

## HIRONS HOURLY RATES

HOURLY RATE (Firm, Fixed Price)	UNIT	HOURLY RATE or "N/A" if Not Applicable
<b>Advertising Services</b>		
Partner	Hour	N/A
President	Hour	\$ 115.00
Comptroller/Accounting Manager	Hour	\$ 115.00
Account Director/Supervisor	Hour	\$ 115.00
Account Executive	Hour	\$ 110.00
Account Manager	Hour	\$ 100.00
Project Manager	Hour	\$ 90.00
Creative Director/Copy	Hour	\$ 115.00
Creative Director/Art	Hour	\$ 110.00
Senior Art Director	Hour	\$ 110.00
Art Director	Hour	\$ 100.00
Senior Copywriter	Hour	\$ 110.00
Junior Copywriter	Hour	\$ 100.00
Production Director/Print	Hour	\$ 115.00
Production Director/Art	Hour	\$ 115.00
Production Director/Media	Hour	\$ 115.00
Producer	Hour	\$ 100.00
Researcher	Hour	\$ 100.00
Studio Manager	Hour	\$ 110.00
Media Director	Hour	\$ 115.00
Media Supervisor	Hour	\$ 110.00
Media Planner/Buyer	Hour	\$ 100.00
Interactive Specialist (Web - DVD)	Hour	\$ 110.00
Web-Traffic Analyst	Hour	\$ 100.00
Administrative Assistant	Hour	\$ 60.00
Clerical	Hour	\$ 60.00
Photographer	Hour	\$ 115.00
Videographer	Hour	\$ 115.00
Graphic Designer	Hour	\$ 90.00
Translation Services	Hour	\$ 90.00
		<b>HOURLY RATE or "N/A" if Not Applicable</b>
<b>HOURLY RATE (Firm, Fixed Price)</b>	<b>UNIT</b>	
<b>Marketing and Public Relations Services</b>		

Partner	Hour	N/A
President	Hour	\$ 115.00
Comptroller/Accounting Manager	Hour	\$ 115.00
Account Director/Supervisor	Hour	\$ 115.00
Account Executive	Hour	\$ 110.00
Account Manager	Hour	\$ 100.00
Project Manager	Hour	\$ 90.00
Creative Director/Copy	Hour	\$ 115.00
Creative Director/Art	Hour	\$ 110.00
Senior Art Director	Hour	\$ 110.00
Art Director	Hour	\$ 100.00
Senior Copywriter	Hour	\$ 110.00
Junior Copywriter	Hour	\$ 100.00
Production Director/Print	Hour	\$ 115.00
Production Director/Art	Hour	\$ 115.00
Production Director/Media	Hour	\$ 115.00
Producer	Hour	\$ 115.00
Researcher	Hour	\$ 115.00
Studio Manager	Hour	\$ 110.00
Media Director	Hour	\$ 115.00
Media Supervisor	Hour	\$ 110.00
Media Planner/Buyer	Hour	\$ 100.00
Interactive Specialist (Web - DVD)	Hour	\$ 110.00
Web-Traffic Analyst	Hour	\$ 100.00
Administrative Assistant	Hour	\$ 60.00
Clerical	Hour	\$ 60.00
Graphic Designer	Hour	\$ 90.00
Photographer	Hour	\$ 115.00
Videographer	Hour	\$ 115.00
Translation Services	Hour	\$ 90.00

HOURLY RATE (Firm, Fixed Price)	UNIT	HOURLY RATE or "N/A" if Not Applicable
<b>Media Buying</b>		
Partner	Hour	N/A
President	Hour	\$ 115.00

Comptroller/Accounting Manager	Hour	\$ 115.00
Account Director/Supervisor	Hour	\$ 115.00
Account Manager	Hour	\$ 100.00
Creative Director/Copy	Hour	\$ 115.00
Creative Director/Art	Hour	\$ 110.00
Senior Art Director	Hour	\$ 110.00
Art Director	Hour	\$ 100.00
Senior Copywriter	Hour	\$ 110.00
Junior Copywriter	Hour	\$ 100.00
Production Director/Print	Hour	\$ 115.00
Production Director/Art	Hour	\$ 115.00
Production Director/Media	Hour	\$ 115.00
Studio Manager	Hour	\$ 110.00
Media Supervisor	Hour	\$ 110.00
Media Planner/Buyer	Hour	\$ 100.00
Interactive Specialist (Web - DVD)	Hour	\$ 110.00
Web-Traffic Analyst	Hour	\$ 100.00
Clerical	Hour	\$ 60.00
Graphic Designer	Hour	\$ 90.00
Trafficking	Flat Rate	\$360
*Media Placement Mark-up Percentage		3%
**Pass-Through Media Placement (Non-Labor)		\$ N/A
**Pass-Through Media Production (Non-Labor)		\$ N/A
**Pass-Through Non-Media Production (Non-Labor)		\$ N/A
Translation Services	Hour	\$ 90.00