

Exhibit B

Arkansas IT Staff Augmentation Contract SP-16-0003 4600035144 - Bill Rate Card**Version 5 - October 2018**

| Job Title | Level | SC1 | SC2 | SC3 |
|------------------------------|--------------|------------|------------|------------|
| Administrator | ADMIN1 | \$22.14 | \$22.60 | \$24.18 |
| Administrator | ADMIN2 | \$26.79 | \$27.33 | \$29.25 |
| Administrator | ADMIN3 | \$32.01 | \$32.66 | \$34.95 |
| Business Analyst | BA1 | \$43.63 | \$44.52 | \$47.64 |
| Business Analyst | BA2 | \$52.58 | \$53.65 | \$57.41 |
| Business Analyst | BA3 | \$60.42 | \$61.64 | \$65.96 |
| CADD/GIS Administrator | CGA1 | \$38.54 | \$39.32 | \$42.07 |
| CADD/GIS Administrator | CGA2 | \$44.60 | \$45.51 | \$48.69 |
| CADD/GIS Administrator | CGA3 | \$66.48 | \$67.83 | \$72.57 |
| Data Entry Operator | DE1 | \$14.19 | \$14.48 | \$15.50 |
| Data Entry Operator | DE2 | \$15.46 | \$15.78 | \$16.89 |
| Database Administrator | DBA1 | \$42.82 | \$43.70 | \$46.76 |
| Database Administrator | DBA2 | \$47.29 | \$48.24 | \$51.63 |
| Database Administrator | DBA3 | \$63.00 | \$64.29 | \$68.80 |
| Functional Architect | FA1 | \$31.63 | \$32.28 | \$34.55 |
| Functional Architect | FA2 | \$38.29 | \$39.07 | \$41.80 |
| Functional Architect | FA3 | \$45.88 | \$46.81 | \$50.08 |
| Functional Architect | FA4 | \$54.62 | \$55.73 | \$59.64 |
| Help Desk Analyst | HDA1 | \$26.26 | \$26.80 | \$28.68 |
| Help Desk Analyst | HDA2 | \$28.95 | \$29.56 | \$31.62 |
| Help Desk Analyst | HDA3 | \$36.32 | \$37.05 | \$39.65 |
| Help Desk Support | HDS1 | \$25.02 | \$25.53 | \$27.31 |
| Help Desk Support | HDS2 | \$27.37 | \$27.94 | \$29.90 |
| Product Specialist | PS1 | \$41.25 | \$42.10 | \$45.04 |
| Product Specialist | PS2 | \$47.54 | \$48.51 | \$51.90 |
| Product Specialist | PS3 | \$62.17 | \$63.44 | \$67.88 |
| Product Specialist | PS4 | \$75.01 | \$76.54 | \$81.90 |
| Product Specialist | PS5 | \$84.53 | \$86.26 | \$92.30 |
| Product Specialist | PS6 | \$102.05 | \$104.14 | \$111.42 |
| Program Manager | PM1 | \$46.20 | \$47.14 | \$50.45 |
| Program Manager | PM2 | \$52.95 | \$54.04 | \$57.82 |
| Program Manager | PM3 | \$68.41 | \$69.80 | \$74.69 |
| Program Manager | PM4 | \$85.68 | \$87.43 | \$93.55 |
| Programmer | PR1 | \$35.20 | \$35.93 | \$38.43 |
| Programmer | PR2 | \$41.02 | \$41.85 | \$44.77 |
| Programmer | PR3 | \$53.02 | \$54.10 | \$57.89 |
| Programmer | PR4 | \$62.32 | \$63.60 | \$68.05 |
| Programmer | PR5 | \$75.33 | \$76.86 | \$82.24 |
| Programmer | PR6 | \$80.00 | \$81.63 | \$87.35 |
| Quality Assurance Specialist | QAS1 | \$42.33 | \$43.19 | \$46.22 |
| Quality Assurance Specialist | QAS2 | \$46.12 | \$47.07 | \$50.36 |
| Quality Assurance Specialist | QAS3 | \$57.72 | \$58.89 | \$63.01 |
| Senior Architect | SAR1 | \$91.86 | \$93.74 | \$100.30 |
| Senior Architect | SAR2 | \$128.08 | \$130.69 | \$139.84 |

Arkansas IT Staff Augmentation Contract SP-16-0003 4600035144 - Bill Rate Card

Version 5 - October 2018

| Job Title | Level | SC1 | SC2 | SC3 |
|---------------------------------------|-------|----------|----------|----------|
| Senior Business Subject Matter Expert | SME1 | \$117.25 | \$119.64 | \$128.02 |
| Senior Consultant | SC1 | \$75.12 | \$80.98 | \$89.12 |
| Senior Consultant | SC2 | \$86.58 | \$93.71 | \$103.13 |
| Senior Consultant | SC3 | \$100.58 | \$108.35 | \$119.68 |
| Senior Database Architect | SDA1 | \$75.08 | \$76.61 | \$81.97 |
| Senior Program Manager | SPM1 | \$95.66 | \$97.61 | \$104.43 |
| Senior Program Manager | SPM2 | \$107.12 | \$109.30 | \$116.96 |
| Senior Program Manager | SPM3 | \$114.57 | \$116.90 | \$125.09 |
| Service Desk | SD2 | \$23.03 | \$23.51 | \$25.17 |
| Service Desk | SD3 | \$25.06 | \$25.57 | \$27.36 |
| Software Process Engineer | SPS1 | \$38.55 | \$39.33 | \$42.08 |
| Software Process Engineer | SPS2 | \$42.91 | \$43.79 | \$46.84 |
| Software Process Engineer | SPS3 | \$58.11 | \$59.31 | \$63.46 |
| System Administrator | SA1 | \$35.49 | \$36.21 | \$38.75 |
| System Administrator | SA2 | \$39.24 | \$40.03 | \$42.83 |
| System Administrator | SA3 | \$55.03 | \$56.15 | \$60.08 |
| System Specialist | SS1 | \$34.23 | \$34.92 | \$37.36 |
| System Specialist | SS2 | \$36.34 | \$37.08 | \$39.68 |
| System Specialist | SS3 | \$47.17 | \$48.13 | \$51.50 |
| Team Lead | TL1 | \$56.63 | \$57.78 | \$61.84 |
| Team Lead | TL2 | \$60.95 | \$62.19 | \$66.55 |
| Technical Architecture Specialist | TAS1 | \$39.06 | \$39.85 | \$42.64 |
| Technical Architecture Specialist | TAS2 | \$46.24 | \$47.17 | \$50.47 |
| Technical Architecture Specialist | TAS3 | \$52.56 | \$53.63 | \$57.39 |
| Technical Architecture Specialist | TAS4 | \$55.85 | \$56.98 | \$60.97 |
| Technical Specialist | TS1 | \$121.38 | \$123.86 | \$132.53 |
| Technical Specialist | TS2 | \$139.60 | \$142.45 | \$152.42 |
| Technical Specialist | TS3 | \$157.80 | \$161.02 | \$172.29 |
| Technical Specialist | TS4 | \$182.08 | \$185.80 | \$198.80 |
| Technical Specialist | TS5 | \$206.35 | \$210.57 | \$225.30 |
| Technical Writer | TW1 | \$26.55 | \$27.09 | \$28.99 |
| Technical Writer | TW2 | \$31.24 | \$31.87 | \$34.10 |
| Technical Writer | TW3 | \$35.44 | \$36.15 | \$38.68 |
| Telecom Engineer | TE1 | \$33.01 | \$33.68 | \$36.03 |
| Telecom Engineer | TE2 | \$37.87 | \$38.63 | \$41.35 |
| Telecom Engineer | TE3 | \$44.77 | \$45.69 | \$48.88 |
| Tester | TEST1 | \$34.19 | \$34.89 | \$37.33 |
| Tester | TEST2 | \$39.59 | \$40.39 | \$43.21 |
| Tester | TEST3 | \$46.19 | \$47.13 | \$50.44 |
| Tester | TEST4 | \$55.32 | \$56.46 | \$60.40 |
| Voice/Data Engineer | VDE1 | \$30.75 | \$31.37 | \$33.57 |
| Voice/Data Engineer | VDE2 | \$35.81 | \$36.54 | \$39.11 |
| Voice/Data Engineer | VDE3 | \$43.25 | \$44.12 | \$47.20 |
| Exception | EX | | | |