



Hilights

1515 White Lake Dr
Inverness, FL 35453
1(877) 445-4487

2015 Rate Sheet

Schedule and Definition of Labor Charges as of January 1, 2015

Labor Charges Per Employee:

Labor Name	Amount	Per
Site Service	150.00	Hour
Night Service	225.00	Hour
Special Labor Rates		
Travel	\$75.00	Hour
Shop	\$75.00	Hour
Weather Wait	\$75.00	Hour
Office	\$75.00	Hour
Machine/Fabrication Shop	\$100.00	Hour
Site Wait	150.00	Hour
Consulting	250.00	Hour

Other Charges:

Charge Name	Amount	Per
*Truck Miles	\$1.50	Mile
Non-Overnight Per Diem	\$75.00	Tech
Overnight Per Diem	\$150.00	Tech
Non Stock Materials	Cost + 15%	Item
Air Travel Ticket	Cost + 15%	Ticket
Rental Car	Cost + 15%	Rental
Antenna Climb	\$100.00	Tech
Shipping	Cost + 15%	Shipment

*Fuel surcharge for fuel costs exceeding \$3.30 per gallon of diesel fuel will be assessed to invoices on a per mile basis of incremental fuel cost plus 15%.

Typical scheduled service call includes applicable charges for site service hours, parts installed, truck mileage and technician per diem. Overtime is billed at 1.5 times regular Site Service rate when technicians are onsite in excess of eight hours in a day. Night Service rates are charged at a night modifier rate of 1.5 times the regular Site Service rate.

Hilights Inc. has a \$750.00 Minimum service charge fee unless specified otherwise.

Definitions:

Site Service: This hourly labor charge category includes charges that will apply from site arrival to departure during normal working hours. This is our typical charge for site service.

Overtime: Overtime will be charged to a customer if our technicians exceed 8 hours onsite in a given day. The rate charged is 1.5 times the specific labor rate.

Night: Labor or service performed between dusk and dawn. We charge the night modifier when a job was scheduled for night service or the job circumstances require our technicians to work beyond or before day light hours.

Truck Miles: This charge is for the total miles our truck has to travel to complete a job. This would include mileage to the site, trips for parts and trips to/from the hotel. Truck mileage rate is based upon one truck with two technicians. Additional travel charges may apply to trucks with three or more technicians.

Travel: This hourly labor charge category includes all types of travel aside from Truck Miles (see truck miles). Examples would be Rental Car Travel and Airline Travel.

Consultant: This is a special hourly labor charge for consultation.

Shop: This hourly labor charge category applies to time spent in the shop to prepare for a specific job. This is considered a special charge and rarely applies to normal service calls.

Weather Wait: This labor charge category applies to time spent by our technicians waiting for foul weather to clear. We constantly strive to avoid scheduling service in an area where foul weather may occur. If it becomes a requirement for our technicians to wait for good weather, the customer could be billed up to 8 hours of weather wait per technician per day. Typically it is more economical to bill for weather wait rather than bill for another trip involving travel and expenses.

Site Wait: This labor charge category applies to time spent by our technicians waiting for materials to arrive, engineers to show or any other encumbrance not caused by Highlights (excluding weather) that halts job progression.

Office: This special labor charge category applies to time spent by our office staff (excluding consultation). Instances where this charge would apply would be preparation of special reports and/or inspections. Our customers are rarely billed this fee.

Per Diem: This charge covers meal and hotel expenses incurred while traveling for each employee. Per-Diem charge is based on Regular or "Off Season" Rates.

Antenna Climb: Antenna climb applies to each technician that has to climb an antenna. We pay our technicians a bonus for climbing each antenna. Antenna will be defined as any aperture or structure which extends from the tower that is ½ the size of the tower and/or extends more than 20 beyond the tower top or 40' beyond the last guy wire. Most antennas have an antenna obstruction light to service at the top.

Additional notes:

Current OSHA regulations require two qualified climbers to be present at every job site.

All high power transmitting antennas near any service to be performed must power down for the duration of service. Qualified site representative(s) supplied by the customer will perform power down of antennas. Any transmitter that is to be turned down will be “locked out and tagged out” for duration of power down. Hilights Inc. will schedule “off air” time with the engineering staff as required. Refusal to power down any antenna as best for job completion WILL result in additional charges.

Unless otherwise agreed in writing, job scheduling and completion will be based upon our current workload.

Hilights Inc. does not employ any structural engineers. Structural or system analysis or any other engineering aspect (if required) will be performed by others.

If Hilights Inc. cannot complete a job due to a structural defect that would constitute a hazard to employees working on the structure, the customer will be responsible for reimbursement of all losses Hilights incurs at the rates stated above.

These rates are given with the assumption the proposed job site will accommodate the construction equipment (if required) and use of said equipment therein. The following are examples of sites that would require further consideration:

- Any site having the habitat of a protected or endangered species.
- Any site located in a body of water.
- Any site that would not reasonably accommodate the typical use of a hoist with a tag line.
- Any site that would require clearing or mowing. This includes farmland and groves.
- Any site built on leased property that would require special permissions from the landowner.

We currently carry Liability insurance with a \$5 million umbrella, \$1 million auto, and workers compensation as per statutory limits. Insurance certificates will be supplied upon request.

Typically Quotes are valid for a period of 90 days.

At all times, the safety of all personnel will be our top priority.

If you have any questions, please contact me at 1(877) 445-4487.

Sincerely,



Timothy B. Nash
President
Hilights Inc.

EC# FL 13005579
EC# NC 30494-U