

Exhibit "A" - Hourly Rates

Encumbrance No. E1200474

Nossaman proposes to provide the County with the services outlined in this proposal at the proposed discounted rates set forth below. This discount reflects our dedication to helping public agencies and our team's enthusiasm in working for the County.

These rates include all administrative and overhead costs, such as secretarial assistance, word processing and local telephone charges. Other reimbursable costs such as computer research, messenger services, and postage charges are charged to our clients at the actual transaction charge incurred by our firm. We will use electronic transmissions for documents when possible to expedite deliveries and contain costs.

Team Members	Title	2019 Standard Hourly Rate	Discounted Rates
Pellman, Lloyd W. (Bill)	Partner	\$795	\$636
Dolqueist, Lori Anne	Partner	\$695	\$556
Schwartz, Douglas W.	Partner	\$650	\$520
Dombo, III, Frederick T.	Partner	\$625	\$500
Weiland, Paul S.	Partner	\$565	\$452
Wahlberg, Brooke M.	Partner	\$495	\$396
Nicholls, Gina R.	Partner	\$480	\$384
Remillard, Ashley	Partner	\$480	\$384
Cheng, Crescent	Associate	\$310	\$280
Gorscak, Melanie	Knowledge Management and Library	\$240	\$192

Travel	Nossaman will charge actual costs for travel requested by the County. If not working on client matters while traveling, Nossaman will charge 50% of our hourly billing rates for travel during business hours.
Computer Research	Nossaman will charge only for necessary computerized research at the cost Nossaman actually pays. The Firm has a substantial discount on such research.
Court and Other Filings	Nossaman will pass on to the County any court fees or filing fees.
Postage	Nossaman will pass on to the County any postage-related charges at the actual cost.
Faxing	Nossaman will not charge for faxes.
Messenger Service	In those instances where it is necessary that we expedite the delivery of materials to it or other parties, Nossaman will charge the County only for the actual cost billed to us by the delivery or courier service. If the County has a lower-cost arrangement with specific courier/delivery companies and would like us to use the services of only those companies, we would be pleased to do so.
Photocopying	Nossaman will not charge for in-house photocopying. Charges for Project-related photocopying to be sent off-site will be pre-approved by the County, and the cost passed on to the County at the actual cost. If the County has an arrangement with specific printing companies and would like us to use the services of only those companies, we would be pleased to do so.