



Exhibit "A" 2024 Rate Schedule

I. Personnel Labor Rates:

The personnel labor classification("Classifications") and the classification hourly rates listed below ("Classification Hourly Rates") apply to any and all personnel engaged to fulfill the terms of the Agreement, these personnel may include but are not limited to the full time employees of Cotton Commercial USA, Inc. whether doing business on its own behalf or doing business as Advance Catastrophe Technologies, Full Circle Restoration, Target Solutions, or any other current or future DBA name ("Cotton"), temporary hires employed directly by Cotton, any personnel secured through subcontracted labor, or any personnel subcontracted by Cotton that falls into the labor categories below. Rates stated below are per person per hour.

Table with 4 columns: Classification - Management, Classification Hourly Rates, Classification Hourly Rates, Classification Hourly Rates. Rows include Project Consultant (PCS) at \$150.00, Project Coordinator (PC) at \$130.00, Project Manager (PM) at \$100.00, Health & Safety Officer (HSO) at \$95.00, and various Restoration and Construction roles with their respective hourly rates.

B. Labor Considerations / Provisions:

- 1. All scheduled rates are per the first 40 hours worked in a week, based on a seven (7) day work week (Monday-Sunday). All hours worked in excess of 40 hours in a week will be billed at (1.5) times the normal rate schedule. Commencement of any new project Friday after 5:00PM is subject to 1.5 times normal rates. All hours will reset on Monday and subject to our normal hourly rates.
2. All holidays recognized by Cotton Commercial USA, Inc. ("Cotton ") will be billed at (2) times the normal billing rates. Recognized holidays are New Years, Good Friday, Memorial Day, Independence Day, Labor Day, Thanksgiving, Christmas Eve, and Christmas. If applicable federal state, or local law requires recognition of holidays other than those recognized by Cotton, those additional holidays will be billed at (2) times the normal billing rate.
3. Cotton response personnel who are placed on stand-by by the Customer, either on site or at an offsite location, who remain dedicated exclusively to the Customer, will be billed at full rates for a minimum of four (4) hours per day. Lodging and per diem rates will also be billed for all personnel placed on stand-by.
4. Cotton reserves the right to adjust the pricing of all labor based on inflation and market conditions.
5. Travel time for personnel shall be billed to the contract at the scheduled rates. Project Consultants will be billed at 1/2 their rate.
6. The scheduled rates and provisions in Exhibit A ( Rate Schedule), take into account Cotton's standard wage rates and overtime compensation practices paid to project workers. To the extent the work under a particular contract is subject to federal, state or local prevailing wage laws, Davis-Bacon Wages Act, minimum wage or minimum hour laws, overtime laws, collective bargaining agreements or labor shortage, which would modify Cotton standard rates and practices, Cotton USA will have the option to make adjustments in the hourly rates and other provisions stated above or invoice all wages at a fixed rate not to exceed (1.3) times on any and all of the classifications listed above.

Customer Initials: \_\_\_\_\_ Cotton Initials: \_\_\_\_\_



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- 7 Cotton reserves the right to mobilize one or more qualified safety officers to any emergency response project to oversee site safety. The quantity of safety officers mobilized to a project will be dependent on the scope of work to be performed and the necessity for safety personnel in each work location or zone. Safety officers will remain on site and work with response personnel for the duration of the project or until is mutually agreed upon by Cotton Management and authorized Customer Representatives that these services are no longer required.
- 8. Under certain circumstances, Cotton may need to engage additional personnel in the categories listed above. If the cost for this personnel exceeds our listed price, Cotton will charge the cost fee at a fixed amount not to exceed (1.3) times cost.

c. **EXPENSES / REIMBURSABLE**

A. **UNSCHEDULED / SPECIALTY WORK:**

For any trade or service which Cotton does not provide or which is not scheduled in this Rate Schedule, the amount invoiced will be billed at cost and a management and oversight fee at a fixed amount not to exceed (1.2) times cost

B. **TRAVEL, LODGING AND PER DIEM**

Cotton shall be compensated for costs incurred for travel, lodging and per diem costs (" Incidental Costs ") for all workers assigned to the project. All Incidental Costs will be billed at a fixed amount not to exceed (1.2) times cost If actual costs cannot be determined for any reason, such Incidental Costs shall be determined in accordance with the rates set by the United States General Services Administration, the Department of Defense, or the State Department, plus at a fixed amount not to exceed (1.2) times cost. Standard Per Diem reimbursement is \$45.00. Due to regional costs, there will be a \$60.00 per diem rate paid to employees for projects in following states including but not limited to New York, New Jersey, Connecticut, Rhode Island, Massachusetts, New Hampshire, Nevada, Oregon, Washington, California, Maine, and Washington D.C. If it is necessary to use multiple hotels to house project personnel during a declared State of Emergency, Cotton will use the average nightly rate of up to three hotels that house project personnel (Cotton and/or subcontractors). The full average nightly rate will be charged for single occupancy and 50% of the average nightly rate per person will be charged for double occupancy.

C. **FREIGHT / TRANSPORTATION FEES**

Cotton shall be compensated for costs incurred for the transportation of equipment and materials to the site of work and for the transportation back of equipment and any remaining supplies and materials, upon completion of the work. All such costs shall be billed at actual cost plus management and oversight fee at a fixed amount not to exceed (1.2) times cost

D. **TAXES AND PERMITS**

The rates contained in this schedule are exclusive of federal, state and local sales or use taxes, consumptions taxes, gross receipts tax, valued-added taxes, transaction taxes, turnover taxes, good and services taxes, or any other taxes that are similar to indirect tax in nature ("Taxes") and any applicable federal, state or local approval, consent, permit, license and/or order fees ("Fees") incidental to performance of the work. Cotton shall be reimbursed for all such Taxes and Fees incurred with respect to the project.

E. **STATE OF EMERGENCY RESOURCE COORDINATION**

Cotton reserves the right to pass all indirect costs associated with mobilization and management recovery services during an area wide event to Customers. Area wide event could include but are not limited to hurricanes, tropical cyclones, tornadoes, floods, and earthquakes. This cost will be five (5%) percent of the total of all labor, equipment, consumables, outside services, and reimbursable (excluding taxes) on each project managed by Cotton for the first sixty (60) days of the event.

F. **BACKGROUND CHECKS / TESTING**

Cotton shall be reimbursed the cost for any background investigation required of Cotton employees or Cotton subcontractors beyond the background investigation routinely conducted by Cotton. Additionally, Cotton shall be reimbursed the cost for any drug testing of Cotton employees or Cotton subcontractors required to be conducted prior to the commencement of a project.

G. **PREMIUM WAGES**

Cotton when working in and around high cost-of-living areas including but not limited to New York, New Jersey, Connecticut, Rhode Island, Massachusetts, New Hampshire, Nevada, Oregon, Washington, California, Maine, and Washington D.C., and internationally, a multiplier of 1.25 will be applied to all listed labor rates in order to account for increased costs This premium is the minimum and is subject to change. Any modifications to the multiplier will be submitted and become part of this agreement.

ci. **DOCUMENT RESTORATION SERVICES**

Document drying costs will be determined per job for the following factors:

- Nature of Damage Moisture Saturation
- Degree of Char / Soot Residue Mold / Mildew / Infestation Smoke Odor
- Deodorization Requirements

Contamination Factors include Debris, Sewage, and/or Hazardous Materials Document Remediation Provision:

Labor, equipment, materials and other costs incurred in connection with document remediation will be billed in accordance with the appropriate schedules and provisions contained in the exhibit.

Customer Initials: \_\_\_\_\_ Cotton Initials: \_\_\_\_\_



EXHIBIT A
Rate Schedule (cont.)

Equipment

Table with columns: Equipment Description, Unit, Daily. Lists various equipment items like Air Compressor, HEPA scrubbers, generators, etc.

Table with columns: Equipment Description, Unit, Daily. Lists various equipment items like PPE packages, pumps, trailers, etc.

Drying Equipment Description

Table with columns: Equipment Description, Unit, Daily. Lists drying equipment like Air Mover, Dehumidifiers, etc.

Equipment Rental Considerations:

- Unscheduled Rental Equipment
Unscheduled Purchased Equipment
Scheduled Rental Equipment
Cotton Supplied Small Tools Charge
PPE Package Items
Weekly Rental Rates - Equipment

Customer Initials: \_\_\_\_\_ Cotton Initials: \_\_\_\_\_



**Exhibit A**  
**Rate Schedule (cont.)**

**Consumables**

**Chemical Description**

<b><u>Chemical Description</u></b>	<b><u>Unit</u></b>	<b><u>Rate</u></b>	<b><u>Material Description</u></b>	<b><u>Unit</u></b>	<b><u>Rate</u></b>
Alcohol, Isopropyl	Gal	\$ 55.21	Ducting, 20" Lay flat (6 mil)	Ft	\$ 1.50
Carpet, Cleaner / Deodorizer	Gal	\$ 25.98	Ducting, 18" Lay flat (6 mil)	Ft	\$ 1.25
Carpet, Defoamer	Gal	\$ 71.45	Ducting, 12" Lay flat (6 mil)	Ft	\$ 1.00
Cleaner, Glass	Gal	\$ 19.49	Ducting, 8" Lay flat (6 mil)	Ft	\$ 0.75
Cleaner, Glass Spray	Ea	\$ 10.85	Filter, Pre Filter for HEPA Vacuum	Ea	\$ 12.99
Degreaser, Light Duty	Gal	\$ 32.93	Filter, HEPA for Hepa Vacuum	Ea	\$ 442.38
Degreaser, Heavy Duty	Gal	\$ 58.46	Filter, Collection bag for HEPA Vacuum	Ea	\$ 10.83
Deodorizing Gel / Block	Ea	\$ 73.61	Filter, Rolled Material	Sf	\$ 3.22
Deodorizing Liquid	Gal	\$ 86.60	Filter, Pleated for Neg Air Machine	Ea	\$ 24.36
Deodorizing Odor Crystals	Gal	\$ 112.58	Filter, Pre Filter for Neg Air Machine	Ea	\$ 2.33
Disinfectant / Biocide / Sporicide	Gal	\$ 74.95	Filter, Charcoal for Neg Air Machine	Ea	\$ 34.64
Disinfectant / Biocide Tablet	Ea	\$ 1.44	Filter, HEPA for Neg Air Machine	Ea	\$ 335.83
Disinfectant / Bleach	Gal	\$ 12.45	Filter, Dehumidifier	Ea	\$ 13.40
Floor Stripper	Gal	\$ 69.28	Floor Protectant, Ram Board	RI	\$ 119.08
Floor Wax	Gal	\$ 80.11	Furniture Blocks	Bx	\$ 114.75
Ice Melt - Granular	Lb	\$ 1.50	Furniture Pads	Bx	\$ 184.03
Remover - Goof Off	Ea	\$ 98.20	Gloves, Cut Resistant	Pr	\$ 14.51
Remover - Carpet / Mastic	Gal	\$ 36.81	Gloves, Surgical Latex / Nitrile	Bx	\$ 32.48
Thermo Fog	Gal	\$ 177.53	Gloves, Work / Rubber / Leather	Pr	\$ 4.22
Furniture Polish	Ea	\$ 14.43	Inventory Tags	Bx	\$ 46.55
<b><u>Lubricant, Machinery</u></b>			Mop Heads	Ea	\$ 8.40
Preserver - Light	Gal	\$ 51.61	Pads, Floor Buffer - Round	Ea	\$ 10.85
Long Term Preserver - Heavy	Gal	\$ 64.10	Pads, Floor Buffer - Rectangle	Ea	\$ 32.35
Stainless Steel Cleaner	Ea	\$ 17.14	Plastic FR Sheeting - Cordek	Ea	\$ 75.78
Sealant - Encapsulant, Asbestos	Gal	\$ 16.67	Plastic Sheeting (20' x 100') 4 mil	RI	\$ 119.08
Sealant - Encapsulant, Duct	Gal	\$ 95.26	Plastic Sheeting (20' x 100') - 6 mil FR	RI	\$ 281.45
Sealant - Encapsulant, Odor	Gal	\$ 84.86	Painters Plastic	RI	\$ 55.00
Sealant - Encapsulant, Antifungal	Gal	\$ 166.71	Poly Hangers	Ea	\$ 6.93
Spray Adhesive	Ea	\$ 9.20	Respirator Cartridge	Ea	\$ 22.73
Wood Cream	Qt	\$ 35.00	Scrub Pads / Sponge	Ea	\$ 3.50
<b><u>HVAC</u></b>			Sleeves, Cut Resistant	Pr	\$ 19.49
Cleaner, HVAC Coil	Gal	\$ 86.60	Sponges, Soot Removal	Ea	\$ 2.77
Lock Tight / Air Lock (grey)	1/2 Gal	\$ 75.68	Spray Bottle w/ Trigger	Ea	\$ 5.41
Pre - Filter for HVAC Negative Air Machine	Ea	\$ 27.93	Sticky Mats 18" x 36" (30 Pads)	Ea	\$ 27.60
Cube(Secondary) Filter for HVAC Negative Air Machine	Ea	\$ 68.20	Tape, Asbestos(Danger)	RI	\$ 25.00
Precut Sheet Metal up to 24" x 24"	Ea	\$ 45.42	Tape, Caution	RI	\$ 18.40
			Tape, Duct(Teal)	RI	\$ 16.42
			Tape, Duct(Grey/White)	RI	\$ 11.91
			Tape, Double Sided (Containment)	RI	\$ 34.64
			Tape, Blue / painters	RI	\$ 14.94
			Tape, HVAC (Aluminum)	RI	\$ 47.63
			Tape, Box (Clear)	RI	\$ 7.14
			Tape, Box (Brown)	RI	\$ 16.24
			Tape, Preservation	RI	\$ 30.31
			Tarps	Sf	\$ 0.26
			Tyvek Suits - General / Mold / Dust	Ea	\$ 11.26
			Tyvek Suits - Chemical / Forensic	Ea	\$ 23.60
			Wipes, Cotton Cloth	Lb	\$ 5.45
			Wipes, Microfiber (25 Wipes)	Pkg	\$ 35.18
			Wipes, Lint Free / Anti Static	Pkg	\$ 36.81
			Wrap, Bubble / Anti Static(Small)	RI	\$ 281.45
			Wrap, Bubble / Anti Static(Large)	RI	\$ 107.32
			Wrap, Shrink	RI	\$ 54.13
			Zippers	Ea	\$ 13.53

**Material Description**

<b><u>Material Description</u></b>	<b><u>Unit</u></b>	<b><u>Rate</u></b>
Bags, Trash	RI	\$ 35.93
Bags, Trash Environmental - 6ml	RI	\$ 184.03
Brown Paper	RI	\$ 114.75
Boot / Shoe Covers	Pr	\$ 1.75
Box, Book / Freeze Dry	Ea	\$ 4.22
Box, Dish Pack	Ea	\$ 7.04
Box, Picture	Ea	\$ 18.60
Box, Wardrobe	Ea	\$ 42.00
Carpet mask 36" x 500'	RI	\$ 255.36
Containment Boom	Ea	\$ 46.00
Brush, Wire	Ea	\$ 5.41
Brush, Grout	Ea	\$ 2.38
Brush, Long Handle / Scrub	Ea	\$ 14.07
Disposable Decontamination Chamber (Per room)	Ea	\$ 192.33
Dust Mask	Ea	\$ 4.55

**Material Rate Considerations:**

**1. Unscheduled Materials**

*For materials not listed above, that are purchased for the project by Cotton, the rate invoiced to the Customer will be the rate charged to Cotton plus 10% overhead and 10% profit.*

**2. The foregoing prices shall be applied to all materials listed above that are utilized in the performance of the work whether shipped to the site from Cotton inventory, shipped directly to the site from Cotton's source, or purchased locally by Cotton.**

**3. Cotton reserves the right to adjust the pricing of all materials and consumables based on inflation and market conditions.**

Customer Initials: \_\_\_\_\_ Cotton Initials: \_\_\_\_\_