



EXHIBIT C
Construction Operation Staff Hourly Rates

McCownGordon Construction, L.L.C.

Independence Communications Center

Hourly Rates for Construction, Administration, & Supervision
July 01, 2016

<u>PROJECT STAFF</u>	<u>RATE</u>
Director of Operations	\$ 140.00
Senior Project Manager	\$ 120.00
Project Manager	\$ 90.00
Senior Project Engineer	\$ 70.00
Project Engineer	\$ 59.00
Project Coordinator	\$ 50.00
Preconstruction Manager	\$ 120.00
Senior Estimator	\$ 116.00
Estimator	\$ 68.00
Safety Director	\$ 115.00
Safety Coordinator	\$ 65.00
General Superintendent	\$ 127.00
Superintendent	\$ 100.00
Assistant Superintendent	\$ 85.00
Carpenter Foreman - (regular time)	\$ 74.50
Carpenter - (regular time)	\$ 72.50
Labor Foreman - (regular time)	\$ 56.00
Laborer - (regular time)	\$ 54.00
BIM Specialist	\$ 80.00
QA/QC Manager	\$ 100.00

These rates are subject to change but by not more than 5% in a given six month period.

Standard Hourly Billing Rates – January 1, 2017

<u>Category</u>	<u>Rates</u>
Partner	\$200.00
Market Leader	175.00
Client Leader	160.00
Senior Project Architect	165.00
Director	180.00
Architect III	140.00
Architect II	115.00
Architect I	100.00
Arch. Technician III	100.00
Arch. Technician II	80.00
Arch. Technician I	70.00
Structural Engineer Manager	170.00
Structural Engineer II	125.00
Structural Engineer I	100.00
Structural Intern	85.00
Structural Technician	80.00
Interior Designer III	120.00
Interior Designer II	85.00
Interior Designer I	70.00
Creative Director	115.00
Graphic Artist III	95.00
Graphic Artist II	65.00
Technician	45.00
Admin. Assistant II	75.00
Admin. Assistant I	45.00

Rates are subject to change annually.