

MKR  
HOURLY RATES

HOURLY RATE (Firm, Fixed Price)	UNIT	HOURLY RATE or "N/A" if Not Applicable
<b>Advertising Services</b>		
Partner	Hour	\$100
President	Hour	\$100
Comptroller/Accounting Manager	Hour	\$100
Account Director/Supervisor	Hour	\$100
Account Executive	Hour	\$100
Account Manager	Hour	\$100
Project Manager		\$100
Creative Director/Copy	Hour	\$100
Creative Director/Art	Hour	\$100
Senior Art Director	Hour	\$100
Art Director	Hour	\$100
Senior Copywriter	Hour	\$100
Junior Copywriter	Hour	\$100
Production Director/Print	Hour	\$100
Production Director/Art	Hour	\$100
Production Director/Media	Hour	\$100
Producer		\$100
Researcher		\$100
Studio Manager	Hour	\$90
Media Director	Hour	\$90
Media Supervisor	Hour	\$90
Media Planner/Buyer	Hour	\$90
Interactive Specialist (Web - DVD)	Hour	\$100
Web-Traffic Analyst	Hour	\$100
Administrative Assistant	Hour	\$100
Clerical	Hour	\$100
Graphic Designer	Hour	\$100
*Media Placement Mark-up Percentage		10%
**Pass-Through Media Placement (Non-Labor)		8%
**Pass-Through Media Production (Non-Labor)		8%
**Pass-Through Non-Media Production (Non-Labor)		8%

Translation Services	Hour	N/A	
		<b>HOURLY RATE</b> or "N/A" if <b>Not</b> <b>Applicable</b>	
<b>HOURLY RATE (Firm, Fixed Price)</b>	<b>UNIT</b>		
<b>Marketing and Public Relations Services</b>			
Partner	Hour	\$100	
President	Hour	\$100	
Comptroller/Accounting Manager	Hour	\$100	
Account Director/Supervisor	Hour	\$100	
Account Executive	Hour	\$100	
Account Manager	Hour	\$100	
Project Manager		\$100	
Creative Director/Copy	Hour	\$100	
Creative Director/Art	Hour	\$100	
Senior Art Director	Hour	\$100	
Art Director	Hour	\$100	
Senior Copywriter	Hour	\$100	
Junior Copywriter	Hour	\$100	
Production Director/Print	Hour	\$100	
Production Director/Art	Hour	\$100	
Production Director/Media	Hour	\$100	
Producer		\$100	
Researcher		\$100	
Studio Manager	Hour	\$100	
Media Director	Hour	\$90	
Media Supervisor	Hour	\$90	
Media Planner/Buyer	Hour	\$90	
Interactive Specialist (Web - DVD)	Hour	\$100	
Web-Traffic Analyst	Hour	\$100	
Administrative Assistant	Hour	\$100	
Clerical	Hour	\$100	
Graphic Designer	Hour	\$100	
*Media Placement Mark-up Percentage			10%
**Pass-Through Media Placement (Non-Labor)			8%
**Pass-Through Media Production (Non-Labor)			8%
**Pass-Through Non-Media Production (Non-Labor)			8%
Translation Services	Hour	N/A	

<b>HOURLY RATE (Firm, Fixed Price)</b>	<b>UNIT</b>	<b>HOURLY RATE or "N/A" if Not Applicable</b>
<b>Media Buying</b>		
Partner	Hour	\$100
President	Hour	\$100
Comptroller/Accounting Manager	Hour	\$100
Account Director/Supervisor	Hour	\$100
Account Manager	Hour	\$100
Creative Director/Copy	Hour	\$100
Creative Director/Art	Hour	\$100
Senior Art Director	Hour	\$100
Art Director	Hour	\$100
Senior Copywriter	Hour	\$100
Junior Copywriter	Hour	\$100
Production Director/Print	Hour	\$100
Production Director/Art	Hour	\$100
Production Director/Media	Hour	\$100
Studio Manager	Hour	\$100
Media Supervisor	Hour	\$90
Media Planner/Buyer	Hour	\$90
Interactive Specialist (Web - DVD)	Hour	\$90
Web-Traffic Analyst	Hour	\$100
Clerical	Hour	\$100
Graphic Designer	Hour	\$100
Trafficking	Flat Rate	\$100
*Media Placement Mark-up Percentage		10%
**Pass-Through Media Placement (Non-Labor)		8%
**Pass-Through Media Production (Non-Labor)		8%
**Pass-Through Non-Media Production (Non-Labor)		8%
Translation Services	Hour	N/A