

SECTION 5: PROFESSIONAL SERVICES FEES

True North provides professional services based on the scope of work, the project timeline, technical complexities, required resources and effort, and other factors. Before beginning any work, True North will submit a firm-fixed fee proposal with a detailed statement of work. Below is a list of our K12 hourly rates:

Description	K12 Hourly Rate	Discounted Hourly Rate
Principal / VP	\$212.75/hr	\$185/hr (~15% discount)
Director/VP/Regional Manager	\$201.25/hr	\$175/hr (~15% discount)
Senior Technology Consultant	\$189.75/hr	\$165/hr (~15% discount)
Technology Consultant	\$172.50/hr	\$150/hr (~15% discount)
Technology Designer/Engineer	\$132.25/hr	\$115/hr (~15% discount)
Drafter	\$80.50/hr	\$70/hr (~15% discount)
Administrative	\$69/hr	\$60/hr (~15% discount)

*Travel expenses are included.