

NEW JERSEY IT STAFF AUGMENTATION SUBCONTRACTOR AGREEMENT

THIS AGREEMENT, made this _____ day of _____ (“Effective Date”), by and between COMPUTER AID, INC., with offices at 470 Friendship Road Suite 300, Harrisburg, PA, and Corporate Headquarters at 1390 Ridgeview Drive, Allentown, PA, 18104 (“Contractor”) and _____ (“Subcontractor”)

WITNESSETH:

WHEREAS, the Contractor has entered into a contract with a third party (the "Customer") to provide certain information technology time and materials services; and

WHEREAS, the Contractor wishes to hire the Subcontractor to perform certain information technology time and materials services on an as-needed basis relating to the Contractor's aforementioned contract with the Customer (such software, including all know-how, trade secrets, copyrights, and patentable inventions relating thereto, being hereinafter referred to collectively as the "Program Materials"); and

WHEREAS, both the Contractor and the Subcontractor desire to set forth in writing the terms and conditions of their agreement, including their respective rights as to the Program Materials.

NOW, THEREFORE, in consideration of the premises hereof and the mutual covenants and conditions hereinafter set forth and other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, the parties hereto, intending to be legally bound hereby agree as follows:

1. Information Technology Services. On the terms and conditions set forth herein, Contractor hereby engages Subcontractor to perform information technology time and materials services for the Project in which the Contractor is engaged with the Customer, during the term hereof, and Subcontractor hereby accepts such engagement. Subcontractor agrees to use its best efforts, at a level consistent with entities having a similar level of experience and expertise in the IT industry, in the performance of the services called for hereunder. Upon selection by Contractor, in its sole discretion, of any one or more Subcontractor Employees, Contractor shall provide required information for each requisition in accordance with the procedures set forth in Exhibit A. Information will include the following:

- (i) the name(s) of the Subcontractor Employee(s) needed by Contractor (each, an “Assigned Employee”);
- (ii) the name and location of the Contractor Customer for which the Assigned Employee shall work;
- (iii) the description of skills requested;
- (iv) the nature of the work to be performed by each Assigned Employee;
- (v) the time period for which Contractor will utilize each Assigned Employee; and
- (vi) the hourly fee which Contractor will pay shall be in accordance with the Rate Schedule in Exhibit B.

1.1 If a Subcontractor employee begins work at Customer, and the Customer determines within the first week (5 business days) that the Subcontractor employee does not have the skills or capabilities necessary to complete the job as requested in the original requisition, the agency may request that the resource be replaced immediately, and Contractor shall

not pay for the work conducted by the unacceptable Subcontractor employee. Contractor shall also require that the Subcontractor's replacement employee be provided at no charge for the first 5 days of work after replacing the inadequate resource. Further, in the event the Subcontractor is unable to provide an adequate replacement employee and it is necessary for the Contractor to obtain a replacement employee from another subcontractor, Subcontractor shall reimburse the cost of the third party replacement employee pursuant to an invoice which shall be issued by the Contractor for the equivalent of the first five (5) days of the replacement's approved time.

2. Term of Agreement. The term of this Agreement shall be from the Effective Date to April 10, 2009. This Agreement will renew automatically for a period of one (1) year at the end of each term unless either party provides written notice to the other party of its desire to terminate the Agreement no less than thirty (30) days prior to the expiration of the preceding term. Subcontractor is a non-exclusive provider to Contractor. Absent the execution of a Statement of Work, this Agreement does not, in and of itself, represent a commitment by Contractor to receive any Services from Subcontractor or pay Subcontractor any fees.

2.1. Notwithstanding any termination of this Agreement, the terms of paragraphs 6, 7, 8, 11 and 12 hereof shall continue in full force and effect.

3. Compliance. The parties hereto acknowledge that the business relationship is between two independent contractors and is not an employer-employee relationship. The Subcontractor warrants and represents that it is a corporation engaged in the business of providing computer consulting/programming services and that it will continue to act as an independent entity notwithstanding any degree of direction or control exerted over its programming activities by the Contractor. Accordingly, the Subcontractor shall pay and report, as applicable, local, state and federal income tax withholdings, social security taxes, unemployment taxes and such other taxes as may be required with respect to payments received by the Subcontractor for the services provided by it pursuant to this Agreement.

3.1. Further, the Subcontractor agrees to indemnify and hold harmless the Contractor from any demands or damages which may arise pursuant to a claim involving the Subcontractor and which is brought under a theory of an employer-employee relationship such as, but not limited to, a claim for, wages, premiums, employment benefits, discrimination (unless caused by the willful conduct of Contractor or its agents), workers' compensation benefits, unemployment insurance, withholding taxes or payroll taxes.

3.2. Subcontractor shall purchase and maintain insurance for protection from claims under the Worker's Compensation Act and other statutory employee benefit provisions, which are applicable in the state in which this Agreement is being performed. Subcontractor shall obtain and keep in force throughout the term of this Agreement, comprehensive general liability insurance to cover claims for damages because of bodily injury, including death, of Customer personnel and third parties and from claims for damage to property of Customer or third parties which may arise out of or result from Subcontractor's performance of work under the Agreement whether such work be by Contractor or by a subcontractor or anyone directly or indirectly employed by any of them. Such liability insurance shall have the following: \$1,000,000 per occurrence as a combined single limit for bodily injury and property damage. Subcontractor shall also obtain and keep in force throughout the term of this Agreement, automobile insurance if Subcontractor resources are operating vehicles owned by either the Subcontractor or the State of New Jersey while performing work under the New Jersey IT Staff Augmentation Contract.

Such automobile insurance shall have the following: not less than \$1 million per occurrence as a combined single limit.

3.3. Subcontractor shall submit a Certificate of Insurance to Contractor evidencing the required insurance coverage and stating that thirty (30) days prior written notice must be given to Contractor before cancellation of the policy.

3.4. Contractor shall have the right no more than once a year unless Customer and the State of New Jersey agree that an audit is required at an earlier interval, at its sole cost and expense and upon reasonable prior written notice, itself or through an independent third party, to inspect the books and records of Subcontractor at Subcontractor's location to determine if Subcontractor is performing its obligations in accordance with the terms of this Agreement. If it is determined by the inspection that there was an overpayment of an amount due to Subcontractor by Contractor, Subcontractor shall promptly pay the difference to Contractor together with interest at the rate of 1.5% per month and, in the event such overpayment exceeds five percent (5%) of the amounts due under the Agreement for such period, Subcontractor shall reimburse Contractor for the costs of the inspection. If it is determined by the inspection that Subcontractor has defaulted in any of its non-monetary obligations under this Agreement, then Contractor may, but shall not be obligated to, pursue its rights and remedies against Subcontractor as permitted hereunder. In no event shall Contractor's failure to enforce its rights upon learning of a default be deemed to be a waiver of such default. Furthermore, if a material default of a non-monetary obligation is uncovered as a result of the inspection, Subcontractor shall promptly reimburse Contractor for the costs of the inspection.

4.0. Compensation. Contractor agrees to pay Subcontractor the rates set forth in Exhibit B or as Exhibit B may be modified by a rate change, for all Customer-Approved billable hours for services rendered by Subcontractor during the term of this Agreement. Fees for any renewal of this Agreement shall be as mutually agreed by parties. Subcontractor shall provide Contractor with one invoice per month for services performed during the preceding month. Subcontractor employee must enter time into the Vendor Management System (VMS) on a weekly basis or as directed by the Contractor. In the event of a conflict between the invoice and the time entered on VMS, the approved time entered on VMS shall prevail.

4.1. Subcontractor shall maintain its payroll time records and work reports in accordance with Contractor's requirements for a period of four (4) years. Contractor may audit said books and records during the term of this Agreement and for four (4) years thereafter.

4.2. This Agreement does not entitle Subcontractor to any reimbursement of expenses unless otherwise expressly agreed to in writing in advance as Customer approved and re-billable.

5. Indemnification. The Subcontractor, at its own expense, agrees to defend, indemnify and hold harmless the Contractor, its employees, successors and assigns from any claim, demand, cause of action, loss, damage, expense or liability (including attorney's fees) that may be incurred by the Contractor as a result of Subcontractor's actions under this Agreement or to the extent that it is based on a claim that Subcontractor infringed or violated the patent, copyright, license or other proprietary or intellectual property right of a third party or arising out of any injury (including death) to persons or damage to property to the extent caused by the negligence or intentional misconduct of Subcontractor or Subcontractor's employees, agents or subcontractors while engaged in the performance of this Agreement or that Subcontractor otherwise acted negligently, improperly or illegally in the performance of its duties pursuant to the terms of this Agreement. In addition, in the event that any such Subcontractor performance

is held to constitute an infringement and its use is or may be enjoined, Subcontractor shall, at its option, (1) modify the infringing program coding at its own expense so that it is not infringing; or (2) procure for the Contractor the right to use and license the use of the infringing program coding at no cost to either the Contractor or the Customer.

6. Ownership of Program Materials. Subcontractor agrees that all program materials, reports, and other data or materials generated or developed by Subcontractor under this Agreement or furnished by either the Contractor or the Customer to the Subcontractor shall be and remain the property of either the Contractor or the Customer. Subcontractor specifically agrees that all copyrightable material developed or created under this Agreement shall be considered works made for hire by Subcontractor for the Contractor and that such material shall, upon creation, be owned exclusively by the Contractor.

6.1. To the extent that any such material, under applicable law, may not be considered work made for hire by Subcontractor for Contractor, Subcontractor agrees to assign and, upon its creation, automatically assigns to Contractor the ownership of such material, including any copyright or other intellectual property rights in such materials, without the necessity of any further consideration. Contractor shall be entitled to obtain and hold in its own name all copyrights in respect of such materials. Subcontractor shall perform any acts that may be deemed necessary or desirable by Contractor to evidence more fully the transfer of ownership of all materials referred to in this paragraph 6 to Contractor to the fullest extent possible, including, without limitation, by executing further written assignments in a form requested by Contractor.

6.2. To the extent that any preexisting rights of Subcontractor are embodied in the Program Materials, Subcontractor hereby grants to Contractor the irrevocable, perpetual, non-exclusive, world wide royalty-free right and license to (1) use, execute, reproduce, display, perform, distribute copies of, and prepare derivative works based upon such pre-existing rights and any derivative works thereof and (2) authorize others to do any or all of the foregoing.

6.3. Subcontractor represents and warrants that it either owns or has valid, paid-up licenses for all software used by it in the performance of its obligations under this Agreement.

7. Protection of Proprietary Materials. From the date of execution hereof and for as long as the information or data remain Proprietary Information or Trade Secrets (as defined in paragraph 7.1), Subcontractor shall not use, disclose, or permit any person to obtain any Proprietary Information or Trade Secrets of Contractor or Customer, including any materials developed or generated hereunder (whether or not the Trade Secrets are in written or tangible form), except as specifically authorized by Contractor or Customer.

7.1. As used herein, "Trade Secrets" shall include, but not be limited to, a whole or any portion or phase of any scientific technical information, design, process, procedure, formula, business plan or improvement relating to the development, design, construction, and operation of Customer's or Contractor's processes in the Application Maintenance Support, and/or Construction Management Development, and/or Desktop Services product offerings areas, that is valuable and not generally known to competitors of Contractor or Customer. "Proprietary Information" shall include, but not be limited to, customer lists, pricing (including Subcontractor's pricing to Contractor), sales and marketing plans and strategic planning.

7.2. Irreparable harm shall be presumed if Subcontractor breaches any covenant of section 7 of this Agreement for any reason. This Agreement is intended to address Contractor's legal obligation to protect Customer's proprietary rights pertaining to the Program Materials and Trade Secrets, and any misuse of such rights would cause irreparable harm to the Contractor and

Customer's business. Therefore, Subcontractor agrees that a court of competent jurisdiction should immediately enjoin any breach of this Agreement, upon a request by Contractor.

7.3 Contractor will require each Subcontractor resource performing work under the New Jersey IT Staff Augmentation Contract to sign an individual agreement, acknowledging their acceptance of the language referenced in this section of the Agreement.

8. Return of Materials. Upon the request of Contractor, but in any event upon termination of this Agreement, Subcontractor shall surrender to Contractor all memoranda, notes, records, drawings, manuals, computer software, and other documents or materials, and all copies thereof, pertaining to the Program Materials or furnished by Contractor or Customer to Subcontractor, including all materials embodying any Trade Secrets. This paragraph is intended to apply to all materials made or compiled by Subcontractor, as well as to all materials furnished to Subcontractor by Contractor or by anyone else that pertain to the Program Materials or Trade Secrets.

8.1 Contractor will require each Subcontractor resource performing work under the New Jersey IT Staff Augmentation Contract to sign an individual agreement, acknowledging their acceptance of the language referenced in this section of the Agreement.

9. Termination. This Agreement shall terminate as set forth herein and may be terminated by Contractor at the request of, or due to changes in the services rendered to, Customer. Contractor may terminate this Agreement sooner in the event of Subcontractor's breach or its failure to adequately and/or sufficiently perform its duties hereunder, or if the Customer requires termination sooner. Contractor may terminate this agreement for failure to comply with U.S. or the State of New Jersey laws or other gross or willful misconduct. It is understood and acknowledged by Subcontractor that its termination of this Agreement in any manner other than as set forth herein shall cause Contractor to incur substantial damages as a result of having to replace Subcontractor and Subcontractor will be held liable for any such damages which Contractor may incur as a result of any premature termination of this Agreement by Subcontractor.

10. Nonsolicitation of Contractor's Customers. The Subcontractor agrees that Subcontractor or their employees may not solicit the New Jersey Office of Information Technology (OIT) or any other State agency for Time & Materials positions that have been referred to Contractor by Customer under this agreement. Solicitation may result in dismissal from the vendor network and /or termination of this Agreement during the term of this Agreement and any renewals thereof. Subcontractor further agrees that it will not use any information regarding customers of Contractor which it may procure during the course of this Agreement. The prohibitions contained herein shall continue for a period of one year from the date of the termination of this Agreement, or upon termination of Contractor's contract with Customer, whichever is earlier.

11. Nonsolicitation of Employees. Contractor and Subcontractor agree that without the written consent of other party, neither party shall, prior to the ending of the 12 month period next succeeding (a) the date of completion of the Statement of Work or (b) the date of termination, resignation or other separation from employment of any employee of the Contractor or the Subcontractor, directly solicit, divert or hire any employee of the other party with whom there has been contact in connection with the performance of services under the New Jersey IT Staff Augmentation Contract. Notwithstanding the foregoing, the parties acknowledge that the

Contractor may engage a former employee of the Subcontractor who submits his/her resume or is proposed by the employee's current employer to the Contractor for the purpose of working for the Customer.

12. Governing Law and Attorney's Fees. This Agreement is made under, and in all respects shall be interpreted, construed and governed by and in accordance with the laws of this State of New Jersey, without reference to conflict of law principles. It is agreed that venue for any dispute arising out of this Agreement shall be proper in Mercer County, New Jersey. In the event of a dispute hereunder, the prevailing party shall be entitled to recover its reasonable attorney's fees.

13. Assignment. This Agreement may not be assigned by Subcontractor without the written consent of Contractor.

14. Entire Agreement and Modification. This Agreement and the Exhibits attached hereto contain the entire agreement between the parties and there are no other representations or warranties and this Agreement supersedes any prior oral or written agreement or negotiations between the parties. This Agreement may only be modified by a written agreement signed by all parties that are to be bound by the modification.

15. Authority. If the party signing this Agreement is doing so as representative of either party, that person guarantees and represents that they have the express authority to bind their respective party and that entering into this Agreement does not violate the provisions of any other contract into which the Subcontractor has entered.

16. Notices. Any notice, demand, request, or other communication (any "Communication") required or permitted to be given or made to or by either party hereunder or under the Agreement shall be in writing. Any Communication shall be deemed to have been delivered on the earlier of the day actually received (by whatever means sent) if received on a business day (or if not received on a business day, on the first business day after the day of receipt) or, regardless of whether or not received after the dates hereinafter specified, on the first business day after having been delivered to Federal Express or comparable air courier service, or on the second business day after having been deposited with the United States Postal Service, Express Mail, return receipt requested, or on the third business day after having been deposited with the United States Postal Service, registered or certified mail, return receipt requested, in each case addressed to the respective party at the several addresses indicated below or to such other addresses as may hereafter be indicated by notice delivered in accordance with the terms hereof to the other party.

If to Contractor:

If to Subcontractor:

Contract Administrator
Computer Aid, Inc.
470 Friendship Road
Suite 300
Harrisburg, PA 17111

Copy to:
Gregg M. Feinberg, Esq.
Feinberg & Associates
1390 Ridgeview Drive
Suite 301
Allentown, PA 18104-9065

17. Miscellaneous. All of the terms and provisions of this Agreement shall be binding upon, inure to the benefit of, and be enforceable by, the parties hereto and their respective heirs, successors, legal representatives and permitted assigns.

If any of the provisions of this Agreement are ultimately deemed by a court of competent jurisdiction to be illegal, invalid or unenforceable, such provisions shall be deleted and the remaining terms and provisions of this Agreement shall continue in full force and effect.

Each party hereto shall be excused from performance hereunder for any period and to the extent that it is prevented from performing any services pursuant hereto in whole or in part, as a result of delays caused by the other party or an act of God, or other cause beyond its reasonable control and which it could not have prevented by reasonable precautions, including failures or fluctuations in electric power, heat, light, air conditioning or telecommunication equipment, and such nonperformance shall not be a default hereunder or a ground for termination hereof. Subcontractor's time of performance shall be enlarged, if and to the extent reasonably necessary, in the event that: (i) Customer fails to submit input data in the prescribed form or in accordance with the agreed upon schedules; (ii) special request by Customer or any governmental agency authorized to regulate, supervise, or impact CAI's normal processing schedule; (iii) Customer fails to provide any equipment, software, premises or performance called for by this Agreement, and the same is necessary for Subcontractor's performance hereunder. Subcontractor will notify Customer and Contractor of the estimated impact on its processing schedule, if any. In the event Subcontractor is responsible for an error in processing Customer's data, Subcontractor promptly will correct such error.

18. Subcontractor acknowledges that Contractor has or will enter into an agreement with the State of New Jersey to provide the services referenced herein and that the Subcontractor has had the opportunity to review said agreement and the terms and conditions of the Master Agreement as well as the Participating Addendum with the State of New Jersey. The Subcontractor agrees that these terms and conditions will become part of this Agreement, binding the Subcontractor to the terms and conditions of the Master Agreement. In the event of a conflict between the terms

and conditions contained herein and those contained in the Master Agreement, the terms and conditions in the Master Agreement shall prevail.

18.1 Subcontractor is responsible for providing information, resumes and employees in accordance with the processes defined in Exhibit A. Failure to comply that results in Contractor not meeting the service level agreements in the Master Agreement and set forth in Exhibit C may result in a reduction in the use of Subcontractor's services.

18.2 Subcontractor will use industry best practices testing mechanisms to validate and verify employee's technical skills as described in their respective resume. Contractor may request documentation to substantiate the claimed skills on a resume. In the event that subcontractor fails to submit documentation in a timely manner Contractor reserves the right to hold the resume for submission to the client until such time as the documentation is submitted or the requisition is filled.

This Agreement may be executed in several counterparts, all of which taken together shall constitute one single agreement between the parties hereto.

The section headings used herein are for reference and convenience only and shall not enter into the interpretation hereof.

19. Payment terms are 60 days net payment – Contractor shall use its best efforts to pay all properly prepared and submitted invoices within 60 calendar days from the date of receipt of such invoice by the Subcontractor, subject to Contractor's receipt of payment from the Customer.

20. Background checks. The State reserves the right, in its absolute discretion, to conduct background check(s) on individuals prior to or during the term of this Contract. The Subcontractor will be responsible for payment of all costs associated with the background check(s). The Subcontractor will provide Contractor with the background check results prior to work assignment start.

21. Drug tests. The State reserves the right, in its absolute discretion, to conduct drug test(s) on individuals prior to or during the term of this Contract. The Subcontractor will be responsible for payment of all costs associated with the drug test(s). The Subcontractor will provide Contractor with the drug test results prior to work assignment start.

22. Subcontractor must maintain valid Visas for any of its employees for whom a Visa is required. Any failure to do so will result in removal of the employee and may result in the cancellation of this Agreement.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be duly executed on the day and year first above written.

CONTRACTOR

SUBCONTRACTOR

COMPUTER AID, INC.

By: _____

By: _____

Signature of Authorized Representative

Signature of Authorized Representative

Printed Name

Printed Name

Title

Title

Date

Date

Exhibit A
IT Staff Augmentation Requisition Process

The following narrative describes the requisition process for the New Jersey IT Staff Augmentation Contract, overseen by the contract's Managed Service Provider, Computer Aid, Inc. (CAI).

Step 1: The Hiring Manager logs into the web-based work request tool and creates a new requirement. They will follow the order creation process as defined by the MSP. The user will use standard job titles and descriptions, as well as skill categories to select an appropriate resource.

Step 2: Once the requirement has received the necessary approvals, the CAI Account Management team will notify the Hiring Manager that they have received the requirement, review it for completeness, and if necessary, submit questions back to the Hiring Manager for clarification.

Step 3: Vendor receives the requirement from the CAI Account Management team and reviews the requirement. If the vendor has resources who they feel fit the description of the need, they will submit their information and resumes through the online tool. The vendor is required to follow all applicable procedures for submittals.

Step 4: The CAI Account Management team monitors the online tool and receives all submitted resumes from the vendor network.

Step 5: The CAI Account Management team reviews the resumes and selects a group of resumes to pass on to the Hiring Manager, based on skill and experience match and availability. The CAI Account Management team then forwards the resume matches the Hiring Manager for review. **Please note:** This must happen within the required time frame as identified in the contract's service level agreements.

Step 6: The Hiring Manager reviews the forwarded resumes and selects an appropriate number of resources to interview.

Step 7: The Hiring Manager then notifies the CAI Account Management Team of his or her selection.

Step 8: The CAI Account Management Team notifies the selected vendor/candidate and sets-up interview with the Hiring Manager.

Step 9: The Hiring Manager interviews the candidate, either by phone or in-person.

Step 10: The Hiring Manager selects a candidate and provides the CAI Account Management team with all engagement details, including specific information on the resource, role, responsibilities, timing, and job location.

Step 11: The CAI Account Management team receives the engagement information and reviews for accuracy. The CAI Account Management team then notifies the Vendor Network that a

candidate has been selected, and notifies the appropriate vendor that their individual candidate was selected. The CAI Account Management team also ensures that all applicable background checks, drug tests, and all other necessary steps are completed.

Step 12: The Vendor of the selected candidate notifies the candidate of selection and provides all job details to the candidate. The Vendor also assists the candidate in completing all pre-work activities (i.e. background checks and drug tests).

Step 13: The CAI Account Management team forwards all final hire details to the Hiring Manager and Vendor.

Step 14: The candidate begins work.

Exhibit B
Rate Schedule – Rate to Subcontractor

Area 1	Area 2
Atlantic	Bergen
Burlington	Essex
Camden	Hudson
Cape May	Middlesex
Cumberland	Passaic
Gloucester	
Hunterdon	
Mercer	
Monmouth	
Morris	
Ocean	
Salem	
Somerset	
Sussex	
Union	
Warren	

Job Title	Level	Area 1		Area 2	
		SC1	SC2	SC1	SC2
Data Center Specialist	DCS1	\$34.63	\$37.06	\$36.10	\$38.63
Data Center Specialist	DCS2	\$40.61	\$43.45	\$42.34	\$45.30
Data Entry Operator	DE1	\$15.85	\$16.96	\$16.00	\$17.12
Data Entry Operator	DE2	\$17.34	\$18.56	\$17.50	\$18.73
Database Administrator	DBA1	\$44.86	\$48.01	\$47.00	\$50.29
Database Administrator	DBA2	\$49.05	\$52.48	\$51.42	\$55.01
Database Administrator	DBA3	\$64.35	\$68.85	\$67.42	\$72.14
Functional Architect	FA1	\$41.38	\$44.27	\$43.19	\$46.21
Functional Architect	FA2	\$48.43	\$51.81	\$50.76	\$54.30
Functional Architect	FA3	\$56.90	\$60.88	\$59.64	\$63.82
Help Desk Support	HDS1	\$27.63	\$29.57	\$28.69	\$30.68
Help Desk Support	HDS2	\$30.04	\$32.13	\$31.23	\$33.42
Information Security Specialist	ISS1	\$48.53	\$51.92	\$50.87	\$54.43
Information Security Specialist	ISS2	\$56.64	\$60.60	\$59.36	\$63.52
Integration Engineer	IE1	\$56.07	\$58.87	\$58.78	\$61.72
Integration Engineer	IE2	\$61.98	\$65.08	\$64.96	\$68.20
Integration Engineer	IE3	\$71.73	\$75.31	\$75.15	\$78.91
Network Systems Administrator	NSA1	\$41.79	\$44.72	\$43.67	\$46.73
Network Systems Administrator	NSA2	\$48.14	\$51.51	\$50.46	\$53.99
Network Systems Analyst	SAN1	\$39.45	\$40.26	\$41.16	\$42.00
Network Systems Analyst	SAN2	\$42.81	\$43.69	\$44.69	\$45.61
Network Systems Analyst	SAN3	\$47.57	\$48.54	\$49.78	\$50.80
Product Specialist	PS1	\$43.73	\$46.79	\$45.80	\$49.01
Product Specialist	PS2	\$49.67	\$53.15	\$52.07	\$55.72
Product Specialist	PS3	\$64.08	\$68.55	\$67.13	\$71.83
Programmer	PR1	\$37.66	\$40.30	\$39.31	\$42.07
Programmer	PR2	\$44.37	\$47.48	\$46.48	\$49.74
Programmer	PR3	\$54.94	\$58.78	\$57.59	\$61.62
Project Manager	PM1	\$53.86	\$57.63	\$55.30	\$59.18
Project Manager	PM2	\$62.60	\$66.99	\$64.32	\$68.82
Project Manager	PM3	\$69.23	\$74.08	\$71.17	\$76.15
Quality Assurance Specialist	QAS1	\$43.60	\$46.65	\$45.44	\$48.61
Quality Assurance Specialist	QAS2	\$47.78	\$51.13	\$50.08	\$53.59
Quality Assurance Specialist	QAS3	\$58.56	\$62.66	\$61.37	\$65.68
Software Process Engineer	SPE1	\$41.16	\$44.04	\$42.95	\$45.95
Software Process Engineer	SPE2	\$45.02	\$48.17	\$47.16	\$50.46
Software Process Engineer	SPS3	\$59.50	\$63.67	\$62.35	\$66.72
System Administrator	SA1	\$38.33	\$41.02	\$40.16	\$42.96
System Administrator	SA2	\$41.79	\$44.72	\$43.67	\$46.73
System Administrator	SA3	\$56.73	\$60.70	\$59.46	\$63.63
System Specialist	SS1	\$36.14	\$38.67	\$37.70	\$40.34
System Specialist	SS2	\$38.21	\$40.89	\$39.88	\$42.69
System Specialist	SS3	\$47.87	\$51.22	\$50.20	\$53.71
Team Lead	TL1	\$58.64	\$62.76	\$61.47	\$65.77
Team Lead	TL2	\$63.06	\$67.47	\$66.07	\$70.70

Job Title	Level	Area 1		Area 2	
		SC1	SC2	SC1	SC2
Technical Architecture Specialist	TAS1	\$47.70	\$51.03	\$49.99	\$53.49
Technical Architecture Specialist	TAS2	\$53.63	\$57.39	\$56.23	\$60.16
Technical Architecture Specialist	TAS3	\$56.83	\$60.81	\$59.56	\$63.74
Technical Writer	TW1	\$30.07	\$32.18	\$30.20	\$32.31
Technical Writer	TW2	\$35.06	\$37.51	\$35.32	\$37.79
Technical Writer	TW3	\$39.46	\$42.23	\$39.82	\$42.61
Telecom Engineer	TE1	\$39.71	\$40.52	\$40.30	\$41.12
Telecom Engineer	TE2	\$44.53	\$45.44	\$45.02	\$45.93
Telecom Engineer	TE3	\$50.91	\$51.95	\$51.77	\$52.84
Tester	Test1	\$39.41	\$42.16	\$40.06	\$42.86
Tester	Test2	\$44.00	\$47.09	\$44.71	\$47.83
Tester	Test3	\$49.72	\$53.20	\$50.58	\$54.12
Voice/Data Engineer	VDE1	\$41.14	\$41.97	\$43.09	\$43.98
Voice/Data Engineer	VDE2	\$46.79	\$47.74	\$48.98	\$49.98
Voice/Data Engineer	VDE3	\$55.45	\$56.57	\$58.11	\$59.30