

Technical Support Services – Rate Schedule

Position Title	Grade	Education	Experience	Hourly Rates
Proposal Support				
Principal Proposal Manager	P5	Bachelors / Masters	>20 years	\$220.71
Proposal Manager	P3	Bachelors / Masters	>15 years	\$189.18
Volume Author	P3	Bachelors / Masters	>15 years	\$168.16
Senior Technical Writer	P3	Bachelors	>15 years	\$168.16
Technical Writer	P2	Bachelors	>10 years	\$141.88
Proposal Specialist	P1	Bachelors	0-5 years	\$73.57
Senior Administrator	H3	High School	>15 years	\$63.06
Administrator	H2	High School	5-10 years	\$50.49
Junior Administrator	H1	High School	0-5 years	\$38.90
Project Controls				
Principal Cost/Schedule/Control	P5	Bachelors	>20 years	\$210.20
Cost/Schedule/Control 5	P4	Bachelors	>15 years	\$168.16
Cost/Schedule/Control 4	P3	Bachelors	>15 years	\$141.88
Cost/Schedule/Control 3	P2	Bachelors	>10 years	\$115.61
Cost/Schedule/Control 2	P1	Bachelors	5-10 years	\$91.96
Cost/Schedule/Control 1	P1	Bachelors	0-5 years	\$73.57
Contracts/Procurement				
Contracts Director Senior	P5	Bachelors	>20 years	\$210.20
Contracts Manager	P5	Bachelors	>15 years	\$168.16
Contracts Manager	P3	Bachelors	>10 years	\$141.88
Contracts Professional	E3	Bachelors	5-10 years	\$115.61
Contracts Administrator	E2	Bachelors	0-5 years	\$91.96
Consultant				
Principal/Senior Consultant L5	P7	Bachelors / Masters/Other	>20 years	\$335.54
Principal/Senior Consultant L4	P7	Bachelors / Masters	>20 years	\$273.26
Principal/Senior Consultant L3	P7	Bachelors / Masters	>20 years	\$231.22
Principal/Senior Consultant L2	P7	Bachelors / Masters	>20 years	\$212.45
Principal/Senior Consultant L1	P7	Bachelors / Masters	>20 years	\$195.09
Project Management				
Principal Project Manager	P6	Bachelors / Masters	>20 years	\$210.20
Senior Project Manager	P5	Bachelors / Masters	>15 years	\$173.14
Project Manager	P4	Bachelors / Masters	>10 years	\$126.12
Engineering/Scientist				
Principal Engineer/Scientist L2	P6	Bachelors / Masters	>15 years	\$210.20
Principal Engineer/Scientist L1	P5	Bachelors / Masters	>15 years	\$168.16
Senior Engineer/Scientist L2	P4	Bachelors / Masters	>15 years	\$141.88
Senior Engineer/Scientist 2	P3	Bachelors	>10 years	\$115.61
Engineer/Scientist L2	P2	Bachelors	5-10 years	\$91.96
Engineer/Scientist L1	P1	Bachelors	0-5 years	\$73.57
Information Technology				
Principal System Analyst/Programmer	P3	Bachelors	>10 years	\$126.12
Senior System Analyst/Programmer	P2	Bachelors	5-10 years	\$96.70
System Analyst/Programmer	P1	Bachelors	0-5 years	\$73.57

The rates presented above are WMangan Consulting, Inc. (WMCI). The rates are composite rates, and include all fringe, overhead, G&A, and fee.

WMCI offers seven levels for professionals. In general, Levels P1 through P3 have 0 to 15 years of experience and perform routine tasks. Personnel in Levels P4 through P7 are technical experts and can also work in a supervisory capacity. Personnel qualifications associated with Position Grades are summarized below. Equivalency to a given educational level can be obtained by time performing associated work.

Technical and Management Responsibility Levels		
Level of Responsibility	Recommendations, Decisions, and Commitments	Leadership Authority and Supervision Exercised
Level P7	Provides sound technical recommendations in area of expertise. Makes responsible decisions on business matters, including the establishment of policies subject only to overall company policy and financial controls	Provides a specialty or limited access technical/management services not generally available or easily obtained through other avenues.
Level P6	Provides sound technical recommendations in area of expertise. Makes responsible decisions on operational matters, including the establishment of policies subject only to overall company policy and financial controls	Reviews and evaluates technical work, selects, schedules and coordinates to attain program objectives. As an administrator, makes decisions concerning selection, training, rating, discipline, and staff compensation
Level P5	Makes responsible decisions not usually subject to technical review. Takes actions necessary to expedite the successful accomplishment of assigned projects.	Outlines more difficult problems and methods of approach. Co-ordinates work programs and directs use of equipment and material. Makes recommendations regarding selection, training, discipline and staff compensation.
Level P4	Recommendations reviewed for soundness of judgment but usually accepted as technically accurate and feasible	Assigns and outlines work; advises on technical problems; reviews work for technical accuracy. Supervision may call for recommendations concerning selection, training and discipline of staff
Level P3	Makes independent studies, analyses, interpretations and conclusions. Difficult, complex or unusual matters or decisions are usually referred to more senior staff	May give technical guidance to engineers of less standing, or technicians assigned to work on a project. Supervision over other engineers not usually a regular responsibility.
Level P2	Decisions made are normally within established work guidelines.	May give technical guidance to junior engineers or Other support personnel, assigned to work on a common project.
Level P1	Few technical decisions required. These will be routine with precedent or defined guidance	May assign and check work of technicians or helpers

Terms and Conditions

1.0 Personnel Charges

- 1.1 Personnel time charges for technical, management, and direct project support are invoiced in accordance with the Rate Schedule.
- 1.2 The Rate Schedule* applies to all hours worked.
- 1.3 Labor is subject to a four-hour minimum, charged portal-to-portal from the individual's assigned location.
- 1.4 Personnel time charges for travel are invoiced at the applicable hourly rate to a maximum of 10 hours per day.
- 1.5 All time is rounded to the nearest one-half hour.

2.0 Travel and Living Expenses

- 2.1 Travel and living expenses are based on the Federal Travel Regulation (FTR).
- 2.2 Travel and living expenses are billed at cost plus 8%.
- 2.3 Long-term, on-site personnel are permitted to return home every two weeks. Travel expenses are invoiced at cost plus 8%.

3.0 Other Charges

- 3.1 Charges for materials and other direct costs are invoiced at cost plus 10%.
- 3.2 Temporary (contract) personnel provided through WMCI are invoiced according to WMCI's Rate Schedules and all other Terms and Conditions that apply to WMCI employees.
- 3.3 Services not listed herein, i.e. Executive and professional recruiting services available. Details and rates available upon request.

4.0 Invoicing and Payment

- 4.1 Payment terms are:
NET 30 DAYS FROM THE DATE OF THE INVOICE.

5.0 Insurance

- 5.1 WMConsulting, Inc. will maintain the following Insurance
 - 5.1.1 Worker's Compensation Insurance and Employer's Liability Insurance to cover statutory benefits and limits applicable jurisdiction where the Services are to be performed.
 - 5.1.2 Commercial General Liability Insurance including coverage for Contractual Liability and Products and Completed Operations
 - 5.1.3 Business Auto Liability insurance covering leased, and non-owned vehicles used in connection with the Services.
 - 5.1.4 Professional Liability Insurance with \$1,000,000 per occurrence with a 24-month discovery period.

6.0 Client-Defined Labor Rates or Contract Terms

- 6.1 In those instances where the Client has negotiated a labor rate; limits on hours per day, week, or month; or specific terms- and-conditions with a consultant and desires to bring them in through WM Consulting, Inc., WMCI will place a contract with the consultant that honors those rates, limits, or terms and conditions.
- 6.2 In these instances, labor will be billed at cost plus 12 percent.
- 6.3 All other terms and conditions in Items 1.0 through 5.0 remain in effect.