

## Exhibit C. Rate Schedule

<b>CDM Smith Billing Rates</b>	
11/1/2015-12/31/2016	
<i>Engineers/Scientists/Planners</i>	
Grade 1	\$ 100.00
Grade 2	\$ 120.00
Grade 3	\$ 130.00
Grade 4	\$ 140.00
Grade 5	\$ 150.00
Grade 6	\$ 160.00
Grade 7	\$ 170.00
Grade 8	\$ 180.00
Principal	\$ 215.00
Sr. Project Manager	\$ 235.00
Vice President	\$ 250.00
Senior Vice President	\$ 270.00
<i>Technicians/Support Staff</i>	
Field Technician/Operator 1	\$ 80.00
Field Technician/Operator 2	\$ 100.00
Field Technician/Operator 3	\$ 150.00
Scheduler	\$ 150.00
Cost Estimator	\$ 180.00
Designer/Drafter 1	\$ 90.00
Designer/Drafter 2	\$ 100.00
Designer/Drafter 3	\$ 110.00
Designer/Drafter 4	\$ 120.00
Designer/Drafter 5	\$ 125.00
Designer/Drafter 6	\$ 130.00
Designer/Drafter 7	\$ 135.00
Designer/Drafter 8	\$ 140.00
Administrative Manager	\$ 120.00
Project Assistant	\$ 120.00
Word Processor	\$ 85.00
Financial Assistant	\$ 90.00
Financial Manager	\$ 130.00
Regional Financial Manager	\$ 150.00

CDM Smith Inc. agrees to hold rates constant through December 31, 2016. In the event the contract term extends beyond December 31, 2016, an annual escalation will be applied as a maximum percentage increase above the rates listed here, not to exceed 3% per year, starting January 1, 2017.

### Conley Billing Rate Schedule

Personnel	Hourly Rate
Principal Engineer	\$160
Senior Professional Engineer	\$145
Registered Professional Engineer (PE)	\$130
Certified Software Engineer (MCSE)	\$130
Registered Communications Distribution Designer (RCDD)	\$115
Project Engineer	\$115
Software Project Engineer	\$115
Cad Designer	\$100
CAD Technician	\$85
Engineering Technician	\$85
Administrative	\$55

#### Other Direct Costs (ODCs)

An estimated budget for other direct costs (ODCs) has been assumed in order to support the work. ODC expenses would include but not be limited to: meeting supplies, printing, copying, mileage, postage/shipping, miscellaneous supplies, rental equipment, fuel, contract labor, car rental, hotel and meals during travel, and airfare. Mileage will be billed per the current federal rate (e.g., \$0.575 per mile on November 7, 2015). Black and white copies/prints are billed at \$0.10/page and color copies/prints are billed at \$0.50/page. The Consultant will invoice ODCs for the project as part of each monthly invoice.

Total estimated ODCs have been budgeted at \$3,400.