



Exhibit C-1

Effective July 2024

GHD Class	GHD Description	2025 CDN/US Rate
PROFESSIONAL		
A001	Senior Technical Director 1	\$ 344.00
A002	Senior Technical Director 2	\$ 320.00
A003	Senior Technical Director 3	\$ 296.00
A004	Technical Director 1	\$ 280.00
A005	Technical Director 2	\$ 260.00
A006	Senior Professional 1	\$ 236.00
A007	Senior Professional 2	\$ 220.00
A008	Professional 1	\$ 212.00
A009	Professional 2	\$ 180.00
A010	Professional 3	\$ 160.00
A011	Vacationer / Intern	\$ 148.00
CONSULTANT		
V001	Executive Consultant 1	\$ 440.00
V002	Executive Consultant 2	\$ 400.00
V003	Senior Consultant 1	\$ 328.00
V004	Senior Consultant 2	\$ 292.00
V005	Consultant 1	\$ 240.00
V006	Consultant 2	\$ 196.00
V007	Consultant 3	\$ 156.00
TECHNICAL		
B001	Lead Design Technician 1	\$ 316.00
B002	Lead Design Technician 2	\$ 292.00
B003	Lead Design Technician 3	\$ 264.00
B004	Senior Design Technician 1	\$ 252.00
B005	Senior Design Technician 2	\$ 236.00
B006	Design Technician 1	\$ 216.00
B007	Design Technician 2	\$ 200.00
B008	Drafting/Design 1	\$ 192.00
B009	Drafting/Design 2	\$ 164.00
B010	Drafting/Design 3	\$ 152.00
B011	Drafting/Design 4	\$ 144.00
B012	Intern Drafting/Design	\$ 128.00

GHD Class	GHD Description	2025 CDN/US Rate
ADMINISTRATION		
C001	Business Services Manager 1	\$ 280.00
C002	Business Services Manager 2	\$ 248.00
C003	Senior Business Services 1	\$ 184.00
C004	Senior Business Services 2	\$ 168.00
C005	Business Services 1	\$ 148.00
C006	Business Services 2	\$ 140.00
C007	Business Services 3	\$ 100.00
SITE BASED		
S001	Senior Construction Manager	\$ 308.00
S002	Construction Manager	\$ 268.00
S003	Lead Site Engineer/Supervisor	\$ 236.00
S004	Senior Site Engineer	\$ 212.00
S005	Site Engineer	\$ 196.00
S006	Lead Inspector	\$ 196.00
S007	Senior Inspector	\$ 156.00
S008	Inspector / Specialist 1	\$ 136.00
S009	Inspector / Specialist 2	\$ 120.00
S010	Clerk / Specialist 3	\$ 116.00
S011	Senior Site Manager 1	\$ 132.00
S012	Senior Site Manager 2	\$ 124.00
S013	Senior Site Manager 3	\$ 116.00
S014	Senior Site Manager 4	\$ 108.00
S015	Operator/Labourer 1	\$ 100.00
S016	Operator/Labourer 2	\$ 92.00
S017	Operator/Labourer 3	\$ 76.00
PROJECT SUPPORT		
D001	Project Support Manager 1	\$ 336.00
D002	Project Support Manager 2	\$ 316.00
D003	Senior Project Support 1	\$ 280.00
D004	Senior Project Support 2	\$ 240.00
D005	Project Support 1	\$ 220.00
D006	Project Support 2	\$ 204.00
D007	Project Support 3	\$ 188.00
D008	Project Support 4	\$ 168.00
D009	Project Support 5	\$ 144.00
D010	Project Support 6	\$ 100.00



FY2025 Rate Schedule Notes

- 1) Rates are for employees of GHD companies.
- 2) An administration fee will apply to all invoices to cover in-house disbursements (Associated Project Costs) on a project. This will be charged at a rate of either:
 - Hourly rate of USD \$6.50
- 3) All travel will be invoiced at economy class rates. Lodging and meal expenses will be at cost plus agreed markup unless a per diem rate is negotiated.
- 4) All other project related disbursements, expenses and subcontractor costs will be invoiced with a markup of 15%.
- 5) Fee schedule is subject to an annual rate increase of up to 5%.
- 6) Leased and personnel vehicles, field equipment and disposable field supplies will be invoiced at established rates. Personal vehicle mileage rates will be charged in accordance with government regulated standard rates.