

**Exhibit A  
Rate Schedule**

	Regular hours	Overtime
Billing Multiplier	1.40	1.35

**Early conversion fee options:**

30-Day (160-hour): \$1400.00

60-Day (320-hour): \$700.00

90-Day (520-hour): \$0.00

**Direct-hire option:**

15% of employee's first year annual salary with a 60-day guarantee.

Work description: Distribution supply warehouse

Location: Fort Collins, CO.

Additional fees for Physicals, Drug tests or DOT checks will be billed to CLIENT as a "pass-thru cost" at the same rate/amount as charged to CMG/ESSG. Standard Background checks are included in the above bill rate.

**AGREED:**

**Forney Industries, Inc.**

Signature: 

Printed Name: Andrew J. Steger

Title: CFO

Dated: 8/16/2017