Nederman	STANDARD LABOR RATES Canada	Document #: PS111113-0302
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Classification of Technical Services	
Service Manager	Services are those provided by a service manager in the oversite of personnel for complex jobs which require management of the service location or personnel teams in order to accomplish job requirements.
Field Service Engineer	Services are those provided for equipment and systems requiring a high degree of training and experience. These services include, but are not limited to, equipment installation, system start-up and commissioning, trouble-shooting, site audits, retro-fit site surveys, and controller programming / calibration.
Sr. Field Service Technician	Services are those provided for equipment and systems requiring a high degree of training and experience. These services include, but are not limited to, equipment installation, system start-up and commissioning.
Field Service Technician II / Installation Superintendent	Services are those provided by experienced craftsmen in performing equipment installation, installation supervision, equipment commissioning, equipment maintenance and repair.
Field Service Technician III	Services are those provided by support staff craftsmen or contract personnel and supervised by either a Sr. Field Service Technician, Field Service Technician II or Field Service Engineer in performing filter changes, baghouse filter changes, simple maintenance, or equipment installation.

Classification of Technical Services				
Classification	Straight Time Hourly Rate	Overtime Hourly Rate	Holiday Hourly Rate	Emergency Hourly Rate
Service Manager	$ 194.77	$ 292.15	$ 389.54	$ 486.92
Field Service Engineer	$ 178.65	$ 267.98	$ 357.31	$ 446.63
Sr. Field Service Technician	$ 161.40	$ 242.10	$ 322.81	$ 403.51
Field Service Technician II / Installation Superintendent	$ 131.92	$ 197.87	$ 263.83	$ 329.79
Field Service Technician III	$ 101.72	$ 152.58	$ 203.44	$ 254.29

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Additional rate guidelines are listed below and apply when appropriate	
Straight Time Rates	Monday - Friday; 07:30 to 11:30 am and 12:30 to 4:30pm
Overtime Rates	Time outside of standard rate times, Saturday, Sunday, or more than 40 hours in a single work week
Holiday Rates	Apply to Nederman company recognized Holidays
Emergency Rates	Apply to emergency call outs, unscheduled services to be performed within 14 calendar days of request.
Minimum Charges	Service calls will be charged at a minimum of four (4) hours plus travel time. Rates apply from the time the employee leaves the shop / office / home domicile until returning, including time required in obtaining material and equipment.
Per Diem	Charged for each day in which service personnel cannot return to the employee's home office. Per Diem is calculated based upon the region of the country and project length.
Mileage Rate	$0.90 / mile
Expenses	All expenses including, but not limited to, meals, hotels, airfare, car rental, per diem, etc are charged at cost plus 10%
Hazardous Material Handling	Any hazardous materials handling or removal required will be quoted based upon the job. Examples include, but are not limited to powders, fiberglass, or certain textiles.
Qualification Package Requirements	Any qualification package requirements by Buyer will be passed through at cost. Examples include, but are not limited to, ISNET, Browse, PICS, PSC
Mobilization / Demobilization Charges	mobilization / demobilization charges include all travel time to and from service locations as well as applicable airfare and travel expenses.
Taxes	No taxes are included in any of the rates

Maximum Work & Travel Hours	
1	The maximum on site time and/or travel time shall not exceed 12 hours in a 24 hour period.
2	A One-Half (1/2) Hour break period is required for every four hours worked, therefore an 8 hour work day includes a One (1) hour lunch.
3	If around-the-clock services are required, two or more Field Service Personnel will be assigned to the project.

Limitations

All rates shown above ONLY apply to work and travel provided within the 48 Continental United States

Hourly rates **DO NOT** include travel and living expenses

All rates and related quotes or proposals are subject to Nederman Mikropol standard Terms & Conditions

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