

Lux Vox LLC

LABOR, BILLING AND PAYMENT TERMS

TERMINOLOGY

Lux Vox, L.L.C. is the Employer for Christopher Cave. For the remainder of this document, Christopher Cave will be referred to as "Engineer. The term "Parties" refers to Lux Vox L.L.C. and the Employer contracting Lux Vox L.L.C.'s services.

TERMS

All terms and conditions are negotiable prior to booking the work. The act of your hiring Mr. Cave for any employment constitutes your agreement to, and acceptance of the policies stated within this document.

IN TOWN LABOR

In town labor is considered any work performed within a 20-mile radius of the Engineer's office.

DAY RATES

Day rate is based on an 8-hour day, to be agreed upon in advance. An Engineer requires at least eight (8) hours off to begin a new day rate. All Days will be billed a full day regardless of hours worked. No Half days are acceptable unless agreed to in advance in writing by both parties. Half-Day rate equals 70% of the full day rate.*

*Drive times for Half Day Rate to apply must be less than 30 minutes To and From Work Destination.

If the parties agree in advance to an Hourly Rate, then there will be a 4-hour minimum charge. Overtime takes effect after 8 hours worked.

MEAL BREAKS/BREAKS

Meal breaks are taken off the Engineer's billable hours, provided the break is at least one hour long and the Engineer is allowed to leave the work site. Partial hours or meals provided on site are not taken off the total hours submitted. The Engineer takes only one hour off per meal break. Engineers must have one meal break or have an opportunity to eat before the first eight hours of their shift is complete. The Engineer is entitled to a 15-minute break for each two hours on the job.

OVERTIME

Overtime is billed for any work performed beyond eight (8) hours a day, including lunch and dinner breaks, and is billed, hourly, rounded up to the next hour, at 1.5 times the hourly day rate.

HOLIDAYS

All federal holidays (New Year's Day, Martin Luther King, Jr., Washington's Birthday, Memorial Day, Emancipation Day, Independence Day, Labor Day, Columbus Day, Veterans Day, Thanksgiving Day, and Christmas Day) are billed at over time rates, with double time after eight hours.

DOUBLE TIME

Double time is billed for any hours worked past midnight. Any call ending past midnight with the Engineer receiving less than eight (8) hours off the clock, the Engineer returns at his double time rate until he receives eight (8) hours off the clock. Double time is billed for the first five (5) hours of any call time starting between midnight and 6 am; the next five (5) hours are billed at straight time. After eight more hours, the Engineer is in overtime.

TURNAROUND

If an Engineer gets less than eight (8) hours off between call times, the Engineer will be in turnaround time, and a rate increase will occur on the next shift. A rate increase is a step up in this order: straight time, overtime, and double time. If the Engineer is in double time when turnaround occurs, the next call will be at double time rate. Turnaround will be in effect until the Engineer is given eight (8) hours off.

CONTINUOUS PAY

If a Engineer gets less than four (4) hours off between shifts, the hours will be billed straight through, continuously.

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TRAVEL DAY RATE

A travel day rate is billed for travel to, and return from, an out-of-town-show. A minimum of five (5) hours travel time, at the agreed upon hourly rate, is billable to the client. Travel includes early airport arrival, ground transportation, delays, layovers, and postponements. All transcontinental trips are billed as full day rates. The travel day clock starts two hours prior to scheduled departure time. Travel time ends upon arrival at final destination - hotel or home office for return. Travel rate applies only for a travel-only day. Standard labor rates and terms apply for travel on days that will also include regular service labor - including overtime and turnaround policies. Any delays due to air or ground transportation are billable. Any ground transportation, tolls, fees, or other incidentals will be billed at actual cost. All hours begin and end accordingly to the time zone the Engineer has traveled from. If Engineer provides his own transportation it is billable at the current governmentally posted "per mile" rate, from "Door to Door".

PER DIEM

When travel outside a 20-mile radius of the Engineers home office (Dallas, Texas) is required, Per Diem will be billed in the amount of \$80 per day for food and sundries. Rates may be higher for travel outside of the continental United States.

HOTEL ACCOMMODATIONS

If Engineer is outside of his home City (Dallas, Texas) Hotel accommodations will be required if the Engineer's day ends between the hours of midnight and 6:00 am. The Engineer's Hotel room will not be shared, unless agreed to in advance, at time of hire.

CANCELLATION

Any job cancelled with less than 24-hours notice prior to the job's intended start date will be billed to the client at a full day-rate for the first day cancelled, and at half-day rate for the remaining days booked.

PAYMENT FOR SERVICES

All payments are due and payable to the Engineer upon completion of the project. A two-week grace period from the completion date of the project is allowed for all payments to be made. If any final payments are made past the two-week deadline, any unpaid remainders will be billed to the client with added interest on the loan, at 1% of the total bill, compounded daily.

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