PNEUMAFIL / Nederman	**STANDARD LABOR RATES** **Overseas** (includes Alaska, Hawaii and U.S. Territories)	**Document #:** PS1115-0614
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Classification of Technical Services	
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 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.
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.

Classification of Technical Services				
Classification	12 Hour Day Rate (Monday-Sunday)	Overtime Hourly Rate (After 12 Hours)	Holiday Day Rate	Emergency Day Rate
Service Manager	$ 3,048.55	$ 354.05	$ 6,097.09	$ 7,621.36
Field Service Engineer	$ 2,796.30	$ 333.03	$ 5,592.60	$ 6,990.75
Sr. Field Service Technician	$ 2,526.30	$ 310.53	$ 5,052.60	$ 6,315.75

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Additional rate guidelines are listed below and apply when appropriate	
12 Hour Day Rate	Monday - Sunday
Overtime Rates	Applied to more than 40 hours in a single work week, consecutive days.
Holiday Rates	Holiday rates will apply for the following: New Year's Eve, New Year's Day, Good Friday, Memorial Day, 4th of July, Labor Day, Thanksgiving Day and the Day after, Christmas Eve and Day, Easter Day
Emergency Rates	Apply to emergency call outs, unscheduled services to be performed within 14 calendar days of request.
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, country and project length.
Mileage Rate	$1.90 / mile
Expenses	All expenses including, but not limited to, meals, hotels, airfare, car rental, per diem, etc are charged at cost plus 10%.
Airfare	Business Class fares will be used for all airline travel outside of the Continental United States. All travel arrangements will be made by Nederman Mikropul or it's affiliates.
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.
Security / Safety Concerns	Whenever it is deemed by a Nederman Mikropul technician or personnel that a project location is not secure or their safety is jeopardized by actions at or around the site location, customer will assist in extracting service personnel from location and aid in their safe return to the Nederman Mikropul home office upon request.
Fee Payments	Payment of all Fees and Expenses, which includes an estimate of all labor in the final quote and OVERSEAS mobilization / demobilization charges, which include all travel time to and from facility locations as well as applicable airfare and travel expenses are required to be paid in full before a technician can be dispatched to location.
Taxes	No taxes are included in any of the rates

Maximum Work & Travel Hours	
1	A One-Half (1/2) Hour break period is required for every four hours worked, therefore a 12 hour work day includes a One (1) hour lunch and an additional 30 minute break.
2	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 outside of 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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