

RFQ Response
Mark Up Rates Agreed Upon Between PeopleShare And Supplier

Carpenter Technology Location by State	Admin	Production	IT	Finance	All Other Professional Skill Categories	Admin	Production	IT	Finance	All Other Professional Skill Categories	Admin	Production	IT	Finance	All Other Professional Skill Categories
	REGULAR/STRAIGHT HOUR MARK UP					OVERTIME HOUR MARK UP					PAYROLLING MARK UP				
	Rhode Island	39.00%	45.00%	39.00%	39.00%	39.00%	25.00%	25.00%	25.00%	25.00%	25.00%	25.00%	29.00%	25.00%	25.00%
Massachusetts	39.00%	45.00%	39.00%	39.00%	39.00%	29.00%	29.00%	29.00%	29.00%	29.00%	25.00%	29.00%	25.00%	25.00%	25.00%
Wyoming	39.00%	45.00%	39.00%	39.00%	39.00%	29.00%	29.00%	29.00%	29.00%	29.00%	25.00%	29.00%	25.00%	25.00%	25.00%
Pennsylvania	39.00%	43.00%	39.00%	39.00%	39.00%	26.00%	26.00%	26.00%	26.00%	26.00%	26.00%	27.00%	26.00%	26.00%	26.00%
South Carolina	39.00%	42.00%	39.00%	39.00%	39.00%	29.00%	29.00%	29.00%	29.00%	29.00%	25.00%	25.00%	25.00%	25.00%	25.00%
Tennessee	36.00%	35.00%	35.00%	37.00%	37.00%	29.00%	29.00%	29.00%	29.00%	29.00%	25.00%	25.00%	25.00%	25.00%	25.00%
Texas	39.00%	44.00%	39.00%	39.00%	39.00%	29.00%	29.00%	29.00%	29.00%	29.00%	25.00%	28.00%	25.00%	25.00%	25.00%
Louisiana	39.00%	42.00%	39.00%	39.00%	39.00%	29.00%	29.00%	29.00%	29.00%	29.00%	25.00%	25.00%	25.00%	25.00%	25.00%
Alabama	39.00%	44.00%	39.00%	39.00%	39.00%	29.00%	29.00%	29.00%	29.00%	29.00%	25.00%	25.00%	25.00%	25.00%	25.00%
Illinois	39.00%	45.00%	39.00%	39.00%	39.00%	29.00%	29.00%	29.00%	29.00%	29.00%	N/A	N/A	N/A	N/A	N/A
California	39.00%	45.00%	39.00%	39.00%	39.00%	29.00%	29.00%	29.00%	29.00%	29.00%	N/A	N/A	N/A	N/A	N/A
Florida	39.00%	41.00%	39.00%	39.00%	39.00%	29.00%	29.00%	29.00%	29.00%	29.00%	25.00%	25.00%	25.00%	25.00%	25.00%
Oklahoma	39.00%	44.00%	39.00%	39.00%	39.00%	29.00%	29.00%	29.00%	29.00%	29.00%	N/A	N/A	N/A	N/A	N/A
Ohio	39.00%	45.00%	39.00%	39.00%	39.00%	29.00%	29.00%	29.00%	29.00%	29.00%	25.00%	25.00%	25.00%	25.00%	25.00%

Standard Conversion Fees:

- **Admin, Production, Finance, Other:**
 - o 90 Days w/o a Fee
- **IT:**
 - o 0 – 150 hours worked (20% of Annual Salary)
 - o 151 – 300 hours worked (15% of Annual Salary)
 - o 301 – 525 hours worked (10% of Annual Salary)

Approved by:

PeopleShare Inc. Date

CMG Date

Mark up rates go into effect upon full execution and signature of this document