

Labor Rate	Description	Rate/Hr.
Subject Matter Expert 4	Provides expertise focusing on a specific subject or group of subjects in support of very large complex programs/projects. Supports establishment of vision, goals and plans that meet program/project financial and technical objectives. Helps ensure that facts and details related to a project's/program's deliverable(s) are accurate/defendable, and ultimately will meet parameters established by stakeholders, legislation, policies, standards, and industry best practices.	\$299.00
Subject Matter Expert 3	Provides expertise focusing on a specific subject or group of subjects in support of large complex programs/projects. Supports establishment of vision, goals and plans that meet program/project financial and technical objectives. Helps ensure that facts and details related to a project's/program's deliverable(s) are accurate/defendable, and ultimately will meet parameters established by stakeholders, legislation, policies, standards, and industry best practices.	\$289.00
Subject Matter Expert 2	Provides expertise focusing on a specific subject or group of subjects in support of mid-sized programs/projects. Supports establishment of vision, goals and plans that meet program/project financial and technical objectives. Helps ensure that facts and details related to a project's/program's deliverable(s) are accurate/defendable, and ultimately will meet parameters established by stakeholders, legislation, policies, standards, and industry best practices.	\$279.00
Subject Matter Expert 1	Provides expertise focusing on a specific subject or group of subjects in support of small programs/projects. Supports establishment of vision, goals and plans that meet program/project financial and technical objectives. Helps ensure that facts and details related to a project's/program's deliverable(s) are accurate/defendable, and ultimately will meet parameters established by stakeholders, legislation, policies, standards, and industry best practices.	\$269.00
Engagement Manager 3	Responsible for management of large/complex consulting engagements. Establishes vision, goals and plans that meet corporate financial and technical objectives. Directs and controls team and acts as corporate representative to client senior management.	\$259.00
Engagement Manager 2	Responsible for management of mid-sized/complex consulting engagements. Establishes vision, goals and plans that meet corporate financial and technical objectives. Directs and controls consultants and acts as corporate representative to client senior management.	\$249.00
Engagement Manager 1	Responsible for management of consulting engagements. Establishes vision, goals and plans that meet corporate financial and technical objectives. Directs and controls consultants and acts as corporate representative to client senior management.	\$239.00
Program/Project Manager 3	Provides expert management in support of major complex programs/projects. Establishes vision, goals and plans that meet program/project financial and technical objectives. Directs and controls significant activities for client. Interfaces with client senior management and provides direction to others.	\$229.00
Program/Project Manager 2	Provides expert management in support of mid-sized programs/projects. Establishes vision, goals and plans that meet program/project financial and technical objectives. Directs and controls significant activities for client. Interfaces with client senior management and provides direction to others.	\$219.00
Program/Project Manager 1	Provides expert management in support of programs/projects. Establishes vision, goals and plans that meet program/project financial and technical objectives. Directs and controls significant activities for client. Interfaces with client senior management and provides direction to others.	\$209.00



## ClearPlan Commercial Rate Structure

Labor Rate	Description	Rate/Hr.
Program Control Manager 5	Provides expert professional program control leadership on major complex programs. Establishes vision, goals and plans that meet project business objectives and influence program control direction. Directs and controls significant activities for client. Works with client team to implement or improve program control environment. Interfaces with client senior management and provides direction to others.	\$199.00
Program Control Manager 4	Provides expert professional program control leadership on complex programs. Establishes vision, goals and plans that meet project business objectives and influence program control direction. Directs and controls significant activities for client. Works with client team to implement or improve program control environment. Interfaces with client senior management and provides direction to others.	\$189.00
Program Control Manager 3	Provides expert professional program control leadership on complex programs and sub-programs. Establishes vision, goals and plans that meet project business objectives and influence program control direction. Works with client team to implement or improve program control environment. Provides direction to others.	\$179.00
Program Control Manager 2	Provides expert professional program control management on programs and sub-programs. Implements and directs program control activities for client. Works with client team to implement or improve program control environment. May supervise others.	\$169.00
Program Control Manager 1	Provides expert professional program control management on small programs and sub-programs. Establishes vision, goals and plans that meet project business objectives and influence program direction. Works with client team to implement or improve program control environment. May supervise others.	\$159.00
Program Control Staff 3	Provides expert professional program control services on complex programs. Assignments may be broad in nature. Operates with appreciable latitude in developing solutions to technical problems.	\$149.00
Program Control Staff 2	Provides professional program control services on complex programs. Assignments may be challenging. Fully responsible for specific deliverables.	\$139.00
Program Control Staff 1	Provides professional program control services on moderately complex programs. Assignments may be moderately challenging. Supports a program control team.	\$129.00
Program Control Analyst 3	Provides professional program control services following established processes in moderately complex program control environments. Work is performed under supervision.	\$119.00
Program Control Analyst 2	Provides professional program control services following established processes in limited complexity program control environments. Work is performed under supervision.	\$109.00
Program Control Analyst 1	Provides basic, professional program control services in limited complexity program control environments. Work is entry level and performed under supervision.	\$99.00

These are published hourly rates established at prices for similar levels of experience for services in direct support of USG and commercial long-term engagements. Travel and related expenses, facilities, and equipment costs are not included in rates.

Rates are effective as of January 1, 2020; standard annual escalation is 3%.