

**THIRD AMENDMENT
TO
MASTER PROFESSIONAL SERVICES AGREEMENT**

This Third Amendment to the Master Professional Services Agreement (this “**Amendment**”), is effective as of June 1, 2024 (the “**Amendment Effective Date**”) by and among NIKE, Inc., located at One Bowerman Drive, Beaverton, Oregon 97005, United States of America (“**NIKE**”), and The Gunter Group LLC, located at 4380 S. Macadam Avenue - Suite 110, Portland, Oregon 97239, United States of America (“**Contractor**”). All capitalized terms used but not otherwise defined herein shall have the meaning ascribed to them in the Master Professional Services Agreement (as defined below).

RECITALS

- A. Contractor and NIKE are Parties to that certain Master Professional Services Agreement, effective as of October 27, 2014, as amended (the “**Agreement**”); and
- B. The Parties desire to further amend the Agreement as more specifically set forth below.

AGREEMENT:

NOW, THEREFORE, in consideration of the foregoing Recitals, which are incorporated herein by this reference, and in consideration of the mutual obligations exchanged in this Amendment, and for other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, Contractor and NIKE hereby agree as follows:

- 1. **Rate Card**
 - a. The fixed Contractor’s rate card set forth in the Agreement as *Exhibit “B”* to the Agreement and any references thereto in the Agreement shall remain applicable to Staff Augmentation Services and Deliverables solely and shall not be applicable to the other Statement of Work or Work Order Services and Deliverables under the Agreement.
 - b. “*Exhibit B-1*” Contractor’s Rates of the Agreement shall stand deleted in entirety and replaced with the “*Exhibit B-1*” Contractor’s Rates attached to this Amendment. This replaced “*Exhibit B-1*” Contractor’s Rates shall continue to stand as a supplement to the *Exhibit B* of the Agreement. As agreed between the Parties and set forth in the Agreement, the replaced rate card in the said “*Exhibit B-1*” shall be applicable solely to the other Statement of Work or Work Order Services and Deliverables under the Agreement while *Exhibit B* to the Agreement shall continue to remain applicable to staff augmentation Services and Deliverables under the Agreement.
- 2. This Amendment may be executed, including by way of electronic or digital signature, in any number of counterparts, all of which, when taken together, shall constitute one and the same instrument and the parties to this Amendment may execute this Amendment by signing any such counterpart. Signature pages may be detached from multiple separate counterparts and attached to a single counterpart so that all signatures are physically attached to the same documents. When properly signed, this Amendment may be delivered by facsimile or electronically, and any such delivery will have the same effect as physical delivery of a signed original.

3. Except as expressly amended herein, the Agreement and the terms and conditions therein shall remain in full force and effect, as modified, or amended hereby and is hereby ratified, confirmed, and approved in all respects. This Amendment will be deemed a part of, and construed in accordance with, the Agreement. In the event of any inconsistencies between this Amendment and the Agreement, the Work Orders or any other work orders, statements of work or similar agreements executed thereunder, the terms of this Amendment will control.

4. This Amendment shall be binding upon and inure to the Parties and their successors and assigns. IN WITNESS WHEREOF, the Parties hereto have caused this Amendment to be duly executed on their respective behalf, by their respective officers thereunto duly authorized, effective as of the Amendment Effective Date.

NIKE, INC.

THE GUNTER GROUP LLC

By: *Ryan Savage*

By: *Matt Bader*

Printed Name: **Ryan Savage**

Printed Name: **Matt Bader**

Title: **Procurement Director**

Title: **Managing Partner**

Signature Date: **Feb 22, 2025**

Signature Date: **Feb 21, 2025**

Exhibit "B-1"
CONTRACTOR'S RATES

The below list of rates is hereby enacted for all SOWs and Work Orders Services performed and Deliverables provided by the Contractor under the Agreement. These rates are not intended to apply to Staff Augmentation Services. The rates will come into effect and apply immediately for all current and valid as well as future SOWs or Work Orders and will remain in place until May 30, 2027, unless otherwise amended as agreed to between the Parties in writing. All Current SOWs and Work Orders will be amended to reflect the new rates. All SOWs or Work Orders that are renewed under these new rates must show a reduction in total cost as a result of the new rates. For the avoidance of doubt, the new rates for all SOWs and Work Orders are effective as of the date that the parties closed the negotiation as indicated by NIKE procurement via email, whether or not a signed SOW amendment is yet in place.

The application of these rates does not change the pricing methodology for SOW or Work Order work; and fixed, milestone-based or other pricing methods still apply. For all future SOWs and Work Orders, an exhibit depicting the applicable roles, rates, and expected hours will be included. In addition, Contractor will provide a spreadsheet listing roles, rates, and expected hours, uploaded to a website to be provided by NIKE procurement.

Beeline Job Code	Beeline Job Title (with Level)	US Region 1 Bill Rate (USD)	US Region 2 Bill Rate (USD)	US Region 3 Bill Rate (USD)	Mexico Bill Rate (USD)	India Bill Rate (USD)	LATAM Bill Rate (USD)
B9071	Agile Lead 1	\$ 155.00	\$ 135.00	\$ 120.00	\$ -	\$ -	\$ -
B9072	Agile Lead 2	\$ 175.00	\$ 155.00	\$ 140.00	\$ -	\$ -	\$ -
B9073	Agile Lead 3	\$ 190.00	\$ 170.00	\$ 160.00	\$ -	\$ -	\$ -
B9074	Agile Lead 4	\$ 200.00	\$ 180.00	\$ 170.00	\$ -	\$ -	\$ -
B9075	Agile Lead 5	\$ 225.00	\$ 200.00	\$ 190.00	\$ -	\$ -	\$ -
B9904	Engagement Manager	\$ 220.00	\$ 200.00	\$ 230.00	\$ -	\$ -	\$ -
B9905	Engagement Partner	\$ 275.00	\$ 250.00	\$ 190.00	\$ -	\$ -	\$ -
B2176	Architect - Application 3	\$ 210.00	\$ 200.00	\$ 180.00	\$ 90.00	\$ 75.00	\$ 90.00
B1149	Architect - Application 4	\$ 225.00	\$ 215.00	\$ 194.00	\$ 105.00	\$ 88.00	\$ 105.00
B2196	Architect - Application 5	\$ 240.00	\$ 230.00	\$ 207.00	\$ 120.00	\$ 100.00	\$ 120.00

Beeline Job Code	Beeline Job Title (with Level)	US Region 1 Bill Rate (USD)	US Region 2 Bill Rate (USD)	US Region 3 Bill Rate (USD)	Mexico Bill Rate (USD)	India Bill Rate (USD)	LATAM Bill Rate (USD)
B9087	Architect - Application Niche 3	\$ 210.00	\$ 200.00	\$ 180.00	\$ -	\$ -	\$ -
B9088	Architect - Application Niche 4	\$ 225.00	\$ 215.00	\$ 194.00	\$ -	\$ -	\$ -
B9089	Architect - Application Niche 5	\$ 240.00	\$ 230.00	\$ 207.00	\$ -	\$ -	\$ -
B9081	Architect - Database 3	\$ 190.00	\$ 200.00	\$ 180.00	\$ 90.00	\$ 75.00	\$ 90.00
B9082	Architect - Database 4	\$ 220.00	\$ 215.00	\$ 194.00	\$ 105.00	\$ 88.00	\$ 105.00
B9083	Architect - Database 5	\$ 240.00	\$ 225.00	\$ 203.00	\$ 120.00	\$ 100.00	\$ 120.00
B9084	Architect - Enterprise 3	\$ 215.00	\$ 200.00	\$ 185.00	\$ -	\$ -	\$ -
B9085	Architect - Enterprise 4	\$ 240.00	\$ 225.00	\$ 200.00	\$ -	\$ -	\$ -
B9086	Architect - Enterprise 5	\$ 280.00	\$ 250.00	\$ 220.00	\$ -	\$ -	\$ -
B9915	Architect - Process	\$ 220.00	\$ 210.00	\$ 190.00	\$ -	\$ -	\$ -
B9090	Architect - Solutions 3	\$ 210.00	\$ 195.00	\$ 175.00	\$ -	\$ -	\$ -
B9091	Architect - Solutions 4	\$ 220.00	\$ 210.00	\$ 190.00	\$ -	\$ -	\$ -
B9092	Architect - Solutions 5	\$ 240.00	\$ 225.00	\$ 200.00	\$ -	\$ -	\$ -
B1610	Architect - Systems 3	\$ 220.00	\$ 200.00	\$ 180.00	\$ 90.00	\$ 75.00	\$ 90.00

Beeline Job Code	Beeline Job Title (with Level)	US Region 1 Bill Rate (USD)	US Region 2 Bill Rate (USD)	US Region 3 Bill Rate (USD)	Mexico Bill Rate (USD)	India Bill Rate (USD)	LATAM Bill Rate (USD)
B2607	Architect - Systems 4	\$ 235.00	\$ 215.00	\$ 194.00	\$ 105.00	\$ 88.00	\$ 105.00
B1091	Architect - Systems 5	\$ 255.00	\$ 230.00	\$ 207.00	\$ 120.00	\$ 100.00	\$ 120.00
B1633	Business Analyst 1	\$ 150.00	\$ 135.00	\$ 120.00	\$ -	\$ -	\$ -
B1195	Business Analyst 2	\$ 170.00	\$ 150.00	\$ 140.00	\$ -	\$ -	\$ -
B1391	Business Analyst 3	\$ 185.00	\$ 165.00	\$ 150.00	\$ -	\$ -	\$ -
B1790	Business Analyst 4	\$ 210.00	\$ 185.00	\$ 160.00	\$ -	\$ -	\$ -
B2699	Business Analyst 5	\$ 220.00	\$ 200.00	\$ 175.00	\$ -	\$ -	\$ -
B9065	Business Development 1	\$ 210.00	\$ 185.00	\$ 165.00	\$ -	\$ -	\$ -
B9066	Business Development 2	\$ 220.00	\$ 200.00	\$ 185.00	\$ -	\$ -	\$ -
B1844	Business Development 3	\$ 240.00	\$ 215.00	\$ 205.00	\$ -	\$ -	\$ -
B2054	Business Systems Analyst 1	\$ 155.00	\$ 135.00	\$ 120.00	\$ -	\$ -	\$ -
B2215	Business Systems Analyst 2	\$ 170.00	\$ 145.00	\$ 140.00	\$ -	\$ -	\$ -
B1805	Business Systems Analyst 3	\$ 185.00	\$ 165.00	\$ 150.00	\$ -	\$ -	\$ -

Beeline Job Code	Beeline Job Title (with Level)	US Region 1 Bill Rate (USD)	US Region 2 Bill Rate (USD)	US Region 3 Bill Rate (USD)	Mexico Bill Rate (USD)	India Bill Rate (USD)	LATAM Bill Rate (USD)
B1137	Business Systems Analyst 4	\$ 210.00	\$ 185.00	\$ 160.00	\$ -	\$ -	\$ -
B1923	Business Systems Analyst 5	\$ 220.00	\$ 200.00	\$ 175.00	\$ -	\$ -	\$ -
B9902	Consultant - Business	\$ 210.00	\$ 185.00	\$ 175.00	\$ -	\$ -	\$ -
B9907	Consultant - Data	\$ 225.00	\$ 200.00	\$ 190.00	\$ -	\$ -	\$ -
B9908	Consultant - Data and Analytics	\$ 225.00	\$ 200.00	\$ 190.00	\$ -	\$ -	\$ -
B9912	Consultant - Design	\$ 200.00	\$ 195.00	\$ 185.00	\$ -	\$ -	\$ -
B9910	Consultant - Human Resources	\$ 210.00	\$ 185.00	\$ 175.00	\$ -	\$ -	\$ -
B9917	Consultant - IT	\$ 230.00	\$ 200.00	\$ 190.00	\$ -	\$ -	\$ -
B9913	Consultant - Product	\$ 215.00	\$ 195.00	\$ 185.00	\$ -	\$ -	\$ -
B9903	Consultant - Strategy	\$ 230.00	\$ 215.00	\$ 195.00	\$ -	\$ -	\$ -
B9914	Consultant - Supply Chain and Logistics	\$ 210.00	\$ 185.00	\$ 175.00	\$ -	\$ -	\$ -
B1572	Data Analyst 1	\$ 140.00	\$ 135.00	\$ 120.00	\$ -	\$ -	\$ -
B1982	Data Analyst 2	\$ 160.00	\$ 150.00	\$ 140.00	\$ -	\$ -	\$ -
B2328	Data Analyst 3	\$ 170.00	\$ 160.00	\$ 150.00	\$ -	\$ -	\$ -
B1766	Data Analyst 4	\$ 190.00	\$ 175.00	\$ 160.00	\$ -	\$ -	\$ -

Beeline Job Code	Beeline Job Title (with Level)	US Region 1 Bill Rate (USD)	US Region 2 Bill Rate (USD)	US Region 3 Bill Rate (USD)	Mexico Bill Rate (USD)	India Bill Rate (USD)	LATAM Bill Rate (USD)
B2733	Data Analyst 5	\$ 210.00	\$ 200.00	\$ 180.00	\$ -	\$ -	\$ -
B1714	Data Engineer 1	\$ 155.00	\$ 135.00	\$ 130.00	\$ -	\$ -	\$ -
B1198	Data Engineer 2	\$ 175.00	\$ 155.00	\$ 150.00	\$ -	\$ -	\$ -
B2561	Data Engineer 3	\$ 195.00	\$ 170.00	\$ 160.00	\$ -	\$ -	\$ -
B2798	Data Engineer 4	\$ 210.00	\$ 190.00	\$ 180.00	\$ -	\$ -	\$ -
B1717	Data Engineer 5	\$ 230.00	\$ 200.00	\$ 190.00	\$ -	\$ -	\$ -
B2613	Data Governance 1	\$ 155.00	\$ 135.00	\$ 120.00	\$ -	\$ -	\$ -
B1880	Data Governance 2	\$ 175.00	\$ 155.00	\$ 140.00	\$ -	\$ -	\$ -
B2476	Data Governance 3	\$ 195.00	\$ 170.00	\$ 160.00	\$ -	\$ -	\$ -
B1402	Data Governance 4	\$ 200.00	\$ 190.00	\$ 185.00	\$ -	\$ -	\$ -
B1537	Data Governance 5	\$ 220.00	\$ 200.00	\$ 195.00	\$ -	\$ -	\$ -
B9001	Data Modeler 1	\$ 155.00	\$ 135.00	\$ 130.00	\$ -	\$ -	\$ -
B9002	Data Modeler 2	\$ 170.00	\$ 160.00	\$ 150.00	\$ -	\$ -	\$ -
B9003	Data Modeler 3	\$ 190.00	\$ 170.00	\$ 160.00	\$ -	\$ -	\$ -
B9004	Data Modeler 4	\$ 210.00	\$ 190.00	\$ 180.00	\$ -	\$ -	\$ -
B9005	Data Modeler 5	\$ 220.00	\$ 210.00	\$ 190.00	\$ -	\$ -	\$ -
B1023	Data Scientist 1	\$ 155.00	\$ 150.00	\$ 125.00	\$ -	\$ -	\$ -
B1364	Data Scientist 2	\$ 175.00	\$ 165.00	\$ 145.00	\$ -	\$ -	\$ -
B1141	Data Scientist 3	\$ 195.00	\$ 175.00	\$ 160.00	\$ -	\$ -	\$ -
B2679	Data Scientist 4	\$ 210.00	\$ 190.00	\$ 180.00	\$ -	\$ -	\$ -
B2431	Data Scientist 5	\$ 220.00	\$ 215.00	\$ 190.00	\$ -	\$ -	\$ -
B9116	Delivery Lead 1	\$ 155.00	\$ 135.00	\$ 120.00	\$ -	\$ -	\$ -
B9117	Delivery Lead 2	\$ 175.00	\$ 155.00	\$ 140.00	\$ -	\$ -	\$ -

Beeline Job Code	Beeline Job Title (with Level)	US Region 1 Bill Rate (USD)	US Region 2 Bill Rate (USD)	US Region 3 Bill Rate (USD)	Mexico Bill Rate (USD)	India Bill Rate (USD)	LATAM Bill Rate (USD)
B9118	Delivery Lead 3	\$ 195.00	\$ 170.00	\$ 160.00	\$ -	\$ -	\$ -
B9119	Delivery Manager 4	\$ 210.00	\$ 185.00	\$ 175.00	\$ -	\$ -	\$ -
B9120	Delivery Manager 5	\$ 220.00	\$ 205.00	\$ 190.00	\$ -	\$ -	\$ -
B9121	Digital Program Manager 1	\$ 160.00	\$ 135.00	\$ 130.00	\$ -	\$ -	\$ -
B1571	Digital Program Manager 2	\$ 175.00	\$ 150.00	\$ 145.00	\$ -	\$ -	\$ -
B1147	Digital Program Manager 3	\$ 190.00	\$ 170.00	\$ 165.00	\$ -	\$ -	\$ -
B2141	Digital Program Manager 4	\$ 210.00	\$ 190.00	\$ 180.00	\$ -	\$ -	\$ -
B2266	Digital Program Manager 5	\$ 220.00	\$ 200.00	\$ 190.00	\$ -	\$ -	\$ -
B1718	Human Resources Manager 4	\$ 215.00	\$ 190.00	\$ 170.00	\$ -	\$ -	\$ -
B1218	Human Resources Manager 5	\$ 240.00	\$ 210.00	\$ 200.00	\$ -	\$ -	\$ -
B2049	Machine Learning 1	\$ 185.00	\$ 170.00	\$ 155.00	\$ -	\$ -	\$ -
B1710	Machine Learning 2	\$ 195.00	\$ 180.00	\$ 165.00	\$ -	\$ -	\$ -
B2569	Machine Learning 3	\$ 210.00	\$ 190.00	\$ 175.00	\$ -	\$ -	\$ -
B1374	Machine Learning 4	\$ 220.00	\$ 200.00	\$ 185.00	\$ -	\$ -	\$ -
B1353	Machine Learning 5	\$ 230.00	\$ 210.00	\$ 200.00	\$ -	\$ -	\$ -

Beeline Job Code	Beeline Job Title (with Level)	US Region 1 Bill Rate (USD)	US Region 2 Bill Rate (USD)	US Region 3 Bill Rate (USD)	Mexico Bill Rate (USD)	India Bill Rate (USD)	LATAM Bill Rate (USD)
B2191	Operations Analyst 1	\$ 150.00	\$ 135.00	\$ 120.00	\$ -	\$ -	\$ -
B2773	Operations Analyst 2	\$ 170.00	\$ 155.00	\$ 130.00	\$ -	\$ -	\$ -
B1706	Operations Analyst 3	\$ 190.00	\$ 170.00	\$ 155.00	\$ -	\$ -	\$ -
B9015	Process Analyst 1	\$ 150.00	\$ 135.00	\$ 120.00	\$ -	\$ -	\$ -
B9016	Process Analyst 2	\$ 170.00	\$ 155.00	\$ 140.00	\$ -	\$ -	\$ -
B9017	Process Analyst 3	\$ 195.00	\$ 170.00	\$ 160.00	\$ -	\$ -	\$ -
B3461	Process Leadership 4	\$ 210.00	\$ 190.00	\$ 175.00	\$ -	\$ -	\$ -
B3166	Process Leadership 5	\$ 220.00	\$ 200.00	\$ 190.00	\$ -	\$ -	\$ -
B2244	Product Manager - Digital 1	\$ 155.00	\$ 140.00	\$ 120.00	\$ -	\$ -	\$ -
B2564	Product Manager - Digital 2	\$ 165.00	\$ 150.00	\$ 135.00	\$ -	\$ -	\$ -
B2382	Product Manager - Digital 3	\$ 190.00	\$ 170.00	\$ 165.00	\$ -	\$ -	\$ -
B1810	Product Manager - Digital 4	\$ 220.00	\$ 195.00	\$ 175.00	\$ -	\$ -	\$ -
B1660	Product Manager - Digital 5	\$ 240.00	\$ 210.00	\$ 190.00	\$ -	\$ -	\$ -

Beeline Job Code	Beeline Job Title (with Level)	US Region 1 Bill Rate (USD)	US Region 2 Bill Rate (USD)	US Region 3 Bill Rate (USD)	Mexico Bill Rate (USD)	India Bill Rate (USD)	LATAM Bill Rate (USD)
B9062	Product Operations Manager 1	\$ 155.00	\$ 135.00	\$ 120.00	\$ -	\$ -	\$ -
B9063	Product Operations Manager 2	\$ 165.00	\$ 155.00	\$ 140.00	\$ -	\$ -	\$ -
B9064	Product Operations Manager 3	\$ 190.00	\$ 180.00	\$ 165.00	\$ -	\$ -	\$ -
B9172	Program Coordinator - IT 1	\$ 135.00	\$ 125.00	\$ 115.00	\$ -	\$ -	\$ -
B9173	Program Coordinator - IT 2	\$ 150.00	\$ 135.00	\$ 125.00	\$ -	\$ -	\$ -
B9174	Program Coordinator - IT 3	\$ 165.00	\$ 150.00	\$ 140.00	\$ -	\$ -	\$ -
B1286	Program Coordinator - Non-IT 1	\$ 135.00	\$ 125.00	\$ 115.00	\$ -	\$ -	\$ -
B2387	Program Coordinator - Non-IT 2	\$ 150.00	\$ 135.00	\$ 125.00	\$ -	\$ -	\$ -
B1754	Program Coordinator - Non-IT 3	\$ 165.00	\$ 150.00	\$ 140.00	\$ -	\$ -	\$ -
B1720	Program Manager - IT 4	\$ 205.00	\$ 185.00	\$ 160.00	\$ -	\$ -	\$ -
B3581	Program Manager - IT 5	\$ 215.00	\$ 200.00	\$ 190.00	\$ -	\$ -	\$ -

Beeline Job Code	Beeline Job Title (with Level)	US Region 1 Bill Rate (USD)	US Region 2 Bill Rate (USD)	US Region 3 Bill Rate (USD)	Mexico Bill Rate (USD)	India Bill Rate (USD)	LATAM Bill Rate (USD)
B3345	Program Manager - Non-IT 4	\$ 205.00	\$ 185.00	\$ 160.00	\$ -	\$ -	\$ -
B3339	Program Manager - Non-IT 5	\$ 215.00	\$ 200.00	\$ 190.00	\$ -	\$ -	\$ -
B9175	Project Coordinator - IT 1	\$ 140.00	\$ 130.00	\$ 110.00	\$ -	\$ -	\$ -
B9176	Project Coordinator - IT 2	\$ 150.00	\$ 140.00	\$ 120.00	\$ -	\$ -	\$ -
B9177	Project Coordinator - IT 3	\$ 165.00	\$ 150.00	\$ 130.00	\$ -	\$ -	\$ -
B9018	Project Coordinator - Non-IT 1	\$ 140.00	\$ 130.00	\$ 110.00	\$ -	\$ -	\$ -
B1712	Project Coordinator - Non-IT 2	\$ 150.00	\$ 140.00	\$ 120.00	\$ -	\$ -	\$ -
B9019	Project Coordinator - Non-IT 3	\$ 165.00	\$ 150.00	\$ 130.00	\$ -	\$ -	\$ -
B2134	Project Manager - IT 4	\$ 175.00	\$ 160.00	\$ 145.00	\$ -	\$ -	\$ -
B2499	Project Manager - IT 5	\$ 195.00	\$ 180.00	\$ 165.00	\$ -	\$ -	\$ -
B2147	Project Manager - Non-IT 4	\$ 175.00	\$ 160.00	\$ 145.00	\$ -	\$ -	\$ -

Beeline Job Code	Beeline Job Title (with Level)	US Region 1 Bill Rate (USD)	US Region 2 Bill Rate (USD)	US Region 3 Bill Rate (USD)	Mexico Bill Rate (USD)	India Bill Rate (USD)	LATAM Bill Rate (USD)
B2398	Project Manager - Non-IT 5	\$ 195.00	\$ 180.00	\$ 165.00	\$ -	\$ -	\$ -
B9179	Scrum Master 1	\$ 150.00	\$ 130.00	\$ 120.00	\$ -	\$ -	\$ -
B9180	Scrum Master 2	\$ 170.00	\$ 150.00	\$ 140.00	\$ -	\$ -	\$ -
B9181	Scrum Master 3	\$ 185.00	\$ 165.00	\$ 150.00	\$ -	\$ -	\$ -
B9182	Scrum Master 4	\$ 195.00	\$ 175.00	\$ 165.00	\$ -	\$ -	\$ -
B9183	Scrum Master 5	\$ 205.00	\$ 190.00	\$ 175.00	\$ -	\$ -	\$ -
B1265	Strategic Planner 4	\$ 220.00	\$ 195.00	\$ 190.00	\$ -	\$ -	\$ -
B2064	Strategic Planner 5	\$ 230.00	\$ 210.00	\$ 200.00	\$ -	\$ -	\$ -
B2428	Transition Manager 1	\$ 150.00	\$ 140.00	\$ 120.00	\$ -	\$ -	\$ -
B2515	Transition Manager 2	\$ 175.00	\$ 155.00	\$ 140.00	\$ -	\$ -	\$ -
B1266	Transition Manager 3	\$ 190.00	\$ 170.00	\$ 155.00	\$ -	\$ -	\$ -
B9023	Transition Manager 4	\$ 200.00	\$ 190.00	\$ 175.00	\$ -	\$ -	\$ -
B9024	Transition Manager 5	\$ 210.00	\$ 200.00	\$ 185.00	\$ -	\$ -	\$ -
B2198	Vendor Analyst 1	\$ 150.00	\$ 130.00	\$ 120.00	\$ -	\$ -	\$ -
B9025	Vendor Analyst 2	\$ 170.00	\$ 145.00	\$ 130.00	\$ -	\$ -	\$ -
B9026	Vendor Analyst 3	\$ 180.00	\$ 160.00	\$ 150.00	\$ -	\$ -	\$ -
B2378	Vendor Manager 1	\$ 160.00	\$ 150.00	\$ 140.00	\$ -	\$ -	\$ -

Beeline Job Code	Beeline Job Title (with Level)	US Region 1 Bill Rate (USD)	US Region 2 Bill Rate (USD)	US Region 3 Bill Rate (USD)	Mexico Bill Rate (USD)	India Bill Rate (USD)	LATAM Bill Rate (USD)
B1746	Vendor Manager 2	\$ 175.00	\$ 165.00	\$ 155.00	\$ -	\$ -	\$ -
B2168	Vendor Manager 3	\$ 190.00	\$ 180.00	\$ 170.00	\$ -	\$ -	\$ -
B2496	Visualization Engineer 1	\$ 145.00	\$ 135.00	\$ 125.00	\$ -	\$ -	\$ -
B2807	Visualization Engineer 2	\$ 170.00	\$ 155.00	\$ 135.00	\$ -	\$ -	\$ -
B2748	Visualization Engineer 3	\$ 190.00	\$ 175.00	\$ 155.00	\$ -	\$ -	\$ -
B1212	Visualization Engineer 4	\$ 200.00	\$ 195.00	\$ 185.00	\$ -	\$ -	\$ -
B1664	Visualization Engineer 5	\$ 220.00	\$ 210.00	\$ 200.00	\$ -	\$ -	\$ -