



2018 Consulting Rate Schedule

Standard Rates

| | |
|--|-----------------|
| Christine Campbell <i>Wildlife Biologist, Principal</i> | Hourly \$100/hr |
| Administrator | Hourly \$30/hr |

Available Discounts on Labour

Maximum combined discount shall not exceed 50% of professional fees. Discounts are applicable to professional fees only.

| | |
|---|--------------|
| Non-profit <i>Subject to verification and approval by Twisted Nature if charitable number is not available</i> | 50% Discount |
| First Nations <i>Payment received within 15 days of invoice</i> | 25% Discount |
| Volume <i>Minimum 30 hours for the same client within a one-month period</i> | 5% Discount |

Disbursements

The client will be responsible for project-specific disbursements. A markup of 10% will be added to all disbursements, including travel, equipment, and subcontractors.

Mileage

Mileage will be charged at a rate of \$0.55/km.

Payment Terms

Payment is required within 30 days of invoice. Interest of 5% will be accrued monthly on invoices outstanding beyond 30 days.

Prices valid until December 31, 2018. Refer to project proposal or scope of work for project-specific rate schedules. GST or applicable sales taxes are not included.