



Exhibit E: Conversion Fee Schedule

Conversion fees are details below and shall be paid by the State based on the applicable table below:

Conversion Fee Schedule for Resources Working 40 – 21 hours per week	
Hours Worked	MAXIMUM Conversion Fee
0 – 160 hours worked	20% of first year annual salary
>161 – 320 hours worked	15% of first year annual salary
>321 – 480 hours worked	10% of first year annual salary
>481 – 640 hours worked	5% of first year annual salary
>641 hours worked	No Fee

Conversion Fee Schedule for Resources Working 20 - 1 hours per week	
Hours Worked	MAXIMUM Conversion Fee
0 – 80 hours worked	20% of first year annual salary
>81 – 160 hours worked	15% of first year annual salary
>161 – 280 hours worked	10% of first year annual salary
>281 – 400 hours worked	5% of first year annual salary
>401 hours worked	No Fee

*Annual Salary shall be determined by the converted Resource's salary set by the Customer i.e. the State salary.