

**ADDENDUM TO THE DELAWARE IT STAFF AUGMENTATION
SUBCONTRACTOR AGREEMENT**

Version 3

1. The following changes have been made to the Agreement:

4.0. Compensation.

4.3 Subcontractor is required to pay all of its subcontractors or subconsultants for all work that the subcontractor or subconsultant has satisfactorily completed no later than ten (10) days after the Subcontractor has received payment from Contractor. Should the Subcontractor fail to make payment as set forth herein, Contractor shall be entitled to engage the subcontractor or subconsultant directly and Subcontractor shall release any non-compete or non-solicitation agreement it may have with the subcontractor or subconsultant.

21. Limitations on Subcontractor Layering. All candidates submitted by Subcontractor for consideration must have a W-2 or 1099 relationship with Subcontractor, or be no more than one (1) contracting layer removed from Subcontractor. If instances of additional layering are discovered, Contractor will engage the candidate through the W-2 Subcontractor. All employer and/or contracting details must be reported accurately within the VMS system.

22. Accurate Time Reporting. Each engaged resource must enter time into the VMS tool accurately and honestly. Failure to report time in an accurate and honest manner may result in disciplinary action or termination of the engagement.

2. The contract rates now include the following:

Business Analyst – Levels 1, 2, and 3
Product Specialist – Levels 4, 5, and 6
Programmer – Levels 5 and 6

The Subcontractor must check the web-based work request tool to determine the effective rate to be paid for the job requirement and subsequent engagement. Notwithstanding the foregoing, it is understood and agreed that the State of Delaware retains the right to review and amend the bill rates and therefore CAI retains the right to revise the Subcontractor's billing rate to CAI. If CAI advises Subcontractor of a revision to billing rates, Subcontractor shall have the option to either (a) agree to the revised rate, or (b) elect to withdraw the resource from the assigned job. The Subcontractor may not compel CAI to pay the original rate agreed to in the Agreement.

CONTRACTOR

COMPUTER AID, INC.

By: _____

Signature of Authorized Representative

Printed Name

Title

Date

SUBCONTRACTOR

By: _____

Signature of Authorized Representative

Contact Name

Printed Name

Title

Title

Date

Date

Rates to Subcontractor

Job Title	Level	Legacy	Core	Emerging
Business Analyst	BA1	\$62.93	\$64.21	\$68.71
Business Analyst	BA2	\$74.17	\$75.68	\$80.98
Business Analyst	BA3	\$83.40	\$85.10	\$91.06
Business Subject Matter Expert	BSME1	\$66.78	\$68.14	\$72.91
Business Subject Matter Expert	BSME2	\$77.21	\$78.78	\$84.30
Business Subject Matter Expert	BSME3	\$86.46	\$88.22	\$94.39
Computer Operator	CO1	\$22.82	\$23.29	\$24.92
Computer Operator	CO2	\$24.49	\$25.00	\$26.75
Computer Operator	CO3	\$27.88	\$28.44	\$30.43
Continuity of Operations Specialist	COS1	\$51.12	\$52.16	\$55.81
Continuity of Operations Specialist	COS2	\$57.41	\$58.58	\$62.69
Continuity of Operations Specialist	COS3	\$67.20	\$68.57	\$73.37
Desktop Support Specialist	DSS1	\$29.06	\$29.65	\$31.73
Desktop Support Specialist	DSS2	\$32.02	\$32.66	\$34.96
Desktop Support Specialist	DSS3	\$38.45	\$39.23	\$41.98
Disaster Recovery Specialist	DRS1	\$46.19	\$47.14	\$50.44
Disaster Recovery Specialist	DRS2	\$53.21	\$54.29	\$58.09
Disaster Recovery Specialist	DRS3	\$62.66	\$63.95	\$68.42
Facilitator	FAC1	\$38.27	\$39.05	\$41.78
Facilitator	FAC2	\$45.16	\$46.08	\$49.31
Facilitator	FAC3	\$53.82	\$54.92	\$58.76
Functional Architect	FA1	\$42.96	\$43.84	\$46.91
Functional Architect	FA2	\$50.78	\$51.82	\$55.44
Functional Architect	FA3	\$59.94	\$61.16	\$65.45
Help Desk Analyst	HDA1	\$33.23	\$33.91	\$36.29
Help Desk Analyst	HDA2	\$36.34	\$37.08	\$39.67
Help Desk Analyst	HDA3	\$44.77	\$45.68	\$48.88
IT Security Administrator	ISA1	\$38.46	\$39.24	\$41.99
IT Security Administrator	ISA2	\$43.96	\$44.86	\$48.00
IT Security Administrator	ISA3	\$51.22	\$52.26	\$55.92
Lead Computer Operator	LCO1	\$38.81	\$39.60	\$42.37
Lead Computer Operator	LCO2	\$41.82	\$42.67	\$45.66
Network Administrator	NA1	\$41.28	\$42.12	\$45.07
Network Administrator	NA2	\$45.11	\$46.03	\$49.26
Network Administrator	NA3	\$53.05	\$54.13	\$57.92
Network Architect	NAR1	\$73.90	\$75.41	\$80.69
Network Architect	NAR2	\$82.85	\$84.54	\$90.46
Network Architect	NAR3	\$91.64	\$93.52	\$100.07
Network Engineer	NE1	\$63.24	\$64.54	\$69.05
Network Engineer	NE2	\$72.06	\$73.52	\$78.67
Network Engineer	NE3	\$76.94	\$78.52	\$84.01
Organizational Change Management Specialist	OCM1	\$58.57	\$59.77	\$63.96

Job Title	Level	Legacy	Core	Emerging
Organizational Change Management Specialist	OCM2	\$64.92	\$66.24	\$70.87
Organizational Change Management Specialist	OCM3	\$72.41	\$73.88	\$79.06
Planning Manager	PLAN1	\$62.47	\$63.74	\$68.21
Planning Manager	PLAN2	\$70.38	\$71.82	\$76.85
Planning Manager	PLAN3	\$84.94	\$86.66	\$92.74
Product Specialist	PS1	\$45.29	\$46.21	\$49.45
Product Specialist	PS2	\$51.49	\$52.55	\$56.23
Product Specialist	PS3	\$66.35	\$67.70	\$72.44
Product Specialist	PS4	\$76.31	\$77.87	\$83.32
Product Specialist	PS5	\$83.99	\$85.70	\$91.70
Product Specialist	PS6	\$90.47	\$92.32	\$98.78
Programmer	PR1	\$39.16	\$39.96	\$42.76
Programmer	PR2	\$46.67	\$47.62	\$50.95
Programmer	PR3	\$56.94	\$58.10	\$62.17
Programmer	PR4	\$66.80	\$68.17	\$72.95
Programmer	PR5	\$77.04	\$78.61	\$84.12
Programmer	PR6	\$84.88	\$86.60	\$92.66
Project Management Specialist	PMS1	\$62.86	\$64.14	\$68.63
Project Management Specialist	PMS2	\$66.90	\$68.27	\$73.04
Project Management Specialist	PMS3	\$72.41	\$73.88	\$79.06
Quality Acceptance Analyst	QAA1	\$39.84	\$40.66	\$43.50
Quality Acceptance Analyst	QAA2	\$44.39	\$45.29	\$48.46
Quality Acceptance Analyst	QAA3	\$54.88	\$55.99	\$59.92
Senior Product Specialist	SPRS1	\$72.79	\$74.28	\$79.48
Senior Product Specialist	SPRS2	\$81.96	\$83.63	\$89.48
Senior Product Specialist	SPRS3	\$92.22	\$94.09	\$100.68
Senior Project Management Specialist	SPMS1	\$70.64	\$72.08	\$77.12
Senior Project Management Specialist	SPMS2	\$75.79	\$77.34	\$82.75
Senior Project Management Specialist	SPMS3	\$82.22	\$83.90	\$89.77
Senior Technical Architecture Specialist	STAS1	\$70.15	\$71.59	\$76.60
Senior Technical Architecture Specialist	STAS2	\$79.21	\$80.82	\$86.48
Senior Technical Architecture Specialist	STAS3	\$87.67	\$89.46	\$95.72
Service Desk	SD2	\$29.77	\$30.38	\$32.51
Service Desk	SD3	\$34.91	\$35.62	\$38.11
Software Process Engineer	SPS1	\$42.50	\$43.37	\$46.40
Software Process Engineer	SPS2	\$46.96	\$47.92	\$51.28
Software Process Engineer	SPS3	\$62.21	\$63.48	\$67.92
System Administrator	SA1	\$39.24	\$40.04	\$42.85
System Administrator	SA2	\$43.19	\$44.06	\$47.15
System Administrator	SA3	\$58.99	\$60.19	\$64.40
System Specialist	SS1	\$38.36	\$39.14	\$41.88
System Specialist	SS2	\$42.74	\$43.62	\$46.67
System Specialist	SS3	\$51.46	\$52.50	\$56.17

Job Title	Level	Legacy	Core	Emerging
Technical Architecture Specialist	TAS1	\$50.28	\$51.30	\$54.89
Technical Architecture Specialist	TAS2	\$56.51	\$57.66	\$61.69
Technical Architecture Specialist	TAS3	\$62.63	\$63.90	\$68.38
Video Conference Specialist	VCS1	\$48.52	\$49.51	\$52.98
Video Conference Specialist	VCS2	\$55.26	\$56.39	\$60.34

Non-Affiliated Job Title	Level	Vendor
CADD/GIS Administrator	CGA1	\$49.84
CADD/GIS Administrator	CGA2	\$56.94
CADD/GIS Administrator	CGA3	\$74.87
Data Entry Operator	DE1	\$17.48
Data Entry Operator	DE2	\$19.04
Database Administrator	DBA1	\$51.17
Database Administrator	DBA2	\$55.99
Database Administrator	DBA3	\$73.42
Database Architect	DA1	\$73.80
Database Architect	DA2	\$84.92
Database Architect	DA3	\$90.40
Project Manager	PM1	\$67.39
Project Manager	PM2	\$80.12
Project Manager	PM3	\$97.87
Quality Assurance Specialist	QAS1	\$45.96
Quality Assurance Specialist	QAS2	\$50.65
Quality Assurance Specialist	QAS3	\$65.11
Senior Architect	SAR1	\$107.86
Senior Business Subject Matter Expert	SME1	\$97.02
Senior Project Manager	SPM1	\$109.26
Team Lead	TL1	\$66.23
Team Lead	TL2	\$71.12
Technical Writer	TW1	\$32.44
Technical Writer	TW2	\$37.68
Technical Writer	TW3	\$42.37
Telecom Engineer	TE1	\$43.26
Telecom Engineer	TE2	\$49.08
Telecom Engineer	TE3	\$57.17
Tester	TEST1	\$40.01
Tester	TEST2	\$46.01
Tester	TEST3	\$52.88
Voice/Data Engineer	VDE1	\$41.99
Voice/Data Engineer	VDE2	\$48.47
Voice/Data Engineer	VDE3	\$57.53