

HGACBuy Solicitation: TS06-25					
Response Price List					
Respondent: Scion Staffing					
Catalog Pricing			Other/Custom Pricing -Specific Services		
Type of Service(s) or Categories of Position(s)/Service(s)	List Price Book Name (e.g. Company Name and Catalog Version). List Price Book Shall be included in Response	Discount % Off List Price	Description of Service(s)/Position(s)	Pricing (clearly show pricing basis e.g. per hour, per month, per project)	Pricing (clearly show pricing basis e.g. per hour, per month, per project)
*** This form shall be completed in its entirety and submitted in its original Excel format (no PDF) ***					
*** Respondent shall price list price book on this form (a X % off list) and include it in its entirety as an attachment in Response ***					
*** Respondent may include additional pricing on this form in the designated cells (Other Pricing) ***					
*** Respondent may add as many lines as is needed and may use supplemental documents (to be noted on this form) ***					
			Position Title	Pay Rate Range	Bill Rate Range* (A 10% discount is offered from 75% markup to 65% markup).
					*Contract and Contract-to-Hire Rates: (For all direct-hire searches, our firm charges a fee of 20% of the candidate's annual salary, and we offer a 90-day placement guarantee. We are happy to provide a 5% direct-hire discount from our standard 25%).
			HUMAN RESOURCES		
			Benefits Clerk	\$32.12-\$35.76	\$53-\$59
			Benefits Manager	\$54.55-\$61.21	\$90-\$101
			HR Business Partner	\$43.64-\$49.09	\$72-\$81
			Human Resource Assistant/Coordinator	\$21.21-\$23.03	\$35-\$38
			Human Resource Director	\$86.67-\$92.12	\$143-\$152
			Human Resource Generalist	\$31.52-\$35.76	\$52-\$59
			Human Resource Manager	\$53.33-\$59.39	\$88-\$98
			Recruiter	\$33.94-\$37.58	\$56-\$62
			Senior Recruiter	\$38.79-\$46.67	\$64-\$77
			Talent Acquisition Manager	\$60.00-\$66.67	\$99-\$110
			MARKETING		
			Associate/Assistant	\$30.30-\$32.73	\$50-\$54
			Communications Coordinator	\$27.88-\$32.12	\$46-\$53
			Communications Manager	\$41.21-\$32.12	\$68-\$53
			Copywriter	\$32.12-\$36.36	\$53-\$60
			Creative Director	\$65.45-\$75.76	\$108-\$125
			Director of Marketing	\$83.03-\$93.94	\$137-\$155
			Director of Product	\$100.00-\$110.91	\$165-\$183
			E-commerce Marketing Director	\$82.42-\$93.94	\$136-\$155
			E-commerce Mktg Manager	\$52.73-\$60.61	\$87-\$100
			Lighting Artist	\$38.18-\$43.64	\$63-\$72
			Marketing Manager	\$53.33-\$61.21	\$88-\$101
			Product Designer	\$51.52-\$56.97	\$85-\$94
			Product Marketing Manager	\$72.73-\$59.39	\$120-\$98
			Public Relations Manager	\$55.76-\$62.42	\$92-\$103
			Senior Animator	\$59.39-\$68.48	\$98-\$113
			SEO Technical Manager	\$52.73-\$80.61	\$87-\$133
			Social Media Manager	\$41.82-\$44.85	\$69-\$74
			Traffic Manager	\$45.45-\$52.12	\$75-\$86
			UX Designer	\$62.42-\$70.30	\$103-\$116
			Video Editor	\$50.30-\$64.85	\$83-\$107

			DIVERSITY, EQUITY & INCLUSION	
			DEI Manager	\$60.60-\$69.09
			DEI Coordinator	\$27.79-\$33.41
			FINANCE & ACCOUNTING	
			Accountant	\$32.12-\$36.36
			Accounting Clerk	\$24.24-\$29.70
			Accounting Coordinator	\$24.85-\$27.27
			Accounting Manager	\$54.55-\$61.21
			AP/AR Manager	\$46.67-\$53.94
			AP/AR Specialist	\$26.67-\$31.52
			Auditor	\$46.67-\$59.39
			Bookkeeper	\$29.09-\$32.12
			Budget Analyst	\$35.76-\$39.39
			Commercial Loan Officer	\$73.94-\$86.67
			Commercial Underwriter	\$42.42-\$48.48
			Controller	\$84.85-\$103.64
			CPA	\$63.64-\$70.91
			Credit Analyst	\$38.79-\$44.24
			Director of Finance	\$86.67-\$107.88
			Finance Manager	\$60.00-\$67.88
			Finance Policy Manager	\$60.00-\$68.48
			Financial Analyst	\$34.55-\$38.79
			Loan Officer	\$33.33-\$36.36
			Portfolio Manager	\$53.33-\$62.42
			Senior Accountant	\$40.61-\$44.24
			Fund Service Manager	\$43.03-\$45.45
			OPERATIONS & FACILITIES	
			Asst. Commercial Property Manager	\$30.91-\$35.76
			Asst. Residential Property Manager	\$28.48-\$29.70
			Commercial Property Manager	\$49.70-\$56.97
			Director of Facilities	\$80.61-\$92.12
			Director of Operations	\$84.24-\$91.52
			Facilities Coordinator	\$24.24-\$26.67
			Facilities Manager	\$50.30-\$57.58
			Facilities Technician	\$23.03-\$26.67
			Operations Analyst	\$33.94-\$40.61
			Operations Coordinator	\$24.85-\$27.88
			Operations Manager	\$52.12-\$58.18
			Operations Specialist	\$32.73-\$39.39
			Operations Supervisor	\$30.30-\$36.97
			Plant Manager	\$55.75-\$67.27
			Project Manager	\$46.67-\$54.55
			Quality Assurance Technician	\$25.00-\$29.60
			Residential Property Manager	\$36.97-\$41.21
			SALES & CLIENT SUPPORT	
			Account Executive	\$38.18-\$43.03
			Customer Service Director	\$78.18-\$89.09
			Customer Service Representative	\$22.42-\$25.45
			Customer Success Manager	\$55.15-\$65.45
			Director of Sales	\$98.79-\$103.64
			Sales Manager	\$60.61-\$70.91
			ADMINISTRATIVE	

Administrative Assistant	\$28.48-\$31.52	\$47-\$52
Administrative Director	\$83.03-\$93.33	\$137-\$154
Data Entry Clerk	\$18.79-\$21.82	\$31-\$36
Executive Administrator	\$36.36-\$41.21	\$60-\$68
Executive Assistant	\$30.91-\$33.33	\$51-\$55
Executive Assistant to CEO	\$42.42-\$45.45	\$70-\$75
Office Manager	\$38.79-\$43.03	\$64-\$71
Receptionist	\$18.00-\$22.00	\$29-\$36
LEGAL, COMPLIANCE, & RISK		
Attorney	\$59.39-\$64.24	\$98-\$106
Compliance Director	\$87.27-\$98.79	\$144-\$163
Legal Affairs Director	\$89.70-\$102.42	\$148-\$169
Legal Assistant	\$23.03-\$26.06	\$38-\$43
Paralegal	\$35.76-\$39.39	\$59-\$65
Risk Analyst	\$45.45-\$52.12	\$75-\$86
Senior Managing Attorney	\$100.00-\$112.73	\$165-\$186
LOGISTICS & SUPPLY CHAIN		
Director of Supply Chain	\$82.42-\$98.18	\$136-\$162
Inventory Monitoring Associate	\$23.03-\$26.06	\$38-\$43
Logistics Coordinator	\$22.42-\$24.85	\$37-\$41
Purchasing Generalist	\$36.36-\$40.00	\$60-\$66
Senior Purchasing Generalist	\$40.61-\$45.45	\$67-\$75
Supply Chain Analyst	\$41.82-\$46.67	\$69-\$77
Supply Chain/Category Manager	\$55.15-\$59.39	\$91-\$98
VP of Supply Chain	\$93.94-\$120.00	\$155-\$198
TECHNOLOGY		
AI Architect	\$87.27-\$95.15	\$144-\$157
AI Programmer	\$63.03-\$70.91	\$104-\$117
Analytics Manager	\$62.42-\$69.70	\$103-\$115
Back End Web Developer	\$40.61-\$43.64	\$67-\$72
Big Data Engineer	\$70.91-\$78.18	\$117-\$129
Business Intelligence Analyst	\$49.09-\$55.15	\$81-\$91
Cloud Architect	\$56.36-\$62.42	\$93-\$103
Cloud/AWS Engineer	\$45.45-\$50.91	\$75-\$84
Data Analyst	\$51.52-\$44.85	\$85-\$74
Data Architect	\$64.24-\$70.91	\$106-\$117
Data Scientist	\$75.15-\$89.70	\$124-\$148
Database Administrator	\$44.85-\$50.30	\$74-\$83
Database Developer	\$58.18-\$64.24	\$96-\$106
DevOps Engineer	\$44.85-\$51.52	\$74-\$85
Director of Analytics	\$96.36-\$108.48	\$159-\$179
Enterprise Applications Dev Manager	\$69.09-\$76.97	\$114-\$127
Front End Web Developer	\$31.52-\$33.33	\$52-\$55
Full-Stack Engineer	\$56.36-\$61.82	\$93-\$102
Information Security Director	\$93.33-\$103.64	\$154-\$171
Lead Applications Architect	\$76.36-\$82.42	\$126-\$136
Mobile Software Development Manager	\$69.70-\$78.18	\$115-\$129
Network Security Engineer	\$64.24-\$70.30	\$106-\$116
Network Security System Analyst	\$44.24-\$50.30	\$73-\$83
Principal Data Scientist	\$81.82-\$93.94	\$135-\$155
Programmer Analyst	\$43.03-\$48.48	\$71-\$80
Scala Developer	\$46.67-\$50.91	\$77-\$84
Scrum Master	\$47.88-\$52.73	\$79-\$87
Security Architect	\$73.94-\$79.39	\$122-\$131

Senior Data Analyst	\$89.70-\$54.55	\$148-\$90
Senior Web Developer	\$47.88-\$52.12	\$79-\$86
Software Engineer/Developer	\$44.85-\$49.70	\$74-\$82
Software Engineering Director	\$95.15-\$106.06	\$157-\$175
Software Engineering Manager	\$70.91-\$78.18	\$117-\$129
Sr Software Engineer/Developer	\$55.76-\$61.21	\$92-\$101
Sys Application Security Analyst	\$38.18-\$44.85	\$63-\$74
Web Administrator	\$55.76-\$63.03	\$92-\$104
Web Content Developer	\$31.52-\$35.15	\$52-\$58
DEVELOPMENT		
Development Assistant	\$21.82-\$24.24	\$36-\$40
Development Manager	\$34.55-\$44.85	\$57-\$74
Director of Advancement	\$40.61-\$55.15	\$67-\$91
Director of Annual Giving/Manager	\$21.82-\$24.24	\$36-\$40
Director of Development	\$44.24-\$52.12	\$73-\$86
Director of Major Gifts/Officer	\$49.09-\$61.00	\$81-\$100
Donor Relations Coordinator	\$24.24-\$26.67	\$40-\$44
Events Manager	\$30.30-\$36.36	\$50-\$60
Gift Processing Coordinator	\$24.24-\$28.48	\$40-\$47
Grant Manager	\$38.79-\$43.64	\$64-\$72
Grant Writer	\$31.52-\$36.36	\$52-\$60
PROGRAMS		
Director of Programs	\$53.33-\$60.00	\$88-\$99
Program Assistant	\$21.82-\$24.24	\$36-\$40
Program Manager	\$39.39-\$40.61	\$65-\$67
EDUCATION		
Dean (University)	\$66.67-\$89.70	\$110-\$148
Education Associate	\$20.61-\$26.67	\$34-\$44
Education Policy Consultant	\$45.45-\$58.18	\$75-\$96
Principal	\$46.67-\$56.97	\$77-\$94
Registrar	\$21.21-\$29.70	\$35-\$49
Superintendent	\$51.52-\$51.52	\$85-\$85
Vice President of Enrollment	\$69.70-\$76.97	\$115-\$127
HEALTHCARE		
RN	\$41.21-\$50.30	\$68-\$83
Medical Assistant	\$20.61-\$23.03	\$34-\$38
Medical Biller	\$23.03-\$24.24	\$38-\$40
Medical Coordinator	\$23.03-\$26.67	\$38-\$44