

EXHIBIT B

COMPENSATION SCHEDULE & REIMBURSABLE EXPENSES



FEE SCHEDULE (2026)

Classification	Billing Rate
Project Manager / Quality Manager	\$250/hr
Project Engineer	\$200/hr
Design Engineer II	\$155/hr
Design Engineer I	\$135/hr
Senior Cadd Operator	\$135/hr
Engineering Technician	\$125/hr
Project Coordinator	\$100/hr

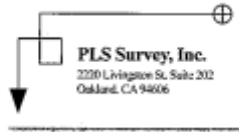
*Annual escalation of 3% will be applied for multi-year contracts.



Fee Schedule
Effective January 1, 2026 through December 31, 2026

Grade	Hourly Rate	Grade	Hourly Rate	Grade	Hourly Rate
Grade 5	75.00	Grade 37	235.00	Grade 69	395.00
Grade 6	80.00	Grade 38	240.00	Grade 70	400.00
Grade 7	85.00	Grade 39	245.00	Grade 71	405.00
Grade 8	90.00	Grade 40	250.00	Grade 72	410.00
Grade 9	95.00	Grade 41	255.00	Grade 73	415.00
Grade 10	100.00	Grade 42	260.00	Grade 74	420.00
Grade 11	105.00	Grade 43	265.00	Grade 75	425.00
Grade 12	110.00	Grade 44	270.00	Grade 76	430.00
Grade 13	115.00	Grade 45	275.00	Grade 77	435.00
Grade 14	120.00	Grade 46	280.00	Grade 78	440.00
Grade 15	125.00	Grade 47	285.00	Grade 79	445.00
Grade 16	130.00	Grade 48	290.00	Grade 80	450.00
Grade 17	135.00	Grade 49	295.00	Grade 81	455.00
Grade 18	140.00	Grade 50	300.00	Grade 82	460.00
Grade 19	145.00	Grade 51	305.00	Grade 83	465.00
Grade 20	150.00	Grade 52	310.00	Grade 84	470.00
Grade 21	155.00	Grade 53	315.00	Grade 85	475.00
Grade 22	160.00	Grade 54	320.00		
Grade 23	165.00	Grade 55	325.00		
Grade 24	170.00	Grade 56	330.00		
Grade 25	175.00	Grade 57	335.00		
Grade 26	180.00	Grade 58	340.00		
Grade 27	185.00	Grade 59	345.00		
Grade 28	190.00	Grade 60	350.00		
Grade 29	195.00	Grade 61	355.00		
Grade 30	200.00	Grade 62	360.00		
Grade 31	205.00	Grade 63	365.00		
Grade 32	210.00	Grade 64	370.00		
Grade 33	215.00	Grade 65	375.00		
Grade 34	220.00	Grade 66	380.00		
Grade 35	225.00	Grade 67	385.00		
Grade 36	230.00	Grade 68	390.00		

- Project expenses will be billed at *cost plus ten percent* for service and handling. Project expenses include project-related costs such as reproduction through outside services, transportation, subsistence, delivery/postage, and vendor and subcontractor services.
- All invoices are due and payable within 30 days of date of invoice. Invoices outstanding over 30 days will be assessed a 1 1/4 percent service charge, compounded, for each 30 days outstanding beyond the initial payment period. Service charges are not included in any agreement for maximum charges.
- Expert witness services and deposition time will be billed at the rates listed above, *plus a 25% markup*.



PLS Surveys, Inc. RATE SCHEDULE

Field:

One-man	2024-2025 \$294.00 2026-2027 \$323.00
Two-man	2024-2025 \$311.40 & 2026-2027 \$350.00*

4 hour minimum applies to above rates.

Office:

	2024-2025	2026-2027
Principal-in-Charge	\$265.00	\$290.00
Land Surveyor	\$180.00	\$200.00
Survey Technician	\$165.00	\$185.00
AutoCAD/Drafter	\$139.00	\$150.00
Clerical/Delivery (In-House)	\$105.00	\$115.00

*The two-man crew rate is our standard rate used for most land surveys. These rates are subject to change on an annual basis. Time spent over 8 hours per day and on Saturdays will be charged at 1.5 times the hourly rate. All field personnel charges are portal to portal. Professional employees will not be charged at premium charge rates for overtime work.

These rates include RTK GPS, robotic total stations, digital levels and supplies.
Rates good through 2027.