

**Bill Rate Reduction – due to Seattle Minimum Wage Increase
Rate Reduction 3.5% Regular Hours – 2.70% OT Hours**

Addendum 04-20-15

Republic Services – Rabanco

Bill Rates effective 04/20/15 through 12/31/15

- 1) Regular Bill Rate Mark reduced from **51.60% to 48.10%**
- 2) Overtime and Dbl time Mark Up reduced from **45.40% to 42.70%**
- 3) Regular time example **\$11.00** (RT wage) X 1.4810 = **\$16.29** (bill rate)
- 4) Overtime example increases from **\$16.50** (OT wage) X 1.4270 = **\$23.55** (bill rate)

Payment Terms

- **1% / 10 Net**
 - **Republic Services will receive a 1% discount off the invoice total if payment is received within 10 days of invoice date**

IN WITNESS WHEREOF, this agreement has been duly executed by Leadpoint Business Services and CLIENT on the dates set forth below.

Republic Services – Rabanco

Leadpoint Business Services

Signature

Paul Russo
Signature

Printed Name

Paul J Russo
Printed Name

Title

VP People Development
Title

Date

4/23/15
Date