

Pricing: By Practice Area, Job Family, Experience Level					
		Years of Experience			
Practice Area Category	Practice Area	Job Family	Experience Group		
			0-3	3-8	8-18+
Software/IT	App Development, Cloud, SaaS, App Integration	Application Development	\$6	\$10	\$22
Software/IT	App Development, Cloud, SaaS, App Integration	Application Integration	\$6	\$10	\$22
Software/IT	App Development, Cloud, SaaS, App Integration	Cloud Implementation	\$6	\$11	\$24
Software/IT	App Development, Cloud, SaaS, App Integration	Database Development	\$6	\$9	\$20
Software/IT	App Development, Cloud, SaaS, App Integration	Full Stack Development	\$6	\$11	\$23
Software/IT	App Development, Cloud, SaaS, App Integration	User Interface	\$6	\$11	\$23
Software/IT	Artificial Intelligence, Machine Learning, Data Science	AI/ML Engineer	\$10	\$17	\$43
Software/IT	Artificial Intelligence, Machine Learning, Data Science	Data Scientist	\$10	\$18	\$47
Software/IT	Artificial Intelligence, Machine Learning, Data Science	Modeler	\$9	\$14	\$36
Software/IT	Blockchain Development	Blockchain Architect		\$20	\$47
Software/IT	Blockchain Development	Blockchain Consultant		\$13	\$26
Software/IT	Blockchain Development	Blockchain Development	\$9	\$14	\$36
Software/IT	Config Management, Dev Ops, Security	Configuration Management	\$6	\$10	\$24
Software/IT	Config Management, Dev Ops, Security	Dev Ops	\$8	\$12	\$29
Software/IT	Config Management, Dev Ops, Security	SDLC Security and Deployment	\$8	\$13	\$30
Software/IT	Data Center Management, DevOps	Data Center Ops	\$6	\$10	\$22
Software/IT	Data Center Management, DevOps	Database Administration	\$7	\$11	\$21
Software/IT	Data Center Management, DevOps	RPA / Automation	\$6	\$10	\$21
Software/IT	Data Management, Big Data, Analytics, Business Intelligence	Big Data Engineering	\$8	\$12	\$27
Software/IT	Data Management, Big Data, Analytics, Business Intelligence	Business Intelligence	\$6	\$11	\$24
Software/IT	Data Management, Big Data, Analytics, Business Intelligence	Data Visualization	\$8	\$12	\$26
Software/IT	Data Management, Big Data, Analytics, Business Intelligence	Database Warehousing	\$7	\$11	\$24
Software/IT	Development Support	Intellectual Property (IP)	\$9	\$15	\$31
Software/IT	Development Support	Quality Assurance	\$6	\$12	\$24
Software/IT	Development Support	Technical Training	\$6	\$12	\$29
Software/IT	Development Support	Technical Writing	\$6	\$12	\$27
Software/IT	Development Support	User Experience	\$9	\$14	\$30
Software/IT	Development/Robotic Process Automation (RPA) Architecture	Cloud Architecture	\$8	\$13	\$30
Software/IT	Development/Robotic Process Automation (RPA) Architecture	Infrastructure Architecture	\$8	\$13	\$30
Software/IT	Development/Robotic Process Automation (RPA) Architecture	RPA (Automation Architecture)	\$8	\$13	\$28
Software/IT	Development/Robotic Process Automation (RPA) Architecture	Technology Architecture	\$8	\$13	\$31
Software/IT	Embedded Systems, Internet of Things (IoT)	Firmware Development	\$10	\$17	\$40
Software/IT	Embedded Systems, Internet of Things (IoT)	Full Stack Product Development	\$9	\$15	\$38
Software/IT	Embedded Systems, Internet of Things (IoT)	Hardware Development	\$10	\$17	\$40
Software/IT	Embedded Systems, Internet of Things (IoT)	Layout Engineering	\$10	\$16	\$31
Software/IT	Embedded Systems, Internet of Things (IoT)	Product Development	\$9	\$15	\$40
Software/IT	Embedded Systems, Internet of Things (IoT)	Product Management	\$9	\$15	\$40
Software/IT	Embedded Systems, Internet of Things (IoT)	User Interface - Product Development	\$9	\$15	\$40
Software/IT	Implementation, Customization (ERP, ECM, Open Source, HRMS, CRM, CMS)	Enterprise Content Management	\$6	\$10	\$21
Software/IT	Implementation, Customization (ERP, ECM, Open Source, HRMS, CRM, CMS)	Packaged Implementation	\$6	\$10	\$23
Software/IT	Implementation, Customization (ERP, ECM, Open Source, HRMS, CRM, CMS)	RPA	\$6	\$10	\$22
Software/IT	IT Infrastructure, Systems, Networking, Telecom, Virtualization	Desktop Support	\$6	\$10	\$22
Software/IT	IT Infrastructure, Systems, Networking, Telecom, Virtualization	Field Support	\$6	\$11	\$26
Software/IT	IT Infrastructure, Systems, Networking, Telecom, Virtualization	Infrastructure	\$6	\$10	\$22

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Software/IT	IT Infrastructure, Systems, Networking, Telecom, Virtualization	Infrastructure - Cloud	\$6	\$10	\$24
Software/IT	IT Infrastructure, Systems, Networking, Telecom, Virtualization	Infrastructure- Remote	\$6	\$10	\$22
Software/IT	IT Infrastructure, Systems, Networking, Telecom, Virtualization	Networking	\$6	\$11	\$27
Software/IT	IT Infrastructure, Systems, Networking, Telecom, Virtualization	Remote Application	\$6	\$12	\$29
Software/IT	IT Infrastructure, Systems, Networking, Telecom, Virtualization	Server, OS & Virtualization	\$6	\$11	\$24
Software/IT	IT Infrastructure, Systems, Networking, Telecom, Virtualization	Site Reliability Engineering (SRE)	\$6	\$10	\$23
Software/IT	IT Infrastructure, Systems, Networking, Telecom, Virtualization	Storage & Backup	\$6	\$12	\$24
Software/IT	IT Infrastructure, Systems, Networking, Telecom, Virtualization	Telecom	\$6	\$10	\$23
Software/IT	Mobile App Development	Mobile Development	\$6	\$10	\$22
Software/IT	Security	Application Security	\$6	\$10	\$24
Software/IT	Security	Cyber Security	\$6	\$11	\$26
Software/IT	Security	Infrastructure Security	\$6	\$10	\$24
Software/IT	Security	Security - Governance, Risk, and Compliance	\$6	\$11	\$29
Software/IT	Security	Security Incident Monitoring and Management	\$6	\$11	\$23
Software/IT	Testing	Automated Testing	\$7	\$12	\$28
Software/IT	Testing	Embedded Testing	\$9	\$15	\$38
Software/IT	Testing	Manual Testing	\$6	\$9	\$20
Software/IT	Testing	Test Engineering	\$6	\$12	\$27
Software/IT	Web Design	Web Designer	\$6	\$8	\$18
Design & Multimedia	Animation, Rotoscopy, Game Design	Animation, Rotoscopy, Game Design	\$6	\$9	\$16
Design & Multimedia	Architecture, 3D Modeling	Architecture, 3D Modeling	\$6	\$10	\$20
Design & Multimedia	Graphic Design	Graphic Design, Publishing	\$6	\$11	\$23
Design & Multimedia	Interior Design, 3D Modeling	Interior Design, 3D Modeling	\$6	\$10	\$20
Design & Multimedia	Media, Video, Audio Production/Editing	Media, Video, Audio Production/Editing	\$6	\$9	\$18
Design & Multimedia	UI, UX, Prototyping	UI, UX, Prototyping	\$6	\$11	\$23
Design & Multimedia	Virtual Reality (VR), Augmented Reality (AR)	Virtual Reality (VR), Augmented Reality (AR)	\$8	\$12	\$20
BPM/BPO/KPO/ITeS	Accounting Operations, Accounts Payable, Accounts Receivable, Payroll	Account Recievable	\$6	\$10	\$21
BPM/BPO/KPO/ITeS	Accounting Operations, Accounts Payable, Accounts Receivable, Payroll	Accounts Payable	\$6	\$10	\$21
BPM/BPO/KPO/ITeS	Accounting Operations, Accounts Payable, Accounts Receivable, Payroll	Payroll	\$6	\$10	\$21
BPM/BPO/KPO/ITeS	Admin and Facilities	Admin & Facilities - Facilities Engineering	\$6	\$10	\$21
BPM/BPO/KPO/ITeS	Admin and Facilities	Admin & Facilities - General, Data Entry, Clerical, Research	\$6	\$9	\$20
BPM/BPO/KPO/ITeS	Admin and Facilities	Admin & Facilities - Secretarial/Executive Assistant	\$6	\$11	\$20
BPM/BPO/KPO/ITeS	Admin and Facilities	Admin and Facilities	\$6	\$9	\$19
BPM/BPO/KPO/ITeS	Consulting, Strategy, M&A, System Integration	Business Consulting	\$8	\$13	\$31
BPM/BPO/KPO/ITeS	Consulting, Strategy, M&A, System Integration	Corporate Strategy	\$8	\$13	\$30
BPM/BPO/KPO/ITeS	Consulting, Strategy, M&A, System Integration	Functional Consulting	\$7	\$12	\$25
BPM/BPO/KPO/ITeS	Consulting, Strategy, M&A, System Integration	System Integration	\$7	\$12	\$26
BPM/BPO/KPO/ITeS	Customer Service	Customer Success	\$7	\$13	\$29
BPM/BPO/KPO/ITeS	Finance Operations : Credit, Finance Audit, Tax, Treasury, Accounting	Accounting	\$6	\$10	\$23
BPM/BPO/KPO/ITeS	Finance Operations : Credit, Finance Audit, Tax, Treasury, Accounting	Finance Audit	\$7	\$13	\$29
BPM/BPO/KPO/ITeS	Finance Operations : Credit, Finance Audit, Tax, Treasury, Accounting	Finance Generalist	\$6	\$11	\$28
BPM/BPO/KPO/ITeS	Finance Operations : Credit, Finance Audit, Tax, Treasury, Accounting	Tax	\$8	\$14	\$28
BPM/BPO/KPO/ITeS	Finance Operations : Credit, Finance Audit, Tax, Treasury, Accounting	Treasury	\$8	\$13	\$28
BPM/BPO/KPO/ITeS	HR, Comp & Benefit, Diversity, Inclusion, Talent, Organization Development	Compensation & Benefits	\$8	\$13	\$30

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BPM/BPO/KPO/ITeS	HR, Comp & Benefit, Diversity, Inclusion, Talent, Organization Development	Diversity and Inclusion	\$6	\$11	\$27
BPM/BPO/KPO/ITeS	HR, Comp & Benefit, Diversity, Inclusion, Talent, Organization Development	Global Mobility	\$6	\$10	\$22
BPM/BPO/KPO/ITeS	HR, Comp & Benefit, Diversity, Inclusion, Talent, Organization Development	HR Generalists	\$6	\$11	\$26
BPM/BPO/KPO/ITeS	HR, Comp & Benefit, Diversity, Inclusion, Talent, Organization Development	Organizational Development	\$6	\$12	\$31
BPM/BPO/KPO/ITeS	HR, Comp & Benefit, Diversity, Inclusion, Talent, Organization Development	Shared Services	\$6	\$8	\$16
BPM/BPO/KPO/ITeS	HR, Comp & Benefit, Diversity, Inclusion, Talent, Organization Development	Special Projects	\$7	\$11	\$25
BPM/BPO/KPO/ITeS	HR, Comp & Benefit, Diversity, Inclusion, Talent, Organization Development	Training & Talent Development	\$6	\$11	\$23
BPM/BPO/KPO/ITeS	Legal, Contract Review, Litigation/Paralegal Support, Research, Drafting	Company Secretary	\$8	\$12	\$27
BPM/BPO/KPO/ITeS	Legal, Contract Review, Litigation/Paralegal Support, Research, Drafting	Legal	\$8	\$13	\$32
BPM/BPO/KPO/ITeS	Legal, Contract Review, Litigation/Paralegal Support, Research, Drafting	Legal MIS	\$6	\$11	\$25
BPM/BPO/KPO/ITeS	Marketing, Branding, Communications, Digital, Lead Gen, Research	Brand Management	\$8	\$13	\$34
BPM/BPO/KPO/ITeS	Marketing, Branding, Communications, Digital, Lead Gen, Research	Corporate Communications	\$7	\$11	\$24
BPM/BPO/KPO/ITeS	Marketing, Branding, Communications, Digital, Lead Gen, Research	Digital Marketing	\$7	\$12	\$27
BPM/BPO/KPO/ITeS	Marketing, Branding, Communications, Digital, Lead Gen, Research	Marketing Communications	\$7	\$12	\$30
BPM/BPO/KPO/ITeS	Project Management	Project Management	\$6	\$11	\$30
BPM/BPO/KPO/ITeS	Project Management	Project Management - Agile	\$6	\$11	\$32
BPM/BPO/KPO/ITeS	Project Management	Project Management - PMO	\$6	\$9	\$20
BPM/BPO/KPO/ITeS	Purchasing, Procurement, Supply Chain	Purchasing, Procurement, Supply Chain	\$6	\$10	\$21
BPM/BPO/KPO/ITeS	Recruitment, Talent Acquisition	Recruitment	\$6	\$11	\$24
BPM/BPO/KPO/ITeS	Recruitment, Talent Acquisition	Resource Management	\$6	\$10	\$20
BPM/BPO/KPO/ITeS	Recruitment, Talent Acquisition	Sourcing	\$6	\$9	\$20
BPM/BPO/KPO/ITeS	Sales, Pre-sales, Account Management, Sales Admin, Telemarketing, Telesales	Account Management	\$9	\$16	\$49
BPM/BPO/KPO/ITeS	Sales, Pre-sales, Account Management, Sales Admin, Telemarketing, Telesales	Business Development	\$8	\$14	\$33
BPM/BPO/KPO/ITeS	Sales, Pre-sales, Account Management, Sales Admin, Telemarketing, Telesales	Channels Sales	\$9	\$19	\$48
BPM/BPO/KPO/ITeS	Sales, Pre-sales, Account Management, Sales Admin, Telemarketing, Telesales	Lead Gen: Data Prospecting	\$6	\$7	
BPM/BPO/KPO/ITeS	Sales, Pre-sales, Account Management, Sales Admin, Telemarketing, Telesales	Pre Sales	\$8	\$14	\$37
BPM/BPO/KPO/ITeS	Sales, Pre-sales, Account Management, Sales Admin, Telemarketing, Telesales	Sales Admin	\$6	\$11	\$24
BPM/BPO/KPO/ITeS	Sales, Pre-sales, Account Management, Sales Admin, Telemarketing, Telesales	Sales General	\$8	\$17	\$52
BPM/BPO/KPO/ITeS	Sales, Pre-sales, Account Management, Sales Admin, Telemarketing, Telesales	Telemarketing	\$6	\$10	\$22
BPM/BPO/KPO/ITeS	Sales, Pre-sales, Account Management, Sales Admin, Telemarketing, Telesales	Telesales	\$6	\$11	\$24
Engineering Design	Architectural Engineering	Architectural Engineering	\$7	\$12	\$31
Engineering Design	Automotive Engineering	Automotive Engineering	\$7	\$12	\$31
Engineering Design	CAD/CAM/CAE	CAD/CAM/CAE	\$6	\$9	\$22
Engineering Design	Chemical Engineering	Chemical Engineering	\$7	\$12	\$34
Engineering Design	Civil Engineering	Civil Engineering	\$7	\$12	\$34
Engineering Design	Electrical Engineering	Electrical Engineering	\$7	\$12	\$34
Engineering Design	Industrial Engineering	Industrial Engineering	\$7	\$12	\$34
Engineering Design	Material Science & Engineering	Material Science & Engineering	\$7	\$12	\$34
Engineering Design	Mechanical Engineering	Mechanical Engineering	\$7	\$12	\$30
Engineering Design	Research and Design	Research and Design	\$9	\$15	\$40

Pricing Notes:

The average pricing shown is indicative and is for general reference purposes only. Please reach out to us if you need any specific pricing information for specific roles and/or job descriptions as actual pricing can vary depending upon several parameters. **Certain positions require additional incentives based on performance (e.g., sales, recruitment, services etc.).**

A \$295 non-refundable retainer amount for each position is required to initiate the recruitment process which involves upfront costs to us including advertising, placement consultants, resume screening, interviewing, reference checking, long distance calls, copying, postage, faxing, printing, & so on. This amount is credited toward your first month payment.

Bill rate pricing is subject to change without notice

Hourly Bill Rate Includes:

Location: Work from Home

Shift: Full-time: India Day Shift (M-F IST 9a-6p) OR

Full-time: India Day Shift (M-F IST 9a-6p) OR

Services:

Shared Support Services	Value Added Services	Infrastructure
HR (Comp & Benefits, Training & Development, Policy Adherence, Rewards, Recognition, Team Building)	Process Improvements	Facilities
Local Management Oversight	Six Sigma	Telecom
Career Path	Governance Framework	Security
Talent Development	SOX, SAS 70	Internet
Training	Succession Planning	Computer Systems
Health Insurance, Retirals (PF, Gratuity) (Equivalent to Social Security FICA, FUTA)	Employee Surveys	Access Control
Finance, Payroll, Employee Loans/Advances	Competency Mapping	Technical Support
Procurement	Transition Facilitation	Network
IT support	Domain Specific Qualification	Servers
Transportation	Domain Specific Training	Software
Quality Assurance	Non-compete, non-solicitation, confidentiality, intellectual property	Zoom/GMeet/Teams/Skype
Recruitment, Background Check (education, criminal, career)		Power Backup
Employment Agreement, Enforcement of Legal Policies & Jurisdictional Laws		Work from Office* (optional)
Local Compliances, Taxes, Governance, Data Protection, Trademarks, Copyrights, Audits, Annual Statutory Filings		
Additional Charges (Optional)	Over above bill rate	Work From Office Option Includes:
US Shift (EST) (IST 6:30p-3:30a)	10%	Class A Facility
US Shift (PST) (IST 9:30p-6:30a)	15%	Transportation
*Work from Office	\$2.91/hour	Late Night Transportation Security Escort
Overtime	25% (over 45hrs/wk)	Office Snacks, Tea, Coffee
Local US Area Code+Phone Number	\$10/month	Utilities: Electrical, Air-conditioning, etc
Billable Hours Estimation		Power Backup: Genset, UPS
Total Days in a year	365	
Less weekend days (Sat/Sun)	-104	
Less Public Holidays	-10	
Less Leaves (Vacation/Sick)	-24	
Total Working Days per year	227	
Hours/Day	9	
Hours/Year	2043	
Estimated (Average) Billable Hours/Month	170	