

Policy for Work that is required to be performed Overnight or on the Weekend

When the licensed Environmental Consultant of record for a release case is required to perform corrective actions at night or on the weekend, the hourly unit cost rate for the Consultant's personnel can be multiplied by a factor of 1.5 for time worked outside of normal business hours as defined below, by obtaining written pre-approval of the PSTD prior to commencement of the associated work. The intent of this policy is not to apply this increase for all work performed outside of normal business hours but to apply the increase for work conducted overnight or on the weekend when required. "Overnight Work" is where at least half of the time worked is conducted after 9 pm, and "Weekend Work" is work conducted between 12 am Saturday morning and 6 am Monday morning. This increased rate is subject to verification by submitting timesheets and any additional documentation required by the PSTD, including, but not limited to, access agreements between the Consultant and a property owner requiring the Consultant to work during nights and/or weekends.