



Bates & Young Consulting Ltd.

Business Analysts

GST Number: R139086123

Suite 2500, 200 Burrard Street
 Vancouver, BC
 Canada V6C 3N5
 Web: www.byconsulting.com
 Tel: 604 602 4900 Fax: 604 602 4950

Rate Sets Matrix (as of November 19, 2004)

StandardRateSet	Period Worker Worktype	Fiscal Year 2004 [FY2004 from 01/01/2004 to 31/12/2004]											Fiscal Year 2005 [FY2005 from 01/01/2005]							
		ALL	ACH	AYO	CBA	JAU	JB1	LMA	MRO	MWO	RBA	THA	ALL	ACH	AYO	CBA	JAU	JB1	LMA	MRO
British Columbia - Local [BC_LOC - CA\$ per Hour]	ALL		180.00	220.00	200.00						240.00	180.00		200.00	240.00	220.00				
	ADM_E		180.00	220.00	200.00			90.00			240.00	180.00		200.00	240.00	200.00			100.00	
	ANL		180.00	220.00	200.00						240.00	180.00		200.00	240.00	200.00				
	CONS		180.00	260.00	200.00						300.00	180.00		200.00	280.00	200.00				
	DES		180.00	260.00	200.00						300.00	180.00		200.00	280.00	200.00				
	IMPL		180.00	220.00	200.00						240.00	180.00		200.00	240.00	200.00				
	PM		180.00	220.00	200.00						240.00	180.00		200.00	240.00	200.00				
	TRAIN		180.00	220.00	200.00			140.00			240.00	180.00		200.00	240.00	200.00			150.00	
Canada Excluding BC [CAN - CA\$ per Hour]	ALL			240.00		220.00	200.00				260.00				260.00		240.00	220.00		
	ADM_E			240.00		220.00	200.00	90.00			260.00				260.00		240.00	220.00	100.00	
	ANL			240.00		220.00	200.00				260.00				260.00		240.00	220.00		
	CONS			280.00		220.00	200.00				320.00				300.00		240.00	220.00		
	DES			280.00		220.00	200.00				320.00				300.00		240.00	220.00		
	IMPL			240.00		220.00	200.00				260.00				260.00		240.00	220.00		
	PM			240.00		220.00	200.00				260.00				260.00		240.00	220.00		
	TRAIN			240.00		220.00	200.00	140.00			260.00				260.00		240.00	220.00	150.00	
Europe [EURO - EUR per Day]	ALL			2,200.00		2,000.00			1,800.00	1,800.00	2,400.00			2,400.00		2,200.00			2,000.00	
	ADM_E			2,200.00		2,000.00		900.00	1,800.00	1,800.00	2,400.00			2,400.00		2,200.00		1,000.00	2,000.00	
	ANL			2,200.00		2,000.00			1,800.00	1,800.00	2,400.00			2,400.00		2,200.00			2,000.00	

			<i>Period</i>	
MWO	RBA	THA	<i>Worker Worktype</i>	<i>StandardRateSet</i>
	260.00	200.00	ALL	British Columbia - Local [BC_LOC - CA\$ per Hour]
	260.00	200.00	ADM_E	
	260.00	200.00	ANL	
	320.00	200.00	CONS	
	320.00	200.00	DES	
	260.00	200.00	IMPL	
	260.00	200.00	PM	
	260.00	200.00	TRAIN	
	280.00		ALL	Canada Excluding BC [CAN - CA\$ per Hour]
	280.00		ADM_E	
	280.00		ANL	
	340.00		CONS	
	340.00		DES	
	280.00		IMPL	
	280.00		PM	
	280.00		TRAIN	
2,000.00	2,600.00		ALL	Europe [EURO - EUR per Day]
2,000.00	2,600.00		ADM_E	
2,000.00	2,600.00		ANL	

	CONS			2,600.00		2,000.00			1,800.00	1,800.00	3,000.00				2,800.00		2,200.00			2,000.00		
	DES			2,600.00		2,000.00			1,800.00	1,800.00	3,000.00				2,800.00		2,200.00			2,000.00		
	IMPL			2,200.00		2,000.00			1,800.00	1,800.00	2,400.00				2,400.00		2,200.00			2,000.00		
	PM			2,200.00		2,000.00			1,800.00	1,800.00	2,400.00				2,400.00		2,200.00			2,000.00		
	TRAIN			2,200.00		2,000.00		1,400.00	1,800.00	1,800.00	2,400.00				2,400.00		2,200.00		1,500.00	2,000.00		
United States of America [USA - US\$ per Hour]	ALL			220.00		200.00					240.00	180.00			240.00		220.00					
	ADM_E			220.00		200.00		90.00			240.00	180.00			240.00		220.00		100.00			
	ANL			220.00		200.00					240.00	180.00			240.00		220.00					
	CONS			260.00		200.00					300.00	180.00			280.00		220.00					
	DES			260.00		200.00					300.00	180.00			280.00		220.00					
	IMPL			220.00		200.00					240.00	180.00			240.00		220.00					
	PM			220.00		200.00					240.00	180.00			240.00		220.00					
	TRAIN			220.00		200.00		140.00			240.00	180.00			240.00		220.00		150.00			
StandardRateSet	Worktype Worker	ALL	ACH	AYO	CBA	JAU	JBI	LMA	MRO	MWO	RBA	THA	ALL	ACH	AYO	CBA	JAU	JBI	LMA	MRO		
	Period	Fiscal Year 2004 [FY2004 from 01/01/2004 to 31/12/2004]											Fiscal Year 2005 [FY2005 from 01/01/2005]									

2,000.00	3,200.00		CONS	
2,000.00	3,200.00		DES	
2,000.00	2,600.00		IMPL	
2,000.00	2,600.00		PM	
2,000.00	2,600.00		TRAIN	
	260.00	200.00	ALL	United States of America [USA - US\$ per Hour]
	260.00	200.00	ADM_E	
	260.00	200.00	ANL	
	320.00	200.00	CONS	
	320.00	200.00	DES	
	260.00	200.00	IMPL	
	260.00	200.00	PM	
	260.00	200.00	TRAIN	
MWO	RBA	THA	<i>Worktype Worker</i>	<i>StandardRateSet</i>
			<i>Period</i>	