STATE OF CALIFORNIA

Department Of Transportation

# STANDARD AGREEMENT

STD 213 (rev 9/01)

Division Of Procurement And Contracts (DPAC) A&E Boiler Revision Date 10/05/10

| AGREEMENT NUMBER | REGISTRATION NUMBER |
|---|---|
| 04A3819 | |

1. This Agreement is entered into between the State Agency and the Contractor named below:

STATE AGENCY'S NAME

STATE OF CALIFORNIA
DEPARTMENT OF TRANSPORTATION (Hereinafter referred to as "Department" or "Caltrans")

CONSULTANT'S NAME

Alta Vista Solutions, Inc. (Hereinafter referred to as "the Consultant")

2. The term of this Agreement is from December 7, 2011 or upon Caltrans approval, whichever is later, through December 31, 2015.

3. The maximum amount of this Agreement is: $21,000,000.00 Twenty One Million Dollars and No Cents

4. The parties agree to comply with the terms and conditions of the following exhibits/attachments which are by this reference made a part of the Agreement.

| | | |
|---|---|---|
| Exhibit A – Scope Of Work and Deliverables | 4 | Pages |
| Exhibit B – Budget Detail And Payment Provisions | 6 | Pages |
| Exhibit C – General Terms And Conditions 610 (GTC 610) | 1 | Page |
| Exhibit D – Special Terms And Conditions | 22 | Pages |
| Exhibit E – Additional Provisions | 3 | Pages |
| Exhibit F – Prevailing Wage Requirements | 7 | Pages |
| Attachment 1 – Scope Of Work | 10 | Pages |
| Attachment 2 – Cost Proposal | 27 | Pages |
| Attachment 3 – Sample Task Order Format | 5 | Pages |
| Attachment 4 – Documentation of Disabled Veteran Business Enterprise Program Requirements (Std840) and Bidder Declaration (GSPD-05-105) | 3 | Pages |

Item shown with an Asterisk (*) is hereby incorporated by reference and made part of this Agreement as if attached hereto.

**IN WITNESS WHEREOF, this Agreement has been executed by the parties hereto.**

**CONTRACTOR (herein referred to as "the Consultant")**

CONSULTANT'S NAME *(if other than an individual, state whether a corporation, partnership, etc.)*

Alta Vista Solutions, Inc.

BY *(Authorized Signature)*

DATE SIGNED *(Do not type)* 12/2/2011

PRINTED NAME AND TITLE OF PERSON SIGNING

Mazen Wahbeh, C.E.O.

ADDRESS

6475 Christie Avenue, Suite 425
Emeryville, CA 94608

**STATE OF CALIFORNIA**

AGENCY NAME

Department of Transportation

BY *(Authorized Signature)*

DATE SIGNED *(Do not type)* 12/5/2011

PRINTED NAME AND TITLE OF PERSON SIGNING

Liz Salinas, Branch Chief

ADDRESS

Division of Procurement and Contracts, MS 65
1727 30th Street
Sacramento, CA 95816

***California Department of General Services Use Only***

☒ Exempt per: PCC 10430(d)

# EXHIBIT A
# SCOPE OF WORK AND DELIVERABLES

## I. SCOPE OF WORK

A. The work to be performed under this Agreement is described in Attachment 1.

B. The services shall be performed within the limits of District 4.

C. This Agreement will commence on 12/07/11 or upon approval by Caltrans, whichever is later and no work shall begin before that time. This Agreement is of no effect unless approved by Caltrans. The Consultant shall not receive payment for work performed prior to approval of the Agreement and before receipt of notice to proceed by the Caltrans Contract Manager. This Agreement shall expire on 12/31/15. The services shall be provided during working hours, Monday through Friday, except holidays unless otherwise specified in a Task Order. The parties may amend this Agreement as permitted by law.

D. All inquiries during the term of this Agreement will be directed to the project representatives identified below:

| THE DEPARTMENT | THE CONSULTANT |
|---|---|
| Contract Manager: Prakash Sivagnanasunda | Project Manager: Mazen Wahbeh |
| District/Division: Consultant Services Unit, MS-7B | Office/Branch: |
| Address: 111 Grand Ave. | Address: 6475 Christie Ave., Suite 425 |
| Oakland, CA 94612-3717 | Emeryville, CA 94608 |
| Phone: 510-286-6114 | Phone: 510-594-0510 |
| Fax: 510-622-0198 | Fax: 510-594-0511 |
| e-mail: Prakash_Sivagnanasunda@dot.ca.gov | e-mail: mwahbeh@altavistasolutions.com |

E. Work Guarantee

Caltrans does not guarantee, either expressly or by implication, that any work or services will be required under this Agreement.

EXHIBIT A
SCOPE OF WORK AND DELIVERABLES

F. Licenses and Permits

1. The Consultant shall obtain at its expense all license(s) and permit(s) required by law for accomplishing any work required in connection with this Agreement.

2. In the event the Consultant fails to keep in effect at all times all required license(s) and permit(s), Caltrans may, in addition to any other remedies it may have, terminate this Agreement upon occurrence of such event.

II. TASK ORDER

A. Specific projects will be assigned to the Consultant through issuance of Task Orders. See sample Task Order format, Attachment 3.

B. After a project to be performed under this Agreement is identified by Caltrans, Caltrans will prepare a draft Task Order, less the cost estimate. The draft Task Order will identify the scope of services, expected results, project deliverables, period of performance, project schedule and will designate a Caltrans Project Coordinator. The draft Task Order will be delivered to the Consultant for review. The Consultant shall return the draft Task Order within no more than ten (10) calendar days along with a cost estimate including a written estimate of the number of hours per staff person, any anticipated reimbursable expenses, and total dollar amount. The Consultant agrees that each cost estimate shall be the product of a good faith effort exercise of engineering judgment. After agreement has been reached on the negotiable items, the finalized Task Order shall be signed by both Caltrans and the Consultant. If Caltrans and Consultant are unable to reach agreement, Caltrans may terminate this Agreement in accordance with the provisions of Exhibit D, entitled "Termination."

C. Task Orders may be negotiated for a Firm Fixed Price or for specific rates of compensation, both of which must be based on the labor and other rates set forth in the Consultant's Cost Proposal, Attachment 2.

EXHIBIT A
SCOPE OF WORK AND DELIVERABLES

D. A Task Order is of no force or effect until returned to Caltrans and signed by an authorized representative of Caltrans. No expenditures are authorized on a project and work shall not commence until a Task Order for that project has been executed by Caltrans.

E. The Consultant shall not commence performance of work or services on a Task Order until it has been approved by Caltrans and notification to proceed has been issued by the Caltrans Contract Manager. No payment will be made for any work performed prior to approval or after the period of performance of the Task Order.

F. If the Consultant fails to satisfactorily complete a deliverable according to the schedule set forth in a Task Order, no payment will be made until the deliverable has been satisfactorily completed.

G. The period of performance for Task Orders shall be in accordance with dates specified in the Task Order. No Task Order will be written which extends beyond the expiration date of this Agreement.

H. The total amount payable by Caltrans for an individual Task Order shall not exceed the amount agreed to in the Task Order. Task Orders and/or Task Order revisions require written approval by the Consultant and Caltrans.

I. If applicable, when a subsequent agreement for the same or similar scope of work is executed within three (3) months prior to the termination of this Agreement, no additional Task Orders shall be executed under this Agreement upon the effective date of the subsequent agreement.

J. Task Orders may not be used to amend this Agreement and may not exceed the scope of work under this Agreement.

III. CONSULTANT REPORTS AND/OR MEETINGS

A. The Consultant shall submit progress reports at least once a month. The report should be sufficiently detailed for the Caltrans Contract Manager to determine if the Consultant is performing to expectations and is on schedule, to provide communication of interim findings and to afford

EXHIBIT A
SCOPE OF WORK AND DELIVERABLES

occasions for airing difficulties or special problems encountered so remedies can be developed. Separate detail shall be provided for each on-going Task Order.

B. Progress reports shall identify the total number of hours worked by the Consultants' and Subconsultants' personnel by use of the Caltrans Work Breakdown Structure (WBS) level element(s). The WBS is included in the "Guide to Project Delivery Workplan Standards," which can be found at http://www.dot.ca.gov/hq/projmgmt/guidance.htm.

C. The Consultant's Project Manager shall meet with the Caltrans Contract Manager as needed to discuss progress on the Agreement.

# EXHIBIT B
# BUDGET DETAIL AND PAYMENT PROVISIONS

## I. FUNDING REQUIREMENTS

A. It is mutually understood between the parties that this Agreement may have been written before ascertaining the availability of congressional or legislative appropriation of funds for the mutual benefit of both parties in order to avoid program and fiscal delays that would occur if the Agreement were executed after that determination was made.

B. This Agreement is valid and enforceable only if sufficient funds are made available to Caltrans by the United States Government or the California State Legislature for the purpose of this program. In addition, this Agreement is subject to any additional restrictions, limitations, conditions, or any statute enacted by the Congress or the State Legislature that may affect the provisions, terms, or funding of this Agreement in any manner.

C. It is mutually agreed that if the Congress or the State Legislature does not appropriate sufficient funds for the program, this Agreement shall be amended to reflect any reduction in funds.

D. Caltrans has the option to terminate the Agreement under the 30-day termination clause pursuant to Exhibit D, section III.

## II. COMPENSATION AND PAYMENT

A. The Consultant will be reimbursed for hours worked at the hourly rates specified in the Consultant's Cost Proposal, (See Attachment 2). The specified hourly rates shall include direct salary costs, employee benefits, prevailing wages, employer payments, overhead, and fee. These rates are not adjustable for the performance period set forth in this Agreement.

B. Consultant shall be responsible for any future adjustments to prevailing wage rates including, but not limited to, base hourly rates and employer payments as determined by the Department of Industrial Relations. The Consultant is responsible for paying the appropriate rate, including escalations that take place during the term of the Agreement.

EXHIBIT B
BUDGET DETAIL AND PAYMENT PROVISIONS

C. A mistake, inadvertence, or neglect by the Consultant in failing to pay the correct rates of prevailing wage will be remedied solely by the Consultant and will not, under any circumstances, be considered as the basis of a claim against Caltrans on the Agreement.

D. In addition, the Consultant will be reimbursed for direct costs, other than salary costs, that are identified in an executed Task Order.

E. Transportation and subsistence costs to be reimbursed shall be the actual costs incurred, but not to exceed the rates stipulated in the "Caltrans Travel Guide, Consultant/Contractors Travel Policy." See http://www.dot.ca.gov/hq/asc/travel/ch12.htm.

F. Progress payments:

1. Progress payments will be made monthly in arrears based on services provided at specific hourly rates and allowable direct cost incurred for Task Orders negotiated with specific rates of compensation. Progress payments for Firm Fixed Price Task Orders will be based on the percentage of work completed.

2. To determine allowable incurred Subconsultant costs that are eligible for reimbursement, in addition to reimbursement for actual costs that are incurred, Caltrans will allow Subconsultant costs that are treated by the Consultant as accrued due to such costs having been billed to the Consultant and recognized by the Consultant and Caltrans as valid, undisputed, due and payable.

3. By submitting accrued but unpaid Subconsultant costs for reimbursement, the Consultant agrees that within ten (10) days of receipt of reimbursement, the full amount submitted as a reimbursable accrued Subconsultant cost shall be paid to the Subconsultant.

G. The Consultant shall not commence performance nor will payment be made for any work performed prior to approval of this Agreement by the

EXHIBIT B
BUDGET DETAIL AND PAYMENT PROVISIONS

State and written notification to proceed has been issued by the Caltrans Contract Manager, nor will any payment be made for work performed after the expiration date of this Agreement.

H. The Consultant will be reimbursed in arrears for services satisfactorily rendered and approved by the Caltrans Contract Manager, as promptly as fiscal procedures will permit upon receipt by the Caltrans Contract Manager of itemized invoices in triplicate. Separate invoices itemizing all costs are required for all work performed under each Task Order.

I. Invoices shall be submitted showing the Caltrans Work Breakdown Structure (WBS) level element for each billable hour increment and/or detail of work performed on each milestone, on each project as applicable. Task Orders and invoicing shall include, but are not limited to, the Work Breakdown Structure (WBS) elements listed for defined/related services and products. The WBS is included in the Guide to Project Delivery Workplan Standards, which can be found at http://www.dot.ca.gov/hq/projmgmt/guidance.htm. Incomplete invoices shall be returned unpaid to the Consultant for correction. Caltrans shall not pay disputed portions of invoices.

J. When prevailing wage rates apply, the Consultant must submit with each invoice a certified copy of the payroll for compliance verification. Invoice payment will not be made until the payroll has been verified and the invoice approved by the Caltrans Contract Manager.

K. The sample invoice format can be found at http://caltrans-opac.ca.gov/aeinfo.htm**.** Invoices shall reference this Agreement number, project title, and Task Order number. Invoices shall be submitted no later than 45 calendar days after completion of each billing period. Any credit, as provided under this Agreement, due Caltrans must be reimbursed by the Consultant prior to the expiration or termination of this Agreement. Invoices shall be mailed to the Caltrans Contract Manager or Consultant Service Unit at the following address:

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DEPARTMENT OF TRANSPORTATION
District 4 CSU, MS-7B
Prakash Sivagnanasunda
111 Grand Ave.
Oakland, CA 94612-3717

L. The final project invoice shall state the final cost and all credits due Caltrans. The final invoice should be submitted within 60 calendar days after completion of the services.

M. Payment will be made in accordance with, and within the time specified in, Government Code Chapter 4.5, commencing with Section 927.

N. The total amount payable by Caltrans, for all Task Orders resulting from this Agreement, shall not exceed $21,000,000.00. It is understood and agreed that this total is an estimate, and that the actual amount of work requested by Caltrans may be less. There is no guarantee, either expressed or implied, as to the actual dollar amount that will be authorized under this Agreement through Task Orders. In no event shall Task Orders be issued that will exceed this maximum.

O. Any written report prepared as a requirement of this Agreement shall contain, in a separate section of such written report, the number and dollar amounts of all agreements and subagreements relating to the preparation of those reports if the combined costs for work by nonemployees of the State exceed $5,000.00.

P. Prime Consultant's Indirect Cost Rates (ICR) indicated in Attachment 2, Cost Proposal, are based on 48 CFR, Part 31.

Q. Attachment 2, Cost Proposal, is subject to a Certified Public Accountant (CPA) Indirect Cost (Overhead) Audit Workpaper Review and/or audit. Attachment 2 shall be adjusted by the Consultant and approved by the Caltrans Contract Manager to conform to the Workpaper Review recommendations or audit recommendations. The Consultant agrees that

EXHIBIT B
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individual terms of cost identified in the audit report shall be incorporated into the Agreement by this reference if directed by Caltrans at its sole discretion. Refusal by the Consultant to incorporate the Workpaper Review recommendations or audit recommendations will be considered a breach of the Agreement terms and cause for termination of the Agreement.

R. Limitations: Use of the rate(s) contained in this Agreement is subject to any statutory or administrative limitations and is applicable to a given contract only to the extent that funds are available. Acceptance of the rate(s) agreed to herein is predicated upon the following conditions:

1. That no costs other than those incurred by the Consultant or allocated to the Consultant were included in its indirect cost pool as finally accepted and that such costs are legal obligations of the Consultant and allowable under the governing cost principles.

2. That the same costs that have been treated as indirect costs have not been claimed as direct costs.

3. That similar types of costs have been accorded consistent accounting treatment to all clients (state, federal, local government, commercial/private) under similar circumstances, and

4. That the information provided by the Consultant which was used as a basis for acceptance of the rate(s) agreed to herein is not subsequently found to be materially inaccurate.

The elements of indirect cost and the type of distribution base(s) used in computing provisional rates are subject to revision when final rates are established. Also, the rates cited in this Agreement are subject to audit.

S. At the discretion of Caltrans, the indirect rate(s) and related workpapers may be reviewed by Caltrans Division of Audits & Investigations (A&I) to verify the accuracy and CPA's compliance with 48 CFR, Part 31 and

EXHIBIT B
BUDGET DETAIL AND PAYMENT PROVISIONS

related laws and regulations, and to determine if the audit report format is acceptable.

T. Any subagreement in excess of $25,000.00, entered into as a result of this Agreement, shall contain all of the provisions of this clause.

III. COST PRINCIPLES

A. The Consultant agrees that Title 48 Code of Federal Regulations (CFR), Part 31, Contract Cost Principles and Procedures (48 CFR 31 et seq.), shall be used to determine the allowability of individual terms of cost.

B. The Consultant also agrees to comply with Federal procedures in accordance with Title 49 CFR, Part 18, Uniform Administrative Requirements for Grants and Cooperative Agreements to State and Local Governments (49 CFR 18).

C. Any costs for which payment has been made to the Consultant that are determined by subsequent audit to be unallowable under 48 CFR 31 or 49 CFR 18 are subject to repayment by the Consultant to Caltrans.

D. Any subagreement in excess of $25,000.00, entered into as a result of this Agreement, shall contain all the provisions of this clause.

# EXHIBIT C
# GENERAL TERMS AND CONDITIONS

NOTE: In this Exhibit C – GTC 610, the General Terms and Conditions are included in this Agreement by reference and made part of this Agreement as if attached hereto. See http://www.ols.dgs.ca.gov/Standard+Language/default.htm.

The following language is to be included in lieu of the Standard Indemnification Clauses used in DGS GTC – 610 General Terms and Conditions.

Indemnification

The Consultant agrees to indemnify, defend, and hold harmless Caltrans, its officers, agents, and employees from any and all claims, demands, costs, or liability arising from or connected with the services provided hereunder due to negligent or intentional acts, errors, or omissions of the Consultant. The Consultant will reimburse Caltrans for any expenditure, including reasonable attorney fees, incurred by Caltrans in defending against claims ultimately determined to be due to negligent or intentional acts, errors, or omissions of the Consultant.

# EXHIBIT D
# SPECIAL TERMS AND CONDITIONS

## I. AMENDMENT (CHANGE IN TERMS)

A. No amendment or variation of the terms of this Agreement shall be valid unless made in writing, signed by the parties, and approved as required. No oral understanding or agreement not incorporated in Agreement is binding on any of the parties.

B. The Consultant shall only commence work covered by an amendment after the amendment is executed and notification to proceed has been provided by the Caltrans Contract Manager.

C. There shall be no change in the Consultant's Project Manager or members of the project team, as listed in the cost proposal, which is a part of this Agreement, without prior written approval by the Caltrans Contract Manager. If the Consultant obtains approval from the Caltrans Contract Manager to add or substitute personnel, the Consultant must provide the Personnel Request Form, a copy of the SF330 or resume for the additional or substituted personnel, along with a copy of the certified payroll for that person.

## II. DISPUTES

A. The Consultant shall continue with the responsibilities under this Agreement during any work dispute. Any dispute concerning a question of fact arising under this Agreement that is not disposed of by agreement shall be decided by a committee consisting of the Caltrans Contract Manager and the Caltrans Contract Officer who may consider written or verbal information submitted by the Consultant.

B. Any dispute not resolved by the committee consisting of the Caltrans Contract Manager and Caltrans Contract Officer may be reviewed by the Consultant Claims Review Committee (CCRC). The CCRC will consist of the Division Chief of Project Delivery (Chairperson), Deputy Director of Administration and the Chief Counsel of Legal Services or their designees. Additional members or their designees may serve on the committee.

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C. Not later than 30 days after completion of all work under the Agreement, the Consultant may request review by the CCRC of unresolved claims or disputes. The request for review will be submitted in writing through the Caltrans Contract Officer to the Chairperson, CCRC. A meeting by the CCRC will be scheduled after the Chairperson concurs. After the meeting, the CCRC will make recommendations to the Deputy Director of the functional program area, who will make the final decision for Caltrans.

D. Neither the pendency of a dispute nor its consideration by the committee will excuse the Consultant from full and timely performance in accordance with the terms of this Agreement.

## III. TERMINATION

This section regarding termination is in addition to GTC 610.

A. Caltrans reserves the right to terminate this Agreement immediately in the event of breach or failure of performance by the Consultant, or upon thirty (30) calendar days written notice to the Consultant if terminated for the convenience of Caltrans.

B. Caltrans may terminate this Agreement and be relieved of any payments except as provided for under early termination should the Consultant fail to perform the requirements of this Agreement at the time and in the manner herein provided. In the event of such termination, Caltrans may proceed with the work in any manner deemed proper by Caltrans. All costs to Caltrans shall be deducted from any sum due the Consultant under this Agreement and the balance, if any, shall be paid to the Consultant upon demand.

## IV. EARLY TERMINATION OF THIS AGREEMENT OR TASK ORDER(S), OR SUSPENSION OF THIS AGREEMENT

General Conditions

A. In the event this Agreement is terminated, suspended, or a Task Order is terminated for the convenience of Caltrans, the Consultant shall be paid

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for the percentage of the work completed, relative to the total work effort called for under this Agreement, and for termination costs. No billable costs will be considered payable under the Agreement during suspension.

B. Within 30 days of the date the Consultant is notified of the early termination of Task Order(s) issued against this Agreement for the convenience of Caltrans, the Consultant shall prepare and submit to the Caltrans Contract Manager, for approval, two (2) separate supplemental cost proposals:

1. A final revised cost proposal for all project-related costs for the revised termination date, and

2. A cost proposal specifically addressing the termination settlement costs only.

## V. CONSULTANT'S DELIVERABLES UNDER EARLY TERMINATION

The Consultant shall provide all project-related documents and correspondence required as part of the Scope of Work/Deliverables or included in Task Orders. Project-related documents shall be described, listed, and identified as part of the final revised cost proposal. Project-related documents shall include all documents that are in complete and final form and which have been accepted as complete by Caltrans, or documents in draft and/or incomplete form for those deliverables, which are in progress by the Consultant and have not been accepted as complete. All documents must be received and accepted before the settlement cost invoice is paid.

## VI. INVOICE SUBMITTAL UNDER EARLY TERMINATION

Separate final invoices for project-related costs and termination settlement costs shall be submitted no later than thirty (30) calendar days after the date the Consultant is notified of acceptance of the final cost proposals by the Caltrans Contract Manager. Invoices shall be submitted in accordance with EXHIBIT B. The invoice for termination settlement costs shall include the following, to the extent they are applicable: lease termination costs for

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equipment and facilities approved under the terms of this Agreement; equipment salvage costs for equipment valued over $500.00; rental costs for unexpired leases, less the residual value of the lease; cost of alterations and reasonable restorations required by the lease; settlement expenses, e.g., accounting, legal, clerical, storage, transportation, protection and disposition of property acquired or produced under this Agreement, indirect costs, such as payroll taxes, fringe benefits, occupancy costs, and immediate supervision costs related to wages and salaries, incurred as settlement costs.

## VII. TERMINATION ISSUES FOR SUBCONSULTANTS, SUPPLIERS, AND SERVICE PROVIDERS

The Consultant shall notify any Subconsultant and service or supply vendor providing services under this Agreement of the early termination date of this Agreement. Failure to notify any Subconsultant and service or supply vendor shall result in the Consultant being liable for the termination costs incurred by any Subconsultant and service or supply vendor for work performed under this Agreement, except those specifically agreed to in the termination notice to the Consultant.

## VIII. COST PRINCIPLES UNDER EARLY TERMINATION

Termination settlement expenses will be reimbursed in accordance with 48 CFR, Federal Acquisition Regulations System, Chapter 1, Part 31. Subpart 31.205-42 (c) dealing with initial costs is not applicable to Architectural and Engineering Agreement terminations.

## IX. DISPUTES UNDER EARLY TERMINATION CONDITIONS

Disputes under early termination conditions shall be resolved in accordance with this Exhibit.

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X. CONSULTANT CLAIMS AGAINST THIS AGREEMENT OR TASK ORDER(S) UNDER EARLY TERMINATION

The Consultant agrees to release Caltrans from any and all further claims for services performed arising out of this Agreement or its early termination, upon acceptance by the Consultant of payment in the total amount agreed upon as full and final payment of its costs from performance and early termination of this Agreement or Task Order(s).

XI. NON-DISCRIMINATION

This section regarding non-discrimination is in addition to GTC 610.

A. During the performance of this agreement, the Consultant and its Subconsultants shall not unlawfully discriminate, harass or allow harassment against any employee or applicant for employment because of sex, race, color, ancestry, religious creed, national origin, physical disability (including HIV and AIDS), medical condition (cancer), age, marital status, denial of family and medical care leave, and denial of pregnancy disability leave. Consultants and Subconsultants shall insure that the evaluation and treatment of their employees and applicants for employment are free of such discrimination and harassment. The Consultant and Subconsultants shall comply with the provision of the Fair Employment and Housing Act (Government Code, Section 12900 et seq.) and the applicable regulations promulgated thereunder (California Code of Regulations, Title 2, Section 7285.0 et seq.). The applicable regulations of the Fair Employment and Housing Commission implementing Government Code, Section 12990 (a-f), set forth in Chapter 5 of Division 4 of Title 2 of the California Code of Regulations are incorporated into this Agreement by reference and made a part hereof as if set forth in full. The Consultant and its Subconsultants shall give written notice of their obligations under this clause to labor organizations with which they have a collective bargaining or other agreement.

B. The Consultant shall include the nondiscrimination and compliance provisions of this clause in all subagreements to perform work under this Agreement.

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XII. RETENTION OF RECORD/AUDITS

A. For the purpose of determining compliance with Public Contract Code Section 10115, et seq. and Title 21, California Code of Regulations, Chapter 21, Section 2500 et seq., when applicable, and other matters connected with the performance of the Agreement pursuant to Government Code Section 8546.7, the Consultant, Subconsultants, and Caltrans shall maintain all books, documents, papers, accounting records, and other evidence pertaining to the performance of the Agreement, including but not limited to, the costs of administering the Agreement. All parties shall make such materials available at their respective offices at all reasonable times during the Agreement period and for three (3) years from the date of final payment under the Agreement. Caltrans, the State Auditor, FHWA, or any duly authorized representative of the Federal government having jurisdiction under Federal laws or regulations (including the basis of Federal funding in whole or in part) shall have access to any books, records, and documents of the Consultant that are pertinent to the Agreement for audits, examinations, excerpts, and transactions, and copies thereof shall be furnished if requested.

B. Any subagreement in excess of $25,000.00, entered into as a result of this Agreement, shall contain all the provisions of this clause.

XIII. SUBCONTRACTING

A. Nothing contained in this Agreement or otherwise, shall create any contractual relation between the State and any subconsultants, and no subagreement shall relieve the Consultant of its responsibilities and obligations hereunder. The Consultant agrees to be as fully responsible to the State for the acts and omissions of its subconsultants and of persons either directly or indirectly employed by any of them as it is for the acts and omissions of persons directly employed by the Consultant. The Consultant's obligation to pay its subconsultants is an independent obligation from the State's obligation to make payments to the Consultant.

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B. The Consultant shall perform the work contemplated with resources available within its own organization and no portion of the work shall be subcontracted without written authorization by the Caltrans Contract Manager, except that which is expressly identified in the Consultant's Cost Proposal.

C. Any subagreement in excess of $25,000, entered into as a result of this Agreement, shall contain all the provisions stipulated in this Agreement to be applicable to subconsultants unless otherwise noted.

D. Contractor shall pay its subconsultants within ten (10) calendar days from receipt of each payment made to the Consultant by the State.

E. Any substitution of subconsultants must be approved in writing by the Caltrans Contract Manager in advance of assigning work to a substitute subconsultant.

XIV. EQUIPMENT PURCHASE

A. Prior authorization in writing by the Caltrans Contract Manager shall be required before the Consultant enters into any non-budgeted purchase order or subagreement exceeding $500.00 for supplies, equipment, or Consultant services. The Consultant shall provide an evaluation of the necessity or desirability of incurring such costs.

B. For purchase of any item, service or consulting work not covered in the Consultant's Cost Proposal and exceeding $500.00, with prior authorization by the Caltrans Contract Manager, three (3) competitive quotations must be submitted with the request or the absence of bidding must be adequately justified.

C. The Consultant shall maintain an inventory record for each piece of non-expendable equipment purchased or built with funds provided under the terms of this Agreement. The inventory record of each piece of such equipment shall include the date acquired, total cost, serial number, model identification (on purchased equipment), and any other information or description necessary to identify said equipment. Non-expendable equipment so inventoried are those items of equipment that

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have a normal life expectancy of one (1) year or more and an approximate unit price of $5,000.00 or more. In addition, theft-sensitive items of equipment costing less than $5,000.00 shall be inventoried. A copy of the inventory record must be submitted to Caltrans on request by Caltrans.

D. At the conclusion of the Agreement or if the Agreement is terminated, the Consultant may either keep the equipment and credit Caltrans in an amount equal to its fair market value or sell such equipment at the best price obtainable, at a public or private sale, in accordance with established State procedures, and credit the State in an amount equal to the sales price. If the Consultant elects to keep the equipment, fair market value shall be determined, at the Consultant's expense, on the basis of a competent, independent appraisal of such equipment. Appraisals shall be obtained from an appraiser mutually agreeable to Caltrans and the Consultant. If it is determined to sell the equipment, the terms and conditions of such sale must be approved in advance by Caltrans.

E. 49 CFR, Part 18 requires a credit to Federal funds when participating equipment with a fair market value greater than $5,000.00 is credited to the project.

F. Any subagreement entered into as a result of this Agreement shall contain all the provisions of this clause.

## XV. INSPECTION OF WORK

The Consultant and any Subconsultants shall permit Caltrans and the FHWA to review and inspect the project activities at all reasonable times during the performance period of this Agreement including review and inspection on a daily basis.

## XVI. SAFETY

A. The Consultant shall comply with OSHA regulations applicable to the Consultant regarding necessary safety equipment or procedures. The

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Consultant shall comply with safety instructions issued by the District Safety Officer and other State representatives. The Consultant's personnel shall wear white hard hats and orange safety vests at all times while working on the construction project site.

B. Pursuant to the authority contained in Section 591 of the Vehicle Code, Caltrans has determined that within such areas as are within the limits of the project and are open to public traffic, the Consultant shall comply with all of the requirements set forth in Divisions 11, 12, 13, 14, and 15 of the Vehicle Code. The Consultant shall take all reasonably necessary precautions for safe operation of its vehicles and the protection of the traveling public from injury and damage from such vehicles.

C. The Consultant or Subconsultant(s) must have a Division of Occupational Safety and Health (CAL-OSHA) permit(s) as outlined in California Labor Code Sections 6500 and 6705, prior to the initiation of any practice, work, method, operation, or process related to the construction or excavation of trenches which are five feet or deeper.

D. Any subagreement, entered into as a result of this Agreement, shall contain all of the provisions of this clause.

XVII. INSURANCE

A. The Consultant shall furnish to Caltrans Certificates of Insurance for the minimum coverage set forth below. The Consultant shall be fully responsible for all policy deductibles and any self-insured retention. All insurance shall be with an insurance company with an A.M. Best's Financial Strength Rating of A– or better with a Financial Size Category of VI or better.

B. Required Coverages and Limits:

1. Workers Compensation (statutory) and Employers Liability Insurance:

   $1,000,000 for bodily injury for each accident

   $1,000,000 policy limit for bodily injury by disease

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$1,000,000 for each employee for bodily injury by disease

If there is an exposure of injury to the Consultant's employees under the U.S. Longshoremen's and Harbor Workers' Compensation Act, the Jones Act, or under laws, regulations, or statutes applicable to maritime employees, coverage shall be included for such injuries or claims.

If work is performed on State owned or controlled property the policy shall contain a waiver of subrogation in favor of the State. The waiver of subrogation endorsement shall be provided in addition to the certificate of insurance.

2. Commercial General Liability Insurance with limits no less than:

   $1,000,000 per occurrence

   $2,000,000 products completed operations aggregate

   $2,000,000 general aggregate

   The policy's general aggregate shall apply separately to the Consultant's work under this Agreement by evidencing a per project aggregate endorsement separately attached to the certificate of insurance.

3. Automobile liability, including owned, non-owned and hired autos, with limits not less than $1,000,000 combined single limit per accident.

4. A $1,000,000 umbrella or excess liability shall include premises/operations liability, products/completed operations liability, and auto liability coverage. The umbrella or excess policy shall contain a clause stating that it takes effect (drops down) in the event the primary limits are impaired or exhausted.

5. Professional Liability insurance with limits no less than:

   $1,000,000 per claim

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$2,000,000 in the aggregate

The policy's retroactive date must be shown on the certificate and must be before this contract is executed or before the beginning of contract work.

Additionally, the Consultant shall maintain, or make a good faith effort to maintain, the Professional Liability insurance for a period of three (3) years after its performance under this Agreement.

C. The insurance above shall be maintained in effect at all times during the term of this Agreement. If the insurance expires during the term of the Agreement, a new certificate must be submitted to the Caltrans Contract Manager not less than ten (10) days prior to the expiration of insurance. Failure to maintain the required coverage shall be sufficient grounds for Caltrans to terminate this Agreement for cause, in addition to any other remedies Caltrans may have available.

D. The Certificates of Insurance shall provide that the insurer will not cancel the insured's coverage without 30 days prior written notice to Caltrans.

E. The State of California and Caltrans including its officers, directors, agents, employees, and servants shall be added as an additional insured for automobile liability, general liability, and excess/umbrella liability arising out of or connected with work performed by or on behalf of Consultant. This endorsement must be separately attached to the certificate of insurance.

F. Caltrans will not be responsible for any premiums or assessments on the policy.

G. For Agreements with hazardous activities, new certificates of insurance are subject to the approval of DGS, and the Consultant agrees that no work or services shall be performed prior to such approval.

H. The Consultant shall require all subconsultants to carry insurance based on the cost of the subcontract and the potential risk to Caltrans of the subcontracted work. Notwithstanding any coverage requirements for

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subconsultants, the Consultant shall be responsible for ensuring sufficient insurance coverage for all work performed under the Agreement, including the work of subconsultants.

XVIII. OWNERSHIP OF PROPRIETARY PROPERTY

For the purposes of this section (Ownership of Proprietary Property) the following definitions shall apply:

Work: As delineated in Attachment 1 (Scope of Work) of the Agreement.

Work Product: As defined as Deliverable in Attachment 1 (Scope of Work) of the Agreement, including but not limited to, all Work and Deliverables conceived or made, or made hereafter conceived or made, either solely or jointly with others during the term of this Agreement and during a period of six (6) months after the termination thereof, which relates to the Work commissioned or performed under this Agreement.

Inventions: Any idea, design, concept, technique, invention, discovery, improvement or development regardless of patentability made solely by the Consultant or jointly with the Consultant's Subcontractor and/or the Consultant's Subcontractor's employee's with one or more employees of the Department of Transportation (hereinafter referred to as "Caltrans"), during the term of this Agreement and in performance of any Work under this Agreement, provided that either the conception or reduction to practice thereof occurs during the term of this Agreement and in performance of Work issued under this Agreement.

A. Ownership of Work Product and Rights

1. Ownership of Work Product

All Work Product derived by the Work performed by the Consultant, its employees or by any of the Consultant's Subcontractor's employees under this Agreement, shall be owned by Caltrans and shall be considered works made for hire by the Consultant's

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Subcontractor for Caltrans. Caltrans shall own all United States and international copyrights in the Work Product.

As such, all Work Product shall contain, in a conspicuous place, a copyright designation consisting of a "c" in a circle followed by the four-digit year in which the Work Product was produced, followed by the words "California Department of Transportation." For example, a Work Product created in the year 2003 would contain the copyright designation © 2003 California Department of Transportation.

2. Vesting of Copyright Rights

Consultant, its employees or any of Consultant's Subcontractor's employees agrees to perpetually assign, and upon creation of each Work Product automatically assigns, to Caltrans, its successors and assigns, ownership of all United States and international copyrights in each and every Work Product, insofar as any such Work Product, by operation of law, may not be considered work made for hire by the Consultant's Subcontractor from Caltrans. From time to time upon Caltrans' request, the Consultant's Subcontractor and/or its employees, shall confirm such assignments by execution and delivery of such assignments, confirmations or assignment, or other written instruments as Caltrans may request. Caltrans, its successors and assigns, shall have the right to obtain and hold in its or their own name(s) all copyright registrations and other evidence of rights that may be available for Work Product. Consultant hereby agrees to waive all moral rights relating to identification of authorship restriction or limitation on use, or subsequent modifications of the Work.

B. Inventions

1. Vesting of Patent Rights

The Consultant, its employees and any Consultant's Subcontractor hereby agrees to assign to Caltrans, its successors, and assigns, all Inventions, together with the right to seek protection by obtaining patent rights therefore and to claim all rights or priority there under, and the same shall become and remain Caltrans' property regardless

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of whether such protection is sought. The Consultant, its employees and Consultant's Subcontractor shall promptly make a complete written disclosure to Caltrans of each Invention not otherwise clearly disclosed to Caltrans in the pertinent Work Product, specifically pointing out features or concepts that the Consultant, its employees and Consultant's Subcontractor believes to be new or different. The Consultant, its employees and Consultant's Subcontractor shall, upon Caltrans' request and at Caltrans' expense, cause patent applications to be filed thereon, through solicitors designated by Caltrans, and shall sign all such applications over to Caltrans, its successors, and assigns. The Consultant, its employees and Consultant's Subcontractor shall give Caltrans and its solicitors all reasonable assistance in connection with the preparation and prosecution of any such patent applications and shall cause to be executed all such assignments or other instruments or documents as Caltrans may consider necessary or appropriate to carry out the intent on this Agreement.

2. Agency

In the event that Caltrans is unable for any reason whatsoever to secure the Consultant's, its employees' and/or Consultant's Subcontractor's signature to any lawful or necessary document required or desirable to apply for or prosecute any United States application (including renewals or divisions thereof), Consultant, its employees and Consultant's Subcontractor hereby irrevocably designates and appoints Caltrans and its duly authorized officers and agents, as its agent and attorney-in-fact, to act for and on Consultant, its employees and Consultant's Subcontractor's behalf and stead, to execute and file such applications and to do all other lawfully permitted acts to further the prosecution and issuance of any copyrights, trademarks or patents thereon with the same legal force and effect as if executed by Consultant, its employees and/or Consultant's Subcontractor. Caltrans shall have no obligations to file any copyright, trademark or patent applications.

3. Avoidance of Infringement

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In performing services under this Agreement, Consultant and its employees agree to avoid designing or developing any items that infringe one or more patents or other intellectual property rights of any third party. If Consultant or its employees becomes aware of any such possible infringement in the course of performing any Work under this Agreement, Consultant or its employees shall immediately notify Caltrans in writing.

C. Additional Provisions

Subcontractors

Consultant shall affirmatively bind by contract any of its subcontractors or service vendors (hereinafter "Consultant's Subcontractor") providing services under this Agreement to conform to the provisions of Exhibit D, section XIX. Consultant's Subcontractor shall then provide the signed contract to the Consultant, who shall provide it to the Caltrans Contract Manager prior to the commencement of any work. In performing services under this Agreement, Consultant's Subcontractor agrees to avoid designing or developing any items that infringe one or more patents or other intellectual property rights of any third party. If Consultant's Subcontractor becomes aware of any such possible infringement in the course of performing any Work under this Agreement, Consultant's Subcontractor shall immediately notify the Consultant in writing, Consultant will then immediately notify Caltrans in writing.

XIX. OWNERSHIP OF DATA

A. Upon completion of all work under this Agreement, all intellectual property rights, ownership and title to all reports, documents, plans, specifications, and estimates produced as part of this Agreement will automatically be vested in Caltrans and no further agreement will be necessary to transfer ownership to Caltrans. The Consultant shall furnish Caltrans all necessary copies of data needed to complete the review and approval process.

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B. It is understood and agreed that all calculations, drawings and specifications, whether in hard copy or machine readable form, are intended for one-time use in the construction of the project for which this Agreement has been entered into.

C. The Consultant is not liable for claims, liabilities or losses arising out of, or connected with, the modification or misuse by Caltrans of the machine readable information and data provided by the Consultant under this Agreement; further, the Consultant is not liable for claims, liabilities or losses arising out of, or connected with, any use by Caltrans of the project documentation on other projects, for additions to this project, or for the completion of this project by others, excepting only such use as may be authorized, in writing, by the Consultant.

D. Any subagreement in excess of $25,000.00, entered into as a result of this Agreement, shall contain all of the provisions of this clause.

XX. CLAIMS FILED BY DEPARTMENT'S CONSTRUCTION CONTRACTOR

A. If claims are filed by the Caltrans construction contractor relating to work performed by the Consultant's personnel and additional information or assistance from the Consultant's personnel is required in order to evaluate or defend against such claims, the Consultant agrees to make its personnel available for consultation with Caltrans construction contract administration and legal staff and for testimony, if necessary, at depositions and at trial or arbitration proceedings.

B. The Consultant's personnel that Caltrans considers essential to assist in defending against construction contractor claims will be made available on reasonable notice from Caltrans. Consultation or testimony will be reimbursed at the same rates, including travel costs, that are being paid for the Consultant's personnel services under this Agreement.

C. Services of the Consultant's personnel in connection with Caltrans' construction contract claims will be performed pursuant to a written supplement, if necessary, extending the termination date of this Agreement in order to finally resolve the claims.

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D. Any subagreement in excess of $25,000.00, entered into as a result of this Agreement, shall contain all of the provisions of this clause.

XXI. CONFIDENTIALITY OF DATA

A. All financial, statistical, personal, technical, or other data and information relative to Caltrans' operations, which is designated confidential by Caltrans and made available to the Consultant in order to carry out this Agreement, shall be protected by the Consultant from unauthorized use and disclosure.

B. Permission to disclose information on one occasion or public hearing held by Caltrans relating to this Agreement shall not authorize the Consultant to further disclose such information or disseminate the same on any other occasion.

C. The Consultant shall not comment publicly to the press or any other media regarding this Agreement or Caltrans' actions on the same, except to Caltrans' staff, Consultant's own personnel involved in the performance of this Agreement, at public hearings, or in response to questions from a Legislative committee.

D. The Consultant shall not issue any news release or public relations item of any nature whatsoever regarding work performed or to be performed under this Agreement without prior review of the contents thereof by Caltrans and receipt of Caltrans' written permission.

E. All information related to the construction estimate is confidential and shall not be disclosed by the Consultant to any entity, other than Caltrans.

F. Any subagreement, entered into as a result of this Agreement, shall contain all of the provisions of this clause.

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XXII. EVALUATION OF CONSULTANT

The Consultant's performance will be evaluated by Caltrans. A copy of the evaluation will be sent to the Consultant for comments. The evaluation, together with the comments, shall be retained by Caltrans.

XXIII. STATEMENT OF COMPLIANCE

The Consultant's signature affixed herein and dated shall constitute a certification under penalty of perjury under the laws of the State of California that the Consultant has, unless exempt, complied with the nondiscrimination program requirements of Government Code Section 12990 and Title 2, California Code of Regulations, Section 8103.

XXIV. DEBARMENT AND SUSPENSION CERTIFICATION

A. The Consultant's signature affixed herein shall constitute a certification under penalty of perjury under the laws of the State of California, that the Consultant or any person associated therewith in the capacity of owner, partner, director, officer or manager:

1. Is not currently under suspension, debarment, voluntary exclusion, or determination of ineligibility by any federal agency;

2. Has not been suspended, debarred, voluntarily excluded, or determined ineligible by any federal agency within the past three (3) years;

3. Does not have a proposed debarment pending; and

4. Has not been indicted, convicted, or had a civil judgment rendered against it by a court of competent jurisdiction in any matter involving fraud or official misconduct within the past three (3) years.

B. Any exceptions to this certification must be disclosed to Caltrans. Exceptions will not necessarily result in denial of recommendation for

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award, but will be considered in determining bidder responsibility. Disclosures must indicate the party to whom the exceptions apply, the initiating agency, and the dates of agency action.

XXV. CONFLICT OF INTEREST

A. During the term of this Agreement, the Consultant shall disclose any financial, business, or other relationship with Caltrans or the California Transportation Commission that may have an impact upon the outcome of this Agreement or any ensuing Caltrans construction project. The Consultant shall also list current clients who may have a financial interest in the outcome of this Agreement or any ensuing Caltrans construction project which will follow.

B. The Consultant hereby certifies that it does not now have nor shall it acquire any financial or business interest that would conflict with the performance of services under this Agreement.

C. The Consultant hereby certifies that neither the Consultant, its employees, nor any firm affiliated with the Consultant providing services on this project prepared the Plans, Specifications, and Estimates for any construction project included within this Agreement. An affiliated firm is one, which is subject to the control of the same persons, through joint ownership or otherwise.

D. The Consultant further certifies that neither the Consultant, nor any firm affiliated with the Consultant, will bid on any construction contract included within this Agreement. Additionally, the Consultant certifies that no person working under this Agreement is also employed by the construction contractor for any project included within this Agreement.

E. Except for Subconsultants whose services are limited to materials testing, no Subconsultant who is providing service on this Agreement shall have provided services on the design of any project included within this Agreement.

F. Any subagreement in excess of $25,000.00, entered into as a result of this Agreement, shall contain all of the provisions of this clause.

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XXVI. REBATES, KICKBACKS OR OTHER UNLAWFUL CONSIDERATION

The Consultant warrants that this Agreement was not obtained or secured through rebates, kickbacks or other unlawful consideration either promised or paid to any state agency employee. For breach or violation of this warranty, Caltrans shall have the right, in its discretion, to terminate this Agreement without liability, to pay only for the value of the work actually performed, or to deduct from this Agreement price or otherwise recover the full amount of such rebate, kickback or other unlawful consideration.

XXVII. PROHIBITION OF EXPENDING STATE OR FEDERAL FUNDS FOR LOBBYING

A. The Consultant certifies, to the best of his or her knowledge and belief, that:

1. No State or Federal appropriated funds have been paid or will be paid, by or on behalf of the Consultant, to any person for influencing or attempting to influence an officer or employee of any State or Federal agency, a Member of the State Legislature or United States Congress, an officer or employee of the Legislature or Congress, or any employee of a Member of the Legislature or Congress in connection with the awarding of any State or Federal agreement, the making of any State or Federal grant, the making of any State or Federal loan, the entering into of any cooperative agreement, and the extension, continuation, renewal, amendment, or modification of any State or Federal agreement, grant, loan, or cooperative agreement.

2. If any funds other than Federal appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any Federal agency, a Member of Congress, an officer or employee of Congress, or an employee of a member of Congress in connection with this Federal Agreement, grant, loan, or cooperative agreement, the Consultant shall

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complete and submit Standard Form-LLL, "Disclosure Form to Report Lobbying," in accordance with its instructions.

B. This certification is a material representation of fact upon which reliance was placed when this transaction was made or entered into. Submission of this certification is a prerequisite for making or entering into this transaction imposed by Section 1352, Title 31, U.S. Code. Any person who fails to file the required certification shall be subject to a civil penalty of not less than $10,000.00 and not more than $100,000.00 for each such failure.

C. The Consultant also agrees by signing this document that he or she shall require that the language of this certification be included in all lower tier subagreements, which exceed $100,000.00, and that all such subrecipients shall certify and disclose accordingly.

XXVIII. CONSULTANT CODE OF BUSINESS ETHICS AND CONDUCT (Dec. 2007)

A. Definition

United States, as used in this clause, means the 50 States, the District of Columbia, and outlying areas.

B. Code of Business Ethics and Conduct

1. Within 30 days after contract award, the Consultant shall:

   a. Have a written code of business ethics and conduct; and

   b. Provide a copy of the code to each employee engaged in performance of the contract.

2. The Consultant shall promote compliance with its code of business ethics and conduct.

C. Awareness Program and Internal Control System for Other Than Small Businesses

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This paragraph C does not apply if the Consultant has represented itself as a small business concern pursuant to the award of this contract. The Consultant shall establish within 90 days after contract award:

1. An ongoing business ethics and business conduct awareness program; and
2. An internal control system.
   a. The Consultant's internal control system shall:
      (1) Facilitate timely discovery of improper conduct in connection with Government contracts; and
      (2) Ensure corrective measures are promptly instituted and carried out.
   b. For example, the Consultant's internal control system should provide for:
      (1) Periodic reviews of company business practices, procedures, policies, and internal controls for compliance with the Consultant's code of business ethics and conduct and the special requirements of Government contracting.
      (2) An internal reporting mechanism, such as a hotline, by which employees may report suspected instances of improper conduct, and instructions that encourage employees to make such reports;
      (3) Internal and/or external audits, as appropriate; and
      (4) Disciplinary action for improper conduct.

D. Subcontracts

The Consultant shall include the substance of this clause, including this paragraph 4, in subcontracts, except when the subcontract:

1. Is for the acquisition of a commercial item; or
2. Is performed entirely outside the United States.

# EXHIBIT E
# ADDITIONAL PROVISIONS

## I. DISABLED VETERANS BUSINESS ENTERPRISE (DVBE) PARTICIPATION WITH GOALS

A. The Consultant has complied with the requirements of Public Contract Code Section 10115 et. seq. The DVBE participation commitment for this Agreement is 45 percent of the Agreement amount. Participation by DVBE Prime and Subconsultants shall be in accordance with the information contained in the Bidder/Proposer DVBE information Form STD 840 attached to and made a part hereof.

B. Substitutions of DVBE's

The Consultant must use the DVBE Subconsultants and/or suppliers contained in the solicitation response to Caltrans, unless a substitution has been preapproved in writing by the Caltrans Contract Manager. No substitutions are to be made without receipt of prior written approval from the Caltrans Contract Manager. Failure to obtain approval of substitute Consultants before work is performed, supplies are delivered or services are rendered may result in payment being denied by Caltrans.

C. At a minimum, the Consultant's substitution request must include:

1. A written explanation of the substitution reason; and if applicable, the Consultant must also include the reason a non-DVBE Subconsultant is proposed for use.

2. The Consultant must also include a written description of the substitute business enterprise; include their business status as a sole proprietorship, partnership, corporation, or other entity, and the firm's DVBE certification status, if any.

3. A written notice detailing a clearly defined portion of the work identified both as a task and as a percentage share/dollar amount of this overall Agreement that the substitute firm will perform.

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D. Prior to the approval of the Prime Consultant's substitution request, the Caltrans Contract Manager must give a written notice to the Subconsultant being substituted by the Prime Consultant. A copy of the notice sent by the Caltrans Contract Manager must be forwarded to the Contracts Office. The notice must give the following:

1. Give the reason the Prime Consultant is requesting substitution of the listed Subconsultant;

2. Give the listed Subconsultant five (5) working days within which to submit written objections to the Caltrans Contract Manager and a copy to the Contract Office (DPAC).

3. Notify the Subconsultant that if a written objection is not received or received past the due date, such failure will constitute consent to the substitution; and

4. The notice shall be served by certified or registered mail to the last known address of the listed Subconsultant.

E. If written objections are filed by the listed Consultant, the Contracts Office will render a written decision.

F. Caltrans may consent to the substitution of another Subconsultant in any of the following situations:

1. When the listed Subconsultant becomes bankrupt, insolvent, or goes out of business.

2. When the listed Subconsultant fails or refuses to perform his or her subagreement.

3. When the listed Subconsultant is not licensed pursuant to any applicable licensing requirement of any regulatory agency of the State of California.

4. When Caltrans or the Caltrans Contract Manager determines that the work performed by the listed Subconsultant is substantially unsatisfactory and not in substantial accordance with the plans and specifications,

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ADDITIONAL PROVISIONS

Agreement requirements, or that the Subconsultant is substantially delaying or disrupting the progress of the work.

5. DVBE's substituted after award must be certified at the time of the substitution.

G. The request for substitution and Caltrans' approval or disapproval is not to be construed as an excuse for non-compliance with any other provision of law, including but not limited to, the subletting and subcontracting Fair Practices Act (Section 4100 et. seq. of the Public Contract Code) or any other Agreement requirements relating to the substitution of Subconsultants. Failure to adhere to the DVBE participation in the performance of this Agreement may be cause for Agreement termination and recovery of damages under the rights and remedies due Caltrans.

H. Any DVBE firm acting/working under subcontract must be responsible for providing materials, supplies, equipment, or services and must carry out its responsibility by actually performing, managing, or supervising the work involved that is normal for its business services and functions.

I. The Consultant shall maintain records of all subagreements entered into with DVBE Subconsultants including records of materials purchased from DVBE suppliers. Such records shall show the name and address of each DVBE Subconsultant or supplier and the total dollar amount paid to each one. Upon completion of this Agreement, a summary of these records shall be prepared and certified correct by the Consultant or his authorized representative and the summary shall be furnished to the Caltrans Contract Manager.

# EXHIBIT F
# PREVAILING WAGE REQUIREMENTS

## I. STATE PREVAILING WAGE RATES

A. The Consultant shall comply with all of the applicable provisions of the California Labor Code requiring the payment of prevailing wages. The General Prevailing Wage Rate Determinations applicable to work under this Agreement are available and on file with the Department of Transportation's Regional/District Labor Compliance Officer. (http://www.dot.ca.gov/hq/construc/LaborCompliance/LCO_District_Map.pdf). These wage rates are made a specific part of this Agreement by reference and will be applicable to work performed at a construction project site. Prevailing wages will be applicable to all inspection work performed at Caltrans construction sites, at Caltrans facilities and at off-site locations that are set up by the construction contractor or one of its subcontractors solely and specifically to serve Caltrans projects. Prevailing wage requirements do not apply to inspection work performed at the facilities of vendors and commercial materials suppliers that provide goods and services to the general public.

B. General Prevailing Wage Rate Determinations applicable to this project may also be obtained from the Department of Industrial Relations Internet site at http://www.dir.ca.gov.

C. Payroll Records

1. Each Consultant and Subconsultant shall keep accurate certified payroll records and supporting documents as mandated by Section 1776 of the California Labor Code and as defined in Section 16000 of Title 8 of the California Code of Regulations, showing the name, address, social security number, work classification, straight time and overtime hours worked each day and week, and the actual per diem wages paid to each journeyman, apprentice, worker, or other employee employed by the Consultant or Subconsultant in connection with the public work. Each payroll record shall contain or be verified by a written declaration that it is made under penalty or perjury, stating both of the following:

   a. The information contained in the payroll record is true and correct.

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PREVAILING WAGE REQUIREMENTS

b. The employer has complied with the requirements of Sections 1771, 1811, and 1815 for any work performed by his or her employees on the public works project.

2. The payroll records enumerated under paragraph (1) above shall be certified as correct by the Consultant under penalty of perjury. The payroll records and all supporting documents shall be made available for inspection and copying by Caltrans representatives at all reasonable hours at the principal office of the Consultant. The Consultant shall provide copies of certified payrolls or permit inspection of its records as follows:

   a. A certified copy of an employee's payroll record shall be made available for inspection or furnished to the employee or the employee's authorized representative on request.

   b. A certified copy of all payroll records enumerated in paragraph (1) above, shall be made available for inspection or furnished upon request to a representative of Caltrans, the Division of Labor Standards Enforcement and the Division of Apprenticeship Standards of the Department of Industrial Relations. Certified payrolls submitted to Caltrans, the Division of Labor Standards Enforcement and the Division of Apprenticeship Standards shall not be altered or obliterated by the Consultant.

   c. The public shall not be given access to certified payroll records by the Consultant. The Consultant is required to forward any requests for certified payrolls to the Caltrans Contract Manager by both facsimile and regular mail on the business day following receipt of the request.

3. Each Consultant shall submit a certified copy of the records enumerated in paragraph (1) above, to the entity that requested the records within ten (10) days after receipt of a written request.

4. Any copy of records made available for inspection as copies and furnished upon request to the public or any public agency by Caltrans shall be marked or obliterated in such a manner as to prevent disclosure of each individual's name, address and social

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PREVAILING WAGE REQUIREMENTS

security number. The name and address of the Consultant awarded the Agreement or performing the Agreement shall not be marked or obliterated.

5. The Consultant shall inform Caltrans of the location of the records enumerated under paragraph (1) above, including the street address, city and county, and shall, within five working days, provide a notice of a change of location and address.

6. The Consultant or Subconsultant shall have ten (10) days in which to comply subsequent to receipt of written notice requesting the records enumerated in paragraph (1) above. In the event the Consultant or Subconsultant fails to comply within the ten-day period, he or she shall, as a penalty to Caltrans, forfeit twenty-five dollars ($25) for each calendar day, or portion thereof, for each worker, until strict compliance is effectuated. Such penalties shall be withheld by Caltrans from payments then due. A contractor is not subject to a penalty assessment pursuant to this section due to the failure of a subcontractor to comply with this section.

D. When prevailing wage rates apply, the Consultant must submit with each invoice a certified copy of the payroll for compliance verification. Invoice payment will not be made until the payroll has been verified and the invoice approved by the Caltrans Contract Manager.

EXHIBIT F
PREVAILING WAGE REQUIREMENTS

E. Penalty

1. The Consultant and any Subconsultant under the Consultant shall comply with Labor Code Sections 1774 and 1775. Pursuant to Section 1775, the Consultant and any Subconsultant shall forfeit to the State or political subdivision on whose behalf the Agreement is made or awarded a penalty of not more than fifty dollars ($50.00) for each calendar day, or portion thereof, for each worker paid less than the prevailing rates as determined by the Director of Industrial Relations for the work or craft in which the worker is employed for any public work done under the Agreement by the Consultant or by any Subconsultant under the Consultant in violation of the requirements of the Labor Code and in particular, Labor Code Sections 1770 to 1780, inclusive.

2. The amount of this forfeiture shall be determined by the Labor Commissioner and shall be based on consideration of mistake, inadvertence, or neglect of the Consultant or subconsultant in failing to pay the correct rate of prevailing wages, or the previous record of the Consultant or Subconsultant in meeting their respective prevailing wage obligations, or the willful failure by the Consultant or Subconsultant to pay the correct rates of prevailing wages. A mistake, inadvertence, or neglect in failing to pay the correct rates of prevailing wages is not excusable if the Consultant or Subconsultant had knowledge of the obligations under the Labor Code. The Consultant is responsible for paying the appropriate rate, including any escalations that take place during the term of the Agreement.

3. In addition to the penalty and pursuant to Labor Code Section 1775, the difference between the prevailing wage rates and the amount paid to each worker for each calendar day or portion thereof for which each worker was paid less than the prevailing wage rate shall be paid to each worker by the Consultant or Subconsultant.

4. If a worker employed by a Subconsultant on a public works project is not paid the general prevailing per diem wages by the Subconsultant, the prime Consultant of the project is not liable for the penalties described above unless the prime Consultant had knowledge of that failure of the Subconsultant to pay the specified

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prevailing rate of wages to those workers or unless the prime Consultant fails to comply with all of the following requirements:

a. The Agreement executed between the Consultant and the Subconsultant for the performance of work on public works projects shall include a copy of the requirements in Sections 1771, 1775, 1776, 1777.5, 1813, and 1815 of the Labor Code.

b. The Consultant shall monitor the payment of the specified general prevailing rate of per diem wages by the Subconsultant to the employees by periodic review of the certified payroll records of the Subconsultant.

c. Upon becoming aware of the Subconsultant's failure to pay the specified prevailing rate of wages to the Subconsultant's workers, the Consultant shall diligently take corrective action to halt or rectify the failure, including but not limited to, retaining sufficient funds due the Subconsultant for work performed on the public works project.

d. Prior to making final payment to the Subconsultant for work performed on the public works project, the Consultant shall obtain an affidavit signed under penalty of perjury from the Subconsultant that the Subconsultant had paid the specified general prevailing rate of per diem wages to the Subconsultant's employees on the public works project and any amounts due pursuant to Section 1813 of the Labor Code.

5. Pursuant to Section 1775 of the Labor Code, Caltrans shall notify the Consultant on a public works project within 15 days of receipt of a complaint that a Subconsultant has failed to pay workers the general prevailing rate of per diem wages.

6. If Caltrans determines that employees of a Subconsultant were not paid the general prevailing rate of per diem wages and if Caltrans did not retain sufficient money under the contract to pay those employees the balance of wages owed under the general prevailing rate of per diem wages, the Consultant shall withhold an amount of

EXHIBIT F
PREVAILING WAGE REQUIREMENTS

moneys due the Subcontractor sufficient to pay those employees the general prevailing rate of per diem wages if requested by Caltrans.

F. Hours of Labor

Eight (8) hours labor constitutes a legal day's work. The Consultant shall forfeit, as a penalty to the State of California, twenty-five dollars ($25.00) for each worker employed in the execution of the Agreement by the Consultant or any Subconsultant under the Consultant for each calendar day during which such worker is required or permitted to work more than eight (8) hours in any one calendar day and 40 hours in any one calendar week in violation of the provisions of the Labor Code, and in particular Sections 1810 to 1815 thereof, inclusive, except that work performed by employees in excess of eight (8) hours per day, and forty (40) hours during any one week, shall be permitted upon compensation for all hours worked in excess of eight (8) hours per day and forty (40) hours in any week, at not less than one and one-half times the basic rate of pay, as provided in Section 1815.

G. Employment of Apprentices

1. Where either the prime contract or the subcontract exceeds $30,000, the Consultant and any subcontractors under him or her shall comply with all applicable requirements of Labor Code sections 1777.5, 1777.6 and 1777.7 in the employment of apprentices.

2. Contractors and subcontractors are required to comply with all Labor Code requirements regarding the employment of apprentices, including mandatory ratios of journey level to apprentice workers. Prior to commencement of work, Contractors and subcontractors are advised to contact the State Division of Apprenticeship Standards, P. O. Box 420603, San Francisco, California 94142-0603, or one of its branch offices, for additional information regarding the employment of apprentices and for the specific journey-to-apprentice ratios for the contract work. The prime Consultant is responsible for all subcontractors’ compliance with these requirements Penalties are specified in Labor Code Section 1777.7.

EXHIBIT F
PREVAILING WAGE REQUIREMENTS

H. Any subagreement entered into as a result of this Agreement shall contain all of the provisions of this clause.

**SCOPE OF WORK/DELIVERABLES**

Source Inspection and Material Engineering Services for the Toll Bridge Program Projects

## A. Project Description

In support of the Office of Structural Materials (OSM), the Consultant will provide "On Call" independent quality assurance services for the structural materials incorporated in the Toll Bridge Program projects except Antioch and Dumbarton seismic retrofit projects within the limits of Caltrans District 4. These services will be required to be provided domestically within the continental U.S.A. as well as internationally. The current list of project IDs which may require the Source Inspection services include but is not limited to:

| Project Id | EA | County | Route | Post Mile | Project Description |
|---|---|---|---|---|---|
| 04-00000022M3 | 04-0120M4 | ALA | 80 | 1.0/1.7 | Oakland Touch Down 2 |
| 04-00000018F3 | 04-0120F4 | SF | 80 | 8.2/8.7 | Self Anchored Suspension Span |
| 04-00000026S3 | 04-0120S4 | SF | 80 | 7.9/8.2 | YBI I |

Consultant may be required to work on other Toll Bridge Program projects not listed above.

The Consultant shall provide a distinct team embodying the necessary qualifications and experience to successfully deliver the required services detailed below.

## B. Description of Required Services

The Consultant will provide Quality Assurance (Q/A) inspection of welding, structural steel members, protective coating, seismic bearings, isolators and dampers, reinforcing steel and precast prestressed concrete members to be incorporated into transportation structures.

Services required will include, but are not limited to:

1. American Society of Nondestructive Testing (ASNT) Level III services in Ultrasonic Testing (UT), Radiographic Testing (RT), Penetrant Testing (PT), and Magnetic Particle Testing (MT).

2. Level II services in accordance with American Society of Nondestructive Testing (ASNT) in Ultrasonic Testing (UT), Radiographic Testing (RT), Penetrant Testing (PT), and Magnetic Particle Testing (MT).

3. American Welding Society (AWS) Certified Welding Inspector (CWI)

services. Personnel providing these services shall meet the experience requirements of Section 12 AWS D1.5-95 for Fracture Critical Member (FCM) fabrication.

4. Metallurgical Engineering, Welding Engineering, and technical support services for the testing and evaluation of structural materials. These services are to include field-testing, shop testing and evaluation of materials used in major transportation structures.

5. National Association of Corrosion Engineers (NACE) Certified Coating Inspector – Level 3. Provide technical expert services for the testing and evaluation of paint and protective coatings. These services are to include field-testing, shop testing and evaluation of materials used in projects described in Section – A. "Project Description" above.

6. Prestressed Concrete Institute (PCI) Level II inspection services.

7. Structural steel fabricator auditing services.

8. Precast prestressed concrete fabricator auditing services.

9. Structural Materials Representative (SMR) services.

   SMR services include:
   - Works with Office of Structural Materials (OSM) customers as the single point of contact to provide Q/A services. OSM customers are Resident Engineers (RE), Structure Construction Representatives (SR), contractors, suppliers and vendors.
   - Assist the Department in anticipating and resolving any issues associated with source inspection and Q/A activities.
   - Maintain standards and consistency while minimizing the impact on project schedule and cost.

10. Sampling and testing of materials for quality assurance.

11. Performing plant inspections for quality assurance.

12. Performing independent assurance sampling and testing.

13. Performing source inspection.

14. Preparing calculations, records, reports and correspondence related to project activities.

15. Provide dimensional verifications and instrumentation services. These services include, but are not limited to, measuring movement of bridge elements, providing instrumentation to measure stresses and strain in the bridge elements and analyzing collected data and providing recommendations.

16. Provide incidental engineering support services for contract change orders and claims issues as required.

17. Assist and advise the Department as technical experts during the claims process including but not limited to Dispute Review Board (DRB), District Board Review (DBR) and Arbitration process relating to but not limited to welding, structural steel members fabrication, precast concrete members fabrication and painting. Consultant will not be required to administer the DRB process.

## C. Standards:

1. The Consultant must maintain a working environment that is safe for project personnel and the public. The Consultant must provide a Code of Safe Practices that includes at a minimum, fall protection safety, lead training, respirator training and promotes an awareness of applicable health and safety requirements. All Consultant staff shall have the appropriate personal safety equipment to perform the required services in a safe manner.

2. Maintaining a stable work force is essential to the successful completion of the Toll Bridge Program projects. Consultant must implement a staff retention plan strategy and must submit a written plan with the Statement of Qualification submittal.

3. The Consultant shall be capable of meeting current industry standards including American Welding Society (AWS) QC-1, and the American Society of Nondestructive Testing (ASNT) Recommended Practice - Society for Nondestructive Testing (SNT) - Technical Council (TC)- First Document (1A).

4. All services required under this contract shall be performed in accordance with the Department's regulations, policies, procedures, manuals, standards, and all other applicable laws, codes and regulations.

## D. Location and Purpose of Work

1. Consultant will provide Q/A inspection services for all Toll Bridge Program projects excluding the Antioch and Dumbarton bridge seismic retrofit projects within the limits of Caltrans District 4. The Consultant shall be capable of delivering the Q/A inspection and auditing services primarily in the USA. Q/A inspection and auditing services may be required at international locations. The Consultant shall be capable of performing laboratory material testing at international locations if needed.

2. The Department will provide office space including all utilities, to the Consultant's staff engaged in the Material Source Inspection and Testing services as detailed in the executed Task Order. The Consultant, including all sub-consultants, shall disclose information on field office overhead rate and use that field office overhead rate in their cost proposal for the employees who will be utilizing Department's office facilities.

## E. Availability and Work Hours

1. The Consultant shall begin the required source inspection work within two (2) working days after receiving a fully executed Task Order. Some source inspections, however, may require Consultant personnel to mobilize within a 24-hour of notifications. Once the work begins, the work shall be prosecuted diligently until all required work has been completed satisfactorily.

2. Work shall not be performed when conditions prevent a safe and efficient operation.

3. Unless otherwise specified in the Task Order or directed by the Department's Contract Manager, the normal workweek shall consist of 40 hours.

4. The Consultant's typical work day(s) shall include working in conjunction with all of the following:

    - Department Contract Manager
    - Department Functional Manager
    - Department OSM staff
    - Construction Contractor(s)
    - Fabricator(s)
    - Material supplier(s)

5. If ordered by the Department and specified in the executed Task Order, overtime for the Consultant's employees will be required. The Consultant's operations may be restricted to specific hours during the week, which shall become the normal workday for the Consultant's personnel.

## F. Personnel Requirements

1. Team members are to be qualified engineers and certified technical experts experienced in the fabrication and inspection of structural materials. Team members must demonstrate experience in performing the required services and have expert capability in applicable codes. Team members shall be knowledgeable of and comply with all applicable local, State and Federal regulations, cooperate and consult with Department officials during the course of the contract and perform other duties as may be required to assure that construction is being performed in accordance with the construction contract documents.

    a. Consultant personnel engaged in welding inspection shall be certified by the American Welding Society (AWS) QC-1. It is recommended that this personnel is also certified to ASNT Level II in accordance with the American Society of Non-destructive Testing (ASNT) Recommended Practice – Society for Non-destructive Testing (SNT) – Technical Council (TC) – first document (1A).

b. Consultant personnel engaged in ASNT Level III services shall be ASNT certificate holder in NDT Level III in UT, PT, MT, and RT test methods with documented minimum two (2) years of bridge welding related experience as Level III.
    - Documentation related to required minimum two (2) years of bridge welding related experience as Level III shall be included in the Statement of Qualification submittal.
    - Designated Consultant ASNT Level III and ASNT Level II personnel for this contract shall be approved by the Department Functional Manager. Approval process may include interview and /or NDT testing administered by the Department Functional Manager.
    - The Consultant will not be compensated for participating in the approval process including personnel interview and testing.

c. Consultant personnel engaged in ASNT Level II services shall be certified per SNT TC-1A in, but not limited to, at least one of the following disciplines to fulfill On-Call demands as dictated by project specific and contract efficiency needs:
    - Ultrasonic testing (UT)
    - Radiographic testing (RT)
    - Magnetic Particle testing (MT)
    - Dye Penetrant testing (PT)
    - Various Acoustic Emissions testing

d. Consultant personnel engaged in precast concrete inspection shall be certified by the Precast Concrete Institute (PCI).

e. Consultant personnel engaged in paint and coating inspection shall be certified by the National Association of Corrosion Engineers (NACE) Certified Coating Inspector – Level 3.

f. Consultant personnel engaged in Welding Engineering shall have a minimum of ten years of related experience in this area and shall have a Bachelor of Science (BS) degree in either Welding or Metallurgical Engineering. Registration as a Metallurgical Engineer by the California Board for Professional Engineers and Land Surveyors is desirable.

g. Consultant personnel involved in providing inspection and testing services must demonstrate knowledge of fasteners and fastener installation requirements.

h. Consultant personnel assigned as Structural Material Representative (SMR) shall have qualifications equivalent to a Transportation Engineer (Civil), Range D in California Department of Transportation:

i. Consultant personnel engaged in dimensional verifications and instrumentation activities shall have a minimum of five (5) years experience, preferably in large scale transportation projects. Registration as a

Professional Land Surveyor by the California Board for Professional Engineers and Land Surveyor is desirable for the Consultant personnel engaged in providing dimensional verifications services.

j. The Prime Consultant is required to submit a copy of ASNT Level II and ANST Level III Certifications for personnel with such certifications as an attachment to SF330.

2. **Project Manager** - The Consultant shall provide/appoint a Project Manager to coordinate the Consultant's operations with the Department. The Project Manager shall be a registered Civil Engineer or a registered Metallurgical Engineer in the State of California and knowledgeable of all Department policies and procedures. The Project Manager shall be an employee of the prime Consultant. The Project Manager shall have minimum of five (5) years responsible experience in managing on-call contract as Project Manager. The Project Manager shall be accessible to the Department at all times. The Project Manager shall be responsible for all matters related to the Consultant's personnel and operations, including:

   a. Reviewing, monitoring, training and providing general direction.

   b. Assigning personnel to projects/sites on an as-needed basis in coordination with the Department's Contract Manager.

   c. Administering personnel leave, subject to the Department Contract Manager's concurrence.

   d. Overall supervision and management of the Consultant's personnel.

   e. Ensure the Consultant staff have the technical and safety training necessary for work associated with the construction of long span bridges in marine environments. This includes, but is not limited to, confined spaces, deep foundations, elevated platforms and scaffolds.

   f. Monitor the health and safety of personnel working in a hazardous environment in accordance with all applicable local, State and Federal regulations.

3. In responding to the Department's Task Order and in consultation with the Department, the Consultant Project Manager shall identify the specific individuals proposed for the task and their job assignments. Consultant shall provide documentation that proposed staff meet the appropriate minimum qualifications as specified. A Task Lead person shall be assigned to conduct, or direct the conduct of, all work assigned under a single Task Order. The Task Lead person shall be the primary contact for the assigned Task Order in that country and be available for communication with the Department.

4. After Department's approval of Consultant's staff proposal and finalization of a Task Order, Consultant may not add or substitute staff without the Department's prior approval. Consultant is required to submit a written request and obtain the

Departments Contract Manager's prior written approval for any substitutions or alterations to Consultant's originally proposed staff and project organization, as depicted on Consultant's Organization Chart, which is incorporated here by reference.

5. The Consultant shall, throughout the life of the contract, retain within the Consultant's firm or through subconsultants a staff qualified to perform the required tasks.

6. A engineer or certified technician whose signature appears on any document or deliverable that has not been fully approved by the Department and who is no longer currently employed by the Consultant or its subconsultant shall be replaced with a qualified engineer or certified technician registered in California at no additional cost to the Department.

7. All Consultant work shall be conducted under the direction of a Project Manager who must have the appropriate experience as described above. Reports and studies requiring the engineer or certified technician's signature shall be produced by Consultant staff having appropriate experience and signed by a certified technician or engineer registered in the State of California.

## G. Monitor and Review Procedure

1. The Functional Manager will have the responsibility of determining and evaluating the quality and quantity of work performed by the Consultant's employees. In the event that the Consultant's employee is not performing satisfactorily, the Department Contract Manager will notify the Consultant Project Manager as early as possible to allow corrective action by the Project Manager. If the Functional Manager determines that an individual lacks the minimum qualifications, the Contract Manager will be notified and the Consultant's employee may be rejected. Replacement personnel must receive prior approval from the Contract Manager.

2. When required by the Contract Manager, the Consultant Project Manager shall provide a replacement employee until an assigned employee returns to work from an approved leave. The replacement employee shall have the same classification, compatible billing rate and meet or exceed the qualifications and experience level of the previously assigned employee.

3. Except for subconsultant employees, all personnel utilized by the Consultant to perform the services described in this Agreement shall be employed by the Consultant. Subcontracting is permitted, subject to approval of Department's Contract Manager and all subconsultant employees shall be identified as such.

4. Resumes containing the qualifications and experience of the Consultant's personnel, which include existing, new, and replacement employees shall be submitted to the Contract Manager for review and approval before assignment of any personnel on a construction project. The review may include interviews.

5. The Consultant may be asked from time to time to attend certain special training recommended by Department Functional Manager. On these occasions, with the approval of the Contract Manager, the Department will compensate the Consultant for the training time only. All other costs or fees associated with the training, including, but not limited to, any transportation costs, lodging, meals and incidentals will be the Consultant's responsibility.

## H. Equipment Requirement

Field Equipment and Supplies - The Consultant shall have adequate field equipment and supplies to complete the required field source inspection work. The equipment and supplies for each team shall include, but not be limited to, the following:

- Equipment necessary to perform and interpret Ultrasonic Testing (UT), Radiographic Testing (RT), Penetrant Testing (PT) and Magnetic Particle Testing (MT) as required.
- Office equipment and supplies
- Computers, printers, and plotters.
- Data processing systems
- Required vehicles maintained and suitable for the work to be performed and terrain conditions of the project sites. Vehicles shall be fully equipped with all necessary tools, instruments, and supplies required for the efficient operation of an inspection team. Each vehicle shall have an overhead flashing yellow light.

Consultant is expected to have the listed equipment which are considered tools of the trade.

## I. Work Breakdown Structure (WBS) Codes

100 Project Management
270.35 Sample and Test Construction Material

The most current version of the standard Caltrans' WBS is available on the Internet at: http://www.dot.ca.gov/hq/projmgmt/guidance.htm

## J. No Work Guarantee

The Department does not guarantee, either expressly or by implication, that any work or services will be required under this Agreement.

## K. Licenses and Permits

1. The Consultant shall be an individual or firm licensed to do business in California and shall obtain at his/her expense all license(s) and permit(s) required by law for accomplishing any work required in connection with this Agreement.

2. If you are a Consultant located within the State of California, a business license from the city/county in which you are headquartered is necessary however, if you are a corporation, a copy of your incorporation documents/letter from the Secretary of State's Office can be submitted. If you are a Consultant outside the State of California, you will need to submit to the Department, a copy of your business license or incorporation papers for your respective state showing that your company is in good standing in that state.

3. In the event, any license(s) and/or permit(s) expire at any time during the term of this Agreement, Consultant agrees to provide the Department a copy of the renewed license(s) and/or permit(s) within 30 days following the expiration date. In the event the Consultant fails to keep in effect at all times all required license(s) and permit(s), the Department may, in addition to any other remedies it may have, terminate this Agreement upon occurrence of such event.

## L. Travel

A. The following shall apply to negotiated Task Orders:

Transportation and subsistence costs to be reimbursed shall be the actual costs incurred, but not to exceed the rates stipulated in the Department of Transportation "Caltrans Travel Guide, Consultant/Contractors Travel Policy"
See: **http://www.dot.ca.gov/hq/asc/travel/ch12.htm**

The Department's Contract Manager prior approval is required for all domestic or international travel.

## M. Consultant Reports and/or Meetings

A. The Consultant shall submit progress reports at least once a month. The report should be sufficiently detailed for the Contract Manager to determine if the Consultant is performing the work completely and is on schedule, to provide communication of interim findings and to afford occasions for airing difficulties or special problems encountered so remedies can be developed. Separate detail shall be provided for each on-going Task Order.

B. Progress reports shall identify the total number of hours worked by the Consultants' and subconsultants' personnel by use of the Department of Transportation' Work Breakdown Structure (WBS) level element(s).

C. The Consultant's Project Manager shall meet with the Department's Contract Manager as needed to discuss progress on the Agreement.

D. Consultant Project Manager shall be responsible for drafting of the minutes of the meetings and submit them to the Contact Manager within one (1) week of the meeting

for review and comments. Consultant shall distribute final version of meeting minutes within two (2) calendar days of final approval.

## N. Conflict of Interest

The prospective consultants submitting a SOQ for this RFQ shall provide the following information in the SOQ submittal with respect to Conflict of Interest instructions as described below. Failure to submit the required documentation may be grounds for rejection of the SOQ:

A. Any person, firm or subsidiary thereof who has provided or is currently providing Engineering Design Services and/or Construction engineering services to construction contractor(s) on any Department of Transportation project IDs listed in the scope of this RFQ must disclose the services and may not compete either as a prime consultant for, or participate as a subconsultant on, the contract resulting from this RFQ.
Conflict of Interest also includes providing these services to all subcontractors, fabricators, equipment installers, material suppliers, and other firms associated with the projects listed in the RFQ.

B. Prospective consultants and subconsultants shall disclose and briefly describe any financial, business or other relationship with the California Department of Transportation (Caltrans), California Transportation Commission (CTC), Bay Area Toll Authority (BATA) and Metropolitan Transportation Commission (MTC) that relates to or concerns the San Francisco Bay Bridge corridor projects.

   The submitted documentation will be used for determining potential conflict of interest that may result in a firm being ineligible to compete for, or perform work on, the contract resulting from this RFQ.

C. By submitting a SOQ, the successful consultant agrees that, prior to providing engineering services to any construction contractor on any Department of Transportation project listed in the scope of this RFQ, it will disclose that potential business relationship and seek the California Department of Transportation's consent to render those services.

D. Conflict of Interest information shall be submitted with the Consultants' SOQ as an attachment to the Prime's transmittal letter.

STATE OF CALIFORNIA - DEPARTMENT OF TRANSPORTATION
*COST PROPOSAL*
ON-CALL CONTRACT

NORTHERN CALIFORNIA
NC - 63-3-9-2010-1 & ALA-2011-1

Attachment 2
Agreement # 04A3819
Consultant: Alta Vista Solutions
Date: 12/1/2011



**Loaded Rate Calculation**

***Non Exempt Employee Loaded Billing Rates***

A) Straight Time = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)

B) 1.5X or 2.0X Overtime = (Actual Hourly Rate) * (1 + Field O.H.) * (1 + Fee) +.5X or 1.0X (Actual Hourly Rate) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)

***Exempt Employee Loaded Billing Rates***

C) Straight Time or 1.5X or 2.0X Overtime = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)

The PW differentials Delta Base and Delta Fringe shown in the formulas above for Loaded Billing Rates are applicable only when performing services covered under DIR determinations.

| Home Office Personnel: | Fringe Benefit % | Overhead % | General Administration % | | Combined % |
|---|---|---|---|---|---|
| NORMAL | + | + | | = | 129.10% |
| OVERTIME | + | + | | = | 129.10% |
| **Field Office Personnel:** | Fringe Benefit % | Overhead % | General Administration % | | Combined % |
| NORMAL | + | + | | = | 133.50% |
| OVERTIME | + | + | | = | 133.50% |
| | | | Fee | = | 8.00% |

| | | |
|---|---|---|
| Applicable Multiplier Delta Base (Field) | = | 2.335 |
| Applicable Multiplier Delta Fringe (Field) | = | 1.000 |

| Name/Classification | Home Office Personnel / Field Office Personnel | Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work) | | | | | | | Employee Actual Rate (fringe benefits vary year over year) | | | | | | | Applicable DELTA (TOTAL) = Employee Total - DIR Total | | | Applicable DELTA Base = DIR Rate - Employee Base Rate | | | Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR) | | | Loaded Hourly Billing Rates | | | Effective Date of Hourly Rate | | % Escalation Increase | Actual Hourly Rate and/or Average Hourly Rate | Hourly Range for Class |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | Base Salary | | | Fringe Benefits | Total Base Salary + Fringe Benefits | | | Base Salary | | | Estimate Fringe | Total = Base + Fringe | | | | | | | | | | | | | | | | | | | | |
| | | Straight | 1.5 OT | 2.0 OT | | Straight | 1.5 OT | 2.0 OT | Straight | 1.5 OT | 2.0 OT | | Straight | 1.5 OT | 2.0 OT | Straight | 1.5 OT | 2.0 OT | Straight | 1.5 OT | 2.0 OT | Straight | 1.5 OT | 2.0 OT | Straight | OT (1.5x) | OT (2x) | From | To | | | |
| **Mazen Wahbeh, PhD, PE** | | | | | | | | | | | | | | | | | | | | | | | | | $194.46 | $194.46 | $194.46 | 7/1/2011 | 12/31/2011 | | $ 77.11 | |
| **Project Manager / Technical Lead** | | | | | | | | | | | | | | | | | | | | | | | | | $199.32 | $199.32 | $199.32 | 1/1/2012 | 12/31/2012 | 2.50% | $ 79.04 | |
| Note 7 | FIELD | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $205.30 | $205.30 | $205.30 | 1/1/2013 | 12/31/2013 | 3.00% | $ 81.41 | NA |
| Non-Prevailing Wage Work | | | | | | | | | | | | | | | | | | | | | | | | | $211.45 | $211.45 | $211.45 | 1/1/2014 | 12/31/2014 | 3.00% | $ 83.85 | |
| **(Exempt)** | | | | | | | | | | | | | | | | | | | | | | | | | $217.81 | $217.81 | $217.81 | 1/1/2015 | 12/31/2015 | 3.00% | $ 86.37 | |
| **Patrick S. Lowry, MS, PE** | | | | | | | | | | | | | | | | | | | | | | | | | $184.82 | $184.82 | $184.82 | 7/1/2011 | 12/31/2011 | | $ 73.29 | |
| **Lead SMR (Pier 7)** | | | | | | | | | | | | | | | | | | | | | | | | | $189.44 | $189.44 | $189.44 | 1/1/2012 | 12/31/2012 | 2.50% | $ 75.12 | |
| Non-Prevailing Wage Work | FIELD | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $195.11 | $195.11 | $195.11 | 1/1/2013 | 12/31/2013 | 3.00% | $ 77.37 | NA |
| | | | | | | | | | | | | | | | | | | | | | | | | | $200.96 | $200.96 | $200.96 | 1/1/2014 | 12/31/2014 | 3.00% | $ 79.69 | |
| **(Exempt)** | | | | | | | | | | | | | | | | | | | | | | | | | $206.99 | $206.99 | $206.99 | 1/1/2015 | 12/31/2015 | 3.00% | $ 82.08 | |
| **Jinesh Mehta, MS, PE** | | | | | | | | | | | | | | | | | | | | | | | | | $161.55 | $161.55 | $161.55 | 7/1/2011 | 12/31/2011 | | $ 64.06 | |
| **Senior SMR** | | | | | | | | | | | | | | | | | | | | | | | | | $165.58 | $165.58 | $165.58 | 1/1/2012 | 12/31/2012 | 2.50% | $ 65.66 | |
| Non-Prevailing Wage Work | FIELD | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $170.55 | $170.55 | $170.55 | 1/1/2013 | 12/31/2013 | 3.00% | $ 67.63 | NA |
| | | | | | | | | | | | | | | | | | | | | | | | | | $175.67 | $175.67 | $175.67 | 1/1/2014 | 12/31/2014 | 3.00% | $ 69.66 | |
| **(Exempt)** | | | | | | | | | | | | | | | | | | | | | | | | | $180.94 | $180.94 | $180.94 | 1/1/2015 | 12/31/2015 | 3.00% | $ 71.75 | |
| **Mohammad Fatemi, PhD, PE** | | | | | | | | | | | | | | | | | | | | | | | | | $145.48 | $145.48 | $145.48 | 7/1/2011 | 12/31/2011 | | $ 57.69 | |
| **Senior SMR** | | | | | | | | | | | | | | | | | | | | | | | | | $149.11 | $149.11 | $149.11 | 1/1/2012 | 12/31/2012 | 2.50% | $ 59.13 | |
| Non-Prevailing Wage Work | FIELD | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $153.58 | $153.58 | $153.58 | 1/1/2013 | 12/31/2013 | 3.00% | $ 60.90 | NA |
| | | | | | | | | | | | | | | | | | | | | | | | | | $158.19 | $158.19 | $158.19 | 1/1/2014 | 12/31/2014 | 3.00% | $ 62.73 | |
| **(Exempt)** | | | | | | | | | | | | | | | | | | | | | | | | | $162.93 | $162.93 | $162.93 | 1/1/2015 | 12/31/2015 | 3.00% | $ 64.61 | |
| **Andy Rogerson, BS** | | | | | | | | | | | | | | | | | | | | | | | | | $202.89 | $202.89 | $202.89 | 7/1/2011 | 12/31/2011 | | $ 82.00 | |
| **Coatings Specialist** | | | | | | | | | | | | | | | | | | | | | | | | | $207.96 | $207.96 | $207.96 | 1/1/2012 | 12/31/2012 | 2.50% | $ 84.05 | |
| Non-Prevailing Wage Work | OFFICE | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $214.20 | $214.20 | $214.20 | 1/1/2013 | 12/31/2013 | 3.00% | $ 86.57 | NA |
| | | | | | | | | | | | | | | | | | | | | | | | | | $220.63 | $220.63 | $220.63 | 1/1/2014 | 12/31/2014 | 3.00% | $ 89.17 | |
| **(Exempt)** | | | | | | | | | | | | | | | | | | | | | | | | | $227.26 | $227.26 | $227.26 | 1/1/2015 | 12/31/2015 | 3.00% | $ 91.85 | |
| | | | | | | | | | | | | | | | | | | | | | | | | | $146.69 | $146.69 | $146.69 | 7/1/2011 | 12/31/2011 | | $ 58.17 | |
| **Mallika Ramachandran, PE, SMR** | | | | | | | | | | | | | | | | | | | | | | | | | $150.35 | $150.35 | $150.35 | 1/1/2012 | 12/31/2012 | 2.50% | $ 59.62 | |
| Non-Prevailing Wage Work | FIELD | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $154.86 | $154.86 | $154.86 | 1/1/2013 | 12/31/2013 | 3.00% | $ 61.41 | NA |
| | | | | | | | | | | | | | | | | | | | | | | | | | $159.50 | $159.50 | $159.50 | 1/1/2014 | 12/31/2014 | 3.00% | $ 63.25 | |
| **(Exempt)** | | | | | | | | | | | | | | | | | | | | | | | | | $164.30 | $164.30 | $164.30 | 1/1/2015 | 12/31/2015 | 3.00% | $ 65.15 | |
| **Rajni Sukhwani, BS, PE** | | | | | | | | | | | | | | | | | | | | | | | | | $121.25 | $121.25 | $121.25 | 7/1/2011 | 12/31/2011 | | $ 48.08 | |
| **SMR** | | | | | | | | | | | | | | | | | | | | | | | | | $124.27 | $124.27 | $124.27 | 1/1/2012 | 12/31/2012 | 2.50% | $ 49.28 | |
| Non-Prevailing Wage Work | FIELD | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $128.01 | $128.01 | $128.01 | 1/1/2013 | 12/31/2013 | 3.00% | $ 50.76 | NA |
| | | | | | | | | | | | | | | | | | | | | | | | | | $131.84 | $131.84 | $131.84 | 1/1/2014 | 12/31/2014 | 3.00% | $ 52.28 | |
| **(Exempt)** | | | | | | | | | | | | | | | | | | | | | | | | | $135.80 | $135.80 | $135.80 | 1/1/2015 | 12/31/2015 | 3.00% | $ 53.85 | |
| **Farzad Tasbihgoo, PhD, PE** | | | | | | | | | | | | | | | | | | | | | | | | | $129.24 | $129.24 | $129.24 | 7/1/2011 | 12/31/2011 | | $ 51.25 | |
| **SMR** | | | | | | | | | | | | | | | | | | | | | | | | | $132.47 | $132.47 | $132.47 | 1/1/2012 | 12/31/2012 | 2.50% | $ 52.53 | |
| Non-Prevailing Wage Work | FIELD | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $136.45 | $136.45 | $136.45 | 1/1/2013 | 12/31/2013 | 3.00% | $ 54.11 | NA |
| | | | | | | | | | | | | | | | | | | | | | | | | | $140.54 | $140.54 | $140.54 | 1/1/2014 | 12/31/2014 | 3.00% | $ 55.73 | |
| **(Exempt)** | | | | | | | | | | | | | | | | | | | | | | | | | $144.75 | $144.75 | $144.75 | 1/1/2015 | 12/31/2015 | 3.00% | $ 57.40 | |
| **Nicolai Hvass, MS, PE** | | | | | | | | | | | | | | | | | | | | | | | | | $126.09 | $126.09 | $126.09 | 7/1/2011 | 12/31/2011 | | $ 50.00 | |
| **SMR** | | | | | | | | | | | | | | | | | | | | | | | | | $129.24 | $129.24 | $129.24 | 1/1/2012 | 12/31/2012 | 2.50% | $ 51.25 | |
| Non-Prevailing Wage Work | FIELD | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $133.13 | $133.13 | $133.13 | 1/1/2013 | 12/31/2013 | 3.00% | $ 52.79 | NA |
| | | | | | | | | | | | | | | | | | | | | | | | | | $137.11 | $137.11 | $137.11 | 1/1/2014 | 12/31/2014 | 3.00% | $ 54.37 | |
| **(Exempt)** | | | | | | | | | | | | | | | | | | | | | | | | | $141.22 | $141.22 | $141.22 | 1/1/2015 | 12/31/2015 | 3.00% | $ 56.00 | |
| **Keivan Hassan, PE** | | | | | | | | | | | | | | | | | | | | | | | | | $103.07 | $103.07 | $103.07 | 7/1/2011 | 12/31/2011 | | $ 40.87 | |
| **ASMR** | | | | | | | | | | | | | | | | | | | | | | | | | $105.64 | $105.64 | $105.64 | 1/1/2012 | 12/31/2012 | 2.50% | $ 41.89 | |
| Non-Prevailing Wage Work | FIELD | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $108.82 | $108.82 | $108.82 | 1/1/2013 | 12/31/2013 | 3.00% | $ 43.15 | NA |
| | | | | | | | | | | | | | | | | | | | | | | | | | $112.07 | $112.07 | $112.07 | 1/1/2014 | 12/31/2014 | 3.00% | $ 44.44 | |
| **(Exempt)** | | | | | | | | | | | | | | | | | | | | | | | | | $115.42 | $115.42 | $115.42 | 1/1/2015 | 12/31/2015 | 3.00% | $ 45.77 | |

**Notes for Labor Charges**

1. Prevailing Wages (PW) are specified under the following DIR determinations: NC-63-3-9-2010-1 DIR determination (including Second Shift) and ALA-2011-1.
2. The billing rates shown in this cost proposal for field staff entitled for PW rates, are calculated with estimated fringe benefits of the staff. The actual billing rates to be used in the invoices will be calculated by using the actual PW fringe benefits of the individual staff in accordance with the certified benefits statement that will be submitted with each invoice.
3. "N/C" denotes No Charge for work performed more than 8 hours per day and for weekends and holidays.
4. The employees' actual hourly rates shown in this cost proposal are the rates that were effective on 7/1/2011 unless noted otherwise. Contract Manager's pre-approval is required for addition of staff not previously listed on the cost proposal. The billing rates for these employees, including those that fall under general classifications, will be calculated and reimbursed based on their actual hourly rates on 07/01/11. Hourly rates for new employees hired after the date of this cost proposal will not exceed (or shall be in line with) the rates of similar personnel listed on this cost proposal having similar experience.
5. In addition to travel time allowances specified in the Other Direct Charges (ODC), the following provisions shall apply:
   a) For all classifications, staff working at all remote locations, no travel time will be allowed for travel between location of short term or long term residency to physical location of work to be performed as specified in the task order.
   b) For PW Tasks working in US, travel time to and from the fabrication facility or approved testing facility will be compensated per the NC-63-3-9-2010-1 DIR determination.
6. The provisional overhead rate used to develop this cost proposal is based on the financial fiscal year ending December 31, 2010.
7. Alta Vista Solutions agrees to voluntarily reduce hourly rate for this contract only.
8. Applicable Multiplier Delta Fringe to change to 0.0 effective 7/1/2012.

STATE OF CALIFORNIA - DEPARTMENT OF TRANSPORTATION
*COST PROPOSAL*
ON-CALL CONTRACT

NORTHERN CALIFORNIA
NC - 63-3-9-2010-1 & ALA-2011-1

Attachment 2
Agreement # 04A3819
Consultant: Alta Vista Solutions

Date: 12/1/2011


**Loaded Rate Calculation**

***Non Exempt Employee Loaded Billing Rates***

A) Straight Time = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)

B) 1.5X or 2.0X Overtime = (Actual Hourly Rate) * (1 + Field O.H.) * (1 + Fee) +.5X or 1.0X (Actual Hourly Rate) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)

***Exempt Employee Loaded Billing Rates***

C) Straight Time or 1.5X or 2.0X Overtime = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)

The PW differentials Delta Base and Delta Fringe shown in the formulas above for Loaded Billing Rates are applicable only when performing services covered under DIR determinations.

| Home Office Personnel: | Fringe Benefit % | | Overhead % | | General Administration % | | Combined % |
|---|---|---|---|---|---|---|---|
| NORMAL | | + | | + | | = | **129.10%** |
| OVERTIME | | + | | + | | = | **129.10%** |
| **Field Office Personnel:** | **Fringe Benefit %** | | **Overhead %** | | **General Administration %** | | **Combined %** |
| NORMAL | | + | | + | | = | **133.50%** |
| OVERTIME | | + | | + | | = | **133.50%** |
| | | | | | Fee | = | 8.00% |
| | | | | | Applicable Multiplier Delta Base (Field) | = | 2.335 |
| | | | | | Applicable Multiplier Delta Fringe (Field) | = | 1.000 |

| Name/Classification | Home Office Personnel / Field Office Personnel | Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work) | | | | | | | Employee Actual Rate (fringe benefits vary year over year) | | | | | | | Applicable DELTA (TOTAL) = Employee Total - DIR Total | | | Applicable DELTA Base = DIR Rate - Employee Base Rate | | | Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR) | | | Loaded Hourly Billing Rates | | | Effective Date of Hourly Rate | | % Escalation Increase | Actual Hourly Rate and/or Average Hourly Rate | Hourly Range for Class |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | Base Salary | | | Fringe | Total Base Salary + Fringe Benefits | | | Base Salary | | | Estimate | Total = Base + Fringe | | | | | | | | | | | | | | | | | | | | |
| | | Straight | 1.5 OT | 2.0 OT | Benefits | Straight | 1.5 OT | 2.0 OT | Straight | 1.5 OT | 2.0 OT | Fringe | Straight | 1.5 OT | 2.0 OT | Straight | 1.5 OT | 2.0 OT | Straight | 1.5 OT | 2.0 OT | Straight | 1.5 OT | 2.0 OT | Straight | OT (1.5x) | OT (2x) | From | To | | | |
| **Aaron Prchlik, PE** | | | | | | | | | | | | | | | | | | | | | | | | | $126.09 | $126.09 | $126.09 | 7/1/2011 | 12/31/2011 | | $ 50.00 | |
| **SMR** | | | | | | | | | | | | | | | | | | | | | | | | | $129.24 | $129.24 | $129.24 | 1/1/2012 | 12/31/2012 | 2.50% | $ 51.25 | |
| Non-Prevailing Wage Work | **FIELD** | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $133.13 | $133.13 | $133.13 | 1/1/2013 | 12/31/2013 | 3.00% | $ 52.79 | NA |
| | | | | | | | | | | | | | | | | | | | | | | | | | $137.11 | $137.11 | $137.11 | 1/1/2014 | 12/31/2014 | 3.00% | $ 54.37 | |
| **(Exempt)** | | | | | | | | | | | | | | | | | | | | | | | | | $141.22 | $141.22 | $141.22 | 1/1/2015 | 12/31/2015 | 3.00% | $ 56.00 | |
| **Nathan Odell, BS** | | | | | | | | | | | | | | | | | | | | | | | | | $90.48 | $90.48 | $90.48 | 7/1/2011 | 12/31/2011 | | $ 35.88 | |
| **ASMR** | | | | | | | | | | | | | | | | | | | | | | | | | $92.75 | $92.75 | $92.75 | 1/1/2012 | 12/31/2012 | 2.50% | $ 36.78 | |
| Non-Prevailing Wage Work | **FIELD** | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $95.53 | $95.53 | $95.53 | 1/1/2013 | 12/31/2013 | 3.00% | $ 37.88 | NA |
| | | | | | | | | | | | | | | | | | | | | | | | | | $98.40 | $98.40 | $98.40 | 1/1/2014 | 12/31/2014 | 3.00% | $ 39.02 | |
| **(Exempt)** | | | | | | | | | | | | | | | | | | | | | | | | | $101.35 | $101.35 | $101.35 | 1/1/2015 | 12/31/2015 | 3.00% | $ 40.19 | |
| **Ben Elias, BS** | | | | | | | | | | | | | | | | | | | | | | | | | $88.01 | $88.01 | $88.01 | 7/1/2011 | 12/31/2011 | | $ 34.90 | |
| **ASMR** | | | | | | | | | | | | | | | | | | | | | | | | | $90.20 | $90.20 | $90.20 | 1/1/2012 | 12/31/2012 | 2.50% | $ 35.77 | |
| Non-Prevailing Wage Work | **FIELD** | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $92.90 | $92.90 | $92.90 | 1/1/2013 | 12/31/2013 | 3.00% | $ 36.84 | NA |
| | | | | | | | | | | | | | | | | | | | | | | | | | $95.70 | $95.70 | $95.70 | 1/1/2014 | 12/31/2014 | 3.00% | $ 37.95 | |
| **(Exempt)** | | | | | | | | | | | | | | | | | | | | | | | | | $98.58 | $98.58 | $98.58 | 1/1/2015 | 12/31/2015 | 3.00% | $ 39.09 | |
| **Bobby Petska, BS** | | | | | | | | | | | | | | | | | | | | | | | | | $129.24 | $129.24 | $129.24 | 7/1/2011 | 12/31/2011 | | $ 51.25 | |
| **SMR** | | | | | | | | | | | | | | | | | | | | | | | | | $132.47 | $132.47 | $132.47 | 1/1/2012 | 12/31/2012 | 2.50% | $ 52.53 | |
| Non-Prevailing Wage Work | **FIELD** | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $136.45 | $136.45 | $136.45 | 1/1/2013 | 12/31/2013 | 3.00% | $ 54.11 | NA |
| | | | | | | | | | | | | | | | | | | | | | | | | | $140.54 | $140.54 | $140.54 | 1/1/2014 | 12/31/2014 | 3.00% | $ 55.73 | |
| **(Exempt)** | | | | | | | | | | | | | | | | | | | | | | | | | $144.75 | $144.75 | $144.75 | 1/1/2015 | 12/31/2015 | 3.00% | $ 57.40 | |
| **Rita Leahy, PhD, PE** | | | | | | | | | | | | | | | | | | | | | | | | | $235.06 | $235.06 | $235.06 | 7/1/2011 | 12/31/2011 | | $ 95.00 | |
| **Flexible Pavement Expert** | | | | | | | | | | | | | | | | | | | | | | | | | $240.95 | $240.95 | $240.95 | 1/1/2012 | 12/31/2012 | 2.50% | $ 97.38 | |
| Non-Prevailing Wage Work | **OFFICE** | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $248.17 | $248.17 | $248.17 | 1/1/2013 | 12/31/2013 | 3.00% | $ 100.30 | NA |
| | | | | | | | | | | | | | | | | | | | | | | | | | $255.62 | $255.62 | $255.62 | 1/1/2014 | 12/31/2014 | 3.00% | $ 103.31 | |
| **(Exempt)** | | | | | | | | | | | | | | | | | | | | | | | | | $263.29 | $263.29 | $263.29 | 1/1/2015 | 12/31/2015 | 3.00% | $ 106.41 | |
| **Linda Riedel** | | | | | | | | | | | | | | | | | | | | | | | | | $79.18 | $79.18 | $79.18 | 7/1/2011 | 12/31/2011 | | $ 32.00 | |
| **Production Coordinator** | | | | | | | | | | | | | | | | | | | | | | | | | $81.16 | $81.16 | $81.16 | 1/1/2012 | 12/31/2012 | 2.50% | $ 32.80 | |
| Non-Prevailing Wage Work | **OFFICE** | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $83.58 | $83.58 | $83.58 | 1/1/2013 | 12/31/2013 | 3.00% | $ 33.78 | NA |
| | | | | | | | | | | | | | | | | | | | | | | | | | $86.08 | $86.08 | $86.08 | 1/1/2014 | 12/31/2014 | 3.00% | $ 34.79 | |
| **(Exempt)** | | | | | | | | | | | | | | | | | | | | | | | | | $88.65 | $88.65 | $88.65 | 1/1/2015 | 12/31/2015 | 3.00% | $ 35.83 | |
| **Gwynn Greenwell** | | | | | | | | | | | | | | | | | | | | | | | | | $60.52 | $60.52 | $60.52 | 7/1/2011 | 12/31/2011 | | $ 24.00 | |
| **Asst. Production Coordinator** | | | | | | | | | | | | | | | | | | | | | | | | | $62.04 | $62.04 | $62.04 | 1/1/2012 | 12/31/2012 | 2.50% | $ 24.60 | |
| Non-Prevailing Wage Work | **FIELD** | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $63.90 | $63.90 | $63.90 | 1/1/2013 | 12/31/2013 | 3.00% | $ 25.34 | NA |
| | | | | | | | | | | | | | | | | | | | | | | | | | $65.82 | $65.82 | $65.82 | 1/1/2014 | 12/31/2014 | 3.00% | $ 26.10 | |
| **(Non-Exempt)** | | | | | | | | | | | | | | | | | | | | | | | | | $67.79 | $67.79 | $67.79 | 1/1/2015 | 12/31/2015 | 3.00% | $ 26.88 | |
| **Melissa Parkhouse** | | | | | | | | | | | | | | | | | | | | | | | | | $74.90 | $74.90 | $74.90 | 7/1/2011 | 12/31/2011 | | $ 29.70 | |
| **Project Controller** | | | | | | | | | | | | | | | | | | | | | | | | | $76.76 | $76.76 | $76.76 | 1/1/2012 | 12/31/2012 | 2.50% | $ 30.44 | |
| Non-Prevailing Wage Work | **FIELD** | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $79.06 | $79.06 | $79.06 | 1/1/2013 | 12/31/2013 | 3.00% | $ 31.35 | NA |
| | | | | | | | | | | | | | | | | | | | | | | | | | $81.43 | $81.43 | $81.43 | 1/1/2014 | 12/31/2014 | 3.00% | $ 32.29 | |
| **(Exempt)** | | | | | | | | | | | | | | | | | | | | | | | | | $83.88 | $83.88 | $83.88 | 1/1/2015 | 12/31/2015 | 3.00% | $ 33.26 | |
| **Shoaib Ahary** | | | | | | | | | | | | | | | | | | | | | | | | | $76.08 | $76.08 | $76.08 | 7/1/2011 | 12/31/2011 | | $ 30.75 | |
| **Electronic Reporting Specialist** | | | | | | | | | | | | | | | | | | | | | | | | | $77.99 | $77.99 | $77.99 | 1/1/2012 | 12/31/2012 | 2.50% | $ 31.52 | |
| Non-Prevailing Wage Work | **OFFICE** | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $80.34 | $80.34 | $80.34 | 1/1/2013 | 12/31/2013 | 3.00% | $ 32.47 | NA |
| | | | | | | | | | | | | | | | | | | | | | | | | | $82.74 | $82.74 | $82.74 | 1/1/2014 | 12/31/2014 | 3.00% | $ 33.44 | |
| **(Exempt)** | | | | | | | | | | | | | | | | | | | | | | | | | $85.21 | $85.21 | $85.21 | 1/1/2015 | 12/31/2015 | 3.00% | $ 34.44 | |
| **Shayla Baker** | | | | | | | | | | | | | | | | | | | | | | | | | $42.06 | $42.06 | $42.06 | 7/1/2011 | 12/31/2011 | | $ 17.00 | |
| **Admin Assistant** | | | | | | | | | | | | | | | | | | | | | | | | | $43.13 | $43.13 | $43.13 | 1/1/2012 | 12/31/2012 | 2.50% | $ 17.43 | |
| Non-Prevailing Wage Work | **OFFICE** | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $44.41 | $44.41 | $44.41 | 1/1/2013 | 12/31/2013 | 3.00% | $ 17.95 | NA |
| | | | | | | | | | | | | | | | | | | | | | | | | | $45.75 | $45.75 | $45.75 | 1/1/2014 | 12/31/2014 | 3.00% | $ 18.49 | |
| **(Non-Exempt)** | | | | | | | | | | | | | | | | | | | | | | | | | $47.11 | $47.11 | $47.11 | 1/1/2015 | 12/31/2015 | 3.00% | $ 19.04 | |

**Notes for Labor Charges**

1. Prevailing Wages (PW) are specified under the following DIR determinations: NC-63-3-9-2010-1 DIR determination (including Second Shift) and ALA-2011-1.
2. The billing rates shown in this cost proposal for field staff entitled for PW rates, are calculated with estimated fringe benefits of the staff. The actual billing rates to be used in the invoices will be calculated by using the actual PW fringe benefits of the individual staff in accordance with the certified benefits statement that will be submitted with each invoice.
3. "N/C" denotes No Charge for work performed more than 8 hours per day and for weekends and holidays.
4. The employees' actual hourly rates shown in this cost proposal are the rates that were effective on 7/1/2011 unless noted otherwise. Contract Manager's pre-approval is required for addition of staff not previously listed on the cost proposal. The billing rates for these employees, including those that fall under general classifications, will be calculated and reimbursed based on their actual hourly rates on 07/01/11. Hourly rates for new employees hired after the date of this cost proposal will not exceed (or shall be in line with) the rates of similar personnel listed on this cost proposal having similar experience.
5. In addition to travel time allowances specified in the Other Direct Charges (ODC), the following provisions shall apply:
   a) For all classifications, staff working at all remote locations, no travel time will be allowed for travel between location of short term or long term residency to physical location of work to be performed as specified in the task order.
   b) For PW Tasks working in US, travel time to and from the fabrication facility or approved testing facility will be compensated per the NC-63-3-9-2010-1 DIR determination.
6. The provisional overhead rate used to develop this cost proposal is based on the financial fiscal year ending December 31, 2010.
7. Alta Vista Solutions agrees to voluntarily reduce hourly rate for this contract only.
8. Applicable Multiplier Delta Fringe to change to 0.0 effective 7/1/2012.

STATE OF CALIFORNIA - DEPARTMENT OF TRANSPORTATION
*COST PROPOSAL*
ON-CALL CONTRACT

NORTHERN CALIFORNIA
NC - 63-3-9-2010-1 & ALA-2011-1

Attachment 2
Agreement # 04A3819
Consultant: Alta Vista Solutions

Date: 12/1/2011


**Loaded Rate Calculation**

***Non Exempt Employee Loaded Billing Rates***

A) Straight Time = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)

B) 1.5X or 2.0X Overtime = (Actual Hourly Rate) * (1 + Field O.H.) * (1 + Fee) +.5X or 1.0X (Actual Hourly Rate) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)

***Exempt Employee Loaded Billing Rates***

C) Straight Time or 1.5X or 2.0X Overtime = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)

| Home Office Personnel: | Fringe Benefit % | Overhead % | General Administration % | | Combined % |
|---|---|---|---|---|---|
| NORMAL | + | + | | = | 129.10% |
| OVERTIME | + | + | | = | 129.10% |
| **Field Office Personnel:** | **Fringe Benefit %** | **Overhead %** | **General Administration %** | | **Combined %** |
| NORMAL | + | + | | = | 133.50% |
| OVERTIME | + | + | | = | 133.50% |
| | | | Fee | = | 8.00% |

| | | |
|---|---|---|
| Applicable Multiplier Delta Base (Field) | = | 2.335 |
| Applicable Multiplier Delta Fringe (Field) | = | 1.000 |

The PW differentials Delta Base and Delta Fringe shown in the formulas above for Loaded Billing Rates are applicable only when performing services covered under DIR determinations.

| Name/Classification | Home Office Personnel Field Office Personnel | Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work) | | | | | | | Employee Actual Rate (fringe benefits vary year over year) | | | | | | | Applicable DELTA (TOTAL) = Employee Total - DIR Total | | | Applicable DELTA Base = DIR Rate - Employee Base Rate | | | Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR) | | | Loaded Hourly Billing Rates | | | Effective Date of Hourly Rate | | % Escalation Increase | Actual Hourly Rate and/or Average Hourly Rate | Hourly Range for Class |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | Base Salary | | | Fringe Benefits | Total Base Salary + Fringe Benefits | | | Base Salary | | | Estimate Fringe | Total = Base + Fringe | | | | | | | | | | | | | | | | | | | | |
| | | Straight | 1.5 OT | 2.0 OT | | Straight | 1.5 OT | 2.0 OT | Straight | 1.5 OT | 2.0 OT | | Straight | 1.5 OT | 2.0 OT | Straight | 1.5 OT | 2.0 OT | Straight | 1.5 OT | 2.0 OT | Straight | 1.5 OT | 2.0 OT | Straight | OT (1.5x) | OT (2x) | From | To | | | |
| Mike Bennett | | $40.86 | $61.29 | $81.72 | $21.50 | $62.36 | $82.79 | $103.22 | $57.03 | $57.03 | $57.03 | $7.89 | $64.92 | $64.92 | $64.92 | $0.00 | ($17.87) | ($38.30) | $0.00 | ($4.26) | ($24.69) | $0.00 | ($13.61) | ($13.61) | $143.82 | $167.38 | $215.08 | 7/1/2011 | 12/31/2011 | | $ 57.03 | |
| ASNT Level II-III | | $40.86 | $61.29 | $81.72 | $21.50 | $62.36 | $82.79 | $103.22 | $58.46 | $58.46 | $58.46 | $7.89 | $66.35 | $66.35 | $66.35 | $0.00 | ($16 44) | ($35.87) | $0.00 | ($2.83) | ($23.26) | $0.00 | ($13.61) | ($13.61) | $147.42 | $167.64 | $215.35 | 1/1/2012 | 12/31/2012 | 2.50% | $ 58.46 | |
| Group 1 | FIELD | $40.86 | $61.29 | $81.72 | $21.50 | $62.36 | $82.79 | $103.22 | $60.21 | $60.21 | $60.21 | $7.89 | $68.10 | $68.10 | $68.10 | $0.00 | ($14.69) | ($35.12) | $0.00 | ($1.08) | ($21.51) | $0.00 | ($13.61) | ($13.61) | $151.84 | $167.97 | $215.67 | 1/1/2013 | 12/31/2013 | 3.00% | $ 60.21 | NA |
| Prevailing Wage | | $40.86 | $61.29 | $81.72 | $21.50 | $62.36 | $82.79 | $103.22 | $62.02 | $62.02 | $62.02 | $7.89 | $69.91 | $69.91 | $69.91 | $0.00 | ($12.88) | ($33 31) | $0.00 | $0.00 | ($19.70) | $0.00 | ($12.88) | ($13.61) | $156.40 | $169.28 | $216.01 | 1/1/2014 | 12/31/2014 | 3.00% | $ 62.02 | |
| (Exempt) | | $40.86 | $61.29 | $81.72 | $21.50 | $62.36 | $82.79 | $103.22 | $63.88 | $63.88 | $63.88 | $7.89 | $71.77 | $71.77 | $71.77 | $0.00 | ($11.02) | ($31.45) | $0.00 | $0.00 | ($17.84) | $0.00 | ($11.02) | ($13.61) | $161.09 | $172.11 | $216.36 | 1/1/2015 | 12/31/2015 | 3.00% | $ 63.88 | |
| Mike Bennett | | $38.86 | $58.29 | $77.72 | $21.50 | $60.36 | $79.79 | $99.22 | $57.03 | $57.03 | $57.03 | $7.89 | $64.92 | $64.92 | $64.92 | $0.00 | ($14.87) | ($34.30) | $0.00 | ($1.26) | ($20.69) | $0.00 | ($13.61) | ($13.61) | $143.82 | $160.37 | $205.74 | 7/1/2011 | 12/31/2011 | | $ 57.03 | |
| ASNT Level II-III | | $38.86 | $58.29 | $77.72 | $21.50 | $60.36 | $79.79 | $99.22 | $58.46 | $58.46 | $58.46 | $7.89 | $66.35 | $66.35 | $66.35 | $0.00 | ($13.44) | ($32.87) | $0.00 | $0.00 | ($19.26) | $0.00 | ($13.44) | ($13.61) | $147.42 | $160.86 | $206.01 | 1/1/2012 | 12/31/2012 | 2.50% | $ 58.46 | |
| Group 2 | FIELD | $38.86 | $58.29 | $77.72 | $21.50 | $60.36 | $79.79 | $99.22 | $60.21 | $60.21 | $60.21 | $7.89 | $68.10 | $68.10 | $68.10 | $0.00 | ($11.69) | ($31.12) | $0.00 | $0.00 | ($17.51) | $0.00 | ($11.69) | ($13.61) | $151.84 | $163.53 | $206.33 | 1/1/2013 | 12/31/2013 | 3.00% | $ 60.21 | NA |
| Prevailing Wage | | $38.86 | $58.29 | $77.72 | $21.50 | $60.36 | $79.79 | $99.22 | $62.02 | $62.02 | $62.02 | $7.89 | $69.91 | $69.91 | $69.91 | $0.00 | ($9.88) | ($29.31) | $0.00 | $0.00 | ($15.70) | $0.00 | ($9.88) | ($13.61) | $156.40 | $166.28 | $206.67 | 1/1/2014 | 12/31/2014 | 3.00% | $ 62.02 | |
| (Exempt) | | $38.86 | $58.29 | $77.72 | $21.50 | $60.36 | $79.79 | $99.22 | $63.88 | $63.88 | $63.88 | $7.89 | $71.77 | $71.77 | $71.77 | $0.00 | ($8.02) | ($27.45) | $0.00 | $0.00 | ($13.84) | $0.00 | ($8.02) | ($13.61) | $161.09 | $169.11 | $207.02 | 1/1/2015 | 12/31/2015 | 3.00% | $ 63.88 | |
| Mike Bennett | | $45.78 | $68.67 | $91.56 | $21.50 | $67.28 | $90.17 | $113.06 | $57.03 | $57.03 | $57.03 | $7.89 | $64.92 | $64.92 | $64.92 | ($2.36) | ($25.25) | ($48.14) | $0.00 | ($11.64) | ($34.53) | ($2.36) | ($13.61) | ($13.61) | $146.18 | $184.61 | $238.06 | 7/1/2011 | 12/31/2011 | | $ 57.03 | |
| ASNT Level II-III | | $45.78 | $68.67 | $91.56 | $21.50 | $67.28 | $90.17 | $113.06 | $58.46 | $58.46 | $58.46 | $7.89 | $66.35 | $66.35 | $66.35 | ($0.93) | ($23.82) | ($46.71) | $0.00 | ($10.21) | ($33.10) | ($0.93) | ($13.61) | ($13.61) | $148.35 | $184.87 | $238.32 | 1/1/2012 | 12/31/2012 | 2.50% | $ 58.46 | |
| Group 1 - Second Shift | FIELD | $45.78 | $68.67 | $91.56 | $21.50 | $67.28 | $90.17 | $113.06 | $60.21 | $60.21 | $60.21 | $7.89 | $68.10 | $68.10 | $68.10 | $0.00 | ($22.07) | ($44 93) | $0.00 | ($8 46) | ($31.35) | $0.00 | ($13.61) | ($13.61) | $151.84 | $185.20 | $238.65 | 1/1/2013 | 12/31/2013 | 3.00% | $ 60.21 | NA |
| Prevailing Wage | | $45.78 | $68.67 | $91.56 | $21.50 | $67.28 | $90.17 | $113.06 | $62.02 | $62.02 | $62.02 | $7.89 | $69.91 | $69.91 | $69.91 | $0.00 | ($20.25) | ($43.15) | $0.00 | ($6.65) | ($29.54) | $0.00 | ($13.61) | ($13.61) | $156.40 | $185.54 | $238.99 | 1/1/2014 | 12/31/2014 | 3.00% | $ 62.02 | |
| (Exempt) | | $45.78 | $68.67 | $91.56 | $21.50 | $67.28 | $90.17 | $113.06 | $63.88 | $63.88 | $63.88 | $7.89 | $71.77 | $71.77 | $71.77 | $0.00 | ($18.40) | ($41.29) | $0.00 | ($4.79) | ($27.68) | $0.00 | ($13.61) | ($13.61) | $161.09 | $185.89 | $239.34 | 1/1/2015 | 12/31/2015 | 3.00% | $ 63.88 | |
| Mike Bennett | | $43.53 | $65.30 | $87.06 | $21.50 | $65.03 | $86.80 | $108.56 | $57.03 | $57.03 | $57.03 | $7.89 | $64.92 | $64.92 | $64.92 | ($0.11) | ($21.88) | ($43.64) | $0.00 | ($8.27) | ($30.03) | ($0.11) | ($13.61) | ($13.61) | $143.93 | $176.73 | $227.55 | 7/1/2011 | 12/31/2011 | | $ 57.03 | |
| ASNT Level II-III | | $43.53 | $65.30 | $87.06 | $21.50 | $65.03 | $86.80 | $108.56 | $58.46 | $58.46 | $58.46 | $7.89 | $66.35 | $66.35 | $66.35 | $0.00 | ($20.45) | ($42.21) | $0.00 | ($6.84) | ($28.60) | $0.00 | ($13.61) | ($13.61) | $147.42 | $176.99 | $227.82 | 1/1/2012 | 12/31/2012 | 2.50% | $ 58.46 | |
| Group 2 - Second Shift | FIELD | $43.53 | $65.30 | $87.06 | $21.50 | $65.03 | $86.80 | $108.56 | $60.21 | $60.21 | $60.21 | $7.89 | $68.10 | $68.10 | $68.10 | $0.00 | ($18.70) | ($40.46) | $0.00 | ($5.09) | ($26.85) | $0.00 | ($13.61) | ($13.61) | $151.84 | $177.32 | $228.14 | 1/1/2013 | 12/31/2013 | 3.00% | $ 60.21 | NA |
| Prevailing Wage | | $43.53 | $65.30 | $87.06 | $21.50 | $65.03 | $86.80 | $108.56 | $62.02 | $62.02 | $62.02 | $7.89 | $69.91 | $69.91 | $69.91 | $0.00 | ($16.89) | ($38.65) | $0.00 | ($3.28) | ($25.04) | $0.00 | ($13.61) | ($13.61) | $156.40 | $177.66 | $228.48 | 1/1/2014 | 12/31/2014 | 3.00% | $ 62.02 | |
| (Exempt) | | $43.53 | $65.30 | $87.06 | $21.50 | $65.03 | $86.80 | $108.56 | $63.88 | $63.88 | $63.88 | $7.89 | $71.77 | $71.77 | $71.77 | $0.00 | ($15.03) | ($36 79) | $0.00 | ($1 42) | ($23.18) | $0.00 | ($13.61) | ($13.61) | $161.09 | $178.01 | $228.83 | 1/1/2015 | 12/31/2015 | 3.00% | $ 63.88 | |
| Mike Bennett | | | | | | | | | | | | | | | | | | | | | | | | | $143.82 | $143.82 | $143.82 | 7/1/2011 | 12/31/2011 | | $ 57.03 | |
| ASNT Level II-III | | | | | | | | | | | | | | | | | | | | | | | | | $147.42 | $147.42 | $147.42 | 1/1/2012 | 12/31/2012 | 2.50% | $ 58.46 | |
| | FIELD | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $151.84 | $151.84 | $151.84 | 1/1/2013 | 12/31/2013 | 3.00% | $ 60.21 | NA |
| Non-Prevailing Wage | | | | | | | | | | | | | | | | | | | | | | | | | $156.40 | $156.40 | $156.40 | 1/1/2014 | 12/31/2014 | 3.00% | $ 62.02 | |
| (Exempt) | | | | | | | | | | | | | | | | | | | | | | | | | $161.09 | $161.09 | $161.09 | 1/1/2015 | 12/31/2015 | 3.00% | $ 63.88 | |
| Rick Bettencourt | | $40.86 | $61.29 | $81.72 | $21.50 | $62.36 | $82.79 | $103.22 | $48.00 | $48.00 | $48.00 | $10.77 | $58.77 | $58.77 | $58.77 | ($3.59) | ($24.02) | ($44.45) | $0.00 | ($13.29) | ($33.72) | ($3.59) | ($10.73) | ($10.73) | $124.64 | $162.81 | $210.51 | 7/1/2011 | 12/31/2011 | | $ 48.00 | |
| ASNT Level II-III | | $40.86 | $61.29 | $81.72 | $21.50 | $62.36 | $82.79 | $103.22 | $49.20 | $49.20 | $49.20 | $10.77 | $59.97 | $59.97 | $59.97 | ($2.39) | ($22.82) | ($43.25) | $0.00 | ($12.09) | ($32.52) | ($2.39) | ($10.73) | ($10.73) | $126.46 | $163.03 | $210.74 | 1/1/2012 | 12/31/2012 | 2.50% | $ 49.20 | |
| Group 1 | FIELD | $40.86 | $61.29 | $81.72 | $21.50 | $62.36 | $82.79 | $103.22 | $50.68 | $50.68 | $50.68 | $10.77 | $61.45 | $61.45 | $61.45 | ($0.91) | ($21.34) | ($41.77) | $0.00 | ($10.61) | ($31.04) | ($0.91) | ($10.73) | ($10.73) | $128.71 | $163.31 | $211.01 | 1/1/2013 | 12/31/2013 | 3.00% | $ 50.68 | NA |
| Prevailing Wage | | $40.86 | $61.29 | $81.72 | $21.50 | $62.36 | $82.79 | $103.22 | $52.20 | $52.20 | $52.20 | $10.77 | $62.97 | $62.97 | $62.97 | $0.00 | ($19.82) | ($40.25) | $0.00 | ($9.09) | ($29.52) | $0.00 | ($10.73) | ($10.73) | $131.64 | $163.59 | $211.30 | 1/1/2014 | 12/31/2014 | 3.00% | $ 52.20 | |
| (Exempt) | | $40.86 | $61.29 | $81.72 | $21.50 | $62.36 | $82.79 | $103.22 | $53.77 | $53.77 | $53.77 | $10.77 | $64.54 | $64.54 | $64.54 | $0.00 | ($18.25) | ($38.68) | $0.00 | ($7.52) | ($27.95) | $0.00 | ($10.73) | ($10.73) | $135.60 | $163.89 | $211.59 | 1/1/2015 | 12/31/2015 | 3.00% | $ 53.77 | |
| Rick Bettencourt | | $38.86 | $58.29 | $77.72 | $21.50 | $60.36 | $79.79 | $99.22 | $48.00 | $48.00 | $48.00 | $10.77 | $58.77 | $58.77 | $58.77 | ($1.59) | ($21.02) | ($40 45) | $0.00 | ($10.29) | ($29.72) | ($1.59) | ($10.73) | ($10.73) | $122.64 | $155.80 | $201.17 | 7/1/2011 | 12/31/2011 | | $ 48.00 | |
| ASNT Level II-III | | $38.86 | $58.29 | $77.72 | $21.50 | $60.36 | $79.79 | $99.22 | $49.20 | $49.20 | $49.20 | $10.77 | $59.97 | $59.97 | $59.97 | ($0.39) | ($19.82) | ($39.25) | $0.00 | ($9.09) | ($28.52) | ($0.39) | ($10.73) | ($10.73) | $124.46 | $156.03 | $201.40 | 1/1/2012 | 12/31/2012 | 2.50% | $ 49.20 | |
| Group 2 | FIELD | $38.86 | $58.29 | $77.72 | $21.50 | $60.36 | $79.79 | $99.22 | $50.68 | $50.68 | $50.68 | $10.77 | $61.45 | $61.45 | $61.45 | $0.00 | ($18.34) | ($37.77) | $0.00 | ($7.61) | ($27.04) | $0.00 | ($10.73) | ($10.73) | $127.80 | $156.30 | $201.67 | 1/1/2013 | 12/31/2013 | 3.00% | $ 50.68 | NA |
| Prevailing Wage | | $38.86 | $58.29 | $77.72 | $21.50 | $60.36 | $79.79 | $99.22 | $52.20 | $52.20 | $52.20 | $10.77 | $62.97 | $62.97 | $62.97 | $0.00 | ($16.82) | ($36.25) | $0.00 | ($6.09) | ($25.52) | $0.00 | ($10.73) | ($10.73) | $131.64 | $156.59 | $201.96 | 1/1/2014 | 12/31/2014 | 3.00% | $ 52.20 | |
| (Exempt) | | $38.86 | $58.29 | $77.72 | $21.50 | $60.36 | $79.79 | $99.22 | $53.77 | $53.77 | $53.77 | $10.77 | $64.54 | $64.54 | $64.54 | $0.00 | ($15.25) | ($34.68) | $0.00 | ($4.52) | ($23.95) | $0.00 | ($10.73) | ($10.73) | $135.60 | $156.88 | $202.25 | 1/1/2015 | 12/31/2015 | 3.00% | $ 53.77 | |
| Rick Bettencourt | | $45.78 | $68.67 | $91.56 | $21.50 | $67.28 | $90.17 | $113.06 | $48.00 | $48.00 | $48.00 | $10.77 | $58.77 | $58.77 | $58.77 | ($8.51) | ($31.40) | ($54.29) | $0.00 | ($20.67) | ($43.56) | ($8.51) | ($10.73) | ($10.73) | $129.56 | $180.04 | $233.49 | 7/1/2011 | 12/31/2011 | | $ 48.00 | |
| ASNT Level II-III | | $45.78 | $68.67 | $91.56 | $21.50 | $67.28 | $90.17 | $113.06 | $49.20 | $49.20 | $49.20 | $10.77 | $59.97 | $59.97 | $59.97 | ($7.31) | ($30.20) | ($53.09) | $0.00 | ($19.47) | ($42.36) | ($7.31) | ($10.73) | ($10.73) | $131.38 | $180.27 | $233.71 | 1/1/2012 | 12/31/2012 | 2.50% | $ 49.20 | |
| Group 1 - Second Shift | FIELD | $45.78 | $68.67 | $91.56 | $21.50 | $67.28 | $90.17 | $113.06 | $50.68 | $50.68 | $50.68 | $10.77 | $61.45 | $61.45 | $61.45 | ($5.83) | ($28.72) | ($51.61) | $0.00 | ($17.99) | ($40.88) | ($5.83) | ($10.73) | ($10.73) | $133.63 | $180.54 | $233.99 | 1/1/2013 | 12/31/2013 | 3.00% | $ 50.68 | NA |
| Prevailing Wage | | $45.78 | $68.67 | $91.56 | $21.50 | $67.28 | $90.17 | $113.06 | $52.20 | $52.20 | $52.20 | $10.77 | $62.97 | $62.97 | $62.97 | ($4.31) | ($27.20) | ($50.09) | $0.00 | ($16.47) | ($39.36) | ($4.31) | ($10.73) | ($10.73) | $135.95 | $180.83 | $234.27 | 1/1/2014 | 12/31/2014 | 3.00% | $ 52.20 | |
| (Exempt) | | $45.78 | $68.67 | $91.56 | $21.50 | $67.28 | $90.17 | $113.06 | $53.77 | $53.77 | $53.77 | $10.77 | $64.54 | $64.54 | $64.54 | ($2.74) | ($25 63) | ($48.52) | $0.00 | ($14.90) | ($37.79) | ($2.74) | ($10.73) | ($10.73) | $138.34 | $181.12 | $234.57 | 1/1/2015 | 12/31/2015 | 3.00% | $ 53.77 | |
| Rick Bettencourt | | $43.53 | $65.30 | $87.06 | $21.50 | $65.03 | $86.80 | $108.56 | $48.00 | $48.00 | $48.00 | $10.77 | $58.77 | $58.77 | $58.77 | ($6.26) | ($28.03) | ($49.79) | $0.00 | ($17.30) | ($39.06) | ($6.26) | ($10.73) | ($10.73) | $127.31 | $172.16 | $222.96 | 7/1/2011 | 12/31/2011 | | $ 48.00 | |
| ASNT Level II-III | | $43.53 | $65.30 | $87.06 | $21.50 | $65.03 | $86.80 | $108.56 | $49.20 | $49.20 | $49.20 | $10.77 | $59.97 | $59.97 | $59.97 | ($5.06) | ($26.83) | ($48.59) | $0.00 | ($16.10) | ($37.86) | ($5.06) | ($10.73) | ($10.73) | $129.13 | $172.38 | $223.21 | 1/1/2012 | 12/31/2012 | 2.50% | $ 49.20 | |
| Group 2 - Second Shift | FIELD | $43.53 | $65.30 | $87.06 | $21.50 | $65.03 | $86.80 | $108.56 | $50.68 | $50.68 | $50.68 | $10.77 | $61.45 | $61.45 | $61.45 | ($3.58) | ($25.35) | ($47.11) | $0.00 | ($14.62) | ($36.38) | ($3.58) | ($10.73) | ($10.73) | $131.38 | $172.66 | $223.48 | 1/1/2013 | 12/31/2013 | 3.00% | $ 50.68 | NA |
| Prevailing Wage | | $43.53 | $65.30 | $87.06 | $21.50 | $65.03 | $86.80 | $108.56 | $52.20 | $52.20 | $52.20 | $10.77 | $62.97 | $62.97 | $62.97 | ($2.06) | ($23.83) | ($45.59) | $0.00 | ($13.10) | ($34.86) | ($2.06) | ($10.73) | ($10.73) | $133.70 | $172.94 | $223.77 | 1/1/2014 | 12/31/2014 | 3.00% | $ 52.20 | |
| (Exempt) | | $43.53 | $65.30 | $87.06 | $21.50 | $65.03 | $86.80 | $108.56 | $53.77 | $53.77 | $53.77 | $10.77 | $64.54 | $64.54 | $64.54 | ($0.49) | ($22.26) | ($44.02) | $0.00 | ($11.53) | ($33.29) | ($0.49) | ($10.73) | ($10.73) | $136.09 | $173.24 | $224.06 | 1/1/2015 | 12/31/2015 | 3.00% | $ 53.77 | |
| Rick Bettencourt | | | | | | | | | | | | | | | | | | | | | | | | | $121.05 | $121.05 | $121.05 | 7/1/2011 | 12/31/2011 | | $ 48.00 | |
| ASNT Level II-III | | | | | | | | | | | | | | | | | | | | | | | | | $124.07 | $124.07 | $124.07 | 1/1/2012 | 12/31/2012 | 2.50% | $ 49.20 | |
| | FIELD | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $127.80 | $127.80 | $127.80 | 1/1/2013 | 12/31/2013 | 3.00% | $ 50.68 | NA |
| Non-Prevailing Wage | | | | | | | | | | | | | | | | | | | | | | | | | $131.64 | $131.64 | $131.64 | 1/1/2014 | 12/31/2014 | 3.00% | $ 52.20 | |
| (Exempt) | | | | | | | | | | | | | | | | | | | | | | | | | $135.60 | $135.60 | $135.60 | 1/1/2015 | 12/31/2015 | 3.00% | $ 53.77 | |

**Notes for Labor Charges**

1. Prevailing Wages (PW) are specified under the following DIR determinations: NC-63-3-9-2010-1 DIR determination (including Second Shift) and ALA-2011-1.
2. The billing rates shown in this cost proposal for field staff entitled for PW rates, are calculated with estimated fringe benefits of the staff. The actual billing rates to be used in the invoices will be calculated by using the actual PW fringe benefits of the individual staff in accordance with the certified benefits statement that will be submitted with each invoice.
3. "N/C" denotes No Charge for work performed more than 8 hours per day and for weekends and holidays.
4. The employees' actual hourly rates shown in this cost proposal are the rates that were effective on 7/1/2011 unless noted otherwise. Contract Manager's pre-approval is required for addition of staff not previously listed on the cost proposal. The billing rates for these employees, including those that fall under general classifications, will be calculated and reimbursed based on their actual hourly rates on 07/01/11. Hourly rates for new employees hired after the date of this cost proposal will not exceed (or shall be in line with) the rates of similar personnel listed on this cost proposal having similar experience.
5. In addition to travel time allowances specified in the Other Direct Charges (ODC), the following provisions shall apply:
   a) For all classifications, staff working at all remote locations, no travel time will be allowed for travel between location of short term or long term residency to physical location of work to be performed as specified in the task order.
   b) For PW Tasks working in US, travel time to and from the fabrication facility or approved testing facility will be compensated per the NC-63-3-9-2010-1 DIR determination.
6. The provisional overhead rate used to develop this cost proposal is based on the financial fiscal year ending December 31, 2010.
7. Alta Vista Solutions agrees to voluntarily reduce hourly rate for this contract only.
8. Applicable Multiplier Delta Fringe to change to 0.0 effective 7/1/2012.

**Loaded Rate Calculation**

***Non Exempt Employee Loaded Billing Rates***

A) Straight Time = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)

B) 1.5X or 2.0X Overtime = (Actual Hourly Rate) * (1 + Field O.H.) * (1 + Fee) +.5X or 1.0X (Actual Hourly Rate) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)

***Exempt Employee Loaded Billing Rates***

C) Straight Time or 1.5X or 2.0X Overtime = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)

The PW differentials Delta Base and Delta Fringe shown in the formulas above for Loaded Billing Rates are applicable only when performing services covered under DIR determinations.

| Home Office Personnel: | Fringe Benefit % | | Overhead % | | General Administration % | | Combined % |
|---|---|---|---|---|---|---|---|
| NORMAL | | + | | + | | = | **129.10%** |
| OVERTIME | | + | | + | | = | **129.10%** |
| **Field Office Personnel:** | Fringe Benefit % | | Overhead % | | General Administration % | | Combined % |
| NORMAL | | + | | + | | = | **133.50%** |
| OVERTIME | | + | | + | | = | **133.50%** |
| | | | | | Fee | = | 8.00% |
| | | | | | Applicable Multiplier Delta Base (Field) | = | 2.335 |
| | | | | | Applicable Multiplier Delta Fringe (Field) | = | 1.000 |

| Name/Classification | Home Office Personnel Field Office Personnel | Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work) | | | | | | | Employee Actual Rate (fringe benefits vary year over year) | | | | | | | Applicable DELTA (TOTAL) = Employee Total - DIR Total | | | Applicable DELTA Base = DIR Rate - Employee Base Rate | | | Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR) | | | Loaded Hourly Billing Rates | | | Effective Date of Hourly Rate | | % Escalation Increase | Actual Hourly Rate and/or Average Hourly Rate | Hourly Range for Class |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | Base Salary | | | Fringe Benefits | Total Base Salary + Fringe Benefits | | | Base Salary | | | Estimate Fringe | Total = Base + Fringe | | | | | | | | | | | | | | | | | | | | |
| | | Straight | 1.5 OT | 2.0 OT | | Straight | 1.5 OT | 2.0 OT | Straight | 1.5 OT | 2.0 OT | | Straight | 1.5 OT | 2.0 OT | Straight | 1.5 OT | 2.0 OT | Straight | 1.5 OT | 2.0 OT | Straight | 1.5 OT | 2.0 OT | Straight | OT (1.5x) | OT (2x) | From | To | | | |
| **Charles Bookout ASNT Level II-III Group 1 Prevailing Wage (Exempt)** | FIELD | $40.86 | $61.29 | $81.72 | $21.50 | $62.36 | $82.79 | $103.22 | $56.00 | $56.00 | $56.00 | $9.57 | $65.57 | $65.57 | $65.57 | $0.00 | ($17.22) | ($37.65) | $0.00 | ($5.29) | ($25.72) | $0.00 | ($11.93) | ($11.93) | $141.22 | $165.50 | $213.21 | 7/1/2011 | 12/31/2011 | | | | $ 56.00 | NA |
| | | $40.86 | $61.29 | $81.72 | $21.50 | $62.36 | $82.79 | $103.22 | $57.40 | $57.40 | $57.40 | $9.57 | $66.97 | $66.97 | $66.97 | $0.00 | ($15.82) | ($36.25) | $0.00 | ($3.89) | ($24.32) | $0.00 | ($11.93) | ($11.93) | $144.75 | $165.76 | $213.47 | 1/1/2012 | 12/31/2012 | 2.50% | | | $ 57.40 | |
| | | $40.86 | $61.29 | $81.72 | $21.50 | $62.36 | $82.79 | $103.22 | $59.12 | $59.12 | $59.12 | $9.57 | $68.69 | $68.69 | $68.69 | $0.00 | ($14.10) | ($34.53) | $0.00 | ($2.17) | ($22.60) | $0.00 | ($11.93) | ($11.93) | $149.09 | $166.09 | $213.79 | 1/1/2013 | 12/31/2013 | 3.00% | | | $ 59.12 | |
| | | $40.86 | $61.29 | $81.72 | $21.50 | $62.36 | $82.79 | $103.22 | $60.89 | $60.89 | $60.89 | $9.57 | $70.46 | $70.46 | $70.46 | $0.00 | ($12.33) | ($32.76) | $0.00 | ($0.40) | ($20.83) | $0.00 | ($11.93) | ($11.93) | $153.55 | $166.42 | $214.12 | 1/1/2014 | 12/31/2014 | 3.00% | | | $ 60.89 | |
| | | $40.86 | $61.29 | $81.72 | $21.50 | $62.36 | $82.79 | $103.22 | $62.72 | $62.72 | $62.72 | $9.57 | $72.29 | $72.29 | $72.29 | $0.00 | ($10.50) | ($30.93) | $0.00 | $0.00 | ($19.00) | $0.00 | ($10.50) | ($11.93) | $158.17 | $168.67 | $214.46 | 1/1/2015 | 12/31/2015 | 3.00% | | | $ 62.72 | |
| **Charles Bookout ASNT Level II-III Group 2 Prevailing Wage (Exempt)** | FIELD | $38.86 | $58.29 | $77.72 | $21.50 | $60.36 | $79.79 | $99.22 | $56.00 | $56.00 | $56.00 | $9.57 | $65.57 | $65.57 | $65.57 | $0.00 | ($14.22) | ($33.65) | $0.00 | ($2.29) | ($21.72) | $0.00 | ($11.93) | ($11.93) | $141.22 | $158.50 | $203.87 | 7/1/2011 | 12/31/2011 | | | | $ 56.00 | NA |
| | | $38.86 | $58.29 | $77.72 | $21.50 | $60.36 | $79.79 | $99.22 | $57.40 | $57.40 | $57.40 | $9.57 | $66.97 | $66.97 | $66.97 | $0.00 | ($12.82) | ($32.25) | $0.00 | ($0.89) | ($20.32) | $0.00 | ($11.93) | ($11.93) | $144.75 | $158.76 | $204.13 | 1/1/2012 | 12/31/2012 | 2.50% | | | $ 57.40 | |
| | | $38.86 | $58.29 | $77.72 | $21.50 | $60.36 | $79.79 | $99.22 | $59.12 | $59.12 | $59.12 | $9.57 | $68.69 | $68.69 | $68.69 | $0.00 | ($11.10) | ($30.53) | $0.00 | $0.00 | ($18.60) | $0.00 | ($11.10) | ($11.93) | $149.09 | $160.19 | $204.45 | 1/1/2013 | 12/31/2013 | 3.00% | | | $ 59.12 | |
| | | $38.86 | $58.29 | $77.72 | $21.50 | $60.36 | $79.79 | $99.22 | $60.89 | $60.89 | $60.89 | $9.57 | $70.46 | $70.46 | $70.46 | $0.00 | ($9.33) | ($28.76) | $0.00 | $0.00 | ($16.83) | $0.00 | ($9.33) | ($11.93) | $153.55 | $162.88 | $204.78 | 1/1/2014 | 12/31/2014 | 3.00% | | | $ 60.89 | |
| | | $38.86 | $58.29 | $77.72 | $21.50 | $60.36 | $79.79 | $99.22 | $62.72 | $62.72 | $62.72 | $9.57 | $72.29 | $72.29 | $72.29 | $0.00 | ($7.50) | ($26.93) | $0.00 | $0.00 | ($15.00) | $0.00 | ($7.50) | ($11.93) | $158.17 | $165.67 | $205.12 | 1/1/2015 | 12/31/2015 | 3.00% | | | $ 62.72 | |
| **Charles Bookout ASNT Level II-III Group 1 - Second Shift Prevailing Wage (Exempt)** | FIELD | $45.78 | $68.67 | $91.56 | $21.50 | $67.28 | $90.17 | $113.06 | $56.00 | $56.00 | $56.00 | $9.57 | $65.57 | $65.57 | $65.57 | ($1.71) | ($24.60) | ($47.49) | $0.00 | ($12.67) | ($35.56) | ($1.71) | ($11.93) | ($11.93) | $142.93 | $182.74 | $236.18 | 7/1/2011 | 12/31/2011 | | | | $ 56.00 | NA |
| | | $45.78 | $68.67 | $91.56 | $21.50 | $67.28 | $90.17 | $113.06 | $57.40 | $57.40 | $57.40 | $9.57 | $66.97 | $66.97 | $66.97 | ($0.31) | ($23.20) | ($46.09) | $0.00 | ($11.27) | ($34.16) | ($0.31) | ($11.93) | ($11.93) | $145.06 | $183.00 | $236.44 | 1/1/2012 | 12/31/2012 | 2.50% | | | $ 57.40 | |
| | | $45.78 | $68.67 | $91.56 | $21.50 | $67.28 | $90.17 | $113.06 | $59.12 | $59.12 | $59.12 | $9.57 | $68.69 | $68.69 | $68.69 | $0.00 | ($21.48) | ($44.37) | $0.00 | ($9.55) | ($32.44) | $0.00 | ($11.93) | ($11.93) | $149.09 | $183.32 | $236.77 | 1/1/2013 | 12/31/2013 | 3.00% | | | $ 59.12 | |
| | | $45.78 | $68.67 | $91.56 | $21.50 | $67.28 | $90.17 | $113.06 | $60.89 | $60.89 | $60.89 | $9.57 | $70.46 | $70.46 | $70.46 | $0.00 | ($19.71) | ($42.60) | $0.00 | ($7.78) | ($30.67) | $0.00 | ($11.93) | ($11.93) | $153.55 | $183.65 | $237.10 | 1/1/2014 | 12/31/2014 | 3.00% | | | $ 60.89 | |
| | | $45.78 | $68.67 | $91.56 | $21.50 | $67.28 | $90.17 | $113.06 | $62.72 | $62.72 | $62.72 | $9.57 | $72.29 | $72.29 | $72.29 | $0.00 | ($17.88) | ($40.77) | $0.00 | ($5.95) | ($28.84) | $0.00 | ($11.93) | ($11.93) | $158.17 | $183.99 | $237.44 | 1/1/2015 | 12/31/2015 | 3.00% | | | $ 62.72 | |
| **Charles Bookout ASNT Level II-III Group 2 - Second Shift Prevailing Wage (Exempt)** | FIELD | $43.53 | $65.30 | $87.06 | $21.50 | $65.03 | $86.80 | $108.56 | $56.00 | $56.00 | $56.00 | $9.57 | $65.57 | $65.57 | $65.57 | $0.00 | ($21.23) | ($42.99) | $0.00 | ($9.30) | ($31.06) | $0.00 | ($11.93) | ($11.93) | $141.22 | $174.85 | $225.68 | 7/1/2011 | 12/31/2011 | | | | $ 56.00 | NA |
| | | $43.53 | $65.30 | $87.06 | $21.50 | $65.03 | $86.80 | $108.56 | $57.40 | $57.40 | $57.40 | $9.57 | $66.97 | $66.97 | $66.97 | $0.00 | ($19.83) | ($41.59) | $0.00 | ($7.90) | ($29.66) | $0.00 | ($11.93) | ($11.93) | $144.75 | $175.12 | $225.94 | 1/1/2012 | 12/31/2012 | 2.50% | | | $ 57.40 | |
| | | $43.53 | $65.30 | $87.06 | $21.50 | $65.03 | $86.80 | $108.56 | $59.12 | $59.12 | $59.12 | $9.57 | $68.69 | $68.69 | $68.69 | $0.00 | ($18.11) | ($39.87) | $0.00 | ($6.18) | ($27.94) | $0.00 | ($11.93) | ($11.93) | $149.09 | $175.44 | $226.26 | 1/1/2013 | 12/31/2013 | 3.00% | | | $ 59.12 | |
| | | $43.53 | $65.30 | $87.06 | $21.50 | $65.03 | $86.80 | $108.56 | $60.89 | $60.89 | $60.89 | $9.57 | $70.46 | $70.46 | $70.46 | $0.00 | ($16.34) | ($38.10) | $0.00 | ($4.41) | ($26.17) | $0.00 | ($11.93) | ($11.93) | $153.55 | $175.77 | $226.59 | 1/1/2014 | 12/31/2014 | 3.00% | | | $ 60.89 | |
| | | $43.53 | $65.30 | $87.06 | $21.50 | $65.03 | $86.80 | $108.56 | $62.72 | $62.72 | $62.72 | $9.57 | $72.29 | $72.29 | $72.29 | $0.00 | ($14.51) | ($36.27) | $0.00 | ($2.58) | ($24.34) | $0.00 | ($11.93) | ($11.93) | $158.17 | $176.11 | $226.93 | 1/1/2015 | 12/31/2015 | 3.00% | | | $ 62.72 | |
| **Charles Bookout ASNT Level II-III Non-Prevailing Wage (Exempt)** | FIELD | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $141.22 | $141.22 | $141.22 | 7/1/2011 | 12/31/2011 | | | | $ 56.00 | NA |
| | | | | | | | | | | | | | | | | | | | | | | | | | $144.75 | $144.75 | $144.75 | 1/1/2012 | 12/31/2012 | 2.50% | | | $ 57.40 | |
| | | | | | | | | | | | | | | | | | | | | | | | | | $149.09 | $149.09 | $149.09 | 1/1/2013 | 12/31/2013 | 3.00% | | | $ 59.12 | |
| | | | | | | | | | | | | | | | | | | | | | | | | | $153.55 | $153.55 | $153.55 | 1/1/2014 | 12/31/2014 | 3.00% | | | $ 60.89 | |
| | | | | | | | | | | | | | | | | | | | | | | | | | $158.17 | $158.17 | $158.17 | 1/1/2015 | 12/31/2015 | 3.00% | | | $ 62.72 | |
| **Dustyn Broening ASNT Level II-III Group 1 Prevailing Wage (Non-Exempt)** | FIELD | $40.86 | $61.29 | $81.72 | $21.50 | $62.36 | $82.79 | $103.22 | $42.00 | $63.00 | $84.00 | $6.70 | $48.70 | $69.70 | $90.70 | ($13.66) | ($13.09) | ($12.52) | $0.00 | $0.00 | $0.00 | ($13.66) | ($13.09) | ($12.52) | $119.58 | $140.01 | $160.44 | 7/1/2011 | 6/30/2012 | | | | $ 42.00 | NA |
| | | $40.86 | $61.29 | $81.72 | $21.50 | $62.36 | $82.79 | $103.22 | $43.26 | $64.89 | $86.52 | $6.70 | $49.96 | $71.59 | $93.22 | ($12.40) | ($11.20) | ($10.00) | $0.00 | $0.00 | $0.00 | ($12.40) | ($11.20) | ($10.00) | $121.49 | $141.92 | $162.35 | 7/1/2012 | 6/30/2013 | 3.00% | | | $ 43.26 | |
| | | $40.86 | $61.29 | $81.72 | $21.50 | $62.36 | $82.79 | $103.22 | $44.56 | $66.84 | $89.12 | $6.70 | $51.26 | $73.54 | $95.82 | ($11.10) | ($9.25) | ($7.40) | $0.00 | $0.00 | $0.00 | ($11.10) | ($9.25) | ($7.40) | $123.47 | $143.90 | $164.33 | 7/1/2013 | 6/30/2014 | 3.00% | | | $ 44.56 | |
| | | $40.86 | $61.29 | $81.72 | $21.50 | $62.36 | $82.79 | $103.22 | $45.90 | $68.85 | $91.80 | $6.70 | $52.60 | $75.55 | $98.50 | ($9.76) | ($7.24) | ($4.72) | $0.00 | $0.00 | $0.00 | ($9.76) | ($7.24) | ($4.72) | $125.51 | $145.94 | $166.37 | 7/1/2014 | 6/30/2015 | 3.00% | | | $ 45.90 | |
| **Dustyn Broening ASNT Level II-III Group 2 Prevailing Wage (Non-Exempt)** | FIELD | $38.86 | $58.29 | $77.72 | $21.50 | $60.36 | $79.79 | $99.22 | $42.00 | $63.00 | $84.00 | $6.70 | $48.70 | $69.70 | $90.70 | ($11.66) | ($10.09) | ($8.52) | $0.00 | $0.00 | $0.00 | ($11.66) | ($10.09) | ($8.52) | $117.58 | $137.01 | $156.44 | 7/1/2011 | 6/30/2012 | | | | $ 42.00 | NA |
| | | $38.86 | $58.29 | $77.72 | $21.50 | $60.36 | $79.79 | $99.22 | $43.26 | $64.89 | $86.52 | $6.70 | $49.96 | $71.59 | $93.22 | ($10.40) | ($8.20) | ($6.00) | $0.00 | $0.00 | $0.00 | ($10.40) | ($8.20) | ($6.00) | $119.49 | $138.92 | $158.35 | 7/1/2012 | 6/30/2013 | 3.00% | | | $ 43.26 | |
| | | $38.86 | $58.29 | $77.72 | $21.50 | $60.36 | $79.79 | $99.22 | $44.56 | $66.84 | $89.12 | $6.70 | $51.26 | $73.54 | $95.82 | ($9.10) | ($6.25) | ($3.40) | $0.00 | $0.00 | $0.00 | ($9.10) | ($6.25) | ($3.40) | $121.47 | $140.90 | $160.33 | 7/1/2013 | 6/30/2014 | 3.00% | | | $ 44.56 | |
| | | $38.86 | $58.29 | $77.72 | $21.50 | $60.36 | $79.79 | $99.22 | $45.90 | $68.85 | $91.80 | $6.70 | $52.60 | $75.55 | $98.50 | ($7.76) | ($4.24) | ($0.72) | $0.00 | $0.00 | $0.00 | ($7.76) | ($4.24) | ($0.72) | $123.51 | $142.94 | $162.37 | 7/1/2014 | 6/30/2015 | 3.00% | | | $ 45.90 | |
| **Dustyn Broening ASNT Level II-III Group 1 - Second Shift Prevailing Wage (Non-Exempt)** | FIELD | $45.78 | $68.67 | $91.56 | $21.50 | $67.28 | $90.17 | $113.06 | $42.00 | $63.00 | $84.00 | $6.70 | $48.70 | $69.70 | $90.70 | ($18.58) | ($20.47) | ($22.36) | ($3.78) | ($5.67) | ($7.56) | ($14.80) | ($14.80) | ($14.80) | $129.54 | $154.96 | $180.37 | 7/1/2011 | 6/30/2012 | | | | $ 42.00 | NA |
| | | $45.78 | $68.67 | $91.56 | $21.50 | $67.28 | $90.17 | $113.06 | $43.26 | $64.89 | $86.52 | $6.70 | $49.96 | $71.59 | $93.22 | ($17.32) | ($18.58) | ($19.84) | ($2.52) | ($3.78) | ($5.04) | ($14.80) | ($14.80) | ($14.80) | $129.78 | $154.35 | $178.92 | 7/1/2012 | 6/30/2013 | 3.00% | | | $ 43.26 | |
| | | $45.78 | $68.67 | $91.56 | $21.50 | $67.28 | $90.17 | $113.06 | $44.56 | $66.84 | $89.12 | $6.70 | $51.26 | $73.54 | $95.82 | ($16.02) | ($16.63) | ($17.24) | ($1.22) | ($1.83) | ($2.44) | ($14.80) | ($14.80) | ($14.80) | $130.02 | $153.72 | $177.43 | 7/1/2013 | 6/30/2014 | 3.00% | | | $ 44.56 | |
| | | $45.78 | $68.67 | $91.56 | $21.50 | $67.28 | $90.17 | $113.06 | $45.90 | $68.85 | $91.80 | $6.70 | $52.60 | $75.55 | $98.50 | ($14.68) | ($14.62) | ($14.56) | $0.00 | $0.00 | $0.00 | ($14.68) | ($14.62) | ($14.56) | $130.43 | $153.32 | $176.21 | 7/1/2014 | 6/30/2015 | 3.00% | | | $ 45.90 | |
| **Dustyn Broening ASNT Level II-III Group 2 - Second Shift Prevailing Wage (Non-Exempt)** | FIELD | $43.53 | $65.30 | $87.06 | $21.50 | $65.03 | $86.80 | $108.56 | $42.00 | $63.00 | $84.00 | $6.70 | $48.70 | $69.70 | $90.70 | ($16.33) | ($17.10) | ($17.86) | ($1.53) | ($2.30) | ($3.06) | ($14.80) | ($14.80) | ($14.80) | $124.29 | $147.07 | $169.86 | 7/1/2011 | 6/30/2012 | | | | $ 42.00 | NA |
| | | $43.53 | $65.30 | $87.06 | $21.50 | $65.03 | $86.80 | $108.56 | $43.26 | $64.89 | $86.52 | $6.70 | $49.96 | $71.59 | $93.22 | ($15.07) | ($15.21) | ($15.34) | ($0.27) | ($0.41) | ($0.54) | ($14.80) | ($14.80) | ($14.80) | $124.52 | $146.47 | $168.41 | 7/1/2012 | 6/30/2013 | 3.00% | | | $ 43.26 | |
| | | $43.53 | $65.30 | $87.06 | $21.50 | $65.03 | $86.80 | $108.56 | $44.56 | $66.84 | $89.12 | $6.70 | $51.26 | $73.54 | $95.82 | ($13.77) | ($13.26) | ($12.74) | $0.00 | $0.00 | $0.00 | ($13.77) | ($13.26) | ($12.74) | $126.14 | $147.91 | $169.67 | 7/1/2013 | 6/30/2014 | 3.00% | | | $ 44.56 | |
| | | $43.53 | $65.30 | $87.06 | $21.50 | $65.03 | $86.80 | $108.56 | $45.90 | $68.85 | $91.80 | $6.70 | $52.60 | $75.55 | $98.50 | ($12.43) | ($11.25) | ($10.06) | $0.00 | $0.00 | $0.00 | ($12.43) | ($11.25) | ($10.06) | $128.18 | $149.95 | $171.71 | 7/1/2014 | 6/30/2015 | 3.00% | | | $ 45.90 | |
| **Dustyn Broening ASNT Level II-III Non-Prevailing Wage (Non-Exempt)** | FIELD | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $105.92 | $126.92 | $147.92 | 7/1/2011 | 6/30/2012 | | | | $ 42.00 | NA |
| | | | | | | | | | | | | | | | | | | | | | | | | | $109.09 | $130.72 | $152.35 | 7/1/2012 | 6/30/2013 | 3.00% | | | $ 43.26 | |
| | | | | | | | | | | | | | | | | | | | | | | | | | $112.37 | $134.65 | $156.93 | 7/1/2013 | 6/30/2014 | 3.00% | | | $ 44.56 | |
| | | | | | | | | | | | | | | | | | | | | | | | | | $115.75 | $138.70 | $161.65 | 7/1/2014 | 6/30/2015 | 3.00% | | | $ 45.90 | |

**Notes for Labor Charges**

1. Prevailing Wages (PW) are specified under the following DIR determinations: NC-63-3-9-2010-1 DIR determination (including Second Shift) and ALA-2011-1.
2. The billing rates shown in this cost proposal for field staff entitled for PW rates, are calculated with estimated fringe benefits of the staff. The actual billing rates to be used in the invoices will be calculated by using the actual PW fringe benefits of the individual staff in accordance with the certified benefits statement that will be submitted with each invoice.
3. "N/C" denotes No Charge for work performed more than 8 hours per day and for weekends and holidays.
4. The employees' actual hourly rates shown in this cost proposal are the rates that were effective on 7/1/2011 unless noted otherwise. Contract Manager's pre-approval is required for addition of staff not previously listed on the cost proposal. The billing rates for these employees, including those that fall under general classifications, will be calculated and reimbursed based on their actual hourly rates on 07/01/11. Hourly rates for new employees hired after the date of this cost proposal will not exceed (or shall be in line with) the rates of similar personnel listed on this cost proposal having similar experience.
5. In addition to travel time allowances specified in the Other Direct Charges (ODC), the following provisions shall apply:
   a) For all classifications, staff working at all remote locations, no travel time will be allowed for travel between location of short term or long term residency to physical location of work to be performed as specified in the task order.
   b) For PW Tasks working in US, travel time to and from the fabrication facility or approved testing facility will be compensated per the NC-63-3-9-2010-1 DIR determination.
6. The provisional overhead rate used to develop this cost proposal is based on the financial fiscal year ending December 31, 2010.
7. Alta Vista Solutions agrees to voluntarily reduce hourly rate for this contract only.
8. Applicable Multiplier Delta Fringe to change to 0.0 effective 7/1/2012.

STATE OF CALIFORNIA - DEPARTMENT OF TRANSPORTATION
*COST PROPOSAL*
ON-CALL CONTRACT

NORTHERN CALIFORNIA
NC - 63-3-9-2010-1 & ALA-2011-1

Attachment 2
Agreement # 04A3819
Consultant: Alta Vista Solutions

Date: 12/1/2011



**Loaded Rate Calculation**

***Non Exempt Employee Loaded Billing Rates***

A) Straight Time = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)

B) 1.5X or 2.0X Overtime = (Actual Hourly Rate) * (1 + Field O.H.) * (1 + Fee) +.5X or 1.0X (Actual Hourly Rate) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)

***Exempt Employee Loaded Billing Rates***

C) Straight Time or 1.5X or 2.0X Overtime = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)

The PW differentials Delta Base and Delta Fringe shown in the formulas above for Loaded Billing Rates are applicable only when performing services covered under DIR determinations.

| Home Office Personnel: | Fringe Benefit % | | Overhead % | | General Administration % | | Combined % |
|---|---|---|---|---|---|---|---|
| NORMAL | | + | | + | | = | 129.10% |
| OVERTIME | | + | | + | | = | 129.10% |
| **Field Office Personnel:** | Fringe Benefit % | | Overhead % | | General Administration % | | Combined % |
| NORMAL | | + | | + | | = | 133.50% |
| OVERTIME | | + | | + | | = | 133.50% |
| | | | | | Fee | = | 8.00% |

| | | |
|---|---|---|
| Applicable Multiplier Delta Base (Field) | = | 2.335 |
| Applicable Multiplier Delta Fringe (Field) | = | 1.000 |

| Name/Classification | Home Office Personnel Field Office Personnel | Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work) | | | | | | | Employee Actual Rate (fringe benefits vary year over year) | | | | | | | Applicable DELTA (TOTAL) = Employee Total - DIR Total | | | Applicable DELTA Base = DIR Rate - Employee Base Rate | | | Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR) | | | Loaded Hourly Billing Rates | | | Effective Date of Hourly Rate | | % Escalation Increase | Actual Hourly Rate and/or Average Hourly Rate | Hourly Range for Class |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | Base Salary | | | Fringe Benefits | Total Base Salary + Fringe Benefits | | | Base Salary | | | Estimate Fringe | Total = Base + Fringe | | | | | | | | | | | | | | | | | | | | |
| | | Straight | 1.5 OT | 2.0 OT | | Straight | 1.5 OT | 2.0 OT | Straight | 1.5 OT | 2.0 OT | | Straight | 1.5 OT | 2.0 OT | Straight | 1.5 OT | 2.0 OT | Straight | 1.5 OT | 2.0 OT | Straight | 1.5 OT | 2.0 OT | Straight | OT (1.5x) | OT (2x) | From | To | | | |
| Ken Cason<br>NACE Level III<br>Group 1<br>Prevailing Wage<br>(Non-Exempt) | FIELD | $40.86<br>$40.86<br>$40.86<br>$40.86 | $61.29<br>$61.29<br>$61.29<br>$61.29 | $81.72<br>$81.72<br>$81.72<br>$81.72 | $21.50<br>$21.50<br>$21.50<br>$21.50 | $62.36<br>$62.36<br>$62.36<br>$62.36 | $82.79<br>$82.79<br>$82.79<br>$82.79 | $103.22<br>$103.22<br>$103.22<br>$103.22 | $50.00<br>$51.50<br>$53.05<br>$54.64 | $75.00<br>$77.25<br>$79.58<br>$81.96 | $100.00<br>$103.00<br>$106.10<br>$109.28 | $16.26<br>$16.26<br>$16.26<br>$16.26 | $66.26<br>$67.76<br>$69.31<br>$70.90 | $91.26<br>$93.51<br>$95.84<br>$98.22 | $116.26<br>$119.26<br>$122.36<br>$125.54 | $0.00<br>$0.00<br>$0.00<br>$0.00 | $0.00<br>$0.00<br>$0.00<br>$0.00 | $0.00<br>$0.00<br>$0.00<br>$0.00 | $0.00<br>$0.00<br>$0.00<br>$0.00 | $0.00<br>$0.00<br>$0.00<br>$0.00 | $0.00<br>$0.00<br>$0.00<br>$0.00 | $0.00<br>$0.00<br>$0.00<br>$0.00 | $0.00<br>$0.00<br>$0.00<br>$0.00 | $0.00<br>$0.00<br>$0.00<br>$0.00 | $126.09<br>$129.87<br>$133.78<br>$137.79 | $151.09<br>$155.62<br>$160.31<br>$165.11 | $176.09<br>$181.37<br>$186.83<br>$192.43 | 7/1/2011<br>7/1/2012<br>7/1/2013<br>7/1/2014 | 6/30/2012<br>6/30/2013<br>6/30/2014<br>6/30/2015 | <br>3.00%<br>3.00%<br>3.00% | $ 50.00<br>$ 51.50<br>$ 53.05<br>$ 54.64 | NA |
| Ken Cason<br>NACE Level III<br>Group 2<br>Prevailing Wage<br>(Non-Exempt) | FIELD | $38.86<br>$38.86<br>$38.86<br>$38.86 | $58.29<br>$58.29<br>$58.29<br>$58.29 | $77.72<br>$77.72<br>$77.72<br>$77.72 | $21.50<br>$21.50<br>$21.50<br>$21.50 | $60.36<br>$60.36<br>$60.36<br>$60.36 | $79.79<br>$79.79<br>$79.79<br>$79.79 | $99.22<br>$99.22<br>$99.22<br>$99.22 | $50.00<br>$51.50<br>$53.05<br>$54.64 | $75.00<br>$77.25<br>$79.58<br>$81.96 | $100.00<br>$103.00<br>$106.10<br>$109.28 | $16.26<br>$16.26<br>$16.26<br>$16.26 | $66.26<br>$67.76<br>$69.31<br>$70.90 | $91.26<br>$93.51<br>$95.84<br>$98.22 | $116.26<br>$119.26<br>$122.36<br>$125.54 | $0.00<br>$0.00<br>$0.00<br>$0.00 | $0.00<br>$0.00<br>$0.00<br>$0.00 | $0.00<br>$0.00<br>$0.00<br>$0.00 | $0.00<br>$0.00<br>$0.00<br>$0.00 | $0.00<br>$0.00<br>$0.00<br>$0.00 | $0.00<br>$0.00<br>$0.00<br>$0.00 | $0.00<br>$0.00<br>$0.00<br>$0.00 | $0.00<br>$0.00<br>$0.00<br>$0.00 | $0.00<br>$0.00<br>$0.00<br>$0.00 | $126.09<br>$129.87<br>$133.78<br>$137.79 | $151.09<br>$155.62<br>$160.31<br>$165.11 | $176.09<br>$181.37<br>$186.83<br>$192.43 | 7/1/2011<br>7/1/2012<br>7/1/2013<br>7/1/2014 | 6/30/2012<br>6/30/2013<br>6/30/2014<br>6/30/2015 | <br>3.00%<br>3.00%<br>3.00% | $ 50.00<br>$ 51.50<br>$ 53.05<br>$ 54.64 | NA |
| Ken Cason<br>NACE Level III<br>Group 1 - Second Shift<br>Prevailing Wage<br>(Non-Exempt) | FIELD | $45.78<br>$45.78<br>$45.78<br>$45.78 | $68.67<br>$68.67<br>$68.67<br>$68.67 | $91.56<br>$91.56<br>$91.56<br>$91.56 | $21.50<br>$21.50<br>$21.50<br>$21.50 | $67.28<br>$67.28<br>$67.28<br>$67.28 | $90.17<br>$90.17<br>$90.17<br>$90.17 | $113.06<br>$113.06<br>$113.06<br>$113.06 | $50.00<br>$51.50<br>$53.05<br>$54.64 | $75.00<br>$77.25<br>$79.58<br>$81.96 | $100.00<br>$103.00<br>$106.10<br>$109.28 | $16.26<br>$16.26<br>$16.26<br>$16.26 | $66.26<br>$67.76<br>$69.31<br>$70.90 | $91.26<br>$93.51<br>$95.84<br>$98.22 | $116.26<br>$119.26<br>$122.36<br>$125.54 | ($1.02)<br>$0.00<br>$0.00<br>$0.00 | $0.00<br>$0.00<br>$0.00<br>$0.00 | $0.00<br>$0.00<br>$0.00<br>$0.00 | $0.00<br>$0.00<br>$0.00<br>$0.00 | $0.00<br>$0.00<br>$0.00<br>$0.00 | $0.00<br>$0.00<br>$0.00<br>$0.00 | ($1.02)<br>$0.00<br>$0.00<br>$0.00 | $0.00<br>$0.00<br>$0.00<br>$0.00 | $0.00<br>$0.00<br>$0.00<br>$0.00 | $127.11<br>$129.87<br>$133.78<br>$137.79 | $151.09<br>$155.62<br>$160.31<br>$165.11 | $176.09<br>$181.37<br>$186.83<br>$192.43 | 7/1/2011<br>7/1/2012<br>7/1/2013<br>7/1/2014 | 6/30/2012<br>6/30/2013<br>6/30/2014<br>6/30/2015 | <br>3.00%<br>3.00%<br>3.00% | $ 50.00<br>$ 51.50<br>$ 53.05<br>$ 54.64 | NA |
| Ken Cason<br>NACE Level III<br>Group 2 - Second Shift<br>Prevailing Wage<br>(Non-Exempt) | FIELD | $43.53<br>$43.53<br>$43.53<br>$43.53 | $65.30<br>$65.30<br>$65.30<br>$65.30 | $87.06<br>$87.06<br>$87.06<br>$87.06 | $21.50<br>$21.50<br>$21.50<br>$21.50 | $65.03<br>$65.03<br>$65.03<br>$65.03 | $86.80<br>$86.80<br>$86.80<br>$86.80 | $108.56<br>$108.56<br>$108.56<br>$108.56 | $50.00<br>$51.50<br>$53.05<br>$54.64 | $75.00<br>$77.25<br>$79.58<br>$81.96 | $100.00<br>$103.00<br>$106.10<br>$109.28 | $16.26<br>$16.26<br>$16.26<br>$16.26 | $66.26<br>$67.76<br>$69.31<br>$70.90 | $91.26<br>$93.51<br>$95.84<br>$98.22 | $116.26<br>$119.26<br>$122.36<br>$125.54 | $0.00<br>$0.00<br>$0.00<br>$0.00 | $0.00<br>$0.00<br>$0.00<br>$0.00 | $0.00<br>$0.00<br>$0.00<br>$0.00 | $0.00<br>$0.00<br>$0.00<br>$0.00 | $0.00<br>$0.00<br>$0.00<br>$0.00 | $0.00<br>$0.00<br>$0.00<br>$0.00 | $0.00<br>$0.00<br>$0.00<br>$0.00 | $0.00<br>$0.00<br>$0.00<br>$0.00 | $0.00<br>$0.00<br>$0.00<br>$0.00 | $126.09<br>$129.87<br>$133.78<br>$137.79 | $151.09<br>$155.62<br>$160.31<br>$165.11 | $176.09<br>$181.37<br>$186.83<br>$192.43 | 7/1/2011<br>7/1/2012<br>7/1/2013<br>7/1/2014 | 6/30/2012<br>6/30/2013<br>6/30/2014<br>6/30/2015 | <br>3.00%<br>3.00%<br>3.00% | $ 50.00<br>$ 51.50<br>$ 53.05<br>$ 54.64 | NA |
| Ken Cason<br>NACE Level III<br>Non-Prevailing Wage<br>(Non-Exempt) | FIELD | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $126.09<br>$129.87<br>$133.78<br>$137.79 | $151.09<br>$155.62<br>$160.31<br>$165.11 | $176.09<br>$181.37<br>$186.83<br>$192.43 | 7/1/2011<br>7/1/2012<br>7/1/2013<br>7/1/2014 | 6/30/2012<br>6/30/2013<br>6/30/2014<br>6/30/2015 | <br>3.00%<br>3.00%<br>3.00% | $ 50.00<br>$ 51.50<br>$ 53.05<br>$ 54.64 | NA |
| Mike Foerder<br>ASNT Level II-III<br>Group 1<br>Prevailing Wage<br>(Exempt) | FIELD | $40.86<br>$40.86<br>$40.86<br>$40.86<br>$40.86 | $61.29<br>$61.29<br>$61.29<br>$61.29<br>$61.29 | $81.72<br>$81.72<br>$81.72<br>$81.72<br>$81.72 | $21.50<br>$21.50<br>$21.50<br>$21.50<br>$21.50 | $62.36<br>$62.36<br>$62.36<br>$62.36<br>$62.36 | $82.79<br>$82.79<br>$82.79<br>$82.79<br>$82.79 | $103.22<br>$103.22<br>$103.22<br>$103.22<br>$103.22 | $57.03<br>$58.46<br>$60.21<br>$62.02<br>$63.88 | $57.03<br>$58.46<br>$60.21<br>$62.02<br>$63.88 | $57.03<br>$58.46<br>$60.21<br>$62.02<br>$63.88 | $11.31<br>$11.31<br>$11.31<br>$11.31<br>$11.31 | $68.34<br>$69.77<br>$71.52<br>$73.33<br>$75.19 | $68.34<br>$69.77<br>$71.52<br>$73.33<br>$75.19 | $68.34<br>$69.77<br>$71.52<br>$73.33<br>$75.19 | $0.00<br>$0.00<br>$0.00<br>$0.00<br>$0.00 | ($14.45)<br>($13.02)<br>($11.27)<br>($9.46)<br>($7.60) | ($34.88)<br>($33.45)<br>($31.70)<br>($29.89)<br>($28.03) | $0.00<br>$0.00<br>$0.00<br>$0.00<br>$0.00 | ($4.26)<br>($2.83)<br>($1.08)<br>$0.00<br>$0.00 | ($24.69)<br>($23.26)<br>($21.51)<br>($19.70)<br>($17.84) | $0.00<br>$0.00<br>$0.00<br>$0.00<br>$0.00 | ($10.19)<br>($10.19)<br>($10.19)<br>($9.46)<br>($7.60) | ($10.19)<br>($10.19)<br>($10.19)<br>($10.19)<br>($10.19) | $143.82<br>$147.42<br>$151.84<br>$156.40<br>$161.09 | $163.96<br>$164.22<br>$164.55<br>$165.86<br>$168.69 | $211.66<br>$211.93<br>$212.25<br>$212.59<br>$212.94 | 7/1/2011<br>1/1/2012<br>1/1/2013<br>1/1/2014<br>1/1/2015 | 12/31/2011<br>12/31/2012<br>12/31/2013<br>12/31/2014<br>12/31/2015 | <br>2.50%<br>3.00%<br>3.00%<br>3.00% | $ 57.03<br>$ 58.46<br>$ 60.21<br>$ 62.02<br>$ 63.88 | NA |
| Mike Foerder<br>ASNT Level II-III<br>Group 2<br>Prevailing Wage<br>(Exempt) | FIELD | $38.86<br>$38.86<br>$38.86<br>$38.86<br>$38.86 | $58.29<br>$58.29<br>$58.29<br>$58.29<br>$58.29 | $77.72<br>$77.72<br>$77.72<br>$77.72<br>$77.72 | $21.50<br>$21.50<br>$21.50<br>$21.50<br>$21.50 | $60.36<br>$60.36<br>$60.36<br>$60.36<br>$60.36 | $79.79<br>$79.79<br>$79.79<br>$79.79<br>$79.79 | $99.22<br>$99.22<br>$99.22<br>$99.22<br>$99.22 | $57.03<br>$58.46<br>$60.21<br>$62.02<br>$63.88 | $57.03<br>$58.46<br>$60.21<br>$62.02<br>$63.88 | $57.03<br>$58.46<br>$60.21<br>$62.02<br>$63.88 | $11.31<br>$11.31<br>$11.31<br>$11.31<br>$11.31 | $68.34<br>$69.77<br>$71.52<br>$73.33<br>$75.19 | $68.34<br>$69.77<br>$71.52<br>$73.33<br>$75.19 | $68.34<br>$69.77<br>$71.52<br>$73.33<br>$75.19 | $0.00<br>$0.00<br>$0.00<br>$0.00<br>$0.00 | ($11.45)<br>($10.02)<br>($8.27)<br>($6.46)<br>($4.60) | ($30.88)<br>($29.45)<br>($27.70)<br>($25.89)<br>($24.03) | $0.00<br>$0.00<br>$0.00<br>$0.00<br>$0.00 | ($1.26)<br>$0.00<br>$0.00<br>$0.00<br>$0.00 | ($20.69)<br>($19.26)<br>($17.51)<br>($15.70)<br>($13.84) | $0.00<br>$0.00<br>$0.00<br>$0.00<br>$0.00 | ($10.19)<br>($10.02)<br>($8.27)<br>($6.46)<br>($4.60) | ($10.19)<br>($10.19)<br>($10.19)<br>($10.19)<br>($10.19) | $143.82<br>$147.42<br>$151.84<br>$156.40<br>$161.09 | $156.95<br>$157.44<br>$160.11<br>$162.86<br>$165.69 | $202.32<br>$202.59<br>$202.91<br>$203.25<br>$203.60 | 7/1/2011<br>1/1/2012<br>1/1/2013<br>1/1/2014<br>1/1/2015 | 12/31/2011<br>12/31/2012<br>12/31/2013<br>12/31/2014<br>12/31/2015 | <br>2.50%<br>3.00%<br>3.00%<br>3.00% | $ 57.03<br>$ 58.46<br>$ 60.21<br>$ 62.02<br>$ 63.88 | NA |
| Mike Foerder<br>ASNT Level II-III<br>Group 1 - Second Shift<br>Prevailing Wage<br>(Exempt) | FIELD | $45.78<br>$45.78<br>$45.78<br>$45.78<br>$45.78 | $68.67<br>$68.67<br>$68.67<br>$68.67<br>$68.67 | $91.56<br>$91.56<br>$91.56<br>$91.56<br>$91.56 | $21.50<br>$21.50<br>$21.50<br>$21.50<br>$21.50 | $67.28<br>$67.28<br>$67.28<br>$67.28<br>$67.28 | $90.17<br>$90.17<br>$90.17<br>$90.17<br>$90.17 | $113.06<br>$113.06<br>$113.06<br>$113.06<br>$113.06 | $57.03<br>$58.46<br>$60.21<br>$62.02<br>$63.88 | $57.03<br>$58.46<br>$60.21<br>$62.02<br>$63.88 | $57.03<br>$58.46<br>$60.21<br>$62.02<br>$63.88 | $11.31<br>$11.31<br>$11.31<br>$11.31<br>$11.31 | $68.34<br>$69.77<br>$71.52<br>$73.33<br>$75.19 | $68.34<br>$69.77<br>$71.52<br>$73.33<br>$75.19 | $68.34<br>$69.77<br>$71.52<br>$73.33<br>$75.19 | $0.00<br>$0.00<br>$0.00<br>$0.00<br>$0.00 | ($21.83)<br>($20.40)<br>($18.65)<br>($16.84)<br>($14.98) | ($44.72)<br>($43.29)<br>($41.54)<br>($39.73)<br>($37.87) | $0.00<br>$0.00<br>$0.00<br>$0.00<br>$0.00 | ($11.64)<br>($10.21)<br>($8.46)<br>($6.65)<br>($4.79) | ($34.53)<br>($33.10)<br>($31.35)<br>($29.54)<br>($27.68) | $0.00<br>$0.00<br>$0.00<br>$0.00<br>$0.00 | ($10.19)<br>($10.19)<br>($10.19)<br>($10.19)<br>($10.19) | ($10.19)<br>($10.19)<br>($10.19)<br>($10.19)<br>($10.19) | $143.82<br>$147.42<br>$151.84<br>$156.40<br>$161.09 | $181.19<br>$181.45<br>$181.78<br>$182.12<br>$182.47 | $234.64<br>$234.90<br>$235.23<br>$235.57<br>$235.92 | 7/1/2011<br>1/1/2012<br>1/1/2013<br>1/1/2014<br>1/1/2015 | 12/31/2011<br>12/31/2012<br>12/31/2013<br>12/31/2014<br>12/31/2015 | <br>2.50%<br>3.00%<br>3.00%<br>3.00% | $ 57.03<br>$ 58.46<br>$ 60.21<br>$ 62.02<br>$ 63.88 | NA |
| Mike Foerder<br>ASNT Level II-III<br>Group 2 - Second Shift<br>Prevailing Wage<br>(Exempt) | FIELD | $43.53<br>$43.53<br>$43.53<br>$43.53<br>$43.53 | $65.30<br>$65.30<br>$65.30<br>$65.30<br>$65.30 | $87.06<br>$87.06<br>$87.06<br>$87.06<br>$87.06 | $21.50<br>$21.50<br>$21.50<br>$21.50<br>$21.50 | $65.03<br>$65.03<br>$65.03<br>$65.03<br>$65.03 | $86.80<br>$86.80<br>$86.80<br>$86.80<br>$86.80 | $108.56<br>$108.56<br>$108.56<br>$108.56<br>$108.56 | $57.03<br>$58.46<br>$60.21<br>$62.02<br>$63.88 | $57.03<br>$58.46<br>$60.21<br>$62.02<br>$63.88 | $57.03<br>$58.46<br>$60.21<br>$62.02<br>$63.88 | $11.31<br>$11.31<br>$11.31<br>$11.31<br>$11.31 | $68.34<br>$69.77<br>$71.52<br>$73.33<br>$75.19 | $68.34<br>$69.77<br>$71.52<br>$73.33<br>$75.19 | $68.34<br>$69.77<br>$71.52<br>$73.33<br>$75.19 | $0.00<br>$0.00<br>$0.00<br>$0.00<br>$0.00 | ($18.46)<br>($17.03)<br>($15.26)<br>($13.47)<br>($11.61) | ($40.22)<br>($38.79)<br>($37.04)<br>($35.23)<br>($33.37) | $0.00<br>$0.00<br>$0.00<br>$0.00<br>$0.00 | ($8.27)<br>($6.84)<br>($5.09)<br>($3.28)<br>($1.42) | ($30.03)<br>($28.60)<br>($26.85)<br>($25.04)<br>($23.18) | $0.00<br>$0.00<br>$0.00<br>$0.00<br>$0.00 | ($10.19)<br>($10.19)<br>($10.19)<br>($10.19)<br>($10.19) | ($10.19)<br>($10.19)<br>($10.19)<br>($10.19)<br>($10.19) | $143.82<br>$147.42<br>$151.84<br>$156.40<br>$161.09 | $173.31<br>$173.57<br>$173.90<br>$174.24<br>$174.59 | $224.13<br>$224.40<br>$224.72<br>$225.06<br>$225.41 | 7/1/2011<br>1/1/2012<br>1/1/2013<br>1/1/2014<br>1/1/2015 | 12/31/2011<br>12/31/2012<br>12/31/2013<br>12/31/2014<br>12/31/2015 | <br>2.50%<br>3.00%<br>3.00%<br>3.00% | $ 57.03<br>$ 58.46<br>$ 60.21<br>$ 62.02<br>$ 63.88 | NA |
| Mike Foerder<br>ASNT Level II-III<br>Non-Prevailing Wage<br>(Exempt) | FIELD | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $143.82<br>$147.42<br>$151.84<br>$156.40<br>$161.09 | $172.33<br>$176.65<br>$181.94<br>$187.41<br>$161.09 | $200.85<br>$205.88<br>$212.05<br>$218.42<br>$161.09 | 7/1/2011<br>1/1/2012<br>1/1/2013<br>1/1/2014<br>1/1/2015 | 12/31/2011<br>12/31/2012<br>12/31/2013<br>12/31/2014<br>12/31/2015 | <br>2.50%<br>3.00%<br>3.00%<br>3.00% | $ 57.03<br>$ 58.46<br>$ 60.21<br>$ 62.02<br>$ 63.88 | NA |

**Notes for Labor Charges**

1. Prevailing Wages (PW) are specified under the following DIR determinations: NC-63-3-9-2010-1 DIR determination (including Second Shift) and ALA-2011-1.
2. The billing rates shown in this cost proposal for field staff entitled for PW rates, are calculated with estimated fringe benefits of the staff. The actual billing rates to be used in the invoices will be calculated by using the actual PW fringe benefits of the individual staff in accordance with the certified benefits statement that will be submitted with each invoice.
3. "N/C" denotes No Charge for work performed more than 8 hours per day and for weekends and holidays.
4. The employees' actual hourly rates shown in this cost proposal are the rates that were effective on 7/1/2011 unless noted otherwise. Contract Manager's pre-approval is required for addition of staff not previously listed on the cost proposal. The billing rates for these employees, including those that fall under general classifications, will be calculated and reimbursed based on their actual hourly rates on 07/01/11. Hourly rates for new employees hired after the date of this cost proposal will not exceed (or shall be in line with) the rates of similar personnnel listed on this cost proposal having similar experience.
5. In addition to travel time allowances specified in the Other Direct Charges (ODC), the following provisions shall apply:
   a) For all classifications, staff working at all remote locations, no travel time will be allowed for travel between location of short term or long term residency to physical location of work to be performed as specified in the task order.
   b) For PW Tasks working in US, travel time to and from the fabrication facility or approved testing facility will be compensated per the NC-63-3-9-2010-1 DIR determination.
6. The provisional overhead rate used to develop this cost proposal is based on the financial fiscal year ending December 31, 2010.
7. Alta Vista Solutions agrees to voluntarily reduce hourly rate for this contract only.
8. Applicable Multiplier Delta Fringe to change to 0.0 effective 7/1/2012.

STATE OF CALIFORNIA - DEPARTMENT OF TRANSPORTATION
*COST PROPOSAL*
ON-CALL CONTRACT

NORTHERN CALIFORNIA
NC - 63-3-9-2010-1 & ALA-2011-1

Attachment 2
Agreement # 04A3819
Consultant: Alta Vista Solutions

Date: 12/1/2011


**Loaded Rate Calculation**

***Non Exempt Employee Loaded Billing Rates***

A) Straight Time = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)

B) 1.5X or 2.0X Overtime = (Actual Hourly Rate) * (1 + Field O.H.) * (1 + Fee) +.5X or 1.0X (Actual Hourly Rate) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)

***Exempt Employee Loaded Billing Rates***

C) Straight Time or 1.5X or 2.0X Overtime = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)

The PW differentials Delta Base and Delta Fringe shown in the formulas above for Loaded Billing Rates are applicable only when performing services covered under DIR determinations.

| Home Office Personnel: | Fringe Benefit % | | Overhead % | | General Administration % | | Combined % |
|---|---|---|---|---|---|---|---|
| NORMAL | | + | | + | | = | 129.10% |
| OVERTIME | | + | | + | | = | 129.10% |
| **Field Office Personnel:** | **Fringe Benefit %** | | **Overhead %** | | **General Administration %** | | **Combined %** |
| NORMAL | | + | | + | | = | 133.50% |
| OVERTIME | | + | | + | | = | 133.50% |
| | | | | | Fee | = | 8.00% |

| | | |
|---|---|---|
| Applicable Multiplier Delta Base (Field) | = | 2.335 |
| Applicable Multiplier Delta Fringe (Field) | = | 1.000 |

| Name/Classification | Home Office Personnel Field Office Personnel | Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work) | | | | | | | Employee Actual Rate (fringe benefits vary year over year) | | | | | | | Applicable DELTA (TOTAL) = Employee Total - DIR Total | | | Applicable DELTA Base = DIR Rate - Employee Base Rate | | | Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR) | | | Loaded Hourly Billing Rates | | | Effective Date of Hourly Rate | | % Escalation Increase | Actual Hourly Rate and/or Average Hourly Rate | Hourly Range for Class |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | Base Salary | | | Fringe Benefits | Total Base Salary + Fringe Benefits | | | Base Salary | | | Estimate Fringe | Total = Base + Fringe | | | | | | | | | | | | | | | | | | | | |
| | | Straight | 1.5 OT | 2.0 OT | | Straight | 1.5 OT | 2.0 OT | Straight | 1.5 OT | 2.0 OT | | Straight | 1.5 OT | 2.0 OT | Straight | 1.5 OT | 2.0 OT | Straight | 1.5 OT | 2.0 OT | Straight | 1.5 OT | 2.0 OT | Straight | OT (1.5x) | OT (2x) | From | To | | | |
| Douglas Frey | | $40.86 | $61.29 | $81.72 | $21.50 | $62.36 | $82.79 | $103.22 | $41.00 | $61.50 | $82.00 | $8.66 | $49.66 | $70.16 | $90.66 | ($12.70) | ($12.63) | ($12.56) | $0.00 | $0.00 | $0.00 | ($12.70) | ($12.63) | ($12.56) | $116.09 | $136.52 | $156.95 | 7/1/2011 | 6/30/2012 | | | $ 41.00 | |
| ASNT Level II-III | | $40.86 | $61.29 | $81.72 | $21.50 | $62.36 | $82.79 | $103.22 | $42.23 | $63.35 | $84.46 | $8.66 | $50.89 | $72.01 | $93.12 | ($11.47) | ($10.79) | ($10.10) | $0.00 | $0.00 | $0.00 | ($11.47) | ($10.79) | ($10.10) | $117.97 | $138.40 | $158.83 | 7/1/2012 | 6/30/2013 | 3.00% | | $ 42.23 | |
| Group 1 | FIELD | $40.86 | $61.29 | $81.72 | $21.50 | $62.36 | $82.79 | $103.22 | $43.50 | $65.25 | $87.00 | $8.66 | $52.16 | $73.91 | $95.66 | ($10.20) | ($8.88) | ($7.56) | $0.00 | $0.00 | $0.00 | ($10.20) | ($8.88) | ($7.56) | $119.90 | $140.33 | $160.76 | 7/1/2013 | 6/30/2014 | 3.00% | | $ 43.50 | NA |
| Prevailing Wage | | $40.86 | $61.29 | $81.72 | $21.50 | $62.36 | $82.79 | $103.22 | $44.81 | $67.22 | $89.62 | $8.66 | $53.47 | $75.88 | $98.28 | ($8.89) | ($6.91) | ($4.94) | $0.00 | $0.00 | $0.00 | ($8.89) | ($6.91) | ($4.94) | $121.89 | $142.32 | $162.75 | 7/1/2014 | 6/30/2015 | 3.00% | | $ 44.81 | |
| (Non-Exempt) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Douglas Frey | | $38.86 | $58.29 | $77.72 | $21.50 | $60.36 | $79.79 | $99.22 | $41.00 | $61.50 | $82.00 | $8.66 | $49.66 | $70.16 | $90.66 | ($10.70) | ($9.63) | ($8.56) | $0.00 | $0.00 | $0.00 | ($10.70) | ($9.63) | ($8.56) | $114.09 | $133.52 | $152.95 | 7/1/2011 | 6/30/2012 | | | $ 41.00 | |
| ASNT Level II-III | | $38.86 | $58.29 | $77.72 | $21.50 | $60.36 | $79.79 | $99.22 | $42.23 | $63.35 | $84.46 | $8.66 | $50.89 | $72.01 | $93.12 | ($9.47) | ($7.79) | ($6.10) | $0.00 | $0.00 | $0.00 | ($9.47) | ($7.79) | ($6.10) | $115.97 | $135.40 | $154.83 | 7/1/2012 | 6/30/2013 | 3.00% | | $ 42.23 | |
| Group 2 | FIELD | $38.86 | $58.29 | $77.72 | $21.50 | $60.36 | $79.79 | $99.22 | $43.50 | $65.25 | $87.00 | $8.66 | $52.16 | $73.91 | $95.66 | ($8.20) | ($5.88) | ($3.56) | $0.00 | $0.00 | $0.00 | ($8.20) | ($5.88) | ($3.56) | $117.90 | $137.33 | $156.76 | 7/1/2013 | 6/30/2014 | 3.00% | | $ 43.50 | NA |
| Prevailing Wage | | $38.86 | $58.29 | $77.72 | $21.50 | $60.36 | $79.79 | $99.22 | $44.81 | $67.22 | $89.62 | $8.66 | $53.47 | $75.88 | $98.28 | ($6.89) | ($3.91) | ($0.94) | $0.00 | $0.00 | $0.00 | ($6.89) | ($3.91) | ($0.94) | $119.89 | $139.32 | $158.75 | 7/1/2014 | 6/30/2015 | 3.00% | | $ 44.81 | |
| (Non-Exempt) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Douglas Frey | | $45.78 | $68.67 | $91.56 | $21.50 | $67.28 | $90.17 | $113.06 | $41.00 | $61.50 | $82.00 | $8.66 | $49.66 | $70.16 | $90.66 | ($17.62) | ($20.01) | ($22.40) | ($4.78) | ($7.17) | ($9.56) | ($12.84) | ($12.84) | ($12.84) | $127.40 | $153.48 | $179.56 | 7/1/2011 | 6/30/2012 | | | $ 41.00 | |
| ASNT Level II-III | | $45.78 | $68.67 | $91.56 | $21.50 | $67.28 | $90.17 | $113.06 | $42.23 | $63.35 | $84.46 | $8.66 | $50.89 | $72.01 | $93.12 | ($16.39) | ($18.17) | ($19.94) | ($3.55) | ($5.33) | ($7.10) | ($12.84) | ($12.84) | ($12.84) | $127.62 | $152.88 | $178.14 | 7/1/2012 | 6/30/2013 | 3.00% | | $ 42.23 | |
| Group 1 - Second Shift | FIELD | $45.78 | $68.67 | $91.56 | $21.50 | $67.28 | $90.17 | $113.06 | $43.50 | $65.25 | $87.00 | $8.66 | $52.16 | $73.91 | $95.66 | ($15.12) | ($16.26) | ($17.40) | ($2.28) | ($3.42) | ($4.56) | ($12.84) | ($12.84) | ($12.84) | $127.86 | $152.27 | $176.69 | 7/1/2013 | 6/30/2014 | 3.00% | | $ 43.50 | NA |
| Prevailing Wage | | $45.78 | $68.67 | $91.56 | $21.50 | $67.28 | $90.17 | $113.06 | $44.81 | $67.22 | $89.62 | $8.66 | $53.47 | $75.88 | $98.28 | ($13.81) | ($14.30) | ($14.78) | ($0.97) | ($1.46) | ($1.94) | ($12.84) | ($12.84) | ($12.84) | $128.11 | $151.64 | $175.18 | 7/1/2014 | 6/30/2015 | 3.00% | | $ 44.81 | |
| (Non-Exempt) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Douglas Frey | | $43.53 | $65.30 | $87.06 | $21.50 | $65.03 | $86.80 | $108.56 | $41.00 | $61.50 | $82.00 | $8.66 | $49.66 | $70.16 | $90.66 | ($15.37) | ($16.64) | ($17.90) | ($2.53) | ($3.80) | ($5.06) | ($12.84) | ($12.84) | ($12.84) | $122.14 | $145.60 | $169.05 | 7/1/2011 | 6/30/2012 | | | $ 41.00 | |
| ASNT Level II-III | | $43.53 | $65.30 | $87.06 | $21.50 | $65.03 | $86.80 | $108.56 | $42.23 | $63.35 | $84.46 | $8.66 | $50.89 | $72.01 | $93.12 | ($14.14) | ($14.79) | ($15.44) | ($1.30) | ($1.95) | ($2.60) | ($12.84) | ($12.84) | ($12.84) | $122.37 | $145.00 | $167.64 | 7/1/2012 | 6/30/2013 | 3.00% | | $ 42.23 | |
| Group 2 - Second Shift | FIELD | $43.53 | $65.30 | $87.06 | $21.50 | $65.03 | $86.80 | $108.56 | $43.50 | $65.25 | $87.00 | $8.66 | $52.16 | $73.91 | $95.66 | ($12.87) | ($12.89) | ($12.90) | ($0.03) | ($0.05) | ($0.06) | ($12.84) | ($12.84) | ($12.84) | $122.61 | $144.39 | $166.18 | 7/1/2013 | 6/30/2014 | 3.00% | | $ 43.50 | NA |
| Prevailing Wage | | $43.53 | $65.30 | $87.06 | $21.50 | $65.03 | $86.80 | $108.56 | $44.81 | $67.22 | $89.62 | $8.66 | $53.47 | $75.88 | $98.28 | ($11.56) | ($10.92) | ($10.28) | $0.00 | $0.00 | $0.00 | ($11.56) | ($10.92) | ($10.28) | $124.56 | $146.33 | $168.09 | 7/1/2014 | 6/30/2015 | 3.00% | | $ 44.81 | |
| (Non-Exempt) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Douglas Frey | | | | | | | | | | | | | | | | | | | | | | | | | $103.39 | $123.89 | $144.39 | 7/1/2011 | 6/30/2012 | | | $ 41.00 | |
| ASNT Level II-III | | | | | | | | | | | | | | | | | | | | | | | | | $106.50 | $127.61 | $148.73 | 7/1/2012 | 6/30/2013 | 3.00% | | $ 42.23 | |
| | FIELD | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $109.70 | $131.45 | $153.20 | 7/1/2013 | 6/30/2014 | 3.00% | | $ 43.50 | NA |
| | | | | | | | | | | | | | | | | | | | | | | | | | $113.00 | $135.41 | $157.81 | 7/1/2014 | 6/30/2015 | 3.00% | | $ 44.81 | |
| Non-Prevailing Wage | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| (Non-Exempt) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Rene Hernandez | | $40.86 | $61.29 | $81.72 | $21.50 | $62.36 | $82.79 | $103.22 | $50.00 | $75.00 | $100.00 | $8.18 | $58.18 | $83.18 | $108.18 | ($4.18) | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | ($4.18) | $0.00 | $0.00 | $130.27 | $151.09 | $176.09 | 7/1/2011 | 6/30/2012 | | | $ 50.00 | |
| ASNT Level II-III | | $40.86 | $61.29 | $81.72 | $21.50 | $62.36 | $82.79 | $103.22 | $51.50 | $77.25 | $103.00 | $8.18 | $59.68 | $85.43 | $111.18 | ($2.68) | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | ($2.68) | $0.00 | $0.00 | $132.55 | $155.62 | $181.37 | 7/1/2012 | 6/30/2013 | 3.00% | | $ 51.50 | |
| Group 1 | FIELD | $40.86 | $61.29 | $81.72 | $21.50 | $62.36 | $82.79 | $103.22 | $53.05 | $79.58 | $106.10 | $8.18 | $61.23 | $87.76 | $114.28 | ($1.13) | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | ($1.13) | $0.00 | $0.00 | $134.91 | $160.31 | $186.83 | 7/1/2013 | 6/30/2014 | 3.00% | | $ 53.05 | NA |
| Prevailing Wage | | $40.86 | $61.29 | $81.72 | $21.50 | $62.36 | $82.79 | $103.22 | $54.64 | $81.96 | $109.28 | $8.18 | $62.82 | $90.14 | $117.46 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $137.79 | $165.11 | $192.43 | 7/1/2014 | 6/30/2015 | 3.00% | | $ 54.64 | |
| (Non-Exempt) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Rene Hernandez | | $38.86 | $58.29 | $77.72 | $21.50 | $60.36 | $79.79 | $99.22 | $50.00 | $75.00 | $100.00 | $8.18 | $58.18 | $83.18 | $108.18 | ($2.18) | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | ($2.18) | $0.00 | $0.00 | $128.27 | $151.09 | $176.09 | 7/1/2011 | 6/30/2012 | | | $ 50.00 | |
| ASNT Level II-III | | $38.86 | $58.29 | $77.72 | $21.50 | $60.36 | $79.79 | $99.22 | $51.50 | $77.25 | $103.00 | $8.18 | $59.68 | $85.43 | $111.18 | ($0.68) | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | ($0.68) | $0.00 | $0.00 | $130.55 | $155.62 | $181.37 | 7/1/2012 | 6/30/2013 | 3.00% | | $ 51.50 | |
| Group 2 | FIELD | $38.86 | $58.29 | $77.72 | $21.50 | $60.36 | $79.79 | $99.22 | $53.05 | $79.58 | $106.10 | $8.18 | $61.23 | $87.76 | $114.28 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $133.78 | $160.31 | $186.83 | 7/1/2013 | 6/30/2014 | 3.00% | | $ 53.05 | NA |
| Prevailing Wage | | $38.86 | $58.29 | $77.72 | $21.50 | $60.36 | $79.79 | $99.22 | $54.64 | $81.96 | $109.28 | $8.18 | $62.82 | $90.14 | $117.46 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $137.79 | $165.11 | $192.43 | 7/1/2014 | 6/30/2015 | 3.00% | | $ 54.64 | |
| (Non-Exempt) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Rene Hernandez | | $45.78 | $68.67 | $91.56 | $21.50 | $67.28 | $90.17 | $113.06 | $50.00 | $75.00 | $100.00 | $8.18 | $58.18 | $83.18 | $108.18 | ($9.10) | ($6.99) | ($4.88) | $0.00 | $0.00 | $0.00 | ($9.10) | ($6.99) | ($4.88) | $135.19 | $158.08 | $180.97 | 7/1/2011 | 6/30/2012 | | | $ 50.00 | |
| ASNT Level II-III | | $45.78 | $68.67 | $91.56 | $21.50 | $67.28 | $90.17 | $113.06 | $51.50 | $77.25 | $103.00 | $8.18 | $59.68 | $85.43 | $111.18 | ($7.60) | ($4.74) | ($1.88) | $0.00 | $0.00 | $0.00 | ($7.60) | ($4.74) | ($1.88) | $137.47 | $160.36 | $183.25 | 7/1/2012 | 6/30/2013 | 3.00% | | $ 51.50 | |
| Group 1 - Second Shift | FIELD | $45.78 | $68.67 | $91.56 | $21.50 | $67.28 | $90.17 | $113.06 | $53.05 | $79.58 | $106.10 | $8.18 | $61.23 | $87.76 | $114.28 | ($6.05) | ($2.42) | $0.00 | $0.00 | $0.00 | $0.00 | ($6.05) | ($2.42) | $0.00 | $139.83 | $162.72 | $186.83 | 7/1/2013 | 6/30/2014 | 3.00% | | $ 53.05 | NA |
| Prevailing Wage | | $45.78 | $68.67 | $91.56 | $21.50 | $67.28 | $90.17 | $113.06 | $54.64 | $81.96 | $109.28 | $8.18 | $62.82 | $90.14 | $117.46 | ($4.46) | ($0.03) | $0.00 | $0.00 | $0.00 | $0.00 | ($4.46) | ($0.03) | $0.00 | $142.25 | $165.14 | $192.43 | 7/1/2014 | 6/30/2015 | 3.00% | | $ 54.64 | |
| (Non-Exempt) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Rene Hernandez | | $43.53 | $65.30 | $87.06 | $21.50 | $65.03 | $86.80 | $108.56 | $50.00 | $75.00 | $100.00 | $8.18 | $58.18 | $83.18 | $108.18 | ($6.85) | ($3.61) | ($0.38) | $0.00 | $0.00 | $0.00 | ($6.85) | ($3.61) | ($0.38) | $132.94 | $154.71 | $176.47 | 7/1/2011 | 6/30/2012 | | | $ 50.00 | |
| ASNT Level II-III | | $43.53 | $65.30 | $87.06 | $21.50 | $65.03 | $86.80 | $108.56 | $51.50 | $77.25 | $103.00 | $8.18 | $59.68 | $85.43 | $111.18 | ($5.35) | ($1.36) | $0.00 | $0.00 | $0.00 | $0.00 | ($5.35) | ($1.36) | $0.00 | $135.22 | $156.99 | $181.37 | 7/1/2012 | 6/30/2013 | 3.00% | | $ 51.50 | |
| Group 2 - Second Shift | FIELD | $43.53 | $65.30 | $87.06 | $21.50 | $65.03 | $86.80 | $108.56 | $53.05 | $79.58 | $106.10 | $8.18 | $61.23 | $87.76 | $114.28 | ($3.80) | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | ($3.80) | $0.00 | $0.00 | $137.58 | $160.31 | $186.83 | 7/1/2013 | 6/30/2014 | 3.00% | | $ 53.05 | NA |
| Prevailing Wage | | $43.53 | $65.30 | $87.06 | $21.50 | $65.03 | $86.80 | $108.56 | $54.64 | $81.96 | $109.28 | $8.18 | $62.82 | $90.14 | $117.46 | ($2.21) | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | ($2.21) | $0.00 | $0.00 | $140.00 | $165.11 | $192.43 | 7/1/2014 | 6/30/2015 | 3.00% | | $ 54.64 | |
| (Non-Exempt) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Rene Hernandez | | | | | | | | | | | | | | | | | | | | | | | | | $126.09 | $151.09 | $176.09 | 7/1/2011 | 6/30/2012 | | | $ 50.00 | |
| ASNT Level II-III | | | | | | | | | | | | | | | | | | | | | | | | | $129.87 | $155.62 | $181.37 | 7/1/2012 | 6/30/2013 | 3.00% | | $ 51.50 | |
| | FIELD | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $133.78 | $160.31 | $186.83 | 7/1/2013 | 6/30/2014 | 3.00% | | $ 53.05 | NA |
| | | | | | | | | | | | | | | | | | | | | | | | | | $137.79 | $165.11 | $192.43 | 7/1/2014 | 6/30/2015 | 3.00% | | $ 54.64 | |
| Non-Prevailing Wage | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| (Non-Exempt) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

**Notes for Labor Charges**

1. Prevailing Wages (PW) are specified under the following DIR determinations: NC-63-3-9-2010-1 DIR determination (including Second Shift) and ALA-2011-1.
2. The billing rates shown in this cost proposal for field staff entitled for PW rates, are calculated with estimated fringe benefits of the staff. The actual billing rates to be used in the invoices will be calculated by using the actual PW fringe benefits of the individual staff in accordance with the certified benefits statement that will be submitted with each invoice.
3. "N/C" denotes No Charge for work performed more than 8 hours per day and for weekends and holidays.
4. The employees' actual hourly rates shown in this cost proposal are the rates that were effective on 7/1/2011 unless noted otherwise. Contract Manager's pre-approval is required for addition of staff not previously listed on the cost proposal. The billing rates for these employees, including those that fall under general classifications, will be calculated and reimbursed based on their actual hourly rates on 07/01/11. Hourly rates for new employees hired after the date of this cost proposal will not exceed (or shall be in line with) the rates of similar personnel listed on this cost proposal having similar experience.
5. In addition to travel time allowances specified in the Other Direct Charges (ODC), the following provisions shall apply:
   a) For all classifications, staff working at all remote locations, no travel time will be allowed for travel between location of short term or long term residency to physical location of work to be performed as specified in the task order.
   b) For PW Tasks working in US, travel time to and from the fabrication facility or approved testing facility will be compensated per the NC-63-3-9-2010-1 DIR determination.
6. The provisional overhead rate used to develop this cost proposal is based on the financial fiscal year ending December 31, 2010.
7. Alta Vista Solutions agrees to voluntarily reduce hourly rate for this contract only.
8. Applicable Multiplier Delta Fringe to change to 0.0 effective 7/1/2012.

**Loaded Rate Calculation**

***Non Exempt Employee Loaded Billing Rates***

A) Straight Time = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)

B) 1.5X or 2.0X Overtime = (Actual Hourly Rate) * (1 + Field O.H.) * (1 + Fee) +.5X or 1.0X (Actual Hourly Rate) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)

***Exempt Employee Loaded Billing Rates***

C) Straight Time or 1.5X or 2.0X Overtime = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)

The PW differentials Delta Base and Delta Fringe shown in the formulas above for Loaded Billing Rates are applicable only when performing services covered under DIR determinations.

| Home Office Personnel: | Fringe Benefit % | | Overhead % | | General Administration % | | Combined % |
|---|---|---|---|---|---|---|---|
| NORMAL | | + | | + | | = | 129.10% |
| OVERTIME | | + | | + | | = | 129.10% |
| **Field Office Personnel:** | **Fringe Benefit %** | | **Overhead %** | | **General Administration %** | | **Combined %** |
| NORMAL | | + | | + | | = | 133.50% |
| OVERTIME | | + | | + | | = | 133.50% |
| | | | | | Fee | = | 8.00% |

Applicable Multiplier Delta Base (Field) = 2.335
Applicable Multiplier Delta Fringe (Field) = 1.000

| Name/Classification | Home Office Personnel Field Office Personnel | Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work) | | | | | | | Employee Actual Rate (fringe benefits vary year over year) | | | | | | | Applicable DELTA (TOTAL) = Employee Total - DIR Total | | | Applicable DELTA Base = DIR Rate - Employee Base Rate | | | Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR) | | | Loaded Hourly Billing Rates | | | Effective Date of Hourly Rate | | % Escalation Increase | Actual Hourly Rate and/or Average Hourly Rate | Hourly Range for Class |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | Base Salary | | | Fringe Benefits | Total Base Salary + Fringe Benefits | | | Base Salary | | | Estimate Fringe | Total = Base + Fringe | | | | | | | | | | | | | | | | | | | | |
| | | Straight | 1.5 OT | 2.0 OT | | Straight | 1.5 OT | 2.0 OT | Straight | 1.5 OT | 2.0 OT | | Straight | 1.5 OT | 2.0 OT | Straight | 1.5 OT | 2.0 OT | Straight | 1.5 OT | 2.0 OT | Straight | 1.5 OT | 2.0 OT | Straight | OT (1.5x) | OT (2x) | From | To | | | |
| Greg Johnston | | $40.86 | $61.29 | $81.72 | $21.50 | $62.36 | $82.79 | $103.22 | $40.00 | $60.00 | $80.00 | $10.45 | $50.45 | $70.45 | $90.45 | ($11.91) | ($12.34) | ($12.77) | ($0.86) | ($1.29) | ($1.72) | ($11.05) | ($11.05) | ($11.05) | $113.93 | $134.93 | $155.94 | 7/1/2011 | 6/30/2012 | | $ 40.00 | |
| ASNT Level II-III | | $40.86 | $61.29 | $81.72 | $21.50 | $62.36 | $82.79 | $103.22 | $41.20 | $61.80 | $82.40 | $10.45 | $51.65 | $72.25 | $92.85 | ($10.71) | ($10.54) | ($10.37) | $0.00 | $0.00 | $0.00 | ($10.71) | ($10.54) | ($10.37) | $114.61 | $135.04 | $155.47 | 7/1/2012 | 6/30/2013 | 3.00% | $ 41.20 | |
| Group 1 | FIELD | $40.86 | $61.29 | $81.72 | $21.50 | $62.36 | $82.79 | $103.22 | $42.44 | $63.66 | $84.88 | $10.45 | $52.89 | $74.11 | $95.33 | ($9.47) | ($8.68) | ($7.89) | $0.00 | $0.00 | $0.00 | ($9.47) | ($8.68) | ($7.89) | $116.50 | $136.93 | $157.36 | 7/1/2013 | 6/30/2014 | 3.00% | $ 42.44 | NA |
| Prevailing Wage | | $40.86 | $61.29 | $81.72 | $21.50 | $62.36 | $82.79 | $103.22 | $43.71 | $65.57 | $87.42 | $10.45 | $54.16 | $76.02 | $97.87 | ($8.20) | ($6.77) | ($5.35) | $0.00 | $0.00 | $0.00 | ($8.20) | ($6.77) | ($5.35) | $118.43 | $138.86 | $159.29 | 7/1/2014 | 6/30/2015 | 3.00% | $ 43.71 | |
| (Non-Exempt) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Greg Johnston | | $38.86 | $58.29 | $77.72 | $21.50 | $60.36 | $79.79 | $99.22 | $40.00 | $60.00 | $80.00 | $10.45 | $50.45 | $70.45 | $90.45 | ($9.91) | ($9.34) | ($8.77) | $0.00 | $0.00 | $0.00 | ($9.91) | ($9.34) | ($8.77) | $110.78 | $130.21 | $149.64 | 7/1/2011 | 6/30/2012 | | $ 40.00 | |
| ASNT Level II-III | | $38.86 | $58.29 | $77.72 | $21.50 | $60.36 | $79.79 | $99.22 | $41.20 | $61.80 | $82.40 | $10.45 | $51.65 | $72.25 | $92.85 | ($8.71) | ($7.54) | ($6.37) | $0.00 | $0.00 | $0.00 | ($8.71) | ($7.54) | ($6.37) | $112.61 | $132.04 | $151.47 | 7/1/2012 | 6/30/2013 | 3.00% | $ 41.20 | |
| Group 2 | FIELD | $38.86 | $58.29 | $77.72 | $21.50 | $60.36 | $79.79 | $99.22 | $42.44 | $63.66 | $84.88 | $10.45 | $52.89 | $74.11 | $95.33 | ($7.47) | ($5.68) | ($3.89) | $0.00 | $0.00 | $0.00 | ($7.47) | ($5.68) | ($3.89) | $114.50 | $133.93 | $153.36 | 7/1/2013 | 6/30/2014 | 3.00% | $ 42.44 | NA |
| Prevailing Wage | | $38.86 | $58.29 | $77.72 | $21.50 | $60.36 | $79.79 | $99.22 | $43.71 | $65.57 | $87.42 | $10.45 | $54.16 | $76.02 | $97.87 | ($6.20) | ($3.77) | ($1.35) | $0.00 | $0.00 | $0.00 | ($6.20) | ($3.77) | ($1.35) | $116.43 | $135.86 | $155.29 | 7/1/2014 | 6/30/2015 | 3.00% | $ 43.71 | |
| (Non-Exempt) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Greg Johnston | | $45.78 | $68.67 | $91.56 | $21.50 | $67.28 | $90.17 | $113.06 | $40.00 | $60.00 | $80.00 | $10.45 | $50.45 | $70.45 | $90.45 | ($16.83) | ($19.72) | ($22.61) | ($5.78) | ($8.67) | ($11.56) | ($11.05) | ($11.05) | ($11.05) | $125.42 | $152.17 | $178.91 | 7/1/2011 | 6/30/2012 | | $ 40.00 | |
| ASNT Level II-III | | $45.78 | $68.67 | $91.56 | $21.50 | $67.28 | $90.17 | $113.06 | $41.20 | $61.80 | $82.40 | $10.45 | $51.65 | $72.25 | $92.85 | ($15.63) | ($17.92) | ($20.21) | ($4.58) | ($6.87) | ($9.16) | ($11.05) | ($11.05) | ($11.05) | $125.64 | $151.59 | $177.54 | 7/1/2012 | 6/30/2013 | 3.00% | $ 41.20 | |
| Group 1 - Second Shift | FIELD | $45.78 | $68.67 | $91.56 | $21.50 | $67.28 | $90.17 | $113.06 | $42.44 | $63.66 | $84.88 | $10.45 | $52.89 | $74.11 | $95.33 | ($14.39) | ($16.06) | ($17.73) | ($3.34) | ($5.01) | ($6.68) | ($11.05) | ($11.05) | ($11.05) | $125.87 | $150.99 | $176.11 | 7/1/2013 | 6/30/2014 | 3.00% | $ 42.44 | NA |
| Prevailing Wage | | $45.78 | $68.67 | $91.56 | $21.50 | $67.28 | $90.17 | $113.06 | $43.71 | $65.57 | $87.42 | $10.45 | $54.16 | $76.02 | $97.87 | ($13.12) | ($14.16) | ($15.19) | ($2.07) | ($3.11) | ($4.14) | ($11.05) | ($11.05) | ($11.05) | $126.11 | $150.38 | $174.65 | 7/1/2014 | 6/30/2015 | 3.00% | $ 43.71 | |
| (Non-Exempt) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Greg Johnston | | $43.53 | $65.30 | $87.06 | $21.50 | $65.03 | $86.80 | $108.56 | $40.00 | $60.00 | $80.00 | $10.45 | $50.45 | $70.45 | $90.45 | ($14.58) | ($16.35) | ($18.11) | ($3.53) | ($5.30) | ($7.06) | ($11.05) | ($11.05) | ($11.05) | $120.16 | $144.29 | $168.41 | 7/1/2011 | 6/30/2012 | | $ 40.00 | |
| ASNT Level II-III | | $43.53 | $65.30 | $87.06 | $21.50 | $65.03 | $86.80 | $108.56 | $41.20 | $61.80 | $82.40 | $10.45 | $51.65 | $72.25 | $92.85 | ($13.38) | ($14.55) | ($15.71) | ($2.33) | ($3.50) | ($4.66) | ($11.05) | ($11.05) | ($11.05) | $120.39 | $143.71 | $167.03 | 7/1/2012 | 6/30/2013 | 3.00% | $ 41.20 | |
| Group 2 - Second Shift | FIELD | $43.53 | $65.30 | $87.06 | $21.50 | $65.03 | $86.80 | $108.56 | $42.44 | $63.66 | $84.88 | $10.45 | $52.89 | $74.11 | $95.33 | ($12.14) | ($12.69) | ($13.23) | ($1.09) | ($1.64) | ($2.18) | ($11.05) | ($11.05) | ($11.05) | $120.62 | $143.11 | $165.61 | 7/1/2013 | 6/30/2014 | 3.00% | $ 42.44 | NA |
| Prevailing Wage | | $43.53 | $65.30 | $87.06 | $21.50 | $65.03 | $86.80 | $108.56 | $43.71 | $65.57 | $87.42 | $10.45 | $54.16 | $76.02 | $97.87 | ($10.87) | ($10.78) | ($10.69) | $0.00 | $0.00 | $0.00 | ($10.87) | ($10.78) | ($10.69) | $121.10 | $142.86 | $164.63 | 7/1/2014 | 6/30/2015 | 3.00% | $ 43.71 | |
| (Non-Exempt) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Greg Johnston | | | | | | | | | | | | | | | | | | | | | | | | | $100.87 | $120.87 | $140.87 | 7/1/2011 | 6/30/2012 | | $ 40.00 | |
| ASNT Level II-III | | | | | | | | | | | | | | | | | | | | | | | | | $103.90 | $124.50 | $145.10 | 7/1/2012 | 6/30/2013 | 3.00% | $ 41.20 | |
| | FIELD | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $107.03 | $128.25 | $149.47 | 7/1/2013 | 6/30/2014 | 3.00% | $ 42.44 | NA |
| Non-Prevailing Wage | | | | | | | | | | | | | | | | | | | | | | | | | $110.23 | $132.08 | $153.94 | 7/1/2014 | 6/30/2015 | 3.00% | $ 43.71 | |
| (Non-Exempt) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Tim McClendon | | $40.86 | $61.29 | $81.72 | $21.50 | $62.36 | $82.79 | $103.22 | $54.60 | $81.90 | $109.20 | $9.58 | $64.18 | $91.48 | $118.78 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $137.69 | $164.99 | $192.29 | 7/1/2011 | 6/30/2012 | | $ 54.60 | |
| ASNT Level II-III | | $40.86 | $61.29 | $81.72 | $21.50 | $62.36 | $82.79 | $103.22 | $56.24 | $84.36 | $112.48 | $9.58 | $65.82 | $93.94 | $122.06 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $141.83 | $169.95 | $198.07 | 7/1/2012 | 6/30/2013 | 3.00% | $ 56.24 | |
| Group 1 | FIELD | $40.86 | $61.29 | $81.72 | $21.50 | $62.36 | $82.79 | $103.22 | $57.93 | $86.90 | $115.86 | $9.58 | $67.51 | $96.48 | $125.44 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $146.09 | $175.05 | $204.02 | 7/1/2013 | 6/30/2014 | 3.00% | $ 57.93 | NA |
| Prevailing Wage | | $40.86 | $61.29 | $81.72 | $21.50 | $62.36 | $82.79 | $103.22 | $59.67 | $89.51 | $119.34 | $9.58 | $69.25 | $99.09 | $128.92 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $150.48 | $180.31 | $210.15 | 7/1/2014 | 6/30/2015 | 3.00% | $ 59.67 | |
| (Non-Exempt) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Tim McClendon | | $38.86 | $58.29 | $77.72 | $21.50 | $60.36 | $79.79 | $99.22 | $54.60 | $81.90 | $109.20 | $9.58 | $64.18 | $91.48 | $118.78 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $137.69 | $164.99 | $192.29 | 7/1/2011 | 6/30/2012 | | $ 54.60 | |
| ASNT Level II-III | | $38.86 | $58.29 | $77.72 | $21.50 | $60.36 | $79.79 | $99.22 | $56.24 | $84.36 | $112.48 | $9.58 | $65.82 | $93.94 | $122.06 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $141.83 | $169.95 | $198.07 | 7/1/2012 | 6/30/2013 | 3.00% | $ 56.24 | |
| Group 2 | FIELD | $38.86 | $58.29 | $77.72 | $21.50 | $60.36 | $79.79 | $99.22 | $57.93 | $86.90 | $115.86 | $9.58 | $67.51 | $96.48 | $125.44 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $146.09 | $175.05 | $204.02 | 7/1/2013 | 6/30/2014 | 3.00% | $ 57.93 | NA |
| Prevailing Wage | | $38.86 | $58.29 | $77.72 | $21.50 | $60.36 | $79.79 | $99.22 | $59.67 | $89.51 | $119.34 | $9.58 | $69.25 | $99.09 | $128.92 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $150.48 | $180.31 | $210.15 | 7/1/2014 | 6/30/2015 | 3.00% | $ 59.67 | |
| (Non-Exempt) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Tim McClendon | | $45.78 | $68.67 | $91.56 | $21.50 | $67.28 | $90.17 | $113.06 | $54.60 | $81.90 | $109.20 | $9.58 | $64.18 | $91.48 | $118.78 | ($3.10) | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | ($3.10) | $0.00 | $0.00 | $140.79 | $164.99 | $192.29 | 7/1/2011 | 6/30/2012 | | $ 54.60 | |
| ASNT Level II-III | | $45.78 | $68.67 | $91.56 | $21.50 | $67.28 | $90.17 | $113.06 | $56.24 | $84.36 | $112.48 | $9.58 | $65.82 | $93.94 | $122.06 | ($1.46) | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | ($1.46) | $0.00 | $0.00 | $143.29 | $169.95 | $198.07 | 7/1/2012 | 6/30/2013 | 3.00% | $ 56.24 | |
| Group 1 - Second Shift | FIELD | $45.78 | $68.67 | $91.56 | $21.50 | $67.28 | $90.17 | $113.06 | $57.93 | $86.90 | $115.86 | $9.58 | $67.51 | $96.48 | $125.44 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $146.09 | $175.05 | $204.02 | 7/1/2013 | 6/30/2014 | 3.00% | $ 57.93 | NA |
| Prevailing Wage | | $45.78 | $68.67 | $91.56 | $21.50 | $67.28 | $90.17 | $113.06 | $59.67 | $89.51 | $119.34 | $9.58 | $69.25 | $99.09 | $128.92 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $150.48 | $180.31 | $210.15 | 7/1/2014 | 6/30/2015 | 3.00% | $ 59.67 | |
| (Non-Exempt) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Tim McClendon | | $43.53 | $65.30 | $87.06 | $21.50 | $65.03 | $86.80 | $108.56 | $54.60 | $81.90 | $109.20 | $9.58 | $64.18 | $91.48 | $118.78 | ($0.85) | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | ($0.85) | $0.00 | $0.00 | $138.54 | $164.99 | $192.29 | 7/1/2011 | 6/30/2012 | | $ 54.60 | |
| ASNT Level II-III | | $43.53 | $65.30 | $87.06 | $21.50 | $65.03 | $86.80 | $108.56 | $56.24 | $84.36 | $112.48 | $9.58 | $65.82 | $93.94 | $122.06 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $141.83 | $169.95 | $198.07 | 7/1/2012 | 6/30/2013 | 3.00% | $ 56.24 | |
| Group 2 - Second Shift | FIELD | $43.53 | $65.30 | $87.06 | $21.50 | $65.03 | $86.80 | $108.56 | $57.93 | $86.90 | $115.86 | $9.58 | $67.51 | $96.48 | $125.44 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $146.09 | $175.05 | $204.02 | 7/1/2013 | 6/30/2014 | 3.00% | $ 57.93 | NA |
| Prevailing Wage | | $43.53 | $65.30 | $87.06 | $21.50 | $65.03 | $86.80 | $108.56 | $59.67 | $89.51 | $119.34 | $9.58 | $69.25 | $99.09 | $128.92 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $150.48 | $180.31 | $210.15 | 7/1/2014 | 6/30/2015 | 3.00% | $ 59.67 | |
| (Non-Exempt) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Tim McClendon | | | | | | | | | | | | | | | | | | | | | | | | | $137.69 | $164.99 | $192.29 | 7/1/2011 | 6/30/2012 | | $ 54.60 | |
| ASNT Level II-III | | | | | | | | | | | | | | | | | | | | | | | | | $141.83 | $169.95 | $198.07 | 7/1/2012 | 6/30/2013 | 3.00% | $ 56.24 | |
| | FIELD | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $146.09 | $175.05 | $204.02 | 7/1/2013 | 6/30/2014 | 3.00% | $ 57.93 | NA |
| Non-Prevailing Wage | | | | | | | | | | | | | | | | | | | | | | | | | $150.48 | $180.31 | $210.15 | 7/1/2014 | 6/30/2015 | 3.00% | $ 59.67 | |
| (Non-Exempt) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

**Notes for Labor Charges**

1. Prevailing Wages (PW) are specified under the following DIR determinations: NC-63-3-9-2010-1 DIR determination (including Second Shift) and ALA-2011-1.
2. The billing rates shown in this cost proposal for field staff entitled for PW rates, are calculated with estimated fringe benefits of the staff. The actual billing rates to be used in the invoices will be calculated by using the actual PW fringe benefits of the individual staff in accordance with the certified benefits statement that will be submitted with each invoice.
3. "N/C" denotes No Charge for work performed more than 8 hours per day and for weekends and holidays.
4. The employees' actual hourly rates shown in this cost proposal are the rates that were effective on 7/1/2011 unless noted otherwise. Contract Manager's pre-approval is required for addition of staff not previously listed on the cost proposal. The billing rates for these employees, including those that fall under general classifications, will be calculated and reimbursed based on their actual hourly rates on 07/01/11. Hourly rates for new employees hired after the date of this cost proposal will not exceed (or shall be in line with) the rates of similar personnnel listed on this cost proposal having similar experience.
5. In addition to travel time allowances specified in the Other Direct Charges (ODC), the following provisions shall apply:
   a) For all classifications, staff working at all remote locations, no travel time will be allowed for travel between location of short term or long term residency to physical location of work to be performed as specified in the task order.
   b) For PW Tasks working in US, travel time to and from the fabrication facility or approved testing facility will be compensated per the NC-63-3-9-2010-1 DIR determination.
6. The provisional overhead rate used to develop this cost proposal is based on the financial fiscal year ending December 31, 2010.
7. Alta Vista Solutions agrees to voluntarily reduce hourly rate for this contract only.
8. Applicable Multiplier Delta Fringe to change to 0.0 effective 7/1/2012.

**Loaded Rate Calculation**

***Non Exempt Employee Loaded Billing Rates***

A) Straight Time = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)

B) 1.5X or 2.0X Overtime = (Actual Hourly Rate) * (1 + Field O.H.) * (1 + Fee) +.5X or 1.0X (Actual Hourly Rate) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)

***Exempt Employee Loaded Billing Rates***

C) Straight Time or 1.5X or 2.0X Overtime = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)

The PW differentials Delta Base and Delta Fringe shown in the formulas above for Loaded Billing Rates are applicable only when performing services covered under DIR determinations.

| Home Office Personnel: | Fringe Benefit % | | Overhead % | | General Administration % | | Combined % |
|---|---|---|---|---|---|---|---|
| NORMAL | | + | | + | | = | 129.10% |
| OVERTIME | | + | | + | | = | 129.10% |
| **Field Office Personnel:** | Fringe Benefit % | | Overhead % | | General Administration % | | Combined % |
| NORMAL | | + | | + | | = | 133.50% |
| OVERTIME | | + | | + | | = | 133.50% |
| | | | | | Fee | = | 8.00% |
| | | | | | Applicable Multiplier Delta Base (Field) | = | 2.335 |
| | | | | | Applicable Multiplier Delta Fringe (Field) | = | 1.000 |

| Name/Classification | Home Office Personnel / Field Office Personnel | Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work) | | | | | | | Employee Actual Rate (fringe benefits vary year over year) | | | | | | | Applicable DELTA (TOTAL) = Employee Total - DIR Total | | | Applicable DELTA Base = DIR Rate - Employee Base Rate | | | Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR) | | | Loaded Hourly Billing Rates | | | Effective Date of Hourly Rate | | % Escalation Increase | Actual Hourly Rate and/or Average Hourly Rate | Hourly Range for Class |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | Base Salary | | | Fringe | Total Base Salary + Fringe Benefits | | | Base Salary | | | Estimate | Total = Base + Fringe | | | | | | | | | | | | | | | | | | | | |
| | | Straight | 1.5 OT | 2.0 OT | Benefits | Straight | 1.5 OT | 2.0 OT | Straight | 1.5 OT | 2.0 OT | Fringe | Straight | 1.5 OT | 2.0 OT | Straight | 1.5 OT | 2.0 OT | Straight | 1.5 OT | 2.0 OT | Straight | 1.5 OT | 2.0 OT | Straight | OT (1.5x) | OT (2x) | From | To | | | |
| Sean McGuire | | $40.86 | $61.29 | $81.72 | $21.50 | $62.36 | $82.79 | $103.22 | $45.00 | $67.50 | $90.00 | $11.91 | $56.91 | $79.41 | $101.91 | ($5.45) | ($3.38) | ($1.31) | $0.00 | $0.00 | $0.00 | ($5.45) | ($3.38) | ($1.31) | $118.93 | $139.36 | $159.79 | 7/1/2011 | 6/30/2012 | | $ 45.00 | |
| ASNT Level II-III | | $40.86 | $61.29 | $81.72 | $21.50 | $62.36 | $82.79 | $103.22 | $46.35 | $69.53 | $92.70 | $11.91 | $58.26 | $81.44 | $104.61 | ($4.10) | ($1.35) | $0.00 | $0.00 | $0.00 | $0.00 | ($4.10) | ($1.35) | $0.00 | $120.99 | $141.42 | $163.24 | 7/1/2012 | 6/30/2013 | 3.00% | $ 46.35 | |
| Group 1 | FIELD | $40.86 | $61.29 | $81.72 | $21.50 | $62.36 | $82.79 | $103.22 | $47.74 | $71.61 | $95.48 | $11.91 | $59.65 | $83.52 | $107.39 | ($2.71) | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | ($2.71) | $0.00 | $0.00 | $123.10 | $144.26 | $168.13 | 7/1/2013 | 6/30/2014 | 3.00% | $ 47.74 | NA |
| Prevailing Wage | | $40.86 | $61.29 | $81.72 | $21.50 | $62.36 | $82.79 | $103.22 | $49.17 | $73.76 | $98.34 | $11.91 | $61.08 | $85.67 | $110.25 | ($1.28) | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | ($1.28) | $0.00 | $0.00 | $125.28 | $146.58 | $173.17 | 7/1/2014 | 6/30/2015 | 3.00% | $ 49.17 | |
| (Non-Exempt) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Sean McGuire | | $38.86 | $58.29 | $77.72 | $21.50 | $60.36 | $79.79 | $99.22 | $45.00 | $67.50 | $90.00 | $11.91 | $56.91 | $79.41 | $101.91 | ($3.45) | ($0.38) | $0.00 | $0.00 | $0.00 | $0.00 | ($3.45) | ($0.38) | $0.00 | $116.93 | $136.36 | $156.48 | 7/1/2011 | 6/30/2012 | | $ 45.00 | |
| ASNT Level II-III | | $38.86 | $58.29 | $77.72 | $21.50 | $60.36 | $79.79 | $99.22 | $46.35 | $69.53 | $92.70 | $11.91 | $58.26 | $81.44 | $104.61 | ($2.10) | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | ($2.10) | $0.00 | $0.00 | $118.99 | $140.06 | $163.24 | 7/1/2012 | 6/30/2013 | 3.00% | $ 46.35 | |
| Group 2 | FIELD | $38.86 | $58.29 | $77.72 | $21.50 | $60.36 | $79.79 | $99.22 | $47.74 | $71.61 | $95.48 | $11.91 | $59.65 | $83.52 | $107.39 | ($0.71) | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | ($0.71) | $0.00 | $0.00 | $121.10 | $144.26 | $168.13 | 7/1/2013 | 6/30/2014 | 3.00% | $ 47.74 | NA |
| Prevailing Wage | | $38.86 | $58.29 | $77.72 | $21.50 | $60.36 | $79.79 | $99.22 | $49.17 | $73.76 | $98.34 | $11.91 | $61.08 | $85.67 | $110.25 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $124.00 | $148.58 | $173.17 | 7/1/2014 | 6/30/2015 | 3.00% | $ 49.17 | |
| (Non-Exempt) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Sean McGuire | | $45.78 | $68.67 | $91.56 | $21.50 | $67.28 | $90.17 | $113.06 | $45.00 | $67.50 | $90.00 | $11.91 | $56.91 | $79.41 | $101.91 | ($10.37) | ($10.76) | ($11.15) | ($0.78) | ($1.17) | ($1.56) | ($9.59) | ($9.59) | ($9.59) | $124.89 | $148.30 | $171.71 | 7/1/2011 | 6/30/2012 | | $ 45.00 | |
| ASNT Level II-III | | $45.78 | $68.67 | $91.56 | $21.50 | $67.28 | $90.17 | $113.06 | $46.35 | $69.53 | $92.70 | $11.91 | $58.26 | $81.44 | $104.61 | ($9.02) | ($8.74) | ($8.45) | $0.00 | $0.00 | $0.00 | ($9.02) | ($8.74) | ($8.45) | $125.91 | $148.80 | $171.69 | 7/1/2012 | 6/30/2013 | 3.00% | $ 46.35 | |
| Group 1 - Second Shift | FIELD | $45.78 | $68.67 | $91.56 | $21.50 | $67.28 | $90.17 | $113.06 | $47.74 | $71.61 | $95.48 | $11.91 | $59.65 | $83.52 | $107.39 | ($7.63) | ($6.65) | ($5.67) | $0.00 | $0.00 | $0.00 | ($7.63) | ($6.65) | ($5.67) | $128.02 | $150.91 | $173.80 | 7/1/2013 | 6/30/2014 | 3.00% | $ 47.74 | NA |
| Prevailing Wage | | $45.78 | $68.67 | $91.56 | $21.50 | $67.28 | $90.17 | $113.06 | $49.17 | $73.76 | $98.34 | $11.91 | $61.08 | $85.67 | $110.25 | ($6.20) | ($4.51) | ($2.81) | $0.00 | $0.00 | $0.00 | ($6.20) | ($4.51) | ($2.81) | $130.20 | $153.09 | $175.98 | 7/1/2014 | 6/30/2015 | 3.00% | $ 49.17 | |
| (Non-Exempt) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Sean McGuire | | $43.53 | $65.30 | $87.06 | $21.50 | $65.03 | $86.80 | $108.56 | $45.00 | $67.50 | $90.00 | $11.91 | $56.91 | $79.41 | $101.91 | ($8.12) | ($7.39) | ($6.65) | $0.00 | $0.00 | $0.00 | ($8.12) | ($7.39) | ($6.65) | $121.60 | $143.37 | $165.13 | 7/1/2011 | 6/30/2012 | | $ 45.00 | |
| ASNT Level II-III | | $43.53 | $65.30 | $87.06 | $21.50 | $65.03 | $86.80 | $108.56 | $46.35 | $69.53 | $92.70 | $11.91 | $58.26 | $81.44 | $104.61 | ($6.77) | ($5.36) | ($3.95) | $0.00 | $0.00 | $0.00 | ($6.77) | ($5.36) | ($3.95) | $123.66 | $145.42 | $167.19 | 7/1/2012 | 6/30/2013 | 3.00% | $ 46.35 | |
| Group 2 - Second Shift | FIELD | $43.53 | $65.30 | $87.06 | $21.50 | $65.03 | $86.80 | $108.56 | $47.74 | $71.61 | $95.48 | $11.91 | $59.65 | $83.52 | $107.39 | ($5.38) | ($3.28) | ($1.17) | $0.00 | $0.00 | $0.00 | ($5.38) | ($3.28) | ($1.17) | $125.77 | $147.54 | $169.30 | 7/1/2013 | 6/30/2014 | 3.00% | $ 47.74 | NA |
| Prevailing Wage | | $43.53 | $65.30 | $87.06 | $21.50 | $65.03 | $86.80 | $108.56 | $49.17 | $73.76 | $98.34 | $11.91 | $61.08 | $85.67 | $110.25 | ($3.95) | ($1.13) | $0.00 | $0.00 | $0.00 | $0.00 | ($3.95) | ($1.13) | $0.00 | $127.95 | $149.71 | $173.17 | 7/1/2014 | 6/30/2015 | 3.00% | $ 49.17 | |
| (Non-Exempt) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Sean McGuire | | | | | | | | | | | | | | | | | | | | | | | | | $113.48 | $135.98 | $158.48 | 7/1/2011 | 6/30/2012 | | $ 45.00 | |
| ASNT Level II-III | | | | | | | | | | | | | | | | | | | | | | | | | $116.89 | $140.06 | $163.24 | 7/1/2012 | 6/30/2013 | 3.00% | $ 46.35 | |
| | FIELD | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $120.39 | $144.26 | $168.13 | 7/1/2013 | 6/30/2014 | 3.00% | $ 47.74 | NA |
| Non-Prevailing Wage | | | | | | | | | | | | | | | | | | | | | | | | | $124.00 | $148.58 | $173.17 | 7/1/2014 | 6/30/2015 | 3.00% | $ 49.17 | |
| (Non-Exempt) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Kevin Muser | | $40.86 | $61.29 | $81.72 | $21.50 | $62.36 | $82.79 | $103.22 | $40.59 | $60.89 | $81.18 | $7.42 | $48.01 | $68.31 | $88.60 | ($14.35) | ($14.49) | ($14.62) | ($0.27) | ($0.40) | ($0.54) | ($14.08) | ($14.08) | ($14.08) | $117.07 | $137.68 | $158.29 | 7/1/2011 | 6/30/2012 | | $ 40.59 | |
| ASNT Level II-III | | $40.86 | $61.29 | $81.72 | $21.50 | $62.36 | $82.79 | $103.22 | $41.81 | $62.72 | $83.62 | $7.42 | $49.23 | $70.14 | $91.04 | ($13.13) | ($12.66) | ($12.18) | $0.00 | $0.00 | $0.00 | ($13.13) | ($12.66) | ($12.18) | $118.57 | $139.00 | $159.43 | 7/1/2012 | 6/30/2013 | 3.00% | $ 41.81 | |
| Group 1 | FIELD | $40.86 | $61.29 | $81.72 | $21.50 | $62.36 | $82.79 | $103.22 | $43.06 | $64.59 | $86.12 | $7.42 | $50.48 | $72.01 | $93.54 | ($11.88) | ($10.78) | ($9.68) | $0.00 | $0.00 | $0.00 | ($11.88) | ($10.78) | ($9.68) | $120.47 | $140.90 | $161.33 | 7/1/2013 | 6/30/2014 | 3.00% | $ 43.06 | NA |
| Prevailing Wage | | $40.86 | $61.29 | $81.72 | $21.50 | $62.36 | $82.79 | $103.22 | $44.35 | $66.53 | $88.70 | $7.42 | $51.77 | $73.95 | $96.12 | ($10.59) | ($8.84) | ($7.10) | $0.00 | $0.00 | $0.00 | ($10.59) | ($8.84) | ($7.10) | $122.43 | $142.86 | $163.29 | 7/1/2014 | 6/30/2015 | 3.00% | $ 44.35 | |
| (Non-Exempt) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Kevin Muser | | $38.86 | $58.29 | $77.72 | $21.50 | $60.36 | $79.79 | $99.22 | $40.59 | $60.89 | $81.18 | $7.42 | $48.01 | $68.31 | $88.60 | ($12.35) | ($11.49) | ($10.62) | $0.00 | $0.00 | $0.00 | ($12.35) | ($11.49) | ($10.62) | $114.71 | $134.14 | $153.57 | 7/1/2011 | 6/30/2012 | | $ 40.59 | |
| ASNT Level II-III | | $38.86 | $58.29 | $77.72 | $21.50 | $60.36 | $79.79 | $99.22 | $41.81 | $62.72 | $83.62 | $7.42 | $49.23 | $70.14 | $91.04 | ($11.13) | ($9.65) | ($8.18) | $0.00 | $0.00 | $0.00 | ($11.13) | ($9.65) | ($8.18) | $116.57 | $136.00 | $155.43 | 7/1/2012 | 6/30/2013 | 3.00% | $ 41.81 | |
| Group 2 | FIELD | $38.86 | $58.29 | $77.72 | $21.50 | $60.36 | $79.79 | $99.22 | $43.06 | $64.59 | $86.12 | $7.42 | $50.48 | $72.01 | $93.54 | ($9.88) | ($7.78) | ($5.68) | $0.00 | $0.00 | $0.00 | ($9.88) | ($7.78) | ($5.68) | $118.47 | $137.90 | $157.33 | 7/1/2013 | 6/30/2014 | 3.00% | $ 43.06 | NA |
| Prevailing Wage | | $38.86 | $58.29 | $77.72 | $21.50 | $60.36 | $79.79 | $99.22 | $44.35 | $66.53 | $88.70 | $7.42 | $51.77 | $73.95 | $96.12 | ($8.59) | ($5.84) | ($3.10) | $0.00 | $0.00 | $0.00 | ($8.59) | ($5.84) | ($3.10) | $120.43 | $139.86 | $159.29 | 7/1/2014 | 6/30/2015 | 3.00% | $ 44.35 | |
| (Non-Exempt) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Kevin Muser | | $45.78 | $68.67 | $91.56 | $21.50 | $67.28 | $90.17 | $113.06 | $40.59 | $60.89 | $81.18 | $7.42 | $48.01 | $68.31 | $88.60 | ($19.27) | ($21.87) | ($24.46) | ($5.19) | ($7.79) | ($10.38) | ($14.08) | ($14.08) | ($14.08) | $128.56 | $154.91 | $181.27 | 7/1/2011 | 6/30/2012 | | $ 40.59 | |
| ASNT Level II-III | | $45.78 | $68.67 | $91.56 | $21.50 | $67.28 | $90.17 | $113.06 | $41.81 | $62.72 | $83.62 | $7.42 | $49.23 | $70.14 | $91.04 | ($18.05) | ($20.04) | ($22.02) | ($3.97) | ($5 96) | ($7.94) | ($14.08) | ($14.08) | ($14.08) | $128.79 | $154.33 | $179.87 | 7/1/2012 | 6/30/2013 | 3.00% | $ 41.81 | |
| Group 1 - Second Shift | FIELD | $45.78 | $68.67 | $91.56 | $21.50 | $67.28 | $90.17 | $113.06 | $43.06 | $64.59 | $86.12 | $7.42 | $50.48 | $72.01 | $93.54 | ($16.80) | ($18.16) | ($19.52) | ($2.72) | ($4.08) | ($5.44) | ($14.08) | ($14.08) | ($14.08) | $129.02 | $153.73 | $178.43 | 7/1/2013 | 6/30/2014 | 3.00% | $ 43.06 | NA |
| Prevailing Wage | | $45.78 | $68.67 | $91.56 | $21.50 | $67.28 | $90.17 | $113.06 | $44.35 | $66.53 | $88.70 | $7.42 | $51.77 | $73.95 | $96.12 | ($15.51) | ($16.23) | ($16.94) | ($1.43) | ($2.15) | ($2.86) | ($14.08) | ($14.08) | ($14.08) | $129.26 | $153.11 | $176.95 | 7/1/2014 | 6/30/2015 | 3.00% | $ 44.35 | |
| (Non-Exempt) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Kevin Muser | | $43.53 | $65.30 | $87.06 | $21.50 | $65.03 | $86.80 | $108.56 | $40.59 | $60.89 | $81.18 | $7.42 | $48.01 | $68.31 | $88.60 | ($17.02) | ($18.49) | ($19.96) | ($2.94) | ($4.41) | ($5.88) | ($14.08) | ($14.08) | ($14.08) | $123.30 | $147.03 | $170.76 | 7/1/2011 | 6/30/2012 | | $ 40.59 | |
| ASNT Level II-III | | $43.53 | $65.30 | $87.06 | $21.50 | $65.03 | $86.80 | $108.56 | $41.81 | $62.72 | $83.62 | $7.42 | $49.23 | $70.14 | $91.04 | ($15.80) | ($16.66) | ($17.52) | ($1.72) | ($2.58) | ($3.44) | ($14.08) | ($14.08) | ($14.08) | $123.53 | $146.45 | $169.36 | 7/1/2012 | 6/30/2013 | 3.00% | $ 41.81 | |
| Group 2 - Second Shift | FIELD | $43.53 | $65.30 | $87.06 | $21.50 | $65.03 | $86.80 | $108.56 | $43.06 | $64.59 | $86.12 | $7.42 | $50.48 | $72.01 | $93.54 | ($14.55) | ($14.79) | ($15.02) | ($0.47) | ($0.70) | ($0.94) | ($14.08) | ($14.08) | ($14.08) | $123.77 | $145.84 | $167.92 | 7/1/2013 | 6/30/2014 | 3.00% | $ 43.06 | NA |
| Prevailing Wage | | $43.53 | $65.30 | $87.06 | $21.50 | $65.03 | $86.80 | $108.56 | $44.35 | $66.53 | $88.70 | $7.42 | $51.77 | $73.95 | $96.12 | ($13.26) | ($12.85) | ($12.44) | $0.00 | $0.00 | $0.00 | ($13.26) | ($12.85) | ($12.44) | $125.10 | $146.87 | $168.63 | 7/1/2014 | 6/30/2015 | 3.00% | $ 44.35 | |
| (Non-Exempt) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Kevin Muser | | | | | | | | | | | | | | | | | | | | | | | | | $102.36 | $122.65 | $142.95 | 7/1/2011 | 6/30/2012 | | $ 40.59 | |
| ASNT Level II-III | | | | | | | | | | | | | | | | | | | | | | | | | $105.44 | $126.34 | $147.25 | 7/1/2012 | 6/30/2013 | 3.00% | $ 41.81 | |
| | FIELD | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $108.59 | $130.12 | $151.65 | 7/1/2013 | 6/30/2014 | 3.00% | $ 43.06 | NA |
| Non-Prevailing Wage | | | | | | | | | | | | | | | | | | | | | | | | | $111.84 | $134.02 | $156.19 | 7/1/2014 | 6/30/2015 | 3.00% | $ 44.35 | |
| (Non-Exempt) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

**Notes for Labor Charges**

1. Prevailing Wages (PW) are specified under the following DIR determinations: NC-63-3-9-2010-1 DIR determination (including Second Shift) and ALA-2011-1.
2. The billing rates shown in this cost proposal for field staff entitled for PW rates, are calculated with estimated fringe benefits of the staff. The actual billing rates to be used in the invoices will be calculated by using the actual PW fringe benefits of the individual staff in accordance with the certified benefits statement that will be submitted with each invoice.
3. "N/C" denotes No Charge for work performed more than 8 hours per day and for weekends and holidays.
4. The employees' actual hourly rates shown in this cost proposal are the rates that were effective on 7/1/2011 unless noted otherwise. Contract Manager's pre-approval is required for addition of staff not previously listed on the cost proposal. The billing rates for these employees, including those that fall under general classifications, will be calculated and reimbursed based on their actual hourly rates on 07/01/11. Hourly rates for new employees hired after the date of this cost proposal will not exceed (or shall be in line with) the rates of similar personnnel listed on this cost proposal having similar experience.
5. In addition to travel time allowances specified in the Other Direct Charges (ODC), the following provisions shall apply:
   a) For all classifications, staff working at all remote locations, no travel time will be allowed for travel between location of short term or long term residency to physical location of work to be performed as specified in the task order.
   b) For PW Tasks working in US, travel time to and from the fabrication facility or approved testing facility will be compensated per the NC-63-3-9-2010-1 DIR determination.
6. The provisional overhead rate used to develop this cost proposal is based on the financial fiscal year ending December 31, 2010.
7. Alta Vista Solutions agrees to voluntarily reduce hourly rate for this contract only.
8. Applicable Multiplier Delta Fringe to change to 0.0 effective 7/1/2012.

**Loaded Rate Calculation**

***Non Exempt Employee Loaded Billing Rates***

A) Straight Time = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)

B) 1.5X or 2.0X Overtime = (Actual Hourly Rate) * (1 + Field O.H.) * (1 + Fee) +.5X or 1.0X (Actual Hourly Rate) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)

***Exempt Employee Loaded Billing Rates***

C) Straight Time or 1.5X or 2.0X Overtime = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)

| Home Office Personnel: | Fringe Benefit % | | Overhead % | | General Administration % | | Combined % |
|---|---|---|---|---|---|---|---|
| NORMAL | | + | | + | | = | 129.10% |
| OVERTIME | | + | | + | | = | 129.10% |
| **Field Office Personnel:** | Fringe Benefit % | | Overhead % | | General Administration % | | Combined % |
| NORMAL | | + | | + | | = | 133.50% |
| OVERTIME | | + | | + | | = | 133.50% |
| | | | | | Fee | = | 8.00% |

The PW differentials Delta Base and Delta Fringe shown in the formulas above for Loaded Billing Rates are applicable only when performing services covered under DIR determinations.

Applicable Multiplier Delta Base (Field) = 2.335

Applicable Multiplier Delta Fringe (Field) = 1.000

| Name/Classification | Home Office Personnel / Field Office Personnel | Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work) | | | | | | | Employee Actual Rate (fringe benefits vary year over year) | | | | | | | Applicable DELTA (TOTAL) = Employee Total - DIR Total | | | Applicable DELTA Base = DIR Rate - Employee Base Rate | | | Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR) | | | Loaded Hourly Billing Rates | | | Effective Date of Hourly Rate | | % Escalation Increase | Actual Hourly Rate and/or Average Hourly Rate | Hourly Range for Class |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | Base Salary | | | | Total Base Salary + Fringe Benefits | | | Base Salary | | | | Total = Base + Fringe | | | | | | | | | | | | | | | | | | | | |
| | | Straight | 1.5 OT | 2.0 OT | Fringe Benefits | Straight | 1.5 OT | 2.0 OT | Straight | 1.5 OT | 2.0 OT | Estimate Fringe | Straight | 1.5 OT | 2.0 OT | Straight | 1.5 OT | 2.0 OT | Straight | 1.5 OT | 2.0 OT | Straight | 1.5 OT | 2.0 OT | Straight | OT (1.5x) | OT (2x) | From | To | | | |
| Art Peterson<br>ASNT Level II-III<br>Group 1<br>Prevailing Wage<br>(Non-Exempt) | FIELD | $40.86<br>$40.86<br>$40.86<br>$40.86 | $61.29<br>$61.29<br>$61.29<br>$61.29 | $81.72<br>$81.72<br>$81.72<br>$81.72 | $21.50<br>$21.50<br>$21.50<br>$21.50 | $62.36<br>$62.36<br>$62.36<br>$62.36 | $82.79<br>$82.79<br>$82.79<br>$82.79 | $103.22<br>$103.22<br>$103.22<br>$103.22 | $56.78<br>$58.48<br>$60.23<br>$62.04 | $85.17<br>$87.72<br>$90.35<br>$93.06 | $113.56<br>$116.96<br>$120.46<br>$124.08 | $9.98<br>$9.98<br>$9.98<br>$9.98 | $66.76<br>$68.46<br>$70.21<br>$72.02 | $95.15<br>$97.70<br>$100.33<br>$103.04 | $123.54<br>$126.94<br>$130.44<br>$134.06 | $0.00<br>$0.00<br>$0.00<br>$0.00 | $0.00<br>$0.00<br>$0.00<br>$0.00 | $0.00<br>$0.00<br>$0.00<br>$0.00 | $0.00<br>$0.00<br>$0.00<br>$0.00 | $0.00<br>$0.00<br>$0.00<br>$0.00 | $0.00<br>$0.00<br>$0.00<br>$0.00 | $0.00<br>$0.00<br>$0.00<br>$0.00 | $0.00<br>$0.00<br>$0.00<br>$0.00 | $0.00<br>$0.00<br>$0.00<br>$0.00 | $143.19<br>$147.47<br>$151.89<br>$156.45 | $171.58<br>$176.71<br>$182.00<br>$187.47 | $199.97<br>$205.95<br>$212.12<br>$218.49 | 7/1/2011<br>7/1/2012<br>7/1/2013<br>7/1/2014 | 6/30/2012<br>6/30/2013<br>6/30/2014<br>6/30/2015 | <br>3.00%<br>3.00%<br>3.00% | $ 56.78<br>$ 58.48<br>$ 60.23<br>$ 62.04 | NA |
| Art Peterson<br>ASNT Level II-III<br>Group 2<br>Prevailing Wage<br>(Non-Exempt) | FIELD | $38.86<br>$38.86<br>$38.86<br>$38.86 | $58.29<br>$58.29<br>$58.29<br>$58.29 | $77.72<br>$77.72<br>$77.72<br>$77.72 | $21.50<br>$21.50<br>$21.50<br>$21.50 | $60.36<br>$60.36<br>$60.36<br>$60.36 | $79.79<br>$79.79<br>$79.79<br>$79.79 | $99.22<br>$99.22<br>$99.22<br>$99.22 | $56.78<br>$58.48<br>$60.23<br>$62.04 | $85.17<br>$87.72<br>$90.35<br>$93.06 | $113.56<br>$116.96<br>$120.46<br>$124.08 | $9.98<br>$9.98<br>$9.98<br>$9.98 | $66.76<br>$68.46<br>$70.21<br>$72.02 | $95.15<br>$97.70<br>$100.33<br>$103.04 | $123.54<br>$126.94<br>$130.44<br>$134.06 | $0.00<br>$0.00<br>$0.00<br>$0.00 | $0.00<br>$0.00<br>$0.00<br>$0.00 | $0.00<br>$0.00<br>$0.00<br>$0.00 | $0.00<br>$0.00<br>$0.00<br>$0.00 | $0.00<br>$0.00<br>$0.00<br>$0.00 | $0.00<br>$0.00<br>$0.00<br>$0.00 | $0.00<br>$0.00<br>$0.00<br>$0.00 | $0.00<br>$0.00<br>$0.00<br>$0.00 | $0.00<br>$0.00<br>$0.00<br>$0.00 | $143.19<br>$147.47<br>$151.89<br>$156.45 | $171.58<br>$176.71<br>$182.00<br>$187.47 | $199.97<br>$205.95<br>$212.12<br>$218.49 | 7/1/2011<br>7/1/2012<br>7/1/2013<br>7/1/2014 | 6/30/2012<br>6/30/2013<br>6/30/2014<br>6/30/2015 | <br>3.00%<br>3.00%<br>3.00% | $ 56.78<br>$ 58.48<br>$ 60.23<br>$ 62.04 | NA |
| Art Peterson<br>ASNT Level II-III<br>Group 1 - Second Shift<br>Prevailing Wage<br>(Non-Exempt) | FIELD | $45.78<br>$45.78<br>$45.78<br>$45.78 | $68.67<br>$68.67<br>$68.67<br>$68.67 | $91.56<br>$91.56<br>$91.56<br>$91.56 | $21.50<br>$21.50<br>$21.50<br>$21.50 | $67.28<br>$67.28<br>$67.28<br>$67.28 | $90.17<br>$90.17<br>$90.17<br>$90.17 | $113.06<br>$113.06<br>$113.06<br>$113.06 | $56.78<br>$58.48<br>$60.23<br>$62.04 | $85.17<br>$87.72<br>$90.35<br>$93.06 | $113.56<br>$116.96<br>$120.46<br>$124.08 | $9.98<br>$9.98<br>$9.98<br>$9.98 | $66.76<br>$68.46<br>$70.21<br>$72.02 | $95.15<br>$97.70<br>$100.33<br>$103.04 | $123.54<br>$126.94<br>$130.44<br>$134.06 | ($0.52)<br>$0.00<br>$0.00<br>$0.00 | $0.00<br>$0.00<br>$0.00<br>$0.00 | $0.00<br>$0.00<br>$0.00<br>$0.00 | $0.00<br>$0.00<br>$0.00<br>$0.00 | $0.00<br>$0.00<br>$0.00<br>$0.00 | $0.00<br>$0.00<br>$0.00<br>$0.00 | ($0.52)<br>$0.00<br>$0.00<br>$0.00 | $0.00<br>$0.00<br>$0.00<br>$0.00 | $0.00<br>$0.00<br>$0.00<br>$0.00 | $143.71<br>$147.47<br>$151.89<br>$156.45 | $171.58<br>$176.71<br>$182.00<br>$187.47 | $199.97<br>$205.95<br>$212.12<br>$218.49 | 7/1/2011<br>7/1/2012<br>7/1/2013<br>7/1/2014 | 6/30/2012<br>6/30/2013<br>6/30/2014<br>6/30/2015 | <br>3.00%<br>3.00%<br>3.00% | $ 56.78<br>$ 58.48<br>$ 60.23<br>$ 62.04 | NA |
| Art Peterson<br>ASNT Level II-III<br>Group 2 - Second Shift<br>Prevailing Wage<br>(Non-Exempt) | FIELD | $43.53<br>$43.53<br>$43.53<br>$43.53 | $65.30<br>$65.30<br>$65.30<br>$65.30 | $87.06<br>$87.06<br>$87.06<br>$87.06 | $21.50<br>$21.50<br>$21.50<br>$21.50 | $65.03<br>$65.03<br>$65.03<br>$65.03 | $86.80<br>$86.80<br>$86.80<br>$86.80 | $108.56<br>$108.56<br>$108.56<br>$108.56 | $56.78<br>$58.48<br>$60.23<br>$62.04 | $85.17<br>$87.72<br>$90.35<br>$93.06 | $113.56<br>$116.96<br>$120.46<br>$124.08 | $9.98<br>$9.98<br>$9.98<br>$9.98 | $66.76<br>$68.46<br>$70.21<br>$72.02 | $95.15<br>$97.70<br>$100.33<br>$103.04 | $123.54<br>$126.94<br>$130.44<br>$134.06 | $0.00<br>$0.00<br>$0.00<br>$0.00 | $0.00<br>$0.00<br>$0.00<br>$0.00 | $0.00<br>$0.00<br>$0.00<br>$0.00 | $0.00<br>$0.00<br>$0.00<br>$0.00 | $0.00<br>$0.00<br>$0.00<br>$0.00 | $0.00<br>$0.00<br>$0.00<br>$0.00 | $0.00<br>$0.00<br>$0.00<br>$0.00 | $0.00<br>$0.00<br>$0.00<br>$0.00 | $0.00<br>$0.00<br>$0.00<br>$0.00 | $143.19<br>$147.47<br>$151.89<br>$156.45 | $171.58<br>$176.71<br>$182.00<br>$187.47 | $199.97<br>$205.95<br>$212.12<br>$218.49 | 7/1/2011<br>7/1/2012<br>7/1/2013<br>7/1/2014 | 6/30/2012<br>6/30/2013<br>6/30/2014<br>6/30/2015 | <br>3.00%<br>3.00%<br>3.00% | $ 56.78<br>$ 58.48<br>$ 60.23<br>$ 62.04 | NA |
| Art Peterson<br>ASNT Level II-III<br>Non-Prevailing Wage<br>(Non-Exempt) | FIELD | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $143.19<br>$147.47<br>$151.89<br>$156.45 | $171.58<br>$176.71<br>$182.00<br>$187.47 | $199.97<br>$205.95<br>$212.12<br>$218.49 | 7/1/2011<br>7/1/2012<br>7/1/2013<br>7/1/2014 | 6/30/2012<br>6/30/2013<br>6/30/2014<br>6/30/2015 | <br>3.00%<br>3.00%<br>3.00% | $ 56.78<br>$ 58.48<br>$ 60.23<br>$ 62.04 | NA |
| Ken Riley<br>ASNT Level II-III<br>Group 1<br>Prevailing Wage<br>(Non-Exempt) | FIELD | $40.86<br>$40.86<br>$40.86<br>$40.86 | $61.29<br>$61.29<br>$61.29<br>$61.29 | $81.72<br>$81.72<br>$81.72<br>$81.72 | $21.50<br>$21.50<br>$21.50<br>$21.50 | $62.36<br>$62.36<br>$62.36<br>$62.36 | $82.79<br>$82.79<br>$82.79<br>$82.79 | $103.22<br>$103.22<br>$103.22<br>$103.22 | $54.60<br>$56.24<br>$57.93<br>$59.67 | $81.90<br>$84.36<br>$86.90<br>$89.51 | $109.20<br>$112.48<br>$115.86<br>$119.34 | $11.56<br>$11.56<br>$11.56<br>$11.56 | $66.16<br>$67.80<br>$69.49<br>$71.23 | $93.46<br>$95.92<br>$98.46<br>$101.07 | $120.76<br>$124.04<br>$127.42<br>$130.90 | $0.00<br>$0.00<br>$0.00<br>$0.00 | $0.00<br>$0.00<br>$0.00<br>$0.00 | $0.00<br>$0.00<br>$0.00<br>$0.00 | $0.00<br>$0.00<br>$0.00<br>$0.00 | $0.00<br>$0.00<br>$0.00<br>$0.00 | $0.00<br>$0.00<br>$0.00<br>$0.00 | $0.00<br>$0.00<br>$0.00<br>$0.00 | $0.00<br>$0.00<br>$0.00<br>$0.00 | $0.00<br>$0.00<br>$0.00<br>$0.00 | $137.69<br>$141.83<br>$146.09<br>$150.48 | $164.99<br>$169.95<br>$175.05<br>$180.31 | $192.29<br>$198.07<br>$204.02<br>$210.15 | 7/1/2011<br>7/1/2012<br>7/1/2013<br>7/1/2014 | 6/30/2012<br>6/30/2013<br>6/30/2014<br>6/30/2015 | <br>3.00%<br>3.00%<br>3.00% | $ 54.60<br>$ 56.24<br>$ 57.93<br>$ 59.67 | NA |
| Ken Riley<br>ASNT Level II-III<br>Group 2<br>Prevailing Wage<br>(Non-Exempt) | FIELD | $38.86<br>$38.86<br>$38.86<br>$38.86 | $58.29<br>$58.29<br>$58.29<br>$58.29 | $77.72<br>$77.72<br>$77.72<br>$77.72 | $21.50<br>$21.50<br>$21.50<br>$21.50 | $60.36<br>$60.36<br>$60.36<br>$60.36 | $79.79<br>$79.79<br>$79.79<br>$79.79 | $99.22<br>$99.22<br>$99.22<br>$99.22 | $54.60<br>$56.24<br>$57.93<br>$59.67 | $81.90<br>$84.36<br>$86.90<br>$89.51 | $109.20<br>$112.48<br>$115.86<br>$119.34 | $11.56<br>$11.56<br>$11.56<br>$11.56 | $66.16<br>$67.80<br>$69.49<br>$71.23 | $93.46<br>$95.92<br>$98.46<br>$101.07 | $120.76<br>$124.04<br>$127.42<br>$130.90 | $0.00<br>$0.00<br>$0.00<br>$0.00 | $0.00<br>$0.00<br>$0.00<br>$0.00 | $0.00<br>$0.00<br>$0.00<br>$0.00 | $0.00<br>$0.00<br>$0.00<br>$0.00 | $0.00<br>$0.00<br>$0.00<br>$0.00 | $0.00<br>$0.00<br>$0.00<br>$0.00 | $0.00<br>$0.00<br>$0.00<br>$0.00 | $0.00<br>$0.00<br>$0.00<br>$0.00 | $0.00<br>$0.00<br>$0.00<br>$0.00 | $137.69<br>$141.83<br>$146.09<br>$150.48 | $164.99<br>$169.95<br>$175.05<br>$180.31 | $192.29<br>$198.07<br>$204.02<br>$210.15 | 7/1/2011<br>7/1/2012<br>7/1/2013<br>7/1/2014 | 6/30/2012<br>6/30/2013<br>6/30/2014<br>6/30/2015 | <br>3.00%<br>3.00%<br>3.00% | $ 54.60<br>$ 56.24<br>$ 57.93<br>$ 59.67 | NA |
| Ken Riley<br>ASNT Level II-III<br>Group 1 - Second Shift<br>Prevailing Wage<br>(Non-Exempt) | FIELD | $45.78<br>$45.78<br>$45.78<br>$45.78 | $68.67<br>$68.67<br>$68.67<br>$68.67 | $91.56<br>$91.56<br>$91.56<br>$91.56 | $21.50<br>$21.50<br>$21.50<br>$21.50 | $67.28<br>$67.28<br>$67.28<br>$67.28 | $90.17<br>$90.17<br>$90.17<br>$90.17 | $113.06<br>$113.06<br>$113.06<br>$113.06 | $54.60<br>$56.24<br>$57.93<br>$59.67 | $81.90<br>$84.36<br>$86.90<br>$89.51 | $109.20<br>$112.48<br>$115.86<br>$119.34 | $11.56<br>$11.56<br>$11.56<br>$11.56 | $66.16<br>$67.80<br>$69.49<br>$71.23 | $93.46<br>$95.92<br>$98.46<br>$101.07 | $120.76<br>$124.04<br>$127.42<br>$130.90 | ($1.12)<br>$0.00<br>$0.00<br>$0.00 | $0.00<br>$0.00<br>$0.00<br>$0.00 | $0.00<br>$0.00<br>$0.00<br>$0.00 | $0.00<br>$0.00<br>$0.00<br>$0.00 | $0.00<br>$0.00<br>$0.00<br>$0.00 | $0.00<br>$0.00<br>$0.00<br>$0.00 | ($1.12)<br>$0.00<br>$0.00<br>$0.00 | $0.00<br>$0.00<br>$0.00<br>$0.00 | $0.00<br>$0.00<br>$0.00<br>$0.00 | $138.81<br>$141.83<br>$146.09<br>$150.48 | $164.99<br>$169.95<br>$175.05<br>$180.31 | $192.29<br>$198.07<br>$204.02<br>$210.15 | 7/1/2011<br>7/1/2012<br>7/1/2013<br>7/1/2014 | 6/30/2012<br>6/30/2013<br>6/30/2014<br>6/30/2015 | <br>3.00%<br>3.00%<br>3.00% | $ 54.60<br>$ 56.24<br>$ 57.93<br>$ 59.67 | NA |
| Ken Riley<br>ASNT Level II-III<br>Group 2 - Second Shift<br>Prevailing Wage<br>(Non-Exempt) | FIELD | $43.53<br>$43.53<br>$43.53<br>$43.53 | $65.30<br>$65.30<br>$65.30<br>$65.30 | $87.06<br>$87.06<br>$87.06<br>$87.06 | $21.50<br>$21.50<br>$21.50<br>$21.50 | $65.03<br>$65.03<br>$65.03<br>$65.03 | $86.80<br>$86.80<br>$86.80<br>$86.80 | $108.56<br>$108.56<br>$108.56<br>$108.56 | $54.60<br>$56.24<br>$57.93<br>$59.67 | $81.90<br>$84.36<br>$86.90<br>$89.51 | $109.20<br>$112.48<br>$115.86<br>$119.34 | $11.56<br>$11.56<br>$11.56<br>$11.56 | $66.16<br>$67.80<br>$69.49<br>$71.23 | $93.46<br>$95.92<br>$98.46<br>$101.07 | $120.76<br>$124.04<br>$127.42<br>$130.90 | $0.00<br>$0.00<br>$0.00<br>$0.00 | $0.00<br>$0.00<br>$0.00<br>$0.00 | $0.00<br>$0.00<br>$0.00<br>$0.00 | $0.00<br>$0.00<br>$0.00<br>$0.00 | $0.00<br>$0.00<br>$0.00<br>$0.00 | $0.00<br>$0.00<br>$0.00<br>$0.00 | $0.00<br>$0.00<br>$0.00<br>$0.00 | $0.00<br>$0.00<br>$0.00<br>$0.00 | $0.00<br>$0.00<br>$0.00<br>$0.00 | $137.69<br>$141.83<br>$146.09<br>$150.48 | $164.99<br>$169.95<br>$175.05<br>$180.31 | $192.29<br>$198.07<br>$204.02<br>$210.15 | 7/1/2011<br>7/1/2012<br>7/1/2013<br>7/1/2014 | 6/30/2012<br>6/30/2013<br>6/30/2014<br>6/30/2015 | <br>3.00%<br>3.00%<br>3.00% | $ 54.60<br>$ 56.24<br>$ 57.93<br>$ 59.67 | NA |
| Ken Riley<br>ASNT Level II-III<br>Non-Prevailing Wage<br>(Non-Exempt) | FIELD | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $137.69<br>$141.83<br>$146.09<br>$150.48 | $164.99<br>$169.95<br>$175.05<br>$180.31 | $192.29<br>$198.07<br>$204.02<br>$210.15 | 7/1/2011<br>7/1/2012<br>7/1/2013<br>7/1/2014 | 6/30/2012<br>6/30/2013<br>6/30/2014<br>6/30/2015 | <br>3.00%<br>3.00%<br>3.00% | $ 54.60<br>$ 56.24<br>$ 57.93<br>$ 59.67 | NA |

**Notes for Labor Charges**

1. Prevailing Wages (PW) are specified under the following DIR determinations: NC-63-3-9-2010-1 DIR determination (including Second Shift) and ALA-2011-1.
2. The billing rates shown in this cost proposal for field staff entitled for PW rates, are calculated with estimated fringe benefits of the staff. The actual billing rates to be used in the invoices will be calculated by using the actual PW fringe benefits of the individual staff in accordance with the certified benefits statement that will be submitted with each invoice.
3. "N/C" denotes No Charge for work performed more than 8 hours per day and for weekends and holidays.
4. The employees' actual hourly rates shown in this cost proposal are the rates that were effective on 7/1/2011 unless noted otherwise. Contract Manager's pre-approval is required for addition of staff not previously listed on the cost proposal. The billing rates for these employees, including those that fall under general classifications, will be calculated and reimbursed based on their actual hourly rates on 07/01/11. Hourly rates for new employees hired after the date of this cost proposal will not exceed (or shall be in line with) the rates of similar personnel listed on this cost proposal having similar experience.
5. In addition to travel time allowances specified in the Other Direct Charges (ODC), the following provisions shall apply:
   a) For all classifications, staff working at all remote locations, no travel time will be allowed for travel between location of short term or long term residency to physical location of work to be performed as specified in the task order.
   b) For PW Tasks working in US, travel time to and from the fabrication facility or approved testing facility will be compensated per the NC-63-3-9-2010-1 DIR determination.
6. The provisional overhead rate used to develop this cost proposal is based on the financial fiscal year ending December 31, 2010.
7. Alta Vista Solutions agrees to voluntarily reduce hourly rate for this contract only.
8. Applicable Multiplier Delta Fringe to change to 0.0 effective 7/1/2012.

**Loaded Rate Calculation**

***Non Exempt Employee Loaded Billing Rates***

A) Straight Time = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)

B) 1.5X or 2.0X Overtime = (Actual Hourly Rate) * (1 + Field O.H.) * (1 + Fee) +.5X or 1.0X (Actual Hourly Rate) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)

***Exempt Employee Loaded Billing Rates***

C) Straight Time or 1.5X or 2.0X Overtime = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)

The PW differentials Delta Base and Delta Fringe shown in the formulas above for Loaded Billing Rates are applicable only when performing services covered under DIR determinations.

| Home Office Personnel: | Fringe Benefit % | | Overhead % | | General Administration % | | Combined % |
|---|---|---|---|---|---|---|---|
| NORMAL | | + | | + | | = | 129.10% |
| OVERTIME | | + | | + | | = | 129.10% |
| **Field Office Personnel:** | Fringe Benefit % | | Overhead % | | General Administration % | | Combined % |
| NORMAL | | + | | + | | = | 133.50% |
| OVERTIME | | + | | + | | = | 133.50% |
| | | | | | Fee | = | 8.00% |

| | | |
|---|---|---|
| Applicable Multiplier Delta Base (Field) | = | 2.335 |
| Applicable Multiplier Delta Fringe (Field) | = | 1.000 |

| Name/Classification | Home Office Personnel / Field Office Personnel | Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work) | | | | | | | Employee Actual Rate (fringe benefits vary year over year) | | | | | | | Applicable DELTA (TOTAL) = Employee Total - DIR Total | | | Applicable DELTA Base = DIR Rate - Employee Base Rate | | | Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR) | | | Loaded Hourly Billing Rates | | | Effective Date of Hourly Rate | | % Escalation Increase | Actual Hourly Rate and/or Average Hourly Rate | Hourly Range for Class |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | Base Salary | | | Fringe | Total Base Salary + Fringe Benefits | | | Base Salary | | | Estimate | Total = Base + Fringe | | | | | | | | | | | | | | | | | | | | |
| | | Straight | 1.5 OT | 2.0 OT | Benefits | Straight | 1.5 OT | 2.0 OT | Straight | 1.5 OT | 2.0 OT | Fringe | Straight | 1.5 OT | 2.0 OT | Straight | 1.5 OT | 2.0 OT | Straight | 1.5 OT | 2.0 OT | Straight | 1.5 OT | 2.0 OT | Straight | OT (1.5x) | OT (2x) | From | To | | | | |
| David Garrett | | $36.44 | $54.66 | $72.88 | $24.29 | $60.73 | $78.95 | $97.17 | $52.00 | $78.00 | $104.00 | $8.15 | $60.15 | $86.15 | $112.15 | ($0.58) | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | ($0.58) | $0.00 | $0.00 | $131.71 | $157.13 | $183.13 | 7/1/2011 | 6/30/2012 | | $ 52.00 | |
| Surveyor | | $36.44 | $54.66 | $72.88 | $24.29 | $60.73 | $78.95 | $97.17 | $53.56 | $80.34 | $107.12 | $8.15 | $61.71 | $88.49 | $115.27 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $135.07 | $161.85 | $188.63 | 7/1/2012 | 6/30/2013 | 3.00% | $ 53.56 | |
| Chief of Party- Group 1 | FIELD | $36.44 | $54.66 | $72.88 | $24.29 | $60.73 | $78.95 | $97.17 | $55.17 | $82.76 | $110.34 | $8.15 | $63.32 | $90.91 | $118.49 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $139.13 | $166.71 | $194.30 | 7/1/2013 | 6/30/2014 | 3.00% | $ 55.17 | NA |
| Prevailing Wage | | $36.44 | $54.66 | $72.88 | $24.29 | $60.73 | $78.95 | $97.17 | $56.83 | $85.25 | $113.66 | $8.15 | $64.98 | $93.40 | $121.81 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $143.31 | $171.73 | $200.14 | 7/1/2014 | 6/30/2015 | 3.00% | $ 56.83 | |
| (Non-Exempt) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| David Garrett | | | | | | | | | | | | | | | | | | | | | | | | | $131.13 | $157.13 | $183.13 | 7/1/2011 | 6/30/2012 | | $ 52.00 | |
| Surveyor | | | | | | | | | | | | | | | | | | | | | | | | | $135.07 | $161.85 | $188.63 | 7/1/2012 | 6/30/2013 | 3.00% | $ 53.56 | |
| Chief of Party | FIELD | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $139.13 | $166.71 | $194.30 | 7/1/2013 | 6/30/2014 | 3.00% | $ 55.17 | NA |
| Non-Prevailing Wage | | | | | | | | | | | | | | | | | | | | | | | | | $143.31 | $171.73 | $200.14 | 7/1/2014 | 6/30/2015 | 3.00% | $ 56.83 | |
| (Non-Exempt) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Chris Ferrucci | | $36.44 | $54.66 | $72.88 | $24.29 | $60.73 | $78.95 | $97.17 | $30.00 | $45.00 | $60.00 | $5.75 | $35.75 | $50.75 | $65.75 | ($24.98) | ($28.20) | ($31.42) | ($6.44) | ($9.66) | ($12.88) | ($18.54) | ($18.54) | ($18.54) | $109.23 | $131.75 | $154.27 | 7/1/2011 | 6/30/2012 | | $ 30.00 | |
| Surveyor | | $36.44 | $54.66 | $72.88 | $24.29 | $60.73 | $78.95 | $97.17 | $30.90 | $46.35 | $61.80 | $5.75 | $36.65 | $52.10 | $67.55 | ($24.08) | ($26.85) | ($29.62) | ($5.54) | ($8.31) | ($11.08) | ($18.54) | ($18.54) | ($18.54) | $109.40 | $131.32 | $153.24 | 7/1/2012 | 6/30/2013 | 3.00% | $ 30.90 | |
| Chief of Party-Group 1 | FIELD | $36.44 | $54.66 | $72.88 | $24.29 | $60.73 | $78.95 | $97.17 | $31.83 | $47.75 | $63.66 | $5.75 | $37.58 | $53.50 | $69.41 | ($23.15) | ($25.46) | ($27.76) | ($4.61) | ($6.92) | ($9.22) | ($18.54) | ($18.54) | ($18.54) | $109.57 | $130.87 | $152.17 | 7/1/2013 | 6/30/2014 | 3.00% | $ 31.83 | NA |
| Prevailing Wage | | $36.44 | $54.66 | $72.88 | $24.29 | $60.73 | $78.95 | $97.17 | $32.78 | $49.17 | $65.56 | $5.75 | $38.53 | $54.92 | $71.31 | ($22.20) | ($24.03) | ($25.86) | ($3.66) | ($5.49) | ($7.32) | ($18.54) | ($18.54) | ($18.54) | $109.75 | $130.41 | $151.08 | 7/1/2014 | 6/30/2015 | 3.00% | $ 32.78 | |
| (Non-Exempt) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Chris Ferrucci | | $33.35 | $50.03 | $66.70 | $24.29 | $57.64 | $74.32 | $90.99 | $30.00 | $45.00 | $60.00 | $5.75 | $35.75 | $50.75 | $65.75 | ($21.89) | ($23.57) | ($25.24) | ($3.35) | ($5.03) | ($6.70) | ($18.54) | ($18.54) | ($18.54) | $102.02 | $120.93 | $139.84 | 7/1/2011 | 6/30/2012 | | $ 30.00 | |
| Surveyor | | $33.35 | $50.03 | $66.70 | $24.29 | $57.64 | $74.32 | $90.99 | $30.90 | $46.35 | $61.80 | $5.75 | $36.65 | $52.10 | $67.55 | ($20.99) | ($22.22) | ($23.44) | ($2.45) | ($3.68) | ($4.90) | ($18.54) | ($18.54) | ($18.54) | $102.18 | $120.49 | $138.81 | 7/1/2012 | 6/30/2013 | 3.00% | $ 30.90 | |
| Instrumentman | FIELD | $33.35 | $50.03 | $66.70 | $24.29 | $57.64 | $74.32 | $90.99 | $31.83 | $47.75 | $63.66 | $5.75 | $37.58 | $53.50 | $69.41 | ($20.06) | ($20.82) | ($21.58) | ($1.52) | ($2.28) | ($3.04) | ($18.54) | ($18.54) | ($18.54) | $102.36 | $120.05 | $137.74 | 7/1/2013 | 6/30/2014 | 3.00% | $ 31.83 | NA |
| Prevailing Wage | | $33.35 | $50.03 | $66.70 | $24.29 | $57.64 | $74.32 | $90.99 | $32.78 | $49.17 | $65.56 | $5.75 | $38.53 | $54.92 | $71.31 | ($19.11) | ($19.40) | ($19.68) | ($0.57) | ($0.86) | ($1.14) | ($18.54) | ($18.54) | ($18.54) | $102.54 | $119.59 | $136.65 | 7/1/2014 | 6/30/2015 | 3.00% | $ 32.78 | |
| (Non-Exempt) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Chris Ferrucci | | | | | | | | | | | | | | | | | | | | | | | | | $75.65 | $90.65 | $105.65 | 7/1/2011 | 6/30/2012 | | $ 30.00 | |
| Surveyor | | | | | | | | | | | | | | | | | | | | | | | | | $77.92 | $93.37 | $108.82 | 7/1/2012 | 6/30/2013 | 3.00% | $ 30.90 | |
| | FIELD | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $80.27 | $96.18 | $112.10 | 7/1/2013 | 6/30/2014 | 3.00% | $ 31.83 | NA |
| Non-Prevailing Wage | | | | | | | | | | | | | | | | | | | | | | | | | $82.66 | $99.05 | $115.44 | 7/1/2014 | 6/30/2015 | 3.00% | $ 32.78 | |
| (Non-Exempt) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Erol Schaller | | $36.44 | $54.66 | $72.88 | $24.29 | $60.73 | $78.95 | $97.17 | $30.00 | $45.00 | $60.00 | $6.35 | $36.35 | $51.35 | $66.35 | ($24.38) | ($27.60) | ($30.82) | ($6.44) | ($9.66) | ($12.88) | ($17.94) | ($17.94) | ($17.94) | $108.63 | $131.15 | $153.67 | 7/1/2011 | 6/30/2012 | | $ 30.00 | |
| Surveyor | | $36.44 | $54.66 | $72.88 | $24.29 | $60.73 | $78.95 | $97.17 | $30.90 | $46.35 | $61.80 | $6.35 | $37.25 | $52.70 | $68.15 | ($23.48) | ($26.25) | ($29.02) | ($5.54) | ($8.31) | ($11.08) | ($17.94) | ($17.94) | ($17.94) | $108.80 | $130.72 | $152.64 | 7/1/2012 | 6/30/2013 | 3.00% | $ 30.90 | |
| Chief of Party-Group 1 | FIELD | $36.44 | $54.66 | $72.88 | $24.29 | $60.73 | $78.95 | $97.17 | $31.83 | $47.75 | $63.66 | $6.35 | $38.18 | $54.10 | $70.01 | ($22.55) | ($24.86) | ($27.16) | ($4.61) | ($6.92) | ($9.22) | ($17.94) | ($17.94) | ($17.94) | $108.97 | $130.27 | $151.57 | 7/1/2013 | 6/30/2014 | 3.00% | $ 31.83 | NA |
| Prevailing Wage | | $36.44 | $54.66 | $72.88 | $24.29 | $60.73 | $78.95 | $97.17 | $32.78 | $49.17 | $65.56 | $6.35 | $39.13 | $55.52 | $71.91 | ($21.60) | ($23.43) | ($25.26) | ($3.66) | ($5.49) | ($7.32) | ($17.94) | ($17.94) | ($17.94) | $109.15 | $129.81 | $150.48 | 7/1/2014 | 6/30/2015 | 3.00% | $ 32.78 | |
| (Non-Exempt) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Erol Schaller | | $33.35 | $50.03 | $66.70 | $24.29 | $57.64 | $74.32 | $90.99 | $30.00 | $45.00 | $60.00 | $6.35 | $36.35 | $51.35 | $66.35 | ($21.29) | ($22.97) | ($24.64) | ($3.35) | ($5.03) | ($6.70) | ($17.94) | ($17.94) | ($17.94) | $101.42 | $120.33 | $139.24 | 7/1/2011 | 6/30/2012 | | $ 30.00 | |
| Surveyor | | $33.35 | $50.03 | $66.70 | $24.29 | $57.64 | $74.32 | $90.99 | $30.90 | $46.35 | $61.80 | $6.35 | $37.25 | $52.70 | $68.15 | ($20.39) | ($21.62) | ($22.84) | ($2.45) | ($3.68) | ($4.90) | ($17.94) | ($17.94) | ($17.94) | $101.58 | $119.89 | $138.21 | 7/1/2012 | 6/30/2013 | 3.00% | $ 30.90 | |
| Instrumentman | FIELD | $33.35 | $50.03 | $66.70 | $24.29 | $57.64 | $74.32 | $90.99 | $31.83 | $47.75 | $63.66 | $6.35 | $38.18 | $54.10 | $70.01 | ($19.46) | ($20.22) | ($20.98) | ($1.52) | ($2.28) | ($3.04) | ($17.94) | ($17.94) | ($17.94) | $101.76 | $119.45 | $137.14 | 7/1/2013 | 6/30/2014 | 3.00% | $ 31.83 | NA |
| Prevailing Wage | | $33.35 | $50.03 | $66.70 | $24.29 | $57.64 | $74.32 | $90.99 | $32.78 | $49.17 | $65.56 | $6.35 | $39.13 | $55.52 | $71.91 | ($18.51) | ($18.80) | ($19.08) | ($0.57) | ($0.86) | ($1.14) | ($17.94) | ($17.94) | ($17.94) | $101.94 | $118.99 | $136.05 | 7/1/2014 | 6/30/2015 | 3.00% | $ 32.78 | |
| (Non-Exempt) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Erol Schaller | | | | | | | | | | | | | | | | | | | | | | | | | $75.65 | $90.65 | $105.65 | 7/1/2011 | 6/30/2012 | | $ 30.00 | |
| Surveyor | | | | | | | | | | | | | | | | | | | | | | | | | $77.92 | $93.37 | $108.82 | 7/1/2012 | 6/30/2013 | 3.00% | $ 30.90 | |
| | FIELD | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $80.27 | $96.18 | $112.10 | 7/1/2013 | 6/30/2014 | 3.00% | $ 31.83 | NA |
| Non-Prevailing Wage | | | | | | | | | | | | | | | | | | | | | | | | | $82.66 | $99.05 | $115.44 | 7/1/2014 | 6/30/2015 | 3.00% | $ 32.78 | |
| (Non-Exempt) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Lenny Martinez | | $36.44 | $54.66 | $72.88 | $24.29 | $60.73 | $78.95 | $97.17 | $36.40 | $54.60 | $72.80 | $10.95 | $47.35 | $65.55 | $83.75 | ($13.38) | ($13.40) | ($13.42) | ($0.04) | ($0.06) | ($0.08) | ($13.34) | ($13.34) | ($13.34) | $105.23 | $123.47 | $141.72 | 7/1/2011 | 6/30/2012 | | $ 36.40 | |
| Surveyor | | $36.44 | $54.66 | $72.88 | $24.29 | $60.73 | $78.95 | $97.17 | $37.49 | $56.24 | $74.98 | $10.95 | $48.44 | $67.19 | $85.93 | ($12.29) | ($11.77) | ($11.24) | $0.00 | $0.00 | $0.00 | ($12.29) | ($11.77) | ($11.24) | $106.83 | $125.05 | $143.27 | 7/1/2012 | 6/30/2013 | 3.00% | $ 37.49 | |
| Chief of Party-Group 1 | FIELD | $36.44 | $54.66 | $72.88 | $24.29 | $60.73 | $78.95 | $97.17 | $38.61 | $57.92 | $77.22 | $10.95 | $49.56 | $68.87 | $88.17 | ($11.17) | ($10.09) | ($9.00) | $0.00 | $0.00 | $0.00 | ($11.17) | ($10.09) | ($9.00) | $108.54 | $126.76 | $144.98 | 7/1/2013 | 6/30/2014 | 3.00% | $ 38.61 | NA |
| Prevailing Wage | | $36.44 | $54.66 | $72.88 | $24.29 | $60.73 | $78.95 | $97.17 | $39.77 | $59.66 | $79.54 | $10.95 | $50.72 | $70.61 | $90.49 | ($10.01) | ($8.34) | ($6.68) | $0.00 | $0.00 | $0.00 | ($10.01) | ($8.34) | ($6.68) | $110.30 | $128.52 | $146.74 | 7/1/2014 | 6/30/2015 | 3.00% | $ 39.77 | |
| (Non-Exempt) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Lenny Martinez | | $33.35 | $50.03 | $66.70 | $24.29 | $57.64 | $74.32 | $90.99 | $36.40 | $54.60 | $72.80 | $10.95 | $47.35 | $65.55 | $83.75 | ($10.29) | ($8.77) | ($7.24) | $0.00 | $0.00 | $0.00 | ($10.29) | ($8.77) | ($7.24) | $102.08 | $118.76 | $135.43 | 7/1/2011 | 6/30/2012 | | $ 36.40 | |
| Surveyor | | $33.35 | $50.03 | $66.70 | $24.29 | $57.64 | $74.32 | $90.99 | $37.49 | $56.24 | $74.98 | $10.95 | $48.44 | $67.19 | $85.93 | ($9.20) | ($7.13) | ($5.06) | $0.00 | $0.00 | $0.00 | ($9.20) | ($7.13) | ($5.06) | $103.74 | $120.42 | $137.09 | 7/1/2012 | 6/30/2013 | 3.00% | $ 37.49 | |
| Instrumentman | FIELD | $33.35 | $50.03 | $66.70 | $24.29 | $57.64 | $74.32 | $90.99 | $38.61 | $57.92 | $77.22 | $10.95 | $49.56 | $68.87 | $88.17 | ($8.08) | ($5.45) | ($2.82) | $0.00 | $0.00 | $0.00 | ($8.08) | ($5.45) | ($2.82) | $105.45 | $122.12 | $138.80 | 7/1/2013 | 6/30/2014 | 3.00% | $ 38.61 | NA |
| Prevailing Wage | | $33.35 | $50.03 | $66.70 | $24.29 | $57.64 | $74.32 | $90.99 | $39.77 | $59.66 | $79.54 | $10.95 | $50.72 | $70.61 | $90.49 | ($6.92) | ($3.71) | ($0.50) | $0.00 | $0.00 | $0.00 | ($6.92) | ($3.71) | ($0.50) | $107.21 | $123.89 | $140.56 | 7/1/2014 | 6/30/2015 | 3.00% | $ 39.77 | |
| (Non-Exempt) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Lenny Martinez | | | | | | | | | | | | | | | | | | | | | | | | | $91.79 | $109.99 | $128.19 | 7/1/2011 | 6/30/2012 | | $ 36.40 | |
| Surveyor | | | | | | | | | | | | | | | | | | | | | | | | | $94.54 | $113.29 | $132.03 | 7/1/2012 | 6/30/2013 | 3.00% | $ 37.49 | |
| | FIELD | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $97.37 | $116.67 | $135.98 | 7/1/2013 | 6/30/2014 | 3.00% | $ 38.61 | NA |
| Non-Prevailing Wage | | | | | | | | | | | | | | | | | | | | | | | | | $100.29 | $120.18 | $140.06 | 7/1/2014 | 6/30/2015 | 3.00% | $ 39.77 | |
| (Non-Exempt) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

**Notes for Labor Charges**

1. Prevailing Wages (PW) are specified under the following DIR determinations: NC-63-3-9-2010-1 DIR determination (including Second Shift) and ALA-2011-1.
2. The billing rates shown in this cost proposal for field staff entitled for PW rates, are calculated with estimated fringe benefits of the staff. The actual billing rates to be used in the invoices will be calculated by using the actual PW fringe benefits of the individual staff in accordance with the certified benefits statement that will be submitted with each invoice.
3. "N/C" denotes No Charge for work performed more than 8 hours per day and for weekends and holidays.
4. The employees' actual hourly rates shown in this cost proposal are the rates that were effective on 7/1/2011 unless noted otherwise. Contract Manager's pre-approval is required for addition of staff not previously listed on the cost proposal. The billing rates for these employees, including those that fall under general classifications, will be calculated and reimbursed based on their actual hourly rates on 07/01/11. Hourly rates for new employees hired after the date of this cost proposal will not exceed (or shall be in line with) the rates of similar personnel listed on this cost proposal having similar experience.
5. In addition to travel time allowances specified in the Other Direct Charges (ODC), the following provisions shall apply:
   a) For all classifications, staff working at all remote locations, no travel time will be allowed for travel between location of short term or long term residency to physical location of work to be performed as specified in the task order.
   b) For PW Tasks working in US, travel time to and from the fabrication facility or approved testing facility will be compensated per the NC-63-3-9-2010-1 DIR determination.
6. The provisional overhead rate used to develop this cost proposal is based on the financial fiscal year ending December 31, 2010.
7. Alta Vista Solutions agrees to voluntarily reduce hourly rate for this contract only.
8. Applicable Multiplier Delta Fringe to change to 0.0 effective 7/1/2012.

STATE OF CALIFORNIA - DEPARTMENT OF TRANSPORTATION
*COST PROPOSAL*
ON-CALL CONTRACT

NORTHERN CALIFORNIA
NC - 63-3-9-2010-1 & ALA-2011-1



**Loaded Rate Calculation**

***Non Exempt Employee Loaded Billing Rates***
A) Straight Time = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)
B) 1.5X or 2.0X Overtime = (Actual Hourly Rate) * (1 + Field O.H.) * (1 + Fee) +.5X or 1.0X (Actual Hourly Rate) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)

***Exempt Employee Loaded Billing Rates***
C) Straight Time or 1.5X or 2.0X Overtime = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)

The PW differentials Delta Base and Delta Fringe shown in the formulas above for Loaded Billing Rates are applicable only when performing services covered under DIR determinations.

| Home Office Personnel: | Fringe Benefit % | | Overhead % | | General Administration % | | Combined % |
|---|---|---|---|---|---|---|---|
| NORMAL | | + | | + | | = | |
| OVERTIME | | + | | + | | = | |
| **Field Office Personnel:** | **Fringe Benefit %** | | **Overhead %** | | **General Administration %** | | **Combined %** |
| NORMAL | | + | | + | | = | 117.0% |
| OVERTIME | | + | | + | | = | 117.0% |
| | | | | | Fee | = | 7.50% |
| | | | | | Applicable Multiplier Delta Base (Field) | = | N/A |
| | | | | | Applicable Multiplier Delta Fringe (Field) | = | N/A |

| Name/Classification | Home Office Personnel Field Office Personnel | Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work) | | | | | | | Employee Actual Rate (fringe benefits vary year over year) | | | | | | | Applicable DELTA (TOTAL) = Employee Total - DIR Total | | | Applicable DELTA Base = DIR Rate - Employee Base Rate | | | Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR) | | | Loaded Hourly Billing Rates | | | Effective Date of Hourly Rate | | % Escalation Increase | Actual Hourly Rate and/or Average Hourly Rate | Hourly Range for Class |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | Base Salary | | | Fringe Benefits | Total Base Salary + Fringe Benefits | | | Base Salary | | | Estimate Fringe | Total = Base + Fringe | | | | | | | | | | | | | | | | | | | | | |
| | | Straight | 1.5 OT | 2.0 OT | | Straight | 1.5 OT | 2.0 OT | Straight | 1.5 OT | 2.0 OT | | Straight | 1.5 OT | 2.0 OT | Straight | 1.5 OT | 2.0 OT | Straight | 1.5 OT | 2.0 OT | Straight | 1.5 OT | 2.0 OT | Straight | OT (1.5x) | OT (2x) | From | To | | | | |
| EMPLOYEES NOT SUBJECT TO PREVAILING WAGE REQUIREMENTS | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Eduardo Pradilla, MS, PE | | | | | | | | | | | | | | | | | | | | | | | | | $134.58 | $134.58 | $134.58 | 7/1/2011 | 12/31/2011 | | $ 57.69 | | |
| Senior SMR | | | | | | | | | | | | | | | | | | | | | | | | | $137.94 | $137.94 | $137.94 | 1/1/2012 | 12/31/2012 | 2.50% | $ 59.13 | | |
| Non-Prevailing Wage Work | FIELD | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $142.06 | $142.06 | $142.06 | 1/1/2013 | 12/31/2013 | 3.00% | $ 60.90 | | NA |
| | | | | | | | | | | | | | | | | | | | | | | | | | $146.33 | $146.33 | $146.33 | 1/1/2014 | 12/31/2014 | 3.00% | $ 62.73 | | |
| (Exempt) | | | | | | | | | | | | | | | | | | | | | | | | | $150.72 | $150.72 | $150.72 | 1/1/2015 | 12/31/2015 | 3.00% | $ 64.61 | | |
| John Banks, MS, CE | | | | | | | | | | | | | | | | | | | | | | | | | $119.62 | $119.62 | $119.62 | 7/1/2011 | 12/31/2011 | | $ 51.28 | | |
| SMR | | | | | | | | | | | | | | | | | | | | | | | | | $122.61 | $122.61 | $122.61 | 1/1/2012 | 12/31/2012 | 2.50% | $ 52.56 | | |
| Non-Prevailing Wage Work | FIELD | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $126.30 | $126.30 | $126.30 | 1/1/2013 | 12/31/2013 | 3.00% | $ 54.14 | | NA |
| | | | | | | | | | | | | | | | | | | | | | | | | | $130.07 | $130.07 | $130.07 | 1/1/2014 | 12/31/2014 | 3.00% | $ 55.76 | | |
| (Exempt) | | | | | | | | | | | | | | | | | | | | | | | | | $133.97 | $133.97 | $133.97 | 1/1/2015 | 12/31/2015 | 3.00% | $ 57.43 | | |
| Terrence Davies, MS, PE | | | | | | | | | | | | | | | | | | | | | | | | | $107.66 | $107.66 | $107.66 | 7/1/2011 | 12/31/2011 | | $ 46.15 | | |
| SMR | | | | | | | | | | | | | | | | | | | | | | | | | $110.34 | $110.34 | $110.34 | 1/1/2012 | 12/31/2012 | 2.50% | $ 47.30 | | |
| Non-Prevailing Wage Work | FIELD | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $113.65 | $113.65 | $113.65 | 1/1/2013 | 12/31/2013 | 3.00% | $ 48.72 | | NA |
| | | | | | | | | | | | | | | | | | | | | | | | | | $117.06 | $117.06 | $117.06 | 1/1/2014 | 12/31/2014 | 3.00% | $ 50.18 | | |
| (Exempt) | | | | | | | | | | | | | | | | | | | | | | | | | $120.58 | $120.58 | $120.58 | 1/1/2015 | 12/31/2015 | 3.00% | $ 51.69 | | |
| Andrew Griezic, PhD, PE | | | | | | | | | | | | | | | | | | | | | | | | | $146.68 | $146.68 | $146.68 | 7/1/2011 | 12/31/2011 | | $ 62.88 | | |
| SMR | | | | | | | | | | | | | | | | | | | | | | | | | $150.35 | $150.35 | $150.35 | 1/1/2012 | 12/31/2012 | 2.50% | $ 64.45 | | |
| Non-Prevailing Wage Work | FIELD | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $154.85 | $154.85 | $154.85 | 1/1/2013 | 12/31/2013 | 3.00% | $ 66.38 | | NA |
| | | | | | | | | | | | | | | | | | | | | | | | | | $159.49 | $159.49 | $159.49 | 1/1/2014 | 12/31/2014 | 3.00% | $ 68.37 | | |
| (Exempt) | | | | | | | | | | | | | | | | | | | | | | | | | $164.27 | $164.27 | $164.27 | 1/1/2015 | 12/31/2015 | 3.00% | $ 70.42 | | |
| John Hehir, BS | | | | | | | | | | | | | | | | | | | | | | | | | $89.72 | $89.72 | $89.72 | 7/1/2011 | 12/31/2011 | | $ 38.46 | | |
| SMR | | | | | | | | | | | | | | | | | | | | | | | | | $91.96 | $91.96 | $91.96 | 1/1/2012 | 12/31/2012 | 2.50% | $ 39.42 | | |
| Non-Prevailing Wage Work | FIELD | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $94.71 | $94.71 | $94.71 | 1/1/2013 | 12/31/2013 | 3.00% | $ 40.60 | | NA |
| | | | | | | | | | | | | | | | | | | | | | | | | | $97.56 | $97.56 | $97.56 | 1/1/2014 | 12/31/2014 | 3.00% | $ 41.82 | | |
| (Exempt) | | | | | | | | | | | | | | | | | | | | | | | | | $100.47 | $100.47 | $100.47 | 1/1/2015 | 12/31/2015 | 3.00% | $ 43.07 | | |

**Notes for Labor Charges**

1. Prevailing Wages (PW) are specified under the following DIR determinations: NC-63-3-9-2010-1 DIR determination (including Second Shift) and ALA-2011-1.
2. The billing rates shown in this cost proposal for field staff entitled for PW rates, are calculated with estimated fringe benefits of the staff. The actual billing rates to be used in the invoices will be calculated by using the actual PW fringe benefits of the individual staff in accordance with the certified benefits statement that will be submitted with each invoice.
3. "N/C" denotes No Charge for work performed more than 8 hours per day and for weekends and holidays.
4. The employees' actual hourly rates shown in this cost proposal are the rates that were effective on 7/1/2011 unless noted otherwise. Contract Manager's pre-approval is required for addition of staff not previously listed on the cost proposal. The billing rates for these employees, including those that fall under generalclassifications, will be calculated and reimbursed based on their actual hourly rates on 07/01/11.
   Hourly rates for new employees hired after the date of this cost proposal will not exceed (or shall be in line with) the rates of similar personnnel listed on this cost proposal having similar experience.
5. In addition to travel time allowances specified in the Other Direct Charges (ODC), the following provisions shall apply:
   a) For all classifications, staff working at all remote locations, no travel time will be allowed for travel between location of short term or long term residency to physical location of work to be performed as specified in the task order.
   b) For PW Tasks working in US, travel time to and from the fabrication facility or approved testing facility will be compensated per the NC-63-3-9-2010-1 DIR determination.
6. The provisional overhead rate used to develop this cost proposal is based on the financial fiscal year ending December 31, 2010.

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**Loaded Rate Calculation**

***Non Exempt Employee Loaded Billing Rates***

A) Straight Time = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)

B) 1.5X or 2.0X Overtime = (Actual Hourly Rate) * (1 + Field O.H.) * (1 + Fee) +.5X or 1.0X (Actual Hourly Rate) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)

***Exempt Employee Loaded Billing Rates***

C) Straight Time or 1.5X or 2.0X Overtime = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)

The PW differentials Delta Base and Delta Fringe shown in the formulas above for Loaded Billing Rates are applicable only when performing services covered under DIR determinations.

| Home Office Personnel: | Fringe Benefit % | | Overhead % | | General Administration % | | Combined % |
|---|---|---|---|---|---|---|---|
| NORMAL | | + | | + | | = | 161.62% |
| OVERTIME | | + | | + | | = | 161.62% |
| **Field Office Personnel:** | **Fringe Benefit %** | | **Overhead %** | | **General Administration %** | | **Combined %** |
| NORMAL | | + | | + | | = | 161.62% |
| OVERTIME | | + | | + | | = | 161.62% |
| | | | | | Fee | = | 7.50% |

| | | |
|---|---|---|
| Applicable Multiplier Delta Base (Field) | = | 2.6162 |
| Applicable Multiplier Delta Fringe (Field) | = | 1.0000 |

| Name/Classification | Home Office Personnel / Field Office Personnel | Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work) | | | | | | | Employee Actual Rate (fringe benefits vary year over year) | | | | | | | Applicable DELTA (TOTAL) = Employee Total - DIR Total | | | Applicable DELTA Base = DIR Rate - Employee Base Rate | | | Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR) | | | Loaded Hourly Billing Rates | | | Effective Date of Hourly Rate | | % Escalation Increase | Actual Hourly Rate and/or Average Hourly Rate | Hourly Range for Class |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | Base Salary | | | Fringe Benefits | Total Base Salary + Fringe Benefits | | | Base Salary | | | Estimate Fringe | Total = Base + Fringe | | | | | | | | | | | | | | | | | | | | |
| | | Straight | 1.5 OT | 2.0 OT | | Straight | 1.5 OT | 2.0 OT | Straight | 1.5 OT | 2.0 OT | | Straight | 1.5 OT | 2.0 OT | Straight | 1.5 OT | 2.0 OT | Straight | 1.5 OT | 2.0 OT | Straight | 1.5 OT | 2.0 OT | Straight | OT (1.5x) | OT (2x) | From | To | | | |
| David Saber, PE<br>QA / QC<br>Non-Prevailing Wage Work<br>(Exempt) | FIELD | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $233.82<br>$245.52<br>$257.81<br>$270.69 | $233.82<br>$245.52<br>$257.81<br>$270.69 | $233.82<br>$245.52<br>$257.81<br>$270.69 | 7/1/2011<br>1/1/2013<br>1/1/2014<br>1/1/2015 | 12/31/2012<br>12/31/2013<br>12/31/2014<br>12/31/2015 | <br>3.00%<br>3.00%<br>3.00% | $ 83.14<br>$ 87.30<br>$ 91.67<br>$ 96.25 | N/A |
| Bahjat Dagher, PE<br>SMR<br>Non-Prevailing Wage Work<br>(Exempt) | FIELD | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $135.00<br>$139.05<br>$143.21<br>$147.51 | $135.00<br>$139.05<br>$143.21<br>$147.51 | $135.00<br>$139.05<br>$143.21<br>$147.51 | 7/1/2011<br>1/1/2013<br>1/1/2014<br>1/1/2015 | 12/31/2012<br>12/31/2013<br>12/31/2014<br>12/31/2015 | <br>3.00%<br>3.00%<br>3.00% | $ 48.00<br>$ 49.44<br>$ 50.92<br>$ 52.45 | N/A |
| Eric Tsang,<br>ASMR<br>Non-Prevailing Wage Work<br>(Exempt) | FIELD | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $152.10<br>$156.65<br>$161.35<br>$166.19 | $152.10<br>$156.65<br>$161.35<br>$166.19 | $152.10<br>$156.65<br>$161.35<br>$166.19 | 7/1/2011<br>1/1/2013<br>1/1/2014<br>1/1/2015 | 12/31/2012<br>12/31/2013<br>12/31/2014<br>12/31/2015 | <br>3.00%<br>3.00%<br>3.00% | $ 54.08<br>$ 55.70<br>$ 57.37<br>$ 59.09 | N/A |
| Kit Guest,PE<br>SMR<br>Non-Prevailing Wage Work<br>(Exempt) | FIELD | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $161.21<br>$166.04<br>$171.02<br>$176.14 | $161.21<br>$166.04<br>$171.02<br>$176.14 | $161.21<br>$166.04<br>$171.02<br>$176.14 | 7/1/2011<br>1/1/2013<br>1/1/2014<br>1/1/2015 | 12/31/2012<br>12/31/2013<br>12/31/2014<br>12/31/2015 | <br>3.00%<br>3.00%<br>3.00% | $ 57.32<br>$ 59.04<br>$ 60.81<br>$ 62.63 | N/A |
| Ken Beede, PE<br>Structural Concrete Expert<br>Non-Prevailing Wage Work<br>(Exempt) | FIELD | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $160.87<br>$165.71<br>$170.69<br>$175.80 | $160.87<br>$165.71<br>$170.69<br>$175.80 | $160.87<br>$165.71<br>$170.69<br>$175.80 | 7/1/2011<br>1/1/2013<br>1/1/2014<br>1/1/2015 | 12/31/2012<br>12/31/2013<br>12/31/2014<br>12/31/2015 | <br>3.00%<br>3.00%<br>3.00% | $ 57.20<br>$ 58.92<br>$ 60.69<br>$ 62.51 | N/A |

**Notes for Labor Charges**

1. Prevailing Wages (PW) are specified under the following DIR determinations: NC-63-3-9-2010-1 DIR determination (including Second Shift) and ALA-2011-1.
2. The billing rates shown in this cost proposal for field staff entitled for PW rates, are calculated with estimated fringe benefits of the staff. The actual billing rates to be used in the invoices will be calculated by using the actual PW fringe benefits of the individual staff in accordance with the certified benefits statement that will be submitted with each invoice.
3. "N/C" denotes No Charge for work performed more than 8 hours per day and for weekends and holidays.
4. The employees' actual hourly rates shown in this cost proposal are the rates that were effective on 7/1/2011 unless noted otherwise. Contract Manager's pre-approval is required for addition of staff not previously listed on the cost proposal. The billing rates for these employees, including those that fall under general classifications, will be calculated and reimbursed based on their actual hourly rates on 07/01/11. Hourly rates for new employees hired after the date of this cost proposal will not exceed (or shall be in line with) the rates of similar personnel listed on this cost proposal having similar experience.
5. In addition to travel time allowances specified in the Other Direct Charges (ODC), the following provisions shall apply:
   a) For all classifications, staff working at all remote locations, no travel time will be allowed for travel between location of short term or long term residency to physical location of work to be performed as specified in the task order.
   b) For PW Tasks working in US, travel time to and from the fabrication facility or approved testing facility will be compensated per the NC-63-3-9-2010-1 DIR determination.
6. The provisional overhead rate used to develop this cost proposal is based on the financial fiscal year ending December 31, 2010.
7. Applicable Multiplier Delta Fringe to change to 0.0 effective 7/1/2012.

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**Loaded Rate Calculation**

***Non Exempt Employee Loaded Billing Rates***

A) Straight Time = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)

B) 1.5X or 2.0X Overtime = (Actual Hourly Rate) * (1 + Field O.H.) * (1 + Fee) +.5X or 1.0X (Actual Hourly Rate) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)

***Exempt Employee Loaded Billing Rates***

C) Straight Time or 1.5X or 2.0X Overtime = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)

The PW differentials Delta Base and Delta Fringe shown in the formulas above for Loaded Billing Rates are applicable only when performing services covered under DIR determinations.

| Home Office Personnel: | Fringe Benefit % | | Overhead % | | General Administration % | | Combined % |
|---|---|---|---|---|---|---|---|
| NORMAL | | + | | + | | = | 161.62% |
| OVERTIME | | + | | + | | = | 161.62% |
| **Field Office Personnel:** | **Fringe Benefit %** | | **Overhead %** | | **General Administration %** | | **Combined %** |
| NORMAL | | + | | + | | = | 161.62% |
| OVERTIME | | + | | + | | = | 161.62% |
| | | | | | Fee | = | 7.50% |
| | | | | | Applicable Multiplier Delta Base (Field) | = | 2.6162 |
| | | | | | Applicable Multiplier Delta Fringe (Field) | = | 1.0000 |

| Name/Classification | Home Office Personnel / Field Office Personnel | Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work) | | | | | | | Employee Actual Rate (fringe benefits vary year over year) | | | | | | | Applicable DELTA (TOTAL) = Employee Total - DIR Total | | | Applicable DELTA Base = DIR Rate - Employee Base Rate | | | Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR) | | | Loaded Hourly Billing Rates | | | Effective Date of Hourly Rate | | % Escalation Increase | Actual Hourly Rate and/or Average Hourly Rate | Hourly Range for Class |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | Base Salary | | | Fringe Benefits | Total Base Salary + Fringe Benefits | | | Base Salary | | | Estimate Fringe | Total = Base + Fringe | | | | | | | | | | | | | | | | | | | | |
| | | Straight | 1.5 OT | 2.0 OT | | Straight | 1.5 OT | 2.0 OT | Straight | 1.5 OT | 2.0 OT | | Straight | 1.5 OT | 2.0 OT | Straight | 1.5 OT | 2.0 OT | Straight | 1.5 OT | 2.0 OT | Straight | 1.5 OT | 2.0 OT | Straight | OT (1.5x) | OT (2x) | From | To | | | |
| Mark Miller, NACE Level III Group 1 | FIELD | $40.86 | $61.29 | $81.72 | $21.50 | $62.36 | $82.79 | $103.22 | $57.87 | $86.81 | $115.74 | $5.27 | $63.14 | $92.08 | $121.01 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $162.75 | $191.69 | $220.62 | 7/1/2011 | 12/31/2012 | | $ 57.87 | N/A |
| | | $40.86 | $61.29 | $81.72 | $21.50 | $62.36 | $82.79 | $103.22 | $59.61 | $89.42 | $119.22 | $5.27 | $64.88 | $94.69 | $124.49 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $167.65 | $197.45 | $227.26 | 1/1/2013 | 12/31/2013 | 3.00% | $ 59.61 | |
| | | $40.86 | $61.29 | $81.72 | $21.50 | $62.36 | $82.79 | $103.22 | $61.40 | $92.10 | $122.80 | $5.27 | $66.67 | $97.37 | $128.07 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $172.68 | $203.38 | $234.08 | 1/1/2014 | 12/31/2014 | 3.00% | $ 61.40 | |
| Prevailing Wage Work (Non-Exempt) | | $40.86 | $61.29 | $81.72 | $21.50 | $62.36 | $82.79 | $103.22 | $63.24 | $94.86 | $126.48 | $5.27 | $68.51 | $100.13 | $131.75 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $177.86 | $209.48 | $241.10 | 1/1/2015 | 12/31/2015 | 3.00% | $ 63.24 | |
| Mark Miller, NACE Level III Group 2 | FIELD | $38.86 | $58.29 | $77.72 | $21.50 | $60.36 | $79.79 | $99.22 | $57.87 | $86.81 | $115.74 | $5.27 | $63.14 | $92.08 | $121.01 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $162.75 | $191.69 | $220.62 | 7/1/2011 | 12/31/2012 | | $ 57.87 | N/A |
| | | $38.86 | $58.29 | $77.72 | $21.50 | $60.36 | $79.79 | $99.22 | $59.61 | $89.42 | $119.22 | $5.27 | $64.88 | $94.69 | $124.49 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $167.65 | $197.45 | $227.26 | 1/1/2013 | 12/31/2013 | 3.00% | $ 59.61 | |
| | | $38.86 | $58.29 | $77.72 | $21.50 | $60.36 | $79.79 | $99.22 | $61.40 | $92.10 | $122.80 | $5.27 | $66.67 | $97.37 | $128.07 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $172.68 | $203.38 | $234.08 | 1/1/2014 | 12/31/2014 | 3.00% | $ 61.40 | |
| Prevailing Wage Work (Non-Exempt) | | $38.86 | $58.29 | $77.72 | $21.50 | $60.36 | $79.79 | $99.22 | $63.24 | $94.86 | $126.48 | $5.27 | $68.51 | $100.13 | $131.75 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $177.86 | $209.48 | $241.10 | 1/1/2015 | 12/31/2015 | 3.00% | $ 63.24 | |
| Mark Miller, NACE Level III Group 1 - Second Shift | FIELD | $45.78 | $68.67 | $91.56 | $21.50 | $67.28 | $90.17 | $113.06 | $57.87 | $86.81 | $115.74 | $5.27 | $63.14 | $92.08 | $121.01 | ($4.14) | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | ($4.14) | $0.00 | $0.00 | $166.89 | $191.69 | $220.62 | 7/1/2011 | 12/31/2012 | | $ 57.87 | N/A |
| | | $45.78 | $68.67 | $91.56 | $21.50 | $67.28 | $90.17 | $113.06 | $59.61 | $89.42 | $119.22 | $5.27 | $64.88 | $94.69 | $124.49 | ($2.40) | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | ($2.40) | $0.00 | $0.00 | $170.05 | $197.45 | $227.26 | 1/1/2013 | 12/31/2013 | 3.00% | $ 59.61 | |
| | | $45.78 | $68.67 | $91.56 | $21.50 | $67.28 | $90.17 | $113.06 | $61.40 | $92.10 | $122.80 | $5.27 | $66.67 | $97.37 | $128.07 | ($0.61) | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | ($0.61) | $0.00 | $0.00 | $173.29 | $203.38 | $234.08 | 1/1/2014 | 12/31/2014 | 3.00% | $ 61.40 | |
| Prevailing Wage Work (Non-Exempt) | | $45.78 | $68.67 | $91.56 | $21.50 | $67.28 | $90.17 | $113.06 | $63.24 | $94.86 | $126.48 | $5.27 | $68.51 | $100.13 | $131.75 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $177.86 | $209.48 | $241.10 | 1/1/2015 | 12/31/2015 | 3.00% | $ 63.24 | |
| Mark Miller, NACE Level III Group 2 - Second Shift | FIELD | $43.53 | $65.30 | $87.06 | $21.50 | $65.03 | $86.80 | $108.56 | $57.87 | $86.81 | $115.74 | $5.27 | $63.14 | $92.08 | $121.01 | ($1.89) | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | ($1.89) | $0.00 | $0.00 | $164.64 | $191.69 | $220.62 | 7/1/2011 | 12/31/2012 | | $ 57.87 | N/A |
| | | $43.53 | $65.30 | $87.06 | $21.50 | $65.03 | $86.80 | $108.56 | $59.61 | $89.42 | $119.22 | $5.27 | $64.88 | $94.69 | $124.49 | ($0.15) | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | ($0.15) | $0.00 | $0.00 | $167.80 | $197.45 | $227.26 | 1/1/2013 | 12/31/2013 | 3.00% | $ 59.61 | |
| | | $43.53 | $65.30 | $87.06 | $21.50 | $65.03 | $86.80 | $108.56 | $61.40 | $92.10 | $122.80 | $5.27 | $66.67 | $97.37 | $128.07 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $172.68 | $203.38 | $234.08 | 1/1/2014 | 12/31/2014 | 3.00% | $ 61.40 | |
| Prevailing Wage Work (Non-Exempt) | | $43.53 | $65.30 | $87.06 | $21.50 | $65.03 | $86.80 | $108.56 | $63.24 | $94.86 | $126.48 | $5.27 | $68.51 | $100.13 | $131.75 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $177.86 | $209.48 | $241.10 | 1/1/2015 | 12/31/2015 | 3.00% | $ 63.24 | |
| Mark Miller, NACE Level III | FIELD | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $162.75 | $191.69 | $220.62 | 7/1/2011 | 12/31/2012 | | $ 57.87 | N/A |
| | | | | | | | | | | | | | | | | | | | | | | | | | $167.65 | $197.45 | $227.26 | 1/1/2013 | 12/31/2013 | 3.00% | $ 59.61 | |
| | | | | | | | | | | | | | | | | | | | | | | | | | $172.68 | $203.38 | $234.08 | 1/1/2014 | 12/31/2014 | 3.00% | $ 61.40 | |
| Non-Prevailing Wage Work (Non-Exempt) | | | | | | | | | | | | | | | | | | | | | | | | | $177.86 | $209.48 | $241.10 | 1/1/2015 | 12/31/2015 | 3.00% | $ 63.24 | |
| James Lumley, NACE Level III Group 1 | FIELD | $40.86 | $61.29 | $81.72 | $21.50 | $62.36 | $82.79 | $103.22 | $56.78 | $85.17 | $113.56 | $5.22 | $62.00 | $90.39 | $118.78 | ($0.36) | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | ($0.36) | $0.00 | $0.00 | $160.05 | $188.08 | $216.47 | 7/1/2011 | 12/31/2012 | | $ 56.78 | N/A |
| | | $40.86 | $61.29 | $81.72 | $21.50 | $62.36 | $82.79 | $103.22 | $58.48 | $87.72 | $116.96 | $5.22 | $63.70 | $92.94 | $122.18 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $164.47 | $193.71 | $222.95 | 1/1/2013 | 12/31/2013 | 3.00% | $ 58.48 | |
| | | $40.86 | $61.29 | $81.72 | $21.50 | $62.36 | $82.79 | $103.22 | $60.23 | $90.35 | $120.46 | $5.22 | $65.45 | $95.57 | $125.68 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $169.39 | $199.51 | $229.62 | 1/1/2014 | 12/31/2014 | 3.00% | $ 60.23 | |
| Prevailing Wage Work (Non-Exempt) | | $40.86 | $61.29 | $81.72 | $21.50 | $62.36 | $82.79 | $103.22 | $62.04 | $93.06 | $124.08 | $5.22 | $67.26 | $98.28 | $129.30 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $174.48 | $205.50 | $236.52 | 1/1/2015 | 12/31/2015 | 3.00% | $ 62.04 | |
| James Lumley, NACE Level III Group 2 | FIELD | $38.86 | $58.29 | $77.72 | $21.50 | $60.36 | $79.79 | $99.22 | $56.78 | $85.17 | $113.56 | $5.22 | $62.00 | $90.39 | $118.78 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $159.69 | $188.08 | $216.47 | 7/1/2011 | 12/31/2012 | | $ 56.78 | N/A |
| | | $38.86 | $58.29 | $77.72 | $21.50 | $60.36 | $79.79 | $99.22 | $58.48 | $87.72 | $116.96 | $5.22 | $63.70 | $92.94 | $122.18 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $164.47 | $193.71 | $222.95 | 1/1/2013 | 12/31/2013 | 3.00% | $ 58.48 | |
| | | $38.86 | $58.29 | $77.72 | $21.50 | $60.36 | $79.79 | $99.22 | $60.23 | $90.35 | $120.46 | $5.22 | $65.45 | $95.57 | $125.68 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $169.39 | $199.51 | $229.62 | 1/1/2014 | 12/31/2014 | 3.00% | $ 60.23 | |
| Prevailing Wage Work (Non-Exempt) | | $38.86 | $58.29 | $77.72 | $21.50 | $60.36 | $79.79 | $99.22 | $62.04 | $93.06 | $124.08 | $5.22 | $67.26 | $98.28 | $129.30 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $174.48 | $205.50 | $236.52 | 1/1/2015 | 12/31/2015 | 3.00% | $ 62.04 | |
| James Lumley, NACE Level III Group 1 - Second Shift | FIELD | $45.78 | $68.67 | $91.56 | $21.50 | $67.28 | $90.17 | $113.06 | $56.78 | $85.17 | $113.56 | $5.22 | $62.00 | $90.39 | $118.78 | ($5.28) | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | ($5.28) | $0.00 | $0.00 | $164.97 | $188.08 | $216.47 | 7/1/2011 | 12/31/2012 | | $ 56.78 | N/A |
| | | $45.78 | $68.67 | $91.56 | $21.50 | $67.28 | $90.17 | $113.06 | $58.48 | $87.72 | $116.96 | $5.22 | $63.70 | $92.94 | $122.18 | ($3.58) | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | ($3.58) | $0.00 | $0.00 | $168.05 | $193.71 | $222.95 | 1/1/2013 | 12/31/2013 | 3.00% | $ 58.48 | |
| | | $45.78 | $68.67 | $91.56 | $21.50 | $67.28 | $90.17 | $113.06 | $60.23 | $90.35 | $120.46 | $5.22 | $65.45 | $95.57 | $125.68 | ($1.83) | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | ($1.83) | $0.00 | $0.00 | $171.22 | $199.51 | $229.62 | 1/1/2014 | 12/31/2014 | 3.00% | $ 60.23 | |
| Prevailing Wage Work (Non-Exempt) | | $45.78 | $68.67 | $91.56 | $21.50 | $67.28 | $90.17 | $113.06 | $62.04 | $93.06 | $124.08 | $5.22 | $67.26 | $98.28 | $129.30 | ($0.02) | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | ($0.02) | $0.00 | $0.00 | $174.50 | $205.50 | $236.52 | 1/1/2015 | 12/31/2015 | 3.00% | $ 62.04 | |
| James Lumley, NACE Level III Group 2 - Second Shift | FIELD | $43.53 | $65.30 | $87.06 | $21.50 | $65.03 | $86.80 | $108.56 | $56.78 | $85.17 | $113.56 | $5.22 | $62.00 | $90.39 | $118.78 | ($3.03) | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | ($3.03) | $0.00 | $0.00 | $162.72 | $188.08 | $216.47 | 7/1/2011 | 12/31/2012 | | $ 56.78 | N/A |
| | | $43.53 | $65.30 | $87.06 | $21.50 | $65.03 | $86.80 | $108.56 | $58.48 | $87.72 | $116.96 | $5.22 | $63.70 | $92.94 | $122.18 | ($1.33) | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | ($1.33) | $0.00 | $0.00 | $165.80 | $193.71 | $222.95 | 1/1/2013 | 12/31/2013 | 3.00% | $ 58.48 | |
| | | $43.53 | $65.30 | $87.06 | $21.50 | $65.03 | $86.80 | $108.56 | $60.23 | $90.35 | $120.46 | $5.22 | $65.45 | $95.57 | $125.68 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $169.39 | $199.51 | $229.62 | 1/1/2014 | 12/31/2014 | 3.00% | $ 60.23 | |
| Prevailing Wage Work (Non-Exempt) | | $43.53 | $65.30 | $87.06 | $21.50 | $65.03 | $86.80 | $108.56 | $62.04 | $93.06 | $124.08 | $5.22 | $67.26 | $98.28 | $129.30 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $174.48 | $205.50 | $236.52 | 1/1/2015 | 12/31/2015 | 3.00% | $ 62.04 | |
| James Lumley, NACE Level III | FIELD | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $159.69 | $188.08 | $216.47 | 7/1/2011 | 12/31/2012 | | $ 56.78 | N/A |
| | | | | | | | | | | | | | | | | | | | | | | | | | $164.47 | $193.71 | $222.95 | 1/1/2013 | 12/31/2013 | 3.00% | $ 58.48 | |
| | | | | | | | | | | | | | | | | | | | | | | | | | $169.39 | $199.51 | $229.62 | 1/1/2014 | 12/31/2014 | 3.00% | $ 60.23 | |
| Non-Prevailing Wage Work (Non-Exempt) | | | | | | | | | | | | | | | | | | | | | | | | | $174.48 | $205.50 | $236.52 | 1/1/2015 | 12/31/2015 | 3.00% | $ 62.04 | |

**Notes for Labor Charges**

1. Prevailing Wages (PW) are specified under the following DIR determinations: NC-63-3-9-2010-1 DIR determination (including Second Shift) and ALA-2011-1.
2. The billing rates shown in this cost proposal for field staff entitled for PW rates, are calculated with estimated fringe benefits of the staff. The actual billing rates to be used in the invoices will be calculated by using the actual PW fringe benefits of the individual staff in accordance with the certified benefits statement that will be submitted with each invoice.
3. "N/C" denotes No Charge for work performed more than 8 hours per day and for weekends and holidays.
4. The employees' actual hourly rates shown in this cost proposal are the rates that were effective on 7/1/2011 unless noted otherwise. Contract Manager's pre-approval is required for addition of staff not previously listed on the cost proposal. The billing rates for these employees, including those that fall under general classifications, will be calculated and reimbursed based on their actual hourly rates on 07/01/11. Hourly rates for new employees hired after the date of this cost proposal will not exceed (or shall be in line with) the rates of similar personnel listed on this cost proposal having similar experience.
5. In addition to travel time allowances specified in the Other Direct Charges (ODC), the following provisions shall apply:
   a) For all classifications, staff working at all remote locations, no travel time will be allowed for travel between location of short term or long term residency to physical location of work to be performed as specified in the task order.
   b) For PW Tasks working in US, travel time to and from the fabrication facility or approved testing facility will be compensated per the NC-63-3-9-2010-1 DIR determination.
6. The provisional overhead rate used to develop this cost proposal is based on the financial fiscal year ending December 31, 2010.
7. Applicable Multiplier Delta Fringe to change to 0.0 effective 7/1/2012.

STATE OF CALIFORNIA - DEPARTMENT OF TRANSPORTATION
*COST PROPOSAL*

ADM 2033 (Rev. 2/07)

**NORTHERN CALIFORNIA**
NC - 63-3-9-2010-1 & ALA-2011-1



**Loaded Rate Calculation**

***Non Exempt Employee Loaded Billing Rates***

A) Straight Time = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)

B) 1.5X or 2.0X Overtime = (Actual Hourly Rate) * (1 + Field O.H.) * (1 + Fee) +.5X or 1.0X (Actual Hourly Rate) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)

***Exempt Employee Loaded Billing Rates***

C) Straight Time or 1.5X or 2.0X Overtime = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)

| | Fringe Benefit % | | Overhead % | | General Administration % | | Combined % |
|---|---|---|---|---|---|---|---|
| **Home Office Personnel:** | | | | | | | |
| NORMAL | | + | | + | | = | **161.62%** |
| OVERTIME | | + | | + | | = | **161.62%** |
| **Field Office Personnel:** | | | | | | | |
| NORMAL | | + | | + | | = | **161.62%** |
| OVERTIME | | + | | + | | = | **161.62%** |
| | | | | | Fee | = | 7.50% |

| | | |
|---|---|---|
| Applicable Multiplier Delta Base (Field) | = | 2.6162 |
| Applicable Multiplier Delta Fringe (Field) | = | 1.0000 |

The PW differentials Delta Base and Delta Fringe shown in the formulas above for Loaded Billing Rates are applicable only when performing services covered under DIR determinations.

| Name/Classification | Home Office Personnel / Field Office Personnel | Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work) | | | | | | | Employee Actual Rate (fringe benefits vary year over year) | | | | | | | Applicable DELTA (TOTAL) = Employee Total - DIR Total | | | Applicable DELTA Base = DIR Rate - Employee Base Rate | | | Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR) | | | Loaded Hourly Billing Rates | | | Effective Date of Hourly Rate | | % Escalation Increase | Actual Hourly Rate and/or Average Hourly Rate | Hourly Range for Class |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | Base Salary | | | Fringe | Total Base Salary + Fringe Benefits | | | Base Salary | | | Estimate | Total = Base + Fringe | | | | | | | | | | | | | | | | | | | | |
| | | Straight | 1.5 OT | 2.0 OT | Benefits | Straight | 1.5 OT | 2.0 OT | Straight | 1.5 OT | 2.0 OT | Fringe | Straight | 1.5 OT | 2.0 OT | Straight | 1.5 OT | 2.0 OT | Straight | 1.5 OT | 2.0 OT | Straight | 1.5 OT | 2.0 OT | Straight | OT (1.5x) | OT (2x) | From | To | | | |
| **Albert Carreon, ASNT Level II Group 1** | **FIELD** | $40.86 | $61.29 | $81.72 | $21.50 | $62.36 | $82.79 | $103.22 | **$56.78** | $85.17 | $113.56 | $5.22 | $62.00 | $90.39 | $118.78 | ($0.36) | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | ($0.36) | $0.00 | $0.00 | $160.05 | $188.08 | $216.47 | 7/1/2011 | 12/31/2012 | | $ **56.78** | N/A |
| | | $40.86 | $61.29 | $81.72 | $21.50 | $62.36 | $82.79 | $103.22 | **$58.48** | $87.72 | $116.96 | $5.22 | $63.70 | $92.94 | $122.18 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $164.47 | $193.71 | $222.95 | 1/1/2013 | 12/31/2013 | 3.00% | $ **58.48** | |
| | | $40.86 | $61.29 | $81.72 | $21.50 | $62.36 | $82.79 | $103.22 | **$60.23** | $90.35 | $120.46 | $5.22 | $65.45 | $95.57 | $125.68 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $169.39 | $199.51 | $229.62 | 1/1/2014 | 12/31/2014 | 3.00% | $ **60.23** | |
| Prevailing Wage Work (Non-Exempt) | | $40.86 | $61.29 | $81.72 | $21.50 | $62.36 | $82.79 | $103.22 | **$62.04** | $93.06 | $124.08 | $5.22 | $67.26 | $98.28 | $129.30 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $174.48 | $205.50 | $236.52 | 1/1/2015 | 12/31/2015 | 3.00% | $ **62.04** | |
| **Albert Carreon, ASNT Level II Group 2** | **FIELD** | $38.86 | $58.29 | $77.72 | $21.50 | $60.36 | $79.79 | $99.22 | **$56.78** | $85.17 | $113.56 | $5.22 | $62.00 | $90.39 | $118.78 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $159.69 | $188.08 | $216.47 | 7/1/2011 | 12/31/2012 | | $ **56.78** | N/A |
| | | $38.86 | $58.29 | $77.72 | $21.50 | $60.36 | $79.79 | $99.22 | **$58.48** | $87.72 | $116.96 | $5.22 | $63.70 | $92.94 | $122.18 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $164.47 | $193.71 | $222.95 | 1/1/2013 | 12/31/2013 | 3.00% | $ **58.48** | |
| | | $38.86 | $58.29 | $77.72 | $21.50 | $60.36 | $79.79 | $99.22 | **$60.23** | $90.35 | $120.46 | $5.22 | $65.45 | $95.57 | $125.68 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $169.39 | $199.51 | $229.62 | 1/1/2014 | 12/31/2014 | 3.00% | $ **60.23** | |
| Prevailing Wage Work (Non-Exempt) | | $38.86 | $58.29 | $77.72 | $21.50 | $60.36 | $79.79 | $99.22 | **$62.04** | $93.06 | $124.08 | $5.22 | $67.26 | $98.28 | $129.30 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $174.48 | $205.50 | $236.52 | 1/1/2015 | 12/31/2015 | 3.00% | $ **62.04** | |
| **Albert Carreon, ASNT Level II Group 1 - Second Shift** | **FIELD** | $45.78 | $68.67 | $91.56 | $21.50 | $67.28 | $90.17 | $113.06 | **$56.78** | $85.17 | $113.56 | $5.22 | $62.00 | $90.39 | $118.78 | ($5.28) | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | ($5.28) | $0.00 | $0.00 | $164.97 | $188.08 | $216.47 | 7/1/2011 | 12/31/2012 | | $ **56.78** | N/A |
| | | $45.78 | $68.67 | $91.56 | $21.50 | $67.28 | $90.17 | $113.06 | **$58.48** | $87.72 | $116.96 | $5.22 | $63.70 | $92.94 | $122.18 | ($3.58) | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | ($3.58) | $0.00 | $0.00 | $168.05 | $193.71 | $222.95 | 1/1/2013 | 12/31/2013 | 3.00% | $ **58.48** | |
| | | $45.78 | $68.67 | $91.56 | $21.50 | $67.28 | $90.17 | $113.06 | **$60.23** | $90.35 | $120.46 | $5.22 | $65.45 | $95.57 | $125.68 | ($1.83) | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | ($1.83) | $0.00 | $0.00 | $171.22 | $199.51 | $229.62 | 1/1/2014 | 12/31/2014 | 3.00% | $ **60.23** | |
| Prevailing Wage Work (Non-Exempt) | | $45.78 | $68.67 | $91.56 | $21.50 | $67.28 | $90.17 | $113.06 | **$62.04** | $93.06 | $124.08 | $5.22 | $67.26 | $98.28 | $129.30 | ($0.02) | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | ($0.02) | $0.00 | $0.00 | $174.50 | $205.50 | $236.52 | 1/1/2015 | 12/31/2015 | 3.00% | $ **62.04** | |
| **Albert Carreon, ASNT Level II Group 2 - Second Shift** | **FIELD** | $43.53 | $65.30 | $87.06 | $21.50 | $65.03 | $86.80 | $108.56 | **$56.78** | $85.17 | $113.56 | $5.22 | $62.00 | $90.39 | $118.78 | ($3.03) | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | ($3.03) | $0.00 | $0.00 | $162.72 | $188.08 | $216.47 | 7/1/2011 | 12/31/2012 | | $ **56.78** | N/A |
| | | $43.53 | $65.30 | $87.06 | $21.50 | $65.03 | $86.80 | $108.56 | **$58.48** | $87.72 | $116.96 | $5.22 | $63.70 | $92.94 | $122.18 | ($1.33) | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | ($1.33) | $0.00 | $0.00 | $165.80 | $193.71 | $222.95 | 1/1/2013 | 12/31/2013 | 3.00% | $ **58.48** | |
| | | $43.53 | $65.30 | $87.06 | $21.50 | $65.03 | $86.80 | $108.56 | **$60.23** | $90.35 | $120.46 | $5.22 | $65.45 | $95.57 | $125.68 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $169.39 | $199.51 | $229.62 | 1/1/2014 | 12/31/2014 | 3.00% | $ **60.23** | |
| Prevailing Wage Work (Non-Exempt) | | $43.53 | $65.30 | $87.06 | $21.50 | $65.03 | $86.80 | $108.56 | **$62.04** | $93.06 | $124.08 | $5.22 | $67.26 | $98.28 | $129.30 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $174.48 | $205.50 | $236.52 | 1/1/2015 | 12/31/2015 | 3.00% | $ **62.04** | |
| **Albert Carreon, ASNT Level II** Non-Prevailing Wage Work (Non-Exempt) | **FIELD** | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $159.69 | $188.08 | $216.47 | 7/1/2011 | 12/31/2012 | | $ **56.78** | N/A |
| | | | | | | | | | | | | | | | | | | | | | | | | | $164.47 | $193.71 | $222.95 | 1/1/2013 | 12/31/2013 | 3.00% | $ **58.48** | |
| | | | | | | | | | | | | | | | | | | | | | | | | | $169.39 | $199.51 | $229.62 | 1/1/2014 | 12/31/2014 | 3.00% | $ **60.23** | |
| | | | | | | | | | | | | | | | | | | | | | | | | | $174.48 | $205.50 | $236.52 | 1/1/2015 | 12/31/2015 | 3.00% | $ **62.04** | |
| **Bill Levell, Lead ASNT Level II Group 1** | **FIELD** | $40.86 | $61.29 | $81.72 | $21.50 | $62.36 | $82.79 | $103.22 | **$56.78** | $85.17 | $113.56 | $9.83 | $66.61 | $95.00 | $123.39 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $159.69 | $188.08 | $216.47 | 7/1/2011 | 12/31/2012 | | $ **56.78** | N/A |
| | | $40.86 | $61.29 | $81.72 | $21.50 | $62.36 | $82.79 | $103.22 | **$58.48** | $87.72 | $116.96 | $9.83 | $68.31 | $97.55 | $126.79 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $164.47 | $193.71 | $222.95 | 1/1/2013 | 12/31/2013 | 3.00% | $ **58.48** | |
| | | $40.86 | $61.29 | $81.72 | $21.50 | $62.36 | $82.79 | $103.22 | **$60.23** | $90.35 | $120.46 | $9.83 | $70.06 | $100.18 | $130.29 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $169.39 | $199.51 | $229.62 | 1/1/2014 | 12/31/2014 | 3.00% | $ **60.23** | |
| Prevailing Wage Work (Non-Exempt) | | $40.86 | $61.29 | $81.72 | $21.50 | $62.36 | $82.79 | $103.22 | **$62.04** | $93.06 | $124.08 | $9.83 | $71.87 | $102.89 | $133.91 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $174.48 | $205.50 | $236.52 | 1/1/2015 | 12/31/2015 | 3.00% | $ **62.04** | |
| **Bill Levell, Lead ASNT Level II Group 2** | **FIELD** | $38.86 | $58.29 | $77.72 | $21.50 | $60.36 | $79.79 | $99.22 | **$56.78** | $85.17 | $113.56 | $9.83 | $66.61 | $95.00 | $123.39 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $159.69 | $188.08 | $216.47 | 7/1/2011 | 12/31/2012 | | $ **56.78** | N/A |
| | | $38.86 | $58.29 | $77.72 | $21.50 | $60.36 | $79.79 | $99.22 | **$58.48** | $87.72 | $116.96 | $9.83 | $68.31 | $97.55 | $126.79 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $164.47 | $193.71 | $222.95 | 1/1/2013 | 12/31/2013 | 3.00% | $ **58.48** | |
| | | $38.86 | $58.29 | $77.72 | $21.50 | $60.36 | $79.79 | $99.22 | **$60.23** | $90.35 | $120.46 | $9.83 | $70.06 | $100.18 | $130.29 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $169.39 | $199.51 | $229.62 | 1/1/2014 | 12/31/2014 | 3.00% | $ **60.23** | |
| Prevailing Wage Work (Non-Exempt) | | $38.86 | $58.29 | $77.72 | $21.50 | $60.36 | $79.79 | $99.22 | **$62.04** | $93.06 | $124.08 | $9.83 | $71.87 | $102.89 | $133.91 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $174.48 | $205.50 | $236.52 | 1/1/2015 | 12/31/2015 | 3.00% | $ **62.04** | |
| **Bill Levell, Lead ASNT Level II Group 1 - Second Shift** | **FIELD** | $45.78 | $68.67 | $91.56 | $21.50 | $67.28 | $90.17 | $113.06 | **$56.78** | $85.17 | $113.56 | $9.83 | $66.61 | $95.00 | $123.39 | ($0.67) | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | ($0.67) | $0.00 | $0.00 | $160.36 | $188.08 | $216.47 | 7/1/2011 | 12/31/2012 | | $ **56.78** | N/A |
| | | $45.78 | $68.67 | $91.56 | $21.50 | $67.28 | $90.17 | $113.06 | **$58.48** | $87.72 | $116.96 | $9.83 | $68.31 | $97.55 | $126.79 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $164.47 | $193.71 | $222.95 | 1/1/2013 | 12/31/2013 | 3.00% | $ **58.48** | |
| | | $45.78 | $68.67 | $91.56 | $21.50 | $67.28 | $90.17 | $113.06 | **$60.23** | $90.35 | $120.46 | $9.83 | $70.06 | $100.18 | $130.29 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $169.39 | $199.51 | $229.62 | 1/1/2014 | 12/31/2014 | 3.00% | $ **60.23** | |
| Prevailing Wage Work (Non-Exempt) | | $45.78 | $68.67 | $91.56 | $21.50 | $67.28 | $90.17 | $113.06 | **$62.04** | $93.06 | $124.08 | $9.83 | $71.87 | $102.89 | $133.91 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $174.48 | $205.50 | $236.52 | 1/1/2015 | 12/31/2015 | 3.00% | $ **62.04** | |
| **Bill Levell, Lead ASNT Level II Group 2 - Second Shift** | **FIELD** | $43.53 | $65.30 | $87.06 | $21.50 | $65.03 | $86.80 | $108.56 | **$56.78** | $85.17 | $113.56 | $9.83 | $66.61 | $95.00 | $123.39 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $159.69 | $188.08 | $216.47 | 7/1/2011 | 12/31/2012 | | $ **56.78** | N/A |
| | | $43.53 | $65.30 | $87.06 | $21.50 | $65.03 | $86.80 | $108.56 | **$58.48** | $87.72 | $116.96 | $9.83 | $68.31 | $97.55 | $126.79 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $164.47 | $193.71 | $222.95 | 1/1/2013 | 12/31/2013 | 3.00% | $ **58.48** | |
| | | $43.53 | $65.30 | $87.06 | $21.50 | $65.03 | $86.80 | $108.56 | **$60.23** | $90.35 | $120.46 | $9.83 | $70.06 | $100.18 | $130.29 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $169.39 | $199.51 | $229.62 | 1/1/2014 | 12/31/2014 | 3.00% | $ **60.23** | |
| Prevailing Wage Work (Non-Exempt) | | $43.53 | $65.30 | $87.06 | $21.50 | $65.03 | $86.80 | $108.56 | **$62.04** | $93.06 | $124.08 | $9.83 | $71.87 | $102.89 | $133.91 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $174.48 | $205.50 | $236.52 | 1/1/2015 | 12/31/2015 | 3.00% | $ **62.04** | |
| **Bill Levell, Lead ASNT Level II** Non-Prevailing Wage Work (Non-Exempt) | **FIELD** | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $159.69 | $188.08 | $216.47 | 7/1/2011 | 12/31/2012 | | $ **56.78** | N/A |
| | | | | | | | | | | | | | | | | | | | | | | | | | $164.47 | $193.71 | $222.95 | 1/1/2013 | 12/31/2013 | 3.00% | $ **58.48** | |
| | | | | | | | | | | | | | | | | | | | | | | | | | $169.39 | $199.51 | $229.62 | 1/1/2014 | 12/31/2014 | 3.00% | $ **60.23** | |
| | | | | | | | | | | | | | | | | | | | | | | | | | $174.48 | $205.50 | $236.52 | 1/1/2015 | 12/31/2015 | 3.00% | $ **62.04** | |

**Notes for Labor Charges**

1. Prevailing Wages (PW) are specified under the following DIR determinations: NC-63-3-9-2010-1 DIR determination (including Second Shift) and ALA-2011-1.
2. The billing rates shown in this cost proposal for field staff entitled for PW rates, are calculated with estimated fringe benefits of the staff. The actual billing rates to be used in the invoices will be calculated by using the actual PW fringe benefits of the individual staff in accordance with the certified benefits statement that will be submitted with each invoice.
3. "N/C" denotes No Charge for work performed more than 8 hours per day and for weekends and holidays.
4. The employees' actual hourly rates shown in this cost proposal are the rates that were effective on 7/1/2011 unless noted otherwise. Contract Manager's pre-approval is required for addition of staff not previously listed on the cost proposal. The billing rates for these employees, including those that fall under general classifications, will be calculated and reimbursed based on their actual hourly rates on 07/01/11. Hourly rates for new employees hired after the date of this cost proposal will not exceed (or shall be in line with) the rates of similar personnel listed on this cost proposal having similar experience.
5. In addition to travel time allowances specified in the Other Direct Charges (ODC), the following provisions shall apply:
   a) For all classifications, staff working at all remote locations, no travel time will be allowed for travel between location of short term or long term residency to physical location of work to be performed as specified in the task order.
   b) For PW Tasks working in US, travel time to and from the fabrication facility or approved testing facility will be compensated per the NC-63-3-9-2010-1 DIR determination.
6. The provisional overhead rate used to develop this cost proposal is based on the financial fiscal year ending December 31, 2010.
7. Applicable Multiplier Delta Fringe to change to 0.0 effective 7/1/2012.

STATE OF CALIFORNIA - DEPARTMENT OF TRANSPORTATION
*COST PROPOSAL*

ADM 2033 (Rev. 2/07)

**NORTHERN CALIFORNIA**
NC - 63-3-9-2010-1 & ALA-2011-1



**Loaded Rate Calculation**

***Non Exempt Employee Loaded Billing Rates***

A) Straight Time = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)

B) 1.5X or 2.0X Overtime = (Actual Hourly Rate) * (1 + Field O.H.) * (1 + Fee) +.5X or 1.0X (Actual Hourly Rate) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)

***Exempt Employee Loaded Billing Rates***

C) Straight Time or 1.5X or 2.0X Overtime = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)

The PW differentials Delta Base and Delta Fringe shown in the formulas above for Loaded Billing Rates are applicable only when performing services covered under DIR determinations.

| Home Office Personnel: | Fringe Benefit % | | Overhead % | | General Administration % | | Combined % |
|---|---|---|---|---|---|---|---|
| NORMAL | | + | | + | | = | **161.62%** |
| OVERTIME | | + | | + | | = | **161.62%** |
| **Field Office Personnel:** | Fringe Benefit % | | Overhead % | | General Administration % | | Combined % |
| NORMAL | | + | | + | | = | **161.62%** |
| OVERTIME | | + | | + | | = | **161.62%** |
| | | | | | Fee | = | 7.50% |

| | | |
|---|---|---|
| Applicable Multiplier Delta Base (Field) | = | 2.6162 |
| Applicable Multiplier Delta Fringe (Field) | = | 1.0000 |

| Name/Classification | Home Office Personnel / Field Office Personnel | Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work) | | | | | | | Employee Actual Rate (fringe benefits vary year over year) | | | | | | | Applicable DELTA (TOTAL) = Employee Total - DIR Total | | | Applicable DELTA Base = DIR Rate - Employee Base Rate | | | Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR) | | | Loaded Hourly Billing Rates | | | Effective Date of Hourly Rate | | % Escalation Increase | Actual Hourly Rate and/or Average Hourly Rate | Hourly Range for Class |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | Base Salary | | | Fringe Benefits | Total Base Salary + Fringe Benefits | | | Base Salary | | | Estimate Fringe | Total = Base + Fringe | | | | | | | | | | | | | | | | | | | | |
| | | Straight | 1.5 OT | 2.0 OT | | Straight | 1.5 OT | 2.0 OT | Straight | 1.5 OT | 2.0 OT | | Straight | 1.5 OT | 2.0 OT | Straight | 1.5 OT | 2.0 OT | Straight | 1.5 OT | 2.0 OT | Straight | 1.5 OT | 2.0 OT | Straight | OT (1.5x) | OT (2x) | From | To | | | |
| **Craig Hager, ASNT Level II Group 1** | **FIELD** | $40.86 | $61.29 | $81.72 | $21.50 | $62.36 | $82.79 | $103.22 | **$57.87** | $86.81 | $115.74 | $6.27 | $64.14 | $93.08 | $122.01 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $162.75 | $191.69 | $220.62 | 7/1/2011 | 12/31/2012 | | | **$ 57.87** | N/A |
| | | $40.86 | $61.29 | $81.72 | $21.50 | $62.36 | $82.79 | $103.22 | **$59.61** | $89.42 | $119.22 | $6.27 | $65.88 | $95.69 | $125.49 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $167.65 | $197.45 | $227.26 | 1/1/2013 | 12/31/2013 | 3.00% | | **$ 59.61** | |
| | | $40.86 | $61.29 | $81.72 | $21.50 | $62.36 | $82.79 | $103.22 | **$61.40** | $92.10 | $122.80 | $6.27 | $67.67 | $98.37 | $129.07 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $172.68 | $203.38 | $234.08 | 1/1/2014 | 12/31/2014 | 3.00% | | **$ 61.40** | |
| Prevailing Wage Work (Non-Exempt) | | $40.86 | $61.29 | $81.72 | $21.50 | $62.36 | $82.79 | $103.22 | **$63.24** | $94.86 | $126.48 | $6.27 | $69.51 | $101.13 | $132.75 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $177.86 | $209.48 | $241.10 | 1/1/2015 | 12/31/2015 | 3.00% | | **$ 63.24** | |
| **Craig Hager, ASNT Level II Group 2** | **FIELD** | $38.86 | $58.29 | $77.72 | $21.50 | $60.36 | $79.79 | $99.22 | **$57.87** | $86.81 | $115.74 | $6.27 | $64.14 | $93.08 | $122.01 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $162.75 | $191.69 | $220.62 | 7/1/2011 | 12/31/2012 | | | **$ 57.87** | N/A |
| | | $38.86 | $58.29 | $77.72 | $21.50 | $60.36 | $79.79 | $99.22 | **$59.61** | $89.42 | $119.22 | $6.27 | $65.88 | $95.69 | $125.49 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $167.65 | $197.45 | $227.26 | 1/1/2013 | 12/31/2013 | 3.00% | | **$ 59.61** | |
| | | $38.86 | $58.29 | $77.72 | $21.50 | $60.36 | $79.79 | $99.22 | **$61.40** | $92.10 | $122.80 | $6.27 | $67.67 | $98.37 | $129.07 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $172.68 | $203.38 | $234.08 | 1/1/2014 | 12/31/2014 | 3.00% | | **$ 61.40** | |
| Prevailing Wage Work (Non-Exempt) | | $38.86 | $58.29 | $77.72 | $21.50 | $60.36 | $79.79 | $99.22 | **$63.24** | $94.86 | $126.48 | $6.27 | $69.51 | $101.13 | $132.75 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $177.86 | $209.48 | $241.10 | 1/1/2015 | 12/31/2015 | 3.00% | | **$ 63.24** | |
| **Craig Hager, ASNT Level II Group 1 - Second Shift** | **FIELD** | $45.78 | $68.67 | $91.56 | $21.50 | $67.28 | $90.17 | $113.06 | **$57.87** | $86.81 | $115.74 | $6.27 | $64.14 | $93.08 | $122.01 | ($3.14) | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | ($3.14) | $0.00 | $0.00 | $165.89 | $191.69 | $220.62 | 7/1/2011 | 12/31/2012 | | | **$ 57.87** | N/A |
| | | $45.78 | $68.67 | $91.56 | $21.50 | $67.28 | $90.17 | $113.06 | **$59.61** | $89.42 | $119.22 | $6.27 | $65.88 | $95.69 | $125.49 | ($1.40) | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | ($1.40) | $0.00 | $0.00 | $169.05 | $197.45 | $227.26 | 1/1/2013 | 12/31/2013 | 3.00% | | **$ 59.61** | |
| | | $45.78 | $68.67 | $91.56 | $21.50 | $67.28 | $90.17 | $113.06 | **$61.40** | $92.10 | $122.80 | $6.27 | $67.67 | $98.37 | $129.07 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $172.68 | $203.38 | $234.08 | 1/1/2014 | 12/31/2014 | 3.00% | | **$ 61.40** | |
| Prevailing Wage Work (Non-Exempt) | | $45.78 | $68.67 | $91.56 | $21.50 | $67.28 | $90.17 | $113.06 | **$63.24** | $94.86 | $126.48 | $6.27 | $69.51 | $101.13 | $132.75 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $177.86 | $209.48 | $241.10 | 1/1/2015 | 12/31/2015 | 3.00% | | **$ 63.24** | |
| **Craig Hager, ASNT Level II Group 2 - Second Shift** | **FIELD** | $43.53 | $65.30 | $87.06 | $21.50 | $65.03 | $86.80 | $108.56 | **$57.87** | $86.81 | $115.74 | $6.27 | $64.14 | $93.08 | $122.01 | ($0.89) | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | ($0.89) | $0.00 | $0.00 | $163.64 | $191.69 | $220.62 | 7/1/2011 | 12/31/2012 | | | **$ 57.87** | N/A |
| | | $43.53 | $65.30 | $87.06 | $21.50 | $65.03 | $86.80 | $108.56 | **$59.61** | $89.42 | $119.22 | $6.27 | $65.88 | $95.69 | $125.49 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $167.65 | $197.45 | $227.26 | 1/1/2013 | 12/31/2013 | 3.00% | | **$ 59.61** | |
| | | $43.53 | $65.30 | $87.06 | $21.50 | $65.03 | $86.80 | $108.56 | **$61.40** | $92.10 | $122.80 | $6.27 | $67.67 | $98.37 | $129.07 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $172.68 | $203.38 | $234.08 | 1/1/2014 | 12/31/2014 | 3.00% | | **$ 61.40** | |
| Prevailing Wage Work (Non-Exempt) | | $43.53 | $65.30 | $87.06 | $21.50 | $65.03 | $86.80 | $108.56 | **$63.24** | $94.86 | $126.48 | $6.27 | $69.51 | $101.13 | $132.75 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $177.86 | $209.48 | $241.10 | 1/1/2015 | 12/31/2015 | 3.00% | | **$ 63.24** | |
| **Craig Hager, ASNT Level II** | **FIELD** | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $162.75 | $191.69 | $220.62 | 7/1/2011 | 12/31/2012 | | | **$ 57.87** | N/A |
| | | | | | | | | | | | | | | | | | | | | | | | | | $167.65 | $197.45 | $227.26 | 1/1/2013 | 12/31/2013 | 3.00% | | **$ 59.61** | |
| | | | | | | | | | | | | | | | | | | | | | | | | | $172.68 | $203.38 | $234.08 | 1/1/2014 | 12/31/2014 | 3.00% | | **$ 61.40** | |
| Non-Prevailing Wage Work (Non-Exempt) | | | | | | | | | | | | | | | | | | | | | | | | | $177.86 | $209.48 | $241.10 | 1/1/2015 | 12/31/2015 | 3.00% | | **$ 63.24** | |
| **Daniel Reyes, ASNT Level II Group 1** | **FIELD** | $40.86 | $61.29 | $81.72 | $21.50 | $62.36 | $82.79 | $103.22 | **$50.00** | $75.00 | $100.00 | $9.39 | $59.39 | $84.39 | $109.39 | ($2.97) | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | ($2.97) | $0.00 | $0.00 | $143.59 | $165.62 | $190.62 | 7/1/2011 | 12/31/2012 | | | **$ 50.00** | N/A |
| | | $40.86 | $61.29 | $81.72 | $21.50 | $62.36 | $82.79 | $103.22 | **$51.50** | $77.25 | $103.00 | $9.39 | $60.89 | $86.64 | $112.39 | ($1.47) | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | ($1.47) | $0.00 | $0.00 | $146.31 | $170.59 | $196.34 | 1/1/2013 | 12/31/2013 | 3.00% | | **$ 51.50** | |
| | | $40.86 | $61.29 | $81.72 | $21.50 | $62.36 | $82.79 | $103.22 | **$53.05** | $79.58 | $106.10 | $9.39 | $62.44 | $88.97 | $115.49 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $149.20 | $175.72 | $202.25 | 1/1/2014 | 12/31/2014 | 3.00% | | **$ 53.05** | |
| Prevailing Wage Work (Non-Exempt) | | $40.86 | $61.29 | $81.72 | $21.50 | $62.36 | $82.79 | $103.22 | **$54.64** | $81.96 | $109.28 | $9.39 | $64.03 | $91.35 | $118.67 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $153.67 | $180.99 | $208.31 | 1/1/2015 | 12/31/2015 | 3.00% | | **$ 54.64** | |
| **Daniel Reyes, ASNT Level II Group 2** | **FIELD** | $38.86 | $58.29 | $77.72 | $21.50 | $60.36 | $79.79 | $99.22 | **$50.00** | $75.00 | $100.00 | $9.39 | $59.39 | $84.39 | $109.39 | ($0.97) | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | ($0.97) | $0.00 | $0.00 | $141.59 | $165.62 | $190.62 | 7/1/2011 | 12/31/2012 | | | **$ 50.00** | N/A |
| | | $38.86 | $58.29 | $77.72 | $21.50 | $60.36 | $79.79 | $99.22 | **$51.50** | $77.25 | $103.00 | $9.39 | $60.89 | $86.64 | $112.39 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $144.84 | $170.59 | $196.34 | 1/1/2013 | 12/31/2013 | 3.00% | | **$ 51.50** | |
| | | $38.86 | $58.29 | $77.72 | $21.50 | $60.36 | $79.79 | $99.22 | **$53.05** | $79.58 | $106.10 | $9.39 | $62.44 | $88.97 | $115.49 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $149.20 | $175.72 | $202.25 | 1/1/2014 | 12/31/2014 | 3.00% | | **$ 53.05** | |
| Prevailing Wage Work (Non-Exempt) | | $38.86 | $58.29 | $77.72 | $21.50 | $60.36 | $79.79 | $99.22 | **$54.64** | $81.96 | $109.28 | $9.39 | $64.03 | $91.35 | $118.67 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $153.67 | $180.99 | $208.31 | 1/1/2015 | 12/31/2015 | 3.00% | | **$ 54.64** | |
| **Daniel Reyes, ASNT Level II Group 1 - Second Shift** | **FIELD** | $45.78 | $68.67 | $91.56 | $21.50 | $67.28 | $90.17 | $113.06 | **$50.00** | $75.00 | $100.00 | $9.39 | $59.39 | $84.39 | $109.39 | ($7.89) | ($5.78) | ($3.67) | $0.00 | $0.00 | $0.00 | ($7.89) | ($5.78) | ($3.67) | $148.51 | $171.40 | $194.29 | 7/1/2011 | 12/31/2012 | | | **$ 50.00** | N/A |
| | | $45.78 | $68.67 | $91.56 | $21.50 | $67.28 | $90.17 | $113.06 | **$51.50** | $77.25 | $103.00 | $9.39 | $60.89 | $86.64 | $112.39 | ($6.39) | ($3.53) | ($0.67) | $0.00 | $0.00 | $0.00 | ($6.39) | ($3.53) | ($0.67) | $151.23 | $174.12 | $197.01 | 1/1/2013 | 12/31/2013 | 3.00% | | **$ 51.50** | |
| | | $45.78 | $68.67 | $91.56 | $21.50 | $67.28 | $90.17 | $113.06 | **$53.05** | $79.58 | $106.10 | $9.39 | $62.44 | $88.97 | $115.49 | ($4.84) | ($1.21) | $0.00 | $0.00 | $0.00 | $0.00 | ($4.84) | ($1.21) | $0.00 | $154.04 | $176.93 | $202.25 | 1/1/2014 | 12/31/2014 | 3.00% | | **$ 53.05** | |
| Prevailing Wage Work (Non-Exempt) | | $45.78 | $68.67 | $91.56 | $21.50 | $67.28 | $90.17 | $113.06 | **$54.64** | $81.96 | $109.28 | $9.39 | $64.03 | $91.35 | $118.67 | ($3.25) | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | ($3.25) | $0.00 | $0.00 | $156.92 | $180.99 | $208.31 | 1/1/2015 | 12/31/2015 | 3.00% | | **$ 54.64** | |
| **Daniel Reyes, ASNT Level II Group 2 - Second Shift** | **FIELD** | $43.53 | $65.30 | $87.06 | $21.50 | $65.03 | $86.80 | $108.56 | **$50.00** | $75.00 | $100.00 | $9.39 | $59.39 | $84.39 | $109.39 | ($5.64) | ($2.41) | $0.00 | $0.00 | $0.00 | $0.00 | ($5.64) | ($2.41) | $0.00 | $146.26 | $168.03 | $190.62 | 7/1/2011 | 12/31/2012 | | | **$ 50.00** | N/A |
| | | $43.53 | $65.30 | $87.06 | $21.50 | $65.03 | $86.80 | $108.56 | **$51.50** | $77.25 | $103.00 | $9.39 | $60.89 | $86.64 | $112.39 | ($4.14) | ($0.16) | $0.00 | $0.00 | $0.00 | $0.00 | ($4.14) | ($0.16) | $0.00 | $148.98 | $170.74 | $196.34 | 1/1/2013 | 12/31/2013 | 3.00% | | **$ 51.50** | |
| | | $43.53 | $65.30 | $87.06 | $21.50 | $65.03 | $86.80 | $108.56 | **$53.05** | $79.58 | $106.10 | $9.39 | $62.44 | $88.97 | $115.49 | ($2.59) | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | ($2.59) | $0.00 | $0.00 | $151.79 | $175.72 | $202.25 | 1/1/2014 | 12/31/2014 | 3.00% | | **$ 53.05** | |
| Prevailing Wage Work (Non-Exempt) | | $43.53 | $65.30 | $87.06 | $21.50 | $65.03 | $86.80 | $108.56 | **$54.64** | $81.96 | $109.28 | $9.39 | $64.03 | $91.35 | $118.67 | ($1.00) | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | ($1.00) | $0.00 | $0.00 | $154.67 | $180.99 | $208.31 | 1/1/2015 | 12/31/2015 | 3.00% | | **$ 54.64** | |
| **Daniel Reyes, ASNT Level II** | **FIELD** | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $140.62 | $165.62 | $190.62 | 7/1/2011 | 12/31/2012 | | | **$ 50.00** | N/A |
| | | | | | | | | | | | | | | | | | | | | | | | | | $144.84 | $170.59 | $196.34 | 1/1/2013 | 12/31/2013 | 3.00% | | **$ 51.50** | |
| | | | | | | | | | | | | | | | | | | | | | | | | | $149.20 | $175.72 | $202.25 | 1/1/2014 | 12/31/2014 | 3.00% | | **$ 53.05** | |
| Non-Prevailing Wage Work (Non-Exempt) | | | | | | | | | | | | | | | | | | | | | | | | | $153.67 | $180.99 | $208.31 | 1/1/2015 | 12/31/2015 | 3.00% | | **$ 54.64** | |

**Notes for Labor Charges**

1. Prevailing Wages (PW) are specified under the following DIR determinations: NC-63-3-9-2010-1 DIR determination (including Second Shift) and ALA-2011-1.
2. The billing rates shown in this cost proposal for field staff entitled for PW rates, are calculated with estimated fringe benefits of the staff. The actual billing rates to be used in the invoices will be calculated by using the actual PW fringe benefits of the individual staff in accordance with the certified benefits statement that will be submitted with each invoice.
3. "N/C" denotes No Charge for work performed more than 8 hours per day and for weekends and holidays.
4. The employees' actual hourly rates shown in this cost proposal are the rates that were effective on 7/1/2011 unless noted otherwise. Contract Manager's pre-approval is required for addition of staff not previously listed on the cost proposal. The billing rates for these employees, including those that fall under general classifications, will be calculated and reimbursed based on their actual hourly rates on 07/01/11. Hourly rates for new employees hired after the date of this cost proposal will not exceed (or shall be in line with) the rates of similar personnnel listed on this cost proposal having similar experience.
5. In addition to travel time allowances specified in the Other Direct Charges (ODC), the following provisions shall apply:
   a) For all classifications, staff working at all remote locations, no travel time will be allowed for travel between location of short term or long term residency to physical location of work to be performed as specified in the task order.
   b) For PW Tasks working in US, travel time to and from the fabrication facility or approved testing facility will be compensated per the NC-63-3-9-2010-1 DIR determination.
6. The provisional overhead rate used to develop this cost proposal is based on the financial fiscal year ending December 31, 2010.
7. Applicable Multiplier Delta Fringe to change to 0.0 effective 7/1/2012.

STATE OF CALIFORNIA - DEPARTMENT OF TRANSPORTATION
*COST PROPOSAL*

ADM 2033 (Rev. 2/07)

**NORTHERN CALIFORNIA**
NC - 63-3-9-2010-1 & ALA-2011-1



**Loaded Rate Calculation**

***Non Exempt Employee Loaded Billing Rates***

A) Straight Time = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)

B) 1.5X or 2.0X Overtime = (Actual Hourly Rate) * (1 + Field O.H.) * (1 + Fee) +.5X or 1.0X (Actual Hourly Rate) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)

***Exempt Employee Loaded Billing Rates***

C) Straight Time or 1.5X or 2.0X Overtime = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)

The PW differentials Delta Base and Delta Fringe shown in the formulas above for Loaded Billing Rates are applicable only when performing services covered under DIR determinations.

| Home Office Personnel: | Fringe Benefit % | | Overhead % | | General Administration % | | Combined % |
|---|---|---|---|---|---|---|---|
| NORMAL | | + | | + | | = | 161.62% |
| OVERTIME | | + | | + | | = | 161.62% |
| **Field Office Personnel:** | Fringe Benefit % | | Overhead % | | General Administration % | | Combined % |
| NORMAL | | + | | + | | = | 161.62% |
| OVERTIME | | + | | + | | = | 161.62% |
| | | | | | Fee | = | 7.50% |

| | | |
|---|---|---|
| Applicable Multiplier Delta Base (Field) | = | 2.6162 |
| Applicable Multiplier Delta Fringe (Field) | = | 1.0000 |

| Name/Classification | Home Office Personnel / Field Office Personnel | Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work) | | | | | | | Employee Actual Rate (fringe benefits vary year over year) | | | | | | | Applicable DELTA (TOTAL) = Employee Total - DIR Total | | | Applicable DELTA Base = DIR Rate - Employee Base Rate | | | Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR) | | | Loaded Hourly Billing Rates | | | Effective Date of Hourly Rate | | % Escalation Increase | Actual Hourly Rate and/or Average Hourly Rate | Hourly Range for Class |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | Base Salary | | | Fringe | Total Base Salary + Fringe Benefits | | | Base Salary | | | Estimate | Total = Base + Fringe | | | | | | | | | | | | | | | | | | | | |
| | | Straight | 1.5 OT | 2.0 OT | Benefits | Straight | 1.5 OT | 2.0 OT | Straight | 1.5 OT | 2.0 OT | Fringe | Straight | 1.5 OT | 2.0 OT | Straight | 1.5 OT | 2.0 OT | Straight | 1.5 OT | 2.0 OT | Straight | 1.5 OT | 2.0 OT | Straight | OT (1.5x) | OT (2x) | From | To | | | |
| **Fintan Shanley, NACE Level III Group 1** | **FIELD** | $40.86 | $61.29 | $81.72 | $21.50 | $62.36 | $82.79 | $103.22 | **$50.00** | $75.00 | $100.00 | $9.37 | $59.37 | $84.37 | $109.37 | ($2.99) | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | ($2.99) | $0.00 | $0.00 | $143.61 | $165.62 | $190.62 | 7/1/2011 | 12/31/2012 | | $ 50.00 | N/A |
| | | $40.86 | $61.29 | $81.72 | $21.50 | $62.36 | $82.79 | $103.22 | **$51.50** | $77.25 | $103.00 | $9.37 | $60.87 | $86.62 | $112.37 | ($1.49) | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | ($1.49) | $0.00 | $0.00 | $146.33 | $170.59 | $196.34 | 1/1/2013 | 12/31/2013 | 3.00% | $ 51.50 | |
| | | $40.86 | $61.29 | $81.72 | $21.50 | $62.36 | $82.79 | $103.22 | **$53.05** | $79.58 | $106.10 | $9.37 | $62.42 | $88.95 | $115.47 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $149.20 | $175.72 | $202.25 | 1/1/2014 | 12/31/2014 | 3.00% | $ 53.05 | |
| Prevailing Wage Work (Non-Exempt) | | $40.86 | $61.29 | $81.72 | $21.50 | $62.36 | $82.79 | $103.22 | **$54.64** | $81.96 | $109.28 | $9.37 | $64.01 | $91.33 | $118.65 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $153.67 | $180.99 | $208.31 | 1/1/2015 | 12/31/2015 | 3.00% | $ 54.64 | |
| **Fintan Shanley, NACE Level III Group 2** | **FIELD** | $38.86 | $58.29 | $77.72 | $21.50 | $60.36 | $79.79 | $99.22 | **$50.00** | $75.00 | $100.00 | $9.37 | $59.37 | $84.37 | $109.37 | ($0.99) | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | ($0.99) | $0.00 | $0.00 | $141.61 | $165.62 | $190.62 | 7/1/2011 | 12/31/2012 | | $ 50.00 | N/A |
| | | $38.86 | $58.29 | $77.72 | $21.50 | $60.36 | $79.79 | $99.22 | **$51.50** | $77.25 | $103.00 | $9.37 | $60.87 | $86.62 | $112.37 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $144.84 | $170.59 | $196.34 | 1/1/2013 | 12/31/2013 | 3.00% | $ 51.50 | |
| | | $38.86 | $58.29 | $77.72 | $21.50 | $60.36 | $79.79 | $99.22 | **$53.05** | $79.58 | $106.10 | $9.37 | $62.42 | $88.95 | $115.47 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $149.20 | $175.72 | $202.25 | 1/1/2014 | 12/31/2014 | 3.00% | $ 53.05 | |
| Prevailing Wage Work (Non-Exempt) | | $38.86 | $58.29 | $77.72 | $21.50 | $60.36 | $79.79 | $99.22 | **$54.64** | $81.96 | $109.28 | $9.37 | $64.01 | $91.33 | $118.65 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $153.67 | $180.99 | $208.31 | 1/1/2015 | 12/31/2015 | 3.00% | $ 54.64 | |
| **Fintan Shanley, NACE Level III Group 1 - Second Shift** | **FIELD** | $45.78 | $68.67 | $91.56 | $21.50 | $67.28 | $90.17 | $113.06 | **$50.00** | $75.00 | $100.00 | $9.37 | $59.37 | $84.37 | $109.37 | ($7.91) | ($5.80) | ($3.69) | $0.00 | $0.00 | $0.00 | ($7.91) | ($5.80) | ($3.69) | $148.53 | $171.42 | $194.31 | 7/1/2011 | 12/31/2012 | | $ 50.00 | N/A |
| | | $45.78 | $68.67 | $91.56 | $21.50 | $67.28 | $90.17 | $113.06 | **$51.50** | $77.25 | $103.00 | $9.37 | $60.87 | $86.62 | $112.37 | ($6.41) | ($3.55) | ($0.69) | $0.00 | $0.00 | $0.00 | ($6.41) | ($3.55) | ($0.69) | $151.25 | $174.14 | $197.03 | 1/1/2013 | 12/31/2013 | 3.00% | $ 51.50 | |
| | | $45.78 | $68.67 | $91.56 | $21.50 | $67.28 | $90.17 | $113.06 | **$53.05** | $79.58 | $106.10 | $9.37 | $62.42 | $88.95 | $115.47 | ($4.86) | ($1.23) | $0.00 | $0.00 | $0.00 | $0.00 | ($4.86) | ($1.23) | $0.00 | $154.06 | $176.95 | $202.25 | 1/1/2014 | 12/31/2014 | 3.00% | $ 53.05 | |
| Prevailing Wage Work (Non-Exempt) | | $45.78 | $68.67 | $91.56 | $21.50 | $67.28 | $90.17 | $113.06 | **$54.64** | $81.96 | $109.28 | $9.37 | $64.01 | $91.33 | $118.65 | ($3.27) | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | ($3.27) | $0.00 | $0.00 | $156.94 | $180.99 | $208.31 | 1/1/2015 | 12/31/2015 | 3.00% | $ 54.64 | |
| **Fintan Shanley, NACE Level III Group 2 - Second Shift** | **FIELD** | $43.53 | $65.30 | $87.06 | $21.50 | $65.03 | $86.80 | $108.56 | **$50.00** | $75.00 | $100.00 | $9.37 | $59.37 | $84.37 | $109.37 | ($5.66) | ($2.43) | $0.00 | $0.00 | $0.00 | $0.00 | ($5.66) | ($2.43) | $0.00 | $146.28 | $168.05 | $190.62 | 7/1/2011 | 12/31/2012 | | $ 50.00 | N/A |
| | | $43.53 | $65.30 | $87.06 | $21.50 | $65.03 | $86.80 | $108.56 | **$51.50** | $77.25 | $103.00 | $9.37 | $60.87 | $86.62 | $112.37 | ($4.16) | ($0.17) | $0.00 | $0.00 | $0.00 | $0.00 | ($4.16) | ($0.17) | $0.00 | $149.00 | $170.76 | $196.34 | 1/1/2013 | 12/31/2013 | 3.00% | $ 51.50 | |
| | | $43.53 | $65.30 | $87.06 | $21.50 | $65.03 | $86.80 | $108.56 | **$53.05** | $79.58 | $106.10 | $9.37 | $62.42 | $88.95 | $115.47 | ($2.61) | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | ($2.61) | $0.00 | $0.00 | $151.81 | $175.72 | $202.25 | 1/1/2014 | 12/31/2014 | 3.00% | $ 53.05 | |
| Prevailing Wage Work (Non-Exempt) | | $43.53 | $65.30 | $87.06 | $21.50 | $65.03 | $86.80 | $108.56 | **$54.64** | $81.96 | $109.28 | $9.37 | $64.01 | $91.33 | $118.65 | ($1.02) | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | ($1.02) | $0.00 | $0.00 | $154.69 | $180.99 | $208.31 | 1/1/2015 | 12/31/2015 | 3.00% | $ 54.64 | |
| **Fintan Shanley, NACE Level III** | **FIELD** | | | | | | | | | | | | | | | | | | | | | | | | $140.62 | $165.62 | $190.62 | 7/1/2011 | 12/31/2012 | | $ 50.00 | N/A |
| | | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $144.84 | $170.59 | $196.34 | 1/1/2013 | 12/31/2013 | 3.00% | $ 51.50 | |
| | | | | | | | | | | | | | | | | | | | | | | | | | $149.20 | $175.72 | $202.25 | 1/1/2014 | 12/31/2014 | 3.00% | $ 53.05 | |
| Non-Prevailing Wage Work (Non-Exempt) | | | | | | | | | | | | | | | | | | | | | | | | | $153.67 | $180.99 | $208.31 | 1/1/2015 | 12/31/2015 | 3.00% | $ 54.64 | |
| **Fred Edmondson, ASNT Level III Group 1** | **FIELD** | $40.86 | $61.29 | $81.72 | $21.50 | $62.36 | $82.79 | $103.22 | **$57.87** | $86.81 | $115.74 | $4.00 | $61.87 | $90.81 | $119.74 | ($0.49) | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | ($0.49) | $0.00 | $0.00 | $163.24 | $191.69 | $220.62 | 7/1/2011 | 12/31/2012 | | $ 57.87 | N/A |
| | | $40.86 | $61.29 | $81.72 | $21.50 | $62.36 | $82.79 | $103.22 | **$59.61** | $89.42 | $119.22 | $4.00 | $63.61 | $93.42 | $123.22 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $167.65 | $197.45 | $227.26 | 1/1/2013 | 12/31/2013 | 3.00% | $ 59.61 | |
| | | $40.86 | $61.29 | $81.72 | $21.50 | $62.36 | $82.79 | $103.22 | **$61.40** | $92.10 | $122.80 | $4.00 | $65.40 | $96.10 | $126.80 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $172.68 | $203.38 | $234.08 | 1/1/2014 | 12/31/2014 | 3.00% | $ 61.40 | |
| Prevailing Wage Work (Non-Exempt) | | $40.86 | $61.29 | $81.72 | $21.50 | $62.36 | $82.79 | $103.22 | **$63.24** | $94.86 | $126.48 | $4.00 | $67.24 | $98.86 | $130.48 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $177.86 | $209.48 | $241.10 | 1/1/2015 | 12/31/2015 | 3.00% | $ 63.24 | |
| **Fred Edmondson, ASNT Level III Group 2** | **FIELD** | $38.86 | $58.29 | $77.72 | $21.50 | $60.36 | $79.79 | $99.22 | **$57.87** | $86.81 | $115.74 | $4.00 | $61.87 | $90.81 | $119.74 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $162.75 | $191.69 | $220.62 | 7/1/2011 | 12/31/2012 | | $ 57.87 | N/A |
| | | $38.86 | $58.29 | $77.72 | $21.50 | $60.36 | $79.79 | $99.22 | **$59.61** | $89.42 | $119.22 | $4.00 | $63.61 | $93.42 | $123.22 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $167.65 | $197.45 | $227.26 | 1/1/2013 | 12/31/2013 | 3.00% | $ 59.61 | |
| | | $38.86 | $58.29 | $77.72 | $21.50 | $60.36 | $79.79 | $99.22 | **$61.40** | $92.10 | $122.80 | $4.00 | $65.40 | $96.10 | $126.80 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $172.68 | $203.38 | $234.08 | 1/1/2014 | 12/31/2014 | 3.00% | $ 61.40 | |
| Prevailing Wage Work (Non-Exempt) | | $38.86 | $58.29 | $77.72 | $21.50 | $60.36 | $79.79 | $99.22 | **$63.24** | $94.86 | $126.48 | $4.00 | $67.24 | $98.86 | $130.48 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $177.86 | $209.48 | $241.10 | 1/1/2015 | 12/31/2015 | 3.00% | $ 63.24 | |
| **Fred Edmondson, ASNT Level III Group 1 - Second Shift** | **FIELD** | $45.78 | $68.67 | $91.56 | $21.50 | $67.28 | $90.17 | $113.06 | **$57.87** | $86.81 | $115.74 | $4.00 | $61.87 | $90.81 | $119.74 | ($5.41) | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | ($5.41) | $0.00 | $0.00 | $168.16 | $191.69 | $220.62 | 7/1/2011 | 12/31/2012 | | $ 57.87 | N/A |
| | | $45.78 | $68.67 | $91.56 | $21.50 | $67.28 | $90.17 | $113.06 | **$59.61** | $89.42 | $119.22 | $4.00 | $63.61 | $93.42 | $123.22 | ($3.67) | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | ($3.67) | $0.00 | $0.00 | $171.32 | $197.45 | $227.26 | 1/1/2013 | 12/31/2013 | 3.00% | $ 59.61 | |
| | | $45.78 | $68.67 | $91.56 | $21.50 | $67.28 | $90.17 | $113.06 | **$61.40** | $92.10 | $122.80 | $4.00 | $65.40 | $96.10 | $126.80 | ($1.88) | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | ($1.88) | $0.00 | $0.00 | $174.56 | $203.38 | $234.08 | 1/1/2014 | 12/31/2014 | 3.00% | $ 61.40 | |
| Prevailing Wage Work (Non-Exempt) | | $45.78 | $68.67 | $91.56 | $21.50 | $67.28 | $90.17 | $113.06 | **$63.24** | $94.86 | $126.48 | $4.00 | $67.24 | $98.86 | $130.48 | ($0.04) | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | ($0.04) | $0.00 | $0.00 | $177.90 | $209.48 | $241.10 | 1/1/2015 | 12/31/2015 | 3.00% | $ 63.24 | |
| **Fred Edmondson, ASNT Level III Group 2 - Second Shift** | **FIELD** | $43.53 | $65.30 | $87.06 | $21.50 | $65.03 | $86.80 | $108.56 | **$57.87** | $86.81 | $115.74 | $4.00 | $61.87 | $90.81 | $119.74 | ($3.16) | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | ($3.16) | $0.00 | $0.00 | $165.91 | $191.69 | $220.62 | 7/1/2011 | 12/31/2012 | | $ 57.87 | N/A |
| | | $43.53 | $65.30 | $87.06 | $21.50 | $65.03 | $86.80 | $108.56 | **$59.61** | $89.42 | $119.22 | $4.00 | $63.61 | $93.42 | $123.22 | ($1.42) | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | ($1.42) | $0.00 | $0.00 | $169.07 | $197.45 | $227.26 | 1/1/2013 | 12/31/2013 | 3.00% | $ 59.61 | |
| | | $43.53 | $65.30 | $87.06 | $21.50 | $65.03 | $86.80 | $108.56 | **$61.40** | $92.10 | $122.80 | $4.00 | $65.40 | $96.10 | $126.80 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $172.68 | $203.38 | $234.08 | 1/1/2014 | 12/31/2014 | 3.00% | $ 61.40 | |
| Prevailing Wage Work (Non-Exempt) | | $43.53 | $65.30 | $87.06 | $21.50 | $65.03 | $86.80 | $108.56 | **$63.24** | $94.86 | $126.48 | $4.00 | $67.24 | $98.86 | $130.48 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $177.86 | $209.48 | $241.10 | 1/1/2015 | 12/31/2015 | 3.00% | $ 63.24 | |
| **Fred Edmondson, ASNT Level III** | **FIELD** | | | | | | | | | | | | | | | | | | | | | | | | $162.75 | $191.69 | $220.62 | 7/1/2011 | 12/31/2012 | | $ 57.87 | N/A |
| | | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $167.65 | $197.45 | $227.26 | 1/1/2013 | 12/31/2013 | 3.00% | $ 59.61 | |
| | | | | | | | | | | | | | | | | | | | | | | | | | $172.68 | $203.38 | $234.08 | 1/1/2014 | 12/31/2014 | 3.00% | $ 61.40 | |
| Non-Prevailing Wage Work (Non-Exempt) | | | | | | | | | | | | | | | | | | | | | | | | | $177.86 | $209.48 | $241.10 | 1/1/2015 | 12/31/2015 | 3.00% | $ 63.24 | |

**Notes for Labor Charges**

1. Prevailing Wages (PW) are specified under the following DIR determinations: NC-63-3-9-2010-1 DIR determination (including Second Shift) and ALA-2011-1.
2. The billing rates shown in this cost proposal for field staff entitled for PW rates, are calculated with estimated fringe benefits of the staff. The actual billing rates to be used in the invoices will be calculated by using the actual PW fringe benefits of the individual staff in accordance with the certified benefits statement that will be submitted with each invoice.
3. "N/C" denotes No Charge for work performed more than 8 hours per day and for weekends and holidays.
4. The employees' actual hourly rates shown in this cost proposal are the rates that were effective on 7/1/2011 unless noted otherwise. Contract Manager's pre-approval is required for addition of staff not previously listed on the cost proposal. The billing rates for these employees, including those that fall under general classifications, will be calculated and reimbursed based on their actual hourly rates on 07/01/11. Hourly rates for new employees hired after the date of this cost proposal will not exceed (or shall be in line with) the rates of similar personnnel listed on this cost proposal having similar experience.
5. In addition to travel time allowances specified in the Other Direct Charges (ODC), the following provisions shall apply:
   a) For all classifications, staff working at all remote locations, no travel time will be allowed for travel between location of short term or long term residency to physical location of work to be performed as specified in the task order.
   b) For PW Tasks working in US, travel time to and from the fabrication facility or approved testing facility will be compensated per the NC-63-3-9-2010-1 DIR determination.
6. The provisional overhead rate used to develop this cost proposal is based on the financial fiscal year ending December 31, 2010.
7. Applicable Multiplier Delta Fringe to change to 0.0 effective 7/1/2012.

STATE OF CALIFORNIA - DEPARTMENT OF TRANSPORTATION
*COST PROPOSAL*

ADM 2033 (Rev. 2/07)

**NORTHERN CALIFORNIA**
NC - 63-3-9-2010-1 & ALA-2011-1



**Loaded Rate Calculation**

***Non Exempt Employee Loaded Billing Rates***

A) Straight Time = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)

B) 1.5X or 2.0X Overtime = (Actual Hourly Rate) * (1 + Field O.H.) * (1 + Fee) +.5X or 1.0X (Actual Hourly Rate) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)

***Exempt Employee Loaded Billing Rates***

C) Straight Time or 1.5X or 2.0X Overtime = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)

The PW differentials Delta Base and Delta Fringe shown in the formulas above for Loaded Billing Rates are applicable only when performing services covered under DIR determinations.

| Home Office Personnel: | Fringe Benefit % | | Overhead % | | General Administration % | | Combined % |
|---|---|---|---|---|---|---|---|
| NORMAL | | + | | + | | = | **161.62%** |
| OVERTIME | | + | | + | | = | **161.62%** |
| **Field Office Personnel:** | Fringe Benefit % | | Overhead % | | General Administration % | | Combined % |
| NORMAL | | + | | + | | = | **161.62%** |
| OVERTIME | | + | | + | | = | **161.62%** |
| | | | | | Fee | = | 7.50% |

| | | |
|---|---|---|
| Applicable Multiplier Delta Base (Field) | = | 2.6162 |
| Applicable Multiplier Delta Fringe (Field) | = | 1.0000 |

| Name/Classification | Home Office Personnel / Field Office Personnel | Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work) | | | | | | | Employee Actual Rate (fringe benefits vary year over year) | | | | | | | Applicable DELTA (TOTAL) = Employee Total - DIR Total | | | Applicable DELTA Base = DIR Rate - Employee Base Rate | | | Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR) | | | Loaded Hourly Billing Rates | | | Effective Date of Hourly Rate | | % Escalation Increase | Actual Hourly Rate and/or Average Hourly Rate | Hourly Range for Class |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | Base Salary | | | Fringe | Total Base Salary + Fringe Benefits | | | Base Salary | | | Estimate | Total = Base + Fringe | | | | | | | | | | | | | | | | | | | | |
| | | Straight | 1.5 OT | 2.0 OT | Benefits | Straight | 1.5 OT | 2.0 OT | Straight | 1.5 OT | 2.0 OT | Fringe | Straight | 1.5 OT | 2.0 OT | Straight | 1.5 OT | 2.0 OT | Straight | 1.5 OT | 2.0 OT | Straight | 1.5 OT | 2.0 OT | Straight | OT (1.5x) | OT (2x) | From | To | | | |
| **Joseph Lanz, ASNT Level II Group 1** | FIELD | $40.86 | $61.29 | $81.72 | $21.50 | $62.36 | $82.79 | $103.22 | **$56.78** | $85.17 | $113.56 | $9.83 | $66.61 | $95.00 | $123.39 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $159.69 | $188.08 | $216.47 | 7/1/2011 | 12/31/2012 | | **$ 56.78** | N/A |
| | | $40.86 | $61.29 | $81.72 | $21.50 | $62.36 | $82.79 | $103.22 | **$58.48** | $87.72 | $116.96 | $9.83 | $68.31 | $97.55 | $126.79 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $164.47 | $193.71 | $222.95 | 1/1/2013 | 12/31/2013 | 3.00% | **$ 58.48** | |
| | | $40.86 | $61.29 | $81.72 | $21.50 | $62.36 | $82.79 | $103.22 | **$60.23** | $90.35 | $120.46 | $9.83 | $70.06 | $100.18 | $130.29 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $169.39 | $199.51 | $229.62 | 1/1/2014 | 12/31/2014 | 3.00% | **$ 60.23** | |
| Prevailing Wage Work (Non-Exempt) | | $40.86 | $61.29 | $81.72 | $21.50 | $62.36 | $82.79 | $103.22 | **$62.04** | $93.06 | $124.08 | $9.83 | $71.87 | $102.89 | $133.91 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $174.48 | $205.50 | $236.52 | 1/1/2015 | 12/31/2015 | 3.00% | **$ 62.04** | |
| **Joseph Lanz, ASNT Level II Group 2** | FIELD | $38.86 | $58.29 | $77.72 | $21.50 | $60.36 | $79.79 | $99.22 | **$56.78** | $85.17 | $113.56 | $9.83 | $66.61 | $95.00 | $123.39 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $159.69 | $188.08 | $216.47 | 7/1/2011 | 12/31/2012 | | **$ 56.78** | N/A |
| | | $38.86 | $58.29 | $77.72 | $21.50 | $60.36 | $79.79 | $99.22 | **$58.48** | $87.72 | $116.96 | $9.83 | $68.31 | $97.55 | $126.79 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $164.47 | $193.71 | $222.95 | 1/1/2013 | 12/31/2013 | 3.00% | **$ 58.48** | |
| | | $38.86 | $58.29 | $77.72 | $21.50 | $60.36 | $79.79 | $99.22 | **$60.23** | $90.35 | $120.46 | $9.83 | $70.06 | $100.18 | $130.29 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $169.39 | $199.51 | $229.62 | 1/1/2014 | 12/31/2014 | 3.00% | **$ 60.23** | |
| Prevailing Wage Work (Non-Exempt) | | $38.86 | $58.29 | $77.72 | $21.50 | $60.36 | $79.79 | $99.22 | **$62.04** | $93.06 | $124.08 | $9.83 | $71.87 | $102.89 | $133.91 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $174.48 | $205.50 | $236.52 | 1/1/2015 | 12/31/2015 | 3.00% | **$ 62.04** | |
| **Joseph Lanz, ASNT Level II Group 1 - Second Shift** | FIELD | $45.78 | $68.67 | $91.56 | $21.50 | $67.28 | $90.17 | $113.06 | **$56.78** | $85.17 | $113.56 | $9.83 | $66.61 | $95.00 | $123.39 | ($0.67) | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | ($0.67) | $0.00 | $0.00 | $160.36 | $188.08 | $216.47 | 7/1/2011 | 12/31/2012 | | **$ 56.78** | N/A |
| | | $45.78 | $68.67 | $91.56 | $21.50 | $67.28 | $90.17 | $113.06 | **$58.48** | $87.72 | $116.96 | $9.83 | $68.31 | $97.55 | $126.79 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $164.47 | $193.71 | $222.95 | 1/1/2013 | 12/31/2013 | 3.00% | **$ 58.48** | |
| | | $45.78 | $68.67 | $91.56 | $21.50 | $67.28 | $90.17 | $113.06 | **$60.23** | $90.35 | $120.46 | $9.83 | $70.06 | $100.18 | $130.29 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $169.39 | $199.51 | $229.62 | 1/1/2014 | 12/31/2014 | 3.00% | **$ 60.23** | |
| Prevailing Wage Work (Non-Exempt) | | $45.78 | $68.67 | $91.56 | $21.50 | $67.28 | $90.17 | $113.06 | **$62.04** | $93.06 | $124.08 | $9.83 | $71.87 | $102.89 | $133.91 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $174.48 | $205.50 | $236.52 | 1/1/2015 | 12/31/2015 | 3.00% | **$ 62.04** | |
| **Joseph Lanz, ASNT Level II Group 2 - Second Shift** | FIELD | $43.53 | $65.30 | $87.06 | $21.50 | $65.03 | $86.80 | $108.56 | **$56.78** | $85.17 | $113.56 | $9.83 | $66.61 | $95.00 | $123.39 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $159.69 | $188.08 | $216.47 | 7/1/2011 | 12/31/2012 | | **$ 56.78** | N/A |
| | | $43.53 | $65.30 | $87.06 | $21.50 | $65.03 | $86.80 | $108.56 | **$58.48** | $87.72 | $116.96 | $9.83 | $68.31 | $97.55 | $126.79 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $164.47 | $193.71 | $222.95 | 1/1/2013 | 12/31/2013 | 3.00% | **$ 58.48** | |
| | | $43.53 | $65.30 | $87.06 | $21.50 | $65.03 | $86.80 | $108.56 | **$60.23** | $90.35 | $120.46 | $9.83 | $70.06 | $100.18 | $130.29 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $169.39 | $199.51 | $229.62 | 1/1/2014 | 12/31/2014 | 3.00% | **$ 60.23** | |
| Prevailing Wage Work (Non-Exempt) | | $43.53 | $65.30 | $87.06 | $21.50 | $65.03 | $86.80 | $108.56 | **$62.04** | $93.06 | $124.08 | $9.83 | $71.87 | $102.89 | $133.91 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $174.48 | $205.50 | $236.52 | 1/1/2015 | 12/31/2015 | 3.00% | **$ 62.04** | |
| **Joseph Lanz, ASNT Level II** | FIELD | | | | | | | | | | | | | | | | | | | | | | | | $159.69 | $188.08 | $216.47 | 7/1/2011 | 12/31/2012 | | **$ 56.78** | N/A |
| | | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $164.47 | $193.71 | $222.95 | 1/1/2013 | 12/31/2013 | 3.00% | **$ 58.48** | |
| | | | | | | | | | | | | | | | | | | | | | | | | | $169.39 | $199.51 | $229.62 | 1/1/2014 | 12/31/2014 | 3.00% | **$ 60.23** | |
| Non-Prevailing Wage Work (Non-Exempt) | | | | | | | | | | | | | | | | | | | | | | | | | $174.48 | $205.50 | $236.52 | 1/1/2015 | 12/31/2015 | 3.00% | **$ 62.04** | |
| **Robert Mertz, ASNT Level III Group 1** | FIELD | $40.86 | $61.29 | $81.72 | $21.50 | $62.36 | $82.79 | $103.22 | **$57.87** | $86.81 | $115.74 | $11.94 | $69.81 | $98.75 | $127.68 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $162.75 | $191.69 | $220.62 | 7/1/2011 | 12/31/2012 | | **$ 57.87** | N/A |
| | | $40.86 | $61.29 | $81.72 | $21.50 | $62.36 | $82.79 | $103.22 | **$59.61** | $89.42 | $119.22 | $11.94 | $71.55 | $101.36 | $131.16 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $167.65 | $197.45 | $227.26 | 1/1/2013 | 12/31/2013 | 3.00% | **$ 59.61** | |
| | | $40.86 | $61.29 | $81.72 | $21.50 | $62.36 | $82.79 | $103.22 | **$61.40** | $92.10 | $122.80 | $11.94 | $73.34 | $104.04 | $134.74 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $172.68 | $203.38 | $234.08 | 1/1/2014 | 12/31/2014 | 3.00% | **$ 61.40** | |
| Prevailing Wage Work (Non-Exempt) | | $40.86 | $61.29 | $81.72 | $21.50 | $62.36 | $82.79 | $103.22 | **$63.24** | $94.86 | $126.48 | $11.94 | $75.18 | $106.80 | $138.42 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $177.86 | $209.48 | $241.10 | 1/1/2015 | 12/31/2015 | 3.00% | **$ 63.24** | |
| **Robert Mertz, ASNT Level III Group 2** | FIELD | $38.86 | $58.29 | $77.72 | $21.50 | $60.36 | $79.79 | $99.22 | **$57.87** | $86.81 | $115.74 | $11.94 | $69.81 | $98.75 | $127.68 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $162.75 | $191.69 | $220.62 | 7/1/2011 | 12/31/2012 | | **$ 57.87** | N/A |
| | | $38.86 | $58.29 | $77.72 | $21.50 | $60.36 | $79.79 | $99.22 | **$59.61** | $89.42 | $119.22 | $11.94 | $71.55 | $101.36 | $131.16 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $167.65 | $197.45 | $227.26 | 1/1/2013 | 12/31/2013 | 3.00% | **$ 59.61** | |
| | | $38.86 | $58.29 | $77.72 | $21.50 | $60.36 | $79.79 | $99.22 | **$61.40** | $92.10 | $122.80 | $11.94 | $73.34 | $104.04 | $134.74 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $172.68 | $203.38 | $234.08 | 1/1/2014 | 12/31/2014 | 3.00% | **$ 61.40** | |
| Prevailing Wage Work (Non-Exempt) | | $38.86 | $58.29 | $77.72 | $21.50 | $60.36 | $79.79 | $99.22 | **$63.24** | $94.86 | $126.48 | $11.94 | $75.18 | $106.80 | $138.42 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $177.86 | $209.48 | $241.10 | 1/1/2015 | 12/31/2015 | 3.00% | **$ 63.24** | |
| **Robert Mertz, ASNT Level III Group 1 - Second Shift** | FIELD | $45.78 | $68.67 | $91.56 | $21.50 | $67.28 | $90.17 | $113.06 | **$57.87** | $86.81 | $115.74 | $11.94 | $69.81 | $98.75 | $127.68 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $162.75 | $191.69 | $220.62 | 7/1/2011 | 12/31/2012 | | **$ 57.87** | N/A |
| | | $45.78 | $68.67 | $91.56 | $21.50 | $67.28 | $90.17 | $113.06 | **$59.61** | $89.42 | $119.22 | $11.94 | $71.55 | $101.36 | $131.16 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $167.65 | $197.45 | $227.26 | 1/1/2013 | 12/31/2013 | 3.00% | **$ 59.61** | |
| | | $45.78 | $68.67 | $91.56 | $21.50 | $67.28 | $90.17 | $113.06 | **$61.40** | $92.10 | $122.80 | $11.94 | $73.34 | $104.04 | $134.74 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $172.68 | $203.38 | $234.08 | 1/1/2014 | 12/31/2014 | 3.00% | **$ 61.40** | |
| Prevailing Wage Work (Non-Exempt) | | $45.78 | $68.67 | $91.56 | $21.50 | $67.28 | $90.17 | $113.06 | **$63.24** | $94.86 | $126.48 | $11.94 | $75.18 | $106.80 | $138.42 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $177.86 | $209.48 | $241.10 | 1/1/2015 | 12/31/2015 | 3.00% | **$ 63.24** | |
| **Robert Mertz, ASNT Level III Group 2 - Second Shift** | FIELD | $43.53 | $65.30 | $87.06 | $21.50 | $65.03 | $86.80 | $108.56 | **$57.87** | $86.81 | $115.74 | $11.94 | $69.81 | $98.75 | $127.68 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $162.75 | $191.69 | $220.62 | 7/1/2011 | 12/31/2012 | | **$ 57.87** | N/A |
| | | $43.53 | $65.30 | $87.06 | $21.50 | $65.03 | $86.80 | $108.56 | **$59.61** | $89.42 | $119.22 | $11.94 | $71.55 | $101.36 | $131.16 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $167.65 | $197.45 | $227.26 | 1/1/2013 | 12/31/2013 | 3.00% | **$ 59.61** | |
| | | $43.53 | $65.30 | $87.06 | $21.50 | $65.03 | $86.80 | $108.56 | **$61.40** | $92.10 | $122.80 | $11.94 | $73.34 | $104.04 | $134.74 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $172.68 | $203.38 | $234.08 | 1/1/2014 | 12/31/2014 | 3.00% | **$ 61.40** | |
| Prevailing Wage Work (Non-Exempt) | | $43.53 | $65.30 | $87.06 | $21.50 | $65.03 | $86.80 | $108.56 | **$63.24** | $94.86 | $126.48 | $11.94 | $75.18 | $106.80 | $138.42 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $177.86 | $209.48 | $241.10 | 1/1/2015 | 12/31/2015 | 3.00% | **$ 63.24** | |
| **Robert Mertz, ASNT Level III** | FIELD | | | | | | | | | | | | | | | | | | | | | | | | $162.75 | $191.69 | $220.62 | 7/1/2011 | 12/31/2012 | | **$ 57.87** | N/A |
| | | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $167.65 | $197.45 | $227.26 | 1/1/2013 | 12/31/2013 | 3.00% | **$ 59.61** | |
| | | | | | | | | | | | | | | | | | | | | | | | | | $172.68 | $203.38 | $234.08 | 1/1/2014 | 12/31/2014 | 3.00% | **$ 61.40** | |
| Non-Prevailing Wage Work (Non-Exempt) | | | | | | | | | | | | | | | | | | | | | | | | | $177.86 | $209.48 | $241.10 | 1/1/2015 | 12/31/2015 | 3.00% | **$ 63.24** | |

**Notes for Labor Charges**

1. Prevailing Wages (PW) are specified under the following DIR determinations: NC-63-3-9-2010-1 DIR determination (including Second Shift) and ALA-2011-1.
2. The billing rates shown in this cost proposal for field staff entitled for PW rates, are calculated with estimated fringe benefits of the staff. The actual billing rates to be used in the invoices will be calculated by using the actual PW fringe benefits of the individual staff in accordance with the certified benefits statement that will be submitted with each invoice.
3. "N/C" denotes No Charge for work performed more than 8 hours per day and for weekends and holidays.
4. The employees' actual hourly rates shown in this cost proposal are the rates that were effective on 7/1/2011 unless noted otherwise. Contract Manager's pre-approval is required for addition of staff not previously listed on the cost proposal. The billing rates for these employees, including those that fall under general classifications, will be calculated and reimbursed based on their actual hourly rates on 07/01/11. Hourly rates for new employees hired after the date of this cost proposal will not exceed (or shall be in line with) the rates of similar personnel listed on this cost proposal having similar experience.
5. In addition to travel time allowances specified in the Other Direct Charges (ODC), the following provisions shall apply:
   a) For all classifications, staff working at all remote locations, no travel time will be allowed for travel between location of short term or long term residency to physical location of work to be performed as specified in the task order.
   b) For PW Tasks working in US, travel time to and from the fabrication facility or approved testing facility will be compensated per the NC-63-3-9-2010-1 DIR determination.
6. The provisional overhead rate used to develop this cost proposal is based on the financial fiscal year ending December 31, 2010.
7. Applicable Multiplier Delta Fringe to change to 0.0 effective 7/1/2012.

STATE OF CALIFORNIA - DEPARTMENT OF TRANSPORTATION
*COST PROPOSAL*

ADM 2033 (Rev. 2/07)

NORTHERN CALIFORNIA
NC - 63-3-9-2010-1 & ALA-2011-1



| Loaded Rate Calculation |
|---|
| ***Non Exempt Employee Loaded Billing Rates*** |
| A) Straight Time = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe) |
| B) 1.5X or 2.0X Overtime = (Actual Hourly Rate) * (1 + Field O.H.) * (1 + Fee) +.5X or 1.0X (Actual Hourly Rate) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe) |
| ***Exempt Employee Loaded Billing Rates*** |
| C) Straight Time or 1.5X or 2.0X Overtime = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe) |

| Home Office Personnel: | Fringe Benefit % | | Overhead % | | General Administration % | | Combined % |
|---|---|---|---|---|---|---|---|
| NORMAL | | + | | + | | = | 161.62% |
| OVERTIME | | + | | + | | = | 161.62% |
| **Field Office Personnel:** | Fringe Benefit % | | Overhead % | | General Administration % | | Combined % |
| NORMAL | | + | | + | | = | 161.62% |
| OVERTIME | | + | | + | | = | 161.62% |
| | | | | | Fee | = | 7.50% |

| | | |
|---|---|---|
| Applicable Multiplier Delta Base (Field) | = | 2.6162 |
| Applicable Multiplier Delta Fringe (Field) | = | 1.0000 |

The PW differentials Delta Base and Delta Fringe shown in the formulas above for Loaded Billing Rates are applicable only when performing services covered under DIR determinations.

| Name/Classification | Home Office Personnel / Field Office Personnel | Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work) | | | | | | | Employee Actual Rate (fringe benefits vary year over year) | | | | | | | Applicable DELTA (TOTAL) = Employee Total - DIR Total | | | Applicable DELTA Base = DIR Rate - Employee Base Rate | | | Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR) | | | Loaded Hourly Billing Rates | | | Effective Date of Hourly Rate | | % Escalation Increase | Actual Hourly Rate and/or Average Hourly Rate | Hourly Range for Class |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | Base Salary | | | Fringe | Total Base Salary + Fringe Benefits | | | Base Salary | | | Estimate | Total = Base + Fringe | | | | | | | | | | | | | | | | | | | | |
| | | Straight | 1.5 OT | 2.0 OT | Benefits | Straight | 1.5 OT | 2.0 OT | Straight | 1.5 OT | 2.0 OT | Fringe | Straight | 1.5 OT | 2.0 OT | Straight | 1.5 OT | 2.0 OT | Straight | 1.5 OT | 2.0 OT | Straight | 1.5 OT | 2.0 OT | Straight | OT (1.5x) | OT (2x) | From | To | | | |
| **Rodney Patterson, ASNT Level II Group 1** | FIELD | $40.86 | $61.29 | $81.72 | $21.50 | $62.36 | $82.79 | $103.22 | **$56.78** | $85.17 | $113.56 | $5.22 | $62.00 | $90.39 | $118.78 | ($0.36) | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | ($0.36) | $0.00 | $0.00 | $160.05 | $188.08 | $216.47 | 7/1/2011 | 12/31/2012 | | $ **56.78** | N/A |
| | | $40.86 | $61.29 | $81.72 | $21.50 | $62.36 | $82.79 | $103.22 | **$58.48** | $87.72 | $116.96 | $5.22 | $63.70 | $92.94 | $122.18 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $164.47 | $193.71 | $222.95 | 1/1/2013 | 12/31/2013 | 3.00% | $ **58.48** | |
| | | $40.86 | $61.29 | $81.72 | $21.50 | $62.36 | $82.79 | $103.22 | **$60.23** | $90.35 | $120.46 | $5.22 | $65.45 | $95.57 | $125.68 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $169.39 | $199.51 | $229.62 | 1/1/2014 | 12/31/2014 | 3.00% | $ **60.23** | |
| Prevailing Wage Work (Non-Exempt) | | $40.86 | $61.29 | $81.72 | $21.50 | $62.36 | $82.79 | $103.22 | **$62.04** | $93.06 | $124.08 | $5.22 | $67.26 | $98.28 | $129.30 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $174.48 | $205.50 | $236.52 | 1/1/2015 | 12/31/2015 | 3.00% | $ **62.04** | |
| **Rodney Patterson, ASNT Level II Group 2** | FIELD | $38.86 | $58.29 | $77.72 | $21.50 | $60.36 | $79.79 | $99.22 | **$56.78** | $85.17 | $113.56 | $5.22 | $62.00 | $90.39 | $118.78 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $159.69 | $188.08 | $216.47 | 7/1/2011 | 12/31/2012 | | $ **56.78** | N/A |
| | | $38.86 | $58.29 | $77.72 | $21.50 | $60.36 | $79.79 | $99.22 | **$58.48** | $87.72 | $116.96 | $5.22 | $63.70 | $92.94 | $122.18 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $164.47 | $193.71 | $222.95 | 1/1/2013 | 12/31/2013 | 3.00% | $ **58.48** | |
| | | $38.86 | $58.29 | $77.72 | $21.50 | $60.36 | $79.79 | $99.22 | **$60.23** | $90.35 | $120.46 | $5.22 | $65.45 | $95.57 | $125.68 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $169.39 | $199.51 | $229.62 | 1/1/2014 | 12/31/2014 | 3.00% | $ **60.23** | |
| Prevailing Wage Work (Non-Exempt) | | $38.86 | $58.29 | $77.72 | $21.50 | $60.36 | $79.79 | $99.22 | **$62.04** | $93.06 | $124.08 | $5.22 | $67.26 | $98.28 | $129.30 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $174.48 | $205.50 | $236.52 | 1/1/2015 | 12/31/2015 | 3.00% | $ **62.04** | |
| **Rodney Patterson, ASNT Level II Group 1 - Second Shift** | FIELD | $45.78 | $68.67 | $91.56 | $21.50 | $67.28 | $90.17 | $113.06 | **$56.78** | $85.17 | $113.56 | $5.22 | $62.00 | $90.39 | $118.78 | ($5.28) | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | ($5.28) | $0.00 | $0.00 | $164.97 | $188.08 | $216.47 | 7/1/2011 | 12/31/2012 | | $ **56.78** | N/A |
| | | $45.78 | $68.67 | $91.56 | $21.50 | $67.28 | $90.17 | $113.06 | **$58.48** | $87.72 | $116.96 | $5.22 | $63.70 | $92.94 | $122.18 | ($3.58) | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | ($3.58) | $0.00 | $0.00 | $168.05 | $193.71 | $222.95 | 1/1/2013 | 12/31/2013 | 3.00% | $ **58.48** | |
| | | $45.78 | $68.67 | $91.56 | $21.50 | $67.28 | $90.17 | $113.06 | **$60.23** | $90.35 | $120.46 | $5.22 | $65.45 | $95.57 | $125.68 | ($1.83) | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | ($1.83) | $0.00 | $0.00 | $171.22 | $199.51 | $229.62 | 1/1/2014 | 12/31/2014 | 3.00% | $ **60.23** | |
| Prevailing Wage Work (Non-Exempt) | | $45.78 | $68.67 | $91.56 | $21.50 | $67.28 | $90.17 | $113.06 | **$62.04** | $93.06 | $124.08 | $5.22 | $67.26 | $98.28 | $129.30 | ($0.02) | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | ($0.02) | $0.00 | $0.00 | $174.50 | $205.50 | $236.52 | 1/1/2015 | 12/31/2015 | 3.00% | $ **62.04** | |
| **Rodney Patterson, ASNT Level II Group 2 - Second Shift** | FIELD | $43.53 | $65.30 | $87.06 | $21.50 | $65.03 | $86.80 | $108.56 | **$56.78** | $85.17 | $113.56 | $5.22 | $62.00 | $90.39 | $118.78 | ($3.03) | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | ($3.03) | $0.00 | $0.00 | $162.72 | $188.08 | $216.47 | 7/1/2011 | 12/31/2012 | | $ **56.78** | N/A |
| | | $43.53 | $65.30 | $87.06 | $21.50 | $65.03 | $86.80 | $108.56 | **$58.48** | $87.72 | $116.96 | $5.22 | $63.70 | $92.94 | $122.18 | ($1.33) | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | ($1.33) | $0.00 | $0.00 | $165.80 | $193.71 | $222.95 | 1/1/2013 | 12/31/2013 | 3.00% | $ **58.48** | |
| | | $43.53 | $65.30 | $87.06 | $21.50 | $65.03 | $86.80 | $108.56 | **$60.23** | $90.35 | $120.46 | $5.22 | $65.45 | $95.57 | $125.68 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $169.39 | $199.51 | $229.62 | 1/1/2014 | 12/31/2014 | 3.00% | $ **60.23** | |
| Prevailing Wage Work (Non-Exempt) | | $43.53 | $65.30 | $87.06 | $21.50 | $65.03 | $86.80 | $108.56 | **$62.04** | $93.06 | $124.08 | $5.22 | $67.26 | $98.28 | $129.30 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $174.48 | $205.50 | $236.52 | 1/1/2015 | 12/31/2015 | 3.00% | $ **62.04** | |
| **Rodney Patterson, ASNT Level II** | FIELD | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $159.69 | $188.08 | $216.47 | 7/1/2011 | 12/31/2012 | | $ **56.78** | N/A |
| | | | | | | | | | | | | | | | | | | | | | | | | | $164.47 | $193.71 | $222.95 | 1/1/2013 | 12/31/2013 | 3.00% | $ **58.48** | |
| | | | | | | | | | | | | | | | | | | | | | | | | | $169.39 | $199.51 | $229.62 | 1/1/2014 | 12/31/2014 | 3.00% | $ **60.23** | |
| Non-Prevailing Wage Work (Non-Exempt) | | | | | | | | | | | | | | | | | | | | | | | | | $174.48 | $205.50 | $236.52 | 1/1/2015 | 12/31/2015 | 3.00% | $ **62.04** | |
| **Sherri Brannon, ASNT Level II Group 1** | FIELD | $40.86 | $61.29 | $81.72 | $21.50 | $62.36 | $82.79 | $103.22 | **$56.78** | $85.17 | $113.56 | $3.36 | $60.14 | $88.53 | $116.92 | ($2.22) | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | ($2.22) | $0.00 | $0.00 | $161.91 | $188.08 | $216.47 | 7/1/2011 | 12/31/2012 | | $ **56.78** | N/A |
| | | $40.86 | $61.29 | $81.72 | $21.50 | $62.36 | $82.79 | $103.22 | **$58.48** | $87.72 | $116.96 | $3.36 | $61.84 | $91.08 | $120.32 | ($0.52) | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | ($0.52) | $0.00 | $0.00 | $164.99 | $193.71 | $222.95 | 1/1/2013 | 12/31/2013 | 3.00% | $ **58.48** | |
| | | $40.86 | $61.29 | $81.72 | $21.50 | $62.36 | $82.79 | $103.22 | **$60.23** | $90.35 | $120.46 | $3.36 | $63.59 | $93.71 | $123.82 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $169.39 | $199.51 | $229.62 | 1/1/2014 | 12/31/2014 | 3.00% | $ **60.23** | |
| Prevailing Wage Work (Non-Exempt) | | $40.86 | $61.29 | $81.72 | $21.50 | $62.36 | $82.79 | $103.22 | **$62.04** | $93.06 | $124.08 | $3.36 | $65.40 | $96.42 | $127.44 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $174.48 | $205.50 | $236.52 | 1/1/2015 | 12/31/2015 | 3.00% | $ **62.04** | |
| **Sherri Brannon, ASNT Level II Group 2** | FIELD | $38.86 | $58.29 | $77.72 | $21.50 | $60.36 | $79.79 | $99.22 | **$56.78** | $85.17 | $113.56 | $3.36 | $60.14 | $88.53 | $116.92 | ($0.22) | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | ($0.22) | $0.00 | $0.00 | $159.91 | $188.08 | $216.47 | 7/1/2011 | 12/31/2012 | | $ **56.78** | N/A |
| | | $38.86 | $58.29 | $77.72 | $21.50 | $60.36 | $79.79 | $99.22 | **$58.48** | $87.72 | $116.96 | $3.36 | $61.84 | $91.08 | $120.32 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $164.47 | $193.71 | $222.95 | 1/1/2013 | 12/31/2013 | 3.00% | $ **58.48** | |
| | | $38.86 | $58.29 | $77.72 | $21.50 | $60.36 | $79.79 | $99.22 | **$60.23** | $90.35 | $120.46 | $3.36 | $63.59 | $93.71 | $123.82 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $169.39 | $199.51 | $229.62 | 1/1/2014 | 12/31/2014 | 3.00% | $ **60.23** | |
| Prevailing Wage Work (Non-Exempt) | | $38.86 | $58.29 | $77.72 | $21.50 | $60.36 | $79.79 | $99.22 | **$62.04** | $93.06 | $124.08 | $3.36 | $65.40 | $96.42 | $127.44 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $174.48 | $205.50 | $236.52 | 1/1/2015 | 12/31/2015 | 3.00% | $ **62.04** | |
| **Sherri Brannon, ASNT Level II Group 1 - Second Shift** | FIELD | $45.78 | $68.67 | $91.56 | $21.50 | $67.28 | $90.17 | $113.06 | **$56.78** | $85.17 | $113.56 | $3.36 | $60.14 | $88.53 | $116.92 | ($7.14) | ($1.64) | $0.00 | $0.00 | $0.00 | $0.00 | ($7.14) | ($1.64) | $0.00 | $166.83 | $189.72 | $216.47 | 7/1/2011 | 12/31/2012 | | $ **56.78** | N/A |
| | | $45.78 | $68.67 | $91.56 | $21.50 | $67.28 | $90.17 | $113.06 | **$58.48** | $87.72 | $116.96 | $3.36 | $61.84 | $91.08 | $120.32 | ($5.44) | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | ($5.44) | $0.00 | $0.00 | $169.91 | $193.71 | $222.95 | 1/1/2013 | 12/31/2013 | 3.00% | $ **58.48** | |
| | | $45.78 | $68.67 | $91.56 | $21.50 | $67.28 | $90.17 | $113.06 | **$60.23** | $90.35 | $120.46 | $3.36 | $63.59 | $93.71 | $123.82 | ($3.69) | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | ($3.69) | $0.00 | $0.00 | $173.08 | $199.51 | $229.62 | 1/1/2014 | 12/31/2014 | 3.00% | $ **60.23** | |
| Prevailing Wage Work (Non-Exempt) | | $45.78 | $68.67 | $91.56 | $21.50 | $67.28 | $90.17 | $113.06 | **$62.04** | $93.06 | $124.08 | $3.36 | $65.40 | $96.42 | $127.44 | ($1.88) | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | ($1.88) | $0.00 | $0.00 | $176.36 | $205.50 | $236.52 | 1/1/2015 | 12/31/2015 | 3.00% | $ **62.04** | |
| **Sherri Brannon, ASNT Level II Group 2 - Second Shift** | FIELD | $43.53 | $65.30 | $87.06 | $21.50 | $65.03 | $86.80 | $108.56 | **$56.78** | $85.17 | $113.56 | $3.36 | $60.14 | $88.53 | $116.92 | ($4.89) | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | ($4.89) | $0.00 | $0.00 | $164.58 | $188.08 | $216.47 | 7/1/2011 | 12/31/2012 | | $ **56.78** | N/A |
| | | $43.53 | $65.30 | $87.06 | $21.50 | $65.03 | $86.80 | $108.56 | **$58.48** | $87.72 | $116.96 | $3.36 | $61.84 | $91.08 | $120.32 | ($3.19) | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | ($3.19) | $0.00 | $0.00 | $167.66 | $193.71 | $222.95 | 1/1/2013 | 12/31/2013 | 3.00% | $ **58.48** | |
| | | $43.53 | $65.30 | $87.06 | $21.50 | $65.03 | $86.80 | $108.56 | **$60.23** | $90.35 | $120.46 | $3.36 | $63.59 | $93.71 | $123.82 | ($1.44) | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | ($1.44) | $0.00 | $0.00 | $170.83 | $199.51 | $229.62 | 1/1/2014 | 12/31/2014 | 3.00% | $ **60.23** | |
| Prevailing Wage Work (Non-Exempt) | | $43.53 | $65.30 | $87.06 | $21.50 | $65.03 | $86.80 | $108.56 | **$62.04** | $93.06 | $124.08 | $3.36 | $65.40 | $96.42 | $127.44 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $174.48 | $205.50 | $236.52 | 1/1/2015 | 12/31/2015 | 3.00% | $ **62.04** | |
| **Sherri Brannon, ASNT Level II** | FIELD | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $159.69 | $188.08 | $216.47 | 7/1/2011 | 12/31/2012 | | $ **56.78** | N/A |
| | | | | | | | | | | | | | | | | | | | | | | | | | $164.47 | $193.71 | $222.95 | 1/1/2013 | 12/31/2013 | 3.00% | $ **58.48** | |
| | | | | | | | | | | | | | | | | | | | | | | | | | $169.39 | $199.51 | $229.62 | 1/1/2014 | 12/31/2014 | 3.00% | $ **60.23** | |
| Non-Prevailing Wage Work (Non-Exempt) | | | | | | | | | | | | | | | | | | | | | | | | | $174.48 | $205.50 | $236.52 | 1/1/2015 | 12/31/2015 | 3.00% | $ **62.04** | |

**Notes for Labor Charges**

1. Prevailing Wages (PW) are specified under the following DIR determinations: NC-63-3-9-2010-1 DIR determination (including Second Shift) and ALA-2011-1.
2. The billing rates shown in this cost proposal for field staff entitled for PW rates, are calculated with estimated fringe benefits of the staff. The actual billing rates to be used in the invoices will be calculated by using the actual PW fringe benefits of the individual staff in accordance with the certified benefits statement that will be submitted with each invoice.
3. "N/C" denotes No Charge for work performed more than 8 hours per day and for weekends and holidays.
4. The employees' actual hourly rates shown in this cost proposal are the rates that were effective on 7/1/2011 unless noted otherwise. Contract Manager's pre-approval is required for addition of staff not previously listed on the cost proposal. The billing rates for these employees, including those that fall under general classifications, will be calculated and reimbursed based on their actual hourly rates on 07/01/11. Hourly rates for new employees hired after the date of this cost proposal will not exceed (or shall be in line with) the rates of similar personnel listed on this cost proposal having similar experience.
5. In addition to travel time allowances specified in the Other Direct Charges (ODC), the following provisions shall apply:
   a) For all classifications, staff working at all remote locations, no travel time will be allowed for travel between location of short term or long term residency to physical location of work to be performed as specified in the task order.
   b) For PW Tasks working in US, travel time to and from the fabrication facility or approved testing facility will be compensated per the NC-63-3-9-2010-1 DIR determination.
6. The provisional overhead rate used to develop this cost proposal is based on the financial fiscal year ending December 31, 2010.
7. Applicable Multiplier Delta Fringe to change to 0.0 effective 7/1/2012.

**STATE OF CALIFORNIA - DEPARTMENT OF TRANSPORTATION**
***COST PROPOSAL***

ADM 2033 (Rev. 2/07)

**NORTHERN CALIFORNIA**
NC - 63-3-9-2010-1 & ALA-2011-1



**Loaded Rate Calculation**

***Non Exempt Employee Loaded Billing Rates***

A) Straight Time = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)

B) 1.5X or 2.0X Overtime = (Actual Hourly Rate) * (1 + Field O.H.) * (1 + Fee) +.5X or 1.0X (Actual Hourly Rate) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)

***Exempt Employee Loaded Billing Rates***

C) Straight Time or 1.5X or 2.0X Overtime = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)

The PW differentials Delta Base and Delta Fringe shown in the formulas above for Loaded Billing Rates are applicable only when performing services covered under DIR determinations.

| Home Office Personnel: | Fringe Benefit % | | Overhead % | | General Administration % | | Combined % |
|---|---|---|---|---|---|---|---|
| NORMAL | | + | | + | | = | **161.62%** |
| OVERTIME | | + | | + | | = | **161.62%** |
| **Field Office Personnel:** | Fringe Benefit % | | Overhead % | | General Administration % | | Combined % |
| NORMAL | | + | | + | | = | **161.62%** |
| OVERTIME | | + | | + | | = | **161.62%** |
| | | | | | Fee | = | 7.50% |
| | | | | | Applicable Multiplier Delta Base (Field) | = | 2.6162 |
| | | | | | Applicable Multiplier Delta Fringe (Field) | = | 1.0000 |

| Name/Classification | Home Office Personnel / Field Office Personnel | Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work) | | | | | | | Employee Actual Rate (fringe benefits vary year over year) | | | | | | | Applicable DELTA (TOTAL) = Employee Total - DIR Total | | | Applicable DELTA Base = DIR Rate - Employee Base Rate | | | Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR) | | | Loaded Hourly Billing Rates | | | Effective Date of Hourly Rate | | % Escalation Increase | Actual Hourly Rate and/or Average Hourly Rate | Hourly Range for Class |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | Base Salary | | | Fringe Benefits | Total Base Salary + Fringe Benefits | | | Base Salary | | | Estimate Fringe | Total = Base + Fringe | | | | | | | | | | | | | | | | | | | | |
| | | Straight | 1.5 OT | 2.0 OT | | Straight | 1.5 OT | 2.0 OT | Straight | 1.5 OT | 2.0 OT | | Straight | 1.5 OT | 2.0 OT | Straight | 1.5 OT | 2.0 OT | Straight | 1.5 OT | 2.0 OT | Straight | 1.5 OT | 2.0 OT | Straight | OT (1.5x) | OT (2x) | From | To | | | |
| **William Clifford, ASNT Level II Group 1** | **FIELD** | $40.86 | $61.29 | $81.72 | $21.50 | $62.36 | $82.79 | $103.22 | **$56.78** | $85.17 | $113.56 | $9.35 | $66.13 | $94.52 | $122.91 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $159.69 | $188.08 | $216.47 | 7/1/2011 | 12/31/2012 | | **$ 56.78** | N/A |
| | | $40.86 | $61.29 | $81.72 | $21.50 | $62.36 | $82.79 | $103.22 | **$58.48** | $87.72 | $116.96 | $9.35 | $67.83 | $97.07 | $126.31 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $164.47 | $193.71 | $222.95 | 1/1/2013 | 12/31/2013 | 3.00% | **$ 58.48** | |
| | | $40.86 | $61.29 | $81.72 | $21.50 | $62.36 | $82.79 | $103.22 | **$60.23** | $90.35 | $120.46 | $9.35 | $69.58 | $99.70 | $129.81 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $169.39 | $199.51 | $229.62 | 1/1/2014 | 12/31/2014 | 3.00% | **$ 60.23** | |
| Prevailing Wage Work (Non-Exempt) | | $40.86 | $61.29 | $81.72 | $21.50 | $62.36 | $82.79 | $103.22 | **$62.04** | $93.06 | $124.08 | $9.35 | $71.39 | $102.41 | $133.43 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $174.48 | $205.50 | $236.52 | 1/1/2015 | 12/31/2015 | 3.00% | **$ 62.04** | |
| **William Clifford, ASNT Level II Group 2** | **FIELD** | $38.86 | $58.29 | $77.72 | $21.50 | $60.36 | $79.79 | $99.22 | **$56.78** | $85.17 | $113.56 | $9.35 | $66.13 | $94.52 | $122.91 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $159.69 | $188.08 | $216.47 | 7/1/2011 | 12/31/2012 | | **$ 56.78** | N/A |
| | | $38.86 | $58.29 | $77.72 | $21.50 | $60.36 | $79.79 | $99.22 | **$58.48** | $87.72 | $116.96 | $9.35 | $67.83 | $97.07 | $126.31 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $164.47 | $193.71 | $222.95 | 1/1/2013 | 12/31/2013 | 3.00% | **$ 58.48** | |
| | | $38.86 | $58.29 | $77.72 | $21.50 | $60.36 | $79.79 | $99.22 | **$60.23** | $90.35 | $120.46 | $9.35 | $69.58 | $99.70 | $129.81 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $169.39 | $199.51 | $229.62 | 1/1/2014 | 12/31/2014 | 3.00% | **$ 60.23** | |
| Prevailing Wage Work (Non-Exempt) | | $38.86 | $58.29 | $77.72 | $21.50 | $60.36 | $79.79 | $99.22 | **$62.04** | $93.06 | $124.08 | $9.35 | $71.39 | $102.41 | $133.43 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $174.48 | $205.50 | $236.52 | 1/1/2015 | 12/31/2015 | 3.00% | **$ 62.04** | |
| **William Clifford, ASNT Level II Group 1 - Second Shift** | **FIELD** | $45.78 | $68.67 | $91.56 | $21.50 | $67.28 | $90.17 | $113.06 | **$56.78** | $85.17 | $113.56 | $9.35 | $66.13 | $94.52 | $122.91 | ($1.15) | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | ($1.15) | $0.00 | $0.00 | $160.84 | $188.08 | $216.47 | 7/1/2011 | 12/31/2012 | | **$ 56.78** | N/A |
| | | $45.78 | $68.67 | $91.56 | $21.50 | $67.28 | $90.17 | $113.06 | **$58.48** | $87.72 | $116.96 | $9.35 | $67.83 | $97.07 | $126.31 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $164.47 | $193.71 | $222.95 | 1/1/2013 | 12/31/2013 | 3.00% | **$ 58.48** | |
| | | $45.78 | $68.67 | $91.56 | $21.50 | $67.28 | $90.17 | $113.06 | **$60.23** | $90.35 | $120.46 | $9.35 | $69.58 | $99.70 | $129.81 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $169.39 | $199.51 | $229.62 | 1/1/2014 | 12/31/2014 | 3.00% | **$ 60.23** | |
| Prevailing Wage Work (Non-Exempt) | | $45.78 | $68.67 | $91.56 | $21.50 | $67.28 | $90.17 | $113.06 | **$62.04** | $93.06 | $124.08 | $9.35 | $71.39 | $102.41 | $133.43 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $174.48 | $205.50 | $236.52 | 1/1/2015 | 12/31/2015 | 3.00% | **$ 62.04** | |
| **William Clifford, ASNT Level II Group 2 - Second Shift** | **FIELD** | $43.53 | $65.30 | $87.06 | $21.50 | $65.03 | $86.80 | $108.56 | **$56.78** | $85.17 | $113.56 | $9.35 | $66.13 | $94.52 | $122.91 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $159.69 | $188.08 | $216.47 | 7/1/2011 | 12/31/2012 | | **$ 56.78** | N/A |
| | | $43.53 | $65.30 | $87.06 | $21.50 | $65.03 | $86.80 | $108.56 | **$58.48** | $87.72 | $116.96 | $9.35 | $67.83 | $97.07 | $126.31 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $164.47 | $193.71 | $222.95 | 1/1/2013 | 12/31/2013 | 3.00% | **$ 58.48** | |
| | | $43.53 | $65.30 | $87.06 | $21.50 | $65.03 | $86.80 | $108.56 | **$60.23** | $90.35 | $120.46 | $9.35 | $69.58 | $99.70 | $129.81 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $169.39 | $199.51 | $229.62 | 1/1/2014 | 12/31/2014 | 3.00% | **$ 60.23** | |
| Prevailing Wage Work (Non-Exempt) | | $43.53 | $65.30 | $87.06 | $21.50 | $65.03 | $86.80 | $108.56 | **$62.04** | $93.06 | $124.08 | $9.35 | $71.39 | $102.41 | $133.43 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $174.48 | $205.50 | $236.52 | 1/1/2015 | 12/31/2015 | 3.00% | **$ 62.04** | |
| **William Clifford, ASNT Level II** | **FIELD** | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $159.69 | $188.08 | $216.47 | 7/1/2011 | 12/31/2012 | | **$ 56.78** | N/A |
| | | | | | | | | | | | | | | | | | | | | | | | | | $164.47 | $193.71 | $222.95 | 1/1/2013 | 12/31/2013 | 3.00% | **$ 58.48** | |
| | | | | | | | | | | | | | | | | | | | | | | | | | $169.39 | $199.51 | $229.62 | 1/1/2014 | 12/31/2014 | 3.00% | **$ 60.23** | |
| Non-Prevailing Wage Work (Non-Exempt) | | | | | | | | | | | | | | | | | | | | | | | | | $174.48 | $205.50 | $236.52 | 1/1/2015 | 12/31/2015 | 3.00% | **$ 62.04** | |
| **Robert Ramos, PCI Level II Group 1** | **FIELD** | $40.86 | $61.29 | $81.72 | $21.50 | $62.36 | $82.79 | $103.22 | **$43.05** | $64.58 | $86.10 | $0.45 | $43.50 | $65.03 | $86.55 | ($18.86) | ($17.77) | ($16.67) | $0.00 | $0.00 | $0.00 | ($18.86) | ($17.77) | ($16.67) | $139.93 | $160.36 | $180.79 | 7/1/2011 | 12/31/2012 | | **$ 43.05** | N/A |
| | | $40.86 | $61.29 | $81.72 | $21.50 | $62.36 | $82.79 | $103.22 | **$44.34** | $66.51 | $88.68 | $0.45 | $44.79 | $66.96 | $89.13 | ($17.57) | ($15.83) | ($14.09) | $0.00 | $0.00 | $0.00 | ($17.57) | ($15.83) | ($14.09) | $142.27 | $162.70 | $183.13 | 1/1/2013 | 12/31/2013 | 3.00% | **$ 44.34** | |
| | | $40.86 | $61.29 | $81.72 | $21.50 | $62.36 | $82.79 | $103.22 | **$45.67** | $68.51 | $91.34 | $0.45 | $46.12 | $68.96 | $91.79 | ($16.24) | ($13.84) | ($11.43) | $0.00 | $0.00 | $0.00 | ($16.24) | ($13.84) | ($11.43) | $144.68 | $165.11 | $185.54 | 1/1/2014 | 12/31/2014 | 3.00% | **$ 45.67** | |
| Prevailing Wage Work (Non-Exempt) | | $40.86 | $61.29 | $81.72 | $21.50 | $62.36 | $82.79 | $103.22 | **$47.04** | $70.56 | $94.08 | $0.45 | $47.49 | $71.01 | $94.53 | ($14.87) | ($11.78) | ($8.69) | $0.00 | $0.00 | $0.00 | ($14.87) | ($11.78) | ($8.69) | $147.17 | $167.60 | $188.03 | 1/1/2015 | 12/31/2015 | 3.00% | **$ 47.04** | |
| **Robert Ramos, PCI Level II Group 2** | **FIELD** | $38.86 | $58.29 | $77.72 | $21.50 | $60.36 | $79.79 | $99.22 | **$43.05** | $64.58 | $86.10 | $0.45 | $43.50 | $65.03 | $86.55 | ($16.86) | ($14.77) | ($12.67) | $0.00 | $0.00 | $0.00 | ($16.86) | ($14.77) | ($12.67) | $137.93 | $157.36 | $176.79 | 7/1/2011 | 12/31/2012 | | **$ 43.05** | N/A |
| | | $38.86 | $58.29 | $77.72 | $21.50 | $60.36 | $79.79 | $99.22 | **$44.34** | $66.51 | $88.68 | $0.45 | $44.79 | $66.96 | $89.13 | ($15.57) | ($12.83) | ($10.09) | $0.00 | $0.00 | $0.00 | ($15.57) | ($12.83) | ($10.09) | $140.27 | $159.70 | $179.13 | 1/1/2013 | 12/31/2013 | 3.00% | **$ 44.34** | |
| | | $38.86 | $58.29 | $77.72 | $21.50 | $60.36 | $79.79 | $99.22 | **$45.67** | $68.51 | $91.34 | $0.45 | $46.12 | $68.96 | $91.79 | ($14.24) | ($10.84) | ($7.43) | $0.00 | $0.00 | $0.00 | ($14.24) | ($10.84) | ($7.43) | $142.68 | $162.11 | $181.54 | 1/1/2014 | 12/31/2014 | 3.00% | **$ 45.67** | |
| Prevailing Wage Work (Non-Exempt) | | $38.86 | $58.29 | $77.72 | $21.50 | $60.36 | $79.79 | $99.22 | **$47.04** | $70.56 | $94.08 | $0.45 | $47.49 | $71.01 | $94.53 | ($12.87) | ($8.78) | ($4.69) | $0.00 | $0.00 | $0.00 | ($12.87) | ($8.78) | ($4.69) | $145.17 | $164.60 | $184.03 | 1/1/2015 | 12/31/2015 | 3.00% | **$ 47.04** | |
| **Robert Ramos, PCI Level II Group 1 - Second Shift** | **FIELD** | $45.78 | $68.67 | $91.56 | $21.50 | $67.28 | $90.17 | $113.06 | **$43.05** | $64.58 | $86.10 | $0.45 | $43.50 | $65.03 | $86.55 | ($23.78) | ($25.15) | ($26.51) | ($2.73) | ($4.10) | ($5.46) | ($21.05) | ($21.05) | ($21.05) | $149.27 | $174.36 | $199.46 | 7/1/2011 | 12/31/2012 | | **$ 43.05** | N/A |
| | | $45.78 | $68.67 | $91.56 | $21.50 | $67.28 | $90.17 | $113.06 | **$44.34** | $66.51 | $88.68 | $0.45 | $44.79 | $66.96 | $89.13 | ($22.49) | ($23.21) | ($23.93) | ($1.44) | ($2.16) | ($2.88) | ($21.05) | ($21.05) | ($21.05) | $149.52 | $173.57 | $197.63 | 1/1/2013 | 12/31/2013 | 3.00% | **$ 44.34** | |
| | | $45.78 | $68.67 | $91.56 | $21.50 | $67.28 | $90.17 | $113.06 | **$45.67** | $68.51 | $91.34 | $0.45 | $46.12 | $68.96 | $91.79 | ($21.16) | ($21.22) | ($21.27) | ($0.11) | ($0.17) | ($0.22) | ($21.05) | ($21.05) | ($21.05) | $149.78 | $172.76 | $195.74 | 1/1/2014 | 12/31/2014 | 3.00% | **$ 45.67** | |
| Prevailing Wage Work (Non-Exempt) | | $45.78 | $68.67 | $91.56 | $21.50 | $67.28 | $90.17 | $113.06 | **$47.04** | $70.56 | $94.08 | $0.45 | $47.49 | $71.01 | $94.53 | ($19.79) | ($19.16) | ($18.53) | $0.00 | $0.00 | $0.00 | ($19.79) | ($19.16) | ($18.53) | $152.09 | $174.98 | $197.87 | 1/1/2015 | 12/31/2015 | 3.00% | **$ 47.04** | |
| **Robert Ramos, PCI Level II Group 2 - Second Shift** | **FIELD** | $43.53 | $65.30 | $87.06 | $21.50 | $65.03 | $86.80 | $108.56 | **$43.05** | $64.58 | $86.10 | $0.45 | $43.50 | $65.03 | $86.55 | ($21.53) | ($21.77) | ($22.01) | ($0.48) | ($0.72) | ($0.96) | ($21.05) | ($21.05) | ($21.05) | $143.38 | $165.53 | $187.69 | 7/1/2011 | 12/31/2012 | | **$ 43.05** | N/A |
| | | $43.53 | $65.30 | $87.06 | $21.50 | $65.03 | $86.80 | $108.56 | **$44.34** | $66.51 | $88.68 | $0.45 | $44.79 | $66.96 | $89.13 | ($20.24) | ($19.84) | ($19.43) | $0.00 | $0.00 | $0.00 | ($20.24) | ($19.84) | ($19.43) | $144.94 | $166.71 | $188.47 | 1/1/2013 | 12/31/2013 | 3.00% | **$ 44.34** | |
| | | $43.53 | $65.30 | $87.06 | $21.50 | $65.03 | $86.80 | $108.56 | **$45.67** | $68.51 | $91.34 | $0.45 | $46.12 | $68.96 | $91.79 | ($18.91) | ($17.84) | ($16.77) | $0.00 | $0.00 | $0.00 | ($18.91) | ($17.84) | ($16.77) | $147.35 | $169.12 | $190.88 | 1/1/2014 | 12/31/2014 | 3.00% | **$ 45.67** | |
| Prevailing Wage Work (Non-Exempt) | | $43.53 | $65.30 | $87.06 | $21.50 | $65.03 | $86.80 | $108.56 | **$47.04** | $70.56 | $94.08 | $0.45 | $47.49 | $71.01 | $94.53 | ($17.54) | ($15.79) | ($14.03) | $0.00 | $0.00 | $0.00 | ($17.54) | ($15.79) | ($14.03) | $149.84 | $171.60 | $193.37 | 1/1/2015 | 12/31/2015 | 3.00% | **$ 47.04** | |
| **Robert Ramos, PCI Level II** | **FIELD** | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $121.07 | $142.60 | $164.12 | 7/1/2011 | 12/31/2012 | | **$ 43.05** | N/A |
| | | | | | | | | | | | | | | | | | | | | | | | | | $124.70 | $146.87 | $169.04 | 1/1/2013 | 12/31/2013 | 3.00% | **$ 44.34** | |
| | | | | | | | | | | | | | | | | | | | | | | | | | $128.44 | $151.28 | $174.11 | 1/1/2014 | 12/31/2014 | 3.00% | **$ 45.67** | |
| Non-Prevailing Wage Work (Non-Exempt) | | | | | | | | | | | | | | | | | | | | | | | | | $132.30 | $155.82 | $179.34 | 1/1/2015 | 12/31/2015 | 3.00% | **$ 47.04** | |

**Notes for Labor Charges**

1. Prevailing Wages (PW) are specified under the following DIR determinations: NC-63-3-9-2010-1 DIR determination (including Second Shift) and ALA-2011-1.
2. The billing rates shown in this cost proposal for field staff entitled for PW rates, are calculated with estimated fringe benefits of the staff. The actual billing rates to be used in the invoices will be calculated by using the actual PW fringe benefits of the individual staff in accordance with the certified benefits statement that will be submitted with each invoice.
3. "N/C" denotes No Charge for work performed more than 8 hours per day and for weekends and holidays.
4. The employees' actual hourly rates shown in this cost proposal are the rates that were effective on 7/1/2011 unless noted otherwise. Contract Manager's pre-approval is required for addition of staff not previously listed on the cost proposal. The billing rates for these employees, including those that fall under general classifications, will be calculated and reimbursed based on their actual hourly rates on 07/01/11. Hourly rates for new employees hired after the date of this cost proposal will not exceed (or shall be in line with) the rates of similar personnnel listed on this cost proposal having similar experience.
5. In addition to travel time allowances specified in the Other Direct Charges (ODC), the following provisions shall apply:
   a) For all classifications, staff working at all remote locations, no travel time will be allowed for travel between location of short term or long term residency to physical location of work to be performed as specified in the task order.
   b) For PW Tasks working in US, travel time to and from the fabrication facility or approved testing facility will be compensated per the NC-63-3-9-2010-1 DIR determination.
6. The provisional overhead rate used to develop this cost proposal is based on the financial fiscal year ending December 31, 2010.
7. Applicable Multiplier Delta Fringe to change to 0.0 effective 7/1/2012.

**Loaded Rate Calculation**

***Non Exempt Employee Loaded Billing Rates***
A) Straight Time = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)
B) 1.5X or 2.0X Overtime = (Actual Hourly Rate) * (1 + Field O.H.) * (1 + Fee) +.5X or 1.0X (Actual Hourly Rate) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)

***Exempt Employee Loaded Billing Rates***
C) Straight Time or 1.5X or 2.0X Overtime = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)

The PW differentials Delta Base and Delta Fringe shown in the formulas above for Loaded Billing Rates are applicable only when performing services covered under DIR determinations.

| Home Office Personnel: | Fringe Benefit % | | Overhead % | | General Administration % | | Combined % |
|---|---|---|---|---|---|---|---|
| NORMAL | | + | | + | | = | |
| OVERTIME | | + | | + | | = | |
| **Field Office Personnel:** | Fringe Benefit % | | Overhead % | | General Administration % | | Combined % |
| NORMAL | | + | | + | | = | 72.02% |
| OVERTIME | | + | | + | | = | 72.02% |
| | | | | | Fee | = | 7.50% |
| | | | | | Applicable Multiplier Delta Base (Field) | = | N/A |
| | | | | | Applicable Multiplier Delta Fringe (Field) | = | N/A |

| Name/Classification | Home Office Personnel / Field Office Personnel | Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work) | | | | | | | Employee Actual Rate (fringe benefits vary year over year) | | | | | | | Applicable DELTA (TOTAL) = Employee Total - DIR Total | | | Applicable DELTA Base = DIR Rate - Employee Base Rate | | | Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR) | | | Loaded Hourly Billing Rates | | | Effective Date of Hourly Rate | | % Escalation Increase | Actual Hourly Rate and/or Average Hourly Rate | Hourly Range for Class |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | Base Salary | | | Fringe Benefits | Total Base Salary + Fringe Benefits | | | Base Salary | | | Estimate Fringe | Total = Base + Fringe | | | | | | | | | | | | | | | | | | | | |
| | | Straight | 1.5 OT | 2.0 OT | | Straight | 1.5 OT | 2.0 OT | Straight | 1.5 OT | 2.0 OT | | Straight | 1.5 OT | 2.0 OT | Straight | 1.5 OT | 2.0 OT | Straight | 1.5 OT | 2.0 OT | Straight | 1.5 OT | 2.0 OT | Straight | OT (1.5x) | OT (2x) | From | To | | | |
| **EMPLOYEES NOT SUBJECT TO PREVAILING WAGE REQUIREMENTS** | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| **Robert Stachel, MS, PE** | | | | | | | | | | | | | | | | | | | | | | | | | $162.79 | $162.79 | $162.79 | 7/1/2011 | 12/31/2011 | | $ 88.03 | | |
| **ASNT NDT Level III** | | | | | | | | | | | | | | | | | | | | | | | | | $166.85 | $166.85 | $166.85 | 1/1/2012 | 12/31/2012 | 2.50% | $ 90.23 | | |
| Non-Prevailing Wage | FIELD | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $171.87 | $171.87 | $171.87 | 1/1/2013 | 12/31/2013 | 3.00% | $ 92.94 | | NA |
| | | | | | | | | | | | | | | | | | | | | | | | | | $177.03 | $177.03 | $177.03 | 1/1/2014 | 12/31/2014 | 3.00% | $ 95.73 | | |
| (Exempt) | | | | | | | | | | | | | | | | | | | | | | | | | $182.33 | $182.33 | $182.33 | 1/1/2015 | 12/31/2015 | 3.00% | $ 98.60 | | |
| **Parinaz Aghili, BSc** | | | | | | | | | | | | | | | | | | | | | | | | | $36.98 | $46.98 | $56.98 | 7/1/2011 | 12/31/2011 | | $ 20.00 | | |
| **SMR** | | | | | | | | | | | | | | | | | | | | | | | | | $37.91 | $48.16 | $58.41 | 1/1/2012 | 12/31/2012 | 2.50% | $ 20.50 | | |
| Non-Prevailing Wage | FIELD | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $39.06 | $49.62 | $60.18 | 1/1/2013 | 12/31/2013 | 3.00% | $ 21.12 | | NA |
| | | | | | | | | | | | | | | | | | | | | | | | | | $40.22 | $51.10 | $61.97 | 1/1/2014 | 12/31/2014 | 3.00% | $ 21.75 | | |
| (Non-Exempt) | | | | | | | | | | | | | | | | | | | | | | | | | $41.42 | $52.62 | $63.82 | 1/1/2015 | 12/31/2015 | 3.00% | $ 22.40 | | |
| **Bradley Albright** | | | | | | | | | | | | | | | | | | | | | | | | | $45.31 | $57.56 | $69.81 | 7/1/2011 | 6/30/2012 | | $ 24.50 | | |
| **ASNT Level II-III** | | | | | | | | | | | | | | | | | | | | | | | | | $46.67 | $59.29 | $71.91 | 7/1/2012 | 6/30/2013 | 3.00% | $ 25.24 | | |
| | FIELD | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $48.08 | $61.08 | $74.08 | 7/1/2013 | 6/30/2014 | 3.00% | $ 26.00 | | NA |
| **Non-Prevailing Wage** | | | | | | | | | | | | | | | | | | | | | | | | | $49.52 | $62.91 | $76.30 | 7/1/2014 | 6/30/2015 | 3.00% | $ 26.78 | | |
| **(Non-Exempt)** | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| **Joseph Armstrong** | | | | | | | | | | | | | | | | | | | | | | | | | $47.62 | $60.49 | $73.37 | 7/1/2011 | 6/30/2012 | | $ 25.75 | | |
| **ASNT Level II-III** | | | | | | | | | | | | | | | | | | | | | | | | | $49.04 | $62.30 | $75.56 | 7/1/2012 | 6/30/2013 | 3.00% | $ 26.52 | | |
| | FIELD | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $50.52 | $64.18 | $77.84 | 7/1/2013 | 6/30/2014 | 3.00% | $ 27.32 | | NA |
| **Non-Prevailing Wage** | | | | | | | | | | | | | | | | | | | | | | | | | $52.04 | $66.11 | $80.18 | 7/1/2014 | 6/30/2015 | 3.00% | $ 28.14 | | |
| **(Non-Exempt)** | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| **Marc Barth** | | | | | | | | | | | | | | | | | | | | | | | | | $47.62 | $60.49 | $73.37 | 7/1/2011 | 6/30/2012 | | $ 25.75 | | |
| **ASNT Level II-III** | | | | | | | | | | | | | | | | | | | | | | | | | $49.04 | $62.30 | $75.56 | 7/1/2012 | 6/30/2013 | 3.00% | $ 26.52 | | |
| | FIELD | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $50.52 | $64.18 | $77.84 | 7/1/2013 | 6/30/2014 | 3.00% | $ 27.32 | | NA |
| **Non-Prevailing Wage** | | | | | | | | | | | | | | | | | | | | | | | | | $52.04 | $66.11 | $80.18 | 7/1/2014 | 6/30/2015 | 3.00% | $ 28.14 | | |
| **(Non-Exempt)** | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| **Brad Carpenter** | | | | | | | | | | | | | | | | | | | | | | | | | $49.43 | $62.79 | $76.16 | 7/1/2011 | 6/30/2012 | | $ 26.73 | | |
| **ASNT Level II-III** | | | | | | | | | | | | | | | | | | | | | | | | | $50.91 | $64.67 | $78.44 | 7/1/2012 | 6/30/2013 | 3.00% | $ 27.53 | | |
| | FIELD | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $52.44 | $66.62 | $80.80 | 7/1/2013 | 6/30/2014 | 3.00% | $ 28.36 | | NA |
| **Non-Prevailing Wage** | | | | | | | | | | | | | | | | | | | | | | | | | $54.02 | $68.62 | $83.23 | 7/1/2014 | 6/30/2015 | 3.00% | $ 29.21 | | |
| **(Non-Exempt)** | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| **Scott Carpenter** | | | | | | | | | | | | | | | | | | | | | | | | | $39.76 | $50.51 | $61.26 | 7/1/2011 | 6/30/2012 | | $ 21.50 | | |
| **ASNT Level II-III** | | | | | | | | | | | | | | | | | | | | | | | | | $40.96 | $52.04 | $63.11 | 7/1/2012 | 6/30/2013 | 3.00% | $ 22.15 | | |
| | FIELD | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $42.18 | $53.59 | $64.99 | 7/1/2013 | 6/30/2014 | 3.00% | $ 22.81 | | NA |
| **Non-Prevailing Wage** | | | | | | | | | | | | | | | | | | | | | | | | | $43.44 | $55.18 | $66.93 | 7/1/2014 | 6/30/2015 | 3.00% | $ 23.49 | | |
| **(Non-Exempt)** | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

**Notes for Labor Charges**

1. Prevailing Wages (PW) are specified under the following DIR determinations: NC-63-3-9-2010-1 DIR determination (including Second Shift) and ALA-2011-1.
2. The billing rates shown in this cost proposal for field staff entitled for PW rates, are calculated with estimated fringe benefits of the staff. The actual billing rates to be used in the invoices will be calculated by using the actual PW fringe benefits of the individual staff in accordance with the certified benefits statement that will be submitted with each invoice.
3. "N/C" denotes No Charge for work performed more than 8 hours per day and for weekends and holidays.
4. The employees' actual hourly rates shown in this cost proposal are the rates that were effective on 7/1/2011 unless noted otherwise. Contract Manager's pre-approval is required for addition of staff not previously listed on the cost proposal.
   The billing rates for these employees, including those that fall under generalclassifications, will be calculated and reimbursed based on their actual hourly rates on 07/01/11. Hourly rates for new employees hired after the date of this cost proposal will not exceed (or shall be in line with) the rates of similar personnnel listed on this cost proposal having similar experience.
5. In addition to travel time allowances specified in the Other Direct Charges (ODC), the following provisions shall apply:
   a) For all classifications, staff working at all remote locations, no travel time will be allowed for travel between location of short term or long term residency to physical location of work to be performed as specified in the task order.
   b) For PW Tasks working in US, travel time to and from the fabrication facility or approved testing facility will be compensated per the NC-63-3-9-2010-1 DIR determination.
6. The provisional overhead rate used to develop this cost proposal is based on the financial fiscal year ending December 31, 2010.

STATE OF CALIFORNIA - DEPARTMENT OF TRANSPORTATION
*COST PROPOSAL*
ON-CALL CONTRACT

NORTHERN CALIFORNIA
NC - 63-3-9-2010-1 & ALA-2011-1



**Loaded Rate Calculation**

***Non Exempt Employee Loaded Billing Rates***

A) Straight Time = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)

B) 1.5X or 2.0X Overtime = (Actual Hourly Rate) * (1 + Field O.H.) * (1 + Fee) +.5X or 1.0X (Actual Hourly Rate) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)

***Exempt Employee Loaded Billing Rates***

C) Straight Time or 1.5X or 2.0X Overtime = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)

The PW differentials Delta Base and Delta Fringe shown in the formulas above for Loaded Billing Rates are applicable only when performing services covered under DIR determinations.

| Home Office Personnel: | Fringe Benefit % | Overhead % | General Administration % | | Combined % |
|---|---|---|---|---|---|
| NORMAL | + | + | | = | |
| OVERTIME | + | + | | = | |
| **Field Office Personnel:** | **Fringe Benefit %** | **Overhead %** | **General Administration %** | | **Combined %** |
| NORMAL | + | + | | = | 72.02% |
| OVERTIME | + | + | | = | 72.02% |
| | | | Fee | = | 7.50% |
| | | | Applicable Multiplier Delta Base (Field) | = | N/A |
| | | | Applicable Multiplier Delta Fringe (Field) | = | N/A |

| Name/Classification | Home Office Personnel / Field Office Personnel | Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work) | | | | | | | Employee Actual Rate (fringe benefits vary year over year) | | | | | | | Applicable DELTA (TOTAL) = Employee Total - DIR Total | | | Applicable DELTA Base = DIR Rate - Employee Base Rate | | | Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR) | | | Loaded Hourly Billing Rates | | | Effective Date of Hourly Rate | | % Escalation Increase | Actual Hourly Rate and/or Average Hourly Rate | Hourly Range for Class |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | Base Salary | | | Fringe Benefits | Total Base Salary + Fringe Benefits | | | Base Salary | | | Estimate Fringe | Total = Base + Fringe | | | | | | | | | | | | | | | | | | | | |
| | | Straight | 1.5 OT | 2.0 OT | | Straight | 1.5 OT | 2.0 OT | Straight | 1.5 OT | 2.0 OT | | Straight | 1.5 OT | 2.0 OT | Straight | 1.5 OT | 2.0 OT | Straight | 1.5 OT | 2.0 OT | Straight | 1.5 OT | 2.0 OT | Straight | OT (1.5x) | OT (2x) | From | To | | | |
| EMPLOYEES NOT SUBJECT TO PREVAILING WAGE REQUIREMENTS | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| David Di Maria, BS | | | | | | | | | | | | | | | | | | | | | | | | | $49.98 | $63.50 | $77.01 | 7/1/2011 | 6/30/2012 | | $ 27.03 | | |
| PCI Level II/NACE Level I | FIELD | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $51.48 | $65.40 | $79.32 | 7/1/2012 | 6/30/2013 | 3.00% | $ 27.84 | | |
| | | | | | | | | | | | | | | | | | | | | | | | | | $53.04 | $67.38 | $81.72 | 7/1/2013 | 6/30/2014 | 3.00% | $ 28.68 | NA | |
| Non-Prevailing Wage (Non-Exempt) | | | | | | | | | | | | | | | | | | | | | | | | | $54.63 | $69.40 | $84.17 | 7/1/2014 | 6/30/2015 | 3.00% | $ 29.54 | | |
| Richard Dunning | | | | | | | | | | | | | | | | | | | | | | | | | $52.70 | $66.95 | $81.20 | 7/1/2011 | 6/30/2012 | | $ 28.50 | | |
| ASNT Level II-III, NACE L1 | FIELD | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $54.29 | $68.97 | $83.65 | 7/1/2012 | 6/30/2013 | 3.00% | $ 29.36 | | |
| | | | | | | | | | | | | | | | | | | | | | | | | | $55.92 | $71.04 | $86.16 | 7/1/2013 | 6/30/2014 | 3.00% | $ 30.24 | NA | |
| Non-Prevailing Wage (Non-Exempt) | | | | | | | | | | | | | | | | | | | | | | | | | $57.60 | $73.18 | $88.75 | 7/1/2014 | 6/30/2015 | 3.00% | $ 31.15 | | |
| Karl Hamilton | | | | | | | | | | | | | | | | | | | | | | | | | $38.83 | $49.33 | $59.83 | 7/1/2011 | 6/30/2012 | | $ 21.00 | | |
| ASNT Level II-III | FIELD | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $40.00 | $50.81 | $61.63 | 7/1/2012 | 6/30/2013 | 3.00% | $ 21.63 | | |
| | | | | | | | | | | | | | | | | | | | | | | | | | $41.20 | $52.34 | $63.48 | 7/1/2013 | 6/30/2014 | 3.00% | $ 22.28 | NA | |
| Non-Prevailing Wage (Non-Exempt) | | | | | | | | | | | | | | | | | | | | | | | | | $42.44 | $53.91 | $65.39 | 7/1/2014 | 6/30/2015 | 3.00% | $ 22.95 | | |
| Krista Hanson | | | | | | | | | | | | | | | | | | | | | | | | | $45.12 | $57.32 | $69.52 | 7/1/2011 | 6/30/2012 | | $ 24.40 | | |
| ASNT Level II-III | FIELD | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $46.47 | $59.04 | $71.60 | 7/1/2012 | 6/30/2013 | 3.00% | $ 25.13 | | |
| | | | | | | | | | | | | | | | | | | | | | | | | | $47.86 | $60.80 | $73.74 | 7/1/2013 | 6/30/2014 | 3.00% | $ 25.88 | NA | |
| Non-Prevailing Wage (Non-Exempt) | | | | | | | | | | | | | | | | | | | | | | | | | $49.30 | $62.63 | $75.96 | 7/1/2014 | 6/30/2015 | 3.00% | $ 26.66 | | |
| Timothy Karschner | | | | | | | | | | | | | | | | | | | | | | | | | $56.01 | $71.16 | $86.30 | 7/1/2011 | 6/30/2012 | | $ 30.29 | | |
| NACE Level III | FIELD | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $57.70 | $73.30 | $88.90 | 7/1/2012 | 6/30/2013 | 3.00% | $ 31.20 | | |
| | | | | | | | | | | | | | | | | | | | | | | | | | $59.43 | $75.50 | $91.57 | 7/1/2013 | 6/30/2014 | 3.00% | $ 32.14 | NA | |
| Non-Prevailing Wage (Non-Exempt) | | | | | | | | | | | | | | | | | | | | | | | | | $61.21 | $77.76 | $94.31 | 7/1/2014 | 6/30/2015 | 3.00% | $ 33.10 | | |
| Kosta Kavouras, MBA | | | | | | | | | | | | | | | | | | | | | | | | | $56.01 | $71.16 | $86.30 | 7/1/2011 | 6/30/2012 | | $ 30.29 | | |
| NACE Level III | FIELD | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $57.70 | $73.30 | $88.90 | 7/1/2012 | 6/30/2013 | 3.00% | $ 31.20 | | |
| | | | | | | | | | | | | | | | | | | | | | | | | | $59.43 | $75.50 | $91.57 | 7/1/2013 | 6/30/2014 | 3.00% | $ 32.14 | NA | |
| Non-Prevailing Wage (Non-Exempt) | | | | | | | | | | | | | | | | | | | | | | | | | $61.21 | $77.76 | $94.31 | 7/1/2014 | 6/30/2015 | 3.00% | $ 33.10 | | |
| Cynthia McCall | | | | | | | | | | | | | | | | | | | | | | | | | $50.15 | $63.71 | $77.27 | 7/1/2011 | 6/30/2012 | | $ 27.12 | | |
| ASNT Level II-III | FIELD | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $51.65 | $65.61 | $79.58 | 7/1/2012 | 6/30/2013 | 3.00% | $ 27.93 | | |
| | | | | | | | | | | | | | | | | | | | | | | | | | $53.20 | $67.59 | $81.97 | 7/1/2013 | 6/30/2014 | 3.00% | $ 28.77 | NA | |
| Non-Prevailing Wage (Non-Exempt) | | | | | | | | | | | | | | | | | | | | | | | | | $54.79 | $69.61 | $84.42 | 7/1/2014 | 6/30/2015 | 3.00% | $ 29.63 | | |

**Notes for Labor Charges**

1. Prevailing Wages (PW) are specified under the following DIR determinations: NC-63-3-9-2010-1 DIR determination (including Second Shift) and ALA-2011-1.
2. The billing rates shown in this cost proposal for field staff entitled for PW rates, are calculated with estimated fringe benefits of the staff. The actual billing rates to be used in the invoices will be calculated by using the actual PW fringe benefits of the individual staff in accordance with the certified benefits statement that will be submitted with each invoice.
3. "N/C" denotes No Charge for work performed more than 8 hours per day and for weekends and holidays.
4. The employees' actual hourly rates shown in this cost proposal are the rates that were effective on 7/1/2011 unless noted otherwise.. Contract Manager's pre-approval is required for addition of staff not previously listed on the cost proposal.
   The billing rates for these employees, including those that fall under generalclassifications, will be calculated and reimbursed based on their actual hourly rates on 07/01/11. Hourly rates for new employees hired after the date of this cost proposal will not exceed (or shall be in line with) the rates of similar personnnel listed on this cost proposal having similar experience.
5. In addition to travel time allowances specified in the Other Direct Charges (ODC), the following provisions shall apply:
   a) For all classifications, staff working at all remote locations, no travel time will be allowed for travel between location of short term or long term residency to physical location of work to be performed as specified in the task order.
   b) For PW Tasks working in US, travel time to and from the fabrication facility or approved testing facility will be compensated per the NC-63-3-9-2010-1 DIR determination.
6. The provisional overhead rate used to develop this cost proposal is based on the financial fiscal year ending December 31, 2010.

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**Loaded Rate Calculation**

***Non Exempt Employee Loaded Billing Rates***

A) Straight Time = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)□

B) 1.5X or 2.0X Overtime = (Actual Hourly Rate) * (1 + Field O.H.) * (1 + Fee) +.5X or 1.0X (Actual Hourly Rate) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)

***Exempt Employee Loaded Billing Rates***

C) Straight Time or 1.5X or 2.0X Overtime = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)

The PW differentials Delta Base and Delta Fringe shown in the formulas above for Loaded Billing Rates are applicable only when performing services covered under DIR determinations.

| Home Office Personnel: | Fringe Benefit % | | Overhead % | | General Administration % | | Combined % |
|---|---|---|---|---|---|---|---|
| NORMAL | | + | | + | | = | |
| OVERTIME | | + | | + | | = | |
| **Field Office Personnel:** | **Fringe Benefit %** | | **Overhead %** | | **General Administration %** | | **Combined %** |
| NORMAL | | + | | + | | = | 72.02% |
| OVERTIME | | + | | + | | = | 72.02% |
| | | | | | Fee | = | 7.50% |
| | | | | | Applicable Multiplier Delta Base (Field) | = | N/A |
| | | | | | Applicable Multiplier Delta Fringe (Field) | = | N/A |

| Name/Classification | Home Office Personnel / Field Office Personnel | Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work) | | | | | | | Employee Actual Rate (fringe benefits vary year over year) | | | | | | | Applicable DELTA (TOTAL) = Employee Total - DIR Total | | | Applicable DELTA Base = DIR Rate - Employee Base Rate | | | Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR) | | | Loaded Hourly Billing Rates | | | Effective Date of Hourly Rate | | % Escalation Increase | Actual Hourly Rate and/or Average Hourly Rate | Hourly Range for Class |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | Base Salary | | | Fringe Benefits | Total Base Salary + Fringe Benefits | | | Base Salary | | | Estimate Fringe | Total = Base + Fringe | | | | | | | | | | | | | | | | | | | | |
| | | Straight | 1.5 OT | 2.0 OT | | Straight | 1.5 OT | 2.0 OT | Straight | 1.5 OT | 2.0 OT | | Straight | 1.5 OT | 2.0 OT | Straight | 1.5 OT | 2.0 OT | Straight | 1.5 OT | 2.0 OT | Straight | 1.5 OT | 2.0 OT | Straight | OT (1.5x) | OT (2x) | From | To | | | |
| EMPLOYEES WORKING AT LOCATIONS NOT SUBJECT TO PREVAILING WAGE REQUIREMENTS | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Ricardo Medina | | | | | | | | | | | | | | | | | | | | | | | | | $81.31 | $103.29 | $125.28 | 7/1/2011 | 6/30/2012 | | $ 43.97 | | |
| ASNT Level II-III | | | | | | | | | | | | | | | | | | | | | | | | | $83.75 | $106.40 | $129.04 | 7/1/2012 | 6/30/2013 | 3.00% | $ 45.29 | | |
| | FIELD | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $86.27 | $109.59 | $132.92 | 7/1/2013 | 6/30/2014 | 3.00% | $ 46.65 | NA | |
| Non-Prevailing Wage | | | | | | | | | | | | | | | | | | | | | | | | | $88.85 | $112.88 | $136.90 | 7/1/2014 | 6/30/2015 | 3.00% | $ 48.05 | | |
| (Non-Exempt) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Erik Olexa, BA | | | | | | | | | | | | | | | | | | | | | | | | | $56.46 | $71.72 | $86.99 | 7/1/2011 | 6/30/2012 | | $ 30.53 | | |
| NACE Level III, PCI Level I/II | | | | | | | | | | | | | | | | | | | | | | | | | $58.16 | $73.88 | $89.61 | 7/1/2012 | 6/30/2013 | 3.00% | $ 31.45 | | |
| | FIELD | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $59.90 | $76.09 | $92.29 | 7/1/2013 | 6/30/2014 | 3.00% | $ 32.39 | NA | |
| Non-Prevailing Wage | | | | | | | | | | | | | | | | | | | | | | | | | $61.69 | $78.37 | $95.05 | 7/1/2014 | 6/30/2015 | 3.00% | $ 33.36 | | |
| (Non-Exempt) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Gary Osman, BS, EIT | | | | | | | | | | | | | | | | | | | | | | | | | $43.92 | $55.79 | $67.67 | 7/1/2011 | 6/30/2012 | | $ 23.75 | | |
| PCI Level II/NACE Level I | | | | | | | | | | | | | | | | | | | | | | | | | $45.23 | $57.46 | $69.69 | 7/1/2012 | 6/30/2013 | 3.00% | $ 24.46 | | |
| | FIELD | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $46.58 | $59.18 | $71.77 | 7/1/2013 | 6/30/2014 | 3.00% | $ 25.19 | NA | |
| Non-Prevailing Wage | | | | | | | | | | | | | | | | | | | | | | | | | $47.99 | $60.96 | $73.94 | 7/1/2014 | 6/30/2015 | 3.00% | $ 25.95 | | |
| (Non-Exempt) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Stephen Showalter | | | | | | | | | | | | | | | | | | | | | | | | | $50.15 | $63.71 | $77.27 | 7/1/2011 | 6/30/2012 | | $ 27.12 | | |
| ASNT Level II-III | | | | | | | | | | | | | | | | | | | | | | | | | $51.65 | $65.61 | $79.58 | 7/1/2012 | 6/30/2013 | 3.00% | $ 27.93 | | |
| | FIELD | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $53.20 | $67.59 | $81.97 | 7/1/2013 | 6/30/2014 | 3.00% | $ 28.77 | NA | |
| Non-Prevailing Wage | | | | | | | | | | | | | | | | | | | | | | | | | $54.79 | $69.61 | $84.42 | 7/1/2014 | 6/30/2015 | 3.00% | $ 29.63 | | |
| (Non-Exempt) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| James Kent Smith | | | | | | | | | | | | | | | | | | | | | | | | | $48.08 | $61.08 | $74.08 | 7/1/2011 | 6/30/2012 | | $ 26.00 | | |
| ASNT Level II-III | | | | | | | | | | | | | | | | | | | | | | | | | $49.52 | $62.91 | $76.30 | 7/1/2012 | 6/30/2013 | 3.00% | $ 26.78 | | |
| | FIELD | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $51.00 | $64.79 | $78.58 | 7/1/2013 | 6/30/2014 | 3.00% | $ 27.58 | NA | |
| Non-Prevailing Wage | | | | | | | | | | | | | | | | | | | | | | | | | $52.54 | $66.74 | $80.95 | 7/1/2014 | 6/30/2015 | 3.00% | $ 28.41 | | |
| (Non-Exempt) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Kevin Sullivan | | | | | | | | | | | | | | | | | | | | | | | | | $48.23 | $61.27 | $74.31 | 7/1/2011 | 6/30/2012 | | $ 26.08 | | |
| ASNT Level II-III | | | | | | | | | | | | | | | | | | | | | | | | | $49.67 | $63.10 | $76.53 | 7/1/2012 | 6/30/2013 | 3.00% | $ 26.86 | | |
| | FIELD | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $51.17 | $65.00 | $78.84 | 7/1/2013 | 6/30/2014 | 3.00% | $ 27.67 | NA | |
| Non-Prevailing Wage | | | | | | | | | | | | | | | | | | | | | | | | | $52.70 | $66.95 | $81.20 | 7/1/2014 | 6/30/2015 | 3.00% | $ 28.50 | | |
| (Non-Exempt) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Lonnie Tingler | | | | | | | | | | | | | | | | | | | | | | | | | $61.60 | $78.25 | $94.91 | 7/1/2011 | 6/30/2012 | | $ 33.31 | | |
| ASNT Level II-III | | | | | | | | | | | | | | | | | | | | | | | | | $63.45 | $80.60 | $97.76 | 7/1/2012 | 6/30/2013 | 3.00% | $ 34.31 | | |
| | FIELD | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $65.35 | $83.02 | $100.69 | 7/1/2013 | 6/30/2014 | 3.00% | $ 35.34 | NA | |
| Non-Prevailing Wage | | | | | | | | | | | | | | | | | | | | | | | | | $67.31 | $85.51 | $103.71 | 7/1/2014 | 6/30/2015 | 3.00% | $ 36.40 | | |
| (Non-Exempt) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

**Notes for Labor Charges**

1. Prevailing Wages (PW) are specified under the following DIR determinations: NC-63-3-9-2010-1 DIR determination (including Second Shift) and ALA-2011-1.
2. The billing rates shown in this cost proposal for field staff entitled for PW rates, are calculated with estimated fringe benefits of the staff. The actual billing rates to be used in the invoices will be calculated by using the actual PW fringe benefits of the individual staff in accordance with the certified benefits statement that will be submitted with each invoice.
3. "N/C" denotes No Charge for work performed more than 8 hours per day and for weekends and holidays.
4. The employees' actual hourly rates shown in this cost proposal are the rates that were effective on 7/1/2011 unless noted otherwise. Contract Manager's pre-approval is required for addition of staff not previously listed on the cost proposal.
   The billing rates for these employees, including those that fall under generalclassifications, will be calculated and reimbursed based on their actual hourly rates on 07/01/11. Hourly rates for new employees hired after the date of this cost proposal will not exceed (or shall be in line with) the rates of similar personnnel listed on this cost proposal having similar experience.
5. In addition to travel time allowances specified in the Other Direct Charges (ODC), the following provisions shall apply:
   a) For all classifications, staff working at all remote locations, no travel time will be allowed for travel between location of short term or long term residency to physical location of work to be performed as specified in the task order.
   b) For PW Tasks working in US, travel time to and from the fabrication facility or approved testing facility will be compensated per the NC-63-3-9-2010-1 DIR determination.
6. The provisional overhead rate used to develop this cost proposal is based on the financial fiscal year ending December 31, 2010.

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| **Home Office Personnel:** | Fringe Benefit % | Overhead % | General Administration % | Combined % |
|---|---|---|---|---|
| NORMAL | + | + | = | |
| OVERTIME | + | + | = | |
| **Field Office Personnel:** | Fringe Benefit % | Overhead % | General Administration % | Combined % |
| NORMAL | + | + | = | |
| OVERTIME | + | + | = | |
| | | | Fee = | |

Applicable Multiplier Delta Base (Field) = NA
Applicable Multiplier Delta Fringe (Field) = NA

| Name/Classification | Home Office Personnel Field Office Personnel | Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work) | | | | | | | Employee Actual Rate (fringe benefits vary year over year) | | | | | | | Applicable DELTA (TOTAL) = Employee Total - DIR Total | | | Applicable DELTA Base = DIR Rate - Employee Base Rate | | | Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR) | | | Loaded Hourly Billing Rates | | | Effective Date of Hourly Rate | | % Escalation Increase | Actual Hourly Rate and/or Average Hourly Rate | Hourly Range for Class |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | Base Salary | | | Fringe Benefits | Total Base Salary + Fringe Benefits | | | Base Salary | | | Estimate Fringe | Total = Base + Fringe | | | | | | | | | | | | | | | | | | | | | |
| | | Straight | 1.5 OT | 2.0 OT | | Straight | 1.5 OT | 2.0 OT | Straight | 1.5 OT | 2.0 OT | | Straight | 1.5 OT | 2.0 OT | Straight | 1.5 OT | 2.0 OT | Straight | 1.5 OT | 2.0 OT | Straight | 1.5 OT | 2.0 OT | Straight | OT (1.5x) | OT (2x) | From | To | | | |
| **EMPLOYEES NOT SUBJECT TO PREVAILING WAGE REQUIREMENTS** | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| **Richard Gostautas, MS, CE** | | | | | | | | | | | | | | | | | | | | | | | | | $150.00 | NC | NC | 7/1/2011 | 12/31/2011 | | $ 150.00 | |
| **Instrumentation ASMR** | | | | | | | | | | | | | | | | | | | | | | | | | $153.75 | NC | NC | 1/1/2012 | 12/31/2012 | 2.50% | $ 153.75 | |
| Non-Prevailing Wage Work | FIELD | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $158.36 | NC | NC | 1/1/2013 | 12/31/2013 | 3.00% | $ 158.36 | NA |
| **Note 6** | | | | | | | | | | | | | | | | | | | | | | | | | $163.11 | NC | NC | 1/1/2014 | 12/31/2014 | 3.00% | $ 163.11 | |
| **(Exempt)** | | | | | | | | | | | | | | | | | | | | | | | | | $168.00 | NC | NC | 1/1/2015 | 12/31/2015 | 3.00% | $ 168.00 | |
| **Adrian Pollack, PhD** | | | | | | | | | | | | | | | | | | | | | | | | | $150.00 | NC | NC | 7/1/2011 | 12/31/2011 | | $ 150.00 | |
| **Instrumentation Expert** | | | | | | | | | | | | | | | | | | | | | | | | | $153.75 | NC | NC | 1/1/2012 | 12/31/2012 | 2.50% | $ 153.75 | |
| Non-Prevailing Wage Work | FIELD | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $158.36 | NC | NC | 1/1/2013 | 12/31/2013 | 3.00% | $ 158.36 | NA |
| **Note 6** | | | | | | | | | | | | | | | | | | | | | | | | | $163.11 | NC | NC | 1/1/2014 | 12/31/2014 | 3.00% | $ 163.11 | |
| **(Exempt)** | | | | | | | | | | | | | | | | | | | | | | | | | $168.00 | NC | NC | 1/1/2015 | 12/31/2015 | 3.00% | $ 168.00 | |
| **EMPLOYEES SUBJECT TO PREVAILING WAGE REQUIREMENTS** | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| **Arthur Nunez** | | | | | | | | | | | | | | | | | | | | | | | | | $ 127.00 | NC | NC | 7/1/2011 | 12/31/2011 | | $ 127.00 | |
| **Acoustic Emmissions Testing** | | | | | | | | | | | | | | | | | | | | | | | | | $130.18 | NC | NC | 1/1/2012 | 12/31/2012 | 2.50% | $ 130.18 | |
| **Group 1** | FIELD | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $134.09 | NC | NC | 1/1/2013 | 12/31/2013 | 3.00% | $ 134.09 | NA |
| **Prevailing Wage** | | | | | | | | | | | | | | | | | | | | | | | | | $138.11 | NC | NC | 1/1/2014 | 12/31/2014 | 3.00% | $ 138.11 | |
| **(Exempt) - Note 6** | | | | | | | | | | | | | | | | | | | | | | | | | $142.25 | NC | NC | 1/1/2015 | 12/31/2015 | 3.00% | $ 142.25 | |
| **Thomas Patterson** | | | | | | | | | | | | | | | | | | | | | | | | | $ 127.00 | NC | NC | 7/1/2011 | 12/31/2011 | | $ 127.00 | |
| **Acoustic Emmissions Testing** | | | | | | | | | | | | | | | | | | | | | | | | | $130.18 | NC | NC | 1/1/2012 | 12/31/2012 | 2.50% | $ 130.18 | |
| **Group 1** | FIELD | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $134.09 | NC | NC | 1/1/2013 | 12/31/2013 | 3.00% | $ 134.09 | NA |
| **Prevailing Wage** | | | | | | | | | | | | | | | | | | | | | | | | | $138.11 | NC | NC | 1/1/2014 | 12/31/2014 | 3.00% | $ 138.11 | |
| **(Non-Exempt) - Note 6** | | | | | | | | | | | | | | | | | | | | | | | | | $142.25 | NC | NC | 1/1/2015 | 12/31/2015 | 3.00% | $ 142.25 | |
| **Martin Ramos-Vanegas** | | | | | | | | | | | | | | | | | | | | | | | | | $ 127.00 | NC | NC | 7/1/2011 | 12/31/2011 | | $ 127.00 | |
| **Acoustic Emmissions Testing** | | | | | | | | | | | | | | | | | | | | | | | | | $130.18 | NC | NC | 1/1/2012 | 12/31/2012 | 2.50% | $ 130.18 | |
| **Group 1** | FIELD | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $134.09 | NC | NC | 1/1/2013 | 12/31/2013 | 3.00% | $ 134.09 | NA |
| **Prevailing Wage** | | | | | | | | | | | | | | | | | | | | | | | | | $138.11 | NC | NC | 1/1/2014 | 12/31/2014 | 3.00% | $ 138.11 | |
| **(Non-Exempt) - Note 6** | | | | | | | | | | | | | | | | | | | | | | | | | $142.25 | NC | NC | 1/1/2015 | 12/31/2015 | 3.00% | $ 142.25 | |

**Notes for Labor Charges**

1. Prevailing Wages (PW) are specified under the following DIR determinations: NC-63-3-9-2010-1 DIR determination (including Second Shift) and ALA-2011-1.
2. The billing rates shown in this cost proposal for field staff entitled for PW rates, are calculated with estimated fringe benefits of the staff. The actual billing rates to be used in the invoices will be calculated by using the actual PW fringe benefits of the individual staff in accordance with the certified benefits statement that will be submitted with each invoice.
3. "N/C" denotes No Charge for work performed more than 8 hours per day and for weekends and holidays.
4. The employees' actual hourly rates shown in this cost proposal are the rates that were effective on 7/1/2011 unless noted otherwise. Contract Manager's pre-approval is required for addition of staff not previously listed on the cost proposal. The billing rates for these employees, including those that fall under general classifications, will be calculated and reimbursed based on their actual hourly rates on 07/01/11. Hourly rates for new employees hired after the date of this cost proposal will not exceed (or shall be in line with) the rates of similar personnel listed on this cost proposal having similar experience.
5. In addition to travel time allowances specified in the Other Direct Charges (ODC), the following provisions shall apply:
   a) For all classifications, staff working at all remote locations, no travel time will be allowed for travel between location of short term or long term residency to physical location of work to be performed as specified in the task order.
   b) For PW Tasks working in US, travel time to and from the fabrication facility or approved testing facility will be compensated per the NC-63-3-9-2010-1 DIR determination.
6. Mistras agrees to negotiated hourly billing rates for this contract only.

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NORTHERN CALIFORNIA
NC - 63-3-9-2010-1 & ALA-2011-1



| Home Office Personnel: | Fringe Benefit % | Overhead % | General Administration % | Combined % |
|---|---|---|---|---|
| NORMAL | + | + | = | |
| OVERTIME | + | + | = | |
| **Field Office Personnel:** | Fringe Benefit % | Overhead % | General Administration % | Combined % |
| NORMAL | + | + | = | |
| OVERTIME | + | + | = | |
| | | | Fee = | |

| | |
|---|---|
| Applicable Multiplier Delta Base (Field) = | N/A |
| Applicable Multiplier Delta Fringe (Field) = | N/A |

| Name/Classification | Home Office Personnel Field Office Personnel | Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work) | | | | | | | Employee Actual Rate (fringe benefits vary year over year) | | | | | | | Applicable DELTA (TOTAL) = Employee Total - DIR Total | | | Applicable DELTA Base = DIR Rate - Employee Base | | | Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE | | | Loaded Hourly Billing Rates | | | Effective Date of Hourly Rate | | % Escalation Increase | Actual Hourly Rate and/or Average Hourly Rate | Hourly Range for Class |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | Base Salary | | | Fringe Benefits | Total Base Salary + Fringe Benefits | | | Base Salary | | | Estimate Fringe | Total = Base + Fringe | | | | | | | | | | | | | | | | | | | | |
| | | Straight | 1.5 OT | 2.0 OT | | Straight | 1.5 OT | 2.0 OT | Straight | 1.5 OT | 2.0 OT | | Straight | 1.5 OT | 2.0 OT | Straight | 1.5 OT | 2.0 OT | Straight | 1.5 OT | 2.0 OT | Straight | 1.5 OT | 2.0 OT | Straight | OT (1.5x) | OT (2x) | From | To | | | |
| **EMPLOYEES NOT SUBJECT TO PREVAILING WAGE REQUIREMENTS** | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| **Donald Rager, PE** | | | | | | | | | | | | | | | | | | | | | | | | | $175.00 | N/C | N/C | 7/1/2011 | 12/31/2011 | | $ 175.00 | |
| **Welding Engineer** | | | | | | | | | | | | | | | | | | | | | | | | | $175.00 | N/C | N/C | 1/1/2012 | 12/31/2012 | | $ 175.00 | |
| Non-Prevailing Wage Work | **FIELD** | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $175.00 | N/C | N/C | 1/1/2013 | 12/31/2013 | | $ 175.00 | NA |
| **Note 7** | | | | | | | | | | | | | | | | | | | | | | | | | $175.00 | N/C | N/C | 1/1/2014 | 12/31/2014 | | $ 175.00 | |
| **(Exempt)** | | | | | | | | | | | | | | | | | | | | | | | | | $175.00 | N/C | N/C | 1/1/2015 | 12/31/2015 | | $ 175.00 | |

**Notes for Labor Charges**

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3. "N/C" denotes No Charge for work performed more than 8 hours per day and for weekends and holidays.
4. The employees' actual hourly rates shown in this cost proposal are the rates that were effective on 7/1/2011 unless noted otherwise. Contract Manager's pre-approval is required for addition of staff not previously listed on the cost proposal. The billing rates for these employees, including those that fall under general classifications, will be calculated and reimbursed based on their actual hourly rates on 07/01/11. Hourly rates for new employees hired after the date of this cost proposal will not exceed (or shall be in line with) the rates of similar personnel listed on this cost proposal having similar experience.
5. In addition to travel time allowances specified in the Other Direct Charges (ODC), the following provisions shall apply:
   a) For all classifications, staff working at all remote locations, no travel time will be allowed for travel between location of short term or long term residency to physical location of work to be performed as specified in the task order.
   b) For PW Tasks working in US, travel time to and from the fabrication facility or approved testing facility will be compensated per the NC-63-3-9-2010-1 DIR determination.
6. Rager Consulting agrees to negotiated hourly billing rates for this contract only.

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**Loaded Rate Calculation**

***Non Exempt Employee Loaded Billing Rates***
A) Straight Time = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)
B) 1.5X or 2.0X Overtime = (Actual Hourly Rate) * (1 + Field O.H.) * (1 + Fee) +.5X or 1.0X (Actual Hourly Rate) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)

***Exempt Employee Loaded Billing Rates***
C) Straight Time or 1.5X or 2.0X Overtime = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)

The PW differentials Delta Base and Delta Fringe shown in the formulas above for Loaded Billing Rates are applicable only when performing services covered under DIR determinations.

| Home Office Personnel: | Fringe Benefit % | | Overhead % | | General Administration % | | Combined % |
|---|---|---|---|---|---|---|---|
| NORMAL | | + | | + | | = | |
| OVERTIME | | + | | + | | = | |
| **Field Office Personnel:** | Fringe Benefit % | | Overhead % | | General Administration % | | Combined % |
| NORMAL | | + | | + | | = | **196.02%** |
| OVERTIME | | + | | + | | = | **196.02%** |
| | | | | | Fee | = | 7.50% |
| | | | | | Applicable Multiplier Delta Base (Field) | = | N/A |
| | | | | | Applicable Multiplier Delta Fringe (Field) | = | N/A |

| Name/Classification | Home Office Personnel Field Office Personnel | Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work) | | | | | | | Employee Actual Rate (fringe benefits vary year over year) | | | | | | | Applicable DELTA (TOTAL) = Employee Total - DIR Total | | | Applicable DELTA Base = DIR Rate - Employee Base Rate | | | Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR) | | | Loaded Hourly Billing Rates | | | Effective Date of Hourly Rate | | % Escalation Increase | Actual Hourly Rate and/or Average Hourly Rate | Hourly Range for Class |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | Base Salary | | | Fringe Benefits | Total Base Salary + Fringe Benefits | | | Base Salary | | | Estimate Fringe | Total = Base + Fringe | | | | | | | | | | | | | | | | | | | | |
| | | Straight | 1.5 OT | 2.0 OT | | Straight | 1.5 OT | 2.0 OT | Straight | 1.5 OT | 2.0 OT | | Straight | 1.5 OT | 2.0 OT | Straight | 1.5 OT | 2.0 OT | Straight | 1.5 OT | 2.0 OT | Straight | 1.5 OT | 2.0 OT | Straight | OT (1.5x) | OT (2x) | From | To | | | |
| **EMPLOYEES NOT SUBJECT TO PREVAILING WAGE REQUIREMENTS** | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| **Juan Carlos Araiza, PhD, PE** | | | | | | | | | | | | | | | | | | | | | | | | | $144.25 | $144.25 | $144.25 | 7/1/2011 | 12/31/2011 | | **$ 45.33** | |
| **SMR** | | | | | | | | | | | | | | | | | | | | | | | | | $147.85 | $147.85 | $147.85 | 1/1/2012 | 12/31/2012 | 2.50% | **$ 46.46** | |
| Non-Prevailing Wage Work | **FIELD** | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $152.27 | $152.27 | $152.27 | 1/1/2013 | 12/31/2013 | 3.00% | **$ 47.85** | NA |
| | | | | | | | | | | | | | | | | | | | | | | | | | $156.85 | $156.85 | $156.85 | 1/1/2014 | 12/31/2014 | 3.00% | **$ 49.29** | |
| **(Exempt)** | | | | | | | | | | | | | | | | | | | | | | | | | $161.56 | $161.56 | $161.56 | 1/1/2015 | 12/31/2015 | 3.00% | **$ 50.77** | |
| **Jonathan Mc Gormley, MS, PE, SE** | | | | | | | | | | | | | | | | | | | | | | | | | $198.19 | $198.19 | $198.19 | 7/1/2011 | 12/31/2011 | | **$ 62.28** | |
| **Instrumentation Expert** | **FIELD** | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $203.15 | $203.15 | $203.15 | 1/1/2012 | 12/31/2012 | 2.50% | **$ 63.84** | NA |
| Non-Prevailing Wage Work | | | | | | | | | | | | | | | | | | | | | | | | | $209.26 | $209.26 | $209.26 | 1/1/2013 | 12/31/2013 | 3.00% | **$ 65.76** | |
| | | | | | | | | | | | | | | | | | | | | | | | | | $215.53 | $215.53 | $215.53 | 1/1/2014 | 12/31/2014 | 3.00% | **$ 67.73** | |
| **(Exempt)** | | | | | | | | | | | | | | | | | | | | | | | | | $221.99 | $221.99 | $221.99 | 1/1/2015 | 12/31/2015 | 3.00% | **$ 69.76** | |
| **Kent Sasaki, MS, SE, PE** | | | | | | | | | | | | | | | | | | | | | | | | | $219.03 | $219.03 | $219.03 | 7/1/2011 | 12/31/2011 | | **$ 68.83** | |
| **Structural Concrete Expert** | | | | | | | | | | | | | | | | | | | | | | | | | $224.51 | $224.51 | $224.51 | 1/1/2012 | 12/31/2012 | 2.50% | **$ 70.55** | |
| Non-Prevailing Wage Work | **FIELD** | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $231.25 | $231.25 | $231.25 | 1/1/2013 | 12/31/2013 | 3.00% | **$ 72.67** | NA |
| | | | | | | | | | | | | | | | | | | | | | | | | | $238.19 | $238.19 | $238.19 | 1/1/2014 | 12/31/2014 | 3.00% | **$ 74.85** | |
| **(Exempt)** | | | | | | | | | | | | | | | | | | | | | | | | | $245.35 | $245.35 | $245.35 | 1/1/2015 | 12/31/2015 | 3.00% | **$ 77.10** | |

**Notes for Labor Charges**

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   Hourly rates for new employees hired after the date of this cost proposal will not exceed (or shall be in line with) the rates of similar personnnel listed on this cost proposal having similar experience.
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   b) For PW Tasks working in US, travel time to and from the fabrication facility or approved testing facility will be compensated per the NC-63-3-9-2010-1 DIR determination.
6. The provisional overhead rate used to develop this cost proposal is based on the financial fiscal year ending December 31, 2010.

State of California
Department of Transportation
**ADM 2033 ODCs (Rev. 02/07)**
**OTHER DIRECT EXPENSES**



| | Alta Vista Solutions | Buckland & Taylor | Caltrop | HRV | Mistras Group | Rager | WJE |
|---|---|---|---|---|---|---|---|
| **E 1 - Travel** | | | | | | | |
| **Travel** | Note 2,3 | Note 2,3 | Note 2,3 | Note 2,3 | Note 2,3 | Note 2,3 | Note 2,3 |
| **E 2 - UT, RT, MT Equipment** | | | | | | | |
| Parker DA-400 Kit - A | NC | N/A | NC | N/A | N/A | N/A | N/A |
| GE/KKB Phaser XS 16X16 Combo Flaw Detector and Phased Array Transducers | Note 5 | N/A | NC | N/A | N/A | N/A | N/A |
| UT Krout Kramer USN 58-L, Flaw Detector | NC | N/A | NC | N/A | N/A | N/A | N/A |
| Portable film viewer 4.5 X 17 | NC | N/A | NC | N/A | N/A | N/A | N/A |
| Portable Densistometer speedmaster - MS-10 T | NC | N/A | NC | N/A | N/A | N/A | N/A |
| Skidmore | NC | N/A | NC | N/A | N/A | N/A | N/A |
| Calibrated Density Strip | NC | N/A | NC | N/A | N/A | N/A | N/A |
| Conventional Transducers | NC | N/A | NC | N/A | N/A | N/A | N/A |
| Consumables, per location, penetrant | Note 5 | N/A | NC | N/A | N/A | N/A | N/A |
| Consumables, per location, UT Couplant, others | Note 5 | N/A | NC | N/A | N/A | N/A | N/A |
| Consumables, per location, phased array wedges | Note 5 | N/A | NC | N/A | N/A | N/A | N/A |
| Consumables, per location, conventional wedges | Note 5 | N/A | NC | N/A | N/A | N/A | N/A |
| Consumables, per location, UT BNC - BNC Cables, RT/UT Bulbs | Note 5 | N/A | NC | N/A | N/A | N/A | N/A |
| Consumables, per location, MT Powder and pie gages | Note 5 | N/A | NC | N/A | N/A | N/A | N/A |
| Magnaflux Spotcheck Dye Penetrant Kit | NC | N/A | NC | NC | N/A | N/A | N/A |
| PosiTector 6000 | NC | N/A | NC | NC | N/A | N/A | N/A |
| Paint Kit | NC | N/A | NC | NC | N/A | N/A | N/A |
| Bridge Cam, V Wac, Fillet Weld Gauge, skewed (T) Fillet Weld Guage, Fluke 337 Clamp Meter | NC | N/A | NC | NC | N/A | N/A | N/A |
| Calibration Blocks, per location, DSC, Resolution, DS, IIW, MT | NC | N/A | NC | NC | N/A | N/A | N/A |
| Project Related Shipping | Note 5 | N/A | N/A | N/A | N/A | N/A | N/A |
| **E 3 Equipment** | | | | | | | |
| Mobile Phone | NC | NC | NC | NC | NC | NC | NC |
| Laptop + Office Software | NC | NC | NC | NC | NC | NC | NC |
| Adobe Photoshop and Adobe Writer | NC | NC | NC | NC | NC | NC | NC |
| Inspectors tools, codes, specs | NC | NC | NC | NC | NC | NC | NC |
| Safety equipment, safety glasses, hard hats, travel vests, gloves | NC | NC | NC | NC | NC | NC | NC |
| Office Supplies | NC | NC | NC | NC | NC | NC | NC |
| MS Project plus MS Vizio | NC | NC | NC | NC | NC | NC | NC |
| Digital Cameras | NC | NC | NC | NC | NC | NC | NC |
| **E 4 - Vehicle** | | | | | | | |
| Vehicle USA (Note 7) | 1206.5 | N/A | N/A | 1150 | N/A | N/A | N/A |
| Personal Vehicle Mileage | Note 2,3 | Note 2,3 | Note 2,3 | Note 2,3 | Note 2,3 | Note 2,3 | Note 2,3 |
| **E 5 - Other Equipment** | | | | | | | |
| Surveying Equipment other than Trimble S8 Robotic Total Station if required for the specific needs of the project. | Note 5 | N/A | N/A | N/A | N/A | N/A | N/A |
| **E 6 - Instrumentation** | | | | | | | |
| Hardware and Equipment | N/A | N/A | N/A | N/A | Note 6 | N/A | N/A |

**Notes for Other Direct Charges**

1. The Consultant employee's headquarters and/or primary residence as defined in the Caltrans Travel Guide will be established in the Task Order
2. Contract Manager's prior approval is required for all domestic and international travel.
3. Costs for transportation, lodging, meals & incidentals will be reimbursed in accordance with the Caltrans Travel Guide: http://www.dot.ca.gov/hq/asc/travel/ch12/1cosultant.htm#Ita and detailed in executed Task Order(s).
4. "N/C" denotes No Charge
5. Pre-approved "Actual Costs" are competitive prices from appropriate vendors in their respective industries, supported by receipts, and detailed in executed Task Orders.
6. For an approved scope of Instrumentation, cost of required hardware and equipment must be submitted and approved in writung by the Department's contract manager.
7. Number of vehicles required by task will be negotiated and detailed in executed task orders.

State of California
Department of Transportation
**ADM 2033 ODCs (Rev. 02/07)**
**OTHER DIRECT EXPENSES**



| | Alta Vista Solutions | Buckland & Taylor | Caltrop | HRV | Mistras Group | Rager | WJE |
|---|---|---|---|---|---|---|---|
| E.7 Material Testing | | | | | | | |
| Chemical Analysis- UV Spectrography | N/A | N/A | N/A | N/A | N/A | N/A | $2700/test |
| Compressive Strength Test<8500 psi | N/A | N/A | N/A | N/A | N/A | N/A | $80/test |
| Compressive Strength Test>8500 psi | N/A | N/A | N/A | N/A | N/A | N/A | $120/test |
| Creep Frame Usage Fee | N/A | N/A | N/A | N/A | N/A | N/A | $25/test |
| Creep Test 1-180 Days (Sample provided by Caltrans) | N/A | N/A | N/A | N/A | N/A | N/A | $3500/test |
| Compression Modulus Test | N/A | N/A | N/A | N/A | N/A | N/A | $350/test |
| Full Petrographic Examination | N/A | N/A | N/A | N/A | N/A | N/A | $1300/unit |
| Partial Petrographic Examination | N/A | N/A | N/A | N/A | N/A | N/A | $600/unit |
| E.8 Specialists | | | | | | | |
| Failure Analysis Specialist - Conrad Christensen | $190 / unit | N/A | N/A | N/A | N/A | N/A | N/A |
| Cable / Wire Expert - Larry Means | $195 / unit | N/A | N/A | N/A | N/A | N/A | N/A |
| Fasteners Expert - Carmen Vertullo | $240 / unit | N/A | N/A | N/A | N/A | N/A | N/A |

**Notes for Other Direct Charges**

1. The Consultant employee's headquarters and/or primary residence as defined in the Caltrans Travel Guide will be established in the Task Order
2. Contract Manager's prior approval is required for all domestic and international travel.
3. Costs for transportation, lodging, meals & incidentals will be reimbursed in accordance with the Caltrans Travel Guide: http://www.dot.ca.gov/hq/asc/travel/ch12/1cosultant.htm#lta and detailed in executed Task Order(s).
4. "N/C" denotes No Charge
5. Pre-approved "Actual Costs" are competitive prices from appropriate vendors in their respective industries, supported by receipts, and detailed in executed Task Orders.
6. For an approved scope of Instrumentation, cost of required hardware and equipment must be submitted and approved in writung by the Department's contract manager.
7. Number of vehicles required by task will be negotiated and detailed in executed task orders.

**State of California, Department of Transportation (Department)**

**AGREEMENT NO. _____ TASK ORDER NO._____**

DATE:

CONSULTANT FIRM:

PROJECT TITLE:

EXPENDITURE AUTHORIZATION:

**I. Task Order Description**

(Describe Project. If the Agreement is for a firm fixed price, state whether the task order is for "Additional Design Services" or for "Additional Construction Support Services".)

**II. Scope of Services**

(Include task order scope of work, expected results, and task order deliverables.)

**III. Reports and/or Meetings**

Shall be in accordance with Exhibit A of the Agreement.

**IV. Period of Performance**

Work under this Task Order shall begin on (Date) and terminate on (Date)

**V. Task Schedule**

(Outline here or attach as separate page.)

**VI. Cost**

A. The Consultant will be paid in accordance with Exhibit A, Item II - Task Orders; Exhibit B, Item II, - Compensation & Payments; the Consultant's Cost Proposal referenced as Attachment 2 to this Agreement No. (Insert No.), and with the attached Task Order Cost Estimate.

B. In addition, the Consultant will be paid for actual direct costs, other than salary costs, that are identified in the attached cost estimate pursuant to Exhibit B, Item II, – Compensation and Payments, Paragraph B, and the Consultant's Cost Proposal referenced as Attachment 2 of this Agreement No. (Insert No.).

**State of California, Department of Transportation (Department)**

**AGREEMENT NO. _____ TASK ORDER NO._____**

C. The total amount payable by the State under this Task Order shall not exceed $ *(AMOUNT)*.

## VII. Project Coordinator

The Project Coordinator from the Department for this Task Order will be _____.

## VIII. Conflict of Interest Certification

Department personnel signing below certify that they have read, understand, and will comply with Deputy Directive DD-09-R3 and Government Code 19990 regarding incompatible activities and conflict of interest by State employees.

## IX. Approval Signatures

I certify that this Task Order and attachments comply with the provisions of Agreement No. (insert no.) and are necessary for the satisfactory completion of the product(s) contracted for, and that sufficient funding has been encumbered to pay for this work.

_____
*(Type name)*
DEPARTMENT CONTRACT MANAGER

(Use the following certification and Project Manager signature block when Task Order is for one project.)
I certify that this Task Order and any Attachments are within the scope of the project and are necessary for the successful completion of the project.

_____
*(Type name)*
DEPARTMENT PROJECT MANAGER

(Use the following certification and Functional Manager signature block when Task Order is for two or more projects.)
I certify that this Task Order and any Attachments are within the scope of the project and are necessary for the successful completion of the project, and the appropriate Project Manager approval has been obtained.

_____
*(Type name)*
DEPARTMENT FUNCTIONAL MANAGER

**State of California, Department of Transportation (Department)**

**AGREEMENT NO. _____ TASK ORDER NO._____**

I, type name, certify by signing below that I have read the "Description of Services" for this Agreement and in my expert opinion:

1. The work described in this Task Order is included in the required services and
2. The work described in this Task Order is an Architectural and Engineering (A&E) service, as defined in Government Code 4525 (d) through (f).

IN WITNESS WHEREOF, this Task Order has been executed under the provisions of Agreement No. (Insert No.) between the State of California, Department of Transportation, and (Consultant Name). By signature below, the parties hereto agree that all terms and conditions of this Task Order No. (Insert No.) and Agreement No. (Insert No.) shall be in full force and effect.

| | |
|---|---|
| STATE OF CALIFORNIA<br>DEPARTMENT OF TRANSPORTATION | (CONSULTANT'S BUSINESS NAME) |
| By: _____<br>(Type Name) | By: _____<br>(Type Name) |
| Title: _____ | Title: _____ |

(Delete titles that do not apply)
DEPARTMENT SUPERVISING OR PRINCIPAL TRANSPORTATION ENGINEER
DEPARTMENT SUPERVISING OR PRINCIPAL BRIDGE ENGINEER
DEPARTMENT SUPERVISING TRANSPORTATION ELECTRICAL ENGINEER
DEPARTMENT SUPERVISING TRANSPORTATION SURVEYOR
DEPARTMENT SUPERVISING OR PRINCIPAL LANDSCAPE ARCHITECT
DEPARTMENT SUPERVISING EQUIPMENT ENGINEER
DEPARTMENT SUPERVISING MECHANICAL & ELECTRICAL ENGINEER
DEPARTMENT SUPERVISING TELECOMMUNICATIONS ENGINEER
DEPARTMENT SUPERVISING ENGINEERING GEOLOGIST
DEPARTMENT SUPERVISING ENVIRONMENTAL PLANNER
DEPARTMENT SUPERVISING TRANSPORTATION PLANNER

| | |
|---|---|
| Date: _____ | Date: _____ |

# TASK ORDER REQUEST

Contract Number: _____ Date: _____

Submitted By: _____

Proposed Consultant: _____

Project Description _____

C0-RTE-KP _____-_____-_____ Project(s) E.A.:_____

**Personnel Needed**

_____ Date Needed _____ How long? _____
(Classification)
Total hours per Consultant _____ Straight Time _____ Overtime _____

_____ Date Needed _____ How long? _____
(Classification)
Total hours per Consultant _____ Straight Time _____ Overtime _____

_____ Date Needed _____ How long? _____
(Classification)
Total hours per Consultant _____ Straight Time _____ Overtime _____

_____ Date Needed _____ How long? _____
(Classification)
Total hours per Consultant _____ Straight Time _____ Overtime _____

Who will supervise the listed personnel?_____

Where do the listed personnel report?_____

Special Conditions or Comments

_____

_____

Requested by:

_____ _____
Name and Title Date

Approval Recommended:

_____ _____
Name and Title Date

Approved by:

_____ _____
Name and Title Date

SAMPLE



# DEPARTMENT OF TRANSPORTATION CONSULTANT PERSONNEL REQUEST

Date _____ Contract No. _____ Task Order No. _____

From: _____
Consultant Firm

_____
Name /Title of Requestor

To: ___ _____
Contract Manager Name/Title

The Consultant named above hereby requests the Department of Transportation (Department) Contract Manager's approval for the staff actions listed below. A Standard Form 330, or a Resume for each individual listed is attached.

| EMPLOYEE NAME | TITLE/ CLASSIFICATION | HOURLY RATE | LOADED RATE | TO | FROM | HOURS | ACTIVITY |
|---|---|---|---|---|---|---|---|
| | | | | | | | |
| | | | | | | | |
| | | | | | | | |
| | | | | | | | |
| | | | | | | | |
| | | | | | | | |

REASON:

_____

_____

_____

APPROVALS

_____ _____
CONSULTANT PROJECT MANAGER DATE

_____ _____
DEPARTMENT CONTRACT MANAGER DATE

**NOTE: THE APPROVED FORM SHALL BE INCLUDED WITH YOUR INVOICE COST DECLARATIONS**

STATE OF CALIFORNIA – GENERAL SERVICES PROCUREMENT DIVISION

# DOCUMENTATION OF DISABLED VETERAN BUSINESS ENTERPRISE PROGRAM REQUIREMENTS

STD. 840 (REV. 8/2009)

A. Designation Of Option – Check the appropriate box(es) to indicate the option(s) with which you choose to comply, complete the applicable sections and attach the required supporting documentation. You are advised to read all instructions carefully prior to completing this form. Remember that only California certified DVBEs who can provide related goods and/or services may be used to satisfy these program solicitation requirements. DVBEs must perform a commercially useful function. During contract performance, all requests for substituting DVBE subcontractors must be made in accordance with the provisions of California Code of Regulations, Title 2, §1896.64(c).

☒ OPTION A – *I commit to meeting the full DVBE Agreement participation requirement.*
Complete: STD. 840, Section A (check the box on this form) and
Bidder Declaration form GSPD-05-105 (located elsewhere in the solicitation)

☐ OPTION B – *I submit a copy of my firm's "Notice of Approved DVBE Business Utilization Plan."*
Complete: STD. 840, Section A (check the box on this form) and
Bidder Declaration form GSPD-05-105 (located elsewhere in the solicitation)

---

STATE OF CALIFORNIA – GENERAL SERVICES PROCUREMENT DIVISION

DOCUMENTATION OF DISABLED VETERAN BUSINESS ENTERPRISE PROGRAM REQUIREMENTS

STD 840 (REV. 8/2009)

| Date Contacted | DVBE Company Name | | |
|---|---|---|---|
| 07/01/2011 | Alta Vista Solutions, Inc. (Prime Consultant) | | |
| DVBE Contact Name & Reference # | Telephone Number | Fax Number | E-mail (if available) |
| Patrick Lowry. | (510) 594-0510 ext. | (510) 594-0511 | plowry@altavistasolutions.com |
| Street Address, City, State, and Zip Code | | | |
| 6475 Christie Ave., Suite 425, Emeryville, CA 94608 | | | |

☒ *DVBE was selected and is listed on the GSPD-05-105* ☒ *DVBE Approved BUP is Attached.*

| Date Contacted | DVBE Company Name | | |
|---|---|---|---|
| / / | | | |
| DVBE Contact Name & Reference # | Telephone Number | Fax Number | E-mail (if available) |
| | ( ) - ext. | ( ) - | |
| Street Address, City, State, and Zip Code | | | |

☐ *DVBE was selected and is listed on the GSPD-05-105* ☐ *DVBE Approved BUP is Attached.*

| Date Contacted | DVBE Company Name | | |
|---|---|---|---|
| / / | | | |
| DVBE Contact Name & Reference # | Telephone Number | Fax Number | E-mail (if available) |
| | ( ) - ext. | ( ) - | |
| Street Address, City, State, and Zip Code | | | |

☐ *DVBE was selected and is listed on the GSPD-05-105* ☐ *DVBE Approved BUP is Attached.*

State of California—Department of General Services, Procurement Division
GSPD-05-105 (EST 8/05)

# BIDDER DECLARATION

1. Prime bidder information **(Review attached Bidder Declaration Instructions prior to completion of this form):**
   a. Identify current California certification(s) **(MB, SB, SB/NVSA, DVBE):** DVBE, SB **or None** ____ (If "None", go to Item #2)
   b. Will subcontractors be used for this contract? **Yes** X **No** ____ (If yes, indicate the distinct element of work your firm will perform in this contract e.g., list the proposed products produced by your firm, state if your firm owns the transportation vehicles that will deliver the products to the State, identify which solicited services your firm will perform, etc.). Use additional sheets, as necessary.
   Alta Vista Solutions will be the Prime Consultant providing Project Management, Civil Engineering; Metallurgical Engineering; SMR Services; Technical Expertise and Source Inspection Services as requested per the solicitation.
   c. If you are a California certified DVBE: (1) Are you a broker or agent? **Yes** ____ **No** X
   (2) If the contract includes equipment rental, does your company own at least 51% of the equipment provided in this contract (quantity and value)? **Yes** ____ **No** ____ **N/A** X

2. If no subcontractors will be used, skip to certification below. Otherwise, list all subcontractors for this contract. (Attach additional pages if necessary):

| Subcontractor Name, Contact Person, Phone Number & Fax Number | Subcontractor Address & Email Address | CA Certification (MB, SB, DVBE or None) | Work performed or goods provided for this contract | Corresponding % of bid price | Good Standing? | 51% Rental? |
|---|---|---|---|---|---|---|
| HRV Conformance & Verification Associates, Inc.<br>David DiMaria<br>Ph. (412) 788-2522<br>Fax (412) 788-1697 | 200 Hightower Blvd., Suite 400<br>Pittsburgh, PA 15205<br>ddimaria@hrvinc.com | None | Source Inspection Services- ASNT NDT Level II & III; AWS-CWI; NACE Level III; PCI Level II | 15% | Yes | N/A |
| Mistras Group, Inc.<br>Terry Tamutus<br>Ph. (609) 468-5737<br>Fax (609) 716-4145 | 195 Clarksville Rd.<br>Princeton Junction, NJ 08550<br>Terry.Tamutus@mistrasgroup.com | None | Acoustic Emissions NDT Level II & III; Instrumentation Expertise | 5% | Yes | N/A |
| CALTROP Corp.<br>Lisa Anderson<br>Ph. (909) 256-8133<br>Fax (909) 931-0061 | 2200 Powell Street, Suite 1125<br>Emeryville, CA 94608<br>landerson@caltrop.com | None | SMR Services; Source Inspection Services- ASNT NDT Level II & III; PCI Level II; NACE Level III; and Technical Expertise | 30% | Yes | N/A |

**CERTIFICATION: By signing the bid response, I certify under penalty of perjury that the information provided is true and correct.**

Prime is DVBE/SB

APPROVED DBE PARTICIPATION
CONTRACT EVALUATION MANAGER
DATE: 8-18-11

APPROVED SB PARTICIPATION
CONTRACT EVALUATION MANAGER
DATE: 8-18-11

State of California—Department of General Services, Procurement Division
GSPD-05-105 (EST 8/05)

# BIDDER DECLARATION

1. Prime bidder information **(Review attached Bidder Declaration Instructions prior to completion of this form):**

   a. Identify current California certification(s) **(MB, SB, SB/NVSA, DVBE):** DVBE, SB **or None** ____ (If "None", go to Item #2)

   b. Will subcontractors be used for this contract? **Yes** X **No** ___ (If yes, indicate the distinct element of work your firm will perform in this contract e.g., list the proposed products produced by your firm, state if your firm owns the transportation vehicles that will deliver the products to the State, identify which solicited services your firm will perform, etc.). Use additional sheets, as necessary.

   Alta Vista Solutions will be the Prime Consultant providing Project Management, Civil Engineering; Metallurgical Engineering; SMR Services; Technical Expertise and Source Inspection Services as requested per the solicitation.

   c. If you are a California certified DVBE: (1) Are you a broker or agent? **Yes** ___ **No** X
   (2) If the contract includes equipment rental, does your company own at least 51% of the equipment provided in this contract (quantity and value)? **Yes** ___ **No** ___ **N/A** X

2. If no subcontractors will be used, skip to certification below. Otherwise, list all subcontractors for this contract. (Attach additional pages if necessary):

| Subcontractor Name, Contact Person, Phone Number & Fax Number | Subcontractor Address & Email Address | CA Certification (MB, SB, DVBE or None) | Work performed or goods provided for this contract | Corresponding % of bid price | Good Standing? | 51% Rental? |
|---|---|---|---|---|---|---|
| WJE - Wiss, Janney, Elstner, Assoc.<br>Juan Carlos Araiza<br>Ph. (510) 428-2907<br>Fax (510) 428-0456 | 2000 Powell Street, Suite 1650<br>Emeryville, CA 94608<br>Email: jaraiza@wje.com | None | Instrumentation Services; Technical Experts | 1% | Yes | N/A |
| Buckland & Taylor, Ltd.<br>Jeannine Martin<br>Ph. (604) 986-1222<br>Fax (604) 986-1302 | Suite 101 - 788 Harbourside Dr.<br>North Vancouver,<br>BC V7P 3R7, Canada<br>Email: jgma@b-t.com | None | SMR Services; Civil Engineering Support Services | 3% | Yes | N/A |
| RAGER CONSULTING, INC.<br>Don Rager, PE<br>Ph. (804) 472-5742<br>Fax (804) 472-4680 | P.O Box 200<br>Coles Point, VA 22442-0200<br>Email: ddrager@ragerconsulting.com | None | Mettallurgical/Welding Engineering Services; Technical Expert | 1% | Yes | N/A |

**CERTIFICATION: By signing the bid response, I certify under penalty of perjury that the information provided is true and correct.**

STATE OF CALIFORNIA

# STANDARD AGREEMENT AMENDMENT

STD. 213 A (Rev 6/03)

[x] **CHECK HERE IF ADDITIONAL PAGES ARE ATTACHED** 1 **Page**

| AGREEMENT NUMBER | AMENDMENT NUMBER |
|---|---|
| **04A3819** | **A01** |
| **REGISTRATION NUMBER:** | |

1. This Agreement is entered into between the State Agency and Contractor named below:

STATE AGENCY'S NAME
STATE OF CALIFORNIA
DEPARTMENT OF TRANSPORTATION (Hereinafter referred to as "the Department")

CONTRACTOR'S NAME
Alta Vista Solutions, Inc. (Hereinafter referred to as "the Consultant")

2. The term of this Agreement is: **December 7, 2011** through **December 31, 2015**.

3. The maximum amount of this Agreement after this amendment is: $30,700,000.00 Thirty Million Seven Hundred Thousand Dollars and No Cents.

4. The parties mutually agree to this amendment as follows. All actions noted below are by this reference made a part of the Agreement and incorporated herein:

**THE ENTIRE AMENDMENT IS CONTAINED IN THE FOLLOWING PAGE.**

**IN WITNESS WHEREOF, this Agreement has been executed by the parties hereto.**

| **CONTRACTOR** | | **CALIFORNIA Department of General Services Use Only** |
|---|---|---|
| CONTRACTOR'S NAME *(If other than an individual, state whether a corporation, partnership, etc.)* Alta Vista Solutions, Inc. | | |
| BY *(Authorized Signature)* | DATE SIGNED *(Do not type)* 7-12-2013 | |
| PRINTED NAME AND TITLE OF PERSON SIGNING Maxen Wahbeh, C.E.O. | | |
| ADDRESS 3260 Blume Drive, Suite 500 Richmond, CA 94806 | | |
| **STATE OF CALIFORNIA** | | |
| AGENCY NAME Department of Transportation | | |
| BY *(Authorized Signature)* | DATE SIGNED *(Do not type)* 7/15/13 | |
| PRINTED NAME AND TITLE OF PERSON SIGNING LIZ SALINAS, Branch Chief | | [X] Exempt per: PCC 10430(d) |
| ADDRESS Division of Procurement and Contracts, MS 65 1727 30th Street, Sacramento, CA, 95816 | | |

| AGREEMENT NUMBER | AMENDMENT NUMBER |
|---|---|
| 04A3819 | A01 |

The parties hereto mutually agree to amend Contract No.04A3819, as follows:

Exhibit A - Scope of Work and Deliverables, Section I, Scope of Work, Paragraph D is now amended to read as follows:

D. All inquiries during the term of this Agreement will be directed to the project representatives identified below:

| THE DEPARTMENT | | THE CONSULTANT | |
|---|---|---|---|
| Contract Manager: | Prakash Sivagnanasunda | Project Manager: | Mazen Wahbeh |
| District/Division: | Consultant Services Unit, MS-7B | Office/Branch: | |
| Address: | 111 Grand Ave. | Address: | 3260 Blume Drive, Suite 500 |
| | Oakland, CA 94612-3717 | | Richmond, CA 94806 |
| Phone: | 510-286-6114 | Phone: | 510-594-0510 |
| Fax: | 510-622-0198 | Fax: | 510-594-0511 |
| e-mail: | Prakash_Sivagnanasunda@dot.ca.gov | e-mail: | mwahbeh@altavistasolutions.com |

Exhibit B – Budget Detail and Payment Provisions, Section II, Compensation and Payment, Paragraph N is now amended to read as follows:

N. The total amount payable by Caltrans, for all Task Orders resulting from this Agreement, shall not exceed $30,700,000.00. It is understood and agreed that this total is an estimate, and that the actual amount of work requested by Caltrans may be less. There is no guarantee, either expressed or implied, as to the actual dollar amount that will be authorized under this Agreement through Task Orders. In no event shall Task Orders be issued that will exceed this maximum.

All other terms and conditions of the original agreement and any amendments shall remain in full force and effect.