

Fireye Inc.
3 Manchester Rd.
Derry, NH 03038
Tel: 603.432.4100
Fax: 603.432.1570



FIELD SERVICE RATE SCHEDULE

Effective January 1, 2018

Standard Hourly Rate: \$ 150.00 / Hr. (\$ 1200.00 / 8 Hr. Day)
Shift Premium Rate: \$ 187.50 / Hr. (Applies from 11:00 PM to 7:00 AM)
Time and One-Half: \$ 225.00 / Hr.
Double Time: \$ 300.00 / Hr.

Terms and Conditions:

1. **A purchase order must be provided before travel arrangements can be confirmed.**
2. Time and one-half applies to all work performed after 8 hours per day or on Saturday.
3. Double time applies to all work performed on Sundays, holidays, and work after 12 continuous hours.
4. Fireye personnel are not required to work more than 12 hours in any 24-hour period. In extreme emergency, and with prior factory approval, the workday may be extended to 16 hours. There shall be a minimum of 8 hours rest between shifts.
5. **Travel time during the day on which work is performed at the job site** is charged per the above rates.
6. **Travel time during a day in which work is not performed at the job site** is charged at the following rates:
Travel Hourly Rate: \$75.00 / Hr. (\$600.00 / 8 Hr. Day)
Time and One-Half Travel: \$112.50 / Hr.
Double Time Travel: \$150.00 / Hr.
7. Fireye personnel are not required to work more than 7 consecutive days, or more than 84 hours within 7 consecutive days, without being granted one day of rest.
8. Minimum billing: 1-4 Hours will be billed as 4 hours; 5-8 Hours will be billed as 8 hours.
9. Stand-by time is billed at the above listed Field Service rates, plus expenses.
10. For extended service periods, Fireye personnel are allowed **billable** return travel every second weekend.
11. Payment terms: Net 30 days (payable in U.S. dollars).

Holidays:

*New Year's Day	(January 1, Monday)	*Labor Day	(September 3, Monday)
*President's Day	(February 19, Monday)	*Columbus Day	(October 8, Monday)
*Good Friday	(March 30, Friday)	*Thanksgiving Day	(November 22, Thursday)
*Memorial Day	(May 28, Monday)	*Day after Thanksgiving	(November 23, Friday)
*Independence Day	(July 4, Wednesday)	*Winter Holiday	(December 24, Monday)
*Summer Holiday	(July 5, Thursday)	*Christmas Day	(December 25, Tuesday)
		*New Year's Eve	(December 31, Monday)

Travel Expenses:

*Tolls, Parking, Misc.: Billed at Cost
*Ground Transportation: Billed at Cost
*Mileage, Personal Auto: Billed at \$ 0.545 / mile
*Airfare, Auto Rental: Billed at Cost
(Domestic air travel will be coach class when available. International air travel will be business class.)

Living Expenses:

*Lodging, Meals, Laundry: Billed at Cost
*Telephone, Misc.: Billed at Cost