



DISTRICT OF COLUMBIA
STRATEGIC TEAMING AND RESOURCING CONTRACT
SUPPLIER AGREEMENT

Version 1.5

THIS AGREEMENT, made on _____ (date) , by and between COMPUTER AID, INC., with Corporate Headquarters at 1390 Ridgeview Drive, Allentown, PA, 18104 ("Contractor") and _____, with offices at _____ ("Supplier"). Each of Supplier and Contractor may be referred to herein individually as a "Party" and both Supplier and Contractor may be referred to herein jointly as the "Parties."

WITNESSETH:

WHEREAS, the Contractor has entered into a contract with the Government of the District of Columbia (the "Customer") to provide certain information technology time and materials services under Contract Number CW91684 ("Master Agreement"); and

WHEREAS, the Contractor wishes to hire the Supplier to perform certain information technology time and materials services on an as-needed basis relating to the Contractor's aforementioned contract with the Customer (such software, including all know-how, trade secrets, copyrights, and patentable inventions relating thereto, being hereinafter referred to collectively as the "Program Materials"); and

WHEREAS, both the Contractor and the Supplier desire to set forth in writing the terms and conditions of their agreement, including their respective rights as to the Program Materials.

NOW, THEREFORE, in consideration of the premises hereof and the mutual covenants and conditions hereinafter set forth and other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, the parties hereto, intending to be legally bound hereby agree as follows:

1. Information Technology Services:

On the terms and conditions set forth herein, Contractor hereby engages Supplier to perform information technology services on a time and materials basis for the Project in which the Contractor is engaged with the Customer, during the term hereof, and Supplier hereby accepts such engagement. Supplier agrees to use its best efforts, at a level consistent with entities having a similar level of experience and expertise in the IT industry, in the performance of the services called for hereunder. Upon selection by Customer, in its sole discretion, of any one or more Supplier Employees, Contractor shall provide required information for each requirement in accordance with the procedures set forth in Exhibit B. Information will include at a minimum the following:

- I. the name(s) of the Supplier Employee(s) needed by Contractor (each, an "Assigned Employee");
- II. the name and location of the Customer for which the Assigned Employee shall work;
- III. the description of skills required and preferable.
- IV. the tasks to be performed by each Assigned Employee;
- V. the start and end date for which Contractor will utilize each Assigned Employee; and
- VI. the hourly fee paid to Supplier by Contractor, which fee shall be in accordance with the Rate Schedule in Exhibit B.

1.1. If a Supplier employee begins work at Customer, and the Customer determines within the first two weeks (10 business days) that the Supplier employee does not have the skills or capabilities necessary to complete the job as requested in the original requirement, or the Supplier employee resigns from the requirement within the first two weeks (10 business days), the Customer may request that the resource be replaced immediately, and Contractor shall not pay for the work conducted by the unacceptable Supplier employee.



2. Term of Agreement:

The Term of this Agreement shall be one (1) year. This Agreement will renew automatically for a period of one (1) year at the end of each Term. Following the first year Term, either party, upon thirty (30) days written notice to the other party, may terminate this Agreement, however, any termination by Supplier shall require Supplier to complete any Statement(s) of Work which are in process.

- (i) Notwithstanding any termination of this Agreement, the terms of paragraphs 5, 6, 7, 8, 11, 12 and 13 hereof shall continue in full force and effect.

3. Compliance:

The Parties acknowledge that the business relationship is between two independent contractors and is not an employer-employee or joint venture relationship. The Supplier warrants and represents that it is a legal entity engaged in the business of providing information technology services and that it will continue to act as an independent entity notwithstanding any degree of direction or control exerted over its activities by the Contractor. Accordingly, the Supplier shall pay and report, as applicable, local, state and federal income tax withholdings, social security taxes, worker’s compensation, unemployment taxes and such other taxes as may be required with respect to payments received by the Supplier for the Services provided by it pursuant to this Agreement or with respect to payments by Supplier to its associates.

Further, the Supplier agrees to indemnify, defend and hold harmless the Contractor from any suit, claim, demand, loss, expense or damage, including reasonable attorney’s fees, which may arise pursuant to a claim involving the Supplier or by an employee or agent of the Supplier or of the Supplier’s subcontractor or its employee or agent which asserts or is brought under a theory of an employer-employee relationship between the employee or subcontractor and the Contractor or Customer such as, but not limited to, a claim for worker’s compensation benefits, co-employment claims, unemployment insurance, withholding taxes or payroll taxes. Supplier shall pay its employees or agents in a timely manner and any failure to do so shall be a breach of this Agreement.

Supplier shall purchase and maintain insurance for protection from claims under the Worker’s Compensation Act and other statutory employee benefit provisions, which are applicable in the state in which work related to this Agreement is being performed. Supplier shall obtain and keep in force throughout the term of this Agreement comprehensive general liability insurance to cover claims for damages because of bodily injury, including death, of Customer or Contractor personnel and third parties and from claims for damage to property of Customer or Contractor or third parties which may arise out of or result from Supplier’s performance of work under the Agreement whether such work be performed by Supplier or by Supplier’s subcontractor or anyone directly or indirectly employed by any of them.

Minimum Insurance Requirements:

TYPE OF INSURANCE	LIMIT	AMOUNT
<u>Commercial General Liability</u>	Per Occurrence	\$1 Million
	Aggregate	\$2 Million
	Personal/Advertising Limit	\$1 Million
	Products-completed Operations Aggregate	\$2 Million
<u>Automobile Liability</u>	Per Occurrence	\$1 Million
<u>Employers Liability</u>	Per Accident	\$500,000
	Per Employee for Disease	\$500,000
	Aggregate Disease	\$500,000
<u>Professional Liability (Errors and Omissions)</u>	Per Occurrence	\$1 Million
	Annual Aggregate	\$2 Million
<u>Crime Insurance (3rd Party Indemnity)</u>	Per Occurrence	\$25,000
<u>Cyber Liability*</u>	Per Occurrence	\$5 Million
	Aggregate	\$5 Million
<u>Workers Compensation</u>	District Requirements	In Compliance

*District-certified SBEs are eligible for a reduced coverage amount of \$1 million per occurrence, \$1 million aggregate. This reduced coverage amount is only permissible for SBEs.

A thirty (30) day advance notice of cancellation shall be provided to Contractor. Insurers must be authorized to do business within the District of Columbia and have an A.M. Best Company rating of A- / VII or higher. Policies should name the District of Columbia as additional insured and include a waiver of subrogation.



Please note: Contractor should be listed as the Certificate Holder with the following address:

Computer Aid Inc.
Attn: Insurance Dept.
1390 Ridgeview Drive
Allentown, PA 18104

These insurance requirements shall not in any way limit Supplier's indemnity obligations to Contractor as set forth elsewhere in this Agreement, nor shall they relieve or decrease the liability of Supplier in any way. Contractor does not in any way represent that the insurance or limits of insurance specified above are sufficient or adequate to protect the Supplier's interests or liabilities. The Supplier is responsible at Suppliers sole expense for providing any additional insurance Supplier deems necessary to protect Supplier's interests.

Non-Discrimination and Equal Employment Opportunity Policy:

It is the policy of Contractor not to discriminate against any employee or applicant for employment because of race, color, religion, sex, sexual orientation, gender identity, national origin, age, marital status, genetic information, disability or because he or she is a protected veteran. It is also the policy of Contractor to take affirmative action to employ and to advance in employment, all persons regardless of race, color, religion, sex, sexual orientation, gender identity, national origin, age, marital status, genetic information, disability or protected veteran status, and to base all employment decisions only on valid job requirements. This policy shall apply to all employment actions, including but not limited to recruitment, hiring, upgrading, promotion, transfer, demotion, layoff, recall, termination, rates of pay or other forms of compensation and selection for training, including apprenticeship, at all levels of employment.

Employees and applicants of Contractor will not be subject to harassment on the basis of race, color, religion, sex, sexual orientation, gender identity, national origin, age, marital status, genetic information, disability or because he or she is a protected veteran. Additionally, retaliation, including intimidation, threats, or coercion, because an employee or applicant has objected to discrimination, engaged or may engage in filing a complaint, assisted in a review, investigation, or hearing or have otherwise sought to obtain their legal rights under any Federal, State, or local EEO law is prohibited.

Supplier agrees to adhere to non-discrimination policy equivalent to or exceeding that listed above.

Required Training:

Supplier agrees to complete Contractor or client required training, assessments, signoffs, etc. prior to beginning assignment and annual as required. This requirement is to be completed at no cost to Contractor or client.

Background Checks:

The District reserves the right, in its absolute discretion, to require each Supplier resource assigned under this Contract to successfully complete a national background check, education verification, credit history, non-disclosure agreement, in addition to any additional background checks deemed necessary by the Customer. The Supplier will provide Contractor with the background check results via VMS prior to work assignment start.

Contract Documentation:

Supplier must maintain required contract documentation, as outlined in the Contract's posted "Criteria for Participation," throughout the term of this agreement. Additionally, Supplier must monitor the status of any and all optional contract documentation, such as Disadvantaged Business certifications, and immediately inform Contractor upon expiration of this documentation. Should contract documentation expire, Supplier fails to provide updated documentation, or Supplier fails to inform Contractor of the expiration of this documentation, Contractor reserves the right to terminate this agreement and remove Supplier from the Contract vendor network.

4. Compensation:

Contractor agrees to pay Supplier the rates set forth in Exhibit D, or as Exhibit D may be modified by a rate change, for all Customer-Approved billable hours for services rendered by Supplier during the term of this Agreement or as revised by 4.4. Fees for any renewal of this Agreement shall be as mutually agreed by parties. Supplier employee must enter time into the Customer timekeeping system of record on a weekly basis or as directed by the Contractor or Customer. This approved time will be imported into the VMS on a weekly basis. In the event of a conflict between the invoice and the approved time imported into the VMS, the approved time imported into the VMS shall prevail.

4.1. **Payment Terms** - Supplier is not required to submit invoices to the Contractor. Contractor shall use its best efforts to pay all Customer approved time for the month seven days from the receipt of payment from the Customer. (example: Payment from



customer for time from May 1 through May 31 was received by Contractor on July 1st. Payment to Supplier would be paid by July 8th).

3%/2 Day Option - Supplier shall have the option to be paid on the 8th day of the subsequent month for the previous month's labor that is approved in the VMS no later than the 5th day of the subsequent month, subject to a discount of three percent (3%) of the invoice amount to be retained by the Contractor. All time not approved by the Customer within the VMS by the 5th day of the subsequent month, but approved in the VMS by the 19th day of the subsequent month shall be paid on the 23rd day of the subsequent month, subject to a discount of one percent (1%) of the invoice amount to be retained by the Contractor. All time not approved by the Customer in the VMS by the 19th day of the subsequent month shall be assigned an invoice date of the approval date and be paid 15 days after the approval date, subject to a discount of one percent (1%) of the invoice amount to be retained by the Contractor. Once the 3%/2 Day option is selected by the Supplier, it cannot be changed by Supplier for a period of six months. To be clear, if the Supplier selects the 3%/2 Day option, the Contractor has the option for each Payment Cycle, to accept the 3% discount and pay on the 8th day of the subsequent month as previously described, or to forego the discount and pay the full invoice amount on the 30th calendar day following invoice date at its sole discretion.

1%/ 15 Day Option - Supplier shall have the option to be paid on the 23rd day of the subsequent month (15 days from invoice date) for the previous month's labor that is approved in the VMS by the 19th day of the subsequent month, subject to a discount of one percent (1%) of the invoice amount to be retained by the Contractor. All time not approved by the Customer within the VMS by the 19th day of the subsequent month shall be assigned an invoice date of the approval date and be paid 15 days after the approval date, subject to a discount of one percent (1%) of the invoice amount to be retained by the Contractor. Once the 1%/15 Day option is selected by the Supplier, it cannot be changed by Supplier for a period of six months. To be clear, if the Supplier selects the 1%/15 Day option, the Contractor has the option for each Payment Cycle, to accept the 1% discount and pay on the 15th day after invoice date as previously described, or to forego the discount and pay the full invoice amount on the 30th calendar day following invoice date at its sole discretion.

- 4.2. Supplier shall maintain its payroll time records and work reports in accordance with Contractor's requirements for a period of four (4) years. Contractor may audit said books and records during the term of this Agreement and for four (4) years thereafter.
- 4.3. This Agreement does not entitle Supplier to any reimbursement of expenses.
- 4.4. It is understood and agreed that the Customer retains the right to review and amend the bill rates, and therefore, CAI retains the right to revise the Supplier's billing rate to CAI. If CAI advises Supplier of a revision to billing rates, Supplier shall have the option to either (a) agree to the revised rate, or (b) elect to withdraw the resource from the assigned job. The Supplier may not compel CAI to pay the original rate agreed to in the Agreement.

5. Indemnification:

The Supplier, at its own expense, agrees to indemnify, defend and hold harmless the Contractor, its employees, directors, officers, agents, successors and assigns from any claim, demand, cause of action, loss, damage, fine, penalty, expense or liability of any nature whatsoever (including reasonable attorney's fees, costs or expert expenses), including without limitation claims for personal injury (including death) or property or environmental damage, incurred by the Contractor arising out of, resulting from or in connection with any act or omission or the negligence or willful misconduct of the Supplier, its personnel or agents in connection with the performance of the Services hereunder (whether acting in the course of their employment or otherwise) or to the extent that it is based on a claim that Supplier, in the course of its engagement, infringed or violated the patent, copyright, license or other proprietary right of a third party to the extent caused by the conduct of Supplier or Supplier's employees, agents or sub-subcontractors while engaged in the performance of this Agreement or that Supplier otherwise breached the terms of this Agreement or acted negligently, improperly or illegally in the performance of its duties pursuant to the terms of this Agreement. In addition, in the event that any such Supplier performance is held to constitute an infringement of a third party's intellectual property rights and its use is or may be enjoined, Supplier shall, at its option, (1) modify the infringing program at its own expense so that it is not infringing; or (2) procure for the Contractor the right to use and license the use of the infringing program at no cost to either the Contractor or the Customer; or (3) if neither of the foregoing are commercially feasible, terminate the rights of the Contractor and Customer in the infringing materials and refund amounts paid to Supplier for such infringing materials.

Supplier further agrees to indemnify, defend, and save harmless Contractor, its officers, directors, agents, employees and assigns against any and all claim, demand, cause of action, loss, damage, expense or liability of any nature whatsoever (including reasonable attorney's fees, costs or expert expenses) brought by any person or entity for wages, compensation, premiums, tax payments, contributions or employee benefits as well as harassment or discrimination claims (unless caused by Contractor) with respect to any of Supplier's employees, agents, sub-subcontractors or sub-subcontractor's employees assigned to provide Services under this Agreement. Supplier agrees to include this clause in all related subcontracts.



6. Ownership of Program Materials:

Supplier agrees that all Program Materials, reports, and other data or materials generated or developed by Supplier under this Agreement or furnished by either the Contractor or the Customer to the Supplier shall be and remain the property of either the Contractor or the Customer. Supplier specifically agrees that all Program Materials developed or created under this Agreement shall be considered “works made for hire” by Supplier for the Customer within the meaning of the United States Copyright Act, 17 U.S.C. §§ 101 et seq., as amended or superseded and that such material shall, upon creation, be owned exclusively by the Customer.

- (i) To the extent that any such Program Materials, under applicable law, may not be considered works made for hire by Supplier for the Customer, Supplier agrees to assign and, upon its creation, irrevocably and unconditionally automatically assigns and transfers to Customer the ownership of such material, including any copyright or other intellectual property rights in such Program Materials, without the necessity of any further consideration. Supplier additionally hereby irrevocably and unconditionally waives and assigns to Customer any and all so-called moral rights as Supplier may have in or with respect to any Program Materials. Supplier shall perform any acts that may be deemed necessary or desirable by Contractor to evidence more fully the transfer of ownership of all materials referred to in this paragraph 6 to Customer to the fullest extent possible, including, without limitation, by executing further written assignments in a form requested by Customer.
- (ii) To the extent that any preexisting rights of Supplier are embodied in the Program Materials, Supplier hereby grants to Customer the irrevocable, perpetual, non-exclusive, worldwide royalty-free right and license to (1) use, execute, reproduce, display, perform, distribute copies of, and prepare derivative works based upon such pre-existing rights and any derivative works thereof and (2) authorize others to do any or all of the foregoing.
- (iii) Supplier represents and warrants that it either owns or has valid, paid-up licenses for all software used by it in the performance of its obligations under this Agreement.

7. Protection of Proprietary Materials:

From the date of execution hereof and for as long as any information or data remain Proprietary Information or Trade Secrets (as defined in paragraph 7(i)) (collectively referred to as “Confidential Information”), Supplier shall not use, disclose, or permit any unauthorized person to obtain any Proprietary Information or Trade Secrets of Contractor or Customer, including any Program Materials developed or generated hereunder (whether or not the Trade Secrets are in written or tangible form), except as specifically authorized by Contractor or Customer or to the extent the disclosure of such material is required by law or legal process. Supplier shall comply with the terms of the Data Privacy and Security Addendum attached hereto and made a part hereof and marked as Exhibit C: Data Privacy and Security Addendum.

- (i) As used herein, "Trade Secrets" shall include, but not be limited to, a whole or any portion or phase of any scientific technical information, design, process, procedure, formula, business plan or improvement relating to the development, design, construction, and operation of Customer's or Contractor's processes and product offerings that are valuable and not generally known to competitors of Contractor or Customer. “Proprietary Information” shall include, but not be limited to, customer lists, pricing (including Supplier's pricing to Contractor), sales and marketing plans and strategic planning.
- (ii) This Agreement is intended to address Contractor's legal obligation to protect Customer's proprietary rights pertaining to the Program Materials, Proprietary Information and Trade Secrets. Supplier acknowledges and agrees that its breach or threatened breach of any provision of this paragraph will result in irreparable and continuing damage to Contractor or Customer for which there may be no adequate remedy at law. Accordingly, the Contractor shall be entitled to seek an injunction or specific performance to prevent breaches or threatened breaches of any of the provisions of this Agreement by an action instituted in a court of competent jurisdiction. These remedies are in addition to any other rights to which the Contractor may be entitled at law or in equity.
- (iii) The following shall not be considered Confidential Information: (i) information which was in the public domain at the time of disclosure or at the time of disclosure is, or without fault of the Supplier becomes, available to the public by publication or otherwise; (ii) information which either party can show was in its possession at the time of disclosure or was independently developed by it without any reference to the other party's information and was not acquired, directly or indirectly, from the other; (iii) information received from a third party which had the right to transmit same without violation of any secrecy agreement with the other party; (iv) information which is required to be disclosed pursuant to court order or by law or regulation; provided, however, that in the event disclosure is required by law, regulation or court order, the Supplier will (a) notify the disclosing party of the obligation to make such disclosure promptly and sufficiently in advance of the time required to disclose to allow the disclosing party the opportunity to seek a protective order, (b) shall cooperate with the disclosing party in seeking the protective order, and (c) shall make disclosure only to the narrowest extent required to comply with the law, regulation or court order.
- (iv) Protective Order. If the Supplier is compelled to disclose (a) any Confidential Information (b) the fact that Confidential Information of the Contractor has been made available by the Contractor, or (c) any of the terms of



the parties relationship, subject to then applicable law, the Supplier shall provide the Contractor with prompt written notice of such request so that the Contractor may seek a protective order or other appropriate remedy, or waive compliance with the provisions of this Agreement. If a protective order or other remedy is not obtained, or compliance with the provisions of this Agreement is waived, the Supplier shall furnish only that portion of Confidential Information that in its reasonable judgment is legally required, and that it will use its best efforts, at the expense of the Contractor seeking the protective order or other remedy, to obtain reliable assurance that confidential treatment will be accorded to that portion of Confidential Information that is being disclosed.

8. Return of Materials:

Upon the request of Contractor, but in any event upon termination of this Agreement, Supplier shall surrender to the Contractor or the Customer all memoranda, notes, records, drawings, manuals, computer software, and other documents or materials, and all copies thereof, pertaining to the Program Materials or furnished by Contractor or Customer to Supplier, including all materials embodying any Trade Secrets. This paragraph is intended to apply to all materials made or compiled by Supplier, as well as to all materials furnished to Supplier by Contractor or by anyone else that pertain to the Program Materials or Trade Secrets. Supplier shall be held liable for the cost of any and all materials or equipment which are requested and not returned to either the Contractor or Customer.

9. Publicity:

Neither Party shall issue any news release, public announcement, job posting or other communication, advertisement or publicity whatsoever concerning this Agreement or the parties' relationship hereunder, or use the other Party's name, trademarks, service marks, tag lines or logos, without the prior written approval of the other Party, in that Party's sole discretion. Notwithstanding prior approval, Supplier hereby agrees to immediately cease using the name, logo and/or otherwise publicizing the relationship of the Parties upon the written request of Contractor.

10. Scope of Agreement:

Supplier acknowledges that Contractor has or will enter into an agreement with the Customer to provide the services referenced herein and that the Supplier has had the opportunity to review said agreement and the terms and conditions of the Master Agreement between the Contractor and the Customer. The Supplier agrees that these terms and conditions will become part of this Agreement, binding the Supplier to the terms and conditions of the Master Agreement. In the event of a conflict between the terms and conditions contained herein and those contained in the Master Agreement, the terms and conditions in the Master Agreement shall prevail.

10.1 Supplier is responsible for providing information, resumes and employees in accordance with the processes defined in Exhibit B. Failure to comply that results in Contractor not meeting the service level agreements in the Master Agreement may result in a reduction in the use of Supplier's services.

10.2 Supplier will use industry best practices testing mechanisms to validate and verify employee's technical skills as described in their respective resume. Contractor may request documentation to substantiate the claimed skills on a resume. In the event that Supplier fails to submit documentation in a timely manner Contractor reserves the right to hold the resume for submission to the client until such time as the documentation is submitted or the requirement is filled.

11. Termination:

This Agreement shall terminate as set forth herein. In the event Customer terminates Contractor's contract this Agreement will co-terminate. Contractor may terminate this Agreement sooner in the event of Supplier's breach or its failure to adequately and/or sufficiently perform its duties hereunder, or if the Customer requires termination sooner. It is understood and acknowledged by Supplier that its termination of this Agreement in any manner other than as set forth herein shall cause Contractor to incur substantial damages as a result of having to replace Supplier and Supplier will be held liable for any such damages and the costs of replacement of Supplier which Contractor may incur as a result of any premature termination or breach of this Agreement by Supplier.

12. Non-solicitation of Contractor's Customers:

The Supplier agrees that Supplier or their employees may not solicit Customer or any Customer agencies for Time & Materials positions that have been referred to Contractor by Customer under this Agreement or other contracts that are within the same scope as this Agreement. Solicitation may result in dismissal from the vendor network and /or termination of this Agreement during the term of this Agreement and any renewals thereof. Subcontractor further agrees that it will not use any information regarding customers or suppliers of Contractor which it may obtain during the course of this Agreement. The prohibitions contained herein shall continue for a period of one year from the date of the termination of this Agreement, or upon termination of Contractor's contract with Customer, whichever is earlier. This Agreement does not restrict or preclude the ability of the Supplier to perform (a) any of its current contracts, or any options or extensions of those contracts, with the Customer or any of its agencies; (b) services for the Customer that are different or new from any performed under this Agreement; or (c) work for Customer agencies which the Supplier was not introduced to by Contractor."



13. Non-solicitation of Employees:

Supplier agrees that without the written consent of the Contractor, it shall not, prior to the ending of the twelve (12) month period next succeeding (a) the date of completion of any related Statements of Work associated with this Agreement or (b) the date of termination, resignation or other separation from employment of any employee of Contractor, directly or indirectly solicit, divert or hire any employee of the Contractor or Customer with whom there has been contact in connection with the performance of services under a Statement of Work.

14. Governing Law, Attorney's Fees and Waiver of Jury Trial:

- (a) The laws of the District of Columbia (without giving effect to its conflicts of law principles) govern all matters arising out of or relating to the Agreement, including, without limitation, its validity, interpretation, construction, performance and enforcement.
- (b) Any party bringing a legal action or proceeding against any other party arising out of or relating to this Agreement shall bring the legal action or proceeding in the United States District Court for the District of Columbia and each party to this Agreement consents to the exclusive jurisdiction of the aforesaid courts.
- (c) Each party waives, to the fullest extent permitted by law,
 - (i) any objection which it may now or later have to the laying of venue of any legal action or proceeding arising out of or relating to this Agreement brought in any court of the District of Columbia or United States District Court for the District of Columbia .
 - (ii) any claim that any action or proceeding brought in any such court has been brought in an inconvenient forum.
- (d) Each party agrees that the exclusive choice of forum set forth in this Section does not prohibit the enforcement of any judgment obtained in that forum or any other appropriate forum.
- (e) If any legal action, arbitration or other proceeding is brought under this Agreement, in addition to any other relief to which the successful or prevailing party or parties ("the Prevailing Party") is entitled, the Prevailing Party is entitled to recover, and the non-Prevailing Party shall pay, all (i) reasonable attorneys' fees of the Prevailing Party; (b) court costs; and (c) expenses incurred in that action or proceeding and all appellate proceedings. For purposes of this Section, the terms "attorneys' fees" includes, without limitation, paralegal fees, expert witness fees, disbursements, and all other charges billed by the attorney to the Prevailing Party.
- (f) Each party, to the extent permitted by law, knowingly, voluntarily, and intentionally waives its right to a trial by jury in any action, dispute or other legal proceeding arising out of or relating to the parties' negotiations or this Agreement and the transactions it contemplates, including without limitation counterclaims. This waiver applies to any action, dispute or legal proceeding, whether sounding in contract, tort (including negligence) or otherwise.

15. Assignment:

This Agreement may not be assigned by Supplier without the written consent of Contractor.

16. Data Privacy and Security:

Supplier shall comply with the Data Privacy and Security Addendum terms contained in Exhibit C, attached hereto and made a part hereof.

17. Authority:

If the party signing this Agreement is doing so as representative of either party, that person guarantees and represents that they have the express authority to bind their respective party and that entering into this Agreement does not violate the provisions of any other contract into which the Supplier has entered.

18. Notices:

Any notice, demand, request, or other communication (any "Communication") required or permitted to be given or made to or by either party hereunder or under the Agreement shall be in writing. Any Communication shall be deemed to have been delivered on the earlier of the day actually received (by whatever means sent) if received on a business day (or if not received on a business day, on the first business day after the day of receipt) or, regardless of whether or not received after the dates hereinafter specified, on the first business day after having been delivered to Federal Express or comparable air courier service, or on the second business day after having been deposited with the United States Postal Service, Express Mail, return receipt requested, or on the third business day after having been deposited with the United States Postal Service, registered or certified mail, return receipt requested, in each case addressed



to the respective party at the several addresses indicated below or to such other addresses as may hereafter be indicated by notice delivered in accordance with the terms hereof to the other party.

If to **CONTRACTOR:**

Contract Administrator
Computer Aid Inc.
1390 Ridgeview Dr.
Allentown, PA 18104
Email: ContractManagement@cai.io

If to **SUPPLIER:**

With a copy to:

Gregg M. Feinberg, Esq.
Feinberg Law Office
1390 Ridgeview Drive, Suite 301
Allentown, PA 18104
Email: gregg@feinberglaw.com

19. Force Majeure:

Each party hereto shall be excused from performance hereunder for any period and to the extent that it is prevented from performing any services pursuant hereto in whole or in part, as a result of delays caused by the other party or an act of God, flood, fire or explosion, war, invasion, act of terrorism, riot or other civil unrest, actions, embargoes or blockades in effect on or after the Effective Date, national or regional emergency, governmental ordered business closure, epidemic, pandemic or plague or other cause beyond its reasonable control and which it could not have prevented by reasonable precautions, including failures or fluctuations in electric power, heat, light, air conditioning or telecommunication equipment, and such nonperformance shall not be a default hereunder or a ground for termination hereof. Supplier's time of performance shall be enlarged, if and to the extent reasonably necessary, in the event that:

- (i) Customer fails to submit input data in the prescribed form or in accordance with the agreed upon schedules;
- (ii) Special request by Customer or any governmental agency authorized to regulate, supervise, or impact CAI's normal processing schedule;
- (iii) Customer fails to provide any equipment, software, premises or performance called for by this Agreement, and the same is necessary for Supplier's performance hereunder. Supplier will notify Customer and Contractor of the estimated impact on its processing schedule, if any. In the event Supplier is responsible for an error in processing Customer's data, Supplier promptly will correct such error.

20. Visas:

Supplier must maintain valid Visas for any of its employees for whom a Visa is required. Any failure to do so will result in removal of the employee and may result in the cancellation of this Agreement.

21. Limitations on Supplier Layering:

All candidates submitted by Supplier for consideration must have a W-2 or 1099 relationship with Supplier, or be no more than one (1) layer removed. If instances of additional layering are discovered, Contractor will engage the candidate through the W-2 Supplier. All employer and/or contracting details must be reported accurately within the VMS.

22. Accurate Time Reporting:

Each engaged resource must enter time into the Customer timekeeping system accurately and honestly by close of business (5 PM Eastern Time) each Monday. Failure to report time in an accurate, honest, and timely manner may result in disciplinary action or termination of the engagement.

23. Payment of Employees, Suppliers or Sub Consultants:

Supplier is required to pay all of its employees, subcontractors or sub consultants for all work that the employee, subcontractor or sub-consultant has satisfactorily completed no later than (10) days after the Supplier has received payment from the Contractor. Should Supplier fail to make payment as set forth herein, Contractor shall be entitled to engage the Supplier's employee, subcontractor or sub-consultant directly and Supplier shall release any non-compete or non-solicitation agreement it may have with its employee, subcontractor or sub-consultant. Further, Contractor's customer may hire Supplier's employee, subcontractor or sub-consultant directly as a full-time employee of Customer without any further compensation being paid to Supplier and Supplier shall release any non-compete or non-solicitation it may have with the employee, subcontractor or sub-consultant.



24. Telework Policy:

Any allowance for Teleworking must follow the Customer policy. Failure to follow the Customer policy may result in disciplinary action or termination of the engagement.

25. CBE Status and Tax Certification:

The Supplier is required to provide certification to Contractor when requested, but no less than once yearly, proof that Supplier's CBE status is in good standing with the District of Columbia and that they remain in good standing with the District Office of Tax and Revenue (OTR). Certifications shall be presented to the Contractor at the beginning of each calendar year and shall certify for the future year. Each Supplier is required to report any change in status to the Prime Contractor and provide a date when the problem will be completed to the satisfaction of the District of Columbia. In the interim period said Supplier is ineligible to provide new resources under this Agreement. Failure to report a change in status shall be grounds for termination.

26. District Residency Requirement:

Supplier will provide accurate reporting of District residency for employees, consultants and sub consultants engaged under this contract.

27. Way to Work Amendment Act of 2006:

Supplier is required to abide by all requirements of Title I of the Way to Work Amendment Act of 2006, effective June 8, 2006 (D.C. Law 16-118, D.C. Official Code §2-220.01 et seq.) ("Living Wage Act of 2006"), for contracts for services in the amount of \$100,000 or more in a 12-month period. Supplier will provide all employees selected for engagement with a copy of the Fact Sheet (click here to access [Fact Sheet](#)) and shall post the Notice (click here to access [Living Wage Notice](#)) in a conspicuous place in its place of business.

28. Miscellaneous:

All of the terms and provisions of this Agreement shall be binding upon, inure to the benefit of, and be enforceable by, the parties hereto and their respective heirs, successors, legal representatives and permitted assigns.

If any of the provisions of this Agreement are ultimately deemed by a court of competent jurisdiction to be illegal, invalid or unenforceable, such provisions shall be deleted and the remaining terms and provisions of this Agreement shall continue in full force and effect.

This Agreement may be executed in several counterparts, all of which taken together shall constitute one single agreement between the parties hereto.

The section headings used herein are for reference and convenience only and shall not enter into the interpretation hereof.

If the party signing this Agreement is doing so as representative of either party, that person guarantees and represents that they have the express authority to bind their respective party.



Any signature (including any electronic symbol or process attached to, or associated with, this Agreement including SOWs and adopted by a Person with the intent to sign, authenticate or accept such Agreement) hereto or to any other certificate, agreement or document related to this transaction, and any contract formation or record-keeping through electronic means shall have the same legal validity and enforceability as a manually executed signature or use of a paper-based recordkeeping system to the fullest extent permitted by applicable law, including the Federal Electronic Signatures in Global and National Commerce Act, the Commonwealth of Pennsylvania Electronic Transactions Act, or any similar state law based on the Uniform Electronic Transactions Act, and the parties hereby waive any objection to the contrary.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be duly executed on the day and year first above written.

CONTRACTOR
COMPUTER AID, INC.

Representative's Signature: _____

Representative's Name: _____

Title: _____

SUPPLIER
Company Name: _____

Representative's Signature: _____

Representative's Name: _____

Title: _____

E-mail Address: _____



EXHIBIT A: Payment Terms Selection Form

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By signing this Exhibit, Supplier agrees to the following payment terms (select one) as described in **4.1. Payment Terms**. This selection may not be amended for a minimum of six (6) months following the signature date below. After that 6-month period, Supplier may notify Contractor of their desire to amend the original selection and make such change effective by signing a new Payment Term Selection Form.

_____ **Option 1: Pay when Paid, Net 7 Days**
Payments are made seven (7) days following receipt of payment from Customer.

_____ **Option 2: Net 2 Day Payment Terms**
Payments are made on the 8th day of the subsequent month for the previous month’s labor that is approved in the VMS no later than the 5th day of the subsequent month, subject to a discount of three percent (3%) of the invoice amount to be retained by the Contractor.

_____ **Option 3: Net 15 Day Payment Terms**
Payments are made on the 23rd day of the subsequent month (15 days from invoice date) for the previous month’s labor that is approved in the VMS by the 19th day of the subsequent month, subject to a discount of one percent (1%) of the invoice amount to be retained by the Contractor.

CONTRACTOR
COMPUTER AID, INC.

Representative’s Signature: _____
Representative’s Name: _____
Title: _____

SUPPLIER
Company Name: _____

Representative’s Signature: _____
Representative’s Name: _____
Title: _____
Date: _____



EXHIBIT B: Contract CW91684 Requisitioning Process

The following narrative describes the requisitioning process for the Contract, overseen by the contract's Managed Service Provider, Computer Aid, Inc. (CAI).

Step 1: Once the requirement is complete and approved, the CAI Contract Manager releases the requirement to the Vendor network via the web-based Vendor Management System (VMS).

Step 2: Vendor reviews the requirement. If the Vendor has resources who they feel fit the description of the need, they will submit their information and resumes through the VMS during the five (5) business day submittal window.

Step 3: The CAI Account Manager monitors the online tool and receives all submitted resumes from the Vendor network.

Step 4: Following the closing of the submittal window, the CAI Contract Manager reviews resumes and selects a group of resumes to present to the Agency Program Manager, based on skill and experience match and availability. The CAI Contract Manager then forwards the resume matches the Program Manager for review within three (3) business days.

Step 5: The Agency Program Manager reviews the forwarded resumes and selects resources to interview.

Step 6: The Agency Program Manager then notifies the CAI Contract Manager of his or her selection.

Step 7: The CAI Contract Manager notifies the selected Vendor/candidate and coordinates interviews with the Agency Program Manager.

Step 8: The Agency Program Manager interviews the candidate, either by phone or in-person.

Step 9: The Agency Program Manager selects a candidate and provides the CAI Contract Manager with complete engagement details, including specific information on the resource, role, responsibilities, timing, and job location.

Step 10: The CAI Contract Manager receives the engagement information and reviews for accuracy. The CAI Contract Manager then notifies the Vendor Network that a candidate has been selected and notifies the appropriate Vendor that their individual candidate was selected. The CAI Contract Manager also ensures that all applicable on-boarding tasks are completed.

Step 11: The Vendor of the selected candidate notifies the candidate of selection and provides all job details to the candidate. The Vendor also assists the candidate in completing all on-boarding activities.

Step 12: The CAI Contract Manager forwards final hire details to the Agency Program Manager and Vendor.

Step 13: The candidate begins work.



EXHIBIT C: Data Privacy and Security Addendum

PRIVACY AND SECURITY REQUIREMENTS

For purposes of this agreement;

The term “Personal Data” shall mean any data, information or record that directly or indirectly identifies a natural person or relates to an identifiable natural person or is otherwise subject to any Privacy Law (as defined below), including, but not limited to, name, home address, telephone number, personal e-mail address, payment/credit card data, Social Security Number (SSN), Tax Identification Number (TIN), driver’s license number, national ID number, bank account data, passport number, combination of online username and password, medical and health-related information and any other Personally Identifiable Information that Supplier or any third party acting on Supplier’s behalf processes in connection with the services provided to Customer or Contractor by Supplier.

The term “Contractor Data” shall refer to any and all data that is owned or created by Contractor as it relates to Contractor’s finances, business operations, intellectual property, human resources, or its Customer.

The term “Customer Data” shall refer to any data belonging to Contractor’s Customer which would be classified in similar fashion to Contractor’s Data (e.g., customer finances, customer business operations, customer intellectual property, etc.). Contractor may be maintaining Customer data within Contractor’s infrastructure; however, this data is still to be defined as Customer Data.

The terms “Personal Data”, “Contractor Data” and “Customer Data” are collectively referred to as “Data”.

The term “Information Security Incident” means actual or suspected (i) loss or theft of Data; (ii) unauthorized use, disclosure, acquisition, transmission of or access to, or other unauthorized processing of Data that reasonably may compromise the privacy or confidentiality of the Data; or (iii) unauthorized access to or use of, inability to access, or malicious infection of, Supplier systems that reasonably may compromise the privacy or confidentiality of Data.

The terms “process,” “processing” or “processed” in relation to Data include, without limitation, receipt, collection, creation, recording, organization, storage, retrieval, consultation, use, manipulation, amendment, transmission, disclosure, discarding, destruction and/or erasure.

Supplier agrees, covenants and warrants to Contractor that at any and all times during which it processes Data, Supplier will:

- a) Take all appropriate and commercially reasonable measures, including, without limitation, the administrative, physical, technical (including electronic), and procedural safeguards set forth in the Data Privacy and Security Addendum, including but not limited to encryption that meets storage industry standards of data at rest and in transit, to protect the Data against any Information Security Incident. For information processed in electronic form, Supplier agrees that such safeguards must include, without limitation, electronic barriers (e.g., “firewalls” or similar barriers) and password-protected access to the Data. For information in written or other tangible form, Supplier agrees that such safeguards must include secured storage and secure destruction of the Data in accordance with applicable law and applicable privacy standards;
- b) Maintain or cause to be maintained a reasonable and commercially feasible information security program that complies with all applicable laws and is designed to reasonably ensure the security and confidentiality of all Data;
- c) Comply with all applicable laws and industry standards that relate in any way to the privacy, data protection, electronic storage, confidentiality, processing or security of Data and apply to Supplier or Contractor – including without limitation (i) state security breach notification laws; laws imposing minimum security requirements; laws requiring the secure disposal of records containing certain Data; and all other similar federal, state, local and international requirements; (ii) electronic storage industry standards concerning privacy, data protection, confidentiality or information security; and (iii) U.S. state data protection laws including, without limitation Massachusetts 201 CMR 17.00 – 17.05 Standards for the Protection of Personal Information of Residents of the Commonwealth and California Consumer Privacy Act (CCPA) of 2018 as of 1 January 2020 (collectively, “Privacy Laws”)
- d) Not transfer Data outside the United States of America for processing without the prior express written consent of Contractor;
- e) Not sell, share, or otherwise transfer or disclose any Data, to any other party, without prior express written consent from Contractor, except as specifically permitted under the Data Privacy and Security Addendum or required by law;
- f) Not use Data in any manner not specifically permitted under this Agreement without prior express written consent from Contractor;
- g) Not send or provide any marketing or promotional communications to Contractor or Customer employees or consumers without Contractor’s or Customer’s explicit written consent;
- h) Not aggregate or combine Data with any other data without prior express written consent from Contractor;
- i) Not subcontract any of its rights or obligations under this Data Privacy and security Addendum without the prior express written consent of Contractor. Where Supplier, with the consent of Contractor, subcontracts its obligations under this Data



Privacy and Security Addendum, it shall do so only by way of a written agreement with its subcontractor that imposes the same privacy and security obligations on the subcontractor. Whenever Supplier employs the services of third-party service providers to assist it in performing its obligations under this Data Privacy and Security Addendum, Supplier agrees that such service providers are capable of maintaining appropriate safeguards for Data and that Supplier has contractually obligated such service providers to maintain appropriate safeguards designed to comply with applicable law and applicable privacy standards. Where the subcontractor fails to fulfill its obligations under any sub-processing agreement, Supplier shall remain fully liable to Contractor for the fulfillment of its obligations under this Data Privacy and Security Addendum;

- j) Ensure that Data are only available to Supplier personnel who have a legitimate business need to access the Data, who are bound by legally enforceable confidentiality obligations, and who have received training in data protection law;
- k) Not retain Data any longer than is reasonably necessary, in accordance with Contractor record retention policies, to accomplish the intended purposes for which the Data was processed pursuant to this Data Privacy and Security Addendum. When Data is no longer necessary for the purposes set forth in the Data Privacy and Security Addendum, or promptly upon the expiration or termination of the Agreement, whichever is earlier, or at an earlier time as Contractor requests in writing, Supplier shall take reasonable steps to return, destroy (e.g., by secure shredding and/or digitally wiping), or arrange for the secure destruction of each and every original and copy in every media of all Data in Supplier's possession, custody or control. Promptly following any return or alternate action taken to comply with this paragraph, Supplier shall certify in writing to Contractor that such return or alternate action occurred, and the method used for such destruction. In the event that applicable law does not permit Supplier to comply with the delivery or destruction of the Data, Supplier warrants that it shall ensure the confidentiality of the Data and that it shall not use or disclose any Data at or after the termination or expiration of the Agreement;
- l) Where Supplier uses a third party for disaster recovery or other services, Supplier shall (i) disclose this to Contractor in writing, including the name of the provider, purpose of the services (e.g., disaster recovery), steps taken with third party to address confidentiality, privacy and security, and (ii) cause each such third party to agree in writing to be bound by terms and conditions substantially similar to those in (a) – (k) above and (m). Additionally, Supplier agrees to audit the procedural, administrative, physical and technical measures used by each such third party, at least once a year, which may include or consist of, at Contractor's option, a SSAE 18 audit of such third party, if available;
- m) Monitor Supplier's information systems for unauthorized access and implement an incident response policy that specifies actions to be taken when Supplier detects or becomes aware of such unauthorized access to its information systems. Supplier shall provide a copy of such incident response policy to Contractor upon request;
- n) If requested by Contractor, within five business days from the date upon which the request was made by Contractor, either: (i) update, correct or delete Data or modify the individual's choices with respect to the permitted use by Contractor of such Data; or (ii) provide access to Contractor to enable it to perform the activities described in clause (i) itself;
- o) Immediately notify the Contractor Chief Compliance Officer if Supplier receives notice from any governmental or regulatory authority alleging that Contractor or Supplier has failed to comply with Privacy Laws in connection with the performance of this Agreement, or if Supplier otherwise becomes aware and reasonably believes that Supplier or Contractor may have failed or may in the future fail to comply with Privacy Laws in connection with the performance of this Agreement; and
- p) At Contractor's direction, cooperate and comply with any requests or instructions issued by any privacy or data protection authority, including any governmental or regulatory authority applicable to Contractor or Data.
- q) In the event of an Information Security Incident, such notice shall summarize in reasonable detail the nature of the Information Security Incident, the suspected data that is lost, stolen or compromised, if known, the parties which have or will be informed of the Information Security Incident, and the corrective action taken or to be taken by Supplier."

Supplier shall promptly notify Contractor in writing of any Information Security Incident of which Supplier becomes aware and of any request for access to any Data from any third person or any government official, including any data protection or law enforcement agency; and of any and all complaints or other communications received from any individual pertaining to Supplier's confidentiality policies or procedures applied to Data and/or the processing of either. In the event of an Information Security Incident, such notice shall summarize in reasonable detail the nature of the Information Security Incident, the suspected data that is lost, stolen or compromised, if known, and the corrective action taken or to be taken by Supplier. Supplier shall promptly take all necessary steps to robustly investigate and remediate, including, but not limited to, conducting a third-party forensic analysis. Supplier shall cooperate fully with Contractor in all reasonable and lawful efforts to prevent, mitigate or rectify such Information Security Incident or necessitate the disclosure of Data to a government official. All information relating to each Information Security Incident must be retained by Supplier until Contractor has specifically consented in writing to its destruction. If requested by Contractor and subject to Contractor's confidentiality obligations, Supplier shall permit Contractor and its agents to access Supplier's facilities and/or the affected hardware or software, as applicable, to conduct a forensic analysis of each such Information Security Incident.

In the event of an Information Security Incident, Supplier shall (i) promptly, after becoming aware of such Information Security Incident, notify the Contractor Security Officer by telephone, email and in writing at the address below of all known facts thereof, and (ii) at Contractor's option and at the direction of Contractor, whether or not required by applicable law, provide written notice to the individuals whose Data was reasonably connected to the Information Security Incident, or reimburse Contractor for all direct out of pocket and commercially reasonable costs it incurs in providing such notice and/or in responding to governmental authorities, including, without limitation, (1) paying for postage and copying of Contractor legally required notices; (2) offering to the affected individuals and providing, to those who elect to receive it, at least two years of credit monitoring services at Supplier's expense; (3)



paying for costs associated with implementing a call center, and (4) paying for costs associated with any forensic or legal analysis required. To the extent a State Attorney General or other governmental/judicial authority renders a fine, penalty or judgment, or requires an alternate remedy following an Information Security Incident, such as the provision of identity theft insurance, Supplier will offer and provide the required remedy at its own expense.

Information Security Incident notifications shall be provided to both:

Security Officer, Computer Aid, Inc., 1390 Ridgeview Dr., Allentown, PA 18104, USA; email: security@cai.io and by telephone at (610) 530-5000

Security Operations Center, District of Columbia, email: soc@dc.gov and by telephone at (202) 724-2447

Contractor shall have the right to verify Supplier's compliance with the terms of this section or to appoint a third party under reasonable covenants of confidentiality to verify the same on Contractor's behalf. Supplier shall grant Contractor or Contractor's agents unimpeded access to the extent necessary to accomplish the inspection and review of all data processing facilities, data files and other documentation used by Supplier for processing of Data in relation to this Data Privacy and Security Addendum. Supplier agrees to provide reasonable assistance to Contractor in facilitating this inspection function. Upon request, Supplier shall provide Contractor with a list of Supplier personnel entrusted with processing the Data transferred by Supplier, together with a description of their access rights. An inspection performed pursuant to this section shall not unreasonably interfere with the normal conduct of Supplier's business.



EXHIBIT D: Not-to-Exceed Rates to Supplier

Job Category	Skill Level	NTE Vendor Rate
Administrative Support	Entry	\$ 27.35
	Journeyman	\$ 31.26
	Senior	\$ 34.42
	Master	\$ 37.39
Applications Architect	Entry	\$ 69.36
	Journeyman	\$ 79.64
	Senior	\$ 96.30
	Master	\$ 103.62
Applications Developer	Entry	\$ 46.15
	Journeyman	\$ 59.39
	Senior	\$ 67.42
	Master	\$ 81.03
Applications Systems Analyst	Entry	\$ 48.22
	Journeyman	\$ 53.77
	Senior	\$ 58.90
	Master	\$ 63.72
Applications Technical Specialist	Entry	\$ 76.10
	Journeyman	\$ 94.89
	Senior	\$ 113.40
	Master	\$ 121.91
Business Process Consultant	Entry	\$ 61.07
	Journeyman	\$ 72.64
	Senior	\$ 81.66
	Master	\$ 110.36
Business Systems Analyst	Entry	\$ 51.78
	Journeyman	\$ 61.45
	Senior	\$ 110.36
	Master	\$ 167.19
Computer Scientist	Entry	\$ 53.08
	Journeyman	\$ 61.91
	Senior	\$ 68.85
	Master	\$ 74.16
Computer Forensic & Intrusion Analyst	Entry	\$ 59.35
	Journeyman	\$ 69.22
	Senior	\$ 76.27
	Master	\$ 81.42



Configuration Management Specialist	Entry	\$ 50.27
	Journeyman	\$ 59.73
	Senior	\$ 66.37
	Master	\$ 71.14
Customer Support	Entry	\$ 23.11
	Journeyman	\$ 25.39
	Senior	\$ 28.21
	Master	\$ 43.78
Cyber Security Engineer	Entry	\$ 77.48
	Journeyman	\$ 90.34
	Senior	\$ 119.34
	Master	\$ 138.04
Database Administrator	Entry	\$ 54.97
	Journeyman	\$ 64.24
	Senior	\$ 71.23
	Master	\$ 101.72
Data Architect	Entry	\$ 58.55
	Journeyman	\$ 67.98
	Senior	\$ 75.23
	Master	\$ 105.22
Data Warehousing Specialist	Entry	\$ 57.91
	Journeyman	\$ 67.34
	Senior	\$ 74.43
	Master	\$ 105.22
Database Specialist	Entry	\$ 51.89
	Journeyman	\$ 60.70
	Senior	\$ 67.33
	Master	\$ 72.49
Disaster Recovery Specialist	Entry	\$ 59.35
	Journeyman	\$ 69.22
	Senior	\$ 76.27
	Master	\$ 81.42
Enterprise Architect	Entry	\$ 72.98
	Journeyman	\$ 85.40
	Senior	\$ 95.21
	Master	\$ 133.27
Enterprise Resource Planning (ERP) Analyst	Entry	\$ 51.98
	Journeyman	\$ 59.10
	Senior	\$ 64.91
	Master	\$ 69.81



ERP Business/Architectural Specialist	Entry	\$ 72.98
	Journeyman	\$ 85.40
	Senior	\$ 95.21
	Master	\$ 102.74
Financial Analyst	Entry	\$ 49.80
	Journeyman	\$ 55.51
	Senior	\$ 60.51
	Master	\$ 64.88
Geographic Information System (GIS) Analyst/Programmer	Entry	\$ 32.17
	Journeyman	\$ 49.62
	Senior	\$ 56.15
	Master	\$ 83.97
Groupware Specialist	Entry	\$ 72.98
	Journeyman	\$ 85.40
	Senior	\$ 95.21
	Master	\$ 102.74
Hardware Engineer	Entry	\$ 53.06
	Journeyman	\$ 61.70
	Senior	\$ 68.44
	Master	\$ 73.23
Help Desk Specialist	Entry	\$ 29.28
	Journeyman	\$ 33.71
	Senior	\$ 36.28
	Master	\$ 37.90
Information Assurance/Security Specialist	Entry	\$ 64.96
	Journeyman	\$ 83.97
	Senior	\$ 105.22
	Master	\$ 122.30
Information Specialist/Knowledge Engineer	Entry	\$ 54.80
	Journeyman	\$ 64.86
	Senior	\$ 72.42
	Master	\$ 78.27
Infrastructure/Network Architect	Entry	\$ 69.52
	Journeyman	\$ 80.90
	Senior	\$ 89.80
	Master	\$ 96.73
Infrastructure Technical Specialist	Entry	\$ 77.48
	Journeyman	\$ 90.34
	Senior	\$ 119.34
	Master	\$ 138.04



IT Consultant	Entry	\$ 61.07
	Journeyman	\$ 72.64
	Senior	\$ 81.66
	Master	\$ 133.26
Mobile App Developer	Entry	\$ 68.10
	Journeyman	\$ 78.36
	Senior	\$ 85.58
	Master	\$ 91.33
Modeling and Simulation Specialist	Entry	\$ 60.31
	Journeyman	\$ 70.07
	Senior	\$ 77.30
	Master	\$ 82.81
Network Engineer/Specialist	Entry	\$ 39.11
	Journeyman	\$ 45.74
	Senior	\$ 54.34
	Master	\$ 72.72
Program Manager	Entry	\$ 64.90
	Journeyman	\$ 75.62
	Senior	\$ 83.80
	Master	\$ 138.31
Project Manager	Entry	\$ 50.38
	Journeyman	\$ 58.70
	Senior	\$ 65.66
	Master	\$ 70.44
Quality Assurance Specialist	Entry	\$ 37.86
	Journeyman	\$ 44.51
	Senior	\$ 49.35
	Master	\$ 68.44
Research Analyst	Entry	\$ 56.17
	Journeyman	\$ 65.09
	Senior	\$ 72.25
	Master	\$ 77.91
Subject Matter Expert - Technology Specific	Entry	\$ 72.98
	Journeyman	\$ 85.40
	Senior	\$ 95.21
	Master	\$ 110.36
System Administrator	Entry	\$ 47.89
	Journeyman	\$ 55.81
	Senior	\$ 62.27
	Master	\$ 67.73



Systems Engineer	Entry	\$ 52.63
	Journeyman	\$ 61.21
	Senior	\$ 67.88
	Master	\$ 72.59
Technical Editor	Entry	\$ 42.03
	Journeyman	\$ 48.78
	Senior	\$ 54.14
	Master	\$ 58.75
Technical Writer	Entry	\$ 46.81
	Journeyman	\$ 55.20
	Senior	\$ 61.15
	Master	\$ 65.89
Test Engineer	Entry	\$ 50.41
	Journeyman	\$ 58.59
	Senior	\$ 64.89
	Master	\$ 69.62
Training Specialist	Entry	\$ 36.70
	Journeyman	\$ 43.19
	Senior	\$ 47.95
	Master	\$ 51.50
Voice/Data Communications Engineer	Entry	\$ 50.11
	Journeyman	\$ 58.75
	Senior	\$ 83.97
	Master	\$ 97.96
Web Content Analyst	Entry	\$ 29.71
	Journeyman	\$ 34.86
	Senior	\$ 38.81
	Master	\$ 56.06
Web Designer	Entry	\$ 39.33
	Journeyman	\$ 45.70
	Senior	\$ 51.01
	Master	\$ 55.57
Web Developer	Entry	\$ 53.88
	Journeyman	\$ 61.19
	Senior	\$ 67.89
	Master	\$ 74.11