

EXHIBIT C - HOURLY BILLING RATES

Category	Hourly Rate
Project Manager IV	\$253
Project Manager III	\$206
Project Manager II	\$158
Project Manager I	\$142
Manager II	\$246
Manager I	\$183
Engineer V	\$298
Engineer IV	\$186
Engineer III	\$163
Engineer II	\$144
Engineer I	\$122
Architect V	\$315
Architect IV	\$226
Architect III	\$186
Architect II	\$166
Architect I	\$155
Landscape Architect III	\$179
Landscape Architect II	\$175
Landscape Architect I	\$154
Designer V	\$167
Designer IV	\$145
Designer III	\$127
Designer II	\$109
Designer I	\$93
Scientist III	\$179
Scientist II	\$112
Scientist I	\$97

Category	Hourly Rate
Planner III	\$322
Planner II	\$137
Planner I	\$122
GIS Manager	\$202
GIS Analyst III	\$155
GIS Analyst II	\$115
GIS Analyst I	\$108
Technician III	\$154
Technician II	\$138
Technician I	\$113
Analyst III	\$154
Analyst II	\$120
Analyst I	\$109
CADD III	\$116
CADD II	\$89
CADD I	\$75
Administrative V	\$154
Administrative IV	\$135
Administrative III	\$101
Administrative II	\$85
Administrative I/Clerical	\$71
Project Administrator II	\$158
Project Administrator I	\$124
Intern II	\$77
Intern I	\$68

Category	Hourly Rate
Construction Manager II	\$199
Construction Manager I	\$183
Construction Rep III	\$173
Construction Rep II	\$148
Construction Rep I	\$120
Surveyor III	\$248
Surveyor II	\$155
Surveyor I	\$82
Crew Chief	\$108
Instrument Operator	\$100
Survey Crew - 3 Man	\$400
Survey Crew - 2 Man	\$374
Survey Crew - 1 Man	\$289
GPS Crew II	\$289
GPS Crew I	\$205

Reynolds Construction	Hourly Rate
Laborer	\$59
Pipelayer	\$79
Carpenter/Eqpmnt Setter	\$84
Excavator Operator	\$91
General Operator	\$84
Crane Operator	\$135
Foreman	\$99
Superintendent	\$118
Project Eng/ Estimator	\$79
Project Mgr/Sr. Estimator	\$108
Ops Manager/DBIA Lead	\$137