technical Writer | Expert | \$34.02 | \$49.34 |
| Tester | Junior | \$18.02 | \$26.13 |
| Tester | Mid-Level | \$21.73 | \$31.51 |
| Tester | Senior | \$36.25 | \$52.56 |
| Tester | Expert | \$42.18 | \$61.16 |
| Training Developer | Junior | \$18.02 | \$26.13 |
| Training Developer | Mid-Level | \$21.73 | \$31.51 |
| Training Developer | Senior | \$31.59 | \$45.80 |
| Training Developer | Expert | \$36.14 | \$52.41 |
| Web Administrator | Junior | \$19.19 | \$27.82 |
| Web Administrator | Mid-Level | \$26.60 | \$38.58 |
| Web Administrator | Senior | \$34.34 | \$49.80 |
| Web Administrator | Expert | \$46.01 | \$66.72 |
| Web Designer | Junior | \$20.67 | \$29.97 |
| Web Designer | Mid-Level | \$28.09 | \$40.73 |
| Web Designer | Senior | \$34.98 | \$50.72 |
| Web Designer | Expert | \$42.40 | \$61.48 |
| Web Developer | Junior | \$23.42 | \$33.97 |
| Web Developer | Mid-Level | \$38.48 | \$55.79 |
| Web Developer | Senior | \$47.17 | \$68.39 |
| Web Developer | Expert | \$53.00 | \$76.85 |

| Job Title | Skill Level | Hourly Wage Rate | Hourly Bill Rate |
|--------------------|-------------|------------------|------------------|
| Systems Architect | Mid-Level | \$40.16 | \$58.23 |
| Systems Architect | Senior | \$59.55 | \$86.34 |
| Systems Architect | Expert | \$65.28 | \$94.66 |
| Systems Developer | Junior | \$26.50 | \$38.43 |
| Systems Developer | Mid-Level | \$31.55 | \$45.75 |
| Systems Developer | Senior | \$47.62 | \$69.04 |
| Systems Developer | Expert | \$55.07 | \$79.86 |
| Technical Writer | Junior | \$19.51 | \$28.28 |
| Technical Writer | Mid-Level | \$23.52 | \$34.11 |
| Technical Writer | Senior | \$33.04 | \$47.91 |
| Technical Writer | Expert | \$36.83 | \$53.40 |
| Tester | Junior | \$19.51 | \$28.28 |
| Tester | Mid-Level | \$23.52 | \$34.11 |
| Tester | Senior | \$39.24 | \$56.90 |
| Tester | Expert | \$45.67 | \$66.21 |
| Training Developer | Junior | \$19.51 | \$28.28 |
| Training Developer | Mid-Level | \$23.52 | \$34.11 |
| Training Developer | Senior | \$34.19 | \$49.58 |
| Training Developer | Expert | \$39.13 | \$56.73 |
| Web Administrator | Junior | \$20.77 | \$30.11 |
| Web Administrator | Mid-Level | \$28.80 | \$41.76 |
| Web Administrator | Senior | \$37.17 | \$53.90 |
| Web Administrator | Expert | \$49.81 | \$72.22 |
| Web Designer | Junior | \$22.37 | \$32.44 |
| Web Designer | Mid-Level | \$30.41 | \$44.09 |
| Web Designer | Senior | \$37.86 | \$54.90 |
| Web Designer | Expert | \$45.89 | \$66.55 |
| Web Developer | Junior | \$25.36 | \$36.77 |
| Web Developer | Mid-Level | \$41.65 | \$60.39 |
| Web Developer | Senior | \$51.06 | \$74.03 |
| Web Developer | Expert | \$57.37 | \$83.18 |

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| Contractor Name: | Panha Solutions, Inc. |
| Federal ID#: | 27-2783217 |

| REGION 1 | | | | REGION 2 | | | | REGION 3 | | | |
|--------------------------|--------------------|-------------------------|-------------------------|--------------------------|--------------------|-------------------------|-------------------------|--------------------------|--------------------|-------------------------|-------------------------|
| Region 1 Markup % | | 45.00% | | Region 2 Markup % | | 45.00% | | 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 |
| Web Manager | Junior | \$25.24 | \$36.60 | Web Manager | Junior | \$24.48 | \$35.50 | Web Manager | Junior | \$26.50 | \$38.43 |
| Web Manager | Mid-Level | \$40.76 | \$59.10 | Web Manager | Mid-Level | \$39.54 | \$57.33 | Web Manager | Mid-Level | \$42.80 | \$62.06 |
| Web Manager | Senior | \$49.17 | \$71.30 | Web Manager | Senior | \$47.70 | \$69.16 | Web Manager | Senior | \$51.63 | \$74.87 |
| Web Manager | Expert | \$55.94 | \$81.11 | Web Manager | Expert | \$54.26 | \$78.67 | Web Manager | Expert | \$58.73 | \$85.16 |

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| Contractor Name: | Panha Solutions, Inc. |
| Federal ID#: | 27-2783217 |

REGION 1

REGION 2

REGION 3

Region 1 Markup %

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Region 2 Markup %

45.00%

Region 3 Markup %

45.00%

| Job Title | Skill Level | Hourly Wage Rate | Hourly Bill Rate |
|------------------------|-------------|------------------|------------------|
| Business Analyst | Junior | \$21.32 | \$30.92 |
| Business Analyst | Mid-Level | \$29.17 | \$42.30 |
| Business Analyst | Senior | \$44.56 | \$64.61 |
| Business Analyst | Expert | \$50.65 | \$73.44 |
| Cloud Engineer | Junior | \$24.51 | \$35.53 |
| Cloud Engineer | Mid-Level | \$31.83 | \$46.15 |
| Cloud Engineer | Senior | \$48.70 | \$70.61 |
| Cloud Engineer | Expert | \$56.65 | \$82.15 |
| Database Administrator | Junior | \$21.32 | \$30.92 |
| Database Administrator | Mid-Level | \$29.17 | \$42.30 |
| Database Administrator | Senior | \$47.21 | \$68.45 |
| Database Administrator | Expert | \$53.79 | \$77.99 |
| Database Architect | Junior | \$25.25 | \$36.61 |
| Database Architect | Mid-Level | \$37.13 | \$53.84 |
| Database Architect | Senior | \$55.06 | \$79.84 |
| Database Architect | Expert | \$60.37 | \$87.53 |
| Database Manager | Junior | \$22.81 | \$33.07 |
| Database Manager | Mid-Level | \$30.77 | \$44.61 |
| Database Manager | Senior | \$38.72 | \$56.15 |
| Database Manager | Expert | \$49.23 | \$71.38 |
| Graphic Designer | Junior | \$21.32 | \$30.92 |
| Graphic Designer | Mid-Level | \$24.93 | \$36.15 |
| Graphic Designer | Senior | \$30.24 | \$43.84 |
| Graphic Designer | Expert | \$39.89 | \$57.84 |
| Help Desk Manager | Junior | \$22.38 | \$32.46 |
| Help Desk Manager | Mid-Level | \$26.52 | \$38.46 |
| Help Desk Manager | Senior | \$31.93 | \$46.30 |
| Help Desk Manager | Expert | \$41.38 | \$59.99 |

| Job Title | Skill Level | Hourly Wage Rate | Hourly Bill Rate |
|------------------------|-------------|------------------|------------------|
| Business Analyst | Junior | \$20.68 | \$29.99 |
| Business Analyst | Mid-Level | \$28.30 | \$41.03 |
| Business Analyst | Senior | \$43.22 | \$62.67 |
| Business Analyst | Expert | \$49.13 | \$71.24 |
| Cloud Engineer | Junior | \$23.77 | \$34.47 |
| Cloud Engineer | Mid-Level | \$30.87 | \$44.76 |
| Cloud Engineer | Senior | \$47.23 | \$68.49 |
| Cloud Engineer | Expert | \$54.95 | \$79.68 |
| Database Administrator | Junior | \$20.68 | \$29.99 |
| Database Administrator | Mid-Level | \$28.30 | \$41.03 |
| Database Administrator | Senior | \$45.79 | \$66.40 |
| Database Administrator | Expert | \$52.17 | \$75.65 |
| Database Architect | Junior | \$24.49 | \$35.51 |
| Database Architect | Mid-Level | \$36.02 | \$52.23 |
| Database Architect | Senior | \$53.41 | \$77.44 |
| Database Architect | Expert | \$58.55 | \$84.90 |
| Database Manager | Junior | \$22.13 | \$32.08 |
| Database Manager | Mid-Level | \$29.84 | \$43.27 |
| Database Manager | Senior | \$37.56 | \$54.46 |
| Database Manager | Expert | \$47.75 | \$69.24 |
| Graphic Designer | Junior | \$20.68 | \$29.99 |
| Graphic Designer | Mid-Level | \$24.18 | \$35.07 |
| Graphic Designer | Senior | \$29.33 | \$42.53 |
| Graphic Designer | Expert | \$38.69 | \$56.11 |
| Help Desk Manager | Junior | \$21.71 | \$31.48 |
| Help Desk Manager | Mid-Level | \$25.73 | \$37.30 |
| Help Desk Manager | Senior | \$30.98 | \$44.91 |
| Help Desk Manager | Expert | \$40.13 | \$58.19 |

| Job Title | Skill Level | Hourly Wage Rate | Hourly Bill Rate |
|------------------------|-------------|------------------|------------------|
| Business Analyst | Junior | \$22.39 | \$32.47 |
| Business Analyst | Mid-Level | \$30.63 | \$44.42 |
| Business Analyst | Senior | \$46.79 | \$67.84 |
| Business Analyst | Expert | \$53.18 | \$77.11 |
| Cloud Engineer | Junior | \$25.73 | \$37.31 |
| Cloud Engineer | Mid-Level | \$33.42 | \$48.46 |
| Cloud Engineer | Senior | \$51.13 | \$74.14 |
| Cloud Engineer | Expert | \$59.48 | \$86.25 |
| Database Administrator | Junior | \$22.39 | \$32.47 |
| Database Administrator | Mid-Level | \$30.63 | \$44.42 |
| Database Administrator | Senior | \$49.57 | \$71.88 |
| Database Administrator | Expert | \$56.48 | \$81.89 |
| Database Architect | Junior | \$26.51 | \$38.44 |
| Database Architect | Mid-Level | \$38.99 | \$56.53 |
| Database Architect | Senior | \$57.81 | \$83.83 |
| Database Architect | Expert | \$63.38 | \$91.91 |
| Database Manager | Junior | \$23.95 | \$34.73 |
| Database Manager | Mid-Level | \$32.30 | \$46.84 |
| Database Manager | Senior | \$40.66 | \$58.96 |
| Database Manager | Expert | \$51.69 | \$74.95 |
| Graphic Designer | Junior | \$22.39 | \$32.47 |
| Graphic Designer | Mid-Level | \$26.18 | \$37.96 |
| Graphic Designer | Senior | \$31.75 | \$46.03 |
| Graphic Designer | Expert | \$41.88 | \$60.73 |
| Help Desk Manager | Junior | \$23.50 | \$34.08 |
| Help Desk Manager | Mid-Level | \$27.85 | \$40.38 |
| Help Desk Manager | Senior | \$33.53 | \$48.62 |
| Help Desk Manager | Expert | \$43.44 | \$62.99 |

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| Contractor Name: | Panha Solutions, Inc. |
| Federal ID#: | 27-2783217 |

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Region 1 Markup %

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| Job Title | Skill Level | Hourly Wage Rate | Hourly Bill Rate |
|-----------------------|-------------|------------------|------------------|
| IT Manager | Junior | \$24.40 | \$35.38 |
| IT Manager | Mid-Level | \$36.60 | \$53.07 |
| IT Manager | Senior | \$49.65 | \$71.99 |
| IT Manager | Expert | \$57.60 | \$83.51 |
| IT Specialist | Junior | \$21.32 | \$30.92 |
| IT Specialist | Mid-Level | \$36.07 | \$52.30 |
| IT Specialist | Senior | \$49.07 | \$71.15 |
| IT Specialist | Expert | \$59.83 | \$86.76 |
| Network Administrator | Junior | \$21.75 | \$31.54 |
| Network Administrator | Mid-Level | \$25.99 | \$37.69 |
| Network Administrator | Senior | \$38.72 | \$56.15 |
| Network Administrator | Expert | \$46.57 | \$67.53 |
| Network Architect | Junior | \$23.13 | \$33.54 |
| Network Architect | Mid-Level | \$36.07 | \$52.30 |
| Network Architect | Senior | \$51.92 | \$75.28 |
| Network Architect | Expert | \$60.15 | \$87.22 |
| Operations Manager | Junior | \$22.81 | \$33.07 |
| Operations Manager | Mid-Level | \$29.07 | \$42.15 |
| Operations Manager | Senior | \$41.16 | \$59.69 |
| Operations Manager | Expert | \$53.68 | \$77.84 |
| Programmer | Junior | \$23.45 | \$34.00 |
| Programmer | Mid-Level | \$38.51 | \$55.84 |
| Programmer | Senior | \$47.21 | \$68.45 |
| Programmer | Expert | \$53.05 | \$76.92 |
| Project Manager | Junior | \$24.40 | \$35.38 |
| Project Manager | Mid-Level | \$31.83 | \$46.15 |
| Project Manager | Senior | \$51.77 | \$75.07 |
| Project Manager | Expert | \$62.38 | \$90.45 |
| Security Analyst | Junior | \$22.81 | \$33.07 |
| Security Analyst | Mid-Level | \$32.36 | \$46.92 |

| Job Title | Skill Level | Hourly Wage Rate | Hourly Bill Rate |
|-----------------------|-------------|------------------|------------------|
| IT Manager | Junior | \$23.67 | \$34.32 |
| IT Manager | Mid-Level | \$35.50 | \$51.48 |
| IT Manager | Senior | \$48.16 | \$69.83 |
| IT Manager | Expert | \$55.87 | \$81.01 |
| IT Specialist | Junior | \$20.68 | \$29.99 |
| IT Specialist | Mid-Level | \$34.99 | \$50.73 |
| IT Specialist | Senior | \$47.59 | \$69.01 |
| IT Specialist | Expert | \$58.04 | \$84.16 |
| Network Administrator | Junior | \$21.10 | \$30.59 |
| Network Administrator | Mid-Level | \$25.21 | \$36.56 |
| Network Administrator | Senior | \$37.56 | \$54.46 |
| Network Administrator | Expert | \$45.18 | \$65.51 |
| Network Architect | Junior | \$22.43 | \$32.53 |
| Network Architect | Mid-Level | \$34.99 | \$50.73 |
| Network Architect | Senior | \$50.36 | \$73.03 |
| Network Architect | Expert | \$58.35 | \$84.61 |
| Operations Manager | Junior | \$22.13 | \$32.08 |
| Operations Manager | Mid-Level | \$28.20 | \$40.89 |
| Operations Manager | Senior | \$39.93 | \$57.90 |
| Operations Manager | Expert | \$52.07 | \$75.50 |
| Programmer | Junior | \$22.74 | \$32.98 |
| Programmer | Mid-Level | \$37.36 | \$54.17 |
| Programmer | Senior | \$45.79 | \$66.40 |
| Programmer | Expert | \$51.45 | \$74.61 |
| Project Manager | Junior | \$23.67 | \$34.32 |
| Project Manager | Mid-Level | \$30.87 | \$44.76 |
| Project Manager | Senior | \$50.22 | \$72.82 |
| Project Manager | Expert | \$60.51 | \$87.74 |
| Security Analyst | Junior | \$22.13 | \$32.08 |
| Security Analyst | Mid-Level | \$31.39 | \$45.51 |

| Job Title | Skill Level | Hourly Wage Rate | Hourly Bill Rate |
|-----------------------|-------------|------------------|------------------|
| IT Manager | Junior | \$25.62 | \$37.15 |
| IT Manager | Mid-Level | \$38.43 | \$55.73 |
| IT Manager | Senior | \$52.13 | \$75.59 |
| IT Manager | Expert | \$60.48 | \$87.69 |
| IT Specialist | Junior | \$22.39 | \$32.47 |
| IT Specialist | Mid-Level | \$37.87 | \$54.92 |
| IT Specialist | Senior | \$51.52 | \$74.70 |
| IT Specialist | Expert | \$62.83 | \$91.10 |
| Network Administrator | Junior | \$22.84 | \$33.11 |
| Network Administrator | Mid-Level | \$27.29 | \$39.57 |
| Network Administrator | Senior | \$40.66 | \$58.96 |
| Network Administrator | Expert | \$48.90 | \$70.91 |
| Network Architect | Junior | \$24.28 | \$35.21 |
| Network Architect | Mid-Level | \$37.87 | \$54.92 |
| Network Architect | Senior | \$54.52 | \$79.05 |
| Network Architect | Expert | \$63.16 | \$91.58 |
| Operations Manager | Junior | \$23.95 | \$34.73 |
| Operations Manager | Mid-Level | \$30.52 | \$44.26 |
| Operations Manager | Senior | \$43.22 | \$62.67 |
| Operations Manager | Expert | \$56.37 | \$81.73 |
| Programmer | Junior | \$24.62 | \$35.70 |
| Programmer | Mid-Level | \$40.44 | \$58.63 |
| Programmer | Senior | \$49.57 | \$71.88 |
| Programmer | Expert | \$55.70 | \$80.76 |
| Project Manager | Junior | \$25.62 | \$37.15 |
| Project Manager | Mid-Level | \$33.42 | \$48.46 |
| Project Manager | Senior | \$54.36 | \$78.82 |
| Project Manager | Expert | \$65.50 | \$94.97 |
| Security Analyst | Junior | \$23.95 | \$34.73 |
| Security Analyst | Mid-Level | \$33.98 | \$49.26 |

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| Contractor Name: | Panha Solutions, Inc. |
| Federal ID#: | 27-2783217 |

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Region 2 Markup %

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Region 3 Markup %

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| Job Title | Skill Level | Hourly Wage Rate | Hourly Bill Rate |
|-----------------------|-------------|------------------|------------------|
| Security Analyst | Senior | \$40.31 | \$58.46 |
| Security Analyst | Expert | \$52.41 | \$75.99 |
| Security Analyst | Junior | \$24.51 | \$35.53 |
| Security Manager | Mid-Level | \$36.92 | \$53.53 |
| Security Manager | Senior | \$42.97 | \$62.30 |
| Security Manager | Expert | \$55.69 | \$80.75 |
| Software Analyst | Junior | \$24.93 | \$36.15 |
| Software Analyst | Mid-Level | \$32.68 | \$47.38 |
| Software Analyst | Senior | \$46.47 | \$67.38 |
| Software Analyst | Expert | \$56.65 | \$82.15 |
| Software Architect | Junior | \$25.25 | \$36.61 |
| Software Architect | Mid-Level | \$39.25 | \$56.92 |
| Software Architect | Senior | \$58.24 | \$84.45 |
| Software Architect | Expert | \$64.61 | \$93.68 |
| Software Developer | Junior | \$25.57 | \$37.07 |
| Software Developer | Mid-Level | \$39.57 | \$57.38 |
| Software Developer | Senior | \$50.39 | \$73.07 |
| Software Developer | Expert | \$56.97 | \$82.61 |
| Software Manager | Junior | \$24.40 | \$35.38 |
| Software Manager | Mid-Level | \$36.60 | \$53.07 |
| Software Manager | Senior | \$53.89 | \$78.15 |
| Software Manager | Expert | \$63.65 | \$92.30 |
| Systems Administrator | Junior | \$21.32 | \$30.92 |
| Systems Administrator | Mid-Level | \$25.99 | \$37.69 |
| Systems Administrator | Senior | \$37.98 | \$55.07 |
| Systems Administrator | Expert | \$47.74 | \$69.22 |
| Systems Analyst | Junior | \$21.75 | \$31.54 |
| Systems Analyst | Mid-Level | \$26.31 | \$38.15 |
| Systems Analyst | Senior | \$37.13 | \$53.84 |
| Systems Analyst | Expert | \$48.16 | \$69.84 |
| Systems Architect | Junior | \$25.25 | \$36.61 |

| Job Title | Skill Level | Hourly Wage Rate | Hourly Bill Rate |
|-----------------------|-------------|------------------|------------------|
| Security Analyst | Senior | \$39.10 | \$56.70 |
| Security Analyst | Expert | \$50.84 | \$73.71 |
| Security Analyst | Junior | \$23.77 | \$34.47 |
| Security Manager | Mid-Level | \$35.81 | \$51.93 |
| Security Manager | Senior | \$41.68 | \$60.43 |
| Security Manager | Expert | \$54.02 | \$78.32 |
| Software Analyst | Junior | \$24.18 | \$35.07 |
| Software Analyst | Mid-Level | \$31.70 | \$45.96 |
| Software Analyst | Senior | \$45.07 | \$65.36 |
| Software Analyst | Expert | \$54.95 | \$79.68 |
| Software Architect | Junior | \$24.49 | \$35.51 |
| Software Architect | Mid-Level | \$38.08 | \$55.21 |
| Software Architect | Senior | \$56.50 | \$81.92 |
| Software Architect | Expert | \$62.67 | \$90.87 |
| Software Developer | Junior | \$24.80 | \$35.96 |
| Software Developer | Mid-Level | \$38.38 | \$55.66 |
| Software Developer | Senior | \$48.88 | \$70.88 |
| Software Developer | Expert | \$55.26 | \$80.13 |
| Software Manager | Junior | \$23.67 | \$34.32 |
| Software Manager | Mid-Level | \$35.50 | \$51.48 |
| Software Manager | Senior | \$52.28 | \$75.80 |
| Software Manager | Expert | \$61.74 | \$89.53 |
| Systems Administrator | Junior | \$20.68 | \$29.99 |
| Systems Administrator | Mid-Level | \$25.21 | \$36.56 |
| Systems Administrator | Senior | \$36.84 | \$53.42 |
| Systems Administrator | Expert | \$46.31 | \$67.15 |
| Systems Analyst | Junior | \$21.10 | \$30.59 |
| Systems Analyst | Mid-Level | \$25.52 | \$37.01 |
| Systems Analyst | Senior | \$36.02 | \$52.23 |
| Systems Analyst | Expert | \$46.72 | \$67.74 |
| Systems Architect | Junior | \$24.49 | \$35.51 |

| Job Title | Skill Level | Hourly Wage Rate | Hourly Bill Rate |
|-----------------------|-------------|------------------|------------------|
| Security Analyst | Senior | \$42.33 | \$61.38 |
| Security Analyst | Expert | \$55.03 | \$79.79 |
| Security Analyst | Junior | \$25.73 | \$37.31 |
| Security Manager | Mid-Level | \$38.77 | \$56.21 |
| Security Manager | Senior | \$45.11 | \$65.42 |
| Security Manager | Expert | \$58.47 | \$84.78 |
| Software Analyst | Junior | \$26.18 | \$37.96 |
| Software Analyst | Mid-Level | \$34.31 | \$49.75 |
| Software Analyst | Senior | \$48.79 | \$70.75 |
| Software Analyst | Expert | \$59.48 | \$86.25 |
| Software Architect | Junior | \$26.51 | \$38.44 |
| Software Architect | Mid-Level | \$41.22 | \$59.76 |
| Software Architect | Senior | \$61.16 | \$88.68 |
| Software Architect | Expert | \$67.84 | \$98.37 |
| Software Developer | Junior | \$26.85 | \$38.93 |
| Software Developer | Mid-Level | \$41.55 | \$60.25 |
| Software Developer | Senior | \$52.91 | \$76.72 |
| Software Developer | Expert | \$59.82 | \$86.74 |
| Software Manager | Junior | \$25.62 | \$37.15 |
| Software Manager | Mid-Level | \$38.43 | \$55.73 |
| Software Manager | Senior | \$56.59 | \$82.05 |
| Software Manager | Expert | \$66.84 | \$96.91 |
| Systems Administrator | Junior | \$22.39 | \$32.47 |
| Systems Administrator | Mid-Level | \$27.29 | \$39.57 |
| Systems Administrator | Senior | \$39.88 | \$57.82 |
| Systems Administrator | Expert | \$50.13 | \$72.68 |
| Systems Analyst | Junior | \$22.84 | \$33.11 |
| Systems Analyst | Mid-Level | \$27.63 | \$40.06 |
| Systems Analyst | Senior | \$38.99 | \$56.53 |
| Systems Analyst | Expert | \$50.57 | \$73.33 |
| Systems Architect | Junior | \$26.51 | \$38.44 |

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| Contractor Name: | Panha Solutions, Inc. |
| Federal ID#: | 27-2783217 |

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Region 2 Markup %

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| Job Title | Skill Level | Hourly Wage Rate | Hourly Bill Rate |
|--------------------|-------------|------------------|------------------|
| Systems Architect | Mid-Level | \$37.13 | \$53.84 |
| Systems Architect | Senior | \$55.06 | \$79.84 |
| Systems Architect | Expert | \$60.37 | \$87.53 |
| Systems Developer | Junior | \$24.51 | \$35.53 |
| Systems Developer | Mid-Level | \$29.17 | \$42.30 |
| Systems Developer | Senior | \$44.03 | \$63.84 |
| Systems Developer | Expert | \$50.92 | \$73.84 |
| Technical Writer | Junior | \$18.04 | \$26.15 |
| Technical Writer | Mid-Level | \$21.75 | \$31.54 |
| Technical Writer | Senior | \$30.55 | \$44.30 |
| Technical Writer | Expert | \$34.05 | \$49.38 |
| Tester | Junior | \$18.04 | \$26.15 |
| Tester | Mid-Level | \$21.75 | \$31.54 |
| Tester | Senior | \$36.28 | \$52.61 |
| Tester | Expert | \$42.22 | \$61.22 |
| Training Developer | Junior | \$18.04 | \$26.15 |
| Training Developer | Mid-Level | \$21.75 | \$31.54 |
| Training Developer | Senior | \$31.61 | \$45.84 |
| Training Developer | Expert | \$36.18 | \$52.46 |
| Web Administrator | Junior | \$19.20 | \$27.84 |
| Web Administrator | Mid-Level | \$26.63 | \$38.61 |
| Web Administrator | Senior | \$34.37 | \$49.84 |
| Web Administrator | Expert | \$46.05 | \$66.78 |
| Web Designer | Junior | \$20.69 | \$30.00 |
| Web Designer | Mid-Level | \$28.11 | \$40.77 |
| Web Designer | Senior | \$35.01 | \$50.76 |
| Web Designer | Expert | \$42.44 | \$61.53 |
| Web Developer | Junior | \$23.45 | \$34.00 |
| Web Developer | Mid-Level | \$38.51 | \$55.84 |
| Web Developer | Senior | \$47.21 | \$68.45 |
| Web Developer | Expert | \$53.05 | \$76.92 |

| Job Title | Skill Level | Hourly Wage Rate | Hourly Bill Rate |
|--------------------|-------------|------------------|------------------|
| Systems Architect | Mid-Level | \$36.02 | \$52.23 |
| Systems Architect | Senior | \$53.41 | \$77.44 |
| Systems Architect | Expert | \$58.55 | \$84.90 |
| Systems Developer | Junior | \$23.77 | \$34.47 |
| Systems Developer | Mid-Level | \$28.30 | \$41.03 |
| Systems Developer | Senior | \$42.71 | \$61.92 |
| Systems Developer | Expert | \$49.40 | \$71.62 |
| Technical Writer | Junior | \$17.49 | \$25.37 |
| Technical Writer | Mid-Level | \$21.10 | \$30.59 |
| Technical Writer | Senior | \$29.64 | \$42.97 |
| Technical Writer | Expert | \$33.03 | \$47.90 |
| Tester | Junior | \$17.49 | \$25.37 |
| Tester | Mid-Level | \$21.10 | \$30.59 |
| Tester | Senior | \$35.19 | \$51.03 |
| Tester | Expert | \$40.95 | \$59.38 |
| Training Developer | Junior | \$17.49 | \$25.37 |
| Training Developer | Mid-Level | \$21.10 | \$30.59 |
| Training Developer | Senior | \$30.67 | \$44.47 |
| Training Developer | Expert | \$35.09 | \$50.88 |
| Web Administrator | Junior | \$18.63 | \$27.01 |
| Web Administrator | Mid-Level | \$25.83 | \$37.45 |
| Web Administrator | Senior | \$33.34 | \$48.35 |
| Web Administrator | Expert | \$44.67 | \$64.77 |
| Web Designer | Junior | \$20.07 | \$29.10 |
| Web Designer | Mid-Level | \$27.27 | \$39.54 |
| Web Designer | Senior | \$33.96 | \$49.24 |
| Web Designer | Expert | \$41.16 | \$59.69 |
| Web Developer | Junior | \$22.74 | \$32.98 |
| Web Developer | Mid-Level | \$37.36 | \$54.17 |
| Web Developer | Senior | \$45.79 | \$66.40 |
| Web Developer | Expert | \$51.45 | \$74.61 |

| Job Title | Skill Level | Hourly Wage Rate | Hourly Bill Rate |
|--------------------|-------------|------------------|------------------|
| Systems Architect | Mid-Level | \$38.99 | \$56.53 |
| Systems Architect | Senior | \$57.81 | \$83.83 |
| Systems Architect | Expert | \$63.38 | \$91.91 |
| Systems Developer | Junior | \$25.73 | \$37.31 |
| Systems Developer | Mid-Level | \$30.63 | \$44.42 |
| Systems Developer | Senior | \$46.23 | \$67.03 |
| Systems Developer | Expert | \$53.47 | \$77.53 |
| Technical Writer | Junior | \$18.94 | \$27.46 |
| Technical Writer | Mid-Level | \$22.84 | \$33.11 |
| Technical Writer | Senior | \$32.08 | \$46.52 |
| Technical Writer | Expert | \$35.76 | \$51.85 |
| Tester | Junior | \$18.94 | \$27.46 |
| Tester | Mid-Level | \$22.84 | \$33.11 |
| Tester | Senior | \$38.10 | \$55.24 |
| Tester | Expert | \$44.34 | \$64.29 |
| Training Developer | Junior | \$18.94 | \$27.46 |
| Training Developer | Mid-Level | \$22.84 | \$33.11 |
| Training Developer | Senior | \$33.20 | \$48.13 |
| Training Developer | Expert | \$37.99 | \$55.08 |
| Web Administrator | Junior | \$20.16 | \$29.24 |
| Web Administrator | Mid-Level | \$27.96 | \$40.54 |
| Web Administrator | Senior | \$36.09 | \$52.33 |
| Web Administrator | Expert | \$48.36 | \$70.12 |
| Web Designer | Junior | \$21.72 | \$31.50 |
| Web Designer | Mid-Level | \$29.52 | \$42.80 |
| Web Designer | Senior | \$36.76 | \$53.30 |
| Web Designer | Expert | \$44.56 | \$64.61 |
| Web Developer | Junior | \$24.62 | \$35.70 |
| Web Developer | Mid-Level | \$40.44 | \$58.63 |
| Web Developer | Senior | \$49.57 | \$71.88 |
| Web Developer | Expert | \$55.70 | \$80.76 |

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| Contractor Name: | Panha Solutions, Inc. |
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| Job Title | Skill Level | Hourly Wage Rate | Hourly Bill Rate |
|-------------|-------------|------------------|------------------|
| Web Manager | Junior | \$24.51 | \$35.53 |
| Web Manager | Mid-Level | \$39.57 | \$57.38 |
| Web Manager | Senior | \$47.74 | \$69.22 |
| Web Manager | Expert | \$54.31 | \$78.75 |

| Job Title | Skill Level | Hourly Wage Rate | Hourly Bill Rate |
|-------------|-------------|------------------|------------------|
| Web Manager | Junior | \$23.77 | \$34.47 |
| Web Manager | Mid-Level | \$38.38 | \$55.66 |
| Web Manager | Senior | \$46.31 | \$67.15 |
| Web Manager | Expert | \$52.68 | \$76.38 |

| Job Title | Skill Level | Hourly Wage Rate | Hourly Bill Rate |
|-------------|-------------|------------------|------------------|
| Web Manager | Junior | \$25.73 | \$37.31 |
| Web Manager | Mid-Level | \$41.55 | \$60.25 |
| Web Manager | Senior | \$50.13 | \$72.68 |
| Web Manager | Expert | \$57.02 | \$82.68 |

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| Contractor Name: | Panha Solutions, Inc. |
| Federal ID#: | 27-2783217 |

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| Job Title | Skill Level | Hourly Wage Rate | Hourly Bill Rate |
|------------------------|-------------|------------------|------------------|
| Business Analyst | Junior | \$20.70 | \$30.02 |
| Business Analyst | Mid-Level | \$28.33 | \$41.07 |
| Business Analyst | Senior | \$43.26 | \$62.73 |
| Business Analyst | Expert | \$49.17 | \$71.30 |
| Cloud Engineer | Junior | \$23.79 | \$34.50 |
| Cloud Engineer | Mid-Level | \$30.90 | \$44.81 |
| Cloud Engineer | Senior | \$47.28 | \$68.55 |
| Cloud Engineer | Expert | \$55.00 | \$79.75 |
| Database Administrator | Junior | \$20.70 | \$30.02 |
| Database Administrator | Mid-Level | \$28.33 | \$41.07 |
| Database Administrator | Senior | \$45.84 | \$66.46 |
| Database Administrator | Expert | \$52.22 | \$75.72 |
| Database Architect | Junior | \$24.51 | \$35.55 |
| Database Architect | Mid-Level | \$36.05 | \$52.27 |
| Database Architect | Senior | \$53.46 | \$77.51 |
| Database Architect | Expert | \$58.61 | \$84.98 |
| Database Manager | Junior | \$22.15 | \$32.11 |
| Database Manager | Mid-Level | \$29.87 | \$43.31 |
| Database Manager | Senior | \$37.60 | \$54.51 |
| Database Manager | Expert | \$47.79 | \$69.30 |
| Graphic Designer | Junior | \$20.70 | \$30.02 |
| Graphic Designer | Mid-Level | \$24.21 | \$35.10 |
| Graphic Designer | Senior | \$29.36 | \$42.56 |
| Graphic Designer | Expert | \$38.73 | \$56.16 |
| Help Desk Manager | Junior | \$21.73 | \$31.51 |
| Help Desk Manager | Mid-Level | \$25.75 | \$37.34 |
| Help Desk Manager | Senior | \$31.00 | \$44.95 |
| Help Desk Manager | Expert | \$40.17 | \$58.25 |
| IT Manager | Junior | \$23.69 | \$34.35 |

| Job Title | Skill Level | Hourly Wage Rate | Hourly Bill Rate |
|------------------------|-------------|------------------|------------------|
| Business Analyst | Junior | \$20.08 | \$29.12 |
| Business Analyst | Mid-Level | \$27.48 | \$39.84 |
| Business Analyst | Senior | \$41.96 | \$60.85 |
| Business Analyst | Expert | \$47.70 | \$69.16 |
| Cloud Engineer | Junior | \$23.08 | \$33.46 |
| Cloud Engineer | Mid-Level | \$29.97 | \$43.46 |
| Cloud Engineer | Senior | \$45.86 | \$66.50 |
| Cloud Engineer | Expert | \$53.35 | \$77.36 |
| Database Administrator | Junior | \$20.08 | \$29.12 |
| Database Administrator | Mid-Level | \$27.48 | \$39.84 |
| Database Administrator | Senior | \$44.46 | \$64.47 |
| Database Administrator | Expert | \$50.65 | \$73.45 |
| Database Architect | Junior | \$23.78 | \$34.48 |
| Database Architect | Mid-Level | \$34.97 | \$50.70 |
| Database Architect | Senior | \$51.85 | \$75.19 |
| Database Architect | Expert | \$56.85 | \$82.43 |
| Database Manager | Junior | \$21.48 | \$31.15 |
| Database Manager | Mid-Level | \$28.97 | \$42.01 |
| Database Manager | Senior | \$36.47 | \$52.88 |
| Database Manager | Expert | \$46.36 | \$67.22 |
| Graphic Designer | Junior | \$20.08 | \$29.12 |
| Graphic Designer | Mid-Level | \$23.48 | \$34.04 |
| Graphic Designer | Senior | \$28.47 | \$41.29 |
| Graphic Designer | Expert | \$37.57 | \$54.47 |
| Help Desk Manager | Junior | \$21.08 | \$30.57 |
| Help Desk Manager | Mid-Level | \$24.98 | \$36.22 |
| Help Desk Manager | Senior | \$30.07 | \$43.61 |
| Help Desk Manager | Expert | \$38.96 | \$56.50 |
| IT Manager | Junior | \$22.98 | \$33.32 |

| Job Title | Skill Level | Hourly Wage Rate | Hourly Bill Rate |
|------------------------|-------------|------------------|------------------|
| Business Analyst | Junior | \$21.74 | \$31.52 |
| Business Analyst | Mid-Level | \$29.74 | \$43.12 |
| Business Analyst | Senior | \$45.42 | \$65.86 |
| Business Analyst | Expert | \$51.63 | \$74.86 |
| Cloud Engineer | Junior | \$24.98 | \$36.22 |
| Cloud Engineer | Mid-Level | \$32.45 | \$47.05 |
| Cloud Engineer | Senior | \$49.64 | \$71.98 |
| Cloud Engineer | Expert | \$57.75 | \$83.74 |
| Database Administrator | Junior | \$21.74 | \$31.52 |
| Database Administrator | Mid-Level | \$29.74 | \$43.12 |
| Database Administrator | Senior | \$48.13 | \$69.78 |
| Database Administrator | Expert | \$54.83 | \$79.51 |
| Database Architect | Junior | \$25.74 | \$37.32 |
| Database Architect | Mid-Level | \$37.85 | \$54.89 |
| Database Architect | Senior | \$56.13 | \$81.39 |
| Database Architect | Expert | \$61.54 | \$89.23 |
| Database Manager | Junior | \$23.25 | \$33.72 |
| Database Manager | Mid-Level | \$31.36 | \$45.48 |
| Database Manager | Senior | \$39.47 | \$57.24 |
| Database Manager | Expert | \$50.18 | \$72.76 |
| Graphic Designer | Junior | \$21.74 | \$31.52 |
| Graphic Designer | Mid-Level | \$25.42 | \$36.85 |
| Graphic Designer | Senior | \$30.82 | \$44.69 |
| Graphic Designer | Expert | \$40.66 | \$58.96 |
| Help Desk Manager | Junior | \$22.82 | \$33.09 |
| Help Desk Manager | Mid-Level | \$27.04 | \$39.20 |
| Help Desk Manager | Senior | \$32.55 | \$47.20 |
| Help Desk Manager | Expert | \$42.18 | \$61.16 |
| IT Manager | Junior | \$24.87 | \$36.07 |

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| Contractor Name: | Panha Solutions, Inc. |
| Federal ID#: | 27-2783217 |

REGION 1

REGION 2

REGION 3

Region 1 Markup %

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Region 2 Markup %

45.00%

Region 3 Markup %

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| Job Title | Skill Level | Hourly Wage Rate | Hourly Bill Rate |
|-----------------------|-------------|------------------|------------------|
| IT Manager | Mid-Level | \$35.54 | \$51.53 |
| IT Manager | Senior | \$48.20 | \$69.90 |
| IT Manager | Expert | \$55.92 | \$81.08 |
| IT Specialist | Junior | \$20.70 | \$30.02 |
| IT Specialist | Mid-Level | \$35.02 | \$50.78 |
| IT Specialist | Senior | \$47.64 | \$69.07 |
| IT Specialist | Expert | \$58.09 | \$84.23 |
| Network Administrator | Junior | \$21.12 | \$30.62 |
| Network Administrator | Mid-Level | \$25.24 | \$36.59 |
| Network Administrator | Senior | \$37.60 | \$54.51 |
| Network Administrator | Expert | \$45.22 | \$65.56 |
| Network Architect | Junior | \$22.45 | \$32.56 |
| Network Architect | Mid-Level | \$35.02 | \$50.78 |
| Network Architect | Senior | \$50.41 | \$73.09 |
| Network Architect | Expert | \$58.40 | \$84.68 |
| Operations Manager | Junior | \$22.15 | \$32.11 |
| Operations Manager | Mid-Level | \$28.22 | \$40.92 |
| Operations Manager | Senior | \$39.96 | \$57.95 |
| Operations Manager | Expert | \$52.12 | \$75.57 |
| Programmer | Junior | \$22.76 | \$33.01 |
| Programmer | Mid-Level | \$37.39 | \$54.21 |
| Programmer | Senior | \$45.84 | \$66.46 |
| Programmer | Expert | \$51.50 | \$74.68 |
| Project Manager | Junior | \$23.69 | \$34.35 |
| Project Manager | Mid-Level | \$30.90 | \$44.81 |
| Project Manager | Senior | \$50.26 | \$72.88 |
| Project Manager | Expert | \$60.56 | \$87.82 |
| Security Analyst | Junior | \$22.15 | \$32.11 |
| Security Analyst | Mid-Level | \$31.42 | \$45.55 |
| Security Analyst | Senior | \$39.14 | \$56.75 |
| Security Analyst | Expert | \$50.88 | \$73.78 |
| Security Manager | Junior | \$23.79 | \$34.50 |

| Job Title | Skill Level | Hourly Wage Rate | Hourly Bill Rate |
|-----------------------|-------------|------------------|------------------|
| IT Manager | Mid-Level | \$34.47 | \$49.98 |
| IT Manager | Senior | \$46.76 | \$67.80 |
| IT Manager | Expert | \$54.24 | \$78.65 |
| IT Specialist | Junior | \$20.08 | \$29.12 |
| IT Specialist | Mid-Level | \$33.97 | \$49.26 |
| IT Specialist | Senior | \$46.21 | \$67.00 |
| IT Specialist | Expert | \$56.35 | \$81.71 |
| Network Administrator | Junior | \$20.48 | \$29.70 |
| Network Administrator | Mid-Level | \$24.48 | \$35.49 |
| Network Administrator | Senior | \$36.47 | \$52.88 |
| Network Administrator | Expert | \$43.86 | \$63.60 |
| Network Architect | Junior | \$21.78 | \$31.58 |
| Network Architect | Mid-Level | \$33.97 | \$49.26 |
| Network Architect | Senior | \$48.90 | \$70.90 |
| Network Architect | Expert | \$56.65 | \$82.14 |
| Operations Manager | Junior | \$21.48 | \$31.15 |
| Operations Manager | Mid-Level | \$27.38 | \$39.69 |
| Operations Manager | Senior | \$38.77 | \$56.21 |
| Operations Manager | Expert | \$50.55 | \$73.30 |
| Programmer | Junior | \$22.08 | \$32.02 |
| Programmer | Mid-Level | \$36.27 | \$52.59 |
| Programmer | Senior | \$44.46 | \$64.47 |
| Programmer | Expert | \$49.96 | \$72.43 |
| Project Manager | Junior | \$22.98 | \$33.32 |
| Project Manager | Mid-Level | \$29.97 | \$43.46 |
| Project Manager | Senior | \$48.76 | \$70.70 |
| Project Manager | Expert | \$58.75 | \$85.18 |
| Security Analyst | Junior | \$21.48 | \$31.15 |
| Security Analyst | Mid-Level | \$30.47 | \$44.19 |
| Security Analyst | Senior | \$37.97 | \$55.05 |
| Security Analyst | Expert | \$49.36 | \$71.57 |
| Security Manager | Junior | \$23.08 | \$33.46 |

| Job Title | Skill Level | Hourly Wage Rate | Hourly Bill Rate |
|-----------------------|-------------|------------------|------------------|
| IT Manager | Mid-Level | \$37.31 | \$54.10 |
| IT Manager | Senior | \$50.61 | \$73.39 |
| IT Manager | Expert | \$58.71 | \$85.14 |
| IT Specialist | Junior | \$21.74 | \$31.52 |
| IT Specialist | Mid-Level | \$36.77 | \$53.32 |
| IT Specialist | Senior | \$50.02 | \$72.53 |
| IT Specialist | Expert | \$61.00 | \$88.45 |
| Network Administrator | Junior | \$22.17 | \$32.15 |
| Network Administrator | Mid-Level | \$26.50 | \$38.42 |
| Network Administrator | Senior | \$39.47 | \$57.24 |
| Network Administrator | Expert | \$47.48 | \$68.84 |
| Network Architect | Junior | \$23.58 | \$34.19 |
| Network Architect | Mid-Level | \$36.77 | \$53.32 |
| Network Architect | Senior | \$52.93 | \$76.75 |
| Network Architect | Expert | \$61.32 | \$88.92 |
| Operations Manager | Junior | \$23.25 | \$33.72 |
| Operations Manager | Mid-Level | \$29.63 | \$42.97 |
| Operations Manager | Senior | \$41.96 | \$60.85 |
| Operations Manager | Expert | \$54.72 | \$79.35 |
| Programmer | Junior | \$23.90 | \$34.66 |
| Programmer | Mid-Level | \$39.26 | \$56.92 |
| Programmer | Senior | \$48.13 | \$69.78 |
| Programmer | Expert | \$54.08 | \$78.41 |
| Project Manager | Junior | \$24.87 | \$36.07 |
| Project Manager | Mid-Level | \$32.45 | \$47.05 |
| Project Manager | Senior | \$52.78 | \$76.53 |
| Project Manager | Expert | \$63.59 | \$92.21 |
| Security Analyst | Junior | \$23.25 | \$33.72 |
| Security Analyst | Mid-Level | \$32.99 | \$47.83 |
| Security Analyst | Senior | \$41.10 | \$59.59 |
| Security Analyst | Expert | \$53.43 | \$77.47 |
| Security Manager | Junior | \$24.98 | \$36.22 |

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| Contractor Name: | Panha Solutions, Inc. |
| Federal ID#: | 27-2783217 |

REGION 1

REGION 2

REGION 3

Region 1 Markup %

45.00%

Region 2 Markup %

45.00%

Region 3 Markup %

45.00%

| Job Title | Skill Level | Hourly Wage Rate | Hourly Bill Rate |
|-----------------------|-------------|------------------|------------------|
| Security Manager | Mid-Level | \$35.84 | \$51.97 |
| Security Manager | Senior | \$41.72 | \$60.49 |
| Security Manager | Expert | \$54.06 | \$78.39 |
| Software Analyst | Junior | \$24.21 | \$35.10 |
| Software Analyst | Mid-Level | \$31.72 | \$46.00 |
| Software Analyst | Senior | \$45.11 | \$65.42 |
| Software Analyst | Expert | \$55.00 | \$79.75 |
| Software Architect | Junior | \$24.51 | \$35.55 |
| Software Architect | Mid-Level | \$38.11 | \$55.26 |
| Software Architect | Senior | \$56.55 | \$81.99 |
| Software Architect | Expert | \$62.73 | \$90.95 |
| Software Developer | Junior | \$24.82 | \$35.99 |
| Software Developer | Mid-Level | \$38.42 | \$55.71 |
| Software Developer | Senior | \$48.93 | \$70.94 |
| Software Developer | Expert | \$55.31 | \$80.20 |
| Software Manager | Junior | \$23.69 | \$34.35 |
| Software Manager | Mid-Level | \$35.54 | \$51.53 |
| Software Manager | Senior | \$52.32 | \$75.87 |
| Software Manager | Expert | \$61.80 | \$89.61 |
| Systems Administrator | Junior | \$20.70 | \$30.02 |
| Systems Administrator | Mid-Level | \$25.24 | \$36.59 |
| Systems Administrator | Senior | \$36.87 | \$53.47 |
| Systems Administrator | Expert | \$46.35 | \$67.21 |
| Systems Analyst | Junior | \$21.12 | \$30.62 |
| Systems Analyst | Mid-Level | \$25.54 | \$37.04 |
| Systems Analyst | Senior | \$36.05 | \$52.27 |
| Systems Analyst | Expert | \$46.76 | \$67.80 |
| Systems Architect | Junior | \$24.51 | \$35.55 |
| Systems Architect | Mid-Level | \$36.05 | \$52.27 |
| Systems Architect | Senior | \$53.46 | \$77.51 |
| Systems Architect | Expert | \$58.61 | \$84.98 |
| Systems Developer | Junior | \$23.79 | \$34.50 |
| Systems Developer | Mid-Level | \$28.33 | \$41.07 |

| Job Title | Skill Level | Hourly Wage Rate | Hourly Bill Rate |
|-----------------------|-------------|------------------|------------------|
| Security Manager | Mid-Level | \$34.77 | \$50.41 |
| Security Manager | Senior | \$40.46 | \$58.67 |
| Security Manager | Expert | \$52.44 | \$76.04 |
| Software Analyst | Junior | \$23.48 | \$34.04 |
| Software Analyst | Mid-Level | \$30.77 | \$44.62 |
| Software Analyst | Senior | \$43.76 | \$63.45 |
| Software Analyst | Expert | \$53.35 | \$77.36 |
| Software Architect | Junior | \$23.78 | \$34.48 |
| Software Architect | Mid-Level | \$36.97 | \$53.60 |
| Software Architect | Senior | \$54.85 | \$79.53 |
| Software Architect | Expert | \$60.85 | \$88.23 |
| Software Developer | Junior | \$24.08 | \$34.91 |
| Software Developer | Mid-Level | \$37.27 | \$54.04 |
| Software Developer | Senior | \$47.46 | \$68.81 |
| Software Developer | Expert | \$53.65 | \$77.79 |
| Software Manager | Junior | \$22.98 | \$33.32 |
| Software Manager | Mid-Level | \$34.47 | \$49.98 |
| Software Manager | Senior | \$50.75 | \$73.59 |
| Software Manager | Expert | \$59.95 | \$86.92 |
| Systems Administrator | Junior | \$20.08 | \$29.12 |
| Systems Administrator | Mid-Level | \$24.48 | \$35.49 |
| Systems Administrator | Senior | \$35.77 | \$51.86 |
| Systems Administrator | Expert | \$44.96 | \$65.19 |
| Systems Analyst | Junior | \$20.48 | \$29.70 |
| Systems Analyst | Mid-Level | \$24.78 | \$35.93 |
| Systems Analyst | Senior | \$34.97 | \$50.70 |
| Systems Analyst | Expert | \$45.36 | \$65.77 |
| Systems Architect | Junior | \$23.78 | \$34.48 |
| Systems Architect | Mid-Level | \$34.97 | \$50.70 |
| Systems Architect | Senior | \$51.85 | \$75.19 |
| Systems Architect | Expert | \$56.85 | \$82.43 |
| Systems Developer | Junior | \$23.08 | \$33.46 |
| Systems Developer | Mid-Level | \$27.48 | \$39.84 |

| Job Title | Skill Level | Hourly Wage Rate | Hourly Bill Rate |
|-----------------------|-------------|------------------|------------------|
| Security Manager | Mid-Level | \$37.64 | \$54.57 |
| Security Manager | Senior | \$43.80 | \$63.51 |
| Security Manager | Expert | \$56.77 | \$82.31 |
| Software Analyst | Junior | \$25.42 | \$36.85 |
| Software Analyst | Mid-Level | \$33.31 | \$48.30 |
| Software Analyst | Senior | \$47.37 | \$68.69 |
| Software Analyst | Expert | \$57.75 | \$83.74 |
| Software Architect | Junior | \$25.74 | \$37.32 |
| Software Architect | Mid-Level | \$40.02 | \$58.02 |
| Software Architect | Senior | \$59.37 | \$86.09 |
| Software Architect | Expert | \$65.86 | \$95.50 |
| Software Developer | Junior | \$26.06 | \$37.79 |
| Software Developer | Mid-Level | \$40.34 | \$58.49 |
| Software Developer | Senior | \$51.37 | \$74.49 |
| Software Developer | Expert | \$58.08 | \$84.21 |
| Software Manager | Junior | \$24.87 | \$36.07 |
| Software Manager | Mid-Level | \$37.31 | \$54.10 |
| Software Manager | Senior | \$54.94 | \$79.66 |
| Software Manager | Expert | \$64.89 | \$94.09 |
| Systems Administrator | Junior | \$21.74 | \$31.52 |
| Systems Administrator | Mid-Level | \$26.50 | \$38.42 |
| Systems Administrator | Senior | \$38.72 | \$56.14 |
| Systems Administrator | Expert | \$48.67 | \$70.57 |
| Systems Analyst | Junior | \$22.17 | \$32.15 |
| Systems Analyst | Mid-Level | \$26.82 | \$38.89 |
| Systems Analyst | Senior | \$37.85 | \$54.89 |
| Systems Analyst | Expert | \$49.10 | \$71.20 |
| Systems Architect | Junior | \$25.74 | \$37.32 |
| Systems Architect | Mid-Level | \$37.85 | \$54.89 |
| Systems Architect | Senior | \$56.13 | \$81.39 |
| Systems Architect | Expert | \$61.54 | \$89.23 |
| Systems Developer | Junior | \$24.98 | \$36.22 |
| Systems Developer | Mid-Level | \$29.74 | \$43.12 |

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| Contractor Name: | Panha Solutions, Inc. |
| Federal ID#: | 27-2783217 |

REGION 1

REGION 2

REGION 3

Region 1 Markup %

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Region 2 Markup %

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Region 3 Markup %

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| Job Title | Skill Level | Hourly Wage Rate | Hourly Bill Rate |
|--------------------|-------------|------------------|------------------|
| Systems Developer | Senior | \$42.75 | \$61.98 |
| Systems Developer | Expert | \$49.44 | \$71.69 |
| Technical Writer | Junior | \$17.51 | \$25.39 |
| Technical Writer | Mid-Level | \$21.12 | \$30.62 |
| Technical Writer | Senior | \$29.66 | \$43.01 |
| Technical Writer | Expert | \$33.06 | \$47.94 |
| Tester | Junior | \$17.51 | \$25.39 |
| Tester | Mid-Level | \$21.12 | \$30.62 |
| Tester | Senior | \$35.23 | \$51.08 |
| Tester | Expert | \$40.99 | \$59.44 |
| Training Developer | Junior | \$17.51 | \$25.39 |
| Training Developer | Mid-Level | \$21.12 | \$30.62 |
| Training Developer | Senior | \$30.69 | \$44.51 |
| Training Developer | Expert | \$35.12 | \$50.93 |
| Web Administrator | Junior | \$18.64 | \$27.03 |
| Web Administrator | Mid-Level | \$25.85 | \$37.49 |
| Web Administrator | Senior | \$33.37 | \$48.39 |
| Web Administrator | Expert | \$44.71 | \$64.83 |
| Web Designer | Junior | \$20.09 | \$29.12 |
| Web Designer | Mid-Level | \$27.30 | \$39.58 |
| Web Designer | Senior | \$33.99 | \$49.29 |
| Web Designer | Expert | \$41.20 | \$59.74 |
| Web Developer | Junior | \$22.76 | \$33.01 |
| Web Developer | Mid-Level | \$37.39 | \$54.21 |
| Web Developer | Senior | \$45.84 | \$66.46 |
| Web Developer | Expert | \$51.50 | \$74.68 |
| Web Manager | Junior | \$23.79 | \$34.50 |
| Web Manager | Mid-Level | \$38.42 | \$55.71 |
| Web Manager | Senior | \$46.35 | \$67.21 |
| Web Manager | Expert | \$52.73 | \$76.45 |

| Job Title | Skill Level | Hourly Wage Rate | Hourly Bill Rate |
|--------------------|-------------|------------------|------------------|
| Systems Developer | Senior | \$41.46 | \$60.12 |
| Systems Developer | Expert | \$47.96 | \$69.54 |
| Technical Writer | Junior | \$16.98 | \$24.63 |
| Technical Writer | Mid-Level | \$20.48 | \$29.70 |
| Technical Writer | Senior | \$28.77 | \$41.72 |
| Technical Writer | Expert | \$32.07 | \$46.50 |
| Tester | Junior | \$16.98 | \$24.63 |
| Tester | Mid-Level | \$20.48 | \$29.70 |
| Tester | Senior | \$34.17 | \$49.55 |
| Tester | Expert | \$39.76 | \$57.65 |
| Training Developer | Junior | \$16.98 | \$24.63 |
| Training Developer | Mid-Level | \$20.48 | \$29.70 |
| Training Developer | Senior | \$29.77 | \$43.17 |
| Training Developer | Expert | \$34.07 | \$49.40 |
| Web Administrator | Junior | \$18.08 | \$26.22 |
| Web Administrator | Mid-Level | \$25.08 | \$36.36 |
| Web Administrator | Senior | \$32.37 | \$46.94 |
| Web Administrator | Expert | \$43.37 | \$62.89 |
| Web Designer | Junior | \$19.48 | \$28.25 |
| Web Designer | Mid-Level | \$26.48 | \$38.39 |
| Web Designer | Senior | \$32.97 | \$47.81 |
| Web Designer | Expert | \$39.96 | \$57.95 |
| Web Developer | Junior | \$22.08 | \$32.02 |
| Web Developer | Mid-Level | \$36.27 | \$52.59 |
| Web Developer | Senior | \$44.46 | \$64.47 |
| Web Developer | Expert | \$49.96 | \$72.43 |
| Web Manager | Junior | \$23.08 | \$33.46 |
| Web Manager | Mid-Level | \$37.27 | \$54.04 |
| Web Manager | Senior | \$44.96 | \$65.19 |
| Web Manager | Expert | \$51.14 | \$74.16 |

| Job Title | Skill Level | Hourly Wage Rate | Hourly Bill Rate |
|--------------------|-------------|------------------|------------------|
| Systems Developer | Senior | \$44.88 | \$65.08 |
| Systems Developer | Expert | \$51.91 | \$75.27 |
| Technical Writer | Junior | \$18.39 | \$26.66 |
| Technical Writer | Mid-Level | \$22.17 | \$32.15 |
| Technical Writer | Senior | \$31.15 | \$45.16 |
| Technical Writer | Expert | \$34.72 | \$50.34 |
| Tester | Junior | \$18.39 | \$26.66 |
| Tester | Mid-Level | \$22.17 | \$32.15 |
| Tester | Senior | \$36.99 | \$53.63 |
| Tester | Expert | \$43.04 | \$62.41 |
| Training Developer | Junior | \$18.39 | \$26.66 |
| Training Developer | Mid-Level | \$22.17 | \$32.15 |
| Training Developer | Senior | \$32.23 | \$46.73 |
| Training Developer | Expert | \$36.88 | \$53.47 |
| Web Administrator | Junior | \$19.58 | \$28.38 |
| Web Administrator | Mid-Level | \$27.15 | \$39.36 |
| Web Administrator | Senior | \$35.04 | \$50.81 |
| Web Administrator | Expert | \$46.95 | \$68.07 |
| Web Designer | Junior | \$21.09 | \$30.58 |
| Web Designer | Mid-Level | \$28.66 | \$41.56 |
| Web Designer | Senior | \$35.69 | \$51.75 |
| Web Designer | Expert | \$43.26 | \$62.73 |
| Web Developer | Junior | \$23.90 | \$34.66 |
| Web Developer | Mid-Level | \$39.26 | \$56.92 |
| Web Developer | Senior | \$48.13 | \$69.78 |
| Web Developer | Expert | \$54.08 | \$78.41 |
| Web Manager | Junior | \$24.98 | \$36.22 |
| Web Manager | Mid-Level | \$40.34 | \$58.49 |
| Web Manager | Senior | \$48.67 | \$70.57 |
| Web Manager | Expert | \$55.36 | \$80.27 |

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| Contractor Name: | Panha Solutions, Inc. |
| Federal ID#: | 27-2783217 |

REGION 1

REGION 2

REGION 3

Region 1 Markup % 45.00%

Region 2 Markup % 45.00%

Region 3 Markup % 45.00%

| Job Title | Skill Level | Hourly Wage Rate | Hourly Bill Rate |
|------------------------|-------------|------------------|------------------|
| Business Analyst | Junior | \$20.10 | \$29.15 |
| Business Analyst | Mid-Level | \$27.50 | \$39.88 |
| Business Analyst | Senior | \$42.00 | \$60.90 |
| Business Analyst | Expert | \$47.74 | \$69.22 |
| Cloud Engineer | Junior | \$23.10 | \$33.50 |
| Cloud Engineer | Mid-Level | \$30.00 | \$43.50 |
| Cloud Engineer | Senior | \$45.90 | \$66.56 |
| Cloud Engineer | Expert | \$53.40 | \$77.43 |
| Database Administrator | Junior | \$20.10 | \$29.15 |
| Database Administrator | Mid-Level | \$27.50 | \$39.88 |
| Database Administrator | Senior | \$44.50 | \$64.53 |
| Database Administrator | Expert | \$50.70 | \$73.52 |
| Database Architect | Junior | \$23.80 | \$34.51 |
| Database Architect | Mid-Level | \$35.00 | \$50.75 |
| Database Architect | Senior | \$51.90 | \$75.26 |
| Database Architect | Expert | \$56.90 | \$82.51 |
| Database Manager | Junior | \$21.50 | \$31.18 |
| Database Manager | Mid-Level | \$29.00 | \$42.05 |
| Database Manager | Senior | \$36.50 | \$52.93 |
| Database Manager | Expert | \$46.40 | \$67.28 |
| Graphic Designer | Junior | \$20.10 | \$29.15 |
| Graphic Designer | Mid-Level | \$23.50 | \$34.08 |
| Graphic Designer | Senior | \$28.50 | \$41.33 |
| Graphic Designer | Expert | \$37.60 | \$54.52 |
| Help Desk Manager | Junior | \$21.10 | \$30.60 |
| Help Desk Manager | Mid-Level | \$25.00 | \$36.25 |
| Help Desk Manager | Senior | \$30.10 | \$43.65 |
| Help Desk Manager | Expert | \$39.00 | \$56.55 |
| IT Manager | Junior | \$23.00 | \$33.35 |
| IT Manager | Mid-Level | \$34.50 | \$50.03 |

| Job Title | Skill Level | Hourly Wage Rate | Hourly Bill Rate |
|------------------------|-------------|------------------|------------------|
| Business Analyst | Junior | \$19.50 | \$28.27 |
| Business Analyst | Mid-Level | \$26.68 | \$38.68 |
| Business Analyst | Senior | \$40.74 | \$59.07 |
| Business Analyst | Expert | \$46.31 | \$67.15 |
| Cloud Engineer | Junior | \$22.41 | \$32.49 |
| Cloud Engineer | Mid-Level | \$29.10 | \$42.20 |
| Cloud Engineer | Senior | \$44.52 | \$64.56 |
| Cloud Engineer | Expert | \$51.80 | \$75.11 |
| Database Administrator | Junior | \$19.50 | \$28.27 |
| Database Administrator | Mid-Level | \$26.68 | \$38.68 |
| Database Administrator | Senior | \$43.17 | \$62.59 |
| Database Administrator | Expert | \$49.18 | \$71.31 |
| Database Architect | Junior | \$23.09 | \$33.47 |
| Database Architect | Mid-Level | \$33.95 | \$49.23 |
| Database Architect | Senior | \$50.34 | \$73.00 |
| Database Architect | Expert | \$55.19 | \$80.03 |
| Database Manager | Junior | \$20.86 | \$30.24 |
| Database Manager | Mid-Level | \$28.13 | \$40.79 |
| Database Manager | Senior | \$35.41 | \$51.34 |
| Database Manager | Expert | \$45.01 | \$65.26 |
| Graphic Designer | Junior | \$19.50 | \$28.27 |
| Graphic Designer | Mid-Level | \$22.80 | \$33.05 |
| Graphic Designer | Senior | \$27.65 | \$40.09 |
| Graphic Designer | Expert | \$36.47 | \$52.88 |
| Help Desk Manager | Junior | \$20.47 | \$29.68 |
| Help Desk Manager | Mid-Level | \$24.25 | \$35.16 |
| Help Desk Manager | Senior | \$29.20 | \$42.34 |
| Help Desk Manager | Expert | \$37.83 | \$54.85 |
| IT Manager | Junior | \$22.31 | \$32.35 |
| IT Manager | Mid-Level | \$33.47 | \$48.52 |

| Job Title | Skill Level | Hourly Wage Rate | Hourly Bill Rate |
|------------------------|-------------|------------------|------------------|
| Business Analyst | Junior | \$21.11 | \$30.60 |
| Business Analyst | Mid-Level | \$28.88 | \$41.87 |
| Business Analyst | Senior | \$44.10 | \$63.95 |
| Business Analyst | Expert | \$50.13 | \$72.68 |
| Cloud Engineer | Junior | \$24.26 | \$35.17 |
| Cloud Engineer | Mid-Level | \$31.50 | \$45.68 |
| Cloud Engineer | Senior | \$48.20 | \$69.88 |
| Cloud Engineer | Expert | \$56.07 | \$81.30 |
| Database Administrator | Junior | \$21.11 | \$30.60 |
| Database Administrator | Mid-Level | \$28.88 | \$41.87 |
| Database Administrator | Senior | \$46.73 | \$67.75 |
| Database Administrator | Expert | \$53.24 | \$77.19 |
| Database Architect | Junior | \$24.99 | \$36.24 |
| Database Architect | Mid-Level | \$36.75 | \$53.29 |
| Database Architect | Senior | \$54.50 | \$79.02 |
| Database Architect | Expert | \$59.75 | \$86.63 |
| Database Manager | Junior | \$22.58 | \$32.73 |
| Database Manager | Mid-Level | \$30.45 | \$44.15 |
| Database Manager | Senior | \$38.33 | \$55.57 |
| Database Manager | Expert | \$48.72 | \$70.64 |
| Graphic Designer | Junior | \$21.11 | \$30.60 |
| Graphic Designer | Mid-Level | \$24.68 | \$35.78 |
| Graphic Designer | Senior | \$29.93 | \$43.39 |
| Graphic Designer | Expert | \$39.48 | \$57.25 |
| Help Desk Manager | Junior | \$22.16 | \$32.12 |
| Help Desk Manager | Mid-Level | \$26.25 | \$38.06 |
| Help Desk Manager | Senior | \$31.61 | \$45.83 |
| Help Desk Manager | Expert | \$40.95 | \$59.38 |
| IT Manager | Junior | \$24.15 | \$35.02 |
| IT Manager | Mid-Level | \$36.23 | \$52.53 |

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| Contractor Name: | Panha Solutions, Inc. |
| Federal ID#: | 27-2783217 |

REGION 1

REGION 2

REGION 3

Region 1 Markup %

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Region 2 Markup %

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Region 3 Markup %

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| Job Title | Skill Level | Hourly Wage Rate | Hourly Bill Rate |
|-----------------------|-------------|------------------|------------------|
| IT Manager | Senior | \$46.80 | \$67.86 |
| IT Manager | Expert | \$54.29 | \$78.72 |
| IT Specialist | Junior | \$20.10 | \$29.15 |
| IT Specialist | Mid-Level | \$34.00 | \$49.30 |
| IT Specialist | Senior | \$46.25 | \$67.06 |
| IT Specialist | Expert | \$56.40 | \$81.78 |
| Network Administrator | Junior | \$20.50 | \$29.73 |
| Network Administrator | Mid-Level | \$24.50 | \$35.53 |
| Network Administrator | Senior | \$36.50 | \$52.93 |
| Network Administrator | Expert | \$43.90 | \$63.66 |
| Network Architect | Junior | \$21.80 | \$31.61 |
| Network Architect | Mid-Level | \$34.00 | \$49.30 |
| Network Architect | Senior | \$48.94 | \$70.96 |
| Network Architect | Expert | \$56.70 | \$82.22 |
| Operations Manager | Junior | \$21.50 | \$31.18 |
| Operations Manager | Mid-Level | \$27.40 | \$39.73 |
| Operations Manager | Senior | \$38.80 | \$56.26 |
| Operations Manager | Expert | \$50.60 | \$73.37 |
| Programmer | Junior | \$22.10 | \$32.05 |
| Programmer | Mid-Level | \$36.30 | \$52.64 |
| Programmer | Senior | \$44.50 | \$64.53 |
| Programmer | Expert | \$50.00 | \$72.50 |
| Project Manager | Junior | \$23.00 | \$33.35 |
| Project Manager | Mid-Level | \$30.00 | \$43.50 |
| Project Manager | Senior | \$48.80 | \$70.76 |
| Project Manager | Expert | \$58.80 | \$85.26 |
| Security Analyst | Junior | \$21.50 | \$31.18 |
| Security Analyst | Mid-Level | \$30.50 | \$44.23 |
| Security Analyst | Senior | \$38.00 | \$55.10 |
| Security Analyst | Expert | \$49.40 | \$71.63 |
| Security Manager | Junior | \$23.10 | \$33.50 |
| Security Manager | Mid-Level | \$34.80 | \$50.46 |
| Security Manager | Senior | \$40.50 | \$58.73 |

| Job Title | Skill Level | Hourly Wage Rate | Hourly Bill Rate |
|-----------------------|-------------|------------------|------------------|
| IT Manager | Senior | \$45.40 | \$65.82 |
| IT Manager | Expert | \$52.66 | \$76.36 |
| IT Specialist | Junior | \$19.50 | \$28.27 |
| IT Specialist | Mid-Level | \$32.98 | \$47.82 |
| IT Specialist | Senior | \$44.86 | \$65.05 |
| IT Specialist | Expert | \$54.71 | \$79.33 |
| Network Administrator | Junior | \$19.89 | \$28.83 |
| Network Administrator | Mid-Level | \$23.77 | \$34.46 |
| Network Administrator | Senior | \$35.41 | \$51.34 |
| Network Administrator | Expert | \$42.58 | \$61.75 |
| Network Architect | Junior | \$21.15 | \$30.66 |
| Network Architect | Mid-Level | \$32.98 | \$47.82 |
| Network Architect | Senior | \$47.47 | \$68.83 |
| Network Architect | Expert | \$55.00 | \$79.75 |
| Operations Manager | Junior | \$20.86 | \$30.24 |
| Operations Manager | Mid-Level | \$26.58 | \$38.54 |
| Operations Manager | Senior | \$37.64 | \$54.57 |
| Operations Manager | Expert | \$49.08 | \$71.17 |
| Programmer | Junior | \$21.44 | \$31.08 |
| Programmer | Mid-Level | \$35.21 | \$51.06 |
| Programmer | Senior | \$43.17 | \$62.59 |
| Programmer | Expert | \$48.50 | \$70.33 |
| Project Manager | Junior | \$22.31 | \$32.35 |
| Project Manager | Mid-Level | \$29.10 | \$42.20 |
| Project Manager | Senior | \$47.34 | \$68.64 |
| Project Manager | Expert | \$57.04 | \$82.70 |
| Security Analyst | Junior | \$20.86 | \$30.24 |
| Security Analyst | Mid-Level | \$29.59 | \$42.90 |
| Security Analyst | Senior | \$36.86 | \$53.45 |
| Security Analyst | Expert | \$47.92 | \$69.48 |
| Security Manager | Junior | \$22.41 | \$32.49 |
| Security Manager | Mid-Level | \$33.76 | \$48.95 |
| Security Manager | Senior | \$39.29 | \$56.96 |

| Job Title | Skill Level | Hourly Wage Rate | Hourly Bill Rate |
|-----------------------|-------------|------------------|------------------|
| IT Manager | Senior | \$49.14 | \$71.25 |
| IT Manager | Expert | \$57.00 | \$82.66 |
| IT Specialist | Junior | \$21.11 | \$30.60 |
| IT Specialist | Mid-Level | \$35.70 | \$51.77 |
| IT Specialist | Senior | \$48.56 | \$70.42 |
| IT Specialist | Expert | \$59.22 | \$85.87 |
| Network Administrator | Junior | \$21.53 | \$31.21 |
| Network Administrator | Mid-Level | \$25.73 | \$37.30 |
| Network Administrator | Senior | \$38.33 | \$55.57 |
| Network Administrator | Expert | \$46.10 | \$66.84 |
| Network Architect | Junior | \$22.89 | \$33.19 |
| Network Architect | Mid-Level | \$35.70 | \$51.77 |
| Network Architect | Senior | \$51.39 | \$74.51 |
| Network Architect | Expert | \$59.54 | \$86.33 |
| Operations Manager | Junior | \$22.58 | \$32.73 |
| Operations Manager | Mid-Level | \$28.77 | \$41.72 |
| Operations Manager | Senior | \$40.74 | \$59.07 |
| Operations Manager | Expert | \$53.13 | \$77.04 |
| Programmer | Junior | \$23.21 | \$33.65 |
| Programmer | Mid-Level | \$38.12 | \$55.27 |
| Programmer | Senior | \$46.73 | \$67.75 |
| Programmer | Expert | \$52.50 | \$76.13 |
| Project Manager | Junior | \$24.15 | \$35.02 |
| Project Manager | Mid-Level | \$31.50 | \$45.68 |
| Project Manager | Senior | \$51.24 | \$74.30 |
| Project Manager | Expert | \$61.74 | \$89.52 |
| Security Analyst | Junior | \$22.58 | \$32.73 |
| Security Analyst | Mid-Level | \$32.03 | \$46.44 |
| Security Analyst | Senior | \$39.90 | \$57.86 |
| Security Analyst | Expert | \$51.87 | \$75.21 |
| Security Manager | Junior | \$24.26 | \$35.17 |
| Security Manager | Mid-Level | \$36.54 | \$52.98 |
| Security Manager | Senior | \$42.53 | \$61.66 |

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| Contractor Name: | Panha Solutions, Inc. |
| Federal ID#: | 27-2783217 |

REGION 1

REGION 2

REGION 3

Region 1 Markup %

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Region 2 Markup %

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Region 3 Markup %

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| Job Title | Skill Level | Hourly Wage Rate | Hourly Bill Rate |
|-----------------------|-------------|------------------|------------------|
| Security Manager | Expert | \$52.49 | \$76.11 |
| Software Analyst | Junior | \$23.50 | \$34.08 |
| Software Analyst | Mid-Level | \$30.80 | \$44.66 |
| Software Analyst | Senior | \$43.80 | \$63.51 |
| Software Analyst | Expert | \$53.40 | \$77.43 |
| Software Architect | Junior | \$23.80 | \$34.51 |
| Software Architect | Mid-Level | \$37.00 | \$53.65 |
| Software Architect | Senior | \$54.90 | \$79.61 |
| Software Architect | Expert | \$60.90 | \$88.31 |
| Software Developer | Junior | \$24.10 | \$34.95 |
| Software Developer | Mid-Level | \$37.30 | \$54.09 |
| Software Developer | Senior | \$47.50 | \$68.88 |
| Software Developer | Expert | \$53.70 | \$77.87 |
| Software Manager | Junior | \$23.00 | \$33.35 |
| Software Manager | Mid-Level | \$34.50 | \$50.03 |
| Software Manager | Senior | \$50.80 | \$73.66 |
| Software Manager | Expert | \$60.00 | \$87.00 |
| Systems Administrator | Junior | \$20.10 | \$29.15 |
| Systems Administrator | Mid-Level | \$24.50 | \$35.53 |
| Systems Administrator | Senior | \$35.80 | \$51.91 |
| Systems Administrator | Expert | \$45.00 | \$65.25 |
| Systems Analyst | Junior | \$20.50 | \$29.73 |
| Systems Analyst | Mid-Level | \$24.80 | \$35.96 |
| Systems Analyst | Senior | \$35.00 | \$50.75 |
| Systems Analyst | Expert | \$45.40 | \$65.83 |
| Systems Architect | Junior | \$23.80 | \$34.51 |
| Systems Architect | Mid-Level | \$35.00 | \$50.75 |
| Systems Architect | Senior | \$51.90 | \$75.26 |
| Systems Architect | Expert | \$56.90 | \$82.51 |
| Systems Developer | Junior | \$23.10 | \$33.50 |
| Systems Developer | Mid-Level | \$27.50 | \$39.88 |
| Systems Developer | Senior | \$41.50 | \$60.18 |
| Systems Developer | Expert | \$48.00 | \$69.60 |

| Job Title | Skill Level | Hourly Wage Rate | Hourly Bill Rate |
|-----------------------|-------------|------------------|------------------|
| Security Manager | Expert | \$50.92 | \$73.83 |
| Software Analyst | Junior | \$22.80 | \$33.05 |
| Software Analyst | Mid-Level | \$29.88 | \$43.32 |
| Software Analyst | Senior | \$42.49 | \$61.60 |
| Software Analyst | Expert | \$51.80 | \$75.11 |
| Software Architect | Junior | \$23.09 | \$33.47 |
| Software Architect | Mid-Level | \$35.89 | \$52.04 |
| Software Architect | Senior | \$53.25 | \$77.22 |
| Software Architect | Expert | \$59.07 | \$85.66 |
| Software Developer | Junior | \$23.38 | \$33.90 |
| Software Developer | Mid-Level | \$36.18 | \$52.46 |
| Software Developer | Senior | \$46.08 | \$66.81 |
| Software Developer | Expert | \$52.09 | \$75.53 |
| Software Manager | Junior | \$22.31 | \$32.35 |
| Software Manager | Mid-Level | \$33.47 | \$48.52 |
| Software Manager | Senior | \$49.28 | \$71.45 |
| Software Manager | Expert | \$58.20 | \$84.39 |
| Systems Administrator | Junior | \$19.50 | \$28.27 |
| Systems Administrator | Mid-Level | \$23.77 | \$34.46 |
| Systems Administrator | Senior | \$34.73 | \$50.35 |
| Systems Administrator | Expert | \$43.65 | \$63.29 |
| Systems Analyst | Junior | \$19.89 | \$28.83 |
| Systems Analyst | Mid-Level | \$24.06 | \$34.88 |
| Systems Analyst | Senior | \$33.95 | \$49.23 |
| Systems Analyst | Expert | \$44.04 | \$63.86 |
| Systems Architect | Junior | \$23.09 | \$33.47 |
| Systems Architect | Mid-Level | \$33.95 | \$49.23 |
| Systems Architect | Senior | \$50.34 | \$73.00 |
| Systems Architect | Expert | \$55.19 | \$80.03 |
| Systems Developer | Junior | \$22.41 | \$32.49 |
| Systems Developer | Mid-Level | \$26.68 | \$38.68 |
| Systems Developer | Senior | \$40.26 | \$58.37 |
| Systems Developer | Expert | \$46.56 | \$67.51 |

| Job Title | Skill Level | Hourly Wage Rate | Hourly Bill Rate |
|-----------------------|-------------|------------------|------------------|
| Security Manager | Expert | \$55.11 | \$79.92 |
| Software Analyst | Junior | \$24.68 | \$35.78 |
| Software Analyst | Mid-Level | \$32.34 | \$46.89 |
| Software Analyst | Senior | \$45.99 | \$66.69 |
| Software Analyst | Expert | \$56.07 | \$81.30 |
| Software Architect | Junior | \$24.99 | \$36.24 |
| Software Architect | Mid-Level | \$38.85 | \$56.33 |
| Software Architect | Senior | \$57.65 | \$83.59 |
| Software Architect | Expert | \$63.95 | \$92.72 |
| Software Developer | Junior | \$25.31 | \$36.69 |
| Software Developer | Mid-Level | \$39.17 | \$56.79 |
| Software Developer | Senior | \$49.88 | \$72.32 |
| Software Developer | Expert | \$56.39 | \$81.76 |
| Software Manager | Junior | \$24.15 | \$35.02 |
| Software Manager | Mid-Level | \$36.23 | \$52.53 |
| Software Manager | Senior | \$53.34 | \$77.34 |
| Software Manager | Expert | \$63.00 | \$91.35 |
| Systems Administrator | Junior | \$21.11 | \$30.60 |
| Systems Administrator | Mid-Level | \$25.73 | \$37.30 |
| Systems Administrator | Senior | \$37.59 | \$54.51 |
| Systems Administrator | Expert | \$47.25 | \$68.51 |
| Systems Analyst | Junior | \$21.53 | \$31.21 |
| Systems Analyst | Mid-Level | \$26.04 | \$37.76 |
| Systems Analyst | Senior | \$36.75 | \$53.29 |
| Systems Analyst | Expert | \$47.67 | \$69.12 |
| Systems Architect | Junior | \$24.99 | \$36.24 |
| Systems Architect | Mid-Level | \$36.75 | \$53.29 |
| Systems Architect | Senior | \$54.50 | \$79.02 |
| Systems Architect | Expert | \$59.75 | \$86.63 |
| Systems Developer | Junior | \$24.26 | \$35.17 |
| Systems Developer | Mid-Level | \$28.88 | \$41.87 |
| Systems Developer | Senior | \$43.58 | \$63.18 |
| Systems Developer | Expert | \$50.40 | \$73.08 |

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| Contractor Name: | Panha Solutions, Inc. |
| Federal ID#: | 27-2783217 |

REGION 1

REGION 2

REGION 3

Region 1 Markup %

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Region 2 Markup %

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Region 3 Markup %

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| Job Title | Skill Level | Hourly Wage Rate | Hourly Bill Rate |
|--------------------|-------------|------------------|------------------|
| Technical Writer | Junior | \$17.00 | \$24.65 |
| Technical Writer | Mid-Level | \$20.50 | \$29.73 |
| Technical Writer | Senior | \$28.80 | \$41.76 |
| Technical Writer | Expert | \$32.10 | \$46.55 |
| Tester | Junior | \$17.00 | \$24.65 |
| Tester | Mid-Level | \$20.50 | \$29.73 |
| Tester | Senior | \$34.20 | \$49.59 |
| Tester | Expert | \$39.80 | \$57.71 |
| Training Developer | Junior | \$17.00 | \$24.65 |
| Training Developer | Mid-Level | \$20.50 | \$29.73 |
| Training Developer | Senior | \$29.80 | \$43.21 |
| Training Developer | Expert | \$34.10 | \$49.45 |
| Web Administrator | Junior | \$18.10 | \$26.25 |
| Web Administrator | Mid-Level | \$25.10 | \$36.40 |
| Web Administrator | Senior | \$32.40 | \$46.98 |
| Web Administrator | Expert | \$43.41 | \$62.94 |
| Web Designer | Junior | \$19.50 | \$28.28 |
| Web Designer | Mid-Level | \$26.50 | \$38.43 |
| Web Designer | Senior | \$33.00 | \$47.85 |
| Web Designer | Expert | \$40.00 | \$58.00 |
| Web Developer | Junior | \$22.10 | \$32.05 |
| Web Developer | Mid-Level | \$36.30 | \$52.64 |
| Web Developer | Senior | \$44.50 | \$64.53 |
| Web Developer | Expert | \$50.00 | \$72.50 |
| Web Manager | Junior | \$23.10 | \$33.50 |
| Web Manager | Mid-Level | \$37.30 | \$54.09 |
| Web Manager | Senior | \$45.00 | \$65.25 |
| Web Manager | Expert | \$51.19 | \$74.23 |

| Job Title | Skill Level | Hourly Wage Rate | Hourly Bill Rate |
|--------------------|-------------|------------------|------------------|
| Technical Writer | Junior | \$16.49 | \$23.91 |
| Technical Writer | Mid-Level | \$19.89 | \$28.83 |
| Technical Writer | Senior | \$27.94 | \$40.51 |
| Technical Writer | Expert | \$31.14 | \$45.15 |
| Tester | Junior | \$16.49 | \$23.91 |
| Tester | Mid-Level | \$19.89 | \$28.83 |
| Tester | Senior | \$33.17 | \$48.10 |
| Tester | Expert | \$38.60 | \$55.97 |
| Training Developer | Junior | \$16.49 | \$23.91 |
| Training Developer | Mid-Level | \$19.89 | \$28.83 |
| Training Developer | Senior | \$28.91 | \$41.91 |
| Training Developer | Expert | \$33.08 | \$47.96 |
| Web Administrator | Junior | \$17.56 | \$25.46 |
| Web Administrator | Mid-Level | \$24.35 | \$35.30 |
| Web Administrator | Senior | \$31.43 | \$45.57 |
| Web Administrator | Expert | \$42.11 | \$61.06 |
| Web Designer | Junior | \$18.92 | \$27.43 |
| Web Designer | Mid-Level | \$25.71 | \$37.27 |
| Web Designer | Senior | \$32.01 | \$46.41 |
| Web Designer | Expert | \$38.80 | \$56.26 |
| Web Developer | Junior | \$21.44 | \$31.08 |
| Web Developer | Mid-Level | \$35.21 | \$51.06 |
| Web Developer | Senior | \$43.17 | \$62.59 |
| Web Developer | Expert | \$48.50 | \$70.33 |
| Web Manager | Junior | \$22.41 | \$32.49 |
| Web Manager | Mid-Level | \$36.18 | \$52.46 |
| Web Manager | Senior | \$43.65 | \$63.29 |
| Web Manager | Expert | \$49.65 | \$72.00 |

| Job Title | Skill Level | Hourly Wage Rate | Hourly Bill Rate |
|--------------------|-------------|------------------|------------------|
| Technical Writer | Junior | \$17.85 | \$25.88 |
| Technical Writer | Mid-Level | \$21.53 | \$31.21 |
| Technical Writer | Senior | \$30.24 | \$43.85 |
| Technical Writer | Expert | \$33.71 | \$48.87 |
| Tester | Junior | \$17.85 | \$25.88 |
| Tester | Mid-Level | \$21.53 | \$31.21 |
| Tester | Senior | \$35.91 | \$52.07 |
| Tester | Expert | \$41.79 | \$60.60 |
| Training Developer | Junior | \$17.85 | \$25.88 |
| Training Developer | Mid-Level | \$21.53 | \$31.21 |
| Training Developer | Senior | \$31.29 | \$45.37 |
| Training Developer | Expert | \$35.81 | \$51.92 |
| Web Administrator | Junior | \$19.01 | \$27.56 |
| Web Administrator | Mid-Level | \$26.36 | \$38.21 |
| Web Administrator | Senior | \$34.02 | \$49.33 |
| Web Administrator | Expert | \$45.58 | \$66.09 |
| Web Designer | Junior | \$20.48 | \$29.69 |
| Web Designer | Mid-Level | \$27.83 | \$40.35 |
| Web Designer | Senior | \$34.65 | \$50.24 |
| Web Designer | Expert | \$42.00 | \$60.90 |
| Web Developer | Junior | \$23.21 | \$33.65 |
| Web Developer | Mid-Level | \$38.12 | \$55.27 |
| Web Developer | Senior | \$46.73 | \$67.75 |
| Web Developer | Expert | \$52.50 | \$76.13 |
| Web Manager | Junior | \$24.26 | \$35.17 |
| Web Manager | Mid-Level | \$39.17 | \$56.79 |
| Web Manager | Senior | \$47.25 | \$68.51 |
| Web Manager | Expert | \$53.75 | \$77.94 |