

**MASTER AGREEMENT USER INSTRUCTIONS  
FOR  
MANAGED SERVICES  
(LEVERAGED PROCUREMENT)**

**MASTER AGREEMENTS FOR MANAGED SERVICES (MA-SF202126 through MA-SF202153) FOR INFORMATION TECHNOLOGY (IT) SERVICES AND SUPPORT, DISTRIBUTED AMONG FOUR (4) REGIONS – NORTHERN; BAY; CENTRAL; SOUTHERN.**

These Master Agreement User Instructions (User Instructions) are provided by the Judicial Council of California (Judicial Council or JCC) to California judicial branch entities in connection with the work that may be provided by Master Agreement holders, pursuant to Master Agreements awarded by the Judicial Council under RFP-IT-2020-64-RB (such Master Agreement holders collectively referred to in these User Instructions as “Contractors” and individually as “Contractor”).

A California judicial branch entity (JBE) means: any California superior or appellate court (including the Supreme Court), the Judicial Council, and the Habeas Corpus Resource Center.

The Judicial Council issued a Request for Proposal ([RFP-IT-2020-64-RB](#)) in March 2021, seeking Contractors that could provide qualified candidates from a list of Job Classifications and Descriptions. Any JBE that wishes to procure work from a Contractor will be required to enter into an agreement with the Contractor by executing a Participating Addendum to the Master Agreement, after soliciting Requests For Offers (RFOs) and receiving offers from Master Agreement holders.

**Please carefully review these User Instructions, including provisions regarding minimum number of RFOs and dollar amount thresholds. These User Instructions may be amended or updated by the Judicial Council at its discretion.**

**Master Agreement establishing entity:**

Judicial Council of California

**Contact Information for Master Agreement Administrator:**

[ManagedServices@jud.ca.gov](mailto:ManagedServices@jud.ca.gov)

**Copies of all Participating Addendums (and amendments) signed by a JBE must be sent to [ManagedServices@jud.ca.gov](mailto:ManagedServices@jud.ca.gov).**

**USER INSTRUCTIONS CONTENTS:**

- **Exhibit 1 contains the Regional Map showing the four (4) regions.** JBEs will find their Region on this map. Master Agreement Contractor(s) will provide work by Job Classification and within four (4) regions in the State of California. The regions are: Northern; Bay; Central and Southern
- **Exhibit 2, Contractors, Point of Contact (POC), Job Classifications by approved regions.** This list contains the list of Contractors’ contact information and the Job Classifications and Regions they were awarded under their respective Master Agreement.

JBEs will use this exhibit as the guide to send their Request(s) For Offer (RFOs) to the approved Contractor(s) within their Region.

- **MINIMUM NUMBER OF RFOs:** For each project, the JBE is encouraged to submit RFOs to all eligible Contractors and must submit RFOs to at least three (3) eligible Contractors (i.e., Master Agreement Contractors qualified to provide services in the JBE's region and for the applicable Job Classification(s)). If a response to the RFO is not received from a Contractor, the JBE should contact the Contractor to determine why the Contractor did not respond and should document the RFO solicitation in the JBE's procurement file.
- **Exhibit 3, REQUEST FOR OFFER (RFO), template.** JCC recommends that the JBEs use this template to create their Requests for Offer.
- **Attachment 1, Contractor's pricing** by Job Classification and regional coverage. Each JBE must submit its RFOs to a minimum of three (3) approved Contractors within its Region and Job Classification. **NOTE:** There are rates for Senior Resource (greater than 10 years of relevant work experience) and Less-Senior Resource (greater than 3 but less than 10 years of relevant work experience) for all Classifications. **It is the JBE's responsibility to make sure that the Contractors are providing the JBE with the proper NOT TO EXCEED rate based on the number of years and relevant work experience.**
- **Attachment 2, Job Classification Descriptions.** This Attachment describes each Job Classification, and the skill sets to determine Senior or Less-Senior position pricing.

Contractors were awarded by Region and Job Classification based upon competitive pricing; therefore, some Contractors may be able to support a Region but not a specific Job Classification. JBEs may only use Contractors for the Region(s) and Job Classifications awarded to such Contractors. JBEs may not use Contractors that are approved for a Region but who cannot provide the specific Job Classification(s) needed

**Example:** a JBE in the Bay Region needs the services of an Agile Coach. JBE notices that a Contractor has been awarded in all Regions but was not specifically awarded the Agile Coach Job Classification in any Region. As a result, the JBE may not send an RFO to this Contractor, because this Job Classification was not awarded to them, meaning they aren't authorized to provide this specific Job Classification.

- **Attachment 3, Participating Addendum.**

**ELIGIBLE USERS:** Only California judicial branch entities are eligible to procure under a Master Agreement. A California judicial branch entity (JBE) means: any California superior or appellate court (including the Supreme Court), the Judicial Council, and the Habeas Corpus Resource Center. Procurement pursuant to a Master Agreement involves the RFO process (set forth below) as well as the JBE entering into a Participating Addendum with the Master Agreement holder.

**TERM:** The Master Agreements have an initial 3-year term. There are three (3) additional one-year Option Terms, for a potential maximum term of six (6) years. Each of the option terms may only be exercised at the JCC's sole discretion. All terms are as listed below:

- **November 1, 2021 through October 31, 2024 (“Initial Term”).**
- **November 1, 2024 through October 31, 2025 (“First Option Term”).**
- **November 1, 2025 through October 31, 2026 (“Second Option Term”).**
- **November 1, 2026 through October 31, 2027 (“Third Option Term”).**

**Each JBE is responsible for keeping track of when each Master Agreement expires. The term of a Participating Addendum may not extend beyond the expiration date of the Master Agreement.**

Upon the expiration date of a Master Agreement, following the Initial Term or exercise of all option terms listed above (to the extent that one or more option terms are exercised), a JBE may not enter into any new Participating Addendum with the Contractor.

JBEs may contact the Master Agreement Administrator listed on page 1 of these User Instructions to confirm whether a Master Agreement has expired or remains effective.

**DOLLAR AMOUNT THRESHOLDS:**

**If a JBE is planning any project, RFO, or Participating Addendum that exceeds an estimated or actual total amount of \$2,000,000 or more (including all amendments), please provide advance written notice to the Master Agreement Administrator listed on page 1 of these User instructions.**

**Notice to State Auditor, Department of Technology.** In addition to the foregoing, please note that Public Contract Code section 19204(a) requires, in part, that notification of certain high dollar value contracts be made to the State Auditor and the Department of Technology:

- All contracts with total cost estimated at more than one million dollars (\$1,000,000), except contracts covered by Section 68511.9 of the Government Code, shall be subject to the review and recommendations of the State Auditor to ensure compliance with this part. All judicial branch entities shall notify the State Auditor, in writing, of the existence of any such contracts within 10 business days of entering the contract.
- In addition, all administrative and infrastructure information technology projects of the Judicial Council or the courts with total costs estimated at more than five million dollars (\$5,000,000) shall be subject to the reviews and recommendations of the California Department of Technology, as specified in Section 68511.9 of the Government Code.

## 1. Master Agreement / Participating Addendum

JBEs should first carefully review the Master Agreement for each Contractor in their Region to determine whether procuring under the Master Agreement is consistent with the JBE's needs and requirements. To the extent that the JBE seeks to procure anything that is outside the scope of the Master Agreement, the JBE must conduct a separate procurement in accordance with the Judicial Branch Contract Law, the *Judicial Branch Contracting Manual*, and other applicable laws. The Judicial Council makes no representations or warranties regarding these User Instructions or any Master Agreement. Each JBE is solely responsible for its compliance with these User Instructions, the Master Agreement, and all applicable laws.

Reminder: The JBE is responsible for compliance with contractors licensing laws and prevailing wage laws. JBE must determine if the scope of work requires a contractor license and/or a Department of Industrial Relations (DIR) registration number for prevailing wage projects. Contractor license and DIR registration numbers (when required) must be verified by the JBE prior to entering a Participating Addendum with a Contractor.

For more information on contractors' licenses and prevailing wage, please see the following links:

<https://www.cslb.ca.gov/>

<https://www.dir.ca.gov/Public-Works/PublicWorks.html>

The JBE should select the Contractor(s) that best meets the JBE's individual IT requirements and provides the best value to the JBE in accordance with the Request for Offer (RFO) process, as described below.

Based on the terms and conditions of the Master Agreement, each Participating Addendum will set forth the specific services to be provided to the individual JBE and will describe the schedule and fees for the services. Each Participating Addendum will constitute a separate independent contract between the Contractor and the JBE signing the Participating Addendum but shall be subject to and governed by the terms of the Master Agreement. Master Agreements will be nonexclusive and a JBE may execute other Participating Addendums for the same or similar services with multiple Contractors.

**Copies of all Participating Addendums (and amendments) executed by a JBE and a Contractor must be sent to the Master Agreement Administrator listed on page 1 of these User Instructions and below:**

[ManagedServices@jud.ca.gov](mailto:ManagedServices@jud.ca.gov)

## 2. Ordering Instructions / RFO Process:

Below are the procedures for contracting for services pursuant to a Master Agreement.

**RFO Process:** A JBE may select the Master Agreement Holder that holds a Master Agreement for the Job Classification(s) in the Region in which the JBE is located, best meets the JBE's

individual IT project requirements, and provides the best value to the JBE in accordance with this Request for Offer (RFO) process, including the RFO evaluation criteria.

a. Initiation: The JBE will develop an RFO (see **Exhibit 3**, for a RFO sample template). Once the RFO is developed, the JBE will send the RFO to the Contractor(s) in the Region where the JBE is located. **For each Job Classification, the JBE must submit a minimum of three (3) RFOs, to the Contractors within the Region as described above. If a response to the RFO is not received from a Contractor, the JBE should contact the Contractor to determine why the Contractor did not respond, and document that an RFO was submitted to the Contractor, in the JBE's procurement file. JBEs are encouraged to submit RFOs to more than three eligible Contractors, if possible.**

**In order to procure through the Master Agreement and sign a Participating Addendum, the JBE must receive at least one RFO offer.**

JBEs may target Contractors located anywhere throughout California capable of remotely performing the requested work under an RFO, provided that Contractor has signed a Master Agreement with the JCC covering remote work for that Region. For example, a JBE in Southern California may determine that a Contractor physically located in the Bay Area, but with a Master Agreement to provide the desired work in Southern California because its IT consultants can remotely perform such work (i.e., the consultants can provide the work for the JBE in Southern California virtually from the Bay Area or any other Region without having to physically be on location in Southern California), best meets its needs.

Contractors that were not awarded a specific Job Classification and/or Region are not eligible to provide services for those Classifications and/or Regions.

b. Developing the RFO – JBE and Contractor

i. Part 1, Requirements, of the RFO, will be developed by the JBE. It will identify the specific Job Classification and Region that are required for the IT Project and or Services, including the estimated duration of the project or services, and estimated number of hours.

ii. Part 2, Proposed Candidate Qualification, of the RFO, will be filled out by the Contractor. Contractor will thoroughly and completely describe a Job Classification candidate's expertise, technical competence, past work performance, and ability to meet the requirements of the RFO. Usually this is done through submission of the candidate's resume.

iii. Part 3, Proposed Costs, of the RFO, will be filled out by the Contractor. This section should generally include the hourly rates by Job Classification and Region listed on **Attachment 1**. NOTE: The rates in **Attachment 1** are NOT TO EXCEED rates. The Contractor may offer lower rates but may not offer rates higher than what appears in **Attachment 1**. The JBE may also negotiate lower rates than the NOT TO EXCEED rates.

c. Clarification of an RFO: In the event a Contractor seeks clarification of an RFO, the Contractor should submit such questions, unless directed otherwise, by email to the JBE's issuing mailbox (or email address) by the due date and time for questions set forth in the RFO.

d. Contractor's Submission of Offers in response to the JBE's RFO

i. Offers are due by the due date and time set forth in the RFO. The JBE should ensure that RFOs are date-stamped upon receipt. The JBE may require offers to be submitted in hard copy or electronically, or both. Only written offers may be submitted.

ii. If hard copy, the JBE must provide its mailing address, including contact name. The JBE should request the Contractor to include the RFO number in its RFO offer. The JBE may request that the Contractor provide more than one hard copy of its offer and/or request the offer be submitted on a thumb drive or other media.

e. JBE's Evaluation of the RFO Offer

i. Offers received by the due date and time specified in the RFO will be evaluated using the criteria specified in RFO.

ii. In accordance with the criteria set forth in the RFO, the JBE will conduct a preliminary evaluation of the candidates submitted in the offers. The JBE will then develop a list of the top-ranked candidates to be interviewed, if applicable, and communicate such list to the applicable Contractor(s). Ideally, there will be several top-ranked candidates to be interviewed. The JBE should notify Contractors whose candidates were not selected.

iii. As established in the RFO, the JBE may conduct interviews of the top-ranked candidates to clarify, among other items, aspects set forth in the Contractor's RFO offer specific to the candidate, and to determine the candidate's technical competence and communications skills.

iv. Reminders: (i) under Rule of Court 10.500, documents relating to the RFO, scoring and evaluation process may be subject to disclosure; and (ii) if subcontractors are proposed, reconfirm that the subcontractor has been approved by the Judicial Council for the Master Agreement.

f. Selection and Execution of a Participating Addendum

i. After evaluation of the candidates presented in the offers to the RFO from the applicable Contractors, the JBE will select the offer that best meets the needs of and provides the best value to the JBE. Following its selection, the JBE will draft, negotiate and execute a new Participating Addendum with the Contractor (in the form attached as Attachment 3 to these User Instructions). Each Participating Addendum should include a description of the work, including but not limited to, for example, provisions regarding pricing, and descriptions of deliverables. Note: If the JBE has an existing Participating Addendum with the selected vendor the new scope of services should be appended, an additional Participating Addendum would not be needed.

ii. Each Participating Addendum is governed by the Master Agreement. A Participating Addendum may not alter or conflict with the terms of the Master Agreement or exceed the scope of services provided in the Master Agreement.

The term of a Participating Addendum may not extend beyond the expiration date of the Master Agreement. For items that are beyond the scope of the Master Agreements, it may be necessary to solicit for other items (e.g., goods, including hardware or software), using other solicitation vehicles such as RFQs or RFPs.

Note: if a work order or other ordering document is used to order work pursuant to a Participating Addendum, make sure that the document's provisions are within the scope of and do not conflict with the provisions of the RFO, Participating Addendum, and Master Agreement.

g. Notification of Award to Contractors

i. After the JBE has selected the Contractor and Contractor's candidate, it is recommended that the JBE send an email notification to the original RFO distribution list to notify Contractors that the JBE has made the selection. The level of detail provided in the email notification is up to the JBE. Example, the JBE can simply announce to the Contractors and award has been made for RFO #123456; OR the JBE can provide more details announcing the selected Contractor's name

### 3. Compensation

The Master Agreement, **Attachment 1, Contractor's Pricing**, contains the maximum hourly rates by Region and Job Classification. Unless otherwise stated, the hourly rates in this Attachment are not inclusive of travel expenses. The JBEs are encouraged to negotiate lower rates whenever possible. However, the Contractor may not charge higher rates than what appears under the Job Classifications that were awarded to Contractor. Each JBE is solely responsible for the ordering, acceptance of, and payment for services.

### 4. Miscellaneous Information

- A. The Master Agreements are posted online at:  
<https://www.courts.ca.gov/procurementservices.htm>  
Under the IT Managed Services tab.
- B. Contact the Master Agreement Administrator listed on page 1 of these User Instructions, currently by email at [ManagedServices@jud.ca.gov](mailto:ManagedServices@jud.ca.gov), if the JBE has questions, issues or concerns.
- C. JBEs may contact JCC's Legal Services if they need any legal assistance with the contract provisions or in the execution of a Participating Addendum with a Contractor. Contact John Prestianni, Supervising Attorney, by email at [John.Prestianni@jud.ca.gov](mailto:John.Prestianni@jud.ca.gov).
- D. All amendments to a Master Agreement will be posted at  
<https://www.courts.ca.gov/procurementservices.htm> with the Master Agreement.

EXHIBIT 1 – REGIONAL MAP





**EXHIBIT 2  
CONTRACTORS, POINT OF CONTACT, JOB CLASSIFICATIONS, APPROVED  
REGIONS**

Below is the list of all the Contractors who have been awarded the IT Consulting Managed Services Master Agreement. The list includes each Contractors Company name, address, Point of Contact (POC), phone number and email address. The JBEs will use this information to send your RFO's to. Additionally, the list provides the Job Classification(s) that were awarded to the Contractor and the Region they're authorized to support. JBEs must not award RFO's for Job Classifications and/or Regions that a Contractor is not authorized for.

**22<sup>nd</sup> Century Technologies, Inc.**  
**8251 Greensboro Drive, Suite 900**  
**McLean, VA 22102**  
**POC:** Harvey Parker, Account Manager  
**Email:** [response@tscti.com](mailto:response@tscti.com)  
**Phone:** 888-998-7284

Agile Coach, Application Architect, Application Support Analyst, Application Tester, Back End Web Developer, Business Processing Re-engineering, Business Systems Analyst, Cloud Architect, Cloud Engineer, Content Designer, Content Strategist, Data Analyst, Data Engineer, Data Modeler, Data Scientist, Database Administrator, Delivery Manager, Desktop Support Technician, Enterprise Architect, Enterprise Content Management (ECM) Administrator, ETL Tool Developer, Front End Web Developer, Information Security Specialist, Infrastructure Engineer, Infrastructure Architect, Integrated Workplace Management System (IWMS) Analyst, IT Governance SME, IT Infrastructure SME, IT Program Manager, Network Administrator, Network Engineer, Programmer, Project Manager, Quality Assurance (QA) Analyst, Report Writer, SAP Basis Engineer, Security Analyst, Security Engineer, Senior Business Systems Analyst, Senior Project Manager, Senior Software Developer, Senior Technical Lead, Service Delivery Manager, Service Desk Analyst, Systems Administrator, Technical Analyst, Technical Lead, Technical Writer, Telecommunications Engineer, Trial Court Case Management System (CMS) Analyst, Trial Court Case Management System (CMS) Integrator, User Experience (UX) and Graphic Designer, User Researcher, Visual Designer, Senior Audio Visual Technician, Audio Visual Technician – *All Regions*

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**3Di, Inc.**  
**3 Pointe Drive, Suite 307**  
**Brea, CA 92821**  
**POC:** Carols Culebro  
**Email:** [Carlos.Culebro@3disystems.com](mailto:Carlos.Culebro@3disystems.com)  
**Email to submit RFO's to:** [marketing@3disystems.com](mailto:marketing@3disystems.com)  
**Phone:** 203-449-8839

Agile Coach, Application Support Analyst, Back End Web Developer, Business Systems Analyst, Content Designer, Data Analyst, Data Engineer, Data Modeler, Data Scientist, Database Administrator, Desktop Support Technician, Enterprise Architect, ETL Tool Developer, Front End Web Developer, Information Security Specialist, Infrastructure Engineer, Infrastructure Architect, IT Program Manager, Network Administrator, Network Engineer, Programmer, Project Manager,

IT Consulting Managed Services

Quality Assurance (QA) Analyst, Report Writer, SAP Basis Engineer, Security Analyst, Security Engineer, Senior Business Systems Analyst, Senior Project Manager, Senior Software Developer, Senior Technical Lead, Service Delivery Manager, Systems Administrator, Technical Analyst, Technical Lead, Technical Writer, User Experience (UX) and Graphic Designer – **All Regions**

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**Accend Networks**

**75 E. Santa Clara Street, Suite 600**

**San Jose, CA 95113**

**POC:** Paula Wong, President

**Email:** paula@accendnetworks.com

**Phone:** 408-784-2345, General 855-822-2363 Ext 1

Cloud Architect, Cloud Engineer, Data Analyst, Database Administrator, Desktop Support Technician, Enterprise Architect, Information Security Specialist, Infrastructure Engineer, Infrastructure Architect, IT Infrastructure SME, Network Administrator, Network Engineer, Security Analyst, Security Engineer, Senior Technical Lead, Systems Administrator, Technical Analyst, Technical Lead, Telecommunications Engineer, Senior Audio Visual Technician, Audio Visual Technician – **All Regions**

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**Alliance Resource Group, Inc. (ARG)**

**385 S Lemon Ave, Suite E381**

**Walnut, CA 91789**

**POC:** Lola Ramirez

**Email:** [lola@aregrp.com](mailto:lola@aregrp.com)

**Phone:** (949) 422-9711

Agile Coach, Application Architect, Application Support Analyst, Application Tester, Back End Web Developer, Business Processing Re-engineering, Business Systems Analyst, Cloud Architect, Cloud Engineer, Content Designer, Content Strategist, Data Analyst, Data Engineer, Data Modeler, Data Scientist, Database Administrator, Delivery Manager, Enterprise Architect, Enterprise Content Management (ECM) Administrator, ETL Tool Developer, Front End Web Developer, Information Security Specialist, Infrastructure Engineer, Infrastructure Architect, Integrated Workplace Management System (IWMS) Analyst, IT Governance SME, IT Infrastructure SME, IT Program Manager, Network Engineer, Programmer, Project Manager, Quality Assurance (QA) Analyst, Report Writer, SAP Basis Engineer, Security Analyst, Security Engineer, Senior Business Systems Analyst, Senior Project Manager, Senior Software Developer, Senior Technical Lead, Service Delivery Manager, Service Desk Analyst, Systems Administrator, Technical Analyst, Technical Lead, Technical Writer, Telecommunications Engineer, User Experience (UX) and Graphic Designer, User Researcher, Visual Designer – **All Regions**

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IT Consulting Managed Services

**Ampcus Inc.**

**14900 Conference Center Drive, Suite 500**

**Chantilly, VA 20151**

**POC:** Mr. Charles McMahon, Executive Vice President

**Email:** [jcc@ampcus.com](mailto:jcc@ampcus.com)

**Email to Submit RFO's to:** [jcc@ampcus.com](mailto:jcc@ampcus.com)

**Phone:** Direct Dial Phone Number – (571) 723-6945;

General Phone Number - 703-637-7299 X 116

Technical Analyst – **Bay & Central Regions**

Integrated Workplace Management System (IWMS) Analyst, Service Delivery Manager, Systems Administrator, Visual Designer – **Northern, Central & Southern Regions**

Agile Coach, Application Architect, Application Support Analyst, Application Tester, Back End Web Developer, Business Processing Re-engineering, Business Systems Analyst, Cloud Architect, Cloud Engineer, Content Designer, Content Strategist, Data Analyst, Data Engineer, Data Modeler, Data Scientist, Database Administrator, Delivery Manager, Desktop Support Technician, Enterprise Architect, ETL Tool Developer, Front End Web Developer, Information Security Specialist, Infrastructure Engineer, Infrastructure Architect, IT Governance SME, IT Infrastructure SME, IT Program Manager, Network Administrator, Network Engineer, Programmer, Project Manager, Quality Assurance (QA) Analyst, Report Writer, SAP Basis Engineer, Security Analyst, Security Engineer, Senior Business Systems Analyst, Senior Project Manager, Senior Software Developer, Senior Technical Lead, Technical Lead, Technical Writer, Telecommunications Engineer, Trial Court Case Management System (CMS) Analyst, Trial Court Case Management System (CMS) Integrator, User Experience (UX) and Graphic Designer, User Researcher, Senior Audio Visual Technician, Audio Visual Technician – **All Regions**

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**Artizen, Inc.**

**460 City Center Drive**

**Rohnert Park, CA 94928**

**POC:** Pietro Obert; Senior Talent Acquisition Manager/Technical Resources

**Email:** [pietro@artizen.com](mailto:pietro@artizen.com)

**Submit RFO's to:** [jcc@artizen.com](mailto:jcc@artizen.com)

**Phone:** direct dial phone number: (415) 987-0439; general phone number: (707) 595-5998

Content Designer, User Researcher – **Central Region**

Technical Lead, Trial Court Case Management System (CMS) Integrator, Visual Designer – **Northern & Central Regions**

Technical Analyst – **Northern, Bay & Central Regions**

Application Architect, Content Strategist, Database Administrator, Enterprise Content Management (ECM) Administrator, IT Program Manager, Network Engineer, Project Manager, Senior Project Manager, Service Delivery Manager, Senior Audio Visual Technician, Audio Visual Technician- **Northern, Central & Southern Regions**

Application Support Analyst, Application Tester, Back End Web Developer, Business Processing Re-engineering, Business Systems Analyst, Cloud Architect, Cloud Engineer, Data Analyst, Data Engineer, Data Modeler, Data Scientist, Delivery Manager, Desktop Support Technician, Enterprise Architect, ETL Tool Developer, Front End Web Developer, Infrastructure Engineer, Infrastructure Architect, IT Governance SME, IT Infrastructure SME, Network Administrator, Programmer, Quality Assurance (QA) Analyst, Report Writer, Security Analyst, Senior Business Systems

IT Consulting Managed Services

Analyst, Senior Software Developer, Service Desk Analyst, Systems Administrator, Technical Writer, Telecommunications Engineer, Trial Court Case Management System (CMS) Analyst, User Experience (UX) and Graphic Designer– *All Regions*

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**Atomogy Corporation**

**2937 Veneman Avenue, Suite B-155**

**Modesto, CA 95356**

**POC:** Hemang Vyas, President

**Email:** [hvyas@atomogy.org](mailto:hvyas@atomogy.org)

**Phone:** - Direct Phone - 714-376-1739; General Phone - 209-523-0033 x222

Application Architect, Application Support Analyst, Application Tester, Back End Web Developer, Business Processing Re-engineering, Business Systems Analyst, Data Analyst, Data Engineer, Data Modeler, Data Scientist, Database Administrator, Enterprise Architect, Enterprise Content Management (ECM) Administrator, ETL Tool Developer, Front End Web Developer, Information Security Specialist, Programmer, Quality Assurance (QA) Analyst, Report Writer, Security Analyst, Security Engineer, Senior Business Systems Analyst, Senior Software Developer, Senior Technical Lead, Technical Analyst, Technical Lead, Technical Writer, User Experience (UX) and Graphic Designer, User Researcher – *Northern, Bay & Central Regions*

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**BM Associates, Inc.**

**9783 Swan Lake Drive**

**Granite Bay, CA 95746**

**POC:** SENTHIL K MUNIAPPAN, CEO

**Email:** [senthil@bmassociates.com](mailto:senthil@bmassociates.com) and [JCCREQS@BMASSOCIATES.COM](mailto:JCCREQS@BMASSOCIATES.COM)

**Phone:** Direct: 810-423-4279

**General: 916-580-3623**

Back End Web Developer, Business Processing Re-engineering, Business Systems Analyst, Cloud Architect, Cloud Engineer, Content Designer, Content Strategist, Data Analyst, Data Engineer, Data Modeler, Data Scientist, Database Administrator, Delivery Manager, Enterprise Architect, Enterprise Content Management (ECM) Administrator, ETL Tool Developer, Front End Web Developer, Information Security Specialist, Infrastructure Engineer, Infrastructure Architect, Integrated Workplace Management System (IWMS) Analyst, IT Governance SME, IT Infrastructure SME, IT Program Manager, Network Administrator, Network Engineer, Programmer, Project Manager, Quality Assurance (QA) Analyst, Report Writer, SAP Basis Engineer, Security Analyst, Security Engineer, Senior Business Systems Analyst, Senior Project Manager, Senior Software Developer, Senior Technical Lead, Service Delivery Manager, Systems Administrator, Technical Analyst, Technical Lead, Technical Writer, Telecommunications Engineer, Trial Court Case Management System (CMS) Analyst, Trial Court Case Management System (CMS) Integrator, User Experience (UX) and Graphic Designer, User Researcher – *All Regions*

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IT Consulting Managed Services

**CCS Global Tech**

**13475 Danielson Street, Suite 230**

**Poway, CA 92064**

**POC:** Joe Arakkal, Sr. Vice President (Government Business Unit)

**Email:** [Gov@ccsglobaltech.com](mailto:Gov@ccsglobaltech.com)

**Phone:** **Office**– 858-435-0422; **Mobile** – 646-707-7786

Agile Coach, Application Architect, Application Support Analyst, Application Tester, Back End Web Developer, Business Systems Analyst, Cloud Architect, Cloud Engineer, Content Designer, Content Strategist, Data Analyst, Data Engineer, Data Modeler, Data Scientist, Database Administrator, Desktop Support Technician, Enterprise Architect, Enterprise Content Management (ECM) Administrator, ETL Tool Developer, Information Security Specialist, Infrastructure Engineer, Infrastructure Architect, IT Infrastructure SME, IT Program Manager, Network Administrator, Network Engineer, Programmer, Project Manager, Quality Assurance (QA) Analyst, Report Writer, SAP Basis Engineer, Security Analyst, Security Engineer, Senior Business Systems Analyst, Senior Project Manager, Senior Software Developer, Senior Technical Lead, Service Delivery Manager, Service Desk Analyst, Systems Administrator, Technical Analyst, Technical Lead, Technical Writer, Telecommunications Engineer, User Experience (UX) and Graphic Designer, Visual Designer – **All Regions**

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**Cloud Consulting Services Inc.**

**11 Falcon Hills Drive**

**Highlands Ranch, CO 80126**

**POC:** Gyan Saxena, President

**Email:** [contact@cloudconsultingservicesinc.com](mailto:contact@cloudconsultingservicesinc.com)

**Email to submit RFO's to:** [StateLocal@CLOUDCONSULTINGSERVICESINC.COM](mailto:StateLocal@CLOUDCONSULTINGSERVICESINC.COM)

**Phone:** mobile: 303-668-4926 (C); Office: 303-443-1062 (w)

Back End Web Developer – **Central Region**

Delivery Manager, Desktop Support Technician, Infrastructure Engineer, Integrated Workplace Management System (IWMS) Analyst, Trial Court Case Management System (CMS) Analyst, User Researcher, Audio Visual Technician– **Northern & Central Regions**

Application Tester – **Northern, Bay & Central Regions**

Report Writer – **Northern, Central & Southern Regions**

Agile Coach, Application Support Analyst, Cloud Architect, Cloud Engineer, Data Modeler, Data Scientist, Enterprise Architect, Infrastructure Architect, IT Governance SME, IT Infrastructure SME, Network Administrator, SAP Basis Engineer, Security Analyst, Senior Technical Lead, Service Delivery Manager, Systems Administrator, Technical Analyst, Technical Lead, User Experience (UX) and Graphic Designer, Visual Designer, Senior Audio Visual Technician– **All Regions**

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IT Consulting Managed Services

**DatamanUSA, LLC.**

**6890 S Tucson Way, Suite 100**

**Centennial, CA 80112**

**POC: NIDHI SAXENA, PRESIDENT**

**Email: [CONTACT@DATAMANUSA.COM](mailto:CONTACT@DATAMANUSA.COM)**

**Email to submit RFO's to: [JCC@DATAMANUSA.COM](mailto:JCC@DATAMANUSA.COM)**

**Phone: Mobile 720-201-5617, General 720-248-3110**

Data Analyst – *Northern Region*

Service Desk Analyst – *Bay Region*

Back End Web Developer, ETL Tool Developer, Security Engineer – *Central Region*

Quality Assurance (QA) Analyst, Senior Project Manager, Trial Court Case Management System (CMS) Integrator– *Northern & Central Regions*

Technical Writer – *Northern, Bay & Central Regions*

Business Processing Re-engineering, Data Modeler, Project Manager, Senior Software Developer – *Northern, Central & Southern Regions*

Agile Coach, Application Architect, Application Support Analyst, Application Tester, Business

Systems Analyst, Cloud Architect, Cloud Engineer, Content Designer, Data Engineer, Data

Scientist, Database Administrator, Delivery Manager, Desktop Support Technician, Enterprise

Architect, Enterprise Content Management (ECM) Administrator, Infrastructure Engineer,

Infrastructure Architect, Integrated Workplace Management System (IWMS) Analyst, IT

Governance SME, IT Infrastructure SME, IT Program Manager, Network Administrator, Network

Engineer, Report Writer, SAP Basis Engineer, Security Analyst, Senior Technical Lead, Service

Delivery Manager, Systems Administrator, Technical Analyst, Technical Lead, Trial Court Case

Management System (CMS) Analyst, User Experience (UX) and Graphic Designer, User

Researcher, Visual Designer, Senior Audio Visual Technician, Audio Visual Technician– *All*

*Regions*

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**DPP Tech, Inc.**

**1390 Market St., Suite 200,**

**San Francisco, CA 94102**

**POC: Mitchell Spector**

**Email: [mitchell@dpptech.com](mailto:mitchell@dpptech.com)**

**Email to submit RFO's to: [pm@dpptech.com](mailto:pm@dpptech.com)**

**Phone: (209) 640-3422**

Audio Visual Technician – *Northern, Central & Southern Regions*

Agile Coach, Application Architect, Application Support Analyst, Application Tester, Back End

Web Developer, Business Processing Re-engineering, Business Systems Analyst, Cloud Architect,

Cloud Engineer, Content Designer, Content Strategist, Data Analyst, Data Engineer, Data Modeler,

Data Scientist, Database Administrator, Delivery Manager, Desktop Support Technician, Enterprise

Architect, Enterprise Content Management (ECM) Administrator, ETL Tool Developer, Front End

Web Developer, Information Security Specialist, Infrastructure Engineer, Infrastructure Architect,

Integrated Workplace Management System (IWMS) Analyst, IT Governance SME, IT Infrastructure

SME, IT Program Manager, Network Administrator, Network Engineer, Programmer, Project

Manager, Quality Assurance (QA) Analyst, Report Writer, SAP Basis Engineer, Security Analyst,

Security Engineer, Senior Business Systems Analyst, Senior Project Manager, Senior Software

Developer, Senior Technical Lead, Service Delivery Manager, Service Desk Analyst, Systems

09/07/2021

IT Consulting Managed Services

Administrator, Technical Analyst, Technical Lead, Technical Writer, Telecommunications Engineer, Trial Court Case Management System (CMS) Analyst, Trial Court Case Management System (CMS) Integrator, User Experience (UX) and Graphic Designer, User Researcher, Visual Designer, Senior Audio Visual Technician – **All Regions**

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**eJAmerica**

**1691 Kettering, Suite 106**

**Irvine, CA 92614**

**POC: Erik Pacheco**

**Email: [rfp@ejamerica.com](mailto:rfp@ejamerica.com)**

**POC's Phone: (949) 542-5020;**

**General 800-259-9578 or 949-538-7800**

Agile Coach, Application Architect, Application Support Analyst, Application Tester, Back End Web Developer, Business Processing Re-engineering, Business Systems Analyst, Cloud Architect, Cloud Engineer, Content Designer, Content Strategist, Data Analyst, Data Engineer, Data Modeler, Data Scientist, Database Administrator, Delivery Manager, Desktop Support Technician, Enterprise Architect, Enterprise Content Management (ECM) Administrator, ETL Tool Developer, Front End Web Developer, Information Security Specialist, Infrastructure Engineer, Infrastructure Architect, Integrated Workplace Management System (IWMS) Analyst, IT Governance SME, IT Infrastructure SME, IT Program Manager, Network Administrator, Network Engineer, Programmer, Project Manager, Quality Assurance (QA) Analyst, Report Writer, SAP Basis Engineer, Security Analyst, Security Engineer, Senior Business Systems Analyst, Senior Project Manager, Senior Software Developer, Senior Technical Lead, Service Delivery Manager, Service Desk Analyst, Systems Administrator, Technical Analyst, Technical Lead, Technical Writer, Telecommunications Engineer, Trial Court Case Management System (CMS) Analyst, Trial Court Case Management System (CMS) Integrator, User Experience (UX) and Graphic Designer, User Researcher, Visual Designer, Senior Audio Visual Technician, Audio Visual Technician – **All Regions**

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**Global Justice Solutions, LLC**

**355 South Grand Avenue, Suite 2450, PMB# 845**

**Los Angeles, CA 90071**

**POC: Akbar Farook, CEO**

**Email: [akbar.farook@globaljusticesolutions.us](mailto:akbar.farook@globaljusticesolutions.us)**

**Phone - 703-629-0012, General Number - 703-842-2343**

Back End Web Developer, User Researcher – **Central Region**

Audio Visual Technician – **Northern Region**

Application Architect, Business Processing Re-engineering, Data Engineer, Enterprise Content Management (ECM) Administrator, IT Program Manager, Network Administrator, Programmer, Project Manager. SAP Basis Engineer, Security Analyst, Security Engineer, Senior Business Systems Analyst, Senior Project Manager, Senior Software Developer, Senior Technical Lead, Service Delivery Manager, Systems Administrator, Trial Court Case Management System (CMS) Analyst, Trial Court Case Management System (CMS) Integrator– **Northern & Central Regions**  
Agile Coach, Technical Analyst, Technical Writer – **Northern, Bay & Central Regions**  
Report Writer – **Northern, Central & Southern Regions**

IT Consulting Managed Services

Application Support Analyst, Application Tester, Business Systems Analyst, Cloud Architect, Cloud Engineer, Content Designer, Data Analyst, Data Modeler, Data Scientist, Database Administrator, Desktop Support Technician, Enterprise Architect, ETL Tool Developer, Information Security Specialist, Infrastructure Engineer, Infrastructure Architect, IT Governance SME, IT Infrastructure SME, Network Engineer, Quality Assurance (QA) Analyst, Technical Lead, Telecommunications Engineer – **All Regions**

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**Infojini, Inc.**

**10015 Old Columbia Road, Suite B215**

**Columbia, MD 21046**

**POC: Sandeep Harjani, Account Manager**

**Email: [jccaccountmanager@infojiniconsulting.com](mailto:jccaccountmanager@infojiniconsulting.com)**

**Email to submit RFO's to: [statebids@infojiniconsulting.com](mailto:statebids@infojiniconsulting.com)**

**Phone: 443-257-0086 (direct)**

Agile Coach, Application Architect, Application Support Analyst, Application Tester, Back End Web Developer, Business Processing Re-engineering, Business Systems Analyst, Cloud Architect, Cloud Engineer, Content Designer, Content Strategist, Data Analyst, Data Engineer, Data Modeler, Data Scientist, Database Administrator, Delivery Manager, Desktop Support Technician, Enterprise Architect, Enterprise Content Management (ECM) Administrator, ETL Tool Developer, Front End Web Developer, Information Security Specialist, Infrastructure Engineer, Infrastructure Architect, Integrated Workplace Management System (IWMS) Analyst, IT Governance SME, IT Infrastructure SME, IT Program Manager, Network Administrator, Network Engineer, Programmer, Project Manager, Quality Assurance (QA) Analyst, Report Writer, SAP Basis Engineer, Security Analyst, Security Engineer, Senior Business Systems Analyst, Senior Project Manager, Senior Software Developer, Senior Technical Lead, Service Delivery Manager, Service Desk Analyst, Systems Administrator, Technical Analyst, Technical Lead, Technical Writer, Telecommunications Engineer, Trial Court Case Management System (CMS) Analyst, Trial Court Case Management System (CMS) Integrator, User Experience (UX) and Graphic Designer, User Researcher, Visual Designer, Senior Audio Visual Technician, Audio Visual Technician – **All Regions**

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**InnoActive Group**

**1 Avenue of the Palms, Suite 16B**

**San Francisco, CA 94103**

**POC: Sean Wahidi**

**EMAIL: [swahidi@innoactivegroup.com](mailto:swahidi@innoactivegroup.com)**

**Phone: (925) 334-4971**

Application Architect, Application Support Analyst, Application Tester, Business Systems Analyst, Data Analyst, Database Administrator, Desktop Support Technician, Enterprise Architect, Project Manager, Senior Business Systems Analyst, Senior Project Manager, Senior Technical Lead, Service Desk Analyst, Systems Administrator, Technical Analyst, Technical Lead – **Bay Region**

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IT Consulting Managed Services

**LanceSoft, Inc.**

**13454 Sunrise Valley Drive, Suite 120**

**Herndon, VA 20171**

**POC: Jason D’Rozario**

**Email: [JasonD@LanceSoft.com](mailto:JasonD@LanceSoft.com)**

**Phone: 703-592-4861 (Direct)**

**703-880-6778 (General)**

Agile Coach, Application Architect, Application Support Analyst, Application Tester, Back End Web Developer, Business Processing Re-engineering, Business Systems Analyst, Cloud Architect, Cloud Engineer, Content Designer, Content Strategist, Data Analyst, Data Engineer, Data Modeler, Data Scientist, Database Administrator, Delivery Manager, Desktop Support Technician, Enterprise Architect, Enterprise Content Management (ECM) Administrator, ETL Tool Developer, Front End Web Developer, Information Security Specialist, Infrastructure Engineer, Infrastructure Architect, Integrated Workplace Management System (IWMS) Analyst, IT Governance SME, IT Infrastructure SME, IT Program Manager, Network Administrator, Network Engineer, Programmer, Project Manager, Quality Assurance (QA) Analyst, Report Writer, SAP Basis Engineer, Security Analyst, Security Engineer, Senior Business Systems Analyst, Senior Project Manager, Senior Software Developer, Senior Technical Lead, Service Delivery Manager, Service Desk Analyst, Systems Administrator, Technical Analyst, Technical Lead, Technical Writer, Telecommunications Engineer, Trial Court Case Management System (CMS) Analyst, Trial Court Case Management System (CMS) Integrator, User Experience (UX) and Graphic Designer, User Researcher, Visual Designer, Senior Audio Visual Technician, Audio Visual Technician – *All Regions*

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**McKinsol Consulting, Inc.**

**6 Moyse Place, Suite 101**

**Edison, NJ 08820**

**POC: Anurag Varshney, Managing Partner**

**Email: [avarshney@mckinsol.com](mailto:avarshney@mckinsol.com) cc [RFPTeam@mckinsol.com](mailto:RFPTeam@mckinsol.com)**

**Email to submit RFO’s to: [RFPTeam@mckinsol.com](mailto:RFPTeam@mckinsol.com)**

**Phone: POC’s 732-319-0072; VP Sales Support Manali Naik: 908-380-1960**

Security Analyst – *Northern & Central Regions*

Technical Writer – *Northern, Bay & Central Regions*

Agile Coach, Application Architect, Application Support Analyst, Application Tester, Back End Web Developer, Business Processing Re-engineering, Business Systems Analyst, Cloud Architect, Cloud Engineer, Content Designer, Content Strategist, Data Analyst, Data Engineer, Data Modeler, Data Scientist, Database Administrator, Delivery Manager, Enterprise Architect, ETL Tool Developer, Front End Web Developer, Information Security Specialist, Infrastructure Engineer, Infrastructure Architect, IT Governance SME, IT Infrastructure SME, IT Program Manager, Network Engineer, Programmer, Project Manager, Report Writer, SAP Basis Engineer, Security Engineer, Senior Business Systems Analyst, Senior Project Manager, Senior Software Developer, Service Delivery Manager, Technical Lead, Trial Court Case Management System (CMS) Analyst, Trial Court Case Management System (CMS) Integrator, User Experience (UX) and Graphic Designer, User Researcher, Visual Designer – *All Regions*

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IT Consulting Managed Services

**Milestone Technologies, Inc.**

**3101 Skyway Court**

**Fremont, CA 94539**

**POC: Roland Bough**

**Email: [rbough@milestone.tech](mailto:rbough@milestone.tech)**

**Phone: (408) 372-8346**

Senior Audio Visual Technician – *Central Region*

Desktop Support Technician, Visual Designer, Audio Visual Technician – *Northern, Central & Southern Regions*

Agile Coach, Application Architect, Application Support Analyst, Application Tester, Back End Web Developer, Business Processing Re-engineering, Business Systems Analyst, Cloud Architect, Cloud Engineer, Content Designer, Content Strategist, Data Analyst, Data Engineer, Data Modeler, Data Scientist, Database Administrator, Delivery Manager, Enterprise Architect, Enterprise Content Management (ECM) Administrator, ETL Tool Developer, Front End Web Developer, Information Security Specialist, Infrastructure Engineer, Infrastructure Architect, Integrated Workplace Management System (IWMS) Analyst, IT Governance SME, IT Infrastructure SME, IT Program Manager, Network Administrator, Network Engineer, Programmer, Project Manager, Quality Assurance (QA) Analyst, Report Writer, Security Analyst, Security Engineer, Senior Business Systems Analyst, Senior Project Manager, Senior Software Developer, Senior Technical Lead, Service Delivery Manager, Service Desk Analyst, Systems Administrator, Technical Analyst, Technical Lead, Technical Writer, Telecommunications Engineer, User Experience (UX) and Graphic Designer, User Researcher – *All Regions*

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**Phoenix Business Consulting**

**6021 Midnight Pass Road, Unit 3**

**Sarasota, FL 34242**

**POC: Derik Simovart**

**Email Address: [contracts@phoenixteam.com](mailto:contracts@phoenixteam.com)**

**Email Address to submit RFO's to: [staffing@phoenixteam.com](mailto:staffing@phoenixteam.com)**

**Phone: Direct (941) 545-7928; General (310) 779-9132**

Enterprise Content Management (ECM) Administrator – *Central & Southern Regions*

SAP Basis Engineer – *Northern, Central & Southern Regions*

Agile Coach, Application Architect, Application Support Analyst, Application Tester, Back End Web Developer, Business Processing Re-engineering, Business Systems Analyst, Cloud Architect, Cloud Engineer, Content Designer, Content Strategist, Data Analyst, Data Engineer, Data Modeler, Data Scientist, Database Administrator, Delivery Manager, Desktop Support Technician, Enterprise Architect, ETL Tool Developer, Front End Web Developer, Information Security Specialist, Infrastructure Engineer, Infrastructure Architect, Integrated Workplace Management System (IWMS) Analyst, IT Governance SME, IT Infrastructure SME, IT Program Manager, Network Administrator, Network Engineer, Programmer, Project Manager, Quality Assurance (QA) Analyst, Report Writer, Security Analyst, Security Engineer, Senior Business Systems Analyst, Senior Project Manager, Senior Software Developer, Senior Technical Lead, Service Delivery Manager, Service Desk Analyst, Systems Administrator, Technical Analyst, Technical Lead, Technical Writer, Telecommunications Engineer, Trial Court Case Management System (CMS) Analyst, Trial Court Case Management System (CMS) Integrator, User Experience (UX) and Graphic Designer, User

IT Consulting Managed Services

Researcher, Visual Designer, Senior Audio Visual Technician, Audio Visual Technician – **All Regions**

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**Prelude Systems, Inc.**

**5 Corporate Park, Suite 140**

**Irvine, CA 92606**

**POC:** Gourav Poddar, AVP - Delivery

**Email:** [gourav\\_p@preludesys.com](mailto:gourav_p@preludesys.com)

**Phone:** (626)-373-6174 ; General Number :- +1 (949)-669-7508

Senior Software Developer – **Northern, Central & Southern Regions**

Application Architect, Front End Web Developer, Programmer, Project Manager, Senior Project Manager, Senior Technical Lead, Systems Administrator, Technical Lead – **All Regions**

\*\*\*\*\*

**Revision, Inc.**

**1337 Delaware Street**

**Denver, CO 80204**

**POC:** Pam Neal, Vice President of Client Engagement

**Email:** [Pam.neal@revisioninc.com](mailto:Pam.neal@revisioninc.com)

**Phone:** Mobile: 303-478-6878; General: 303.376.7940

Front End Web Developer, Senior Audio Visual Technician – **Central Region**

Application Architect, SAP Basis Engineer, User Experience (UX) and Graphic Designer, Audio Visual Technician – **Northern & Central Regions**

Delivery Manager, IT Infrastructure SME, IT Program Manager, Security Analyst, Senior Software Developer, Senior Technical Lead, Technical Lead – **Northern, Central & Southern Regions**

Application Support Analyst, Application Tester, Back End Web Developer, Business Processing Re-engineering, Business Systems Analyst, Cloud Architect, Cloud Engineer, Content Designer,

Content Strategist, Data Analyst, Data Engineer, Data Modeler, Data Scientist, Database

Administrator, Desktop Support Technician, Enterprise Architect, Enterprise Content Management

(ECM) Administrator, ETL Tool Developer, Information Security Specialist, Infrastructure

Engineer, Infrastructure Architect, Integrated Workplace Management System (IWMS) Analyst, IT

Governance SME, Network Administrator, Network Engineer, Programmer, Project Manager,

Quality Assurance (QA) Analyst, Report Writer, Security Engineer, Senior Business Systems

Analyst, Senior Project Manager, Service Delivery Manager, Service Desk Analyst, Systems

Administrator, Technical Analyst, Technical Writer, Telecommunications Engineer, Trial Court

Case Management System (CMS) Analyst, User Researcher, Visual Designer – **All Regions**

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**Satwic, Inc.**

**177 E. Colorado Blvd, Suite 200**

**Pasadena, CA 91105**

**POC: Sanjeev Sehgal, SVP Sales**

**Email: [sanjeev.sehgal@satwic.com](mailto:sanjeev.sehgal@satwic.com)**

**Email to submit RFO's to: sales@satwick.com**

**Phone: (818)4 34-7997 (Direct), (818)230-2181 (General)**

Agile Coach, Application Architect, Application Support Analyst, Application Tester, Back End Web Developer, Business Processing Re-engineering, Business Systems Analyst, Cloud Architect, Cloud Engineer, Content Designer, Content Strategist, Data Analyst, Data Engineer, Data Modeler, Data Scientist, Database Administrator, Delivery Manager, Desktop Support Technician, Enterprise Architect, Enterprise Content Management (ECM) Administrator, ETL Tool Developer, Front End Web Developer, Information Security Specialist, Infrastructure Engineer, Infrastructure Architect, Integrated Workplace Management System (IWMS) Analyst, IT Governance SME, IT Infrastructure SME, IT Program Manager, Network Administrator, Network Engineer, Programmer, Project Manager, Quality Assurance (QA) Analyst, Report Writer, SAP Basis Engineer, Security Analyst, Security Engineer, Senior Business Systems Analyst, Senior Project Manager, Senior Software Developer, Senior Technical Lead, Service Delivery Manager, Service Desk Analyst, Technical Analyst, Technical Lead, Technical Writer, Telecommunications Engineer, Trial Court Case Management System (CMS) Analyst, Trial Court Case Management System (CMS) Integrator, User Experience (UX) and Graphic Designer, User Researcher, Visual Designer, Senior Audio Visual Technician, Audio Visual Technician – **All Regions**

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**Smart IMS**

**103 Morgan Lane**

**Plainsboro, NJ 08536**

**POC: Aanchal Singh, Account Manager**

**Email: [aanchal.singh@smartims.com](mailto:aanchal.singh@smartims.com)**

**Phone: (C) (908) 494-3465**

**(O) 609-955-3033**

Agile Coach, Application Architect, Application Support Analyst, Application Tester, Back End Web Developer, Business Systems Analyst, Cloud Architect, Cloud Engineer, Content Designer, Data Analyst, Data Engineer, Data Modeler, Data Scientist, Database Administrator, Delivery Manager, Desktop Support Technician, Enterprise Architect, Enterprise Content Management (ECM) Administrator, ETL Tool Developer, Front End Web Developer, Information Security Specialist, Infrastructure Engineer, Infrastructure Architect, IT Governance SME, IT Infrastructure SME, IT Program Manager, Network Administrator, Network Engineer, Programmer, Project Manager, Quality Assurance (QA) Analyst, Report Writer, SAP Basis Engineer, Security Analyst, Security Engineer, Senior Business Systems Analyst, Senior Project Manager, Senior Software Developer, Senior Technical Lead, Technical Writer, Service Delivery Manager, Service Desk Analyst, Systems Administrator, Technical Analyst, Technical Lead, Telecommunications Engineer – **All Regions**

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**System Soft Technologies, LLC**

**3000 Bayport Drive, Suite #840**

**Tampa, FL 33607**

**POC:** David M. Quish

**Email:** [david.q@sstech.us](mailto:david.q@sstech.us)

**Phone:** 727-723-0801 Ext - 327

Agile Coach, Application Architect, Application Support Analyst, Application Tester, Back End Web Developer, Business Processing Re-engineering, Business Systems Analyst, Cloud Architect, Cloud Engineer, Content Designer, Content Strategist, Data Analyst, Data Engineer, Data Modeler, Data Scientist, Database Administrator, Delivery Manager, Desktop Support Technician, Enterprise Architect, Enterprise Content Management (ECM) Administrator, ETL Tool Developer, Front End Web Developer, Information Security Specialist, Infrastructure Engineer, Infrastructure Architect, Integrated Workplace Management System (IWMS) Analyst, IT Governance SME, IT Infrastructure SME, IT Program Manager, Network Administrator, Network Engineer, Programmer, Project Manager, Quality Assurance (QA) Analyst, Report Writer, SAP Basis Engineer, Security Analyst, Security Engineer, Senior Business Systems Analyst, Senior Project Manager, Senior Software Developer, Senior Technical Lead, Service Delivery Manager, Service Desk Analyst, Systems Administrator, Technical Analyst, Technical Lead, Technical Writer, Telecommunications Engineer, Trial Court Case Management System (CMS) Analyst, Trial Court Case Management System (CMS) Integrator, User Experience (UX) and Graphic Designer, User Researcher, Visual Designer, Senior Audio Visual Technician, Audio Visual Technician – **All Regions**

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**Tryfacta, Inc.**

**4637 Chabot Drive, Suite 100**

**Pleasanton, CA 94588**

**POC:** Arman Dhar, Program Account Manager

**Email:** [rfp@tryfacta.ai](mailto:rfp@tryfacta.ai)

**Phone:** direct (925) 640-3641 General (408) 893-5500

Agile Coach, Application Architect, Application Support Analyst, Application Tester, Back End Web Developer, Business Processing Re-engineering, Business Systems Analyst, Cloud Architect, Cloud Engineer, Content Designer, Content Strategist, Data Analyst, Data Engineer, Data Modeler, Data Scientist, Database Administrator, Delivery Manager, Desktop Support Technician, Enterprise Architect, Enterprise Content Management (ECM) Administrator, ETL Tool Developer, Front End Web Developer, Information Security Specialist, Infrastructure Engineer, Infrastructure Architect, Integrated Workplace Management System (IWMS) Analyst, IT Governance SME, IT Infrastructure SME, IT Program Manager, Network Administrator, Network Engineer, Programmer, Project Manager, Quality Assurance (QA) Analyst, Report Writer, SAP Basis Engineer, Security Analyst, Security Engineer, Senior Business Systems Analyst, Senior Project Manager, Senior Software Developer, Senior Technical Lead, Service Delivery Manager, Service Desk Analyst, Systems Administrator, Technical Analyst, Technical Lead, Technical Writer, Telecommunications Engineer, Trial Court Case Management System (CMS) Analyst, Trial Court Case Management System (CMS) Integrator, User Experience (UX) and Graphic Designer, User Researcher, Visual Designer, Senior Audio Visual Technician, Audio Visual Technician – **All Regions**

**vTech Solution Inc.**

**1100 H Street, N.W. Suite 750**

**Washington DC 20005**

**POC: Vaishnavi Bohra**

**Email: [Vaishnavi.B@vtechsolution.com](mailto:Vaishnavi.B@vtechsolution.com)**

**Email to Submit RFO's to: [vTech.JCC\\_CA@vtechsolution.com](mailto:vTech.JCC_CA@vtechsolution.com), [Vaishnavi.B@vtechsolution.com](mailto:Vaishnavi.B@vtechsolution.com)**

**Phone: Direct (202) 571-8617 (D), General (202) 894-8884 x 153 (O)**

Agile Coach, Application Architect, Application Support Analyst, Application Tester, Back End Web Developer, Business Processing Re-engineering, Business Systems Analyst, Cloud Architect, Cloud Engineer, Content Designer, Content Strategist, Data Analyst, Data Engineer, Data Modeler, Data Scientist, Database Administrator, Delivery Manager, Desktop Support Technician, Enterprise Architect, Enterprise Content Management (ECM) Administrator, ETL Tool Developer, Front End Web Developer, Information Security Specialist, Infrastructure Engineer, Infrastructure Architect, Integrated Workplace Management System (IWMS) Analyst, IT Governance SME, IT Infrastructure SME, IT Program Manager, Network Administrator, Network Engineer, Programmer, Project Manager, Quality Assurance (QA) Analyst, Report Writer, SAP Basis Engineer, Security Analyst, Security Engineer, Senior Business Systems Analyst, Senior Project Manager, Senior Software Developer, Senior Technical Lead, Service Delivery Manager, Service Desk Analyst, Systems Administrator, Technical Analyst, Technical Lead, Technical Writer, Telecommunications Engineer, Trial Court Case Management System (CMS) Analyst, Trial Court Case Management System (CMS) Integrator, User Experience (UX) and Graphic Designer, User Researcher, Visual Designer, Senior Audio Visual Technician, Audio Visual Technician – **All Regions**

[END OF LIST]

**Exhibit 3**  
**TEMPLATE REQUEST FOR OFFER**

*[This Request for Offer Form may be updated from time to time by the Judicial Council in its reasonable discretion]*

This template Request For Offer Form consists of the following 9 pages.

**TEMPLATE: REQUEST FOR OFFER FORM (RFO)**  
**Managed Services**

**(To Be Filled-in by Master Agreement Holder)**

<b>MASTER AGREEMENT CONTRACTOR'S NAME:</b>	
<b>MASTER AGREEMENT #:</b>	
<b>CANDIDATE'S NAME(S):</b>	

**Part 1 - Requirements**

**(To Be Filled-in by JBE)**

<b>RFO #:</b>	
---------------	--

<b>1. Classification(s) Requested:</b>	
<b>2. # of Positions of this Classification being Solicited by this RFO</b>	
<b>3. Project Title:</b>	
<b>4. Statement of Work to be performed:</b>	<p>Specific business requirements and high-level technical requirements:</p>          <p>Service Level Requirements:</p>          <p>Software/Hardware to be supported:</p>          <p>Acceptance Criteria:</p>



<b>5. Designated physical location and Region (i.e., “Home Base” if any, and whether any work can be performed remotely (i.e., performing the work at a specific physical location is not required):</b>		
<b>6. Travel</b>	<b>Will Travel of key personnel to a physical location that is away from Home Base be required to perform the work outlined?</b>	Will/Will not be required
	<b>Estimated Percentage of Time key personnel will be required to travel:</b>	%
	<b>Anticipated travel destinations:</b>	
	<b>Estimated total amount for Reimbursable travel:</b>	\$
<b>7. Equipment Requirements</b>	<b>Will candidate be required to provide a mobile phone for project purposes?</b>	Yes/No
	<b>Will candidate be required to provide laptop and software necessary to perform tasks and deliverables?</b>	Yes/No
	*Note: If Candidate is required to provide laptop, then laptop must be configured with full disk encryption software to protect any agency data stored on the laptop. Support for all software installed on personal laptops, including encryption software, will be provided by Contractor. Required laptop software includes Adobe Acrobat Reader, WinZip 14.5 or newer, and Microsoft Word, Excel, Project and Visio 2010 or newer.	
<b>8. Duration of Assignment:</b>	<b>Start Date of Assignment:</b>	
	<b>Term (including any Option Terms):</b>	<b>Maximum Hours Per Term</b>
	<b>Initial Term :</b>	xx/xx/xxxx – xx/xx/xxxx
	<b>1st Option Term:</b>	xx/xx/xxxx – xx/xx/xxxx
	<b>2nd Option Term:</b>	xx/xx/xxxx – xx/xx/xxxx
<b>9. Clarification of RFO:</b>	<b>Due Date and Time for Clarifying Questions to be Submitted to:</b>	x:00pm Pacific xx/xx/xxxx
	<b>Estimated Date JBE will e-mail responses to clarifying questions to prospective proposers:</b>	xx/xx/xxxx
<b>10. Electronic RFO offer due date and time :</b>		x:00pm Pacific xx/xx/xxxx  Only written offers will be accepted. No late offers will be accepted.

<b>11. Deliver electronic copy of RFO offer to:</b>		<b>[JBE to provide email address or electronic destination)</b>
<b>12. Interview of top-rank candidates to discuss offer:</b>	<b>Estimated Interview Window Timeframe for Top-Rated Candidates:</b>	xx/xx/xxxx – xx/xx/xxxx
	<b>Interview Location:</b>	Initial phone interviews may be conducted. Final interviews will be online or at the JBE location.
<b>13. Minimum Job-Specific Skills/Qualifications Required for each Classification (in order of relative importance):</b>		
•		
<b>14. Additional Skills/Qualifications Desired for each Classification:</b>		
•		
<b>15. Evaluation Criteria for this RFO</b>		
<b>Criteria</b>	<b>Description</b>	<b>Points (Possible Out of 100)</b>
A. Specialized expertise and technical competence	Proposals will be evaluated based on the proposer’s demonstrated ability to meet the required/desired qualifications for the applicable position. <i>(Note: desired additional skills/qualifications are by definition not required of a candidate, and as such shall make up no more than five (5) points of the possible points for this evaluation criteria.)</i>	20
B. Past record of performance	Proposals will be evaluated considering candidate’s past performance on projects of similar scope and duration.	20
C. Ability to meet requirements of the project	Proposals will be evaluated in terms of compliance with proposed project scheduling and other project requirements.	20
D. Reasonableness of cost projections	Proposals will be evaluated in terms of reasonableness of cost, and proposed rate structure for the position.	40

**16. Tasks and Responsibilities to be Performed**

<b>Task No.</b>	<b>Description of Tasks and Responsibilities for each Classification</b>
1	
2	
3	
4	
5	
6	
7	
8	

**17. Deliverables To Be Provided for RFO Initial Term (for each Classification)**

<b>Term</b>	<b>No.</b>	<b>Description of Deliverable</b>	<b>Due Date</b>	<b>Hours</b>
Initial Term	1			
Initial Term	2			
Initial Term	3			
Initial Term	4			
Initial Term	5			

Term	No.	Description of Deliverable	Due Date	Hours
Initial Term	6			
Initial Term	7			
Initial Term	8			
Initial Term	9			
Initial Term	10			
Initial Term	11			
Initial Term	12			

**18. Deliverables To Be Provided for 1st Option Term (for each Classification)**

Term	No.	Description of Deliverable	Due Date	Hours
1st Option Term	13			
1st Option Term	14			
1st Option Term	15			
1st Option Term	16			
1st Option Term	17			
1st Option Term	18			
1st Option Term	19			
1st Option Term	20			
1st Option Term	21			
1st Option Term	22			
1st Option Term	23			
1st Option Term	24			

**19. Deliverables To Be Provided for 2nd Option Term (for each Classification)**

Term	No.	Description of Deliverable	Due Date	Hours
2nd Option Term	25			
2nd Option Term	26			
2nd Option Term	27			
2nd Option Term	28			
2nd Option Term	29			
2nd Option Term	30			
2nd Option Term	31			
2nd Option Term	32			
2nd Option Term	33			
2nd Option Term	34			
2nd Option Term	35			
2nd Option Term	36			

**20. Additional Requirements:**

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*End of Request For Offer Form Part 1*

## Part 2 – Proposed Candidate Qualifications

**(To Be Filled-in by Proposer)**

**\*\*Proposer shall submit separate completed and signed Part 2s for each proposed Candidate and Classification\*\*  
DO NOT SUBMIT PARTS 1 AND 2 WITH PART 3**

<b>MASTER AGREEMENT CONTRACTOR’S NAME:</b>	
<b>MASTER AGREEMENT #:</b>	
<b>CANDIDATE’S FULL NAME:</b>	
<b>RF0 #:</b>	<i>[To be filled in by JBE]</i>

**1. Specialized Expertise and Technical Competence**

<p>A. Minimum required job-specific skills/qualifications: (Provide a statement that demonstrates how the Candidate meets each of the minimum required job-specific skills/qualifications specified in Part I. If selected for an interview, Candidate may be required to demonstrate proficiency in the minimum required job-specific skills/qualifications, including oral and written communication skills at both a technical and non-technical level.)</p>
<p>B. Desired job-specific skills/qualifications: (Provide a statement that demonstrates how the Candidate meets the desired job-specific skills/qualifications specified in Part I. If selected for an interview, Candidate may be required to demonstrate proficiency in any claimed job-specific skill/qualification.)</p>
<p>C. Candidate’s Resume: (Provide the candidate’s resume (in unprotected Word format.)</p>

**2. Record of Past Performance**

A. Candidate’s record of past performance: (Thoroughly and completely discuss the Candidate’s record of performance on past projects, especially on work with government agencies or public bodies, including such factors as quality of work, ability to meet schedules, cooperation, responsiveness, and other information technology considerations.)

B. References: (Provide references from at least three (3) companies/firms/agencies that Candidate has performed similar services. The JBE may check with the references provided.)

**Reference #1**

Job Classification for this Assignment	
Duration of Assignment (List Dates)	
Project Title/Description of Assignment	
Name of Company/Firm/Agency	
Company Point of Contact (Name)	
Email Address and Phone Number for Company Point of Contact	

**Reference #2**

Job Classification for this Assignment	
Duration of Assignment (List Dates)	
Project Title/Description of Assignment	
Name of Company/Firm/Agency	
Company Point of Contact (Name)	
Email Address and Phone Number for Company Point of Contact	

**Reference #3**

Job Classification for this Assignment	
Duration of Assignment (List Dates)	
Project Title/Description of Assignment	
Name of Company/Firm/Agency	
Company Point of Contact (Name)	
Email Address and Phone Number for Company Point of Contact	

**3. Ability to Meet Requirements of the Project**

A. Date candidate is available to start:

B. Candidate availability for the duration of the project including Initial Term and all Option Terms: (Proposer to include a statement of proposed candidate’s availability during the Initial Term and all Option Terms for the project, including the ability to fulfill the hours specified in the Deliverables To Be Provided for Initial Term, and any subsequent Option Term, of the RFO Part I. The statement must include a disclosure of any other JBE or non-JBE contracts for work which the proposed candidate is obligated to fulfill and identify the dates or conditions which result in periods of unavailability. The statement must also include any other anticipated periods of unavailability greater than five (5) consecutive business days during the Initial Term. If there are no periods of unavailability, then it must be stated so.)

C. Candidate's ability to complete the Work: (Proposer to include a statement of the proposed candidate's ability to complete the work within the project schedule set forth in Part I.)

D. As applicable, candidate's local presence to Home Base: (Proposer to include a statement of Candidate's place of residence during the Initial Term and all Option Terms.) For Work that does not require onsite presence (i.e., can be performed remotely, proximity to the Home Base may be less important.

E. Candidate's right to work for the duration of the project including Initial Term and all Option Terms: (Proposer to include a statement regarding candidate's legal right to work in the United States, including type of visa, if any, and the visa's expiration date.)

F. Candidate's ability to provide any required equipment: (Proposer to include a statement of candidate's ability to provide any required equipment set forth in Part I.)

*End of Request For Offer Form Part 2*

**REQUEST FOR OFFER FORM (RFO)  
Managed Services**

**Part 3 – Proposed Costs**

**(To Be Filled-in by Proposer)**

**\*\*Proposer shall submit separate completed and signed Part 3 for each proposed Candidate and Classification\*\***

**DO NOT SUBMIT PART 3 WITH PARTS 1 AND 2**

<b>MASTER AGREEMENT CONTRACTOR’S NAME:</b>	
<b>MASTER AGREEMENT #:</b>	
<b>CANDIDATE’S FULL NAME:</b>	
<b>RFO #:</b>	<i>[To be filled in by JBE]</i>

**1. Reasonableness of Cost Projections**

A. Is candidate an employee of proposer? Fill-in “Yes” or “No” in the box at right. If answer is “No” please provide the company name of the subcontractor in the box below labeled “B”	Yes / No
---	----------

**Table 1**

	<b>RFO Initial Term</b>	<b>RFO Option Year 1</b>	<b>RFO Option Year 2</b>
	<b>Amount</b>	<b>Amount</b>	<b>Amount</b>
Hourly Rate for Classification - (insert a row for each Classification)			


**Subcontractor**

B. If candidate is NOT an employee, indicate name of the subcontracted company / firm as applicable.	Subcontracted company / firm’s name
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**2. Proposer's Point of Contact for Scheduling Candidate Interviews**

<b>Point of Contact's Name</b> <i>(Note: this must be a specific individual &amp; not a general mailbox):</i>	
<b>Point of Contact's Phone Number:</b>	
<b>Point of Contact's Email Address</b> <i>(Note: this must be a specific individual's email address &amp; not a general mailbox):</i>	

**3. Proposer's Signature**

<b>Authorized Signature:</b>	
<b>Printed Name and Title of Person Signing</b>	
<b>Date:</b>	
<b>Proposer's Address:</b>	



**Attachment 1**  
**Pricing**

## Agile Coach

	Northern		Bay		Central		Southern	
	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource
22nd Century	\$129.05	\$109.69	\$135.50	\$115.17	\$129.05	\$109.69	\$129.05	\$109.69
3Di, Inc	\$130.00	\$110.00	\$130.00	\$110.00	\$130.00	\$110.00	\$130.00	\$110.00
Accend	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Alliance Resource	\$117.50	\$108.75	\$124.50	\$116.25	\$117.50	\$108.75	\$121.25	\$113.55
Ampcus	\$133.00	\$112.00	\$154.00	\$126.00	\$126.00	\$112.00	\$126.00	\$112.00
Artizen	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Atomogy Corp.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
BM Associates	\$125.00	\$110.00	\$125.00	\$110.00	\$125.00	\$110.00	\$125.00	\$110.00
CCS Global	\$94.00	\$75.00	\$121.00	\$97.00	\$94.00	\$75.00	\$121.00	\$97.00
Cloud Computing	\$93.07	\$75.35	\$104.02	\$84.21	\$93.07	\$75.35	\$104.02	\$84.21
Dataman	\$98.55	\$79.78	\$109.50	\$88.64	\$98.55	\$79.78	\$109.50	\$88.64
DPP Tech	\$95.00	\$85.00	\$105.00	\$95.00	\$95.00	\$85.00	\$100.00	\$90.00
EJ America	\$75.00	\$57.00	\$77.00	\$59.00	\$71.00	\$54.00	\$75.00	\$57.00
Global Justice	\$140.25	\$127.50	\$165.00	\$150.00	\$140.25	\$127.50	N/A	N/A
Infojini Inc.	\$128.00	\$120.00	\$135.00	\$128.00	\$128.00	\$120.00	\$135.00	\$128.00
Innoactive Group	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
LanceSoft	\$92.50	\$79.20	\$92.50	\$79.20	\$92.50	\$79.20	\$92.50	\$79.20
McKinsol	\$99.00	\$90.00	\$104.50	\$95.00	\$99.00	\$90.00	\$104.50	\$95.00
Milestone	\$114.50	\$72.74	\$134.70	\$85.58	\$92.74	\$58.92	\$103.05	\$65.47
Phoenix Business	\$100.00	\$90.00	\$110.00	\$99.00	\$100.00	\$90.00	\$100.00	\$90.00
Prelude Sys	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Revision, Inc.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Satwic	\$95.75	\$75.00	\$95.75	\$75.00	\$95.75	\$75.00	\$95.75	\$75.00
Smart IMS	\$105.00	\$85.00	\$110.00	\$90.00	\$108.00	\$88.00	\$105.00	\$85.00
System Soft	\$106.25	\$89.25	\$125.00	\$105.00	\$118.75	\$99.75	\$112.50	\$94.50
Try Facta	\$115.00	\$95.00	\$115.00	\$95.00	\$115.00	\$95.00	\$115.00	\$95.00
vTech	\$100.62	\$92.62	\$100.62	\$92.62	\$100.62	\$92.62	\$100.62	\$92.62

## Application Architect

	Northern		Bay		Central		Southern	
	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource
22nd Century	\$143.55	\$122.02	\$150.73	\$128.12	\$143.55	\$122.02	\$143.55	\$122.02
3Di, Inc	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Accend	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Alliance Resource	\$103.13	\$96.88	\$109.41	\$101.65	\$103.13	\$96.88	\$106.89	\$99.20
Ampcus	\$175.00	\$161.00	\$189.00	\$175.00	\$161.00	\$140.00	\$175.00	\$140.00
Artizen	\$148.75	\$131.75	N/A	N/A	\$148.75	\$131.75	\$157.50	\$139.50
Atomogy Corp.	\$89.00	\$78.00	\$89.00	\$78.00	\$89.00	\$78.00	N/A	N/A
BM Associates	\$115.00	\$105.00	\$115.00	\$105.00	\$115.00	\$105.00	\$115.00	\$105.00
CCS Global	\$98.00	\$78.00	\$127.00	\$102.00	\$98.00	\$78.00	\$127.00	\$102.00
Cloud Computing	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Dataman	\$199.80	\$139.86	\$222.00	\$155.40	\$199.80	\$139.86	\$222.00	\$155.40
DPP Tech	\$100.00	\$90.00	\$110.00	\$100.00	\$100.00	\$90.00	\$105.00	\$95.00
EJ America	\$106.00	\$81.00	\$111.00	\$85.00	\$101.00	\$77.00	\$106.00	\$81.00
Global Justice	\$148.75	\$140.25	N/A	N/A	\$148.75	\$140.25	N/A	N/A
Infojini Inc.	\$128.00	\$120.00	\$135.00	\$128.00	\$128.00	\$120.00	\$135.00	\$128.00
Innoactive Group	N/A	N/A	\$110.00	\$80.00	N/A	N/A	N/A	N/A
LanceSoft	\$105.60	\$92.40	\$105.60	\$92.40	\$105.60	\$92.40	\$105.60	\$92.40
McKinsol	\$121.00	\$110.00	\$126.50	\$115.00	\$121.00	\$110.00	\$126.50	\$115.00
Milestone	\$154.70	\$107.76	\$158.48	\$126.78	\$109.11	\$87.29	\$121.23	\$96.99
Phoenix Business	\$110.00	\$100.00	\$121.00	\$110.00	\$110.00	\$100.00	\$110.00	\$100.00
Prelude Sys	\$159.00	\$102.00	\$178.50	\$127.50	\$160.50	\$103.50	\$168.00	\$120.00
Revision, Inc.	\$171.78	\$144.70	\$205.51	\$164.20	\$159.68	\$134.76	\$178.80	\$150.47
Satwic	\$127.75	\$101.75	\$127.75	\$101.75	\$127.75	\$101.75	\$127.75	\$101.75
Smart IMS	\$129.00	\$110.00	\$134.00	\$115.00	\$132.00	\$102.00	\$129.00	\$110.00
System Soft	\$106.25	\$85.00	\$125.00	\$100.00	\$118.75	\$95.00	\$112.50	\$90.00
Try Facta	\$115.00	\$95.00	\$115.00	\$95.00	\$115.00	\$95.00	\$115.00	\$95.00
vTech	\$90.25	\$82.25	\$90.25	\$82.25	\$90.25	\$82.25	\$90.25	\$82.25

## Application Support Analyst

	Northern		Bay		Central		Southern	
	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource
22nd Century	\$87.00	\$73.95	\$91.35	\$77.65	\$87.00	\$73.95	\$87.00	\$73.95
3Di, Inc	\$90.00	\$80.00	\$90.00	\$80.00	\$90.00	\$80.00	\$90.00	\$80.00
Accend	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Alliance Resource	\$81.88	\$75.75	\$86.77	\$79.60	\$81.88	\$75.75	\$84.79	\$77.68
Ampcus	\$126.00	\$112.00	\$133.00	\$112.00	\$112.00	\$98.00	\$126.00	\$98.00
Artizen	\$80.75	\$63.75	\$95.00	\$75.00	\$80.75	\$63.75	\$85.50	\$67.50
Atomogy Corp.	\$89.00	\$78.00	\$89.00	\$78.00	\$89.00	\$78.00	N/A	N/A
BM Associates	\$100.00	\$90.00	\$100.00	\$90.00	\$100.00	\$90.00	\$100.00	\$90.00
CCS Global	\$60.00	\$48.00	\$77.00	\$62.00	\$60.00	\$48.00	\$77.00	\$62.00
Cloud Computing	\$93.07	\$75.35	\$104.02	\$84.21	\$93.07	\$75.35	\$104.02	\$84.21
Dataman	\$98.55	\$79.78	\$109.50	\$88.64	\$98.55	\$79.78	\$109.50	\$88.64
DPP Tech	\$90.00	\$80.00	\$100.00	\$90.00	\$90.00	\$80.00	\$95.00	\$85.00
EJ America	\$82.00	\$63.00	\$86.00	\$66.00	\$78.00	\$60.00	\$82.00	\$63.00
Global Justice	\$85.00	\$76.50	\$100.00	\$90.00	\$85.00	\$76.50	\$100.00	\$90.00
Infojini	\$85.00	\$80.00	\$90.00	\$85.00	\$85.00	\$80.00	\$90.00	\$85.00
Innoactive Group	N/A	N/A	\$70.00	\$45.00	N/A	N/A	N/A	N/A
LanceSoft	\$59.40	\$39.60	\$59.40	\$39.60	\$59.40	\$39.60	\$59.40	\$39.60
McKinsol	\$88.00	\$80.00	\$93.50	\$85.00	\$88.00	\$80.00	\$93.50	\$85.00
Milestone	\$70.05	\$53.88	\$82.41	\$63.39	\$56.74	\$43.64	\$63.04	\$48.49
Phoenix Business	\$80.00	\$70.00	\$88.00	\$77.00	\$80.00	\$70.00	\$80.00	\$70.00
Prelude Sys	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Revision, Inc.	\$97.26	\$69.38	N/A	N/A	\$87.73	\$56.48	\$87.00	\$64.21
Satwic	\$92.25	\$77.25	\$92.25	\$77.25	\$92.25	\$77.25	\$92.25	\$77.25
Smart IMS	\$75.00	\$60.00	\$80.00	\$65.00	\$77.00	\$62.00	\$75.00	\$60.00
System Soft	\$76.50	\$72.25	\$90.00	\$85.00	\$85.50	\$80.75	\$81.00	\$76.50
Try Facta	\$70.00	\$55.00	\$70.00	\$55.00	\$70.00	\$55.00	\$70.00	\$55.00
vTech	\$70.42	\$62.42	\$70.42	\$62.42	\$70.42	\$62.42	\$70.42	\$62.42

## Application Tester

	Northern		Bay		Central		Southern	
	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource
22nd Century	\$91.35	\$77.65	\$95.92	\$81.53	\$91.35	\$77.65	\$91.35	\$77.65
3Di, Inc	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Accend	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Alliance Resource	\$95.63	\$89.79	\$101.86	\$94.30	\$95.63	\$89.38	\$99.52	\$92.03
Ampcus	\$112.00	\$98.00	\$126.00	\$112.00	\$105.00	\$84.00	\$112.00	\$84.00
Artizen	\$80.75	\$63.75	\$95.00	\$75.00	\$80.75	\$63.75	\$85.50	\$67.50
Atomogy Corp.	\$89.00	\$78.00	\$89.00	\$78.00	\$89.00	\$78.00	N/A	N/A
BM Associates	\$100.00	\$90.00	\$100.00	\$90.00	\$100.00	\$90.00	\$100.00	\$90.00
CCS Global	\$100.00	\$90.00	\$100.00	\$90.00	\$100.00	\$90.00	\$100.00	\$90.00
Cloud Computing	\$117.18	\$84.63	\$130.97	\$94.59	\$117.18	\$84.63	N/A	N/A
Dataman	\$124.08	\$89.61	\$137.86	\$99.57	\$124.08	\$89.61	\$137.86	\$99.57
DPP Tech	\$80.00	\$75.00	\$85.00	\$80.00	\$80.00	\$75.00	\$80.00	\$75.00
EJ America	\$76.00	\$58.00	\$80.00	\$61.00	\$72.00	\$55.00	\$76.00	\$58.00
Global Justice	\$85.00	\$76.50	\$100.00	\$90.00	\$85.00	\$76.50	\$100.00	\$90.00
Infojini	\$75.00	\$70.00	\$80.00	\$75.00	\$75.00	\$70.00	\$80.00	\$75.00
Innoactive Group	N/A	N/A	\$40.00	\$30.00	N/A	N/A	N/A	N/A
LanceSoft	\$66.00	\$46.20	\$66.00	\$46.20	\$66.00	\$46.20	\$66.00	\$46.20
McKinsol	\$88.00	\$80.00	\$93.50	\$85.00	\$88.00	\$80.00	\$93.50	\$85.00
Milestone	\$74.09	\$60.62	\$87.16	\$71.31	\$60.01	\$49.10	\$66.68	\$54.56
Phoenix Business	\$80.00	\$70.00	\$88.00	\$77.00	\$80.00	\$70.00	\$80.00	\$70.00
Prelude Sys	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Revision, Inc.	\$105.33	\$65.27	\$106.44	\$67.39	\$104.24	\$46.10	\$109.35	\$53.97
Satwic	\$86.00	\$74.75	\$86.00	\$74.75	\$86.00	\$74.75	\$86.00	\$74.75
Smart IMS	\$80.00	\$72.00	\$85.00	\$77.00	\$83.00	\$74.00	\$80.00	\$72.00
System Soft	\$68.00	\$63.75	\$80.00	\$75.00	\$76.00	\$71.25	\$72.00	\$67.50
Try Facta	\$70.00	\$60.00	\$70.00	\$60.00	\$70.00	\$60.00	\$70.00	\$60.00
vTech	\$70.96	\$62.96	\$70.96	\$62.96	\$70.96	\$62.96	\$70.96	\$62.96

## Back End Web Developer

	Northern		Bay		Central		Southern	
	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource
22nd Century	\$85.55	\$77.65	\$89.83	\$76.36	\$85.55	\$77.65	\$85.55	\$77.65
3Di, Inc	\$110.00	\$90.00	\$110.00	\$90.00	\$110.00	\$90.00	\$110.00	\$90.00
Accend	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Alliance Resource	\$66.88	\$61.88	\$71.67	\$64.90	\$66.88	\$61.88	\$70.05	\$63.33
Ampcus	\$119.00	\$105.00	\$133.00	\$112.00	\$112.00	\$98.00	\$119.00	\$98.00
Artizen	\$110.50	\$93.50	\$130.00	\$110.00	\$110.50	\$93.50	\$117.00	\$99.00
Atomogy Corp.	\$89.00	\$78.00	\$89.00	\$78.00	\$89.00	\$78.00	N/A	N/A
BM Associates	\$115.00	\$100.00	\$115.00	\$100.00	\$115.00	\$100.00	\$115.00	\$100.00
CCS Global	\$68.00	\$54.00	\$88.00	\$70.00	\$68.00	\$54.00	\$88.00	\$70.00
Cloud Computing	N/A	N/A	N/A	N/A	\$169.83	\$113.22	N/A	N/A
Dataman	N/A	N/A	N/A	N/A	\$179.82	\$119.88	N/A	N/A
DPP Tech	\$100.00	\$90.00	\$110.00	\$100.00	\$100.00	\$90.00	\$105.00	\$95.00
EJ America	\$93.00	\$71.00	\$97.00	\$74.00	\$88.00	\$67.00	\$93.00	\$71.00
Global Justice	N/A	N/A	N/A	N/A	\$140.25	\$127.50	N/A	N/A
Infojini	\$98.00	\$93.00	\$105.00	\$98.00	\$98.00	\$93.00	\$105.00	\$98.00
Innoactive Group	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
LanceSoft	\$89.76	\$72.60	\$89.76	\$72.60	\$89.76	\$72.60	\$89.76	\$72.60
McKinsol	\$77.00	\$70.00	\$82.50	\$75.00	\$77.00	\$70.00	\$82.50	\$75.00
Milestone	\$94.29	\$67.35	\$110.93	\$79.24	\$76.38	\$54.56	\$84.86	\$60.62
Phoenix Business	\$90.00	\$80.00	\$99.00	\$88.00	\$90.00	\$80.00	\$90.00	\$80.00
Prelude Sys	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Revision, Inc.	\$95.85	\$65.64	\$99.29	\$68.96	\$5.48	\$58.71	\$96.23	\$65.56
Satwic	\$93.75	\$79.00	\$93.75	\$79.00	\$93.75	\$79.00	\$93.75	\$79.00
Smart IMS	\$100.00	\$85.00	\$105.00	\$90.00	\$102.00	\$87.00	\$100.00	\$85.00
System Soft	\$93.50	\$80.75	\$110.00	\$95.00	\$104.50	\$90.25	\$99.00	\$85.50
Try Facta	\$90.00	\$70.00	\$90.00	\$70.00	\$90.00	\$70.00	\$90.00	\$70.00
vTech	\$70.58	\$62.58	\$70.58	\$62.58	\$70.58	\$62.58	\$70.58	\$62.58

## Business Process Re-Engineering

	Northern		Bay		Central		Southern	
	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource
22nd Century	\$110.20	\$93.67	\$115.71	\$98.35	\$110.20	\$93.67	\$110.20	\$93.67
3Di, Inc	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Accend	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Alliance Resource	\$110.63	\$103.75	\$116.88	\$109.00	\$110.63	\$103.75	\$114.26	\$106.38
Ampcus	\$126.00	\$112.00	\$133.00	\$112.00	\$112.00	\$98.00	\$126.00	\$98.00
Artizen	\$102.00	\$89.25	\$120.00	\$105.00	\$102.00	\$89.25	\$108.00	\$94.50
Atomogy Corp.	\$89.00	\$78.00	\$89.00	\$78.00	\$89.00	\$78.00	N/A	N/A
BM Associates	\$125.00	\$110.00	\$125.00	\$110.00	\$125.00	\$110.00	\$125.00	\$110.00
CCS Global	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Cloud Computing	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Dataman	\$183.82	\$123.88	N/A	N/A	\$183.82	\$123.88	\$204.24	\$137.64
DPP Tech	\$95.00	\$85.00	\$105.00	\$95.00	\$95.00	\$85.00	\$100.00	\$90.00
EJ America	\$82.00	\$63.00	\$86.00	\$66.00	\$78.00	\$60.00	\$82.00	\$63.00
Global Justice	\$140.25	\$127.50	N/A	N/A	\$140.25	\$127.50	N/A	N/A
Infojini	\$112.00	\$105.00	\$120.00	\$112.00	\$112.00	\$105.00	\$120.00	\$112.00
Innoactive Group	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
LanceSoft	\$72.60	\$52.80	\$72.60	\$52.80	\$72.60	\$52.80	\$72.60	\$52.80
McKinsol	\$77.00	\$70.00	\$82.50	\$75.00	\$77.00	\$70.00	\$82.50	\$75.00
Milestone	\$101.03	\$53.88	\$118.86	\$63.39	\$81.83	\$43.64	\$90.93	\$48.49
Phoenix Business	\$95.00	\$85.00	\$105.00	\$94.00	\$95.00	\$85.00	\$95.00	\$85.00
Prelude Sys	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Revision, Inc.	\$155.00	\$76.07	\$165.00	\$87.98	\$145.00	\$70.02	\$150.00	\$79.61
Satwic	\$106.25	\$81.50	\$106.25	\$81.50	\$106.25	\$81.50	\$106.25	\$81.50
Smart IMS	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
System Soft	\$76.50	\$63.75	\$90.00	\$75.00	\$85.50	\$71.25	\$81.00	\$67.50
Try Facta	\$85.00	\$65.00	\$85.00	\$65.00	\$85.00	\$65.00	\$85.00	\$65.00
vTech	\$90.04	\$82.04	\$90.04	\$82.04	\$90.04	\$82.04	\$90.04	\$82.04

## Business Systems Analyst

	Northern		Bay		Central		Southern	
	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource
22nd Century	\$97.15	\$82.58	\$102.01	\$86.71	\$97.15	\$82.58	\$97.15	\$82.58
3Di, Inc	\$110.00	\$90.00	\$110.00	\$90.00	\$110.00	\$90.00	\$110.00	\$90.00
Accend	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Alliance Resource	\$110.63	\$103.75	\$116.88	\$109.00	\$110.63	\$103.75	\$114.26	\$106.38
Ampcus	\$126.00	\$112.00	\$133.00	\$112.00	\$112.00	\$98.00	\$126.00	\$98.00
Artizen	\$93.50	\$80.75	\$110.00	\$95.00	\$93.50	\$80.75	\$99.00	\$85.50
Atomogy Corp.	\$89.00	\$78.00	\$89.00	\$78.00	\$89.00	\$78.00	N/A	N/A
BM Associates	\$100.00	\$90.00	\$100.00	\$90.00	\$100.00	\$90.00	\$100.00	\$90.00
CCS Global	\$77.00	\$62.00	\$99.00	\$79.00	\$77.00	\$62.00	\$99.00	\$79.00
Cloud Computing	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Dataman	\$142.46	\$102.11	\$158.29	\$113.46	\$142.46	\$102.11	\$158.29	\$113.46
DPP Tech	\$95.00	\$85.00	\$105.00	\$95.00	\$95.00	\$85.00	\$100.00	\$90.00
EJ America	\$82.00	\$63.00	\$86.00	\$66.00	\$78.00	\$60.00	\$82.00	\$63.00
Global Justice	\$106.25	\$85.00	\$125.00	\$100.00	\$106.25	\$85.00	\$125.00	\$100.00
Infojini	\$90.00	\$85.00	\$95.00	\$90.00	\$90.00	\$85.00	\$95.00	\$90.00
Innoactive Group	N/A	N/A	\$70.00	\$40.00	N/A	N/A	N/A	N/A
LanceSoft	\$66.00	\$52.80	\$66.00	\$52.80	\$66.00	\$52.80	\$66.00	\$52.80
McKinsol	\$88.00	\$80.00	\$93.50	\$85.00	\$88.00	\$80.00	\$93.50	\$85.00
Milestone	\$80.82	\$64.66	\$95.09	\$76.07	\$65.47	\$52.37	\$72.74	\$58.19
Phoenix Business	\$90.00	\$80.00	\$99.00	\$88.00	\$90.00	\$80.00	\$90.00	\$80.00
Prelude Sys	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Revision, Inc.	\$109.20	\$68.20	\$119.29	\$68.96	\$108.00	\$62.76	\$108.00	\$71.36
Satwic	\$94.00	\$80.25	\$94.00	\$80.25	\$94.00	\$80.25	\$94.00	\$80.25
Smart IMS	\$88.00	\$83.00	\$95.00	\$90.00	\$92.00	\$87.00	\$88.00	\$83.00
System Soft	\$76.50	\$68.00	\$90.00	\$80.00	\$85.50	\$76.00	\$81.00	\$72.00
Try Facta	\$80.00	\$65.00	\$80.00	\$65.00	\$80.00	\$65.00	\$80.00	\$65.00
vTech	\$90.08	\$82.08	\$90.08	\$82.08	\$90.08	\$82.08	\$90.08	\$82.08



## Cloud Architect

	Northern		Bay		Central		Southern	
	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource
22nd Century	\$145.00	\$123.25	\$152.25	\$129.41	\$145.00	\$123.25	\$145.00	\$123.25
3Di, Inc	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Accend	\$87.98	\$74.64	\$90.00	\$76.36	\$72.73	\$61.71	\$83.24	\$70.63
Alliance Resource	\$110.00	\$103.75	\$116.88	\$109.00	\$110.00	\$103.75	\$114.26	\$106.38
Ampcus	\$175.00	\$161.00	\$189.00	\$175.00	\$161.00	\$140.00	\$175.00	\$140.00
Artizen	\$157.25	\$131.75	\$185.00	\$155.00	\$157.25	\$131.75	\$166.50	\$139.50
Atomogy Corp.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
BM Associates	\$125.00	\$110.00	\$125.00	\$110.00	\$125.00	\$110.00	\$125.00	\$110.00
CCS Global	\$106.00	\$85.00	\$138.00	\$110.00	\$106.00	\$85.00	\$138.00	\$110.00
Cloud Computing	\$175.27	\$118.66	\$195.89	\$132.62	\$175.27	\$118.66	\$195.89	\$132.62
Dataman	\$185.58	\$125.64	\$206.20	\$139.60	\$185.58	\$125.64	\$206.20	\$139.60
DPP Tech	\$120.00	\$115.00	\$125.00	\$120.00	\$120.00	\$115.00	\$120.00	\$115.00
EJ America	\$90.00	\$69.00	\$94.00	\$72.00	\$85.00	\$65.00	\$90.00	\$69.00
Global Justice	\$157.25	\$144.50	\$185.00	\$170.00	\$157.25	\$144.50	\$185.00	\$170.00
Infojini	\$128.00	\$120.00	\$135.00	\$128.00	\$128.00	\$120.00	\$135.00	\$128.00
Innoactive Group	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
LanceSoft	\$108.24	\$95.04	\$108.24	\$95.04	\$108.24	\$95.04	\$108.24	\$95.04
McKinsol	\$88.00	\$80.00	\$93.50	\$85.00	\$88.00	\$80.00	\$93.50	\$85.00
Milestone	\$148.18	\$121.23	\$174.32	\$142.63	\$120.02	\$98.20	\$133.36	\$109.11
Phoenix Business	\$135.00	\$125.00	\$149.00	\$138.00	\$135.00	\$125.00	\$135.00	\$125.00
Prelude Sys	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Revision, Inc.	\$170.20	\$131.95	\$190.47	\$147.66	\$151.59	\$117.50	\$172.33	\$133.59
Satwic	\$123.50	\$89.00	\$123.50	\$89.00	\$123.50	\$89.00	\$123.50	\$89.00
Smart IMS	\$145.00	\$120.00	\$150.00	\$125.00	\$147.00	\$123.00	\$145.00	\$120.00
System Soft	\$144.50	\$119.00	\$170.00	\$140.00	\$161.50	\$133.00	\$153.00	\$126.00
Try Facta	\$115.00	\$95.00	\$115.00	\$95.00	\$115.00	\$95.00	\$115.00	\$95.00
vTech	\$100.64	\$92.64	\$100.64	\$92.64	\$100.64	\$92.64	\$100.64	\$92.64

## Cloud Engineer

	Northern		Bay		Central		Southern	
	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource
22nd Century	\$123.25	\$104.76	\$129.41	\$110.00	\$123.25	\$104.76	\$123.25	\$104.76
3Di, Inc	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Accend	\$59.07	\$45.71	\$60.43	\$46.76	\$48.83	\$37.79	\$55.80	\$43.25
Alliance Resource	\$131.88	\$124.75	\$139.59	\$131.05	\$131.88	\$124.75	\$136.36	\$127.90
Ampcus	\$147.00	\$126.00	\$161.00	\$140.00	\$147.00	\$126.00	\$154.00	\$126.00
Artizen	\$131.75	\$106.25	\$155.00	\$125.00	\$131.75	\$106.25	\$139.50	\$112.50
Atomogy Corp.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
BM Associates	\$125.00	\$110.00	\$125.00	\$110.00	\$125.00	\$110.00	\$125.00	\$110.00
CCS Global	\$94.00	\$75.00	\$121.00	\$97.00	\$94.00	\$75.00	\$121.00	\$97.00
Cloud Computing	\$175.27	\$118.66	\$195.89	\$132.62	\$175.27	\$118.66	\$195.89	\$132.62
Dataman	\$185.58	\$125.64	\$206.20	\$139.60	\$185.58	\$125.64	\$206.20	\$139.60
DPP Tech	\$110.00	\$105.00	\$115.00	\$110.00	\$110.00	\$105.00	\$110.00	\$105.00
EJ America	\$56.00	\$43.00	\$59.00	\$45.00	\$54.00	\$41.00	\$56.00	\$43.00
Global Justice	\$148.75	\$140.25	\$175.00	\$165.00	\$148.75	\$140.25	\$175.00	\$165.00
Infojini	\$118.00	\$110.00	\$125.00	\$118.00	\$118.00	\$110.00	\$125.00	\$118.00
Innoactive Group	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
LanceSoft	\$75.90	\$63.36	\$75.90	\$63.36	\$75.90	\$63.36	\$75.90	\$63.36
McKinsol	\$137.50	\$125.00	\$143.00	\$130.00	\$137.50	\$125.00	\$143.00	\$130.00
Milestone	\$107.76	\$67.35	\$126.78	\$79.24	\$87.29	\$54.56	\$96.99	\$60.62
Phoenix Business	\$110.00	\$100.00	\$121.00	\$110.00	\$110.00	\$100.00	\$110.00	\$100.00
Prelude Sys	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Revision, Inc.	\$165.00	\$87.94	\$175.00	\$101.71	\$155.88	\$80.95	\$155.33	\$92.03
Satwic	\$108.75	\$84.00	\$108.75	\$84.00	\$108.75	\$84.00	\$108.75	\$84.00
Smart IMS	\$120.00	\$108.00	\$125.00	\$114.00	\$123.00	\$111.00	\$120.00	\$112.00
System Soft	\$106.25	\$89.25	\$125.00	\$105.00	\$118.75	\$99.75	\$112.50	\$94.50
Try Facta	\$95.00	\$75.00	\$95.00	\$75.00	\$95.00	\$75.00	\$95.00	\$75.00
vTech	\$100.64	\$92.64	\$100.64	\$92.64	\$100.64	\$92.64	\$100.64	\$92.64

**Content Designer**

	Northern		Bay		Central		Southern	
	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource
22nd Century	\$86.28	\$73.34	\$90.59	\$77.01	\$86.28	\$73.34	\$86.28	\$73.34
3Di, Inc	\$90.00	\$80.00	\$90.00	\$80.00	\$90.00	\$80.00	\$90.00	\$80.00
Accend	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Alliance Resource	\$103.13	\$96.88	\$109.41	\$101.65	\$103.13	\$96.88	\$106.89	\$99.20
Ampcus	\$126.00	\$112.00	\$133.00	\$112.00	\$112.00	\$98.00	\$126.00	\$98.00
Artizen	N/A	N/A	N/A	N/A	\$119.00	\$106.25	N/A	N/A
Atomogy Corp.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
BM Associates	\$100.00	\$90.00	\$100.00	\$90.00	\$100.00	\$90.00	\$100.00	\$90.00
CCS Global	\$72.00	\$58.00	\$94.00	\$75.00	\$72.00	\$58.00	\$94.00	\$75.00
Cloud Computing	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Dataman	\$171.72	\$113.13	\$190.80	\$125.70	\$171.72	\$113.13	\$190.80	\$125.70
DPP Tech	\$96.00	\$102.00	\$90.00	\$96.00	\$96.00	\$102.00	\$85.00	\$91.00
EJ America	\$71.00	\$54.00	\$73.00	\$56.00	\$67.00	\$51.00	\$71.00	\$54.00
Global Justice	\$106.25	\$85.00	\$125.00	\$100.00	\$106.25	\$85.00	\$125.00	\$100.00
Infojini	\$65.00	\$60.00	\$70.00	\$65.00	\$65.00	\$60.00	\$70.00	\$65.00
Innoactive Group	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
LanceSoft	\$63.36	\$50.16	\$63.36	\$50.16	\$63.36	\$50.16	\$63.36	\$50.16
McKinsol	\$99.00	\$90.00	\$104.50	\$95.00	\$99.00	\$90.00	\$104.50	\$95.00
Milestone	\$87.86	\$67.35	\$103.01	\$79.24	\$70.92	\$54.56	\$78.80	\$60.62
Phoenix Business	\$60.00	\$55.00	\$66.00	\$60.00	\$60.00	\$55.00	\$60.00	\$55.00
Prelude Sys	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Revision, Inc.	\$110.62	\$55.25	\$120.80	\$44.10	\$120.81	\$35.09	\$118.67	\$39.90
Satwic	\$85.50	\$71.25	\$85.50	\$71.25	\$85.50	\$71.25	\$85.50	\$71.25
Smart IMS	\$85.00	\$65.00	\$90.00	\$70.00	\$87.00	\$67.00	\$85.00	\$65.00
System Soft	\$76.50	\$72.25	\$90.00	\$85.00	\$85.50	\$80.75	\$81.00	\$76.50
Try Facta	\$85.00	\$65.00	\$85.00	\$65.00	\$85.00	\$65.00	\$85.00	\$65.00
vTech	\$65.25	\$57.25	\$65.25	\$57.25	\$65.25	\$57.25	\$65.25	\$57.25

## Content Strategist

	Northern		Bay		Central		Southern	
	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource
22nd Century	\$71.05	\$60.39	\$74.60	\$63.41	\$71.05	\$60.39	\$71.05	\$60.39
3Di, Inc	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Accend	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Alliance Resource	\$103.13	\$96.88	\$109.41	\$101.65	\$103.13	\$96.88	\$106.89	\$99.20
Ampcus	\$126.00	\$112.00	\$133.00	\$112.00	\$112.00	\$98.00	\$126.00	\$98.00
Artizen	\$110.50	\$93.50	N/A	N/A	\$110.50	\$93.50	\$117.00	\$99.00
Atomogy Corp.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
BM Associates	\$105.00	\$90.00	\$105.00	\$90.00	\$105.00	\$90.00	\$105.00	\$90.00
CCS Global	\$85.00	\$68.00	\$110.00	\$88.00	\$85.00	\$68.00	\$110.00	\$88.00
Cloud Computing	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Dataman	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
DPP Tech	\$95.00	\$90.00	\$100.00	\$95.00	\$95.00	\$90.00	\$95.00	\$90.00
EJ America	\$76.00	\$58.00	\$80.00	\$61.00	\$72.00	\$55.00	\$76.00	\$58.00
Global Justice	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Infojini	\$80.00	\$75.00	\$85.00	\$80.00	\$80.00	\$75.00	\$85.00	\$80.00
Innoactive Group	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
LanceSoft	\$55.44	\$46.20	\$55.44	\$46.20	\$55.44	\$46.20	\$55.44	\$46.20
McKinsol	\$88.00	\$80.00	\$93.50	\$85.00	\$88.00	\$80.00	\$93.50	\$85.00
Milestone	\$74.09	\$64.66	\$87.16	\$76.07	\$53.53	\$52.37	\$62.97	\$58.19
Phoenix Business	\$65.00	\$60.00	\$72.00	\$66.00	\$65.00	\$60.00	\$65.00	\$60.00
Prelude Sys	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Revision, Inc.	\$94.43	\$63.59	\$120.00	\$75.45	\$88.04	\$68.43	\$102.71	\$58.05
Satwic	\$85.50	\$71.25	\$85.50	\$71.25	\$85.50	\$71.25	\$85.50	\$71.25
Smart IMS	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
System Soft	\$85.00	\$68.00	\$100.00	\$80.00	\$95.00	\$76.00	\$90.00	\$72.00
Try Facta	\$85.00	\$65.00	\$85.00	\$65.00	\$85.00	\$65.00	\$85.00	\$65.00
vTech	\$59.25	\$51.25	\$59.25	\$51.25	\$59.25	\$51.25	\$59.25	\$51.25

## Data Analyst

	Northern		Bay		Central		Southern	
	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource
22nd Century	\$97.15	\$82.58	\$102.01	\$86.71	\$97.15	\$82.58	\$97.15	\$82.58
3Di, Inc	\$110.00	\$90.00	\$110.00	\$90.00	\$110.00	\$90.00	\$110.00	\$90.00
Accend	\$121.27	\$105.23	\$124.06	\$107.65	\$100.25	\$86.99	\$114.74	\$99.57
Alliance Resource	\$103.13	\$96.88	\$109.41	\$101.65	\$103.13	\$96.88	\$106.89	\$99.20
Ampcus	\$126.00	\$112.00	\$133.00	\$112.00	\$112.00	\$98.00	\$126.00	\$98.00
Artizen	\$89.25	\$80.75	\$105.00	\$95.00	\$89.25	\$80.75	\$94.50	\$85.50
Atomogy Corp.	\$89.00	\$78.00	\$89.00	\$78.00	\$89.00	\$78.00	N/A	N/A
BM Associates	\$110.00	\$95.00	\$110.00	\$95.00	\$110.00	\$95.00	\$110.00	\$95.00
CCS Global	\$77.00	\$62.00	\$99.00	\$79.00	\$77.00	\$62.00	\$99.00	\$79.00
Cloud Computing	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Dataman	\$179.82	\$119.88	N/A	N/A	N/A	N/A	N/A	N/A
DPP Tech	\$90.00	\$85.00	\$95.00	\$90.00	\$90.00	\$85.00	\$90.00	\$85.00
EJ America	\$84.00	\$64.00	\$88.00	\$67.00	\$80.00	\$61.00	\$84.00	\$64.00
Global Justice	\$106.25	\$102.00	\$125.00	\$120.00	\$106.25	\$102.00	\$125.00	\$120.00
Infojini	\$98.00	\$93.00	\$105.00	\$98.00	\$98.00	\$93.00	\$105.00	\$98.00
Innoactive Group	N/A	N/A	\$70.00	\$40.00	N/A	N/A	N/A	N/A
LanceSoft	\$68.64	\$52.80	\$68.64	\$52.80	\$68.64	\$52.80	\$68.64	\$52.80
McKinsol	\$88.00	\$80.00	\$93.50	\$85.00	\$88.00	\$80.00	\$93.50	\$85.00
Milestone	\$87.56	\$53.88	\$103.01	\$63.39	\$70.92	\$43.64	\$78.80	\$48.49
Phoenix Business	\$75.00	\$65.00	\$83.00	\$72.00	\$75.00	\$65.00	\$75.00	\$65.00
Prelude Sys	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Revision, Inc.	\$105.34	\$76.41	\$108.67	\$88.38	\$108.53	\$70.34	\$107.29	\$79.97
Satwic	\$87.75	\$78.00	\$87.75	\$78.00	\$87.75	\$78.00	\$87.75	\$78.00
Smart IMS	\$108.00	\$95.00	\$113.00	\$100.00	\$110.00	\$97.00	\$108.00	\$95.00
System Soft	\$76.50	\$63.75	\$90.00	\$75.00	\$85.50	\$71.25	\$81.00	\$67.50
Try Facta	\$85.00	\$65.00	\$85.00	\$65.00	\$85.00	\$65.00	\$85.00	\$65.00
vTech	\$75.59	\$67.59	\$75.59	\$67.59	\$75.59	\$67.59	\$75.59	\$67.59

## Data Engineer

	Northern		Bay		Central		Southern	
	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource
22nd Century	\$100.05	\$85.04	\$105.05	\$89.29	\$100.05	\$85.04	\$100.05	\$85.04
3Di, Inc	\$110.00	\$90.00	\$110.00	\$90.00	\$110.00	\$90.00	\$110.00	\$90.00
Accend	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Alliance Resource	\$117.50	\$110.63	\$124.50	\$116.35	\$117.50	\$110.63	\$121.63	\$113.55
Ampcus	\$126.00	\$112.00	\$133.00	\$112.00	\$112.00	\$98.00	\$126.00	\$98.00
Artizen	\$106.25	\$89.25	\$125.00	\$105.00	\$106.25	\$89.25	\$112.50	\$94.50
Atomogy Corp.	\$89.00	\$78.00	\$89.00	\$78.00	\$89.00	\$78.00	N/A	N/A
BM Associates	\$115.00	\$95.00	\$115.00	\$95.00	\$115.00	\$95.00	\$115.00	\$95.00
CCS Global	\$77.00	\$62.00	\$99.00	\$79.00	\$77.00	\$62.00	\$99.00	\$79.00
Cloud Computing	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Dataman	\$185.58	\$125.64	\$206.20	\$139.60	\$185.58	\$125.64	\$206.20	\$139.60
DPP Tech	\$95.00	\$90.00	\$100.00	\$95.00	\$95.00	\$90.00	\$95.00	\$90.00
EJ America	\$84.00	\$64.00	\$88.00	\$67.00	\$80.00	\$61.00	\$84.00	\$64.00
Global Justice	\$131.75	\$119.00	N/A	N/A	\$131.75	\$119.00	N/A	N/A
Infojini	\$104.00	\$98.00	\$110.00	\$104.00	\$104.00	\$98.00	\$110.00	\$104.00
Innoactive Group	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
LanceSoft	\$72.60	\$59.40	\$72.60	\$59.40	\$72.60	\$59.40	\$72.60	\$59.40
McKinsol	\$99.00	\$90.00	\$104.50	\$95.00	\$99.00	\$90.00	\$104.50	\$95.00
Milestone	\$87.56	\$67.35	\$103.01	\$79.24	\$70.92	\$54.56	\$78.80	\$60.62
Phoenix Business	\$85.00	\$75.00	\$94.00	\$83.00	\$85.00	\$75.00	\$85.00	\$75.00
Prelude Sys	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Revision, Inc.	\$138.31	\$95.47	\$133.64	\$108.35	\$128.97	\$86.81	\$123.89	\$98.63
Satwic	\$108.75	\$91.75	\$108.75	\$91.75	\$108.75	\$91.75	\$108.75	\$91.75
Smart IMS	\$115.00	\$99.00	\$120.00	\$104.00	\$117.00	\$101.00	\$115.00	\$99.00
System Soft	\$89.25	\$72.25	\$105.00	\$85.00	\$99.75	\$80.75	\$94.50	\$76.50
Try Facta	\$90.00	\$70.00	\$90.00	\$70.00	\$90.00	\$70.00	\$90.00	\$70.00
vTech	\$85.64	\$77.64	\$85.64	\$77.64	\$85.64	\$77.64	\$85.64	\$77.64

**Data Modeler**

	Northern		Bay		Central		Southern	
	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource
22nd Century	\$92.80	\$78.88	\$97.44	\$82.82	\$92.80	\$78.88	\$92.80	\$78.88
3Di, Inc	\$115.00	\$105.00	\$115.00	\$105.00	\$115.00	\$105.00	\$115.00	\$105.00
Accend	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Alliance Resource	\$91.25	\$68.75	\$106.25	\$81.25	\$91.25	\$68.75	\$96.25	\$75.00
Ampcus	\$147.00	\$126.00	\$161.00	\$140.00	\$147.00	\$126.00	\$154.00	\$126.00
Artizen	\$114.75	\$97.75	\$135.00	\$115.00	\$114.75	\$97.75	\$121.50	\$103.50
Atomogy Corp.	\$89.00	\$78.00	\$89.00	\$78.00	\$89.00	\$78.00	N/A	N/A
BM Associates	\$115.00	\$100.00	\$115.00	\$100.00	\$115.00	\$100.00	\$115.00	\$100.00
CCS Global	\$94.00	\$75.00	\$121.00	\$97.00	\$94.00	\$75.00	\$121.00	\$97.00
Cloud Computing	\$125.86	\$93.31	\$140.67	\$104.29	\$125.86	\$93.31	\$140.67	\$104.29
Dataman	\$133.27	\$98.80	N/A	N/A	\$133.27	\$98.80	\$148.07	\$109.78
DPP Tech	\$95.00	\$90.00	\$100.00	\$95.00	\$95.00	\$90.00	\$95.00	\$90.00
EJ America	\$72.00	\$55.00	\$75.00	\$57.00	\$68.00	\$52.00	\$72.00	\$55.00
Global Justice	\$114.75	\$106.25	\$135.00	\$125.00	\$114.75	\$106.25	\$135.00	\$125.00
Infojini	\$85.00	\$80.00	\$90.00	\$85.00	\$85.00	\$80.00	\$90.00	\$85.00
Innoactive Group	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
LanceSoft	\$66.00	\$52.80	\$66.00	\$52.80	\$66.00	\$52.80	\$66.00	\$52.80
McKinsol	\$99.00	\$90.00	\$104.50	\$95.00	\$99.00	\$90.00	\$104.50	\$95.00
Milestone	\$94.29	\$53.88	\$110.93	\$63.39	\$76.38	\$43.64	\$84.86	\$48.49
Phoenix Business	\$105.00	\$95.00	\$115.00	\$105.00	\$105.00	\$95.00	\$105.00	\$95.00
Prelude Sys	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Revision, Inc.	\$144.10	\$99.48	\$142.61	\$111.83	\$133.49	\$89.00	\$129.03	\$101.18
Satwic	\$106.75	\$88.00	\$106.75	\$88.00	\$106.75	\$88.00	\$106.75	\$88.00
Smart IMS	\$115.00	\$99.00	\$120.00	\$104.00	\$117.00	\$101.00	\$115.00	\$99.00
System Soft	\$80.75	\$72.25	\$95.00	\$85.00	\$90.25	\$80.75	\$85.50	\$76.50
Try Facta	\$100.00	\$80.00	\$100.00	\$80.00	\$100.00	\$80.00	\$100.00	\$80.00
vTech	\$85.59	\$77.59	\$85.59	\$77.59	\$85.59	\$77.59	\$85.59	\$77.59

## Data Scientist

	Northern		Bay		Central		Southern	
	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource
22nd Century	\$108.75	\$92.44	\$114.19	\$97.06	\$108.75	\$92.44	\$108.75	\$92.44
3Di, Inc	\$120.00	\$105.00	\$120.00	\$105.00	\$120.00	\$105.00	\$120.00	\$105.00
Accend	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Alliance Resource	\$95.63	\$89.75	\$101.86	\$94.30	\$95.63	\$89.75	\$99.52	\$92.03
Ampcus	\$147.00	\$126.00	\$161.00	\$140.00	\$147.00	\$126.00	\$154.00	\$126.00
Artizen	\$127.50	\$110.50	\$150.00	\$130.00	\$127.50	\$110.50	\$135.00	\$117.00
Atomogy Corp.	\$89.00	\$78.00	\$89.00	\$78.00	\$89.00	\$78.00	N/A	N/A
BM Associates	\$120.00	\$110.00	\$120.00	\$110.00	\$120.00	\$110.00	\$120.00	\$110.00
CCS Global	\$102.00	\$82.00	\$132.00	\$106.00	\$102.00	\$82.00	\$132.00	\$106.00
Cloud Computing	\$128.53	\$95.29	\$143.65	\$106.50	\$128.53	\$95.29	\$143.65	\$106.50
Dataman	\$136.09	\$100.90	\$151.21	\$112.11	\$136.09	\$100.90	\$151.21	\$112.11
DPP Tech	\$95.00	\$90.00	\$100.00	\$95.00	\$95.00	\$90.00	\$95.00	\$90.00
EJ America	\$84.00	\$64.00	\$88.00	\$67.00	\$80.00	\$61.00	\$84.00	\$64.00
Global Justice	\$140.25	\$131.75	\$165.00	\$155.00	\$140.25	\$131.75	\$165.00	\$155.00
Infojini	\$104.00	\$98.00	\$110.00	\$104.00	\$104.00	\$98.00	\$110.00	\$104.00
Innoactive Group	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
LanceSoft	\$83.16	\$66.00	\$83.16	\$66.00	\$83.16	\$66.00	\$83.16	\$66.00
McKinsol	\$99.00	\$90.00	\$104.50	\$95.00	\$99.00	\$90.00	\$104.50	\$95.00
Milestone	\$121.23	\$74.09	\$142.63	\$87.16	\$98.20	\$60.01	\$109.11	\$66.68
Phoenix Business	\$105.00	\$95.00	\$115.00	\$105.00	\$105.00	\$95.00	\$105.00	\$95.00
Prelude Sys	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Revision, Inc.	\$118.45	\$80.49	\$109.39	\$81.52	\$97.00	\$64.88	\$89.84	\$73.76
Satwic	\$118.50	\$91.75	\$118.50	\$91.75	\$118.50	\$91.75	\$118.50	\$91.75
Smart IMS	\$108.00	\$89.00	\$113.00	\$100.00	\$110.00	\$97.00	\$108.00	\$89.00
System Soft	\$119.00	\$110.50	\$140.00	\$130.00	\$133.00	\$123.50	\$126.00	\$117.00
Try Facta	\$110.00	\$90.00	\$110.00	\$90.00	\$110.00	\$90.00	\$110.00	\$90.00
vTech	\$95.99	\$87.99	\$95.99	\$87.99	\$95.99	\$87.99	\$95.99	\$87.99



## Database Administrator

	Northern		Bay		Central		Southern	
	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource
22nd Century	\$89.90	\$76.42	\$94.40	\$80.24	\$89.90	\$76.42	\$89.90	\$76.42
3Di, Inc	\$110.00	\$90.00	\$110.00	\$90.00	\$110.00	\$90.00	\$110.00	\$90.00
Accend	\$129.25	\$76.21	\$132.23	\$77.96	\$106.86	\$63.00	\$122.30	\$72.11
Alliance Resource	\$103.13	\$96.88	\$109.41	\$101.65	\$103.13	\$96.88	\$106.88	\$99.20
Ampcus	\$147.00	\$126.00	\$161.00	\$140.00	\$147.00	\$126.00	\$154.00	\$126.00
Artizen	\$123.25	\$106.25	N/A	N/A	\$123.25	\$106.25	\$130.50	\$112.50
Atomogy Corp.	\$89.00	\$78.00	\$89.00	\$78.00	\$89.00	\$78.00	N/A	N/A
BM Associates	\$115.00	\$105.00	\$115.00	\$105.00	\$115.00	\$105.00	\$115.00	\$105.00
CCS Global	\$85.00	\$68.00	\$110.00	\$88.00	\$85.00	\$68.00	\$110.00	\$88.00
Cloud Computing	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Dataman	\$160.84	\$111.30	\$178.71	\$123.67	\$160.84	\$111.30	\$178.71	\$123.67
DPP Tech	\$95.00	\$90.00	\$100.00	\$95.00	\$95.00	\$90.00	\$95.00	\$90.00
EJ America	\$93.00	\$71.00	\$97.00	\$74.00	\$88.00	\$67.00	\$93.00	\$71.00
Global Justice	\$114.75	\$106.25	\$135.00	\$125.00	\$114.75	\$106.25	\$135.00	\$125.00
Infojini	\$122.00	\$114.00	\$130.00	\$122.00	\$122.00	\$114.00	\$130.00	\$122.00
Innoactive Group	N/A	N/A	\$75.00	\$40.00	N/A	N/A	N/A	N/A
LanceSoft	\$72.60	\$52.80	\$72.60	\$52.80	\$72.60	\$52.80	\$72.60	\$52.80
McKinsol	\$99.00	\$90.00	\$104.50	\$95.00	\$99.00	\$90.00	\$104.50	\$95.00
Milestone	\$101.03	\$80.82	\$118.86	\$95.09	\$81.83	\$58.39	\$90.93	\$68.70
Phoenix Business	\$105.00	\$95.00	\$115.00	\$105.00	\$105.00	\$95.00	\$105.00	\$95.00
Prelude Sys	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Revision, Inc.	\$100.49	\$66.77	\$131.18	\$77.22	\$109.53	\$61.43	\$111.56	\$69.87
Satwic	\$107.75	\$88.00	\$107.75	\$88.00	\$107.75	\$88.00	\$107.75	\$88.00
Smart IMS	\$95.00	\$80.00	\$100.00	\$85.00	\$97.00	\$82.00	\$95.00	\$80.00
System Soft	\$89.25	\$80.75	\$105.00	\$95.00	\$99.75	\$90.25	\$94.50	\$85.50
Try Facta	\$85.00	\$70.00	\$85.00	\$70.00	\$85.00	\$70.00	\$85.00	\$70.00
vTech	\$90.64	\$82.64	\$90.64	\$82.64	\$90.64	\$82.64	\$90.64	\$82.64

## Delivery Manager

	Northern		Bay		Central		Southern	
	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource
22nd Century	\$114.55	\$97.37	\$120.28	\$102.24	\$114.55	\$97.37	\$114.55	\$97.37
3Di, Inc	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Accend	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Alliance Resource	\$88.75	\$82.75	\$94.31	\$86.95	\$88.75	\$82.75	\$92.16	\$84.85
Ampcus	\$147.00	\$126.00	\$161.00	\$140.00	\$147.00	\$126.00	\$154.00	\$126.00
Artizen	\$114.75	\$102.00	\$135.00	\$120.00	\$114.75	\$102.00	\$121.50	\$108.00
Atomogy Corp.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
BM Associates	\$120.00	\$105.00	\$120.00	\$105.00	\$120.00	\$105.00	\$120.00	\$105.00
CCS Global	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Cloud Computing	\$138.88	\$99.82	N/A	N/A	\$138.88	\$99.82	N/A	N/A
Dataman	\$147.05	\$105.69	\$163.39	\$117.44	\$147.05	\$105.69	\$163.39	\$117.44
DPP Tech	\$95.00	\$90.00	\$100.00	\$95.00	\$95.00	\$90.00	\$95.00	\$90.00
EJ America	\$80.00	\$61.00	\$84.00	\$64.00	\$76.00	\$58.00	\$80.00	\$61.00
Global Justice	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Infojini	\$75.00	\$70.00	\$80.00	\$75.00	\$75.00	\$70.00	\$80.00	\$75.00
Innoactive Group	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
LanceSoft	\$89.76	\$72.60	\$89.76	\$72.60	\$89.76	\$72.60	\$89.76	\$72.60
McKinsol	\$99.00	\$90.00	\$104.50	\$95.00	\$99.00	\$90.00	\$104.50	\$95.00
Milestone	\$101.03	\$80.82	\$118.86	\$95.09	\$81.83	\$58.39	\$90.93	\$68.70
Phoenix Business	\$100.00	\$90.00	\$110.00	\$99.00	\$100.00	\$90.00	\$100.00	\$90.00
Prelude Sys	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Revision, Inc.	\$141.70	\$108.65	N/A	N/A	\$130.41	\$100.01	\$148.26	\$113.70
Satwic	\$103.75	\$89.00	\$103.75	\$89.00	\$103.75	\$89.00	\$103.75	\$89.00
Smart IMS	\$115.00	\$105.00	\$120.00	\$110.00	\$117.00	\$107.00	\$115.00	\$105.00
System Soft	\$80.75	\$63.75	\$95.00	\$75.00	\$90.25	\$71.25	\$85.50	\$67.50
Try Facta	\$90.00	\$70.00	\$90.00	\$70.00	\$90.00	\$70.00	\$90.00	\$70.00
vTech	\$65.11	\$57.11	\$65.11	\$57.11	\$65.11	\$57.11	\$65.11	\$57.11

## Desktop Technician

	Northern		Bay		Central		Southern	
	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource
22nd Century	\$49.30	\$41.91	\$51.77	\$44.01	\$49.30	\$41.91	\$49.30	\$41.91
3Di, Inc	\$75.00	\$65.00	\$75.00	\$65.00	\$75.00	\$65.00	\$75.00	\$65.00
Accend	\$69.48	\$53.62	\$71.08	\$54.85	\$57.44	\$44.32	\$65.74	\$50.73
Alliance Resource	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ampcus	\$70.00	\$56.00	\$84.00	\$70.00	\$70.00	\$56.00	\$84.00	\$56.00
Artizen	\$68.00	\$59.50	\$80.00	\$70.00	\$68.00	\$59.50	\$72.00	\$63.00
Atomogy Corp.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
BM Associates	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CCS Global	\$47.00	\$38.00	\$61.00	\$49.00	\$47.00	\$38.00	\$61.00	\$49.00
Cloud Computing	\$82.46	\$63.45	N/A	N/A	\$82.46	\$63.45	N/A	N/A
Dataman	\$87.31	\$67.18	\$97.01	\$74.65	\$87.31	\$67.18	\$97.01	\$74.65
DPP Tech	\$55.00	\$50.00	\$60.00	\$55.00	\$55.00	\$50.00	\$55.00	\$50.00
EJ America	\$43.00	\$33.00	\$45.00	\$34.00	\$41.00	\$31.00	\$43.00	\$33.00
Global Justice	\$63.75	\$51.00	\$75.00	\$60.00	\$63.75	\$51.00	\$75.00	\$60.00
Infojini	\$50.00	\$46.00	\$55.00	\$50.00	\$50.00	\$46.00	\$55.00	\$50.00
Innoactive Group	N/A	N/A	\$40.00	\$30.00	N/A	N/A	N/A	N/A
LanceSoft	\$36.96	\$30.36	\$36.96	\$30.36	\$36.96	\$30.36	\$36.96	\$30.36
McKinsol	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Milestone	\$80.82	\$60.62	N/A	N/A	\$58.39	\$49.10	\$68.78	\$54.56
Phoenix Business	\$70.00	\$60.00	\$77.00	\$66.00	\$70.00	\$60.00	\$70.00	\$60.00
Prelude Sys	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Revision, Inc.	\$66.14	\$52.87	\$76.49	\$61.13	\$60.87	\$48.65	\$69.21	\$55.31
Satwic	\$48.75	\$39.25	\$48.75	\$39.25	\$48.75	\$39.25	\$48.75	\$39.25
Smart IMS	\$75.00	\$60.00	\$80.00	\$65.00	\$77.00	\$62.00	\$75.00	\$60.00
System Soft	\$55.25	\$42.50	\$65.00	\$50.00	\$61.75	\$47.50	\$58.50	\$45.00
Try Facta	\$40.00	\$30.00	\$40.00	\$30.00	\$40.00	\$30.00	\$40.00	\$30.00
vTech	\$55.25	\$47.25	\$55.25	\$47.25	\$55.25	\$47.25	\$55.25	\$47.25

## Enterprise Architect

	Northern		Bay		Central		Southern	
	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource
22nd Century	\$143.55	\$122.02	\$150.73	\$128.12	\$143.55	\$122.02	\$143.55	\$122.02
3Di, Inc	\$130.00	\$120.00	\$130.00	\$120.00	\$130.00	\$120.00	\$130.00	\$120.00
Accend	\$106.55	\$93.27	\$109.00	N/A	\$88.08	\$77.06	\$100.81	\$88.20
Alliance Resource	\$167.81	\$159.79	\$177.33	\$167.80	\$167.81	\$159.75	\$173.13	\$163.78
Ampcus	\$175.00	\$161.00	\$189.00	\$175.00	\$161.00	\$140.00	\$175.00	\$140.00
Artizen	\$157.25	\$140.25	\$185.00	\$165.00	\$157.25	\$140.25	\$166.50	\$148.50
Atomogy Corp.	\$89.00	\$78.00	\$89.00	\$78.00	\$89.00	\$78.00	N/A	N/A
BM Associates	\$130.00	\$110.00	\$130.00	\$110.00	\$130.00	\$110.00	\$130.00	\$110.00
CCS Global	\$94.00	\$75.00	\$121.00	\$97.00	\$94.00	\$75.00	\$121.00	\$97.00
Cloud Computing	\$173.98	\$117.37	\$194.45	\$131.18	\$173.98	\$117.37	\$194.45	\$131.18
Dataman	\$184.22	\$124.28	\$204.68	\$138.08	\$184.22	\$124.28	\$204.68	\$138.08
DPP Tech	\$110.00	\$105.00	\$115.00	\$110.00	\$110.00	\$105.00	\$110.00	\$105.00
EJ America	\$106.00	\$81.00	\$111.00	\$85.00	\$101.00	\$77.00	\$106.00	\$81.00
Global Justice	\$148.75	\$140.25	\$175.00	\$165.00	\$148.75	\$140.25	\$175.00	\$165.00
Infojini	\$122.00	\$114.00	\$130.00	\$122.00	\$122.00	\$114.00	\$130.00	\$122.00
Innoactive Group	N/A	N/A	\$110.00	\$80.00	N/A	N/A	N/A	N/A
LanceSoft	\$108.24	\$92.40	\$108.24	\$92.40	\$108.24	\$92.40	\$108.24	\$92.40
McKinsol	\$88.00	\$80.00	\$93.50	\$85.00	\$88.00	\$80.00	\$93.50	\$85.00
Milestone	\$114.50	\$94.29	\$134.70	\$110.93	\$92.74	\$76.38	\$103.05	\$84.86
Phoenix Business	\$135.00	\$125.00	\$149.00	\$138.00	\$135.00	\$125.00	\$135.00	\$125.00
Prelude Sys	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Revision, Inc.	\$203.43	\$142.33	\$225.00	\$164.62	\$205.00	\$131.02	\$215.60	\$148.94
Satwic	\$123.50	\$99.00	\$123.50	\$99.00	\$123.50	\$99.00	\$123.50	\$99.00
Smart IMS	\$140.00	\$125.00	\$150.00	\$130.00	\$142.00	\$127.00	\$140.00	\$125.00
System Soft	\$148.75	\$131.75	\$175.00	\$155.00	\$166.25	\$147.25	\$157.50	\$139.50
Try Facta	\$110.00	\$90.00	\$110.00	\$90.00	\$110.00	\$90.00	\$110.00	\$90.00
vTech	\$70.35	\$62.35	\$70.35	\$62.35	\$70.35	\$62.35	\$70.35	\$62.35

## Enterprise Content Management (ECM) Administrator

	Northern		Bay		Central		Southern	
	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource
22nd Century	\$91.35	\$77.65	\$95.92	\$81.53	\$91.35	\$77.65	\$91.35	\$77.65
3Di, Inc	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Accend	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Alliance Resource	\$124.69	\$117.75	\$132.05	\$123.70	\$124.69	\$117.75	\$128.99	\$120.63
Ampcus	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Artizen	\$119.00	\$102.00	N/A	N/A	\$119.00	\$102.00	\$126.00	\$108.00
Atomogy Corp.	\$89.00	\$78.00	\$89.00	\$78.00	\$89.00	\$78.00	N/A	N/A
BM Associates	\$130.00	\$110.00	\$130.00	\$110.00	\$130.00	\$110.00	\$130.00	\$110.00
CCS Global	\$72.00	\$58.00	\$94.00	\$75.00	\$72.00	\$58.00	\$94.00	\$75.00
Cloud Computing	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Dataman	\$160.84	\$111.30	\$178.71	\$123.67	\$160.84	\$111.30	\$178.71	\$123.67
DPP Tech	\$100.00	\$95.00	\$105.00	\$100.00	\$100.00	\$95.00	\$100.00	\$95.00
EJ America	\$90.00	\$69.00	\$94.00	\$72.00	\$85.00	\$65.00	\$90.00	\$69.00
Global Justice	\$123.25	\$106.25	N/A	N/A	\$123.25	\$106.25	N/A	N/A
Infojini	\$105.00	\$100.00	\$112.00	\$105.00	\$105.00	\$100.00	\$112.00	\$105.00
Innoactive Group	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
LanceSoft	\$66.00	\$52.80	\$66.00	\$52.80	\$66.00	\$52.80	\$66.00	\$52.80
McKinsol	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Milestone	\$74.09	\$53.88	\$87.16	\$63.39	\$60.01	\$43.64	\$66.68	\$48.49
Phoenix Business	N/A	N/A	N/A	N/A	\$140.00	\$125.00	\$140.00	\$125.00
Prelude Sys	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Revision, Inc.	\$125.72	\$96.17	\$145.39	\$111.20	\$115.70	\$88.49	\$131.55	\$100.63
Satwic	\$114.50	\$99.00	\$114.50	\$99.00	\$114.50	\$99.00	\$114.50	\$99.00
Smart IMS	\$100.00	\$85.00	\$105.00	\$90.00	\$103.00	\$87.00	\$100.00	\$85.00
System Soft	\$72.25	\$63.75	\$85.00	\$75.00	\$80.75	\$71.25	\$76.50	\$67.50
Try Facta	\$100.00	\$80.00	\$100.00	\$80.00	\$100.00	\$80.00	\$100.00	\$80.00
vTech	\$65.58	\$57.58	\$65.58	\$57.58	\$65.58	\$57.58	\$65.58	\$57.58

## ETL Tool Developer

	Northern		Bay		Central		Southern	
	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource
22nd Century	\$92.80	\$78.88	\$97.44	\$82.82	\$92.80	\$78.88	\$92.80	\$78.88
3Di, Inc	\$110.00	\$90.00	\$110.00	\$90.00	\$110.00	\$90.00	\$110.00	\$90.00
Accend	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Alliance Resource	\$110.31	\$103.79	\$116.95	\$109.00	\$110.31	\$103.75	\$114.38	\$106.38
Ampcus	\$126.00	\$112.00	\$133.00	\$112.00	\$112.00	\$98.00	\$126.00	\$98.00
Artizen	\$110.50	\$102.00	\$130.00	\$120.00	\$110.50	\$102.00	\$117.00	\$108.00
Atomogy Corp.	\$89.00	\$78.00	\$89.00	\$78.00	\$89.00	\$78.00	N/A	N/A
BM Associates	\$115.00	\$100.00	\$115.00	\$100.00	\$115.00	\$100.00	\$115.00	\$100.00
CCS Global	\$77.00	\$62.00	\$99.00	\$79.00	\$77.00	\$62.00	\$99.00	\$79.00
Cloud Computing	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Dataman	N/A	N/A	N/A	N/A	\$183.82	\$131.61	N/A	N/A
DPP Tech	\$90.00	\$85.00	\$95.00	\$90.00	\$90.00	\$85.00	\$90.00	\$85.00
EJ America	\$93.00	\$71.00	\$97.00	\$74.00	\$88.00	\$67.00	\$93.00	\$71.00
Global Justice	\$106.25	\$93.50	\$125.00	\$110.00	\$106.25	\$93.50	\$125.00	\$110.00
Infojini	\$104.00	\$98.00	\$110.00	\$104.00	\$104.00	\$98.00	\$110.00	\$104.00
Innoactive Group	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
LanceSoft	\$76.56	\$66.00	\$76.56	\$66.00	\$76.56	\$66.00	\$76.56	\$66.00
McKinsol	\$110.00	\$100.00	\$115.50	\$105.00	\$110.00	\$100.00	\$115.50	\$105.00
Milestone	\$87.56	\$60.62	\$103.01	\$71.31	\$70.92	\$49.10	\$78.80	\$54.56
Phoenix Business	\$90.00	\$80.00	\$99.00	\$88.00	\$90.00	\$80.00	\$90.00	\$80.00
Prelude Sys	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Revision, Inc.	\$145.49	\$94.82	\$142.23	\$86.53	\$125.23	\$98.85	\$139.64	\$78.28
Satwic	\$94.00	\$85.80	\$94.00	\$85.80	\$94.00	\$85.80	\$94.00	\$85.80
Smart IMS	\$115.00	\$99.00	\$120.00	\$104.00	\$117.00	\$101.00	\$115.00	\$99.00
System Soft	\$76.50	\$72.29	\$90.00	\$85.00	\$85.50	\$80.75	\$81.00	\$76.50
Try Facta	\$95.00	\$75.00	\$95.00	\$75.00	\$95.00	\$75.00	\$95.00	\$75.00
vTech	\$75.64	\$67.64	\$75.64	\$67.64	\$75.64	\$67.64	\$75.64	\$67.64

## Front End Web Developer

	Northern		Bay		Central		Southern	
	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource
22nd Century	\$95.70	\$81.35	\$100.49	\$85.42	\$95.70	\$81.35	\$95.70	\$81.35
3Di, Inc	\$110.00	\$90.00	\$110.00	\$90.00	\$110.00	\$90.00	\$110.00	\$90.00
Accend	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Alliance Resource	\$110.31	\$103.75	\$116.95	\$109.00	\$110.31	\$103.75	\$114.38	\$106.38
Ampcus	\$126.00	\$112.00	\$133.00	\$112.00	\$112.00	\$98.00	\$126.00	\$98.00
Artizen	\$106.25	\$89.25	\$125.00	\$105.00	\$106.25	\$89.25	\$112.50	\$94.50
Atomogy Corp.	\$89.00	\$78.00	\$89.00	\$78.00	\$89.00	\$78.00	N/A	N/A
BM Associates	\$110.00	\$95.00	\$110.00	\$95.00	\$110.00	\$95.00	\$110.00	\$95.00
CCS Global	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Cloud Computing	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Dataman	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
DPP Tech	\$100.00	\$90.00	\$110.00	\$100.00	\$100.00	\$90.00	\$105.00	\$95.00
EJ America	\$93.00	\$71.00	\$97.00	\$74.00	\$88.00	\$67.00	\$93.00	\$71.00
Global Justice	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Infojini	\$98.00	\$93.00	\$105.00	\$98.00	\$98.00	\$93.00	\$105.00	\$98.00
Innoactive Group	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
LanceSoft	\$75.24	\$64.68	\$75.24	\$64.68	\$75.24	\$64.68	\$75.24	\$64.68
McKinsol	\$99.00	\$90.00	\$104.50	\$95.00	\$99.00	\$90.00	\$104.50	\$95.00
Milestone	\$94.29	\$67.35	\$110.93	\$79.24	\$76.38	\$54.56	\$84.86	\$60.62
Phoenix Business	\$95.00	\$85.00	\$105.00	\$94.00	\$95.00	\$85.00	\$95.00	\$85.00
Prelude Sys	\$105.00	\$75.60	\$121.80	\$84.00	\$105.00	\$77.00	\$119.00	\$81.20
Revision, Inc.	N/A	N/A	N/A	N/A	\$126.58	\$107.82	N/A	N/A
Satwic	\$94.00	\$79.00	\$94.00	\$79.00	\$94.00	\$79.00	\$94.00	\$79.00
Smart IMS	\$100.00	\$85.00	\$105.00	\$90.00	\$102.00	\$87.00	\$100.00	\$85.00
System Soft	\$93.50	\$80.75	\$110.00	\$95.00	\$104.50	\$90.25	\$99.00	\$85.50
Try Facta	\$95.00	\$75.00	\$95.00	\$75.00	\$95.00	\$75.00	\$95.00	\$75.00
vTech	\$70.58	\$62.58	\$70.58	\$62.58	\$70.58	\$62.58	\$70.58	\$62.58

## Information Security Specialist

	Northern		Bay		Central		Southern	
	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource
22nd Century	\$123.25	\$104.76	\$129.41	\$110.00	\$123.25	\$104.76	\$123.25	\$104.76
3Di, Inc	\$110.00	\$90.00	\$110.00	\$90.00	\$110.00	\$90.00	\$110.00	\$90.00
Accend	\$91.49	\$62.88	\$93.60	\$64.33	\$75.64	\$51.99	\$86.57	\$59.50
Alliance Resource	\$139.06	\$131.88	\$147.14	\$138.40	\$139.06	\$131.88	\$143.73	\$135.08
Ampcus	\$154.00	\$133.00	\$189.00	\$154.00	\$147.00	\$126.00	\$154.00	\$126.00
Artizen	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Atomogy Corp.	\$89.00	\$78.00	\$89.00	\$78.00	\$89.00	\$78.00	N/A	N/A
BM Associates	\$130.00	\$110.00	\$130.00	\$110.00	\$130.00	\$110.00	\$130.00	\$110.00
CCS Global	\$94.00	\$75.00	\$121.00	\$97.00	\$94.00	\$75.00	\$121.00	\$97.00
Cloud Computing	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Dataman	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
DPP Tech	\$110.00	\$105.00	\$115.00	\$110.00	\$110.00	\$105.00	\$110.00	\$105.00
EJ America	\$91.00	\$70.00	\$95.00	\$73.00	\$86.00	\$66.00	\$91.00	\$70.00
Global Justice	\$136.00	\$127.50	\$160.00	\$150.00	\$136.00	\$127.50	\$160.00	\$150.00
Infojini	\$112.00	\$105.00	\$120.00	\$112.00	\$112.00	\$105.00	\$120.00	\$112.00
Innoactive Group	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
LanceSoft	\$85.80	\$79.20	\$85.80	\$79.20	\$85.80	\$79.20	\$85.80	\$79.20
McKinsol	\$88.00	\$80.00	\$93.50	\$85.00	\$88.00	\$80.00	\$93.50	\$85.00
Milestone	\$121.23	\$101.03	\$142.63	\$118.86	\$98.20	\$81.83	\$109.11	\$90.93
Phoenix Business	\$125.00	\$115.00	\$138.00	\$127.00	\$125.00	\$115.00	\$125.00	\$115.00
Prelude Sys	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Revision, Inc.	\$118.40	\$89.59	\$155.37	\$103.56	\$115.78	\$82.42	\$123.43	\$93.71
Satwic	\$99.00	\$88.00	\$99.00	\$88.00	\$99.00	\$88.00	\$99.00	\$88.00
Smart IMS	\$130.00	\$115.00	\$136.00	\$120.00	\$133.00	\$117.00	\$130.00	\$115.00
System Soft	\$106.25	\$97.79	\$125.00	\$115.00	\$118.75	\$109.25	\$112.50	\$103.50
Try Facta	\$95.00	\$75.00	\$95.00	\$75.00	\$95.00	\$75.00	\$95.00	\$75.00
vTech	\$78.52	\$70.52	\$78.52	\$70.52	\$78.52	\$70.52	\$78.52	\$70.52



## Infrastructure Engineer

	Northern		Bay		Central		Southern	
	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource
22nd Century	\$89.90	\$76.42	\$94.40	\$80.24	\$89.90	\$76.42	\$89.90	\$76.42
3Di, Inc	\$110.00	\$90.00	\$110.00	\$90.00	\$110.00	\$90.00	\$110.00	\$90.00
Accend	\$65.91	\$52.59	\$67.43	\$53.76	\$54.49	\$43.44	\$62.37	\$49.72
Alliance Resource	\$110.31	\$103.79	\$116.95	\$109.00	\$110.31	\$103.75	\$114.38	\$106.38
Ampcus	\$147.00	\$126.00	\$161.00	\$140.00	\$147.00	\$126.00	\$154.00	\$126.00
Artizen	\$114.75	\$102.00	\$135.00	\$120.00	\$114.75	\$102.00	\$121.50	\$108.00
Atomogy Corp.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
BM Associates	\$130.00	\$110.00	\$130.00	\$110.00	\$130.00	\$110.00	\$130.00	\$110.00
CCS Global	\$77.00	\$62.00	\$99.00	\$79.00	\$77.00	\$62.00	\$99.00	\$79.00
Cloud Computing	\$138.88	\$99.82	N/A	N/A	\$138.88	\$99.82	N/A	N/A
Dataman	\$147.05	\$105.69	\$163.39	\$117.44	\$147.05	\$105.69	\$163.39	\$117.44
DPP Tech	\$100.00	\$95.00	\$105.00	\$100.00	\$100.00	\$95.00	\$100.00	\$95.00
EJ America	\$71.00	\$54.00	\$73.00	\$56.00	\$67.00	\$51.00	\$71.00	\$54.00
Global Justice	\$106.25	\$85.00	\$125.00	\$100.00	\$106.25	\$85.00	\$125.00	\$100.00
Infojini	\$105.00	\$98.00	\$112.00	\$105.00	\$105.00	\$98.00	\$112.00	\$105.00
Innoactive Group	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
LanceSoft	\$79.20	\$66.00	\$79.20	\$66.00	\$79.20	\$66.00	\$79.20	\$66.00
McKinsol	\$88.00	\$80.00	\$93.50	\$85.00	\$88.00	\$80.00	\$93.50	\$85.00
Milestone	\$94.29	\$78.13	\$110.93	\$91.92	\$76.38	\$63.28	\$84.86	\$70.32
Phoenix Business	\$115.00	\$105.00	\$127.00	\$116.00	\$115.00	\$105.00	\$115.00	\$105.00
Prelude Sys	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Revision, Inc.	\$125.00	\$82.73	\$135.29	\$95.68	\$101.75	\$76.13	\$104.30	\$86.56
Satwic	\$98.00	\$84.50	\$98.00	\$84.50	\$98.00	\$84.50	\$98.00	\$84.50
Smart IMS	\$95.00	\$80.00	\$100.00	\$85.00	\$97.00	\$82.00	\$95.00	\$80.00
System Soft	\$93.50	\$89.29	\$110.00	\$105.00	\$104.50	\$99.75	\$99.00	\$94.50
Try Facta	\$95.00	\$75.00	\$95.00	\$75.00	\$95.00	\$75.00	\$95.00	\$75.00
vTech	\$85.52	\$77.52	\$85.52	\$77.52	\$85.52	\$77.52	\$85.52	\$77.52

## Infrastructure Architect

	Northern		Bay		Central		Southern	
	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource
22nd Century	\$130.50	\$110.93	\$137.03	\$116.48	\$130.50	\$110.93	\$130.50	\$110.93
3Di, Inc	\$125.00	\$120.00	\$125.00	\$120.00	\$125.00	\$120.00	\$125.00	\$120.00
Accend	\$70.75	\$57.39	\$72.38	\$58.71	\$58.49	\$47.44	\$66.94	\$54.30
Alliance Resource	\$139.06	\$131.88	\$147.14	\$138.40	\$139.06	\$131.88	\$143.73	\$135.08
Ampcus	\$175.00	\$161.00	\$189.00	\$175.00	\$161.00	\$140.00	\$175.00	\$140.00
Artizen	\$140.25	\$123.25	\$165.00	\$145.00	\$140.25	\$123.25	\$148.50	\$130.50
Atomogy Corp.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
BM Associates	\$130.00	\$110.00	\$130.00	\$110.00	\$130.00	\$110.00	\$130.00	\$110.00
CCS Global	\$85.00	\$68.00	\$110.00	\$88.00	\$85.00	\$68.00	\$110.00	\$88.00
Cloud Computing	\$141.83	\$101.94	\$158.51	\$113.93	\$141.83	\$101.94	\$158.51	\$113.93
Dataman	\$150.17	\$107.93	\$166.86	\$119.93	\$150.17	\$107.93	\$166.86	\$119.93
DPP Tech	\$115.00	\$110.00	\$120.00	\$115.00	\$115.00	\$110.00	\$115.00	\$110.00
EJ America	\$75.00	\$57.00	\$78.00	\$60.00	\$71.00	\$54.00	\$75.00	\$57.00
Global Justice	\$140.25	\$127.50	\$165.00	\$150.00	\$140.25	\$127.50	\$165.00	\$150.00
Infojini	\$98.00	\$93.00	\$105.00	\$98.00	\$98.00	\$93.00	\$105.00	\$98.00
Innoactive Group	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
LanceSoft	\$108.24	\$92.40	\$108.24	\$92.40	\$108.24	\$92.40	\$108.24	\$92.40
McKinsol	\$88.00	\$80.00	\$93.50	\$85.00	\$88.00	\$80.00	\$93.50	\$85.00
Milestone	\$94.29	\$74.09	\$110.93	\$87.16	\$76.38	\$60.01	\$84.86	\$66.68
Phoenix Business	\$135.00	\$125.00	\$149.00	\$138.00	\$135.00	\$125.00	\$135.00	\$125.00
Prelude Sys	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Revision, Inc.	\$129.69	\$82.73	\$135.29	\$95.68	\$121.75	\$76.13	\$124.30	\$86.56
Satwic	\$119.50	\$94.00	\$119.50	\$94.00	\$119.50	\$94.00	\$119.50	\$94.00
Smart IMS	\$125.00	\$106.00	\$130.00	\$110.00	\$128.00	\$98.00	\$125.00	\$106.00
System Soft	\$144.50	\$123.25	\$170.00	\$145.00	\$161.50	\$137.75	\$153.00	\$130.50
Try Facta	\$120.00	\$100.00	\$120.00	\$100.00	\$120.00	\$100.00	\$120.00	\$100.00
vTech	\$90.52	\$82.52	\$90.52	\$82.52	\$90.52	\$82.52	\$90.52	\$82.52

## Integrated Workplace Management System (IWMS) Analyst

	Northern		Bay		Central		Southern	
	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource
22nd Century	\$114.55	\$97.37	\$120.28	\$102.24	\$114.55	\$97.37	\$114.55	\$97.37
3Di, Inc	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Accend	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Alliance Resource	\$112.50	\$106.25	\$118.75	\$112.50	\$112.50	\$106.25	\$112.50	\$106.25
Ampcus	\$154.00	\$133.00	N/A	N/A	\$147.00	\$126.00	\$154.00	\$126.00
Artizen	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Atomogy Corp.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
BM Associates	\$115.00	\$100.00	\$115.00	\$100.00	\$115.00	\$100.00	\$115.00	\$100.00
CCS Global	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Cloud Computing	\$138.88	\$99.82	N/A	N/A	\$138.88	\$99.82	N/A	N/A
Dataman	\$147.05	\$105.69	\$163.39	\$117.44	\$147.05	\$105.69	\$163.39	\$117.44
DPP Tech	\$100.00	\$95.00	\$105.00	\$100.00	\$100.00	\$95.00	\$100.00	\$95.00
EJ America	\$68.00	\$52.00	\$71.00	\$54.00	\$64.00	\$49.00	\$68.00	\$52.00
Global Justice	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Infojini	\$98.00	\$93.00	\$105.00	\$98.00	\$98.00	\$93.00	\$105.00	\$98.00
Innoactive Group	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
LanceSoft	\$68.64	\$52.80	\$68.64	\$52.80	\$68.64	\$52.80	\$68.64	\$52.80
McKinsol	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Milestone	\$53.88	\$47.19	\$63.39	\$55.47	\$43.64	\$38.19	\$48.89	\$42.43
Phoenix Business	\$80.00	\$70.00	\$88.00	\$77.00	\$80.00	\$70.00	\$80.00	\$70.00
Prelude Sys	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Revision, Inc.	\$73.67	\$50.13	\$85.20	\$47.59	\$67.81	\$37.87	\$77.09	\$54.14
Satwic	\$88.25	\$76.00	\$88.25	\$76.00	\$88.25	\$76.00	\$88.25	\$76.00
Smart IMS	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
System Soft	\$76.50	\$63.75	\$90.00	\$75.00	\$85.50	\$71.25	\$81.00	\$67.50
Try Facta	\$90.00	\$70.00	\$90.00	\$70.00	\$90.00	\$70.00	\$90.00	\$70.00
vTech	\$80.58	\$72.58	\$80.58	\$72.58	\$80.58	\$72.58	\$80.58	\$72.58

**IT Governance SME**

	Northern		Bay		Central		Southern	
	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource
22nd Century	\$126.15	\$107.23	\$132.46	\$112.59	\$126.15	\$107.23	\$126.15	\$107.23
3Di, Inc	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Accend	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Alliance Resource	\$162.50	\$155.00	\$175.00	\$163.75	\$162.50	\$155.00	\$168.75	\$160.00
Ampcus	\$175.00	\$161.00	\$189.00	\$175.00	\$161.00	\$140.00	\$175.00	\$140.00
Artizen	\$165.00	\$145.00	\$160.00	\$140.00	\$165.00	\$145.00	\$165.00	\$145.00
Atomogy Corp.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
BM Associates	\$135.00	\$110.00	\$135.00	\$110.00	\$135.00	\$110.00	\$135.00	\$110.00
CCS Global	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Cloud Computing	\$138.88	\$99.82	\$155.22	\$111.57	\$138.88	\$99.82	\$155.22	\$111.57
Dataman	\$147.05	\$105.69	\$163.39	\$117.44	\$147.05	\$105.69	\$163.39	\$117.44
DPP Tech	\$125.00	\$120.00	\$130.00	\$125.00	\$125.00	\$120.00	\$125.00	\$120.00
EJ America	\$77.00	\$59.00	\$81.00	\$62.00	\$73.00	\$56.00	\$77.00	\$59.00
Global Justice	\$140.25	\$127.50	\$165.00	\$150.00	\$140.25	\$127.50	\$165.00	\$150.00
Infojini	\$90.00	\$85.00	\$95.00	\$90.00	\$90.00	\$85.00	\$95.00	\$90.00
Innoactive Group	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
LanceSoft	\$85.80	\$72.60	\$85.80	\$72.60	\$85.80	\$72.60	\$85.80	\$72.60
McKinsol	\$132.00	\$120.00	\$137.50	\$125.00	\$132.00	\$120.00	\$137.50	\$125.00
Milestone	\$101.03	\$74.09	\$118.86	\$87.16	\$81.83	\$60.01	\$90.93	\$66.68
Phoenix Business	\$130.00	\$120.00	\$143.00	\$132.00	\$130.00	\$120.00	\$130.00	\$120.00
Prelude Sys	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Revision, Inc.	\$155.78	\$93.27	\$140.34	\$93.16	\$122.92	\$92.93	\$132.20	\$91.59
Satwic	\$110.00	\$95.00	\$110.00	\$95.00	\$110.00	\$95.00	\$110.00	\$95.00
Smart IMS	\$98.00	\$90.00	\$103.00	\$95.00	\$100.00	\$92.00	\$98.00	\$90.00
System Soft	\$106.25	\$85.00	\$125.00	\$100.00	\$118.75	\$95.00	\$112.50	\$90.00
Try Facta	\$105.00	\$85.00	\$105.00	\$85.00	\$105.00	\$85.00	\$105.00	\$85.00
vTech	\$80.25	\$72.25	\$80.25	\$72.25	\$80.25	\$72.25	\$80.25	\$72.25

## IT Infrastructure SME

	Northern		Bay		Central		Southern	
	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource
22nd Century	\$123.25	\$104.76	\$129.41	\$110.00	\$123.25	\$104.76	\$123.25	\$104.76
3Di, Inc	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Accend	\$65.86	\$52.50	\$67.38	\$53.71	\$54.45	\$43.40	\$62.32	\$49.68
Alliance Resource	\$156.25	\$148.75	\$168.75	\$157.50	\$156.25	\$148.75	\$162.50	\$153.75
Ampcus	\$175.00	\$161.00	\$189.00	\$175.00	\$161.00	\$140.00	\$175.00	\$140.00
Artizen	\$165.00	\$145.00	\$160.00	\$140.00	\$165.00	\$145.00	\$165.00	\$145.00
Atomogy Corp.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
BM Associates	\$130.00	\$110.00	\$130.00	\$110.00	\$130.00	\$110.00	\$130.00	\$110.00
CCS Global	\$85.00	\$68.00	\$110.00	\$88.00	\$85.00	\$68.00	\$110.00	\$88.00
Cloud Computing	\$141.83	\$101.94	\$158.51	\$113.93	\$141.83	\$101.94	\$158.51	\$113.93
Dataman	\$150.17	\$107.93	\$166.86	\$119.93	\$150.17	\$107.93	\$166.86	\$119.93
DPP Tech	\$125.00	\$120.00	\$130.00	\$125.00	\$125.00	\$120.00	\$125.00	\$120.00
EJ America	\$75.00	\$57.00	\$78.00	\$60.00	\$71.00	\$54.00	\$75.00	\$57.00
Global Justice	\$127.50	\$106.25	\$150.00	\$125.00	\$127.50	\$106.25	\$150.00	\$125.00
Infojini	\$95.00	\$90.00	\$100.00	\$95.00	\$95.00	\$90.00	\$100.00	\$95.00
Innoactive Group	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
LanceSoft	\$85.80	\$72.60	\$85.80	\$72.60	\$85.80	\$72.60	\$85.80	\$72.60
McKinsol	\$110.00	\$100.00	\$115.50	\$105.00	\$110.00	\$100.00	\$115.50	\$105.00
Milestone	\$101.03	\$67.35	\$118.86	\$79.24	\$81.83	\$54.56	\$90.93	\$60.62
Phoenix Business	\$135.00	\$125.00	\$149.00	\$138.00	\$135.00	\$125.00	\$135.00	\$125.00
Prelude Sys	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Revision, Inc.	\$185.77	\$135.58	N/A	N/A	\$172.56	\$124.82	\$193.45	\$141.91
Satwic	\$117.00	\$101.50	\$117.00	\$101.50	\$117.00	\$101.50	\$117.00	\$101.50
Smart IMS	\$98.00	\$90.00	\$103.00	\$95.00	\$100.00	\$92.00	\$98.00	\$90.00
System Soft	\$102.00	\$102.00	\$120.00	\$120.00	\$114.00	\$114.00	\$108.00	\$108.00
Try Facta	\$105.00	\$85.00	\$105.00	\$85.00	\$105.00	\$85.00	\$105.00	\$85.00
vTech	\$80.25	\$72.25	\$80.25	\$72.25	\$80.25	\$72.25	\$80.25	\$72.25

## IT Program Manager

	Northern		Bay		Central		Southern	
	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource
22nd Century	\$152.25	\$129.41	\$159.86	\$135.88	\$152.25	\$129.41	\$152.25	\$129.41
3Di, Inc	\$150.00	\$130.00	\$150.00	\$130.00	\$150.00	\$130.00	\$150.00	\$130.00
Accend	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Alliance Resource	\$131.88	\$124.75	\$139.59	\$131.05	\$131.88	\$124.75	\$136.36	\$127.90
Ampcus	\$147.00	\$126.00	\$161.00	\$140.00	\$147.00	\$126.00	\$154.00	\$126.00
Artizen	\$148.75	\$131.75	N/A	N/A	\$148.75	\$131.75	\$157.50	\$139.50
Atomogy Corp.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
BM Associates	\$140.00	\$120.00	\$140.00	\$120.00	\$140.00	\$120.00	\$140.00	\$120.00
CCS Global	\$89.00	\$71.00	\$116.00	\$93.00	\$89.00	\$71.00	\$116.00	\$93.00
Cloud Computing	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Dataman	\$213.12	\$146.52	\$236.80	\$162.80	\$213.12	\$146.52	\$236.80	\$162.80
DPP Tech	\$105.00	\$100.00	\$110.00	\$105.00	\$105.00	\$100.00	\$105.00	\$100.00
EJ America	\$80.00	\$61.00	\$84.00	\$64.00	\$76.00	\$58.00	\$80.00	\$61.00
Global Justice	\$153.00	\$144.50	N/A	N/A	\$153.00	\$144.50	N/A	N/A
Infojini	\$112.00	\$105.00	\$120.00	\$112.00	\$112.00	\$105.00	\$120.00	\$112.00
Innoactive Group	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
LanceSoft	\$92.40	\$79.20	\$92.40	\$79.20	\$92.40	\$79.20	\$92.40	\$79.20
McKinsol	\$88.00	\$80.00	\$93.50	\$85.00	\$88.00	\$80.00	\$93.50	\$85.00
Milestone	\$101.03	\$67.35	\$118.86	\$79.24	\$81.83	\$54.56	\$90.93	\$60.62
Phoenix Business	\$135.00	\$125.00	\$149.00	\$138.00	\$135.00	\$125.00	\$135.00	\$125.00
Prelude Sys	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Revision, Inc.	\$173.15	\$135.00	N/A	N/A	\$159.36	\$124.25	\$181.17	\$141.25
Satwic	\$117.25	\$100.50	\$117.25	\$100.50	\$117.25	\$100.50	\$117.25	\$100.50
Smart IMS	\$115.00	\$105.00	\$120.00	\$110.00	\$117.00	\$107.00	\$115.00	\$105.00
System Soft	\$93.50	\$85.00	\$110.00	\$100.00	\$104.50	\$95.00	\$99.00	\$90.00
Try Facta	\$95.00	\$75.00	\$95.00	\$75.00	\$95.00	\$75.00	\$95.00	\$75.00
vTech	\$85.25	\$77.25	\$85.25	\$77.25	\$85.25	\$77.25	\$85.25	\$77.25

## Network Administrator

	Northern		Bay		Central		Southern	
	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource
22nd Century	\$94.25	\$80.11	\$98.96	\$84.12	\$94.25	\$80.11	\$94.25	\$80.11
3Di, Inc	\$95.00	\$80.00	\$95.00	\$80.00	\$95.00	\$80.00	\$95.00	\$80.00
Accend	\$97.66	\$79.14	\$99.91	\$80.96	\$80.74	\$65.42	\$92.41	\$74.88
Alliance Resource	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ampcus	\$112.00	\$98.00	\$126.00	\$112.00	\$105.00	\$84.00	\$112.00	\$84.00
Artizen	\$106.25	\$97.75	\$125.00	\$115.00	\$106.25	\$97.75	\$112.50	\$103.50
Atomogy Corp.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
BM Associates	\$120.00	\$105.00	\$120.00	\$105.00	\$120.00	\$105.00	\$120.00	\$105.00
CCS Global	\$72.00	\$58.00	\$94.00	\$75.00	\$72.00	\$58.00	\$94.00	\$75.00
Cloud Computing	\$104.16	\$78.12	\$116.42	\$87.31	\$104.16	\$78.12	\$116.42	\$87.31
Dataman	\$110.29	\$82.72	\$122.54	\$91.91	\$110.29	\$82.72	\$122.54	\$91.91
DPP Tech	\$90.00	\$85.00	\$95.00	\$90.00	\$90.00	\$85.00	\$90.00	\$85.00
EJ America	\$75.00	\$57.00	\$78.00	\$60.00	\$71.00	\$54.00	\$75.00	\$57.00
Global Justice	\$127.50	\$110.50	N/A	N/A	\$127.50	\$110.50	N/A	N/A
Infojini	\$95.00	\$90.00	\$100.00	\$95.00	\$95.00	\$90.00	\$100.00	\$95.00
Innoactive Group	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
LanceSoft	\$68.40	\$52.80	\$68.40	\$52.80	\$68.40	\$52.80	\$68.40	\$52.80
McKinsol	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Milestone	\$87.56	\$67.35	\$103.01	\$79.24	\$70.92	\$54.56	\$78.80	\$60.62
Phoenix Business	\$70.00	\$60.00	\$77.00	\$66.00	\$70.00	\$60.00	\$70.00	\$60.00
Prelude Sys	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Revision, Inc.	\$108.72	\$62.10	\$121.05	\$71.82	\$102.46	\$57.14	\$112.37	\$64.97
Satwic	\$106.25	\$94.25	\$106.25	\$94.25	\$106.25	\$94.25	\$106.25	\$94.25
Smart IMS	\$89.00	\$74.00	\$94.00	\$79.00	\$91.00	\$76.00	\$89.00	\$74.00
System Soft	\$89.25	\$80.75	\$105.00	\$95.00	\$99.75	\$90.25	\$94.50	\$85.50
Try Facta	\$100.00	\$80.00	\$100.00	\$80.00	\$100.00	\$80.00	\$100.00	\$80.00
vTech	\$65.39	\$57.39	\$65.39	\$57.39	\$65.39	\$57.39	\$65.39	\$57.39

## Network Engineer

	Northern		Bay		Central		Southern	
	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource
22nd Century	\$97.15	\$82.58	\$102.01	\$86.71	\$97.15	\$82.58	\$97.15	\$82.58
3Di, Inc	\$95.00	\$80.00	\$95.00	\$80.00	\$95.00	\$80.00	\$95.00	\$80.00
Accend	\$126.41	\$111.59	\$129.32	\$114.12	\$104.50	\$92.22	\$119.61	\$105.55
Alliance Resource	\$95.94	\$89.79	\$101.86	\$94.30	\$95.94	\$89.75	\$99.52	\$92.03
Ampcus	\$112.00	\$98.00	\$126.00	\$112.00	\$105.00	\$84.00	\$112.00	\$84.00
Artizen	\$114.75	\$102.00	N/A	N/A	\$114.75	\$102.00	\$121.50	\$108.00
Atomogy Corp.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
BM Associates	\$115.00	\$100.00	\$115.00	\$100.00	\$115.00	\$100.00	\$115.00	\$100.00
CCS Global	\$72.00	\$58.00	\$94.00	\$75.00	\$72.00	\$58.00	\$94.00	\$75.00
Cloud Computing	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Dataman	\$179.82	\$119.88	\$199.80	\$133.20	\$179.82	\$119.88	\$199.80	\$133.20
DPP Tech	\$95.00	\$90.00	\$100.00	\$95.00	\$95.00	\$90.00	\$95.00	\$90.00
EJ America	\$89.00	\$68.00	\$93.00	\$71.00	\$84.00	\$64.00	\$89.00	\$68.00
Global Justice	\$114.75	\$106.25	\$135.00	\$125.00	\$114.75	\$106.25	\$135.00	\$125.00
Infojini	\$118.00	\$110.00	\$125.00	\$118.00	\$118.00	\$110.00	\$125.00	\$118.00
Innoactive Group	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
LanceSoft	\$68.40	\$50.16	\$68.40	\$50.16	\$68.40	\$50.16	\$68.40	\$50.16
McKinsol	\$88.00	\$80.00	\$93.50	\$85.00	\$88.00	\$80.00	\$93.50	\$85.00
Milestone	\$94.29	\$72.74	\$110.93	\$85.58	\$76.38	\$58.92	\$84.86	\$65.47
Phoenix Business	\$85.00	\$75.00	\$94.00	\$83.00	\$85.00	\$75.00	\$85.00	\$75.00
Prelude Sys	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Revision, Inc.	\$121.22	\$70.23	\$125.49	\$81.21	\$103.95	\$64.63	\$115.43	\$73.48
Satwic	\$94.00	\$84.50	\$94.00	\$84.50	\$94.00	\$84.50	\$94.00	\$84.50
Smart IMS	\$95.00	\$80.00	\$100.00	\$85.00	\$97.00	\$82.00	\$95.00	\$80.00
System Soft	\$97.75	\$85.00	\$115.00	\$100.00	\$109.25	\$95.00	\$103.50	\$90.00
Try Facta	\$80.00	\$65.00	\$80.00	\$65.00	\$80.00	\$65.00	\$80.00	\$65.00
vTech	\$70.53	\$62.53	\$70.53	\$62.53	\$70.53	\$62.53	\$70.53	\$62.53



**Programmer**

	Northern		Bay		Central		Southern	
	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource
22nd Century	\$89.90	\$76.42	\$94.40	\$80.24	\$89.90	\$76.42	\$89.90	\$76.42
3Di, Inc	\$110.00	\$90.00	\$110.00	\$90.00	\$110.00	\$90.00	\$110.00	\$90.00
Accend	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Alliance Resource	\$81.56	\$75.63	\$86.77	\$79.60	\$81.56	\$75.63	\$84.79	\$77.68
Ampcus	\$126.00	\$112.00	\$133.00	\$112.00	\$112.00	\$98.00	\$126.00	\$98.00
Artizen	\$110.50	\$93.50	\$130.00	\$110.00	\$110.50	\$93.50	\$117.00	\$99.00
Atomogy Corp.	\$89.00	\$78.00	\$89.00	\$78.00	\$89.00	\$78.00	N/A	N/A
BM Associates	\$110.00	\$95.00	\$110.00	\$95.00	\$110.00	\$95.00	\$110.00	\$95.00
CCS Global	\$81.00	\$65.00	\$105.00	\$84.00	\$81.00	\$65.00	\$105.00	\$84.00
Cloud Computing	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Dataman	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
DPP Tech	\$90.00	\$85.00	\$95.00	\$90.00	\$90.00	\$85.00	\$90.00	\$85.00
EJ America	\$60.00	\$46.00	\$63.00	\$48.00	\$58.00	\$44.00	\$60.00	\$46.00
Global Justice	\$127.50	\$106.25	N/A	N/A	\$127.50	\$106.25	N/A	N/A
Infojini	\$95.00	\$90.00	\$102.00	\$95.00	\$95.00	\$90.00	\$102.00	\$95.00
Innoactive Group	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
LanceSoft	\$89.76	\$72.60	\$89.76	\$72.60	\$89.76	\$72.60	\$89.76	\$72.60
McKinsol	\$93.50	\$85.00	\$99.00	\$90.00	\$93.50	\$85.00	\$99.00	\$90.00
Milestone	\$87.56	\$60.62	\$103.01	\$71.31	\$70.92	\$49.10	\$78.80	\$54.56
Phoenix Business	\$85.00	\$75.00	\$94.00	\$83.00	\$85.00	\$75.00	\$85.00	\$75.00
Prelude Sys	\$119.00	\$78.40	\$126.00	\$86.80	\$119.00	\$78.40	\$121.80	\$81.20
Revision, Inc.	\$135.69	\$86.67	\$148.64	\$87.13	\$129.11	\$81.40	\$139.53	\$89.79
Satwic	\$90.50	\$78.00	\$90.50	\$78.00	\$90.50	\$78.00	\$90.50	\$78.00
Smart IMS	\$100.00	\$85.00	\$105.00	\$90.00	\$102.00	\$87.00	\$100.00	\$85.00
System Soft	\$80.75	\$68.00	\$95.00	\$80.00	\$90.25	\$76.00	\$85.50	\$72.00
Try Facta	\$95.00	\$75.00	\$95.00	\$75.00	\$95.00	\$75.00	\$95.00	\$75.00
vTech	\$78.06	\$70.06	\$78.06	\$70.06	\$78.06	\$70.06	\$78.06	\$70.06

**Project Manager**

	Northern		Bay		Central		Southern	
	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource
22nd Century	\$137.75	\$117.09	\$144.64	\$122.94	\$137.75	\$117.09	\$137.75	\$117.09
3Di, Inc	\$125.00	\$105.00	\$125.00	\$105.00	\$125.00	\$105.00	\$125.00	\$105.00
Accend	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Alliance Resource	\$117.50	\$110.63	\$124.50	\$116.35	\$117.50	\$110.63	\$121.63	\$113.55
Ampcus	\$126.00	\$112.00	\$133.00	\$112.00	\$112.00	\$98.00	\$126.00	\$98.00
Artizen	\$127.50	\$110.50	N/A	N/A	\$127.50	\$110.50	\$135.00	\$117.00
Atomogy Corp.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
BM Associates	\$130.00	\$110.00	\$130.00	\$110.00	\$130.00	\$110.00	\$130.00	\$110.00
CCS Global	\$94.00	\$75.00	\$121.00	\$97.00	\$94.00	\$75.00	\$121.00	\$97.00
Cloud Computing	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Dataman	\$199.80	\$139.86	N/A	N/A	\$199.80	\$139.86	\$222.00	\$155.40
DPP Tech	\$105.00	\$100.00	\$110.00	\$105.00	\$105.00	\$100.00	\$105.00	\$100.00
EJ America	\$80.00	\$61.00	\$84.00	\$64.00	\$76.00	\$58.00	\$80.00	\$61.00
Global Justice	\$148.75	\$140.25	N/A	N/A	\$148.75	\$140.25	N/A	N/A
Infojini	\$104.00	\$98.00	\$110.00	\$104.00	\$104.00	\$98.00	\$110.00	\$104.00
Innoactive Group	N/A	N/A	\$75.00	\$50.00	N/A	N/A	N/A	N/A
LanceSoft	\$85.80	\$71.28	\$85.80	\$71.28	\$85.80	\$71.28	\$85.80	\$71.28
McKinsol	\$93.50	\$85.00	\$99.00	\$90.00	\$93.50	\$85.00	\$99.00	\$90.00
Milestone	\$74.09	\$53.88	\$87.16	\$63.39	\$60.01	\$43.64	\$66.68	\$48.49
Phoenix Business	\$130.00	\$125.00	\$143.00	\$138.00	\$130.00	\$125.00	\$130.00	\$125.00
Prelude Sys	\$117.00	\$97.50	\$129.00	\$105.00	\$117.00	\$97.50	\$123.00	\$100.50
Revision, Inc.	\$150.61	\$76.81	\$164.62	\$88.83	\$143.48	\$70.70	\$154.77	\$80.36
Satwic	\$108.75	\$96.25	\$108.75	\$96.25	\$108.75	\$96.25	\$108.75	\$96.25
Smart IMS	\$105.00	\$100.00	\$115.00	\$105.00	\$112.00	\$104.00	\$105.00	\$100.00
System Soft	\$85.00	\$68.00	\$100.00	\$80.00	\$95.00	\$76.00	\$90.00	\$72.00
Try Facta	\$95.00	\$75.00	\$95.00	\$75.00	\$95.00	\$75.00	\$95.00	\$75.00
vTech	\$95.08	\$87.08	\$95.08	\$87.08	\$95.08	\$87.08	\$95.08	\$87.08

## Quality Assurance (QA) Analyst

	Northern		Bay		Central		Southern	
	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource
22nd Century	\$91.35	\$77.65	\$95.92	\$81.53	\$91.35	\$77.65	\$91.35	\$77.65
3Di, Inc	\$110.00	\$95.00	\$110.00	\$95.00	\$110.00	\$95.00	\$110.00	\$95.00
Accend	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Alliance Resource	\$95.94	\$89.75	\$101.86	\$94.30	\$95.94	\$89.75	\$99.52	\$92.03
Ampcus	\$112.00	\$98.00	\$126.00	\$112.00	\$105.00	\$84.00	\$112.00	\$84.00
Artizen	\$89.25	\$80.75	\$105.00	\$95.00	\$89.25	\$80.75	\$94.50	\$85.50
Atomogy Corp.	\$89.00	\$78.00	\$89.00	\$78.00	\$89.00	\$78.00	N/A	N/A
BM Associates	\$105.00	\$95.00	\$105.00	\$95.00	\$105.00	\$95.00	\$105.00	\$95.00
CCS Global	\$77.00	\$62.00	\$99.00	\$79.00	\$77.00	\$62.00	\$99.00	\$79.00
Cloud Computing	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Dataman	\$179.82	\$119.88	N/A	N/A	\$179.82	\$119.88	N/A	N/A
DPP Tech	\$80.00	\$75.00	\$85.00	\$80.00	\$80.00	\$75.00	\$80.00	\$75.00
EJ America	\$54.00	\$41.00	\$56.00	\$43.00	\$51.00	\$39.00	\$54.00	\$41.00
Global Justice	\$106.25	\$85.00	\$125.00	\$100.00	\$106.25	\$85.00	\$125.00	\$100.00
Infojini	\$70.00	\$65.00	\$75.00	\$70.00	\$70.00	\$65.00	\$75.00	\$70.00
Innoactive Group	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
LanceSoft	\$59.40	\$46.20	\$59.40	\$46.20	\$59.40	\$46.20	\$59.40	\$46.20
McKinsol	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Milestone	\$87.56	\$67.35	\$103.01	\$79.24	\$70.92	\$54.56	\$78.80	\$60.62
Phoenix Business	\$85.00	\$75.00	\$94.00	\$83.00	\$85.00	\$75.00	\$85.00	\$75.00
Prelude Sys	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Revision, Inc.	\$108.44	\$69.02	\$132.26	\$79.72	\$111.38	\$63.44	\$122.54	\$72.14
Satwic	\$90.00	\$77.00	\$90.00	\$77.00	\$90.00	\$77.00	\$90.00	\$77.00
Smart IMS	\$80.00	\$65.00	\$90.00	\$70.00	\$87.00	\$67.00	\$80.00	\$65.00
System Soft	\$76.50	\$59.50	\$90.00	\$70.00	\$85.50	\$66.50	\$81.00	\$63.00
Try Facta	\$75.00	\$60.00	\$75.00	\$60.00	\$75.00	\$60.00	\$75.00	\$60.00
vTech	\$63.25	\$55.25	\$63.25	\$55.25	\$63.25	\$55.25	\$63.25	\$55.25

## Report Writer

	Northern		Bay		Central		Southern	
	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource
22nd Century	\$75.40	\$64.09	\$79.17	\$67.29	\$75.40	\$64.09	\$75.40	\$64.09
3Di, Inc	\$100.00	\$85.00	\$100.00	\$85.00	\$100.00	\$85.00	\$100.00	\$85.00
Accend	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Alliance Resource	\$74.38	\$68.75	\$79.22	\$72.25	\$74.38	\$68.75	\$77.42	\$70.50
Ampcus	\$126.00	\$112.00	\$133.00	\$112.00	\$112.00	\$98.00	\$126.00	\$98.00
Artizen	\$93.50	\$80.75	\$110.00	\$95.00	\$93.50	\$80.75	\$99.00	\$85.50
Atomogy Corp.	\$89.00	\$78.00	\$89.00	\$78.00	\$89.00	\$78.00	N/A	N/A
BM Associates	\$105.00	\$90.00	\$105.00	\$90.00	\$105.00	\$90.00	\$105.00	\$90.00
CCS Global	\$72.00	\$58.00	\$94.00	\$75.00	\$72.00	\$58.00	\$94.00	\$75.00
Cloud Computing	\$117.18	\$84.63	N/A	N/A	\$117.18	\$84.63	\$130.97	\$94.59
Dataman	\$124.08	\$89.61	\$137.86	\$99.57	\$124.08	\$89.61	\$137.86	\$99.57
DPP Tech	\$70.00	\$65.00	\$75.00	\$70.00	\$70.00	\$65.00	\$70.00	\$65.00
EJ America	\$50.00	\$38.00	\$51.00	\$39.00	\$47.00	\$36.00	\$50.00	\$38.00
Global Justice	\$127.50	\$106.25	N/A	N/A	\$127.50	\$106.25	\$150.00	\$125.00
Infojini	\$60.00	\$55.00	\$65.00	\$60.00	\$60.00	\$55.00	\$65.00	\$60.00
Innoactive Group	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
LanceSoft	\$46.20	\$36.96	\$46.20	\$36.96	\$46.20	\$36.96	\$46.20	\$36.96
McKinsol	\$88.00	\$80.00	\$93.50	\$85.00	\$88.00	\$80.00	\$93.50	\$85.00
Milestone	\$53.88	\$47.15	\$63.39	\$55.47	\$43.63	\$38.19	\$48.89	\$42.43
Phoenix Business	\$70.00	\$60.00	\$77.00	\$66.00	\$70.00	\$60.00	\$70.00	\$60.00
Prelude Sys	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Revision, Inc.	\$94.98	\$70.74	\$109.84	\$81.80	\$87.42	\$65.10	\$99.38	\$74.01
Satwic	\$90.00	\$80.00	\$90.00	\$80.00	\$90.00	\$80.00	\$90.00	\$80.00
Smart IMS	\$115.00	\$99.00	\$120.00	\$104.00	\$117.00	\$101.00	\$115.00	\$99.00
System Soft	\$68.00	\$55.25	\$80.00	\$65.00	\$76.00	\$61.75	\$72.00	\$58.50
Try Facta	\$60.00	\$50.00	\$60.00	\$50.00	\$60.00	\$50.00	\$60.00	\$50.00
vTech	\$60.92	\$52.92	\$60.92	\$52.92	\$60.92	\$52.92	\$60.92	\$52.92

## SAP Basis Engineer

	Northern		Bay		Central		Southern	
	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource
22nd Century	\$129.05	\$109.69	\$135.50	\$115.17	\$129.05	\$109.69	\$129.05	\$109.69
3Di, Inc	\$115.00	\$105.00	\$115.00	\$105.00	\$115.00	\$105.00	\$115.00	\$105.00
Accend	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Alliance Resource	\$124.69	\$117.75	\$132.05	\$123.70	\$124.69	\$117.75	\$128.99	\$120.73
Ampcus	\$126.00	\$112.00	\$133.00	\$112.00	\$112.00	\$98.00	\$126.00	\$98.00
Artizen	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Atomogy Corp.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
BM Associates	\$150.00	\$120.00	\$150.00	\$120.00	\$150.00	\$120.00	\$150.00	\$120.00
CCS Global	\$102.00	\$82.00	\$132.00	\$106.00	\$102.00	\$82.00	\$132.00	\$106.00
Cloud Computing	\$141.83	\$101.94	\$158.51	\$113.93	\$141.83	\$101.94	\$158.51	\$113.93
Dataman	\$150.17	\$107.93	\$166.86	\$119.93	\$150.17	\$107.93	\$166.86	\$119.93
DPP Tech	\$100.00	\$90.00	\$110.00	\$100.00	\$100.00	\$90.00	\$105.00	\$95.00
EJ America	\$75.00	\$57.00	\$77.00	\$59.00	\$71.00	\$54.00	\$75.00	\$57.00
Global Justice	\$140.25	\$127.50	N/A	N/A	\$140.25	\$127.50	N/A	N/A
Infojini	\$112.00	\$105.00	\$120.00	\$112.00	\$112.00	\$105.00	\$120.00	\$112.00
Innoactive Group	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
LanceSoft	\$89.76	\$72.60	\$89.76	\$72.60	\$89.76	\$72.60	\$89.76	\$72.60
McKinsol	\$88.00	\$80.00	\$93.50	\$85.00	\$88.00	\$80.00	\$93.50	\$85.00
Milestone	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Phoenix Business	\$160.00	\$150.00	N/A	N/A	\$160.00	\$150.00	\$160.00	\$150.00
Prelude Sys	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Revision, Inc.	\$181.64	\$104.62	N/A	N/A	\$191.96	\$96.28	N/A	N/A
Satwic	\$108.75	\$93.75	\$108.75	\$93.75	\$108.75	\$93.75	\$108.75	\$93.75
Smart IMS	\$125.00	\$105.00	\$130.00	\$110.00	\$127.00	\$107.00	\$125.00	\$105.00
System Soft	\$102.00	\$93.50	\$120.00	\$110.00	\$114.00	\$104.50	\$108.00	\$99.00
Try Facta	\$95.00	\$75.00	\$95.00	\$75.00	\$95.00	\$75.00	\$95.00	\$75.00
vTech	\$85.63	\$77.63	\$85.63	\$77.63	\$85.63	\$77.63	\$85.63	\$77.63

## Security Analyst

	Northern		Bay		Central		Southern	
	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource
22nd Century	\$108.75	\$92.44	\$114.19	\$97.06	\$108.75	\$92.44	\$108.75	\$92.44
3Di, Inc	\$110.00	\$90.00	\$110.00	\$90.00	\$110.00	\$90.00	\$110.00	\$90.00
Accend	\$113.96	\$89.37	\$116.58	\$91.43	\$94.21	\$73.88	\$107.82	\$84.56
Alliance Resource	\$117.50	\$110.63	\$124.50	\$116.35	\$117.50	\$110.63	\$121.63	\$113.55
Ampcus	\$126.00	\$112.00	\$133.00	\$112.00	\$112.00	\$98.00	\$126.00	\$98.00
Artizen	\$106.25	\$93.50	\$125.00	\$110.00	\$106.25	\$93.50	\$112.50	\$99.00
Atomogy Corp.	\$89.00	\$78.00	\$89.00	\$78.00	\$89.00	\$78.00	N/A	N/A
BM Associates	\$125.00	\$110.00	\$125.00	\$110.00	\$125.00	\$110.00	\$125.00	\$110.00
CCS Global	\$85.00	\$68.00	\$110.00	\$88.00	\$85.00	\$68.00	\$110.00	\$88.00
Cloud Computing	\$117.18	\$84.63	\$130.97	\$94.59	\$117.18	\$84.63	\$130.97	\$94.59
Dataman	\$124.08	\$89.61	\$137.86	\$99.57	\$124.08	\$89.61	\$137.86	\$99.57
DPP Tech	\$95.00	\$90.00	\$100.00	\$95.00	\$95.00	\$90.00	\$95.00	\$90.00
EJ America	\$76.00	\$58.00	\$80.00	\$61.00	\$72.00	\$55.00	\$76.00	\$58.00
Global Justice	\$127.50	\$106.25	N/A	N/A	\$127.50	\$106.25	N/A	N/A
Infojini	\$100.00	\$95.00	\$107.00	\$100.00	\$100.00	\$95.00	\$107.00	\$100.00
Innoactive Group	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
LanceSoft	\$72.60	\$59.40	\$72.60	\$59.40	\$72.60	\$59.40	\$72.60	\$59.40
McKinsol	\$132.00	\$120.00	N/A	N/A	\$132.00	\$120.00	N/A	N/A
Milestone	\$94.29	\$74.09	\$110.93	\$87.16	\$76.38	\$60.01	\$84.86	\$66.68
Phoenix Business	\$85.00	\$75.00	\$94.00	\$83.00	\$85.00	\$75.00	\$85.00	\$75.00
Prelude Sys	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Revision, Inc.	\$141.36	\$88.64	N/A	N/A	\$133.68	\$82.36	\$145.86	\$92.25
Satwic	\$94.00	\$87.50	\$94.00	\$87.50	\$94.00	\$87.50	\$94.00	\$87.50
Smart IMS	\$100.00	\$85.00	\$105.00	\$90.00	\$103.00	\$87.00	\$100.00	\$85.00
System Soft	\$93.50	\$80.75	\$110.00	\$95.00	\$104.50	\$90.25	\$99.00	\$85.50
Try Facta	\$95.00	\$75.00	\$95.00	\$75.00	\$95.00	\$75.00	\$95.00	\$75.00
vTech	\$90.18	\$82.18	\$90.18	\$82.18	\$90.18	\$82.18	\$90.18	\$82.18

## Security Engineer

	Northern		Bay		Central		Southern	
	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource
22nd Century	\$104.40	\$88.74	\$109.62	\$93.18	\$104.40	\$88.74	\$104.40	\$88.74
3Di, Inc	\$110.00	\$90.00	\$110.00	\$90.00	\$110.00	\$90.00	\$110.00	\$90.00
Accend	\$79.76	\$53.17	\$81.60	\$54.33	\$65.94	\$43.90	\$75.47	\$50.25
Alliance Resource	\$131.88	\$124.75	\$139.59	\$131.05	\$131.88	\$124.75	\$136.36	\$127.90
Ampcus	\$126.00	\$112.00	\$133.00	\$112.00	\$112.00	\$98.00	\$126.00	\$98.00
Artizen	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Atomogy Corp.	\$89.00	\$78.00	\$89.00	\$78.00	\$89.00	\$78.00	N/A	N/A
BM Associates	\$125.00	\$110.00	\$125.00	\$110.00	\$125.00	\$110.00	\$125.00	\$110.00
CCS Global	\$85.00	\$68.00	\$110.00	\$88.00	\$85.00	\$68.00	\$110.00	\$88.00
Cloud Computing	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Dataman	N/A	N/A	N/A	N/A	\$199.80	\$139.86	N/A	N/A
DPP Tech	\$95.00	\$80.00	\$110.00	\$95.00	\$95.00	\$80.00	\$105.00	\$90.00
EJ America	\$82.00	\$63.00	\$86.00	\$66.00	\$78.00	\$60.00	\$82.00	\$63.00
Global Justice	\$140.25	\$127.50	N/A	N/A	\$140.25	\$127.50	N/A	N/A
Infojini	\$108.00	\$100.00	\$116.00	\$108.00	\$108.00	\$100.00	\$116.00	\$108.00
Innoactive Group	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
LanceSoft	\$72.60	\$64.68	\$72.60	\$64.68	\$72.60	\$64.68	\$72.60	\$64.68
McKinsol	\$99.00	\$90.00	\$104.50	\$95.00	\$99.00	\$90.00	\$104.50	\$95.00
Milestone	\$114.50	\$94.29	\$134.70	\$110.93	\$92.74	\$76.38	\$103.05	\$84.86
Phoenix Business	\$100.00	\$90.00	\$110.00	\$99.00	\$100.00	\$90.00	\$100.00	\$90.00
Prelude Sys	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Revision, Inc.	\$146.55	\$111.88	\$155.12	\$121.81	\$127.05	\$102.96	\$141.64	\$117.06
Satwic	\$94.00	\$87.50	\$94.00	\$87.50	\$94.00	\$87.50	\$94.00	\$87.50
Smart IMS	\$105.00	\$90.00	\$110.00	\$95.00	\$108.00	\$92.00	\$105.00	\$90.00
System Soft	\$123.25	\$102.00	\$145.00	\$120.00	\$137.75	\$114.00	\$130.50	\$108.00
Try Facta	\$85.00	\$65.00	\$85.00	\$65.00	\$85.00	\$65.00	\$85.00	\$65.00
vTech	\$90.18	\$82.18	\$90.18	\$82.18	\$90.18	\$82.18	\$90.18	\$82.18

**Sr. Business Systems Analyst**

	Northern		Bay		Central		Southern	
	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource
22nd Century	\$101.50	\$86.28	\$106.58	\$90.59	\$101.50	\$86.28	\$101.50	\$86.28
3Di, Inc	\$115.00	\$105.00	\$115.00	\$105.00	\$115.00	\$105.00	\$115.00	\$105.00
Accend	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Alliance Resource	\$124.69	\$117.75	\$132.05	\$123.70	\$124.69	\$117.75	\$128.99	\$120.73
Ampcus	\$126.00	\$112.00	\$133.00	\$112.00	\$112.00	\$98.00	\$126.00	\$98.00
Artizen	\$106.25	\$93.50	\$125.00	\$110.00	\$106.25	\$93.50	\$112.50	\$99.00
Atomogy Corp.	\$89.00	\$78.00	\$89.00	\$78.00	\$89.00	\$78.00	N/A	N/A
BM Associates	\$115.00	\$105.00	\$115.00	\$105.00	\$115.00	\$105.00	\$115.00	\$105.00
CCS Global	\$85.00	\$68.00	\$110.00	\$88.00	\$85.00	\$68.00	\$110.00	\$88.00
Cloud Computing	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Dataman	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
DPP Tech	\$100.00	\$90.00	\$110.00	\$100.00	\$100.00	\$90.00	\$105.00	\$95.00
EJ America	\$88.00	\$67.00	\$91.00	\$70.00	\$82.00	\$63.00	\$88.00	\$67.00
Global Justice	\$127.50	\$106.25	N/A	N/A	\$127.50	\$106.25	N/A	N/A
Infojini	\$104.00	\$98.00	\$110.00	\$104.00	\$104.00	\$98.00	\$110.00	\$104.00
Innoactive Group	N/A	N/A	\$80.00	\$50.00	N/A	N/A	N/A	N/A
LanceSoft	\$79.20	\$66.00	\$79.20	\$66.00	\$79.20	\$66.00	\$79.20	\$66.00
McKinsol	\$99.00	\$90.00	\$104.50	\$95.00	\$99.00	\$90.00	\$104.50	\$95.00
Milestone	\$107.76	\$87.56	\$126.78	\$103.01	\$87.29	\$63.26	\$96.99	\$74.42
Phoenix Business	\$90.00	\$80.00	\$99.00	\$88.00	\$90.00	\$80.00	\$90.00	\$80.00
Prelude Sys	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Revision, Inc.	\$84.84	\$75.94	\$98.12	\$78.87	\$78.09	\$62.76	\$88.78	\$71.36
Satwic	\$97.75	\$83.25	\$97.75	\$83.25	\$97.75	\$83.25	\$97.75	\$83.25
Smart IMS	\$98.00	\$90.00	\$103.00	\$95.00	\$100.00	\$92.00	\$98.00	\$90.00
System Soft	\$85.00	\$72.25	\$100.00	\$85.00	\$95.00	\$80.75	\$90.00	\$76.50
Try Facta	\$90.00	\$70.00	\$90.00	\$70.00	\$90.00	\$70.00	\$90.00	\$70.00
vTech	\$95.25	\$87.25	\$95.25	\$87.25	\$95.25	\$87.25	\$95.25	\$87.25



**Sr. Project Manager**

	Northern		Bay		Central		Southern	
	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource
22nd Century	\$143.55	\$122.02	\$150.73	\$128.12	\$143.55	\$122.02	\$143.55	\$122.02
3Di, Inc	\$130.00	\$120.00	\$130.00	\$120.00	\$130.00	\$120.00	\$130.00	\$120.00
Accend	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Alliance Resource	\$131.88	\$124.75	\$139.59	\$131.05	\$131.88	\$124.75	\$136.36	\$127.90
Ampcus	\$126.00	\$112.00	\$133.00	\$112.00	\$112.00	\$98.00	\$126.00	\$98.00
Artizen	\$144.50	\$106.25	N/A	N/A	\$144.50	\$127.50	\$153.00	\$135.00
Atomogy Corp.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
BM Associates	\$140.00	\$120.00	\$140.00	\$120.00	\$140.00	\$120.00	\$140.00	\$120.00
CCS Global	\$89.00	\$71.00	\$116.00	\$93.00	\$89.00	\$71.00	\$116.00	\$93.00
Cloud Computing	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Dataman	\$199.80	\$139.86	N/A	N/A	\$199.80	\$139.86	N/A	N/A
DPP Tech	\$110.00	\$100.00	\$120.00	\$110.00	\$110.00	\$100.00	\$115.00	\$105.00
EJ America	\$94.00	\$72.00	\$98.00	\$75.00	\$89.00	\$68.00	\$94.00	\$72.00
Global Justice	\$153.00	\$144.50	N/A	N/A	\$153.00	\$144.50	N/A	N/A
Infojini	\$118.00	\$110.00	\$125.00	\$118.00	\$118.00	\$110.00	\$125.00	\$118.00
Innoactive Group	N/A	N/A	\$95.00	\$70.00	N/A	N/A	N/A	N/A
LanceSoft	\$99.00	\$85.80	\$99.00	\$85.80	\$99.00	\$85.80	\$99.00	\$85.80
McKinsol	\$99.00	\$90.00	\$104.50	\$95.00	\$99.00	\$90.00	\$104.50	\$95.00
Milestone	\$107.76	\$67.35	\$126.78	\$79.24	\$87.29	\$54.56	\$96.99	\$60.62
Phoenix Business	\$135.00	\$130.00	\$149.00	\$143.00	\$135.00	\$130.00	\$135.00	\$130.00
Prelude Sys	\$139.50	\$76.50	\$150.00	\$82.50	\$139.50	\$76.50	\$142.50	\$78.00
Revision, Inc.	\$155.33	\$106.82	\$176.49	\$123.53	\$144.55	\$98.27	\$161.59	\$111.77
Satwic	\$114.50	\$95.75	\$114.50	\$95.75	\$114.50	\$95.75	\$114.50	\$95.75
Smart IMS	\$111.00	\$101.00	\$116.00	\$106.00	\$113.00	\$103.00	\$111.00	\$101.00
System Soft	\$106.25	\$93.50	\$125.00	\$110.00	\$118.75	\$104.50	\$112.50	\$99.00
Try Facta	\$110.00	\$90.00	\$110.00	\$90.00	\$110.00	\$90.00	\$110.00	\$90.00
vTech	\$95.25	\$87.25	\$95.25	\$87.25	\$95.25	\$87.25	\$95.25	\$87.25

## Sr. Software Developer

	Northern		Bay		Central		Southern	
	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource
22nd Century	\$105.85	\$89.97	\$111.14	\$94.47	\$105.85	\$89.97	\$105.85	\$89.97
3Di, Inc	\$115.00	\$105.00	\$115.00	\$105.00	\$115.00	\$105.00	\$115.00	\$105.00
Accend	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Alliance Resource	\$124.69	\$117.75	\$132.05	\$123.70	\$124.69	\$117.75	\$128.99	\$120.73
Ampcus	\$126.00	\$112.00	\$133.00	\$112.00	\$112.00	\$98.00	\$126.00	\$98.00
Artizen	\$123.25	\$106.25	\$145.00	\$125.00	\$123.25	\$106.25	\$130.50	\$112.50
Atomogy Corp.	\$89.00	\$78.00	\$89.00	\$78.00	\$89.00	\$78.00	N/A	N/A
BM Associates	\$120.00	\$110.00	\$120.00	\$110.00	\$120.00	\$110.00	\$120.00	\$110.00
CCS Global	\$89.00	\$71.00	\$116.00	\$93.00	\$89.00	\$71.00	\$116.00	\$93.00
Cloud Computing	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Dataman	\$185.58	\$125.64	N/A	N/A	\$185.58	\$125.64	\$206.20	\$139.60
DPP Tech	\$110.00	\$100.00	\$120.00	\$110.00	\$110.00	\$100.00	\$115.00	\$105.00
EJ America	\$84.00	\$64.00	\$88.00	\$67.00	\$80.00	\$61.00	\$84.00	\$64.00
Global Justice	\$148.75	\$136.00	N/A	N/A	\$148.75	\$136.00	N/A	N/A
Infojini	\$118.00	\$110.00	\$125.00	\$118.00	\$118.00	\$110.00	\$125.00	\$118.00
Innoactive Group	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
LanceSoft	\$99.00	\$89.76	\$99.00	\$89.76	\$99.00	\$89.76	\$99.00	\$89.76
McKinsol	\$99.00	\$90.00	\$104.50	\$95.00	\$99.00	\$90.00	\$104.50	\$95.00
Milestone	\$101.03	\$80.82	\$118.86	\$95.09	\$81.83	\$58.39	\$90.93	\$68.70
Phoenix Business	\$90.00	\$80.00	\$99.00	\$88.00	\$90.00	\$80.00	\$90.00	\$80.00
Prelude Sys	\$170.80	\$85.40	N/A	N/A	\$170.80	\$85.40	\$175.00	\$86.80
Revision, Inc.	\$149.54	\$110.45	N/A	N/A	\$139.33	\$101.63	\$155.52	\$115.53
Satwic	\$109.25	\$88.50	\$109.25	\$88.50	\$109.25	\$88.50	\$109.25	\$88.50
Smart IMS	\$108.00	\$93.00	\$113.00	\$98.00	\$110.00	\$95.00	\$108.00	\$93.00
System Soft	\$93.50	\$80.75	\$110.00	\$95.00	\$104.50	\$90.25	\$99.00	\$85.50
Try Facta	\$100.00	\$85.00	\$100.00	\$85.00	\$100.00	\$85.00	\$100.00	\$85.00
vTech	\$95.25	\$87.25	\$95.25	\$87.25	\$95.25	\$87.25	\$95.25	\$87.25

**Sr. Technical Lead**

	Northern		Bay		Central		Southern	
	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource
22nd Century	\$104.40	\$88.74	\$109.62	\$93.18	\$104.40	\$88.74	\$104.40	\$88.74
3Di, Inc	\$120.00	\$110.00	\$120.00	\$110.00	\$120.00	\$110.00	\$120.00	\$110.00
Accend	\$84.46	\$57.02	\$86.40	\$58.33	\$69.82	\$47.14	\$79.91	\$53.95
Alliance Resource	\$131.88	\$124.75	\$139.59	\$131.05	\$131.88	\$124.75	\$136.36	\$127.90
Ampcus	\$182.00	\$133.00	\$189.00	\$154.00	\$147.00	\$126.00	\$154.00	\$126.00
Artizen	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Atomogy Corp.	\$89.00	\$78.00	\$89.00	\$78.00	\$89.00	\$78.00	N/A	N/A
BM Associates	\$130.00	\$110.00	\$130.00	\$110.00	\$130.00	\$110.00	\$130.00	\$110.00
CCS Global	\$94.00	\$75.00	\$121.00	\$97.00	\$94.00	\$75.00	\$121.00	\$97.00
Cloud Computing	\$121.52	\$88.97	\$135.82	\$99.44	\$121.52	\$88.97	\$135.82	\$99.44
Dataman	\$128.67	\$94.21	\$142.97	\$104.67	\$128.67	\$94.21	\$142.97	\$104.67
DPP Tech	\$110.00	\$100.00	\$120.00	\$110.00	\$110.00	\$100.00	\$115.00	\$105.00
EJ America	\$69.00	\$53.00	\$72.00	\$55.00	\$65.00	\$50.00	\$69.00	\$53.00
Global Justice	\$144.50	\$131.75	N/A	N/A	\$144.50	\$131.75	N/A	N/A
Infojini	\$108.00	\$102.00	\$115.00	\$108.00	\$108.00	\$102.00	\$115.00	\$108.00
Innoactive Group	N/A	N/A	\$95.00	\$70.00	N/A	N/A	N/A	N/A
LanceSoft	\$92.40	\$79.20	\$92.40	\$79.20	\$92.40	\$79.20	\$92.40	\$79.20
McKinsol	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Milestone	\$107.76	\$87.56	\$126.78	\$103.01	\$87.29	\$76.38	\$96.99	\$84.86
Phoenix Business	\$125.00	\$115.00	\$138.00	\$127.00	\$125.00	\$115.00	\$125.00	\$115.00
Prelude Sys	\$135.00	\$79.50	\$142.50	\$87.00	\$135.00	\$79.50	\$138.00	\$81.00
Revision, Inc.	\$159.06	\$131.95	N/A	N/A	\$146.41	\$121.43	\$166.44	\$138.05
Satwic	\$117.25	\$96.25	\$117.25	\$96.25	\$117.25	\$96.25	\$117.25	\$96.25
Smart IMS	\$118.00	\$103.00	\$123.00	\$108.00	\$120.00	\$105.00	\$118.00	\$103.00
System Soft	\$93.50	\$85.00	\$110.00	\$100.00	\$104.50	\$95.00	\$99.00	\$90.00
Try Facta	\$100.00	\$85.00	\$100.00	\$85.00	\$100.00	\$85.00	\$100.00	\$85.00
vTech	\$75.06	\$67.06	\$75.06	\$67.06	\$75.06	\$67.06	\$75.06	\$67.06

## Service Delivery Manager

	Northern		Bay		Central		Southern	
	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource
22nd Century	\$123.25	\$104.76	\$129.41	\$110.00	\$123.25	\$104.76	\$123.25	\$104.76
3Di, Inc	\$120.00	\$110.00	\$120.00	\$110.00	\$120.00	\$110.00	\$120.00	\$110.00
Accend	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Alliance Resource	\$103.13	\$96.88	\$109.41	\$101.65	\$103.13	\$96.88	\$106.89	\$99.20
Ampcus	\$182.00	\$133.00	N/A	N/A	\$147.00	\$126.00	\$175.00	\$126.00
Artizen	\$131.75	\$114.75	N/A	N/A	\$131.75	\$114.75	\$139.50	\$121.50
Atomogy Corp.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
BM Associates	\$140.00	\$120.00	\$140.00	\$120.00	\$140.00	\$120.00	\$140.00	\$120.00
CCS Global	\$102.00	\$82.00	\$132.00	\$106.00	\$102.00	\$82.00	\$132.00	\$106.00
Cloud Computing	\$138.88	\$99.82	\$155.22	\$111.57	\$138.88	\$99.82	\$155.22	\$111.57
Dataman	\$147.05	\$105.69	\$163.39	\$117.44	\$147.05	\$105.69	\$163.39	\$117.44
DPP Tech	\$100.00	\$95.00	\$105.00	\$100.00	\$100.00	\$95.00	\$100.00	\$95.00
EJ America	\$80.00	\$61.00	\$84.00	\$64.00	\$76.00	\$58.00	\$80.00	\$61.00
Global Justice	\$144.50	\$140.25	N/A	N/A	\$144.50	\$140.25	N/A	N/A
Infojini	\$75.00	\$70.00	\$80.00	\$75.00	\$75.00	\$70.00	\$80.00	\$75.00
Innoactive Group	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
LanceSoft	\$89.76	\$79.20	\$89.76	\$79.20	\$89.76	\$79.20	\$89.76	\$79.20
McKinsol	\$93.50	\$85.00	\$99.00	\$90.00	\$93.50	\$85.00	\$99.00	\$90.00
Milestone	\$87.56	\$67.35	\$103.01	\$79.24	\$70.92	\$54.56	\$78.80	\$60.62
Phoenix Business	\$100.00	\$90.00	\$110.00	\$99.00	\$100.00	\$90.00	\$100.00	\$90.00
Prelude Sys	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Revision, Inc.	\$155.81	\$67.43	\$160.81	\$77.98	\$148.17	\$62.06	\$150.24	\$70.55
Satwic	\$101.25	\$96.00	\$101.25	\$96.00	\$101.25	\$96.00	\$101.25	\$96.00
Smart IMS	\$115.00	\$105.00	\$120.00	\$110.00	\$117.00	\$107.00	\$115.00	\$105.00
System Soft	\$102.00	\$89.25	\$120.00	\$105.00	\$114.00	\$99.75	\$108.00	\$94.50
Try Facta	\$85.00	\$70.00	\$85.00	\$70.00	\$85.00	\$70.00	\$85.00	\$70.00
vTech	\$70.06	\$62.06	\$70.06	\$62.06	\$70.06	\$62.06	\$70.06	\$62.06

## Service Desk Analyst

	Northern		Bay		Central		Southern	
	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource
22nd Century	\$49.30	\$41.91	\$51.77	\$44.01	\$49.30	\$41.91	\$49.30	\$41.91
3Di, Inc	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Accend	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Alliance Resource	\$74.38	\$68.75	\$79.22	\$72.25	\$74.38	\$68.75	\$77.42	\$70.50
Ampcus	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Artizen	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Atomogy Corp.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
BM Associates	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CCS Global	\$47.00	\$38.00	\$61.00	\$49.00	\$47.00	\$38.00	\$61.00	\$49.00
Cloud Computing	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Dataman	N/A	N/A	\$127.65	\$96.50	N/A	N/A	N/A	N/A
DPP Tech	\$70.00	\$65.00	\$75.00	\$70.00	\$70.00	\$65.00	\$70.00	\$65.00
EJ America	\$43.00	\$33.00	\$45.00	\$34.00	\$41.00	\$31.00	\$43.00	\$33.00
Global Justice	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Infojini	\$62.00	\$57.00	\$67.00	\$62.00	\$62.00	\$57.00	\$67.00	\$62.00
Innoactive Group	N/A	N/A	\$45.00	\$33.00	N/A	N/A	N/A	N/A
LanceSoft	\$34.32	\$29.04	\$34.32	\$29.04	\$34.32	\$29.04	\$34.32	\$29.04
McKinsol	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Milestone	\$60.62	\$67.35	\$71.39	\$79.24	\$49.10	\$54.56	\$54.56	\$60.62
Phoenix Business	\$75.00	\$65.00	\$83.00	\$72.00	\$75.00	\$65.00	\$75.00	\$65.00
Prelude Sys	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Revision, Inc.	\$49.40	\$37.10	\$53.64	\$42.89	\$49.70	\$34.13	\$49.56	\$39.05
Satwic	\$49.00	\$43.75	\$49.00	\$43.75	\$49.00	\$43.75	\$49.00	\$43.75
Smart IMS	\$75.00	\$60.00	\$80.00	\$65.00	\$77.00	\$62.00	\$75.00	\$60.00
System Soft	\$59.50	\$46.75	\$70.00	\$55.00	\$66.50	\$52.25	\$63.00	\$49.50
Try Facta	\$75.00	\$60.00	\$75.00	\$60.00	\$75.00	\$60.00	\$75.00	\$60.00
vTech	\$50.48	\$42.48	\$50.48	\$42.48	\$50.48	\$42.48	\$50.48	\$42.48

## System Administrator

	Northern		Bay		Central		Southern	
	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource
22nd Century	\$91.35	\$77.65	\$95.92	\$81.53	\$91.35	\$77.65	\$91.35	\$77.65
3Di, Inc	\$95.00	\$80.00	\$95.00	\$80.00	\$95.00	\$80.00	\$95.00	\$80.00
Accend	\$106.41	\$82.29	\$108.86	\$84.18	\$87.97	\$68.03	\$100.68	\$77.86
Alliance Resource	\$88.75	\$82.75	\$94.31	\$86.88	\$88.75	\$82.75	\$92.16	\$84.85
Ampcus	\$154.00	\$133.00	N/A	N/A	\$147.00	\$126.00	\$154.00	\$126.00
Artizen	\$80.75	\$72.25	N/A	N/A	\$80.75	\$72.25	\$85.50	\$76.50
Atomogy Corp.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
BM Associates	\$120.00	\$100.00	\$120.00	\$100.00	\$120.00	\$100.00	\$120.00	\$100.00
CCS Global	\$77.00	\$62.00	\$99.00	\$79.00	\$77.00	\$62.00	\$99.00	\$79.00
Cloud Computing	\$108.50	\$82.03	\$121.27	\$91.68	\$108.50	\$82.03	\$121.27	\$91.68
Dataman	\$114.89	\$86.85	\$127.65	\$96.50	\$114.89	\$86.85	\$127.65	\$96.50
DPP Tech	\$85.00	\$80.00	\$90.00	\$85.00	\$85.00	\$80.00	\$85.00	\$80.00
EJ America	\$75.00	\$57.00	\$78.00	\$60.00	\$71.00	\$54.00	\$75.00	\$57.00
Global Justice	\$127.50	\$110.50	N/A	N/A	\$127.50	\$110.50	N/A	N/A
Infojini	\$95.00	\$90.00	\$100.00	\$95.00	\$95.00	\$90.00	\$100.00	\$95.00
Innoactive Group	N/A	N/A	\$65.00	\$40.00	N/A	N/A	N/A	N/A
LanceSoft	\$60.72	\$5.02	\$60.72	\$5.02	\$60.72	\$5.02	\$60.72	\$5.02
McKinsol	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Milestone	\$87.56	\$67.35	\$103.01	\$79.24	\$70.92	\$54.56	\$78.80	\$60.62
Phoenix Business	\$90.00	\$80.00	\$99.00	\$88.00	\$90.00	\$80.00	\$90.00	\$80.00
Prelude Sys	\$105.00	\$64.50	\$112.50	\$75.00	\$105.00	\$67.50	\$109.50	\$70.50
Revision, Inc.	\$102.56	\$65.37	\$115.49	\$75.60	\$95.99	\$60.17	\$106.38	\$68.49
Satwic	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Smart IMS	\$75.00	\$60.00	\$80.00	\$65.00	\$77.00	\$62.00	\$75.00	\$60.00
System Soft	\$93.50	\$76.50	\$110.00	\$90.00	\$104.50	\$85.50	\$99.00	\$81.00
Try Facta	\$95.00	\$75.00	\$95.00	\$75.00	\$95.00	\$75.00	\$95.00	\$75.00
vTech	\$64.39	\$56.39	\$64.39	\$56.39	\$64.39	\$56.39	\$64.39	\$56.39

## Technical Analyst

	Northern		Bay		Central		Southern	
	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource
22nd Century	\$87.00	\$73.95	\$91.35	\$77.65	\$87.00	\$73.95	\$87.00	\$73.95
3Di, Inc	\$100.00	\$95.00	\$100.00	\$95.00	\$100.00	\$95.00	\$100.00	\$95.00
Accend	\$58.65	\$45.29	\$60.00	\$46.33	\$48.49	\$37.44	\$55.49	\$42.85
Alliance Resource	\$74.38	\$68.75	\$79.22	\$71.88	\$74.38	\$68.75	\$77.42	\$70.50
Ampcus	N/A	N/A	\$189.00	\$154.00	\$147.00	\$126.00	N/A	N/A
Artizen	\$110.50	\$93.50	\$130.00	\$110.00	\$110.50	\$93.50	N/A	N/A
Atomogy Corp.	\$89.00	\$78.00	\$89.00	\$78.00	\$89.00	\$78.00	N/A	N/A
BM Associates	\$105.00	\$95.00	\$105.00	\$95.00	\$105.00	\$95.00	\$105.00	\$95.00
CCS Global	\$85.00	\$68.00	\$110.00	\$88.00	\$85.00	\$68.00	\$110.00	\$88.00
Cloud Computing	\$104.16	\$78.12	\$116.42	\$87.31	\$104.16	\$78.12	\$116.42	\$87.31
Dataman	\$110.29	\$82.72	\$122.54	\$91.91	\$110.29	\$82.72	\$122.54	\$91.91
DPP Tech	\$80.00	\$75.00	\$85.00	\$80.00	\$80.00	\$75.00	\$80.00	\$75.00
EJ America	\$82.00	\$63.00	\$86.00	\$66.00	\$78.00	\$60.00	\$82.00	\$63.00
Global Justice	\$123.25	\$106.25	\$145.00	\$125.00	\$123.25	\$106.25	N/A	N/A
Infojini	\$98.00	\$93.00	\$105.00	\$98.00	\$98.00	\$93.00	\$105.00	\$98.00
Innoactive Group	N/A	N/A	\$45.00	\$35.00	N/A	N/A	N/A	N/A
LanceSoft	\$59.40	\$47.52	\$59.40	\$47.52	\$59.40	\$47.52	\$59.40	\$47.52
McKinsol	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Milestone	\$107.76	\$74.09	\$126.78	\$87.16	\$87.29	\$60.01	\$96.99	\$66.68
Phoenix Business	\$80.00	\$70.00	\$88.00	\$77.00	\$80.00	\$70.00	\$80.00	\$70.00
Prelude Sys	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Revision, Inc.	\$93.59	\$61.38	\$95.11	\$70.96	\$87.73	\$56.48	\$89.16	\$64.21
Satwic	\$93.75	\$83.25	\$93.75	\$83.25	\$93.75	\$83.25	\$93.75	\$83.25
Smart IMS	\$77.00	\$62.00	\$82.00	\$67.00	\$79.00	\$64.00	\$77.00	\$62.00
System Soft	\$76.50	\$59.50	\$90.00	\$70.00	\$85.50	\$66.50	\$81.00	\$63.00
Try Facta	\$75.00	\$60.00	\$75.00	\$60.00	\$75.00	\$60.00	\$75.00	\$60.00
vTech	\$70.25	\$62.25	\$70.25	\$62.25	\$70.25	\$62.25	\$70.25	\$62.25

## Technical Lead

	Northern		Bay		Central		Southern	
	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource
22nd Century	\$92.80	\$78.88	\$97.44	\$82.82	\$92.80	\$78.88	\$92.80	\$78.88
3Di, Inc	\$115.00	\$110.00	\$115.00	\$110.00	\$115.00	\$110.00	\$115.00	\$110.00
Accend	\$90.52	\$74.97	\$92.60	\$76.63	\$74.83	\$61.92	\$85.65	\$70.88
Alliance Resource	\$124.69	\$117.75	\$132.05	\$123.70	\$124.69	\$117.75	\$128.99	\$120.73
Ampcus	\$154.00	\$133.00	\$189.00	\$154.00	\$147.00	\$126.00	\$154.00	\$126.00
Artizen	\$148.75	\$131.75	N/A	N/A	\$148.75	\$131.75	N/A	N/A
Atomogy Corp.	\$89.00	\$78.00	\$89.00	\$78.00	\$89.00	\$78.00	N/A	N/A
BM Associates	\$120.00	\$105.00	\$120.00	\$105.00	\$120.00	\$105.00	\$120.00	\$105.00
CCS Global	\$85.00	\$68.00	\$110.00	\$88.00	\$85.00	\$68.00	\$110.00	\$88.00
Cloud Computing	\$121.52	\$88.97	\$135.82	\$99.44	\$121.52	\$88.97	\$135.82	\$99.44
Dataman	\$128.67	\$94.21	\$142.97	\$104.67	\$128.67	\$94.21	\$142.97	\$104.67
DPP Tech	\$90.00	\$85.00	\$95.00	\$90.00	\$90.00	\$85.00	\$90.00	\$85.00
EJ America	\$84.00	\$64.00	\$88.00	\$67.00	\$80.00	\$61.00	\$84.00	\$64.00
Global Justice	\$127.50	\$106.25	\$150.00	\$125.00	\$127.50	\$106.25	\$150.00	\$125.00
Infojini	\$112.00	\$105.00	\$120.00	\$112.00	\$112.00	\$105.00	\$120.00	\$112.00
Innoactive Group	N/A	N/A	\$75.00	\$45.00	N/A	N/A	N/A	N/A
LanceSoft	\$81.84	\$66.00	\$81.84	\$66.00	\$81.84	\$66.00	\$81.84	\$66.00
McKinsol	\$99.00	\$90.00	\$104.50	\$95.00	\$99.00	\$90.00	\$104.50	\$95.00
Milestone	\$94.29	\$80.82	\$110.93	\$95.09	\$76.38	\$58.39	\$84.86	\$68.70
Phoenix Business	\$110.00	\$100.00	\$121.00	\$110.00	\$110.00	\$100.00	\$110.00	\$100.00
Prelude Sys	\$142.50	\$99.00	\$150.00	\$105.00	\$142.50	\$99.00	\$145.50	\$102.00
Revision, Inc.	\$159.08	\$131.95	N/A	N/A	\$146.41	\$121.45	\$166.44	\$138.05
Satwic	\$99.00	\$82.00	\$99.00	\$82.00	\$99.00	\$82.00	\$99.00	\$82.00
Smart IMS	\$113.00	\$98.00	\$118.00	\$103.00	\$115.00	\$100.00	\$113.00	\$98.00
System Soft	\$89.25	\$85.00	\$105.00	\$100.00	\$99.75	\$95.00	\$94.50	\$90.00
Try Facta	\$85.00	\$65.00	\$85.00	\$65.00	\$85.00	\$65.00	\$85.00	\$65.00
vTech	\$70.25	\$62.25	\$70.25	\$62.25	\$70.25	\$62.25	\$70.25	\$62.25



## Technical Writer

	Northern		Bay		Central		Southern	
	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource
22nd Century	\$75.40	\$64.09	\$79.17	\$67.29	\$75.40	\$64.09	\$75.40	\$64.09
3Di, Inc	\$90.00	\$80.00	\$90.00	\$80.00	\$90.00	\$80.00	\$90.00	\$80.00
Accend	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Alliance Resource	\$74.38	\$69.38	\$79.38	\$72.25	\$74.38	\$68.75	\$77.42	\$70.50
Ampcus	\$70.00	\$56.00	\$84.00	\$70.00	\$70.00	\$56.00	\$84.00	\$56.00
Artizen	\$89.25	\$72.25	\$105.00	\$85.00	\$89.25	\$72.25	\$94.50	\$76.50
Atomogy Corp.	\$89.00	\$78.00	\$89.00	\$78.00	\$89.00	\$78.00	N/A	N/A
BM Associates	\$90.00	\$80.00	\$90.00	\$80.00	\$90.00	\$80.00	\$90.00	\$80.00
CCS Global	\$72.00	\$58.00	\$94.00	\$75.00	\$72.00	\$58.00	\$94.00	\$75.00
Cloud Computing	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Dataman	\$179.82	\$119.88	\$199.80	\$133.20	\$179.82	\$119.88	N/A	N/A
DPP Tech	\$70.00	\$65.00	\$75.00	\$70.00	\$70.00	\$65.00	\$70.00	\$65.00
EJ America	\$50.00	\$38.00	\$51.00	\$39.00	\$47.00	\$36.00	\$50.00	\$38.00
Global Justice	\$106.25	\$85.00	\$125.00	\$100.00	\$106.25	\$85.00	N/A	N/A
Infojini	\$70.00	\$65.00	\$75.00	\$70.00	\$70.00	\$65.00	\$75.00	\$70.00
Innoactive Group	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
LanceSoft	\$47.52	\$36.96	\$47.52	\$36.96	\$47.52	\$36.96	\$47.52	\$36.96
McKinsol	\$93.50	\$85.00	\$99.00	\$90.00	\$93.50	\$85.00	N/A	N/A
Milestone	\$60.62	\$47.15	\$71.31	\$55.47	\$49.10	\$38.19	\$54.56	\$42.43
Phoenix Business	\$75.00	\$65.00	\$83.00	\$72.00	\$75.00	\$65.00	\$75.00	\$65.00
Prelude Sys	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Revision, Inc.	\$97.25	\$68.68	\$110.90	\$79.42	\$98.29	\$63.21	\$101.29	\$71.85
Satwic	\$94.00	\$69.00	\$94.00	\$69.00	\$94.00	\$69.00	\$94.00	\$69.00
Smart IMS	\$88.00	\$83.00	\$95.00	\$90.00	\$92.00	\$87.00	\$88.00	\$83.00
System Soft	\$76.50	\$59.50	\$90.00	\$70.00	\$85.50	\$66.50	\$81.00	\$63.00
Try Facta	\$65.00	\$55.00	\$65.00	\$55.00	\$65.00	\$55.00	\$65.00	\$55.00
vTech	\$70.92	\$62.92	\$70.92	\$62.92	\$70.92	\$62.92	\$70.92	\$62.92

## Telecommunications Engineer

	Northern		Bay		Central		Southern	
	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource
22nd Century	\$71.05	\$60.39	\$74.60	\$63.41	\$71.05	\$60.39	\$71.05	\$60.39
3Di, Inc	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Accend	\$86.22	\$72.59	\$88.20	\$74.26	\$71.27	\$60.01	\$81.58	\$68.68
Alliance Resource	\$74.38	\$68.79	\$79.38	\$72.25	\$74.38	\$68.75	\$77.42	\$70.50
Ampcus	\$126.00	\$112.00	\$133.00	\$112.00	\$112.00	\$98.00	\$126.00	\$98.00
Artizen	\$80.75	\$72.75	\$95.00	\$85.00	\$80.75	\$72.25	\$85.50	\$76.50
Atomogy Corp.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
BM Associates	\$115.00	\$100.00	\$115.00	\$100.00	\$115.00	\$100.00	\$115.00	\$100.00
CCS Global	\$72.00	\$58.00	\$94.00	\$75.00	\$72.00	\$58.00	\$94.00	\$75.00
Cloud Computing	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Dataman	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
DPP Tech	\$75.00	\$70.00	\$80.00	\$75.00	\$75.00	\$70.00	\$75.00	\$70.00
EJ America	\$58.00	\$44.00	\$60.00	\$46.00	\$55.00	\$42.00	\$58.00	\$44.00
Global Justice	\$106.25	\$85.00	\$125.00	\$100.00	\$106.25	\$85.00	\$125.00	\$100.00
Infojini	\$105.00	\$98.00	\$113.00	\$105.00	\$105.00	\$98.00	\$113.00	\$105.00
Innoactive Group	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
LanceSoft	\$72.60	\$52.80	\$72.60	\$52.80	\$72.60	\$52.80	\$72.60	\$52.80
McKinsol	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Milestone	\$60.62	\$51.19	\$71.31	\$60.22	\$49.10	\$41.46	\$54.56	\$46.07
Phoenix Business	\$100.00	\$90.00	\$110.00	\$99.00	\$100.00	\$90.00	\$100.00	\$90.00
Prelude Sys	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Revision, Inc.	\$105.85	\$68.88	\$119.27	\$79.66	\$109.02	\$63.40	\$109.84	\$72.08
Satwic	\$80.00	\$75.00	\$80.00	\$75.00	\$80.00	\$75.00	\$80.00	\$75.00
Smart IMS	\$95.00	\$80.00	\$100.00	\$85.00	\$97.00	\$82.00	\$95.00	\$80.00
System Soft	\$106.25	\$80.75	\$125.00	\$95.00	\$118.75	\$90.25	\$112.50	\$85.50
Try Facta	\$95.00	\$75.00	\$95.00	\$75.00	\$95.00	\$75.00	\$95.00	\$75.00
vTech	\$75.25	\$67.25	\$75.25	\$67.25	\$75.25	\$67.25	\$75.25	\$67.25

## Trial Court Case Management System (CMS) Analyst

	Northern		Bay		Central		Southern	
	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource
22nd Century	\$101.50	\$86.28	\$106.58	\$90.59	\$101.50	\$86.28	\$101.50	\$86.28
3Di, Inc	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Accend	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Alliance Resource	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ampcus	\$112.00	\$98.00	\$126.00	\$112.00	\$105.00	\$84.00	\$112.00	\$84.00
Artizen	\$110.50	\$97.75	\$130.00	\$115.00	\$110.50	\$97.75	\$117.00	\$103.50
Atomogy Corp.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
BM Associates	\$110.00	\$100.00	\$110.00	\$100.00	\$110.00	\$100.00	\$110.00	\$100.00
CCS Global	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Cloud Computing	\$138.88	\$99.82	N/A	N/A	\$138.88	\$99.82	N/A	N/A
Dataman	\$147.50	\$105.69	N/A	N/A	\$147.05	\$105.69	N/A	N/A
DPP Tech	\$90.00	\$85.00	\$95.00	\$90.00	\$90.00	\$85.00	\$90.00	\$85.00
EJ America	\$82.00	\$63.00	\$86.00	\$66.00	\$78.00	\$60.00	\$82.00	\$63.00
Global Justice	\$136.00	\$106.25	N/A	N/A	\$136.00	\$106.25	N/A	N/A
Infojini	\$95.00	\$90.00	\$100.00	\$95.00	\$95.00	\$90.00	\$100.00	\$95.00
Innoactive Group	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
LanceSoft	\$68.64	\$55.44	\$68.64	\$55.44	\$68.64	\$55.44	\$68.64	\$55.44
McKinsol	\$110.00	\$100.00	\$115.50	\$105.00	\$110.00	\$100.00	\$115.50	\$105.00
Milestone	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Phoenix Business	\$100.00	\$90.00	\$110.00	\$99.00	\$100.00	\$90.00	\$100.00	\$90.00
Prelude Sys	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Revision, Inc.	\$150.68	\$80.08	\$159.48	\$92.62	\$143.13	\$73.71	\$155.01	\$83.78
Satwic	\$85.00	\$75.00	\$85.00	\$75.00	\$85.00	\$75.00	\$85.00	\$75.00
Smart IMS	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
System Soft	\$93.50	\$80.75	\$110.00	\$95.00	\$104.50	\$90.25	\$99.00	\$85.50
Try Facta	\$75.00	\$60.00	\$75.00	\$60.00	\$75.00	\$60.00	\$75.00	\$60.00
vTech	\$65.92	\$57.92	\$65.92	\$57.92	\$65.92	\$57.92	\$65.92	\$57.92

## Trial Court Case Management System (CMS) Integrator

	Northern		Bay		Central		Southern	
	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource
22nd Century	\$104.40	\$88.74	\$109.62	\$93.18	\$104.40	\$88.74	\$104.40	\$88.74
3Di, Inc	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Accend	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Alliance Resource	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ampcus	\$112.00	\$98.00	\$126.00	\$112.00	\$105.00	\$84.00	\$112.00	\$84.00
Artizen	\$123.25	\$110.50	N/A	N/A	\$123.25	\$110.50	N/A	N/A
Atomogy Corp.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
BM Associates	\$120.00	\$105.00	\$120.00	\$105.00	\$120.00	\$105.00	\$120.00	\$105.00
CCS Global	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Cloud Computing	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Dataman	\$179.82	\$119.88	\$199.80	\$133.20	\$179.82	\$119.88	\$199.80	\$133.20
DPP Tech	\$90.00	\$85.00	\$95.00	\$90.00	\$90.00	\$85.00	\$90.00	\$85.00
EJ America	\$65.00	\$50.00	\$68.00	\$52.00	\$62.00	\$47.00	\$65.00	\$50.00
Global Justice	\$136.00	\$106.25	N/A	N/A	\$136.00	\$106.25	N/A	N/A
Infojini	\$108.00	\$102.00	\$115.00	\$108.00	\$108.00	\$102.00	\$115.00	\$108.00
Innoactive Group	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
LanceSoft	\$72.60	\$63.36	\$72.60	\$63.36	\$72.60	\$63.36	\$72.60	\$63.36
McKinsol	\$99.00	\$90.00	\$104.50	\$95.00	\$99.00	\$90.00	\$104.50	\$95.00
Milestone	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Phoenix Business	\$100.00	\$90.00	\$110.00	\$99.00	\$100.00	\$90.00	\$100.00	\$90.00
Prelude Sys	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Revision, Inc.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Satwic	\$85.00	\$75.00	\$85.00	\$75.00	\$85.00	\$75.00	\$85.00	\$75.00
Smart IMS	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
System Soft	\$114.75	\$102.00	\$135.00	\$120.00	\$128.25	\$114.00	\$121.50	\$108.00
Try Facta	\$95.00	\$75.00	\$95.00	\$75.00	\$95.00	\$75.00	\$95.00	\$75.00
vTech	\$65.25	\$57.25	\$65.25	\$57.25	\$65.25	\$57.25	\$65.25	\$57.25

## User Experience (UX) and Graphic Designer

	Northern		Bay		Central		Southern	
	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource
22nd Century	\$79.75	\$67.79	\$83.74	\$71.18	\$79.75	\$67.79	\$79.75	\$67.79
3Di, Inc	\$100.00	\$90.00	\$100.00	\$90.00	\$100.00	\$90.00	\$100.00	\$90.00
Accend	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Alliance Resource	\$74.38	\$69.38	\$79.22	\$72.25	\$74.38	\$68.75	\$77.42	\$70.50
Ampcus	\$112.00	\$98.00	\$126.00	\$112.00	\$105.00	\$84.00	\$112.00	\$84.00
Artizen	\$97.75	\$89.25	\$115.00	\$105.00	\$97.75	\$89.25	\$103.50	\$94.50
Atomogy Corp.	\$89.00	\$78.00	\$89.00	\$78.00	\$89.00	\$78.00	N/A	N/A
BM Associates	\$120.00	\$100.00	\$120.00	\$100.00	\$120.00	\$100.00	\$120.00	\$100.00
CCS Global	\$68.00	\$54.00	\$88.00	\$70.00	\$68.00	\$54.00	\$88.00	\$70.00
Cloud Computing	\$109.80	\$81.49	\$122.72	\$91.08	\$109.80	\$81.49	\$122.72	\$91.08
Dataman	\$116.26	\$86.29	\$129.18	\$95.88	\$116.26	\$86.29	\$129.18	\$95.88
DPP Tech	\$105.00	\$100.00	\$110.00	\$105.00	\$105.00	\$100.00	\$105.00	\$100.00
EJ America	\$93.00	\$71.00	\$97.00	\$74.00	\$88.00	\$67.00	\$93.00	\$71.00
Global Justice	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Infojini	\$85.00	\$80.00	\$90.00	\$85.00	\$85.00	\$80.00	\$90.00	\$85.00
Innoactive Group	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
LanceSoft	\$63.36	\$52.80	\$63.36	\$52.80	\$63.36	\$52.80	\$63.36	\$52.80
McKinsol	\$88.00	\$80.00	\$93.50	\$85.00	\$88.00	\$80.00	\$93.50	\$85.00
Milestone	\$101.03	\$80.82	\$118.86	\$95.09	\$81.83	\$58.39	\$90.93	\$68.70
Phoenix Business	\$95.00	\$85.00	\$105.00	\$94.00	\$95.00	\$85.00	\$95.00	\$85.00
Prelude Sys	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Revision, Inc.	\$174.95	\$61.13	N/A	N/A	\$168.98	\$56.25	N/A	N/A
Satwic	\$90.00	\$75.00	\$90.00	\$75.00	\$90.00	\$75.00	\$90.00	\$75.00
Smart IMS	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
System Soft	\$102.00	\$85.00	\$120.00	\$100.00	\$114.00	\$95.00	\$108.00	\$90.00
Try Facta	\$95.00	\$75.00	\$95.00	\$75.00	\$95.00	\$75.00	\$95.00	\$75.00
vTech	\$65.25	\$57.25	\$65.25	\$57.25	\$65.25	\$57.25	\$65.25	\$57.25

## User Researcher

	Northern		Bay		Central		Southern	
	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource
22nd Century	\$78.30	\$66.56	\$82.22	\$69.89	\$78.30	\$66.56	\$78.30	\$66.56
3Di, Inc	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Accend	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Alliance Resource	\$67.19	\$61.88	\$71.67	\$64.90	\$67.19	\$61.75	\$70.05	\$63.33
Ampcus	\$112.00	\$98.00	\$126.00	\$112.00	\$105.00	\$84.00	\$112.00	\$84.00
Artizen	N/A	N/A	N/A	N/A	\$114.75	\$106.25	N/A	N/A
Atomogy Corp.	\$89.00	\$78.00	\$89.00	\$78.00	\$89.00	\$78.00	N/A	N/A
BM Associates	\$115.00	\$100.00	\$115.00	\$100.00	\$115.00	\$100.00	\$115.00	\$100.00
CCS Global	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Cloud Computing	\$121.52	\$88.97	N/A	N/A	\$121.52	\$88.97	N/A	N/A
Dataman	\$128.67	\$94.21	\$142.97	\$104.67	\$128.67	\$94.21	\$142.97	\$104.67
DPP Tech	\$75.00	\$70.00	\$80.00	\$75.00	\$75.00	\$70.00	\$75.00	\$70.00
EJ America	\$76.00	\$58.00	\$80.00	\$61.00	\$72.00	\$55.00	\$76.00	\$58.00
Global Justice	N/A	N/A	N/A	N/A	\$127.50	\$106.25	N/A	N/A
Infojini	\$78.00	\$73.00	\$83.00	\$78.00	\$78.00	\$73.00	\$83.00	\$78.00
Innoactive Group	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
LanceSoft	\$79.20	\$72.60	\$79.20	\$72.60	\$79.20	\$72.60	\$79.20	\$72.60
McKinsol	\$88.00	\$80.00	\$93.50	\$85.00	\$88.00	\$80.00	\$93.50	\$85.00
Milestone	\$74.09	\$53.88	\$87.16	\$63.39	\$60.01	\$43.64	\$66.68	\$48.49
Phoenix Business	\$85.00	\$75.00	\$94.00	\$83.00	\$85.00	\$75.00	\$85.00	\$75.00
Prelude Sys	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Revision, Inc.	\$97.52	\$91.71	\$110.58	\$102.64	\$85.77	\$81.69	\$99.10	\$92.86
Satwic	\$75.00	\$68.00	\$75.00	\$68.00	\$75.00	\$68.00	\$75.00	\$68.00
Smart IMS	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
System Soft	\$93.50	\$85.00	\$110.00	\$100.00	\$104.50	\$95.00	\$99.00	\$90.00
Try Facta	\$70.00	\$55.00	\$70.00	\$55.00	\$70.00	\$55.00	\$70.00	\$55.00
vTech	\$65.92	\$57.92	\$65.92	\$57.92	\$65.92	\$57.92	\$65.92	\$57.92

## Visual Designer

	Northern		Bay		Central		Southern	
	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource
22nd Century	\$73.95	\$62.86	\$77.65	\$66.00	\$73.95	\$62.86	\$73.95	\$62.86
3Di, Inc	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Accend	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Alliance Resource	\$67.19	\$61.88	\$71.67	\$64.90	\$67.19	\$61.75	\$70.05	\$63.33
Ampcus	\$112.00	\$98.00	N/A	N/A	\$105.00	\$84.00	\$112.00	\$84.00
Artizen	\$106.25	\$97.75	N/A	N/A	\$106.25	\$97.75	\$112.50	\$103.50
Atomogy Corp.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
BM Associates	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CCS Global	\$68.00	\$54.00	\$88.00	\$70.00	\$68.00	\$54.00	\$88.00	\$70.00
Cloud Computing	\$75.52	\$51.65	\$84.40	\$57.72	\$75.52	\$51.65	\$84.40	\$57.72
Dataman	\$79.96	\$54.69	\$88.84	\$60.76	\$79.96	\$54.69	\$88.84	\$60.76
DPP Tech	\$85.00	\$80.00	\$90.00	\$85.00	\$85.00	\$80.00	\$85.00	\$80.00
EJ America	\$75.00	\$57.00	\$78.00	\$60.00	\$71.00	\$54.00	\$75.00	\$57.00
Global Justice	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Infojini	\$77.00	\$72.00	\$82.00	\$77.00	\$77.00	\$72.00	\$82.00	\$77.00
Innoactive Group	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
LanceSoft	\$76.56	\$63.36	\$76.56	\$63.36	\$76.56	\$63.36	\$76.56	\$63.36
McKinsol	\$88.00	\$80.00	\$93.50	\$85.00	\$88.00	\$80.00	\$93.50	\$85.00
Milestone	\$107.76	\$80.82	N/A	N/A	\$87.29	\$60.47	\$96.99	\$72.74
Phoenix Business	\$100.00	\$90.00	\$110.00	\$99.00	\$100.00	\$90.00	\$100.00	\$90.00
Prelude Sys	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Revision, Inc.	\$100.55	\$64.86	\$109.00	\$72.59	\$90.85	\$57.79	\$100.53	\$65.69
Satwic	\$88.00	\$75.00	\$88.00	\$75.00	\$88.00	\$75.00	\$88.00	\$75.00
Smart IMS	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
System Soft	\$80.75	\$68.00	\$95.00	\$80.00	\$90.25	\$76.00	\$85.50	\$72.00
Try Facta	\$70.00	\$55.00	\$70.00	\$55.00	\$70.00	\$55.00	\$70.00	\$55.00
vTech	\$70.25	\$62.25	\$70.25	\$62.25	\$70.25	\$62.25	\$70.25	\$62.25

## Sr. Audio Visual (AV) Technician

	Northern		Bay		Central		Southern	
	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource
22nd Century	\$55.10	\$46.84	\$57.86	\$49.18	\$55.10	\$46.84	\$55.10	\$46.84
3Di, Inc	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Accend	\$46.53	\$33.17	\$47.60	\$33.93	\$38.47	\$27.42	\$44.03	\$31.38
Alliance Resource	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ampcus	\$84.00	\$70.00	\$91.00	\$77.00	\$84.00	\$70.00	\$91.00	\$70.00
Artizen	\$72.25	\$63.75	N/A	N/A	\$72.25	\$63.75	\$76.50	\$67.50
Atomogy Corp.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
BM Associates	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CCS Global	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Cloud Computing	\$77.22	\$53.35	\$86.30	\$59.62	\$77.22	\$53.35	\$86.30	\$59.62
Dataman	\$81.76	\$56.49	\$90.84	\$62.76	\$81.76	\$56.49	\$90.84	\$62.76
DPP Tech	\$75.00	\$70.00	\$80.00	\$75.00	\$75.00	\$70.00	\$75.00	\$70.00
EJ America	\$50.00	\$38.00	\$51.00	\$39.00	\$47.00	\$36.00	\$50.00	\$38.00
Global Justice	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Infojini	\$60.00	\$56.00	\$65.00	\$60.00	\$60.00	\$56.00	\$65.00	\$60.00
Innoactive Group	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
LanceSoft	\$59.40	\$43.56	\$59.40	\$43.56	\$59.40	\$43.56	\$59.40	\$43.56
McKinsol	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Milestone	N/A	N/A	N/A	N/A	\$81.83	\$60.01	N/A	N/A
Phoenix Business	\$60.00	\$50.00	\$66.00	\$55.00	\$60.00	\$50.00	\$60.00	\$50.00
Prelude Sys	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Revision, Inc.	N/A	N/A	N/A	N/A	\$90.96	\$60.43	N/A	N/A
Satwic	\$75.00	\$60.00	\$75.00	\$60.00	\$75.00	\$60.00	\$75.00	\$60.00
Smart IMS	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
System Soft	\$59.50	\$56.95	\$70.00	\$67.00	\$66.50	\$63.65	\$63.00	\$60.30
Try Facta	\$40.00	\$30.00	\$40.00	\$30.00	\$40.00	\$30.00	\$40.00	\$30.00
vTech	\$65.25	\$57.25	\$65.25	\$57.25	\$65.25	\$57.25	\$65.25	\$57.25



## Audio Visual (AV) Technician

	Northern		Bay		Central		Southern	
	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource	Senior Resource	Less-Senior Resource
22nd Century	\$47.85	\$40.67	\$50.24	\$42.70	\$47.85	\$40.67	\$47.85	\$40.67
3Di, Inc	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Accend	\$33.17	\$27.69	\$33.93	\$28.29	\$27.42	\$22.86	\$31.38	\$26.17
Alliance Resource	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ampcus	\$70.00	\$56.00	\$84.00	\$70.00	\$70.00	\$56.00	\$84.00	\$56.00
Artizen	\$63.75	\$55.25	N/A	N/A	\$63.75	\$55.25	\$67.50	\$58.50
Atomogy Corp.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
BM Associates	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CCS Global	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Cloud Computing	\$75.52	\$51.69	N/A	N/A	\$75.52	\$51.65	N/A	N/A
Dataman	\$79.96	\$54.69	\$88.84	\$60.76	\$79.96	\$54.69	\$88.84	\$60.76
DPP Tech	\$65.00	\$60.00	N/A	N/A	\$65.00	\$60.00	\$65.00	\$60.00
EJ America	\$42.00	\$32.00	\$43.00	\$33.00	\$39.00	\$30.00	\$42.00	\$32.00
Global Justice	\$85.00	\$76.50	N/A	N/A	N/A	N/A	N/A	N/A
Infojini	\$56.00	\$52.00	\$60.00	\$56.00	\$56.00	\$52.00	\$60.00	\$56.00
Innoactive Group	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
LanceSoft	\$52.80	\$39.60	\$52.80	\$39.60	\$52.80	\$39.60	\$52.80	\$39.60
McKinsol	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Milestone	\$74.09	\$60.62	N/A	N/A	\$60.01	\$49.10	\$66.68	\$54.56
Phoenix Business	\$50.00	\$45.00	\$55.00	\$50.00	\$50.00	\$45.00	\$50.00	\$45.00
Prelude Sys	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Revision, Inc.	\$87.11	\$57.24	N/A	N/A	\$85.96	\$52.68	N/A	N/A
Satwic	\$65.00	\$50.00	\$65.00	\$50.00	\$65.00	\$50.00	\$65.00	\$50.00
Smart IMS	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
System Soft	\$55.25	\$51.00	\$65.00	\$60.00	\$61.75	\$57.00	\$58.50	\$54.00
Try Facta	\$30.00	\$25.00	\$30.00	\$25.00	\$30.00	\$25.00	\$30.00	\$25.00
vTech	\$60.25	\$52.25	\$60.25	\$52.25	\$60.25	\$52.25	\$60.25	\$52.25

**Attachment 2**  
**Job Classifications and Descriptions (Full List)**  
 (Contractor Authorized Job Classifications are in Exhibit 3 in their Master Agreement)

Job Classification	Job Description	Tools to be provided by contractor	Certifications Needed
<p style="text-align: center;"><b>Agile Coach</b></p>	<p>The Agile Coach transforms initiatives to deliver lasting change within agencies that focus on delivering value for citizens. Coaches may be required to work either: at the team level, working with teams to ensure that delivery teams within agencies are adopting agile methodology and performing effectively; at the portfolio or program level, to help agencies to establish the right processes for managing a portfolio of work in an agile way; at the organization level, to drive strategic change across the organization and ensure that adoption of agile techniques is embedded from the most senior levels of the organization; or across all levels to ensure that organizations adopt a pragmatic approach to the way in which they govern delivery and continuous improvement of digital services. Possesses knowledge and experience in training the teams to write good user stories; prioritization of the work based on business value and handling of the tasks by the team; and team member role training, time-boxing and providing strong metrics for all players.</p>	<p>Project Management tools</p>	<p>Disciplined Agile Coach (DAC) Certification</p>
<p style="text-align: center;"><b>Application Architect</b></p>	<p>The Application Architect analyzes and designs the architecture for software applications and enhancements, including the appropriate application of frameworks and design patterns and the interrelationships of components and interfaces. Provides solutions to business-critical complex problems. Supports problem research and resolution as a lead team member.</p>	<p>Software Development Lifecycle tools                      Report generation tools                      Project Management tools                      Software Testing tools</p>	
<p style="text-align: center;"><b>Application Support Analyst</b></p>	<p>The Application Support Analyst coordinates the tracking, research, and solutions for defects and service requests relating to existing automated systems. Facilitates communication between application users and the helpdesk staff, 3rd party helpdesk staff, and support and maintenance teams in the prioritization and tracking of incidents and requests. Serves as subject matter expert to the application team on the operations and functionality of automated applications.</p>	<p>Software Development Lifecycle tools                      Report generation tools                      Software Testing tools</p>	

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<p><b>Application Tester</b></p>	<p>The Application Tester writes test cases and test plans, executes test cases, investigates potential defects, logs defects, reports test results, organizes and participates in test plan walkthroughs, does functional and system integration testing, prepares traceability matrix to reflect test coverage, and prioritizes test requirements and organizes test cases accordingly.</p>	<p>Software Development Lifecycle tools Report generation tools Software Testing tools</p>	
<p><b>Audio Visual Technician</b></p>	<p>The Audio Visual Technician provides complex broadcast design, implementation and ongoing support and solutions for telecommunications, Audio Visual (AV), and video remote services. In coordination with other members of the team, assists with day to day duties in the broadcast, production, operations and administration of court taping, video, and communication operations. Assists in the maintenance, installation, and troubleshooting of broadcast and telecommunication equipment utilized. Leverages both local and cloud-based resources hosting these systems. Coordinates and resolves technical issues related to video remote services.</p>		
<p><b>Back End Web Developer</b></p>	<p>The Back End Web Developer performs web development using open-source web programming languages (e.g., Ruby, Python) and frameworks (e.g., Django, Rails). Develops and consumes web-based, RESTful APIs. Works in team environments that use various methodologies (e.g., Scrum, Lean), author developer-friendly documentation (e.g., API documentation, deployment operations), and test-driven development techniques. Uses version control systems (e.g., Git and GitHub). Researches and learns new programming tools and techniques. Develops relational and non-relational database systems and develops scalable search technology (e.g. Elasticsearch, Solr) to handle large data sets. Works with open source solutions and community. Communicates technical concepts to a non-technical audience. Possesses knowledge and experience in translating technical work into user-friendly visuals, programming skills HTML/CSS, security knowledge, session management, and knowledge in one of the following programming languages: PHP, ASP.NET, JavaScript, or Ruby on Rails.</p>		
<p><b>Business Processing Reengineering</b></p>	<p>The Business Process Reengineering develops and implements business process reengineering methods and techniques in order to improve operational efficiency and financial performance.</p>	<p>Project Management tools</p>	

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<b>Business Systems Analyst</b>	The Business Systems Analyst serves as a liaison between the business operations and the technical teams to develop and document business/functional requirements for IT solutions.	Project Management tools	
<b>Cloud Architect</b>	The Cloud Architect performs work involving cloud application designs and cloud approval plans and systems required to manage cloud storage. Leads the creation of a technology framework and provides technical leadership in support of initiatives in cloud computing and automation, with a focus on the design of systems and services that run on cloud platforms.		AWS Certified Solutions Architect Microsoft Azure Architect Technologies
<b>Cloud Engineer</b>	The Cloud Engineer designs, plans, manages, maintains, and supports any technological duties associated with cloud computing. Develops and implements cloud-applications, migrates existing on-premise applications to the cloud, and debugs cloud stacks.		AWS Certified DevOps Engineer AWS Certified SysOps Administrator Microsoft Azure Administrator
<b>Content Designer</b>	The Content Designer improves content creation efforts by leading the research & development of interactive and experiential storytelling for projects. Advises how to improve the ongoing iteration of content models. Collaborates with designers and other content strategists to improve how the effectiveness of digital, print, and other content is measured. Develops and maintains appropriate voice for produced content. Advises how to streamline content production and management solutions and processes based on user research. Assigns, edits, and produces content for products, services, and various projects. Plans and facilitates content strategy workshops and brainstorming sessions on developing content and content services (including API development). Collaborates closely with developers and designers to create, test, and deploy effective content marketing experiences using various methods of software development. Offers educated recommendations on how to deliver a consistent, sustainable and standards-driven execution of content strategy across products, services, and projects. Collaborates with content managers, writers, information architects, interaction designers, developers, and content creators of all types.		

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<p><b>Content Strategist</b></p>	<p>The Content Strategist improves content creation efforts by leading the research and development of interactive and experiential storytelling for projects. Advises how to improve the ongoing iteration of content models. Collaborates with designers and other content strategists to improve how the effectiveness of digital, print, and other content is measured. Develops and maintains appropriate voice for produced content. Advises how to streamline content production and management solutions and processes based on user research. Assigns, edits, and produces content for products, services, and various projects. Plans and facilitates content strategy workshops and brainstorming sessions on developing content and content services (including API development). Collaborates closely with developers and designers to create, test, and deploy effective content marketing experiences using various methods of software development. Offers educated recommendations on how to deliver a consistent, sustainable and standards-driven execution of content strategy across products, services, and projects.</p>		
<p><b>Data Analyst</b></p>	<p>The Data Analyst provides analysis, mining, and presentation of data to provide statistical, operational, auditing and other business insights with the purpose of understanding or making conclusions from the data for decision making purposes.</p>		
<p><b>Data Engineer</b></p>	<p>The Data Engineer is responsible for designing, developing and implementing the data pipeline used to support the creation of data warehouse, data marts and all related extraction, transformation and load of data functions in the company. Experience with industry ETL tools and techniques to data extracting is a must. After the groundwork has been laid, tests their designs to ensure the system runs smoothly.</p>		
<p><b>Data Modeler</b></p>	<p>The Data Modeler consults with business process owners, functional analysts, and Subject Matter Experts (SMEs) to gather knowledge of business processes in order to develop effective data warehousing solutions. Performs detailed data analysis and develops data models based on business requirements and data warehousing principles. Designs, develops, configures, and executes loading of data from source system extractions, creating a flexible, scalable, supportable and analytical reporting system.</p>		

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<p><b>Data Scientist</b></p>	<p>The Data Scientist advises the business on potential data and provides new insights into the business mission through the use of advanced statistical analysis, data mining, and data visualization techniques to create solutions that enable enhanced business performance.</p>		
<p><b>Database Administrator</b></p>	<p>The Database Administrator (DBA) provides planning, development, implementation, and administration of systems for the acquisition, storage, and retrieval of data.</p>		
<p><b>Product Delivery Manager</b></p>	<p>The Delivery Manager establishes teams for successful delivery by removing obstacles (or blockers to progress), constantly helping the team to become more self-organizing, and enabling the work the team does rather than impose how it's done. Manages one or more projects, typically to deliver a specific product or transformation via a multi-disciplinary, high- skilled digital team. Defines project needs and feeds these into the portfolio/program process to enable resources to be appropriately allocated. Delivers projects and products using the appropriate project management methodology, learning and iterating frequently. Works with Product Manager to define the roadmap for any given product and translate this into user stories. Ensures all products are built to an appropriate level of quality for the stage (alpha/beta/production). Actively and openly shares knowledge of best practices.</p>		
<p><b>Desktop Support Technician</b></p>	<p>The Desktop Support Technician performs work involving receiving, responding, and deploying technical assistance on computers, peripheral equipment, application, local and wide area networks. Assists with clients with hardware and software issues. Provides on-site or remote technical assistance including the setting up of computer hardware systems, installing and upgrading software, and troubleshooting basic IT issues.</p>	<p>Remote Desktop tools Call tracking software</p>	
<p><b>Enterprise Architect</b></p>	<p>The Enterprise Architect improves the current IT infrastructure, optimizes business operations, and sets the direction and approach for integrating information applications and programs. Responsible for cataloging, developing, coordinating, communicating, maintaining, and enforcing overall enterprise architecture models, representations, initiatives, capabilities, and components to adequately perform the organization's business and technology activities.</p>		

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<p><b>Enterprise Content Management (ECM) Administrator</b></p>	<p>The Enterprise Content Management Administrator performs work involving the planning, development, implementation, and administration of systems to identity, classify, capture, index, store, retrieve, distribute, archive, and destroy electronic content. Additionally, includes developing forms and workflows (e.g. Laserfiche/DocuWare).</p>		
<p><b>ETL Tool Developer</b></p>	<p>The ETL Tool Developer designs and creates the data warehouse and all related extraction, transformation and load of data functions in the company. After the groundwork has been laid, tests their designs to ensure the system runs smoothly.</p>		
<p><b>Front End Web Developer</b></p>	<p>The Front End Web Developer performs front end web development using modern techniques and frameworks (e.g., HTML5, CSS3, CSS frameworks like LESS and SASS, Responsive Design, Bourbon, Twitter Bootstrap). Performs JavaScript development using modern standards, including strict mode compliance, modularization techniques and tools, and frameworks and libraries (e.g., jQuery, MV* frameworks such as Backbone.js and Ember.js, D3). Develops and consumes web-based RESTful APIs. Works in team environments that use various methodologies (e.g., Scrum, Lean). Uses version control systems (e.g., Git and GitHub). Ensures Section 508 Compliance. Researches and learns new programming tools and techniques. Work with open source solutions and community. Creates web layouts from static images and creates views and templates in full-stack frameworks like Rails, Express, or Django. Presents completed HTML and CSS mobile and desktop mockups to clients, fixes front end related bug issues on existing client website and HTML prototypes, and updates and creates print media and internal graphics for the marketing department. Possesses expertise in several programming languages, such as HTML5, W3C, and CSS3.</p>		
<p><b>Information Security Specialist</b></p>	<p>The Information Security Specialist interprets information security policies, standards and other requirements as they relate to internal information system, and coordinates the implementation of these and other information security requirements. Redesigns and reengineers internal information handling processes so that information is appropriately protected from a wide variety of problems including unauthorized disclosure, unauthorized use, inappropriate modification, premature deletion, and unavailability.</p>		

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<p><b>Infrastructure Engineer</b></p>	<p>The Infrastructure Engineer designs, builds, deploys, and maintains IT infrastructure using the latest technology. Ensures all the IT systems that support businesses of any size function efficiently. Manages the security of computer systems and inter-application information transfers. Ensures optimum uptime for complete network services and servers. Establishes models to maintain and configure entire desktop and mobile computers. Ensures sufficient network redundancy.</p>	<p>Automated Monitoring tools for servers, infrastructure and applications Secure Remote Access Management tools Job Scheduling tools Performance Monitoring tools Backup and Recovery tools Remote Management tools Patch Management tools Infrastructure Management tools</p>	
<p><b>Infrastructure Architect</b></p>	<p>The Infrastructure Architect consults on and performs complex and specialized work in the analysis, design, testing, and implementation of complex infrastructure environments, including hardware, operating systems, and middleware components. Interfaces with 3rd party vendors and staff to ensure that goals and objectives are met. Supports problem research and resolution.</p>		
<p><b>Integrated Workplace Management System (IWMS) Analyst</b></p>	<p>The Integrated Workplace Management System (IWMS) Analyst implements system configuration changes and enhancements for new and existing modules. Changes include updating workflows, queries, portals, GUIs, Report writer Crystal and BIRT, data migration and cleanup, project management, software configuration and customization, and security group settings to improve the system for the user community.</p>		
<p><b>IT Governance SME</b></p>	<p>The IT Governance Subject Matter Expert provides service delivery strategies and direction based on analysis of current operations management and technology. Develops comparative financial models for outsourcing vendor selection and provides assessments of market maturity and services fit. Responsible for sourcing alternatives analysis and vendor financial proposal analysis. Refines strategies and requirements to provide core services while</p>		



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	reducing costs and operational risks. Develops service strategy roadmaps as needed.		
<b>IT Infrastructure SME</b>	The IT Infrastructure Subject Matter Expert provides appropriate sourcing and subject matter expertise. Develops outlines of critical milestones required to support current outsourcing relationship. Identifies key activities required to support a renewal of current services and the possibility of a re-compete for services. Performs detailed assessments of current pricing levels and methodologies and provides recommendations on pricing and scope that may require renegotiation. Identifies new business needs and infrastructure requirements. Develops recommendations to address service performance deficiencies with current outsourcing vendor.	Automated Monitoring tools for servers, infrastructure and applications Secure Remote Access Management tools Job Scheduling tools Performance Monitoring tools Backup and Recovery tools Remote Management tools Patch Management tools Infrastructure Management tools	
<b>IT Program Manager</b>	The IT Program Manager is responsible for all aspects of a complex technology program including but not limited to: management of various project plans and scopes; budgets and expenditures; resource availability; coordination and liaising with business partners, 3rd party vendors and/or courts; budgetary and management reporting; and compliance with policies and procedures.	Project Management tools	

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<p><b>Network Administrator</b></p>	<p>The Network Administrator manages the daily operations of computer networks. Is in charge of overseeing digital security and performing maintenance to ensure that the system is operating at full capacity, including installing hardware and software when necessary.</p>	<p>Automated Monitoring tools for network devices and infrastructure            Secure Remote Access Management tools            Job Scheduling tools            Performance Monitoring tools            Infrastructure Management tools            Network Configuration Management tools            IP Management tools            Firewall Security Management tools</p>	<p>CCNP Certification</p>
<p><b>Network Engineer</b></p>	<p>The Network Engineer performs development, implementation, administration and troubleshooting of a large Cisco-based enterprise network platform. Provides expert-level analysis, policy development, and decision-support regarding the planning, design, optimization, and evaluation of the network communications infrastructure and associated network services. Investigates and resolves difficult and complex support issues related to LAN/WAN infrastructure.</p>	<p>Automated Monitoring tools for network devices and infrastructure            Secure Remote Access Management tools            Job Scheduling tools            Performance Monitoring tools            Infrastructure Management tools            Network Configuration Management tools            IP Management tools            Firewall Security Management tools</p>	<p>CCT/CCNA Certification</p>

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<p><b>Programmer</b></p>	<p>The Programmer, in development of applications software, is responsible for analyzing and refining systems requirements. Translates systems requirements into applications prototypes. Plans and designs systems architecture. Writes, debugs, and maintains code. Determines and designs applications architecture and determines output media/formats. Designs user interfaces, working with customers to test applications. Assures software and systems quality and functionality. Integrates hardware and software components. Writes and maintains program documentation. Evaluates new applications software technologies and ensures the rigorous application of information security/information assurance policies, principles and practices to the delivery of application software services.</p>		
<p><b>Project Manager</b></p>	<p>The Project Manager provides day-to-day responsibilities for running complex technical projects throughout all stages of system development life cycle. Develops and maintains project plans. Defines resources and schedule for implementation. Creates and executes strategies for risk mitigation and contingency planning. Plans and ensures timely creation and review of project deliverables and milestones. Efficiently identifies and solves project issues. Ensures quality documentation is created and maintained. Manages and resolves conflicts within groups.</p>	<p>Project Management tools</p>	
<p><b>Quality Assurance (QA) Analyst</b></p>	<p>The QA Analyst performs quality assurance tasks to ensure that system objectives are met and that solutions function as expected. Develops and supports the planning, design, and execution of test plans, test scripts, and process plans for projects. Works closely with various departments to perform and validate test cases based on quality requirements, and recommends changes to predetermined quality guidelines. Ensures that the end product meets the minimum quality standards, is fully functional and user-friendly.</p>	<p>Software Development Lifecycle tools Report generation tools Project Management tools Software Testing tools</p>	
<p><b>Report Writer</b></p>	<p>The Report Writer provides development of customized reports from databases to extract and collect data according to the current needs. Versed in Business Intelligence report writing as well as executive dashboard reports.</p>	<p>Report generation tools</p>	
<p><b>SAP Basis Engineer</b></p>	<p>The SAP Basis Engineer provides technical support for SAP systems, which can include implementing standards and requirements, overseeing upgrades, establishing processes for monitoring performance, and system configuration, design, and application.</p>		<p>SAP Basis Certification</p>

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<p><b>Security Analyst</b></p>	<p>The Security Analyst provides analysis of application data flows from the client, through a layered security model, and to the servers for problem resolution. Responds to security alerts generated by IDS/IPS probes and identifies at-risk components. Takes measures to protect infrastructure and preserve information for forensic purposes. Guides support staff to proper closure of risk points. Provides third level support to network related issues.</p>	<p>Security Management tools Firewall Security Management tools</p>	
<p><b>Security Engineer</b></p>	<p>The Security Engineer serves as the security engineer of complex technology implementations in a product-centric environment, and is comfortable with bridging the gap between legacy development or operations teams and working toward a shared culture and vision. Works to ensure developers create the most secure systems while enhancing the privacy of all system users. Has experience with white-hat hacking and fundamental computer science concepts. Performs security audits, risk analysis, application-level vulnerability testing, and security code reviews. Develops and implements technical solutions to help mitigate security vulnerabilities. Conducts research to identify new attack vectors, and possess knowledge and experience in safeguarding sensitive data from cyber-attacks.</p>	<p>Security Management tools Firewall Security Management tools</p>	
<p><b>Senior Audio Visual Technician</b></p>	<p>The Senior Audio Visual Technician provides complex broadcast design, implementation and ongoing support and solutions for telecommunications, Audio Visual (AV), and video remote services. Responsible for day to day duties in the broadcast, production, operations and administration of court taping, video, and communication operations. Responsible for the most complex maintenance, installation, and troubleshooting of broadcast and telecommunication equipment. Leverages both local and cloud-based resources hosting these systems.</p>		
<p><b>Senior Business Systems Analyst</b></p>	<p>The Senior Business Systems Analyst provides lead direction and work review of project staff and/or performs and coordinates complex and specialized work. Plans and conducts business process analysis to system mapping design, testing, and functional documentation of new and existing automated systems. Works with other business systems analysts, application managers and development teams to achieve business objectives and maintain client satisfaction. Works closely with business users to ensure best practices and adherence to the Software Development Life Cycle.</p>	<p>Project Management tools</p>	

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<p><b>Senior Project Manager</b></p>	<p>The Senior Project Manager manages and oversees all aspects of the most complex IT projects to deliver an IT product, service or system. This includes but is not limited to managing both external and internal IT project teams, and interacting with department heads, agency secretaries at the user agency, State control agencies, and individuals of similar status and capacity in the private sector.</p>	<p>Project Management tools</p>	
<p><b>Senior Software Developer</b></p>	<p>The Senior Software Developer performs work involving the design, development, modification, testing, securing, implementation, documentation and support of new or existing applications software. Modifies and maintains existing systems for adaptation to business and/or technology changes. Engages directly with IT management, development teams, technical delivery teams, and vendors to ensure the successful design, development, and delivery of technology-based solutions.</p>		
<p><b>Senior Technical Lead</b></p>	<p>The Senior Technical Lead ensures IT architectural integrity and functions as the interface between systems developers and IT project managers. Provides coordination, oversight and leadership for the analyses, planning, design, implementation, documentation, assessment, and management of IT architecture and infrastructure design framework to align IT approaches with an organization’s mission, goals and business processes. Identifies potential improvements to enterprise architecture to meet organizational goals, and establishes and implements metrics for evaluating the accomplishments of enterprise architecture goals and objectives. Utilizes methods and approaches for sharing information through the use of IT assets, project management concepts, methods and practices, enterprise architecture concepts and principles, and multiple IT disciplines sufficient to develop major components of the enterprise architecture plan including strategic drivers, current and target architectures, the sequencing plan, architectural segments and reference models and standards.</p>	<p>Automated Monitoring tools for servers, infrastructure and applications Secure Remote Access Management tools Job Scheduling tools Performance Monitoring tools Backup and Recovery tools Remote Management tools Patch Management tools Infrastructure Management tools</p>	

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<p><b>Service Delivery Manager</b></p>	<p>The Service Delivery Manager assists in providing service delivery by providing oversight and direction of resources based upon priorities, project management and technical leadership. Integrates project schedules and manages program activities within the technology center. Assists with 3rd party vendor management as well as supporting user groups. Assists with process improvement initiatives and management reporting.</p>	<p>Outage Notification Tool Service Management Tool - Must include Change, Configuration, Incident, Problem and Release Management functions KPI/SLR Monitoring &amp; Reporting</p>	
<p><b>Service Desk Analyst</b></p>	<p>The Service Desk Analyst receives and responds to requests for assistance over the phone in a tier 1 capacity. Helps users resolve issues with computer hardware or software. Responds to user inquiries, assess problems and issues with IT equipment and applications, and help resolve these issues for users. Works closely with other IT department personnel to provide assistance on tasks that are outside the scope of their knowledge or expertise.</p>	<p>Account Management, Account Support Outage Notification Tool Service Management Tool - Must include Change, Configuration, Incident, Problem and Release Management functions KPI/SLR Monitoring &amp; Reporting SPOC 800 dial number for support</p>	

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<p><b>Systems Administrator</b></p>	<p>The System Administrator performs work involving the planning, development, implementation, and administration of systems for supporting production, development, testing and staging. Configures and maintains the networked computer system, including hardware, system software, and applications. Ensuring data is stored securely and backed up regularly. Diagnoses and resolves hardware, software, networking, and system issues when they arise. Replaces and upgrades defective or outdated components when necessary. Monitors system performance to ensure everything runs smoothly and securely. Researches and recommends new approaches to improve the networked computer system. Documents any processes which employees need to follow in order to successfully work within the computing system.</p>	<p>Automated Monitoring tools for servers, infrastructure and applications Secure Remote Access Management tools Job Scheduling tools Performance Monitoring tools Backup and Recovery tools Remote Management tools Patch Management tools Infrastructure Management tools</p>	
<p><b>Technical Analyst</b></p>	<p>The Technical Analyst provides technical project oversight and serve as technical lead for various technology projects. Serves as the liaison with 3rd party vendors, conducts and documents technical assessments, validates business requirements, generates conceptual diagrams, and provides subject matter expertise on shared infrastructure and security components.</p>	<p>Automated Monitoring tools for servers, infrastructure and applications Secure Remote Access Management tools Job Scheduling tools Performance Monitoring tools Backup and Recovery tools Remote Management tools Patch Management tools Infrastructure Management tools</p>	

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<p><b>Technical Lead</b></p>	<p>The Technical Lead develops reference models of the enterprise and maintain the information in the IT repository. Determines the gaps between the current and the target architecture and develop plans for transitioning to target architecture. Defines the policies and principles to guide technology decisions for the enterprise architecture. Identifies opportunities to improve enterprise-level systems to support business processes and utilize emerging technologies. Promote and educates customers and stakeholders on the use and value of the enterprise architecture. Provides enterprise architecture guidance, support and coordination to customers and IT project teams. Documents the enterprise architecture infrastructure, including the business units and key processes, using modeling techniques. Ensures technical integration is achieved across the enterprise by participating in test planning, validation and reviews. Evaluates the impact of enterprise architecture products and services on IT investments, business operations, stakeholder satisfaction and other outcomes. Coordinates and conducts governance and portfolio management activities associated with ensuring compliance with the enterprise architecture. Ensures the rigorous application of information security/information assurance policies, principles and practices to all components of the enterprise architecture.</p>	<p>Automated Monitoring tools for servers, infrastructure and applications Secure Remote Access Management tools Job Scheduling tools Performance Monitoring tools Backup and Recovery tools Remote Management tools Patch Management tools Infrastructure Management tools</p>	
<p><b>Technical Writer</b></p>	<p>The Technical Writer develops, edits, and delivers technology specific documentation of existing and new applications. This may include procedure documentation, specification requirements documentation, QA documentation, user guide documentation, code review/formatting documentation, and other technical documentation as needed.</p>		
<p><b>Telecommunications Engineer</b></p>	<p>The Telecommunications Engineer performs work involving design, development, implementation, administration and troubleshooting of a large, Cisco-based enterprise telephony platform. Provides expert-level analysis, policy development, and decision-support regarding the planning, design, optimization, and evaluation of network communication infrastructure and associated network and telephony services.</p>		
<p><b>Trial Court Case Management System (CMS) Analyst</b></p>	<p>The Trial Court Case Management System (CMS) Analyst supports projects by performing the lead business analyst role for CMS which may include business process reengineering. Assists with maintaining interfaces, preparing business and technical requirements, functional design and providing training</p>		



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	as needed. Tasks may include items such as gap analysis, configuration changes, creating searches and reports, as well as identifying data cleansing tasks.		
<b>Trial Court Case Management System (CMS) Integrator</b>	The Trial Court Case Management System (CMS) Integrator performs various tasks supporting the CMS application. These tasks include conducting health checks on the application, replicating and resolving user issues, user management, capacity planning, interface configuration, security and applying case management system patches/updates.		
<b>User Experience (UX) and Graphic Designer</b>	The User Experience (UX) and Graphic Designer researches, plans, organizes, designs, and tests how information is presented to users to streamline their interaction with applications software and websites. Develops visual assets for application software and website user interface.		
<b>User Researcher</b>	The User Researcher conducts stakeholder interviews, user requirements analysis, task analysis, conceptual modeling, information architecture, interaction design, and usability testing. Designs and specifies user interfaces and information architecture. Leads participatory and iterative design activities, including observational studies, and other forms of requirements discovery. Produces user requirements specifications and experience goals, personas, storyboards, scenarios, flowcharts, design prototypes, and design specifications. Effectively communicates research findings, conceptual ideas, detailed design, and design rationale and goals both verbally and visually. Plans and facilitates collaborative critiques and analysis and synthesis working sessions. Works closely with visual designers and development teams to ensure that customer goals are met and design specifications are delivered upon. Designs and develops primarily internet/web pages and applications. Develops proof-of-concepts and prototypes of easy-to-navigate user interfaces (UIs) that consists of web pages with graphics, icons, and color schemes that are visually appealing. Researches user needs as well as potential system enhancements. Codes, tests, debugs documents, and implements web applications using a variety of platforms. Plans, recruits, and facilitates the usability testing of a system. Analyzes and synthesizes the results of usability testing in order to provide recommendations for change to a system. Creates		

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	<p>such artifacts as Usability Testing Plan, Testing Scripts, and Usability Testing Report. Monitors design performance and ensures compliance with guidelines.</p>		
<b>Visual Designer</b>	<p>The Visual Designer guides, mentors, and coaches team members while leading projects to successful completion. Develops and maintains relationships with key peers in Marketing, Branding, UX leaders, IT leaders, and others to identify and plan creative solutions. Manages external service resources and budgets for visual design. Ensures successful completion of all work executed by the team (on time, on budget, and ensuring quality). Ensures compliance with the project management methodologies and the Project Management Office processes and standards. Develops, maintains, and ensures compliance of application release management, outage management and change control processes and standards. Defines, creates, communicates, and manages resource plans and other required project documentation such as style guides and provides updates as necessary. Works with team members to solve problems through analysis of existing systems and processes. Works on full lifecycle projects from requirements gathering through design, implementation and rollout. Works on highly interactive custom web and mobile front-ends as well as full desktop applications.</p>		

**Attachment 3**  
**Participating Addendum**  
(this is Appendix E in each of the Contractor's Master Agreement)

**Participating Addendum**

- (1) This Participating Addendum is made and entered into as of [month/day/year] ("Participating Addendum Effective Date") by and between the \_\_\_\_\_ [add full name of the JBE] ("JBE") and [add name of Contractor] ("Contractor") pursuant to the Master Agreement # \_\_\_\_\_ [add Master Agreement # - see cover page] ("Master Agreement") dated \_\_\_\_\_, 20 [add Effective Date of the Master Agreement] between the Judicial Council of California ("Establishing JBE") and Contractor. Unless otherwise specifically defined in this Participating Addendum, each capitalized term used in this Participating Addendum shall have the meaning set forth in the Master Agreement.
- (2) This Participating Addendum constitutes and shall be construed as a separate, independent contract between Contractor and the JBE, subject to the following: (i) this Participating Addendum shall be governed by the Master Agreement, and the terms in the Master Agreement are hereby incorporated into this Participating Addendum; (ii) the Participating Addendum (**including any purchase order documents or work orders pursuant to the Participating Addendum**) may not alter or conflict with the terms of the Master Agreement, or exceed the scope of the Work provided for in the Master Agreement; and (iii) the term of the Participating Addendum may not extend beyond the Expiration Date of the Master Agreement. The Participating Addendum and the Master Agreement shall take precedence over any terms and conditions included on Contractor's invoice or similar document.
- (3) Under this Participating Addendum, the JBE may at its option place orders for the Work using a purchase order, subject to the following: such purchase order is subject to and governed by the terms of the Master Agreement and the Participating Addendum, and any term in the purchase order that conflicts with or alters any term of the Master Agreement (or the Participating Addendum) or exceeds the scope of the Work provided for in this Agreement, will not be deemed part of the contract between Contractor and JBE. Subject to the foregoing, this Participating Addendum shall be deemed to include such purchase orders.
- (4) The JBE is solely responsible for the acceptance of and payment for the Work under this Participating Addendum. The JBE shall be solely responsible for its obligations and any breach of its obligations. Any breach of obligations by the JBE shall not be deemed a breach by the Establishing JBE or any other Participating Entity. The Establishing JBE shall have no liability or responsibility of any type related to: (i) the JBE's use of or procurement through the Master Agreement (including this Participating Addendum), or (ii) the JBE's business relationship with Contractor. The Establishing JBE makes no guarantees, representations, or warranties to any Participating Entity.
- (5) Pricing for the Work shall be in accordance with the prices set forth in the Master Agreement.
- (6) The term of this Participating Addendum shall be from the Effective Date until: [\_\_\_\_\_ month/day/year – may not exceed the term of the Master Agreement].

(7) The JBE hereby orders, and Contractor hereby agrees to provide, the following Work:

***[Instructions to the JBE establishing the Master Agreement: add provisions as appropriate (as Annex 1), and in accordance with the terms of the Master Agreement. For example:***

- ***Options for ordering, including description of the Work.***
- ***Options for: service levels, delivery dates, pricing, etc.***

(8) Any mailed written communications or Notices must be sent to the following address and recipient:

<b>If to Contractor:</b>	<b>If to the JBE:</b>
<u>[name, title, address]</u>	<u>[name, title, address]</u>
<u>With a copy to:</u>	<u>With a copy to:</u>

Either party may change its address for mailed written communications and Notices by giving the other party notice of the new address in accordance with this section. Notices will be considered to have been given at the time of actual delivery in person, three (3) days after deposit in the mail as set forth above, or one (1) day after delivery to an overnight air courier service.

(9) This Participating Addendum and the incorporated documents and provisions (including the terms of the Master Agreement) constitute the entire agreement between the parties and supersede any and all prior understandings and agreements, oral or written, relating to the subject matter of this Participating Addendum.

IN WITNESS WHEREOF, JBE and Contractor have caused this Participating Addendum to be executed on the Participating Addendum Effective Date.

***[JBE]***

***[CONTRACTOR]***

By: \_\_\_\_\_

By: \_\_\_\_\_

Name: \_\_\_\_\_

Name: \_\_\_\_\_

Title: \_\_\_\_\_

Title: \_\_\_\_\_

Date: \_\_\_\_\_

Date: \_\_\_\_\_