

RATES SCHEDULE FOR WORK IN EXCESS OF SCHEDULED CALLS

CLASSIFICATION OF EMPLOYEE OR SERVICE	STRAIGHT RATE
Field Service Technician	US \$ 75.00 per hour
PLC Specialist / Programming	US \$ 110.00 per hour
Project Manager / Engineer	US \$ 75.00 per hour
Airfare and Car Rental	US \$ Billed at cost plus 5 %
Air Travel Time (Min. 4 hours)	US \$ 40.00 per hour
Travel Time	US \$ 2.00 per mile (Fuel Surcharge may apply)
Lodging per diem	US \$ 85.00 per night
Meals and Incidental Expenses (MIE) per diem	US \$ 18.00 per meal (Daily MIE charges apply to all calls over 4 hours)
INTERNATIONAL	STRAIGHT RATE
Field Service Technician	US \$ 750.00 per Day
PLC Specialist / Programming	US \$ 125.00 per hour
Project Manager / Engineer	US \$ 800.00 per Day
Airfare and Car Rental	US \$ Billed at cost plus 5 %
Travel Time	US \$ 750.00 (Travel days to site, and from site back) plus expenses.
Lodging per diem	US \$ 125.00 per night
Meals and Incidental Expenses (MIE) per diem	US \$ 25.00 per meal (Daily MIE charges apply to all calls)

CHARGES FOR SERVICES

- A. **Work Time.** Shall include all hours that JBLCo personnel are present on the Customer's job site, either working or ready for work, and shall be payable at the applicable specified rate. A minimum charge of 3 hours Straight Time will be charged for work time less than 3 hours long.
- B. **Travel Distance Rate.** Shall include the distance traveled one way by JBLCo personnel in traveling from their customary headquarters (or their present location) to the Customer's job site, whichever is less.
- C. **Standby Time.** Shall include all time that JBLCo personnel are available for work at the Customer's job site, whether on the job site or not, up to a maximum of eight (8) hours a day between the hours of 6:00 a.m. and 6:00 p.m., Sunday through Saturday, including holidays, if availability has been requested by the Customer. Standby time shall be paid at the applicable Straight Time rate; however, standby time preceded and/or followed by work time is cumulative in determining Overtime.
- D. **Straight Time Rate.** This rate shall be paid for time worked on a regular schedule of eight (8) hours per day, Monday through Friday, between 6:00 a.m. and 6:00 p.m., plus actual expenses.
- E. **Time and One-half Rate.** The rate of one and a half times the Straight Time rate shall be paid for any time worked in excess of eight (8) hours or between the hours of 6:00 p.m. and 6:00 a.m., but not exceeding sixteen (16) hours per day, Monday through Friday and for any time worked on Saturdays, not to exceed sixteen (16) hours.
- F. **Double Time Rate.** The rate of twice the Straight Time rate shall be paid for time worked in excess of sixteen (16) hours per day, without a six (6) hour break Monday through Saturday, and for all time worked on Sundays and holidays. Holidays shall be those observed by JBLCo.

CHARGES FOR EXPENSES

The Customer shall pay for all (air) transportation charges incurred by JBLCo personnel in traveling to and from the Customer's job site. (See above Rate Schedule) Travel Time will not be cumulative with Work Time in determining Overtime. The Customer shall pay for all meals and lodging for JBLCo personnel while in route to or at the job site. The rates will be a per diem in accord with the table above.

LIABILITY AND INSURANCE

JBLCo will maintain Workman's Compensation insurance to cover injuries to the employees of JBLCo and assumes payment of any unemployment compensation benefits and payroll taxes relating to such employees. JBLCo shall, in no event, be liable for incidental or consequential damages.

TAXES

The Customer shall pay JBLCo, in addition to the service charges set forth herein, the amount of all sales, use or other taxes that may be imposed upon this transaction, the federal government or any state government, or any subdivision, but only when JBLCo is required by law to collect or pay such taxes.