FEE SCHEDULE

LABOR BILLING RATES

Work performed on a time-and-expenses contract will be billed as follows, based on hourly rates:

Bill Loughlin, P.G., Principal Hydrogeologist: Manager: $240 per hour (field rate: $200 per hour)
John Brown, P.G., Senior Hydrogeologist: $205 per hour (field rate: $179 per hour)
George Condrat, P.G., Senior Geologist: $205 per hour (field rate: $179 per hour)
Matt Lindon, P.E., Hydrological Engineer: $205 per hour (field rate: $179 per hour)
Connor Smith, Staff Hydrogeologist: $150 per hour (field rate: $135 per hour)
Jolene Croasmun/Technical Assistant: $70/hour
Assistant Hydrogeologist/Technical Support Specialist: $95/hour
Hydrogeologic Intern: $65/hour

Field rate is applicable for field activities (site reconnaissance, drilling observations, pumping test observations, water sampling, geologic mapping, etc.) that are of a minimum of eight (8) hours per day for a single project.

The hourly rates shown above are fully loaded, including fringe benefits, overhead and fee. Hours billed to projects will include reasonable time for local travel. No more than eight (8) hours of travel will be charged per day. Overtime hours will be billed at the above rates. Time spent as expert witness under a judicial process will be charged at two (2) times the above rate.

OTHER DIRECT COSTS

Other direct costs on contracts incurred on behalf of the client as its agent or consultant will be billed at cost plus fifteen (15) percent.

INVOICING AND PAYMENT

Invoices will be submitted no less than monthly and will include the charges incurred during the preceding accounting period. Payment is due within thirty (30) days of the invoice date. Payments made after 30 days incur a late payment fee of 1.5 percent per month.

TIME-AND-EXPENSE COST ESTIMATE AND SCHEDULE

Loughlin Water Associates, LLC will work on a best-efforts basis to accomplish the client's objectives within the cost and schedule estimates provided in the proposal. These estimates are based on Loughlin Water Associates, LLC's best judgment of requirements known at the time the proposal is prepared, requirements which can be influenced by changes in the work scope, client schedule demands, and other unforeseen circumstances. If the schedule or costs are expected to exceed the proposed estimates, Loughlin Water Associates, LLC will notify the client before incurring additional costs on the client's behalf.

In the situation where Loughlin Water Associates, LLC notifies the client in advance that the schedule or the costs are expected to exceed the proposed estimates, the client will have three options: 1) authorize additional funds so that Loughlin Water Associates, LLC can complete the work as currently defined; 2) redefine the scope of work to stay within the remaining funds; or 3) stop work at a specific expenditure level, with no further obligation or liability to either party except for payment for work performed.