

SF-30 Continuation

- 1) The attached Commercial Sales Practices (CSP) Format, dated October 2012, (3 pages) identifies All Commercial Customers as the Company's Most Favored Customers (MFCs). GSA prices exclusive the 0.75% Industrial Funding Fee (IFF) are at least 19.26% less than the MFC prices identified in the CSP. In accordance with clause 552.238-75 ALT I Price Reductions, the Basis of Award (BOA) customer are All Commercial Customers and GSA prices, excluding the required .75% IFF, are at least 19.26% percent less than the prices charged to the BOAs.
- 2) The attached labor category descriptions (5 pages) are hereby incorporated into the contract and apply to the awarded SINs 874-1/ 874-1RC and 874-7/ 874-7RC.
- 3) The contractor's labor category prices under SINs 874-1/ 874-1RC and 874-7/ 874-7RC are hereby escalated in accordance with clause I-FSS-969 ECONOMIC PRICE ADJUSTMENT-FSS MULTIPLE AWARD SCHEDULE (JAN 2002). This one-time escalation increases the awarded prices by 26.31% for all awarded labor categories except Administrative Assistant. Administrative Assistant is escalated by 3.79%.
- 4) The method of escalation is hereby changed from Clause 552.216-70 to Clause I-FSS-969 (b)(1) ECONOMIC PRICE ADJUSTMENT-FSS MULTIPLE AWARD SCHEDULE (JAN 2002). The fixed rate of escalation is 2.4% effective this modification and is subject to re-evaluation prior to exercise of Option Period 3.
- 5) The attached pricing, inclusive the IFF of 0.75%, supersedes all previous price lists and is hereby incorporated into the contract. See attached price list. (3 pages).
- 6) The SCA matrix and the narrative below are incorporated into the contract and must be included in the contractor's price catalog on GSA Advantage.

Imagine One Technology & Management, Ltd  
GS-10F-0193M  
PS-0010

| SCA Matrix                           |                                 |           |
|--------------------------------------|---------------------------------|-----------|
| SCA Eligible Contract Labor Category | SCA Equilivant Code Title       | WD Number |
| Writer/Editor                        | 30463- Technical Writer III     | 05-2103   |
| Graphics Specialist                  | 15080- Graphic Artist           | 05-2103   |
| Word Processing Operator             | 01613 Word Processor III        | 05-2103   |
| Administrative Assistant             | 01020- Administrative Assistant | 05-2103   |
| Data Entry Clerk                     | 01152 - Data Enry Operator II   | 05-2103   |
| Clerical Support                     | 01113- General Clerk III        | 05-2103   |

The Service Contract Act (SCA) is applicable to this contract and it includes SCA applicable labor categories. The prices for the cited SCA labor categories are based on the U.S. Department of Labor WD Number(s) identified in the SCA matrix. The prices offered are based on the preponderance of where work is performed and should the Contractor perform in an area with lower SCA rates, resulting in lower wages being paid, the task order prices will be discounted accordingly.

**COMMERCIAL SALES PRACTICES FORMAT**

**(MUST be submitted with Option Package)**

Name of Offeror: Imagine One Technology & Management, Ltd.

SIN(s): 874-1 and 874-7

Date : October 2012

Note: Please refer to clause 552.212-70, PREPARATION OF OFFER (MULTIPLE AWARD SCHEDULE), for additional information concerning your offer. Provide the following information for each SIN (or group of SINs or SubSIN for which information is the same).

(1) Provide the dollar value of sales to the general public/state or local government at or based on market prices, cost build up or an established catalog or market price during the previous 12-month period or the offerors last fiscal year: \$ 23,981.00. State "beginning and ending" date of the 12-month period. Beginning Jan 1, 2011 Ending Dec 31, 2011. In the event that a dollar value is not an appropriate measure of the sales, provide and describe your own measure of the sales of the item(s). In the event sales are made only to state or local governments, identify such sales accordingly.

(2) Show your total projected annual sales to the Government under this contract for the contract term, excluding options, for each SIN offered. If you currently hold a Federal Supply Schedule contract for the SIN the total projected annual sales should be based on your most recent 12 months of sales under that contract.

| SIN   | \$      | SIN | \$ | SIN | \$ |
|-------|---------|-----|----|-----|----|
| 874-1 | 500,000 |     |    |     |    |
| 874-7 | 500,000 |     |    |     |    |

(3) Based on your written discounting policies (standard commercial sales practices in the event you do not have written discounting policies), are the prices (discounts, concessions, terms and conditions in any combination) which you offer the Government equal to or better than that offered to any customer acquiring the same items regardless of quantity or terms and conditions? YES X NO \_\_\_\_\_. (See definition of "concession" and "discount" in 552.212-70.)

(4)(a) Based on your written pricing policies (standard commercial sales practices in the event you do not have written pricing policies), provide information as requested for each SIN (or group of SINs for which the information is the same). The information should be provided in the chart below or in an equivalent format developed by the offeror. Rows should be added to accommodate as many customers as required. Sample "Most Favored Customer (MFC) pricing comparison spreadsheet (1-A or 1-B), attached.

| Column 1 – Customer          | Column 2 – Price* (*Disclosures should be made on a separate sheet) | Column 3 – Quantity/Volume | Column 4 – Discounts, Concessions, Terms and Conditions |
|------------------------------|---|----------------------------|---|
| • See attached completed 1-B |   |                            |   |

(b) Identify prices offered to GSA in response to this solicitation for services using the table below:

| Column 5 – Price Offered to GSA | Column 6 – Unit of Issue (e.g., per hour, per day) | Column 7 – Quantity/Volume | Column 8 – Discount, Concessions, Terms and Conditions Offered to GSA |
|---------------------------------|--|----------------------------|---|
| • See attached completed 1-B    |  |                            |   |

(c) Do any deviations from your written policies or standard commercial sales practices disclosed in the chart in paragraph 4(a) ever result in better prices than indicated? YES \_\_\_\_ NO X \_\_\_\_\_. If YES, explain deviations in accordance with the instructions at Figure 515.4-2, which is provided in this solicitation for your convenience.

| Service Proposed (e.g. Labor Category or Job Title/Task) | Minimum Education | Minimum Years of Experience (cannot be a range) | Contractor or Customer Site | Domestic or Overseas  | Commercial Price List (CPL) OR Market Prices | Unit of Issue (e.g. Hour, Task, Sq Ft) | Most Favored Commercial Customer (MFC)* | Discount Offered to Commercial MFC (%) | Commercial MFC Price | Most Favored Federal Agency (MFC)** | Most Favored Federal Agency (MFC) Price** | Discount Offered to GSA (off CPL or Market Prices) (%) | Price Offered to GSA (Excluding IFF) | Price Offered to GSA (including IFF) |
|--|-------------------|---|-----------------------------|-----------------------|--|--|---|--|----------------------|-------------------------------------|---|--|--------------------------------------|--------------------------------------|
| Business Leader  | BA                | 12  | Both                        | Domestic and Overseas | \$ 213.08                                    | Hour                                   | All Commercial Customers                | 0%                                     | \$ 213.08            | USCG                                | \$ 140.06                                 | 20.91%   | \$ 176.22                            | \$ 177.55                            |
| Program Leader   | BA                | 10  | Both                        | Domestic and Overseas | \$ 172.13                                    | Hour                                   | All Commercial Customers                | 0%                                     | \$ 172.13            | N/A                                 | N/A                                       | 22.40%   | \$ 140.63                            | \$ 141.70                            |
| Principal Business Process                               | BA                | 10  | Both                        | Domestic and Overseas | \$ 167.50                                    | Hour                                   | All Commercial Customers                | 0%                                     | \$ 167.50            | N/A                                 | N/A                                       | 21.44%   | \$ 137.92                            | \$ 138.97                            |
| Sr Business Process                                      | High School       | 10  | Both                        | Domestic and Overseas | \$ 161.52                                    | Hour                                   | All Commercial Customers                | 0%                                     | \$ 161.52            | N/A                                 | N/A                                       | 21.06%   | \$ 133.42                            | \$ 134.43                            |
| Business Process   | High School       | 7   | Both                        | Domestic and Overseas | \$ 122.98                                    | Hour                                   | All Commercial Customers                | 0%                                     | \$ 122.98            | N/A                                 | N/A                                       | 26.33%   | \$ 97.34                             | \$ 98.08                             |
| Sr Functional Specialist                                 | High School       | 10  | Both                        | Domestic and Overseas | \$ 151.25                                    | Hour                                   | All Commercial Customers                | 0%                                     | \$ 151.25            | N/A                                 | N/A                                       | 21.94%   | \$ 124.04                            | \$ 124.98                            |
| Functional Specialist                                    | High School       | 6   | Both                        | Domestic and Overseas | \$ 115.26                                    | Hour                                   | All Commercial Customers                | 0%                                     | \$ 115.26            | N/A                                 | N/A                                       | 24.99%   | \$ 92.22                             | \$ 92.91                             |
| Sr Information Engineer                                  | High School       | 10  | Both                        | Domestic and Overseas | \$ 159.55                                    | Hour                                   | All Commercial Customers                | 0%                                     | \$ 159.55            | N/A                                 | N/A                                       | 24.58%   | \$ 128.07                            | \$ 129.04                            |
| Information Engineer                                     | High School       | 7   | Both                        | Domestic and Overseas | \$ 129.78                                    | Hour                                   | All Commercial Customers                | 0%                                     | \$ 129.78            | N/A                                 | N/A                                       | 21.41%   | \$ 106.90                            | \$ 107.71                            |
| Systems Support Analyst                                  | AA                | 3   | Both                        | Domestic and Overseas | \$ 102.41                                    | Hour                                   | All Commercial Customers                | 0%                                     | \$ 102.41            | N/A                                 | N/A                                       | 31.04%   | \$ 78.15                             | \$ 78.74                             |

|                             |             |    |      |                       |           |      |                          |    |           |     |     |        |           |           |
|-----------------------------|-------------|----|------|-----------------------|-----------|------|--------------------------|----|-----------|-----|-----|--------|-----------|-----------|
| Sr Management Analyst       | High School | 9  | Both | Domestic and Overseas | \$ 164.03 | Hour | All Commercial Customers | 0% | \$ 164.03 | N/A | N/A | 19.26% | \$ 137.54 | \$ 138.58 |
| Management Analyst          | High School | 6  | Both | Domestic and Overseas | \$ 100.57 | Hour | All Commercial Customers | 0% | \$ 100.57 | N/A | N/A | 25.43% | \$ 80.18  | \$ 80.79  |
| Sr Business Systems Analyst | High School | 10 | Both | Domestic and Overseas | \$ 103.30 | Hour | All Commercial Customers | 0% | \$ 103.30 | N/A | N/A | 19.68% | \$ 86.31  | \$ 86.96  |
| Business Systems Analyst    | High School | 7  | Both | Domestic and Overseas | \$ 96.54  | Hour | All Commercial Customers | 0% | \$ 96.54  | N/A | N/A | 26.39% | \$ 76.38  | \$ 76.96  |
| Jr Business Systems Analyst | High School | 4  | Both | Domestic and Overseas | \$ 76.09  | Hour | All Commercial Customers | 0% | \$ 76.09  | N/A | N/A | 29.08% | \$ 58.95  | \$ 59.39  |
| Financial Analyst           | High School | 5  | Both | Domestic and Overseas | \$ 101.68 | Hour | All Commercial Customers | 0% | \$ 101.68 | N/A | N/A | 20.82% | \$ 84.16  | \$ 84.79  |
| Writer/Editor               | High School | 4  | Both | Domestic and Overseas | \$ 90.57  | Hour | All Commercial Customers | 0% | \$ 90.57  | N/A | N/A | 25.51% | \$ 72.16  | \$ 72.70  |
| Graphics Specialist         | High School | 4  | Both | Domestic and Overseas | \$ 80.52  | Hour | All Commercial Customers | 0% | \$ 80.52  | N/A | N/A | 33.98% | \$ 60.10  | \$ 60.55  |
| Word Processing Operator    | High School | 3  | Both | Domestic and Overseas | \$ 47.93  | Hour | All Commercial Customers | 0% | \$ 47.93  | N/A | N/A | 27.10% | \$ 37.71  | \$ 37.99  |
| Administrative Assistant    | High School | 3  | Both | Domestic and Overseas | \$ 102.32 | Hour | All Commercial Customers | 0% | \$ 102.32 | N/A | N/A | 47.53% | \$ 69.36  | \$ 69.88  |
| Data Entry Clerk            | High School | 2  | Both | Domestic and Overseas | \$ 40.47  | Hour | All Commercial Customers | 0% | \$ 40.47  | N/A | N/A | 27.10% | \$ 31.84  | \$ 32.08  |
| Clerical Support            | High School | 2  | Both | Domestic and Overseas | \$ 41.11  | Hour | All Commercial Customers | 0% | \$ 41.11  | N/A | N/A | 23.42% | \$ 33.31  | \$ 33.56  |

Imagine One Technology & Management, Ltd.

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| Commercial Job Title       | General Minimum Experience              | Education  | Functional Responsibility  |
|----------------------------|---|--|--|
| Business Leader            | 8 – PhD<br><br>10 – MA/MS<br>12 – BA/BS | PhD/MA/MS/BA/BS in Business, Management, Computer Science, Information Systems, Information Resource Management, Engineering, Operations Research or related fields  | Provides executive level consultation services to the leadership of the client organization. Serves as the senior manager for projects involving consulting services, such as business improvement analyses, performance assessments, business process reengineering; programmatic functional support, change management, business process analyses, strategic planning, organizational analyses, and the management of business assets.   |
| Program Leader             | 6 – PhD<br><br>8 – MA/MS<br>10 – BA/BS  | PhD/MA/MS/BA/BS in Business, Management, Computer Science, Information Systems, Information Resource Management, Engineering, Operations Research or related fields  | Generally serves as the principal point of contact for client technical services and contracts representatives on a specific task. Performs task management activities, including staffing, project planning, performance tracking, quality assurance, and business management. May also participate as a contributing senior staff member on consulting tasks.  |
| Principal Business Process | 6 – PhD<br><br>8 – MA/MS<br>10 – BA/BS  | PhD/MA/MS/BA/BS in Business Admin, Business Mgmt, Computer Science, Information Systems, Information Resource Management, Industrial Engineering, Engineering Science, Operations Research or related fields | Responsible for leading the evaluation and reengineering of current business processes. Often serves as senior task resource in this regard. Recommends and designs cost effective strategies to increase the effectiveness and efficiency of organization's business processes through changes in policies, procedures, organization structure, and the application of enabling technology. May design and conduct executive level workshops, benchmarking, and surveys. Facilitates process improvement efforts. |

|                              |  |  |  |
|------------------------------|--|--|--|
| Senior Business Process      | 4 – MA/MS<br><br>6 – BA/BS<br>10 – HS            | MA/MS/BA/BS in Business Admin, Business Mgmt, Computer Science, Information Systems, Information Resource Management, Industrial Engineering, Engineering Science, Operations Research or related fields. Experience may substitute. High school required. | Responsible for leading and coordinating the evaluation and reengineering of current business processes. Recommends and designs cost effective strategies to increase the effectiveness and efficiency of organization's business processes through changes in policies, procedures, organization structure, and the application of enabling technology.   |
| Business Process             | 1 – MA/MS<br><br>3 – BA/BS<br>7 – HS             | MA/MS/BA/BS in Business Admin, Business Mgmt, Computer Science, Information Systems, Information Resource Management, Industrial Engineering, Engineering Science, Operations Research or related fields. Experience may substitute. High school required. | Contributes to the evaluation and reengineering of current business processes. Assists with recommendations and the design of cost effective strategies to increase the effectiveness and efficiency of the organization's business processes through changes in policies, procedures, organization structure, and the application of enabling technology. |
| Senior Functional Specialist | 2 – PhD<br><br>4 – MA/MS<br>6 – BA/BS<br>10 – HS | PhD/MA/MS/BA/BS in a scientific, technical, or functional discipline. Experience may substitute. High school required.   | Skilled subject matter expert in a particular discipline. Provides insight into analyses of current customer business processes and recommendations for process improvements or organizational optimization. Provides program specific analytical or functional support  |
| Functional Specialist        | 0 – MA/MS<br><br>2 – BA/BS<br>6 – HS             | MA/MS/BA/BS in a scientific, technical, or functional discipline. Experience may substitute. High school required.   | Subject matter specialist in a particular discipline. Assists with analyses of current customer business processes and with the formulation of recommendations for business process improvements. Provides program specific analytical or functional support.  |

|                             |   |  |   |
|-----------------------------|---|--|---|
| Senior Information Engineer | 2 – PhD<br><br>4 – MS<br>6 – BA/BS<br>10 – HS | PhD/MS/BA/BS in Computer Science, Information Systems, Engineering or related scientific or technical discipline. Experience may substitute. High school required. | Responsible for the conceptualization, design, development, and fielding of information systems and applications that capitalize upon information sharing as a means to gain process efficiency. Focus is upon the conversion of data into information and the enterprise-wide application of that information. Generally serves in a senior or lead technical role on a project. |
| Information Engineer        | 1 – MS<br><br>3 – BS<br>7 – HS                | MS/BS in Computer Science, Information Systems, Engineering or related scientific or technical discipline. Experience may substitute. High school required.        | Responsible for the conceptualization, design, development, and fielding of information systems and applications that capitalize upon information sharing as a means to gain process efficiency. Focus is upon the conversion of data into information and the enterprise-wide application of that information.   |
| Systems Support Analyst     | 0 – BA/BS<br><br>3 – AA                       | BA/BS/AA in Computers, Information Systems or related fields. Experience may substitute.   | Reviews, analyzes, and evaluates information technology systems, Has knowledge of commonly used concepts, practices and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job.  |
| Senior Management Analyst   | 3 – MA/MS<br><br>5 – BA/BS<br>9 – HS          | MA/MS/BA/BS in Business, Management, Operations Research, Engineering, Computer Science, or related fields. Experience may substitute. High school required.       | Analyzes, develops, implements, and monitors business processes, policies, and procedures to facilitate and optimize management control of the organization's functions. Analyzes organizational structure and management tools and presents feasible alternatives and recommendations based on thorough research and analysis. Generally takes a senior or leadership role.      |



|                                 |                                   |   |   |
|---------------------------------|-----------------------------------|---|---|
| Management Analyst              | 2 – BA/BS<br>6 – HS               | BA/BS in Business, Management, Operations Research, Engineering, Computer Science, or related fields. Experience may substitute. High school required.                            | Analyzes, develops, implements, and monitors business processes, policies, and procedures to facilitate and optimize management control of the organization's functions. Collects, compiles, and analyzes data for financial and management reports.  |
| Senior Business Systems Analyst | 4 – MA/MS<br>6 – BA/BS<br>10 – HS | MA/MS/BA/BS in Business, Management, Marketing, Operations Research, Engineering, Computer Science, or other related discipline. Experience may substitute. High school required. | Responsible for performing studies, analyses, and evaluations related to business organizations and processes, such as requirements analyses, feasibility studies, performance assessments, business process improvement initiatives, cost/benefit analyses, or strategic plans. Generally takes a leadership role. |
| Business Systems Analyst        | 1 – MA/MS<br>3 – BA/BS<br>7 – HS  | MA/MS/BA/BS in Business, Management, Marketing, Operations Research, Engineering, Computer Science, or other related discipline. Experience may substitute. High school required. | Responsible for performing studies, analyses, and evaluations related to business organizations and processes, such as requirements analyses, feasibility studies, performance assessments, business process improvement initiatives, cost/benefit analyses, or strategic plans.                                    |
| Junior Business Systems Analyst | 0 – BA/BS<br>4 – HS               | BA/BS in Business, Management, Marketing, Operations Research, Engineering, Computer Science, or other related discipline. Experience may substitute. High school required.       | Responsible for assisting in the performance of studies, analyses, and evaluations related to business organizations and processes, such as requirements analyses, feasibility studies, performance assessments, business process improvement initiatives, cost/benefit analyses, or strategic plans.               |
| Financial Analyst               | 2 – BA/BS<br>5 – HS               | BA/BS in Accounting, Business, Finance or other related discipline. Experience may substitute. High school required.  | Responsible for conducting financial analysis projects and statistical studies. Familiar with standard concepts, practices and procedures within a particular field. Relies on limited experience and judgment to plan and accomplish goals. Works under general supervision.                                       |

|  |   |   |
|--|---|---|
| <p>Writer/Editor</p> <p>0 – MA</p> <p>2 – BA</p> <p>4 – HS</p>       | <p>MA/BA in English , Literature, or other related discipline. Experience may substitute. High school required.</p>   | <p>Assists in collecting and organizing information required for preparation of analysis, studies guides, on-line content, reports, training materials or any other customer deliverables and documents. Edits and formats documents to ensure readability and conformance with applicable standards. Drafts text based on source materials or input from professional staff.</p> |
| <p>Graphics Specialist</p> <p>0-BA/BS</p> <p>2-AA/AS</p> <p>4-HS</p> | <p>BA/BS/AA/AS in Business, Art Design, Computer Science or other related discipline preferred; HS required. Experience may substitute. High school required.</p> | <p>Responsible for designing and developing graphics for inclusion in web pages, documents, reports, presentations and briefings</p>  |
| <p>Word Processing Operator</p> <p>1 – AA/AS</p> <p>3 - HS</p>       | <p>AA/AS in Business, Accounting, or other related discipline preferred; HS required. Experience may substitute. High school required.</p>                        | <p>Utilizes the full scope of sophisticated word processing equipment and software to prepare complex hard and electronic documents. Confers with user departments to ensure maximum quality of output. Works under supervision.</p>  |
| <p>Administrative Assistant</p> <p>1 – AA/AS</p> <p>3 – HS</p>       | <p>AA/AS in Business, Accounting, or other related discipline preferred; HS required. Experience may substitute. High school required.</p>                        | <p>Responsible for providing secretarial support services to professional project staff, such as word processing, photocopying, scheduling, administrative reporting, supply ordering and management, and messaging.</p>  |
| <p>Data Entry Clerk</p> <p>2 - HS</p>                                | <p>High school or related experience (Experience may substitute). Experience may substitute. High school required.</p>  | <p>Operates a data entry device to record or verify standard and/or complex coded or uncoded business and statistical source data into a computer.</p>  |
| <p>Clerical Support</p> <p>0 - AA/AS</p> <p>2 - HS</p>               | <p>AA in computer, office, business or related field (Experience may substitute). Experience may substitute. High school required.</p>                            | <p>Schedules appointments, gives information to callers and relieves technical and professional staff of minor administrative and business detail. Follows standard work methods. Little creativity required</p>  |

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| Labor Category              | Option Period 2 - Year 11                      |                           | Option Period 2 - Year 12 |                           | Option Period 2 - Year 13 |                           | Option Period 2 - Year 14 |                           | Option Period 2 - Year 15 |                           |
|-----------------------------|--|---------------------------|---------------------------|---------------------------|---------------------------|---------------------------|---------------------------|---------------------------|---------------------------|---------------------------|
|                             | Effective modification<br>PS-0010 - 03/14/2013 | Hourly Rate Inclusive IFF | 03/15/2013 - 03/14/2014   | Hourly Rate Inclusive IFF | 03/15/2014 - 03/14/2015   | Hourly Rate Inclusive IFF | 03/15/2015 - 03/14/2016   | Hourly Rate Inclusive IFF | 03/15/2016 - 03/14/2017   | Hourly Rate Inclusive IFF |
| Business Leader             | \$   | 177.55                    | \$                        | 181.82                    | \$                        | 186.18                    | \$                        | 190.65                    | \$                        | 195.22                    |
| Program Leader              | \$   | 141.70                    | \$                        | 145.10                    | \$                        | 148.58                    | \$                        | 152.14                    | \$                        | 155.80                    |
| Principal Business Process  | \$   | 138.97                    | \$                        | 142.30                    | \$                        | 145.72                    | \$                        | 149.21                    | \$                        | 152.80                    |
| Sr Business Process         | \$   | 134.43                    | \$                        | 137.66                    | \$                        | 140.96                    | \$                        | 144.35                    | \$                        | 147.81                    |
| Business Process            | \$   | 98.08                     | \$                        | 100.43                    | \$                        | 102.84                    | \$                        | 105.31                    | \$                        | 107.84                    |
| Sr Functional Specialist    | \$   | 124.98                    | \$                        | 127.98                    | \$                        | 131.05                    | \$                        | 134.20                    | \$                        | 137.42                    |
| Functional Specialist       | \$   | 92.91                     | \$                        | 95.14                     | \$                        | 97.43                     | \$                        | 99.77                     | \$                        | 102.16                    |
| Sr Information Engineer     | \$   | 129.04                    | \$                        | 132.14                    | \$                        | 135.31                    | \$                        | 138.55                    | \$                        | 141.88                    |
| Information Engineer        | \$   | 107.71                    | \$                        | 110.29                    | \$                        | 112.94                    | \$                        | 115.65                    | \$                        | 118.42                    |
| Systems Support Analyst     | \$   | 78.74                     | \$                        | 80.63                     | \$                        | 82.57                     | \$                        | 84.55                     | \$                        | 86.58                     |
| Sr Management Analyst       | \$   | 138.58                    | \$                        | 141.90                    | \$                        | 145.31                    | \$                        | 148.79                    | \$                        | 152.37                    |
| Management Analyst          | \$   | 80.79                     | \$                        | 82.73                     | \$                        | 84.71                     | \$                        | 86.75                     | \$                        | 88.83                     |
| Sr Business Systems Analyst | \$   | 86.96                     | \$                        | 89.05                     | \$                        | 91.19                     | \$                        | 93.38                     | \$                        | 95.62                     |
| Business Systems Analyst    | \$   | 76.96                     | \$                        | 78.81                     | \$                        | 80.70                     | \$                        | 82.64                     | \$                        | 84.62                     |
| Jr Business Systems Analyst | \$   | 59.39                     | \$                        | 60.82                     | \$                        | 62.28                     | \$                        | 63.77                     | \$                        | 65.30                     |
| Financial Analyst           | \$   | 84.79                     | \$                        | 86.83                     | \$                        | 88.91                     | \$                        | 91.05                     | \$                        | 93.23                     |
| Writer/Editor               | \$   | 72.70                     | \$                        | 74.45                     | \$                        | 76.24                     | \$                        | 78.07                     | \$                        | 79.94                     |
| Graphics Specialist         | \$   | 60.55                     | \$                        | 62.01                     | \$                        | 63.49                     | \$                        | 65.02                     | \$                        | 66.58                     |
| Word Processing Operator    | \$   | 37.99                     | \$                        | 38.91                     | \$                        | 39.84                     | \$                        | 40.80                     | \$                        | 41.78                     |
| Administrative Assistant    | \$   | 69.88                     | \$                        | 71.56                     | \$                        | 73.27                     | \$                        | 75.03                     | \$                        | 76.83                     |
| Data Entry Clerk            | \$   | 32.08                     | \$                        | 32.85                     | \$                        | 33.64                     | \$                        | 34.45                     | \$                        | 35.28                     |
| Clerical Support            | \$   | 33.56                     | \$                        | 34.37                     | \$                        | 35.19                     | \$                        | 36.04                     | \$                        | 36.90                     |

EPA Rate and Prices to be reevaluated at time of option

| Labor Category              | Option Period 3 - Year 16                            | Option Period 3 - Year 17                            | Option Period 3 - Year 18                            | Option Period 3 - Year 19                            | Option Period 3 - Year 20                            |
|-----------------------------|--|--|--|--|--|
|                             | 03/15/2017 - 03/14/2018<br>Hourly Rate Inclusive IFF | 03/15/2018 - 03/14/2019<br>Hourly Rate Inclusive IFF | 03/15/2019 - 03/14/2020<br>Hourly Rate Inclusive IFF | 03/15/2020 - 03/14/2021<br>Hourly Rate Inclusive IFF | 03/15/2021 - 03/14/2022<br>Hourly Rate Inclusive IFF |
| Business Leader             | \$ 199.91  | \$ 204.71  | \$ 209.62  | \$ 214.65  | \$ 219.80  |
| Program Leader              | \$ 159.53  | \$ 163.36  | \$ 167.28  | \$ 171.30  | \$ 175.41  |
| Principal Business Process  | \$ 156.46  | \$ 160.22  | \$ 164.06  | \$ 168.00  | \$ 172.03  |
| Sr Business Process         | \$ 151.36  | \$ 154.99  | \$ 158.71  | \$ 162.52  | \$ 166.42  |
| Business Process            | \$ 110.43  | \$ 113.08  | \$ 115.79  | \$ 118.57  | \$ 121.42  |
| Sr Functional Specialist    | \$ 140.71  | \$ 144.09  | \$ 147.55  | \$ 151.09  | \$ 154.72  |
| Functional Specialist       | \$ 104.61  | \$ 107.12  | \$ 109.69  | \$ 112.33  | \$ 115.02  |
| Sr Information Engineer     | \$ 145.28  | \$ 148.77  | \$ 152.34  | \$ 156.00  | \$ 159.74  |
| Information Engineer        | \$ 121.27  | \$ 124.18  | \$ 127.16  | \$ 130.21  | \$ 133.33  |
| Systems Support Analyst     | \$ 88.66   | \$ 90.78   | \$ 92.96   | \$ 95.19   | \$ 97.48   |
| Sr Management Analyst       | \$ 156.02  | \$ 159.77  | \$ 163.60  | \$ 167.53  | \$ 171.55  |
| Management Analyst          | \$ 90.96   | \$ 93.14   | \$ 95.38   | \$ 97.67   | \$ 100.01  |
| Sr Business Systems Analyst | \$ 97.91   | \$ 100.26  | \$ 102.67  | \$ 105.13  | \$ 107.66  |
| Business Systems Analyst    | \$ 86.65   | \$ 88.73   | \$ 90.86   | \$ 93.04   | \$ 95.27   |
| Jr Business Systems Analyst | \$ 66.87   | \$ 68.47   | \$ 70.12   | \$ 71.80   | \$ 73.52   |
| Financial Analyst           | \$ 95.47   | \$ 97.76   | \$ 100.11  | \$ 102.51  | \$ 104.97  |
| Writer/Editor               | \$ 81.86   | \$ 83.82   | \$ 85.83   | \$ 87.89   | \$ 90.00   |
| Graphics Specialist         | \$ 68.18   | \$ 69.81   | \$ 71.49   | \$ 73.20   | \$ 74.96   |
| Word Processing Operator    | \$ 42.78   | \$ 43.80   | \$ 44.86   | \$ 45.93   | \$ 47.03   |
| Administrative Assistant    | \$ 78.68   | \$ 80.57   | \$ 82.50   | \$ 84.48   | \$ 86.51   |
| Data Entry Clerk            | \$ 36.12   | \$ 36.99   | \$ 37.88   | \$ 38.79   | \$ 39.72   |
| Clerical Support            | \$ 37.79   | \$ 38.69   | \$ 39.62   | \$ 40.57   | \$ 41.55   |