

EXHIBIT C
Approved Categories and Payment Terms

1. Categories of Service

- Data Drive Organizational Change** – Identification of opportunities for organizational and quality improvement
- “Other” - “Customer-focused Data Analytics”** – Identification of customer program use and patterns to better enable agencies to serve their customers.
- “Other” – Strategic Planning and Data Quality Analysis** – Strategic planning related to the use and benefits of data analytics; and data collection, cleansing, and integration

2. Payment Terms:

Job Title	Detailed Description of Work	Maximum Hourly Rate
Senior Vice President	Executive management level personnel holding a BS/BA degree with at least 17 years’ experience in conducting policy/program research, project management, data analysis, evaluation studies and/or providing technical assistance of which at least 10 years’ experience has been in a senior management position; company level management experience that reflects an ability to command organizational resources and direct staff within the broader organization. Description of anticipated work under Program contract activities include: Senior advisor in subject matter or technical area	\$340
Vice President	Senior/executive level personnel holding a BS/BA degree with at least 14 years’ experience in conducting policy/program research, project management, data analysis, evaluation studies and/or providing technical assistance of which at least 7	\$290

	<p>years' experience has been in a senior management position; company level management experience that reflects an ability to command organizational resources and direct staff within the broader organization.</p> <p>Description of anticipated work under Program contract activities include: Project Director; Subject Matter Expert in a given subject matter or technical area</p>	
Managing Consultant	<p>Senior level personnel holding a BS/BA with at least 12 years' experience in conducting policy/program research, data analysis, evaluation studies, technical assistance, systems design and implementation, and/or project management, as applicable.</p> <p>Description of anticipated work under Program contract activities include: Project Manager; Senior policy / program staff providing input to analytics design for data driven analytics, customer analytics/reporting and strategic planning analysis and participating in analysis of findings; designing and providing quality assurance, data visualization</p>	\$260
Senior Consultant	<p>Associate management level personnel holding a BS/BA degree with a least 9 years' experience in conducting program evaluations, advanced data collection and analysis, policy analyses, conference planning and logistics, trainings, web site and database design and management, and/or</p>	\$240

	<p>project management, as applicable.</p> <p>Description of anticipated work under Program contract activities include: Advanced data collection and analysis, policy analyses, web site and database design and management, and/or project management; Providing quality assurance of programming, data visualization</p>	
Consultant	<p>Intermediate level personnel holding a BS/BA degree and 5 years' experience in conducting program evaluations, data collection and analysis, policy analyses, conference planning and logistics, trainings, and/or web site and database design and management, as applicable.</p> <p>Description of anticipated work under Program contract activities include: Data collection and analysis, programming, database design and management policy analyses, technical training, website design; graphic design, data visualization</p>	\$170
Research Consultant	<p>Intermediate level personnel holding a BS/BA degree with at least 3 years' experience in conducting program evaluations, data collection and analysis, policy analyses, conference planning and logistics, trainings, and/or web site and database design and management, as applicable.</p> <p>Description of anticipated work under Program contract activities include: Programming, database design and management; technical documentation; graphic design of customer facing reports; data visualization</p>	\$150

Senior Research Analyst	<p>Junior level personnel holding a BS/BA degree. Background in research analysis, data collection and analysis, providing technical assistance, database design and management, graphic design, and/or editing and development of technical documents.</p> <p>Description of anticipated work under Program contract activities include: Programming, providing technical assistance, database design and management, graphic design, and/or editing and development of technical documents; research, data visualization</p>	\$130
Administrative Assistant	<p>Administrative support staff with experience supporting senior management and program management staff in the preparation of deliverables, internal reports, briefings, drawings, proposal compliance, and quality control. Advanced to Expert level abilities in word processing, graphics, desktop publishing, editing, and overall coordination.</p> <p>Description of anticipated work under Program contract activities include: Supporting senior management and program management staff in the preparation of deliverables, internal reports, briefings, drawings</p>	\$100

2.1. Hourly Rates shall include all costs unless explicitly set forth otherwise in a Work Order Contract issued under this Master Contract.