The following categories are billed @ $110.55/hour

Gill & Piette Basic Support
This basic support service involves performing any combination of: needs definition and feasibility assessment, design and development of business systems incorporating Lotus technology, design and implementation of integrated business systems using Lotus Notes and Domino web technology, integration of diverse data systems including Lotus Notes products and relational databases, information system project planning and management, development of financial and process models, design of comprehensive accounting and financial systems, software and systems engineering, database planning and design, system testing design and implementation in the Lotus Notes and Web environment. The level of complexity is below that of Gill & Piette Advanced Support.

The comparable commercial job titles include:

**INFORMATION SYSTEMS ANALYST**
Minimum/General Experience: Three years of analysis experience successfully supporting any combination of: Web technology services, modeling and simulation support, visualization technology services, software and systems engineering, hardware analysis and integration, database planning and design, programming, data/records management, business process re-engineering, system acquisition support, geographical information systems, systems analysis and design, system prototyping, test and evaluation design support, systems integration, total computer and network services, studies and analysis, cost analysis and estimating. Functional Responsibility: Individuals at this level provide substantial analysis to systems development. They devise new approaches to problems encountered. They participate in disciplined processes that assure compliance with rigorous company and client standards, policies and procedures for quality task performance. Qualified to serve as Configuration Manager. Minimum Education: Qualifications include a Bachelor's degree with course work in related discipline. An Associate's degree and four years experience or seven years of relevant experience may be substituted for a Bachelor's degree.

**JOURNEYMAN JUNIOR INFORMATION SYSTEMS ANALYST**
Minimum/General Experience: One year of experience supporting any combination of: system acquisition support, systems analysis and design, network services, database planning and design, data/records management, programming, studies and analysis. Functional Responsibility: Individuals at this level provide routine analysis support to systems development. They participate in disciplined processes that assure compliance with rigorous company and client standards, policies and procedures for quality software task performance
development. They are knowledgeable in at least one programming language. Qualified to serve as Configuration Manager.
Minimum Education: Qualifications include a Bachelor's degree with course work in a related discipline. An Associate's degree and four years experience or seven years of relevant experience may be substituted for a Bachelor's degree.
The following categories are billed @ $150.75/hour

Gill & Piette Advanced Support
This advanced support service involves performing any combination of: project management and control, enterprise-wide needs definition and feasibility assessment, design and development of complex business systems, business process re-engineering, design and implementation of integrated business systems using Lotus Notes and Domino web technology, integration of diverse data systems including Lotus Notes products and relational databases, information system project planning and management, development of financial and process models, design of comprehensive accounting and financial systems, modeling and simulation support, software and systems engineering, application conversion and implementation support, client/server migration, database planning and design, system testing design and implementation in the Lotus Notes and Web environment, independent verification and validation, feasibility studies and analysis, cost analysis and estimating, management of resources and facilities.

The comparable commercial job titles include:

**INFORMATION SYSTEM ARCHITECT**
Minimum/General Experience: Fifteen (15) years of experience successfully performing any combination of: project management and control, enterprise-wide needs definition and feasibility assessment, design and development of complex business systems, business process re-engineering, design and implementation of integrated business systems using Lotus Notes and Domino web technology, integration of diverse data systems including Lotus Notes products and relational databases, information system project planning and management, development of financial and process models, design of comprehensive accounting and financial systems, modeling and simulation support, software and systems engineering, application conversion and implementation support, client/server migration, database planning and design, system testing design and implementation in the Lotus Notes and Web environment, independent verification and validation, feasibility studies and analysis, cost analysis and estimating, management of resources and facilities.

Functional Responsibility: Individuals at this level are recognized authorities in the design, development and implementation of business systems. They function as principal designer for complex projects and often manage all or part of the systems development effort. They apply their diverse knowledge and experience to the clients' problems and make independent decisions regarding the most effective way to solve the problems. They supervise the implementation processes to assure compliance with rigorous company and client standards, policies and procedures.

Minimum Education: Qualifications include Bachelor's as well as a Master's degrees, law degree or CPA. Individuals at this level will also be Certified Lotus Professionals (CLP).
INFORMATION SYSTEMS PROJECT MANAGER
Minimum/General Experience: Fifteen (15) years of experience successfully performing any combination of: project and program management/control, Web technology services, modeling and simulation support, software and systems engineering, application conversion and implementation support, client/server migration, database planning and design, independent verification and validation, business process re-engineering, system acquisition support, systems analysis and design, studies and analysis, cost analysis and estimating, resources and facilities management.

Functional Responsibility: Individuals at this level are recognized authorities in the design and management of systems engineering projects. They function as program managers for large work efforts effectively supervising all aspects of systems development. They apply their diverse knowledge and experience to the clients' problems and make independent decisions regarding the most effective way to solve the problems. They supervise the implementation processes to assure compliance with rigorous company and client standards, policies and procedures.

Minimum Education: Qualifications include a Bachelor's degree with course work in a related discipline. An Associate's degree and four years experience or seven years of relevant experience may be substituted for a Bachelor's degree.

PRINCIPAL LOTUS SYSTEMS ANALYST / DEVELOPER
Minimum/General Experience: Twelve (12) years of experience successfully performing any combination of: project management and control, enterprise-wide needs definition and feasibility assessment, design and development of complex business systems incorporating Lotus technology, business process re-engineering, design and implementation of integrated business systems using Lotus Notes and Domino web technology, integration of diverse data systems including Lotus Notes products and relational databases, information system project planning and management, development of financial and process models, design of comprehensive accounting and financial systems, modeling and simulation support, software and systems engineering, application conversion and implementation support, client/server migration, database planning and design, system testing design and implementation in the Lotus Notes and Web environment, independent verification and validation, feasibility studies and analysis, cost analysis and estimating, management of resources and facilities.

Functional Responsibility: Individuals at this level are authorities in information systems engineering or analysis. They manage large portions of work efforts or independently manage all aspects of systems development for smaller projects. They apply their diverse knowledge and experience to the clients' problems and make independent decisions regarding the most effective way to solve the problems. They supervise the implementation processes to assure compliance with rigorous company and client standards, policies and procedures. They are qualified to serve as Task Manager, and to manage quality assurance.

Minimum Education: Qualifications include a Bachelor's degree with course work in a related discipline. An Associate's degree and four years experience or seven years of relevant experience may be substituted for a Bachelor's degree.
may be substituted for a Bachelor's degree. Individuals at this level will also be Certified Lotus Professionals (CLP).
LOTUS SYSTEMS ANALYST / DEVELOPER
Minimum/General Experience: Eight (8) years of experience successfully performing any combination of: needs definition and feasibility assessment, design and development of complex business systems incorporating Lotus technology, design and implementation of integrated business systems using Lotus Notes and Domino web technology, integration of diverse data systems including Lotus Notes products and relational databases, information system project planning and management, development of financial and process models, design of comprehensive accounting and financial systems, software and systems engineering, database planning and design, system testing design and implementation in the Lotus Notes and Web environment.

Functional Responsibility: Individuals at this level are well versed in information systems development or analysis in the Lotus Notes and Domino environment. They manage specific portions of work as part of the project team. They apply their diverse knowledge and experience to the clients' problems and work with the project team to find the most effective way to solve the problems. They are qualified to serve as Task Manager, and to manage quality assurance.

Minimum Education: Qualifications include a Bachelor's degree with course work in a related discipline. An Associate's degree and four years experience or seven years of relevant experience may be substituted for a Bachelor's degree.

SENIOR LOTUS SYSTEMS DEVELOPER / PROGRAMMER
Minimum/General Experience: Eight (8) years of experience successfully performing any combination of: needs definition and feasibility assessment, design and development of complex business systems incorporating Lotus technology, design and implementation of integrated business systems using Lotus Notes and Domino web technology, integration of diverse data systems including Lotus Notes products and relational databases, information system project planning and management, development of financial and process models, design of comprehensive accounting and financial systems, software and systems engineering, database planning and design, system testing design and implementation in the Lotus Notes and Web environment.

Functional Responsibility: Individuals at this level are experts in developing complex business applications in the Lotus Notes and Domino environment. They will be highly proficient in one or more of the programming languages involved in developing Lotus Notes and Domino applications. These include LotusScript, Java, Java Script, HTML, CGI, C++, C, Notes/Domino API's, and the Notes functions. They will be responsible for implementing the Notes/Domino system based on specifications developed by the project team. They will also work closely with quality assurance analysts to assure the high quality of the resulting system.

Minimum Education: Qualifications include a Bachelor's degree with course work in a related discipline. An Associate's degree and four years experience or seven years of relevant experience may be substituted for a Bachelor's degree.
LOTUS SYSTEMS DEVELOPER / PROGRAMMER

Minimum/General Experience: Four (4) years of experience successfully performing any combination of: needs definition and feasibility assessment, design and development of complex business systems incorporating Lotus technology, design and implementation of integrated business systems using Lotus Notes and Domino web technology, integration of diverse data systems including Lotus Notes products and relational databases, information system project planning and management, development of financial and process models, design of comprehensive accounting and financial systems, software and systems engineering, database planning and design, system testing design and implementation in the Lotus Notes and Web environment.

Functional Responsibility: Individuals at this level are well versed in developing complex business applications in the Lotus Notes and Domino environment. They will be highly proficient in one or more of the programming languages involved in developing Lotus Notes and Domino applications. These include LotusScript, Java, JavaScript, HTML, CGI, C++, C, Notes/Domino API's, and the Notes functions. They will be responsible for implementing the Notes/Domino system based on specifications developed by the project team. They will also work closely with quality assurance analysts to assure the high quality of the resulting system.

Minimum Education: Qualifications include a Bachelor's degree with course work in a related discipline. An Associate's degree and four years experience or seven years of relevant experience may be substituted for a Bachelor's degree.