

**EXHIBIT D – SERVICE FEES**  
**CONTRACT NUMBER VA-100212-ZCS**  
**BETWEEN**  
**VIRGINIA INFORMATION TECHNOLOGIES AGENCY**  
**AND**  
**APC Workforce Solutions, LLC (doing business as “ZeroChaos”)**

Exhibit D is hereby incorporated into and made an integral part of Contract Number VA-100212-ZCS (“Contract”) between the Virginia Information Technologies Agency (“VITA” or “Commonwealth” or “State”) and APC Workforce Solutions, LLC (doing business as “ZeroChaos”) (“Supplier”).

In the event of any discrepancy between this Exhibit D and Contract No. VA-100212-ZCS, the provisions of Contract No. VA-100212-ZCS shall control.

**Staff Aug - Not to Exceed (NTE) Bill Rates:**

Refer to Exhibit D-2 for the Job Descriptions and Technology Categories

Regions	Job Category	Position	Bill Rates (Based on \$0 - \$50MM Contract Spend)				
			Legacy Staff Aug NTE Rate (\$/Hr)	Core Staff Aug NTE Rate (\$/Hr)	Mission Critical Staff Aug NTE Rate (\$/Hr)		
All Regions	Applications	Programmer Analyst	Analyst 1	35.32	35.32	39.21	
			Analyst 2	44.23	44.23	49.09	
			Analyst 3	55.00	55.00	61.05	
			Analyst 4	63.25	63.25	69.00	
			Analyst 5	81.74	81.74	85.83	
		Programmer	Programmer 1	36.45	36.45	40.46	
			Programmer 2	43.10	43.10	47.84	
			Programmer 3	63.25	63.25	70.21	
			Programmer 4	82.77	82.77	86.90	
			Programmer 5	86.16	86.16	90.47	
		Software Test Analyst	Analyst 1	38.87	38.87	43.14	
			Analyst 2	44.23	44.23	49.09	
			Analyst 3	55.00	55.00	59.04	
			Analyst 4	56.23	56.23	61.05	
			Analyst 5	68.90	68.90	71.40	
		Technical Writer	Technical Writer 1	26.70	26.70	29.64	
			Technical Writer 2	30.10	30.10	33.41	
			Technical Writer 3	39.20	39.20	43.51	
		Business Analyst	Analyst 1	36.44	36.44	40.45	
			Analyst 2	38.13	38.13	42.32	
			Analyst 3	49.75	49.75	55.22	
			Analyst 4	68.00	68.00	71.40	
			Analyst 5	76.85	76.85	80.69	
		System Analyst	Analyst 1	36.44	36.44	40.45	
			Analyst 2	39.29	39.29	43.16	
			Analyst 3	51.30	51.30	56.94	
		Software Solutions Architect			74.42	74.42	82.60
		Intelligent Transportation Systems Specialist			30.48	30.48	33.83
		Geographic Information System	Geospatial Projects Manager		69.50	69.50	77.00
			Analyst		56.00	56.00	62.50
			Specialist 1		43.00	43.00	51.00
			Specialist 2		59.20	59.20	62.16
Technician Trainee			23.24	23.24	25.90		
Technician 1			25.00	25.00	30.00		
Technician 2			27.50	27.50	30.53		

			Technician 3	39.20	39.20	41.16	
All Regions	Data Management	Database Architect	Database Architect 1	55.23	55.23	61.30	
			Database Architect 2	68.74	68.74	76.30	
			Database Architect 3	80.28	80.28	84.29	
			Database Architect 4	96.00	96.00	104.00	
		Data Warehouse Architect	Data Warehouse Architect 1	58.44	58.44	64.87	
			Data Warehouse Architect 2	76.00	76.00	81.00	
			Data Warehouse Architect 3	87.00	87.00	94.00	
		Database Administrator	Database Administrator 1	45.35	45.35	50.34	
			Database Administrator 2	51.20	51.20	56.83	
			Database Administrator 3	61.15	61.15	67.88	
			Database Administrator 4	80.28	80.28	84.29	
		All Regions	Project Management	Project Manager	Project Manager 1	55.74	55.74
Project Manager 2	65.36				65.36	65.36	
Project Manager 3	78.50				78.50	78.50	
Project Manager 4	98.50				98.50	98.50	
Project Lead	Project Lead 1			43.85	43.85	43.85	
	Project Lead 2			53.99	53.99	53.99	
Project Coordinator				33.27	33.27	33.27	
Independent Verification & Validation (IV&V) Specialist 1				115.00	115.00	115.00	
Independent Verification & Validation (IV&V) Specialist 2				123.00	123.00	123.00	
All Regions	Telecom and Computer Networking	Network Administrator	Network Administrator 1	31.47	31.47	31.47	
			Network Administrator 2	41.84	41.84	41.84	
			Network Administrator 3	45.46	45.46	45.46	
		Network Architect	Network Architect 1	54.30	54.30	54.30	
			Network Architect 2	62.40	62.40	62.40	
			Network Architect 3	78.10	78.10	78.10	
		Network Engineer	Network Engineer 1	37.23	37.23	37.23	
			Network Engineer 2	46.65	46.65	46.65	
			Network Engineer 3	55.25	55.25	55.25	
			Network Engineer 4	75.00	75.00	75.00	
		Public Safety Consultant			45.00	45.00	45.00
		Radio Engineer			46.50	46.50	46.50
All Regions	Customer/Technical Support	Help Desk	Help Desk 1	26.96	26.96	29.92	
			Help Desk 2	28.01	28.01	31.09	
			Help Desk 3	32.99	32.99	36.62	
		Technical Support	Technical Support 1	28.12	28.12	31.21	
			Technical Support 2	32.60	32.60	36.19	
			Technical Support 3	40.23	40.23	44.66	
		Infrastructure Solutions Architect	Infrastructure Solutions Architect 1	56.30	56.30	56.30	
			Infrastructure Solutions Architect 2	68.15	68.15	68.15	
			Infrastructure Solutions Architect 3	78.83	78.83	78.83	

		System Administrator	System Administrator 1	38.56	38.56	38.56
			System Administrator 2	42.62	42.62	42.62
			System Administrator 3	53.27	53.27	53.27
All Regions	IT Security	IT Security Analyst	IT Security Analyst 1	45.00	45.00	45.00
			IT Security Analyst 2	54.31	54.31	54.31
			IT Security Analyst 3	57.06	57.06	57.06
		IT Security Architect		44.44	44.44	44.44
		IT Security Architect 2		51.23	51.23	51.23
All Regions	IT Management Services	Business Continuity Planner		76.00	76.00	76.00
		Business Process Reengineering		88.00	88.00	88.00
		Enterprise Architect		110.00	110.00	110.00
		IT Strategist		90.00	90.00	90.00

COV Region Table	
Regions	Cities
Region 1	Norton, Buchanan, Dickenson, Lee, Russell, Scott, Tazwell, Wise, Bristol, Galax, Radford, Bland, Carroll, Floyd, Giles, Grayson, Montgomery, Pulaski, Smyth, Washington, Wythe, Covington, Roanoke, Salem, Alleghany, Botetourt, Craig, Franklin, Roanoke, Danville, Henry, Martinsville, Patrick, Pittsylvania,
Region 2	Buena Vista, Harrisonburg, Lexington, Staunton, Waynesboro, Winchester, Augusta, Bath, Clarke, Frederick, Highland, Page, Rockbridge, Rockingham, Warren, Bedford, Lynchburg, Amherst, Appomattox, Bedford, Campbell,
Region 3	Charlottesville, Albemarle, Culpeper, Fauquier, Fluvanna, Greene, Louisa, Madison, Nelson, Orange, Rappahannock,
Region 4	Amelia, Brunswick, Buckingham, Emporia, Cumberland, Halifax, Lunenburg, Mecklenburg, Nottoway, Prince Edward,
Region 5	Charles City, Chesterfield, Goochland, Hanover, Henrico, New Kent, Powhatan, Richmond City*, Colonial Heights, Hopewell, Petersburg, Prince George
Region 6	Alexandria, Arlington, Fairfax, Falls Church, Fredricksburg, Manassas, Manassas Park, Fairfax, Loudoun, Prince William,
Region 7	Accomack, Caroline, Essex, King and Queen, King George, King William, Lancaster, Mathews, Middlesex, Northampton, Northumberland, Richmond County, Spotsylvania, Stafford, Westmoreland,
Region 8	Hampton, Newport News, Poquoson, Williamsburg, Gloucester, James City, York, Chesapeake, Franklin, Norfolk, Portsmouth, Suffolk, Isle of Wight, Southampton, Virginia Beach,

**MSP Management Fees** (based on Contract Spend Value for Staff Aug and Deliverables-Base):

MSP Management Fees include: VMS & Program Implementation, VMS Ongoing Fees, all Transition, all Migration, All Training, MSP Program Operational Services. COV will only be liable for services and fees which have been authorized by a purchase order.

<b>Contract Spend Level (Both Staff Aug &amp; Deliverables-Based)</b>	<b>Fully Loaded MSP Management Fee (%)</b>
up to \$50MM	2.75%
\$50MM - \$75MM	2.65%
\$75MM - \$100MM	2.50%
\$100MM - \$150MM	2.25%
\$150MM - \$200MM	2.00%
\$200MM +	1.75%

**Deliverables Based Project Fees (per Statement of Work):**

<b>Project Spend Bands (per Project)</b>	<b>Fully Loaded Project Administration Fee (% or \$)</b>
Up to \$50K	2.00%
\$51K - \$100K	2.00%
\$101K - \$300K	2.00%
\$301K - \$500K	2.00%
\$501K - \$800K	1.50%
\$801K - \$1MM	1.50%
\$1MM +	1.50%

**Miscellaneous Services:**

Adhoc Services

Ad Hoc Services	Service Descriptions	Billing Frequency: (One-Time or Recurring)	Fee per Billing Frequency (\$)	Comments
Streamlined Selection Process	Agency identifies the resource or subcontractor. Includes Invoice and Billing Services.		\$ -	Included in MSP pricing
Invoice & Billing Services	Processing of Timesheets, Invoices and all Billing Services for Off-Process engagements or Sole Source engagements, which are not managed by the MSP.	Recurring	0.50%	.50% (one half of one percent) of the billing amount

Additional Drug Testing & Background Check Services:

Test Type	Test Cost (\$)	Comments
Finger Printing (for High Security projects)	\$ 55.00	Virginia Only
Criminal Verification / Background Check	\$ 26.00	10 Year County search
Social Security Trace	\$ 3.50	\$7 in addition for past address trace
Motor Vehicle Record Check	\$ 3.50	Plus any state fees
Education Check	\$ 10.00	Highest level achieved
Employment Check	\$ 19.00	
License/Credential Verification	\$ 19.00	
National Credit File	\$ 9.00	
H1/L1 Visa	\$ 10.00	
I9 / E-Verify	\$ 7.00	