Exhibit B: VA-210625-CAI Bill Rate Card
Effective January 1, 2022

Job Category	Job Title	Skill Level	*Region 1 Bill NTE Rate	**Region 2 Bill NTE Rate
Applications	Business Analyst	Analyst 1	$47.71	$55.22
		Analyst 2	$57.20	$65.85
		Analyst 3	$77.69	$88.40
		Analyst 4	$85.32	$96.64
	ERP Analyst	ERP Analyst 1	$68.53	$78.37
		ERP Analyst 2	$87.57	$99.26
		ERP Analyst 3	$106.93	$121.21
		ERP Analyst 4	$138.93	$157.48
	ERP Database Administrator	ERP Database Administrator 1	$71.06	$81.15
		ERP Database Administrator 2	$88.90	$100.46
		ERP Database Administrator 3	$103.82	$116.20
		ERP Database Administrator 4	$127.94	$142.75
	ERP Developer	ERP Developer 1	$72.64	$82.88
		ERP Developer 2	$90.41	$102.60
		ERP Developer 3	$106.85	$121.26
		ERP Developer 4	$135.61	$153.90
	Geographic Information System (GIS)	GIS Analyst 2	$84.19	$95.06
		GIS Analyst 3	$97.20	$108.78
		GIS Analyst 4	$110.37	$120.95
		GIS Specialist/Developer 2	$64.73	$74.20
		GIS Specialist/Developer 3	$70.36	$80.39
		GIS Specialist/Developer 4	$82.05	$93.12
	Graphic Designer	Graphic Designer 2	$38.94	$46.57
		Graphic Designer 3	$42.30	$50.90
		Graphic Designer 4	$49.67	$60.14
	Mobile Specialist	Mobile Specialist 2	$124.60	$135.97
		Mobile Specialist 3	$132.83	$144.39
		Mobile Specialist 4	$145.00	$156.93
	Programmer Analyst	Programmer Analyst 1	$61.60	$70.73
		Programmer Analyst 2	$76.07	$86.62
		Programmer Analyst 3	$108.53	$119.36
		Programmer Analyst 4	$118.59	$131.17
	Applications Architect	Applications Architect 2	$80.63	$91.59
		Applications Architect 3	$89.66	$101.26
		Applications Architect 4	$95.30	$107.12
	Software Test Analyst	Software Test Analyst 1	$44.69	$51.80
		Software Test Analyst 2	$55.51	$63.97
		Software Test Analyst 3	$58.74	$67.57
		Software Test Analyst 4	$69.88	$79.86
	System Analyst	System Analyst 1	$61.98	$71.16
		System Analyst 2	$78.97	$89.79
		System Analyst 3	$93.60	$105.38
		System Analyst 4	$104.09	$115.33
	Technical Writer	Technical Writer 2	$37.81	$46.93

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Job Category	Job Title	Skill Level	*Region 1 Bill NTE Rate	**Region 2 Bill NTE Rate
Applications	Technical Writer	Technical Writer 3	$40.09	$50.01
		Technical Writer 4	$46.68	$58.74
	Cloud Architect	Cloud Architect 2	$95.78	$107.61
		Cloud Architect 3	$110.28	$121.03
		Cloud Architect 4	$123.09	$134.48
	Cloud Engineer	Cloud Engineer 2	$82.66	$93.79
		Cloud Engineer 3	$95.12	$106.94
		Cloud Engineer 4	$102.32	$113.79
	Cloud Administrator	Cloud Administrator 2	$63.26	$72.57
		Cloud Administrator 3	$71.02	$81.11
		Cloud Administrator 4	$76.18	$86.74
	Cloud Developer	Cloud Developer 2	$61.45	$70.57
		Cloud Developer 3	$68.20	$78.01
		Cloud Developer 4	$72.55	$82.78
	User Experience/User Interface Design	User Experience Analyst 2	$52.10	$60.16
		User Experience Analyst 3	$58.35	$67.13
		User Experience Analyst 4	$62.33	$71.54
		UI/UX Designer 2	$52.88	$61.03
		UI/UX Designer 3	$59.21	$68.09
		UI/UX Designer 4	$63.24	$72.55
		UI/UX Developer 2	$55.44	$63.90
		UI/UX Developer 3	$61.27	$70.38
		UI/UX Developer 4	$64.63	$74.08
Data Management	Data Warehouse Architect	Data Warehouse Architect 2	$82.60	$94.39
		Data Warehouse Architect 3	$90.28	$102.63
		Data Warehouse Architect 4	$105.92	$117.83
	Data Warehouse/Business Intelligence Developer	Data Warehouse/BI Developer 2	$76.21	$86.78
		Data Warehouse/BI Developer 3	$85.13	$96.44
		Data Warehouse/BI Developer 4	$90.20	$101.84
	Database Administrator	Database Administrator 1	$64.90	$74.38
		Database Administrator 2	$74.16	$84.54
		Database Administrator 3	$83.97	$95.20
		Database Administrator 4	$98.87	$110.66
	Database Architect	Database Architect 2	$77.49	$88.17
		Database Architect 3	$89.66	$101.27
		Database Architect 4	$103.09	$114.46
	Data Analyst	Data Analyst 2	$63.30	$72.61
		Data Analyst 3	$70.88	$80.96
		Data Analyst 4	$75.29	$85.78
	Data Scientist	Data Scientist 2	$70.62	$80.67
		Data Scientist 3	$83.18	$94.34
		Data Scientist 4	$88.61	$100.16
Governance	IT Governance Analyst	IT Governance Analyst 2	$86.91	$98.77
		IT Governance Analyst 3	$104.97	$116.76

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Job Category	Job Title	Skill Level	*Region 1 Bill NTE Rate	**Region 2 Bill NTE Rate
Governance	IT Governance Analyst	IT Governance Analyst 4	$112.19	$123.54
IT Management Services	IT Purchasing Analyst	IT Purchasing Analyst	$56.39	$66.12
	Business Continuity Planner	Business Continuity Planner 2	$81.58	$92.62
		Business Continuity Planner 3	$88.15	$99.67
		Business Continuity Planner 4	$93.39	$105.16
	Business Process Reengineering	Bussiness Process Engineer 2	$66.32	$77.45
		Bussiness Process Engineer 3	$71.37	$83.14
		Bussiness Process Engineer 4	$90.87	$104.91
	Enterprise Architect	Enterprise Architect 2	$114.99	$125.63
		Enterprise Architect 3	$125.94	$136.65
		Enterprise Architect 4	$139.07	$150.10
	IT Auditor	IT Auditor 2	$59.53	$68.44
		IT Auditor 3	$66.19	$75.81
		IT Auditor 4	$84.20	$95.44
	IT Strategist	IT Strategist 2	$90.99	$102.26
		IT Strategist 3	$100.12	$111.63
		IT Strategist 4	$109.40	$119.98
	IT Trainer	IT Trainer 2	$39.05	$45.47
		IT Trainer 3	$48.95	$56.86
		IT Trainer 4	$54.33	$62.91
	IT Sourcing Consultant	IT Sourcing Consultant 2	$92.95	$104.37
		IT Sourcing Consultant 3	$103.38	$114.70
		IT Sourcing Consultant 4	$114.24	$124.65
IT Security	IT Security Analyst	IT Security Analyst 1	$58.17	$66.93
		IT Security Analyst 2	$69.02	$78.92
		IT Security Analyst 3	$85.29	$96.61
		IT Security Analyst 4	$94.11	$105.91
	IT Secuity Architect	IT Security Architect 2	$75.38	$85.88
		IT Security Architect 3	$85.45	$96.78
		IT Security Architect 4	$93.38	$105.15
	Cybersecurity Engineer	Cybersecurity Engineer 2	$90.69	$102.35
		Cybersecurity Engineer 3	$105.90	$116.93
		Cybersecurity Engineer 4	$113.43	$124.09
	IT Security Auditor	IT Security Auditor 2	$79.50	$90.36
		IT Security Auditor 3	$84.20	$95.44
		IT Security Auditor 4	$136.75	$154.61
Project Management	Project Coordinator	Project Coordinator 2	$31.05	$34.60
		Project Coordinator 3	$34.62	$38.79
		Project Coordinator 4	$39.77	$44.75
	Project Manager	Project Manager 1	$83.31	$94.05
		Project Manager 2	$115.72	$126.03
		Project Manager 3	$120.35	$130.62
		Project Manager 4	$125.06	$135.54
Project Management	Program Manager	Program Manager	$129.78	$140.14

Job Category	Job Title	Skill Level	*Region 1 Bill NTE Rate	**Region 2 Bill NTE Rate
Artificial Intelligence and Robotics	Artificial Intelligence Engineer	Artificial Intelligence Engineer 2	$94.85	$108.29
		Artificial Intelligence Engineer 3	$112.40	$127.13
		Artificial Intelligence Engineer 4	$134.16	$147.80
	Robotics Software Engineer	Robotics Software Engineer 2	$83.17	$95.08
		Robotics Software Engineer 3	$93.61	$106.49
		Robotics Software Engineer 4	$117.62	$131.80
Infrastructure	Help Desk	Help Desk Analyst 2	$32.40	$37.67
		Help Desk Analyst 3	$37.72	$43.83
		Help Desk Analyst 4	$40.69	$47.24
	Technical Support	Technical Support Analyst 2	$44.78	$51.90
		Technical Support Analyst 3	$51.61	$59.60
		Technical Support Analyst 4	$57.39	$66.06
	System Administrator	System Administrator 2	$48.31	$55.89
		System Administrator 3	$56.82	$65.43
		System Administrator 4	$62.76	$72.02
	Network Administrator	Network Administrator 1	$43.04	$49.92
		Network Administrator 2	$45.13	$52.30
		Network Administrator 3	$49.11	$56.79
		Network Administrator 4	$52.69	$60.81
	Network Engineer	Network Engineer 1	$50.14	$57.95
		Network Engineer 2	$52.63	$60.75
		Network Engineer 3	$64.38	$73.80
		Network Engineer 4	$86.62	$98.03
	Network Architect	Network Architect 2	$63.38	$72.70
		Network Architect 3	$72.02	$82.20
		Network Architect 4	$88.67	$100.22
	Infrastructure Solutions Architect	Infrastructure Solutions Architect 2	$98.92	$111.29
		Infrastructure Solutions Architect 3	$114.38	$125.69
		Infrastructure Solutions Architect 4	$130.20	$141.70
	Public Safety Consultant	Public Safety Consultant	$60.48	$69.11
	Radio Engineer	Radio Engineer	$75.66	$86.57

*Region 1 consists of all other areas of Virginia.

**Region 2 consists of the Counties of Arlington, Fairfax, Loudoun, and Prince William; the Cities of Alexandria, Fairfax, Falls Church, Manassas, and Manassas Park; and the Towns of Clifton, Dumfries, Hamilton, Haymarket, Herndon, Hillsboro, Leesburg, Lovettsville, Middleburg, Occoquan, Purcellville, Quantico, Round Hill, and Vienna.

"Bill NTE Rate" means "Bill Not To Exceed Rate"