

**CONFIDENTIAL**

**2015 FEE SCHEDULE**

| <b>Staff Professional</b>  | <b>Hourly Billing Rates*</b> |
|--|------------------------------|
| President, Senior Engineer - Stacey A. Smith, P.E.**             | \$190/hour                   |
| Vice President, Senior Project Manager - John M. Gardner, P.E.** | \$180/hour                   |
| Vice President, Senior Engineer - Pieter K. Scheer, P.E.**       | \$160/hour                   |
| Principal, Senior Hydrogeologist - Joan A. Smyth, P.G.**         | \$135/hour                   |
| Principal, Senior Project Engineer - Gregory G. Mills, P.E.**    | \$115/hour                   |
| Principal, Senior Civil Designer - Christopher T. Jones**        | \$105/hour                   |
| Project Manager, Senior Geologist - C. Kevin Anderson, P.G.**    | \$135/hour                   |
| Senior Project Manager - W. Michael Brinckek, P.E.               | \$130/hour                   |
| Project Manager, Senior Scientist - Matthew S. Lamb**            | \$120/hour                   |
| Project Geologist - Bobby J. Wolf, P.G.                          | \$105/hour                   |
| Project Scientist - Tom E. Dickson, Ph.D.                        | \$100/hour                   |
| Project Geologist - Madeline M. German, P.G.**                   | \$95/hour                    |
| Project Manager, Project Scientist - Don M. Misenheimer** (AAI)  | \$85/hour***                 |
| Staff Engineer - John R. Fearrington, E.I.                       | \$85/hour                    |
| Project Manager - R. Chevis Strange                              | \$85/hour                    |
| Construction Manager, Civil Designer - Kristofer C. Baker        | \$85/hour                    |
| Field Services Manager - Britt P. Ransom** (AAI)                 | \$80/hour***                 |
| Civil Designer - Jared A. Lemaster                               | \$80/hour                    |
| Staff Engineer - Carter T. Shore, E.I.                           | \$75/hour                    |
| Field Services Manager - Byron S. Hackney**                      | \$75/hour                    |
| Civil Designer - Timothy R. Swartzfager                          | \$70/hour                    |
| Staff Engineer - Cybele M. Brockmann                             | \$70/hour                    |
| Staff Engineer - Spencer W. Holloman, E.I.                       | \$65/hour                    |
| Staff Scientist - Lisa M. Hoover                                 | \$50/hour                    |
| Staff Technician - R. Elizabeth Shelar                           | \$45/hour                    |
| Systems Administrator - Sam T. Spencer                           | \$100/hour                   |
| Clerical/Administrative Secretary                                | \$35/hour                    |
| Expert Witness/Legal Services                                    | Negotiated                   |
| <b>Expenses &amp; Fees</b>                                       |                              |
| Direct Project Expenses  | Cost + 10%                   |
| * Rates are subject to review annually.                          |                              |
| **Employee Owner   |                              |
| ***Accredited Asbestos Inspector (AAI) Services                  | + \$15/hour to rate          |