

WESTCOMM HOURLY RATES

| HOURLY RATE (Firm, Fixed Price) | UNIT | HOURLY RATE or "N/A" if Not Applicable |
|--|-------------|---|
| Advertising Services | | |
| Partner | Hour | N/A |
| President | Hour | \$ 140.00 |
| Comptroller/Accounting Manager | Hour | N/A |
| Account Director/Supervisor | Hour | N/A |
| Account Executive | Hour | \$ 120.00 |
| Account Manager | Hour | \$ 100.00 |
| Project Manager | Hour | \$ 90.00 |
| Creative Director/Copy | Hour | \$ 120.00 |
| Creative Director/Art | Hour | \$ 120.00 |
| Senior Art Director | Hour | \$ 100.00 |
| Art Director | Hour | \$ 90.00 |
| Senior Copywriter | Hour | \$ 100.00 |
| Junior Copywriter | Hour | \$ 80.00 |
| Production Director/Print | Hour | \$ 90.00 |
| Production Director/Art | Hour | \$ 90.00 |
| Production Director/Media | Hour | \$ 90.00 |
| Producer | Hour | \$ 120.00 |
| Researcher | Hour | \$ 65.00 |
| Studio Manager | Hour | N/A |
| Media Director | Hour | N/A |
| Media Supervisor | Hour | N/A |
| Media Planner/Buyer | Hour | N/A |
| Interactive Specialist (Web - DVD) | Hour | \$ 120.00 |
| Web-Traffic Analyst | Hour | \$ 120.00 |
| Administrative Assistant | Hour | N/A |
| Clerical | Hour | N/A |
| Photographer | Hour | \$ 100.00 |
| Videographer | Hour | \$ 120.00 |
| Graphic Designer | Hour | \$ 90.00 |
| Translation Services | Hour | N/A |
| HOURLY RATE (Firm, Fixed Price) | UNIT | HOURLY RATE or "N/A" if Not Applicable |
| Marketing and Public Relations Services | | |

| | | |
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| Account Director/Supervisor | Hour | N/A |
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| Photographer | Hour | \$ 100.00 |
| Videographer | Hour | \$ 120.00 |
| Translation Services | Hour | N/A |