

PROFESSIONAL SERVICES AGREEMENT

This **PROFESSIONAL SERVICES AGREEMENT** (the “Agreement”) is made and entered by and between **NEW BRAUNFELS UTILITIES**, a Texas municipally owned utility (“NBU”), and **FREese AND NICHOLS, INC.**, a Texas corporation (the “Professional”). For good and valuable consideration, the receipt and sufficiency of which is acknowledged, the parties agree as follows:

Section 1. Term of Agreement. This Agreement shall become effective the date on which the last party to this Agreement executes this Agreement and this Agreement shall not be binding until executed by all parties (the “Effective Date”). Once this Agreement is executed by both parties, this Agreement shall remain in effect until the completion date specified in Exhibit A, unless terminated as provided for in this Agreement. Subject to Section 271.904 of the Texas Local Government Code, as amended, Exhibit A shall provide, in either calendar days or by providing a final date, a time of completion prior to which the Professional shall have completed all tasks related to the Services (hereinafter defined).

Section 2. Scope of Services.

(A) The Professional shall perform the services described in Exhibit A (the “Services”) within the timeframe specified therein. The time limits for the Services stated in Exhibit A are of the essence of the Agreement. By executing this Agreement, the Professional confirms that the timeframe in Exhibit A is a reasonable period for performing the Services. The scope of work described in the Services constitutes the “Project.”

(B) The quality of Services provided hereunder shall be of the level of professional quality performed by professionals regularly rendering this type of service.

(C) The Professional shall perform the Services in compliance with all statutory, regulatory, and contractual requirements now or hereafter in effect as may be applicable to the rights and obligations set forth in the Agreement.

(D) The Professional may rely upon the accuracy of reports and surveys provided to it by NBU except when defects should have been apparent to a reasonably competent professional or when it has actual notice of any defects in the reports and surveys.

Section 3. Compensation.

(A) Amount. The Professional shall be paid the amount set forth in Exhibit B as described herein.

(B) Billing Period. NBU shall pay the Professional within thirty (30) days after receipt and approval of invoices and based upon work satisfactorily performed and completed to date. All invoices shall document and itemize all work completed to date. Each invoice statement shall include a record of time expended and work performed in sufficient detail to justify payment. In

the event any uncontested portions of any invoice are not paid within thirty (30) days of receipt and approval of the Professional's invoice, the Professional shall have the right to suspend work.

(C) Reimbursable Expenses. Any and all reimbursable expenses related to the Project shall be described in the Services defined in Exhibit A and accounted for in the total compensation amount in Exhibit B. If these items are not specifically accounted for in both Exhibit A and Exhibit B, NBU shall not be required to pay such amounts unless otherwise agreed to in writing by both parties or unless agreed to pursuant to Section 4 of this Agreement.

Section 4. Changes to the Project Work; Additional Work.

(A) Changes to Work. The Professional shall make such revisions to any work that has been completed as are necessary to correct any errors or omissions as may appear in such work. If NBU finds it necessary to make changes to previously satisfactorily completed work or parts thereof, the Professional shall make such revisions if requested and as directed by NBU and such services shall be considered as additional work and paid for as specified under the following paragraph.

(B) Additional Work. NBU retains the right to make changes to the Services at any time by a written contract amendment. Work that is clearly not within the general description of the Services under this Agreement must be approved in writing by NBU by contract amendment before the additional work is undertaken by the Professional. If the Professional is of the opinion that any work is beyond that contemplated in this Agreement and the Services described in Exhibit A and therefore constitutes additional work, the Professional shall promptly notify NBU of that opinion in writing. If NBU agrees that such work does constitute additional work, then NBU and the Professional shall execute a contract amendment for the additional work and NBU shall compensate the Professional for the additional work on the same basis of the rates for the Services contained in Exhibit B. If the changes deduct from the extent of the scope of work for the Services, the contract sum shall be adjusted accordingly. All such changes shall be executed under the conditions of the original Agreement. Any work undertaken by the Professional not previously approved as additional work shall be at risk of the Professional.

Section 5. Ownership of Documents. Upon completion or termination of this Agreement, all documents prepared by the Professional or furnished to the Professional by NBU shall be delivered to and become the property of NBU. All drawings, charts, calculations, plans, specifications and other data, including electronic files and raw data, prepared under or pursuant to this Agreement shall be made available, upon request, to NBU without restriction or limitation on the further use of such materials; however, such materials are not intended or represented to be suitable for reuse by NBU or others. Any reuse of the materials related to the Services without prior verification or adaptation by the Professional for the specific purpose intended will be at NBU's sole risk and without liability to the Professional. Where applicable, the Professional shall retain all pre-existing proprietary rights in the materials provided to NBU but shall grant to NBU a non-exclusive, perpetual, royalty-free license to use such proprietary information solely for the purposes for which the information was provided. The Professional may, at the Professional's expense, have copies made of the documents or any other data furnished to NBU under or pursuant to this Agreement.

Section 6. Personnel. The Professional shall provide adequate, experienced personnel, capable of and devoted to the successful completion of the Services to be performed under this Agreement. The Professional agrees that, upon commencement of the Services to be performed under this Agreement, key personnel will not be removed or replaced without prior written notice to NBU. If key personnel are not available to perform the Services for a continuous period exceeding thirty (30) calendar days, or are expected to devote substantially less effort to the Services than initially anticipated, the Professional shall immediately notify NBU of same and shall replace such personnel with personnel possessing substantially equal ability and qualifications.

Section 7. Licenses; Materials. The Professional shall maintain in current status all federal, state, and local licenses and permits required for the Professional to perform the Services and operate its business. NBU has no obligation to provide the Professional, its employees or subcontractors any business registrations or licenses required to perform the Services described in this Agreement. NBU has no obligation to provide tools, equipment, or materials to the Professional.

Section 8. Professional's Seal; Standard of Care. To the extent the Professional has a professional seal, the Professional shall place such seal on all final documents and data furnished by the Professional to NBU. Preliminary documents released from a license holder's control shall identify the purpose of the document, the engineer(s) of record and the engineer license number(s), and the release date on the title sheet of bound engineering reports, specifications, details, calculations or estimates, and each sheet of plans or drawings regardless of size or binding. As required by Section 271.904 of the Texas Local Government Code, as amended, all services provided under this Agreement will be performed with the professional skill and care ordinarily provided by competent engineers or architects, as applicable, practicing under the same or similar circumstances and professional license. The Professional shall perform its services as expeditiously as is prudent considering the ordinary professional skill and care of a competent engineer or architect, as applicable. The plans, specifications, and data provided by the Professional shall be adequate and sufficient to enable those performing the actual work to perform the work as and within the time contemplated by NBU and the Professional. NBU acknowledges that the Professional does not have control over the methods or means of work or the costs of labor, materials, or equipment. Unless otherwise agreed in writing, any estimates of costs by the Professional are for informational purposes only and are not guarantees.

Section 9. Indemnification.

(A) GENERAL. TO THE EXTENT PERMITTED BY LAW, INCLUDING SECTION 271.904 OF THE TEXAS LOCAL GOVERNMENT CODE, THE PROFESSIONAL SHALL INDEMNIFY AND HOLD HARMLESS NBU AND EACH BOARD MEMBER, OFFICER, EMPLOYEE, AGENT, AND REPRESENTATIVE THEREOF (NBU AND ANY SUCH PERSON BEING HEREIN CALLED AN "INDEMNIFIED PARTY") FOR, FROM AND AGAINST ANY AND ALL LOSSES, CLAIMS, DAMAGES, LIABILITIES, COSTS AND EXPENSES (INCLUDING, BUT NOT LIMITED TO, REASONABLE ATTORNEYS' FEES AND COURT COSTS) INCURRED BY ANY INDEMNIFIED PARTY WHICH ARE:

- i. DUE TO THE VIOLATION OF ANY ORDINANCE, REGULATION, STATUTE, OR OTHER LEGAL REQUIREMENT IN THE PERFORMANCE OF THIS AGREEMENT, BY THE PROFESSIONAL, ITS AGENT, EMPLOYEE, ANY CONSULTANT UNDER CONTRACT, OR ANY OTHER ENTITY OVER WHICH THE PROFESSIONAL EXERCISES CONTROL;
- ii. CAUSED BY OR RESULTING FROM ANY NEGLIGENT OR INTENTIONAL ACT OR OMISSION IN VIOLATION OF PROFESSIONAL'S STANDARD OF CARE, BY THE PROFESSIONAL, ITS AGENT, ANY CONSULTANT UNDER CONTRACT, OR ANY OTHER ENTITY OVER WHICH THE PROFESSIONAL EXERCISES CONTROL;
- iii. CAUSED BY OR RESULTING FROM ANY CLAIM ASSERTING INFRINGEMENT OR ALLEGED INFRINGEMENT OF A PATENT, TRADEMARK, COPYRIGHT OR OTHER INTELLECTUAL PROPERTY RIGHT IN CONNECTION WITH THE INFORMATION FURNISHED BY OR THROUGH THE PROFESSIONAL, ITS AGENT, ANY CONSULTANT UNDER CONTRACT, OR ANY OTHER ENTITY OVER WHICH THE PROFESSIONAL EXERCISES CONTROL;
- iv. DUE TO THE FAILURE OF THE PROFESSIONAL, ITS AGENT, ANY CONSULTANT UNDER CONTRACT, OR ANY OTHER ENTITY OVER WHICH THE PROFESSIONAL EXERCISES CONTROL TO PAY THEIR CONSULTANTS OR SUBCONSULTANTS AMOUNTS DUE FOR SERVICES PROVIDED IN CONNECTION WITH THE PROJECT; OR
- v. OTHERWISE ARISING OUT OF OR RESULTING FROM THE PERFORMANCE OF THE SERVICES UNDER THIS AGREEMENT, INCLUDING SUCH CLAIMS, DAMAGES, LOSSES OR EXPENSES ATTRIBUTABLE TO BODILY INJURY, SICKNESS, DISEASE OR DEATH, OR TO INJURY TO OR DESTRUCTION OF TANGIBLE PROPERTY, INCLUDING LOSS OF USE RESULTING THEREFROM, BUT ONLY TO THE EXTENT SUCH CLAIMS, DAMAGES, LOSSES, COSTS AND EXPENSES ARE CAUSED BY OR RESULT FROM ANY NEGLIGENT OR INTENTIONAL ACTS OR OMISSIONS OF THE PROFESSIONAL, ITS AGENT, ANY CONSULTANT UNDER CONTRACT, OR ANY OTHER ENTITY OVER WHICH THE PROFESSIONAL EXERCISES CONTROL.

(B) REIMBURSEMENT OF NBU'S FEES IN DEFENSE OF CLAIMS. TO THE EXTENT NBU INCURS ATTORNEY'S FEES IN DEFENSE OF ANY CLAIM ASSERTED AGAINST NBU THAT ARISES OR RESULTS FROM THE ALLEGED ACTS OR OMISSIONS OF THE PROFESSIONAL DESCRIBED IN THIS SECTION, THE PROFESSIONAL SHALL REIMBURSE NBU ITS REASONABLE ATTORNEY'S FEES IN PROPORTION TO THE PROFESSIONAL'S LIABILITY FOUND AFTER A FINAL ADJUDICATION OF LIABILITY.

The obligations of the Professional under this Section shall survive the termination of this Agreement.

Section 10. Insurance.

(A) General.

- i. Insurer Qualifications. Without limiting any obligations or liabilities of the Professional, the Professional shall purchase and maintain, at its own expense, hereinafter stipulated minimum insurance with insurance companies authorized to do business in the State of Texas with an A.M. Best, Inc. rating of A- VII or above with policies and forms satisfactory to NBU. Failure to maintain insurance as specified herein may result in termination of this Agreement at NBU's option.
- ii. No Representation of Coverage Adequacy. By requiring insurance, NBU does not represent that coverage and limits will be adequate to protect the Professional. NBU reserves the right to review any and all of the insurance policies and/or endorsements cited in this Agreement, but has no obligation to do so. Failure to demand such evidence of full compliance with the insurance requirements set forth in this Agreement or failure to identify any insurance deficiency will not relieve the Professional from, nor be construed or deemed a waiver of, its obligation to maintain the required insurance at all times during the performance of this Agreement.
- iii. Additional Insured. All insurance coverage and self-insured retention or deductible portions, except Workers' Compensation insurance and Professional Liability insurance, if applicable, shall name, to the fullest extent permitted by law for claims arising out of the performance of this Agreement, NBU, its agents, representatives, officers, directors, officials and employees as an Additional Insured (CG 2010 1001 and CG 2037 1001 or an equivalent on the general liability policy) as specified under the respective coverage sections of this Agreement.
- iv. Coverage Term. All insurance required herein shall be maintained in full force and effect until all the Services required to be performed under the terms of this Agreement are satisfactorily performed, completed and formally accepted by NBU, unless specified otherwise in this Agreement.
- v. Primary Insurance. The Professional's insurance shall be primary insurance with respect to performance of this Agreement and in the protection of NBU as an Additional Insured.
- vi. Claims Made. In the event any insurance policies required by this Agreement are written on a "claims made" basis, coverage will extend, either by keeping coverage in force or purchasing an extended reporting option, for three years after the conclusion of the term of this Agreement. Such continuing coverage will be evidenced by submission of annual certificates of insurance stating applicable coverage is in force and containing provisions as required herein for the three-year period.
- vii. Waiver. All policies (except for Professional Liability, if applicable), including Workers' Compensation insurance, will contain a waiver of rights of recovery

(subrogation) against NBU, its agents, representatives, officials, officers and employees for any claims arising out of the Services performed by the Professional. The Professional shall arrange to have such subrogation waivers incorporated into each policy via formal written endorsement thereto.

- viii. Policy Deductibles and/or Self-Insured Retentions. The policies set forth in these requirements may provide coverage that contains deductibles or self-insured retention amounts. Such deductibles or self-insured retention shall not be applicable with respect to the policy limits provided to NBU. The Professional shall be solely responsible for any such deductible or self-insured retention amount.
- ix. Use of Subcontractors. The Professional shall not use subcontractors for all or any work under this Agreement without the prior written consent of NBU in its sole discretion. If any work under this Agreement is subcontracted in any way, the Professional shall execute written agreements with its subcontractors containing the indemnification provisions set forth in this Agreement and insurance requirements set forth herein protecting NBU and the Professional. The Professional shall be responsible for executing any agreements with its subcontractors and obtaining certificates of insurance verifying the insurance requirements.
- x. Evidence of Insurance. Prior to the Effective Date of this Agreement, the Professional shall provide suitable evidence of insurance to NBU, which confirms that all required insurance policies are in full force and effect. Evidence of insurance shall be in a form acceptable to NBU. Confidential information such as the policy premium may be redacted from the documents evidencing each insurance policy, provided that such redactions do not alter any of the information required by this Agreement. NBU will rely upon the requested information, including, but not limited to, certificates of insurance, endorsements, schedule of forms and endorsements, or other policy language as evidence of coverage but such acceptance and reliance will not waive or alter in any way the insurance requirements or obligations of this Agreement. If any of the policies required by this Agreement expire during the life of this Agreement, it will be the Professional's responsibility to forward renewal certificates and evidence of insurance to NBU five (5) days prior to the expiration date.

(B) Required Insurance Coverage. Any of the coverage set forth below may be waived by NBU in its sole discretion, but any such waiver must be signed by an authorized representative of NBU on or before the Effective Date of this Agreement.

- i. Commercial General Liability. The Professional shall maintain "occurrence" form Commercial General Liability insurance with an unimpaired limit of not less than \$1,000,000 for each occurrence and a \$2,000,000 General Aggregate Limit. The policy shall cover liability arising from premises, operations, independent contractors, products, completed operations, personal injury, and property damage. The definition of insured contract cannot have any modifications as outlined in the ISO policy form CG 0001 0413. Third party action over coverage must not be

specifically excluded. To the fullest extent allowed by law, for claims arising out of the performance of this Agreement, NBU, its agents, representatives, officers, officials and employees shall be cited as an Additional Insured. If any Excess insurance is utilized to fulfill the requirements of this subsection, such Excess insurance shall be “follow form” equal or broader in coverage scope than underlying insurance.

- ii. Auto Liability. The Professional shall maintain Automobile Liability insurance with a limit of \$1,000,000 combined single limit on the Professional’s owned or hired and non-owned vehicles, as applicable, assigned to or used in the performance of the Services by the Professional under this Agreement. To the fullest extent allowed by law, for claims arising out of the performance of this Agreement, NBU, its agents, representatives, officers, directors, officials and employees shall be cited as an Additional Insured. If any Excess insurance is utilized to fulfill the requirements of this subsection, such Excess insurance shall be “follow form” equal or broader in coverage scope than underlying insurance.
- iii. Professional Liability. The Professional shall maintain Professional Liability insurance covering negligent errors and omissions arising out of the Services performed by the Professional, or anyone employed by the Professional, or anyone for whose negligent acts, mistakes, errors and omissions the Professional is legally liable, with an unimpaired liability insurance limit of \$1,000,000 each claim and \$2,000,000 annual aggregate. In the event the Professional Liability insurance policy is written on a “claims made” basis, coverage shall extend for three years after the conclusion of the term of this Agreement, and the Professional shall be required to submit certificates of insurance and other requested information evidencing proper coverage is in effect as required above. Confidential information such as the policy premium or proprietary information may be redacted from the insurance information requested, provided that such redactions do not alter any of the information required by this Agreement.
- iv. Workers’ Compensation and Employer’s Liability Insurance. The Professional shall maintain Workers’ Compensation insurance to cover the Professional’s employees engaged in the performance of the Services under this Agreement and shall also maintain Employers Liability Insurance of not less than \$1,000,000 for each accident, \$1,000,000 disease for each employee and \$1,000,000 disease policy limit.

(C) Cancellation and Expiration Notice. Insurance required herein shall not expire, be canceled, or be materially changed without thirty (30) days’ prior written notice to NBU.

Section 11. Termination.

(A) For NBU’s Convenience. This Agreement is for the convenience of NBU and, as such, may be terminated by NBU for any reason upon thirty (30) days’ written notice by NBU to the Professional. Upon termination for convenience, the Professional will be paid for the Services

performed to the termination date less any offsets to which NBU may be entitled under the terms of this Agreement. By written notice to NBU, the Professional may suspend work if the Professional reasonably determines that working conditions at the site (outside the Professional's control) are unsafe, or in violation of applicable laws, or in the event NBU has not made timely payment in accordance with this Agreement, or for other circumstances not caused by the Professional that are materially interfering with the normal progress of the work. The Professional's suspension of work hereunder shall be without prejudice to any other remedy of the Professional at law or equity.

(B) For Cause. If either party violates any provision or fails to perform any obligation of this Agreement and such party fails to cure its nonperformance within thirty (30) days after written notice of nonperformance is given by the non-defaulting party, such party will be in default. In the event of such default, the non-defaulting party may terminate this Agreement immediately for cause and will have all remedies that are available to it at law or in equity including, without limitation, the remedy of specific performance. If the nature of the defaulting party's nonperformance is such that it cannot reasonably be cured within thirty (30) days, then the defaulting party will have such additional period of time as may be reasonably necessary under the circumstances, provided the defaulting party immediately (i) provides written notice to the non-defaulting party and (ii) commences to cure its nonperformance and thereafter diligently continues to completion the cure of its nonperformance. In no event will any such cure period exceed ninety (90) days. Only one notice of nonperformance will be required during the term of this Agreement and in the event of a second breach or violation, the nondefaulting party may immediately terminate this Agreement without notice to the defaulting party. In the event of any termination for cause by NBU, payment will be made by NBU to the Professional for the undisputed portion of its fee due as of the termination date less any offsets to which NBU may be entitled under the terms of this Agreement.

(C) Non-Collusion. The Professional represents and warrants that the Professional has not given, made, promised or paid, nor offered to give, make, promise or pay any gift, bonus, commission, money or other consideration to any person as an inducement to or in order to obtain the work to be provided to NBU under this Agreement. If NBU determines that the Professional gave, made, promised, paid or offered any gift, bonus, commission, money, or other consideration to NBU or any of its officers, agents, or employees to secure this Agreement, NBU may elect to cancel this Agreement by written notice to the Professional. The Professional further agrees that the Professional shall not accept any gift, bonus, commission, money, or other consideration from any person (other than from NBU pursuant to this Agreement) for any of the Services performed by the Professional under or related to this Agreement. If any such gift, bonus, commission, money, or other consideration is received by or offered to the Professional, the Professional shall immediately report that fact to NBU and, NBU, at its sole option, may elect to cancel this Agreement by written notice to the Professional.

(D) Agreement Subject to Appropriation. This Agreement is subject to appropriation of funds. The provisions of this Agreement for payment of funds by NBU shall be effective when funds are appropriated for purposes of this Agreement and are actually available for payment. NBU shall be the sole judge and authority in determining the availability of funds under this Agreement and NBU shall keep the Professional fully informed as to the availability of funds for the Agreement.

The obligation of NBU to make any payment pursuant to this Agreement is a current expense of NBU, payable exclusively from such annual appropriations, and is not a general obligation or indebtedness of NBU. If sufficient funds are not appropriated to pay the amounts as set forth in this Agreement during any immediately succeeding fiscal year, this Agreement shall terminate at the end of the then-current fiscal year and NBU and the Professional shall be relieved of any subsequent obligation under this Agreement.

Section 12. Miscellaneous.

(A) Independent Contractor. The Professional acknowledges that the Professional is an independent contractor of NBU and is not an employee, agent, official or representative of NBU. The Professional shall not represent, either expressly or through implication, that the Professional is an employee, agent, official or representative of NBU. Income taxes, self-employment taxes, social security taxes and the like shall be the sole responsibility of the Professional.

(B) Governing Law; Venue. This Agreement and all of the transactions contemplated herein shall be governed by and construed in accordance with the laws of the State of Texas. The provisions and obligations of this Agreement are performable in Comal County, Texas such that exclusive venue for any action arising out of this Agreement shall be in Comal County, Texas.

(C) Compliance with Laws. The Professional shall comply with all federal, state and local laws, statutes, ordinances, rules and regulations, and the orders and decrees of any courts, administrative, or regulatory bodies in any matter affecting the performance of this Agreement, including, without limitation, worker's compensation laws, minimum and maximum salary and wage statutes and regulations, and licensing laws and regulations. When required, the Professional shall furnish satisfactory proof of compliance to NBU.

(D) Amendments. This Agreement may only be amended, modified, or supplemented by a written amendment signed by persons duly authorized to enter into contracts on behalf of NBU and the Professional.

(E) Provisions Required by Law. Each and every provision of law and any clause required by law to be in the Agreement shall be read and enforced as though it were included herein and, if through mistake or otherwise any such provision is not inserted, or is not correctly inserted, then upon the application of either party, the Agreement shall promptly be physically amended to make such insertion or correction.

(F) Severability. If any term or provision of this Agreement is held to be invalid, illegal, or unenforceable in any respect under applicable law, the legality, validity or enforceability of the remaining terms or provisions of this Agreement shall not be affected thereby, and this Agreement shall be construed as if such invalid, illegal, or unenforceable provision had never been contained herein.

(G) Entire Agreement; Interpretation; Parol Evidence. This Agreement and the related Exhibits constitute the entire agreement of the parties with respect to the subject matter, and all previous agreements, whether oral or written, entered into prior to this Agreement are hereby revoked and

superseded thereby. No representations, inducements or oral agreements have been made by any of the parties except as expressly set forth in this Agreement. This Agreement shall be construed and interpreted according to its plain meaning, and no presumption shall be deemed to apply in favor of, or against the party drafting the Agreement.

(H) No Assignment. Neither party shall have the right to assign that party's interest in this Agreement without the prior written consent of the other party. Any purported assignment in violation of this Section shall be null and void.

(I) Subcontractors. The Professional shall not transfer any portion of the work related to the Services under this Agreement to any subcontractor without the prior written consent of NBU, which consent shall not be unreasonably withheld. The approval or acquiescence of NBU in the subletting of any work shall not relieve the Professional of any responsibility for work done by such subcontractor. Failure to pay subcontractors in a timely manner pursuant to any subcontract shall be a material breach of this Agreement by the Professional.

(J) Waiver. No waiver by any party of any of the provisions of this Agreement shall be effective unless explicitly set forth in writing and signed by the party so waiving. No waiver of any breach or violation of any term of this Agreement shall be deemed or construed to constitute a waiver of any other breach or violation, whether concurrent or subsequent, and whether of the same or of a different type of breach or violation. No failure to exercise, or delay in exercising, any right, remedy, power, or privilege arising from this Agreement shall operate or be construed as a waiver thereof; nor shall any single or partial exercise of any right, remedy, power, or privilege hereunder preclude any other or further exercise thereof or the exercise of any other right, remedy, power, or privilege.

(K) Attorneys' Fees. In the event either party brings any action for any relief, declaratory or otherwise, arising out of this Agreement or on account of any breach or default hereof, the prevailing party will be entitled to receive from the other party reasonable attorneys' fees and reasonable costs and expenses, which will be deemed to have accrued on the commencement of such action.

(L) Liens. All materials or services provided under this Agreement shall be free of all liens and, if NBU requests, a formal release of all liens shall be delivered to NBU.

(M) Offset.

- i. Offset for Damages. In addition to all other remedies at law or equity, NBU may offset from any money due to the Professional any amount the Professional owes to NBU for damages resulting from breach or deficiencies in performance or breach of any obligation under this Agreement, including but not limited to all costs, expenses, fines, fees, and charges associated with obtaining performance from alternative sources, shipping, handling, materials, equipment rental, travel expenses and associated costs.

- ii. Offset for Delinquent Fees or Taxes. NBU may offset from any money due to the Professional any amount the Professional owes to NBU for delinquent fees, including any interest or penalties.

(N) Notices. Any notice or other communication required or permitted to be given under this Agreement shall be in writing and shall be deemed to have been duly given if (i) delivered to the party at the address set forth below, (ii) deposited in the U.S. Mail, registered or certified, return receipt requested, to the address set forth below, or (iii) given to a recognized and reputable overnight delivery service, to the address set forth below:

If to NBU:

New Braunfels Utilities
Attn: Director of Water Services
263 Main Plaza
New Braunfels, TX 78130

With copy to:

Purchasing Manager
New Braunfels Utilities
355 FM 306
New Braunfels, TX 78130

If to the Professional:

Freese & Nichols, Inc.
10431 Morado Circle Building 5, Suite 300
Austin, Texas 78759

or at such other address, and to the attention of such other person or officer, as any party may designate by providing thirty (30) days' prior written notice of such change to the other party in the manner set forth in this Section. Notices shall be deemed received (i) when delivered to the party, (ii) three business days after being placed in the U.S. Mail, properly addressed, with sufficient postage or (iii) the following business day after being given to a recognized overnight delivery service, with the person giving the notice paying all required charges and instructing the delivery service to deliver on the following business day. If a copy of a notice is also given to a party's counsel or other recipient, the provisions above governing the date on which a notice is deemed to have been received by a party shall mean and refer to the date on which the party, and not its counsel or other recipient to which a copy of the notice may be sent, is deemed to have received the notice.

(O) Confidentiality of Records. The Professional shall establish and maintain procedures and controls that are acceptable to NBU for the purpose of ensuring that information contained in its records or obtained from NBU or from others in carrying out the Professional's obligations under this Agreement shall not be used or disclosed by it, its agents, officers, or employees, except as

required to perform the Professional's duties under this Agreement. Persons requesting such information should be referred to NBU. The Professional also agrees that any information pertaining to individual persons shall not be divulged other than to employees or officers of the Professional as needed for the performance of duties under this Agreement.

(P) Right to Audit. NBU shall have the right to examine and audit the books and records of the Professional with regard to the Services, or any subsequent changes, at any reasonable time. Such books and records shall be maintained in accordance with generally accepted principles of accounting and shall be adequate to enable determination of: (1) the substantiation and accuracy of any payments required to be made under this Agreement; and (2) compliance with the provisions of this Agreement.

(Q) Paragraph Headings; Construction. The paragraph headings contained in this Agreement are for convenience only and shall in no way enlarge or limit the scope or meaning of the various and several paragraphs hereof. Both parties have participated in the negotiation and preparation of this Agreement and this Agreement shall not be construed either more or less strongly against or for either party.

(R) Binding Effect. Except as limited herein, the terms and provisions of this Agreement shall be binding upon and inure to the benefit of the parties hereto and their respective heirs, devisees, personal and legal representatives, successors and assigns.

(S) Gender. Within this Agreement, words of any gender shall be held and construed to include any other gender, and words in the singular number shall be held and construed to include the plural, unless the context otherwise requires.

(T) Multiple Counterparts. This Agreement may be executed in multiple counterparts, each of which shall be deemed an original, and all of which shall constitute but one and the same instrument.

(U) Exhibits. Except as specified in Subsection (V) of this Section, all exhibits to this Agreement are incorporated herein by reference for all purposes wherever reference is made to the same.

(V) Conflicting Terms. In the case of any conflicts between the terms of this Agreement and the Exhibits, the statements in the body of this Agreement shall govern. The Exhibits are intended to detail the technical scope of services, fee schedule, and the term of the contract only and shall not dictate Agreement terms.

(W) Relationship of Parties. Nothing contained in this Agreement shall be deemed or construed by the parties hereto or by any third party to create the relationship of principal and agent or of partnership or of joint venture or of any association whatsoever between the parties, it being expressly understood and agreed that no provision contained in this Agreement nor any act or acts of the parties hereto shall be deemed to create any relationship between the parties other than the relationship of independent parties contracting with each other solely for the purpose of effecting the provisions of this Agreement.

(X) No Third-Party Beneficiaries. This Agreement is for the sole benefit of the parties hereto and their respective assigns and nothing herein, express or implied, is intended to or shall confer upon any other person or entity any legal or equitable right, benefit, or remedy of any nature whatsoever under or by reason of this Agreement.

(Y) Non-Exclusive Contract. This Agreement is entered into with the understanding and agreement that it is for the sole convenience of NBU. NBU reserves the right to obtain like goods and services from another source when necessary.

Section 13. Force Majeure. If the performance of any covenant or obligation to be performed hereunder by any party is delayed as a result of circumstances that are beyond the reasonable control of such party (which circumstances may include, without limitation, acts of God, war, acts of civil disobedience, epidemic, pandemic, fire or other casualty, shortage of materials, adverse weather conditions (such as, by way of illustration and not of limitation, severe rain storms or below freezing temperatures, or tornados), labor action, strikes or similar acts, moratoriums or regulations or actions by governmental authorities), the time for such performance shall be extended by the amount of time of such delay, but no longer than the amount of time reasonably occasioned by the delay. In no event will any delay or failure of performance caused by any force majeure condition extend this Agreement beyond its stated Term unless both parties agree in writing to such extension in an amendment to this Agreement. The party claiming delay of performance as a result of any of the foregoing force majeure events shall deliver written notice of the commencement of any such delay resulting from such force majeure event not later than seven (7) days after the claiming party becomes aware of the same, and if the claiming party fails to so notify the other party of the occurrence of a force majeure event causing such delay and the other party shall not otherwise be aware of such force majeure event, the claiming party shall not be entitled to avail itself of the provisions for the extension of performance contained in this subsection.

Section 14. Dispute Resolution. In accordance with the provisions of Subchapter I, Chapter 271 of the Texas Local Government Code, as amended, the parties agree that, prior to instituting any lawsuit or other proceeding arising from a dispute under this agreement, the parties shall first attempt to resolve the dispute by taking the steps described in this Section. First, the dissatisfied party shall deliver to the other party a written notice substantially describing the nature of the dispute, which notice shall request a written response to be delivered to the dissatisfied party not less than five (5) days after receipt of the notice of dispute. Second, if the response does not reasonably resolve the dispute, in the opinion of the dissatisfied party, the dissatisfied party shall give five (5) days' written notice to that effect to the other party whereupon each party shall appoint a person having authority over the activities of the respective parties who shall promptly meet, in person, in an effort to resolve the dispute. Third, if those persons cannot or do not resolve the dispute, then the parties shall each appoint a person from the highest tier of managerial responsibility within each respective party, who shall then promptly meet, in person, in an effort to resolve the dispute.

Section 15. Disclosure of Business Relationships/Affiliations; Conflict of Interest Questionnaire. The Professional represents that it is in compliance with the applicable filing and disclosure requirements of Chapter 176 of the Texas Local Government Code, as amended.

Section 16. Information Technology

(A) Limited Access. If necessary for the fulfillment of the Agreement, NBU may provide the Professional with non-exclusive, limited access to NBU's information technology infrastructure. The Professional understands and agrees to abide by NBU policies, standards, regulations and restrictions regarding access and usage of NBU's information technology infrastructure. The Professional shall reasonably enforce such policies, standards, regulations and restrictions with all the Professional's employees, agents or any tier of subcontractor granted access in the performance of this Agreement, and shall be granted and authorize only such access as may be necessary for the purpose of fulfilling the requirements of the Agreement. The Professional's employees, agents and subcontractors must receive prior, written approval from NBU before being granted access to NBU's information technology infrastructure and data and NBU, in its sole determination, shall determine accessibility and limitations thereto. The Professional agrees that the requirements of this Section shall be incorporated into all subcontractor agreements entered into by the Professional. It is further agreed that a violation of this Section shall be deemed to cause irreparable harm that justifies injunctive relief in court. A violation of this Section may result in immediate termination of this Agreement without notice.

(B) Data Confidentiality. All data, regardless of form, including originals, images and reproductions, prepared by, obtained by or transmitted to the Professional in connection with this Agreement is confidential, proprietary information owned by NBU. Except as specifically provided in this Agreement, the Professional shall not intentionally disclose data generated in the performance of the Services to any third party without the prior, written consent of NBU.

(C) Data Security. Personal identifying information, financial account information, or restricted NBU information, whether electronic format or hard copy, is confidential and must be secured and protected at all times to avoid unauthorized access. At a minimum, the Professional must encrypt or password-protect electronic files. This includes data saved to laptop computers, computerized devices or removable storage devices.

(D) Compromised Security. In the event that data collected or obtained by the Professional in connection with this Agreement is believed to have been compromised or in the event of a Security Incident, as defined by Section 2054.603 of the Texas Government Code, the Professional shall notify NBU within twenty-four (24) hours of discovery of such compromise or Security Incident. **TO THE EXTENT PERMITTED BY SECTION 271.904 OF THE TEXAS LOCAL GOVERNMENT CODE, AS AMENDED, THE PROFESSIONAL SHALL INDEMNIFY AND HOLD NBU HARMLESS FROM ANY CLAIMS RESULTING FROM AN ACT OF NEGLIGENCE, INTENTIONAL TORT, INTELLECTUAL PROPERTY INFRINGEMENT, OR FAILURE TO PAY A SUBCONTRACTOR OR SUPPLIER COMMITTED IN CONNECTION WITH THE PERFORMANCE OF THIS AGREEMENT BY THE PROFESSIONAL, ITS OFFICERS, EMPLOYEES, CONSULTANTS, AGENTS, ANY TIER OF SUBCONTRACTOR, OR ANY ENTITY OVER WHICH THE PROFESSIONAL EXERCISES CONTROL.**

(E) Survival. The obligations of the Professional under this Section shall survive the termination of this Agreement.

Section 17. Prohibition on Contracts with Companies Boycotting Israel. The Professional hereby verifies that it and its parent company, wholly-or majority owned subsidiaries, and other affiliates, if any, does not boycott Israel and, to the extent this Agreement is a contract for goods or services, will not boycott Israel during the term of this Agreement as described in Chapter 2271 of the Texas Government Code, as amended. The foregoing verification is made solely to comply with Section 2271.002 of the Texas Government Code, as amended, and to the extent such Section does not contravene applicable federal and State law. As used in the foregoing verification, “boycott Israel” means refusing to deal with, terminating business activities with, or otherwise taking any action that is intended to penalize, inflict economic harm on, or limit commercial relations specifically with Israel, or with a person or entity doing business in Israel or in an Israeli-controlled territory, but does not include an action made for ordinary business purposes. The Professional understands “affiliate” to mean an entity that controls, is controlled by, or is under common control with the Professional and exists to make a profit.

Section 18. Contracts with Companies Engaged in Business with Iran, Sudan or Foreign Terrorist Organizations Prohibited. The Professional represents that neither it nor any of its parent company, wholly-or majority-owned subsidiaries, and other affiliates is a company identified on a list prepared and maintained by the Texas Comptroller of Public Accounts under Section 2252.153 or Section 2270.0201, Texas Government Code, as amended, and posted on any of the following pages of such officer’s internet website:

<https://comptroller.texas.gov/purchasing/docs/sudan-list.pdf>,
<https://comptroller.texas.gov/purchasing/docs/iran-list.pdf>, or
<https://comptroller.texas.gov/purchasing/docs/fto-list.pdf>.

The foregoing representation is made solely to comply with Section 2252.152, Texas Government Code, as amended, and to the extent such Section does not contravene applicable federal or State law and excludes the Professional and each of its parent company, wholly-or majority-owned subsidiaries, and other affiliates, if any, that the United States government has affirmatively declared to be excluded from its federal sanctions regime relating to Sudan or Iran or any federal sanctions regime relating to a foreign terrorist organization. The Professional understands “affiliate” to mean an entity that controls, is controlled by, or is under common control with the Professional and exists to make a profit.

Section 19. Prohibition on Contracts with Companies in China, Iran, North Korea, or Russia. If the Professional is granted direct or remote access to or control of critical infrastructure in the State of Texas under this Agreement, the Professional represents the following:

- (A) it is not owned by or the majority of stock or other ownership interest in the Professional is not held or controlled by:
 - i. individuals who are citizens of China, Iran, North Korea, Russia, or a country designated by the Governor of Texas as a threat to critical infrastructure under Section 2275.0103 of the Texas Government Code, as amended (“designated country”); or

- ii. a company or other entity, including a governmental entity, that is owned or controlled by citizens of or is directly controlled by the government of China, Iran, North Korea, Russia, or a designated country; or

(B) it is not headquartered in China, Iran, North Korea, Russia, or a designated country.

The foregoing representation is made solely to comply with Chapter 2275 of the Texas Government Code, as amended, and to the extent such Section does not contravene applicable federal or State law. As used in the foregoing verification, “critical infrastructure” means a communication infrastructure system, cybersecurity system, electric grid, hazardous waste treatment system, or water treatment facility. “Affiliate,” with respect to a company entering into an agreement in which the critical infrastructure is electric grid equipment, has the meaning assigned by the protocols of the independent organization certified under Section 39.151, Utilities Code, for the ERCOT power region.

Section 20. Prohibition on Contracts with Companies Boycotting Energy Companies. The Professional hereby verifies that it and its parent company, wholly-or majority owned subsidiaries, and other affiliates, if any, do not boycott energy companies and, to the extent this Agreement is a contract for goods or services, will not boycott energy companies during the term of this Agreement as described in Chapter 2276 of the Texas Government Code, as amended

The foregoing verification is made solely to comply with Section 2276.002 of the Texas Government Code, as amended, and to the extent such Section does not contravene applicable federal and State law. As used in the foregoing verification, “boycott energy companies” has the meaning used in Section 809.001 of the Texas Government Code, as amended. The Professional understands “affiliate” to mean an entity that controls, is controlled by, or is under common control with the Professional and exists to make a profit.

Section 21. Prohibition on Contracts with Companies that Discriminate Against Firearm and Ammunition Industries. The Professional hereby verifies that it and its parent company, wholly-or majority owned subsidiaries, and other affiliates, if any, do not have a practice, policy, guidance, or directive that discriminates against a firearm entity or firearm trade association and, to the extent this Agreement is a contract for goods or services, will not discriminate against a firearm entity or firearm trade association during the term of this Agreement as described in Chapter 2274 of the Texas Government Code, as amended.

The foregoing verification is made solely to comply with Section 2274.002 of the Texas Government Code, as amended, and to the extent such Section does not contravene applicable federal and State law. As used in the foregoing verification, “discriminate against a firearm entity or firearm trade association” has the meaning used in Section 2274.001(3) of the Texas Government Code, as amended. The Professional understands “affiliate” to mean an entity that controls, is controlled by, or is under common control with the Professional and exists to make a profit.

Section 22. Texas Public Information Act. The Professional recognizes that NBU is subject to the disclosure requirements of the Texas Public Information Act (the “PIA”). As part of its

obligations within this Agreement, the Professional agrees, at no additional cost to NBU, to cooperate with NBU for any particular needs or obligations arising out of the NBU's obligations under the PIA. This acknowledgement and obligation are in addition to and complimentary to the NBU's audit rights in Section 12(P).

This provision applies if the Agreement has a stated expenditure of at least \$1 million in public funds for the purchase of goods or services by NBU or results in the expenditure of at least \$1 million in public funds for the purchase of goods or services by NBU in a fiscal year of NBU.

The Professional must (1) preserve all contracting information related to the Agreement as provided by the records retention requirements applicable to NBU for the duration of the Agreement; (2) promptly provide to NBU any contracting information related to the Agreement that is in the custody or possession of the Professional on request of NBU; and (3) on completion of the Agreement, either:

- (i) provide at no cost to NBU all contracting information related to the Agreement that is in the custody or possession of the Professional; or
- (ii) preserve the contracting information related to the Agreement as provided by the records retention requirements applicable to NBU.

The requirements of Subchapter J, Chapter 552, Texas Government Code, may apply to this Agreement and the Professional agrees that the Agreement can be terminated if the Professional knowingly or intentionally fails to comply with a requirement of that subchapter.

Section 23. Electronic Signatures. Pursuant to Chapter 322 of the Texas Business and Commerce Code, as amended, the parties agree to the use of electronic signatures herein and that the use of an electronic signature, whether digital or encrypted, is intended to have the same force and effect as a manual signature. Electronic signature means any electronic sound, symbol or process attached to or logically associated with a record and executed and adopted by a party with the intent to sign such record, including facsimile or e-mail electronic signatures. Each party further agrees that if it agrees to conduct a transaction by electronic means in this Agreement, it may refuse to conduct other transactions by electronic means and that such right may not be waived by this Agreement.

(The remainder of this page intentionally left blank)

IN WITNESS WHEREOF, the parties hereto have executed this Agreement on this the ____ day of _____, 20____.

NBU:

NEW BRAUNFELS UTILITIES,
a Texas municipally owned utility

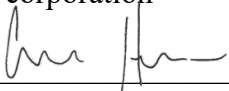
By: _____

Name: Ryan Kelso

Title: Interim CEO

PROFESSIONAL:

FREESE AND NICHOLS, INC.,
a Texas corporation

By:  _____

Name: Anne Hoskins

Title: Principal

Exhibit A

Services

The Professional shall provide all labor, material, and equipment necessary to provide program management, staff augmentation and general engineering support for implementation of the NBU fiscal year (“FY”) 2024 through FY 2026 water and wastewater capital improvement plan (“W/WW CIP”).

The Professional shall perform the Services in accordance with the tasks described herein.

Task 1. Program Management. The Professional shall provide program management services to NBU that are associated with the management of the W/WW CIP as described below:

- 1.1. perform program controls and reporting associated with the W/WW CIP;
- 1.2. conduct weekly capital project update meetings with the Capital Project Delivery (“CPD”) team;
- 1.3. assist CPD team with incorporation of Smartsheet;
- 1.4. attend meetings for key projects as required;
- 1.5. manage the CPD management system and develop CPD reports;
- 1.6. review project schedules, assist in managing overall W/WW CIP cash flow, and verify cost estimates based on historical bid tabs and construction trends;
- 1.7. assist with write-ups for the NBU Board of Trustees’ approval;
- 1.8. provide input and assistance on Texas Water Development Board (“TWDB”) funding opportunities for select CIP projects;
- 1.9. update NBU’s existing Project Delivery Manual;
- 1.10. assist NBU with updating its standard professional services agreement (“PSA”);
- 1.11. in collaboration with the Engineer of Record (“EOR”) and NBU, conduct a risk assessment on strategic projects and develop mitigation plans and contingencies in a risk register. The risk management effort will begin during the project design phase and continue until the project is commissioned. Risk management workshops will include the Professional’s program manager, the Professional’s W/WW Planning staff, EOR, contractor, NBU Project Manager, and NBU Operations staff.
- 1.12. coordinate with NBU’s Water Department Chief Engineer, Director, and Chief Operations Officer as required to convey the status of the overall program;
- 1.13. assist NBU in developing the following year’s W/WW CIP including cost estimating,

project descriptions and estimated schedule; and

- 1.14. provide program management services based on the following manpower assumptions:
 - 1.14.1. Program Manager at up to 9 hours per week;
 - 1.14.2. Engineer VI at 5 hours per week;
 - 1.14.3. Project Principal time at 2 hours per month;
 - 1.14.4. Project Controls Coordinator at a total 80 hours per year to maintain the CPD management system; and
 - 1.14.5. Project Accountant at 2 hours per month for monthly invoicing.

Task 2. Staff Augmentation. The Professional and its subconsultant shall provide project management staff to NBU to augment existing NBU staff in the delivery of the W/WW CIP. The primary purpose of the Professional's staff augmentation is to assist in managing/leading NBU's W/WW CIP. Within the allotted staff augmentation hours, the Professional shall also assist NBU directly in managing capital projects. The Professional's assumed level of staff augmentation and duties are described herein.

- 2.1. Primary Project Management. The Professional shall provide one full-time primary project manager for FY 24 and up to 1.5 full-time primary project managers for FY 25 through FY 26. The project manager shall serve as NBU's representative for design and construction projects. For assigned projects, the duties include developing an approval for expenditure and project management plan, managing schedule and budget, communication with consulting engineers and contractors, communication with internal operations and construction management staff, and internal reporting to NBU's Chief Engineer.
- 2.2. Project Management Support. The Professional shall provide one additional project manager for an average of 5 hours per week for FY 24 through FY 26. The project manager shall train the primary project manager as needed on NBU processes to assist in transition between project managers from one FY to the next.

Task 3. Development Review Assistance. The Professional and its subconsultant shall provide development review services to NBU to augment existing NBU staff. Development review services shall be supplied in FY 25 through FY 26. Development review services shall be limited to 30 hours per week.

- 3.1. The Professional shall review construction plans and reports and compare against NBU, Texas Commission on Environmental Quality ("TCEQ"), and checklist requirements.
- 3.2. The Professional shall provide comment response memos and coordinate with development engineers as necessary.

Task 4. Construction Observation Services. The Professional shall provide all labor, material, and equipment necessary to provide construction management services in the form of project management and construction phase services for the construction management and inspection for select FY 24 through FY 26 NBU W/WW CIP.

4.1 Construction Project Management.

- 4.1.1. Schedule. The Professional shall develop a baseline design schedule and prepare updated schedules on a monthly basis on or before the 25th day of each month for submission to NBU's Project Manager in portable document format ("PDF") via email for the purpose of monitoring progress and project milestone dates.
- 4.1.2. Quality Control. The Professional shall develop a quality assurance/quality control ("QA/QC") program, which shall be explained in detail via a written document and provided to NBU's Project Manager in PDF within 30 days of the notice to proceed issued in connection with each project.
- 4.1.3. Progress Reports. The Professional shall provide NBU with electronic monthly project progress reports and submit written invoices in PDF on or before the 25th day of each month for the previous month's effort.
- 4.1.4. Project Controls. The Professional shall manage the project integration, scope, schedule, cost, quality, staff resources, communications, risk analysis, and oversight.
- 4.1.5. Construction Management. The Professional shall provide inspector and construction manager QA/QC oversight.

4.2 Construction Phase Services.

4.2.1. Communication.

- 4.2.1.1. The Professional shall establish communication procedures for all parties involved in the project. The communication procedures shall detail the amount of time all parties have to respond to questions, submittals, or other documents, and the most efficient transmission of communication (via email, phone, etc.). These procedures shall be provided in writing and reviewed with NBU's EOR, and the contractor. NBU's Project Manager shall approve all communication procedures.
- 4.2.1.2. The Professional shall conduct monthly progress meetings with NBU, the EOR, and the contractor to exchange information regarding the progress of construction, the status of submittals, the status of modifications, and/or to address any project-related issues.
- 4.2.1.3. The Professional shall prepare and distribute an agenda prior to the progress meetings and record the meeting minutes. The Professional

shall email the meeting minutes to the NBU Project Manager in PDF, within one week after the meeting.

- 4.2.1.4. The Professional shall submit monthly reports of the construction progress to NBU's Project Manager in PDF. The reports shall describe the construction progress and summarize project costs, cash flow, construction schedule, pending and approved contract modifications, change order status, and any other outstanding issues.

4.3. Construction QA/QC.

- 4.3.1. The Professional shall observe the contractor's work to determine if the work is proceeding in accordance with the contract. The Professional shall prepare daily reports to be submitted electronically to NBU's Project Manager in PDF, documenting the Professional's observations.
- 4.3.2. The Professional shall document when non-conforming work is observed and submit this documentation via email in PDF to NBU and the contractor. The Professional shall verify and document when the observed non-conforming work has been corrected and submit to the NBU Project Manager documentation to that effect via email in PDF.
- 4.3.3. The Professional shall review documents submitted by the contractor, including test reports, equipment installation reports, or other documents required by the contract.
- 4.3.4. The Professional shall coordinate the completion of materials testing by testing laboratories and confirm the testing has been conducted in accordance with applicable testing and inspection bureaus that set standards for the testing of materials, witness tests, and factory testing.
- 4.3.5. The Professional shall provide 2.5 full-time on-site representatives per FY for a total of 100 hours per week to inspect future capital improvement projects ("CIP").
- 4.3.6. The Professional shall provide a construction manager that shall be responsible for the overall management of the project. The Professional's construction manager shall visit project sites a total of 20 hours per week.
- 4.3.7. General Construction Management and/or On-Site Representative Tasks. The Professional shall perform general construction management and/or inspection tasks as assigned by NBU including:
 - 4.3.7.1. Bac-T testing for construction of potable water facilities;
 - 4.3.7.2. completion of NBU Retirement Forms for past and current CIP;
 - 4.3.7.3. on-site representation for emergency projects or projects with critical

construction issues; and

- 4.3.7.4. conduct warranty inspections for projects where the warranty period is expiring.

4.4. Document Management.

- 4.4.1. The Professional shall establish and maintain an electronic project management information system utilizing the web based FNiManager System.
- 4.4.2. The Professional shall manage the processing of contractor submittals, including the filing and retrieval of all the project documentation. The Professional shall receive contractor submittals including requests for information, modification requests, shop drawings, schedules, and other submittals. The Professional shall perform an initial review of the submittals and electronically send the submittals to the EOR and/or NBU's Project Manager for a detailed review and response.
- 4.4.3. The Professional shall monitor the progress of (i) the contractor in sending and processing submittals, including obtaining signatures from all required parties for documents, and (ii) the EOR in reviewing and responding to submittals. The Professional shall verify that documentation is being processed according to the schedule.
- 4.4.4. The Professional shall prepare monthly reports that monitor the status of all submittals in the review process. The Professional shall submit an electronic copy of the report in PDF to NBU's Project Manager once a month.

4.5. Schedule Management.

- 4.5.1. The Professional shall review the baseline, the projected, and the monthly construction progress schedules submitted by the contractor. The Professional shall monitor the progress of the work completed relative to the planned progress and address any identified schedule delays by promptly emailing the EOR, NBU's Project Manager, and the contractor.

4.6. Cost Management.

- 4.6.1. The Professional shall review the schedule of values and payment requests prepared by the contractor. The Professional shall establish with NBU and the contractor procedures to review the monthly quantities of work in place and the corresponding payment requests for work completed.
- 4.6.2. The Professional shall prepare monthly cash flow requirements based upon information provided by the contractor. The Professional shall update cash flow reports monthly and include these reports with the monthly updates to NBU.
- 4.6.3. The Professional shall verify quantities of work in place, review the payment

requests and supporting documentation, and provide an email to NBU with an opinion of whether the payment requested matches the work completed.

4.7 Issues Management.

- 4.7.1. The Professional shall provide an initial interpretation of the drawings and specifications when questions arise concerning the definition of the drawings and specifications. The Professional shall coordinate a resolution to these issues based upon a final interpretation of the drawings and specifications by the EOR, NBU, and the contractor.
- 4.7.2. The Professional shall track and document issues, procure a resolution, and promptly email notification to the EOR, NBU, and the contractor.

4.8. Change Management.

- 4.8.1. The Professional shall establish and document procedures for administering changes to the construction contract.
- 4.8.2. The Professional shall prepare documentation of the requested contract modifications. The Professional shall coordinate with the EOR for technical review and approval of any design modifications. All design modification documents shall have the EOR's Texas Engineering Seal affixed.
- 4.8.3. The Professional shall process contract modifications and negotiate with the contractor on behalf of NBU to determine the cost and time impacts of these changes. The Professional shall prepare change order documents for approved changes and have them executed by NBU. The documentation of field orders that do not impact cost or schedule shall also be prepared and submitted to NBU.
- 4.8.4. The Professional shall receive and evaluate notices of contractor claims and make recommendations to NBU on the merit and value of the claim.

4.9. Project Completion.

- 4.9.1. The Professional shall coordinate the start-up and commissioning of the facility and all the process systems with the EOR, the contractor, and NBU. The Professional shall provide engineering and technical assistance to the contractor during the commissioning process.
- 4.9.2. The Professional shall conduct a review of the project to determine conformance or non-conformance with the project design and construction documents when the contractor requests that substantial completion be granted for the project (or applicable portions thereof). The Professional shall determine if a review of the work is required by the EOR, and if so, shall schedule the reviews of the work with the EOR. The Professional shall prepare a list of deficiencies to be corrected by the contractor before substantial completion is granted and any partial release or reduction of retainage is approved. The Professional shall

prepare a certificate of substantial completion that includes a list of work to be completed prior to issuance of a final completion certificate.

4.9.3. The Professional shall conduct a final review of the project for conformance with all the project documents. The Professional shall confirm work is complete and in accordance with the project documents prior to recommending final payment.

4.9.4. The Professional shall assist NBU in obtaining permits, warranties, spare parts, operation and maintenance manuals, as-built drawings, and facility keys from the contractor. The Professional shall review and confirm that the contractor has submitted all required documents to NBU prior to recommending the final payment.

4.10. Material Transfer.

4.10.1. The Professional shall manage and coordinate the transfer of and acceptance by the contractor of any NBU furnished equipment or materials.

4.10.2. The Professional shall manage and coordinate the transfer of and acceptance by NBU of any contractor furnished spare parts, materials, keys, etc.

4.11. Record Drawings.

4.11.1. The Professional shall receive and review as-built drawings from the contractor. The Professional shall electronically transmit drawings and other documents to the EOR for the preparation of the record drawings. These drawings shall include notations that reflect as-built project components and conditions. The record drawings shall include the Professional's on-site representative's notes, the contractor's field notes, and NBU's field notes made during the construction process.

4.12. Limitations of Authority of Resident Project Representative.

4.12.1. The Professional shall not authorize any deviation from the contract documents or substitution of materials or equipment (including "or-equal" items), unless authorized by NBU and the EOR in writing.

4.12.2. The Professional shall not exceed the limitations of the EOR's authority as set forth in the agreement or the contract documents.

4.12.3. The Professional shall not undertake any of the responsibilities of the contractor, subcontractor, suppliers, or the contractor's superintendent.

4.12.4. The Professional shall not advise on, issue directions relative to, or assume control over any aspect of the means, methods, techniques, sequences or procedures of construction unless such advice or directions are specifically required by the contract documents.

- 4.12.5. The Professional shall not advise on, issue directions regarding, or assume control over safety precautions and programs in connection with the work or any activities or operations of NBU or the contractor.
- 4.12.6. The Professional shall not accept shop drawings or sample submittals from anyone other than the contractor.
- 4.12.7. The Professional shall not participate in a specialized field, laboratory tests, or inspections conducted by others, except as specifically authorized by NBU and the EOR.

Task 5. Water and Wastewater Modeling. The Professional shall perform modeling services that include water and wastewater hydraulic analysis necessary for the operational assessment, development reviews, and regulatory compliance related to the water distribution and wastewater collection system. The Professional's scope of work shall include the services described herein for FY 24 through FY 26.

5.1. Water Modeling Services.

- 5.1.1. The Professional shall perform tasks related to review of new developments. The new development review tasks shall include:
 - 5.1.1.1. calculating average day, maximum day, and peak hour demands for new developments;
 - 5.1.1.2. adding proposed water lines and nodes to model;
 - 5.1.1.3. assigning water demands; running the hydraulic model at maximum day demand for required fire flow;
 - 5.1.1.4. writing a memorandum detailing results of model runs and proposed recommendations; and
 - 5.1.1.5. submitting reports and memoranda described in this section to NBU.
- 5.1.2. The Professional shall perform tasks related to operational assessments, water system modifications, and investigations. Investigations shall include:
 - 5.1.2.1. researching operational options;
 - 5.1.2.2. conducting field investigations when necessary and as approved by NBU;
 - 5.1.2.3. modeling various operational scenarios,
 - 5.1.2.4. writing a memorandum detailing results of model runs, and proposed recommendations; and

5.1.2.5. submitting reports as described in this section.

5.1.3. The Professional shall update the water system “available connection” methodology to be consistent with the updated water and wastewater master plan.

5.2. Wastewater Modeling Services.

5.2.1. The Professional shall perform a development review to include calculating average day and peak wet weather wastewater loads for new developments. The Professional shall perform a hydraulic analysis by adding proposed wastewater lines and nodes to the existing model, assigning roughness coefficients, wastewater loads and elevations and running the model under peak wet weather to determine:

5.2.1.1. impact of the development on downstream infrastructure;

5.2.1.2. off-site improvements to serve the proposed development;

5.2.1.3. potential oversizing of off-site improvements;

5.2.1.4. on-site pipe sizing; and

5.2.1.5. maximum capacity of recommended pipes.

5.2.2. The Professional shall update the wastewater system “available connection” methodology to be consistent with the updated water and wastewater master plan.

5.3. The Professional shall provide operational assessments related to the wastewater system modifications and investigations shall include:

5.3.1 researching operational options;

5.3.2 conducting field investigations when necessary and as approved by NBU;

5.3.3 modeling various operational scenarios and writing a memorandum detailing results of model runs and proposed recommendations; and

5.3.4 submitting reports and any memoranda to NBU described in this section.

Task 6. Project Planning, Design, or Operation Support Service. The Professional shall perform engineering services associated with analysis and/or the design of specific infrastructure projects as well as support related to overall management and operation of the water and wastewater systems, as assigned by the NBU Chief Engineer or Project Manager. The specific assignments, as directed by NBU may include the tasks listed below and shall be performed from FY 24 through FY 26:

6.1. Project Planning and/or Design.

- 6.1.1. The Professional will evaluate feasibility, cost, and/or schedule for upcoming capital projects.
- 6.1.2. The Professional will perform design for small or expedited projects.
- 6.1.3. The Professional will provide technical support needed by the NBU project managers and/or chief engineer.
- 6.1.4. The Professional will provide operational and management support.
- 6.1.5. The Professional will provide updates to the NBU Board of Trustees on system performance, system demands, and/or CIP program status.
- 6.1.6. The Professional will coordinate with operations staff for system optimization and control settings.
- 6.1.7. The Professional will provide regulatory review and consultation.

Task 7. Land Acquisition Management and Policy Modifications. The Professional shall help manage the land acquisition process for CIP projects for FY 24 and FY 25. The Professional shall perform the tasks listed below:

- 7.1. develop and manage acquisition tracking/status spreadsheet for all projects requiring easements;
- 7.2. meet with existing contractors and NBU (“Right of Way”) ROW staff weekly or as required based on project; and
- 7.3. meet with Water Engineering staff weekly to discuss land rights status.

Task 8. Guadalupe-Blanco River Authority (“GBRA”) Gonzales-Carrizo Water Supply (“GCWS”) Project Representative. The Professional shall serve in an advisory role on matters related to the GBRA GCWS Project and subsequent delivery of water to NBU through July 30, 2026. The Professional shall perform the services described below:

- 8.1. Meetings. The Professional shall attend the following meetings and provide monthly summaries to NBU with pertinent information:
 - 8.1.1. GBRA/Alliance Regional Water Authority's (“ARWA”) Project Advisory Committee (monthly).
 - 8.1.2. ARWA Technical Committee (monthly).
 - 8.1.3. ARWA Board meetings (monthly).
 - 8.1.4. miscellaneous ARWA and/or GBRA users meeting (monthly); and

- 8.1.5. NBU status updates (quarterly).
- 8.2. Technical Review. The Professional shall perform the following technical reviews:
 - 8.2.1. review tasks;
 - 8.2.2. review milestone cost estimates from ARWA/GBRA consultants;
 - 8.2.3. review NBU delivery point facilities; and
 - 8.2.4. review operational procedures and NBU water delivery requirements from the GBRA contract.
- 8.3. Reporting & Communication. The Professional shall provide the following electronic documents to NBU via email:
 - 8.3.1. reporting documents and deliverables;
 - 8.3.2. monthly updates on project status to NBU;
 - 8.3.3. relevant documents from meetings attended; and
 - 8.3.4. technical memorandum with findings and recommendations from technical reviews.

Task 9. Design Services Associated with City of New Braunfels Roadway Projects. The Professional shall provide design services for replacement and/or relocation of water and wastewater utilities associated with the City of New Braunfels (“CONB”) street improvement projects. The Professional shall perform the following tasks as dictated by the specific project assigned for FY 24 through FY 26:

- 9.1. coordinate with NBU and CONB staff to identify utility replacement and/or relocation needs;
- 9.2. prepare scope and estimated fee for improvements requiring design;
- 9.3. prepare technical memorandum documenting design assumptions and requirements;
- 9.4. prepare construction bid documents;
- 9.5. prepare opinion of probable construction costs (“OPCC”); and
- 9.6. provide construction administration support.

Task 10. Aging Infrastructure Design Services. The Professional shall provide design services for replacement and/or rehabilitation of aging water and wastewater infrastructure as identified by NBU. The Professional shall perform the following tasks as dictated by the specific project assigned:

- 10.1. coordinate with NBU and CONB staff to identify utility replacement and/or relocation needs;
- 10.2. prepare scope and estimated fee for improvements requiring design;
- 10.3. prepare technical memorandum documenting design assumptions and requirements;
- 10.4. prepare construction bid documents;
- 10.5. prepare OPPC; and
- 10.6. provide construction administration support.

Task 11. Survey

- 11.1. The Professional shall provide the following property owner notification and Right of Entry (“ROE”) services:
 - 11.1.1. coordinate with NBU to determine proposed alignment;
 - 11.1.2. compile a working list of property owners that may be impacted by the proposed utility improvements;
 - 11.1.3. request current contact information for impacted property owners from NBU;
 - 11.1.4. draft notification and ROE letters, defining reason for notification, approximate effort, and timeline;
 - 11.1.5. upon NBU approval, deliver ROE letters to property owners via standard USPS mail, conduct follow up phone calls to non-responsive property owners; and
 - 11.1.6. manage and document received ROE letters and communications related to ROE request.
- 11.2. The Professional shall provide the following topographic survey services:
 - 11.2.1. The Professional shall tie in all existing surface topographic features and structures within the survey limits. This shall include: tops of curbs, edges of pavement, pavement materials, driveways, sidewalks, retaining walls, drainage structures (top, edges and flow line), channels and drainage ways (tops, toes and flow lines), manholes (rim, flow lines and diameters of pipes, type of material and photographs of the inside of manholes and drainage structures), including the same survey data for upstream and downstream manholes and structures that are outside of the survey limits for all gravity wastewater and drainage lines within the survey limits, visible valves, meters, clean-outs, slabs, utility signs, utility poles and structures, fences, landscaping features, shrubbery, trees (including the approximate drip-line), tree canopies, buildings (edges within the survey limits), and mailboxes, etc. Trees shall be tagged and

tabulated by size and species specific in compliance with the CONB Tree Preservation ordinance as defined in the CONB Zoning Ordinance Chapter 5.3-5i. The survey limits shall extend approximately 100 feet on intersecting streets. The Professional shall provide sufficient ground shots to create one (1) foot contours.

- 11.2.2. The Professional shall survey across rivers including the bottom profile.
- 11.2.3. The Professional shall conduct a utility survey and locate existing utilities. The Professional shall contact all utility service providers by calling Texas 811 and NBU to coordinate flagging of existing franchise utilities. The Professional shall request drawings of existing agency and municipal owned utilities and shall include locations of these utilities in the survey. The Professional shall tie in the locations of the existing utilities on the survey.
- 11.2.4. The Professional shall locate geotechnical borings and tie them into the survey.
- 11.2.5. The Professional shall set and install control points and/or benchmarks as required for the survey work (minimum 1,000-foot intervals). The Professional shall provide horizontal and vertical coordinates of the benchmarks in the required coordinate system and datum, and show the benchmarks on the survey drawing.
- 11.2.6. The Professional shall research and review adjoining plats and deeds. The Professional shall locate property corners and identify existing ROW based on found monuments and record documents.
- 11.2.7. The Professional shall provide the following deliverables:
 - 11.2.7.1. The Professional shall provide a 3D surface model, compatible with AutoCAD Civil 3D; electronic and hard copy text file listing all surveying points; and electronic file of digital terrain model in format requested by NBU. The electronic file shall include the location of underground utilities based on the field information and record drawings.
 - 11.2.7.2. The Professional shall provide one (1) hard copy and PDF format electronic copies of all field notes, pictures, and sketches prepared by the Professional.
 - 11.2.7.3. The Professional shall provide one (1) AutoCAD DWG electronic file. The drawing shall include all survey points and descriptions, existing utilities and improvements, the items tied in, the 3D surface, reference benchmarks, project benchmarks, break lines, and elevation contours at 1-foot intervals.

11.3. The Professional shall provide the following geotechnical surveying services:

- 11.3.1. The Professional shall locate or stake geotechnical boring along the survey corridor within the project area.
- 11.4. The Professional shall provide the following easement surveying services:
 - 11.4.1. perform deed, plat, and courthouse record research;
 - 11.4.2. request title report and obtain copies of deeds and easement documents;
 - 11.4.3. survey existing property corners, fences, and appurtenant property evidence;
 - 11.4.4. prepare a metes and bounds description with exhibit for proposed easements;
 - 11.4.5. show ownership and adjoined ownership data for adjacent properties;
 - 11.4.6. revise parcel descriptions and field notes per NBU review comments; and
 - 11.4.7. monument final easements as shown on the approved exhibit.
- 11.5. The Professional shall provide the following deliverables:
 - 11.5.1. Written metes and bounds description and survey exhibit prepared in compliance with state surveying standards, signed and sealed by a Professional Land Surveyor licensed in the State of Texas; and
 - 11.5.2. Legal descriptions and exhibit plats shall be produced on paper no larger than 8.5 inches x 14 inches.
- 11.6. The Professional shall provide the following platting services as required for submittal to the CONB, Comal County, and/or Guadalupe County:
 - 11.6.1. review plat requirements and easement issues or concerns;
 - 11.6.2. acquire written approval from the County Floodplain Coordinator;
 - 11.6.3. request comment letters from servicing utilities;
 - 11.6.4. coordinate with NBU for storm water drainage analyses;
 - 11.6.5. coordinate with Texas Department of Transportation;
 - 11.6.6. coordinate and respond as required for properties located over the Edwards Aquifer Recharge, Transition and Contributing Zones;
 - 11.6.7. document preliminary plat meetings and comments;
 - 11.6.8. review and respond to CONB staff comments;
 - 11.6.9. attendance at Planning and Zoning Commission meeting;

- 11.6.10. obtain deed showing current ownership of property;
 - 11.6.11. recover or establish property boundary;
 - 11.6.12. request and review title report for easements of record;
 - 11.6.13. prepare the plat showing the proposed lot(s);
 - 11.6.14. prepare existing improvements exhibit;
 - 11.6.15. complete the plat application and checklist;
 - 11.6.16. handle submittal/re-submittal and processing of the plat application, plat and required accompanying documents;
 - 11.6.17. review, address, and respond to NBU staff comments;
 - 11.6.18. coordinate owners' signature after approval; and
 - 11.6.19. sign and deliver approved plat for circulation and signatures by the controlling jurisdiction(s).
- 11.7. The Professional shall provide the following construction survey and staking services:
- 11.7.1. horizontal and vertical controls;
 - 11.7.2. proposed limits of construction for clearing;
 - 11.7.3. proposed utility improvements including services and other appurtenances;
 - 11.7.4. staking for rough and final grade;
 - 11.7.5. proposed pads, foundations, and structures;
 - 11.7.6. roads, drives, walks, fences, signs, and other improvements;
 - 11.7.7. collection and application of as-constructed facilities;
 - 11.7.8. preliminary alignments for viewing and easement valuations;
 - 11.7.9. easements prepared by others; and
 - 11.7.10. boundaries prepared by others.
- 11.8. The Professional shall provide the following aerial imagery and lidar services:
- 11.8.1. utilization of unmanned aerial system ("UAS") to obtain current high-resolution aerial imagery and lidar within accessible airspace; and

- 11.8.2. process and develop an orthorectified mosaic image and classified point cloud for feature extraction, digital terrain modeling, asset management and construction monitoring.
- 11.9. The Professional shall provide the following hydrographic surveying services:
 - 11.9.1. utilize conventional hydrographic survey methods or remotely operated hydrographic survey drone boat to obtain current topography of river, lake, and pond bottoms; and
 - 11.9.2. process collected data to develop topography showing contours and/or spot elevations, for use in planning, design, or volume calculations.
- 11.10. The Professional shall provide the following 3D laser scanning survey services:
 - 11.10.1. utilization of terrestrial and mobile 3D laser scanning and imaging to obtain point cloud data and spherical imagery; and
 - 11.10.2. process and develop a classified point cloud for feature extraction, digital terrain modeling, asset management, and construction monitoring.
- 11.11. The Professional shall provide the following Land Title survey services as requested by NBU:
 - 11.11.1. perform boundary surveys in compliance with the current Texas Society of Professional Surveyors Manual of Practice requirements for a Category 1A Land Title Survey; or
 - 11.11.2. perform boundary surveys in compliance with the current American Land Title Association / National Society of Professional Surveyors Minimum Standard Detail Requirement for ALTA/NSPS Land Title Surveys.

Time of Completion

The Professional is authorized to perform the Services as of the Effective Date and agrees to complete the Services by December 31, 2026, unless otherwise specified in this Exhibit.

Exhibit B
Compensation

NBU shall pay the Professional to perform the Services described in Exhibit A in an amount not to exceed \$10,578,296 for the duration of the Agreement, in accordance with the costs in the table below.

FY 2024 Task	Cost
T1: Program Management	\$270,013
T2: Staff Augmentation	\$378,291
T3: Development Review Assistance	\$0
T4: Construction Observation Services	\$1,348,874
T5: Water and Wastewater Modeling	\$325,160
T6: Project Planning, Design, or Operation Support Services On-Call	\$490,281
T7: Land Acquisition Management and Policy Modifications	\$190,932
T8: GBRA GCWS Project Representative	\$45,712
T9: CONB Street Project Design Services	\$114,710
T10: Aging Infrastructure Design Services	\$111,244
T11: Survey Services	\$86,250
Not to Exceed Total	\$3,361,467

FY 2025 Task	Cost
T1: Program Management	\$241,834
T2: Staff Augmentation	\$655,871
T3: Development Review Assistance	\$165,025
T4: Construction Observation Services	\$1,348,422
T5: Water and Wastewater Modeling	\$334,487
T6: Project Planning, Design, or Operation Support Services On-Call	\$349,781
T7: Land Acquisition Management and Policy Modifications	\$148,008
T8: GBRA GCWS Project Representative	\$47,033
T9: CONB Street Project Design Services	\$117,976
T10: Aging Infrastructure Design Services	\$114,409
T11: Survey Services	\$88,838
Not to Exceed Total	\$3,611,684

FY 2026 Task	Cost
T1: Program Management	\$251,152
T2: Staff Augmentation	\$685,806
T3: Development Review Assistance	\$173,075
T4: Construction Observation Services	\$1,403,118
T5: Water and Wastewater Modeling	\$347,336
T6: Project Planning, Design, or Operation Support Services On-Call	\$363,136
T7: Land Acquisition Management and Policy Modifications	\$0
T8: GBRA GCWS Project Representative	\$48,853
T9: CONB Street Project Design Services	\$122,475
T10: Aging Infrastructure Design Services	\$118,769
T11: Survey Services	\$91,425
Not to Exceed Total	\$3,605,145

Schedule of Charges

The schedule of charges is included for information purposes only. All costs and expenses described herein shall be included in (and not in addition to) the not to exceed amounts described in Exhibit B. Notwithstanding any other provision of the Agreement to the contrary, compensation to the Professional for the Services, including any direct expenses relating thereto, shall not exceed \$10,578,296.

COMPENSATION

Compensation to FNI for Services in Exhibit A shall be computed on the basis of the following Schedule of Charges but shall not exceed Ten Million Five Hundred Seventy Eight Thousand Two Hundred Ninety Six Dollars (\$10,578,296).

If FNI sees the Services changing so that Additional Services are needed, FNI will notify OWNER for OWNER's approval before proceeding. Additional Services shall be computed based on the following Schedule of Charges.

<u>Position</u>	<u>Hourly Rate</u>	
	<u>Min</u>	<u>Max</u>
Professional 1	89	174
Professional 2	106	174
Professional 3	126	272
Professional 4	126	310
Professional 5	198	340
Professional 6	218	412
Construction Manager 1	96	113
Construction Manager 2	96	170
Construction Manager 3	136	170
Construction Manager 4	157	218
CAD Technician/Designer 1	68	133
CAD Technician/Designer 2	109	164
CAD Technician/Designer 3	150	218
Corporate Project Support 1	62	133
Corporate Project Support 2	75	191
Corporate Project Support 3	89	351
Intern / Coop	48	82

Rates for In-House Services and Equipment

<u>Mileage</u>	<u>Bulk Printing and Reproduction</u>		<u>Equipment</u>	
Standard IRS Rates		<u>B&W</u> <u>Color</u>	Valve Crew Vehicle (hour)	\$75
	Small Format (per copy)	\$0.10 \$0.25	Pressure Data Logger (each)	\$200
<u>Technology Charge</u>	Large Format (per sq. ft.)		Water Quality Meter (per day)	\$100
\$8.50 per hour	Bond	\$0.25 \$0.75	Microscope (each)	\$150
	Glossy / Mylar	\$0.75 \$1.25	Pressure Recorder (per day)	\$100
	Vinyl / Adhesive	\$1.50 \$2.00	Ultrasonic Thickness Gauge (per day)	\$275
			Coating Inspection Kit (per day)	\$275
	Mounting (per sq. ft.)	\$2.00	Flushing / Cfactor (each)	\$500
	Binding (per binding)	\$0.25	Backpack Electrofisher (each)	\$1,000
			<u>Survey Grade</u> <u>Standard</u>	
			Drone (per day)	\$200 \$100
			GPS (per day)	\$150 \$50

OTHER DIRECT EXPENSES:

Other direct expenses are reimbursed at actual cost times a multiplier of 1.15. They include outside printing and reproduction expense, communication expense, travel, transportation and subsistence away from the FNI office. For other miscellaneous expenses directly related to the work, including costs of laboratory analysis, test, and other work required to be done by independent persons other than staff members, these services will be billed at a cost times a multiplier of 1.15. For Resident Representative services performed by non-FNI employees and CAD services performed In-house by non-FNI employees where FNI provides workspace and equipment to perform such services, these services will be billed at cost times a multiplier of 2.0. This markup approximates the cost to FNI if an FNI employee was performing the same or similar services.

These ranges and/or rates will be adjusted annually in February. Last updated 2023.