

These ceiling rates apply to time-and-materials work performed under an executed statement of work. Remote rates cover delivery from an Alder Bridge office or approved home office. Client-site rates include ordinary local commuting expense but exclude approved travel outside the consultant's assigned metropolitan area.

Code	Labor category	Min. yrs	Remote	Client site	Unit
Strategy and transformation					
ST-101	Business Analyst	3	\$165	\$182	hour
ST-201	Senior Business Analyst	6	\$198	\$218	hour
ST-301	Transformation Lead	10	\$262	\$289	hour
ST-401	Engagement Principal	15	\$348	\$384	hour
Cloud architecture and platform engineering					
CL-110	Cloud Engineer	3	\$178	\$196	hour
CL-210	Senior Cloud Engineer	6	\$224	\$247	hour
CL-310	Cloud Solutions Architect	9	\$276	\$304	hour
CL-320	Platform Engineering Lead	10	\$288	\$317	hour
Data engineering and analytics					
DA-120	Data Engineer	3	\$184	\$203	hour
DA-220	Senior Data Engineer	6	\$232	\$256	hour
DA-230	Analytics Engineer	5	\$215	\$237	hour
DA-330	Data Platform Architect	10	\$294	\$324	hour

Professional Services Rate Card - continued

Labor categories may be blended within a workstream. Named personnel and estimated hours are established in each statement of work; a category minimum describes typical experience and does not replace client approval of assigned resumes.

Code	Labor category	Min. yrs	Remote	Client site	Unit
Cybersecurity and resilience					
CY-140	Security Analyst	3	\$176	\$194	hour
CY-240	Senior Security Engineer	6	\$238	\$262	hour
CY-340	Security Architect	10	\$302	\$333	hour
CY-350	Incident Response Lead	10	\$318	\$351	hour
Product delivery and experience design					
PD-150	Product Manager	5	\$214	\$236	hour
PD-250	Senior Product Manager	8	\$258	\$284	hour
PD-160	UX Designer	4	\$192	\$212	hour
PD-260	Service Design Lead	8	\$248	\$273	hour
Program delivery and quality assurance					
PM-170	Project Manager	5	\$202	\$223	hour
PM-270	Senior Program Manager	9	\$268	\$295	hour
QA-180	Quality Engineer	3	\$168	\$185	hour
QA-280	Test Automation Lead	7	\$226	\$249	hour

Rate adjustments

Condition	Adjustment	Application
Pre-approved overtime	1.5x	Hours above 40 in one consultant workweek
Weekend or client holiday	1.5x	Scheduled delivery outside Monday-Friday
Emergency response	1.75x	Start requested within four hours; two-hour minimum

Invoices are issued monthly in arrears in 0.25-hour increments. Travel time is billed at 50% of the applicable client-site rate, up to eight hours per travel day. Airfare, lodging, ground transport, and per diem require written pre-approval and are passed through at cost without markup. Rates remain firm through August 31, 2027; any renewal increase is capped at the lower of 4% or the annual CPI-U change.