

**Actuals Not To Exceed Table (ANTE)
EXAMPLE ONLY - Safe Harbor**

**The Acme Environmental Group
1234 City Scape Drive
Seattle, WA 98101**

Job Classifications	Direct Labor Rate NTE	Safe Harbor Overhead 110% NTE	Safe Harbor Fixed Fee 30%	All Inclusive Hourly Billing Rate NTE
Principal Geologist	\$63.00	\$69.30	\$18.90	\$151.20
Sr. Environmental Engineer	\$31.50	\$34.65	\$9.45	\$75.60
Environmental Engineer	\$26.25	\$28.88	\$7.88	\$63.00
Sr. Scientist	\$31.50	\$34.65	\$9.45	\$75.60
Scientist	\$26.25	\$28.88	\$7.88	\$63.00
Industrial Hygienist (Cert)	\$36.75	\$40.43	\$11.03	\$88.20
Industrial Hygienist (Non)	\$24.15	\$26.57	\$7.25	\$57.96
Environmental Compliance Spec.	\$29.40	\$32.34	\$8.82	\$70.56
Asbestos Inspector/Designer	\$18.90	\$20.79	\$5.67	\$45.36
Engineering Aide	\$15.75	\$17.33	\$4.73	\$37.80
CAD / Graphics Designer	\$17.85	\$19.64	\$5.36	\$42.84
Admin. Level III	\$13.65	\$15.02	\$4.10	\$32.76

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Instructions:

List job classifications that you propose as part of the project team. (Note: Classifications that are not listed are not eligible for payment.)

Direct Labor (DL) Rates Column: List the Not to Exceed (NTE) hourly dollar rates for each classification.

Overhead (OH) Rate Calculation Column: To calculate the OH hourly dollar amount multiply the NTE direct labor (DL) rate times the imputed Safe Harbor Indirect Cost Rate (ICR) percentage of 110%. The Safe Harbor ICR is non-negotiable.

Fixed Fee (FF) or Profit Calculation Column: To calculate the FF hourly dollar amount multiply the NTE direct labor hourly rate times the imputed Safe Harbor Fixed Fee percentage of 30%.

No other text shall be present on the ANTE Table other than that which is shown in the example.