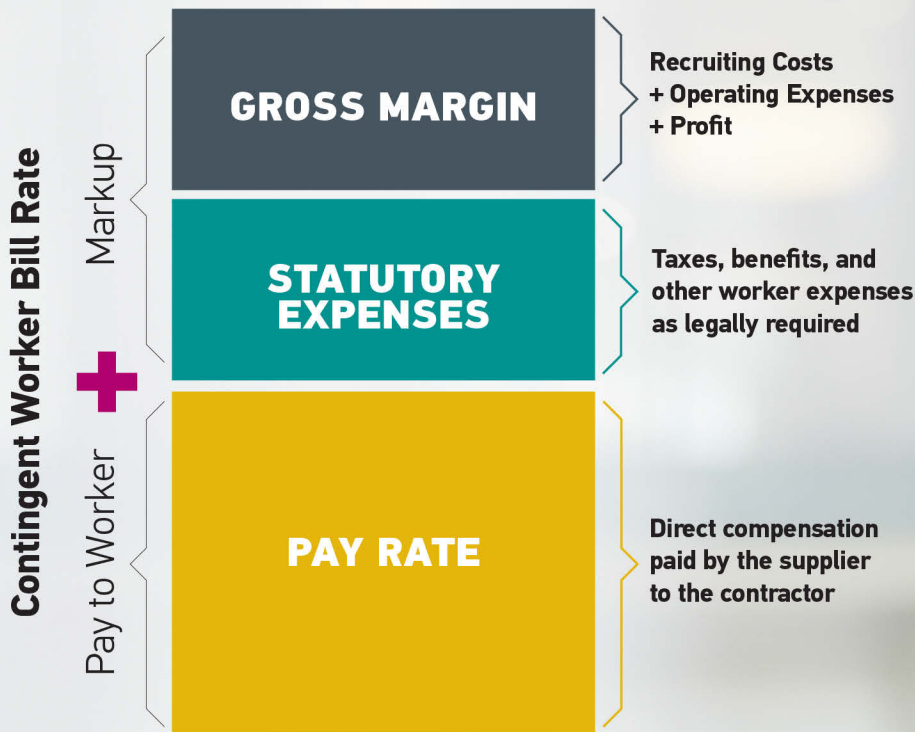


What's in the Contingent Worker Bill Rate?



Important

- CW bill rate must include all costs
- Requires transparency on required vs. optional and pass through costs
- Is the client getting the minimum value they want or paying for more than they need
- Company comparisons are of limited value due to service level and job variations from company to company

**Total CW Bill Rate =
CW Bill Rate + Pass Through Expenses**

(may include travel, meals, dues, screening, and hiring fees)