

[PROFESSIONAL FEES]

Our professional service hourly rates will vary based on the scope of the project and the expertise required. Our resources are tenured professionals with and a significant number have previous public accounting and/or consulting experience. As stated earlier, our model is to provide “Big 4” manager/senior manager/partner resources at a significantly reduced rate. We also can customize a solution and pricing as a “blended rate” or fixed fee engagement.

The rates by level for Financial and Technology Professionals related to Vaco accounting/finance and IT resources for both Phase I and II are as follows:

Technology Professional Hourly Rates:

Partners	\$170-\$220
Project Managers	\$140-\$170
Senior Consultants	\$125-\$150

Financial Professional Hourly Rates:

Partners	\$160-\$210
Project Managers	\$120-\$150
Senior Consultants	\$110-\$130

Please note that we intend our rates to apply to direct project hours only. Our clients will not be charged for expenses relative to administrative or overhead charges incurred as a result of the engagement. Vaco will diligently work to minimize engagement expenses while serving our client. The core team will be comprised of local resources (to the largest extent possible) to minimize travel expenses. Our estimated fees and schedule of performance are based upon, among other things, our preliminary understanding of the Client’s system of internal controls and the representations that Client personnel have made to us, and are dependent upon Client’s personnel providing appropriate levels of assistance. Should our assumptions with respect to these matters be incorrect or should the condition of the records, degree of cooperation, or other matters beyond our reasonable control require additional commitments by us beyond those upon which our estimated fees are based, we may adjust our fees and planned completion dates and will notify you accordingly before additional time and fees are incurred.