Nevada Contract No.	**99SWC-NV24-21690**
Cooperative Contract No.	**22PSX0086AB**
Solicitation No. and Agency	**22PSX0086 (State of Connecticut)**
Title	**IT Managed Service Providers**

Government Entity	**Nevada State Purchasing of the Department of Administration (State Purchasing)**		
Address	**515 E Musser St, Ste 300**		
City, State, Zip Code	**Carson City, NV 89701**		
Contact	**Frank Dulay, Purchasing Officer 1**		
Phone	**775-684-0189**	Email	**fdulay@admin.nv.gov**

Contractor	**Guidesoft DBA Knowledge Services**		
Address	**9800 Crosspoint Boulevard**		
City, State, Zip Code	**Indianapolis, IN 46256**		
Contact	**Bill Evans**		
Phone	**317-806-6137**	Email	**naspocontracts@knowledgeservices.com**

1. **SCOPE.** This purpose of this contract is to provide Temporary IT Staffing Augmentation Services, SOW-Based Fixed Fee, and Vendor Management System Software Tool as outlined in NASPO ValuePoint Master Agreement #22PSX0086AB

2. **TERM.** This contract shall become effective as of the date of the last signature below and shall terminate upon the expiration or termination of the Cooperative Contract, as amended, unless this contract is terminated sooner in accordance with the terms set forth herein.

3. **ATTACHMENTS**

3.1. The following documents are incorporated in descending order of constructive precedence.

A. NEGOTIATED ITEMS AND STATE USE
B. STATE OF NEVADA – CONTRACT FOR SERVICES
C. NEVADA STATEWIDE CONTRACT TERMS
D. STATE OF NEVADA MSP PROGRAM RATE CARD

3.2. The following documents are incorporated by reference but not attached.

A. The State of Connecticut NASPO ValuePoint Master Agreement (22PSX0086AB) referenced above.
B. All other governmental laws, regulations, or actions applicable to the goods and/or services authorized by this contract.

4. **AUTHORITY.** Each person signing represents and warrants that he/she is duly authorized and has legal capacity to execute and deliver and bind the parties hereto. Each signatory represents and warrants to the other that the execution and delivery and the performance of each party's obligations hereunder have been duly authorized, and this is a valid and legal agreement binding on the parties and enforceable in accordance with its terms.

IN WITNESS WHEREOF, the parties sign and cause this contract to be executed. Notwithstanding verbal or other representations by the parties, the "Effective Date" of this Contract shall be the date provided within Section 2 above.

Government Entity: **State of Nevada**	Contractor: **Guidesoft dba Knowledge Services**
Signature:	Signature: Katie Belange
Name: **Gideon K. Davis**	Name: **Katie Belange**
Title: **Administrator**	Title: General Counsel
Date: 6/6/2024	Date: 6/3/2024

ATTACHMENT A
NEGOTIATED ITEMS AND STATE USE

ATTACHMENT A
NEGOTIATED ITEMS AND STATE USE

1. ADDITIONAL ITEMS

1.1. This *Additional Items* section is intended to modify and supersede information contained in *The State of Connecticut NASPO ValuePoint Master Agreement (22PSX0086AB)*. Any information not explicitly addressed here remains as originally written.

1.2. The Parties agree to the following items:

1.2.1. The vendor will facilitate regular contract review meetings with the State to review performance and service level metrics.
1.2.2. The vendor MSP Rate Card is inclusive of all charges and fees, including the MSP fee.
1.2.3. SOW requests must comply with State Purchasing requirements under NRS 333, NAC 333 and SAM 300
1.2.4. Travel Claims

A. Consultant will be reimbursed travel expenses and per diem at the rates allowed for State employees at the time travel occurs following state processes for travel approval and reimbursement.

1.2.5. Background Checks
1.2.6.

A. All Consultants assigned to a service agreement / electronic procurement system purchase order must have a current fingerprint search and background check performed by the Federal Bureau of Investigation or other Federal investigative authority.
B. Interim clearance may be accepted by the hiring agent of the state agency. Reports must be sent directly to the agency identified point of contact for security background checks.
C. Consultants cannot start work without a fully executed service agreement / electronic procurement system Purchase Order and at a minimum the interim security system access approval from the hiring agency.

1.2.7. Probationary Period for Staff Aumentation Resources

A. The vendor shall provide all resources to the State on a probationary period of two (2) days.
B. At any point in that time period the State may determine that a resource is not suitable for the assignment for reasons related to experience, performance, qualifications, skill, technical proficiency, and professionalism.
C. The vendor may remove such resources from the assignment, and in such an event, the State shall not have an obligation to pay for any of the hours worked during the probationary period.

2. IT SCOPE OF WORK ORDERS

2.1. Agencies procuring professional services under the Scope of Work (SOW) category are required to complete a Service Agreement, subject to approval by the Governor's Board of Examiners (BOE) or Clerk of the Board for each order prior to the start of services. The Service Agreement requires the same approval as a standard contract for services (e.g. Agency Administrator, Deputy Attorney General, CETS Entry, BOE/Clerk) based on the Service Agreement value; and a Technology Investment Notification (TIN) and Cloud Investment Notification (CIN) if applicable.

2.2. The Service Agreement form can be found in the Contracting Toolbox on the Purchasing.nv.gov website under "Forms/Templates" Each Service Agreement requires an insurance schedule based on the risk level.

2.2.1. The Service Agreement must include (at a minimum):

A. State Developed Scope of Work
B. Consideration
C. Insurance Schedule for Professional Contracts – Technology Products/Services
D. TIN or Waiver, if applicable
E. Approval in accordance with SAM Section 322

2.2.2. Due to varying agency approval processes, you may need copies of the Statewide Cooperative Contract for approval. The vendor specific contract is available for download in NevadaEPro by following the Contract links below.
2.2.3. For CETS Entry, the contract type is "Other (include description)", the contract type description is "Service Agreement",

and the purpose of contract should begin "This is a new Service Agreement under Statewide contract #99SWC-NV24-21960 which provides IT augmentation services supporting scope of work-based projects. This Service Agreement is for …"

2.2.4. Once approved by the BOE the Service Agreement **MUST** be entered into NevadaEPro as a release requisition under the designated contract identified as *IT Managed Service Providers – **Scope of Work** (NASPO Valuepoint - Connecticut)* in the contract description.

2.2.5. Consultants cannot start work without a fully executed service agreement / electronic procurement system Purchase Order and at a minimum the interim security system access approval from the hiring agency.

3. IT STAFFING AUGMENTATION ORDERS

3.1. Once a resource has been selected by the agency, the agency MUST enter the information into NevadaEPro as a release requisition under the designated contract identified as *IT Managed Service Providers – **IT Staffing** (NASPO Valuepoint - Connecticut)* in the contract description.

3.1.1. Using the Items Tab description box within the NevadaEpro.com Release Requisition, agencies should enter the following: "This is the [enter FY(s)] for IT Consultant [enter consultants full name]. This release has a total not to exceed authority of [enter total approved amount] and an anticipated end date of [enter end date]. This release is for the scope of service attached to this PO in Nevadaepro.com."

3.1.2. Agencies must upload the services that the IT consultant will be supporting as a document on the Attachment Tab of the release requisition.

ATTACHMENT B
STATE OF NEVADA - CONTRACT FOR SERVICES

NEVADA TERMS AND CONDITIONS FOR SERVICES

1. DEFINITIONS

1.1. "State" – means the State of Nevada and any State agency identified herein, its officers, employees and immune contractors as defined in NRS 41.0307.
1.2. "Contracting Agency" – means the State agency identified on the contract.
1.3. "Contractor" – means the person or entity identified on the contract that performs services and/or provides goods for the State under the terms and conditions set forth in this Contract.
1.4. "Fiscal Year" – means the period beginning July 1st and ending June 30th of the following year.
1.5. "Contract" – Unless the context otherwise requires, "Contract" means this document and all Attachments or Incorporated Documents.

2. **NOTICE**. All communications, including notices, required or permitted to be given under this Contract shall be in writing and directed to the parties at the addresses stated on the contract. Notices may be given: (i) by delivery in person; (ii) by a nationally recognized next day courier service, return receipt requested; or (iii) by certified mail, return receipt requested. If specifically requested by the party to be notified, valid notice may be given by facsimile transmission or electronic mail to the address(es) such party has specified in writing.

3. **ASSENT**. The parties agree that the terms and conditions listed on incorporated attachments of this Contract are also specifically a part of this Contract and are limited only by their respective order of precedence and any limitations specified.

4. **BILLING SUBMISSION: TIMELINESS**. The parties agree that timeliness of billing is of the essence to the Contract and recognize that the State is on a Fiscal Year. All billings for dates of service prior to July 1 must be submitted to the state no later than the first Friday in August of the same calendar year. A billing submitted after the first Friday in August, which forces the State to process the billing as a stale claim pursuant to NRS 353.097, will subject Contractor to an administrative fee not to exceed one hundred dollars ($100.00). The parties hereby agree this is a reasonable estimate of the additional costs to the state of processing the billing as a stale claim and that this amount will be deducted from the stale claim payment due to Contractor.

5. INSPECTION & AUDIT

5.1. BOOKS AND RECORDS. Contractor agrees to keep and maintain under generally accepted accounting principles (GAAP) full, true and complete records, contracts, books, and documents as are necessary to fully disclose to the State or United States Government, or their authorized representatives, upon audits or reviews, sufficient information to determine compliance with all State and federal regulations and statutes.

5.2. INSPECTION AND AUDIT. Contractor agrees that the relevant books, records (written, electronic, computer related or otherwise), including, without limitation, relevant accounting procedures and practices of Contractor or its subcontractors, financial statements and supporting documentation, and documentation related to the work product shall be subject, at any reasonable time, to inspection, examination, review, audit, and copying at any office or location of Contractor where such records may be found, with or without notice by the State Auditor, the relevant State agency or its contracted examiners, the department of Administration, Budget Division, the Nevada State Attorney General's Office or its Fraud Control Units, the state Legislative Auditor, and with regard to any federal funding, the relevant federal agency, the Comptroller General, the General Accounting Office, the Office of the Inspector General, or any of their authorized representatives. All subcontracts shall reflect requirements of this Section.

5.3. PERIOD OF RETENTION. All books, records, reports, and statements relevant to this Contract must be retained a minimum three (3) years, and for five (5) years if any federal funds are used pursuant to the Contract. The retention period runs from the date of payment for the relevant goods or services by the state, or from the date of termination of the Contract, whichever is later. Retention time shall be extended when an audit is scheduled or in progress for a period reasonably necessary to complete an audit and/or to complete any administrative and judicial litigation which may ensue.

6. CONTRACT TERMINATION.

6.1. TERMINATION WITHOUT CAUSE. Regardless of any terms to the contrary, this Contract may be terminated upon written notice by mutual consent of both parties. The State unilaterally may terminate this contract without cause by giving not less than thirty (30) days' notice in the manner specified in *Notice*. If this Contract is unilaterally terminated by the State, Contractor shall use its best efforts to minimize cost to the State and Contractor will not be

paid for any cost that Contractor could have avoided.

6.2. STATE TERMINATION FOR NON-APPROPRIATION. The continuation of this Contract beyond the current biennium is subject to and contingent upon sufficient funds being appropriated, budgeted, and otherwise made available by the State Legislature and/or federal sources. The State may terminate this Contract, and Contractor waives any and all claims(s) for damages, effective immediately upon receipt of written notice (or any date specified therein) if for any reason the contracting Agency's funding from State and/or federal sources is not appropriated or is withdrawn, limited, or impaired.

6.3. TERMINATION WITH CAUSE FOR BREACH. A breach may be declared with or without termination. A notice of breach and termination shall specify the date of termination of the Contract, which shall not be sooner than the expiration of the Time to Correct, if applicable, allowed under *Time to Correct*. This Contract may be terminated by either party upon written notice of breach to the other party on the following grounds:

6.3.1. If Contractor fails to provide or satisfactorily perform any of the conditions, work, deliverables, goods, or services called for by this Contract within the time requirements specified in this Contract or within any granted extension of those time requirements; or

6.3.2. If any state, county, city, or federal license, authorization, waiver, permit, qualification or certification required by statute, ordinance, law, or regulation to be held by Contractor to provide the goods or services required by this Contract is for any reason denied, revoked, debarred, excluded, terminated, suspended, lapsed, or not renewed; or

6.3.3. If Contractor becomes insolvent, subject to receivership, or becomes voluntarily or involuntarily subject to the jurisdiction of the Bankruptcy Court; or

6.3.4. If the State materially breaches any material duty under this Contract and any such breach impairs Contractor's ability to perform; or

6.3.5. If it is found by the State that any quid pro quo or gratuities in the form of money, services, entertainment, gifts, or otherwise were offered or given by Contractor, or any agent or representative of Contractor, to any officer or employee of the State of Nevada with a view toward securing a contract or securing favorable treatment with respect to awarding, extending, amending, or making any determination with respect to the performing of such contract; or

6.3.6. If it is found by the State that Contractor has failed to disclose any material conflict of interest relative to the performance of this Contract.

6.4. TIME TO CORRECT. Unless the breach is not curable, or unless circumstances do not permit an opportunity to cure, termination upon declared breach may be exercised only after service of formal written notice as specified in *Notice*, and the subsequent failure of the breaching party within fifteen (15) calendar days of receipt of that notice to provide evidence, satisfactory to the aggrieved party, showing that the declared breach has been corrected. Upon a notice of breach, the time to correct and the time for termination of the contract upon breach under *Termination with Cause for Breach*, above, shall run concurrently, unless the notice expressly states otherwise.

6.5. WINDING UP AFFAIRS UPON TERMINATION. In the event of termination of this Contract for any reason, the parties agree that the provisions of this Section survive termination:

6.5.1. The parties shall account for and properly present to each other all claims for fees and expenses and pay those which are undisputed and otherwise not subject to set off under this Contract. Neither party may withhold performance of winding up provisions solely based on nonpayment of fees or expenses accrued up to the time of termination;

6.5.2. Contractor shall satisfactorily complete work in progress at the agreed rate (or a pro rata basis if necessary) if so requested by the Contracting Agency;

6.5.3. Contractor shall execute any documents and take any actions necessary to effectuate an assignment of this Contract if so requested by the Contracting Agency;

6.5.4. Contractor shall preserve, protect and promptly deliver into State possession all proprietary information in accordance with *State Ownership of Proprietary Information*.

7. REMEDIES. Except as otherwise provided for by law or this Contract, the rights and remedies of the parties shall not be exclusive and are in addition to any other rights and remedies provided by law or equity, including, without limitation, actual damages, and to a prevailing party reasonable attorneys' fees and costs. For purposes of an award of attorneys' fees to either party, the parties stipulate and agree that a reasonable hourly rate of attorneys' fees shall be one hundred and fifty dollars ($150.00) per hour. The State may set off consideration against any unpaid obligation of Contractor to any State agency in accordance with NRS 353C.190. In the event that Contractor voluntarily or involuntarily becomes subject to the jurisdiction of the Bankruptcy Court, the State may set off consideration against any unpaid obligation of Contractor to the State or its agencies, to the extent allowed by bankruptcy law, without regard to whether the procedures of NRS 353C.190 have been utilized.

8. **LIMITED LIABILITY**. The State will not waive and intends to assert available NRS Chapter 41 liability limitations in all cases. Contract liability of both parties shall not be subject to punitive damages. Damages for any State breach shall never exceed the amount of funds appropriated for payment under this Contract, but not yet paid to Contractor, for the Fiscal Year budget in existence at the time of the breach. Contractor's tort liability shall not be limited.

9. **FORCE MAJEURE**. Neither party shall be deemed to be in violation of this Contract if it is prevented from performing any of its obligations hereunder due to strikes, failure of public transportation, civil or military authority, act of public enemy, accidents, fires, explosions, or acts of God, including without limitation, earthquakes, floods, winds, or storms. In such an event the intervening cause must not be through the fault of the party asserting such an excuse, and the excused party is obligated to promptly perform in accordance with the terms of the Contract after the intervening cause ceases.

10. **INDEMNIFICATION AND DEFENSE**. To the fullest extent permitted by law, Contractor shall indemnify, hold harmless and defend, not excluding the State's right to participate, the State from and against all liability, claims, actions, damages, losses, and expenses, including, without limitation, reasonable attorneys' fees and costs, arising out of any breach of the obligations of Contractor under this contract, or any alleged negligent or willful acts or omissions of Contractor, its officers, employees and agents. Contractor's obligation to indemnify the State shall apply in all cases except for claims arising solely from the State's own negligence or willful misconduct. Contractor waives any rights of subrogation against the State. Contractor's duty to defend begins when the State requests defense of any claim arising from this Contract.

11. **REPRESENTATIONS REGARDING INDEPENDENT CONTRACTOR STATUS**. Contractor represents that it is an independent contractor, as defined in NRS 333.700(2) and 616A.255, warrants that it will perform all work under this contract as an independent contractor, and warrants that the State of Nevada will not incur any employment liability by reason of this Contract or the work to be performed under this Contract. To the extent the State incurs any employment liability for the work under this Contract; Contractor will reimburse the State for that liability.

12. **INSURANCE SCHEDULE**

12.1. Unless expressly waived in writing by the State, Contractor must carry policies of insurance and pay all taxes and fees incident hereunto. Policies shall meet the terms and conditions as specified within this Contract along with the additional limits and provisions as described in a separate *Insurance Schedule Attachment*, incorporated hereto by attachment. The State shall have no liability except as specifically provided in the Contract.

12.2. Contractor shall not commence work before Contractor has provided the required evidence of insurance to the Contracting Agency. The State's approval of any changes to insurance coverage during the course of performance shall constitute an ongoing condition subsequent to this Contract. Any failure of the State to timely approve shall not constitute a waiver of the condition.

12.3. INSURANCE COVERAGE

12.3.1. Contractor shall, at Contractor's sole expense, procure, maintain and keep in force for the duration of the Contract insurance conforming to the minimum limits as specified in *Insurance Schedule Attachment*, incorporated hereto by attachment. Unless specifically stated herein or otherwise agreed to by the State, the required insurance shall be in effect prior to the commencement of work by Contractor and shall continue in force as appropriate until:

A. Final acceptance by the State of the completion of this Contract; or
B. Such time as the insurance is no longer required by the State under the terms of this Contract; whichever occurs later.

12.3.2. Any insurance or self-insurance available to the State shall be in excess of and non-contributing with, any insurance required from Contractor. Contractor's insurance policies shall apply on a primary basis. Until such time as the insurance is no longer required by the State, Contractor shall provide the State with renewal or replacement evidence of insurance no less than thirty (30) days before the expiration or replacement of the required insurance. If at any time during the period when insurance is required by the Contract, an insurer or surety shall fail to comply with the requirements of this Contract, as soon as Contractor has knowledge of any such failure, Contractor shall immediately notify the State and immediately replace such insurance or bond with an insurer meeting the requirements.

12.4. GENERAL REQUIREMENTS

12.4.1. Additional Insured. By endorsement to the general liability insurance policy, the State of Nevada, its officers, employees and immune contractors as defined in NRS 41.0307 shall be named as additional insureds for all liability arising from the Contract.

12.4.2. Waiver of Subrogation. Each insurance policy shall provide for a waiver of subrogation against the State of Nevada, its officers, employees and immune contractors as defined in NRS 41.0307 for losses arising from work/materials/equipment performed or provided by or on behalf of Contractor.

12.4.3. Cross Liability. All required liability policies shall provide cross-liability coverage as would be achieved under the standard ISO separation of insureds clause.

12.4.4. Deductibles and Self-Insured Retentions. Insurance maintained by Contractor shall apply on a first dollar basis without application of a deductible or self-insured retention unless otherwise specifically agreed to by the State. Such approval shall not relieve Contractor from the obligation to pay any deductible or self-insured retention. Any deductible or self-insured retention shall not exceed fifty thousand dollars ($50,000.00) per occurrence, unless otherwise approved by the Risk Management Division.

12.4.5. Policy Cancellation. Except for ten (10) days' notice for non-payment of premiums, each insurance policy shall be endorsed to state that without thirty (30) days prior written notice to the State of Nevada, c/o Contracting Agency, the policy shall not be canceled, non-renewed or coverage and/or limits reduced or materially altered, and shall provide that notices required by this Section shall be sent by certified mail to the address shown on page one (1) of this contract.

12.4.6. Approved Insurer. Each insurance policy shall be:

A. Issued by insurance companies authorized to do business in the State of Nevada or eligible surplus lines insurers acceptable to the State and having agents in Nevada upon whom service of process may be made; and
B. Currently rated by A.M. Best as "A-VII" or better.

12.5. EVIDENCE OF INSURANCE. Prior to the start of any work, Contractor must provide the following documents to the contracting State agency:

12.5.1. Certificate of Insurance. The Acord 25 Certificate of Insurance form or a form substantially similar must be submitted to the State to evidence the insurance policies and coverages required of Contractor. The certificate must name the State of Nevada, its officers, employees and immune contractors as defined in NRS 41.0307 as the certificate holder. The certificate should be signed by a person authorized by the insurer to bind coverage on its behalf. The State project/Contract number; description and Contract effective dates shall be noted on the certificate, and upon renewal of the policies listed, Contractor shall furnish the State with replacement certificates as described within *Insurance Coverage*.

A. Mail all required insurance documents to the State Contracting Agency identified on Page one of the Contract.

12.5.2. Additional Insured Endorsement. An Additional Insured Endorsement (CG 20 10 11 85 or CG 20 26 11 85), signed by an authorized insurance company representative, must be submitted to the State to evidence the endorsement of the State as an additional insured per *General Requirements*.

12.5.3. Schedule of Underlying Insurance Policies. If Umbrella or Excess policy is evidenced to comply with minimum limits, a copy of the underlying Schedule from the Umbrella or Excess insurance policy may be required.

12.5.4. Review and Approval. Documents specified above must be submitted for review and approval by the State prior to the commencement of work by Contractor. Neither approval by the State nor failure to disapprove the insurance furnished by Contractor shall relieve Contractor of Contractor's full responsibility to provide the insurance required by this Contract. Compliance with the insurance requirements of this Contract shall not limit the liability of Contractor or its subcontractors, employees or agents to the State or others, and shall be in additional to and not in lieu of any other remedy available to the State under this Contract or otherwise. The State reserves the right to request and review a copy of any required insurance policy or endorsement to assure compliance with these requirements.

13. COMPLIANCE WITH LEGAL OBLIGATIONS. Contractor shall procure and maintain for the duration of this Contract any state, county, city or federal license, authorization, waiver, permit qualification or certification required by statute, ordinance, law, or regulation to be held by Contractor to provide the goods or services required by this Contract. Contractor shall provide proof of its compliance upon request of the Contracting Agency. Contractor will be responsible to pay all taxes, assessments, fees, premiums, permits, and licenses required by law. Real property and personal property taxes are the responsibility of Contractor in accordance with NRS 361.157 and NRS 361.159. Contractor agrees to be responsible for payment of any such government obligations not paid by its subcontractors during performance of this Contract.

14. **WAIVER OF BREACH**. Failure to declare a breach or the actual waiver of any particular breach of the Contract or its material or nonmaterial terms by either party shall not operate as a waiver by such party of any of its rights or remedies as to any other breach.

15. **SEVERABILITY.** If any provision contained in this Contract is held to be unenforceable by a court of law or equity, this Contract shall be construed as if such provision did not exist and the non-enforceability of such provision shall not be held to render any other provision or provisions of this Contract unenforceable.

16. **ASSIGNMENT/DELEGATION.** To the extent that any assignment of any right under this Contract changes the duty of either party, increases the burden or risk involved, impairs the chances of obtaining the performance of this Contract, attempts to operate as a novation, or includes a waiver or abrogation of any defense to payment by State, such offending portion of the assignment shall be void, and shall be a breach of this Contract. Contractor shall neither assign, transfer nor delegate any rights, obligations nor duties under this Contract without the prior written consent of the State.

17. **STATE OWNERSHIP OF PROPRIETARY INFORMATION**. Any data or information provided by the State to Contractor and any documents or materials provided by the State to Contractor in the course of this Contract ("State Materials") shall be and remain the exclusive property of the State and all such State Materials shall be delivered into State possession by Contractor upon completion, termination, or cancellation of this Contract.

18. **PUBLIC RECORDS**. Pursuant to NRS 239.010, information or documents received from Contractor may be open to public inspection and copying. The State has a legal obligation to disclose such information unless a particular record is made confidential by law or a common law balancing of interests. Contractor may label specific parts of an individual document as a "trade secret" or "confidential" in accordance with NRS 333.333, provided that Contractor thereby agrees to indemnify and defend the State for honoring such a designation. The failure to so label any document that is released by the State shall constitute a complete waiver of any and all claims for damages caused by any release of the records.

19. **CONFIDENTIALITY**. Contractor shall keep confidential all information, in whatever form, produced, prepared, observed or received by Contractor to the extent that such information is confidential by law or otherwise required by this Contract.

20. **FEDERAL FUNDING**. In the event federal funds are used for payment of all or part of this Contract, Contractor agrees to comply with all applicable federal laws, regulations and executive orders, including, without limitation the following:

20.1. Contractor certifies, by signing this Contract, that neither it nor its principals are presently debarred, suspended, proposed for debarment, declared ineligible or voluntarily excluded from participation in this transaction by any federal department or agency. This certification is made pursuant to Executive Orders 12549 and 12689 and Federal Acquisition Regulation subpart 9.4, and any relevant program-specific regulations. This provision shall be required of every subcontractor receiving any payment in whole or in part from federal funds.

20.2. Contractor and its subcontracts shall comply with all terms, conditions, and requirements of the Americans with Disabilities Act of 1990 (P.L. 101-136), 42 U.S.C. 12101, as amended, and regulations adopted thereunder, including 28 C.F.R. Section 35, inclusive, and any relevant program-specific regulations.

20.3. Contractor and it subcontractors shall comply with the requirements of the Civil Rights Act of 1964 (P.L. 88-352), as amended, the Rehabilitation Act of 1973 (P.L. 93-112), as amended, and any relevant program-specific regulations, and shall not discriminate against any employee or offeror for employment because of race, national origin, creed, color, sex, religion, age, disability or handicap condition (including AIDS and AIDS-related conditions.)

21. **LOBBYING**. The parties agree, whether expressly prohibited by federal law, or otherwise, that no funding associated with this Contract will be used for any purpose associated with or related to lobbying or influencing or attempting to lobby or influence for any purpose the following:

21.1. Any federal, state, county or local agency, legislature, commission, council or board;

21.2. Any federal, state, county or local legislator, commission member, council member, board member, or other elected official; or

21.3. Any officer or employee of any federal, state, county or local agency; legislature, commission, council or board.

22. GENERAL WARRANTY. Contractor warrants that all services, deliverables, and/or work products under this Contract shall be completed in a workmanlike manner consistent with standards in the trade, profession, or industry; shall conform to or exceed the specifications set forth in the incorporated attachments; and shall be fit for ordinary use, of good quality, with no material defects.

23. PROPER AUTHORITY. The parties hereto represent and warrant that the person executing this Contract on behalf of each party has full power and authority to enter into this Contract. Contractor acknowledges that as required by statute or regulation this Contract is effective only for the period of time specified in the Contract. Any services performed by Contractor before this Contract is effective or after it ceases to be effective are performed at the sole risk of Contractor.

24. DISCLOSURES REGARDING CURRENT OR FORMER STATE EMPLOYEES. For the purpose of State compliance with NRS 333.705, Contractor represents and warrants that if Contractor, or any employee of Contractor who will be performing services under this Contract, is a current employee of the State or was employed by the State within the preceding 24 months, Contractor has disclosed the identity of such persons, and the services that each such person will perform, to the Contracting Agency.

25. ASSIGNMENT OF ANTITRUST CLAIMS. Contractor irrevocably assigns to the State any claim for relief or cause of action which Contractor now has or which may accrue to Contractor in the future by reason of any violation of State of Nevada or federal antitrust laws in connection with any goods or services provided under this Contract.

26. GOVERNING LAW: JURISDICTION. This Contract and the rights and obligations of the parties hereto shall be governed by, and construed according to, the laws of the State of Nevada, without giving effect to any principle of conflict-of-law that would require the application of the law of any other jurisdiction. The parties consent to the exclusive jurisdiction of and venue in the First Judicial District Court, Carson City, Nevada for enforcement of this Contract, and consent to personal jurisdiction in such court for any action or proceeding arising out of this Contract.

ATTACHMENT C
NEVADA STATEWIDE CONTRACT TERMS

NEVADA STATEWIDE CONTRACT TERMS

1. PARTICIPATION. The benefits of this contract shall be extended to the governmental entities in Nevada listed below. The State is not liable for the obligations of any non-executive branch government entity which joins or uses this or any contract resulting from this contract.

1.1. STATE EXECUTIVE BRANCH AGENCIES. All state "Using Agencies", as defined by NRS 333.020(10), are authorized users of the contract in accordance with NRS 333.150.

1.2. LEGISLATIVE, AND JUDICIAL DEPARTMENTS AND CIVIL AIR PATROL. Any agency, bureau, commission or officer of the Legislative Department or the Judicial Department of the Nevada State Government or the Nevada Wing of the Civil Air Patrol or any squadron thereof are authorized users of this contract in accordance with NRS 333.469.

1.3. NEVADA SYSTEM OF HIGHER EDUCATION, LOCAL GOVERNMENTS AND DISTRICTS. The Nevada System of Higher Education, local governments as defined in NRS 354.474, conservation districts and irrigation districts in the State of Nevada are authorized users of this contract in accordance with NRS 333.470.

2. ADMINISTRATIVE FEE

2.1. Contractor shall pay a quarterly administrative fee payable to "State of Nevada Purchasing Division." Administrative fee is one percent (1%) and applies to all sales and other revenue, less merchant and interchange fees and adjusted for credits or refunds, by Contractor and any resellers, distributors, partners, or agents under the contract during a quarter, beginning the date of execution of this contract.

2.2. All administrative fee payments shall include the contract number on required documents. If submitting an administrative fee payment for more than one contract, a separate payment and associated documents shall be submitted by Contractor for each contract.

2.3. The State will not issue an invoice for administrative fee owed to the State. Contractor is responsible for payment of administrative fee with no prompting from the State. Contractor shall pay quarterly administrative fee within forty-five (45) calendar days of quarter end in accordance with *Fee Payment and Report Schedule.*

2.4. STATEWIDE CONTRACT QUARTERLY ADMINISTRATIVE FEE REPORT

2.4.1 Contractor shall complete and submit a Statewide Contract Quarterly Administrative Fee Report. The report shall identify payments received by Contractor from authorized entities made pursuant to the contract in the reporting period.

2.4.2 The template for required Statewide Contract Quarterly Administrative Fee Report is available on the Purchasing Division website http://purchasing.nv.gov/vendors/DBINV/. Reports must be submitted via email to NVQtlyReport@admin.nv.gov in accordance with *Fee Payment and Report Schedule.*

2.5. STATEWIDE CONTRACT QUARTERLY USAGE REPORT

2.5.1 Contractor shall complete and submit a Statewide Contract Quarterly Usage Report, to include at a minimum itemized data elements listed below.

2.5.2 The template for required Statewide Contract Quarterly Usage Report is available via a link on the Statewide Contract Quarterly Administrative Fee Report which is available on the Purchasing Division website http://purchasing.nv.gov/vendors/DBINV/. Reports must be submitted via email to NVQtlyReport@admin.nv.gov in accordance with *Fee Payment and Report Schedule.*

2.5.3 Data Elements

A. Customer Name. Name of entity making the purchase—if customer has multiple locations, please use primary entity name.
B. Customer Type. Indicate type of entity making the purchase.

1. S=State Executive Branch Agency
2. E=University and Community College
3. P=Political Subdivision
4. O=Other Entity

C. Authorization Number. Purchase Order Number provided by customer to authorize a purchase. If purchase was made with a credit card enter "P-Card."
D. Purchase Description. Description of the product(s) or service(s) purchased.
E. Quantity. Quantities (excluding returns) of product(s) delivered—enter a quantity of one (1) for service(s).
F. Unit Price. Unit price charged (excluding credits) for product or service purchased.
G. Total Cost. Extended cost of purchase line—quantity delivered x unit price charged.

2.6. FEE PAYMENT AND REPORT SCHEDULE. Contractor shall pay administrative fee quarterly, if owed, and submit a Statewide Contract Quarterly Administrative Fee Report and Statewide Contract Quarterly Usage Report, even if no payments are made in a quarter, in accordance with the following schedule.

Period End	**Report Due**
September 30	November 14
December 31	February 14
March 31	May 15
June 30	August 14

2.7. REPORT MODIFICATIONS. The State reserves the right to modify requested format and contents of reports by providing thirty (30) calendar days written notice to Contractor. The State may unilaterally amend the contract, with (30) calendar days written notice to Contractor, to change timing for submission of reports. Contractor understands and agrees that if such an amendment is issued by the State, Contractor shall comply with all contract terms, as amended.

2.8. TIMELY REPORTS AND FEES. If an administrative fee is not paid and quarterly reports are not received within forty-five (45) calendar days of quarter end, then Contractor will be in material breach of this contract.

3. ORDER OF PRECEDENCE. This contract shall be the primary document for all Orders. An Order, Quote, Service, Agreement, or Purchase Order can dictate an order of precedence, but cannot supersede this contract.

4. ORDERS. Any Order placed by a governmental entity for a Product and/or Service available from this contract shall be deemed to be a sale under (and governed by the prices and other terms and conditions) of the contract unless the parties to the Order agree in writing that another contract or agreement applies to such Order. The cooperative contract number and/or state contract number must appear on every Quote/Purchase Order placed under this contract.

5. REQUISITIONS. Orders for Nevada State executive branch agencies as defined in *Participation* will be processed by and through the Nevada Purchasing Division and a purchase order issued. Invoices and all correspondence related to an individual order will reflect the shipping address, billing address, and number on the purchase order issued by the State. Other entities as defined in *Participation* can purchase directly and be billed by vendor. Orders placed and paid via credit card do not require a PO.

6. SERVICES. All professional services, excluding warranty and break/fix support, requested by Nevada State executive branch agencies as defined in *Participation* will require the execution of a Service Agreement per NRS 333, NAC 333 and SAM 0300. Other entities as defined in *Participation* can purchase professional services directly and be billed by vendor. Pursuant to NRS 333.480(2), Services requiring a contractor's license issued pursuant to chapter 624 of NRS are not authorized under this agreement.

7. SUBCONTRACTORS. All contractors, dealers, resellers, distributors, and partners as shown on the dedicated Contractor cooperative contract website are approved to provide sales and service support to participants of this agreement. Contractor's dealer participation will be in accordance with the terms and conditions set forth in the contract.

8. BUSINESS LICENSE. Pursuant to NRS 353.007 any contractor, dealer, reseller, distributor, partner, or person performing work under this agreement must hold a State business license pursuant to chapter 76 of NRS unless exempted pursuant to NRS 76.100(7)(b).

9. NEVADA LAW AND STATE INDEMNITY. Pursuant to NRS 333.339 any contract that is entered into may not: (1) Require the filing of any action or the arbitration of any dispute that arises from the contract to be instituted or heard in another state or nation; or (2) Require the State to indemnify another party against liability for damages.

10. GOVERNING LAW. This contract will be governed by the state laws of Nevada, without regard to conflicts of laws rules. Any litigation will be brought exclusively in a federal or state court located in Carson City, Nevada, and the Parties consent to the jurisdiction of the federal and state courts located therein, submit to the jurisdiction thereof and waive the right to change venue. The Parties further consent to the exercise of personal jurisdiction by any such court with respect to any such proceeding.

11. FEDERAL LAWS AND AUTHORITIES

11.1. CERTIFICATION. Any person who requests or receives a Federal contract, grant, loan, or cooperative agreement shall file with the using agency a certification that the person making the declaration has not made, and shall not make, any payment prohibited by subsection (a) of 31 U.S.C. 1352.

11.2. COMPLIANCE. Federal laws and authorities with which the awarded vendor shall be required to comply, as applicable, are listed here but are not meant to be exhaustive. Awarded vendors are responsible for an awareness of, and compliance with, State and federal laws and regulations.

11.2.1 Archeological and Historic Preservation Act of 1974, PL 93-291
11.2.2 Clean Air Act, 42 U.S.C. 7506(c)
11.2.3 Endangered Species Act 16 U.S.C. 1531, ET seq.
11.2.4 Executive Order 11593, Protection and Enhancement of the Cultural Environment
11.2.5 Executive Order 11988, Floodplain Management
11.2.6 Executive Order 11990, Protection of Wetlands
11.2.7 Farmland Protection Policy Act, 7 U.S.C. 4201 ET seq.
11.2.8 Fish and Wildlife Coordination Act, PL 85-624, as amended.
11.2.9 National Historic Preservation Act of 1966, PL 89-665, as amended.
11.2.10 Safe Drinking Water Act, Section 1424(e), PL 92-523, as amended.
11.2.11 Demonstration Cities and Metropolitan Development Act of 1966, PL 89-754, as amended.
11.2.12 Section 306 of the Clean Air Act and Section 508 of the Clean Water Act, including Executive Order 11738, Administration of the Clean Air Act and the Federal Water Pollution Control Act with Respect to Federal Contracts, Grants or Loans
11.2.13 Age Discrimination Act, PL 94-135
11.2.14 Civil Rights Act of 1964, PL 88-352
11.2.15 Section 13 of PL 92-500, Prohibition against sex discrimination under the Federal Water Pollution Control Act
11.2.16 Executive Order 11246, Equal Employment Opportunity
11.2.17 Executive Orders 11625 and 12138, Women's and Minority Business Enterprise
11.2.18 Rehabilitation Act of 1973, PL 93, 112
11.2.19 Uniform Relocation and Real Property Acquisition Policies Act of 1970, PL 91-646
11.2.20 Executive Order 12549 – Debarment and Suspension
11.2.21 Davis-Bacon Act 40 U.S.C. 3141-3148
11.2.22 Contract Work Hours and Safety Standards Act 40 U.S.C. 3701-3708
11.2.23 Rights to Inventions Made Under a Contract or Agreement 37 CFR §401.2(a)
11.2.24 Byrd Anti-Lobbying Amendment 31 U.S.C. 1352
11.2.25 Americans With Disabilities Act of 1990, PL 101-336
11.2.26 Health Insurance Portability and Accountability Act of 1996, PL 104-191
11.2.27 Equal Pay Act of 1963, PL 88-38
11.2.28 Genetic Information Nondiscrimination Act, PL 110-233

ATTACHMENT D
STATE OF NEVADA MANAGED SERVICE PROVIDER (MSP) PROGRAM RATE CARD

knowledge services

State of Nevada MSP Program Not-to-Exceed Rate Card
Contract # 99SWC-NV24-21690

Position Title Experience Level 1 = Less than Two (2) Years Experience Level 2 = Two (2) to Five (5) Years Experience Level 3 = Six (6) to Eight (8) Years Experience Level 4 = Greater than Nine (9) Years	Maximum Hourly Bill Rate
Application Developer 1	$62.17
Application Developer 2	$82.90
Application Developer 3	$97.52
Application Developer 4	$113.40
Application Support Analyst 1	$41.23
Application Support Analyst 2	$54.97
Application Support Analyst 3	$64.67
Application Support Analyst 4	$75.20
Application Systems Analyst / Programmer 1	$65.79
Application Systems Analyst / Programmer 2	$87.72
Application Systems Analyst / Programmer 3	$103.20
Application Systems Analyst / Programmer 4	$120.00
Application Systems Analyst / Programming Manager 1	$75.13
Application Systems Analyst / Programming Manager 2	$100.17
Application Systems Analyst / Programming Manager 3	$117.85
Application Systems Analyst / Programming Manager 4	$137.03
Architect 1	$85.54
Architect 2	$114.05
Architect 3	$134.18
Architect 4	$156.02
Artificial Intelligence ("AI") Architect 1	$65.37
Artificial Intelligence ("AI") Architect 2	$87.16
Artificial Intelligence ("AI") Architect 3	$102.54
Artificial Intelligence ("AI") Architect 4	$119.23
Artificial Intelligence ("AI") Engineer 1	$55.26
Artificial Intelligence ("AI") Engineer 2	$73.68
Artificial Intelligence ("AI") Engineer 3	$86.69
Artificial Intelligence ("AI") Engineer 4	$100.80

Big Data Architect 1	$78.07
Big Data Architect 2	$104.09
Big Data Architect 3	$122.46
Big Data Architect 4	$142.40
Big Data Engineer 1	$56.09
Big Data Engineer 2	$74.78
Big Data Engineer 3	$87.98
Big Data Engineer 4	$102.30
Business Analyst 1	$57.83
Business Analyst 2	$77.11
Business Analyst 3	$90.71
Business Analyst 4	$105.48
Business Intelligence Analyst/Developer 1	$51.05
Business Intelligence Analyst/Developer 2	$68.06
Business Intelligence Analyst/Developer 3	$80.07
Business Intelligence Analyst/Developer 4	$93.11
Business Intelligence Architect/Developer 1	$68.92
Business Intelligence Architect/Developer 2	$91.89
Business Intelligence Architect/Developer 3	$108.11
Business Intelligence Architect/Developer 4	$125.71
Business Subject Matter Expert 1	$65.54
Business Subject Matter Expert 2	$87.38
Business Subject Matter Expert 3	$102.80
Business Subject Matter Expert 4	$119.54
Business Systems Consultant 1	$61.68
Business Systems Consultant 2	$82.24
Business Systems Consultant 3	$96.75
Business Systems Consultant 4	$112.50
Business Systems Consultant Manager 1	$66.61
Business Systems Consultant Manager 2	$88.82
Business Systems Consultant Manager 3	$104.49
Business Systems Consultant Manager 4	$121.50
Client Technologies Specialist 1	$74.84
Client Technologies Specialist 2	$99.78
Client Technologies Specialist 3	$117.39
Client Technologies Specialist 4	$136.50
Cloud Architect 1	$103.48
Cloud Architect 2	$137.97
Cloud Architect 3	$162.32
Cloud Architect 4	$188.74

Cloud Engineer 1	$89.68
Cloud Engineer 2	$119.57
Cloud Engineer 3	$140.67
Cloud Engineer 4	$163.57
COBOL Programmer 1	$68.99
COBOL Programmer 2	$91.98
COBOL Programmer 3	$108.21
COBOL Programmer 4	$125.83
Content Management Administration 1	$32.47
Content Management Administration 2	$43.30
Content Management Administration 3	$50.94
Content Management Administration 4	$59.23
CRM Architect 1	$93.13
CRM Architect 2	$124.17
CRM Architect 3	$146.08
CRM Architect4	$169.86
Cyber Security Analyst 1	$43.27
Cyber Security Analyst 2	$57.70
Cyber Security Analyst 3	$67.88
Cyber Security Analyst 4	$78.93
Cyber/Information Security Engineer 1	$68.42
Cyber/Information Security Engineer 2	$91.23
Cyber/Information Security Engineer 3	$107.33
Cyber/Information Security Engineer 4	$124.80
Data Administrator 1	$59.95
Data Administrator 2	$79.93
Data Administrator 3	$94.04
Data Administrator 4	$109.35
Data Analyst 1	$66.67
Data Analyst 2	$88.89
Data Analyst 3	$104.58
Data Analyst 4	$121.60
Data Architect 1	$69.57
Data Architect 2	$92.76
Data Architect 3	$109.13
Data Architect 4	$126.90
Data Center Operation Control 1	$45.61
Data Center Operation Control 2	$60.82
Data Center Operation Control 3	$71.55
Data Center Operation Control 4	$83.20

Data Center Operations/Administrator 1	$28.95
Data Center Operations/Administrator 2	$38.60
Data Center Operations/Administrator 3	$45.41
Data Center Operations/Administrator 4	$52.80
Data Scientist 1	$61.40
Data Scientist 2	$81.87
Data Scientist 3	$96.32
Data Scientist 4	$112.00
Database Administrator 1	$64.97
Database Administrator 2	$86.62
Database Administrator 3	$101.91
Database Administrator 4	$118.50
Database Analyst 1	$60.86
Database Analyst 2	$81.14
Database Analyst 3	$95.46
Database Analyst 4	$111.00
Database Architect 1	$75.66
Database Architect 2	$100.88
Database Architect 3	$118.68
Database Architect 4	$138.00
Database Manager/Administrator 1	$64.97
Database Manager/Administrator 2	$86.62
Database Manager/Administrator 3	$101.91
Database Manager/Administrator 4	$118.50
Desktop Support Technician 1	$37.72
Desktop Support Technician 2	$50.29
Desktop Support Technician 3	$59.17
Desktop Support Technician 4	$68.80
Data Warehouse Administrator 1	$87.17
Data Warehouse Administrator 2	$116.23
Data Warehouse Administrator 3	$136.74
Data Warehouse Administrator 4	$159.00
Developer 1	$78.31
Developer 2	$93.62
Developer 3	$111.94
Developer 4	$133.83
DevOps 1	$69.76
DevOps 2	$83.41
DevOps 3	$99.72
DevOps 4	$119.23

EDI Specialist 1	$46.49
EDI Specialist 2	$61.99
EDI Specialist 3	$72.93
EDI Specialist 4	$84.80
Enterprise Architect 1	$89.68
Enterprise Architect 2	$119.57
Enterprise Architect 3	$140.67
Enterprise Architect 4	$163.57
Help Desk Analyst 1	$35.36
Help Desk Analyst 2	$47.15
Help Desk Analyst 3	$55.47
Help Desk Analyst 4	$64.50
Help Desk Service Specialist 1	$36.18
Help Desk Service Specialist 2	$48.25
Help Desk Service Specialist 3	$56.76
Help Desk Service Specialist 4	$66.00
Help Desk Technician 1	$30.35
Help Desk Technician 2	$40.46
Help Desk Technician 3	$47.60
Help Desk Technician 4	$55.35
IBM Specialty Technical Specialist 1	$75.66
IBM Specialty Technical Specialist 2	$100.88
IBM Specialty Technical Specialist 3	$118.68
IBM Specialty Technical Specialist 4	$138.00
Independent Verification & Validation (IV&V) 1	$63.83
Independent Verification & Validation (IV&V) 2	$85.11
Independent Verification & Validation (IV&V) 3	$100.13
Independent Verification & Validation (IV&V) 4	$116.43
Information Security Analyst 1	$70.87
Information Security Analyst 2	$94.50
Information Security Analyst 3	$111.17
Information Security Analyst 4	$129.27
Information Security Manager 1	$73.83
Information Security Manager 2	$98.44
Information Security Manager 3	$115.81
Information Security Manager 4	$134.66
Information Security Project Manager 1	$81.21
Information Security Project Manager 2	$108.28
Information Security Project Manager 3	$127.39
Information Security Project Manager 4	$148.13

Information Systems Security Compliance Manager 1	$70.93
Information Systems Security Compliance Manager 2	$94.58
Information Systems Security Compliance Manager 3	$111.27
Information Systems Security Compliance Manager 4	$129.38
Java Developer 1	$72.40
Java Developer 2	$86.56
Java Developer 3	$103.50
Java Developer 4	$123.74
LAN Administrator 1	$44.41
LAN Administrator 2	$59.21
LAN Administrator 3	$69.66
LAN Administrator 4	$81.00
LAN Support Technician 1	$39.97
LAN Support Technician 2	$53.29
LAN Support Technician 3	$62.69
LAN Support Technician 4	$72.90
Machine Learning Developer 1	$56.14
Machine Learning Developer 2	$74.85
Machine Learning Developer 3	$88.06
Machine Learning Developer 4	$102.40
Mainframe Systems Programmer 1	$66.25
Mainframe Systems Programmer 2	$88.33
Mainframe Systems Programmer 3	$103.91
Mainframe Systems Programmer 4	$120.83
Microsoft Specialty Principal Consultant 1	$79.77
Microsoft Specialty Principal Consultant 2	$106.36
Microsoft Specialty Principal Consultant 3	$125.13
Microsoft Specialty Principal Consultant 4	$145.50
Microsoft Specialty Technician 1	$64.79
Microsoft Specialty Technician 2	$86.39
Microsoft Specialty Technician 3	$101.63
Microsoft Specialty Technician 4	$118.18
Mobile Applications Developer 1	$57.90
Mobile Applications Developer 2	$77.19
Mobile Applications Developer 3	$90.82
Mobile Applications Developer 4	$105.60
Mobile Specialist 1	$84.47
Mobile Specialist 2	$112.63
Mobile Specialist 3	$132.51
Mobile Specialist 4	$154.08

Network Administrator 1	$46.75
Network Administrator 2	$62.33
Network Administrator 3	$73.33
Network Administrator 4	$85.27
Network Engineer 1	$60.47
Network Engineer 2	$80.62
Network Engineer 3	$94.85
Network Engineer 4	$110.29
Network Security Administrator 1	$46.75
Network Security Administrator 2	$62.33
Network Security Administrator 3	$73.33
Network Security Administrator 4	$85.27
Network Security Architect 1	$60.87
Network Security Architect 2	$81.16
Network Security Architect 3	$95.48
Network Security Architect 4	$111.02
Network Security Engineer 1	$60.47
Network Security Engineer 2	$80.62
Network Security Engineer 3	$94.85
Network Security Engineer 4	$110.29
Network Technician 1	$64.47
Network Technician 2	$85.96
Network Technician 3	$101.13
Network Technician 4	$117.59
Oracle Policy Automation Functional Consultant 1	$95.40
Oracle Policy Automation Functional Consultant 2	$127.19
Oracle Policy Automation Functional Consultant 3	$149.64
Oracle Policy Automation Functional Consultant 4	$174.00
Oracle/PeopleSoft Administrator 1	$77.51
Oracle/PeopleSoft Administrator 2	$103.35
Oracle/PeopleSoft Administrator 3	$121.59
Oracle/PeopleSoft Administrator 4	$141.38
Oracle/PeopleSoft DBA 1	$71.55
Oracle/PeopleSoft DBA 2	$95.40
Oracle/PeopleSoft DBA 3	$112.23
Oracle/PeopleSoft DBA 4	$130.50
Oracle/PeopleSoft Human Resource Developer 1	$83.47
Oracle/PeopleSoft Human Resource Developer 2	$111.29
Oracle/PeopleSoft Human Resource Developer 3	$130.94
Oracle/PeopleSoft Human Resource Developer 4	$152.25

Oracle/PeopleSoft Project Manager 1	$95.40
Oracle/PeopleSoft Project Manager 2	$127.19
Oracle/PeopleSoft Project Manager 3	$149.64
Oracle/PeopleSoft Project Manager 4	$174.00
Oracle/PeopleSoft Technical Architect 1	$107.32
Oracle/PeopleSoft Technical Architect 2	$143.09
Oracle/PeopleSoft Technical Architect 3	$168.35
Oracle/PeopleSoft Technical Architect 4	$195.75
PEGA Lead Business Architect 1	$73.80
PEGA Lead Business Architect 2	$98.40
PEGA Lead Business Architect 3	$115.76
PEGA Lead Business Architect 4	$134.61
PeopleSoft Functional Analyst 1	$102.10
PeopleSoft Functional Analyst 2	$136.13
PeopleSoft Functional Analyst 3	$160.15
PeopleSoft Functional Analyst 4	$186.22
PeopleSoft Functional SME 1	$121.80
PeopleSoft Functional SME 2	$162.41
PeopleSoft Functional SME 3	$191.07
PeopleSoft Functional SME 4	$222.17
Product Manager 1	$33.56
Product Manager 2	$44.75
Product Manager 3	$52.65
Product Manager 4	$61.22
Product Specialist 1	$47.79
Product Specialist 2	$63.72
Product Specialist 3	$74.97
Product Specialist 4	$87.17
Programmer 1	$62.50
Programmer 2	$83.33
Programmer 3	$98.04
Programmer 4	$114.00
Project/Program Manager 1	$84.72
Project/Program Manager 2	$112.95
Project/Program Manager 3	$132.89
Project/Program Manager 4	$154.52
Quality Assurance Analyst 1	$46.22
Quality Assurance Analyst 2	$61.62
Quality Assurance Analyst 3	$72.50
Quality Assurance Analyst 4	$84.30

Quality Assurance Manager 1	$50.84
Quality Assurance Manager 2	$67.79
Quality Assurance Manager 3	$79.75
Quality Assurance Manager 4	$92.73
Robotic Process Engineer 1	$46.05
Robotic Process Engineer 2	$61.40
Robotic Process Engineer 3	$72.24
Robotic Process Engineer 4	$84.00
RPA Solution Architect/Developer 1	$48.25
RPA Solution Architect/Developer 2	$64.33
RPA Solution Architect/Developer 3	$75.68
RPA Solution Architect/Developer 4	$88.00
Salesforce Developer 1	$43.86
Salesforce Developer 2	$58.48
Salesforce Developer 3	$68.80
Salesforce Developer 4	$80.00
SAP Specialist 1	$36.84
SAP Specialist 2	$49.12
SAP Specialist 3	$57.79
SAP Specialist 4	$67.20
Scrum Master 1	$57.02
Scrum Master 2	$76.02
Scrum Master 3	$89.44
Scrum Master 4	$104.00
Security Administrator 1	$46.49
Security Administrator 2	$61.99
Security Administrator 3	$72.93
Security Administrator 4	$84.80
Security Analyst 1	$59.84
Security Analyst 2	$79.78
Security Analyst 3	$93.86
Security Analyst 4	$109.14
Security Engineer 1	$53.51
Security Engineer 2	$71.35
Security Engineer 3	$83.94
Security Engineer 4	$97.60
Senior Quality Assurance Analyst 1	$63.98
Senior Quality Assurance Analyst 2	$85.30
Senior Quality Assurance Analyst 3	$100.35
Senior Quality Assurance Analyst 4	$116.69

Senior Quality Assurance Manager 1	$70.48
Senior Quality Assurance Manager 2	$93.98
Senior Quality Assurance Manager 3	$110.56
Senior Quality Assurance Manager 4	$128.56
SharePoint Architect 1	$62.28
SharePoint Architect 2	$83.04
SharePoint Architect 3	$97.70
SharePoint Architect 4	$113.60
SharePoint Developer 1	$46.49
SharePoint Developer 2	$61.99
SharePoint Developer 3	$72.93
SharePoint Developer 4	$84.80
Software Process Engineer 1	$70.72
Software Process Engineer 2	$94.30
Software Process Engineer 3	$110.94
Software Process Engineer 4	$129.00
Solutions Architect 1	$71.05
Solutions Architect 2	$94.74
Solutions Architect 3	$111.46
Solutions Architect 4	$129.60
System Administrator 1	$56.74
System Administrator 2	$75.66
System Administrator 3	$89.01
System Administrator 4	$103.50
System Engineer 1	$64.15
System Engineer 2	$85.53
System Engineer 3	$100.62
System Engineer 4	$117.00
System Specialist 1	$67.43
System Specialist 2	$89.91
System Specialist 3	$105.78
System Specialist 4	$123.00
Team Lead 1	$56.58
Team Lead 2	$75.44
Team Lead 3	$88.75
Team Lead 4	$103.20
Technical Architect 1	$57.24
Technical Architect 2	$76.32
Technical Architect 3	$89.78
Technical Architect 4	$104.40

Technical Specialist 1	$31.12
Technical Specialist 2	$41.49
Technical Specialist 3	$48.81
Technical Specialist 4	$56.76
Technical Writer 1	$60.08
Technical Writer 2	$80.11
Technical Writer 3	$94.25
Technical Writer 4	$109.59
Telecom Administrator 1	$28.95
Telecom Administrator 2	$38.60
Telecom Administrator 3	$45.41
Telecom Administrator 4	$52.80
Telecom Engineer 1	$57.57
Telecom Engineer 2	$76.76
Telecom Engineer 3	$90.30
Telecom Engineer 4	$105.00
Telecom Technician 1	$28.07
Telecom Technician 2	$37.43
Telecom Technician 3	$44.03
Telecom Technician 4	$51.20
Tester 1	$41.60
Tester 2	$55.47
Tester 3	$65.26
Tester 4	$75.88
Testing Manager 1	$45.76
Testing Manager 2	$61.01
Testing Manager 3	$71.78
Testing Manager 4	$83.46
UI Developer-Designer 1	$56.14
UI Developer-Designer 2	$74.85
UI Developer-Designer 3	$88.06
UI Developer-Designer 4	$102.40
UX Developer 1	$54.59
UX Developer 2	$72.79
UX Developer 3	$85.63
UX Developer 4	$99.57
Video Conference Specialist 1	$38.65
Video Conference Specialist 2	$51.54
Video Conference Specialist 3	$60.63
Video Conference Specialist 4	$70.50

Voice/Data Engineer 1	$58.39
Voice/Data Engineer 2	$77.85
Voice/Data Engineer 3	$91.59
Voice/Data Engineer 4	$106.50
Web Content Designer 1	$44.41
Web Content Designer 2	$59.21
Web Content Designer 3	$69.66
Web Content Designer 4	$81.00
Web Developer 1	$70.40
Web Developer 2	$84.16
Web Developer 3	$100.63
Web Developer 4	$120.31
Windows 2008/vmWare ESX System Administrator 1	$53.45
Windows 2008/vmWare ESX System Administrator 2	$71.27
Windows 2008/vmWare ESX System Administrator 3	$83.85
Windows 2008/vmWare ESX System Administrator 4	$97.50