

REGENCY CONSULTING LABOR RATES

01/01/2010 to 12/31/2010

Note that discounted labor rates may be available based on individual customer requirements.

| # | Regency Job Title | Regency | | # | Regency Job Title | Regency | |
|----|------------------------------------|-----------|--------------|----|---|-----------|--------------|
| | | Gov Site | Regency Site | | | Gov Site | Regency Site |
| | | Rate | Rate | | | Rate | Rate |
| 1 | Program Manager | \$ 160.18 | \$ 181.72 | 18 | Systems Engineer | \$ 128.48 | \$ 145.76 |
| 2 | Project Manager | \$ 142.88 | \$ 162.10 | 19 | Senior Software Engineer | \$ 157.19 | \$ 178.33 |
| 3 | Subject Matter Expert | \$ 121.61 | \$ 137.97 | 20 | Software Engineer | \$ 138.35 | \$ 156.96 |
| 4 | Subject Matter Expert, Senior | \$ 149.90 | \$ 170.06 | 21 | Senior Computer Security Systems Specialist | \$ 168.98 | \$ 191.70 |
| 5 | Senior Computer Specialist | \$ 85.78 | \$ 97.32 | 22 | Computer Security Systems Specialist | \$ 131.40 | \$ 149.07 |
| 6 | Computer Specialist | \$ 75.18 | \$ 85.29 | 23 | Senior Consultant | \$ 225.31 | \$ 255.62 |
| 7 | Junior Computer Specialist | \$ 67.88 | \$ 77.01 | 24 | Engineer | \$ 102.70 | \$ 116.51 |
| 8 | Senior Systems Analyst | \$ 101.82 | \$ 115.51 | 25 | Senior Engineer | \$ 121.99 | \$ 138.39 |
| 9 | Systems Analyst | \$ 85.18 | \$ 96.64 | 26 | Lead Engineer | \$ 144.95 | \$ 164.45 |
| 10 | Junior Systems Analyst | \$ 70.82 | \$ 80.35 | 27 | Information Assurance Engineer - Expert | \$ 219.06 | \$ 248.53 |
| 11 | Telecommunications Systems Analyst | \$ 72.70 | \$ 82.48 | 28 | Information Assurance Engineer | \$ 196.55 | \$ 222.99 |
| 12 | Applications Programmer | \$ 76.37 | \$ 86.64 | 29 | Intelligence Analyst - Expert | \$ 206.81 | \$ 234.63 |
| 13 | Computer Systems Programmer | \$ 77.77 | \$ 88.23 | 30 | Intelligence analyst - Senior | \$ 153.95 | \$ 174.66 |
| 14 | Senior Computer Programmer | \$ 95.26 | \$ 108.07 | 31 | Intelligence Analyst | \$ 129.06 | \$ 146.42 |
| 15 | Database Architect | \$ 180.25 | \$ 204.49 | 32 | Intelligence Analyst - Junior | \$ 102.76 | \$ 116.58 |
| 16 | Database Administrator | \$ 140.65 | \$ 159.57 | 33 | Systems Security Architect - Level 1 | \$ 306.44 | \$ 347.65 |
| 17 | Senior Systems Engineer | \$ 154.26 | \$ 175.01 | 34 | Systems Security Architect - Level 2 | \$ 390.80 | \$ 443.36 |

01/01/2011 to 12/31/2011

Note that discounted labor rates may be available based on individual customer requirements.

| # | Regency Job Title | Regency | | # | Regency Job Title | Regency | |
|----|------------------------------------|-----------|--------------|----|---|-----------|--------------|
| | | Gov Site | Regency Site | | | Gov Site | Regency Site |
| | | Rate | Rate | | | Rate | Rate |
| 1 | Program Manager | \$ 166.59 | \$ 188.99 | 18 | Systems Engineer | \$ 133.62 | \$ 151.59 |
| 2 | Project Manager | \$ 148.60 | \$ 168.58 | 19 | Senior Software Engineer | \$ 163.48 | \$ 178.33 |
| 3 | Subject Matter Expert | \$ 126.47 | \$ 143.49 | 20 | Software Engineer | \$ 143.88 | \$ 156.96 |
| 4 | Subject Matter Expert, Senior | \$ 155.90 | \$ 176.86 | 21 | Senior Computer Security Systems Specialist | \$ 175.74 | \$ 191.70 |
| 5 | Senior Computer Specialist | \$ 89.21 | \$ 101.21 | 22 | Computer Security Systems Specialist | \$ 136.66 | \$ 149.07 |
| 6 | Computer Specialist | \$ 78.19 | \$ 88.70 | 23 | Senior Consultant | \$ 234.32 | \$ 255.62 |
| 7 | Junior Computer Specialist | \$ 70.60 | \$ 80.09 | 24 | Engineer | \$ 106.81 | \$ 116.51 |
| 8 | Senior Systems Analyst | \$ 105.89 | \$ 120.14 | 25 | Senior Engineer | \$ 126.87 | \$ 138.39 |
| 9 | Systems Analyst | \$ 88.59 | \$ 100.50 | 26 | Lead Engineer | \$ 150.75 | \$ 164.45 |
| 10 | Junior Systems Analyst | \$ 73.65 | \$ 83.56 | 27 | Information Assurance Engineer - Expert | \$ 227.82 | \$ 248.53 |
| 11 | Telecommunications Systems Analyst | \$ 75.61 | \$ 85.78 | 28 | Information Assurance Engineer | \$ 204.41 | \$ 222.99 |
| 12 | Applications Programmer | \$ 79.42 | \$ 90.11 | 29 | Intelligence Analyst - Expert | \$ 215.08 | \$ 234.63 |
| 13 | Computer Systems Programmer | \$ 80.88 | \$ 91.76 | 30 | Intelligence analyst - Senior | \$ 160.11 | \$ 174.66 |
| 14 | Senior Computer Programmer | \$ 99.07 | \$ 112.40 | 31 | Intelligence Analyst | \$ 134.22 | \$ 146.42 |
| 15 | Database Architect | \$ 187.46 | \$ 212.67 | 32 | Intelligence Analyst - Junior | \$ 106.87 | \$ 116.58 |
| 16 | Database Administrator | \$ 146.28 | \$ 165.95 | 33 | Systems Security Architect - Level 1 | \$ 318.70 | \$ 347.65 |
| 17 | Senior Systems Engineer | \$ 160.43 | \$ 182.01 | 34 | Systems Security Architect - Level 2 | \$ 406.43 | \$ 443.36 |

01/01/2012 to 12/31/2012

Note that discounted labor rates may be available based on individual customer requirements.

| # | Regency Job Title | Regency | | # | Regency Job Title | Regency | |
|----|------------------------------------|-----------|--------------|----|---|-----------|--------------|
| | | Gov Site | Regency Site | | | Gov Site | Regency Site |
| | | Rate | Rate | | | Rate | Rate |
| 1 | Program Manager | \$ 173.25 | \$ 196.55 | 18 | Systems Engineer | \$ 138.96 | \$ 157.65 |
| 2 | Project Manager | \$ 154.54 | \$ 175.32 | 19 | Senior Software Engineer | \$ 170.02 | \$ 178.33 |
| 3 | Subject Matter Expert | \$ 131.53 | \$ 149.22 | 20 | Software Engineer | \$ 149.64 | \$ 156.96 |
| 4 | Subject Matter Expert, Senior | \$ 162.13 | \$ 183.94 | 21 | Senior Computer Security Systems Specialist | \$ 182.77 | \$ 191.70 |
| 5 | Senior Computer Specialist | \$ 92.78 | \$ 105.26 | 22 | Computer Security Systems Specialist | \$ 142.12 | \$ 149.07 |
| 6 | Computer Specialist | \$ 81.31 | \$ 92.25 | 23 | Senior Consultant | \$ 243.70 | \$ 255.62 |
| 7 | Junior Computer Specialist | \$ 73.42 | \$ 83.29 | 24 | Engineer | \$ 111.08 | \$ 116.51 |
| 8 | Senior Systems Analyst | \$ 110.13 | \$ 124.94 | 25 | Senior Engineer | \$ 131.94 | \$ 138.39 |
| 9 | Systems Analyst | \$ 92.13 | \$ 104.52 | 26 | Lead Engineer | \$ 156.78 | \$ 164.45 |
| 10 | Junior Systems Analyst | \$ 76.60 | \$ 86.90 | 27 | Information Assurance Engineer - Expert | \$ 236.94 | \$ 248.53 |
| 11 | Telecommunications Systems Analyst | \$ 78.63 | \$ 89.21 | 28 | Information Assurance Engineer | \$ 212.59 | \$ 222.99 |
| 12 | Applications Programmer | \$ 82.60 | \$ 93.71 | 29 | Intelligence Analyst - Expert | \$ 223.69 | \$ 234.63 |
| 13 | Computer Systems Programmer | \$ 84.12 | \$ 95.43 | 30 | Intelligence analyst - Senior | \$ 166.51 | \$ 174.66 |
| 14 | Senior Computer Programmer | \$ 103.03 | \$ 116.89 | 31 | Intelligence Analyst | \$ 139.59 | \$ 146.42 |
| 15 | Database Architect | \$ 194.96 | \$ 221.18 | 32 | Intelligence Analyst - Junior | \$ 111.15 | \$ 116.58 |

| | | | | | | | |
|----|-------------------------|-----------|-----------|----|--------------------------------------|-----------|-----------|
| 16 | Database Administrator | \$ 152.13 | \$ 172.59 | 33 | Systems Security Architect - Level 1 | \$ 331.45 | \$ 347.65 |
| 17 | Senior Systems Engineer | \$ 166.85 | \$ 189.29 | 34 | Systems Security Architect - Level 2 | \$ 422.69 | \$ 443.36 |

01/01/2013 to 12/31/2013

Note that discounted labor rates may be available based on individual customer requirements.

| # | Regency Job Title | Regency | | # | Regency Job Title | Regency | |
|----|------------------------------------|-----------|--------------|----|---|-----------|--------------|
| | | Gov Site | Regency Site | | | Gov Site | Regency Site |
| | | Rate | Rate | | | Rate | Rate |
| 1 | Program Manager | \$ 180.18 | \$ 204.42 | 18 | Systems Engineer | \$ 144.52 | \$ 163.96 |
| 2 | Project Manager | \$ 160.72 | \$ 182.34 | 19 | Senior Software Engineer | \$ 176.82 | \$ 178.33 |
| 3 | Subject Matter Expert | \$ 136.79 | \$ 155.19 | 20 | Software Engineer | \$ 155.62 | \$ 156.96 |
| 4 | Subject Matter Expert, Senior | \$ 168.62 | \$ 191.30 | 21 | Senior Computer Security Systems Specialist | \$ 190.08 | \$ 191.70 |
| 5 | Senior Computer Specialist | \$ 96.49 | \$ 109.47 | 22 | Computer Security Systems Specialist | \$ 147.81 | \$ 149.07 |
| 6 | Computer Specialist | \$ 84.57 | \$ 95.94 | 23 | Senior Consultant | \$ 253.44 | \$ 255.62 |
| 7 | Junior Computer Specialist | \$ 76.36 | \$ 86.63 | 24 | Engineer | \$ 115.52 | \$ 116.51 |
| 8 | Senior Systems Analyst | \$ 114.53 | \$ 129.94 | 25 | Senior Engineer | \$ 137.22 | \$ 138.39 |
| 9 | Systems Analyst | \$ 95.82 | \$ 108.70 | 26 | Lead Engineer | \$ 163.05 | \$ 164.45 |
| 10 | Junior Systems Analyst | \$ 79.66 | \$ 90.38 | 27 | Information Assurance Engineer - Expert | \$ 246.41 | \$ 248.53 |
| 11 | Telecommunications Systems Analyst | \$ 81.78 | \$ 92.78 | 28 | Information Assurance Engineer | \$ 221.09 | \$ 222.99 |
| 12 | Applications Programmer | \$ 85.91 | \$ 97.46 | 29 | Intelligence Analyst - Expert | \$ 232.63 | \$ 234.63 |
| 13 | Computer Systems Programmer | \$ 87.48 | \$ 99.25 | 30 | Intelligence analyst - Senior | \$ 173.17 | \$ 174.66 |
| 14 | Senior Computer Programmer | \$ 107.15 | \$ 121.57 | 31 | Intelligence Analyst | \$ 145.17 | \$ 146.42 |
| 15 | Database Architect | \$ 202.76 | \$ 230.03 | 32 | Intelligence Analyst - Junior | \$ 115.59 | \$ 116.58 |
| 16 | Database Administrator | \$ 158.21 | \$ 179.49 | 33 | Systems Security Architect - Level 1 | \$ 344.70 | \$ 347.65 |
| 17 | Senior Systems Engineer | \$ 173.52 | \$ 196.86 | 34 | Systems Security Architect - Level 2 | \$ 439.60 | \$ 443.36 |

01/01/2014 to 12/31/2014

Note that discounted labor rates may be available based on individual customer requirements.

| # | Regency Job Title | Regency | | # | Regency Job Title | Regency | |
|----|------------------------------------|-----------|--------------|----|---|-----------|--------------|
| | | Gov Site | Regency Site | | | Gov Site | Regency Site |
| | | Rate | Rate | | | Rate | Rate |
| 1 | Program Manager | \$ 187.39 | \$ 212.59 | 18 | Systems Engineer | \$ 150.30 | \$ 170.52 |
| 2 | Project Manager | \$ 167.15 | \$ 189.63 | 19 | Senior Software Engineer | \$ 183.89 | \$ 178.33 |
| 3 | Subject Matter Expert | \$ 142.27 | \$ 161.40 | 20 | Software Engineer | \$ 161.85 | \$ 156.96 |
| 4 | Subject Matter Expert, Senior | \$ 175.36 | \$ 198.95 | 21 | Senior Computer Security Systems Specialist | \$ 197.68 | \$ 191.70 |
| 5 | Senior Computer Specialist | \$ 100.35 | \$ 113.85 | 22 | Computer Security Systems Specialist | \$ 153.72 | \$ 149.07 |
| 6 | Computer Specialist | \$ 87.95 | \$ 99.78 | 23 | Senior Consultant | \$ 263.58 | \$ 255.62 |
| 7 | Junior Computer Specialist | \$ 79.41 | \$ 90.09 | 24 | Engineer | \$ 120.14 | \$ 116.51 |
| 8 | Senior Systems Analyst | \$ 119.11 | \$ 135.14 | 25 | Senior Engineer | \$ 142.71 | \$ 138.39 |
| 9 | Systems Analyst | \$ 99.65 | \$ 113.05 | 26 | Lead Engineer | \$ 169.57 | \$ 164.45 |
| 10 | Junior Systems Analyst | \$ 82.85 | \$ 93.99 | 27 | Information Assurance Engineer - Expert | \$ 256.27 | \$ 248.53 |
| 11 | Telecommunications Systems Analyst | \$ 85.05 | \$ 96.49 | 28 | Information Assurance Engineer | \$ 229.94 | \$ 222.99 |
| 12 | Applications Programmer | \$ 89.34 | \$ 101.36 | 29 | Intelligence Analyst - Expert | \$ 241.94 | \$ 234.63 |
| 13 | Computer Systems Programmer | \$ 90.98 | \$ 103.22 | 30 | Intelligence analyst - Senior | \$ 180.10 | \$ 174.66 |
| 14 | Senior Computer Programmer | \$ 111.44 | \$ 126.43 | 31 | Intelligence Analyst | \$ 150.98 | \$ 146.42 |
| 15 | Database Architect | \$ 210.87 | \$ 239.23 | 32 | Intelligence Analyst - Junior | \$ 120.21 | \$ 116.58 |
| 16 | Database Administrator | \$ 164.54 | \$ 186.67 | 33 | Systems Security Architect - Level 1 | \$ 358.49 | \$ 347.65 |
| 17 | Senior Systems Engineer | \$ 180.46 | \$ 204.73 | 34 | Systems Security Architect - Level 2 | \$ 457.18 | \$ 443.36 |

01/01/2015 to 12/31/2015

Note that discounted labor rates may be available based on individual customer requirements.

| # | Regency Job Title | Regency | | # | Regency Job Title | Regency | |
|----|------------------------------------|-----------|--------------|----|---|-----------|--------------|
| | | Gov Site | Regency Site | | | Gov Site | Regency Site |
| | | Rate | Rate | | | Rate | Rate |
| 1 | Program Manager | \$ 194.88 | \$ 221.10 | 18 | Systems Engineer | \$ 156.32 | \$ 177.34 |
| 2 | Project Manager | \$ 173.84 | \$ 197.22 | 19 | Senior Software Engineer | \$ 191.25 | \$ 178.33 |
| 3 | Subject Matter Expert | \$ 147.96 | \$ 167.86 | 20 | Software Engineer | \$ 168.32 | \$ 156.96 |
| 4 | Subject Matter Expert, Senior | \$ 182.38 | \$ 206.91 | 21 | Senior Computer Security Systems Specialist | \$ 205.59 | \$ 191.70 |
| 5 | Senior Computer Specialist | \$ 104.36 | \$ 118.40 | 22 | Computer Security Systems Specialist | \$ 159.87 | \$ 149.07 |
| 6 | Computer Specialist | \$ 91.47 | \$ 103.77 | 23 | Senior Consultant | \$ 274.12 | \$ 255.62 |
| 7 | Junior Computer Specialist | \$ 82.59 | \$ 93.69 | 24 | Engineer | \$ 124.95 | \$ 116.51 |
| 8 | Senior Systems Analyst | \$ 123.88 | \$ 140.54 | 25 | Senior Engineer | \$ 148.42 | \$ 138.39 |
| 9 | Systems Analyst | \$ 103.63 | \$ 117.57 | 26 | Lead Engineer | \$ 176.35 | \$ 164.45 |
| 10 | Junior Systems Analyst | \$ 86.16 | \$ 97.75 | 27 | Information Assurance Engineer - Expert | \$ 266.52 | \$ 248.53 |
| 11 | Telecommunications Systems Analyst | \$ 88.45 | \$ 100.35 | 28 | Information Assurance Engineer | \$ 239.13 | \$ 222.99 |
| 12 | Applications Programmer | \$ 92.92 | \$ 105.41 | 29 | Intelligence Analyst - Expert | \$ 251.62 | \$ 234.63 |
| 13 | Computer Systems Programmer | \$ 94.62 | \$ 107.35 | 30 | Intelligence analyst - Senior | \$ 187.30 | \$ 174.66 |
| 14 | Senior Computer Programmer | \$ 115.90 | \$ 131.49 | 31 | Intelligence Analyst | \$ 157.02 | \$ 146.42 |
| 15 | Database Architect | \$ 219.30 | \$ 248.80 | 32 | Intelligence Analyst - Junior | \$ 125.02 | \$ 116.58 |
| 16 | Database Administrator | \$ 171.12 | \$ 194.14 | 33 | Systems Security Architect - Level 1 | \$ 372.83 | \$ 347.65 |
| 17 | Senior Systems Engineer | \$ 187.68 | \$ 212.92 | 34 | Systems Security Architect - Level 2 | \$ 475.47 | \$ 443.36 |