

**SCHEDULE OF FEES**  
**(Within the USA and Canada)**

Description of Service	Senior Process Development Engineer	Senior Process Engineer	Senior Mechanical Engineer	Instrumentation & Controls Engineer	Field Service Engineer	Process Engineer	Project Engineer	Mechanical Designer
Hourly Rate	\$200	\$180	\$150	\$150	\$150	\$135	\$125	\$100
Travel Rate per Hour	\$120	\$ 100	\$ 100	\$ 100	\$ 100	\$90	\$90	\$70

There is no premium for overtime, weekends or holidays except for Easter, Fourth of July, Thanksgiving, Christmas and New Years Day. Services on these exempt holidays are available for emergencies only and will be billed at double the standard rates.

Personal Car Mileage	\$ .60/mile
Air Travel	Cost as incurred in coach class.
Rental Car	Cost as incurred for intermediate size car, plus insurance, gasoline, taxes, etc.
Taxi or Other Ground Transportation	Cost as incurred.
Meals	Cost as incurred
Hotel	Cost as incurred in a middle class hotel (e.g. Holiday Inn, Ramada, Courtyard by Marriott, Hilton Garden Inn).
Other Misc. Expenses	Tolls, telephone, fax, internet, etc., as incurred in relation to consulting and engineering services.

Effective January 1, 2019