



**KMS Solutions, LLC
Commercial Pricing Catalog of
Labor Categories and Rates
For Calendar Year 2009**

CEO's Approval

These rates are approved for Senior Program Managers and above to use when quoting commercial or government contracts. Discounts other than those indicated cannot be offered without the prior written approval of the undersigned or the President & COO.

Signature

Gail M. Urso

Gail M. Urso, CEO

Date

1/1/09

Commercial Catalog Prices

KMS sells its services based on commercial catalog prices. These prices are based on accommodating competitive salaries and the additional expenses associated with the fringe benefits, overhead, and G&A operating expenses with a targeted minimum pre-tax profitability of 10%.

Economic Price Adjustment

Out-year escalation is governed by annual Economic Price Adjustments; absent prevailing rate information multi-year jobs should be bid using 3.5% escalation.

Labor Category Descriptions

Each labor category is defined with regard to education, general experience, specialized experience requirements and duties. Training and certification requirements for a labor category are identified in the specialized experience description. The duties normally performed by a person assigned to a labor category position are defined.

Management Consultant/Analyst IV: Responsible for providing strategic level analysis that has long range organizational impact. Conducts management analysis of variables at a global level and determines how those variables may influence the goals, direction, and outcomes of an organization.

Education/Experience: Master of Science and 15+ years of experience or equivalent.

Management Consultant/Analyst III: Responsible for providing strategic level analysis that has long range organizational impact. Conducts management analysis of variables at a global level and determines how those variables may influence the goals, direction, and outcomes of an organization.

Education/Experience: Master of Science and 8 - 10 years of experience or equivalent.

Management Consultant/Analyst II: Responsible for providing analysis that has mid-to short-range organizational impact. Conducts management analysis of variables at a national or regional level and determines how those variables may influence the goals, direction, and outcomes of an organization.

Education/Experience: Bachelor of Science and 4 – 7 years of experience or equivalent.

Management Consultant/Analyst I: Responsible for providing analysis that has mid-to short-range organizational impact. Conducts analysis of variables at a national or regional level and determines how those variables may influence the goals, direction, and outcomes of an organization.

Education/Experience: Bachelor of Science/Specialized training and 1-3 years of experience or equivalent.

Program Manager III: Responsible for the oversight and management aspects of project development, including project budgets, delivery schedules, staff management, deliverables, etc.

Education/Experience: Master of Science and 8 - 10 years of experience or equivalent.

Program Manager II: Responsible for the oversight and management aspects of project development, including project budgets, delivery schedules, staff management, deliverables, etc.

Education/Experience: Bachelor of Science and 4 – 7 years of experience or equivalent.

Program Manager I: Responsible for the oversight and management aspects of project development, including project budgets, delivery schedules, staff management, deliverables, etc.

Education/Experience: Bachelor of Science/Specialized training and 1-3 years of experience or equivalent.

Subject Matter Expert/Instructor III: Provides subject matter expertise support to all types of development projects, including content review and feedback to staff, as well as content delivery in a formal meeting or instructional environment.

Education/Experience: Master of Science and 8 - 10 years of experience or equivalent.

Subject Matter Expert/Instructor II: Provides subject matter expertise support to all types of project development projects, including content review and feedback to development staff, as well as content delivery in a formal meeting or instructional environment.

Education/Experience: Bachelor of Science and 4 – 7 years of experience or equivalent.

Subject Matter Expert/Instructor I: Provides subject matter expertise support to all types of project development projects, including content review and feedback to development staff, as well as content delivery in a formal meeting or instructional environment.

Education/Experience: Bachelor of Science/Specialized training and 1-3 years of experience or equivalent.

Data Analyst III: Provides subject matter expertise and database development to support management analysis development projects, including systems design, selection, development, integration, and support.

Education/Experience: Master of Science and 8 - 10 years of experience or equivalent.

Data Analyst II: Provides subject matter expertise and database development to support management analysis development projects, including systems design, selection, development, integration, and support.

Education/Experience: Bachelor of Science and 4 – 7 years of experience or equivalent.

Data Analyst I: Provides subject matter expertise and database development to support management analysis development projects, including systems design, selection, development, integration, and support.

Education/Experience: Bachelor of Science/Specialized training and 1-3 years of experience or equivalent.

Instructional Systems Designer III: Conducts training analysis, designs and develops training curricula, designs and develop multimedia/web storyboards and training, and measures and evaluates effectiveness of training.

Education/Experience: Master of Science and 8 - 10 years of experience or equivalent.

Instructional Systems Designer II: Conducts training analysis, designs and develops training curricula, designs and develop multimedia/web story boards and training, and measures and evaluates effectiveness of training.

Education/Experience: Bachelor of Science and 4 – 7 years of experience or equivalent.

Instructional Systems Designer I: Conducts training analysis, designs and develops training curricula, designs and develop multimedia/web storyboards and training, and measures and evaluates effectiveness of training.

Education/Experience: Bachelor of Science/Specialized training and 1-3 years of experience or equivalent.

Multimedia Developer III: Provides programming and multimedia support for training projects, including authoring content in various authoring languages.

Education/Experience: Master of Science and 8 - 10 years of experience or equivalent.

Multimedia Developer II: Provides programming and multimedia support for training projects, including authoring content in various authoring languages.

Education/Experience: Bachelor of Science and 4 – 7 years of experience or equivalent.

Multimedia Developer I: Provides programming and multimedia support for training projects, including authoring content in various authoring languages.

Education/Experience: Bachelor of Science/Specialized training and 1-3 years of experience or equivalent.

Multimedia Graphic Artist III: Designs and produces graphics in support of project development projects. Provides technical knowledge and expertise on computer graphics, digital photography, videography, Flash animations, etc.

Education/Experience: Master of Science and 8 - 10 years of experience or equivalent.

Multimedia Graphic Artist II: Designs and produces graphics in support of project development projects. Provides technical knowledge and expertise on computer graphics, digital photography, videography, Flash animations, etc.

Education/Experience: Bachelor of Science and 4 – 7 years of experience or equivalent.

Multimedia Graphic Artist I: Designs and produces graphics in support of project development projects. Provides technical knowledge and expertise on computer graphics, digital photography, videography, Flash animations, etc.

Education/Experience: Bachelor of Science/Specialized training and 1-3 years of experience or equivalent.

Quality Assurance Specialist III: Performs quality assurance reviews of all the types of products, including deliverable material, storyboards, multimedia products, etc.

Education/Experience: Master of Science and 8 - 10 years of experience or equivalent.

Quality Assurance Specialist II: Performs quality assurance reviews of all the types of training products, including deliverable material, storyboards, multimedia products, etc.

Education/Experience: Bachelor of Science and 4 – 7 years of experience or equivalent.

Quality Assurance Specialist I: Performs quality assurance reviews of all the types of training products, including deliverable material, storyboards, multimedia products, etc.

Education/Experience: Bachelor of Science/Specialized training and 1-3 years of experience or equivalent.

Software Architect III: Provides subject matter expertise to support management analysis development projects, including systems design, selection, development, integration, and support.

Education/Experience: Master of Science and 8 - 10 years of experience or equivalent.

Software Architect II: Provides subject matter expertise to support management analysis development projects, including systems design, selection, development, integration, and support.

Education/Experience: Bachelor of Science and 4 – 7 years of experience or equivalent.

Software Architect I: Provides subject matter expertise to support management analysis development projects, including systems design, selection, development, integration, and support.

Education/Experience: Bachelor of Science/Specialized training and 1-3 years of experience or equivalent.

Administrative/Clerical III: Provides general-purpose administrative and clerical support for project tasks. May include secretarial, word processing, graphics, desktop publishing, editing, and coordination.

Education/Experience: Associate of Science degree and 8 – 10 years of experience or equivalent.

Administrative/Clerical II: Provides general-purpose administrative and clerical support for project tasks. May include secretarial, word processing, graphics, desktop publishing, editing, and coordination.

Education/Experience: Specialized training and 4 – 7 years of experience or equivalent.

Administrative/Clerical I: Provides general-purpose administrative and clerical support for project tasks. May include secretarial, word processing, graphics, desktop publishing, editing, and coordination.

Education/Experience: 0 – 3 years of experience or equivalent.

Linguist/Category IV

- Minimum Education: BS/BA or equivalent desired.
- General Experience: Two (2) to Four (4) years. Native proficiency in the SCRL (level 4 to 5) as defined by the Interagency Language. Must score at a minimum of level 4/4/4 (Listening, Speaking, and Reading) as measured by the Interagency Language Roundtable (ILR) 5 point scale. Must also receive a Computer-based score of 217 as measured by the Test of English as a Foreign Language (TOEFL) in English.
- Must be U.S. Citizen
- Security: If required, must be able to obtain and maintain a top security clearance.
- Position Duties/Responsibilities: Plans and designs language services projects. Develops or directs the development of findings, draws conclusions, and develops recommendations. Prepares and presents reports.

Linguist/Category III

- Minimum Education: BS/BA or equivalent desired.
- General Experience: Two (2) to Four (4) years. Native proficiency in the SCRL (level 4 to 5) as defined by the Interagency Language. Must score at a minimum a level 4/4/4 (Listening, Speaking, and Reading) as measured by the Interagency Language Roundtable (ILR) 5 point scale. Must also receive a Computer-based score of 217 as measured by the Test of English as a Foreign Language (TOEFL).
- Must be U.S. Citizen
- Security: If required, must be able to obtain and maintain a top security clearance.
- Position Duties/Responsibilities: Provides language services technical expertise by conducting and/or participating in the strategic, tactical, and operational aspects of projects.

Linguist/Category II

- Minimum Education: High School diploma or GED equivalent desired
- General Experience: Four (4) years. Native proficiency in the SCRL (level 4 to 5) as defined by the Interagency Language Roundtable (ILR). Must score at a minimum a level 4/4/4 (Listening, Speaking, and Reading) as measured by the Interagency Language Roundtable (ILR) 5 point scale and must also receive a Computer-based score of 217 as measured by the Test of English as a Foreign Language (TOEFL).
- Must be U.S. citizens
- Security: If required, must be able to obtain and maintain a secret security clearance.
- Position Duties/Responsibilities: Performs a variety of technical language services project support tasks including interpretation and/or translation services and analyses.

Linguist/Category I

- Minimum Education: High School diploma or GED equivalent desired.
- General Experience: Two (2) years. Native proficiency in the SCRL (level 2 to 3)

January 1, 2009

- as defined by the Interagency Language. Must also receive a Computer-based score of 217 as measured by the Test of English as a Foreign Language (TOEFL).
- Security: If required, must be able to obtain and maintain a security clearance.
 - Position Duties/Responsibilities: Performs a variety of technical language services project support tasks including interpretation and/or translation services and analyses.

Pricing

Services: Based on established commercial catalog prices, by skill category and hourly rates

Skill Category	Commercial Labor Rates (Loaded)		Max Government Discount % Offered	Price Offered to the Government Labor Rates (Loaded)	
	On Site (client) /Off Site (Contractor)			On Site/Off Site	
Management Consultant/Analyst IV	\$291.09	\$291.09	10.80%	\$262.72	\$262.72
Management Consultant/Analyst III	\$258.75	\$258.75	10.80%	\$233.53	\$233.53
Management Consultant/Analyst II	\$190.44	\$190.44	10.80%	\$171.88	\$171.88
Management Consultant/Analyst I	\$142.83	\$142.83	10.80%	\$128.91	\$128.91
Program Manager III	\$160.43	\$214.25	10.80%	\$144.79	\$193.37
Program Manager II	\$149.04	\$198.97	10.80%	\$134.51	\$179.58
Program Manager I	\$134.55	\$182.16	10.80%	\$121.44	\$164.40
Content Subject Matter Expert/Instructor III	\$150.08	\$200.79	10.80%	\$135.45	\$181.22
Content Subject Matter Expert/Instructor II	\$114.89	\$148.01	10.80%	\$103.69	\$133.58
Content Subject Matter Expert/Instructor I	\$ 85.91	\$110.75	10.80%	\$ 77.54	\$99.95
Data Analyst III	\$116.96	\$156.29	10.80%	\$105.56	\$141.06
Data Analyst II	\$ 82.80	\$110.75	10.80%	\$ 74.73	\$ 99.95
Data Analyst I	\$ 66.24	\$ 81.77	10.80%	\$ 59.78	\$ 73.80
Instructional Systems Designer III	\$114.89	\$142.83	10.80%	\$103.69	\$128.91
Instructional Systems Designer II	\$ 84.87	\$105.57	10.80%	\$ 76.60	\$ 95.28
Instructional Systems Designer I	\$ 70.38	\$ 87.98	10.80%	\$ 63.52	\$ 79.40
Multimedia Developer III	\$114.89	\$142.83	10.80%	\$103.69	\$128.91
Multimedia Developer II	\$ 84.87	\$105.57	10.80%	\$ 76.60	\$ 95.28
Multimedia Developer I	\$ 70.38	\$ 81.77	10.80%	\$ 63.52	\$ 73.80
Multimedia Graphic Artist III	\$ 99.36	\$127.31	10.80%	\$ 89.68	\$114.90
Multimedia Graphic Artist II	\$ 79.70	\$102.47	10.80%	\$ 71.93	\$ 92.48
Multimedia Graphic Artist I	\$ 70.38	\$ 84.87	10.80%	\$ 63.52	\$ 76.60
QA Specialist III	\$108.68	\$139.73	10.80%	\$ 98.09	\$126.11
QA Specialist II	\$ 79.70	\$102.47	10.80%	\$ 71.93	\$ 92.48
QA Specialist I	\$ 63.14	\$ 74.52	10.80%	\$ 56.99	\$ 67.26
Software Architect III	\$141.80	\$189.41	10.80%	\$127.98	\$170.95
Software Architect II	\$111.78	\$143.87	10.80%	\$100.88	\$129.85
Software Architect I	\$ 78.66	\$100.40	10.80%	\$ 70.99	\$ 90.61
Administrative/Clerical III	\$ 78.66	\$100.40	10.80%	\$ 70.99	\$ 90.61
Administrative/Clerical II	\$ 71.42	\$ 95.22	10.80%	\$ 64.46	\$ 85.94
Administrative/Clerical I	\$ 54.86	\$ 73.49	10.80%	\$ 49.51	\$ 66.33
Linguist/Category IV Oconus	\$107.86	-	10.80%	\$ 97.35	-
Linguist/Category III Oconus	\$ 86.38	-	10.80%	\$ 77.96	-
Linguist/Category II Oconus	\$ 71.75	-	10.80%	\$ 64.76	-
Linguist/Category I Oconus	\$ 50.01	-	10.80%	\$ 45.14	-