



| Skillset | BCPS RFP Pricing | | | | Junior Level (1-3 Years Experience) | | | | Intermediate Level (3-6 Years Experience) | | | | Senior Level (6+ Years Experience) | | | |
|---|------------------|---------|-------------------|----------|-------------------------------------|---------|-------------------|----------|---|---------|-------------------|----------|------------------------------------|----------|-------------------|----------|
| | Pay Rate (\$/HR) | | Bill Rate (\$/HR) | | Pay Rate (\$/HR) | | Bill Rate (\$/HR) | | Pay Rate (\$/HR) | | Bill Rate (\$/HR) | | Pay Rate (\$/HR) | | Bill Rate (\$/HR) | |
| | Minimum | Maximum | Minimum | Maximum | Minimum | Maximum | Minimum | Maximum | Minimum | Maximum | Minimum | Maximum | Minimum | Maximum | Minimum | Maximum |
| Art Therapist | \$24.00 | \$35.00 | \$48.00 | \$70.00 | \$35.01 | \$45.00 | \$70.02 | \$90.00 | \$45.01 | \$65.00 | \$90.02 | \$109.00 | \$30.02 | \$109.00 | \$30.02 | \$109.00 |
| Assistive Technology Provider | \$20.00 | \$24.50 | \$40.00 | \$49.00 | \$24.51 | \$34.00 | \$49.02 | \$68.00 | \$34.01 | \$60.00 | \$68.02 | \$105.00 | \$68.02 | \$105.00 | \$68.02 | \$105.00 |
| Audiologist | \$40.00 | \$49.00 | \$80.00 | \$98.00 | \$49.01 | \$58.00 | \$98.02 | \$116.00 | \$58.01 | \$65.00 | \$116.02 | \$115.00 | \$115.00 | \$115.00 | \$115.00 | \$115.00 |
| Braille Transcriber | \$18.00 | \$25.00 | \$36.00 | \$50.00 | \$25.01 | \$32.00 | \$50.02 | \$64.00 | \$32.01 | \$40.50 | \$64.02 | \$81.00 | \$64.02 | \$81.00 | \$64.02 | \$81.00 |
| Music Therapist | \$24.00 | \$34.00 | \$48.00 | \$68.00 | \$34.01 | \$42.50 | \$68.02 | \$85.00 | \$42.51 | \$55.00 | \$85.02 | \$107.00 | \$85.02 | \$107.00 | \$85.02 | \$107.00 |
| Occupational Therapist | \$38.00 | \$48.00 | \$74.00 | \$84.00 | \$48.01 | \$58.00 | \$84.02 | \$90.01 | \$58.01 | \$67.00 | \$90.02 | \$112.00 | \$112.00 | \$112.00 | \$112.00 | \$112.00 |
| Occupational Therapist Assistant | \$28.00 | \$33.00 | \$56.00 | \$66.00 | \$33.01 | \$37.00 | \$66.02 | \$74.00 | \$37.01 | \$45.00 | \$74.02 | \$90.00 | \$74.02 | \$90.00 | \$74.02 | \$90.00 |
| Orientation & Mobility Instructor | \$28.00 | \$37.00 | \$56.00 | \$74.00 | \$37.01 | \$45.00 | \$74.02 | \$90.00 | \$45.01 | \$60.00 | \$90.02 | \$105.00 | \$90.02 | \$105.00 | \$90.02 | \$105.00 |
| Physical Therapist | \$45.00 | \$54.00 | \$90.00 | \$108.00 | \$54.01 | \$63.00 | \$108.02 | \$126.00 | \$63.01 | \$75.00 | \$126.02 | \$115.00 | \$115.00 | \$115.00 | \$115.00 | \$115.00 |
| Physical Therapist Assistant | \$28.00 | \$33.00 | \$56.00 | \$66.00 | \$33.01 | \$37.00 | \$66.02 | \$74.00 | \$37.01 | \$45.00 | \$74.02 | \$90.00 | \$74.02 | \$90.00 | \$74.02 | \$90.00 |
| Related Services Assistant | \$18.00 | \$22.00 | \$36.00 | \$44.00 | \$22.01 | \$28.00 | \$44.02 | \$56.00 | \$28.01 | \$36.00 | \$56.02 | \$72.00 | \$56.02 | \$72.00 | \$56.02 | \$72.00 |
| Speech-Language Pathologist | \$45.00 | \$52.00 | \$85.00 | \$90.00 | \$52.01 | \$60.00 | \$90.02 | \$103.00 | \$60.01 | \$68.00 | \$103.02 | \$112.00 | \$112.00 | \$112.00 | \$112.00 | \$112.00 |
| Speech-Language Pathologist Clinical Fellow | \$40.00 | \$45.00 | \$72.00 | \$80.00 | \$45.01 | \$50.00 | \$80.02 | \$95.00 | \$50.01 | \$55.00 | \$95.02 | \$108.00 | \$108.00 | \$108.00 | \$108.00 | \$108.00 |
| Speech-Language Pathologist Assistant | \$28.00 | \$33.00 | \$56.00 | \$66.00 | \$33.01 | \$37.00 | \$66.02 | \$74.00 | \$37.01 | \$45.00 | \$74.02 | \$90.00 | \$74.02 | \$90.00 | \$74.02 | \$90.00 |

Direct labor rates are based on current market salaries and adjusted for work location, years of experience, education and background clearance. Items included within our bill rate:

Bill Rate

- Onboarding
- Consultant Engagement
- Background Checks
- Recruiting
- Screening
- Onsite Management (as required)
- Consultant Travel Expenses (as negotiated per client)
- Direct Labor Rate
- Statutory Taxes
- Fringe Benefits
- Workers Compensation
- Profit

Insight Global Agrees to the following rebate table. The Rebate table shall apply to all fees received from Baltimore County Public Schools by Consultant during the applicable fiscal year.

Example: the example below depicts the aggregate volume discount to be applied in the event that Baltimore County Public Schools Spend in fiscal year equals \$16,000,000.

| Tier Start | Tier End | Rebate | Rebate \$ |
|--------------|--------------|--------|-----------|
| \$5,000,000 | \$10,000,000 | 0.50% | \$20,000 |
| \$10,000,001 | \$15,000,000 | 1.00% | \$50,000 |
| \$15,000,001 | \$20,000,000 | 1.50% | \$15,000 |
| \$20,000,001 | - | 2.00% | - |

Example

| | |
|--------|--------------|
| Spend | \$16,000,000 |
| Rebate | \$ 65,000 |

| BCPS PRICING PROPOSAL Occupation Description | Junior Level (1-3 Years Experience) | | | | Intermediate Level (3-6 Years Experience) | | | | Senior Level (6+ Years Experience) | | | |
|--|-------------------------------------|---------|-------------------|----------|---|---------|-------------------|----------|------------------------------------|---------|-------------------|----------|
| | Pay Rate (\$/HR) | | Bill Rate (\$/HR) | | Pay Rate (\$/HR) | | Bill Rate (\$/HR) | | Pay Rate (\$/HR) | | Bill Rate (\$/HR) | |
| | Minimum | Maximum | Minimum | Maximum | Minimum | Maximum | Minimum | Maximum | Minimum | Maximum | Minimum | Maximum |
| Accountant | \$20.00 | \$30.00 | \$28.20 | \$50.40 | \$26.00 | \$40.00 | \$36.66 | \$67.20 | \$34.00 | \$48.00 | \$47.94 | \$80.64 |
| Accounting Clerk | \$18.00 | \$28.00 | \$25.38 | \$47.04 | \$24.00 | \$38.00 | \$33.84 | \$63.84 | \$32.00 | \$46.00 | \$45.12 | \$77.28 |
| Accounting Manager | \$30.00 | \$40.00 | \$42.30 | \$67.20 | \$36.00 | \$50.00 | \$50.76 | \$84.00 | \$44.00 | \$58.00 | \$62.04 | \$97.44 |
| Assistant Controller | \$35.00 | \$45.00 | \$49.35 | \$75.60 | \$41.00 | \$55.00 | \$57.81 | \$92.40 | \$49.00 | \$63.00 | \$69.09 | \$105.84 |
| Accounting Specialist | \$15.00 | \$25.00 | \$21.15 | \$42.00 | \$21.00 | \$35.00 | \$29.61 | \$58.80 | \$29.00 | \$43.00 | \$40.89 | \$72.24 |
| Auditor | \$20.00 | \$30.00 | \$28.20 | \$50.40 | \$26.00 | \$40.00 | \$36.66 | \$67.20 | \$34.00 | \$48.00 | \$47.94 | \$80.64 |
| Auditing Clerk | \$14.00 | \$24.00 | \$19.74 | \$40.32 | \$20.00 | \$34.00 | \$28.20 | \$57.12 | \$28.00 | \$42.00 | \$39.48 | \$70.56 |
| Bookkeeper | \$14.00 | \$24.00 | \$19.74 | \$40.32 | \$20.00 | \$34.00 | \$28.20 | \$57.12 | \$28.00 | \$42.00 | \$39.48 | \$70.56 |
| Budget Analyst | \$15.00 | \$25.00 | \$21.15 | \$42.00 | \$21.00 | \$35.00 | \$29.61 | \$58.80 | \$29.00 | \$43.00 | \$40.89 | \$72.24 |
| Compensation Analyst | \$18.00 | \$28.00 | \$25.38 | \$47.04 | \$24.00 | \$38.00 | \$33.84 | \$63.84 | \$32.00 | \$46.00 | \$45.12 | \$77.28 |
| Controller | \$38.00 | \$48.00 | \$53.58 | \$86.64 | \$44.00 | \$58.00 | \$62.04 | \$97.44 | \$52.00 | \$66.00 | \$73.32 | \$110.88 |
| Cost Estimators | \$20.00 | \$30.00 | \$28.20 | \$50.40 | \$26.00 | \$40.00 | \$36.66 | \$67.20 | \$34.00 | \$47.00 | \$47.94 | \$78.96 |
| Director of Budget and Strategic Planning | \$55.00 | \$65.00 | \$77.55 | \$109.20 | \$61.00 | \$75.00 | \$86.01 | \$126.00 | \$69.00 | \$83.00 | \$97.29 | \$139.44 |
| Director of Economic Development | \$55.00 | \$65.00 | \$77.55 | \$109.20 | \$61.00 | \$75.00 | \$86.01 | \$126.00 | \$69.00 | \$83.00 | \$97.29 | \$139.44 |
| Director of Finance | \$62.00 | \$72.00 | \$87.42 | \$120.96 | \$68.00 | \$82.00 | \$95.88 | \$137.76 | \$76.00 | \$90.00 | \$107.16 | \$151.20 |
| ERP Consultant | \$47.00 | \$57.00 | \$66.27 | \$95.76 | \$53.00 | \$67.00 | \$74.73 | \$112.56 | \$61.00 | \$75.00 | \$86.01 | \$126.00 |
| Financial Analyst | \$28.00 | \$38.00 | \$39.48 | \$63.84 | \$34.00 | \$48.00 | \$47.94 | \$80.64 | \$42.00 | \$56.00 | \$59.22 | \$94.08 |
| Internal Auditor | \$32.00 | \$42.00 | \$45.12 | \$70.56 | \$38.00 | \$52.00 | \$53.58 | \$87.36 | \$46.00 | \$60.00 | \$64.86 | \$100.80 |
| Invoicing Analyst | \$18.00 | \$28.00 | \$25.38 | \$47.04 | \$24.00 | \$38.00 | \$33.84 | \$63.84 | \$32.00 | \$46.00 | \$45.12 | \$77.28 |
| Payroll Specialist | \$19.00 | \$29.00 | \$26.79 | \$48.72 | \$25.00 | \$39.00 | \$35.25 | \$65.52 | \$33.00 | \$47.00 | \$46.53 | \$82.16 |
| Payroll Manager | \$33.00 | \$43.00 | \$46.53 | \$72.24 | \$37.00 | \$51.00 | \$52.17 | \$89.04 | \$47.00 | \$61.00 | \$66.27 | \$102.48 |
| Revenue Manager | \$31.00 | \$41.00 | \$43.71 | \$68.88 | \$37.00 | \$51.00 | \$52.17 | \$85.68 | \$45.00 | \$59.00 | \$63.45 | \$99.12 |
| Staff Accountant | \$32.00 | \$42.00 | \$45.12 | \$70.56 | \$38.00 | \$52.00 | \$53.58 | \$87.36 | \$46.00 | \$60.00 | \$64.86 | \$100.80 |
| Tax Administrator | \$18.00 | \$28.00 | \$25.38 | \$47.04 | \$24.00 | \$38.00 | \$33.84 | \$63.84 | \$32.00 | \$46.00 | \$45.12 | \$77.28 |
| Administrative Assistant | \$15.00 | \$25.00 | \$21.15 | \$42.00 | \$21.00 | \$35.00 | \$29.61 | \$58.80 | \$29.00 | \$43.00 | \$40.89 | \$72.24 |
| Administrative Clerk | \$14.00 | \$24.00 | \$19.74 | \$40.32 | \$20.00 | \$34.00 | \$28.20 | \$57.12 | \$28.00 | \$42.00 | \$39.48 | \$70.56 |
| Administrative Staff Assistant | \$14.00 | \$24.00 | \$19.74 | \$40.32 | \$20.00 | \$34.00 | \$28.20 | \$57.12 | \$28.00 | \$42.00 | \$39.48 | \$70.56 |
| Administrative Staff Specialist | \$14.00 | \$24.00 | \$19.74 | \$40.32 | \$20.00 | \$34.00 | \$28.20 | \$57.12 | \$28.00 | \$42.00 | \$39.48 | \$70.56 |
| Assistant Registrar | \$16.00 | \$26.00 | \$22.56 | \$43.68 | \$22.00 | \$36.00 | \$31.02 | \$60.48 | \$30.00 | \$44.00 | \$42.30 | \$73.92 |
| Benefits Analyst | \$17.00 | \$27.00 | \$23.97 | \$45.36 | \$23.00 | \$37.00 | \$32.43 | \$62.16 | \$31.00 | \$45.00 | \$43.71 | \$75.60 |
| Benefits Program Specialist | \$17.00 | \$27.00 | \$23.97 | \$45.36 | \$23.00 | \$37.00 | \$32.43 | \$62.16 | \$31.00 | \$45.00 | \$43.71 | \$75.60 |
| Bilingual Interpreter | \$17.00 | \$27.00 | \$23.97 | \$45.36 | \$23.00 | \$37.00 | \$32.43 | \$62.16 | \$31.00 | \$45.00 | \$43.71 | \$75.60 |
| Buyer | \$20.00 | \$30.00 | \$28.20 | \$50.40 | \$26.00 | \$40.00 | \$36.66 | \$67.20 | \$34.00 | \$48.00 | \$47.94 | \$80.64 |
| Call Center Representative | \$16.00 | \$26.00 | \$22.56 | \$43.68 | \$22.00 | \$36.00 | \$31.02 | \$60.48 | \$30.00 | \$44.00 | \$42.30 | \$73.92 |
| Capital Projects Manager | \$28.00 | \$38.00 | \$39.48 | \$63.84 | \$34.00 | \$48.00 | \$47.94 | \$80.64 | \$42.00 | \$56.00 | \$59.22 | \$94.08 |
| Career Services Coordinator | \$18.00 | \$28.00 | \$25.38 | \$47.04 | \$24.00 | \$38.00 | \$33.84 | \$63.84 | \$32.00 | \$46.00 | \$45.12 | \$77.28 |
| Cashier | \$17.00 | \$27.00 | \$23.97 | \$45.36 | \$23.00 | \$37.00 | \$32.43 | \$62.16 | \$31.00 | \$45.00 | \$43.71 | \$75.60 |
| Compliance Officer | \$20.00 | \$30.00 | \$28.20 | \$50.40 | \$26.00 | \$40.00 | \$36.66 | \$67.20 | \$34.00 | \$48.00 | \$47.94 | \$80.64 |
| Contract Officer | \$21.00 | \$31.00 | \$29.61 | \$52.08 | \$27.00 | \$41.00 | \$38.07 | \$68.88 | \$35.00 | \$49.00 | \$49.35 | \$82.32 |
| Customer Service Manager | \$29.00 | \$39.00 | \$40.89 | \$65.52 | \$35.00 | \$49.00 | \$49.35 | \$82.32 | \$43.00 | \$57.00 | \$60.63 | \$95.76 |
| Customer Service Representative | \$17.00 | \$27.00 | \$23.97 | \$45.36 | \$23.00 | \$37.00 | \$32.43 | \$62.16 | \$31.00 | \$45.00 | \$43.71 | \$75.60 |
| Data Entry Specialist | \$15.00 | \$25.00 | \$21.15 | \$42.00 | \$22.00 | \$35.00 | \$31.02 | \$58.80 | \$29.00 | \$43.00 | \$40.89 | \$72.24 |
| Executive Assistant | \$19.00 | \$29.00 | \$26.79 | \$48.72 | \$25.00 | \$39.00 | \$35.25 | \$65.52 | \$33.00 | \$47.00 | \$46.53 | \$82.16 |
| Grant Coordinator | \$34.00 | \$44.00 | \$47.94 | \$73.92 | \$40.00 | \$54.00 | \$56.40 | \$90.72 | \$48.00 | \$62.00 | \$67.68 | \$104.16 |
| Human Resources Manager | \$27.00 | \$37.00 | \$38.07 | \$62.16 | \$32.00 | \$46.00 | \$45.12 | \$78.96 | \$41.00 | \$55.00 | \$57.81 | \$92.40 |
| Human Resources Recruiter | \$23.00 | \$33.00 | \$32.43 | \$55.44 | \$29.00 | \$43.00 | \$40.89 | \$72.24 | \$37.00 | \$51.00 | \$51.00 | \$85.68 |
| Policy Advisor | \$40.00 | \$50.00 | \$56.40 | \$84.00 | \$46.00 | \$60.00 | \$64.86 | \$100.80 | \$54.00 | \$68.00 | \$76.14 | \$114.24 |
| Procurement Analyst | \$24.00 | \$34.00 | \$33.84 | \$57.12 | \$30.00 | \$44.00 | \$42.30 | \$73.92 | \$38.00 | \$52.00 | \$53.58 | \$87.36 |
| Purchasing Manager | \$19.00 | \$29.00 | \$26.79 | \$48.72 | \$25.00 | \$39.00 | \$35.25 | \$65.52 | \$33.00 | \$47.00 | \$46.53 | \$82.16 |
| Receptionist | \$17.00 | \$27.00 | \$23.97 | \$45.36 | \$23.00 | \$37.00 | \$32.43 | \$62.16 | \$31.00 | \$45.00 | \$43.71 | \$75.60 |
| Research Associate | \$19.00 | \$29.00 | \$26.79 | \$48.72 | \$25.00 | \$39.00 | \$35.25 | \$65.52 | \$33.00 | \$47.00 | \$46.53 | \$82.16 |
| Supplier Auditor | \$27.00 | \$37.00 | \$38.07 | \$62.16 | \$32.00 | \$46.00 | \$45.12 | \$78.96 | \$41.00 | \$55.00 | \$57.81 | \$92.40 |
| Talent Acquisition Partner | \$30.00 | \$40.00 | \$42.30 | \$67.20 | \$36.00 | \$50.00 | \$50.76 | \$84.00 | \$44.00 | \$58.00 | \$62.04 | \$97.44 |
| Teller | \$17.00 | \$27.00 | \$23.97 | \$45.36 | \$23.00 | \$37.00 | \$32.43 | \$62.16 | \$31.00 | \$45.00 | \$43.71 | \$75.60 |
| Title Examiner | \$20.00 | \$30.00 | \$28.20 | \$50.40 | \$26.00 | \$40.00 | \$36.66 | \$67.20 | \$34.00 | \$48.00 | \$47.94 | \$80.64 |
| Air Conditioning, Refrigeration & Heating Mechanic | \$17.00 | \$27.00 | \$23.97 | \$45.36 | \$23.00 | \$37.00 | \$32.43 | \$62.16 | \$31.00 | \$45.00 | \$43.71 | \$75.60 |
| Architect | \$20.00 | \$30.00 | \$28.20 | \$50.40 | \$26.00 | \$40.00 | \$36.66 | \$67.20 | \$34.00 | \$48.00 | \$47.94 | \$80.64 |
| AUTO CAD Drafter | \$32.00 | \$39.00 | \$45.12 | \$65.52 | \$39.00 | \$44.00 | \$54.99 | \$73.92 | \$44.00 | \$49.00 | \$62.04 | \$82.32 |
| Asset Manager | \$35.00 | \$45.00 | \$49.35 | \$75.60 | \$41.00 | \$55.00 | \$57.81 | \$92.40 | \$49.00 | \$63.00 | \$69.09 | \$105.84 |
| Automotive Tech | \$17.00 | \$27.00 | \$23.97 | \$45.36 | \$23.00 | \$37.00 | \$32.43 | \$62.16 | \$31.00 | \$45.00 | \$43.71 | \$75.60 |
| Automotive Mechanic | \$17.00 | \$27.00 | \$23.97 | \$45.36 | \$23.00 | \$37.00 | \$32.43 | \$62.16 | \$31.00 | \$45.00 | \$43.71 | \$75.60 |
| Boiler Operator | \$18.00 | \$28.00 | \$25.38 | \$47.04 | \$24.00 | \$38.00 | \$33.84 | \$63.84 | \$32.00 | \$46.00 | \$45.12 | \$77.28 |
| Building Coordinator | \$14.00 | \$24.00 | \$19.74 | \$40.32 | \$20.00 | \$34.00 | \$28.20 | \$57.12 | \$28.00 | \$42.00 | \$39.48 | \$70.56 |
| Carpenter | \$17.00 | \$27.00 | \$23.97 | \$45.36 | \$23.00 | \$37.00 | \$32.43 | \$62.16 | \$31.00 | \$45.00 | \$43.71 | \$75.60 |
| Chemist | \$18.00 | \$28.00 | \$25.38 | \$47.04 | \$24.00 | \$38.00 | \$33.84 | \$63.84 | \$32.00 | \$46.00 | \$45.12 | \$77.28 |
| Civil Engineer | \$35.00 | \$45.00 | \$49.35 | \$75.60 | \$41.00 | \$55.00 | \$57.81 | \$92.40 | \$49.00 | \$63.00 | \$69.09 | \$105.84 |
| Cleaners | \$17.00 | \$27.00 | \$23.97 | \$45.36 | \$23.00 | \$37.00 | \$32.43 | \$62.16 | \$31.00 | \$45.00 | \$43.71 | \$75.60 |
| Construction and Building Inspectors | \$19.00 | \$29.00 | \$26.79 | \$48.72 | \$25.00 | \$39.00 | \$35.25 | \$65.52 | \$33.00 | \$47.00 | \$46.53 | \$82.16 |
| Custodian | \$17.00 | \$27.00 | \$23.97 | \$45.36 | \$23.00 | \$37.00 | \$32.43 | \$62.16 | \$31.00 | \$45.00 | \$43.71 | \$75.60 |
| Electrical Engineer | \$32.00 | \$42.00 | \$45.12 | \$70.56 | \$38.00 | \$52.00 | \$53.58 | \$87.36 | \$46.00 | \$60.00 | \$64.86 | \$100.80 |
| Electrician | \$21.00 | \$31.00 | \$29.61 | \$52.08 | \$27.00 | \$41.00 | \$38.07 | \$68.88 | \$35.00 | \$49.00 | \$49.35 | \$82.32 |
| Environmental Services Worker | \$20.00 | \$30.00 | \$28.20 | \$50.40 | \$26.00 | \$40.00 | \$36.66 | \$67.20 | \$34.00 | \$48.00 | \$47.94 | \$80.64 |
| Field Service Technician | \$28.00 | \$38.00 | \$39.48 | \$63.84 | \$34.00 | \$48.00 | \$47.94 | \$80.64 | \$42.00 | \$56.00 | \$59.22 | \$94.08 |
| GIS Analyst | \$26.00 | \$36.00 | \$36.66 | \$47.04 | \$32.00 | \$46.00 | \$45.12 | \$77.28 | \$40.00 | \$54.00 | \$56.40 | \$90.72 |
| Grounds Worker | \$16.00 | \$26.00 | \$22.56 | \$43.68 | \$22.00 | \$36.00 | \$31.02 | \$60.48 | \$30.00 | \$44.00 | \$42.30 | \$73.92 |

| | | | | | | | | | | | | |
|---------------------------------------|---------|---------|---------|----------|---------|----------|----------|----------|----------|----------|----------|----------|
| HVAC Specialist | \$23.00 | \$33.00 | \$32.43 | \$55.44 | \$29.00 | \$43.00 | \$40.89 | \$72.24 | \$37.00 | \$51.00 | \$52.17 | \$85.68 |
| Industrial Engineer | \$33.00 | \$43.00 | \$46.53 | \$72.24 | \$39.00 | \$53.00 | \$54.99 | \$89.04 | \$47.00 | \$61.00 | \$66.27 | \$102.48 |
| Inspector | \$20.00 | \$30.00 | \$28.20 | \$50.40 | \$26.00 | \$40.00 | \$36.66 | \$67.20 | \$34.00 | \$48.00 | \$47.94 | \$80.64 |
| Installation Technician | \$18.00 | \$28.00 | \$25.38 | \$47.04 | \$24.00 | \$38.00 | \$33.84 | \$63.84 | \$32.00 | \$46.00 | \$45.12 | \$77.28 |
| Janitor | \$18.00 | \$28.00 | \$25.38 | \$47.04 | \$24.00 | \$38.00 | \$33.84 | \$63.84 | \$32.00 | \$46.00 | \$45.12 | \$77.28 |
| Low Voltage Technician | \$22.00 | \$32.00 | \$31.02 | \$53.76 | \$28.00 | \$42.00 | \$39.48 | \$70.56 | \$36.00 | \$50.00 | \$50.76 | \$84.00 |
| Maintenance Technician | \$17.00 | \$27.00 | \$23.97 | \$45.36 | \$23.00 | \$37.00 | \$32.43 | \$62.16 | \$31.00 | \$35.00 | \$43.71 | \$58.80 |
| Mechanic | \$20.00 | \$30.00 | \$28.20 | \$50.40 | \$26.00 | \$40.00 | \$36.66 | \$67.20 | \$34.00 | \$48.00 | \$47.94 | \$80.64 |
| Planning Specialist | \$19.00 | \$29.00 | \$26.79 | \$48.72 | \$25.00 | \$39.00 | \$35.25 | \$65.52 | \$33.00 | \$47.00 | \$46.53 | \$78.96 |
| Plant Operator | \$20.00 | \$30.00 | \$28.20 | \$50.40 | \$26.00 | \$40.00 | \$36.66 | \$67.20 | \$34.00 | \$48.00 | \$47.94 | \$80.64 |
| Postal Assitant | \$17.00 | \$27.00 | \$23.97 | \$45.36 | \$23.00 | \$38.00 | \$32.43 | \$63.84 | \$31.00 | \$45.00 | \$43.71 | \$75.60 |
| Safety Engineer | \$23.00 | \$33.00 | \$32.43 | \$55.44 | \$29.00 | \$43.00 | \$40.89 | \$72.24 | \$37.00 | \$51.00 | \$52.17 | \$85.68 |
| Specimen Processor | \$18.00 | \$28.00 | \$25.38 | \$47.04 | \$24.00 | \$38.00 | \$33.84 | \$63.84 | \$32.00 | \$46.00 | \$45.12 | \$77.28 |
| Structural Engineer | \$32.00 | \$42.00 | \$45.12 | \$70.56 | \$38.00 | \$52.00 | \$53.58 | \$87.36 | \$41.00 | \$54.00 | \$57.81 | \$90.72 |
| Survey Instrument Technician | \$19.00 | \$29.00 | \$26.79 | \$48.72 | \$25.00 | \$39.00 | \$35.25 | \$65.52 | \$33.00 | \$47.00 | \$46.53 | \$78.96 |
| Sustainability Manager | \$37.00 | \$47.00 | \$52.17 | \$78.96 | \$43.00 | \$57.00 | \$60.63 | \$95.76 | \$51.00 | \$65.00 | \$71.91 | \$109.20 |
| Trades Mechanic | \$20.00 | \$30.00 | \$28.20 | \$50.40 | \$26.00 | \$40.00 | \$36.66 | \$67.20 | \$34.00 | \$48.00 | \$47.94 | \$80.64 |
| Traffic Controller | \$20.00 | \$30.00 | \$28.20 | \$50.40 | \$26.00 | \$40.00 | \$36.66 | \$67.20 | \$34.00 | \$48.00 | \$47.94 | \$80.64 |
| Warehouse and Materials Technician | \$17.00 | \$27.00 | \$23.97 | \$45.36 | \$23.00 | \$37.00 | \$32.43 | \$62.16 | \$31.00 | \$45.00 | \$43.71 | \$75.60 |
| Warehouse Representative | \$19.00 | \$29.00 | \$26.79 | \$48.72 | \$25.00 | \$39.00 | \$35.25 | \$65.52 | \$33.00 | \$47.00 | \$46.53 | \$78.96 |
| Water Quality Technician | \$19.00 | \$29.00 | \$26.79 | \$48.72 | \$25.00 | \$39.00 | \$35.25 | \$65.52 | \$33.00 | \$47.00 | \$46.53 | \$78.96 |
| Registered Nurse | \$37.06 | \$44.12 | \$52.26 | \$74.12 | \$51.05 | \$59.88 | \$71.98 | \$93.88 | \$65.03 | \$67.65 | \$91.70 | \$113.65 |
| Licensed Practical Nurse | \$23.08 | \$32.35 | \$32.54 | \$54.35 | \$37.06 | \$44.12 | \$52.26 | \$74.12 | \$51.05 | \$55.88 | \$71.98 | \$93.88 |
| Registered Nurse - Care Management | \$37.06 | \$44.12 | \$52.26 | \$74.12 | \$51.05 | \$59.88 | \$71.98 | \$93.88 | \$65.03 | \$67.65 | \$91.70 | \$113.65 |
| Registered Nurse - Case Management | \$37.06 | \$44.12 | \$52.26 | \$74.12 | \$51.05 | \$59.88 | \$71.98 | \$93.88 | \$65.03 | \$67.65 | \$91.70 | \$113.65 |
| Clinical Nurse Coordinator | \$30.07 | \$38.24 | \$42.40 | \$64.24 | \$44.06 | \$50.00 | \$62.12 | \$84.00 | \$58.04 | \$61.76 | \$81.84 | \$103.76 |
| Clinical Research Nurse Coordinator | \$30.07 | \$38.24 | \$42.40 | \$64.24 | \$44.06 | \$50.00 | \$62.12 | \$84.00 | \$58.04 | \$61.76 | \$81.84 | \$103.76 |
| Registered Nurse - Discharge Planner | \$37.06 | \$44.12 | \$52.26 | \$74.12 | \$51.05 | \$59.88 | \$71.98 | \$93.88 | \$65.03 | \$67.65 | \$91.70 | \$113.65 |
| Registered Nurse - Utilization Review | \$37.06 | \$44.12 | \$52.26 | \$74.12 | \$51.05 | \$59.88 | \$71.98 | \$93.88 | \$65.03 | \$67.65 | \$91.70 | \$113.65 |
| Surgical Technician | \$19.58 | \$26.47 | \$27.61 | \$44.47 | \$30.07 | \$38.24 | \$42.40 | \$64.24 | \$44.06 | \$50.00 | \$62.12 | \$84.00 |
| Certified Surgical Technologist | \$23.08 | \$32.35 | \$32.54 | \$54.35 | \$37.06 | \$44.12 | \$52.26 | \$74.12 | \$51.05 | \$55.88 | \$71.98 | \$93.88 |
| Certified Clinical Medical Assistant | \$19.58 | \$23.53 | \$27.61 | \$39.53 | \$26.57 | \$35.29 | \$37.47 | \$59.29 | \$40.56 | \$47.06 | \$57.19 | \$79.06 |
| Certified Medical Assistant | \$19.58 | \$23.53 | \$27.61 | \$39.53 | \$26.57 | \$35.29 | \$37.47 | \$59.29 | \$40.56 | \$47.06 | \$57.19 | \$79.06 |
| Medical Assistant | \$19.58 | \$20.59 | \$27.61 | \$34.59 | \$23.08 | \$32.35 | \$32.54 | \$54.35 | \$37.06 | \$44.12 | \$52.26 | \$74.12 |
| Medical Lab Assistant | \$19.58 | \$23.53 | \$27.61 | \$39.53 | \$26.57 | \$35.29 | \$37.47 | \$59.29 | \$40.56 | \$47.06 | \$57.19 | \$79.06 |
| Medical Lab Technologist | \$19.58 | \$23.53 | \$27.61 | \$39.53 | \$26.57 | \$35.29 | \$37.47 | \$59.29 | \$40.56 | \$47.06 | \$57.19 | \$79.06 |
| Medical Technologist | \$19.58 | \$23.53 | \$27.61 | \$39.53 | \$26.57 | \$35.29 | \$37.47 | \$59.29 | \$40.56 | \$47.06 | \$57.19 | \$79.06 |
| Occupational Therapist | \$38.00 | \$48.00 | \$74.00 | \$84.00 | \$84.00 | \$108.00 | \$108.00 | \$108.00 | \$108.00 | \$108.00 | \$108.00 | \$112.00 |
| Patient Care Assistant | \$19.58 | \$20.59 | \$27.61 | \$34.59 | \$23.08 | \$32.35 | \$32.54 | \$54.35 | \$37.06 | \$44.12 | \$52.26 | \$74.12 |
| Patient Transport Attendant | \$19.58 | \$20.59 | \$27.61 | \$34.59 | \$23.08 | \$32.35 | \$32.54 | \$54.35 | \$37.06 | \$44.12 | \$52.26 | \$74.12 |
| Pharmacist | \$51.05 | \$55.88 | \$71.98 | \$93.88 | \$65.03 | \$67.65 | \$91.70 | \$113.65 | \$79.02 | \$79.41 | \$111.42 | \$133.41 |
| Pharmacy Technician | \$19.58 | \$23.53 | \$27.61 | \$39.53 | \$26.57 | \$35.29 | \$37.47 | \$59.29 | \$40.56 | \$47.06 | \$57.19 | \$79.06 |
| Phlebotomist | \$19.58 | \$23.53 | \$27.61 | \$39.53 | \$26.57 | \$35.29 | \$37.47 | \$59.29 | \$40.56 | \$47.06 | \$57.19 | \$79.06 |
| Physical Therapist | \$45.00 | \$54.00 | \$90.00 | \$108.00 | \$54.01 | \$63.00 | \$108.02 | \$126.00 | \$63.01 | \$75.00 | \$105.00 | \$115.00 |
| Cardiac Cath Lab Technologist | \$44.06 | \$50.00 | \$62.12 | \$84.00 | \$58.04 | \$61.76 | \$81.84 | \$103.76 | \$72.03 | \$73.53 | \$101.56 | \$123.53 |
| Echo Sonographer | \$40.56 | \$47.06 | \$57.19 | \$79.06 | \$54.55 | \$58.82 | \$76.91 | \$98.82 | \$68.53 | \$70.59 | \$96.63 | \$118.59 |
| MRI Technologist | \$33.57 | \$41.18 | \$47.33 | \$69.18 | \$47.55 | \$52.94 | \$67.05 | \$88.94 | \$61.54 | \$64.71 | \$86.77 | \$108.71 |
| Ultrasound Technologist | \$33.57 | \$41.18 | \$47.33 | \$69.18 | \$47.55 | \$52.94 | \$67.05 | \$88.94 | \$61.54 | \$64.71 | \$86.77 | \$108.71 |
| EEG Technologist | \$37.06 | \$44.12 | \$52.26 | \$74.12 | \$51.05 | \$59.88 | \$71.98 | \$93.88 | \$65.03 | \$67.65 | \$91.70 | \$113.65 |
| Electrophysiology Technologist | \$37.06 | \$44.12 | \$52.26 | \$74.12 | \$51.05 | \$59.88 | \$71.98 | \$93.88 | \$65.03 | \$67.65 | \$91.70 | \$113.65 |
| Sterile Supply Technician | \$19.58 | \$23.53 | \$27.61 | \$39.53 | \$26.57 | \$35.29 | \$37.47 | \$59.29 | \$40.56 | \$47.06 | \$57.19 | \$79.06 |
| Speech Language Pathologist | \$45.00 | \$52.00 | \$85.00 | \$90.00 | \$52.01 | \$60.00 | \$90.01 | \$103.00 | \$60.01 | \$68.00 | \$103.01 | \$112.00 |
| Respiratory Therapist | \$40.56 | \$47.06 | \$57.19 | \$79.06 | \$54.55 | \$58.82 | \$76.91 | \$98.82 | \$68.53 | \$70.59 | \$96.63 | \$118.59 |
| Sterile Supply Tech - Lead | \$19.58 | \$26.47 | \$27.61 | \$44.47 | \$30.07 | \$38.24 | \$42.40 | \$64.24 | \$44.06 | \$50.00 | \$62.12 | \$84.00 |
| Histotechnologist | \$19.58 | \$29.41 | \$27.61 | \$49.41 | \$33.57 | \$41.18 | \$47.33 | \$69.18 | \$47.55 | \$52.94 | \$67.05 | \$88.94 |
| Histology Technician | \$19.58 | \$26.47 | \$27.61 | \$44.47 | \$30.07 | \$38.24 | \$42.40 | \$64.24 | \$44.06 | \$50.00 | \$62.12 | \$84.00 |
| Licensed Social Worker | \$30.07 | \$38.24 | \$42.40 | \$64.24 | \$44.06 | \$50.00 | \$62.12 | \$84.00 | \$58.04 | \$61.76 | \$81.84 | \$103.76 |
| Case Manager | \$37.06 | \$44.12 | \$52.26 | \$74.12 | \$51.05 | \$59.88 | \$71.98 | \$93.88 | \$65.03 | \$67.65 | \$91.70 | \$113.65 |
| Clinical Counselor | \$19.58 | \$23.53 | \$27.61 | \$39.53 | \$26.57 | \$35.29 | \$37.47 | \$59.29 | \$40.56 | \$47.06 | \$57.19 | \$79.06 |
| Clinical Research Assistant | \$19.58 | \$29.41 | \$27.61 | \$49.41 | \$33.57 | \$41.18 | \$47.33 | \$69.18 | \$47.55 | \$52.94 | \$67.05 | \$88.94 |
| Clinical Engineer | \$40.56 | \$47.06 | \$57.19 | \$79.06 | \$54.55 | \$58.82 | \$76.91 | \$98.82 | \$68.53 | \$70.59 | \$96.63 | \$118.59 |
| Lab Assistant | \$19.58 | \$23.53 | \$27.61 | \$39.53 | \$26.57 | \$35.29 | \$37.47 | \$59.29 | \$40.56 | \$47.06 | \$57.19 | \$79.06 |
| CT Technologist | \$33.57 | \$41.18 | \$47.33 | \$69.18 | \$47.55 | \$52.94 | \$67.05 | \$88.94 | \$61.54 | \$64.71 | \$86.77 | \$108.71 |
| Cytotechnologist | \$23.08 | \$32.35 | \$32.54 | \$54.35 | \$37.06 | \$44.12 | \$52.26 | \$74.12 | \$51.05 | \$55.88 | \$71.98 | \$93.88 |
| Diagnostic Imaging Specialist | \$16.08 | \$26.47 | \$22.68 | \$44.47 | \$30.07 | \$38.24 | \$42.40 | \$64.24 | \$44.06 | \$50.00 | \$62.12 | \$84.00 |
| Perfusionist | \$47.55 | \$52.94 | \$67.05 | \$88.94 | \$61.54 | \$64.71 | \$86.77 | \$108.71 | \$75.52 | \$76.47 | \$106.49 | \$128.47 |
| Radiation Therapist | \$47.55 | \$52.94 | \$67.05 | \$88.94 | \$61.54 | \$64.71 | \$86.77 | \$108.71 | \$75.52 | \$76.47 | \$106.49 | \$128.47 |
| Registered Dietician | \$23.08 | \$32.35 | \$32.54 | \$54.35 | \$37.06 | \$44.12 | \$52.26 | \$74.12 | \$51.05 | \$55.88 | \$71.98 | \$93.88 |
| Dietary Aid | \$19.58 | \$20.59 | \$27.61 | \$34.59 | \$23.08 | \$32.35 | \$32.54 | \$54.35 | \$37.06 | \$44.12 | \$52.26 | \$74.12 |
| Social Worker - Masters | \$33.57 | \$41.18 | \$47.33 | \$69.18 | \$47.55 | \$52.94 | \$67.05 | \$88.94 | \$61.54 | \$64.71 | \$86.77 | \$108.71 |
| Social Worker - Bachelors | \$30.07 | \$38.24 | \$42.40 | \$64.24 | \$44.06 | \$50.00 | \$62.12 | \$84.00 | \$58.04 | \$61.76 | \$81.84 | \$103.76 |
| Application Developer | \$49.00 | \$54.00 | \$69.09 | \$90.72 | \$54.00 | \$59.00 | \$76.14 | \$99.12 | \$54.00 | \$68.00 | \$76.14 | \$114.24 |
| AV Technician | \$21.00 | \$31.00 | \$29.61 | \$52.08 | \$27.00 | \$41.00 | \$38.07 | \$68.88 | \$35.00 | \$49.00 | \$49.35 | \$82.32 |
| Business Analyst | \$18.00 | \$28.00 | \$25.38 | \$47.04 | \$24.00 | \$38.00 | \$33.84 | \$63.84 | \$32.00 | \$46.00 | \$45.12 | \$77.28 |
| Business Systems Analyst | \$26.00 | \$36.00 | \$36.66 | \$60.48 | \$32.00 | \$46.00 | \$45.12 | \$77.28 | \$40.00 | \$54.00 | \$56.40 | \$90.72 |
| Change Management Specialist | \$50.00 | \$60.00 | \$70.50 | \$100.80 | \$60.00 | \$70.00 | \$84.60 | \$117.60 | \$70.00 | \$90.00 | \$98.70 | \$151.20 |
| Citrix Administrator | \$45.00 | \$55.00 | \$63.45 | \$92.40 | \$55.00 | \$65.00 | \$77.55 | \$109.20 | \$65.00 | \$75.00 | \$91.65 | \$126.00 |
| Cognos Developer | \$45.00 | \$50.00 | \$63.45 | \$84.00 | \$60.00 | \$65.00 | \$84.60 | \$109.20 | \$65.00 | \$70.00 | \$91.65 | \$117.60 |
| Customer Service Representative | \$18.00 | \$24.00 | \$25.38 | \$40.32 | \$24.00 | \$30.00 | \$33.84 | \$50.40 | \$32.00 | \$30.00 | \$33.02 | \$50.40 |
| Data Warehouse Analyst | \$40.00 | \$45.00 | \$56.40 | \$75.60 | \$45.00 | \$55.00 | \$63.45 | \$92.40 | \$55.00 | \$70.00 | \$77.55 | \$117.60 |

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|---|---------|---------|----------|----------|---------|----------|----------|----------|----------|----------|----------|----------|
| Database Administrator | \$45.00 | \$55.00 | \$63.45 | \$92.40 | \$55.00 | \$65.00 | \$77.55 | \$109.20 | \$65.00 | \$85.00 | \$91.65 | \$142.80 |
| Epic Developer | \$38.00 | \$55.00 | \$53.58 | \$92.40 | \$45.00 | \$75.00 | \$63.45 | \$126.00 | \$60.00 | \$85.00 | \$84.60 | \$142.80 |
| ETL Developer | \$50.00 | \$55.00 | \$70.50 | \$92.40 | \$55.00 | \$65.00 | \$77.55 | \$109.20 | \$65.00 | \$85.00 | \$91.65 | \$142.80 |
| Identity Management | \$35.00 | \$48.00 | \$49.35 | \$86.64 | \$48.00 | \$72.00 | \$67.68 | \$120.95 | \$72.00 | \$95.00 | \$101.52 | \$159.60 |
| IT Architect | \$65.00 | \$75.00 | \$91.65 | \$126.00 | \$75.00 | \$85.00 | \$105.75 | \$142.80 | \$85.00 | \$95.00 | \$119.85 | \$159.60 |
| IT Helpdesk / Desktop Support | \$22.00 | \$28.00 | \$31.02 | \$47.04 | \$28.00 | \$35.00 | \$39.48 | \$58.80 | \$35.00 | \$42.00 | \$49.35 | \$70.56 |
| IT Project Manager | \$45.00 | \$55.00 | \$63.45 | \$92.40 | \$55.00 | \$70.00 | \$77.55 | \$117.60 | \$70.00 | \$90.00 | \$98.70 | \$151.20 |
| IT Security Administrator | \$50.00 | \$60.00 | \$70.50 | \$100.80 | \$60.00 | \$75.00 | \$84.60 | \$126.00 | \$75.00 | \$85.00 | \$105.75 | \$142.80 |
| ITIL/ITSM | \$65.00 | \$75.00 | \$91.65 | \$126.00 | \$75.00 | \$85.00 | \$105.75 | \$142.80 | \$85.00 | \$95.00 | \$119.85 | \$159.60 |
| Java Developer | \$45.00 | \$55.00 | \$63.45 | \$92.40 | \$55.00 | \$65.00 | \$77.55 | \$109.20 | \$65.00 | \$85.00 | \$91.65 | \$142.80 |
| Mainframe Analyst | \$45.00 | \$50.00 | \$63.45 | \$84.00 | \$50.00 | \$60.00 | \$70.50 | \$100.80 | \$60.00 | \$75.00 | \$84.60 | \$126.00 |
| Mainframe Developer | \$45.00 | \$55.00 | \$63.45 | \$92.40 | \$55.00 | \$65.00 | \$77.55 | \$109.20 | \$65.00 | \$75.00 | \$91.65 | \$126.00 |
| Mainframe Operator | \$45.00 | \$50.00 | \$63.45 | \$84.00 | \$50.00 | \$60.00 | \$70.50 | \$109.20 | \$60.00 | \$85.00 | \$84.60 | \$142.80 |
| Middleware Developer | \$45.00 | \$55.00 | \$63.45 | \$92.40 | \$55.00 | \$65.00 | \$77.55 | \$109.20 | \$65.00 | \$85.00 | \$91.65 | \$142.80 |
| MS Access Developer | \$40.00 | \$45.00 | \$56.40 | \$75.60 | \$45.00 | \$60.00 | \$63.45 | \$100.80 | \$60.00 | \$70.00 | \$84.60 | \$117.60 |
| PeopleSoft Developer | \$50.00 | \$55.00 | \$70.50 | \$92.40 | \$55.00 | \$75.00 | \$77.55 | \$126.00 | \$65.00 | \$95.00 | \$91.65 | \$159.60 |
| QA Analyst | \$35.00 | \$45.00 | \$49.35 | \$75.60 | \$45.00 | \$50.00 | \$63.45 | \$84.00 | \$50.00 | \$55.00 | \$70.50 | \$92.40 |
| Release Management | \$45.00 | \$55.00 | \$63.45 | \$92.40 | \$55.00 | \$70.00 | \$77.55 | \$117.60 | \$70.00 | \$90.00 | \$98.70 | \$151.20 |
| SharePoint Administrator | \$50.00 | \$55.00 | \$70.50 | \$92.40 | \$55.00 | \$65.00 | \$77.55 | \$109.20 | \$65.00 | \$75.00 | \$91.65 | \$126.00 |
| Software Developer | \$45.00 | \$55.00 | \$63.45 | \$92.40 | \$55.00 | \$65.00 | \$77.55 | \$109.20 | \$65.00 | \$85.00 | \$91.65 | \$142.80 |
| Systems Administrator | \$40.00 | \$45.00 | \$56.40 | \$75.60 | \$45.00 | \$50.00 | \$63.45 | \$84.00 | \$50.00 | \$60.00 | \$70.50 | \$100.80 |
| Technical Writer | \$30.00 | \$35.00 | \$42.30 | \$58.80 | \$35.00 | \$55.00 | \$49.35 | \$92.40 | \$45.00 | \$65.00 | \$63.45 | \$109.20 |
| Technical Analyst | \$45.00 | \$55.00 | \$63.45 | \$92.40 | \$55.00 | \$65.00 | \$77.55 | \$109.20 | \$65.00 | \$70.00 | \$91.65 | \$117.60 |
| Telecom Technician | \$30.00 | \$35.00 | \$42.30 | \$58.80 | \$35.00 | \$45.00 | \$49.35 | \$75.60 | \$45.00 | \$50.00 | \$63.45 | \$84.00 |
| Web Developer | \$45.00 | \$50.00 | \$63.45 | \$84.00 | \$50.00 | \$55.00 | \$70.50 | \$92.40 | \$55.00 | \$70.00 | \$77.55 | \$117.60 |
| Active Directory Engineer | \$56.00 | \$62.00 | \$78.96 | \$104.16 | \$62.00 | \$68.00 | \$87.42 | \$114.24 | \$68.00 | \$78.00 | \$95.88 | \$131.04 |
| Advanced Technology Specialist | \$30.00 | \$45.00 | \$42.30 | \$75.60 | \$45.00 | \$60.00 | \$63.45 | \$100.80 | \$60.00 | \$70.00 | \$84.60 | \$117.60 |
| Analyst - Business | \$35.00 | \$43.00 | \$49.35 | \$72.24 | \$43.00 | \$52.00 | \$60.63 | \$87.36 | \$52.00 | \$68.00 | \$73.32 | \$114.24 |
| Analyst - Financial | \$35.00 | \$45.00 | \$49.35 | \$75.60 | \$45.00 | \$55.00 | \$63.45 | \$92.40 | \$55.00 | \$75.00 | \$77.55 | \$126.00 |
| Analyst - Risk Assessment | \$35.00 | \$46.00 | \$49.35 | \$77.28 | \$46.00 | \$55.00 | \$64.86 | \$92.40 | \$55.00 | \$75.00 | \$77.55 | \$126.00 |
| Analyst - Re-engineering | \$35.00 | \$46.00 | \$49.35 | \$77.28 | \$46.00 | \$65.00 | \$64.86 | \$109.20 | \$65.00 | \$75.00 | \$91.65 | \$126.00 |
| Application Support/Implementation | \$45.00 | \$55.00 | \$63.45 | \$92.40 | \$55.00 | \$65.00 | \$77.55 | \$109.20 | \$65.00 | \$85.00 | \$91.65 | \$142.80 |
| APPS Programmer/Analyst | \$45.00 | \$55.00 | \$63.45 | \$92.40 | \$55.00 | \$65.00 | \$77.55 | \$109.20 | \$70.00 | \$80.00 | \$98.70 | \$134.40 |
| APPS Systems Engineer | \$50.00 | \$60.00 | \$70.50 | \$100.80 | \$60.00 | \$70.00 | \$84.60 | \$117.60 | \$70.00 | \$80.00 | \$98.70 | \$134.40 |
| Application Architect | \$65.00 | \$75.00 | \$91.65 | \$126.00 | \$75.00 | \$85.00 | \$105.75 | \$142.80 | \$85.00 | \$110.00 | \$119.85 | \$184.80 |
| Architecture Planning & Assessment - Business | \$65.00 | \$75.00 | \$91.65 | \$126.00 | \$75.00 | \$85.00 | \$105.75 | \$142.80 | \$85.00 | \$110.00 | \$119.85 | \$184.80 |
| Architecture Planning & Assessment - Information/Data | \$65.00 | \$75.00 | \$91.65 | \$126.00 | \$75.00 | \$85.00 | \$105.75 | \$142.80 | \$85.00 | \$110.00 | \$119.85 | \$184.80 |
| Architecture Planning & Assessment - Security | \$65.00 | \$75.00 | \$91.65 | \$126.00 | \$75.00 | \$85.00 | \$105.75 | \$142.80 | \$85.00 | \$120.00 | \$119.85 | \$201.60 |
| Architecture Planning & Assessment - Technical | \$65.00 | \$75.00 | \$91.65 | \$126.00 | \$75.00 | \$85.00 | \$105.75 | \$142.80 | \$85.00 | \$110.00 | \$119.85 | \$184.80 |
| Business Applications Analyst | \$40.00 | \$50.00 | \$56.40 | \$84.00 | \$50.00 | \$65.00 | \$77.55 | \$109.20 | \$65.00 | \$75.00 | \$91.65 | \$126.00 |
| Business Intelligence Analyst | \$45.00 | \$50.00 | \$63.45 | \$84.00 | \$60.00 | \$65.00 | \$84.60 | \$109.20 | \$65.00 | \$70.00 | \$91.65 | \$117.60 |
| Business Process Analyst | \$40.00 | \$50.00 | \$56.40 | \$84.00 | \$55.00 | \$65.00 | \$77.55 | \$109.20 | \$65.00 | \$75.00 | \$91.65 | \$126.00 |
| Business Systems Consultant | \$45.00 | \$55.00 | \$63.45 | \$92.40 | \$60.00 | \$70.00 | \$84.60 | \$117.60 | \$75.00 | \$85.00 | \$105.75 | \$142.80 |
| CCIE Engineer | \$62.50 | \$68.75 | \$88.13 | \$115.50 | \$68.75 | \$75.00 | \$96.94 | \$126.00 | \$75.00 | \$84.38 | \$105.75 | \$141.76 |
| Computer Operations Analyst | \$25.00 | \$30.00 | \$35.25 | \$50.40 | \$30.00 | \$35.00 | \$42.30 | \$58.80 | \$35.00 | \$45.00 | \$49.35 | \$75.60 |
| Computer Operations Tech | \$25.00 | \$30.00 | \$35.25 | \$50.40 | \$30.00 | \$35.00 | \$42.30 | \$58.80 | \$35.00 | \$45.00 | \$49.35 | \$75.60 |
| CX Interaction Design Engineer | \$45.00 | \$55.00 | \$63.45 | \$92.40 | \$55.00 | \$65.00 | \$77.55 | \$109.20 | \$65.00 | \$75.00 | \$91.65 | \$126.00 |
| CX Producer | \$45.00 | \$55.00 | \$63.45 | \$92.40 | \$55.00 | \$65.00 | \$77.55 | \$109.20 | \$65.00 | \$75.00 | \$91.65 | \$126.00 |
| CX Senior Producer | \$50.00 | \$55.00 | \$70.50 | \$92.40 | \$60.00 | \$65.00 | \$84.60 | \$109.20 | \$70.00 | \$80.00 | \$98.70 | \$134.40 |
| Data Administration | \$50.00 | \$60.00 | \$70.50 | \$100.80 | \$60.00 | \$65.00 | \$84.60 | \$109.20 | \$65.00 | \$75.00 | \$91.65 | \$126.00 |
| Data Analyst | \$40.00 | \$50.00 | \$56.40 | \$84.00 | \$50.00 | \$60.00 | \$70.50 | \$100.80 | \$60.00 | \$70.00 | \$84.60 | \$117.60 |
| Data Architecture Designer/Implementation | \$70.00 | \$80.00 | \$98.70 | \$134.40 | \$80.00 | \$90.00 | \$112.80 | \$151.20 | \$100.00 | \$120.00 | \$141.00 | \$201.60 |
| Data Base Developer | \$45.00 | \$55.00 | \$63.45 | \$92.40 | \$55.00 | \$65.00 | \$77.55 | \$109.20 | \$65.00 | \$75.00 | \$91.65 | \$126.00 |
| Data Center Engineer | \$50.00 | \$60.00 | \$70.50 | \$100.80 | \$65.00 | \$70.00 | \$91.65 | \$117.60 | \$70.00 | \$75.00 | \$98.70 | \$126.00 |
| Data Warehouse Manager | \$55.00 | \$65.00 | \$77.55 | \$109.20 | \$65.00 | \$75.00 | \$91.65 | \$126.00 | \$70.00 | \$85.00 | \$105.75 | \$142.80 |
| Data Warehouse Reporting - Business Intelligence | \$45.00 | \$50.00 | \$63.45 | \$84.00 | \$60.00 | \$65.00 | \$84.60 | \$109.20 | \$65.00 | \$70.00 | \$91.65 | \$117.60 |
| Database - DB2 | \$45.00 | \$55.00 | \$63.45 | \$92.40 | \$60.00 | \$65.00 | \$84.60 | \$109.20 | \$70.00 | \$85.00 | \$98.70 | \$142.80 |
| Database - Design/Architect | \$55.00 | \$65.00 | \$77.55 | \$109.20 | \$65.00 | \$75.00 | \$91.65 | \$126.00 | \$85.00 | \$100.00 | \$119.85 | \$168.00 |
| Database - MS Access | \$45.00 | \$55.00 | \$63.45 | \$92.40 | \$60.00 | \$65.00 | \$84.60 | \$109.20 | \$70.00 | \$85.00 | \$98.70 | \$142.80 |
| Database - Oracle | \$45.00 | \$55.00 | \$63.45 | \$92.40 | \$60.00 | \$65.00 | \$84.60 | \$109.20 | \$70.00 | \$85.00 | \$98.70 | \$142.80 |
| Database Analyst | \$40.00 | \$45.00 | \$56.40 | \$75.60 | \$50.00 | \$55.00 | \$70.50 | \$92.40 | \$55.00 | \$70.00 | \$77.55 | \$117.60 |
| Database - MS SQL | \$45.00 | \$55.00 | \$63.45 | \$92.40 | \$60.00 | \$65.00 | \$84.60 | \$109.20 | \$70.00 | \$85.00 | \$98.70 | \$142.80 |
| Database Specialist | \$45.00 | \$55.00 | \$63.45 | \$92.40 | \$65.00 | \$70.00 | \$91.65 | \$117.60 | \$75.00 | \$85.00 | \$105.75 | \$142.80 |
| DataStage ETL Developer | \$40.00 | \$50.00 | \$56.40 | \$84.00 | \$60.00 | \$65.00 | \$84.60 | \$109.20 | \$65.00 | \$75.00 | \$91.65 | \$126.00 |
| Deployment Specialist | \$25.00 | \$30.00 | \$35.25 | \$50.40 | \$30.00 | \$35.00 | \$42.30 | \$58.80 | \$35.00 | \$45.00 | \$49.35 | \$75.60 |
| Desktop - Application | \$30.00 | \$35.00 | \$42.30 | \$58.80 | \$35.00 | \$40.00 | \$49.35 | \$67.20 | \$40.00 | \$50.00 | \$56.40 | \$84.00 |
| Desktop - Security | \$30.00 | \$35.00 | \$42.30 | \$58.80 | \$35.00 | \$40.00 | \$49.35 | \$67.20 | \$40.00 | \$50.00 | \$56.40 | \$84.00 |
| Desktop - Support | \$22.00 | \$30.00 | \$31.02 | \$50.40 | \$30.00 | \$35.00 | \$42.30 | \$58.80 | \$35.00 | \$42.00 | \$49.35 | \$70.56 |
| Desktop - Operating System | \$22.00 | \$30.00 | \$31.02 | \$50.40 | \$30.00 | \$35.00 | \$42.30 | \$58.80 | \$35.00 | \$42.00 | \$49.35 | \$70.56 |
| Developer/Analyst | \$45.00 | \$55.00 | \$63.45 | \$92.40 | \$55.00 | \$65.00 | \$77.55 | \$109.20 | \$65.00 | \$85.00 | \$91.65 | \$142.80 |
| Developer/Application Specialist - Java/JSP | \$45.00 | \$55.00 | \$63.45 | \$92.40 | \$55.00 | \$65.00 | \$77.55 | \$109.20 | \$65.00 | \$85.00 | \$91.65 | \$142.80 |
| Developer/Application Specialist - PHP | \$45.00 | \$55.00 | \$63.45 | \$92.40 | \$55.00 | \$65.00 | \$77.55 | \$109.20 | \$65.00 | \$85.00 | \$91.65 | \$142.80 |
| Developer/Application Specialist - NET/ASP/NET | \$45.00 | \$55.00 | \$63.45 | \$92.40 | \$55.00 | \$65.00 | \$77.55 | \$109.20 | \$65.00 | \$85.00 | \$91.65 | \$142.80 |
| Director of HIM | \$85.00 | \$95.00 | \$119.85 | \$159.60 | \$95.00 | \$105.00 | \$133.95 | \$176.40 | \$105.00 | \$110.00 | \$148.00 | \$184.80 |
| Director of Program Manager | \$70.00 | \$80.00 | \$98.70 | \$134.40 | \$80.00 | \$90.00 | \$112.80 | \$151.20 | \$100.00 | \$110.00 | \$141.00 | \$184.80 |
| Director Technology | \$70.00 | \$80.00 | \$98.70 | \$134.40 | \$80.00 | \$90.00 | \$112.80 | \$151.20 | \$100.00 | \$110.00 | \$141.00 | \$184.80 |
| Disributed Server Analyst | \$45.00 | \$55.00 | \$63.45 | \$92.40 | \$55.00 | \$65.00 | \$77.55 | \$109.20 | \$65.00 | \$75.00 | \$91.65 | \$126.00 |
| Document Composition | \$30.00 | \$35.00 | \$42.30 | \$58.80 | \$45.00 | \$55.00 | \$63.45 | \$92.40 | \$55.00 | \$65.00 | \$77.55 | \$109.20 |
| Documentation Specialist | \$30.00 | \$35.00 | \$42.30 | \$58.80 | \$45.00 | \$55.00 | \$63.45 | \$92.40 | \$55.00 | \$65.00 | \$77.55 | \$109.20 |
| Data warehouse Analyst | \$55.00 | \$65.00 | \$77.55 | \$109.20 | \$65.00 | \$75.00 | \$91.65 | \$126.00 | \$75.00 | \$85.00 | \$105.75 | \$142.80 |
| E-Business System Consultant | \$45.00 | \$55.00 | \$63.45 | \$92.40 | \$55.00 | \$65.00 | \$77.55 | \$109.20 | \$65.00 | \$75.00 | \$91.65 | \$126.00 |

| | | | | | | | | | | | | |
|--|---------|---------|----------|----------|---------|----------|----------|----------|----------|----------|----------|----------|
| Functional Configuration Analyst | \$45.00 | \$55.00 | \$63.45 | \$92.40 | \$55.00 | \$65.00 | \$77.55 | \$109.20 | \$65.00 | \$85.00 | \$91.65 | \$142.80 |
| Functional ERP Consultant | \$70.00 | \$80.00 | \$98.70 | \$134.40 | \$80.00 | \$90.00 | \$112.80 | \$151.20 | \$90.00 | \$100.00 | \$126.90 | \$168.00 |
| Implementation Consultant | \$55.00 | \$60.00 | \$77.55 | \$100.80 | \$65.00 | \$75.00 | \$91.65 | \$126.00 | \$75.00 | \$95.00 | \$105.75 | \$159.60 |
| Implementation Manager | \$65.00 | \$75.00 | \$91.65 | \$126.00 | \$75.00 | \$85.00 | \$105.75 | \$142.80 | \$85.00 | \$95.00 | \$119.85 | \$159.60 |
| Information Security Analyst | \$45.00 | \$50.00 | \$63.45 | \$84.00 | \$50.00 | \$55.00 | \$70.50 | \$92.40 | \$55.00 | \$65.00 | \$77.55 | \$109.20 |
| Information Security Engineer | \$50.00 | \$60.00 | \$70.50 | \$100.80 | \$65.00 | \$75.00 | \$91.65 | \$126.00 | \$75.00 | \$85.00 | \$105.75 | \$142.80 |
| IT Contract Administrator | \$30.00 | \$35.00 | \$42.30 | \$58.80 | \$35.00 | \$40.00 | \$49.35 | \$67.20 | \$40.00 | \$45.00 | \$56.40 | \$75.60 |
| IT Project Manager | \$45.00 | \$55.00 | \$63.45 | \$92.40 | \$55.00 | \$70.00 | \$77.55 | \$117.60 | \$70.00 | \$90.00 | \$98.70 | \$151.20 |
| IT Security | \$45.00 | \$55.00 | \$63.45 | \$92.40 | \$55.00 | \$70.00 | \$77.55 | \$117.60 | \$70.00 | \$90.00 | \$98.70 | \$151.20 |
| Mainframe - Operating System | \$45.00 | \$50.00 | \$63.45 | \$84.00 | \$50.00 | \$60.00 | \$70.50 | \$100.80 | \$60.00 | \$75.00 | \$84.60 | \$126.00 |
| Mainframe - Operations | \$45.00 | \$50.00 | \$63.45 | \$84.00 | \$50.00 | \$60.00 | \$70.50 | \$100.80 | \$60.00 | \$75.00 | \$84.60 | \$126.00 |
| Mainframe Support | \$45.00 | \$50.00 | \$63.45 | \$84.00 | \$50.00 | \$60.00 | \$70.50 | \$100.80 | \$60.00 | \$75.00 | \$84.60 | \$126.00 |
| Mainframe Security | \$50.00 | \$55.00 | \$70.50 | \$92.40 | \$55.00 | \$65.00 | \$77.55 | \$109.20 | \$65.00 | \$80.00 | \$91.65 | \$134.40 |
| IT Manager | \$70.00 | \$80.00 | \$98.70 | \$134.40 | \$80.00 | \$90.00 | \$112.80 | \$151.20 | \$90.00 | \$110.00 | \$126.90 | \$184.80 |
| Manager of Technology | \$70.00 | \$80.00 | \$98.70 | \$134.40 | \$80.00 | \$90.00 | \$112.80 | \$151.20 | \$110.00 | \$110.00 | \$155.10 | \$184.80 |
| Mature Languages & Mainframe | \$45.00 | \$50.00 | \$63.45 | \$84.00 | \$50.00 | \$60.00 | \$70.50 | \$100.80 | \$60.00 | \$75.00 | \$84.60 | \$126.00 |
| Modeling - Business | \$40.00 | \$50.00 | \$56.40 | \$84.00 | \$55.00 | \$65.00 | \$77.55 | \$109.20 | \$65.00 | \$75.00 | \$91.65 | \$126.00 |
| Modeling - Data | \$50.00 | \$60.00 | \$70.50 | \$100.80 | \$60.00 | \$70.00 | \$84.60 | \$117.60 | \$70.00 | \$80.00 | \$98.70 | \$134.40 |
| Modeling - Process | \$45.00 | \$55.00 | \$63.45 | \$92.40 | \$55.00 | \$65.00 | \$77.55 | \$109.20 | \$70.00 | \$80.00 | \$98.70 | \$134.40 |
| Network - LAN/WAN Support | \$50.00 | \$60.00 | \$70.50 | \$100.80 | \$60.00 | \$70.00 | \$84.60 | \$117.60 | \$70.00 | \$80.00 | \$98.70 | \$134.40 |
| Network - Support | \$50.00 | \$60.00 | \$70.50 | \$100.80 | \$60.00 | \$70.00 | \$84.60 | \$117.60 | \$70.00 | \$80.00 | \$98.70 | \$134.40 |
| Network - Voice over Telephony | \$45.00 | \$55.00 | \$63.45 | \$92.40 | \$55.00 | \$65.00 | \$77.55 | \$109.20 | \$65.00 | \$75.00 | \$91.65 | \$126.00 |
| Network - Telecommunications | \$45.00 | \$55.00 | \$63.45 | \$92.40 | \$55.00 | \$65.00 | \$77.55 | \$109.20 | \$65.00 | \$75.00 | \$91.65 | \$126.00 |
| Network - Security | \$62.50 | \$68.75 | \$88.13 | \$115.50 | \$68.75 | \$75.00 | \$96.94 | \$126.00 | \$75.00 | \$84.38 | \$105.75 | \$141.76 |
| Network - Operations | \$50.00 | \$60.00 | \$70.50 | \$100.80 | \$60.00 | \$70.00 | \$84.60 | \$117.60 | \$70.00 | \$80.00 | \$98.70 | \$134.40 |
| Network and Information Security | \$62.50 | \$68.75 | \$88.13 | \$115.50 | \$68.75 | \$75.00 | \$96.94 | \$126.00 | \$75.00 | \$84.38 | \$105.75 | \$141.76 |
| Network Engineer | \$50.00 | \$60.00 | \$70.50 | \$100.80 | \$60.00 | \$70.00 | \$84.60 | \$117.60 | \$70.00 | \$80.00 | \$98.70 | \$134.40 |
| Network Integration Analyst | \$45.00 | \$50.00 | \$63.45 | \$84.00 | \$55.00 | \$65.00 | \$77.55 | \$109.20 | \$65.00 | \$75.00 | \$91.65 | \$126.00 |
| Network Operations Analyst | \$45.00 | \$50.00 | \$63.45 | \$84.00 | \$55.00 | \$65.00 | \$77.55 | \$109.20 | \$65.00 | \$75.00 | \$91.65 | \$126.00 |
| Opera Systems Analyst | \$40.00 | \$50.00 | \$56.40 | \$84.00 | \$55.00 | \$65.00 | \$77.55 | \$109.20 | \$65.00 | \$75.00 | \$91.65 | \$126.00 |
| Opera Systems Engineer | \$45.00 | \$55.00 | \$63.45 | \$92.40 | \$55.00 | \$65.00 | \$77.55 | \$109.20 | \$65.00 | \$75.00 | \$91.65 | \$126.00 |
| PC/LAN Analyst | \$35.00 | \$40.00 | \$49.35 | \$67.20 | \$40.00 | \$45.00 | \$56.40 | \$75.60 | \$45.00 | \$50.00 | \$63.45 | \$84.00 |
| Peoplesoft Tech Lead | \$55.00 | \$60.00 | \$77.55 | \$100.80 | \$65.00 | \$75.00 | \$91.65 | \$126.00 | \$75.00 | \$95.00 | \$105.75 | \$159.60 |
| Performance & Capacity Planning | \$45.00 | \$55.00 | \$63.45 | \$92.40 | \$55.00 | \$65.00 | \$77.55 | \$109.20 | \$65.00 | \$75.00 | \$91.65 | \$126.00 |
| Program Manager | \$65.00 | \$75.00 | \$91.65 | \$126.00 | \$75.00 | \$85.00 | \$105.75 | \$142.80 | \$85.00 | \$95.00 | \$119.85 | \$159.60 |
| Programmer | \$45.00 | \$55.00 | \$63.45 | \$92.40 | \$55.00 | \$65.00 | \$77.55 | \$109.20 | \$65.00 | \$85.00 | \$91.65 | \$142.80 |
| Programmer/Developer - ICUL/UNIX/C++ | \$45.00 | \$55.00 | \$63.45 | \$92.40 | \$55.00 | \$65.00 | \$77.55 | \$109.20 | \$65.00 | \$85.00 | \$91.65 | \$142.80 |
| Programmer/Developer - .NET/ASP/Visual Basic | \$45.00 | \$55.00 | \$63.45 | \$92.40 | \$55.00 | \$65.00 | \$77.55 | \$109.20 | \$65.00 | \$85.00 | \$91.65 | \$142.80 |
| Programmer/Developer - JAVA/JSP/Servlets/XSLT | \$45.00 | \$55.00 | \$63.45 | \$92.40 | \$55.00 | \$65.00 | \$77.55 | \$109.20 | \$65.00 | \$85.00 | \$91.65 | \$142.80 |
| Project Analyst | \$30.00 | \$35.00 | \$42.30 | \$58.80 | \$40.00 | \$45.00 | \$56.40 | \$75.60 | \$45.00 | \$50.00 | \$63.45 | \$84.00 |
| Project Coordinator | \$30.00 | \$35.00 | \$42.30 | \$58.80 | \$40.00 | \$45.00 | \$56.40 | \$75.60 | \$45.00 | \$50.00 | \$63.45 | \$84.00 |
| Project Manager Mgr | \$65.00 | \$75.00 | \$91.65 | \$126.00 | \$75.00 | \$85.00 | \$105.75 | \$142.80 | \$85.00 | \$95.00 | \$119.85 | \$159.60 |
| Project Manager | \$45.00 | \$55.00 | \$63.45 | \$92.40 | \$55.00 | \$70.00 | \$77.55 | \$117.60 | \$70.00 | \$90.00 | \$98.70 | \$151.20 |
| QA Engineer | \$45.00 | \$50.00 | \$63.45 | \$84.00 | \$55.00 | \$60.00 | \$77.55 | \$100.80 | \$60.00 | \$75.00 | \$84.60 | \$126.00 |
| Security Engineer | \$50.00 | \$60.00 | \$70.50 | \$100.80 | \$65.00 | \$75.00 | \$91.65 | \$126.00 | \$85.00 | \$95.00 | \$119.85 | \$159.60 |
| IPT Engineer | \$45.00 | \$55.00 | \$63.45 | \$92.40 | \$55.00 | \$65.00 | \$77.55 | \$109.20 | \$65.00 | \$75.00 | \$91.65 | \$126.00 |
| Server - Application Design & Development | \$45.00 | \$55.00 | \$63.45 | \$92.40 | \$55.00 | \$65.00 | \$77.55 | \$109.20 | \$65.00 | \$75.00 | \$91.65 | \$126.00 |
| Server - Operating Systems | \$40.00 | \$45.00 | \$56.40 | \$75.60 | \$45.00 | \$50.00 | \$63.45 | \$84.00 | \$50.00 | \$60.00 | \$70.50 | \$100.80 |
| Server - Security | \$50.00 | \$60.00 | \$70.50 | \$100.80 | \$65.00 | \$75.00 | \$91.65 | \$126.00 | \$85.00 | \$95.00 | \$119.85 | \$159.60 |
| Server - Support | \$40.00 | \$45.00 | \$56.40 | \$75.60 | \$55.00 | \$65.00 | \$77.55 | \$109.20 | \$65.00 | \$75.00 | \$91.65 | \$126.00 |
| IT Analyst | \$40.00 | \$45.00 | \$56.40 | \$75.60 | \$55.00 | \$65.00 | \$77.55 | \$109.20 | \$65.00 | \$75.00 | \$91.65 | \$126.00 |
| Technical Consultant | \$55.00 | \$60.00 | \$77.55 | \$100.80 | \$65.00 | \$75.00 | \$91.65 | \$126.00 | \$75.00 | \$90.00 | \$105.75 | \$151.20 |
| Storage Integration & Support Engineer | \$40.00 | \$50.00 | \$56.40 | \$84.00 | \$50.00 | \$60.00 | \$70.50 | \$100.80 | \$65.00 | \$75.00 | \$91.65 | \$126.00 |
| Subject Matter Expert | \$55.00 | \$60.00 | \$77.55 | \$100.80 | \$65.00 | \$75.00 | \$91.65 | \$126.00 | \$70.00 | \$90.00 | \$98.70 | \$151.20 |
| Systems Engineer | \$45.00 | \$55.00 | \$63.45 | \$92.40 | \$55.00 | \$65.00 | \$77.55 | \$109.20 | \$65.00 | \$75.00 | \$91.65 | \$126.00 |
| System QA Analyst | \$40.00 | \$45.00 | \$56.40 | \$75.60 | \$45.00 | \$50.00 | \$63.45 | \$84.00 | \$50.00 | \$55.00 | \$70.50 | \$92.40 |
| Systems/Software Analyst | \$40.00 | \$50.00 | \$56.40 | \$84.00 | \$55.00 | \$65.00 | \$77.55 | \$109.20 | \$65.00 | \$75.00 | \$91.65 | \$126.00 |
| System Analyst | \$40.00 | \$50.00 | \$56.40 | \$84.00 | \$55.00 | \$65.00 | \$77.55 | \$109.20 | \$65.00 | \$75.00 | \$91.65 | \$126.00 |
| System Support Analyst | \$40.00 | \$50.00 | \$56.40 | \$84.00 | \$55.00 | \$65.00 | \$77.55 | \$109.20 | \$65.00 | \$75.00 | \$91.65 | \$126.00 |
| System Architect | \$50.00 | \$60.00 | \$70.50 | \$100.80 | \$60.00 | \$80.00 | \$84.60 | \$134.40 | \$80.00 | \$95.00 | \$112.80 | \$159.60 |
| Technical Project Coordinator | \$30.00 | \$35.00 | \$42.30 | \$58.80 | \$40.00 | \$45.00 | \$56.40 | \$75.60 | \$45.00 | \$50.00 | \$63.45 | \$84.00 |
| Technical Developer | \$45.00 | \$55.00 | \$63.45 | \$92.40 | \$55.00 | \$65.00 | \$77.55 | \$109.20 | \$65.00 | \$85.00 | \$91.65 | \$142.80 |
| Technical Editor/Writer | \$30.00 | \$35.00 | \$42.30 | \$58.80 | \$45.00 | \$55.00 | \$63.45 | \$92.40 | \$55.00 | \$65.00 | \$77.55 | \$109.20 |
| Technical ERP Consultant | \$55.00 | \$60.00 | \$77.55 | \$100.80 | \$65.00 | \$75.00 | \$91.65 | \$126.00 | \$75.00 | \$90.00 | \$105.75 | \$151.20 |
| Technical Manager | \$60.00 | \$70.00 | \$84.60 | \$117.60 | \$70.00 | \$80.00 | \$98.70 | \$134.40 | \$80.00 | \$90.00 | \$112.80 | \$151.20 |
| Technical Project Manager | \$45.00 | \$55.00 | \$63.45 | \$92.40 | \$55.00 | \$70.00 | \$77.55 | \$117.60 | \$70.00 | \$90.00 | \$98.70 | \$151.20 |
| Technical Quality Monitor | \$45.00 | \$50.00 | \$63.45 | \$84.00 | \$55.00 | \$60.00 | \$77.55 | \$100.80 | \$60.00 | \$75.00 | \$84.60 | \$126.00 |
| Technical Service Specialist | \$30.00 | \$35.00 | \$42.30 | \$58.80 | \$35.00 | \$40.00 | \$49.35 | \$67.20 | \$40.00 | \$50.00 | \$56.40 | \$84.00 |
| Technical Specialist | \$30.00 | \$35.00 | \$42.30 | \$58.80 | \$35.00 | \$40.00 | \$49.35 | \$67.20 | \$40.00 | \$50.00 | \$56.40 | \$84.00 |
| Telepresence Engineer | \$45.00 | \$55.00 | \$63.45 | \$92.40 | \$55.00 | \$65.00 | \$77.55 | \$109.20 | \$65.00 | \$75.00 | \$91.65 | \$126.00 |
| Testing - System Tester/HP LoadRunner | \$45.00 | \$50.00 | \$63.45 | \$84.00 | \$55.00 | \$60.00 | \$77.55 | \$100.80 | \$60.00 | \$75.00 | \$84.60 | \$126.00 |
| Testing - E-Learning Course Development | \$30.00 | \$40.00 | \$42.30 | \$67.20 | \$40.00 | \$50.00 | \$56.40 | \$84.00 | \$50.00 | \$55.00 | \$70.50 | \$92.40 |
| Vice President Technology | \$85.00 | \$95.00 | \$119.85 | \$159.60 | \$95.00 | \$105.00 | \$133.95 | \$176.40 | \$105.00 | \$115.00 | \$148.05 | \$193.20 |
| Voice Engineer | \$45.00 | \$55.00 | \$63.45 | \$92.40 | \$55.00 | \$65.00 | \$77.55 | \$109.20 | \$65.00 | \$75.00 | \$91.65 | \$126.00 |
| Web Design & Development - HTML/CSS/JavaScript/jQuery | \$30.00 | \$40.00 | \$42.30 | \$67.20 | \$40.00 | \$50.00 | \$56.40 | \$84.00 | \$50.00 | \$60.00 | \$70.50 | \$100.80 |
| Web Design & Development - Graphic Artist & UI Design | \$30.00 | \$40.00 | \$42.30 | \$67.20 | \$40.00 | \$50.00 | \$56.40 | \$84.00 | \$50.00 | \$60.00 | \$70.50 | \$100.80 |
| Web Information Architect | \$50.00 | \$60.00 | \$70.50 | \$100.80 | \$60.00 | \$70.00 | \$84.60 | \$117.60 | \$70.00 | \$80.00 | \$98.70 | \$134.40 |
| Web Security & Accessibility - Security/ADA/Section 508 Compliance | \$45.00 | \$55.00 | \$63.45 | \$92.40 | \$55.00 | \$65.00 | \$77.55 | \$109.20 | \$65.00 | \$80.00 | \$91.65 | \$134.40 |
| Web Security Analyst | \$45.00 | \$50.00 | \$63.45 | \$84.00 | \$50.00 | \$55.00 | \$70.50 | \$92.40 | \$55.00 | \$65.00 | \$77.55 | \$109.20 |
| Website Administrator | \$45.00 | \$55.00 | \$63.45 | \$92.40 | \$55.00 | \$65.00 | \$77.55 | \$109.20 | \$65.00 | \$70.00 | \$91.65 | \$117.60 |
| Website Security Consultant | \$55.00 | \$60.00 | \$77.55 | \$100.80 | \$65.00 | \$75.00 | \$91.65 | \$126.00 | \$75.00 | \$95.00 | \$105.75 | \$159.60 |
| Web Support Engineer | \$45.00 | \$55.00 | \$63.45 | \$92.40 | \$60.00 | \$65.00 | \$84.60 | \$109.20 | \$75.00 | \$80.00 | \$105.75 | \$134.40 |

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|--------------------------|---------|---------|---------|----------|---------|---------|---------|----------|---------|---------|----------|----------|
| Web Systems Engineer | \$40.00 | \$50.00 | \$56.40 | \$84.00 | \$55.00 | \$65.00 | \$77.55 | \$109.20 | \$65.00 | \$75.00 | \$91.65 | \$126.00 |
| WEBB Systems Engineer 4 | \$50.00 | \$60.00 | \$70.50 | \$100.80 | \$60.00 | \$80.00 | \$84.60 | \$134.40 | \$80.00 | \$95.00 | \$112.80 | \$159.60 |
| Web Usability Specialist | \$50.00 | \$55.00 | \$70.50 | \$92.40 | \$55.00 | \$65.00 | \$77.55 | \$109.20 | \$70.00 | \$80.00 | \$98.70 | \$134.40 |



CERTIFICATE OF LIABILITY INSURANCE

1/1/2027

DATE (MM/DD/YYYY)

4/3/2026

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

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|---|---|-----------------|--------|
| PRODUCER Lockton Companies, LLC DBA Lockton Insurance Brokers, LLC in CA CA license #0F15767 3280 Peachtree Rd. NE, Ste. 1000 Atlanta GA 30305 (404) 460-3600 | CONTACT NAME: | | |
| | PHONE (A/C, No. Ext): | FAX (A/C, No.): | |
| INSURED 1349312 Insight Global, LLC 1224 Hammond Drive Suite 1500 Atlanta GA 30346 | INSURER(S) AFFORDING COVERAGE | | NAIC # |
| | INSURER A: Great Northern Insurance Company | | 20303 |
| | INSURER B: Federal Insurance Company | | 20281 |
| | INSURER C: ACE American Insurance Company | | 22667 |
| | INSURER D: Chubb Custom Insurance Company | | 38989 |
| | INSURER E: | | |
| INSURER F: | | | |

COVERAGES **CERTIFICATE NUMBER:** 23273288 **REVISION NUMBER:** XXXXXXXX

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

| INSR LTR | TYPE OF INSURANCE | ADDL INSD | SUBR WVD | POLICY NUMBER | POLICY EFF (MM/DD/YYYY) | POLICY EXP (MM/DD/YYYY) | LIMITS |
|----------|---|-----------|----------|---------------|-------------------------|-------------------------|---|
| A | <input checked="" type="checkbox"/> COMMERCIAL GENERAL LIABILITY <input type="checkbox"/> CLAIMS-MADE <input checked="" type="checkbox"/> OCCUR <input checked="" type="checkbox"/> EE Benefits Agg \$3M <input checked="" type="checkbox"/> Contractual Liab GEN'L AGGREGATE LIMIT APPLIES PER: <input checked="" type="checkbox"/> POLICY <input type="checkbox"/> PRO-JECT <input type="checkbox"/> LOC OTHER: | Y | Y | 36045054 | 1/1/2026 | 1/1/2027 | EACH OCCURRENCE \$ 1,000,000 DAMAGE TO RENTED PREMISES (Ea occurrence) \$ 1,000,000 MED EXP (Any one person) \$ 15,000 PERSONAL & ADV INJURY \$ 1,000,000 GENERAL AGGREGATE \$ 3,000,000 PRODUCTS - COMP/OP AGG \$ 3,000,000 \$ |
| B | <input type="checkbox"/> AUTOMOBILE LIABILITY <input type="checkbox"/> ANY AUTO <input type="checkbox"/> OWNED AUTOS ONLY <input checked="" type="checkbox"/> HIRED AUTOS ONLY <input type="checkbox"/> SCHEDULED AUTOS <input checked="" type="checkbox"/> NON-OWNED AUTOS ONLY | Y | Y | 73612499 | 1/1/2026 | 1/1/2027 | COMBINED SINGLE LIMIT (Ea accident) \$ 1,000,000 BODILY INJURY (Per person) \$ XXXXXXXX BODILY INJURY (Per accident) \$ XXXXXXXX PROPERTY DAMAGE (Per accident) \$ XXXXXXXX \$ XXXXXXXX |
| B | <input checked="" type="checkbox"/> UMBRELLA LIAB <input checked="" type="checkbox"/> EXCESS LIAB <input type="checkbox"/> OCCUR <input type="checkbox"/> CLAIMS-MADE DED RETENTION \$ | Y | Y | 79894579 | 1/1/2026 | 1/1/2027 | EACH OCCURRENCE \$ 25,000,000 AGGREGATE \$ 25,000,000 \$ XXXXXXXX |
| C | WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory In NH) If yes, describe under DESCRIPTION OF OPERATIONS below Y/N <input checked="" type="checkbox"/> N N/A | | Y | 71832655 | 1/1/2026 | 1/1/2027 | <input checked="" type="checkbox"/> PER STATUTE OTH-ER E.L. EACH ACCIDENT \$ 1,000,000 E.L. DISEASE - EA EMPLOYEE \$ 1,000,000 E.L. DISEASE - POLICY LIMIT \$ 1,000,000 |
| D | E&O-Cyber: | N | N | D95189763 | 1/1/2026 | 1/1/2027 | Per E&O/MPL Claim: \$10M Per Cyber Occ: \$10M Agg. Limit: \$10M Retro Date: 01/01/01 |

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)
 (C) Crime/Employee Dishonesty/fidelity (Includes 3rd Party) - Primary Policy #P-001-001477755-02, Eff. Dates: 1/1/26-1/1/27 at \$5,000,000 limit per occurrence for Employee Theft Coverage. Includes Client Coverage (loss sustained by the client from theft by Employee of IG). (B) Employment Practices Liability Policy #G74375285 003, Eff. Dates: 1/1/26-1/1/27 \$10M per claim/aggregate. Above E&O Policy #D95189763 includes Professional/Staffing coverage. Cyber Liability covers breaches of privacy and network security and claims of unauthorized access, including coverage for first party notification/credit monitoring and other expenses resulting from such breaches.

CWA-106-25

CERTIFICATE HOLDER**CANCELLATION** See Attachment

Baltimore County Board of Education
 6901 N. Charles St. Bldg. E
 Towson, MD 21204

SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.

AUTHORIZED REPRESENTATIVE

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