TRUE NORTH
CONSULTANTS

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Madison, WI 53717

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mail@consulttruenorth.com

August 10, 2020

Mr. Rodney Scheel
City of Stoughton
Department of Planning & Development
207 S. Forrest Street
Stoughton, WI 53589

RE: Proposal for Site Investigation Services
Stoughton Public Works Garage
501 & 515 South 4th Street
Stoughton, Wisconsin
Proposal # T2002-059

Dear Mr. Scheel:

True North Consultants, Inc. (True North) is pleased to provide this proposal to site investigation services at the Stoughton Public Works Garage property located at 501 & 515 South 4th Street in Stoughton, Wisconsin (*property*, see **Figure 1**). The following sections of this proposal present the purpose of the assessment, scope of services, estimated costs, schedule, and limitations.

PURPOSE OF ASSESSMENT

A Phase II Environmental Site Assessment (ESA) was completed by AECOM Technical Services, Inc. (AECOM) in May 2020 for the Wisconsin Department of Natural Resources (WDNR). The Phase II ESA was completed to investigate the potential for soil and groundwater impacts relative to *recognized environmental conditions* that were identified in a Phase I ESA conducted by Vierbicher Associates, Inc. (Vierbicher) dated March 15, 2015.

The WDNR issued a responsible party (RP) letter to the City of Stoughton on July 14, 2020 for the contamination identified by AECOM in their Phase II ESA. This proposal was prepared to initiate site investigation activities required by the WDNR.

SCOPE OF WORK

True North will complete Site Investigation (SI) activities at the *property*. The scope of work will include the following:

- Prepare a Site Investigation Workplan (SIWP) for submittal to the WDNR.

- Coordinate drilling and laboratory subcontractors, arrange for utility clearance, and correspond with appropriate Client and site contacts to facilitate field activities.
- Prepare Site Specific Health and Safety Plan (HASP) applicable to True North employees and subcontractors.
- Supervise the installation of nine (9) soil borings at approximate locations identified on **Figure 2** using direct-push technology (DPT) drilling methods to a maximum depth of 15 feet below ground surface (bgs) or groundwater, whichever is encountered first.
- Collect a maximum of two (2) soil samples from each boring for laboratory analysis of volatile organic compounds (VOCs), polynuclear aromatic hydrocarbons (PAHs) and Resource Conservation and Recovery Act (RCRA) metals.
- Supervise the conversion of six (6) soil borings to 2-inch diameter groundwater monitoring wells at locations identified on **Figure 2** using hollow-stem auger (HSA) drilling techniques. Wells will be completed to depths between ten (10) and twenty (20) feet bgs, depending on groundwater levels encountered.
- Perform well development activities on each well installed.
- Survey each well to establish well-head elevations to measure groundwater elevation at each well and calculate a groundwater flow direction.
- Collect depth to groundwater data and groundwater samples from each well. Groundwater samples to be submitted for laboratory analysis of VOCs, PAHs, and RCRA metals.
- Collect one waste profile characterization sample from representative materials at the *property*. Submit the sample for laboratory analysis of VOCs, semi-volatile organic compounds (SVOCs), RCRA metals, gasoline range organics (GRO), diesel range organics (DRO), and polychlorinated biphenyls (PCBs), total sulfur, total sulphate, reactive sulfide, and Toxicity Characteristic Leaching Procedure (TCLP) sulfur.
- Prepare a brief summary report that will include figures and tables, soil boring logs, a description of site activities, and a summary of findings with conclusions and recommendations for additional activities, if warranted.

True North assumes that the City of Stoughton (Client) will assist with arranging unrestricted access for the site investigation. Additionally, True North will arrange for a utility locate utilizing Digger's Hotline and a private utility locating service to clear all soil boring locations prior to advancing the borings.

All site investigation wastes will be stored on-site pending proper profiling and disposal.

PROJECT COSTS

True North proposes to conduct the above scope of services on a not to exceed, time and materials basis with an estimated cost of **$18,605**. True North will not exceed this cost without prior written approval from Client. The estimated costs are detailed as follows:

Task	Description	Amount	Unit	Unit Rate	Extension
1	Project Coordination, SI Workplan, HASP Preparation	4	HR	$120	$480.00
		8	HR	$90	$720.00
2	Field Oversight	18	HR	$90	$1,620.00
	Sub: Lab - Soil	18	SMPLE	$245	$4,410.00
	Sub: Lab - Groundwater	6	SMPLE	$245	$1,470.00
	Sub: Lab - Waste Profile	1	SMPLE	$735	$735.00
	Sub: Driller	1	LS	$5,600	$5,600.00
	Sub: Utility Locator	1	LS	$300	$300.00
	Equipment and Expenses	1	LS	$700	$700.00
3	Report Preparation	6	HR	$120	$720.00
		15	HR	$90	$1,350.00
		4	HR	$75	$300.00
		4	HR	$50	$200.00
ESTIMATED TOTAL					$18,605.00

Any additional work requested by Client and performed by True North will be completed in accordance with the attached 2020 Civil and Environmental Engineering Fee Schedule. Standard laboratory turnaround time is two weeks and assumed for the pricing in this proposal. Site investigation waste disposal is NOT included in this cost estimate.

SCHEDULE

True North estimates that its work can commence immediately upon receiving a signed copy of this agreement. Timing will be dependent on driller availability but True North is anticipating that this work can be completed within six to eight weeks of receiving authorization to proceed.

LIMITATIONS & QUALIFICATIONS

It is assumed for purposes of this estimate that access to the property is available during normal working hours.

The results reported and any opinions reached by True North are for the benefit of Client and, unless agreed to by True North in writing, are not to be disclosed to or relied upon by any third party.

This proposal is valid for a period of 45 days from the date of this proposal. In the event that authorization is received after 45 days from the date of this proposal, True North reserves the right to resubmit a new cost estimate for approval to reflect any additional costs associated with the proposed scope of work, if necessary.

TERMS OF AGREEMENT

If this proposal meets with your approval, please sign the attached service agreement and return it to our office via mail, fax or e-mail. This agreement for professional services represents a contract between True North Consultants, Inc. and Client. Our Schedule of Terms and Conditions are hereby incorporated as part of this agreement. Written authorization to proceed will form a binding contract and indicates your acceptance of our Schedule of Terms and Conditions. Any changes to our Schedule of Terms and Conditions must be agreed to in writing by both parties prior to your authorization to proceed.

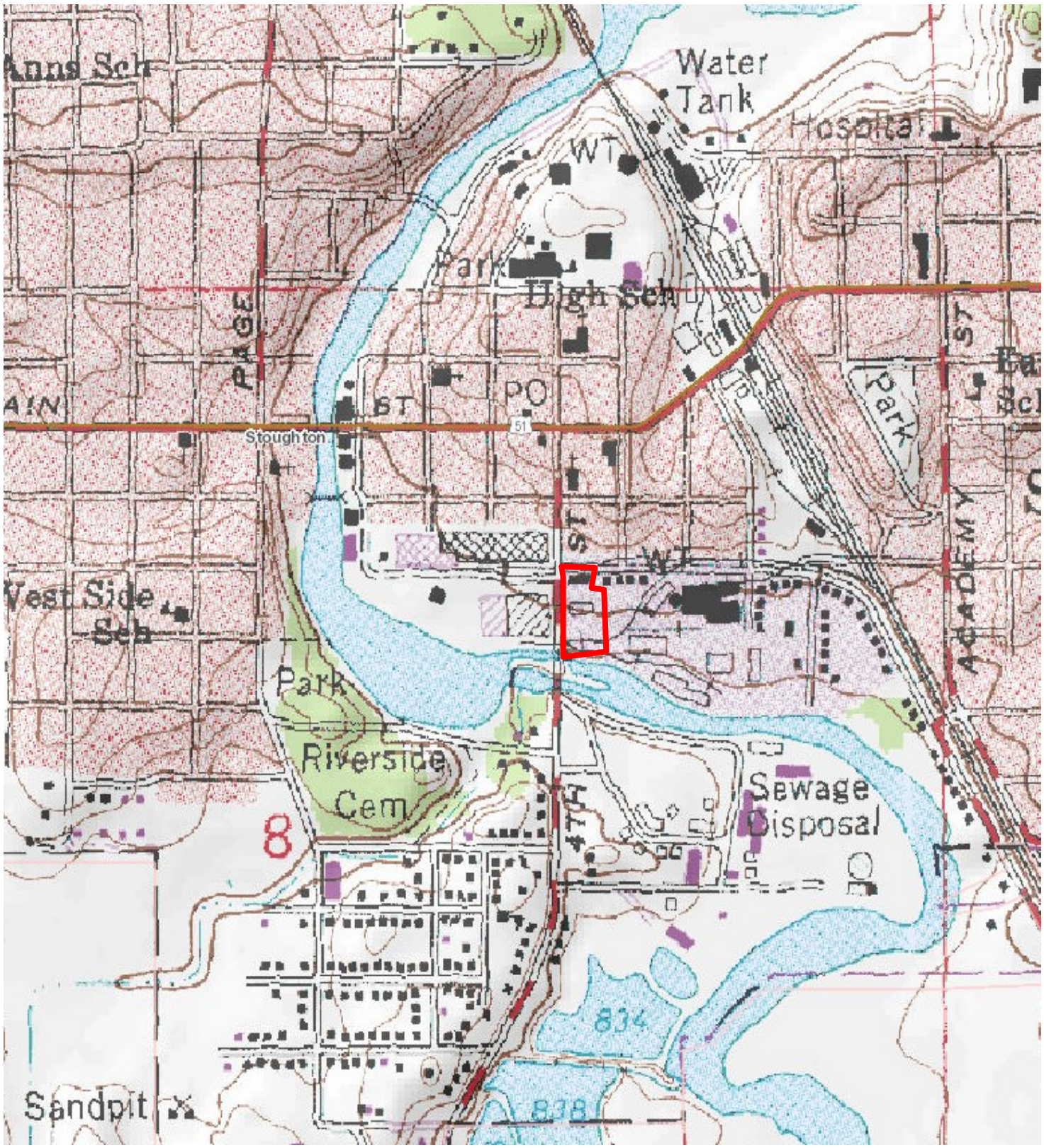
True North appreciates the opportunity to offer this change order for environmental consulting services. If you have any questions, please contact me at 608-577-8315.

Regards,
TRUE NORTH CONSULTANTS

Christopher H. Valcheff
Principal Consultant

True North Project # T2002-059 is hereby accepted and the conditions attached and outlined herein agreed to:

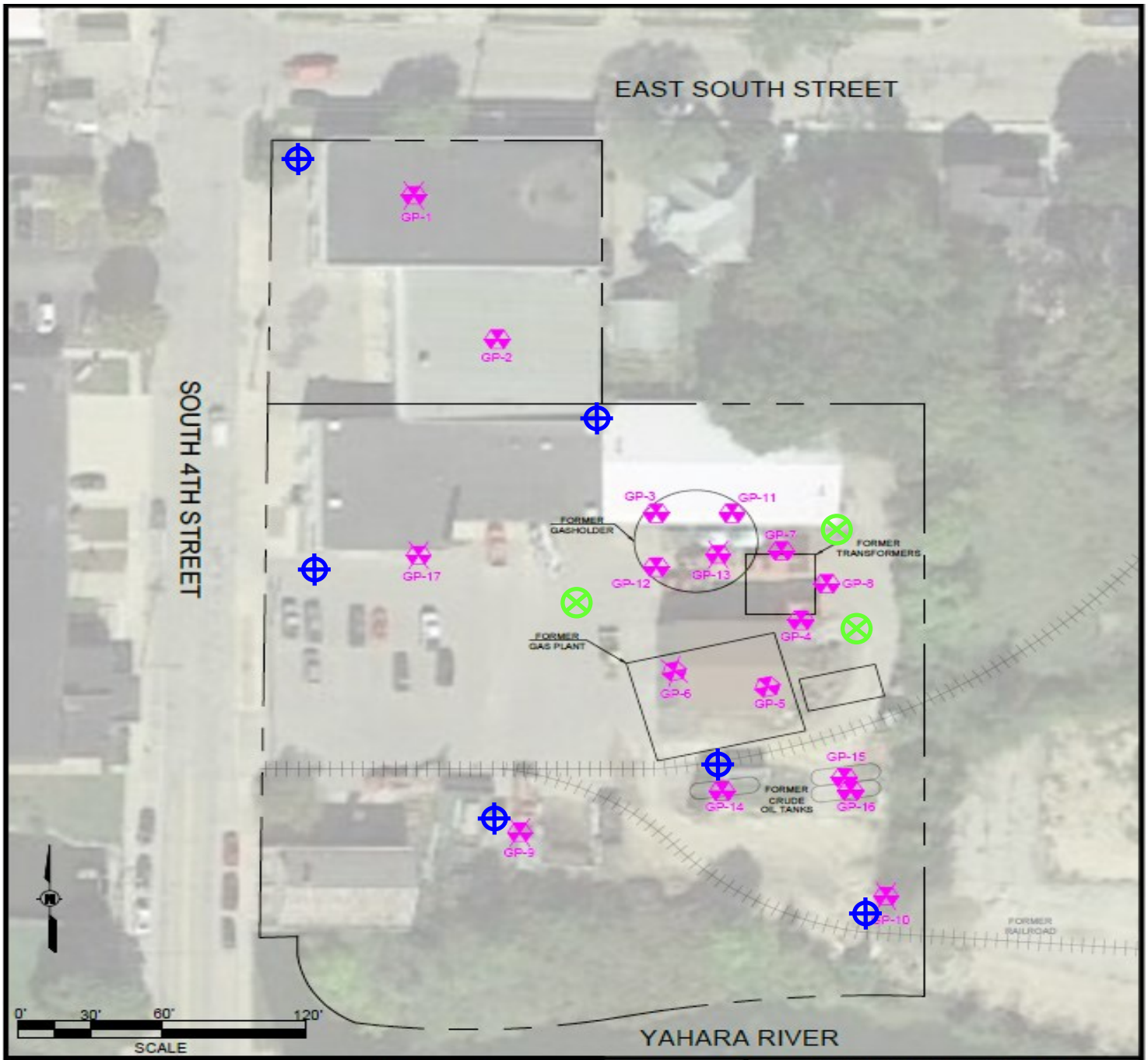
CITY OF STOUGHTON AUTHORIZATION	TRUE NORTH CONSULTANTS, INC.
By:	*By: Christopher H. Valcheff*
Signature:	*Signature:*
Date:	*Date: August 10, 2020*



Approximate Site Boundary

Stoughton, WI— Topo adapted from WDNR RR Sites Map

TRUENORTH CONSULTANTS 525 Juncton Road Suite 1900 Madison, Wisconsin 53717	Site Location: Stoughton Public Works Garage 501 & 515 South 4th Street Stoughton, Wisconsin	N Not To Scale	Figure: 1
	Client: City of Stoughton 207 S. Forrest Street Stoughton, WI 53589		Project Number: T2002-059 Date: August 2020



LEGEND
- APPROXIMATE PROPERTY BOUNDARY
- APPROXIMATE TAX PARCEL BOUNDARY
- SOIL BORING
- SOIL BORING & TEMPORARY WELL

Notes
1. AERIAL PHOTOGRAPH PROVIDED BY GOOGLE EARTH. IMAGERY DATE 10/3/2018.

AECOM
Milwaukee Office
1555 RiverCenter Dr
Milwaukee, WI
414.944.6080

AECOM

Stoughton Garage Site Investigation
501 & 515 South 4th Street
Stoughton, WI 53589

SAMPLE LOCATIONS

Project Number: 60608518 | Drawn By: CAS | Date: 4/27/2020 | Figure No. 3

BASEMAP FROM AECOM, PHASE II ENVIRONMENTAL SITE ASSESSMENT REPORT DATED MAY 29, 2020

PROPOSED GROUNDWATER MONITORING WELL LOCATION

PROPOSED SOIL BORING LOCATION

TRUE NORTH CONSULTANTS
525 JUNCTON ROAD
SUITE 1900
MADISON, WISCONSIN 53717

SITE LOCATION
STOUGHTON PUBLIC WORKS GARAGE
501 & 515 SOUTH 4TH STREET
STOUGHTON, WISCONSIN

CLIENT
CITY OF STOUGHTON
207 S. FORREST STREET
STOUGHTON, WI 53589

NOT TO SCALE

FIGURE
2

PROJECT NUMBER
T2002-059

DATE
AUGUST 2020

GENERAL TERMS & CONDITIONS OF SERVICES

1.0 PROPOSAL ACCEPTANCE

The following terms and conditions ("Terms") shall apply to and are the only terms that govern the attached Master Service Agreement, Proposal or Quotation (collectively, "Agreement") between True North Consultants, Inc. ("True North") and the Client named in the Agreement ("Client"). Client's acceptance of the Agreement includes acceptance of these Terms and any terms and conditions proposed by the Client will be deemed to materially alter the Terms and are hereby objected to and rejected by True North. Acceptance of the Agreement, including acceptance of the Terms, shall occur upon the notification of True North by Client, in writing, electronically or orally, to commence performance in accordance with the requested Consulting Services (as defined in the Agreement) and the Terms. In the event of a conflict between these Terms and the Agreement, the terms of the Agreement will prevail unless otherwise agreed to by the parties in writing.

2.0 LIMITED WARRANTY

2.1 Professional Standard of Care: True North warrants that it will perform the Consulting Services consistent with the level of care and skill ordinarily exercised by other professional consultants in the same locale and under similar circumstances at the same time the Consulting Services are performed.

2.2 Exclusive Remedy: True North's sole and exclusive liability and Client's sole and exclusive remedy for breach of this warranty shall be as follows:

2.2.1 True North will use reasonable commercial efforts to promptly cure any breach; provided, that if True North cannot cure such breach within a reasonable time (but no more than thirty (30) days) after Client's notice of such breach, Client may, at its option, terminate the Agreement by service of written notice of termination.

2.2.2 In the event the Agreement is terminated pursuant to Section 2.2.1 above, True North will within thirty (30) days after the effective date of termination refund to Client any fees paid by Client as of the date of termination for the Consulting Services, less a deduction equal to the fees for receipt or use of such Consulting Services up to and including the date of termination on a pro-rated basis.

2.2.3 The foregoing remedy shall not be available unless Client provides written notice of such breach within thirty (30) days after acceptance of such Consulting Services to True North.

2.3 Disclaimer of Implied Warranties: EXCEPT FOR THE LIMITED WARRANTY SET FORTH IN THIS SECTION 2, TRUE NORTH MAKES NO WARRANTY WHATSOEVER WITH RESPECT TO THE CONSULTING SERVICES UNDER THE AGREEMENT, INCLUDING ANY (A) WARRANTY OF MERCHANTABILITY; OR (B) WARRANTY OF FITNESS FOR A PARTICULAR PURPOSE; OR (C) WARRANTY OF TITLE; WHETHER EXPRESS OR IMPLIED BY LAW, COURSE OF DEALING, COURSE OF PERFORMANCE, USAGE OR TRADE OR OTHERWISE.

3.0 SUBCONTRACTED AND OTHER SERVICES

3.1 True North will select reputable subcontractors for test borings and/or other explorations or services based on oral or written competitive prices. The subcontractors' invoices shall be billed in accordance with the Agreement. Nothing in this Section 3 shall require that services or equipment be obtained through competitive bidding or be available from multiple sources. True North shall not be responsible for the means and methods utilized by its subcontractors.

3.2 On occasion, True North engages the specialized services of individual consultants or other companies to participate in a project. When considered necessary, the cost of such services will be billed in addition to True North's fee schedules set forth in the Agreement.

4.0 SITE ACCESS AND SITE CONDITIONS

4.1 Client shall grant or obtain free access to the site for all equipment and personnel for True North to perform the Consulting Services for the Project (as defined in the Agreement) set forth in the Agreement. Client shall notify any and all possessors of the Project site that Client has granted True North free access to the site. True North will take reasonable precautions to limit damage to the site, but it is understood by Client that, in the normal course of work, some damage may occur and the correction of such damage is not part of the Agreement unless so specified in True North's proposal. Client is responsible for the accuracy of locations for all subterranean structures and utilities. True North will take reasonable precautions to avoid known subterranean structures, and Client waives any claim against True North, and agrees to defend, indemnify, and hold True North harmless from any claim or liability for injury or loss, including costs of defense, arising from damage done to subterranean structures and utilities not identified or accurately located. In addition, Client agrees to compensate True North for any time spent or expenses incurred by True North in defense of any such claim with compensation to be based upon True North's prevailing fee schedule/expense reimbursement policy set forth in the Agreement.

4.2 Client recognizes that subsurface conditions may vary from those observed at locations where borings, surveys or explorations are made, and that site conditions may change with time. Data, interpretation, and recommendations by True North will be based solely on information available to True North. True North is responsible for its data,

interpretations, and recommendations, but will not be responsible for other parties' interpretations or use of the information developed by True North or any other party. To the extent True North must rely upon data provided by another party, True North will not be liable for any claim of injury or loss arising from such data. Client acknowledges that whenever a project involves hazardous or toxic materials and/or investigations of chemicals in the environment, there are inherent uncertainties involved (such as limitations on laboratory analytical methods, variations in subsurface conditions and the like) that may adversely affect the results of the Project, even though the Consulting Services are performed with skill and care.

5.0 BILLING AND PAYMENT

Invoices shall generally be submitted every four (4) weeks for Consulting Services performed during the previous four (4) weeks. Payment shall be due within thirty (30) days of invoice date. If Client objects to all or any portion of any invoice, Client shall so notify True North in writing within fourteen (14) calendar days of invoice receipt, identify the cause of disagreement, and pay within thirty (30) days that portion of the invoice, if any, not in dispute. The parties will immediately make every effort to settle the disputed portion of the invoice. In the absence of written notification described above, Client shall pay the balance as stated on the invoice. Invoices are delinquent if payment has not been received within thirty (30) days from date of invoice. Client will pay an additional charge of one and one-half percent (1.5%) per month (or the maximum percentage allowed by law, whichever is lower) on any delinquent amount, excepting any portion of the invoiced amount in dispute and resolved in favor of Client. Payment thereafter will first be applied to accrued interest and then to the principal unpaid amount. All time spent and expenses incurred (including any attorneys' fees) in connection with collection of any delinquent amount shall be paid by Client to True North per True North's current fee schedules. In the event Client fails to pay True North within thirty (30) days after invoices are rendered, Client agrees that True North has the right to suspend Consulting Services under the Agreement, without incurring liability to Client, after giving seven (7) days' written notice to Client. Client acknowledges that True North's fee schedules are subject to change on an annual basis without prior notice.

6.0 DOCUMENTS AND ELECTRONIC FILES

6.1 Written Documents: Any letters, reports, or documents prepared by True North for Client are the instruments of True North's Consulting Services. The Consulting Services provided by True North are solely for Client's use for the Project and site described in the Agreement. Any documents prepared by True North for the client shall not, in whole or in part, be disseminated or conveyed to another party, nor used by another party in whole or in part, without prior written consent from True North. Client shall, to the fullest extent permitted by law, waive any claim against True North, and indemnify, defend, and hold True North harmless for any claim or liability for injury or loss allegedly arising from any third-party reliance on True North's instruments of Consulting Services without True North's specific authorization to do so.

6.2 Electronic Files: Client hereby grants permission for True North to use information and data provided by Client, including electronic records produced or provided by Client in the completion of the Project. Client also grants permission to True North to release True North documents electronically to consultants, contractors, and vendors as required in the execution of the Project.

6.3 Retention Period: True North shall not be obligated to maintain written documents and electronic files relating to its Consulting Services performed for Client under the Agreement for more than five (5) years following completion of the relevant Consulting Services.

7.0 INSURANCE

True North maintains Workmen's Compensation Insurance as required by applicable law and General Liability Insurance for bodily injury and property damage with an aggregate limit of $1,000,000 per occurrence. True North will furnish certificates of such insurance upon request. In the event Client desires additional insurance coverage of this type, True North will, upon the Client's written request made prior to the performance of Consulting Services, obtain additional insurance (if possible) at Client's expense.

8.0 ALLOCATION OF RISK

8.1 Limitation of Liability: IN NO EVENT SHALL TRUE NORTH BE LIABLE TO CLIENT OR TO ANY THIRD PARTY FOR ANY LOSS OF USE, REVENUE, OR PROFIT, OR FOR ANY CONSEQUENTIAL, INCIDENTAL, INDIRECT, EXEMPLARY, SPECIAL OR PUNITIVE DAMAGES WHETHER ARISING OUT OF BREACH OF CONTRACT, TORT (INCLUDING NEGLIGENCE), STRICT LIABILITY OR OTHERWISE, REGARDLESS OF WHETHER SUCH DAMAGE WAS FORESEEABLE AND WHETHER OR NOT TRUE NORTH HAS BEEN ADVISED OF THE POSSIBILITY OF SUCH DAMAGES, AND NOTWITHSTANDING THE FAILURE OF ANY AGREED OR OTHER REMEDY OF ITS ESSENTIAL PURPOSE. IN NO EVENT SHALL TRUE NORTH'S AGGREGATE LIABILITY ARISING OUT OF OR RELATED TO THE AGREEMENT, WHETHER ARISING OUT OF OR RELATED TO BREACH OF CONTRACT, TORT (INCLUDING NEGLIGENCE), STRICT LIABILITY OR OTHERWISE, EXCEED THE AGGREGATE AMOUNTS PAID OR PAYABLE TO TRUE NORTH PURSUANT TO THE AGREEMENT. If Client prefers not to limit True North's professional liability to this sum, True North will waive this limitation upon Client's written request, provided that Client agrees to pay for this waiver at a negotiated fee. Client's request for this option must be made at the time Client enters into the Agreement. In the event Client makes a claim against True North for any act arising out of the performance of True North's Consulting Services, and

fails to prove such claim, then Client agrees to pay all attorneys' fees and other costs incurred by True North in defense of such claim.

8.2 Indemnification: Client shall indemnify, defend and hold harmless True North and its officers, directors, agents, employees, affiliates, successors and permitted assigns against any and all suits, actions, legal or administrative proceedings, claims, debts, demands, damages, liabilities, interest, attorney's fees, costs and expenses arising from or related to the performance of Consulting Services under the Agreement and attributable to either a breach by Client of its obligations hereunder or the act or omission or willful misconduct of Client or anyone acting under Client's direction or control.

9.0 CHANGES

9.1 Unforeseen Site Conditions: True North reserves the right to make reasonable changes in the Consulting Services to be performed after acceptance of the Agreement. Client understands that unforeseen site conditions may require changes in the scope of Consulting Services to be performed.

9.2 Unauthorized Changes: If changes are made to True North's work products for Consulting Services by Client or persons other than True North, and these changes affect True North's Consulting Services, any and all liability against True North arising out of such changes is waived and Client shall assume full responsibility for such changes unless Client has given True North prior notice and has received from True North written consent for such changes.

9.3 Client-Requested Changes: Upon receipt of a change requested by Client, True North will obtain price quotations from its subcontractors and will provide Client with a quotation of the cost of having the change performed, and any increase in contract time caused by the change. True North shall authorize the requested change by amending the contract price and contract time in the Agreement.

10.0 NOTIFICATION OF HAZARDS

Client shall notify True North of any information Client has with respect to the existence or suspected existence of biological pollutants, hazardous materials, oil, or asbestos in the environment, including, but not limited to the air, soil, and water at the site. Client shall advise True North immediately of any information which Client receives regarding the existence of any such hazardous materials or conditions at the site which might present a threat to human health and safety or the environment or impact True North's work products.

11.0 BIOLOGICAL POLLUTANTS

True North's scope of Consulting Services, unless specifically outlined in its written scope of Consulting Services, does not include the investigation or detection of the presence of any biological pollutants in or around any structure. Client agrees that True North will have no liability for any claim regarding bodily injury or property damage alleged to arise from or be caused by the presence of or exposure to any biological pollutants, in or around any structure. In addition, Client shall defend, indemnify, and hold harmless True North from any third-party claim for damages alleged to arise from or be caused by the presence of or exposure to biological pollutants in or around any structure.

12.0 SITE CONTROL, CONFIDENTIALITY AND DISCLOSURE

True North shall not assume, by virtue of performing Consulting Services on or near the site, the responsibility or liability for any aspect or condition of the site that may now or later exist to be discovered. In particular, True North shall not assume the responsibility to report to any governmental or regulatory agency the existence of any conditions of the site that may present a threat to human health, safety or the environment. True North will not intentionally divulge information regarding any Agreement, True North's Consulting Services or any report, and which is not in the public domain, except to Client or those whom Client designates. Notwithstanding the foregoing, Client understands that True North will comply with judicial orders and applicable laws and regulations regarding the reporting to the appropriate public agencies of potential dangers to the public health, safety or the environment.

13.0 RCRA COMPLIANCE

Nothing contained in these Terms or the Agreement shall be construed or interpreted as requiring True North to assume the status of a generator, storer, treater, transporter, or disposal facility within the meaning of the Resource Conservation and Recovery Act of 1976, as amended, or within the meaning of any similar Federal, State, or local regulation or law.

14.0 DELAYS

Delays not the fault of True North or its subcontractors shall result in an extension of the schedule equivalent to the length of delay. If such delays result in additional costs to True North, the total Project cost shall be equitably adjusted by the amount of such additional costs.

15.0 DISPUTE RESOLUTION; CHOICE OF FORUM

Any claims or disputes between Client and True North arising out of or related to the Consulting Services provided by True North or out of or related to the Agreement shall be submitted to non-binding mediation as a condition precedent to the institution of legal or equitable proceedings by either party. Any claims arising out of or relating to the sale of Consulting Services provided by

True North and/or the relationship between True North and Client shall be asserted only in the state or federal courts located in Cook County or DuPage County, Illinois. Client hereby unconditionally consents to the jurisdiction and venue of said courts.

16.0 MISCELLANEOUS

16.1 Governing Law: These Terms and all matters arising out of, or related to, the sale of Consulting Services by True North to Client and/or the relationship between True North and Client shall be deemed to have been made and governed by the substantive laws of the State of Illinois, without regard to its choice-of-law or conflict-of-laws provisions.

16.2 Severability: If any term or provision of these Terms is found to be invalid or unenforceable, the remaining portion of these Terms shall remain in effect, provided that if such invalid or unenforceable portion is an essential part of these Terms, the parties will immediately begin negotiations for a replacement provision consistent with the intent and purpose of these Terms.

16.3 Entire Agreement: The terms contained in the Agreement and these Terms comprise the entire agreement between True North and Client concerning the subject matter hereof, and supersede all prior and contemporaneous understandings, agreements, representations and warranties, both written and oral, regarding such subject matter. No modification, amendment, rescission, waiver or other change of these Terms or the Agreement or any part thereof shall be binding on True North unless agreed in writing by an authorized officer of True North.

16.4 All Rights Reserved: All rights and remedies of True North provided in these Terms are cumulative and not exclusive, and the exercise by True North of any right or remedy does not preclude the exercise of any other rights or remedies that may now or subsequently be available at law, in equity, by statute, or in any other agreement between the parties.

16.5 No Assignment: The rights and responsibilities of Client hereunder may not be assigned to any third-party without the written consent of True North.

16.6 Waste Manifests: If during remedial construction activities waste manifests are required, Client shall provide an authorized person to sign manifests or agrees to provide True North with a written limited power of attorney to sign manifests.

END OF TERMS AND CONDITIONS

REVISED: June 27, 2019

525 Junction Road, Suite 1900
Madison, WI 53717

O: 608.234.5092
F: 608.237.2453

ConsultTrueNorth.com

EXHIBIT A
ENVIRONMENTAL CONSULTING SERVICES
2020 FEE SCHEDULE

MADISON, WISCONSIN OFFICE

Professional Services	Hourly Rate
Principal Consultant	$ 150.00
Senior Consultant	$ 125.00
Staff Consultant	$ 105.00
Associate Consultant	$ 90.00
Project Consultant	$ 75.00
Certified Industrial Hygienist	$ 150.00
Industrial Hygienist	$ 90.00
Certified Safety Professional	$ 150.00
CAD Operator	$ 80.00
Administrative Staff	$ 55.00
Asbestos Professional	$ 90.00
Lead Inspector/Risk Assessor	$ 90.00

Reimbursable Expenses	Unit Rate
Field Expenses/Rental Equipment	Cost + 15%
Analytical Services	Cost + 15%
Commercial Travel	Cost + 15%
Printing & Reproduction	Cost + 15%
Subcontractor Expenses	Cost + 15%
Other Direct Costs	Cost + 15%
Company Vehicle	$ 75.00 per Day
Equipment Charge	$ 75.00 per Day
Staff Vehicle Mileage	$0.575 per Mile

All rates are valid for the identified year starting January 1, 2020. Rates are subject to change on an annual basis without prior notice.