

Labor Categories	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10
<b>Work Performed on Customer Site</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>
Project Director	170.12	175.22	180.48	185.89	191.47	197.21	203.13	209.22	215.50	221.97
Program Manager	130.42	134.33	138.36	142.51	146.79	151.19	155.73	160.40	165.21	170.17
Junior Program Manager	107.21	110.43	113.74	117.15	120.66	124.28	128.01	131.85	135.81	139.88
Senior Project Manager	140.22	144.43	148.76	153.22	157.82	162.55	167.43	172.45	177.62	182.95
Project Manager	129.54	133.43	137.43	141.55	145.80	150.17	154.68	159.32	164.10	169.02
Junior Project Manager	102.00	105.06	108.21	111.46	114.80	118.24	121.79	125.44	129.20	133.08
Senior Analyst	163.00	167.89	172.93	178.12	183.46	188.96	194.63	200.47	206.48	212.67
Analyst	142.22	146.49	150.88	155.41	160.07	164.87	169.82	174.91	180.16	185.56
Junior Analyst	120.28	123.89	127.61	131.44	135.38	139.44	143.62	147.93	152.37	156.94
Senior Program Administration Specialist	53.59	55.20	56.86	58.57	60.33	62.14	64.00	65.92	67.90	69.94
Program Administration Specialist	44.67	46.01	47.39	48.81	50.27	51.78	53.33	54.93	56.58	58.28
Junior Program Administration Specialist	35.73	36.80	37.90	39.04	40.21	41.42	42.66	43.94	45.26	46.62
Senior Functional Analyst	85.76	88.33	90.98	93.71	96.52	99.42	102.40	105.47	108.63	111.89
Functional Analyst	66.59	68.59	70.65	72.77	74.95	77.20	79.52	81.91	84.37	86.90
Junior Functional Analyst	57.17	58.89	60.66	62.48	64.35	66.28	68.27	70.32	72.43	74.60
Senior Functional Support	42.20	43.47	44.77	46.11	47.49	48.91	50.38	51.89	53.45	55.05
Functional Support	36.00	37.08	38.19	39.34	40.52	41.74	42.99	44.28	45.61	46.98
Junior Functional Support	31.18	32.12	33.08	34.07	35.09	36.14	37.22	38.34	39.49	40.67
Senior Information Analyst	85.76	88.33	90.98	93.71	96.52	99.42	102.40	105.47	108.63	111.89
Information Analyst	71.45	73.59	75.80	78.07	80.41	82.82	85.30	87.86	90.50	93.22
Junior Information Analyst	57.17	58.89	60.66	62.48	64.35	66.28	68.27	70.32	72.43	74.60
Senior Software Engineer	91.00	93.73	96.54	99.44	102.42	105.49	108.65	111.91	115.27	118.73
Software Engineer	65.31	67.27	69.29	71.37	73.51	75.72	77.99	80.33	82.74	85.22
Junior Software Engineer	54.88	56.53	58.23	59.98	61.78	63.63	65.54	67.51	69.54	71.63
Senior Application Programmer	125.07	128.82	132.68	136.66	140.76	144.98	149.33	153.81	158.42	163.17
Application Programmer	107.21	110.43	113.74	117.15	120.66	124.28	128.01	131.85	135.81	139.88
Junior Application Programmer	80.40	82.81	85.29	87.85	90.49	93.20	96.00	98.88	101.85	104.91
Senior Database Management Specialist	116.12	119.60	123.19	126.89	130.70	134.62	138.66	142.82	147.10	151.51
Database Management Specialist	98.26	101.21	104.25	107.38	110.60	113.92	117.34	120.86	124.49	128.22
Junior Database Management Specialist	80.40	82.81	85.29	87.85	90.49	93.20	96.00	98.88	101.85	104.91
Senior Network Engineer	125.07	128.82	132.68	136.66	140.76	144.98	149.33	153.81	158.42	163.17
Network Engineer	107.21	110.43	113.74	117.15	120.66	124.28	128.01	131.85	135.81	139.88
Junior Network Engineer	80.40	82.81	85.29	87.85	90.49	93.20	96.00	98.88	101.85	104.91
Senior Help Desk Specialist	80.40	82.81	85.29	87.85	90.49	93.20	96.00	98.88	101.85	104.91
Help Desk Specialist	71.45	73.59	75.80	78.07	80.41	82.82	85.30	87.86	90.50	93.22
Junior Help Desk Specialist	53.59	55.20	56.86	58.57	60.33	62.14	64.00	65.92	67.90	69.94
Senior Technical Writer	55.00	56.65	58.35	60.10	61.90	63.76	65.67	67.64	69.67	71.76
Technical Writer	38.09	39.23	40.41	41.62	42.87	44.16	45.48	46.84	48.25	49.70
Junior Technical Writer	32.44	33.41	34.41	35.44	36.50	37.60	38.73	39.89	41.09	42.32
Senior Information Assurance Engineer	116.12	119.60	123.19	126.89	130.70	134.62	138.66	142.82	147.10	151.51
Information Assurance Engineer	107.21	110.43	113.74	117.15	120.66	124.28	128.01	131.85	135.81	139.88
Junior Information Assurance Engineer	80.40	82.81	85.29	87.85	90.49	93.20	96.00	98.88	101.85	104.91
Senior Information Assurance Specialist	107.21	110.43	113.74	117.15	120.66	124.28	128.01	131.85	135.81	139.88
Information Assurance Specialist	80.40	82.81	85.29	87.85	90.49	93.20	96.00	98.88	101.85	104.91
Junior Information Assurance Specialist	71.45	73.59	75.80	78.07	80.41	82.82	85.30	87.86	90.50	93.22
Senior Information Privacy Specialist	98.26	101.21	104.25	107.38	110.60	113.92	117.34	120.86	124.49	128.22
Information Privacy Specialist	89.32	92.00	94.76	97.60	100.53	103.55	106.66	109.86	113.16	116.55
Junior Information Privacy Specialist	80.40	82.81	85.29	87.85	90.49	93.20	96.00	98.88	101.85	104.91
Senior Information Resource Management Analyst	98.26	101.21	104.25	107.38	110.60	113.92	117.34	120.86	124.49	128.22
Information Resource Management Analyst	89.32	92.00	94.76	97.60	100.53	103.55	106.66	109.86	113.16	116.55
Junior Information Resource Management Analyst	80.40	82.81	85.29	87.85	90.49	93.20	96.00	98.88	101.85	104.91
Senior IT Systems Analyst	116.12	119.60	123.19	126.89	130.70	134.62	138.66	142.82	147.10	151.51
IT Systems Analyst	107.21	110.43	113.74	117.15	120.66	124.28	128.01	131.85	135.81	139.88
Junior IT Systems Analyst	80.40	82.81	85.29	87.85	90.49	93.20	96.00	98.88	101.85	104.91
Senior Configuration Management Specialist	125.07	128.82	132.68	136.66	140.76	144.98	149.33	153.81	158.42	163.17
Configuration Management Specialist	116.12	119.60	123.19	126.89	130.70	134.62	138.66	142.82	147.10	151.51
Junior Configuration Management Specialist	98.26	101.21	104.25	107.38	110.60	113.92	117.34	120.86	124.49	128.22
Senior Database Administrator	116.12	119.60	123.19	126.89	130.70	134.62	138.66	142.82	147.10	151.51
Database Administrator	107.21	110.43	113.74	117.15	120.66	124.28	128.01	131.85	135.81	139.88
Junior Database Administrator	80.40	82.81	85.29	87.85	90.49	93.20	96.00	98.88	101.85	104.91
Senior Web Designer	98.26	101.21	104.25	107.38	110.60	113.92	117.34	120.86	124.49	128.22
Web Designer	89.32	92.00	94.76	97.60	100.53	103.55	106.66	109.86	113.16	116.55
Junior Web Designer	80.40	82.81	85.29	87.85	90.49	93.20	96.00	98.88	101.85	104.91
Senior Web Software Developer	98.26	101.21	104.25	107.38	110.60	113.92	117.34	120.86	124.49	128.22
Web Software Developer	89.32	92.00	94.76	97.60	100.53	103.55	106.66	109.86	113.16	116.55
Junior Web Software Developer	80.40	82.81	85.29	87.85	90.49	93.20	96.00	98.88	101.85	104.91
Senior Business Process Reengineering Specialist	125.07	128.82	132.68	136.66	140.76	144.98	149.33	153.81	158.42	163.17
Business Process Reengineering Specialist	107.21	110.43	113.74	117.15	120.66	124.28	128.01	131.85	135.81	139.88
Junior Business Process Reengineering Specialist	80.40	82.81	85.29	87.85	90.49	93.20	96.00	98.88	101.85	104.91
Senior Cost Analyst	62.53	64.41	66.34	68.33	70.38	72.49	74.66	76.90	79.21	81.59
Cost Analyst	53.59	55.20	56.86	58.57	60.33	62.14	64.00	65.92	67.90	69.94
Junior Cost Analyst	44.67	46.01	47.39	48.81	50.27	51.78	53.33	54.93	56.58	58.28
Senior Business Architect Designer	125.07	128.82	132.68	136.66	140.76	144.98	149.33	153.81	158.42	163.17
Business Architect Designer	107.21	110.43	113.74	117.15	120.66	124.28	128.01	131.85	135.81	139.88
Junior Business Architect Designer	98.26	101.21	104.25	107.38	110.60	113.92	117.34	120.86	124.49	128.22
Senior Business Analyst	98.26	101.21	104.25	107.38	110.60	113.92	117.34	120.86	124.49	128.22
Business Analyst	89.32	92.00	94.76	97.60	100.53	103.55	106.66	109.86	113.16	116.55
Junior Business Analyst	80.40	82.81	85.29	87.85	90.49	93.20	96.00	98.88	101.85	104.91
Senior Instructor	80.40	82.81	85.29	87.85	90.49	93.20	96.00	98.88	101.85	104.91
Instructor	71.45	73.59	75.80	78.07	80.41	82.82	85.30	87.86	90.50	93.22
Junior Instructor	62.53	64.41	66.34	68.33	70.38	72.49	74.66	76.90	79.21	81.59
Senior IT Analyst	116.12	119.60	123.19	126.89	130.70	134.62	138.66	142.82	147.10	151.51
IT Analyst	107.21	110.43	113.74	117.15	120.66	124.28	128.01	131.85	135.81	139.88
Junior IT Analyst	98.26	101.21	104.25	107.38	110.60	113.92	117.34	120.86	124.49	128.22
Senior Management Analyst	116.12	119.60	123.19	126.89	130.70	134.62	138.66	142.82	147.10	151.51
Management Analyst	107.21	110.43	113.74	117.15	120.66	124.28	128.01	131.85	135.81	139.88
Junior Management Analyst	98.26	101.21	104.25	107.38	110.60	113.92	117.34	120.86	124.49	128.22
Senior Process Modeler	116.12	119.60	123.19	126.89	130.70	134.62	138.66	142.82	147.10	151.51
Process Modeler	107.21	110.43	113.74	117.15	120.66	124.28	128.01	131.85	135.81	139.88
Junior Process Modeler	98.26	101.21	104.25	107.38	110.60	113.92	117.34	120.86	124.49	128.22
Subject Matter Expert 1	202.00	208.06	214.30	220.73	227.35	234.17	241.20	248.44	255.89	263.57
Subject Matter Expert 2	196.00	201.88	207.94	214.18	220.61					

Labor Categories	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10
<b>Work Performed on aXseum Site</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>
Project Director	183.73	189.24	194.92	200.77	206.79	212.99	219.38	225.96	232.74	239.72
Program Manager	140.85	145.08	149.43	153.91	158.53	163.29	168.19	173.24	178.44	183.79
Junior Program Manager	115.79	119.26	122.84	126.53	130.33	134.24	138.27	142.42	146.69	151.09
Senior Project Manager	151.44	155.98	160.66	165.48	170.44	175.55	180.82	186.24	191.83	197.58
Project Manager	139.90	144.10	148.42	152.87	157.46	162.18	167.05	172.06	177.22	182.54
Junior Project Manager	110.16	113.46	116.86	120.37	123.98	127.70	131.53	135.48	139.54	143.73
Senior Analyst	176.04	181.32	186.76	192.36	198.13	204.07	210.19	216.50	223.00	229.69
Analyst	153.60	158.21	162.96	167.85	172.89	178.08	183.42	188.92	194.59	200.43
Junior Analyst	129.90	133.80	137.81	141.94	146.20	150.59	155.11	159.76	164.55	169.49
Senior Program Administration Specialist	57.88	59.62	61.41	63.25	65.15	67.10	69.11	71.18	73.32	75.52
Program Administration Specialist	48.24	49.69	51.18	52.72	54.30	55.93	57.61	59.34	61.12	62.95
Junior Program Administration Specialist	38.59	39.75	40.94	42.17	43.44	44.74	46.08	47.46	48.88	50.35
Senior Functional Analyst	92.62	95.40	98.26	101.21	104.25	107.38	110.60	113.92	117.34	120.86
Functional Analyst	71.92	74.08	76.30	78.59	80.95	83.38	85.88	88.46	91.11	93.84
Junior Functional Analyst	61.74	63.59	65.50	67.47	69.49	71.57	73.72	75.93	78.21	80.56
Senior Functional Support	45.58	46.95	48.36	49.81	51.30	52.84	54.43	56.06	57.74	59.47
Functional Support	38.88	40.05	41.25	42.49	43.76	45.07	46.42	47.81	49.24	50.72
Junior Functional Support	33.67	34.68	35.72	36.79	37.89	39.03	40.20	41.41	42.65	43.93
Senior Information Analyst	92.62	95.40	98.26	101.21	104.25	107.38	110.60	113.92	117.34	120.86
Information Analyst	77.17	79.49	81.87	84.33	86.86	89.47	92.15	94.91	97.76	100.69
Junior Information Analyst	61.74	63.59	65.50	67.47	69.49	71.57	73.72	75.93	78.21	80.56
Senior Software Engineer	98.28	101.23	104.27	107.40	110.62	113.94	117.36	120.88	124.51	128.25
Software Engineer	70.53	72.65	74.83	77.07	79.38	81.76	84.21	86.74	89.34	92.02
Junior Software Engineer	59.27	61.05	62.88	64.77	66.71	68.71	70.77	72.89	75.08	77.33
Senior Application Programmer	135.08	139.13	143.30	147.60	152.03	156.59	161.29	166.13	171.11	176.24
Application Programmer	115.79	119.26	122.84	126.53	130.33	134.24	138.27	142.42	146.69	151.09
Junior Application Programmer	86.83	89.43	92.11	94.87	97.72	100.65	103.67	106.78	109.98	113.28
Senior Database Management Specialist	125.41	129.17	133.05	137.04	141.15	145.38	149.74	154.23	158.86	163.63
Database Management Specialist	106.12	109.30	112.58	115.96	119.44	123.02	126.71	130.51	134.43	138.46
Junior Database Management Specialist	86.83	89.43	92.11	94.87	97.72	100.65	103.67	106.78	109.98	113.28
Senior Network Engineer	135.08	139.13	143.30	147.60	152.03	156.59	161.29	166.13	171.11	176.24
Network Engineer	115.79	119.26	122.84	126.53	130.33	134.24	138.27	142.42	146.69	151.09
Junior Network Engineer	86.83	89.43	92.11	94.87	97.72	100.65	103.67	106.78	109.98	113.28
Senior Help Desk Specialist	86.83	89.43	92.11	94.87	97.72	100.65	103.67	106.78	109.98	113.28
Help Desk Specialist	77.17	79.49	81.87	84.33	86.86	89.47	92.15	94.91	97.76	100.69
Junior Help Desk Specialist	57.88	59.62	61.41	63.25	65.15	67.10	69.11	71.18	73.32	75.52
Senior Technical Writer	59.40	61.18	63.02	64.91	66.86	68.87	70.94	73.07	75.26	77.52
Technical Writer	41.14	42.37	43.64	44.95	46.30	47.69	49.12	50.59	52.11	53.67
Junior Technical Writer	35.04	36.09	37.17	38.29	39.44	40.62	41.84	43.10	44.39	45.72
Senior Information Assurance Engineer	125.41	129.17	133.05	137.04	141.15	145.38	149.74	154.23	158.86	163.63
Information Assurance Engineer	115.79	119.26	122.84	126.53	130.33	134.24	138.27	142.42	146.69	151.09
Junior Information Assurance Engineer	86.83	89.43	92.11	94.87	97.72	100.65	103.67	106.78	109.98	113.28
Senior Information Assurance Specialist	115.79	119.26	122.84	126.53	130.33	134.24	138.27	142.42	146.69	151.09
Information Assurance Specialist	86.83	89.43	92.11	94.87	97.72	100.65	103.67	106.78	109.98	113.28
Junior Information Assurance Specialist	77.17	79.49	81.87	84.33	86.86	89.47	92.15	94.91	97.76	100.69
Senior Information Privacy Specialist	106.12	109.30	112.58	115.96	119.44	123.02	126.71	130.51	134.43	138.46
Information Privacy Specialist	96.47	99.36	102.34	105.41	108.57	111.83	115.18	118.64	122.20	125.87
Junior Information Privacy Specialist	86.83	89.43	92.11	94.87	97.72	100.65	103.67	106.78	109.98	113.28
Senior Information Resource Management Analyst	106.12	109.30	112.58	115.96	119.44	123.02	126.71	130.51	134.43	138.46
Information Resource Management Analyst	96.47	99.36	102.34	105.41	108.57	111.83	115.18	118.64	122.20	125.87
Junior Information Resource Management Analyst	86.83	89.43	92.11	94.87	97.72	100.65	103.67	106.78	109.98	113.28
Senior IT Systems Analyst	125.41	129.17	133.05	137.04	141.15	145.38	149.74	154.23	158.86	163.63
IT Systems Analyst	115.79	119.26	122.84	126.53	130.33	134.24	138.27	142.42	146.69	151.09
Junior IT Systems Analyst	86.83	89.43	92.11	94.87	97.72	100.65	103.67	106.78	109.98	113.28
Senior Configuration Management Specialist	135.08	139.13	143.30	147.60	152.03	156.59	161.29	166.13	171.11	176.24
Configuration Management Specialist	125.41	129.17	133.05	137.04	141.15	145.38	149.74	154.23	158.86	163.63
Junior Configuration Management Specialist	106.12	109.30	112.58	115.96	119.44	123.02	126.71	130.51	134.43	138.46
Senior Database Administrator	125.41	129.17	133.05	137.04	141.15	145.38	149.74	154.23	158.86	163.63
Database Administrator	115.79	119.26	122.84	126.53	130.33	134.24	138.27	142.42	146.69	151.09
Junior Database Administrator	86.83	89.43	92.11	94.87	97.72	100.65	103.67	106.78	109.98	113.28
Senior Web Designer	106.12	109.30	112.58	115.96	119.44	123.02	126.71	130.51	134.43	138.46
Web Designer	96.47	99.36	102.34	105.41	108.57	111.83	115.18	118.64	122.20	125.87
Junior Web Designer	86.83	89.43	92.11	94.87	97.72	100.65	103.67	106.78	109.98	113.28
Senior Web Software Developer	106.12	109.30	112.58	115.96	119.44	123.02	126.71	130.51	134.43	138.46
Web Software Developer	96.47	99.36	102.34	105.41	108.57	111.83	115.18	118.64	122.20	125.87
Junior Web Software Developer	86.83	89.43	92.11	94.87	97.72	100.65	103.67	106.78	109.98	113.28
Senior Business Process Reengineering Specialist	135.08	139.13	143.30	147.60	152.03	156.59	161.29	166.13	171.11	176.24
Business Process Reengineering Specialist	115.79	119.26	122.84	126.53	130.33	134.24	138.27	142.42	146.69	151.09
Junior Business Process Reengineering Specialist	86.83	89.43	92.11	94.87	97.72	100.65	103.67	106.78	109.98	113.28
Senior Cost Analyst	67.53	69.56	71.65	73.80	76.01	78.29	80.64	83.06	85.55	88.12
Cost Analyst	57.88	59.62	61.41	63.25	65.15	67.10	69.11	71.18	73.32	75.52
Junior Cost Analyst	48.24	49.69	51.18	52.72	54.30	55.93	57.61	59.34	61.12	62.95
Senior Business Architect Designer	135.08	139.13	143.30	147.60	152.03	156.59	161.29	166.13	171.11	176.24
Business Architect Designer	115.79	119.26	122.84	126.53	130.33	134.24	138.27	142.42	146.69	151.09
Junior Business Architect Designer	106.12	109.30	112.58	115.96	119.44	123.02	126.71	130.51	134.43	138.46
Senior Business Analyst	106.12	109.30	112.58	115.96	119.44	123.02	126.71	130.51	134.43	138.46
Business Analyst	96.47	99.36	102.34	105.41	108.57	111.83	115.18	118.64	122.20	125.87
Junior Business Analyst	86.83	89.43	92.11	94.87	97.72	100.65	103.67	106.78	109.98	113.28
Senior Instructor	86.83	89.43	92.11	94.87	97.72	100.65	103.67	106.78	109.98	113.28
Instructor	77.17	79.49	81.87	84.33	86.86	89.47	92.15	94.91	97.76	100.69
Junior Instructor	67.53	69.56	71.65	73.80	76.01	78.29	80.64	83.06	85.55	88.12
Senior IT Analyst	125.41	129.17	133.05	137.04	141.15	145.38	149.74	154.23	158.86	163.63
IT Analyst	115.79	119.26	122.84	126.53	130.33	134.24	138.27	142.42	146.69	151.09
Junior IT Analyst	106.12	109.30	112.58	115.96	119.44	123.02	126.71	130.51	134.43	138.46
Senior Management Analyst	125.41	129.17	133.05	137.04	141.15	145.38	149.74	154.23	158.86	163.63
Management Analyst	115.79	119.26	122.84	126.53	130.33	134.24	138.27	142.42	146.69	151.09
Junior Management Analyst	106.12	109.30	112.58	115.96	119.44	123.02	126.71	130.51	134.43	138.46
Senior Process Modeler	125.41	129.17	133.05	137.04	141.15	145.38	149.74	154.23	158.86	163.63
Process Modeler	115.79	119.26	122.84	126.53	130.33	134.24	138.27	142.42	146.69	151.09
Junior Process Modeler	106.12	109.30	112.58	115.96	119.44	123.02	126.71	130.51	134.43	138.46
Subject Matter Expert 1	218.16	224.70	231.44	238.38	245.53	252.90	260.49	268.30	276.35	284.64