



**Time Rate Schedule  
Emergency Services**

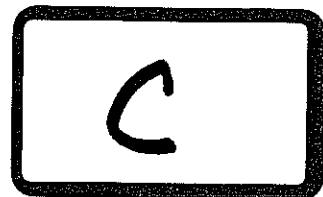
Personnel Labor Rates

These rates apply only to emergency services and not to other technical, restoration, or general services performed under an agreed upon scope of work that can be scheduled. These rates are a flat rate and pertain to ALL hours worked and/or traveled to perform the work required to contain damages.

| <u>CLASSIFICATION</u>   | <u>HOURLY RATE</u> |
|---|--------------------|
| General Labor (local or unskilled personnel)  | 28.00              |
| Skilled Labor   | 40.00              |
| Specialized Labor (experienced in high end or sensitive items)                        | 42.50              |
| Data Entry/Admin  | 45.00              |
| Document Recovery Specialist  | 50.00              |
| Remediation Technician  | 52.00              |
| Resource Coordinator  | 52.00              |
| Inventory Specialist  | 55.00              |
| Project Accountant or Auditor   | 60.00              |
| Supervisor/General Restoration (in house services)                                    | 65.00              |
| Inventory Supervisor/Lead (sets scope, supervises inventory)                          | 65.00              |
| Supervisor/Remediation & Restoration (on site services)                               | 76.00              |
| Health and Safety Officer   | 75.00              |
| Technical Research Specialist   | 76.00              |
| Electrician   | 75.00              |
| Quality Assurance Rep   | 75.00              |
| Technical Specialist/Technician   | 87.00              |
| Project Manager (manages job, meets daily with supervisors)                           | 100.00             |
| Project Director (insures scope is properly followed, attends meetings, etc.)         | 110.00             |
| Information Systems Specialist  | 110.00             |
| Project Coordinator (coordinates all aspects of project generally multi faceted jobs) | 120.00             |
| Programming Engineer  | 140.00             |
| Mechanical Electrical Engineer  | 140.00             |
| Project Consultant  | 150.00             |
| Technical Engineer Consultant   | 175.00             |

Other Labor Provisions

- Travel time for personnel is billed at rates scheduled above.





**Time Rate Schedule  
Non Emergency**

Personnel Labor Rates

These rates apply to personnel who may be engaged to fulfill the terms of the agreement. The personnel include full time employees of NBD International Inc. or temporary hires employed directly by NBD International Inc. or secured through a labor or outside service. The rates stated below are per hour for standard hours worked. Standard Hours are 8 hours per day.

| <u>CLASSIFICATION</u>   | <u>HOURLY RATE</u> |
|---|--------------------|
| General Labor (local or unskilled personnel)  | 24.50              |
| Skilled Labor   | 35.00              |
| Specialized Labor (experienced in high end or sensitive items)                        | 37.50              |
| Data Entry/Admin  | 37.50              |
| Document Recovery Specialist  | 42.50              |
| Remediation Technician  | 45.00              |
| Resource Coordinator  | 45.00              |
| Inventory Specialist  | 50.00              |
| Project Accountant or Auditor   | 52.50              |
| Supervisor/General Restoration (in house services)                                    | 55.00              |
| Inventory Supervisor/Lead (sets scope, supervises inventory)                          | 57.50              |
| Supervisor/Remediation & Restoration (on site services)                               | 65.00              |
| Health and Safety Officer   | 65.00              |
| Technical Research Specialist   | 65.00              |
| Electrician   | 65.00              |
| Quality Assurance Rep   | 65.00              |
| Technical Specialist/Technician   | 75.00              |
| Project Manager (manages job, meets daily with supervisors)                           | 85.00              |
| Project Director (insures scope is properly followed, attends meetings, etc.)         | 95.00              |
| Information Systems Specialist  | 95.00              |
| Project Coordinator (coordinates all aspects of project generally multi faceted jobs) | 105.00             |
| Programing Engineer   | 120.00             |
| Mechanical Electrical Engineer  | 125.00             |
| Project Consultant  | 130.00             |
| Technical Engineer Consultant   | 150.00             |

Other Labor Provisions

1. Non-Standard Hours will be billed at 1.5 times the rates scheduled above. Saturday, Sunday and Holiday hours are considered non-standard.
2. Emergency Services are billed according to the following Emergency Time Rate Schedule.