



CRC Technologies Labor Rate Schedule (2019)

Position Title	Grade	Education	Experience	Hourly Rates
Proposal Support				
Principal Proposal Manager	E7	Bachelors / Masters	>25 years	\$260.00
Senior Proposal Manager 2	E7	Bachelors / Masters	>25 years	\$245.00
Senior Proposal Manager 1	E6	Bachelors / Masters	>20 years	\$230.00
Proposal Manager 2	E6	Bachelors / Masters	>20 years	\$215.00
Proposal Manager 1	E5	Bachelors / Masters	>15 years	\$200.00
Volume Captain/Principal Author	E5	Bachelors / Masters	>15 years	\$180.00
Technical Writer 4	E5	Bachelors	>15 years	\$160.00
Technical Writer 3	E4	Bachelors	>10 years	\$135.00
Technical Writer 2	E3	Bachelors	5-10 years	\$110.00
Technical Writer 1	E2	Bachelors	5-10 years	\$87.50
Proposal Specialist	E1	Bachelors	0-5 years	\$70.00
Administrative 3	N3	High School	>15 years	\$60.00
Administrative 2	N2	High School	5-10 years	\$48.00
Administrative 1	N1	High School	0-5 years	\$37.00
Project Controls				
Cost/Schedule/Control 7	E6	Bachelors	>20 years	\$200.00
Cost/Schedule/Control 6	E5	Bachelors	>20 years	\$180.00
Cost/Schedule/Control 5	E5	Bachelors	>15 years	\$160.00
Cost/Schedule/Control 4	E4	Bachelors	>15 years	\$135.00
Cost/Schedule/Control 3	E3	Bachelors	>10 years	\$110.00
Cost/Schedule/Control 2	E2	Bachelors	5-10 years	\$87.50
Cost/Schedule/Control 1	E1	Bachelors	0-5 years	\$70.00
Contracts/Procurement				
Senior Contracts Director	E7	Bachelors / Masters	>25 years	\$200.00
Contracts Director	E6	Bachelors / Masters	>20 years	\$180.00
Senior Contracts Manager	E5	Bachelors	>15 years	\$160.00
Contracts Manager	E4	Bachelors	>10 years	\$135.00
Contracts Professional	E3	Bachelors	5-10 years	\$110.00
Contracts Administrator	E2	Bachelors	0-5 years	\$87.50
Consultant				
Principal/Senior Consultant 5	E7	Bachelors / Masters	>25 years	\$300.00
Principal/Senior Consultant 4	E7	Bachelors / Masters	>20 years	\$260.00
Principal/Senior Consultant 3	E7	Bachelors / Masters	>20 years	\$240.00
Principal/Senior Consultant 2	E7	Bachelors / Masters	>20 years	\$220.00
Principal/Senior Consultant 1	E7	Bachelors / Masters	>20 years	\$205.00
Project Management				
Senior Project Manager 4	E7	Bachelors / Masters	>25 years	\$300.00
Senior Project Manager 3	E7	Bachelors / Masters	>25 years	\$275.00
Senior Project Manager 2	E7	Bachelors / Masters	>20 years	\$250.00
Senior Project Manager 1	E6	Bachelors / Masters	>20 years	\$225.00
Project Manager 4	E6	Bachelors / Masters	>20 years	\$200.00
Project Manager 3	E6	Bachelors / Masters	>20 years	\$180.00
Project Manager 2	E5	Bachelors / Masters	>15 years	\$160.00
Project Manager 1	E4	Bachelors / Masters	>10 years	\$120.00
Engineering/Scientist				
Engineer/Scientist 7	E7	Bachelors / Masters	>25 years	\$200.00
Engineer/Scientist 6	E6	Bachelors / Masters	>20 years	\$180.00
Engineer/Scientist 5	E5	Bachelors / Masters	>15 years	\$160.00
Engineer/Scientist 4	E4	Bachelors / Masters	>15 years	\$135.00
Engineer/Scientist 3	E3	Bachelors	>10 years	\$110.00
Engineer/Scientist 2	E2	Bachelors	5-10 years	\$87.50
Engineer/Scientist 1	E1	Bachelors	0-5 years	\$70.00
Information Technology				
Senior Systems Specialist	E6	Bachelors / Masters	>20 years	\$180.00
Systems Specialist 2	E5	Bachelors / Masters	>15 years	\$160.00
Systems Specialist 1	E5	Bachelors / Masters	>15 years	\$135.00
System Analyst/Programmer 3	E4	Bachelors	>10 years	\$120.00
System Analyst/Programmer 2	E3	Bachelors	5-10 years	\$90.00
System Analyst/Programmer 1	E2	Bachelors	0-5 years	\$70.00
Technician				
Technician 3	N5	Technical School	>10 years	\$95.00
Technician 2	N4	Technical School	5-10 years	\$75.00
Technician 1	N3	Technical School	0-5 years	\$60.00
Other				
Specialist 3	E3	Bachelors	>10 years	\$120.00
Specialist 2	E2	Bachelors	5-10 years	\$92.00
Specialist 1	E1	Bachelors	0-5 years	\$70.00

The rates presented above are CRC Technologies, Inc. (CRC) Rates for work performed in the continental United States (CONUS). The rates are composite rates, and include all fringe, overhead, G&A, and fee.

CRC Technologies offers seven levels for professionals. In general, Levels E1 through E3 have 0 to 15 years of experience and perform routine tasks. Personnel in Levels E4 through E7 are technical experts and can also work in a supervisory capacity. Personnel qualifications associated with Position Grades are summarized below. Equivalency to a given educational level can be obtained by time performing associated work.

Technical and Management Responsibility Levels		
Level of Responsibility	Recommendations, Decisions, and Commitments	Leadership Authority and Supervision Exercised
Level E7	Makes responsible decisions on all matters, including the establishment of policies subject only to overall company policy and financial controls. Provides sound technical recommendations in area of expertise.	Provides a specialty or limited access technical/ management services not generally available or easily obtained through other avenues.
Level E6	Makes responsible decisions on all matters, including the establishment of policies subject only to overall company policy and financial controls	Reviews and evaluates technical work, selects, schedules and coordinates to attain program objectives. As an administrator, makes decisions concerning selection, training, rating, discipline, and remuneration of staff
Level E5	Makes responsible decisions not usually subject to technical review. Takes actions necessary to expedite the successful accomplishment of assigned projects	Outlines more difficult problems and methods of approach. Co-ordinates work programs and directs use of equipment and material. Makes recommendations regarding selection, training, discipline and remuneration of staff
Level E4	Recommendations reviewed for soundness of judgment but usually accepted as technically accurate and feasible	Assigns and outlines work; advises on technical problems; reviews work for technical accuracy. Supervision may call for recommendations concerning selection, training and discipline of staff
Level E3	Makes independent studies, analyses, interpretations and conclusions. Difficult, complex or unusual matters or decisions are usually referred to more senior authority	May give technical guidance to engineers of less standing, or technicians assigned to work on a project. Supervision over other engineers not usually a regular responsibility
Level E2	Decisions made are normally within established guidelines	May give technical guidance to junior engineers or techs, assigned to work on a common project
Level E1	Few technical decisions required. These will be routine with precedent or defined guidance	May assign and check work of technicians or helpers

Terms and Conditions

1.0 Personnel Charges

- 1.1 Personnel time charges for technical, management, and direct project support are invoiced in accordance with the Rate Schedule.
- 1.2 The Rate Schedule applies to all hours worked.
- 1.3 Personnel time charges for travel are invoiced at the applicable hourly rate to a maximum of 10 hours per day.
- 1.4 All time is rounded to the nearest one-tenth hour.

2.0 Travel and Living Expenses

- 2.1 Travel and living expenses are based on the Joint Travel Regulations, Volume II.
- 2.2 Travel and living expenses are billed at cost plus 10%.
- 2.3 Long-term, on-site personnel are permitted to return home every two weeks. Travel expenses are invoiced at cost plus 10%.

3.0 Other Charges

- 3.1 Charges for materials and other direct costs are invoiced at cost plus 10%.
- 3.2 Temporary (contract) personnel provided through CRC are invoiced according to CRC's Rate Schedules and all other Terms and Conditions that apply to CRC employees.
- 3.3 Services not listed herein are priced upon request.

4.0 Invoicing and Payment

- 4.1 Payment terms are NET 30 days from the date of the invoice.

5.0 Insurance

5.1 CRC Technologies will maintain the following Insurance

- 5.1.1 Worker's Compensation Insurance and Employer's Liability Insurance to cover statutory benefits and limits applicable jurisdiction where the services are to be performed.
- 5.1.2 Commercial General Liability Insurance including coverage for Contractual Liability and Products and Completed Operations
- 5.1.3 Business Auto Liability insurance covering leased and non-owned vehicles used in connection with the services.
- 5.1.4 Professional Liability Insurance with \$1,000,000 per occurrence with a 24-month discovery period.

6.0 Client-Defined Labor Rates or Contract Terms

- 6.1 In those instances where the Client has negotiated a labor rate; limits on hours per day, week, or month; or specific terms-and-conditions with a consultant and desires to bring them in through CRC Technologies, CRC will place a contract with the consultant that honors those rates, limits, or terms and conditions.
- 6.2 In these instances, labor will be billed at cost plus 15 percent.
- 6.3 All other terms and conditions in Items 1.0 through 5.0 remain in effect.