



NexGen Analytics Hourly Labor Rates (effective 01-01-2026)

| Job category | Seniority | Code | Minimum Requirements | Loaded Hourly Rate |
|------------------------|---------------|------|--|--------------------|
| Scientist | Distinguished | S3 | PhD in relevant field ⁽¹⁾ 20+ years of relevant professional experience | \$560.00 |
| | Principal | S2 | PhD in relevant field ⁽¹⁾ 10+ years of relevant professional experience | \$480.00 |
| | Senior | S1 | PhD in relevant field ⁽¹⁾ 5+ years of relevant professional experience | \$380.00 |
| | Junior | S0 | PhD in relevant field ⁽¹⁾ | \$300.00 |
| Engineer | Principal | E2 | BSc in relevant field ⁽²⁾ 10+ years of relevant professional experience ⁽⁴⁾ | \$340.00 |
| | Senior | E1 | BSc in relevant field ⁽²⁾ 5+ years of relevant professional experience ⁽⁴⁾ | \$270.00 |
| | Junior | E0 | BSc in relevant field ⁽²⁾ | \$220.00 |
| Project Manager | Principal | M2 | BSc/BA in relevant field ⁽³⁾ 10+ years of relevant professional experience | \$240.00 |
| | Senior | M1 | BSc/BA in relevant field ⁽³⁾ 5+ years of relevant professional experience | \$190.00 |
| | Junior | M0 | BSc/BA in relevant field ⁽³⁾ | \$150.00 |

Notes:

(1), (2) E.g., Applied Mathematics; Computer Science; Mechanical Engineering; Applied Physics.

(3) E.g., Business Administration; Finance; Project Management; Accounting, or Scientific field.

(4) 8+ years for E2, 3+ years for E1, if MSC

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