

**MANAGED SERVICE PROVIDER (MSP) FOR  
IT PROFESSIONAL SERVICES**

**EXHIBIT D  
PART 1 - RATE CARD**

<b>CONTRACTOR: nextSource, Inc.</b>	
<b>PERCENTAGE COMMISSION RATE</b>	
	Rate
<b>Commission Rate</b>	2.50%
<b>MSP RATE CARD</b>	
<b>NTE RATES EFFECTIVE DATE: APRIL 2, 2010</b>	
<b>JOB TITLES</b>	<b>NTE Rates</b>
<b>PROGRAMMING</b>	
Programmer-Analyst I	\$49.85
Programmer-Analyst II	\$64.29
Programmer-Analyst III	\$102.86
Programmer-Analyst IV	\$127.27
Programmer I	\$45.92
Programmer II	\$59.22
Programmer III	\$94.79
Programmer IV	\$117.86
Application/Software Engineer I	\$50.76
Application/Software Engineer II	\$65.48
Application/Software Engineer III	\$104.77
Application/Software Engineer IV	\$129.54
<b>SYSTEMS DEVELOPMENT</b>	
Systems Analyst I	\$47.08
Systems Analyst II	\$60.72
Systems Analyst III	\$97.17
Systems Analyst IV	\$117.24
Systems Administrator I	\$37.88
Systems Administrator II	\$48.86
Systems Administrator III	\$78.24
Systems Administrator IV	\$96.67
<b>DATA MANAGEMENT</b>	
Database Administrator I	\$43.70
Database Administrator II	\$56.38

Database Administrator III	\$90.24
Database Administrator IV	\$112.19
Database Analyst I	\$50.03
Database Analyst II	\$64.53
Database Analyst III	\$103.25
Database Analyst IV	\$127.48
Database Architect I	\$50.98
Database Architect II	\$65.77
Database Architect III	\$105.21
Database Architect IV	\$129.78
<b>TECHNICAL SPECIALIST</b>	
Technical Writer I	\$34.59
Technical Writer II	\$44.61
Technical Writer III	\$71.47
Testing Technician I	\$44.87
Testing Technician II	\$57.87
Testing Technician III	\$92.61
Technician I	\$24.90
Technician II	\$31.68
Technician III	\$50.32
<b>QUALITY ASSURANCE</b>	
Quality Assurance Analyst I	\$46.57
Quality Assurance Analyst II	\$60.06
Quality Assurance Analyst III	\$96.12
Quality Assurance Analyst IV	\$119.52
<b>PROJECT MANAGEMENT</b>	
Project Manager I	\$71.88
Project Manager II	\$92.87
Project Manager III	\$114.96
Project Coordinator I	\$44.82
Project Coordinator II	\$71.80
Business Analyst/Consultant I	\$47.40
Business Analyst/Consultant II	\$61.16
Business Analyst/Consultant III	\$97.86
Business Analyst/Consultant IV	\$121.69
<b>NETWORKING</b>	

Network Analyst I	\$44.97
Network Analyst II	\$58.01
Network Analyst III	\$92.84
Network Analyst IV	\$115.44
Network Administrator I	\$42.055
Network Administrator II	\$54.24
Network Administrator III	\$86.82
Network Administrator IV	\$107.93
Network Engineer I	\$59.42
Network Engineer II	\$76.65
Network Engineer III	\$122.58
Network Engineer IV	\$140.78
<b>SERVER</b>	
Server Technician I	\$36.54
Server Technician II	\$47.32
Server Technician III	\$75.78
Server Technician IV	\$85.96
Server Architect I	\$50.76
Server Architect II	\$65.47
Server Architect III	\$104.76
Server Architect IV	\$129.53
<b>STORAGE</b>	
Storage Administrator I	\$46.91
Storage Administrator II	\$60.50
Storage Administrator III	\$96.83
Storage Administrator IV	\$105.13
Storage Architect I	\$50.76
Storage Architect II	\$65.48
Storage Architect III	\$104.76
Storage Architect IV	\$129.53
<b>PROCESS</b>	

Process Architect I	\$56.24
Process Architect II	\$72.53
Process Architect III	\$116.02
Process Architect IV	\$136.07