

January 27, 2014

Project # 11984

Donald P. Gallo, Esq.
Reinhart Boerner Van Deuren S.C.
N16 W23250 Stone Ridge Drive
Suite 1
Waukesha, WI 53188

RECEIVED

MAR 10 2014

Initial: 

RE.: Proposal for Wisconsin DERP Remedial Action
Master Drycleaning
6326 W. Bluemound Road
Wauwatosa, Wisconsin

BRRTS#: 02-41-545142-ERP; 03-41-547831

Dear Mr. Gallo:

Thank you for the opportunity to provide a proposal for implementing remedial action at the above-referenced site. Per your letter dated December 9, 2014, The Sigma Group, Inc. (Sigma) is pleased to present this proposal to design and implement an efficient and cost effective solution to address soil and groundwater impacts at the Master Drycleaning property and positioning the site for case closure. Based on Sigma's long-standing experience with investigation and remediation of similar sites in Wisconsin, Sigma is confident that the strategy of source area treatment and remediation by natural attenuation (RNA) presented in this proposal is viable, cost-effective, and in conformance with the Wisconsin Drycleaner Environmental Response Program (DERP) under NR 169, as well as NR 700 series Wisconsin Administrative Code.

INTRODUCTION

The proposed remedial action plan outlines Sigma's regulatory and technical strategy to achieve Case Closure for the Master Drycleaning Property located at 6326 W. Bluemound Road, Wauwatosa, Wisconsin. Sigma's strategy includes a phased approach and has been developed based on: 1) Sigma's understanding of the site subsurface conditions and potential risk factors; 2) several phases of investigation activities completed at the site by Sigma; 3) Sigma's long-standing experience with state regulators regarding remediation of similar sites; 4) consideration of applicable regulatory requirements under NR 169 and NR 700 series; and, 5) consideration of Sigma's successful implementation of remediation programs for sites with comparable subsurface conditions and/or environmental impact issues.

To expedite case closure, Sigma plans to work with the property owner to approach the WDNR with an aggressive, sustainable remedial action approach that can be developed

through the use of risk reduction strategies. Sigma's aggressive remediation approach consists of the following major components:

- Removal of limited source area soil and installation of an infiltration gallery system;
- In situ treatment of highly impacted subsurface soil at depth (apparent source area) through an in situ enhanced bioremediation method using a shallow infiltration gallery system and shallow sumps to allow introduction of biostimulants (in the vicinity of soil boring location SMW-9);
- In situ treatment of impacted soil and groundwater beneath the dry cleaning building via infiltration sumps (vertical and angle construction);
- Natural attenuation of moderate to low groundwater impacts downgradient of the site;
- Installation of vapor mitigation systems under the existing building on-site and an adjacent building to the north; and,
- Monitoring of groundwater to demonstrate the ability of natural attenuation as a long term groundwater remedy for remainder of the off-site impacts.

All of the preceding issues and Sigma's corresponding strategy are critical to assuring case closure at the Site.

SITE BACKGROUND

The subject property is located at the northeast corner of the intersection of West Bluemound Road and North 64th Street in Wauwatosa, Wisconsin. The subject site is developed with a 1,300 square foot one-story building with a slab on grade foundation constructed in 1950.

The property is bordered to the south by West Bluemound Road followed by commercial businesses, to the west by North 64th Street followed by residences, to the north by a residence (518 North 64th Street) and to the east by the Milwaukee Police Association (6310 West Bluemound Road). The site is located in a residential and commercially zoned area of Wauwatosa in the southeast 1/4 of the southeast 1/4 of Section 27, Township 7 North, Range 21 East.

The subject property has been utilized as a commercial dry cleaning store since the late 1960's. Prior to its use as a dry cleaner, the site was historically occupied by a gasoline service station. The gasoline underground storage tank (USTs) associated with the gas station were closed and removed from the site in 2006.

Based on a review of the historical solvent handling procedures of the dry cleaning machines it is possible that a release to the environment may have occurred during the historic filter drying process. In addition, depending on the type and condition of storm sewer at the site, it is possible that solvent which spilled from the machines could have been released to the environment via a breach in the sewer (e.g. leak).

SOIL AND GROUNDWATER IMPACTS

Several phases of investigations were performed by Sigma at the site since the initial discovery of the release. Investigation activities conducted at the site included the advancement of six Geoprobe soil borings and two hand auger soil borings, the installation of nine on-site monitoring wells, two on-site piezometers (PZ-1 and PZ-2), and five off-site monitoring wells, the collection of three sub-slab air samples and two indoor air samples, and the completion of up to six rounds of groundwater sampling to characterize the soil and groundwater conditions, and delineate the lateral and vertical extent of the subsurface impact.

Based on a review of the soil quality data the majority of the highly impacted soils are located at depth (between 10 to 16 feet below ground surface [bgs]). Source area soil impacts identified at the site appear to be limited in extent and buried under asphalt cover and/or a portion of the building foundation.

Groundwater monitoring and soil sampling activities completed over the last five years do not indicate the presence of free phase product at the site. The lateral and vertical extent of groundwater impacts appear to be well defined and persistently high groundwater impacts are limited to an area immediately east of the dry cleaner building. Concentrations of Tetrachloroethylene (PCE) detected in groundwater samples collected from the vicinity of the suspected source area (monitoring well SMW-9) appear to be stable over this time. In addition, both PCE and Trichloroethylene (TCE) concentrations appear to be stable or decreasing at the off-site well (MW-3) indicating a non-expanding plume condition.

Based on a review of the site information and current facility operation Sigma believes that several factors are responsible for creating the existing plume condition at the site, including:

- The subsurface geology consisting of relatively low permeability soil;
- The presence of source area soil at the water table interface (silty/clay zone).
- The presence of a good surface cap which minimizes infiltration of precipitation through cracked or weathered pavement;
- The absence of a highly permeable zone (sand and gravel units) at the water table interface and a low to moderate flow gradient preventing a significant mass of contaminant to migrate to downgradient locations.
- The presence of favorable subsurface bio-geochemical conditions (such as anaerobic environment with negative REDOX potential and high dissolved iron) supporting reductive dechlorination of PCE and its breakdown products.
- The detection of dissolved gases (Ethane, Ethene and Methane) in groundwater generally indicates the presence of suitable bacterial strain (Dehalococcoides [Dhc] and its functional gene vinyl chloride reductases [vcrA]) responsible for complete biodegradation of CVOCs.

Reductive dechlorination is occurring at the site; however, the rate of degradation is limited by the availability of substrate and the presence of a suitable subsurface environment within the source area. Sigma's remedial strategy is to address these two issues, promote

enhanced bioremediation of the subsurface impacts, and allow site closure using RNA to meet NR720 cleanup standards in a reasonable period of time.

PROPOSED REMEDIAL STRATEGY

Considering the identified site subsurface conditions contributing to the groundwater plume, potential exposure risks inside the building, and long-term use of the property Sigma has developed a remedial strategy for the site that can be implemented in a phased manner to effectively meet the site closure goal, reduce the initial capital cost, and comply with the WDNR requirements. As such, Sigma has divided the activities into the following tasks:

- ITEM 1: Source Area Data Collection and Remediation System Design
- ITEM 2: Implementation of Remedial Action
- ITEM 3: Vapor Intrusion Mitigation
- ITEM 4: Additional Bio-enhancement
- ITEM 5: Natural Attenuation Monitoring
- ITEM 6: Site Closure Request

ITEM 1: Source Area Data Collection and Remediation System Design

Prior to implementing any remedial action at the site it will be critical to obtain necessary site-specific design data and develop a cost-effective remedial system. Sigma proposes to complete a series of closely spaced soil borings within the source area to pin-point the treatment zone and obtain soil characteristics to evaluate the appropriate bio-enhancement amendments. Soil data also will be used to obtain disposal permitting and prepare a remedial action plan for WDNR approval.

ITEM 2: Implementation of Remedial Action

Several remedial action options are available for addressing the source area soil at the site. Attached **Table 1** presents a preliminary evaluation of available and appropriate remedial technologies for the site. Considering the nature of the contaminant (volatile organics) and the nature of the impacted soil zone (predominantly silty-sand and sandy silt within the shallow zone and silty clay at depth), Sigma recommends implementation of a combination of technologies including: limited source removal, in situ treatment using the bioenhancement method, followed by groundwater natural attenuation monitoring (**Option 3, Table 1**). The remedial system would be designed to accomplish several objectives which include: a) address source area soil impacts; b) address contaminant adsorbed to the soil at the water-table interface; c) minimize a potential vapor intrusion risk; and d) enhance the natural attenuation rate to address downgradient groundwater impacts.

The proposed remedial system would consist of a network of infiltration systems installed within the impacted area of relatively high soil and groundwater impacts and periodic addition of a bio-enhancement solution into the subsurface to promote degradation of the CVOCs compounds. The bio-enhancement solution used for treatment will be identified following additional data collection activities (Item 1).

During the remedial system installation a limited amount of source area soil will be removed via excavation and hauled off-site for disposal. In addition, an appropriate amount of bio-enhancement solution will be introduced at the bottom of the excavation and mixed with the remaining impacted soil identified at depth to promote the enhanced biodegradation process. Prior to backfilling the excavation an infiltration system consisting of a lateral infiltration gallery and vertical/angle borings/sumps will be installed. The design of the infiltration system will allow distribution of the amendments within the highly impacted area east of the building and also at or below the building foundation.

Potential concerns associated with high pressure injection exists (e.g., vapor migration observed during Geoprobe injection in clayey sites), therefore, Sigma proposes infiltration of the bio-enhancement solutions into the impacted area using a passive infiltration system instead of high pressure injection. As noted above several of the Geoprobe borings will be completed using the angle boring technology to penetrate below the building foundation as a way to distribute bio-amendments within the building footprint.

Sigma proposes to operate the in situ treatment program for a period of two years. The bio-enhancement activities will occur during the non-winter months because of the freezing potential associated with the shallow system.

The majority of the soil excavated during the system installation activities will be managed as "contained-out" solid waste similar to the disposal methods approved by the WDNR during site investigation activities. However, it is assumed that a small portion of the excavated materials will require management as hazardous waste (PCE soil concentration exceeding WDNR approved "contained-out" limits).

ITEM 3: Vapor Intrusion Mitigation

To address the vapor intrusion concerns Sigma proposes to install sub-slab depressurization systems (radon type system) for both the drycleaning building and the residence to the north. The system installation will be performed in concurrence with the site activities described in Item 1. Following system install Sigma will perform a sub-slab pressure distribution evaluation to ensure system effectiveness. If necessary, an adjustment to the system extraction points will be made to provide maximum system coverage.

ITEM 4: Application of Bio-Amendment and Monitoring

Sigma proposes to implement a maximum of four infiltration events using appropriate bio-amendments to promote the reductive dechlorination of groundwater impacts. The activities will be performed during the spring, summer and fall months.

Three months following an infiltration event a round of groundwater monitoring will be performed to assess the effectiveness of the active remediation work and evaluate the post-remediation natural attenuation processes. In general, the monitoring program will consist of sampling select numbers of groundwater monitoring wells and laboratory

analysis for groundwater VOCs. In addition, in situ biodegradation parameters will be collected to help assess the subsurface biochemical conditions. Depending upon the progress of remediation additional infiltration events will be adjusted.

ITEM 5: Natural Attenuation Monitoring

Following two years of in situ treatment a post-remediation groundwater monitoring program will be implemented. The monitoring program will be extended over a period of four years. Sigma will complete the first sampling event within a quarter of completion of the in situ treatment activities. Subsequent groundwater sampling events are anticipated to occur on a semi-annual frequency. All groundwater samples will be analyzed for volatile organic compounds (VOCs) to monitor changes in dissolved concentrations in groundwater over time. In addition, geochemical/natural attenuation parameters including dissolved gases (ethane, ethane and methane) will be collected from select locations on a periodic basis. The frequency of sampling for dissolved gasses may be adjusted as new data is collected. In addition to the laboratory analyses, in situ groundwater measurements such as dissolved oxygen, reduction-oxidation potential, pH, temperature, and ferrous iron will be measured at each well during each sampling events.

ITEM 6: Progress Reports and Site Closure Request

Consistent with the current WDNR requirements, semi-annual progress report will be prepared and submitted to the WDNR documenting the remediation progress. At the end of the four years of monitoring, all accumulated site data will be compiled and evaluated to demonstrate on-going natural attenuation and presented in a comprehensive closure report for submittal to the WDNR along with a case closure request.

COST ESTIMATE

Total estimated cost to complete the tasks described above is approximately \$190,000. A detailed breakdown of the itemized cost and labor hours are included in Table 2 of the attachment.

PROJECT SCHEDULE

Sigma can initiate the field work within two weeks of authorization to proceed. The data collection and remedial design activities are expected to take eight to ten weeks. Following data collection activities a remedial action plan will be prepared and submitted to the WDNR for approval. Concurrently vapor mitigation systems will be designed and installed to address the vapor intrusion concerns. Following WDNR approval the implementation of the remedial action will be initiated.

PROJECT TEAM

Key Sigma personnel will include the following staff:

Mafizul Islam, P.E. – Senior Engineer: Mafizul will serve as project manager and project's lead engineer. Mr. Islam is a Senior Engineer with over 25 years of experience in remedial

investigation and feasibility studies, evaluation and design of remedial action measures, and construction management services during remedial action activities. He has served as the senior/lead engineer for several large scale chlorinated solvent investigation and remediation projects that have included source area/groundwater plume delineation, treatability studies, remedial system design, flow and contaminant transport modeling, in situ treatment of source area using enhanced bioremediation and chemical oxidation methods, design and installation of a low permeability cut-off walls. As well as typical on-going project activities include natural attenuation monitoring, cleanup validation and site closure.

His expertise includes waste treatment, contaminant migration and flow system modeling (MODFLOW, MOC, BIOCHLOR, BIOSCREEN, and AT123D), designing pumping systems and prediction of contaminant movement, determination of hydraulic parameters by field, laboratory and analytical methods, data acquisition systems, telemetry, and CADD and computer simulations. Mafizul has B.S. and M.S. degrees in Civil Engineering and holds professional engineer licenses within Wisconsin, Michigan and Illinois.

Mafizul's knowledge and expertise will prove immeasurable in developing a logical, scientifically sound practical remedial solution for this project.

Adam J. Roder, P.E., Senior Engineer: Adam will serve as supporting engineer. Mr. Roder has more than 12 years designing and implementing subsurface investigations, interpreting soil and groundwater data, designing and implementing remediation strategies, performing computer analyses, and completing reports for simple to complex projects. Mr. Roder has extensive experience conducting investigation and remedial activities at CVOC contaminated properties. Adam's attention to detail, and understanding regulatory requirements will help ensure successful completion of the proposed scope of work.

Adam has B.S. degrees from the University of Wisconsin in Geological Engineering and Geology and is a licensed Professional Engineer in the States of Wisconsin and Illinois.

Steven Meer, P.E. – Project Engineer: Steve will serve as project coordination and filed engineer; Mr. Meer provides environmental engineering services for a variety of municipal, commercial and industrial clients. His experience includes managing environmental site assessments, field investigations, remediation projects, developing remedial and closure strategies for sites. Mr. Meer is responsible for managing individual projects from initial investigation through regulatory case closure and developing cost-effective strategies for managing risks associated with redevelopment of brownfield sites.

Mr. Meer has an attention to detail, technical knowledge and a comprehensive understanding of Federal and State requirements. Mr. Meer has B.S. and M.S. degrees from the University of Wisconsin in Agricultural Engineering and Geological Engineering, respectively and is a licensed Professional Engineer in the State of Wisconsin.

Kristin Kurzka, P.E. – Senior Engineer: Kristin will serve as project advisor applying her experience and building on the sound relationships she has developed performing as the

Project Manager on several USEPA-funded projects. Ms. Kurzka has personal drive, technical skills and a very thorough understanding of Federal and State requirements; qualities well suited as a conscientious leader. Kristin has B.S. degrees from the University of Wisconsin in Geological Engineering and Geology and a M.S. degree from Milwaukee School of Engineering in Environmental Engineering. Kristin is a licensed Professional Engineer in the State of Wisconsin and has 18 years experience working as an environmental professional per ch. NR 712 WAC and 40 CFR s. 312.10. She is well respected by regulatory agencies as she seeks to build consensus in developing reasonable approaches and cost-effective solutions to challenging issues and site conditions.

PROPOSAL ASSUMPTIONS

Sigma's proposal was developed based on a number of assumptions, including the following:

- WDNR approval of the proposed remedial strategy.
- Access will be made available to Site areas.
- Groundwater monitoring on a semi-annual basis will be required for no more than four years;
- The groundwater monitoring program will be conducted at up to 12 site monitoring wells in a manner consistent with the ongoing groundwater monitoring.
- A limited portion (approximately 30 tons) of soil generated during the infiltration gallery system installation is expected to be managed as hazardous. Fluids generated during monitoring will be disposed of at a haz-waste facility.
- All efforts will be made to work with the facility manager to minimize potential disruption to the facility operations. Site areas where construction activities are completed will be, to the extent practicable, returned to original conditions.
- No project implementation delays are anticipated due to access limitations, agency and/or owner interaction, and/or other force majeure conditions.
- No utility corridor exists in the planned remediation area that would require specialized treatment.
- Costs for well abandonment at the completion of the project include in-place well abandonment with Bentonite and asphalt patching.

CONCLUSION

In conclusion, the individual components of the remedial strategy described above will complement one another, leverage the proposed source treatment system and prevent continued off-site contaminant migration, and provide for a synergistic, sustainable, low maintenance closure approach. Although the proposed remedy is relatively aggressive in nature in the short term, Sigma is confident that a case closure request can be petitioned to the WDNR in approximately 6 years, of which planning and active remedial activities will be completed during the first 2 years, followed by 4 years of RNA monitoring. Closure of

the site in this manner will reduce long term operation and maintenance costs that could be associated with the continued status quo operations.

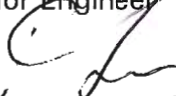
Thank you for the opportunity to present this cost proposal. Attached please find a copy of Sigma's standard services agreement, a fee schedule and a work authorization form. Please do not hesitate to call either of the undersigned at 414-643-4200 if you have any questions or need additional information.

Sincerely,

THE SIGMA GROUP, INC.



Kristin Kurzka, P.E.
Senior Engineer



Matizul Islam, P.E.
Senior Project Engineer



Randy Boness, P.G.
Senior Project Manager

/attachments

TABLE 1
CONCEPTUAL EVALUATION OF REMEDIAL ACTION OPTIONS
MASTER DRYCLEANING PROPERTY, WAUWATOSA, WISCONSIN

Remedial Strategy	Description of Strategy	Cost Range	Advantages	Limitations
1. Source Soil Excavation & Off-Site Disposal	This option includes excavation of approximately 200 cubic yards of highly impacted soil from beneath the asphalt paved area east of the building (area measuring 20-ft by 15-ft by 17-ft deep) and off-site disposal as hazardous waste. Excavation would extend below the water table and shoring will be installed along the east and west ends of the excavation to protect the building foundation and adjacent parking area.	Relatively High (\$300,000 to \$400,000)	<ul style="list-style-type: none"> o The majority of the source materials will be removed. o Highly effective and can be completed in a short duration time. o Once the majority of the highly impacted soils are removed further contribution to groundwater will be minimized and RNA can be implemented for the downgradient plume. 	<ul style="list-style-type: none"> o Source area underneath the building will not be addressed. o Site operations will be disrupted for the duration of field activities. o Cost for protection of structure (excavation shoring) and site restoration would be a substantial portion of the total cost. o Potential exists for some portions of the excavated soil requiring hazardous waste incineration, resulting in a higher implementation cost.
2. Heated Soil Vapor Extraction	This option includes installation of a network of vapor extraction wells and heat wells at the site distributed over the impacted area and plumbed to a vapor extraction blower and a heat source, respectively, housed in an on-site equipment shed. Heat wells will be used to raise the subsurface temperature and drive out the volatile organic compounds from the impacted soil and the SVE wells will be used to extract the vapors. The system will be operated for a period of six to nine months.	Relatively Moderate (\$250,000 to \$350,000)	<ul style="list-style-type: none"> o The majority of the source materials will be addressed. o Highly effective even in low permeability subsurface materials. o Once the majority of the highly impacted soils are treated further contribution to groundwater will be minimized and RNA can be implemented. o Minimal site restoration effort necessary. 	<ul style="list-style-type: none"> o Relatively high cost for system operation and maintenance. o Some disruptions to the site operations will occur. o Potential for handling and disposal of some hazardous waste soil

**TABLE 1 (contd.)
CONCEPTUAL EVALUATION OF REMEDIAL ACTION OPTIONS
MASTER DRYCLEANING PROPERTY, WAUWATOSA, WISCONSIN**

Remedial Strategy	Description of Strategy	Cost Range	Advantages	Limitations
<p>3. Limited Soil Removal and In Situ Treatment using Enhanced Bioremediation</p>	<p>This option includes limited removal of shallow impacted soil, and addition of bio-enhancer into the subsurface to enhance bioremediation. Bio-enhancers (e.g., Corn Syrup, Edible Oil Substrate, Iron Filing) are effective in promoting the biodegradation of the organic constituents. Addition of these materials will occur during the initial excavation and later on a periodic basis using in-placed infiltration system for additional two years, if needed. Following the active treatment period, a groundwater monitoring program will be implemented for groundwater to demonstrate remediation by natural attenuation of groundwater impacts.</p>	<p>Relatively Low (\$150,000 to \$200,000)</p>	<ul style="list-style-type: none"> o The majority of the source materials will be addressed. o Highly effective even in low permeability subsurface materials. o Once the majority of the highly impacted soils are treated further contribution to groundwater will be minimized and RNA can be implemented. o Minimal disruption to site operation. o No system maintenance is involved. o Allows flexibility in project operation and relatively low O & M project cost. 	<ul style="list-style-type: none"> o All the source area soil underneath the building may not be addressed. o Relatively long treatment duration. o Effectiveness of the bio-enhancement will have to be evaluated based on site-specific design data & tests. o Regulatory agency approval will be necessary for subsurface injection.

TABLE 2
LIMITED EXCAVATION, ENAHNCED IN SITU TREATMENT & RNA MONITORING
Estimated Cost for Limited Soil Removal, Infiltration Gallery Installation, Bio-Remediation and Groundwater Monitoring
Master Drycleaner
Sigma Project Reference #11984

1. Source Area Data Collection and Remediation System Design							
System Design, Additional Soil Sampling, Disposal Permitting, Agency Approval & Contractor Procurement							
Geoprobe Sampling (6 GP Borings to 16')	1	LS	\$2,500	\$2,500			
Total VOCs	9	samples	\$65		\$585		
Soil Treatability Evaluation	1	LS	\$1,500	\$1,000	\$500		
Staff Geologist/Scientist	56	hours	\$75	\$4,200			
Senior Project Engineer / Hydro	40	hours	\$140	\$5,600			
CADD	6	hrs	\$65	\$390			
Office Support	4	hrs	\$40	\$160			
WDNR Review Fee					\$750		
Subtotal				\$13,300	\$1,835	\$0	\$15,135
2. Limited Excavation, Infiltration Gallery Installation & Amendment Addition							
Vertical and angle sumps w/ Geoprobe (1 day @ \$2,500/day)	1	days	\$2,500	\$2,500			
Contractor w/ Bobcat/Skid steer/Backhoe for 2 days	2	days	\$2,000			\$4,000	
Materials for Gallery, Piping / plumbing	1	LS	\$1,000			\$1,000	
Soil - hauling & disposal fee (non-haz waste)	50	tons	\$45			\$2,250	
Soil - Hauling & disposal fee (haz waste)	30	tons	\$300			\$9,000	
Labor for Gallery Installation & Addition of Amendment	48	hours	\$65	\$3,120			
Bio Amendments / Substrate	3500	Lbs	\$5	\$17,500			
Backfill with stone/pea gravel around pipes & galleries	80	tons	\$25			\$2,000	
Replace blacktop / grading	400	SQ. FT	\$6			\$2,400	
Materials for Galleries & Piping	1	LS	\$500	\$500			
Coordination, Oversight and Project management	40	hours	\$140	\$5,600			
Vehicle Milage	400	miles	\$0.65	\$260			
Install one shallow well for monitoring the source area							
Monitoring Well Installation (15-20 ft. deep)	1	wells	\$1,200			\$1,200	
Staff Geologist / Scientist	8	hours	\$75	\$600			
Coordination and PM	2	hours	\$140	\$280			
Equipment & Supplies	1	LS	\$150	\$150			
Vehicle mileage	40	miles	\$0.65	\$26			
Subtotal				\$30,536	\$0	\$21,850	\$52,386
3. Vapor Intrusion Mitigation - Active Vent Systems							
Sub-slab venting for the drycleaning building	1	LS	\$6,500			\$6,500	
Sub-slab venting for the residence at north property line	1	LS	\$6,500			\$6,500	
Coordination and Project management	20	hours	\$140	\$2,800			
Construction oversight	12	hrs	\$75	\$900			
Vehicle mileage	100	miles	\$0.65	\$65			
Subtotal				\$3,765	\$0	\$13,000	\$16,765
4. Application of Bio-amendments and Semi-annual Groundwater Monitoring for 2 Years							
Max. of four applications over a period of 2 years							
Field Technician (20 hrs per event)	80	hours	\$65	\$5,200			
Vehicle mileage	320	miles	\$0.65	\$208			
Rental Chanrge for system trailer	4	day	\$150	\$600			
Bio-amendments / Substrate (~ 500 lb / event)	2,000	lb	\$5.00	\$10,000			
Equipment & Supplies	4	event	\$500	\$2,000			
Sampling 12 well locations semi-annually							
12 VOCs + 2 dup per event x 4 events	56	samples	\$65		\$3,640		
Field Technician (40 hours per event)	160	hours	\$65	\$10,400			
Equipment							
Vehicle mileage	160	miles	\$0.50	\$80			
Bailer kits (12 kits per event)	50	kits	\$15	\$750			
Water level indicator	4	events	\$25	\$100			
Dissolved oxygen meter	4	events	\$25	\$100			
Ferrous Iron	4	events	\$25	\$100			
pH meter	4	events	\$15	\$60			
Redox meter	4	events	\$25	\$100			
Drums (2 drums per event)	8	drums	\$35	\$280			
Groundwater disposal (haz-waste disposal)	8	per drum	\$250	\$2,000			
Project management, data analysis & reporting							
Staff Geologist/Scientist	40	hours	\$75	\$3,000			
Senior Project Engineer	20	hours	\$140	\$2,800			
CADD	4	hrs	\$60	\$240			
Office Support	4	hrs	\$40	\$160			
Subtotal				\$38,178	\$3,640	\$0	\$41,818

TABLE 2
LIMITED EXCAVATION, ENHANCED IN SITU TREATMENT & RNA MONITORING
Estimated Cost for Limited Soil Removal, Infiltration Gallery Installation, Bio-Remediation and Groundwater Monitoring
Master Drycleaner
Sigma Project Reference #11984

5. Years 3 thru 6 - Eight Rounds of RNA Groundwater Monitoring							
12 Monitorings Wells							
12 VOCs + 2 dup per event x 8 events	112	samples	\$75		\$8,400		
3 methane, ethene, ethane x 3 events	9	samples	\$110		\$990		
Field Technician (40 hours per event)	320	hours	\$65	\$20,800			
Equipment & Supplies							
Vehicle mileage	320	miles	\$0.50	\$160			
Bailer kits (12 kits per event)	96	kits	\$15	\$1,440			
Water level indicator	8	events	\$25	\$200			
Dissolved oxygen meter	8	events	\$25	\$200			
Ferrous Iron	8	events	\$25	\$200			
pH meter	8	events	\$15	\$120			
Redox meter	8	events	\$25	\$200			
Drums (2 drums per event)	16	drums	\$35	\$560			
Groundwater disposal	16	drums	\$250	\$4,000			
Project management, data analysis & reporting							
Staff Geologist/Scientist	130	hours	\$75	\$9,750			
Senior Project Engineer/Hydro	30	hours	\$140	\$4,200			
CADD	8	hrs	\$65	\$520			
Office Support	8	hrs	\$40	\$320			
Subtotal				\$42,670	\$9,390	\$0	\$52,060
6. Site Closure, Reporting & GIS Package Preparation							
Well abandonment							
Field technician	16	hours	\$65	\$1,040			
Vehicle mileage	40	miles	\$0.65	\$26			
Bentonite, concrete & other supplies	30	bags	\$15	\$450			
Senior Hydro/Engineer	20	hrs	\$140	\$2,800			
Project Hydro	16	hrs	\$85	\$1,360			
Staff Geologist / Engineer	50	hrs	\$75	\$3,750			
CADD	8	hrs	\$65	\$520			
Office Support	20	hrs	\$40	\$800			
WDNR/GIS Registry Fees				\$1,500			
Subtotal				\$12,246	\$0	\$0	\$12,246
				Total Project Estimate = \$190,000			

Notes:

1. A small portion of soil generated during system installation will be handled as hazardous waste.
2. Groundwater generated during purging & sampling of wells will be handled as hazardous waste.

**THE SIGMA GROUP, INC.
SERVICES AGREEMENT**

Project Reference No. _____

THIS AGREEMENT is entered into on this ____ day of ____ 2014 by and between The Sigma Group, Inc. (hereinafter called "Sigma") and ____ (hereinafter called the "Client").

WITNESSETH:

WHEREAS, Client desires that Sigma perform professional consulting services as described in this Agreement; and

WHEREAS, Sigma agrees to perform such services in accordance with the terms of this Agreement.

NOW, THEREFORE, in consideration of the premises and of the mutual covenants contained herein, the parties hereto agree as follows:

1. Site.

"Site" means the location on which the Services will be performed or to which they relate. The Site is defined in the Work Authorization, which is attached hereto as Exhibit A and is incorporated herein by this reference.

2. Services.

(a) Services. Services mean those services to be performed by Sigma pursuant to Agreement. The scope of the Services is set forth in the Work Authorization. Additional Work Authorizations may be issued pursuant to this Agreement if agreed to by the Parties. Under such circumstances, this Agreement shall be expressly incorporated by reference into each subsequent Work Authorization and the services pursuant to each Work Authorization shall be performed pursuant to this Agreement and the applicable Work Authorization. To the extent any term of this Agreement conflicts with a term of any Work Authorization, then the terms of this Agreement shall control.

(b) Standard of Care. Sigma shall exercise that degree of care, skill and judgment that is usually exercised by a professional person or firm in the performance of services similar to the Services at the same time, under similar circumstances and conditions and in the same or similar locality.

(c) Permits and Licenses. Except as required by the scope of Services, Client shall obtain all permits and licenses that are necessary for the performance of the Services. If the scope of Services includes Sigma obtaining on behalf of Client any such permits or licenses, then Client shall fully cooperate with Sigma in obtaining any such permits and licenses. Client shall pay all costs and fees required for such permits and licenses.

(d) Safety. Sigma is not responsible for safety precautions and programs at the Site except as it relates to the Services and then only to the extent of its own personnel.

(e) Regulatory Matters. Except as required by the scope of Services, Sigma will not meet or confer with any member of any federal, state or local regulatory agency concerning the Services without obtaining the prior consent of Client.

(f) Compliance with Law. Sigma shall substantially comply with all laws and regulations, which to its knowledge, information and belief; apply to its obligations under this Agreement. If any change in laws or regulations applicable to the Services after the execution of this Agreement results in a change in the scope of Services, then Client is responsible to Sigma for any increased cost or expense relating to the same.

(g) Warranty. Other than any express warranty contained in this Agreement, Sigma makes no warranty with respect to the Services. All other warranties, express or implied, are hereby disclaimed.

3. Contract Time.

Sigma shall commence and complete the Services within a reasonable time following the execution and delivery of this Agreement or at such later time as otherwise agreed to by the Parties in writing.

4. Alterations of Instruments of Service.

Client agrees that designs, plans, specifications, reports, and similar documents prepared by Consultant are instruments of professional service and, as such, no matter who owns or uses them, they may not under any circumstances be altered by any party except Consultant. Client warrants that Consultant's instruments of service will be used only and exactly as submitted by Consultant. Accordingly, Client shall waive any claim against Consultant, and shall, to the fullest extent permitted by law, indemnify, defend, and hold Consultant harmless from any claim or liability for injury or loss arising from unauthorized alteration of Consultant's instruments of service by Client, its employees, agents and contractors. Client also shall compensate Consultant for any time spent or expenses incurred by Consultant in defense of any such claim. Such compensation shall be based upon Consultant's prevailing fee schedule and expense reimbursement policy.

5. Compensation and Payment.

(a) Compensation. Client shall pay Sigma compensation for the Services. The compensation shall be based on a fixed fee, time and materials basis based on those rates contained in the Hourly Rate Fee Schedule, which, if applicable, is attached to the Work Authorization, or as otherwise agreed to by the Parties. The method for determining the amount of compensation is prescribed in the Work Authorization. Any proposed charges or time to complete the Services represents only an estimate of the possible charges and/or time required to perform the Services.

(b) Payments. Sigma shall submit progress invoices to Client on a monthly basis showing the Services performed during the invoice period and the charges therefore. Payments shall be due and owing upon Client's receipt of each invoice. Interest of 1% per month shall accrue on any invoice balance not paid within thirty (30) days when due. All payments received will first apply to accrued interest and then principal balances. Client shall be responsible to Sigma for any and all costs Sigma may incur in collecting any outstanding invoices or enforcing any term of this Agreement. Timely and full payments of invoices are of the essence of this Agreement.

6. Change in Services.

Any service performed by Sigma outside the scope of the Services shall constitute an additional service, which, unless otherwise agreed in writing, shall be performed on a time and materials basis. Client may request that Sigma perform services

outside the scope of the Services by a written change order. The change order shall set forth the change in services, compensation for the change in services and an extension of time the Services.

7. Site Access, Information and Conditions.

(a) Site Access. Client shall provide Sigma and its consultants, contractors and agents with access to the Site, any facilities located on the Site and any adjacent lands thereto so that Sigma can properly and timely perform the Services. Client shall obtain, at its own expense, any and all permits, licenses, easements, rights-of-way, agreements and permission necessary for such access.

(b) Site and Other Information.

(i) Client represents and warrants that prior to the execution and delivery of this Agreement, Client has supplied to Sigma all information and documents in its possession, custody or control that are material to the Site or necessary for the proper and timely performance of the Services, including, but not limited to: surveys describing the physical characteristics and any legal limitations of the Site; a legal description of the Site; and reports, surveys, drawings or tests concerning the conditions of the Site, including the presence of Hazardous Waste, as defined herein, or the location of subterranean structures and conditions ("Site Information").

(ii) Client shall promptly supply to Sigma Site Information through the performance of the Services if such information or documents become known to Client. Client shall obtain, at its cost and expense, any Site Information as reasonably requested by Sigma if such Site Information is not required to be obtained by Sigma in the scope of Services.

(iii) Client shall give prompt notice to Sigma whenever it becomes aware of any development, event or condition that materially or adversely affects the Site or scope, timing or cost of the Services.

(iv) Client shall cooperate fully with Sigma in the performance of its Services. Client's obligations with respect to cooperation, compliance with laws and obtaining permits, licenses, access and Site Information are of the essence of this Agreement.

(c) Diggers Hotline. Sigma shall contact Digger's Hotline prior to any underground drilling, excavation or intrusion by Sigma. Sigma shall not be liable for damage or injury to any subterranean structures or conditions, or the consequences of such damage or injury, that were not identified by Digger's Hotline or the Client supplied information prescribed in subparagraph (b) above.

(d) Changed Conditions. The discovery of any hazardous or toxic substance, waste, material, pollutant or contaminant included under or regulated by Resource Conservation and Recovery Act ("RCRA"), Comprehensive Environmental Response, Compensation and Liability Act ("CERCLA") or any other similar federal, state or local law, regulation or ordinance or that would pose a health, safety or environmental hazard ("Hazardous Waste"), concealed physical conditions or underground obstructions, conditions or utilities at or around the Site that were not brought to the attention of Sigma prior to the date of this Agreement, or any subsequently issued Work Authorization, will constitute a materially different site condition entitling Sigma, at its option, to terminate the Agreement (and to receive payment for all Services performed up to and including the date of such termination) or to receive an extension of time to complete the Services in a duration at least equal to the delay caused by such condition(s) and an adjustment in the compensation for the Services in an amount at least equal to the costs and expenses Sigma incurs because of such condition(s).

8. Hazardous Materials.

(a) Presence and Disposal of Contaminated Materials.

Sigma is not responsible for Hazardous Wastes that may exist at the Site. Sigma assumes no possession or control for Hazardous Waste that may be present at the Site. Client acknowledges that Sigma has played no part in and assumes no responsibility for generation or creation of any Hazardous Waste that may exist at the Site. Nothing in this Agreement shall be construed or interpreted as requiring Sigma to assume the status of, and Client acknowledges that Sigma does not act in the capacity nor assume responsibilities of Client or others, as an owner, handler, generator, operator, transporter or arranger in the treatment, storage, disposal or transportation of any Hazardous Waste. Sigma shall have no responsibility for the transportation, storage, treatment or disposition of contaminated or potentially contaminated Hazardous Waste, whether directly or indirectly generated from Sigma's performance of the Services hereunder. Client shall be responsible for the disposal of any such waste materials and shall be the named party on any such waste manifests. Notwithstanding anything to the contrary in this Agreement, Client shall defend, indemnify and hold Sigma and its officers, directors, employees, agents, consultants, contractors, successors and assigns harmless from any and all claims arising out of or relating to the presence of Hazardous Wastes at the Site or the treatment, storage, transportation or disposition of the same.

(b) Samples. If samples collected by Sigma or received by Sigma on behalf of Client contain Hazardous Waste, Sigma shall, after testing and analysis, return the samples to Client for final disposal or treatment. Client shall complete all forms necessary and pay all costs for storage, transport and disposal or treatment of samples. Client acknowledges and agrees that Sigma is acting as a bailee and at no time assumes title to such samples.

9. No Third Party Reliance.

This Agreement shall not create any rights or benefits to parties other than Client or Consultant. Client shall not under any circumstances permit such reliance except with Consultant's express written consent. Consultant may withhold consent if the third party does not agree, in writing, to: (i) be bound by the terms of this Agreement including without limitation, any provision limiting Consultant's liability, (ii) use such information only for the purposes contemplated by Consultant in performing its services, and (iii) be bound by the qualifications and limitations expressed in the opinions, conclusions, certificate, or report produced.

10. Ownership of Instruments of Professional Service.

Plans, specifications, reports, boring logs, calculations, field data, field notes, laboratory test data, estimates, training materials and similar documents and materials (other than samples) prepared by or for Consultant as instruments of professional service are Consultant's property. Consultant shall retain these instruments of professional service for seven (7) years following submissions of final project deliverables, during which period Consultant's instruments of professional service will be made available for Client's review at any reasonable time.

11. Indemnification.

(a) Client shall indemnify, defend and hold Sigma and its directors, officers, employees, agents, successors and assigns harmless from and against any and all loss, damage, injury, claim, liability, demand, cost or expense, including, but not limited to attorneys fees, attributable to personal injury, bodily injury or property damage, including loss of use thereof, arising out of or relating to this Agreement, the Site or the Services, but only to the extent caused by Client's breach of this Agreement or the negligence or willful acts or omissions of Client or anyone for whose acts or omissions Client may be liable.

(b) Sigma shall indemnify, defend and hold Client and its directors, officers, employees, agents, successors and assigns harmless from and against any and all loss, damage, injury, claim, liability, demand, cost or expense, including, but not limited to attorneys fees, attributable to personal injury, bodily injury or property damage, including loss of use thereof, arising out of or relating to the Services, but only to the extent caused by Sigma's breach of this Agreement or the negligence or willful acts or omissions of Sigma or anyone for whose acts or omissions Sigma may be liable.

12. Limitation of Liability and Waiver of Consequential Damages. To the fullest permitted by law, Sigma's liability under this Agreement shall not exceed the limits of Sigma's insurance.

13. Insurance.

Sigma shall maintain in connection with the Services, until the earlier of the completion of the Services or termination of this Agreement, one or more insurance policies with the following coverage and limits:

Worker's Compensation	Statutory
Employer's Liability:	\$1,000,000 per accident \$1,000,000 per employee (disease)
Commercial General Liability:	\$2,000,000 per occurrence
Bodily Injury and Property Damage: (including Environmental Impairment Coverage or Pollution coverage endorsement)	\$2,000,000 aggregate
Professional Liability Errors & Omissions: (including Environmental Impairment Coverage or Pollution coverage endorsement)	\$2,000,000 limit
Automobile Liability:	\$1,000,000 per occurrence

14. Suspension and Termination.

(a) Client may terminate this Agreement for cause if Sigma breaches a material term of this Agreement and fails to commence and continue action to cure the breach within seven (7) days of Sigma's receipt of Client's written notice of termination, which termination notice shall describe with particularity the breach all other material information relating thereto.

(b) Sigma may suspend the Services, in whole or in part, under any Work Authorization if payment on any invoice is not made in full within thirty (30) days when due or in the event of a Force Majeure condition, as prescribed in Section 15 below. Sigma will return to work within a reasonable time after payment of the outstanding invoice(s) giving rise to the suspension or resolution of the event or cause giving rise to the Force Majeure.

(c) Sigma may terminate this Agreement and any outstanding Work Authorization if (i) the Services under any Work Authorization are suspended for more than thirty (30) consecutive days, (ii) Sigma reasonably believes, in Sigma's sole decision, that Client is withholding information from Sigma, is not cooperating with Sigma or is hindering Sigma's performance of its obligations under this Agreement or is in violation of laws and is not willing to take appropriate or sufficient corrective

action, (iii) if a payment on an invoice is not made in full within thirty (30) days when due or (iv) Client breaches a material term of this Agreement. Sigma shall give Client seven (7) days' written notice of Sigma's intent to terminate the Agreement and any outstanding Work Authorization. Client shall have an opportunity to fully cure the alleged condition, default or breach giving rise to the termination within said seven (7) day period.

15. Force Majeure.

Sigma shall not be responsible for any suspension, delay or failure to perform if such suspension, delay or failure is caused by an occurrence beyond Sigma's reasonable control, including, but not limited to, Site conditions, Hazardous Wastes, acts of God, acts or omissions of Client or anyone for whose acts or omissions Client may be responsible, Client's breach of this Agreement, government or other regulatory orders, changes in the Services, changes in applicable law, war, legal disputes, rebellion, sabotage or riots, theft or floods, weather, fires, explosions, or other catastrophes. Sigma shall be entitled to an extension of time to perform the Services in a duration at least equal to the length of any suspension or delay caused by a foregoing type of condition. Client shall pay Sigma all costs and damages attributable to any suspension or delay not caused by Sigma.

16. Sigma As Independent Contractor.

Sigma, in performing the Services, shall be deemed to be an independent contractor and not an agent or employee of Client.

17. Assignment of Agreement.

Client shall not assign this Agreement in whole or in part without the prior written consent of Sigma, which consent shall not be unreasonably withheld. Any assignment not made in accordance with this Agreement shall be void.

18. Subcontracts.

Sigma may subcontract any part of the Services without the prior written approval of Client, but such subcontracting shall not relieve Sigma of any of its obligations to Client under this Agreement.

19. Survival of Obligations.

Obligations of the parties under this Agreement shall survive termination or suspension of the Services or of this Agreement.

20. Entire Agreement.

This Agreement constitutes the entire Agreement between the parties and supersedes all prior negotiations, representations or agreements relating thereto, written or oral, except to the extent they are expressly incorporated herein. Unless otherwise provided for herein, no amendments, changes, alterations or modifications of this Agreement shall be effective unless in writing signed by Client and Sigma. There are no third party rights or benefits under this Agreement, except as explicitly noted in this Agreement.

21. Successors and Assigns.

This Agreement shall inure to the benefit of and be binding upon the successors and permitted assigns of the parties.

22. Notices.

Any notice required or permitted to be given under this Agreement shall be in writing and shall be deemed duly given if delivered by facsimile, commercial delivery services, in person or deposited in the United States mail, first-class certified or registered mail, postage prepaid, return receipt requested.

23. Governing Law.

This Agreement and any disputes arising thereunder shall be governed by the laws of the State of Wisconsin without giving effect to provisions of law that would result in the application of the substantive law of any other state.

24. Severability.

The various terms, provisions and covenants herein contained shall be deemed to be separable and severable, and the invalidity or unenforceability of any of them shall in no manner affect or impair the validity or enforceability of the remainder hereof.

25. Reports and Ownership of Documents.

Upon payment in full to Sigma for all Services, Sigma shall furnish one (1) copy of each report required to be produced by Sigma to Client. Additional copies shall be furnished for the cost of copying. With the exception of such report(s) to Client, all other documents and information relating to the preparation of the report(s), including, but not limited to, notes, support data, text data, memoranda and other preparation materials are and remain the property of Sigma.

26. Wisconsin Construction Lien Law.

AS REQUIRED BY THE WISCONSIN CONSTRUCTION LIEN LAW, SIGMA HEREBY NOTIFIES CLIENT THAT PERSONS OR COMPANIES FURNISHING LABOR OR MATERIAL FOR THE CONSTRUCTION OF CLIENT'S AND MAY HAVE LIEN RIGHTS ON CLIENT'S AND AN BUILDING NOT PAID THOSE ENTITLED TO LIEN RIGHTS IN ADDITION SIGMA ARE THOSE WHO CONTRACT DIRECTLY WITH THE CLIENT OR THOSE WHO GIVE THE CLIENT NOTICE WITHIN 90 DAYS AFTER THE FIRST FURNISH LABOR OR MATERIAL FOR THE CONSTRUCTION ACCORDINGLY CLIENT PROBABLY WILL RECEIVE NOTICE FROM THOSE WHO FURNISH LABOR OR MATERIAL FOR THE CONSTRUCTION AND SHOULD GIVE A COPY OF EACH NOTICE RECEIVED TO THE MORTGAGE LENDER IF ANY. SIGMA AGREES TO COOPERATE WITH CLIENT AND THE CLIENT'S LENDER IF ANY, TO SEE THAT ALL POTENTIAL LIEN CLAIMANTS ARE DULY PAID.

27. Counterparts.

This Agreement may be signed in two or more counterparts, each of which shall be treated as an original but which, when taken together, shall constitute one and the same instrument.

28. Further Assurances.

Sigma and Client each covenant and agree to sign, execute and deliver, or cause to be signed, executed and delivered, and to do or make, or cause to be done or made, upon written request of the other Party, all agreements, instruments, papers, deeds, acts or things, supplemental, confirmatory or otherwise, as may be reasonably required by either Party hereto for the purpose of or in connection with consummating the Services described herein.

29. Dispute Resolution.

(a) All claims, disputes, controversies or matters in question arising out of, or relating to this Agreement or any breach thereof, shall be, at Sigma's sole discretion, subject to

binding arbitration. If arbitration is elected by Sigma, then such arbitration shall be held in accordance with, at Sigma's sole discretion, Wis. Stats. Chapter 788 before an arbitrator mutually agreeable to either parties or the Construction Industry Arbitration Rules of the American Arbitration Association then in effect. The award rendered, if any, by the arbitrator(s) shall be final and binding on both parties and judgment may be entered upon it in accordance with applicable law in any court having jurisdiction.

(b) The forum and venue for any arbitration or litigation shall be Milwaukee County, Wisconsin. Sigma's preservation and/or perfection of its lien rights, including the commencement of a foreclosure action relating the same, shall not be deemed a waiver of Sigma's right to arbitration.

(c) In no event shall a demand for arbitration or commencement of litigation be made more than two (2) years from the date the party making demand knew or should have known of the dispute or six (6) years from the date of substantial completion of Services, whichever date shall occur earlier.

30. Testimony.

Sigma agrees that, at the request of Client, the persons performing the Services under this Agreement shall be made available as consultants or witnesses, at 2.0 times the Hourly Rate Schedule, in any litigation, hearing or proceeding to explain or defend, as appropriate, any aspect of methods used by Sigma, or results or conclusions developed in connection with Sigma's Services described in this Agreement.

IN WITNESS WHEREOF, this Agreement has been executed on behalf of Sigma and on behalf of Client as of the date first above written.

Firm: _____

Signature: _____

Name (please print): _____

Title (please print): _____

Date: _____

THE SIGMA GROUP, INC. _____

Signature: _____

Name (please print): _____

Title (please print): _____

Date: _____

**EXHIBIT A
WORK AUTHORIZATION NO. 1**

Project Reference No.: _____

This Work Authorization is entered into by and between The Sigma Group, Inc. ("Sigma") and _____ ("Client"). This Work Authorization incorporates by reference the Agreement entered into by the Parties dated _____, 2014 (the "Agreement"). The Agreement is hereby amended and supplemented as follows:

Site: _____

General Description of Basic Services.

Client hereby authorizes Sigma to perform and complete the following Service(s):

1. Those Services contained in Sigma's proposal dated _____, 2013, which is attached hereto and incorporated herein by this reference# _____.
2. _____

Compensation.

1. _____
2. _____
3. _____
4. _____

Other Terms. [Insert any other terms specific to the work authorization, i.e., dates of performance.]

1. _____

Firm: _____

Signature: _____

Name (please print): _____

Title (please print): _____

Date: _____

THE SIGMA GROUP, INC. _____

Signature: _____

Name (please print): _____

Title (please print): _____

Date: _____

**STANDARD
 FEE SCHEDULE**

<u>General Classification</u>	<u>Hourly Rates</u>
Principal	\$150.00 to \$175.00
Project Manager	\$125.00 to \$150.00
Senior Engineer	\$110.00 to \$160.00
Senior Hydrogeologist	\$105.00 to \$140.00
Senior Scientist	\$105.00 to \$140.00
Project Engineer	\$80.00 to \$110.00
Project Hydrogeologist	\$85.00 to \$100.00
Project Scientist	\$85.00 to \$100.00
Staff Engineer	\$65.00 to \$80.00
Staff Hydrogeologist	\$65.00 to \$80.00
Staff Scientist	\$65.00 to \$80.00
Registered Land Surveyor	\$100.00 to \$110.00
Survey Crew	\$125.00 to \$145.00
Technicians	\$65.00
Reimbursement Project Manager	\$85.00
Office Support	\$55.00

Reimbursable Expenses

Mileage - Company Truck	\$.75/mile
Mileage - Personal Vehicle	\$.60/mile
Survey Equipment	\$100.00/day
GPS Equipment	\$400.00/day
PID Meter	\$ 70.00/day
Particle Counter	\$ 25.00/day
Other Field Equipment	Provided Upon Request
Subcontractor Costs	Cost plus 10%

Fees subject to change without notice