Name: Mitel Business Systems, Inc.

Labor Category	Contract Yr. 1 Fully Loaded Hourly Rate		Contract Yr. 2 Fully Loaded Hourly Rate		Contract Yr. 3 Fully Loaded Hourly Rate		Contract Yr. 4 Fully Loaded Hourly Rate		Contract Yr. 5 Fully Loaded Hourly Rate		Contract Yr. 6 Fully Loaded Hourly Rate		Contract Yr. 7 Fully Loaded Hourly Rate		Contract Yr. 8 Fully Loaded Hourly Rate	
	Straight	Premium	Straight	Premium	Straight	Premium	Straight	Premium	Straight	Premium	Straight	Premium	Straight	Premium	Straight	Premium
Program Manager	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38
Project Manager	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38
Senior Subject Matter Expert	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Subject Matter Expert	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Sr. Telecom Analyst	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38
Sr. Telecom Specialist	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38
Testing Specialist	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38
Training Specialist/ Instructor	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38
Sr. Systems Engineer	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Systems Engineer	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Sr. Systems Analyst	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Sr. Info. Technology Architect	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Sr. Info. Technology Planner	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Office Automation Specialist	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Help Desk Manager	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38
Sr. Help Desk Specialist	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38
Jr. Help Desk Specialist	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38
System Administrator	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38
Project Control Specialist	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38
Program Administration Specialist	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38
Sr. Business Process Consultant	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Telecom Engineer	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38
Sr. Telecom Consultant	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38
Telecom SysAnalyst	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38
Network Manager	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38
Sr. Network Engineer	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38
Jr. Network Engineer	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38
Network Administrator	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38
Sr. Network Technician	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38
Jr. Network Technician	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38
Network Security Engineer	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38	$110.25	$165.38
Lic. Master Electrician	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Journeyman Electrician	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Electrician Helper	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A