

## Exhibit "D" Billable Rates

Position	Hourly Rates
Support Staff	\$ 44.72
Office Engineer	\$ 53.63
Project Engineer	\$ 61.23
Project Manager	\$ 81.03
Assistant Superintendent	\$ 63.96
Superintendent C	\$ 82.01
Superintendent B	\$ 104.27
Superintendent A	\$ 123.42
Project Accountant	\$ 55.24
Senior Project Accountant	\$ 63.59
Information Technology	\$ 58.67
Estimator	\$ 79.99
Preconstruction Manager	\$ 114.65
Senior Project Manager	\$ 100.99
Vice President	\$ 153.33
Safety Director	\$ 92.17