



GOLDER ASSOCIATES INC.
SUNNYVALE, CALIFORNIA
PROFESSIONAL RATE SCHEDULE FOR CALENDAR YEAR 2016

Invoices from Golder Associates Inc. include all labor charges, other direct costs, and costs associated with in-house services. Charges include only those services directly attributable to the execution of the work. Time spent when traveling in the interest of the work will be charged in accordance with the hourly rates. Rates for Professional services related to expert testimony, including time spent in depositions and the preparation and presentations of testimony, are available upon request.

Labor charges are based upon standard hourly billing rates for each category of staff. The billing rates include costs for salary, payroll taxes, insurance associated with employment, benefits (including holiday, sick leave, and vacation), administrative overheads, and profit. Rates by labor category are as follows:

Billing Level	Personnel Category	Hourly Rate (U.S.\$)
B1	Admin Support	\$70
B2	Staff Admin Support	\$76
B3	Senior Admin Support	\$86
B4	Senior Project Coordinator	\$96
T1	Technician	\$76
T2	Staff Technician	\$92
T3	Senior Technician	\$102
T4	Senior Project Technician	\$112
D1	Draftsperson	\$88
D2	Staff Draftsperson	\$98
D3	Senior Draftsperson	\$112
C1	Engineer/Scientist	\$108
C2	Staff Engineer/Scientist	\$118
C3	Project Engineer/Scientist	\$138
C4	Senior Project Engineer/Scientist	\$164
C5	Senior Engineer/Scientist	\$186
C6	Senior Consultant	\$220
C7	Practice/Program Leader	\$240
C8	Sr.Practice/Program Leader	\$260

Other direct costs, including materials, travel, subsistence, and subcontractor costs, will be invoiced at cost plus a minimum general and administrative fee of 15%.

An Office Service Fee for direct project non-labor office costs including mail, telephone, fax transmissions, personal computers as well as reasonable and customary in-house photocopying will be billed at a minimum of 7% of the total labor fees. This Office Service Fee does not include CAD/GIS computers, color photocopies, outsourced photocopies/reproductions or drawing reproduction. These services will be billed at the following rates:

SERVICE	RATE
CAD/GIS Computers	\$20/hour
Color Photocopies	\$0.20/page
Color Plotter (D&E size)	\$5/plot

Rates for laboratory services and use of equipment owned by Golder Associates Inc. will be provided upon request.