



THOR COMMERCIAL RATES

Prices Effective January 1, 2012 Thru December 31, 2016

Client Site					
Labor Category	2012	2013	2014	2015	2016
SME/Consultant III	\$ 189.62	\$ 197.20	\$ 205.09	\$ 213.29	\$ 221.82
SME/Consultant II	\$ 181.74	\$ 189.01	\$ 196.57	\$ 204.43	\$ 212.61
SME/Consultant I	\$ 173.85	\$ 180.80	\$ 188.03	\$ 195.55	\$ 203.37
Program Manager	\$ 140.15	\$ 145.76	\$ 151.59	\$ 157.65	\$ 163.96
Project Manager IV	\$ 136.77	\$ 142.24	\$ 147.93	\$ 153.85	\$ 160.00
Project Manager III	\$ 124.83	\$ 129.82	\$ 135.01	\$ 140.41	\$ 146.03
Project Manager II	\$ 110.10	\$ 114.50	\$ 119.08	\$ 123.84	\$ 128.79
Project Manager I	\$ 95.36	\$ 99.17	\$ 103.14	\$ 107.27	\$ 111.56
Sr. Engineer V	\$ 155.70	\$ 161.93	\$ 168.41	\$ 175.15	\$ 182.16
Sr. Engineer IV	\$ 141.54	\$ 147.20	\$ 153.09	\$ 159.21	\$ 165.58
Sr. Engineer III	\$ 128.68	\$ 133.83	\$ 139.18	\$ 144.75	\$ 150.54
Sr. Engineer II	\$ 116.98	\$ 121.66	\$ 126.53	\$ 131.59	\$ 136.85
Sr. Engineer I	\$ 106.35	\$ 110.60	\$ 115.02	\$ 119.62	\$ 124.40
Engineer V	\$ 94.50	\$ 98.28	\$ 102.21	\$ 106.30	\$ 110.55
Engineer IV	\$ 90.00	\$ 93.60	\$ 97.34	\$ 101.23	\$ 105.28
Engineer III	\$ 83.15	\$ 86.48	\$ 89.94	\$ 93.54	\$ 97.28
Engineer II	\$ 79.19	\$ 82.36	\$ 85.65	\$ 89.08	\$ 92.64
Engineer I	\$ 76.58	\$ 79.64	\$ 82.83	\$ 86.14	\$ 89.59
Logistician V	\$ 121.37	\$ 126.22	\$ 131.27	\$ 136.52	\$ 141.98
Logistician IV	\$ 104.03	\$ 108.19	\$ 112.52	\$ 117.02	\$ 121.70
Logistician III	\$ 82.36	\$ 85.65	\$ 89.08	\$ 92.64	\$ 96.35
Logistician II	\$ 65.02	\$ 67.62	\$ 70.32	\$ 73.13	\$ 76.06
Logistician I	\$ 52.01	\$ 54.09	\$ 56.25	\$ 58.50	\$ 60.84
Engineering Technician V	\$ 72.23	\$ 75.12	\$ 78.12	\$ 81.24	\$ 84.49
Engineering Technician IV	\$ 70.13	\$ 72.94	\$ 75.86	\$ 78.89	\$ 82.05
Engineering Technician III	\$ 68.08	\$ 70.80	\$ 73.63	\$ 76.58	\$ 79.64
Engineering Technician II	\$ 66.10	\$ 68.74	\$ 71.49	\$ 74.35	\$ 77.32
Engineering Technician I	\$ 64.17	\$ 66.74	\$ 69.41	\$ 72.19	\$ 75.08
Analyst V	\$ 70.94	\$ 73.78	\$ 76.73	\$ 79.80	\$ 82.99
Analyst IV	\$ 62.23	\$ 64.72	\$ 67.31	\$ 70.00	\$ 72.80
Analyst III	\$ 54.59	\$ 56.77	\$ 59.04	\$ 61.40	\$ 63.86
Analyst II	\$ 48.31	\$ 50.24	\$ 52.25	\$ 54.34	\$ 56.51
Analyst I	\$ 42.75	\$ 44.46	\$ 46.24	\$ 48.09	\$ 50.01



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THOR/Contractor Site					
Labor Category	2012	2013	2014	2015	2016
SME/Consultant III	\$ 218.74	\$ 227.49	\$ 236.59	\$ 246.05	\$ 255.89
SME/Consultant II	\$ 209.64	\$ 218.03	\$ 226.75	\$ 235.82	\$ 245.25
SME/Consultant I	\$ 200.54	\$ 208.56	\$ 216.90	\$ 225.58	\$ 234.60
Program Manager	\$ 161.67	\$ 168.14	\$ 174.87	\$ 181.86	\$ 189.13
Project Manager IV	\$ 157.77	\$ 164.08	\$ 170.64	\$ 177.47	\$ 184.57
Project Manager III	\$ 144.00	\$ 149.76	\$ 155.75	\$ 161.98	\$ 168.46
Project Manager II	\$ 127.00	\$ 132.08	\$ 137.36	\$ 142.85	\$ 148.56
Project Manager I	\$ 110.00	\$ 114.40	\$ 118.98	\$ 123.74	\$ 128.69
Sr. Engineer V	\$ 179.61	\$ 186.79	\$ 194.26	\$ 202.03	\$ 210.11
Sr. Engineer IV	\$ 163.28	\$ 169.81	\$ 176.60	\$ 183.66	\$ 191.01
Sr. Engineer III	\$ 148.44	\$ 154.38	\$ 160.56	\$ 166.98	\$ 173.66
Sr. Engineer II	\$ 134.94	\$ 140.34	\$ 145.95	\$ 151.79	\$ 157.86
Sr. Engineer I	\$ 122.68	\$ 127.59	\$ 132.69	\$ 138.00	\$ 143.52
Engineer V	\$ 109.01	\$ 113.37	\$ 117.90	\$ 122.62	\$ 127.52
Engineer IV	\$ 103.82	\$ 107.97	\$ 112.29	\$ 116.78	\$ 121.45
Engineer III	\$ 95.92	\$ 99.76	\$ 103.75	\$ 107.90	\$ 112.22
Engineer II	\$ 91.34	\$ 94.99	\$ 98.79	\$ 102.74	\$ 106.85
Engineer I	\$ 88.34	\$ 91.87	\$ 95.54	\$ 99.36	\$ 103.33
Logistician V	\$ 140.00	\$ 145.60	\$ 151.42	\$ 157.48	\$ 163.78
Logistician IV	\$ 120.00	\$ 124.80	\$ 129.79	\$ 134.98	\$ 140.38
Logistician III	\$ 95.00	\$ 98.80	\$ 102.75	\$ 106.86	\$ 111.13
Logistician II	\$ 75.00	\$ 78.00	\$ 81.12	\$ 84.36	\$ 87.73
Logistician I	\$ 60.00	\$ 62.40	\$ 64.90	\$ 67.50	\$ 70.20
Engineering Technician V	\$ 83.31	\$ 86.64	\$ 90.11	\$ 93.71	\$ 97.46
Engineering Technician IV	\$ 80.89	\$ 84.13	\$ 87.50	\$ 91.00	\$ 94.64
Engineering Technician III	\$ 78.53	\$ 81.67	\$ 84.94	\$ 88.34	\$ 91.87
Engineering Technician II	\$ 76.25	\$ 79.30	\$ 82.47	\$ 85.77	\$ 89.20
Engineering Technician I	\$ 74.02	\$ 76.98	\$ 80.06	\$ 83.26	\$ 86.59
Analyst V	\$ 81.83	\$ 85.11	\$ 88.51	\$ 92.05	\$ 95.73
Analyst IV	\$ 71.78	\$ 74.66	\$ 77.64	\$ 80.75	\$ 83.98
Analyst III	\$ 62.97	\$ 65.49	\$ 68.11	\$ 70.83	\$ 73.67
Analyst II	\$ 55.72	\$ 57.95	\$ 60.27	\$ 62.68	\$ 65.19
Analyst I	\$ 49.31	\$ 51.29	\$ 53.34	\$ 55.47	\$ 57.69



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Labor Category Descriptions

Substitution/Equivalency

GED or vocational degree = high school diploma

AS/AA degree = two (2) yrs general experience

BA/BS = four (4) yrs general experience

MS/MA = six (6) yrs general experience

Ph.D. = Eight (8) yrs general experience

Example: MS/MA degree = BS/BA + six (6) yrs of general experience

Subject Matter Expert

Expert in single or multiple technical disciplines providing expert knowledge and insight into specific areas of science and technology. Guides the development and application of this knowledge to the project. Independently performs a variety of system design and integration tasks where subject matter expertise is required. Plans and performs required research, design evaluation, technical development, system integration planning and other tasks in specific technical areas. Responsible for highly complex technical/engineering tasks. May coordinates and guide the activities of engineering staff assigned to specific tasks.

Level III

Normally requires a Master's degree or equivalent experience and 20 or more years of relevant work experience.

Level II

Normally requires a Master's degree or equivalent experience and 12 or more years of relevant work experience.

Level I

Normally requires a Master's degree or equivalent experience and 8 or more years of relevant work experience.



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Program Manager

Coordinates and monitors the scheduling, pricing, and technical performance of company programs. Plans, organizes, and controls the overall activities of contracts. Ensures that all activities conform to the terms and conditions of the contract and ordering procedures. Aids in the negotiation of contracts and contractual changes and coordinating preparations of proposals, plans, specifications, and financial conditions of contracts. Develops new business and expands product line. Ensures adherence to master plans and schedules, develops solutions to program problems, and directs work of incumbents assigned to program from various departments. Ensures projects are completed on time and within budget. Acts as advisor to program team regarding projects, tasks, and operations. Typically reports to a unit/department head

Normally requires a BS/BA degree and 10 or more years of progressive management experience managing multiple technically complex projects.

Project Manager

Responsible for the coordination and completion of projects. Oversees all aspects of projects. Sets deadlines, assigns responsibilities, and monitors and summarizes progress of project. Prepares reports for upper management regarding status of project. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of tasks. May lead and direct the work of others. A wide degree of creativity and latitude is expected.

Level IV

Normally requires a Bachelor's degree or equivalent experience and 10 or more years of relevant work experience.

Level III

Normally requires a Bachelor's degree or equivalent experience and 7 or more years of relevant work experience.

Level II

Normally requires a Bachelor's degree or equivalent experience and 4-7 years of relevant work experience.

Level I

Normally requires a Bachelor's degree or equivalent experience and 0-4 years of relevant work experience.



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Logistician

Specialized experience developing, testing and delivering configuration and logistic management systems designed to provide clients with logistics technology that ensures effective and economical support for manufacturing or servicing of products, systems or equipment. Position requires advanced technical expertise to solve complex issues. General experience includes progressive experience in the analysis of government logistics requirements, including in-depth knowledge of government supply, material and engineering management, transportation or other logistics systems, capabilities, and processes as stipulated by the customer.

Level V

Normally requires High School diploma or equivalent experience and 16 or more years of relevant experience.

Level IV

Normally requires High School diploma or equivalent experience and 12 or more years of relevant experience.

Level III

Normally requires High School diploma or equivalent experience and 8 or more years of relevant experience.

Level II

Normally requires High School diploma or equivalent experience and 4 or more years of relevant experience.

Level I

Normally requires a High school diploma or equivalent experience and 2 years of relevant work experience.



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Sr. Engineer

Performs a variety of engineering tasks which are broad in nature and are concerned with the design and implementation, including personnel, hardware, software, mechanics and support facilities and/or equipment. Responsible for major technical/engineering projects of higher complexity and importance than those normally assigned to lower level engineers. Coordinates the activities of engineers and technicians assigned to specific engineering projects. May supervise and/or train a team of engineers through project completion.

Level V

Normally requires a Bachelors degree or equivalent experience and 22 or more years of relevant work experience.

Level IV

Normally requires a Bachelors degree or equivalent experience and 18 or more years of relevant work experience.

Level III

Normally requires a Bachelors degree or equivalent experience and 14 or more years of relevant work experience.

Level II

Normally requires a Bachelors degree or equivalent experience and 10 or more years of relevant work experience.

Level I

Normally requires a Bachelor's degree or equivalent experience and 8 or more years of relevant work experience.



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Engineer

Performs a variety of engineering tasks that are broad in nature and are concerned with design and implementation, including personnel, hardware, software and support facilities and/or equipment. Performs with some latitude for unrelieved actions and decisions. Plans and performs engineering research, design development, and other assignments in conformance with design, engineering, and customer specifications. Responsible for the technical/engineering part of a major project or a project of lesser complexity and importance than those normally assigned to a higher level engineer.

Level V

Normally requires a Bachelor's degree or equivalent experience and 20 or more years of relevant work experience.

Level IV

Normally requires a Bachelor's degree or equivalent experience and 12 or more years of relevant work experience.

Level III

Normally requires a Bachelor's degree or equivalent experience and 8 or more years of relevant work experience.

Level II

Normally requires a Bachelor's degree or equivalent experience and 4 or more years of relevant work experience.

Level I

Normally requires a Bachelor's degree or equivalent experience and 0 or more years of relevant work experience.



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Engineering Technician

Designs, develops, and tests all aspects of mechanical components, equipment, and machinery. Applies knowledge of engineering principles to design products such as engines, instruments, controls, robots, machines, etc. May be involved in fabrication, operation, application, installation, and/or repair of mechanical projects. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision. Primary job functions do not typically require exercising independent judgment. Typically reports to a supervisor, manager, or higher level engineer.

Level V

Normally requires a High School diploma or equivalent experience and 12 or more years of relevant work experience.

Level IV

Normally requires a High School diploma or equivalent experience and 8 or more years of relevant work experience.

Level III

Normally requires a High School diploma or equivalent experience and 5 or more years of relevant work experience.

Level II

Normally requires a High School diploma or equivalent experience and 2 or more years of relevant work experience.

Level I

Normally requires a High School diploma or equivalent work experience.



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Analyst

Uses knowledge of existing and potential customers and organizational services and processes to assist in strategically planning projects to support project and technical staff through word processing, spreadsheets, presentation development support, correspondence, office travel requirements, calendar, schedules and preparation of documents.

Level V

Normally requires a High School diploma and 12 or more years of relevant work experience.

Level IV

Normally requires a High School diploma or equivalent experience and 8 or more years of relevant work experience.

Level III

Normally requires a High School diploma or equivalent experience and 5 or more years of relevant work experience.

Level II

Normally requires a High School diploma or equivalent experience and 2 or more years of relevant work experience.

Level I

Normally requires a High School diploma or equivalent work experience.