**J M SORGE, INC.**
**SCHEDULE OF FEES**
**As of September 1, 1989**

**PROFESSIONAL SERVICES**

Professional services are charged by category of employee per hour.

| | | | |
|---|---|---|---|
| 1. | President | (capped) | $115.00 |
| 2. | Principal | (capped) | 95.00 |
| 3. | Senior | | 85.00 |
| 4. | Manager | | 70.00 |
| 5. | Senior Staff* | | 55.00 |
| 6. | Staff II* | | 48.00 |
| 7. | Staff I* | | 40.00 |
| 8. | Technical Support* | | 35.00 |
| 9. | Clerical Support* | | 30.00 |

* Overtime hours are charged at one and one-half times the regular hourly rate.

All labor charges for work performed on weekends are charged at one and one-half times standard rates.

**EXPENSES**

1. Subcontractors (well installation, trenching, etc.) are charged at cost plus 15%.

2. Specific job related expenses (data, permits/fees, special printing, overnite delivery, travel, telephone, hotels, meals, etc.) are charged at cost plus 15%.

3. J M Sorge, Inc. field equipment and vehicles used or reserved for a project will be charged at an established fee as listed on the attached table.

4. Field and sampling supplies that are used/consumed on a project are charged as listed on the attached table.

5. Office support services:
   Photocopying -- $0.15 per page.
   Telefaxing -- $1.00 per page.
   Blueprints -- $1.50 per copy.

**INVOICING**

Invoices will be issued semi-monthly and are payable within 15 days, unless otherwise agreed. Interest of 1.5% per month (but not exceeding the maximum rate allowable by law) will be payable on any amounts not paid within 16 days, payment thereafter to be applied first to accrued interest and then to the principal unpaid amount.

**LIABILITY**

In lieu of a formal contract document, the Owner agrees to limit J M Sorge Inc.'s professional liability to the Owner and to all others on the project, due to J M Sorge, Inc.'s professional negligent acts, errors or omissions, such that the total aggregate liability of J M Sorge, Inc. to all parties shall not exceed the JMS fee on this project.