GENERAL SERVICES ADMINISTRATION
Federal Supply Service

Authorized Federal Supply Schedule Price List

On-line access to contract ordering information, terms and conditions, up-to-date pricing, and the option to create an electronic delivery order are available through GSA Advantage!, a menu-driven database system. The INTERNET address GSA Advantage! is: GSAAdvantage.gov.

Schedule Title: Multiple Award Schedule (MAS)
FSC Group: Information Technology - IT Services; Professional Services - Business Administrative Services

Contract number: 47QTCA19D00KN

For more information on ordering from Federal Supply Schedules go to the GSA Schedules page at GSA.gov.

Contract period: September 9, 2019 through September 8, 2024

Contractor:
Oxley Enterprises, Inc.
Attn: Dr. Nicole Oxley, CEO
Physical address: 20 Plantation Dr Ste 131
Fredericksburg, VA, 22406-6493
Mailing address: PO Box 1870
Stafford, Virginia 22555
Office 540.752.8822 | Fax 540.358.8465

https://www.oxleyenterprises.com

Small, Woman Owned (WOSB), Veteran Owned (VOSB), Small Business Administration (SBA) 8(a), Small Disadvantaged (SDB), Service-Disabled Veteran Owned (SDVOSB), SBA HUBZone

Price list current as of Modification #PS-0019 effective 25 May 2021
Prices Shown Herein are Net (discount deducted)
CUSTOMER INFORMATION

1a. Awarded SINs:

<table>
<thead>
<tr>
<th>SIN</th>
<th>SIN Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>54151S</td>
<td>Information Technology Professional Services</td>
</tr>
<tr>
<td>54151HEA</td>
<td>Health Information Technology Services</td>
</tr>
<tr>
<td>541611</td>
<td>Management and Financial Consulting, Acquisition and Grants Management Support, and Business Program an Project Management Services</td>
</tr>
<tr>
<td>OLM</td>
<td>Order-Level Materials (OLM)</td>
</tr>
</tbody>
</table>

1b. Identification of the lowest priced model number and lowest unit price for that model for each special item number awarded in the contract. Reference: Price List, Page 12

1c. Hourly Rate Descriptions: Reference: Labor Categories, Page 7

2. Maximum order: Orders that exceed the maximum order may be accepted by Oxley Enterprises, Inc.

<table>
<thead>
<tr>
<th>SIN</th>
<th>SIN Description</th>
<th>Minimum Order</th>
</tr>
</thead>
<tbody>
<tr>
<td>54151S</td>
<td>$500,000</td>
<td></td>
</tr>
<tr>
<td>54151HEA</td>
<td>$500,000</td>
<td></td>
</tr>
<tr>
<td>541611</td>
<td>$1,000,000</td>
<td></td>
</tr>
<tr>
<td>OLM</td>
<td>$250,000</td>
<td></td>
</tr>
</tbody>
</table>

3. Minimum order: $100.00

4. Geographic coverage (delivery area): worldwide delivery

5. Point(s) of production (city, county, and State or foreign country): Same as contractor

6. Discount from list prices or statement of net price: Government Net Prices (discounts already deducted.)

7. Quantity discounts: 5% for single task orders $300K; 1% for single task orders $400K+

8. Prompt payment terms: Net 30 days. 0.5 % if Payment is made within 10 days

9. Foreign items (list items by country of origin): None

10a. Time of delivery: Delivery of services are per the Statement of Work or Performance Work Statement deliverables

10b. Expedited Delivery. As negotiated at the task order level

10c. Overnight and 2-day delivery. Services are not available overnight and 2-day delivery.

10d. Urgent Requirements. The Contractor will note in its price list the “Urgent Requirements” clause of its contract and advise agencies that they can also contact the Contractor’s representative to effect a faster delivery.

11. F.O.B. point(s): Destination
12a. Ordering address(es):
   Oxley Enterprises, Inc.
   Attn: Dr. Nicole Oxley, CEO
   PO Box 1870
   Stafford, Virginia 22555

12b. Ordering procedures: For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPA’s) are found in Federal Acquisition Regulation (FAR) 8.405-3.

13. Payment address(es):
   Oxley Enterprises, Inc.
   Attn: Amanda Pittman, Senior Vice President Finance, Human Resources, and Administration
   PO Box 1870
   Stafford, Virginia 22555

14. Warranty provision: Oxley Enterprises, Inc. Inc guarantees that personnel provided under this contract shall have the experience, education, and expertise as delineated in the authorized GSA Schedule Pricelist and Labor Categories Descriptions.

15. Export packing charges, if applicable: None

16. Terms and conditions of rental, maintenance, and repair (if applicable): None

17. Terms and conditions of installation (if applicable): None

18a. Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices (if applicable): None

18b. Terms and conditions for any other services (if applicable): None

19. List of service and distribution points (if applicable): None

20. List of participating dealers (if applicable): None

21. Preventive maintenance (if applicable): None

22a. Special attributes such as environmental attributes (e.g., recycled content, energy efficiency, and/or reduced pollutants): None

22b. If applicable, indicate that Section 508 compliance information is available on Electronic and Information Technology (EIT) supplies and services and show where full details can be found (e.g., contractor’s website or other location.) The EIT standards can be found at: www.Section508.gov: Contact Dr Nicole Oxley, 540.752.8822, for more information.

23. Data Universal Number System (DUNS) number: 04-099-0652 | Unique Entity ID (SAM): MQ9VUDJ7F2X1

24. Notification regarding registration in System for Award Management (SAM) database: Registered
Service Contract Labor Standards: The Service Contract Labor Standards (SCLS), formerly known as the Service Contract Act (SCA), is applicable to this contract as it applies to the entire Multiple Award Schedule (MAS) and all services provided. While no specific labor categories have been identified as being subject to SCLS/SCA due to exemptions for professional employees (FAR 22.1101, 22.1102 and 29 CRF 541.300), this contract still maintains the provisions and protections for SCLS/SCA eligible labor categories. If and/or when the contractor adds SCLS/SCA labor categories to the contract through the modification process, the contractor must inform the Contracting Officer and establish a SCLS/SCA matrix identifying the GSA labor category titles, the occupational code, SCLS/SCA labor category titles and the applicable WD number. Failure to do so may result in cancellation of the contract.
GSA MULTIPLE AWARD SCHEDULE

Labor Categories

*Oxley Enterprises, Inc. (Oxley) requests to incorporate education and experience substitutions that are a part of its standard commercial practices. The proposed substitutions are as follows:

### Education and Experience Substitution Methodology:

<table>
<thead>
<tr>
<th>Education Substitution</th>
<th>Requirement</th>
<th>Equivalent Education</th>
</tr>
</thead>
<tbody>
<tr>
<td>High School Diploma + 4 years additional experience</td>
<td>↔</td>
<td>Bachelors Degree</td>
</tr>
<tr>
<td>Associates Degree + 2 years additional experience</td>
<td>↔</td>
<td>Masters Degree</td>
</tr>
<tr>
<td>Bachelors Degree + 2 years additional experience</td>
<td>↔</td>
<td>Ph.D.</td>
</tr>
<tr>
<td>Masters Degree + 3 years additional experience</td>
<td>↔</td>
<td>Ph.D.</td>
</tr>
<tr>
<td>Bachelors Degree + 5 years additional experience</td>
<td>↔</td>
<td>Ph.D.</td>
</tr>
</tbody>
</table>

Due to the availability or limitation of education, occasionally substitution of experience as referenced below for a professional labor type with additional years of experience will be provided per the approval of the federal agency acquiring the service.

### Education Substitution Methodology:

- A Ph.D. may be substituted for three (3) years of required experience for positions requiring a Masters Degree or five (5) years with positions requiring a Bachelors Degree.
- A Masters Degree may be substituted for two (2) years of required experience with positions requiring a Bachelors Degree.
- A Bachelors Degree may be substituted for four (4) years of required experience with positions requiring a High School Diploma.
- An Associates Degree may be substituted for two (2) years of required experience with positions requiring a High School Diploma.
- Specialized software certifications may be substituted for two (2) years of experience.
- Project Management Professional (PMP) certification may be substituted for two (2) years of experience.

**SIN 54151S, 54151HEAL:**

**Labor Category/Job Title:**

**Business Analyst**

**Minimum/General Experience:** 5 years

**Functional Responsibility:** Advises and assists with technical strategic planning, policy and business analysis. Assists in defining business and technical requirements. Reviews, analyzes and evaluates business systems and user needs. Documents requirements, defines scope and objectives and formulates systems to parallel overall business strategies. Develops process improvement recommendations and facilitate quality improvement efforts. Translates operational requirements and mission needs into technical terminology and specifications. Formulates/assesses internal and/or external policy. May perform this work on all categories of Information Technology (IT), including Health IT.

**Minimum Education:** BS/BA or equivalent years in experience*

**Labor Category/Job Title:**

**Database Administrator**

**Minimum/General Experience:** 1 year

**Functional Responsibility:** Conducts studies to identify, evaluate, and recommend DBMS design concepts and/or available products based on a matching of system capabilities to validate user requirements. Determines file organization standards, table structures, indexing methods, replication schedules, and access controls for specific applications. Develops data queries and report generation formats. Monitors database usage; troubleshoots data compatibility and integrity issues; and makes modifications for enhanced
performance. Defines and documents database administration policies and procedures. Familiar with multi-database platforms. Conducts performance tuning and troubleshooting. May perform this work on all categories of Information Technology (IT), including Health IT.

Minimum Education: BS/BA or equivalent years in experience*

Labor Category/Job Title:
Functional Analyst
Minimum/General Experience: 5 years
Functional Responsibility: Provides expertise, guidance, consultation, facilitation, and thought leadership to the client and/or project team based on specialized deep expertise in such fields as: engineering and technology; policy and administration; planning; analysis; training and development; facilities; communications; visual design; human capital; business; and management. Ensures the appropriate quality characteristics have been integrated into products. Monitors products and services throughout the life cycle. Validates/verifies adherence to specified requirements through test and measurement activities. Manages/leads quality assurance activities. May perform this work on all categories of Information Technology (IT), including Health IT.
Minimum Education: BS/BA or equivalent years in experience*

Labor Category/Job Title:
Functional Specialist Advisor
Minimum/General Experience: 10 years
Functional Responsibility: Provides expertise, guidance, consultation, facilitation, and thought leadership to the client and/or project team based on specialized deep expertise in such fields as: engineering and technology; policy and administration; planning; analysis; training and development; facilities; communications; visual design; human capital; business; and management. Ensures the appropriate quality characteristics have been integrated into products. Monitors products and services throughout the life cycle. Validates/verifies adherence to specified requirements through test and measurement activities. Manages/leads quality assurance activities. May perform this work on all categories of Information Technology (IT), including Health IT.
Minimum Education: BS/BA or equivalent years in experience*

Labor Category/Job Title:
Information Technology Analyst
Minimum/General Experience: 3 years
Functional Responsibility: Responds to end user request for assistance using existing manuals and scripted responses. Responds and resolves help desk tickets. Resolves user issues for desktop computers, laptops, and associated peripherals. Processes user account requests Escalates user issues to higher tiered technicians/teams. Repairs/replaces cable. Manages the daily routine operations and maintenance of IT software systems applications. Resolves issues related to end user applications. Installs, updates, tunes, diagnoses, and monitors both internal and third-party applications. May perform this work on all categories of Information Technology (IT), including Health IT.
Minimum Education: High School or GED

Labor Category/Job Title:
Multi-Media Analyst
Minimum/General Experience: 1 year
Functional Responsibility: Develops content and maintains associated systems for agency internal and/or external web sites, including sites hosted on classified networks. Uses a variety of graphics software applications, techniques, and tools. Designs and develops user interface features, site animation, and special effects elements. Installs, configures, operates, and advises on the acquisition of multimedia equipment, and supporting media products. Provides technical support for meetings, conferences, teleconferences, video-teleconferences, and multimedia projects supporting public relations. Plans, executes, directs, and edits
multi-media project productions. May perform this work on all categories of Information Technology (IT), including Health IT.

**Minimum Education:** BS/BA or equivalent years in experience*

**Planning, Policy, and Business Analyst**

**Minimum/General Experience:** 10 years

**Functional Responsibility:** Advises and assists with strategic planning, policy and business analysis: develop government mission and vision statements; perform trade studies and assess trades between functionality and security risk management; develop process improvement recommendations and facilitate quality improvement efforts; translate operational requirements and mission needs into technical terminology and specifications; formulate internal and/or external policy; provide assessment and recommendations of new policy or changes. Develop, apply, validate operational metrics and performance risk assessments. Advise on the planning, design, reconfiguration, maintenance, and alteration of equipment, buildings, and facilities dedicated to the information technology enterprise. May perform this work on all categories of Information Technology (IT), including Health IT.

**Minimum Education:** BS/BA or equivalent years in experience*

**Labor Category/Job Title:**

**Software Coder I**

**Minimum/General Experience:** 1 year

**Functional Responsibility:** Creates software development plans and strategies. Develops and implements algorithms. Designs databases. Oversees work of developers. Conducts quality control of software development. Conducts proactive risk identification and mitigation of software development process. Devises possible solutions to predicted problems, evaluating other options. May perform this work on all categories of Information Technology (IT), including Health IT.

**Minimum Education:** AS/AA or equivalent years in experience*

**Labor Category/Job Title:**

**Software Coder II**

**Minimum/General Experience:** 3 years

**Functional Responsibility:** Creates software development plans and strategies. Develops and implements algorithms. Designs databases. Oversees work of developers. Conducts quality control of software development. Conducts proactive risk identification and mitigation of software development process. Devises possible solutions to predicted problems, evaluating other options. May perform this work on all categories of Information Technology (IT), including Health IT.

**Minimum Education:** BS/BA or equivalent years in experience*

**Labor Category/Job Title:**

**Software Coder III**

**Minimum/General Experience:** 5 years

**Functional Responsibility:** Creates software development plans and strategies. Develops and implements algorithms. Designs databases. Oversees work of developers. Conducts quality control of software development. Conducts proactive risk identification and mitigation of software development process. Devises possible solutions to predicted problems, evaluating other options. May perform this work on all categories of Information Technology (IT), including Health IT.

**Minimum Education:** BS/BA or equivalent years in experience*
**Labor Category/Job Title:**
Software Architect

**Minimum/General Experience:** 5 years

**Functional Responsibility:** Coordinates program and project leaders to identify requirements for system architecture. Identifies strategies for addressing requirements. Analyzes requirements against fiscal, schedule, and performance issues. Takes program requirements and creates an architecture vision having experience in high volume and high availability networks and systems. Creates and conveys the architectural vision for a program or project. Dictates design choices to software developers, including but not limited to: platforms, coding and technical levels. Establishes and enforces standards and practices. Manages the full life cycle of the software development process. May perform this work on all categories of Information Technology (IT), including Health IT.

**Minimum Education:** BS/BA or equivalent years in experience*

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**Labor Category/Job Title:**
System Administrator

**Minimum/General Experience:** 1 year

**Functional Responsibility:** Explains highly technical data and information in simplistic grade school language for end users of complex IT systems and projects. Uses a variety of word processing, spreadsheet, graphics and scheduling tools. Gathers and converts data into a written narrative. Updates documents, user manuals, training materials, installation guides, proposals, and reports. Edits narrative and graphic products to identify and correct grammatical formatting and logic errors and to identify logical inconsistencies that will require author attention. Reviews documents, compiles inputs/corrections, resolves incompatible comments, and provides final publishable documentation. May perform this work on all categories of Information Technology (IT), including Health IT.

**Minimum Education:** BS/BA or equivalent years in experience*

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**Labor Category/Job Title:**
Technical Analyst I

**Minimum/General Experience:** 1 year

**Functional Responsibility:** Explains highly technical data and information in simplistic grade school language for end users of complex IT systems and projects. Uses a variety of word processing, spreadsheet, graphics and scheduling tools. Gathers and converts data into a written narrative. Updates documents, user manuals, training materials, installation guides, proposals, and reports. May perform this work on all categories of Information Technology (IT), including Health IT.

**Minimum Education:** AS/AA or equivalent years in experience*

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**Labor Category/Job Title:**
Test Engineer

**Minimum/General Experience:** 1 year

**Functional Responsibility:** Works with developers, end users and organizations to create test plans and test scripts. Coordinates with test sites and other team participants to plan test events. Creates reports. Tracks problems and reports on errors that are identified. Configures hardware and operating environments as needed to complete assigned testing. May perform this work on all categories of Information Technology (IT), including Health IT.

**Minimum Education:** BS/BA or equivalent years in experience*
SIN 541611:
Labor Category/Job Title: Management Analyst
Minimum/General Experience: 3 years in the consulting field or other related work experience.
Functional Responsibility: Provides analytical and program support. Provides assistance on completing work plan activities, analyzes relevant data and information, and institutes and supports business solutions. Gathers and organizes information on problems or procedures. Coordinates with clients and trains users to ensure smooth implementation and functional performance of new systems, procedures, or organizations. Participates in the development and maintaining of functional and operational documentation. Participates in studies on work problems and procedures. Conducts relevant research, distilling data, and creating reports. Participates in preparing recommendations for implementation of new systems, procedures, or organizational changes. Conducts surveys to evaluate organization's products and services, operational and management processes, information, human resources, and related information. May participate in organizational assessments, performance measures, and indicators.
Minimum Education: BS/BA in an associated discipline or the equivalent years in experience.

Labor Category/Job Title: Management Analyst Senior
Minimum/General Experience: 5 years in the consulting field or other related work experience.
Functional Responsibility: Provides senior-level analytical and program support. Contributes to engagement work plan development and often leads assigned engagement tasks to completion within scope and budget. Serves as a senior-level analytical correspondent within engagement team. Assumes responsibility for contributing to work plan development, reaching engagement milestones, and often leading specific project tasks. Applies business modeling, process modeling, and business design techniques. Conducts analysis of appropriate consulting tools to satisfy program requirements and creates project deliverables. Formulates diagnoses through financial or statistical modeling, assesses appropriate alternatives, and offers conclusions to Project Manager. This position performs analyses and makes diagnoses, as well as defines symptoms and problems, and develops conclusions. Participates in organizational assessments and leads performance measures and indicators analysis. Completes work plan activities, analyzes relevant data and information, and institutes and supports business solutions.
Minimum Education: BS/BA in an associated discipline or the equivalent years in experience.

Labor Category/Job Title: Management Consultant
Minimum/General Experience: 7 years of consulting and/or directly relevant industry experience and/or educational training in related fields.
Functional Responsibility: Provides strong management and direction. Served in this position for several years and has extensive consulting experience and industry focus. Assumes responsibility for managing engagement issues and outlining project work plans and deliverables. Reviews engagement scope for consistency with overall company and client objectives. Maintains a constant flow of communication with the client and project team and provides technical direction and experience. Assumes responsibility for proper implementation of business solutions and overall project performance. Conducts analyses of client problems and develops creative solutions and recommendations. Performs organizational assessments, program audits, and evaluations, system alignment, and process and productivity improvement. Performs status reports, verifies work plan completeness, and communicates with team members.
Minimum Education: BS/BA in an associated discipline or the equivalent years in experience.

Labor Category/Job Title: Management Consultant Senior
Minimum/General Experience: 10 years of consulting and/or directly relevant industry experience.
Functional Responsibility: Responsible for overall technical, business, and financial management of programs and projects. Oversees program budgets, schedules, and performance. Serves as liaison to senior
leadership. Maintains responsibility for managing the project team and daily operations of project development and fostering client comfort and feasibility with the project objectives and goals. Actively manages project resources, budget activities, quality control practices, and project deliverables. Contributes to engagement work plan development and often leads assigned engagement tasks to completion within scope and budget. Serves as a senior-level analytical correspondent within engagement team. Assumes responsibility for contributing to work plan development, reaching engagement milestones, and often leading specific project tasks. Applies business modeling, process modeling, and business design techniques. Conducts analysis of appropriate consulting tools to satisfy program requirements, and creates project deliverables. Formulates diagnoses through financial or statistical modeling, assesses appropriate alternatives, and offers conclusions.

Minimum Education: BS/BA in an associated discipline or the equivalent years in experience.

Labor Category/Job Title: Management Consultant Director
Minimum/General Experience: 12 years of consulting and/or directly relevant industry experience.
Functional Responsibility: Provides strong executive level management and direction. Served in this position for several years and possesses a broad understanding of the client’s industry and has an extensive tool set of skills to solve the client’s problems. Helps the client visualize where they need to be in their particular industry. Serves in an advisory capacity, providing members of the project team and the client organization a level of quality review to help guide the project to remain on schedule and within budget. Provides management and technical review, industry insight, issue resolution, and employs proven problem solving techniques, directs critical decision making. Ensures quality assurance deployed on engagements. Maintains responsibility for managing the project team and daily operations of project development and fostering client comfort and feasibility with the project objectives and goals.
Minimum Education: BS/BA in an associated discipline or the equivalent years in experience.

Labor Category/Job Title: Executive Assistant
Minimum/General Experience: 3 years of executive support and/or directly relevant industry experience.
Functional Responsibility: Performs administrative duties for executive management. Responsibilities may include screening calls; managing calendars; making travel, meeting and event arrangements; preparing reports and financial data; training and supervising other support staff; and customer relations. Requires strong computer and Internet research skills, flexibility, excellent interpersonal skills, project coordination experience, and the ability to work well with all levels of internal management and staff, outside clients and vendors. Sensitivity to confidential matters may be required.
Minimum Education: BS/BA in an associated discipline or the equivalent years in experience.

Labor Category/Job Title: Administrative Assistant
Minimum/General Experience: 2 years of administrative support and/or directly relevant industry experience.
Functional Responsibility: Performs administrative and office support activities for multiple supervisors. Duties may include fielding telephone calls, receiving and directing visitors, word processing, documents management, creating spreadsheets and presentations, and filing. Extensive software skills, Internet research and strong communication skills are required.
*Minimum Education: BS/BA in an associated discipline or the equivalent years in experience.
Why Oxley Enterprises®?

Professionalism and Excellence
Oxley Enterprises®, Inc. is a woman-owned, service disabled veteran-owned, small business, consulting company with a track record of success in helping commercial and government clients improve performance and productivity. We are committed to delivering high quality, innovative solutions that produce winning results for our customers.

Customized Solutions
Every organization is unique. This is why Oxley Enterprises® is dedicated to providing clients with solutions that fit their unique business needs. We work with clients to create integrated solutions that are tailored to the organizational mission, goals, and business objectives.

Diversity and Agility
Oxley Enterprises® has created multi-faceted product lines that provide organizations with the capability to effectively respond to today’s changing business trends and requirements. Our diverse consulting services and dynamic solutions help organizations respond rapidly to industry
## Price List

**54151S Information Technology Professional Services**  
**54151HEAL Health Information Technology Services**  
**541611 Management and Financial Consulting, Acquisition and Grants Management Support, and Business Program and Project Management Services**

<table>
<thead>
<tr>
<th>GSA Labor Category</th>
<th>Client Site 2022-2023</th>
<th>Contractor Site 2022-2023</th>
<th>Client Site 2023-2024</th>
<th>Contractor Site 2023-2024</th>
</tr>
</thead>
<tbody>
<tr>
<td>Business Analyst IT Business Analyst</td>
<td>$79.58</td>
<td>$83.29</td>
<td>$81.57</td>
<td>$85.37</td>
</tr>
<tr>
<td>Database Administrator IT Database Administrator</td>
<td>$85.09</td>
<td>$89.07</td>
<td>$87.22</td>
<td>$91.30</td>
</tr>
<tr>
<td>Software Coder, I IT Software Coder, I</td>
<td>$98.45</td>
<td>$103.05</td>
<td>$100.91</td>
<td>$105.62</td>
</tr>
<tr>
<td>Software Coder, II IT Software Coder, II</td>
<td>$107.77</td>
<td>$112.80</td>
<td>$110.47</td>
<td>$115.62</td>
</tr>
<tr>
<td>Software Coder, III IT Software Coder, III</td>
<td>$143.14</td>
<td>$149.82</td>
<td>$146.72</td>
<td>$153.56</td>
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<tr>
<td>Functional Analyst IT Functional Analyst</td>
<td>$67.13</td>
<td>$70.26</td>
<td>$68.81</td>
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<tr>
<td>Functional Specialist Advisor IT Functional Specialist Advisor</td>
<td>$144.28</td>
<td>$151.01</td>
<td>$147.89</td>
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<tr>
<td>Information Technology Analyst IT Information Technology Analyst</td>
<td>$57.23</td>
<td>$59.90</td>
<td>$58.66</td>
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<td>Multi-Media Analyst IT Multi-Media Analyst</td>
<td>$83.63</td>
<td>$87.53</td>
<td>$85.72</td>
<td>$89.72</td>
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<tr>
<td>Position</td>
<td>Rate 1</td>
<td>Rate 2</td>
<td>Rate 3</td>
<td>Rate 4</td>
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<tr>
<td>----------------------------------------------</td>
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</tr>
<tr>
<td>Planning, Policy, and Business Analyst</td>
<td>$154.97</td>
<td>$162.20</td>
<td>$158.84</td>
<td>$166.26</td>
</tr>
<tr>
<td>IT Planning, Policy, and Business Analyst</td>
<td></td>
<td></td>
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<td></td>
</tr>
<tr>
<td>Software Architect</td>
<td>$147.01</td>
<td>$153.87</td>
<td>$150.68</td>
<td>$157.71</td>
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<tr>
<td>IT Software Architect</td>
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<tr>
<td>System Administrator</td>
<td>$87.83</td>
<td>$91.93</td>
<td>$90.03</td>
<td>$94.23</td>
</tr>
<tr>
<td>IT System Administrator</td>
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<tr>
<td>Technical Analyst, I</td>
<td>$58.50</td>
<td>$61.23</td>
<td>$59.97</td>
<td>$62.76</td>
</tr>
<tr>
<td>IT Technical Analyst, I</td>
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</tr>
<tr>
<td>Test Engineer</td>
<td>$88.76</td>
<td>$92.90</td>
<td>$90.98</td>
<td>$95.22</td>
</tr>
<tr>
<td>IT Test Engineer</td>
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<tr>
<td>Management Analyst</td>
<td>$134.62</td>
<td>$140.89</td>
<td>$137.98</td>
<td>$144.41</td>
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<tr>
<td>Management Analyst Senior</td>
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<tr>
<td>Management Consultant</td>
<td>$215.38</td>
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<tr>
<td>Management Consultant</td>
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<tr>
<td>Management Consultant Senior</td>
<td>$236.92</td>
<td>$247.97</td>
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<tr>
<td>Management Consultant Director</td>
<td>$269.22</td>
<td>$281.79</td>
<td>$275.95</td>
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<tr>
<td>Management Consultant Director</td>
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<tr>
<td>Executive Assistant</td>
<td>$77.44</td>
<td>$81.06</td>
<td>$79.38</td>
<td>$83.08</td>
</tr>
<tr>
<td>Administrative Assistant</td>
<td>$69.35</td>
<td>$72.59</td>
<td>$71.09</td>
<td>$74.40</td>
</tr>
</tbody>
</table>

Payments are due within net 30 days.