



May 29, 2026

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

Re: Contract for HPLN H25-066 – Grand Lake Housing Action Plan and Comp Plan Elements Consultant Services

Dear Mr. Kudron:

Antero Group, LLC ("Antero") is pleased to submit this Contract to complete the Grand Lake Housing Action Plan and Comprehensive Plan Elements ("Project") as outlined in the recently awarded Housing Planning Grant Award, awarded May 14, 2026, by the Colorado Department of Local Affairs ("DOLA"). We understand this grant is intended to supplement the Town of Grand Lake's ("Grand Lake") efforts to better understand the community and position it for a mix of housing that meets the needs of residents now and into the future. We appreciate the opportunity to present this Contract 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 has been working to develop workforce housing that complements the community's residential mix. This grant-funded Project will build on current work under the Local Planning Capacity (LPC) Grant under Proposition 123 by providing for the following, as stated in the grant guidelines.

The Housing Planning Grant Program provides grants to local governments and regional entities to help them better understand their housing needs and develop actionable and compliant housing needs assessments (HNAs), housing action plans, and comprehensive plans. SB24-174 (C.R.S. 24-32-3701 - 24-32-3711) created this grant program, which is funded by the Local Government Severance Tax Fund and the Local Government Mineral Impact Fund. The Community Development Office (CDO) within DOLA's Division of Local Government (DLG) manages this funding.

The Town of Grand Lake applied for this funding due to its unique context: more than 74% of housing units in this rural resort area are second homes, limiting year-round housing supply and driving up prices. This has tipped the scales of affordability, lengthened commutes, led to persistent workforce shortages, and strained local businesses and the year-round economy. This Project will provide tailored, data-driven strategies to stabilize the community through advancing housing opportunities. We understand the Town seeks funding to complete two coordinated planning components, a **Housing Action Plan (HAP) and a Strategic Growth Element (SGE)**, for formal adoption. These tasks include.

- **Housing Action Plan (HAP)** - The Town will prepare a standalone HAP consistent with DOLA guidance.
- **Strategic Growth Element (SGE)** - The Town will prepare an SGE as a distinct, eligible component of the Comprehensive Plan in advance of the December 31, 2026, deadline. Work will be limited to housing-supportive growth planning and will exclude ineligible comprehensive plan elements.

SCOPE OF WORK

Antero will complete the following Scope of Work under this Contract.

Task 1: Project Management

Antero will provide project management support throughout this Project. For this Contract, this will include coordinating current and proposed housing projects to integrate them into the overall planning elements. It also includes supporting grant administration, municipal communication, and project oversight, such that municipal staff and elected officials are kept apprised of project status, needs, and next steps. Specific subtasks under this Task 1 include:

- **Meeting Management** - For this Project, we include three (3) public meetings and five (5) project coordination meetings, including a kickoff meeting. For each meeting, Antero will prepare:
 - Meeting agendas
 - Meeting minutes
 - Presentation materials
- **Project Schedule** - Antero will support overall project schedule development and maintenance to keep the Project on schedule relative to the grant requirements and municipal expectations.
- **Document Library** – Antero will maintain a document library for the duration of this project and provide it to the municipality at project conclusion. This library will include:
 - Ordinance Documentation
 - Collected Data
 - Past and Current Plans
 - Other relevant documentation was collected as part of this initiative.
- **Grant Support** – Antero will support grant reporting, compliance, and budget management throughout this Project. We will participate in relevant calls with the grantor as needed and communicate budget and schedule status monthly.
- **Reporting** – Antero will develop a monthly summary report of the municipality's activities. Additionally, a final report will be delivered that summarizes the findings of Tasks 1 and 2.

TASK 1 DELIVERABLES:

- Meeting Materials
- Grant Support Documents
- Public Presentation Materials
- Project Summary Report

Task 2: Housing Action Plan

Antero will develop a Housing Action Plan with a six-year time horizon. The focus of this plan will be a data-driven understanding that builds on previous analysis funded by DOLA to advance an actionable plan that promotes the development or repurposing of housing throughout Grand Lake. This action plan will include underutilized parcels, especially those owned by the Town of Grand Lake or others seeking to develop, as well as the updating and modification of existing codes and guidelines that may need to be addressed to allow for greater flexibility in housing throughout the Town. This Task will include the following:

- **Data Collection and Analysis:** Utilizing previously collected data to quantify housing gaps, evaluate barriers to development, and assessing how current zoning and density impact housing production. This analytical work will include:
 - Collection and review of publicly available income data
 - Summary of housing stock throughout Town, including multi-family, accessory dwelling units, and detached single-family housing
 - Identification, to the extent possible, of the number of second homes, unoccupied, and occupied homes
 - Review of rental rates
 - Summary of short-term rentals and assessment of potential impact on overall housing market alternatives
 - A summary memorandum of findings will be developed and reviewed with Grand Lake to highlight findings and discuss next steps
 - GIS integration of collected data will be included
- **Strategy Development:** Using the collected data, identify and prioritize regulatory, policy, and programmatic tools, including ADU expansion, density incentives, and displacement mitigation strategies to increase housing supply and affordability.
- **Housing Action Plan:** The above three elements will be combined into a Housing Action Plan that meets the State of Colorado requirements while also providing for the unique needs of the Town of Grand Lake to supply a mix of housing and a clear path forward for the next 6 years. Key elements will include:
 - **Data summary:** A summary of relevant data.
 - **Housing Typology Demand Model:** This will highlight the various types of housing needed for Grand Lake
 - **Implementation strategy:** A strategy to realize housing needs will be developed. This will include:
 - Project Promotional materials
 - Recommended policy recommendations
 - Project Website that can be used to promote housing opportunities in Grand Lake. It is anticipated that this will be appended to current Town of Grand Lake web resources.
 - Residential development opportunities summary
 - Roles and responsibilities, as understood at the time of project completion

TASK 2 DELIVERABLES:

- Data Summary Memorandum
- Project website
- Strategic Alternative Memorandum
- Housing Action Plan Report

Task 3: Strategic Growth Element

Antero will develop a Strategic Growth Plan that aligns with the State of Colorado's requirements. This plan will provide important updates to the Comprehensive Plan document, building on previous work. This will be advanced as follows:

- **Existing Conditions Assessment:** We will evaluate the existing housing stock, permitting fees, infrastructure capacities, and street grids to better understand constraints and opportunities within the Town of Grand Lake.
 - Data will be integrated into the Town's GIS grid
 - Tax data will be included to evaluate the real estate revenue implications of current and proposed housing opportunities

- Vacant and blighted land will be documented as potential housing opportunities
- **Housing Capacity Analysis:** Using the above information, we will develop a housing capacity analysis that outlines:
 - Workforce housing needs
 - Conceptual-level development costs and implementation timeline considerations: For this phase, we will model different rates of growth, including low-, mid-, and high growth rates as determined in conjunction with municipal officials
 - Additionally, we will examine historical housing adjustments in the Town and region, including Columbine and Shadow Mountain Lake areas, to determine realistic scenario baselines.
 - A summary report will be developed outlining the capacity to develop various housing typologies given the Town's regulatory structure, development pressures, and housing needs.
- **Water Supply Element:** We will review water, wastewater, and transportation capacity to support housing growth. This will include identifying development areas and infill areas that align and can be supported by existing infrastructure.
 - Specific in-town geographies will be identified to optimize growth and minimize infrastructure burdens
 - Data will be integrated into the Town's GIS
- This initiative will also provide the Town with the necessary supporting documentation to meet DOLA's "Water Supply Element" requirements.
- **Strategic Growth Plan:** Using the above data, we will develop a Strategic Growth Plan that directs growth to areas where housing can be supported efficiently, increasing long-term housing capacity. Plan will include:
 - **Summary of collected data**
 - **Infrastructure evaluation, including permitting and tap fee cost impacts**
 - **Residential land opportunity map**
 - **Residential growth timelines and horizons**

TASK 3 DELIVERABLES:

- Existing Conditions Report
- Infrastructure Alignment Plan
- GIS Integration and Analysis
- Strategic Growth Plan

ASSUMPTIONS AND CLARIFICATIONS

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

- The Town will provide timely access to existing plans, policies, ordinances, and prior housing studies necessary to support implementation and regulatory updates.
- Town staff will be available for regular coordination meetings and review of materials, including implementation updates, code language, and reporting documents.
- Adoption of ADU and Missing Middle code updates will follow the Town's standard public process, including staff review, public meetings, and decision-maker approval.
- Antero will provide draft code language and technical support, but legal review and final ordinance adoption will be the responsibility of the Town and its legal counsel.
- Development review process improvements will be based on existing workflows and documentation provided by the Town; the Town will lead to the implementation of recommended changes.
- Coordination with DOLA will be conducted in partnership with the Town, with the Town serving as the official grantee and primary point of contact for formal submittals.
- 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.
- This Task does not include detailed site engineering, architectural design, or construction services.
- This task does not include direct financial participation in development projects, such as subsidies, incentives, or deal structuring, beyond high-level guidance.
- Public engagement beyond what is required for code adoption or reporting is not included unless otherwise directed by the Town.
- 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 the Town requests otherwise.

SCHEDULE

Antero anticipates that the services associated with this Contract will be completed within 8-10 months of project award. We understand this Project will need to be completed within the designated grant guidelines.

FEE PROPOSAL

Antero Group proposes to complete this scope of work on a Lump Sum basis for \$90,000.00.

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 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. This Contract is valid for 60 days from the date of issuance. Alterations to this proposal may only be made with the consent of both the Antero Group and the Client.

We appreciate this opportunity to work with the Town of 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

Signature

Print Name

Date



Signature

Eric V. Neagu, PE, LEED AP, AICP

Print Name

May 29, 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.