

Service Rates:

President	Hour	\$175.00
Account Executive	Hour	\$150.00
Account Manager	Hour	\$120.00
Project Manager	Hour	\$100.00
Creative Director	Hour	\$150.00
Senior Art Director	Hour	\$130.00
Art Director	Hour	\$100.00
Senior Copywriter	Hour	\$100.00
Junior Copywriter	Hour	\$80.00
Production Director	Hour	\$100.00
Producer	Hour	\$150.00
Researcher	Hour	\$85.00
Interactive Specialist (Web - DVD)	Hour	\$140.00
Web-Traffic Analyst	Hour	\$120.00
Photographer	Hour	\$100.00
Videographer	Hour	\$130.00
Graphic Designer	Hour	\$100.00

Westcomm provides a fee-based schedule for supplemental charges that may be incurred for additional unforeseen work tasks. This would be presented for approval prior to work commencing and billed at an aggregated rate of \$150.00 an hour. An addendum will be presented for approval and sign-off as tasks are identified throughout the length of the contract.

Westcomm's media management fee is calculated based on the following fee structure.

MNRTF's annual investment of \$0-\$100,000 is calculated at 10%. An annual investment of \$101,000 - \$250,000 is calculated at 8%. And, an annual \$250,000+ investment is calculated is factored at 6%. Any applicable percentage change occurs at the time of a new purchase and does not apply to past purchases. Investment amount is calculated on the calendar year.

Printing and outside services are calculated at 20% of total vendor fee for printing and production services as required to deliver overall campaign deliverables.