

Attachment A Cambay Consulting, LLC Temporary Staffing, Direct-Hire and Other Employer Services Contract No. TS06-21	
FORM D1 - PRICING PAGE #1 Cost of services, Mark-up (MU) percentage pricing:	
When using the DOL website guidelines, as the Base pricing rate for <u>Temporary Hire</u> :	
1.) What is the percentage of <u>Mark-Up</u> added to the Base rate for an <u>Administrative</u> position?	40%
2.) What is the percentage of <u>Mark-Up</u> added to the Base rate for an <u>Light Industrial</u> position?	45%
3.) What is the percentage of <u>Mark-Up</u> added to the Base rate for an <u>Heavy Industrial</u> position?	45%
4.) What is the percentage of <u>Mark-Up</u> added to the Base rate for an <u>IT</u> position?	35%
5.) What is the minumum conversion time in (hours) for a temporary employee to be hired without incurring a conversion or buyout fee?	1000
6.) Are there any liquidation fees if the above conversion hours are not met?	yes/no > > Yes
7.) If there are liquidation fees or charges for the above transaction, what is the fee, percentage or hours charged? Briefly explain.	fee: > > > hours: > > > 0-1000 percentage > > 10% - 15%
Explain here:	0-500 Hours:- we will charge a conversion fee of 15% on the annual salary 501-1000 Hours:- we will charge a conversion fee of 10% on the annual salary
8.) Direct-Hire annual salary <u>percentage</u> of Mark-up. ** The annual salary must be equal to or less than hourly rate provided in the job descriptions listed on Form D - Page #2 , using the multiplier of 2080 hours.	15%
9.) Direct-Hire guarantee period in hours.	500
10.) Payrolling percentage of Mark-Up.	30%

Attachment A
Cambay Consulting, LLC
Temporary Staffing, Direct-Hire and Other Employer Services
Contract No. TS06-21

FORM D2 - PRICING PAGE #2.1

Code	Occupation Description	Pricing Range		Mark-Up %	Total	Total
		Low	High	Please Use a Whole Number as the % (MU). Example 25% = 1.25	Low	High
Accounting:						
A01	Accountant I	\$23.00	\$28.00	1.40	\$32.20	\$39.20
A02	Accountant II	\$26.00	\$32.00	1.40	\$36.40	\$44.80
A03	Financial Analyst I	\$32.13	\$39.78	1.40	\$44.98	\$55.69
A04	Financial Analyst II	\$36.43	\$45.11	1.40	\$51.00	\$63.15
A05	Payroll Clerk	\$16.99	\$23.52	1.40	\$23.79	\$32.93
A06	Cost Accounting Specialist	\$16.99	\$23.52	1.40	\$23.79	\$32.93
A07	CPA	\$26.00	\$32.00	1.40	\$36.40	\$44.80
A08	Financial / Business Analyst	\$32.13	\$39.78	1.40	\$44.98	\$55.69
A09	Controller	\$36.43	\$45.11	1.40	\$51.00	\$63.15
A10	Auditor I	\$24.33	\$31.17	1.40	\$34.06	\$43.64
A11	Auditor II	\$28.19	\$36.65	1.40	\$39.47	\$51.31
Administrative Support and Clerical:						
B01	Accounting Clerk I	\$23.00	\$28.00	1.40	\$32.20	\$39.20
B02	Accounting Clerk II	\$26.00	\$32.00	1.40	\$36.40	\$44.80
B03	Accounting Clerk III	\$29.46	\$35.21	1.40	\$41.24	\$49.29
B04	Administrative Assistant	\$17.41	\$23.42	1.40	\$24.37	\$32.79
B05	Call Center Representative	\$14.57	\$17.51	1.40	\$20.40	\$24.51
B06	Copy Machine Operator	\$14.57	\$17.51	1.40	\$20.40	\$24.51
B07	Court Reporter	\$29.46	\$35.21	1.40	\$41.24	\$49.29
B08	Customer Service Representative I	\$17.51	\$22.88	1.40	\$24.51	\$32.03
B09	Customer Service Representative II	\$21.32	\$26.99	1.40	\$29.85	\$37.79
B10	Customer Service Representative III	\$24.17	\$29.11	1.40	\$33.84	\$40.75
B11	Data Entry Operator I	\$11.21	\$13.44	1.40	\$15.69	\$18.82
B12	Data Entry Operator II	\$13.17	\$16.32	1.40	\$18.44	\$22.85
B13	Document Preparation Clerk	\$12.44	\$15.17	1.40	\$17.42	\$21.24
B14	Executive Assistant	\$26.00	\$32.00	1.40	\$36.40	\$44.80
B15	General Clerk I	\$13.17	\$16.32	1.40	\$18.44	\$22.85
B16	General Clerk II	\$14.57	\$17.51	1.40	\$20.40	\$24.51
B17	General Clerk III	\$16.32	\$19.17	1.40	\$22.85	\$26.84
B18	Legal Secretary I	\$14.56	\$17.33	1.40	\$20.38	\$24.26
B19	Legal Secretary II	\$16.78	\$21.88	1.40	\$23.49	\$30.63
B20	Mail Room Clerk	\$15.33	\$18.59	1.40	\$21.46	\$26.03
B21	Messenger Courier	\$14.56	\$17.33	1.40	\$20.38	\$24.26
B22	Personnel Assistant (Employment) I	\$14.56	\$17.33	1.40	\$20.38	\$24.26
B23	Personnel Assistant (Employment) II	\$15.33	\$18.59	1.40	\$21.46	\$26.03
B24	Personnel Assistant (Employment) III	\$17.99	\$21.45	1.40	\$25.19	\$30.03
B25	Production Control Clerk	\$13.76	\$18.97	1.40	\$19.26	\$26.56
B26	Secretary I	\$14.60	\$17.33	1.40	\$20.44	\$24.26
B27	Secretary II	\$15.33	\$18.59	1.40	\$21.46	\$26.03
B28	Secretary III	\$17.99	\$21.45	1.40	\$25.19	\$30.03
B29	Supply Technician	\$19.77	\$23.17	1.40	\$27.68	\$32.44
B30	Receptionist/Switchboard Operator	\$14.60	\$17.33	1.40	\$20.44	\$24.26
B31	Records Management Clerk	\$12.44	\$15.17	1.40	\$17.42	\$21.24

B32	Travel Clerk I	\$21.32	\$26.99	1.40	\$29.85	\$37.79
B33	Travel Clerk II	\$24.17	\$28.11	1.40	\$33.84	\$39.35
B34	Travel Clerk III	\$27.65	\$30.99	1.40	\$38.71	\$43.39
B35	Word Processor I	\$15.33	\$18.59	1.40	\$21.46	\$26.03
B36	Word Processor II	\$19.77	\$23.17	1.40	\$27.68	\$32.44
B37	Word Processor III	\$21.32	\$21.32	1.40	\$29.85	\$29.85
Education:						
C01	Teacher I	\$21.32	\$26.99	1.40	\$29.85	\$37.79
C02	Teacher II	\$24.17	\$28.11	1.40	\$33.84	\$39.35
C03	Teacher III	\$27.65	\$30.99	1.40	\$38.71	\$43.39
C04	At Risk Counselor I	\$14.60	\$17.33	1.40	\$20.44	\$24.26
General Services and Materials Handling Support :						
D01	Forklift Operator	\$12.43	\$19.98	1.45	\$18.02	\$28.97
D02	Gardener	\$12.43	\$19.98	1.45	\$18.02	\$28.97
D03	General Maintenance Worker	\$19.77	\$23.17	1.45	\$28.67	\$33.60
D04	Janitor	\$10.99	\$13.78	1.45	\$15.94	\$19.98
D05	Laborer	\$12.43	\$19.98	1.45	\$18.02	\$28.97
D06	Librarian	\$14.60	\$17.33	1.45	\$21.17	\$25.13
D07	Library Aide/Clerk	\$11.23	\$14.60	1.45	\$16.28	\$21.17
D08	Library Technician	\$13.78	\$17.33	1.45	\$19.98	\$25.13
D09	Material Coordinator	\$19.77	\$23.17	1.45	\$28.67	\$33.60
D10	Material Handling Laborer	\$12.43	\$14.60	1.45	\$18.02	\$21.17
D11	Order Filler	\$19.77	\$23.17	1.45	\$28.67	\$33.60
D12	Shipping Packer	\$11.23	\$14.60	1.45	\$16.28	\$21.17
D13	Shipping / Receiving Clerk	\$13.78	\$17.33	1.45	\$19.98	\$25.13
D14	Stock Clerk	\$11.23	\$14.60	1.45	\$16.28	\$21.17
D15	Park Naturalist	\$14.60	\$19.98	1.45	\$21.17	\$28.97
D16	Recreation Specialist	\$14.60	\$19.98	1.45	\$21.17	\$28.97
D17	Warehouse Specialist	\$14.60	\$19.98	1.45	\$21.17	\$28.97
Health:						
E01	Breath Alcohol Technician	\$19.86	\$24.95	1.4	\$27.80	\$34.93
E02	Certified Occupational Therapist Assistant	\$36.57	\$45.19	1.4	\$51.20	\$63.27
E03	Certified Physical Therapist Assistant	\$34.18	\$42.58	1.4	\$47.85	\$59.61
E04	Claims Processor	\$16.19	\$20.85	1.4	\$22.67	\$29.19
E05	Claims Processor (Senior)	\$20.86	\$24.66	1.4	\$29.20	\$34.52
E06	Dental Assistant	\$16.51	\$20.10	1.4	\$23.11	\$28.14
E07	Dental Hygienist	\$38.13	\$49.44	1.4	\$53.38	\$69.22
E08	Dietary Aide	\$11.43	\$16.34	1.4	\$16.00	\$22.88
E09	EKG Technician	\$16.34	\$19.88	1.4	\$22.88	\$27.83
E10	Electroneurodiagnostic Technologist	\$24.63	\$29.65	1.4	\$34.48	\$41.51
E11	Eligibility / Insurance Verifier	\$17.56	\$20.59	1.4	\$24.58	\$28.83
E12	Eligibility Referral Coordinator	\$17.56	\$20.59	1.4	\$24.58	\$28.83
E13	Emergency Medical Technician	\$14.51	\$19.07	1.4	\$20.31	\$26.70
E14	Insurance Coordinator	\$18.14	\$21.55	1.4	\$25.40	\$30.17
E15	Licensed Practical Nurse I	\$21.86	\$24.52	1.4	\$30.60	\$34.33
E16	Licensed Practical Nurse II	\$24.53	\$29.76	1.4	\$34.34	\$41.66
E17	Licensed Practical Nurse III	\$29.81	\$34.87	1.4	\$41.73	\$48.82
E18	Medical Assistant	\$15.19	\$19.37	1.4	\$21.27	\$27.12
E19	Medical Laboratory Technician	\$22.36	\$27.54	1.4	\$31.30	\$38.56
E20	Medical Record Clerk	\$17.11	\$20.52	1.4	\$23.95	\$28.73
E21	Medical Record Technician	\$17.33	\$20.52	1.4	\$24.26	\$28.73
E22	Medical Transcriptionist	\$17.33	\$20.52	1.4	\$24.26	\$28.73
E23	Nuclear Medicine Technologist	\$31.55	\$39.61	1.4	\$44.17	\$55.45
E24	Nursing Assistant I	\$15.49	\$19.17	1.4	\$21.69	\$26.84
E25	Nursing Assistant II	\$19.81	\$23.76	1.4	\$27.73	\$33.26

E26	Nursing Assistant III	\$23.73	\$27.86	1.4	\$33.22	\$39.00
E27	Nursing Assistant IV	\$27.56	\$32.24	1.4	\$38.58	\$45.14
E28	Optical Dispenser	\$12.53	\$16.51	1.4	\$17.54	\$23.11
E29	Optical Technician	\$12.53	\$16.51	1.4	\$17.54	\$23.11
E30	Pharmacy Technician	\$15.49	\$19.17	1.4	\$21.69	\$26.84
E31	Phlebotomist	\$20.12	\$25.75	1.4	\$28.17	\$36.05
E32	Radiologic Technologist	\$22.51	\$29.16	1.4	\$31.51	\$40.82
E33	Registered Nurse I	\$30.01	\$36.85	1.4	\$42.01	\$51.59
E34	Registered Nurse II	\$36.85	\$42.62	1.4	\$51.59	\$59.67
E35	Registered Nurse III	\$42.62	\$48.88	1.4	\$59.67	\$68.43
E36	Registered Nurse IV	\$48.88	\$54.19	1.4	\$68.43	\$75.87
E37	Scheduler (Drug and Alcohol Testing)	\$22.52	\$26.19	1.4	\$31.53	\$36.67
E38	Substance Abuse Treatment Counselor	\$22.53	\$26.44	1.4	\$31.54	\$37.02
Information Technology:						
F01	Application Developer	\$40.07	\$54.78	1.35	\$54.09	\$73.95
F02	Application Support Analyst	\$40.07	\$54.78	1.35	\$54.09	\$73.95
F03	Applications Engineer	\$46.17	\$56.21	1.35	\$62.33	\$75.88
F04	Computer Operator I	\$14.23	\$18.77	1.35	\$19.21	\$25.34
F05	Computer Operator II	\$17.32	\$21.98	1.35	\$23.38	\$29.67
F06	Computer Operator III	\$20.18	\$23.14	1.35	\$27.24	\$31.24
F07	Computer Operator IV	\$22.65	\$25.31	1.35	\$30.58	\$34.17
F08	Computer Operator V	\$24.11	\$27.99	1.35	\$32.55	\$37.79
F09	Computer Programmer I	\$37.17	\$43.54	1.35	\$50.18	\$58.78
F10	Computer Programmer II	\$41.78	\$47.22	1.35	\$56.40	\$63.75
F11	Computer Programmer III	\$46.34	\$53.11	1.35	\$62.56	\$71.70
F12	Computer Programmer IV	\$50.18	\$60.22	1.35	\$67.74	\$81.30
F13	Computer Systems Analyst I	\$41.78	\$47.22	1.35	\$56.40	\$63.75
F14	Computer Systems Analyst II	\$46.34	\$53.11	1.35	\$62.56	\$71.70
F15	Computer Systems Analyst III	\$50.18	\$56.17	1.35	\$67.74	\$75.83
F16	Customer Support Administrator	\$19.77	\$23.17	1.35	\$26.69	\$31.28
F17	Customer Support Specialist	\$19.77	\$23.17	1.35	\$26.69	\$31.28
F18	Database Administrator	\$56.88	\$69.16	1.35	\$76.79	\$93.37
F19	Data Center Support Specialist	\$17.32	\$21.98	1.35	\$23.38	\$29.67
F20	Desktop Support Manager	\$20.18	\$25.31	1.35	\$27.24	\$34.17
F21	Desktop Support Specialist	\$19.77	\$23.17	1.35	\$26.69	\$31.28
F22	Developer	\$40.07	\$44.78	1.35	\$54.09	\$60.45
F23	Director of Technology	\$56.17	\$69.16	1.35	\$75.83	\$93.37
F24	Front End Web Designer	\$40.34	\$63.12	1.35	\$54.46	\$85.21
F25	GIS (Geographic Info. Systems) Tech. I	\$55.11	\$61.44	1.35	\$74.40	\$82.94
F26	GIS (Geographic Info. Systems) Tech. II	\$63.77	\$80.14	1.35	\$86.09	\$108.19
F27	Help Desk Specialist	\$19.77	\$23.17	1.35	\$26.69	\$31.28
F28	Help Desk Technician	\$19.77	\$23.17	1.35	\$26.69	\$31.28
F29	Information Systems Project Manager	\$55.11	\$61.44	1.35	\$74.40	\$82.94
F30	Information Technology Coordinator	\$40.07	\$44.78	1.35	\$54.09	\$60.45
F31	Information Technology Director	\$64.14	\$69.16	1.35	\$86.59	\$93.37
F32	Information Technology Manager	\$56.17	\$60.22	1.35	\$75.83	\$81.30
F33	IT Support Manager	\$55.11	\$61.44	1.35	\$74.40	\$82.94
F34	IT Support Specialist	\$20.18	\$25.31	1.35	\$27.24	\$34.17
F35	IT Systems Administrator	\$26.32	\$36.11	1.35	\$35.53	\$48.75
F36	Java Developer	\$50.32	\$59.11	1.35	\$67.93	\$79.80
F37	Management Information Systems Director	\$56.17	\$60.22	1.35	\$75.83	\$81.30
F38	Network/Communications Support Clerk	\$20.18	\$25.31	1.35	\$27.24	\$34.17
F39	Network Systems Administrator	\$26.32	\$36.11	1.35	\$35.53	\$48.75
F40	Peripheral Equipment Operator	\$14.23	\$18.77	1.35	\$19.21	\$25.34
F41	Senior Database Administrator	\$69.17	\$74.43	1.35	\$93.38	\$100.48

F42	Senior Network System Administrator	\$41.22	\$56.31	1.35	\$55.65	\$76.02
F43	Senior Programmer	\$52.12	\$59.99	1.35	\$70.36	\$80.99
F44	Senior Programmer Analyst	\$52.12	\$59.99	1.35	\$70.36	\$80.99
F45	Senior Security Specialist	\$52.12	\$59.99	1.35	\$70.36	\$80.99
F46	Senior Support Specialist	\$27.13	\$40.76	1.35	\$36.63	\$55.03
F47	Senior System Administrator	\$37.98	\$53.78	1.35	\$51.27	\$72.60
F48	Senior System Analyst	\$37.98	\$53.78	1.35	\$51.27	\$72.60
F49	Senior Web Administrator	\$37.98	\$48.17	1.35	\$51.27	\$65.03
F50	Senior Web Developer	\$49.65	\$56.21	1.35	\$67.03	\$75.88
F51	Software Developer	\$49.65	\$56.22	1.35	\$67.03	\$75.90
F52	Software Quality Assurance Analyst	\$45.15	\$55.17	1.35	\$60.95	\$74.48
F53	Support Specialist	\$20.18	\$28.37	1.35	\$27.24	\$38.30
F54	Systems Administrator	\$26.32	\$42.13	1.35	\$35.53	\$56.88
F55	Systems Analyst	\$26.32	\$38.11	1.35	\$35.53	\$51.45
F56	Systems Designer	\$26.32	\$38.11	1.35	\$35.53	\$51.45
F57	System Support Specialist	\$20.18	\$29.31	1.35	\$27.24	\$39.57
F58	Technical Operations Officer	\$20.18	\$29.31	1.35	\$27.24	\$39.57
F59	Technical Support Specialist	\$20.18	\$29.31	1.35	\$27.24	\$39.57
F60	Technical Specialist	\$20.18	\$29.31	1.35	\$27.24	\$39.57
F61	Telecommunications Specialist	\$26.32	\$40.12	1.35	\$35.53	\$54.16
F62	Web Administrator	\$37.98	\$46.23	1.35	\$51.27	\$62.41
F63	Web Developer	\$49.65	\$56.21	1.35	\$67.03	\$75.88
F64	Web Master	\$56.17	\$60.22	1.35	\$75.83	\$81.30
Procurement:						
G01	Buyer I	\$26.32	\$30.11	1.35	\$35.53	\$40.65
G02	Buyer II	\$30.65	\$35.21	1.35	\$41.38	\$47.53
G03	Buyer III	\$35.18	\$42.22	1.35	\$47.49	\$57.00
G04	Purchasing Manager	\$44.98	\$52.28	1.35	\$60.72	\$70.58
Professional:						
H01	Attorney	\$37.56	\$76.22	1.35	\$50.71	\$102.90
H02	Business Development Manager	\$39.65	\$48.22	1.35	\$53.53	\$65.10
H03	Business Development Sales Rep.	\$27.15	\$32.27	1.35	\$36.65	\$43.56
H04	Contract Administrator	\$29.32	\$39.31	1.35	\$39.58	\$53.07
H05	Contract Specialist	\$29.32	\$39.31	1.35	\$39.58	\$53.07
H06	Community Relations Representative II	\$25.18	\$33.32	1.35	\$33.99	\$44.98
H07	Community Relations Representative III	\$33.65	\$41.21	1.35	\$45.43	\$55.63
H08	Compliance Manager	\$27.50	\$56.81	1.35	\$37.13	\$76.69
H09	Contract Administrator	\$29.32	\$39.31	1.35	\$39.58	\$53.07
H10	Contract Manager	\$39.31	\$65.97	1.35	\$53.07	\$89.06
H11	Executive Consultant	\$25.55	\$29.54	1.35	\$34.49	\$39.88
H12	Facility Manager	\$33.59	\$39.54	1.35	\$45.35	\$53.38
H13	Fire / HAZMAT Specialist	\$32.41	\$38.33	1.35	\$43.75	\$51.75
H14	Grant Administrator	\$30.04	\$40.78	1.35	\$40.55	\$55.05
H15	Housing Specialist	\$15.26	\$19.11	1.35	\$20.60	\$25.80
H16	Human Resources Coordinatior	\$21.63	\$24.75	1.35	\$29.20	\$33.41
H17	Human Resources Manager	\$38.41	\$50.33	1.35	\$51.85	\$67.95
H18	Human Resources Specialist	\$26.18	\$36.32	1.35	\$35.34	\$49.03
H19	Inspection Manager	\$45.65	\$53.31	1.35	\$61.63	\$71.97
H20	Inspection Specialists	\$35.59	\$42.54	1.35	\$48.05	\$57.43
H21	Insurance Specialist I	\$15.04	\$17.78	1.35	\$20.30	\$24.00
H22	Insurance Specialist II	\$17.31	\$20.87	1.35	\$23.37	\$28.17
H23	Insurance Specialist III	\$20.18	\$24.61	1.35	\$27.24	\$33.22
H24	Law Enforcement Specialist	\$22.30	\$26.54	1.35	\$30.11	\$35.83
H25	Logistics Specialists	\$23.53	\$33.37	1.35	\$31.77	\$45.05
H26	Logistics Manager	\$34.37	\$49.31	1.35	\$46.40	\$66.57

H27	Marketing Specialist	\$24.65	\$41.88	1.35	\$33.28	\$56.54
H28	Paralegal/Legal Assistant I	\$21.15	\$23.29	1.35	\$28.55	\$31.44
H29	Paralegal/Legal Assistant II	\$23.53	\$26.32	1.35	\$31.77	\$35.53
H30	Paralegal/Legal Assistant III	\$26.26	\$29.11	1.35	\$35.45	\$39.30
H31	Paralegal/Legal Assistant IV	\$29.63	\$32.75	1.35	\$40.00	\$44.21
H32	Park Ranger	\$14.41	\$20.33	1.35	\$19.45	\$27.45
H33	Presentation Designer	\$21.56	\$42.13	1.35	\$29.11	\$56.88
H34	Principle Consultant	\$26.18	\$32.32	1.35	\$35.34	\$43.63
H35	Proofreader	\$12.00	\$28.11	1.35	\$16.20	\$37.95
H36	Public Assistance Specialist	\$20.65	\$24.31	1.35	\$27.88	\$32.82
H37	Safety Manager	\$40.75	\$50.54	1.35	\$55.01	\$68.23
H38	Security - unarmed	\$12.76	\$16.57	1.35	\$17.23	\$22.37
H39	Security - armed	\$12.76	\$16.57	1.35	\$17.23	\$22.37
H40	Senior Writer	\$33.59	\$46.32	1.35	\$45.35	\$62.53
H41	Social Media Manager	\$25.45	\$39.13	1.35	\$34.36	\$52.83
H42	Transportation Manager	\$29.53	\$40.51	1.35	\$39.87	\$54.69
H43	Website Designer	\$21.56	\$37.65	1.35	\$29.11	\$50.83
Scientific:						
I01	Wildlife Biologist	\$22.59	\$29.44	1.40	\$31.63	\$41.22
I02	Environmental Coordinator I	\$35.11	\$43.63	1.40	\$49.15	\$61.08
I03	Geologist	\$47.25	\$58.66	1.40	\$66.15	\$82.12
Miscellaneous:						
J01	Cashier	\$11.12	\$14.25	1.40	\$15.57	\$19.95
J02	Desk Clerk	\$11.37	\$14.95	1.40	\$15.92	\$20.93
J03	Lifeguard	\$11.12	\$14.25	1.40	\$15.57	\$19.95
J04	Park Attendant (Aide)	\$11.17	\$13.95	1.40	\$15.64	\$19.53
J05	Recreation Aide/Health Facility Attendant	\$12.85	\$16.16	1.40	\$17.99	\$22.62
J06	Recreation Specialist	\$14.60	\$19.98	1.40	\$20.44	\$27.97
J07	Sales Clerk	\$12.85	\$16.16	1.40	\$17.99	\$22.62
J08	School Crossing Guard	\$12.85	\$16.16	1.40	\$17.99	\$22.62
J09	Sports Official	\$11.12	\$14.25	1.40	\$15.57	\$19.95
J10	Load Ticket Data Entry Clerk	\$13.12	\$17.27	1.40	\$18.37	\$24.18