Air Resource Specialists, Inc.
Environmental Compliance Section
Labor Rates and Commercial Terms
Effective January 1, 2013

**Labor Categories & Billing Rates** (Labor is billed in 1/4 hour increments)

<table>
<thead>
<tr>
<th>Labor Category</th>
<th>Billing Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Expert Witness</td>
<td>$195.00</td>
</tr>
<tr>
<td>Senior Consultant II/Department Manager</td>
<td>$130.00</td>
</tr>
<tr>
<td>Senior Consultant I/Professional Engineer</td>
<td>$115.00</td>
</tr>
<tr>
<td>Project Manager III</td>
<td>$105.00</td>
</tr>
<tr>
<td>Project Manager II</td>
<td>$95.00</td>
</tr>
<tr>
<td>Project Manager I</td>
<td>$85.00</td>
</tr>
<tr>
<td>Project Engineer/Scientist II</td>
<td>$75.00</td>
</tr>
<tr>
<td>Project Engineer/Scientist I</td>
<td>$65.00</td>
</tr>
<tr>
<td>Environmental Technician</td>
<td>$55.00</td>
</tr>
<tr>
<td>Administrative/Clerical Assistant</td>
<td>$45.00</td>
</tr>
</tbody>
</table>

**Preferred Customer Discounts**

ARS provides qualified preferred customers with a discount of 5% on labor charges. Preferred customers are those clients who provide ARS with technical work on a non-competitive basis and who authorize such work within 30 days of receipt of a project budget from ARS. A minimum work order size may be required to receive the preferred customer discount. Preferred customer discounts are also provided to clients whose annual labor billings exceed $50,000. Volume discounts are applied to any labor billings that exceed the qualifying minimum amount. Client payment on accounts must be current to qualify for any discount.

**Computer Charges**

Computer time for word processing, spreadsheet calculations, computer graphics, etc. is billed at $6.00 per labor hour. Also, specialized computer work such as dispersion modeling is assessed an additional software fee to cover costs of maintaining these programs. These fees may vary depending on the particular software program. Software fees, where applicable, are stated in the proposal and/or project budget. Software fees are billed only once per project.

**Communications Charges**

Charges for project communications are billed at $2.00 per labor hour. This fee covers ARS costs for telephone and fax, e-mail access, in-house photocopies, normal office supplies, and postage. Upon request, clients may be billed for project communications based on actual expenditures plus a 10% administrative fee. However, clients who make such a request will be responsible for all labor charges associated with compiling and tracking this information.

**Other Direct Costs**

Other project reimbursable costs are billed at actual cost plus a 10% fee. Examples of outside expenses include travel, outside photocopying, maps, topographic and/or meteorological data, overnight shipping, subcontract labor, and other project supplies provided by third parties.
Ambient Air & Meteorological Monitoring Equipment Charges

Capital equipment for air monitoring may be purchased on behalf of client at actual cost plus 10% handling or leased to client for a monthly fee of 10% of capital cost (12-month minimum lease). Leasing fees beyond the 12th month are reduced to 5% of capital cost per month. Expendable supplies associated with monitoring equipment are billed at actual cost plus a 10% fee.

Warranties

ARS warrants that all work will be performed using the care and diligence equal to or superior to industry standard work practices. All work is warranted to be free of calculation errors and other similar errors. ARS will replace any and all defective work at no charge to the client upon notification by the client that such errors exist within 30 days of receipt of such work from ARS.

Insurance

ARS carries standard insurance coverage, including general liability, auto liability, and workman’s compensation. Upon request, ARS agrees to provide certificates documenting insurance coverage to clients and meet other requests such as naming client as an insured on each policy. Costs incurred by ARS to meet any client specified insurance requirements will be billed to client.

Limitations on Liability

In all cases, the liability for warranties and other claims against ARS are limited to no greater than the contract value.

Confidential Information

ARS will maintain confidentiality of all project technical information provided by the client during the course of this project. ARS will not disclose such information to third parties without prior approval of the client. This confidentiality agreement excludes any information that is disclosed directly by client to other outside parties or becomes public information through no fault of ARS. The client agrees that ARS may use client's name and a description of the work, for use in soliciting work from other clients.

Terms of Payment

Terms of payment are Net 30 days. Unpaid invoices are subject to interest charges at the rate of 1½% per month on the unpaid balance. Interest charges are waived for any questioned billings provided that the client provides written notification to ARS challenging the basis for such billings within 30 days of receipt of the invoice.

For further information contact:

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