

EXHIBIT A

UNF RFP 23-21 Pricing Spreadsheet		
Insight Global LLC		
Contingent Staffing Services and RPO		
Cost of Services, Mark-up (MU) Percentage Pricing:		
When using the DOL website guidelines, as the Base pricing rate for <u>Temporary Hire</u> :		
1.) What is the percentage of Mark-Up added to the Base rate for an Administrative position?	41%-68%	
2.) What is the percentage of Mark-Up added to the Base rate for an Light Industrial position?	41%-68%	
3.) What is the percentage of Mark-Up added to the Base rate for an Heavy Industrial position?	41%-68%	
4.) What is the percentage of Mark-Up added to the Base rate for an IT position?	41%-68%	
5.) What is the minimum conversion time in (hours) for a temporary employee to be hired without incurring a conversion or buyout fee?	960	
6.) Are there any liquidation fees if the above conversion hours are not met?	Yes	
7.) If there are liquidation fees or charges for the above transaction, what	0-320 Hours - 23% Conversion Fee 321-640 Hours - 19% Conversion Fee 641-959 Hours- 15% Conversion Fee 960+ Hours - 0% Conversion Fee	
fee: > > >		
hours: > > >		
percentage > >		
If #7 has any responses, Please Explain Here.		
8.) Direct-Hire Annual Salary Percentage of Mark-up.	23%	
9.) Direct-Hire guarantee period in hours.	520	
10.) Payrolling percentage of Mark-Up.	18%	

EXHIBIT B

UNF RFP 23-21 Pricing Spreadsheet		
Insight Global LLC		
Contingent Staffing Services and RPO		
VALUE ADDED SERVICES		
Code (if any)	Description of Additional Services	Offered Rate, Price or Range
	RPO - Recruitment Process Outsourcing Services	All solutions are custombizable and pricing varies based on Scope, Timeline, Process, & Enhancements
	Diversity, Equity & Inclusion Services	All solutions are custombizable and pricing varies based on Scope, Timeline, Process, & Enhancements
	Evergreen Managed Services	All solutions are custombizable and pricing varies based on Scope, Timeline, Process, & Enhancements
	Compass Cultural Consulting - Education Services	\$3,000-\$27,500
	Compass Cultural Consulting - Expereince Services	\$30,000-\$65,000
	Compass Cultural Consutling - Change Services	\$75,000+
	Compass Cultural Services - Culture Academy	\$5,500-\$9,500

EXHIBIT C

UNF RFP 23-21 Pricing Spreadsheet													
Insight Global LLC													
Contingent Staffing Services and RPO													
Code	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
Accounting													
A01	Accountant	\$20.00	\$30.00	\$28.20	\$50.40	\$26.00	\$40.00	\$36.60	\$67.20	\$34.00	\$48.00	\$47.90	\$80.60
A02	Accounting Clerk	\$18.00	\$28.00	\$25.38	\$47.00	\$24.00	\$38.00	\$33.80	\$63.80	\$32.00	\$46.00	\$45.10	\$77.20
A03	Accounting Manager	\$30.00	\$40.00	\$42.30	\$67.20	\$36.00	\$50.00	\$50.70	\$84.00	\$44.00	\$58.00	\$62.00	\$97.40
A04	Assistant Controller	\$35.00	\$45.00	\$49.35	\$75.60	\$41.00	\$55.00	\$57.80	\$92.40	\$49.00	\$63.00	\$69.00	\$105.80
A05	Accounting Specialist	\$15.00	\$25.00	\$21.15	\$42.00	\$21.00	\$35.00	\$29.60	\$58.80	\$29.00	\$43.00	\$40.80	\$72.20
A06	Auditor	\$20.00	\$30.00	\$28.20	\$50.40	\$26.00	\$40.00	\$36.60	\$67.20	\$34.00	\$48.00	\$47.90	\$80.60
A07	Auditing Clerk	\$14.00	\$24.00	\$19.74	\$40.30	\$20.00	\$34.00	\$28.20	\$57.10	\$28.00	\$42.00	\$39.40	\$70.50
A08	Bookkeeper	\$14.00	\$24.00	\$19.74	\$40.30	\$20.00	\$34.00	\$28.20	\$57.10	\$28.00	\$42.00	\$39.40	\$70.50
A09	Budget Analyst	\$15.00	\$25.00	\$21.15	\$42.00	\$21.00	\$35.00	\$29.60	\$58.80	\$29.00	\$43.00	\$40.80	\$72.20
A10	Compensation Analyst	\$18.00	\$28.00	\$25.38	\$47.00	\$24.00	\$38.00	\$33.80	\$63.80	\$32.00	\$46.00	\$45.10	\$77.20
A11	Controller	\$38.00	\$48.00	\$53.58	\$80.60	\$44.00	\$58.00	\$62.00	\$97.40	\$52.00	\$66.00	\$73.30	\$110.80
A12	Cost Estimators	\$20.00	\$30.00	\$28.20	\$50.40	\$26.00	\$40.00	\$36.60	\$67.20	\$34.00	\$48.00	\$47.90	\$78.90
A13	Director of Budget and Strategic Planning	\$55.00	\$65.00	\$77.55	\$109.20	\$61.00	\$75.00	\$86.00	\$126.00	\$69.00	\$83.00	\$97.20	\$139.40
A14	Director of Economic Development	\$55.00	\$65.00	\$77.55	\$109.20	\$61.00	\$75.00	\$86.00	\$126.00	\$69.00	\$83.00	\$97.20	\$139.40
A15	Director of Finance	\$62.00	\$72.00	\$87.40	\$120.90	\$68.00	\$82.00	\$95.80	\$137.70	\$76.00	\$90.00	\$107.10	\$151.20
A16	ERP Consultant	\$47.00	\$57.00	\$66.27	\$95.70	\$53.00	\$67.00	\$74.70	\$112.50	\$61.00	\$75.00	\$86.00	\$126.00
A17	Financial Analyst	\$28.00	\$38.00	\$39.48	\$63.80	\$34.00	\$48.00	\$47.90	\$80.60	\$42.00	\$56.00	\$59.20	\$94.00
A18	Internal Auditor	\$32.00	\$42.00	\$45.12	\$70.50	\$38.00	\$52.00	\$53.50	\$87.30	\$46.00	\$60.00	\$64.80	\$100.80
A19	Invoicing Analyst	\$18.00	\$28.00	\$25.38	\$47.00	\$24.00	\$38.00	\$33.80	\$63.80	\$32.00	\$46.00	\$45.10	\$77.20
A20	Payroll Specialist	\$19.00	\$29.00	\$26.79	\$48.70	\$25.00	\$39.00	\$35.20	\$65.50	\$33.00	\$47.00	\$46.50	\$76.20
A21	Payroll Manager	\$33.00	\$43.00	\$46.53	\$72.20	\$37.00	\$53.00	\$52.10	\$89.00	\$47.00	\$61.00	\$66.20	\$102.40
A22	Revenue Manager	\$31.00	\$41.00	\$43.71	\$68.80	\$37.00	\$51.00	\$52.10	\$85.60	\$45.00	\$59.00	\$63.40	\$99.10
A23	Staff Accountant	\$32.00	\$42.00	\$45.12	\$70.50	\$38.00	\$52.00	\$53.50	\$87.30	\$46.00	\$60.00	\$64.80	\$100.80
A24	Tax Administrator	\$18.00	\$28.00	\$25.38	\$47.00	\$24.00	\$38.00	\$33.80	\$63.80	\$32.00	\$46.00	\$45.10	\$77.20
Administrative Support and Clerical													
B01	Administrative Assistant	\$15.00	\$25.00	\$21.15	\$42.00	\$21.00	\$35.00	\$29.60	\$58.80	\$29.00	\$43.00	\$40.80	\$72.20
B02	Administrative Clerk	\$14.00	\$24.00	\$19.74	\$40.30	\$20.00	\$34.00	\$28.20	\$57.10	\$28.00	\$42.00	\$39.40	\$70.50
B03	Administrative Staff Assistant	\$14.00	\$24.00	\$19.74	\$40.30	\$20.00	\$34.00	\$28.20	\$57.10	\$28.00	\$42.00	\$39.40	\$70.50
B04	Administrative Staff Specialist	\$14.00	\$24.00	\$19.74	\$40.30	\$20.00	\$34.00	\$28.20	\$57.10	\$28.00	\$42.00	\$39.40	\$70.50
B05	Assistant Registrar	\$16.00	\$26.00	\$22.56	\$43.60	\$22.00	\$36.00	\$31.00	\$60.40	\$30.00	\$44.00	\$42.30	\$73.90
B06	Benefits Analyst	\$17.00	\$27.00	\$23.97	\$45.30	\$23.00	\$37.00	\$32.40	\$62.10	\$31.00	\$45.00	\$43.70	\$75.60
B08	Benefits Program Specialist	\$17.00	\$27.00	\$23.97	\$45.30	\$23.00	\$37.00	\$32.40	\$62.10	\$31.00	\$45.00	\$43.70	\$75.60
B09	Bilingual Interpreter	\$17.00	\$27.00	\$23.97	\$45.30	\$23.00	\$37.00	\$32.40	\$62.10	\$31.00	\$45.00	\$43.70	\$75.60
B10	Buyer	\$20.00	\$30.00	\$28.20	\$50.40	\$26.00	\$40.00	\$36.60	\$67.20	\$34.00	\$48.00	\$47.90	\$80.60
B11	Call Center Representative	\$16.00	\$26.00	\$22.56	\$43.60	\$22.00	\$36.00	\$31.00	\$60.40	\$30.00	\$44.00	\$42.30	\$73.90
B12	Capital Projects Manager	\$28.00	\$38.00	\$39.48	\$63.80	\$34.00	\$48.00	\$47.90	\$80.60	\$42.00	\$56.00	\$59.20	\$94.00
B13	Career Services Coordinator	\$18.00	\$28.00	\$25.38	\$47.00	\$24.00	\$38.00	\$33.80	\$63.80	\$32.00	\$46.00	\$45.10	\$77.20
B14	Cashier	\$17.00	\$27.00	\$23.97	\$45.30	\$23.00	\$37.00	\$32.40	\$62.10	\$31.00	\$45.00	\$43.70	\$75.60
B15	Compliance Officer	\$20.00	\$30.00	\$28.20	\$50.40	\$26.00	\$40.00	\$36.60	\$67.20	\$34.00	\$48.00	\$47.90	\$80.60
B16	Contract Officer	\$21.00	\$31.00	\$29.61	\$52.00	\$27.00	\$41.00	\$38.00	\$68.80	\$35.00	\$49.00	\$49.30	\$82.30
B17	Customer Service Manager	\$29.00	\$39.00	\$40.89	\$65.50	\$35.00	\$49.00	\$49.30	\$82.30	\$43.00	\$57.00	\$60.60	\$95.70
B18	Customer Service Representative	\$17.00	\$27.00	\$23.97	\$45.30	\$23.00	\$37.00	\$32.40	\$62.10	\$31.00	\$45.00	\$43.70	\$75.60
B19	Data Entry Specialist	\$15.00	\$25.00	\$21.15	\$42.00	\$22.00	\$35.00	\$31.00	\$58.80	\$29.00	\$43.00	\$40.80	\$72.20
B20	Executive Asssant	\$19.00	\$29.00	\$26.79	\$48.70	\$25.00	\$39.00	\$35.20	\$65.50	\$33.00	\$47.00	\$46.50	\$78.90
B21	Grant Coordinator	\$34.00	\$44.00	\$47.94	\$73.90	\$40.00	\$54.00	\$56.40	\$90.70	\$48.00	\$62.00	\$67.60	\$104.10
B22	Human Resources Manager	\$27.00	\$37.00	\$38.07	\$62.10	\$32.00	\$47.00	\$45.10	\$78.90	\$41.00	\$55.00	\$57.80	\$92.40
B23	Human Resources Recruiter	\$23.00	\$33.00	\$32.43	\$55.40	\$29.00	\$43.00	\$40.80	\$72.20	\$37.00	\$51.00	\$52.10	\$85.60
B24	Policy Advisor	\$40.00	\$50.00	\$56.40	\$84.00	\$46.00	\$60.00	\$64.80	\$100.80	\$54.00	\$68.00	\$76.10	\$114.20
B25	Procurement Analyst	\$24.00	\$34.00	\$33.84	\$57.10	\$30.00	\$44.00	\$42.30	\$73.90	\$38.00	\$52.00	\$53.50	\$87.30
B26	Purchasing Manager	\$19.00	\$29.00	\$26.79	\$48.70	\$25.00	\$39.00	\$35.20	\$65.50	\$33.00	\$47.00	\$46.50	\$78.90
B27	Receptionist	\$17.00	\$27.00	\$23.97	\$45.30	\$23.00	\$37.00	\$32.40	\$62.10	\$31.00	\$45.00	\$43.70	\$75.60
B28	Research Associate	\$19.00	\$29.00	\$26.79	\$48.70	\$25.00	\$39.00	\$35.20	\$65.50	\$33.00	\$47.00	\$46.50	\$78.90
B29	Supplier Auditor	\$27.00	\$37.00	\$38.07	\$62.10	\$33.00	\$47.00	\$46.50	\$78.90	\$41.00	\$55.00	\$57.80	\$92.40
B30	Talent Aquisition Partner	\$30.00	\$40.00	\$42.30	\$67.20	\$36.00	\$50.00	\$50.70	\$84.00	\$44.00	\$58.00	\$62.00	\$97.40
B31	Teller	\$17.00	\$27.00	\$23.97	\$45.30	\$23.00	\$37.00	\$32.40	\$62.10	\$31.00	\$48.00	\$43.70	\$80.60
B32	Title Examiner	\$20.00	\$30.00	\$28.20	\$50.40	\$26.00	\$40.00	\$36.60	\$67.20	\$34.00	\$48.00	\$47.90	\$80.60
General Services and Materials Handling Support													
C01	Air Conditioning, Refrigeration & Heating Mechanic	\$17.00	\$27.00	\$23.97	\$45.30	\$23.00	\$37.00	\$32.40	\$62.10	\$31.00	\$45.00	\$43.70	\$75.60
C02	Architect	\$20.00	\$30.00	\$28.20	\$50.40	\$26.00	\$40.00	\$36.60	\$67.20	\$34.00	\$48.00	\$47.90	\$80.60
C03	AUTOCAD Drafter	\$32.00	\$42.00	\$45.12	\$65.50	\$39.00	\$44.00	\$54.90	\$73.90	\$44.00	\$49.00	\$62.00	\$82.30
C04	Asset Manager	\$35.00	\$45.00	\$49.35	\$75.60	\$41.00	\$55.00	\$57.80	\$92.40	\$49.00	\$63.00	\$69.00	\$105.80
C05	Automotive Tech	\$17.00	\$27.00	\$23.97	\$45.30	\$23.00	\$37.00	\$32.40	\$62.10	\$31.00	\$45.00	\$43.70	\$75.60
C06	Automotive Mechanic	\$17.00	\$27.00	\$23.97	\$45.30	\$23.00	\$37.00	\$32.40	\$62.10	\$31.00	\$45.00	\$43.70	\$75.60
C07	Boiler Operator	\$18.00	\$28.00	\$25.38	\$47.00	\$24.00	\$38.00	\$33.80	\$63.80	\$32.00	\$46.00	\$45.10	\$77.20
C08	Building Coordinator	\$14.00	\$24.00	\$19.74	\$40.30	\$20.00	\$34.00	\$28.20	\$57.10	\$28.00	\$42.00	\$39.40	\$70.50
C09	Carpenter	\$17.00	\$27.00	\$23.97	\$45.30	\$23.00	\$37.00	\$32.40	\$62.10	\$31.00	\$45.00	\$43.70	\$75.60

C13	Construction and Building Inspectors	\$19.00	\$29.00	\$26.74	\$48.72	\$25.00	\$39.00	\$35.22	\$65.52	\$33.00	\$47.00	\$46.52	\$78.94
C14	Custodian	\$17.00	\$27.00	\$23.97	\$45.34	\$23.00	\$37.00	\$32.42	\$62.11	\$31.00	\$45.00	\$43.72	\$75.60
C15	Electrical Engineer	\$32.00	\$42.00	\$45.12	\$70.54	\$38.00	\$52.00	\$53.54	\$87.34	\$46.00	\$60.00	\$64.84	\$100.80
C16	Electrician	\$21.00	\$31.00	\$29.62	\$52.00	\$27.00	\$41.00	\$38.07	\$68.80	\$35.00	\$49.00	\$49.32	\$82.32
C17	Environmental Services Worker	\$20.00	\$30.00	\$28.20	\$50.40	\$26.00	\$40.00	\$36.64	\$67.20	\$34.00	\$48.00	\$47.94	\$80.64
C18	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	\$94.00
C19	GIS Analyst	\$26.00	\$36.00	\$36.66	\$47.04	\$32.00	\$46.00	\$45.12	\$77.22	\$40.00	\$54.00	\$56.44	\$90.72
C20	Grounds Worker	\$16.00	\$26.00	\$22.54	\$43.68	\$22.00	\$36.00	\$31.02	\$60.40	\$30.00	\$44.00	\$42.34	\$73.90
C21	HVAC Specialist	\$23.00	\$33.00	\$32.43	\$55.44	\$29.00	\$43.00	\$40.88	\$72.24	\$37.00	\$51.00	\$52.12	\$85.68
C22	Industrial Engineer	\$33.00	\$43.00	\$46.53	\$72.24	\$39.00	\$53.00	\$54.90	\$89.00	\$47.00	\$61.00	\$66.22	\$102.40
C23	Inspector	\$20.00	\$30.00	\$28.20	\$50.40	\$26.00	\$40.00	\$36.64	\$67.20	\$34.00	\$48.00	\$47.94	\$80.64
C24	Installation Technician	\$18.00	\$28.00	\$25.38	\$47.04	\$24.00	\$38.00	\$33.84	\$63.84	\$32.00	\$46.00	\$45.12	\$77.22
C25	Janitor	\$18.00	\$28.00	\$25.38	\$47.04	\$24.00	\$38.00	\$33.84	\$63.84	\$32.00	\$46.00	\$45.12	\$77.22
C26	Low Voltage Technician	\$22.00	\$32.00	\$31.02	\$53.76	\$28.00	\$42.00	\$39.44	\$70.54	\$36.00	\$50.00	\$50.72	\$84.00
C28	Maintenance Technician	\$17.00	\$27.00	\$23.97	\$45.34	\$23.00	\$37.00	\$32.42	\$62.11	\$31.00	\$45.00	\$43.72	\$75.60
C29	Mechanic	\$20.00	\$30.00	\$28.20	\$50.40	\$26.00	\$40.00	\$36.64	\$67.20	\$34.00	\$48.00	\$47.94	\$80.64
C30	Planning Specialist	\$19.00	\$29.00	\$26.74	\$48.72	\$25.00	\$39.00	\$35.22	\$65.52	\$33.00	\$47.00	\$46.52	\$78.94
C31	Plant Operator	\$20.00	\$30.00	\$28.20	\$50.40	\$26.00	\$40.00	\$36.64	\$67.20	\$34.00	\$48.00	\$47.94	\$80.64
C32	Postal Assitant	\$17.00	\$27.00	\$23.97	\$45.34	\$23.00	\$38.00	\$32.42	\$63.84	\$31.00	\$45.00	\$43.72	\$75.60
C33	Safety Engineer	\$23.00	\$33.00	\$32.43	\$55.44	\$29.00	\$43.00	\$40.88	\$72.24	\$37.00	\$51.00	\$52.12	\$85.68
C34	Specimen Processor	\$18.00	\$28.00	\$25.38	\$47.04	\$24.00	\$38.00	\$33.84	\$63.84	\$32.00	\$46.00	\$45.12	\$77.22
C35	Structural Engineer	\$32.00	\$42.00	\$45.12	\$70.54	\$38.00	\$52.00	\$53.54	\$87.34	\$46.00	\$60.00	\$64.84	\$100.80
C36	Survey Instrument Technician	\$19.00	\$29.00	\$26.74	\$48.72	\$25.00	\$39.00	\$35.22	\$65.52	\$33.00	\$47.00	\$46.52	\$78.94
C37	Sustainability Manager	\$37.00	\$47.00	\$52.12	\$78.94	\$43.00	\$57.00	\$60.60	\$95.74	\$51.00	\$65.00	\$71.90	\$109.20
C38	Trades Mechanic	\$20.00	\$30.00	\$28.20	\$50.40	\$26.00	\$40.00	\$36.64	\$67.20	\$34.00	\$48.00	\$47.94	\$80.64
C39	Traffic Controller	\$20.00	\$30.00	\$28.20	\$50.40	\$26.00	\$40.00	\$36.64	\$67.20	\$34.00	\$48.00	\$47.94	\$80.64
C40	Warehouse and Materials Technician	\$17.00	\$27.00	\$23.97	\$45.34	\$23.00	\$37.00	\$32.42	\$62.11	\$31.00	\$45.00	\$43.72	\$75.60
C41	Warehouse Representative	\$19.00	\$29.00	\$26.74	\$48.72	\$25.00	\$39.00	\$35.22	\$65.52	\$33.00	\$47.00	\$46.52	\$78.94
C42	Water Quality Technician	\$19.00	\$29.00	\$26.74	\$48.72	\$25.00	\$39.00	\$35.22	\$65.52	\$33.00	\$47.00	\$46.52	\$78.94
Healthcare													
D01	Registered Nurse	\$37.00	\$44.12	\$52.20	\$74.12	\$51.00	\$55.88	\$71.98	\$93.88	\$65.00	\$67.62	\$91.74	\$113.62
D02	Licensed Practical Nurse	\$23.00	\$32.33	\$32.54	\$54.33	\$37.00	\$44.12	\$52.24	\$74.12	\$51.00	\$55.88	\$71.98	\$93.88
D03	Registered Nurse - Care Management	\$37.00	\$44.12	\$52.20	\$74.12	\$51.00	\$55.88	\$71.98	\$93.88	\$65.00	\$67.62	\$91.74	\$113.62
D04	Registered Nurse - Case Management	\$37.00	\$44.12	\$52.20	\$74.12	\$51.00	\$55.88	\$71.98	\$93.88	\$65.00	\$67.62	\$91.74	\$113.62
D05	Clinical Nurse Coordinator	\$30.00	\$38.24	\$42.40	\$64.24	\$44.00	\$50.00	\$62.12	\$84.00	\$58.00	\$61.74	\$81.84	\$103.74
D06	Clinical Reasearch Nurse Coordinantor	\$30.00	\$38.24	\$42.40	\$64.24	\$44.00	\$50.00	\$62.12	\$84.00	\$58.00	\$61.74	\$81.84	\$103.74
D07	Registered Nurse - Discharge Planner	\$37.00	\$44.12	\$52.20	\$74.12	\$51.00	\$55.88	\$71.98	\$93.88	\$65.00	\$67.62	\$91.74	\$113.62
D08	Registered Nurse - Utilization Review	\$37.00	\$44.12	\$52.20	\$74.12	\$51.00	\$55.88	\$71.98	\$93.88	\$65.00	\$67.62	\$91.74	\$113.62
D09	Surgical Technican	\$19.54	\$26.47	\$27.63	\$44.43	\$30.00	\$38.24	\$42.40	\$64.24	\$44.00	\$50.00	\$62.12	\$84.00
D10	Certified Surgical Technologist	\$23.00	\$32.33	\$32.54	\$54.33	\$37.00	\$44.12	\$52.24	\$74.12	\$51.00	\$55.88	\$71.98	\$93.88
D11	Certified Clinical Medical Assistant	\$19.54	\$23.53	\$27.63	\$39.53	\$26.53	\$35.24	\$37.43	\$59.24	\$40.54	\$47.00	\$57.11	\$79.00
D12	Certified Medical Assistant	\$19.54	\$23.53	\$27.63	\$39.53	\$26.53	\$35.24	\$37.43	\$59.24	\$40.54	\$47.00	\$57.11	\$79.00
D13	Medical Assistant	\$19.54	\$20.59	\$27.63	\$34.53	\$23.00	\$32.33	\$32.54	\$54.33	\$37.00	\$44.12	\$52.24	\$74.12
D14	Medical Lab Assistant	\$19.54	\$23.53	\$27.63	\$39.53	\$26.53	\$35.24	\$37.43	\$59.24	\$40.54	\$47.00	\$57.11	\$79.00
D15	Medical Lab Technologist	\$19.54	\$23.53	\$27.63	\$39.53	\$26.53	\$35.24	\$37.43	\$59.24	\$40.54	\$47.00	\$57.11	\$79.00
D16	Medical Technologist	\$19.54	\$23.53	\$27.63	\$39.53	\$26.53	\$35.24	\$37.43	\$59.24	\$40.54	\$47.00	\$57.11	\$79.00
D17	Occupational Therapist	\$30.00	\$38.24	\$42.40	\$64.24	\$44.00	\$50.00	\$62.12	\$84.00	\$58.00	\$61.74	\$81.84	\$103.74
D18	Patient Care Assistant	\$19.54	\$20.59	\$27.63	\$34.53	\$23.00	\$32.33	\$32.54	\$54.33	\$37.00	\$44.12	\$52.24	\$74.12
D19	Patient Transport Attendant	\$19.54	\$20.59	\$27.63	\$34.53	\$23.00	\$32.33	\$32.54	\$54.33	\$37.00	\$44.12	\$52.24	\$74.12
D20	Pharmacist	\$51.00	\$55.88	\$71.98	\$93.88	\$65.00	\$67.62	\$91.74	\$113.62	\$79.00	\$79.43	\$111.44	\$133.44
D21	Pharmacy Technician	\$19.54	\$23.53	\$27.63	\$39.53	\$26.53	\$35.24	\$37.43	\$59.24	\$40.54	\$47.00	\$57.11	\$79.00
D22	Phlebotomist	\$19.54	\$23.53	\$27.63	\$39.53	\$26.53	\$35.24	\$37.43	\$59.24	\$40.54	\$47.00	\$57.11	\$79.00
D23	Physical Therapist	\$44.00	\$50.00	\$62.12	\$84.00	\$58.00	\$61.74	\$81.84	\$103.74	\$72.00	\$73.53	\$101.54	\$123.54
D24	Cardiac Cath Lab Technologist	\$44.00	\$50.00	\$62.12	\$84.00	\$58.00	\$61.74	\$81.84	\$103.74	\$72.00	\$73.53	\$101.54	\$123.54
D25	Echo Sonographer	\$40.54	\$47.00	\$57.11	\$79.00	\$54.53	\$58.82	\$76.93	\$98.82	\$68.53	\$70.53	\$96.62	\$118.53
D26	MRI Technologist	\$33.57	\$41.18	\$47.33	\$69.13	\$47.53	\$52.94	\$67.03	\$88.94	\$61.54	\$64.72	\$86.72	\$108.72
D27	Ultrasound Technologist	\$33.57	\$41.18	\$47.33	\$69.13	\$47.53	\$52.94	\$67.03	\$88.94	\$61.54	\$64.72	\$86.72	\$108.72
D28	EEG Technologist	\$37.00	\$44.12	\$52.20	\$74.12	\$51.00	\$55.88	\$71.98	\$93.88	\$65.00	\$67.62	\$91.74	\$113.62
D29	Electrophysiology Technologist	\$37.00	\$44.12	\$52.20	\$74.12	\$51.00	\$55.88	\$71.98	\$93.88	\$65.00	\$67.62	\$91.74	\$113.62
D30	Sterile Supply Technician	\$19.54	\$23.53	\$27.63	\$39.53	\$26.53	\$35.24	\$37.43	\$59.24	\$40.54	\$47.00	\$57.11	\$79.00
D31	Speech Language Pathologist	\$30.00	\$38.24	\$42.40	\$64.24	\$44.00	\$50.00	\$62.12	\$84.00	\$58.00	\$61.74	\$81.84	\$103.74
D32	Respiratory Therapist	\$40.54	\$47.00	\$57.11	\$79.00	\$54.53	\$58.82	\$76.93	\$98.82	\$68.53	\$70.53	\$96.62	\$118.53
D33	Sterile Supply Tech - Lead	\$19.54	\$26.47	\$27.63	\$44.43	\$30.00	\$38.24	\$42.40	\$64.24	\$44.00	\$50.00	\$62.12	\$84.00
D34	Histotechnologist	\$19.54	\$29.43	\$27.63	\$49.43	\$33.53	\$41.18	\$47.33	\$69.13	\$47.53	\$52.94	\$67.00	\$88.94
D35	Histology Technician	\$19.54	\$26.47	\$27.63	\$44.43	\$30.00	\$38.24	\$42.40	\$64.24	\$44.00	\$50.00	\$62.12	\$84.00
D36	Licensed Social Worker	\$30.00	\$38.24	\$42.40	\$64.24	\$44.00	\$50.00	\$62.12	\$84.00	\$58.00	\$61.74	\$81.84	\$103.74
D37	Case Manager	\$37.00	\$44.12	\$52.20	\$74.12	\$51.00	\$55.88	\$71.98	\$93.88	\$65.00	\$67.62	\$91.74	\$113.62
D38	Clinical Counsler	\$19.54	\$23.53	\$27.63	\$39.53	\$26.53	\$35.24	\$37.43	\$59.24	\$40.54	\$47.00	\$57.11	\$79.00
D39	Clinical Reasearch Assistant	\$19.54	\$29.43	\$27.63	\$49.43	\$33.53	\$41.18	\$47.33	\$69.13	\$47.53	\$52.94	\$67.00	\$88.94
D40	Clinical Engineer	\$40.54	\$47.00	\$57.11	\$79.00	\$54.53	\$58.82	\$76.93	\$98.82	\$68.53	\$70.53	\$96.62	\$118.53
D41	Lab Assistant	\$19.54	\$23.53	\$27.63	\$39.53	\$26.53	\$35.24	\$37.43	\$59.24	\$40.54	\$47.00	\$57.11	\$79.00
D42	CT Technologist	\$33.57	\$41.18	\$47.33	\$69.13	\$47.53	\$52.94	\$67.03	\$88.94	\$61.54	\$64.72	\$86.72	\$108.72
D43	Cytotechnologist	\$23.00	\$32.33	\$32.54	\$54.33	\$37.00	\$44.12	\$52.24	\$74.12	\$51.00	\$55.88	\$71.98	\$93.88
D44	Diagnostic Imaging Specialist	\$16.00	\$26.47	\$22.68	\$44.43	\$30.00	\$38.24	\$42.40	\$64.24	\$44.00	\$50.00	\$62.12	\$84.00
D45	Perfusionist	\$47.53	\$52.94	\$67.00	\$88.94	\$61.54	\$64.72	\$86.72	\$108.72	\$75.52	\$76.42	\$106.44	\$128.44
D46	Radiation Therapist	\$47.53	\$52.94	\$67.00	\$88.94	\$61.54	\$64.72	\$86.72	\$108.72	\$75.52	\$76.42	\$106.44	\$128.44
D47	Registered Dietician	\$23.00	\$32.33	\$32.54	\$54.33	\$37.00	\$44.12	\$52.24	\$74.12	\$51.00	\$55.88	\$71.98	\$93.88

D48	Dietary Aid	\$19.54	\$20.59	\$27.64	\$34.59	\$23.08	\$32.34	\$32.54	\$54.34	\$37.04	\$44.11	\$52.24	\$74.11
D49	Social Worker - Masters	\$33.57	\$41.18	\$47.33	\$69.13	\$47.51	\$52.94	\$67.03	\$88.94	\$61.54	\$64.77	\$86.77	\$108.77
D50	Social Worker - Bachelors	\$30.07	\$38.24	\$42.40	\$64.24	\$44.04	\$50.00	\$62.11	\$84.04	\$58.04	\$61.74	\$81.84	\$103.74
Information Technology													
E01	Application Developer	\$49.00	\$54.00	\$69.00	\$90.77	\$54.00	\$59.00	\$76.14	\$99.11	\$54.00	\$68.00	\$76.14	\$114.27
E02	AV Technician	\$21.00	\$31.00	\$29.64	\$52.00	\$27.00	\$41.00	\$38.00	\$68.84	\$35.00	\$49.00	\$49.33	\$82.33
E03	Business Analyst	\$18.00	\$28.00	\$25.38	\$47.04	\$24.00	\$38.00	\$33.84	\$63.84	\$32.00	\$46.00	\$45.11	\$77.24
E04	Business Systems Analyst	\$26.00	\$36.00	\$36.64	\$60.44	\$32.00	\$46.00	\$45.11	\$77.24	\$40.00	\$54.00	\$56.44	\$90.77
E05	Change Management Specialist	\$50.00	\$60.00	\$70.50	\$100.88	\$60.00	\$70.00	\$84.64	\$117.64	\$70.00	\$90.00	\$98.77	\$151.27
E06	Citrix Administrator	\$45.00	\$55.00	\$63.43	\$92.44	\$55.00	\$65.00	\$77.55	\$109.22	\$65.00	\$75.00	\$91.67	\$126.00
E07	Cognos Developer	\$45.00	\$50.00	\$63.43	\$84.00	\$60.00	\$65.00	\$84.64	\$109.22	\$65.00	\$70.00	\$91.67	\$117.64
E08	Customer Service Representative	\$18.00	\$24.00	\$25.38	\$40.33	\$24.00	\$30.00	\$33.84	\$50.44	\$22.00	\$30.00	\$31.00	\$50.44
E09	Data Warehouse Analyst	\$40.00	\$45.00	\$56.44	\$75.64	\$45.00	\$55.00	\$63.44	\$92.44	\$55.00	\$70.00	\$77.55	\$117.64
E10	Database Administrator	\$45.00	\$55.00	\$63.43	\$92.44	\$55.00	\$65.00	\$77.55	\$109.22	\$65.00	\$85.00	\$91.67	\$142.88
E11	Epic Developer	\$38.00	\$55.00	\$53.58	\$92.44	\$45.00	\$75.00	\$63.44	\$126.00	\$60.00	\$85.00	\$84.64	\$142.88
E12	ETL Developer	\$50.00	\$55.00	\$70.50	\$92.44	\$55.00	\$65.00	\$77.55	\$109.22	\$65.00	\$85.00	\$91.67	\$142.88
E13	Identity Management	\$35.00	\$48.00	\$49.33	\$80.64	\$48.00	\$72.00	\$67.64	\$120.94	\$72.00	\$95.00	\$101.54	\$159.64
E14	IT Architect	\$65.00	\$75.00	\$91.67	\$126.00	\$75.00	\$85.00	\$105.77	\$142.88	\$85.00	\$95.00	\$119.88	\$159.64
E15	IT Helpdesk / Desktop Support	\$22.00	\$28.00	\$31.02	\$47.04	\$28.00	\$35.00	\$39.44	\$58.84	\$35.00	\$42.00	\$49.33	\$70.54
E16	IT Project Manager	\$45.00	\$55.00	\$63.43	\$92.44	\$55.00	\$70.00	\$77.55	\$117.64	\$70.00	\$90.00	\$98.77	\$151.27
E17	IT Security Administrator	\$50.00	\$60.00	\$70.50	\$100.88	\$60.00	\$75.00	\$84.64	\$126.00	\$75.00	\$85.00	\$105.77	\$142.88
E18	ITIL/TSM	\$65.00	\$75.00	\$91.67	\$126.00	\$75.00	\$85.00	\$105.77	\$142.88	\$85.00	\$95.00	\$119.88	\$159.64
E19	Java Developer	\$45.00	\$55.00	\$63.43	\$92.44	\$55.00	\$65.00	\$77.55	\$109.22	\$65.00	\$85.00	\$91.67	\$142.88
E20	Mainframe Analyst	\$45.00	\$50.00	\$63.43	\$84.00	\$50.00	\$60.00	\$70.50	\$100.88	\$60.00	\$75.00	\$84.64	\$126.00
E21	Mainframe Developer	\$45.00	\$55.00	\$63.43	\$92.44	\$55.00	\$65.00	\$77.55	\$109.22	\$65.00	\$75.00	\$91.67	\$126.00
E22	Mainframe Operator	\$45.00	\$50.00	\$63.43	\$84.00	\$50.00	\$65.00	\$70.50	\$109.22	\$60.00	\$85.00	\$84.64	\$142.88
E23	Middleware Developer	\$45.00	\$55.00	\$63.43	\$92.44	\$55.00	\$65.00	\$77.55	\$109.22	\$65.00	\$85.00	\$91.67	\$142.88
E24	MS Access Developer	\$40.00	\$45.00	\$56.44	\$75.64	\$45.00	\$60.00	\$63.44	\$100.88	\$60.00	\$70.00	\$84.64	\$117.64
E25	Microsoft Developer	\$50.00	\$55.00	\$70.50	\$92.44	\$55.00	\$75.00	\$77.55	\$126.00	\$65.00	\$95.00	\$91.67	\$159.64
E26	QA Analyst	\$35.00	\$45.00	\$49.33	\$75.64	\$45.00	\$50.00	\$63.44	\$84.00	\$50.00	\$55.00	\$70.50	\$92.44
E27	Release Management	\$45.00	\$55.00	\$63.43	\$92.44	\$55.00	\$70.00	\$77.55	\$117.64	\$70.00	\$90.00	\$98.77	\$151.27
E29	SharePoint Administrator	\$50.00	\$55.00	\$70.50	\$92.44	\$55.00	\$65.00	\$77.55	\$109.22	\$65.00	\$75.00	\$91.67	\$126.00
E30	Software Developer	\$45.00	\$55.00	\$63.43	\$92.44	\$55.00	\$65.00	\$77.55	\$109.22	\$65.00	\$85.00	\$91.67	\$142.88
E31	Systems Administrator	\$40.00	\$45.00	\$56.44	\$75.64	\$45.00	\$50.00	\$63.44	\$84.00	\$50.00	\$60.00	\$70.50	\$100.88
E32	Technical Writer	\$30.00	\$35.00	\$42.30	\$58.88	\$35.00	\$55.00	\$49.33	\$92.44	\$45.00	\$65.00	\$63.44	\$109.22
E33	Technical Analyst	\$45.00	\$55.00	\$63.43	\$92.44	\$55.00	\$65.00	\$77.55	\$109.22	\$65.00	\$70.00	\$91.67	\$117.64
E34	Telecom Technician	\$30.00	\$35.00	\$42.30	\$58.88	\$35.00	\$45.00	\$49.33	\$75.64	\$45.00	\$50.00	\$63.44	\$84.00
E35	Web Developer	\$45.00	\$50.00	\$63.43	\$84.00	\$50.00	\$55.00	\$70.50	\$92.44	\$55.00	\$70.00	\$77.55	\$117.64
Professional													
F01	Active Directory Engineer	\$56.00	\$62.00	\$78.94	\$104.14	\$62.00	\$68.00	\$87.44	\$114.24	\$68.00	\$78.00	\$95.84	\$131.04
F02	Advanced Technology Specialist	\$30.00	\$45.00	\$42.30	\$75.64	\$45.00	\$60.00	\$63.44	\$100.88	\$60.00	\$70.00	\$84.64	\$117.64
F03	Analyst - Business	\$35.00	\$43.00	\$49.33	\$72.24	\$43.00	\$52.00	\$60.64	\$87.34	\$52.00	\$68.00	\$73.33	\$114.24
F04	Analyst - Financial	\$35.00	\$45.00	\$49.33	\$75.64	\$45.00	\$55.00	\$63.44	\$92.44	\$55.00	\$75.00	\$77.55	\$126.00
F05	Analyst - Risk Assessment	\$35.00	\$46.00	\$49.33	\$77.24	\$46.00	\$55.00	\$64.84	\$92.44	\$55.00	\$75.00	\$77.55	\$126.00
F06	Analyst - Re-engineering	\$35.00	\$46.00	\$49.33	\$77.24	\$46.00	\$65.00	\$64.84	\$109.22	\$65.00	\$75.00	\$91.67	\$126.00
F07	Application Support/Implementation	\$45.00	\$55.00	\$63.43	\$92.44	\$55.00	\$65.00	\$77.55	\$109.22	\$65.00	\$85.00	\$91.67	\$142.88
F08	APPS Programmer/Analyst	\$45.00	\$55.00	\$63.43	\$92.44	\$55.00	\$65.00	\$77.55	\$109.22	\$70.00	\$80.00	\$98.77	\$134.44
F09	APPS Systems Engineer	\$50.00	\$60.00	\$70.50	\$100.88	\$60.00	\$70.00	\$84.64	\$117.64	\$70.00	\$80.00	\$98.77	\$134.44
F10	Application Architect	\$65.00	\$75.00	\$91.67	\$126.00	\$75.00	\$85.00	\$105.77	\$142.88	\$85.00	\$110.00	\$119.88	\$184.88
F11	Architecture Planning & Assessment - Business	\$65.00	\$75.00	\$91.67	\$126.00	\$75.00	\$85.00	\$105.77	\$142.88	\$85.00	\$110.00	\$119.88	\$184.88
F12	Architecture Planning & Assessment - Information/Data	\$65.00	\$75.00	\$91.67	\$126.00	\$75.00	\$85.00	\$105.77	\$142.88	\$85.00	\$110.00	\$119.88	\$184.88
F13	Architecture Planning & Assessment - Security	\$65.00	\$75.00	\$91.67	\$126.00	\$75.00	\$85.00	\$105.77	\$142.88	\$85.00	\$120.00	\$119.88	\$201.64
F14	Architecture Planning & Assessment - Technical	\$65.00	\$75.00	\$91.67	\$126.00	\$75.00	\$85.00	\$105.77	\$142.88	\$85.00	\$110.00	\$119.88	\$184.88
F15	Business Applications Analyst	\$40.00	\$50.00	\$56.44	\$84.00	\$55.00	\$65.00	\$77.55	\$109.22	\$65.00	\$75.00	\$91.67	\$126.00
F16	Business Intelligence Analyst	\$45.00	\$50.00	\$63.43	\$84.00	\$60.00	\$65.00	\$84.64	\$109.22	\$65.00	\$70.00	\$91.67	\$117.64
F17	Business Process Analyst	\$40.00	\$50.00	\$56.44	\$84.00	\$55.00	\$65.00	\$77.55	\$109.22	\$65.00	\$75.00	\$91.67	\$126.00
F18	Business Systems Consultant	\$45.00	\$55.00	\$63.43	\$92.44	\$60.00	\$70.00	\$84.64	\$117.64	\$75.00	\$85.00	\$105.77	\$142.88
F19	CCIE Engineer	\$62.50	\$68.75	\$88.13	\$115.54	\$68.75	\$75.00	\$96.94	\$126.00	\$75.00	\$84.33	\$105.77	\$141.77
F20	Computer Operations Analyst	\$25.00	\$30.00	\$35.25	\$50.44	\$30.00	\$35.00	\$42.30	\$58.88	\$35.00	\$45.00	\$49.33	\$75.64
F21	Computer Operations Tech	\$25.00	\$30.00	\$35.25	\$50.44	\$30.00	\$35.00	\$42.30	\$58.88	\$35.00	\$45.00	\$49.33	\$75.64
F22	CX Interaction Design Engineer	\$45.00	\$55.00	\$63.43	\$92.44	\$55.00	\$65.00	\$77.55	\$109.22	\$65.00	\$75.00	\$91.67	\$126.00
F23	CX Producer	\$45.00	\$55.00	\$63.43	\$92.44	\$55.00	\$65.00	\$77.55	\$109.22	\$65.00	\$75.00	\$91.67	\$126.00
F24	CX Senior Producer	\$50.00	\$55.00	\$70.50	\$92.44	\$60.00	\$65.00	\$84.64	\$109.22	\$70.00	\$80.00	\$98.77	\$134.44
F25	Data Administration	\$50.00	\$60.00	\$70.50	\$100.88	\$60.00	\$65.00	\$84.64	\$109.22	\$65.00	\$75.00	\$91.67	\$126.00
F26	Data Analyst	\$40.00	\$50.00	\$56.44	\$84.00	\$50.00	\$60.00	\$70.50	\$100.88	\$60.00	\$70.00	\$84.64	\$117.64
F27	Data Architecture Designer/Implementation	\$70.00	\$80.00	\$98.77	\$134.44	\$80.00	\$90.00	\$112.88	\$151.27	\$100.00	\$120.00	\$141.00	\$201.64
F28	Data Base Developer	\$45.00	\$55.00	\$63.43	\$92.44	\$55.00	\$65.00	\$77.55	\$109.22	\$65.00	\$75.00	\$91.67	\$126.00
F29	Data Center Engineer	\$50.00	\$60.00	\$70.50	\$100.88	\$65.00	\$70.00	\$91.67	\$117.64	\$70.00	\$75.00	\$98.77	\$126.00
F30	Data Warehouse Manager	\$55.00	\$65.00	\$77.55	\$109.22	\$65.00	\$75.00	\$91.67	\$126.00	\$75.00	\$85.00	\$105.77	\$142.88
F31	Data Warehouse Reporting - Business Intelligence	\$45.00	\$50.00	\$63.43	\$84.00	\$60.00	\$65.00	\$84.64	\$109.22	\$65.00	\$70.00	\$91.67	\$117.64
F32	Database - DB2	\$45.00	\$55.00	\$63.43	\$92.44	\$60.00	\$65.00	\$84.64	\$109.22	\$70.00	\$85.00	\$98.77	\$142.88
F33	Database - Design/Architect	\$55.00	\$65.00	\$77.55	\$109.22	\$65.00	\$75.00	\$91.67	\$126.00	\$85.00	\$100.00	\$119.88	\$168.00
F34	Database - MS Access	\$45.00	\$55.00	\$63.43	\$92.44	\$60.00	\$65.00	\$84.64	\$109.22	\$70.00	\$85.00	\$98.77	\$142.88
F35	Database - Oracle	\$45.00	\$55.00	\$63.43	\$92.44	\$60.00	\$65.00	\$84.64	\$109.22	\$70.00	\$85.00	\$98.77	\$142.88
F36	Database Analyst	\$40.00	\$45.00	\$56.44	\$75.64	\$50.00	\$55.00	\$70.50	\$92.44	\$55.00	\$70.00	\$77.55	\$117.64
F37	Database - MS SQL	\$45.00	\$55.00	\$63.43	\$92.44	\$60.00	\$65.00	\$84.64	\$109.22	\$70.00	\$85.00	\$98.77	\$142.88
F38	Database Specialist	\$45.00	\$55.00	\$63.43	\$92.44	\$65.00	\$70.00	\$91.67	\$117.64	\$75.00	\$85.00	\$105.77	\$142.88

F39	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
F40	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
F41	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
F42	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
F43	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
F44	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
F45	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
F46	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
F47	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
F48	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
F49	Director of HIM	\$85.00	\$95.00	\$119.85	\$159.60	\$95.00	\$105.00	\$133.95	\$176.40	\$105.00	\$110.00	\$148.05	\$184.80
F50	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
F51	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
F52	Distributed 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
F53	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
F54	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
F55	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
F56	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
F57	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
F58	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
F59	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
F60	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
F61	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
F62	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
F63	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
F64	IT Project Manager	\$45.00	\$55.00	\$63.45	\$92.40	\$55.00	\$65.00	\$77.55	\$117.60	\$70.00	\$90.00	\$98.70	\$151.20
F65	IT Security	\$45.00	\$55.00	\$63.45	\$92.40	\$55.00	\$65.00	\$77.55	\$117.60	\$70.00	\$90.00	\$98.70	\$151.20
F66	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
F67	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
F68	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
F69	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
F70	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
F71	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
F72	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
F73	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
F74	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
F75	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
F76	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
F77	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
F78	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
F79	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
F80	Network - Security	\$62.50	\$68.75	\$88.13	\$115.50	\$68.75	\$75.00	\$96.94	\$126.00	\$75.00	\$84.38	\$105.75	\$141.78
F81	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
F82	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	\$141.78
F83	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
F84	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
F85	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
F86	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
F87	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
F88	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
F89	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
F90	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
F91	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
F92	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
F93	Programmer/Developer - JCL/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
F94	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
F95	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
F96	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
F97	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
F98	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
F99	Project Manager	\$45.00	\$55.00	\$63.45	\$92.40	\$55.00	\$65.00	\$77.55	\$117.60	\$70.00	\$90.00	\$98.70	\$151.20
F100	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
F101	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
F102	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
F103	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
F104	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
F105	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
F106	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
F107	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
F108	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
F109	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
F110	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
F111	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
F112	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
F113	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
F114	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
F115	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

F116	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
F117	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
F118	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
F119	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
F120	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
F121	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
F122	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
F123	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
F124	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
F125	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
F126	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
F127	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
F128	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
F129	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
F130	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
F131	Web Design & Development - HTML/CSS/JavaScript/Query	\$30.00	\$40.00	\$42.30	\$67.20	\$40.00	\$50.00	\$56.40	\$84.00	\$50.00	\$60.00	\$70.50	\$100.80
F132	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
F133	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
F134	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
F135	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
F136	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
F137	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
F138	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
F139	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
F140	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
F141	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