

**Avyance Commercial Standard Rate Sheet**

**Effective:** 1-Jan-21

**Published & publicly available** <https://avyance.com/services/>

**Annual escalation:** 5.00%

1/1/2021 - 1/1/2022- 1/1/2023- 1/1/2024- 1/1/2025- 1/1/2026- 1/1/2027-  
12/31/2021 12/31/2022 12/31/2023 12/31/2024 12/31/2025 12/31/2026 12/31/2027

Level	Avyance Level	Labor Category (LCAT)	Min Education	Min Years of Exp.	Comm. Rate	Rate CY2022	Rate CY2023	Rate CY2024	Rate CY2025	Rate CY2026	Rate CY2027
1	Consultant	Jr. Communications Specialist	Bachelors	1	\$ 115.00	\$ 120.75	\$ 126.79	\$ 133.13	\$ 139.78	\$ 146.77	\$ 154.11
2	Senior Consultant	Web Designer / Graphic Designer	Bachelors	3	\$ 120.00	\$ 126.00	\$ 132.30	\$ 138.92	\$ 145.86	\$ 153.15	\$ 160.81
3	Associate	Communications Specialist	Bachelors	5	\$ 140.00	\$ 147.00	\$ 154.35	\$ 162.07	\$ 170.17	\$ 178.68	\$ 187.61
4	Lead Associate	Sr 1 Training Materials Specialist	Bachelors	8	\$ 160.00	\$ 168.00	\$ 176.40	\$ 185.22	\$ 194.48	\$ 204.21	\$ 214.42
5	Senior Associate	Technical Support Specialist	Bachelors	8	\$ 180.00	\$ 189.00	\$ 198.45	\$ 208.37	\$ 218.79	\$ 229.73	\$ 241.22
6	Director	Sr 1 Business Financial Management Analyst	Bachelors	10	\$ 200.00	\$ 210.00	\$ 220.50	\$ 231.53	\$ 243.10	\$ 255.26	\$ 268.02
7	Director, Managing	Administrative Project Manager / Certified PMP	Bachelors+PMP	10	\$ 205.00	\$ 215.25	\$ 226.01	\$ 237.31	\$ 249.18	\$ 261.64	\$ 274.72
8	Principal	Sr 2 Business Financial Management Analyst	Masters	15	\$ 230.00	\$ 241.50	\$ 253.58	\$ 266.25	\$ 279.57	\$ 293.54	\$ 308.22
9	Principal, PhD	Sr Ph D Business Financial Management Analyst	Masters+PhD	15	\$ 255.00	\$ 267.75	\$ 281.14	\$ 295.19	\$ 309.95	\$ 325.45	\$ 341.72
10	Vice President	Subject Matter Expert (SME), Organizational Effect	Masters	20	\$ 260.00	\$ 273.00	\$ 286.65	\$ 300.98	\$ 316.03	\$ 331.83	\$ 348.42
11	Senior Vice President	Subject Matter Expert (SME), Executive Coaching	Masters	20	\$ 275.00	\$ 288.75	\$ 303.19	\$ 318.35	\$ 334.26	\$ 350.98	\$ 368.53
12	President / CEO	Subject Matter Expert (SME), Strategic Planning	Masters	20	\$ 340.00	\$ 357.00	\$ 374.85	\$ 393.59	\$ 413.27	\$ 433.94	\$ 455.63

		Avyance Service Levels & Qualifications			Minimum Reqs	
Level	Avyance Level / LCAT	Level Description	LCAT Description	Years of Exp	Substitutions	
1	Consultant, Jr Communications Specialist	Avyance Consultants serve an important role in delivering high quality support services and work products to clients in various functional areas and industries. They analyze client needs, gather data, conduct research, analyze findings, and support their managers in developing recommendations and drafting client deliverables. They write and update project documentation, and focus on expanding their knowledge and expertise in their chosen fields. They develop and strengthen core consulting skills and build new capabilities and expertise. They may operate independently as well as under direct supervision. Consultants may interact with clients under supervision of their managers and leadership team. Consultants may contribute to business by supporting white paper development, proposals, and business expansion activities.	Services include, but are not limited to, analyzing user needs to determine communications requirements for a wide variety of projects. Consults with clients and staff to determine optimum design for assigned projects. Writes and updates project documentation and materials.	1	Bachelors Degree can be substituted by 5 years of relevant experience	
2	Senior Consultant, Web Designer / Graphic Designer	Senior Consultants apply their consulting skills and expertise in their chosen functional area and industry to deliver high-quality support services. They plan, design, develop and finalize work products for the clients. They may guide the activities of others on defined tasks. They offer increasing levels of delivery, responsibility, and client interaction, and work to deepen their expertise. They prioritize tasks, track, and report on completion, and work independently or under supervision. They offer new solutions and approaches and identify opportunities to enhance client efforts and shape new initiatives. Senior Consultants may interact regularly with clients leads and may present their work products to client teams.	Services include, but are not limited to planning, creating and coding internet sites and web pages, many of which combine text with sounds, pictures, graphics and video clips. Creates the design and layout of a website or web pages. Develops visually-rich and engaging images using graphic design software tools.	3	Bachelors Degree can be substituted by 5 years of relevant experience	
3	Associate, Communications Specialist	Associates have advanced consulting skills and strong capabilities and expertise in several functional areas relevant to Avyance ongoing work. They tackle client challenges by defining the scope of their projects, developing approaches, and completing assignments independently. They break down the projects into discrete tasks and may be asked to assign the work to their colleagues. Associates share their knowledge with junior team members and serve as mentors when needed. They build and maintain trusted relationships with mid to senior-level clients. They may lead small teams, contribute to hiring and recruiting efforts, and may be involved in generating intellectual capital and expanding existing business.	Services include, but are not limited to: conducting research and analyzing customer needs to determine communications requirements for a wide variety of projects. Consults with clients and staff to determine optimum design for assigned projects. Supports implementation, writes and updates project documents and materials. Works independently and with minimum supervision.	5	Bachelors Degree can be substituted by 5 years of relevant experience	

4	Lead Associate, Sr. 1 Training Materials Specialist	Lead Associates lead projects and teams providing support services and developing products for our clients. They may independently perform technical and organizational improvement efforts. They serve as technical advisors to clients and as the career managers for Avyance staff. They are advanced and experienced consultants and functional / capability experts who excel at client delivery. Lead Associates develop strategies and approaches to solve complex client challenges and guide their teams and efforts from strategy to implementation. They are highly valued by their clients for their knowledge and trusted advice and may interact directly with and present to senior-level clients. Lead Associates maintain and oversee existing projects and expand the company's footprint. They strengthen their competencies in project and financial management and may manage larger teams, recruit and hire new talent, and drive business expansion efforts.	Services include, but are not limited to, performing technical assessments aimed at improving client systems; researching, identifying, and recommending resources required for task execution and completion. Serves as technical advisor to clients in assigned subject areas; generates recommendations in the form of technical briefings, reports, and other major documents provided to client personnel. Identifies emergent relevant technology(is) that may result in improvements to current process(es).	8	Bachelors Degree can be substituted by 5 years of relevant experience
5	Senior Associate, Technical Support Specialist	Senior Associates are accountable for the success of one or more projects and administrative teams. They are highly experienced and advanced management consultants and subject matter experts. They manage and oversee multiple projects and programs. Junior staff look to them for mentoring and guidance on professional development and seek their advice on expanding functional and leadership skills. Senior Associates act as recognized experts in their functional area or market segment. They identify staffing needs based on client support requirements, scout for talent, oversee recruiting, hire and onboard new staff, and manage team performance. They are responsible for maintaining the utilization of their teams, generating new business by expanding existing tasks, leading new proposal efforts, and shaping and capturing new opportunities.	Services include, but are not limited to: performs technical assessments aimed at improving client systems; researches, identifies, and recommends resources required for task execution and completion. Serves as technical advisor to clients in assigned subject areas; generates recommendations in the form of technical briefings, reports, and other major documents provided to client personnel. Identifies emergent relevant technology(ies) that may result in improvements to current process(es).	8	Bachelors Degree can be substituted by 5 years of relevant experience
6	Director, Sr 1 Business / Financial / Management Analyst	Directors are senior leaders at Avyance that lead large-scale proposal efforts and company initiatives focused on business growth and expansion. As a senior oversight for program and projects, they guide multiple efforts while mentoring other leaders. They may develop intellectual capital, demonstrate thought leadership, and represent company at industry events or client engagements. They oversee recruiting, hire and onboard new staff, manage team performance, and maintain the utilization of their teams. They interact and build relationships with multiple executive-level clients and strategic teaming partners. Directors are responsible for generating new business by increasing revenue on existing tasks, leading proposal and white paper efforts, and shaping opportunities with new work.	Services include, but are not limited to: confers with client executive management using line of business expertise to define the client's strategic business goals and advises in identifying solutions to address operational inefficiencies and create strategic alignment within the organization. Applies appropriate theories and methodologies to the analysis to identify root causes of problems and develop appropriate solutions. Applies best practices. May advise executives and managers in the client organization.	10	Bachelors Degree can be substituted by 5 years of relevant experience
7	Director, Administrative Project Manager. Certified PMP	Directors are senior leaders at Avyance that lead large-scale proposal efforts and company initiatives focused on business growth and expansion. As a senior oversight for program and projects, they guide multiple efforts while mentoring other leaders. They may develop intellectual capital, demonstrate thought leadership, and represent company at industry events or client engagements. They oversee recruiting, hire and onboard new staff, manage team performance, and maintain the utilization of their teams. They interact and build relationships with multiple executive-level clients and strategic teaming partners. Directors are responsible for generating new business by increasing revenue on existing tasks, leading proposal and white paper efforts, and shaping opportunities with new work.	Services include, but are not limited to: uses Project Management Institute (PMI) accepted project management practices to plan, implement, execute, monitor and control projects. Develops and manages project schedule and budget in line with client requirements. Develops project management processes for clients. May develop orientation programs on project management processes for clients. Manages employees assigned to contract.	10	Bachelors Degree can be substituted by 5 years of relevant experience
8	Principal, Sr 2 Business Financial Management Analyst	Principals have responsibility for delivery on multiple programs and task orders, as well as driving internal company efforts and initiatives. They generate new business by identifying and acting on appropriate business expansion activities. They have direct contact with executive-level clients and are seen as trusted advisors by their client teams. They are industry recognized experts in their field of practice. Principals play a key role in mentoring staff and developing mid to senior leaders for the company. They oversee and manage performance and professional development of individual consultants and broader teams. They actively build relationship with clients and teaming partners. They are responsible for ensuring billability for the consulting team, expanding existing business, shaping new opportunities, and leading proposals and white paper efforts. Principals enable fluid business operations at Avyance.	Services include, but are not limited to: confers with client executive management using line of business expertise to define the client's strategic business goals and advises in identifying solutions to address operational inefficiencies and create strategic alignment within the organization. Applies appropriate theories and methodologies to the analysis, to identify root causes of problems and develop appropriate solutions. Applies best practices. May advise executives and managers in the client organization.	15	Masters Degree can be substituted by 6 (six) years of relevant experience

9	Principal PhD, Sr. PhD Business / Financial / Management Analyst	Principals, PhD, deliver support to highly specialized programs and task orders, as well as drive internal research efforts and initiatives. They generate new business by identifying and acting on appropriate business expansion activities. They have direct contact with executive-level clients and are seen as trusted advisors by their client teams. They are industry recognized experts in their field of practice. Principals play a key role in mentoring staff and developing mid to senior leaders for the company. They oversee and manage performance and professional development of individual consultants and broader teams. They actively build relationship with clients and teaming partners. They are responsible for ensuring billability for the consulting team, expanding existing business, shaping new opportunities, and leading proposals and white paper efforts. Principals enable fluid business operations at Avyance.	Services include, but are not limited to: provides expert knowledge, advice, research, analysis, and leadership to client executive and leadership teams. Provides insight and advice concerning strategic direction and applicability of up to date, industry standard solutions. Provides leadership to influence objectives of complex efforts. Coaches C-level and other executives. Recognized in the professional community as an expert in their specific field.	15	PhD, Master's Degree
10	Vice President, SME, Organizational Effectiveness	Vice Presidents are accountable for ensuring the success of one or more business segments, crafting new approaches and solutions for multiple client teams, and ensuring full coverage and billability for Avyance consulting staff. VPs represent the company's interests in business transactions and contractual negotiations. They develop the next generation of senior leaders for Avyance, while driving multiple programs and business development efforts. They are responsible for generating new business, expanding existing work, shaping new opportunities, and leading proposals and white paper efforts. They are recognized experts in the field, who use their knowledge and skills to build new capability areas for the company. They bring strong relationships with executive-level clients and teaming partners, and they market new company capabilities to expand Avyance footprint and ensure long-term success.	Services include, but are not limited to leading various organizational effectiveness, organizational development, and process improvement initiatives. Oversees teams to provide support services, meets with clients to discuss organizational performance targets. Shapes and implements new initiatives.	20	Masters Degree can be substituted by 6 (six) years of relevant experience
11	Senior Vice President (SVP), SME Executive Coaching	SVPs ensure all company activities align with the firm's strategy and business goals. They are responsible for expanding and supporting the business by bidding for new work, expanding existing footprint, marketing to new clients and agencies, and leading multiple teams and efforts. They represent the company in business transactions and contractual negotiations. They work other senior leaders to craft and execute on market and business growth strategy. They are directly responsible for generating new business, shaping new work, ensuring full coverage and billability for entire project teams, and leading business development initiatives. They are recognized experts in the field, who use their expertise to build new capabilities and open new markets for the company. They bring strong relationships with executive-level clients to market new company capabilities and expand Avyance footprint across federal and private sectors.	Services include, but are not limited to: providing executive coaching to senior leaders and managers across organizations. Sets metrics and oversees accomplishment of professional goals and objectives. Supports individuals in growing their capabilities, functional skills, and people management skills.	20	Masters Degree can be substituted by 6 (six) years of relevant experience
12	Managing Partners: President & CEO, SME, Strategic Planning	Managing Partners oversee all aspects of business operations, including firm growth, staff development, and financial management. They make essential business decisions, set organizational strategies and goals, and implement organizational policies and procedures. They represent the company's interests in business transactions and contractual negotiations. They develop business strategy, lead the team, and work with the government agencies, procurement departments, and senior level clients. They launch strategic initiatives, oversee client delivery, set policies and procedures, submit proposals, and sign off on contracts on behalf of the company. Managing Partners ensure on-going success and growth of the business and maintain profitability by balancing investment in staff and capability expansion with client acquisition and delivery.	Services include, but are not limited to: leads strategic planning, program management, and communications initiatives in specified program area. Expert facilitator. Creates team structures for range of support services and meets with client regularly to discuss performance, propose initiatives, and to establish priorities. Designs approaches to accomplish goals and priorities, develops metrics for tracking, and analyzes and reports on results.	20	Masters Degree can be substituted by 6 (six) years of relevant experience