

EXHIBIT D SERVICE FEES
CONTRACT NUMBER VA-141219-IA
BETWEEN
VIRGINIA INFORMATION TECHNOLOGIES AGENCY
AND
INTEGRIS APPLIED

Exhibit D is hereby incorporated into and made an integral part of Contract Number VA-141219-IA (“Contract”) between the Virginia Information Technologies Agency (“VITA” or “Commonwealth” or “State”) and Integris Applied (“Supplier”).

In the event of any discrepancy between this Exhibit D and the Contract, the provisions of the Contract shall control.

Labor Category	Labor Description	Hourly Labor Rates
Executive	The executive role provides expert advice, assistance, guidance and counseling in support of organizational improvement efforts in such areas as program and project management, project integration, and program oversight for projects related to consulting services, business improvement efforts, and facilitation services. They conduct quality assurance reviews for all aspects of key projects. They plan and guide multiple complex projects with high visibility and business impact and oversee all aspects of executive interaction	\$295
Delivery Leader	Delivery Leaders perform day-to-day management of overall project/contract support functions, possibly involving multiple projects and groups of personnel at multiple locations. They organize, direct, and coordinate the planning and production of all contract support activities. Delivery Leaders provide the primary interface with client management personnel regarding strategic issues, and direct completion of the projects within estimated time frames and budget constraints.	\$275
Subject Matter Expert	Subject Matter Experts provide expert advice in a particular consulting field, particularly sourcing best practices and the application of those best practices in government. Specialists bring best practices and innovative ideas to the team. They adapt latest trends to in their field to the project at hand.	\$275

Senior Analyst	Senior analysts apply broad management skills and specialized functional and technical expertise to the design and management of a sourcing engagement. They have experience in sourcing strategy and implementation and/or project management practices used to support a client during a sourcing engagement.	\$195
Analyst	Analysts support a consulting engagement by leading work streams, performing strategic planning, conducting information analysis, developing process improvements, performing facilitation services, conducting data gathering and analysis, and developing draft deliverables.	\$115