

Attachment C – Labor Rates/Price Sheet

AWARD CATEGORY 1			
PROCUREMENT ASSISTANCE SUPPORT SERVICES			
SECTION 1		SECTION 2	
HOURLY PRICING PER LABOR CATEGORY		MAXIMUM ANNUAL PERCENTAGE INCREASE REQUEST ON LABOR RATES	
Labor Categories	Fully Burdened Hourly Rate for Year 1 (Price Guarantee Period)	Maximum Annual Percentage Increase Request (not guaranteed or approved)	3%
Program Director (Key Personnel)	\$235.76		
Program Manager	\$211.72		
Subject Matter Expert III	\$240.20		
Subject Matter Expert II	\$202.30		
Subject Matter Expert I	\$166.86		
Acquisition Support Specialist III (Key Personnel)	\$208.06		
Acquisition Support Specialist II	\$160.24		
Acquisition Support Specialist I	\$129.32		
Analyst III	\$179.96		
Analyst II	\$147.51		
Analyst I	\$121.45		
Project Manager II	\$202.30		
Project Manager I	\$166.86		
Instructor/Trainer II	\$80.43		
Instructor/Trainer I	\$68.10		
Administrative	\$70.74		

AWARD CATEGORY 2							
IT RESEARCH, ADVISORY, AND CONSULTING SERVICES							
SECTION 1		SECTION 2		SECTION 3		SECTION 4	
HOURLY PRICING PER LABOR CATEGORY		MAXIMUM ANNUAL PERCENTAGE INCREASE REQUEST ON LABOR RATES		DISCOUNT OFF LICENSE/SUBSCRIPTION RATES		MAXIMUM ANNUAL PERCENTAGE INCREASE REQUEST ON SUBSCRIPTION RATES	
Labor Categories	Fully Burdened Hourly Rate for Year 1 (Price Guarantee Period)	Maximum Annual Percentage Increase Request on Labor Rates (not guaranteed or approved)	3%	Percentage Discount Offered on Subscription/Licenses	5%	Maximum Annual Percentage Increase Request on Subscription Rates (not guaranteed or approved)	3%
Project Manager	\$166.86						
System Architect (Software/Data/Database) I	\$129.32						
Cloud Subject Matter Expert	\$160.24						
IT Subject Matter Expert	\$166.86						
Technology Consultant I	\$129.32						
Technology Consultant II	\$160.24						
Cyber Security Specialist	\$129.32						
Administrative	\$70.74						

Optional - Value-Add Services

In addition to Value Added Staffing/ Staff Augmentation Service Flairsoft's IP product, Flairdocs™ supports all aspects of Real Estate and Right of Way management by standardizing processes across departments and personnel while increasing compliance and accuracy. Training costs are reduced through the powerful paperless data collection, document generation, timely reporting, and workflow management capabilities. Flairdocs™ is an established Business Management Suite, widely adopted in the marketplace. We have multiple product tracks to help meet State DOT requirements: The various products listed are all sub-components of Flairdocs™.

1. DOTTrack: Transforms and automates real property planning, acquisition, and management, streamlining processes like project coordination, appraisal, relocation, and demolition while ensuring standardization across teams.
2. Outdoor AdSmart: Manages highway advertising sign inventory, tracking data, coordinates, and compliance status. Simplifies permit issuance and renewals with efficiency.
3. EPSTrack: Streamlines electronic highway work permit management, from application tracking and bond receipts to automated inspections and payment processing. Supports diverse projects like fiber-optic installations or driveway constructions through an intuitive web platform.
4. EnviroTrack: Integrates environmental compliance across project phases, centralizing records, managing permits, and linking with GIS systems to enhance collaboration and reduce costs.
5. UTILTrack: Simplifies utility relocation and management for highway projects, promoting communication between utility owners and highway authorities to expedite conflict resolution.
6. ContractTrack: Revolutionizes contract management by automating compliance, invoice management, and secure document access through an intuitive platform.
7. Alcoholic Beverage Control: Streamlines alcohol and cannabis licensing and compliance management, enabling proactive tracking and enforcement.
8. ElectricTrack
9. RenewableTrack
10. PipelineTrack

With successful client engagements, we have developed and strengthened our expertise and product architecture to deliver innovative ROW acquisition, property management, permitting solutions that span across systems integration, database management, GIS, mobile, AI/ML and COTS product deployment.

There are various Value-Added Services that Flairsoft offers:

- Hardware and Software License Reseller in collaborations with Insight Public Sector Inc
- Application Development and support
- Advisory and Assistance services
- Independent verification and validation (IV & V) and Quality Assurance
- Artificial Intelligence: robotics process automation and chatbots
- Enterprise Program Management
- Business Intelligence and Data Analytics
- Disaster Recovery and Business Continuity
- Data Migration Services.