Dear Client:

Due to changing costs of doing business, we have found it necessary to make a minor adjustment to our rates. A copy of our revised standard rate schedule is attached. The new rate schedule will be effective as of January 25, 2015 (February invoices). We appreciate your business, and look forward to continuing to provide you with cost-effective professional services.

TZA Water Engineers
Rate Schedule

Professional Services	**Hourly Rate**
Administrative Assistant	$56.00
Engineering Technician	$73.00
Project Engineer I	$91.00
Senior Engineering Technician	$108.00
Project Engineer II	$108.00
Hydrogeologist	$131.00
Project Engineer III	$131.00
Project Manager	$141.00
Senior Project Engineer	$158.00
Senior Project Manager	$170.00
Principal Engineer	$204.00
Expert Testimony	Hourly rate plus $35.00 per hour

Reimbursable Expenses	
Mileage	$ 0.575/mile
Direct costs including subsistence, telephone, transportation, equipment rental, and other miscellaneous job-related expenses	Actual Cost
Subcontract Expense	Cost + 10%
FAX	$0.50/page
In-house reproduction charges	$0.20/page

Terms

Invoices will be submitted monthly. Payment is due upon receipt. A late charge of 1 percent per month may be charged to accounts with balances overdue in excess of 45 days. Services may be discontinued if payment for any previous invoice is not received within 45 days of the invoice date, unless prior arrangements have been made.

Effective 1-15

LAMP RYNEARSON COMPANIES

LAMP RYNEARSON

TZA Water Engineers

LARKIN LAMP RYNEARSON

LARKIN