



June 2, 2026

Mr. Steve Kudron
Town Manager
Town of Grand Lake
Grand Lake, CO 80447

Re: Grand Lake Accelerator Grant Project - Consulting and Implementation Services Contract

Dear Mr. Kudron:

Antero Group, LLC (“Antero”) is pleased to submit this contract for Consulting and Implementation Services to support the Grand Lake Accelerator Grant Project (“Project”) as outlined in the recently awarded *Local Implementation, Mitigation, and Policy Action Accelerator Program* (Local IMPACT Accelerator or “Accelerator”) by the Colorado Energy Office (“CEO”). We understand this grant is to support the Town’s Project to implement a program of expanded Transportation Demand Management (TDM) reforms through operational and infrastructural elements throughout town. We appreciate the opportunity to present this proposal and welcome the opportunity to expand our efforts with Grand Lake.

We have included below a Project Understanding, Scope of Work, Schedule, Assumptions and Clarifications, and Fee, in accordance with our understanding of the grant funding.

PROJECT UNDERSTANDING

The Town of Grand Lake is surrounded by natural amenities, such as Rocky Mountain National Park, Grand Lake, and Shadow Mountain Lake. Grand Lake has a population of approximately 400 residents but sees hundreds of thousands of visitors during peak tourism seasons. This influx of visitors puts a strain on the Town's infrastructure, especially related to transportation and parking. We understand the Town of Grand Lake received a CEO IMPACT Accelerator Grant to support planning and implementation efforts directed at managing and mitigating the effects of seasonal congestion during peak seasons.

We understand that the project includes a Mobility and Land Use Integration Policy, which includes adopting Complete Streets Ordinance, enacting Parking Management and Transportation Demand Management (TDM) Reforms and reducing policy barriers to affordable housing. This comprehensive policy package goes beyond state and local requirements by voluntarily adopting TDM and multimodal policies typically reserved for larger urban areas to manage seasonal congestion and reduce vehicle miles traveled (VMTs) and associated greenhouse gases (GHGs).

We understand the project is designed to implement a program of expanded peak-season TDM strategies through operational strategies throughout the Town. This includes key infrastructural and operational elements such as constructing the full Multimodal Path and Hiker's Path connections to downtown, trailheads, and the marina; creating a Mobility Hub with e-Bike sharing; installing townwide branded wayfinding and signage; and completing extensive safety improvements like filling all sidewalk gaps and installing multiple raised crosswalks. Finally, the project includes enhanced performance monitoring and the creation of a Gateway Community Toolkit to enable other rural communities to replicate the policy and implementation model.

Antero Group proposes to complete this work in accordance with the phased approach outlined in the grant agreement and below. We propose to manage all elements of this grant, including implementation and grant administration with the Town's approval of various tasks as provided in Purchase Orders. Each Phase will be outlined in executable Purchase Orders with relevant costs and project partners outlined for review and approval by the Town.

Antero Group understands that CEO has awarded Grand Lake funding in a phased approach, where Grand Lake may only begin certain tasks after the completion and approval of prior tasks. We understand that the project team may only begin work, and Grand Lake may only submit requests for the available funding amounts associated with Tasks 1-3 below until a Task Continuation Work Request is approved. Antero Group will work with Grand Lake and CEO to ensure project progress will comply with CEO's specifications. This work includes the following phases:

- Task 1: Project Communication and Administration
- Task 2: Quality Assurance
- Task 3: Advance Milestones Toward Policy Adoption
- Task 4: Project Implementation

SCOPE OF WORK

Antero will complete the following Scope of Work as part of this contract. Each Phase will be subdivided into an overall task list on project execution, which will include smaller incremental tasks to achieve grant and town objectives, for example field surveying. Those tasks will be approved as outlined above via Purchase Order. The below Scope of Work outlines the general process for this project and is in alignment with the grant Statement of Work as of the date of this contract.

Phase 1

Task 1: Project Communication and Administration

Project communication and administration activities are expected to occur for the duration of the project and include the tasks below.

Task 1.1 Kickoff Meeting

Antero Group will join Grand Lake for a 60-90 minute kick-off meeting with CEO, within one week but no more than 12 business days of Grant Agreement Effective Date unless otherwise allowed in writing (i.e., email) by CEO.

Task 1.2 Monthly Meetings

Antero Group will attend monthly meetings (virtual or in-person) with CEO. If the CEO Program Manager (PM) determines that meetings should be held more or less frequently, CEO will communicate this in writing (i.e., email).

Task 1.3 Monthly Report

Antero Group will manage monthly reporting to CEO. Reports will use a CEO provided template and be returned to CEO no later than the 15th day of the following month unless otherwise allowed by CEO in writing (i.e., email). If the 15th day falls on a weekend or holiday, the report is due the Monday or workday following the weekend or holiday.

The report shall summarize work for the previous month, including but not limited to:

- A. Project status,
- B. A description of the work products, deliverables and tasks completed during the reporting period,
- C. Budget expended and remaining by cost category,
- D. Project findings,
- E. Unanticipated outcomes or roadblocks, and,
- F. Next steps in the project.

Antero Group will prepare a description of Quality Assurance and EIO activities completed including, but not limited to: status of QA deliverables, collection and/or use of primary or existing data, or any other QA or EIO related activity.

Antero Group will prepare monthly invoices to be submitted with the monthly report. Antero Group understands that a monthly report is due whether or not an invoice is submitted.

Task 1.4 Annual Report

Antero Group will support Grand Lake to prepare an annual report, using a CEO provided template, which will replace the monthly report for that month only.

The annual report will include:

- A. Verification that the Grantee has reviewed their Supplemental Assurance Plan, (SAP) as required in Task 2,
- B. Submission of the Grantee's updated SAP, as necessary, and

- C. Confirmation that the Grantee is advancing milestones toward policy adoption, that the policy adoption timeline is still accurate, and a list of any risk mitigation strategies being applied to ensure the policy adoption will be successful.

The annual report will be submitted by the 15th of September, unless otherwise allowed by CEO in writing (i.e., email).

Task 1.5 Final Project Report

Antero Group will prepare the final project report, which will describe project outcomes against tasks/subtasks, summarize achievements, challenges, and lessons learned, and be no more than five (5) pages. The final project report will use a CEO provided template.

The final report will be submitted with the final invoice, which will indicate completion of all project deliverables.

TASK 1 DELIVERABLES:

- **1.1 Kickoff Meeting:** Meeting Minutes
- **1.2 Monthly Meetings:** Meeting Minutes
- **1.3 Monthly Reports:** Monthly Report on CEO provided template
- **1.4 Annual Report:** Annual Report on CEO provided template
- **1.5 Final Project Report:** Final Project Report on CEO provided template

Task 2: Quality Assurance

EPA requires that all organizations performing Environmental Information Operations (EIO) must adhere to EPA's Quality Assurance Policy and that all EIO shall be implemented in accordance with an approved Quality Assurance Project Plan (QAPP). Antero Group will support Grand Lake's adherence to EPA's Quality Program, CEO's QMP (Quality Management Plan), CEO's QAPP or CEO's Programmatic Quality Assurance Project Plan (PQAPP).

Antero Group will work with Grand Lake to complete and submit a Supplemental Assurance Plan (SAP) to provide CEO with all expected data sources and reports Grand Lake intends to use. CEO will review the SAP and determine if CEO's PQAPP will cover the Grantee's EIO, or if Grand Lake will need to draft their own QAPP for EPA approval. Tasks 2.1-2.3 are standard, and Tasks 2.4-2.6 are conditional on whether Grand Lake must draft their own QAPP.

Antero Group will complete the following tasks to ensure compliance:

Task 2.1 SAP Submission

Using a CEO provided template, Antero Group will complete and submit a SAP to CEO for review and approval with all expected data sources and reports Grand Lake intends to use. Antero Group understands that CEO approval of the SAP is required prior to engaging in EIO.

Task 2.2 Annual SAP Review

Antero Group will conduct a formal annual review of the SAP to confirm the information is still accurate and submit the review to CEO for approval.

Task 2.3 Ongoing SAP QA Monitoring

In addition to the formal annual review, Antero Group will regularly review the SAP and track minor changes as needed. This includes reporting on Quality Assurance during each monthly meeting and monthly progress report.

Task 2.4 QAPP and Crosswalk Submission (if a QAPP is required)

If the Grantee's scope of EIO exceeds that which is covered by CEO's PQAPP, Antero Group will develop a QAPP and associated QAPP Crosswalk for EPA approval. Antero Group will submit these documents to CEO for review, and CEO will provide feedback for Antero Group to incorporate prior to EPA submission. CEO will then submit the final QAPP/QAPP Crosswalk to EPA.

Task 2.5 Annual QAPP Review (if a QAPP is required)

If Antero Group has developed a QAPP, we will conduct a formal annual review of the QAPP using the EPA QAPP Crosswalk to confirm the information is still accurate or identify and describe any changes to the approved QAPP. QAPP Crosswalks and/or revised QAPP will be submitted to EPA no later than 60 calendar days prior to the anniversary of the EPA QAPP approval date. In order to provide CEO time to evaluate the Grantee's annual QAPP review, Antero Group will submit the QAPP Crosswalk and, if applicable, the revised QAPP to CEO at least 90 calendar days prior to the anniversary of the EPA QAPP approval date.

Task 2.6 Ongoing QAPP QA Monitoring (if a QAPP is required)

In addition to the formal annual review, Antero Group will regularly review the QAPP and track minor changes as needed. This includes reporting on Quality Assurance during each monthly meeting and monthly progress report.

TASK 2 DELIVERABLES:

- **2.1 SAP Submission:** Supplemental Assurance Plan
- **2.2 Annual SAP Review:** Supplemental Assurance Plan with updates, as needed
- **2.3 Ongoing SAP QA Monitoring:** Quality Assurance Reports
- If QAPP is required:
 - 2.4 QAPP and Crosswalk Submission
 - 2.5 Annual QAPP Review
 - 2.6 Ongoing QAPP QA Monitoring

Task 3: Advance Milestones towards Policy Adoption

Antero will support the advancement of the Mobility and Land Use Integration Policy and preparing for its implementation. Antero Group will develop detailed implementation toolkits, design standards (such as multimodal street typologies and NACTO), and a phased implementation and capital investment roadmap.

Task 3.1 Policy Milestones and Comprehensive Implementation Planning

Antero Group will develop the draft Mobility and Land Use Integration Policy framework. Activities include conducting technical analysis related to multimodal transportation, land use integration, implementation feasibility, and development of policy direction and implementation priorities.

Antero Group will also prepare preliminary implementation planning materials, including identification of capital investment needs, implementation sequencing considerations, and policy guidance concepts.

Antero Group will draft a Mobility and Land Use Integration Policy framework; a technical analysis memorandum; preliminary implementation planning recommendations; and initial policy guidance concepts and implementation priorities.

Task 3.2 Public Engagement Plan for Policy Development

Antero Group will manage Public Outreach and Communication to support policy development and implementation planning. Activities include:

- Launching and maintaining a branded project webpage,
- Producing accessible printed and digital materials,
- Hosting public town halls,
- Conducting targeted stakeholder meetings, and
- Gathering public and agency feedback throughout the task 3 period.

Task 3.3 Implementation Toolkit, Design Standards, and Draft Policy Refinement.

Antero Group will prepare detailed implementation tools and supporting policy materials based on the draft framework developed in Task 3.1 and feedback received through Task 3.2. Activities include development of multimodal street typologies, design standards, implementation toolkits, and phased implementation strategies.

Antero Group will also prepare a draft capital investment roadmap and implementation guidance materials for review by project partners and stakeholders.

Task 3.4 Legal Review, Interagency Coordination, and Policy Refinement

Antero Group will conduct enhanced legal and policy review of draft implementation materials and policy recommendations. Activities include incorporating feedback gathered from local governments, regional agencies, transportation partners, residents, and stakeholders into final policy recommendations and implementation priorities. Antero Group will facilitate interagency coordination meetings and policy workshops with partner jurisdictions and agencies and finalize implementation tools, design standards, and policy guidance materials.

Task 3.5 Formal Adoption of Policy Framework

Antero Group will support the formal adoption process for the Mobility and Land Use Integration Policy framework and associated implementation materials. Activities include:

- Preparation of final presentation materials,
- Coordination with decision-makers and partner agencies,
- Facilitation of public hearings or adoption meetings as applicable,
- Incorporation of final revisions requested during the adoption process, and
- Preparation of final adopted policy documents and implementation materials.

Antero Group will also support communication of adopted policies and implementation priorities to stakeholders and the public.

Task 3.6 Task Continuation Work Request

Antero Group shall submit a Task Continuation Work Request using a template provided by CEO via email to the CEO PM and submit any associated documentation and/or publicly available hyperlinks as requested by CEO indicating completion of deliverables outlined in Tasks 3.1 - 3.5 with the Task Continuation Work Request.

TASK 3 DELIVERABLES:

- **3.1 Policy Milestones and Comprehensive Implementation Planning:** Mobility and Land Use Integration Policy framework; a technical analysis memorandum; preliminary implementation planning recommendations; and initial policy guidance concepts and implementation priorities.
- **3.2 Public Engagement Plan for Policy Development:** Project webpage; Printed and digital communication materials; Meeting Minutes; Summary of stakeholder and public feedback
- **3.3 Implementation Toolkit, Design Standards, and Draft Policy Refinement:** Draft Capital Investment Roadmap; Draft Implementation Guidance

- **3.4 Legal Review, Interagency Coordination, and Policy Refinement:** Revised Implementation Guidance materials
- **Task 3.5 Formal Adoption of Policy Framework:** Final presentation materials; Final Adopted Policy Documents
- **Task 3.6 Task Continuation Work Request:** Task Continuation Work Request (CEO template)

Phase 2

Task 4: Project Implementation

After CEO approves the Task Continuation Work Request, the Antero Group will execute the physical and operational elements of the project as defined in the Implementation Action Plan. Antero Group will coordinate and manage contracts for necessary implementation elements.

Task 4.1 Project Implementation and TDM System Employment

Antero Group oversee and manage the physical and operational elements of the project as defined in the Implementation Action Plan, which involves four major components:

- Targeted Safety and Americans with Disabilities Act (ADA) Improvements will be achieved by filling all gaps in existing sidewalks (500–1,000 linear feet), installing 3–5 curb extensions, and raising 4–8 crosswalks to ensure comprehensive ADA compliance.
- For Mobility Hub Implementation, Grand Lake will complete surface improvements (e.g., paving), install solar lighting and accessibility features, and deploy amenities, including long-term bike storage and an e-Bike sharing facility, to operationalize the Mobility Hub. Antero Group will work with Grand Lake to procure contractor services.
- Antero Group will address Regulatory and Wayfinding Signage by designing and installing a townwide, consistently branded regulatory and comprehensive visitor wayfinding network. Finally,
- Antero Group will undertake Multimodal Path Design and Construction to complete the design of and construct the full Multimodal Path and Hiker's Paths connections, including supporting infrastructure (drainage, lighting, snow-storage), linking the Mobility Hub to downtown, trailheads, and the waterfront.

Task 4.2 Performance Evaluation and Statewide Replication Models

Antero Group will conduct an Existing Conditions Analysis by deploying temporary automated traffic counters and parking monitors to collect multi-week peak-season data for refining baseline Vehicle Miles Traveled (VMTs) and idle-time estimates. Following this analysis, Antero Group will engage in Policy Development and Adoption by conducting expanded policy analysis and technical modeling to quantify the VMT and Greenhouse Gas (GHG) impacts of proposed policies, including Complete Streets, Transportation Demand Management (TDM), parking reform, and affordable housing. This begins with monitoring, performance evaluation, and dashboard, where Antero Group will repeat peak-season observations post-implementation to analyze changes in parking occupancy, queue duration, idling time, and peak-period vehicle activity. Antero Group will convert these findings to measured VMT and CO₂ reductions using EPA factors and develop a simple performance dashboard to track seasonal results.

Following this, Antero Group will create the Gateway Community Toolkit (Statewide Demonstration) by preparing a concise and comprehensive toolkit that documents the adopted policies, model ordinance language, implementation costs and timelines, measured VMT and GHG outcomes, and operational guidance. This toolkit will be prepared for distribution through CEO and CDOT to support policy replication in similar rural gateway communities.

Task 4.3 Public Engagement Plan for Implementation Activities

Antero Group will conduct extensive public and stakeholder engagement through a dedicated plan and various consultation activities to gather input on potential impacts associated with implementation activities. Antero Group proposes the following engagement activities:

- Five (5) Stakeholder meetings
- One (1) online survey
- Two (2) Public Meetings
- Two (2) pop-up events

Antero Group will develop professionally and consistently branded engagement materials, facilitate participation opportunities, document feedback received throughout the process, and incorporate stakeholder input into project recommendations, planning documents, and implementation strategies. Public engagement efforts will be designed to ensure transparent communication, equitable participation, and meaningful collaboration among residents, businesses, community organizations, local governments, agency partners, and other interested stakeholders.

TASK 4 DELIVERABLES:

- **4.1 Project Implementation and TDM System Deployment:** Regulatory and Wayfinding Signage Plan; Multimodal Path Design
- **4.2 Performance Evaluation and Statewide Replication Model:** Existing Conditions Analysis; Gateway Community Toolkit
- **4.3 Public Engagement Plan for Implementation Activities: Workshop Materials; Survey; Summary of Public and Stakeholder Feedback**

ASSUMPTIONS AND CLARIFICATIONS

In preparation for this proposal, we have made the following Assumptions and Clarifications:

- The Town will appoint a primary point of contact for the project.
- Antero Group will not begin work on any element of this project without prior written approval of a Purchase Order from the Town.
- Antero Group reserves the right to select vendors and contractors for various elements of this project.
- Design, concepts, and related work will be done on publicly owned land.
- Site access will be permitted for Antero Group and its vendors within normal business hours, roughly 7am to 7pm.
- Any site under consideration for this project is assumed to have no environmental, historical, or other concerns that may inhibit the ability to perform the proposed work, especially as it relates to construction.
- Antero Group is permitted to communicate with local, state, and county entities, as needed.
- Antero Group may, at its discretion, engage surveyors, geotechnical engineers, environmental professionals, and transportation engineers to support this project.
- Project prioritization and selection will be done by the Town, with Antero Group advising.
- The Town and Antero Group will adhere to CEO Accelerator grant requirements.
- Town staff will be available for regular coordination meetings and review of materials, including implementation updates, code language, and reporting documents.
- Federal and State transportation guidelines, including Americans with Disabilities Act, will guide design processes.
- Antero Group will select contractors through a competitive Request for Qualifications and will negotiate and hold contracts on behalf of the Town for construction elements of the project.
- Reporting requirements, including compliance documentation will align with current State of Colorado grant guidance and may be adjusted if State requirements change.
- Reports will summarize activities and outcomes based on information available at the time of preparation and will not include audited financial or development data.
- The scope assumes a steady level of effort over the project term; significant changes in priorities, workload, or additional requests may require a scope amendment.
- Deliverables will be provided in digital format unless otherwise requested by the Town.

SCHEDULE

Antero anticipates that the services associated with this Contract will be completed within 24 months of project award. We understand this project will need to be completed within the designated grant guidelines, which may alter the schedule.

FEE PROPOSAL

Antero Group proposes to complete this scope of work on a Lump Sum basis for \$2,135,000. A detailed breakdown of tasks will be distributed on contract award. For each phase of work, Antero Group will issue a Purchase Order, including vendor fees, for approval prior to commencement of the scope item.

Project fees are based on the Scope of Work included herein. Should conditions change, including new information, project schedule, scope of work, or other project elements, we will work with the Client to modify this proposal accordingly. Work outside of the above Scope of Work will be completed on a time and materials basis according to the attached Fee Schedule. All work will be summarized in a monthly invoice, issued electronically to the Client on the first Friday of each month. Payment within 30 days of the invoice date is appreciated. Antero Group may adjust its project Fee Schedule on an annualized basis on January 1st.

AUTHORIZATION

Should this contract meet your expectations, please authorize by signing in the space provided below. Authorization of this contract indicates compliance with the attached Terms and Conditions. Alterations to this contract may only be made with the consent of both the Antero Group and the Client.

We appreciate this opportunity to work with Grand Lake on the Project. Should you have any questions regarding this proposal, please feel free to call or email, 773-403-5137, eneagu@anterogroup.com.

Sincerely,



Eric Neagu, PE, LEED AP, AICP
CEO and Managing Principal
The Antero Group, LLC
www.anterogroup.com

Attachments: General Terms and Conditions
 Fee Schedule
 W9

Signature

Print Name

Date



Signature

Eric V. Neagu, PE, LEED AP, AICP

Print Name

June 2, 2026

Date



ANTERO GROUP STANDARD TERMS AND CONDITIONS OF CONSULTANT SERVICES

1. All sales of consultant services, design services, detail drawing services, consulting and training services, and inspection and analysis services by Antero Group (collectively referred to herein as “Consultant Services”) are subject to the following terms and conditions (“Terms”) (together with Antero Group’s proposals, quotations and/or acknowledgments, the “Agreement”). All proposals, quotations or acknowledgments issued by Antero Group are an offer to sell Consultant Services pursuant to these Terms. Antero Group’s provision of any Consultant Services is expressly conditioned on Client’s assent to these Terms. Client’s acceptance of any proposals, quotations or acknowledgments issued by Antero Group shall constitute Client’s assent to these Terms. Any additional, inconsistent or different terms contained in any documentation submitted by Client are hereby rejected by Antero Group and shall not become part of this Agreement or any provision of Consultant Services to Client unless expressly accepted in writing by an authorized representative of Antero Group. No waiver or modification of these Terms shall be binding on Antero Group unless expressly authorized in writing by Antero Group and the Client.
2. **SCOPE.** The scope of work for the Consultant Services to be provided to Client is specifically set forth in the proposal, quote, or acknowledgment submitted to Client by Antero Group. If Client requests a change in the scope of the Consultant Services to be provided, Antero Group reserves the right to revise delivery schedules and make an equitable adjustment to the price. Client acknowledges and agrees that Antero Group provides the Consultant Services only and is not providing or participating in the provision of any product(s). Antero Group will not be obligated to provide any services which are (a) outside of the scope defined in the applicable documentation; (b) outside its area of expertise; or (c) in violation of any applicable laws, codes or regulations.
3. **CLIENT OBLIGATIONS.** Client shall make available in a timely manner at no charge to Antero Group all drawings, technical data, measurements, or other information and resources within client’s possession or control as reasonably required by Antero Group for the performance of the Consultant Services. Client shall also provide Antero Group access to Client’s site as reasonably necessary for the performance of the Consultant Services. Client will be responsible for, and assumes the risk of any problems resulting from, the content, accuracy, completeness and consistency of all such data, materials and information supplied by Client. Antero Group is not responsible for obtaining any rights of way or easement on third party property if such is required by any governmental authority in connection with the review or approval of submittals, including any Deliverables identified in the Scope of Work. Client hereby represents and warrants to Antero Group that Client will not commence work or proceed with unfinished work at the Site unless and until Client has obtained insurance for commercial general liability, commercial auto, and workers’ compensation insurance.
4. **PRICES/TAXES.** Prices for the Consultant Services are subject to escalation in the event of an increase in costs associated with the project. Unless otherwise stated or agreed, Antero Group’s prices do not include

sales, use, or similar taxes.

5. **PAYMENT TERMS.** Standard payment terms are net 30 days for creditworthy Clients. For all orders greater than \$50,000, progress payments will normally be required as specified in the quotation. Antero Group reserves the right to suspend and withhold Consultant Services in the event of late payment by Client unless and until all outstanding balances have been paid by Client. Antero Group may, from time to time, update its Fee Schedule. The original project Fee Schedule is binding for projects completed on a time and materials basis. For projects contracted on a Lump Sum basis, any updated Fee Schedules shall be reflected on the invoice to the Client. All subconsultants shall include a TWENTY PERCENT (20%) markup for administrative and other related costs.
6. **LIMITED WARRANTY.** Antero Group will provide the Consultant Services in accordance with generally accepted professional Consultant practices using reasonable care and skill consistent with that ordinarily exercised by members of the profession under similar conditions. However, due to the nature of the Consultant Services being provided, Antero Group cannot fully guarantee the success of Client's project. **AS SUCH, EXCEPT AS SET FORTH IN THIS SECTION, ANTERO GROUP MAKES NO WARRANTIES OR GUARANTEES, WHETHER EXPRESS, IMPLIED, OR STATUTORY, REGARDING OR RELATING TO THE CONSULTANT SERVICES FURNISHED UNDER THIS AGREEMENT, INCLUDING, BUT NOT LIMITED TO, ANY IMPLIED WARRANTIES OF MERCHANTABILITY, FITNESS FOR A PARTICULAR PURPOSE, OR NON-INFRINGEMENT.**
7. **REMEDY FOR BREACH OF THE LIMITED WARRANTY.** The parties acknowledge and agree that the Consultant Services are being provided by Antero Group with the expectation that Antero Group is not assuming any financial or operational risks of the Client. In the event Antero Group commits an error with respect to or incorrectly performs the Consultant Services, Antero Group shall use commercially reasonable efforts to correct such error or re-perform such Consultant Services at no cost to Client. Client acknowledges that its sole and exclusive remedy, and Antero Group's sole and exclusive liability, for any defect or error in the Consultant Services shall be correction, re-performance or substitution of such services by Antero Group.
8. **LIMITATION OF LIABILITY. IN NO EVENT SHALL ANTERO GROUP'S AGGREGATE LIABILITY ARISING OUT OF OR RELATING TO THE CONSULTANT SERVICES PROVIDED PURSUANT TO THIS AGREEMENT, WHETHER ARISING OUT OF OR RELATING TO BREACH OF CONTRACT, TORT (INCLUDING NEGLIGENCE), STRICT LIABILITY OR OTHERWISE, EXCEED THE TOTAL PRICE PAID BY CLIENT FOR THE CONSULTANT SERVICES PROVIDED HEREUNDER. IN NO EVENT SHALL ANTERO GROUP BE LIABLE FOR ANY SPECIAL, INDIRECT, INCIDENTAL, PUNITIVE OR CONSEQUENTIAL DAMAGES, INCLUDING LOSS OF PROFITS OR BUSINESS INTERRUPTION OR LOSS OF USE OF EQUIPMENT, HOWEVER CAUSED ARISING FROM OR RELATING TO THE CONSULTANT SERVICES PROVIDED PURSUANT TO THIS AGREEMENT.**
9. **DELIVERY/FORCE MAJUERE.** Antero Group shall have no liability for delays or any other breach of its obligations resulting from an Act of God, weather, war, riot, explosion, accident, epidemic, act of government, work stoppage, default of subcontractor or supplier of materials, or any other cause beyond the reasonable control of Antero Group.
10. **CANCELLATION, SUSPENSION OR DELAY.** Client may cancel an order for Consultant Services upon written

notice to Antero Group and payment of an agreed upon cancellation charge, which shall include all costs incurred by Antero Group prior to the cancellation plus a reasonable profit. A purchase order may be suspended or delayed by Client with Antero Group's prior written consent. If Antero Group agrees to a suspension or delay, Client shall reimburse Antero Group for all costs incurred up to the date of such suspension or delay, plus a reasonable profit. All other costs related to and risks incidental to resumption of the Services shall be borne by Client. If, without prior notice to and consent by Antero Group, the owner of the Site or Client suspends (A) Antero Group's work or (B) any work at the Site which impedes Antero Group's work, then Antero Group shall be compensated for services performed prior to notice of such suspension. If any suspension or impediment of Antero Group's work lasts for more than 30 cumulative days for reasons other than fault of Antero Group, then Antero Group may terminate this Agreement by giving not less than three business days' notice, in which case Antero Group shall be paid for all work performed, reimbursed for all costs incurred, plus a reasonable profit.

11. **ANTERO GROUP'S PROPERTY.** Except as otherwise specifically set forth in the scope of work provided as part of the proposal or quotation, all documents, including drawings, specifications, computer files, electronic media, data, Consultant calculations, notes, and other documents and instruments prepared or furnished by Antero Group (collectively the "Documentation") are the property of Antero Group and the Client. Antero Group shall retain all common law, statutory and other reserved rights, including copyright, applicable to the Documentation. Antero Group grants Client a revocable, non-transferable, non-sublicensable, royalty-free license to use the Documentation to the extent required to make reasonable use of the Consultant Services for the contracted purpose during the term of this Agreement. The Documentation is not intended or represented to be suitable for use on any other project. Any reuse of the Documentation without written verification or adaptation by Antero Group for the specific purpose intended is strictly prohibited.
12. **INTELLECTUAL PROPERTY RIGHTS.** Each party shall retain ownership of all intellectual property it had prior to commencement of the Consultant Services. However, Antero Group shall own exclusively all rights in any ideas, inventions, or works of authorship (collectively "Inventions") created in or resulting from the Consultant Services, including but not limited to all patent rights, copyrights, moral rights, rights in proprietary information, trademark rights and other intellectual property rights, and Client will execute assignments as necessary to achieve that result. Antero Group grants Client a revocable, non-transferable, non-sublicensable, royalty-free license to use such Inventions to the extent required to make reasonable use of the Consultant Services for the contracted purpose during the term of this Agreement.
13. **UNAUTHORIZED CHANGES.** Antero Group shall have no liability to Client for changes made to the Documentation by Client without Antero Group's prior written approval.
14. **INDEMNITY.** *To the extent allowable under applicable law, Client will defend, indemnify, and hold Antero Group, its members, managers, shareholders, officers, and employees (collectively, the "Antero Parties")* harmless from and against any and all claims, suits, actions, damages, losses, obligations, costs, fees, charges, and any other expenses whatsoever (including reasonable attorneys' fees) arising out of (a) the provision of the Consultant Services by Antero Group under this Agreement, including without limitation claims related to Antero Group's use of Client supplied drawings, measurements, data, or any other information provided by Client that is used in performing the Consultant Services or (b) the unauthorized use or modification of Documentation by Client or any person or entity that acquires or obtains

Documentation from or through Client without the written authorization of Antero Group or (c) injury, death, or property damage suffered or incurred in connection with work performed, directed, or supervised by Client, its employees and subcontractors or by the owner of the Site. However, the foregoing is not intended to require Client to indemnify Antero Parties (i) for claims of personal death or injury or property damage caused by defects in plans, designs or specifications prepared by Antero Group or Antero Group's negligence or (ii) for claims arising from gross negligence or willful misconduct of Antero Group. Antero Group shall have the right, at its election, to choose and/or approve defense counsel or to participate in Client's defense or settlement of any such claim through counsel of Antero Group's choosing. Client shall not enter into any settlement affecting Antero Group's rights or imposing obligations upon Antero Group without Antero Group's signed written consent.

15. **COMPLIANCE WITH LAWS.** The parties agree to comply with all applicable federal, state, or local laws in connection with the Consultant Services being provided pursuant to this Agreement.
16. **ASSIGNMENT.** Client may not assign the Agreement between Antero Group and Client without the prior written consent of Antero Group.
17. **THIRD-PARTY BENEFICIARIES.** Nothing contained in this Agreement shall create a contractual relationship with or a cause of action in favor of a third party against Antero Group. Antero Group's Consultant Services are being performed solely for Client's benefit, and no party or entity shall have any claim against Antero Group because of this Agreement or the performance or nonperformance of the Consultant Services.
18. **ARBITRATION.**
 - a. Any and all claims, disputes or other matters in question between the parties to this Agreement arising out of or relating to this Agreement or the breach thereof shall be subject to and decided by arbitration in accordance with the Construction Industry Arbitration rules of the American Arbitration Association currently in effect, such arbitration to be held in Chicago, Illinois, unless the parties mutually agree otherwise. The number of arbitrators shall be three (3). Cost of arbitration shall be divided evenly, unless determined otherwise through the arbitration process.
 - b. Demand for arbitration shall be filed in writing with the other party to this Agreement and with the American Arbitration Association. A demand for arbitration shall be made within a reasonable time after the claim, dispute or other matter in question has arisen. In no event shall the demand for arbitration be made after the date when institution of legal or equitable proceeding based on such claim, dispute or other matter in question would be barred by applicable statutes of limitations or the limitations of Section 18(e) below, whichever occurs sooner.
 - c. No arbitration arising out of or relating to this Agreement shall include, by consolidation, joined or in any other manner, an additional person or entity not a party to this Agreement except by written consent of Antero Group, Client and any other person or entity sought to be joined.
 - d. The award tendered by the arbitrator shall be final, and judgment may be entered upon it in accordance with applicable law in any court having jurisdiction thereof.

- e. Notwithstanding the above, all claims, whether based upon contract, tort, breach of warranty, professional negligence (including errors, omissions or other professional acts), or otherwise, shall be deemed waived unless made by the Client in writing and received by Antero Group within one (1) year after Client reasonably knew or should have known of its existence, but in no event, shall such claim be asserted by Client later than two (2) years after Antero Group's completion of Consultant Services with respect to which the claim is made.
19. CHOICE OF LAW. This Agreement and all matters arising out of or relating hereto are governed by, and construed in accordance with, the laws of the State of Illinois, without regard to the conflict of laws principles thereof.
20. INDEPENDENT CONTRACTORS. Each party will be and act as an independent contractor and not as an agent or partner of, or joint venture with, the other party for any purpose related to this Agreement or the transactions contemplated by this Agreement, and neither party by virtue of this Agreement will have any right, power, or authority to act or create any obligation, expressed or implied, on behalf of the other party.
21. SEVERABILITY. If any term or provision of this Agreement is invalid, illegal or unenforceable in any jurisdiction, such invalidity, illegality or unenforceability shall not affect any other term or provision of this Agreement or invalidate or render unenforceable such term or provision in any other jurisdiction.
22. CONFIDENTIALITY. Each party that receives Confidential Information (as defined below) of the other party shall hold such Confidential Information in confidence and shall not disclose or use such Confidential Information for any purpose, except to the extent necessary to fulfill its obligations under this Agreement or expressly authorized under this Agreement, and except that a party may disclose such Confidential Information to its employees and/or agents who have a need to know such Confidential Information for purposes of fulfilling its obligations under this Agreement. Such employees and/or agents shall be obligated to hold such information in confidence in accordance with the terms of this section. The term "Confidential Information" means all confidential and proprietary information disclosed by one party to the other party, including, without limitation, all business and financial information, pricing information, Documentation, Inventions and other materials (and in each case in whatever form maintained, whether documentary, computerized, electronic, oral or otherwise, and whether or not marked or otherwise identified as "confidential" or "proprietary"). The obligations set forth in this section do not apply if and to the extent the receiving party establishes that such information is: (i) already lawfully known to the receiving party without an obligation to the disclosing party to keep it confidential, (ii) independently developed by the receiving party without the use of the disclosing Party's Confidential Information, as clearly and convincingly evidenced by written record, (iii) is or becomes generally known to the public or the trade without breach of this Agreement, (iv) lawfully obtained from a third party without obligation to keep it confidential, or (v) required to be disclosed by applicable law, rule, regulation or legal process, provided that the receiving party shall first have given written notice to the disclosing party to enable the disclosing party to make a reasonable effort to obtain a protective order. On the expiration or termination of the Agreement, the receiving party shall promptly return to the disclosing party all copies, whether in written, electronic, or other form or media, of the disclosing party's Confidential Information, or destroy all such copies and certify in writing to the disclosing party that such Confidential Information has been

destroyed. The provisions of this section will survive any expiration or termination of this Agreement.

23. ENTIRE AGREEMENT. This Agreement represents the entire and integrated Agreement between Client and Antero Group and supersedes all prior negotiations, representations or agreements either written or oral. This Agreement may be amended only by written instrument signed by both Client and Antero Group. The Client and the individual executing this Agreement on behalf of Client represent to Antero Group that said individual is authorized to bind Client to this Agreement.



1631 W. Walnut Street
2nd Floor
Chicago, IL 60612

GENERAL FEE SCHEDULE 2026

Corporate Officer	\$265.00/hr
Principal	\$250.00/hr
Director	\$235.00/hr
Senior Project Manager	\$225.00/hr
Project Manager	\$205.00/hr
Senior Project Engineer	\$185.00/hr
Project Engineer	\$170.00/hr
Engineer III	\$160.00/hr
Engineer II	\$140.00/hr
Engineer I	\$125.00/hr
CAD Manager	\$170.00/hr
Senior CAD Designer	\$155.00/hr
CAD Designer	\$120.00/hr
Senior Planner	\$155.00/hr
Planner II	\$135.00/hr
Planner I	\$125.00/hr
Grants Specialist	\$125.00/hr
Creative Specialist	\$125.00/hr
Planning Technician	\$105.00/hr
Administrative	\$85.00/hr
Direct Costs	Cost + 10%
Printing	Cost + 15%
Subcontract Services	Cost + 15%
Mileage	Government Rate

This General Fee Schedule is for reference purposes only. Select project fees may vary depending on the nature of the project. In all cases, Antero Group is open to discussing project fees and can develop client-specific fee schedules for select clients.

Request for Taxpayer Identification Number and Certification

Go to www.irs.gov/FormW9 for instructions and the latest information.

**Give form to the
 requester. Do not
 send to the IRS.**

Before you begin. For guidance related to the purpose of Form W-9, see *Purpose of Form*, below.

Print or type. See <i>Specific Instructions</i> on page 3.	<p>1 Name of entity/individual. An entry is required. (For a sole proprietor or disregarded entity, enter the owner's name on line 1, and enter the business/disregarded entity's name on line 2.)</p> <p>The Antero Group, LLC</p>	
	<p>2 Business name/disregarded entity name, if different from above.</p>	
	<p>3a Check the appropriate box for federal tax classification of the entity/individual whose name is entered on line 1. Check only one of the following seven boxes.</p> <p><input checked="" type="checkbox"/> Individual/sole proprietor <input type="checkbox"/> C corporation <input type="checkbox"/> S corporation <input type="checkbox"/> Partnership <input type="checkbox"/> Trust/estate</p> <p><input type="checkbox"/> LLC. Enter the tax classification (C = C corporation, S = S corporation, P = Partnership)</p> <p>Note: Check the "LLC" box above and, in the entry space, enter the appropriate code (C, S, or P) for the tax classification of the LLC, unless it is a disregarded entity. A disregarded entity should instead check the appropriate box for the tax classification of its owner.</p> <p><input type="checkbox"/> Other (see instructions)</p>	<p>4 Exemptions (codes apply only to certain entities, not individuals; see instructions on page 3):</p> <p>Exempt payee code (if any) _____</p> <p>Exemption from Foreign Account Tax Compliance Act (FATCA) reporting code (if any) _____</p> <p style="text-align: right;"><i>(Applies to accounts maintained outside the United States.)</i></p>
	<p>3b If on line 3a you checked "Partnership" or "Trust/estate," or checked "LLC" and entered "P" as its tax classification, and you are providing this form to a partnership, trust, or estate in which you have an ownership interest, check this box if you have any foreign partners, owners, or beneficiaries. See instructions <input type="checkbox"/></p>	
	<p>5 Address (number, street, and apt. or suite no.). See instructions.</p> <p>369 Woody Dunes Ct.</p>	<p>Requester's name and address (optional)</p>
	<p>6 City, state, and ZIP code</p> <p>Porter, IN 46304</p>	
	<p>7 List account number(s) here (optional)</p>	

Part I Taxpayer Identification Number (TIN)

Enter your TIN in the appropriate box. The TIN provided must match the name given on line 1 to avoid backup withholding. For individuals, this is generally your social security number (SSN). However, for a resident alien, sole proprietor, or disregarded entity, see the instructions for Part I, later. For other entities, it is your employer identification number (EIN). If you do not have a number, see *How to get a TIN*, later.

Social security number																				
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Note: If the account is in more than one name, see the instructions for line 1. See also *What Name and Number To Give the Requester* for guidelines on whose number to enter.

Part II Certification

Under penalties of perjury, I certify that:

- The number shown on this form is my correct taxpayer identification number (or I am waiting for a number to be issued to me); and
- I am not subject to backup withholding because (a) I am exempt from backup withholding, or (b) I have not been notified by the Internal Revenue Service (IRS) that I am subject to backup withholding as a result of a failure to report all interest or dividends, or (c) the IRS has notified me that I am no longer subject to backup withholding; and
- I am a U.S. citizen or other U.S. person (defined below); and
- The FATCA code(s) entered on this form (if any) indicating that I am exempt from FATCA reporting is correct.

Certification instructions. You must cross out item 2 above if you have been notified by the IRS that you are currently subject to backup withholding because you have failed to report all interest and dividends on your tax return. For real estate transactions, item 2 does not apply. For mortgage interest paid, acquisition or abandonment of secured property, cancellation of debt, contributions to an individual retirement arrangement (IRA), and, generally, payments other than interest and dividends, you are not required to sign the certification, but you must provide your correct TIN. See the instructions for Part II, later.

Sign Here	Signature of U.S. person <i>Eric V. Meag</i>	Date <i>01/05/2026</i>
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General Instructions

Section references are to the Internal Revenue Code unless otherwise noted.

Future developments. For the latest information about developments related to Form W-9 and its instructions, such as legislation enacted after they were published, go to www.irs.gov/FormW9.

What's New

Line 3a has been modified to clarify how a disregarded entity completes this line. An LLC that is a disregarded entity should check the appropriate box for the tax classification of its owner. Otherwise, it should check the "LLC" box and enter its appropriate tax classification.

New line 3b has been added to this form. A flow-through entity is required to complete this line to indicate that it has direct or indirect foreign partners, owners, or beneficiaries when it provides the Form W-9 to another flow-through entity in which it has an ownership interest. This change is intended to provide a flow-through entity with information regarding the status of its indirect foreign partners, owners, or beneficiaries, so that it can satisfy any applicable reporting requirements. For example, a partnership that has any indirect foreign partners may be required to complete Schedules K-2 and K-3. See the Partnership Instructions for Schedules K-2 and K-3 (Form 1065).

Purpose of Form

An individual or entity (Form W-9 requester) who is required to file an information return with the IRS is giving you this form because they