

EXHIBIT C

Raftelis' 2024 Standard Hourly Billing Rates

<u>Position</u>	<u>Hourly Billing Rate*</u>
Chair/Chair Emeritus	\$500
Chief Executive Officer/President	\$450
Executive Vice President	\$400
Vice President	\$360
Senior Manager	\$320
Recruiter	\$295
Principal/Senior Advisor	\$295
Manager	\$285
Senior Consultant	\$250
Executive Coach	\$250
Consultant	\$220
Creative Director	\$220
Associate Consultant	\$185
Graphic Designer	\$160
Analyst	\$135
Administration	\$100

* These rates will be in effect for calendar year 2024 and will then increase annually by 3% unless specified otherwise by contract.

** For services related to the preparation for and participation in deposition and trial/hearing, the standard billing rates listed above will be increased by an amount up to 50%.