

The following Nightwing Labor Category (LCAT) Commercial rates are all encompassing, and Program Management/Back-office support is included within the proposed rates. Nightwing's rates are based on domestic services for customer sites in the National Capital Region.

	Commercial Rates
Labor Category/Service Title	2026
Cyber Database Administrator Junior	\$158.65
Cyber Database Administrator Mid	\$196.42
Cyber Database Administrator Senior	\$241.74
Cyber Database Administrator Principal	\$287.07
Cyber Configuration Management Specialist Junior	\$135.99
Cyber Configuration Management Specialist Mid	\$166.20
Cyber Configuration Management Specialist Senior	\$203.98
Cyber Configuration Management Specialist Principal	\$241.74
Cyber Data Architect Senior	\$256.85
Cyber Data Architect Principal	\$317.29
Cyber Functional Specialist Junior	\$185.83
Cyber Functional Specialist Mid	\$208.50
Cyber Functional Specialist Senior	\$256.85
Cyber Functional Specialist Principal	\$317.29
Cyber Hunter Junior	\$157.89
Cyber Hunter Mid	\$219.38
Cyber Hunter Senior	\$257.61
Cyber Hunter Principal	\$302.19
Cyber Network Administrator Junior	\$158.65
Cyber Network Administrator Mid	\$196.42
Cyber Network Administrator Senior	\$256.85
Cyber Network Administrator Principal	\$287.07
Cyber Network Engineer Junior	\$158.65
Cyber Network Engineer Mid	\$203.98
Cyber Network Engineer Senior	\$249.30
Cyber Network Engineer Principal	\$302.19
Cyber Operations Manager Mid	\$226.63
Cyber Operations Manager Senior	\$249.30
Cyber Operations Manager Principal	\$302.19
Cyber Program Manager	\$339.95
Cyber Program Manager Senior	\$430.60
Cyber Programmer Junior	\$166.20
Cyber Programmer Mid	\$211.53
Cyber Programmer Senior	\$256.85
Cyber Programmer Principal	\$317.29
Cyber Project Manager Mid	\$256.85
Cyber Project Manager Senior	\$302.19
Cyber Project Manager Principal	\$332.40
Cyber Security Engineer Junior	\$181.31
Cyber Security Engineer Mid	\$208.50
Cyber Security Engineer Senior	\$249.30
Cyber Security Engineer Principal	\$309.73
Cyber Security Manager Junior	\$166.20
Cyber Security Manager Mid	\$203.98
Cyber Security Manager Senior	\$256.85
Cyber Security Manager Principal	\$302.19
Cyber Security Specialist Junior	\$158.65
Cyber Security Specialist Mid	\$196.42
Cyber Security Specialist Senior	\$241.74
Cyber Security Specialist Principal	\$287.07
Cyber Subject Matter Expert (SME) Junior	\$211.53
Cyber Subject Matter Expert (SME) Mid	\$264.40
Cyber Subject Matter Expert (SME) Senior	\$317.29
Cyber Subject Matter Expert (SME) Principal	\$370.16
Cyber System Administrator Junior	\$158.65
Cyber System Administrator Mid	\$196.42
Cyber System Administrator Senior	\$241.74
Cyber System Administrator Principal	\$287.07

Labor Category/Service Title	Commercial Rates
	2026
Cyber System Analyst Junior	\$166.20
Cyber System Analyst Mid	\$203.98
Cyber System Analyst Senior	\$264.40
Cyber System Analyst Principal	\$294.63
Cyber System Engineer Junior	\$158.65
Cyber System Engineer Mid	\$211.53
Cyber System Engineer Senior	\$264.40
Cyber System Engineer Principal	\$317.29
Cyber Systems Architect Junior	\$241.74
Cyber Systems Architect Mid	\$264.40
Cyber Systems Architect Senior	\$317.29
Cyber Systems Architect Principal	\$347.50
Cyber Tech Writer/Editor Junior	\$139.01
Cyber Tech Writer/Editor Mid	\$151.09
Cyber Tech Writer/Editor Senior	\$203.98
Cyber Tech Writer/Editor Principal	\$226.63
Cyber Training Manager Mid	\$241.74
Cyber Training Manager Senior	\$287.07
Cyber Training Specialist Junior	\$166.20
Cyber Training Specialist Mid	\$211.53
Incident Response Analyst Junior	\$151.09
Incident Response Analyst Mid	\$196.42
Incident Response Analyst Senior	\$249.30
Incident Response Analyst Principal	\$302.19
Information Systems Security Officer (ISSO) Level Junior	\$166.20
Information Systems Security Officer (ISSO) Level Mid	\$200.95
Information Systems Security Officer (ISSO) Level Senior	\$249.30
Information Systems Security Officer (ISSO) Level Principal	\$294.63
Risk and Vulnerability Threat Analyst Junior	\$151.09
Risk and Vulnerability Threat Analyst Mid	\$196.42
Risk and Vulnerability Threat Analyst Senior	\$241.74
Risk and Vulnerability Threat Analyst Principal	\$294.63
Security Operations Center (SOC) Analyst Junior	\$137.11
Security Operations Center (SOC) Analyst Mid	\$155.40
Security Operations Center (SOC) Analyst Senior	\$234.19
Security Operations Center (SOC) Analyst Principal	\$271.95
Vulnerability Assessment Analyst and Penetration Tester Junior	\$166.20
Vulnerability Assessment Analyst and Penetration Tester Mid	\$203.98
Vulnerability Assessment Analyst and Penetration Tester Senior	\$234.19
Vulnerability Assessment Analyst and Penetration Tester Principal	\$287.07
Field Engineer - Junior	\$122.06
Field Engineer - Mid-Level	\$150.77
Field Engineer - Senior	\$179.49
Field Engineer - Principal	\$215.38
Functional Analyst - Junior	\$136.41
Functional Analyst - Mid-Level	\$165.13
Functional Analyst - Senior	\$193.85
Functional Analyst - Principal	\$244.10
Engineering Logistics Specialist - Junior	\$114.88
Engineering Logistics Specialist - Mid-Level	\$136.41
Engineering Logistics Manager - Senior	\$172.31
Engineering Logistics Manager - Principal	\$215.38
Operations and Maintenance Engineer - Junior	\$117.28
Operations and Maintenance Engineer - Mid-Level	\$132.91
Operations and Maintenance Engineer - Senior	\$190.29
Operations and Maintenance Engineer - Principal	\$232.62
Program Manager - Senior	\$287.18
Program Manager- Principal	\$366.15
Quality Assurance / Configuration Management Engineer - Junior	\$114.88
Quality Assurance / Configuration Management Engineer - Mid-Level	\$136.41
Quality Assurance / Configuration Management Engineer - Senior	\$172.31
Quality Assurance / Configuration Management Engineer - Principal	\$201.03
Subject Matter Expert - Junior	\$218.57

Labor Category/Service Title	Commercial Rates
	2026
Subject Matter Expert - Mid-Level	\$267.30
Subject Matter Expert - Senior	\$305.43
Subject Matter Expert - Principal	\$346.41
Systems Analyst - Junior	\$136.41
Systems Analyst - Mid-Level	\$172.31
Systems Analyst - Senior	\$221.13
Systems Analyst - Principal	\$251.28
Systems Architect- Junior	\$198.93
Systems Architect - Mid-Level	\$222.49
Systems Architect - Senior	\$275.01
Systems Architect - Principal	\$305.43
Systems Engineer - Junior	\$135.69
Systems Engineer - Mid-Level	\$180.92
Systems Engineer - Senior	\$226.16
Systems Engineer - Principal	\$271.38
Project Manager - Mid-Level	\$208.71
Project Manager - Senior	\$258.47
Project Manager - Principal	\$284.31
Technical Trainer - Junior	\$112.95
Technical Trainer - Mid-Level	\$122.49
Technical Trainer - Senior	\$145.79
Technical Trainer - Principal	\$181.86
Technical Writer - Junior	\$117.74
Technical Writer - Mid-Level	\$129.23
Technical Writer - Senior	\$174.46
Technical Writer - Principal	\$193.85
Information Engineer - Junior	\$136.41
Information Engineer - Mid-Level	\$168.00
Information Engineer - Senior	\$211.44
Information Engineer - Principal	\$265.65
Test Engineer - Junior	\$133.54
Test Engineer - Mid-Level	\$174.46
Test Engineer - Senior	\$200.30
Test Engineer - Principal	\$245.54
Data Analyst I - Junior	\$137.68
Data Analyst II - Mid-Level	\$174.74
Data Analyst III - Senior	\$228.32
Data Analyst IV - Principal	\$260.37
Data Architect / Scientist II - Mid-Level	\$237.48
Data Architect / Scientist III - Senior	\$289.17
Data Architect / Scientist IV - Principal	\$319.79
Data Engineer I - Junior	\$137.68
Data Engineer II - Mid-Level	\$164.65
Data Engineer III - Senior	\$209.14
Data Engineer IV - Principal	\$252.89
Database Administrator/Engineer I - Junior	\$145.00
Database Administrator/Engineer II - Mid-Level	\$184.23
Database Administrator/Engineer III - Senior	\$233.67
Database Administrator/Engineer IV - Principal	\$281.74
Enterprise Architect III - Senior	\$289.17
Enterprise Architect IV - Principal	\$319.79
Field Engineer I - Junior	\$119.32
Field Engineer II - Mid-Level	\$149.40
Field Engineer III - Senior	\$174.74
Field Engineer IV - Principal	\$217.44
Functional Analyst I - Junior	\$144.64
Functional Analyst II - Mid-Level	\$174.74
Functional Analyst III - Senior	\$229.84
Functional Analyst IV - Principal	\$260.37
Help Desk Manager II - Mid-Level	\$194.51
Help Desk Manager III - Senior	\$225.27
Help Desk Manager IV - Principal	\$260.37
Help Desk Specialist I - Junior	\$119.32

Labor Category/Service Title	Commercial Rates
	2026
Help Desk Specialist II - Mid-Level	\$142.08
Help Desk Specialist III - Senior	\$177.90
Logistics Manager III - Senior	\$174.74
Logistics Manager IV - Principal	\$222.19
Logistics Specialist I - Junior	\$116.53
Logistics Specialist II - Mid-Level	\$137.68
Network Administrator I - Junior	\$117.57
Network Administrator II - Mid-Level	\$174.74
Network Administrator III - Senior	\$228.32
Network Administrator IV - Principal	\$260.37
Network Architect I - Junior	\$214.28
Network Architect II - Mid-Level	\$237.48
Network Architect III - Senior	\$289.17
Network Architect IV - Principal	\$319.79
Network Engineer I - Junior	\$145.00
Network Engineer II - Mid-Level	\$184.23
Network Engineer III - Senior	\$233.67
Network Engineer IV - Principal	\$281.74
Operations Manager II - Mid-Level	\$166.98
Operations Manager III - Senior	\$214.28
Operations Manager IV - Principal	\$260.37
Program Manager III - Senior	\$297.92
Program Manager IV - Principal	\$377.19
Project Manager II - Mid-Level	\$214.28
Project Manager III - Senior	\$258.84
Project Manager IV - Principal	\$281.74
Quality Assurance/Configuration Management Engineer I - Junior	\$116.53
Quality Assurance/Configuration Management Engineer II - Mid-Level	\$137.68
Quality Assurance/Configuration Management Engineer III - Senior	\$174.74
Quality Assurance/Configuration Management Engineer IV - Principal	\$206.37
Security Engineer I - Junior	\$174.74
Security Engineer II - Mid-Level	\$203.21
Security Engineer III - Senior	\$240.07
Security Engineer IV - Principal	\$268.00
Software Developer/Engineer I - Junior	\$130.44
Software Developer/Engineer II - Mid-Level	\$184.23
Software Developer/Engineer III - Senior	\$233.67
Software Developer/Engineer IV - Principal	\$281.74
Subject Matter Expert I - Junior	\$232.89
Subject Matter Expert II - Mid-Level	\$281.74
Subject Matter Expert III - Senior	\$319.79
Subject Matter Expert IV - Principal	\$363.19
Systems Administrator I - Junior	\$137.68
Systems Administrator II - Mid-Level	\$174.74
Systems Administrator III - Senior	\$228.32
Systems Administrator IV - Principal	\$260.37
Systems Analyst I - Junior	\$117.57
Systems Analyst II - Mid-Level	\$174.74
Systems Analyst III - Senior	\$228.32
Systems Analyst IV - Principal	\$260.37
Systems Architect II - Mid-Level	\$237.48
Systems Architect III - Senior	\$289.17
Systems Architect IV - Principal	\$319.79
Systems Engineer I - Junior	\$137.68
Systems Engineer II - Mid-Level	\$174.27
Systems Engineer III - Senior	\$220.84
Systems Engineer IV - Principal	\$281.74
Technical Writer I - Junior	\$119.32
Technical Writer II - Mid-Level	\$130.44
Technical Writer III - Senior	\$177.11
Technical Writer IV - Principal	\$198.46
Test Engineer I - Junior	\$124.18
Test Engineer II - Mid-Level	\$182.65

	Commercial Rates
Labor Category/Service Title	2026
Test Engineer III - Senior	\$229.84
Test Engineer IV - Principal	\$268.00
Training Specialist I - Junior	\$114.03
Training Specialist II - Mid-Level	\$176.33
Training Specialist III - Senior	\$209.53
Training Specialist IV - Principal	\$252.74