

PROFESSIONAL SERVICES AGREEMENT

THIS PROFESSIONAL SERVICES AGREEMENT (“Agreement”) is made between the **CITY AND COUNTY OF DENVER**, a municipal corporation of the State of Colorado (the “City”) and **WORLD WIDE TECHNOLOGY, LLC**, a Missouri Company registered to do business in Colorado, whose address is 1 WORLD WIDE WAY MARYLAND HEIGHTS, Missouri, 64146_ (“Contractor”), jointly “the parties.”

RECITALS

WHEREAS, the City is desirous of engaging a technology company to aid the City in operation and maintenance of Cisco equipment; and

WHEREAS, the Contractor has agreed to provide the operation and maintenance of Cisco equipment under the terms and conditions as set out below.

IT IS HEREBY AGREED BETWEEN THE PARTIES AS FOLLOWS:

The recitals set forth above are incorporated herein.

1. **DEFINITIONS.** Whenever used herein, any schedules, exhibits, order forms, or addenda to this Agreement, the following terms shall have the meanings assigned below unless otherwise defined therein. Other capitalized terms used in this Agreement are defined in the context in which they are used.
 - 1.1 “**Acceptance**” means the Deliverable demonstrates to the City's reasonable satisfaction that the Deliverable conforms to and operates in all material respects according to the Acceptance Criteria, and if required, has successfully completed Acceptance Testing in all material respects, and for Deliverables not requiring Acceptance Testing that the Deliverable reasonably conforms in all material respects to the Acceptance Criteria or the City's requirements.
 - 1.2 “**Acceptance Certificate**” means a written instrument by which the City promptly notifies Contractor that a Deliverable has been Accepted or Accepted with exceptions, and Acceptance Criteria have been met or waived, in whole or in part.
 - 1.3 “**Acceptance Criteria**” means functionality and performance requirements determined by the City and set forth on the Order Form or Statement of Work for the applicable Product or service, based upon the Specifications, which must be satisfied prior to City's Acceptance of a Deliverable, or the System. City and Contractor shall agree upon written Acceptance Criteria in the Order Form for the applicable Product or service.
 - 1.4 “**Acceptance Date**” means the date on which the City issues an Acceptance Certificate for the System or a Deliverable.

- 1.5 **"Acceptance Test"** means the evaluation and testing method, procedures, or both, that are set forth in the Order Form for the applicable Product or Service and are used to determine whether or not the System or a Deliverable requiring Acceptance Testing performs in accordance with the Acceptance Criteria.
- 1.6 **"Agreement"** means this Professional Services Agreement between City and Contractor, inclusive of all schedules, exhibits, attachments, addenda and other documents incorporated by reference between the City and Contractor, Contract Number **202159479**.
- 1.7 **"City Data"** means all information, whether in oral or written (including electronic) form, created by or in any way originating with City and all information that is the output of any computer processing, or other electronic manipulation, of any information that was created by or in any way originating with City, in the course of using and configuring the Services provided under this Agreement, and includes all records relating to City's use of Contractor services.
- 1.8 **"Deliverable"** means the Products or services or documents or tangible work products described in an Order Form or Statement of Work to be provided exclusively to the City by Contractor or the outcome to be achieved or output to be specifically provided to the City by Contractor, in the form of a tangible object or software that is produced as a result of Contractor's work that is intended to be delivered to the City by Contractor under this Agreement.
- 1.9 **"Documentation"** means, collectively: (a) all materials published or otherwise made available to City by Contractor that relate to the functional, operational and/or performance capabilities of the services; (b) all user, operator, system administration, technical, support and other manuals and all other materials published or otherwise made available by Contractor, including marketing materials that describe the functional, operational and/or performance capabilities of the services; (c) any Requests for Information and/or Requests for Proposals (or documents of similar effect) issued by City, and the responses thereto from Contractor, and any document which purports to update or revise any of the foregoing; (d) work set out in a Statement of Work; and (e) the results of any Contractor "Use Cases Presentation", "Proof of Concept" or similar type presentations or tests provided by Contractor to City or as required to be produced by Contractor subject to the terms of this Agreement. .
- 1.10 **"Effective Date"** means the date on which this Agreement is fully approved and signed by the City as shown on the Signature Page for this Agreement. The Effective Date for Services may be set out in an order form or similar exhibit.

- 1.11 **"Equipment"** means any hardware, machinery, device, tool, computer, computer component, computer system, including add-ons, or peripherals of tangible form together with the necessary supplies for upkeep and maintenance, and other apparatus, to be provided to the City by Contractor under this Agreement.
- 1.12 **"Error"** means any defect, problem, condition, bug, or other partial or complete inability of a Product to operate in accordance with the applicable Specifications.
- 1.13 **"Intellectual Property Rights"** includes without limitation all right, title, and interest in and to all (a) Patent and all filed, pending, or potential applications for Patent, including any reissue, reexamination, division, continuation, or continuation in part applications throughout the world now or hereafter filed; (b) trade secret rights and equivalent rights arising under the common law, state law, and federal law; (c) copyrights, other literary property or authors rights, whether or not protected by copyright or as a mask work, under common law, state law, and federal law; and (d) proprietary indicia, trademarks, trade names, symbols, logos, and/or brand names under common law, state law, and federal law.
- 1.14 **"On-Call"** means any professional services performed in addition to those set out in a Statement of Work, performed pursuant to a mutually agreed upon Order, at hourly rates set out in this Agreement.
- 1.15 **"Order Form"** means a quote in the form attached hereto as an Exhibit, setting forth certain Products and/or services to be provided pursuant to this Agreement. Any reference to an "Order Form" in this Agreement includes Products and/or services purchased by City pursuant to Contractor's online ordering process. As applicable, Statement of Work may be synonymous with Order Form in this Agreement.
- 1.16 **"Product(s)"** means software, Equipment, and supplies delivered, or to be delivered, pursuant to an Order Form.
- 1.17 **"Protected Information"** includes, but is not limited to, personally-identifiable information, student records, protected health information, criminal justice information or individual financial information and other data defined under §24-72-101 et seq., and personal information that is subject to local, state or federal statute, regulatory oversight or industry standard restricting the use and disclosure of such information. The loss of such Protected Information would constitute a direct damage to the City. If City inadvertently provides Protected Data to Contractor, City will promptly notify Contractor, at which point Contractor will take subjectively reasonable measures to not disclose such Protected Data until such time as it can be, at City's expense, returned, disposed of, or otherwise properly and more permanently secured consistent with applicable laws. City will work with Contractor expeditiously and without delay to remedy City's inadvertent provision of Protected Data to Contractor.
- 1.18 **"Project Manager"** means the individual who shall serve as each party's point of contact

with the other party's personnel as provided in this Agreement.

- 1.19 **"RFP Response"** means any proposal submitted by Contractor to City in response to City's Request for Proposal ("RFP") titled 29258Q.
- 1.20 **"Specifications"** means the most current cumulative statement of capabilities, functionality, and performance requirements for the Products or Services as set out in the Acceptance Criteria, Order Forms, Documentation, Contractor's representations, Contractor's proposal, Statement of Work, and the City's Request for Proposals.
- 1.21 **"Subcontractor"** means any third party engaged by Contractor to aid in performance of the work or the Service. Contractor shall provide to the City upon request a list of Subcontractors providing material services to the Service.
- 1.22 **"Third Party"** means persons, corporations and entities other than Contractor, City or any of their employees, contractors or agents.

2. **RIGHTS AND LICENSE IN AND TO DATA**

- 2.1 The parties agree that as between them, all rights in and to City Data shall remain the exclusive property of City, and Contractor has a limited, nonexclusive license to access and use City Data as provided in this Agreement solely for the purpose of performing its obligations hereunder.
- 2.2 This Agreement does not give a party any rights, implied or otherwise, to the other's data, content, or intellectual property, except as expressly stated in the Agreement.

3. **DATA PRIVACY**

- 3.1 Contractor will use City Data only for the purpose of fulfilling its duties under this Agreement and for City's sole benefit and will not share City Data with or disclose it to any Third Party without the prior written consent of City or as otherwise required by law. By way of illustration and not of limitation, Contractor will not use City Data for Contractor's own benefit and, in particular, will not engage in "data mining" of City Data or communications, whether through automated or human means, except as specifically and expressly required by law or authorized in writing by City.
- 3.2 Contractor will provide access to City Data only to those Contractor employees, contractors and Subcontractors ("Contractor Staff") who need to access the City Data to fulfill Contractor's obligations under this Agreement. Contractor will ensure that, prior to being granted access to the City Data, Contractor Staff who perform work under this Agreement have all undergone and passed criminal

background screenings; have successfully completed annual instruction of a nature sufficient to enable them to effectively comply with all data protection provisions of this Agreement; and possess all qualifications appropriate to the nature of the employees' duties and the sensitivity of the City Data they will be handling.

3.3 Contractor may provide City Data to its agents, employees, assigns, and Subcontractors as necessary to perform the work, but shall restrict access to Confidential Information to those agents, employees, assigns, and Subcontractors who require access to perform their obligations under this Agreement. Contractor shall ensure all such agents, employees, assigns, and Subcontractors sign agreements containing nondisclosure provisions at least as protective as those in this Agreement, and that the nondisclosure provisions are in force at all times the agent, employee, assign, or Subcontractor has access to any Confidential Information. Contractor shall provide copies of those signed nondisclosure provisions to the City upon execution of the nondisclosure provisions if requested by the City.

4. **COMPLIANCE WITH APPLICABLE LAWS AND CITY POLICIES.** Contractor will comply with all applicable laws in performing the services under this Agreement. Any Contractor personnel visiting City's facilities will comply with all applicable City policies regarding access to, use of, and conduct within such facilities. City will provide copies of such policies to Contractor upon request.

4. **WARRANTIES, REPRESENTATIONS AND COVENANTS** Contractor represents and warrants that.

4.1 The services will conform to applicable specifications, and operate and produce results substantially in accordance with the Documentation and the Exhibits attached hereto;

4.2 All technology related services will be performed by qualified personnel in a professional and workmanlike manner, consistent with industry standards;

4.3 Reserved;

4.4 Reserved;

4.5 Reserved;

4.8 Third Party Warranties and Indemnities. Contractor will assign to City all Third Party warranties and indemnities that Contractor receives in connection with any products provided to City. To the extent that Contractor is not permitted to assign any warranties or indemnities through to City, Contractor agrees to specifically identify and enforce those warranties and indemnities on behalf of City to the extent

Contractor is permitted to do so under the terms of the applicable Third Party agreements.

- 4.9 Contractor warrants it has complied and shall comply with all applicable federal, state, and local laws and regulations of its domicile and wherever performance occurs during the term of this Agreement.
- 4.10 Delivery of Products shall not be construed to represent Acceptance nor shall Delivery of Products relieve Contractor from its responsibility under any representation or warranty. If the City makes a payment for a Product prior to Acceptance, the payment does not grant a waiver of any representation or warranty by Contractor.

5. CONFIDENTIALITY

- 5.1 Contractor shall keep confidential, and cause all Subcontractors to keep confidential, all City Data, unless the City Data are publicly available. Contractor shall not, without prior written approval of the City, use, publish, copy, disclose to any third party, or permit the use by any third party of any City Data, except as otherwise stated in this Agreement, permitted by law, or approved in writing by the City. Contractor shall provide for the security of all Confidential Information in accordance with all applicable laws, rules, policies, publications, and guidelines. If Contractor or any of its Subcontractors will or may receive the following types of data, Contractor or its Subcontractors shall provide for the security of such data according to the following: (i) the most recently promulgated IRS Publication 1075 for all Tax Information and in accordance with the Safeguarding Requirements for Federal Tax Information, attached to this Contract as an Exhibit if applicable; (ii) the most recently updated PCI Data Security Standard from the PCI Security Standards Council for all PCI; (iii) the most recently issued version of the U.S. Department of Justice, Federal Bureau of Investigation, Criminal Justice Information Services Security Policy for all CJI; and (iv) the federal Health Insurance Portability and Accountability Act for all PHI and in accordance with the HIPAA Business Associate Agreement to be negotiated by the parties in good faith to this Agreement if applicable.
- 5.2 The Receiving Party agrees to exercise the same degree of care and protection with respect to the Confidential Information that it exercises with respect to its own similar Confidential Information and not to directly or indirectly provide, disclose, copy, distribute, republish or otherwise allow any Third Party to have access to any Confidential Information without prior written permission from the disclosing party. However: (a) either party may disclose Confidential Information to its employees and authorized agents who have a need to know; (b) either party may disclose Confidential Information if so required to perform any obligations under this Agreement; and (c) either party may disclose Confidential Information if so required by law (including court order or subpoena). Nothing in this Agreement shall in any way limit the ability of City to comply with any laws or legal process concerning disclosures by public entities. Contractor acknowledges that any

responses, materials, correspondence, documents or other information provided to City are subject to applicable state and federal law, including the Colorado Open Records Act, and that the release of Confidential Information in compliance with those acts or any other law will not constitute a breach or threatened breach of this Agreement.

5.3 The Receiving Party will inform its employees and officers of the obligations under this Agreement, and all requirements and obligations of the Receiving Party under this Agreement shall survive the expiration or earlier termination of this Agreement. The Receiving Party shall not disclose City Data or Confidential Information to Subcontractors unless such Subcontractors are bound by non-disclosure and confidentiality provisions at least as strict as those contained in this Agreement.

6. **COLORADO OPEN RECORDS ACT.** The parties understand that all the material provided or produced under this Agreement, including items marked Proprietary or Confidential, may be subject to the Colorado Open Records Act., § 24-72-201, et seq., C.R.S. In the event of a request to the City for disclosure of such information, the City shall advise Contractor of such request in order to give Contractor the opportunity to object to the disclosure of any of its documents which it marked as proprietary or confidential material. In the event of the filing of a lawsuit to compel such disclosure, the City will tender all such material to the court for judicial determination of the issue of disclosure and Contractor agrees to intervene in such lawsuit to protect and assert its claims of privilege against disclosure of such material or waive the same. Contractor further agrees to defend, indemnify and save and hold harmless the City, its officers, agents and employees, from any claim, damages, expense, loss or costs arising out of Contractor's intervention to protect and assert its claim of privilege against disclosure under this Article including but not limited to, prompt reimbursement to the City of all reasonable attorney fees, costs and damages that the City may incur directly or may be ordered to pay by such court.

7. **DELIVERY AND ACCEPTANCE:**

7.1 Right to Perform Acceptance Testing. Prior to Accepting Deliverables, the City shall have the right to perform Acceptance Testing to evaluate the Deliverable(s) to ensure they meet Acceptance Criteria, if any, set forth on the applicable Order Form or Statement of Work. Contractor shall cooperate with the City in the development of Acceptance Criteria that shall be codified in the applicable Order Form or Statement of Work that will set forth the location, date, and other specifications of the Acceptance Testing, if any. Acceptance Testing may occur in one or more phases, depending on the integration of contingent products, scalability, performance tuning or other measurable features or milestones.

7.2 After an Acceptance Test and if at any time the Service does not conform, the City will notify Contractor in writing within sixty (60) days and will specify in reasonable detail the identified failures and possible reasons for failure.

Contractor will, at its expense, repair or replace the nonconforming product within fifteen (15) days after receipt of the City's notice of deficiency.

- 7.3 If the City issues an Acceptance Certificate for an "Acceptance with Exception(s)" the City will list the exception(s) and the date for Contractor's correction of the Error(s). If Error(s) are corrected by the listed date(s) the City agrees to commence further Acceptance Testing of the Deliverable or affected portion(s). If the Deliverable passes the Acceptance Tests, the City will issue an Acceptance Certificate.
 - 7.4 If a Deliverable fails a second or subsequent Acceptance Test (or in the event of a single Acceptance Test, the Acceptance Test) in no event shall there be an increase to the original price agreed to by the Parties for the Deliverable.
 - 7.2 If the City is not satisfied with the Contractor's performance of the technology related services described in the Statement of Work, the City will so notify Contractor within thirty (30) days after Contractor's performance thereof. Contractor will, at its own expense, re-perform the service within fifteen (15) days after receipt of City's notice of deficiency. The foregoing procedure will be repeated until City accepts or finally rejects the technology related service in its sole discretion. In the event that City finally rejects any technology related service, Contractor will refund to City all fees paid by City with respect to such technology related service.
 - 7.3 The Contractor warrants that during the term of this Agreement that the Service and any associated components will not materially diminish during the subscription Term.
8. **TERM**: The term of the Agreement is from August 1, 2021 through August 1, 2026.
9. **COMPENSATION AND PAYMENT**:
- 9.1 **Fee**: The fee for the technology related services is described in the attached Exhibit A (the "Fee"). The Fee shall be paid pursuant to the City's Prompt Payment Ordinance and in accordance with Exhibit A.
 - 9.2 **Reimbursement Expenses**: The fees specified above include all expenses, and no other expenses shall be separately reimbursed or incurred hereunder for the provision of the Service(s).
 - 9.3 **Invoicing**: Contractor must submit an invoice which shall include the City contract number, clear identification of the deliverable that has been completed, and other information reasonably requested by the City. Payment on all uncontested amounts shall be made in accordance with the City's Prompt Payment Ordinance.

9.4 Maximum Agreement Liability:

9.4.1 Notwithstanding any other provision of the Agreement, the City's maximum payment obligation will not exceed FIVE MILLION DOLLARS (\$5,000,000.00) (the "Maximum Agreement Amount"). The City is not obligated to execute an Agreement or any amendments for any further services, including any services performed by Contractor beyond that specifically described in the attached Exhibits. Any services performed beyond those in the attached Exhibits are performed at Contractor's risk and without authorization under the Agreement.

9.4.2 The City's payment obligation, whether direct or contingent, extends only to funds appropriated annually by the Denver City Council, paid into the Treasury of the City, and encumbered for the purpose of the Agreement. The City does not by the Agreement irrevocably pledge present cash reserves for payment or performance in future fiscal years. The Agreement does not and is not intended to create a multiple-fiscal year direct or indirect debt or financial obligation of the City.

10. STATUS OF CONTRACTOR: The Contractor is an independent contractor retained to perform professional or technical services for limited periods of time. Neither the Contractor nor any of its employees are employees or officers of the City under Chapter 18 of the Denver Revised Municipal Code, or for any purpose whatsoever.

11. TERMINATION:

11.1 The City has the right to terminate the Agreement with cause upon thirty (30) days prior written notice to the Contractor, and without cause upon sixty (60) days prior written notice to the Contractor. However, nothing gives the Contractor the right to perform services under the Agreement beyond the time when its services become unsatisfactory to the Manager.

11.2 Notwithstanding the preceding paragraph, the City may terminate the Agreement if the Contractor or any of its officers or employees are convicted, plead nolo contendere, enter into a formal agreement in which they admit guilt, enter a plea of guilty or otherwise admit culpability to criminal offenses of bribery, kick backs, collusive bidding, bid-rigging, antitrust, fraud, undue influence, theft, racketeering, extortion or any offense of a similar nature in connection with Contractor's business. Termination for the reasons stated in this paragraph is effective upon receipt of notice.

11.3 Upon termination of the Agreement, with or without cause, the Contractor shall have no claim against the City by reason of, or arising out of, incidental or relating to termination, except for compensation for work duly requested and satisfactorily performed as described in the Agreement and shall refund to the City any prepaid cost or expenses.

12. **EXAMINATION OF RECORDS AND AUDITS:** Any authorized agent of the City, including the City Auditor or his or her representative, has the right to access, and the right to examine, copy and retain copies, at City's election in paper or electronic form, any pertinent books, documents, papers and records related to Contractor's performance pursuant to this Agreement, provision of any goods or services to the City, and any other transactions related to this Agreement. Contractor shall cooperate with City representatives and City representatives shall be granted access to the foregoing documents and information during reasonable business hours and until the latter of three (3) years after the final payment under the Agreement or expiration of the applicable statute of limitations. When conducting an audit of this Agreement, the City Auditor shall be subject to government auditing standards issued by the United States Government Accountability Office by the Comptroller General of the United States, including with respect to disclosure of information acquired during the course of an audit. No examination of records and audits pursuant to this paragraph shall require Contractor to make disclosures in violation of state or federal privacy laws. Contractor shall at all times comply with D.R.M.C. 20-276.
13. **WHEN RIGHTS AND REMEDIES NOT WAIVED:** In no event shall any action by either Party hereunder constitute or be construed to be a waiver by the other Party of any breach of covenant or default which may then exist on the part of the Party alleged to be in breach, and the non-breaching Party's action or inaction when any such breach or default shall exist shall not impair or prejudice any right or remedy available to that Party with respect to such breach or default; and no assent, expressed or implied, to any breach of any one or more covenants, provisions or conditions of the Agreement shall be deemed or taken to be a waiver of any other breach.
14. **INSURANCE:**
- 14.1 **General Conditions:** Contractor agrees to secure, at or before the time of execution of this Agreement, the following insurance covering all operations, goods or services provided pursuant to this Agreement. Contractor shall keep the required insurance coverage in force at all times during the term of the Agreement, or any extension thereof, during any warranty period, and for three (3) years after termination of the Agreement. The required insurance shall be underwritten by an insurer licensed or authorized to do business in Colorado and rated by A.M. Best Company as "A-"VIII or better. Each policy shall contain a valid provision or endorsement requiring notification to the City in the event any of the required policies is canceled or non-renewed before the expiration date thereof. Such written notice shall be sent to the parties identified in the Notices section of this Agreement. Such notice shall reference the City contract number listed on the signature page of this Agreement. Said notice shall be sent thirty (30) days prior to such cancellation or non-renewal unless due to non-payment of premiums for which notice shall be sent ten (10) days prior. If such written notice is unavailable from the insurer, contractor shall provide written notice of cancellation, non-renewal and any reduction in coverage to the parties identified in the Notices section within three (3) business days of such notice by its insurer(s) and referencing the City's contract

number. If any policy is in excess of a deductible or self-insured retention, the City must be notified by the Contractor. Contractor shall be responsible for the payment of any deductible or self-insured retention. The insurance coverages specified in this Agreement are the minimum requirements, and these requirements do not lessen or limit the liability of the Contractor. The Contractor shall maintain, at its own expense, any additional kinds or amounts of insurance that it may deem necessary to cover its obligations and liabilities under this Agreement.

- 14.2 Proof of Insurance: Contractor shall provide a copy of this Agreement to its insurance agent or broker. Contractor may not commence services or work relating to the Agreement prior to placement of coverages required under this Agreement. Contractor certifies that the certificate of insurance attached as Exhibit B, preferably an ACORD certificate, complies with all insurance requirements of this Agreement. The City requests that the City's contract number be referenced on the Certificate. The City's acceptance of a certificate of insurance or other proof of insurance that does not comply with all insurance requirements set forth in this Agreement shall not act as a waiver of Contractor's breach of this Agreement or of any of the City's rights or remedies under this Agreement. The City's Risk Management Office may require additional proof of insurance.
- 14.3 Additional Insureds: For Commercial General Liability, Auto Liability and Excess Liability/Umbrella (if required), Contractor and Subcontractor's insurer(s) shall include the City and County of Denver, its elected and appointed officials, employees and volunteers as additional insured.
- 14.4 Waiver of Subrogation: Except for Professional Liability Insurance, all other coverages required under this Agreement, Contractor's insurer shall waive subrogation rights against the City.
- 14.5 Subcontractors and Subconsultants: All Subcontractors and subconsultants (including independent contractors, suppliers or other entities providing goods or services required by this Agreement) shall be subject to similar insurance requirements herein and as determined solely by Contractor based on services being performed by Subcontractors and subconsultants. Contractor shall include all such Subcontractors as additional insured under its policies (with the exception of Workers' Compensation) or shall ensure that all such Subcontractors and subconsultants maintain the required coverages as determined by Contractor. Contractor agrees to provide proof of insurance for all such Subcontractors and subconsultants upon request by the City.
- 14.6 Workers' Compensation/Employer's Liability Insurance: Contractor shall maintain the coverage as required by statute for each work location and shall maintain Employer's Liability insurance with limits of \$100,000 per occurrence for each bodily injury claim, \$100,000 per occurrence for each bodily injury caused by disease claim, and \$500,000 aggregate for all bodily injuries caused by disease claims. Contractor expressly represents to the City, as a material representation

upon which the City is relying in entering into this Agreement, that none of the Contractor's officers or employees who may be eligible under any statute or law to reject Workers' Compensation Insurance shall effect such rejection during any part of the term of this Agreement, and that any such rejections previously effected, have been revoked as of the date Contractor executes this Agreement.

14.7 Commercial General Liability: Contractor shall maintain a Commercial General Liability insurance policy with limits of \$1,000,000 for each occurrence, \$1,000,000 for each personal and advertising injury claim, \$2,000,000 products and completed operations aggregate, and \$2,000,000 policy aggregate.

14.8 Business Automobile Liability: Contractor shall maintain Business Automobile Liability with limits of \$1,000,000 combined single limit applicable to all owned, hired and non-owned vehicles used in performing services under this Agreement.

14.9 Technology Errors & Omissions/Professional Liability Insurance including Network Security and Privacy Liability Insurance: Contractor shall maintain Technology Errors and Omissions insurance including cyber liability, network security, privacy liability and product failure coverage with limits of \$1,000,000 per occurrence and \$1,000,000 policy aggregate.

14.10 Additional Provisions:

14.10.1 For Commercial General Liability, the policy must provide the following:

14.10.1.1 That this Agreement is an Insured contract under the policy;

14.10.1.2 Defense costs are outside the limits of liability;

14.10.1.3 A severability of interests or separation of insureds provision (no insured vs. insured exclusion); and

14.10.1.4 A provision that coverage is primary and non-contributory with other coverage or self-insurance maintained by the City.

14.10.2 For claims-made coverage:

14.10.2.1 The retroactive date must be on or before the Agreement date or the first date when any goods or services were provided to the City, whichever is earlier.

14.10.2.2 Contractor shall advise the City in the event any general aggregate or other aggregate limits are reduced below the required per occurrence limits. At their own expense, and where such general aggregate or other aggregate limits have been reduced below the required per occurrence limit, the Contractor will procure such per occurrence limits and furnish

a new certificate of insurance showing such coverage is in force or provide umbrella/excess liability insurance which drops down on top of the aggregate limit.

15. DEFENSE AND INDEMNIFICATION:

- 15.1 Contractor hereby agrees to defend, indemnify, reimburse and hold harmless City, its appointed and elected officials, agents and employees (“Indemnified Parties”) for, from and against all liabilities, claims, judgments, suits or demands for damages to persons or property arising out of, resulting from, or relating to the work performed under this Agreement (“Claims”), unless such Claims have been specifically determined by the trier of fact to be the sole negligence or willful misconduct of the City. This indemnity shall be interpreted in the broadest possible manner to indemnify City for any acts or omissions of Contractor or its Subcontractors either passive or active, irrespective of fault, including City’s concurrent negligence whether active or passive, except for the sole negligence or willful misconduct of City.
- 15.2 Contractor’s duty to defend and indemnify City shall arise at the time written notice of the Claim is first provided to City regardless of whether claimant has filed suit on the Claim. Contractor’s duty to defend and indemnify City shall arise even if City is the only party sued by claimant and/or claimant alleges that City’s negligence or willful misconduct was the sole cause of claimant’s damages.
- 15.3 Contractor will defend any and all Claims which may be brought or threatened against City and will pay on behalf of City any expenses incurred by reason of such Claims including, but not limited to, court costs and attorney fees incurred in defending and investigating such Claims or seeking to enforce this indemnity obligation. Such payments on behalf of City shall be in addition to any other legal remedies available to City and shall not be considered City’s exclusive remedy.
- 15.4 Insurance coverage requirements specified in this Agreement shall in no way lessen or limit the liability of the Contractor under the terms of this indemnification obligation. The Contractor shall obtain, at its own expense, any additional insurance that it deems necessary for the City’s protection.
- 15.5 Reserved.
- 15.6 This defense and indemnification obligation shall survive the expiration or termination of this Agreement.

- 16. COLORADO GOVERNMENTAL IMMUNITY ACT:** The parties hereto understand and agree that the City is relying upon, and has not waived, the monetary limitations and all other rights, immunities and protection provided by the Colorado Governmental Act, § 24-10-101, et seq., C.R.S. (2003).

17. **TAXES, CHARGES AND PENALTIES:** The City shall not be liable for the payment of taxes, late charges or penalties of any nature other than the compensation stated herein, except for any additional amounts which the City may be required to pay under D.R.M.C. § 20-107 to § 20-115.
18. **ASSIGNMENT; SUBCONTRACTING:** The Contractor shall not voluntarily or involuntarily assign any of its rights or obligations, or subcontract performance obligations, under this Agreement without obtaining the Manager's prior written consent. Any assignment or subcontracting without such consent will be ineffective and void and shall be cause for termination of this Agreement by the City. The Manager has sole and absolute discretion whether to consent to any assignment or subcontracting, or to terminate the Agreement because of unauthorized assignment or subcontracting. In the event of any subcontracting or unauthorized assignment: (i) the Contractor shall remain responsible to the City; and (ii) no contractual relationship shall be created between the City and any sub-consultant, Subcontractor or assign.
19. **NO THIRD PARTY BENEFICIARY:** Enforcement of the terms of the Agreement and all rights of action relating to enforcement are strictly reserved to the parties. Nothing contained in the Agreement gives or allows any claim or right of action to any third person or entity. Any person or entity other than the City or the Contractor receiving services or benefits pursuant to the Agreement is an incidental beneficiary only.
20. **NO AUTHORITY TO BIND CITY TO CONTRACTS:** The Contractor lacks any authority to bind the City on any contractual matters. Final approval of all contractual matters that purport to obligate the City must be executed by the City in accordance with the City's Charter and the Denver Revised Municipal Code.
21. **AGREEMENT AS COMPLETE INTEGRATION-AMENDMENTS:** Except for the functional requirements provided in response to an RFP and/or any subsequent enhancement of the SOW or other implementation documentation that may be developed after execution of this Agreement, the Agreement is the complete integration of all understandings between the parties as to the subject matter of the Agreement. No prior, contemporaneous or subsequent addition, deletion, or other modification has any force or effect, unless embodied in the Agreement in writing. No oral representation by any officer or employee of the City at variance with the terms of the Agreement or any written amendment to the Agreement will have any force or effect or bind the City.
22. **SEVERABILITY:** Except for the provisions of the Agreement requiring appropriation of funds and limiting the total amount payable by the City, if a court of competent jurisdiction finds any provision of the Agreement or any portion of it to be invalid, illegal, or unenforceable, the validity of the remaining portions or provisions will not be affected, if the intent of the parties can be fulfilled.
23. **CONFLICT OF INTEREST:**

23.1 No employee of the City shall have any personal or beneficial interest in the services or property described in the Agreement. The Contractor shall not hire, or contract for services with, any employee or officer of the City that would be in violation of the City's Code of Ethics, D.R.M.C. §2-51, et seq. or the Charter §§ 1.2.8, 1.2.9, and 1.2.12.

23.2 The Contractor shall not engage in any transaction, activity or conduct that would result in a conflict of interest under the Agreement. The Contractor represents that it has disclosed any and all current or potential conflicts of interest. A conflict of interest shall include transactions, activities or conduct that would affect the judgment, actions or work of the Contractor by placing the Contractor's own interests, or the interests of any party with whom the Contractor has a contractual arrangement, in conflict with those of the City. The City, in its sole discretion, will determine the existence of a conflict of interest and may terminate the Agreement in the event it determines a conflict exists, after it has given the Contractor written notice describing the conflict.

24. **NOTICES:** All notices required by the terms of the Agreement must be hand delivered, sent by overnight courier service, mailed by certified mail, return receipt requested, or mailed via United States mail, postage prepaid, if to Contractor at the address first above written, and if to the City at:

Chief Information Officer or Designee
201 West Colfax Avenue, Dept. 301
Denver, Colorado 80202

With a copy of any such notice to:

Denver City Attorney's Office
1437 Bannock St., Room 353
Denver, Colorado 80202

Notices hand delivered or sent by overnight courier are effective upon delivery. Notices sent by certified mail are effective upon receipt. Notices sent by mail are effective upon deposit with the U.S. Postal Service. The parties may designate substitute addresses where or persons to whom notices are to be mailed or delivered. However, these substitutions will not become effective until actual receipt of written notification.

25. **DISPUTES:** All disputes between the City and Contractor arising out of or regarding the Agreement will be resolved by administrative hearing pursuant to the procedure established by D.R.M.C. § 56-106(b)-(f). For the purposes of that administrative procedure, the City official rendering a final determination shall be the Manager as defined in this Agreement.

26. **GOVERNING LAW; VENUE:** The Agreement will be construed and enforced in accordance with applicable federal law, the laws of the State of Colorado, and the Charter, Revised Municipal Code, ordinances, regulations and Executive Orders of the City and

County of Denver, which are expressly incorporated into the Agreement. Unless otherwise specified, any reference to statutes, laws, regulations, charter or code provisions, ordinances, executive orders, or related memoranda, includes amendments or supplements to same. Venue for any legal action relating to the Agreement will be in the District Court of the State of Colorado, Second Judicial District. Contractor shall perform or cause to be performed all services in full compliance with all applicable laws, rules, regulations and codes of the United States, the State of Colorado; and with the Charter, ordinances, rules, regulations and Executive Orders of the City and County of Denver.

27. **NO DISCRIMINATION IN EMPLOYMENT**: In connection with the performance of work under this contract, the Contractor may not refuse to hire, discharge, promote or demote, or discriminate in matters of compensation against any person otherwise qualified, solely because of race, color, religion, national origin, gender, age, military status, sexual orientation, gender identity or gender expression, marital status, or physical or mental disability. The Contractor shall insert the foregoing provision in all subcontracts.
28. **USE, POSSESSION OR SALE OF ALCOHOL OR DRUGS**: Contractor shall cooperate and comply with the provisions of Executive Order 94 and Attachment A thereto concerning the use, possession or sale of alcohol or drugs. Violation of these provisions or refusal to cooperate with implementation of the policy can result in the City barring Contractor from City facilities or participating in City operations.
29. **LEGAL AUTHORITY**: Contractor represents and warrants that it possesses the legal authority, pursuant to any proper, appropriate and official motion, resolution or action passed or taken, to enter into the Agreement. Each person signing and executing the Agreement on behalf of Contractor represents and warrants that he has been fully authorized by Contractor to execute the Agreement on behalf of Contractor and to validly and legally bind Contractor to all the terms, performances and provisions of the Agreement. The City shall have the right, in its sole discretion, to either temporarily suspend or permanently terminate the Agreement if there is a dispute as to the legal authority of either Contractor or the person signing the Agreement to enter into the Agreement.
30. **NO CONSTRUCTION AGAINST DRAFTING PARTY**: The parties and their respective counsel have had the opportunity to review the Agreement, and the Agreement will not be construed against any party merely because any provisions of the Agreement were prepared by a particular party.
31. **ORDER OF PRECEDENCE**: In the event of any conflicts between the language of the Agreement and the exhibits, the language of the Agreement controls.
32. **SURVIVAL OF CERTAIN PROVISIONS**: The terms of the Agreement and any exhibits and attachments that by reasonable implication contemplate continued performance, rights, or compliance beyond expiration or termination of the Agreement survive the Agreement and will continue to be enforceable. Without limiting the generality of this provision, the Contractor's obligations to provide insurance and to indemnify the

City will survive for a period equal to any and all relevant statutes of limitation, plus the time necessary to fully resolve any claims, matters, or actions begun within that period.

33. **INUREMENT**: The rights and obligations of the parties herein set forth shall inure to the benefit of and be binding upon the parties hereto and their respective successors and assigns permitted under this Agreement.
34. **TIME IS OF THE ESSENCE**: The parties agree that in the performance of the terms, conditions, and requirements of this Agreement, time is of the essence.
35. **FORCE MAJEURE**: Neither party shall be responsible for failure to fulfill its obligations hereunder or liable for damages resulting from delay in performance as a result of war, fire, strike, riot or insurrection, natural disaster, outbreak, quarantine, epidemic, pandemic, unreasonable delay of carriers, governmental order or regulation, complete or partial shutdown of plant, unreasonable unavailability of equipment or software from suppliers, default of a Subcontractor or vendor (if such default arises out of causes beyond their reasonable control), the actions or omissions of the other party or its officers, directors, employees, agents, Contractors or elected officials and/or other substantially similar occurrences beyond the party's reasonable control ("Excusable Delay") herein. In the event of any such Excusable Delay, time for performance shall be extended for a period of time as may be reasonably necessary to compensate for such delay.
36. **PARAGRAPH HEADINGS**: The captions and headings set forth herein are for convenience of reference only and shall not be construed so as to define or limit the terms and provisions hereof.
37. **CITY EXECUTION OF AGREEMENT**: This Agreement is expressly subject to and shall not be or become effective or binding on the City until it has been fully executed by all signatories of the City and County of Denver.
38. **COUNTERPARTS OF THIS AGREEMENT**: This Agreement may be executed in counterparts, each of which shall be deemed to be an original of this Agreement.
39. **ELECTRONIC SIGNATURES AND ELECTRONIC RECORDS**: Contractor consents to the use of electronic signatures by the City. The Agreement, and any other documents requiring a signature hereunder, may be signed electronically by the City in the manner specified by the City. The Parties agree not to deny the legal effect or enforceability of the Agreement solely because it is in electronic form or because an electronic record was used in its formation. The Parties agree not to object to the admissibility of the Agreement in the form of an electronic record, or a paper copy of an electronic document, or a paper copy of a document bearing an electronic signature, on the ground that it is an electronic record or electronic signature or that it is not in its original form or is not an original.
40. **ADVERTISING AND PUBLIC DISCLOSURE**: The Contractor shall not include any reference to the Agreement or to services performed pursuant to the Agreement in any of

the Contractor's advertising or public relations materials without first obtaining the written approval of the Manager. Any oral presentation or written materials related to services performed under the Agreement will be limited to services that have been accepted by the City. The Contractor shall notify the Manager in advance of the date and time of any presentation. Nothing in this provision precludes the transmittal of any information to City officials.

41. **ON-CALL SERVICES** The Contractor may also provide specialized professional services to support the provisioning of technology services to the City and its constituents as long as the Maximum Contract Amount is not exceeded. These specialized services are set out, along with the rates, identified on attached Exhibit A. The City shall authorize specific assignments for the Contractor by placing a written service order signed by the Manager and the Contractor (the "Order") describing in sufficient details the services and/or deliverables and rates to be provided. The City and the Contractor may also enter into flat rate Orders when those are in the best interest of the City as determined by the Manager. The Contractor agrees that during the term of this Agreement it shall fully coordinate its provision of the services with any person or firm under contract with the City doing work or providing services which affect the Contractor's services. The Contractor shall faithfully perform the work in accordance with the standards of care, skill, training, diligence and judgment provided by highly competent individuals and entities that perform services of a similar nature to those described in this Agreement. Contractor represents and warrants that all services will be performed by qualified personnel in a professional and workmanlike manner, consistent with industry standards; all services will conform to applicable specifications and as attached to the Order, if any; and, it has the requisite ownership, rights and licenses to perform its obligations under this Agreement fully as contemplated hereby and to grant to the City all rights with respect to any software and services free and clear from any and all liens, adverse claims, encumbrances and interests of any third party.

42. **PAYMENT OF CITY MINIMUM WAGE**: Contractor shall comply with, and agrees to be bound by, all requirements, conditions, and City determinations regarding the City's Minimum Wage Ordinance, Sections 20-82 through 20-84 D.R.M.C., including, but not limited to, the requirement that every covered worker shall be paid no less than the City Minimum Wage in accordance with the foregoing D.R.M.C. Sections. By executing this Agreement, Contractor expressly acknowledges that Contractor is aware of the requirements of the City's Minimum Wage Ordinance and that any failure by Contractor, or any other individual or entity acting subject to this Agreement, to strictly comply with the foregoing D.R.M.C. Sections shall result in the penalties and other remedies authorized therein.

ATTACHED EXHIBITS
EXHIBIT A-STATEMENT OF WORK
EXHIBIT B-CERTIFICATE OF INSURANCE

Contract Control Number: TECHS-202159479-00
Contractor Name: WORLD WIDE TECHNOLOGY LLC

IN WITNESS WHEREOF, the parties have set their hands and affixed their seals at Denver, Colorado as of:

SEAL

CITY AND COUNTY OF DENVER:

ATTEST:

By:

APPROVED AS TO FORM:

REGISTERED AND COUNTERSIGNED:

Attorney for the City and County of Denver

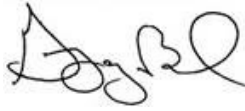
By:

By:

By:

Contract Control Number:
Contractor Name:

TECHS-202159479-00
WORLD WIDE TECHNOLOGY LLC



By: _____

Name: ~~XXXXXXXXXX~~ Gregory Brush

(please print)

Title: Area VP Public Sector

(please print)

ATTEST: [if required]

By: _____

Name: _____
(please print)

Title: _____
(please print)

Exhibit A – Statement of Work / Pricing

The City maintains a metropolitan area network (“City Network”) that provides services to all City sites (50 agencies / 250 sites). The City Network provides connectivity, transport for data, wireless, video and voice (including a clustered Cisco Call Manager for IP Telephony). It is designed and maintained using Cisco equipment and products. The City also maintains internal data centers, providing compute and storage for the City.

The City Network connectivity is a combination of dark fiber, DSL, and Metro Optical Ethernet. It operates 24x7x365 and carries a number of mission critical functions, including public works traffic and cloud applications, as well as life safety and physical security networks.

Contractor shall provide Professional Services on an On-Call basis to assist the City with support and development of the City’s Cisco Network.

The rates listed below shall include all fees, costs, and expenses, including, but not limited to, labor costs, travel expenses, service, repair, removal, replacement, mileage charges, supplies, mailing charges, installation, testing, communications, order and order tracking, reporting, debugging, analysis, delivery charges, and other expenses. The City does not guarantee Contractor a minimum number of hours. Prices shall remain fixed through the Contract Term including extensions. The City may work with the Contractor to negotiate lower rates when applicable.

Services (Product related/partner provided)	Pricing
Managed services Suite	Price is based on project scope

Services Hourly Rates:

ROLE	EXPERIENCE	KNOWLEDGE / SKILLS	CERTIFICATION RANGE
Associate Consultant \$/hr. 150.00	Up to 3 years of professional experience, prepped for immediate training, basic certifications	Knowledge of network premise equipment, topologies, and protocols	Up to: CCDA, CCNA, DEVNET
Network Consultant \$/hr. 185.00	3-7 years of professional experience, experience on network data comm. Systems, moderate certification, and training history. 1 - 2 years of consulting experience	Hands-on experience in multiple premise equipment, topologies, protocols, and network services	May possess some or all: CCDA, CCNA, CCDP, MCSE, MCSA, DEVNET
Senior Network consultant \$/hr. 245.00	7+ years of professional experience, emphasis on network data comm. Systems 2+ years of	Hands-on experience in multiple premise equipment, topologies, protocols, and network	May possess some or all: CCDA, CCNA, CCNP, CCIE, MCP, MCP+I,

	consulting experience, advanced certification, and training history strong leadership / project management skills	services, network security, network management	MCSE, MCSA, CNET, DEVNET
Senior Network Security Engineer \$/hr. 250.00	7+ years of professional experience, emphasis on network data comm. Systems 2+ years of consulting experience, advanced certification, and training history strong leadership / project management skills	Hands-on experience in multiple premise equipment, topologies, protocols, and network services, network security, network management	May possess some or all: CCDA, CCNA, CCNP, CCIE, MCP, MCP+I, MCSE, MCSA, CNET, DEVNET
Cisco Certified instructor \$/hr. 220.00	Up to 3 years of professional experience Certified Cisco instructors	Knowledge of network premise equipment, topologies, and protocols	Required CCNA, CCSI and possess some or all: CCNP, CCIE, DEVNET
Project Manager \$/hr. 160.00	3 - 5 years' experience- CCSE Advanced Certification and Training		preferred: PMP
Program Manager \$/hr. 255.00	5 + years' experience- CCSE Advanced Certification and Training		preferred: PMP

<u>WWT Services Rate Card</u>	Cost Per Hour (includes all costs for travel, per diem, etc.)	
	Jr. Engineer Minimum Hourly Rate	Senior Engineer Maximum Hourly Rate
Rates listed by designated role (regular or senior) with remote and onsite pricing options		
Information Security Engineer	\$190.00	\$190.00
Information Security Engineer - onsite	\$220.00	\$220.00
Information Security Architect	\$245.00	\$245.00
Information Security Architect - onsite	\$275.00	\$275.00
Identity Management Architect	\$245.00	\$245.00
Identity Management Architect - onsite	\$275.00	\$275.00
Identity Management Developer	\$245.00	\$245.00
Identity Management Developer - onsite	\$275.00	\$275.00

Identity Specialist	\$245.00	\$245.00
Identity Specialist - onsite	\$275.00	\$275.00
IT Systems Administrator Associate	\$150.00	\$150.00
IT Systems Administrator Associate - onsite	\$180.00	\$180.00
IT Systems Administrator	\$165.00	\$165.00
IT Systems Administrator - onsite	\$195.00	\$195.00
Senior IT Systems Administrator	\$190.00	\$190.00
Senior IT Systems Administrator - onsite	\$220.00	\$220.00
Infrastructure Architect	\$275.00	\$275.00
Infrastructure Architect - onsite	\$305.00	\$305.00
Systems Architect	\$250.00	\$250.00
Systems Architect - onsite	\$280.00	\$280.00
A/V Engineer – regular hours / after-hours (onsite only)	\$165.00	\$190.00
Associate Network Administrator	\$150.00	\$150.00
Associate Network Administrator - onsite	\$180.00	\$180.00
Senior Network Administrator	\$190.00	\$190.00
Senior Network Administrator - onsite	\$220.00	\$220.00
Network Engineer	\$185.00	\$185.00
Network Engineer - onsite	\$215.00	\$215.00
Senior Network Engineer	\$245.00	\$245.00
Senior Network Engineer - onsite	\$275.00	\$275.00
Cisco Information Systems Security Professional	\$250.00	\$250.00
Cisco Information Systems Security Professional - onsite	\$280.00	\$280.00

Network Technician – regular hours / after-hours (onsite only)	\$68.75	\$110.00
Telecommunications Technician – regular hours / after-hours (onsite only)	\$68.75	\$110.00
Contact Center Engineer	\$290.00	\$290.00
Contact Center Engineer - onsite	\$320.00	\$320.00
UC Engineer	\$190.00	\$190.00
UC Engineer - onsite	\$220.00	\$220.00
UC Engineer, Senior	\$245.00	\$245.00
UC Engineer, Senior - onsite	\$275.00	\$275.00
UC Architect	\$260.00	\$260.00
UC Architect - onsite	\$290.00	\$290.00
Data Center Engineer	\$185.00	\$185.00
Data Center Engineer - onsite	\$215.00	\$215.00
Data Center Engineer, Senior	\$240.00	\$240.00
Data Center Engineer, Senior - onsite	\$270.00	\$270.00
Data Center Architect	\$245.00	\$245.00
Data Center Architect - onsite	\$275.00	\$275.00
Wireless Engineer	\$190.00	\$190.00
Wireless Engineer - onsite	\$215.00	\$215.00
Wireless Engineer, Senior	\$220.00	\$220.00
Wireless Engineer, Senior - onsite	\$250.00	\$250.00
Cloud Engineer	\$180.00	\$180.00
Cloud Engineer - onsite	\$210.00	\$210.00
Cloud Platform Architect	\$220.00	\$220.00
Cloud Platform Architect - onsite	\$250.00	\$250.00
Cloud Application Architect	\$200.00	\$200.00

Cloud Application Architect - onsite	\$230.00	\$230.00
Design Architect	\$245.00	\$245.00
Design Architect - onsite	\$275.00	\$275.00
Security Architect	\$245.00	\$245.00
Security Architect - onsite	\$275.00	\$275.00
Principal Security Architect	\$325.00	\$325.00
Principal Security Architect - onsite	\$355.00	\$355.00
Principal Security Consultant	\$315.00	\$315.00
Principal Security Consultant - onsite	\$345.00	\$345.00
Program Manager	\$255.00	\$255.00
Program Manager - onsite	\$285.00	\$285.00
Project Manager	\$160.00	\$160.00
Project Manager - onsite	\$190.00	\$190.00
Project Manager, Senior	\$215.00	\$215.00
Project Manager, Senior - onsite	\$245.00	\$245.00
Project Coordinator	\$105.00	\$105.00
Project Coordinator - onsite	\$135.00	\$135.00
Learning Specialist	\$110.00	\$110.00
Learning Specialist - onsite	\$140.00	\$140.00
Learning Specialist, Senior	\$220.00	\$220.00
Learning Specialist, Senior - onsite	\$250.00	\$250.00
End User Computing Engineer	\$155.00	\$155.00
End User Computing Engineer - onsite	\$185.00	\$185.00
End User Computing Engineer, Senior	\$185.00	\$185.00
End User Computing Engineer, Senior - onsite	\$215.00	\$215.00
Agile Delivery Manager	\$240.00	\$240.00

Agile Delivery Manager - onsite	\$270.00	\$270.00
Agile Delivery Lead	\$240.00	\$240.00
Agile Delivery Lead - onsite	\$270.00	\$270.00
Agile Software Engineer	\$190.00	\$190.00
Agile Software Engineer - onsite	\$220.00	\$220.00
Agile Delivery Staff	\$85.00	\$85.00
Agile Delivery Staff - onsite	\$115.00	\$115.00
Agile QA Analyst	\$130.00	\$130.00
Agile QA Analyst - onsite	\$160.00	\$160.00
Agile QA Engineer	\$150.00	\$150.00
Agile QA Engineer - onsite	\$180.00	\$180.00
Agile Delivery Business Analyst	\$160.00	\$160.00
Agile Delivery Business Analyst - onsite	\$190.00	\$190.00
Advisory Services Consultant	\$195.00	\$195.00
Advisory Services Consultant - onsite	\$225.00	\$225.00
Advisory Services Lead Consultant	\$280.00	\$280.00
Advisory Services Lead Consultant - onsite	\$310.00	\$310.00
Advisory Services Principal Consultant	\$295.00	\$295.00
Advisory Services Principal Consultant - onsite	\$325.00	\$325.00
Advisory Services Associate Consultant	\$160.00	\$160.00
Advisory Services Associate Consultant - onsite	\$190.00	\$190.00
Advisory Services Enterprise Architect	\$280.00	\$280.00
Advisory Services Enterprise Architect - onsite	\$310.00	\$310.00