## Actuals Not To Exceed Table (ANTE)

### EXAMPLE ONLY - Safe Harbor

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

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

**EXAMPLE ONLY - Safe Harbor**
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.