

### Technical Support Services – Rate Schedule

| Position Title                      | Grade | Education                 | Experience | Hourly Rates |
|-------------------------------------|-------|---------------------------|------------|--------------|
| <b>Proposal Support</b>             |       |                           |            |              |
| 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      |
| <b>Project Controls</b>             |       |                           |            |              |
| 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      |
| <b>Contracts/Procurement</b>        |       |                           |            |              |
| 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      |
| <b>Consultant</b>                   |       |                           |            |              |
| 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     |
| <b>Project Management</b>           |       |                           |            |              |
| 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     |
| <b>Engineering/Scientist</b>        |       |                           |            |              |
| 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      |
| <b>Information Technology</b>       |       |                           |            |              |
| 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.