

NASCENT RESOURCES CORPORATION

TIME & MATERIAL (T&M) RATE SCHEDULE

EFFECTIVE: 1 JANUARY 2024

A) Labor Price.

<u>Number</u>	<u>Labor Category (LC) *</u>	<u>FBL Rate/Hour</u>
755	Executive Director	\$317.00
645	Director	\$305.00
534	Principal Manager	\$255.00
424	Senior Manager	\$223.00
313	Manager	\$184.00
705	Chief Scientist/Engineer	\$310.00
605	Principal Advisor	\$299.00
504	Principal Staff Member	\$246.00
403	Senior Staff Member	\$191.00
303	Staff Member	\$175.00
202	Associate Staff Member	\$143.00
101	Assistant Staff Member	\$95.00
TL3	Technician Level 3	\$143.00
TL2	Technician Level 2	\$95.00
TL1	Technician Level 1	\$62.00
AL2	Administrative Level 2	\$78.00
AL1	Administrative Level 1	\$46.00
I/C	Interns/Co-ops	\$35.00
SME	Subject Matter Experts (Directed by Client Hires)	TBD

B) Non-Labor Price.

- 1) Billable at receipted costs plus a fifteen percent (15.0%) Handling (G&A) Charge.
- 2) Categories are: Travel, Material/Equipment, and ODC.

C) Approval.



William A. Thomas, Treasurer

3/4/2024

Date

D) Note. * Attached are the NRC LC Descriptions

1.0 GENERAL REQUIREMENTS FOR ACADEMIC DEGREES

From a technical, business, management, and training viewpoint, potential clients will expect the Company to provide the best educated and experienced professionals, with current knowledge of their respective professional fields. Where a requirement for an educational degree is identified in the following labor categories, the following requirements for the degree apply:

- The university awarding the degree shall be state certified and have received accreditation from an organization used by much of the state certified college institutions in the region.
- 8 years of directly related experience is equivalent to a Bachelor's degree. 4 years of directly related experience is equivalent to an Associate's degree.

2.0 PROFESSIONAL MANAGEMENT SERVICES

2.1 Executive Director

A combination of education in Engineering, Science, Business, Social Science, Liberal Arts, or related academic field and directly related experience as follows: Ph.D. plus 6 years or MA/MS plus 12 years or BA/BS plus 15 years. The position reports directly to the Company Executive Management Team (CEMT). An Executive Director is responsible for the day-to-day direct general management responsibility of a major organizational segment and/or the award of base program contract(s). This position combines high-level technical and/or business expertise with an established history of successful management of major government programs. Professional management services are provided within broad, objectives to plan, organize, staff, direct, and control significant financial and human resources. Demonstrated expertise is required in coordinating major program activities to ensure delivery of their requisite quality and quantity of results in a timely, cost controlled manner. Extensive experience at the senior management level in federal budget, procurement, contract formulation and execution, program management, project, and product planning, and/or performance measurement including progress tracking is essential.

2.2 Director

A combination of education in Engineering, Science, Business, Social Science, Liberal Arts, or related academic field and directly related experience as follows: Ph.D. plus 6 years or MA/MS plus 8 years or BA/BS plus 12 years. This position combines high-level technical and/or

business expertise with an established history of successful management of major government programs. Professional management services are provided within broad, objectives to plan, organize, staff, direct, and control significant financial and human resources. Demonstrated expertise is required in coordinating major program activities to ensure delivery of their requisite quality and quantity of results in a timely, cost controlled manner. Extensive experience at the senior management level in federal budget, procurement, contract formulation and execution, program management, project, and product planning, and/or performance measurement including progress tracking is essential.

2.3 Principal Manager

A combination of education in Engineering, Science, Business, Social Science, Liberal Arts, or related academic field and directly related experience as follows: Ph.D. plus 6 years or MA/MS plus 8 years or BA/BS plus 12 years. This position combines considerable technical and/or business knowledge with an established history of successful management of government projects. Professional management services are provided within defined objectives with considerable latitude to plan, organize, staff, direct, and control financial and human resources. Demonstrated skill is required in coordinating large project activities to ensure delivery of their requisite quality and quantity of results in a timely, cost controlled manner. Demonstrable skill in federal budget, procurement, contract formulation and execution, program management, project and product planning, and performance measurement including progress tracking is required.

2.4 Senior Manager

A combination of education in Engineering, Science, Business, Social Science, Liberal Arts, or related academic field and directly related experience as follows: Ph.D. plus 3 years or MA/MS plus 4 years or BA/BS plus 8 years. This position combines considerable technical and/or business knowledge with an established history of successful management of government projects. Professional management services are provided within defined objectives with considerable latitude to plan, organize, staff, direct, and control financial and human resources. Demonstrated skill is required in coordinating large project activities to ensure delivery of their requisite quality and quantity of results in a timely, cost controlled manner. Demonstrable skill in federal budget, procurement, contract formulation and execution, program management, project and product planning, and performance measurement including progress tracking is required.

2.5 Manager

A combination of education in Engineering, Science, Business, Social Science, Liberal Arts, or related academic field and directly related experience as follows: MA/MS plus 4 years or BA/BS plus 6 years. Professional management services are provided to meet project objectives to plan, organize, staff, direct, and assigned financial and human resources. Must have demonstrable skills with standard program, product, and project planning, cost, and time management methods. Familiarity with federal budget, procurement, contract formulation and execution, and performance measurement including progress tracking is required.

3.0 PROFESSIONAL SCIENCE AND ENGINEERING SERVICES

3.1 Chief Scientist/Engineer

A combination of education in Engineering, Science or related academic field and directly related experience as follows: Ph.D. plus 6 years or MA/MS plus 8 years or BA/BS plus 12 years. An advanced degree in business administration may be combined with an undergraduate or graduate science or engineering degree. A Chief Scientist/Engineer is expected to possess an extraordinary command of the applicable subject matter, to anticipate emerging technology, and to develop appropriate solutions to meet client needs. The position may emphasize direct research, advising on complex technical issues or business development. The Chief Scientist is to provide a high level of dedication technical expertise necessary to anticipate and meet technical challenges.

3.2 Principal Advisor

A combination of education in Engineering, Science or related academic field and directly related experience as follows: Ph.D. plus 6 years or MA/MS plus 8 years or BA/BS plus 12 years. An advanced degree in business administration may be combined with an undergraduate or graduate science or engineering degree. A Principal Advisor is recognized within the applicable field as an "expert" and will be sought out to work with groups and technical peers, within and outside the Company, on complex, sophisticated technical matters. This position is expected to work independently on assignments requiring considerable innovation and possess indisputable subject matter knowledge. Demonstrated proficiency is required in coordinating overall program research and analysis, needs assessment, process and technology development, bench/pilot/full-scale technology demonstration and evaluation, product and process implementation, systems integration, and technology transfer in a concurrent

engineering environment.

3.3 Principal Staff Member

A combination of education in Engineering, Science or related academic field and directly related experience as follows: Ph.D. plus 6 years or MA/MS plus 8 years or BA/BS plus 12 years. An advanced degree in business administration may be combined with an undergraduate or graduate science or engineering degree. This position requires indisputable high-level technical expertise and an established professional reputation in the respective discipline coupled with direct involvement in related regional, national, and/or global issues. Professional services are provided within broad objectives as a recognized leader in one or more engineering and/or science disciplines. This position requires independent sophisticated analysis of complex problems, original research, awareness of evolving technologies, and development of innovative and unique solutions. Demonstrated proficiency is required in coordinating overall program research and analysis, needs assessment, process, and technology development, bench/pilot/full- scale technology demonstration and evaluation, product and process implementation, systems integration, and technology transfer in a concurrent engineering environment.

3.4 Senior Staff Member

A combination of education in Engineering, Science or related academic field and directly related experience as follows: Ph.D. plus 3 - 4 years or MA/MS plus 4 - 8 years or BA/BS plus 8 - 12 years. An advanced degree in business administration may be combined with an undergraduate or graduate science or engineering degree. This position requires in-depth applied expertise in the respective discipline coupled with a comprehensive understanding of related regional, national, and/or global issues. Professional services are provided within defined objectives but with considerable latitude. This position requires independent, complex analysis, concept formulation, and mastery of standard methods, new method identification, and solution development. Demonstrated competence is required in directing and performing research and analysis, needs assessment, process and technology development, bench/pilot/full- scale technology demonstration and evaluation, product and process implementation, systems integration, and technology transfer in a concurrent engineering environment.

3.5 Staff Member

A combination of education in Engineering, Science or related academic field and directly related experience as follows: Ph.D. plus 0 -

2 years or MA/MS plus 2 - 4 years or BA/BS plus 4 - 8 years. This position requires a detailed knowledge of the respective discipline and understanding of related national and global issues. Professional services are provided within general guidelines on broadly defined tasks. This position requires originality, analysis, concept and method development, competence with standard methods and tools, and reviewed design. Direct hands-on experience is required in performing and coordinating research and analysis, needs identification, process and technology analysis, bench/pilot/full-scale technology demonstration and evaluation, implementation, systems integration, and/or technology transfer in a concurrent engineering environment.

3.6 Associate Staff Member

A combination of education in Engineering, Science or related academic field and directly related experience as follows: MA/MS plus 0 - 2 years or BA/BS plus 2 - 4 years. This position requires a broad knowledge of the respective discipline and familiarity with related issues. Challenging and varied work within general guidelines are provided, requiring some originality and interpretation, reviewed analysis, concept and method contribution, and preliminary design. Experience is required contributing to research and analysis, needs identification, process and technology demonstration and evaluation, implementation, systems integration, and/or technology transfer.

3.7 Assistant Staff Member

A combination of education in Engineering, Science or related academic field and directly related experience as follows: BA/BS plus 0 - 2 years or AA/AS plus 2 - 4 years. This position requires a general knowledge of the respective discipline and awareness of related issues. Entry-level professional work such as routine investigation and analysis using established methods is provided. Work is accomplished under close supervision, usually as part of a team, and is reviewed by team leaders. This position provides assistance in research and analysis, needs identification, process and technology analysis, bench/pilot/full-scale technology demonstration and evaluation, implementation, systems integration, and/or technology transfer.

4.0 TECHNICAL SUPPORT

4.1 Technician Level 3

High School diploma plus additional formal coursework equivalent to an Associate's degree plus extensive directly related technical work experience. Formal certification as a Master in the skilled trades is considered equivalent to the formal coursework requirement. Works

alone or as part of a team to assist professional staff in related areas as required to achieve contractual requirements. Plans, organizes, conducts, and supervises subordinates in area of expertise to accomplish specific project tasks. Requires demonstrated mastery of a variety of standard and specialized tools, equipment, software, and methods particular to area of expertise. Holds appropriate technical certifications required to accomplish tasks.

4.2 Technician Level 2

High School diploma plus additional formal coursework plus considerable directly related technical work experience. Formal certification as a Journeyman in the skilled trades is equivalent to the formal coursework requirement. Works alone or as part of a team to assist professional staff in related areas as required to achieve contractual requirements. Participates in planning, organizing, and performing work, in area of expertise, to accomplish specific project tasks. Requires demonstrated skill in using a variety of standard and specialized tools, equipment, software, and methods particular to area of expertise. Holds appropriate technical certifications required to perform required work.

4.3 Technician Level 1

High School diploma plus some additional formal coursework plus some directly related technical work experience. Participation in an Apprenticeship Program in one of the skilled trades is considered equivalent to the formal coursework requirement. Works under supervision or as part of a team to assist professional staff and senior technicians in related areas as required to achieve contractual requirements. Requires familiarity with a variety of standard technical tools, equipment, software, and methods related to area of expertise. Holds appropriate technical certifications required to perform required work.

5.0 ADMINISTRATIVE SUPPORT

5.1 Administrative Level 2

High School diploma plus additional formal course work in secretarial science or business. Requires considerable experience in providing skilled secretarial, clerical, and administrative support in an automated business environment. Performs a variety of secretarial and administrative duties. Works alone or as part of a team to assist professional staff as required to achieve contractual requirements. Participates in planning, organizing, and performing administrative work to accomplish project objectives. Requires considerable skill in administrative methods, communication tools, personal computers,

and various administrative support software packages.

5.2 Administrative Level 1

High School diploma plus 1-year experience in providing routine secretarial and administrative support in an automated business environment. Performs a variety of routine secretarial and clerical duties. Works under supervision or as part of a team to assist professional staff as required achieving contractual requirements. Requires demonstrated skill in administrative methods, communication tools, personal computers, and various administrative support software packages.

5.3 Interns/Co-ops

Attending college, university, or high school and pursuing an education in Engineering, Science, Business, or related academic field. This position requires a general knowledge of the respective discipline coupled with an awareness of related issues. Under direct supervision, assists in the completion of entry-level professional work in support of routine investigation and analysis. This position requires sufficient educational background or experience to assist with work on research and analysis, needs identification, process and technology analysis, demonstration and evaluation, implementation, systems integration, and/or technology transfer.