

**Holland Construction Services, Inc.  
2026 Billable Hourly Rate Schedule**

VP of Preconstruction	\$200
Preconstruction Director	\$170
Senior Preconstruction Manager	\$155
Preconstruction Manager	\$130
Preconstruction Engineer	\$80
Project Executive	\$200
Project Director	\$170
Senior Project Manager	\$155
Project Manager	\$130
Assistant Project Manager	\$105
Project Engineer	\$80
Project Financial Coordinator	\$70
Project Administrator	\$55
Intern	\$50
VDC Specialist	\$155
Safety Director	\$130
Safety Engineer	\$98
Quality Control Director	\$130
Quality Control Engineer	\$98
General Superintendent	\$175
Senior Superintendent	\$165
Superintendent II	\$155
Superintendent I	\$142
Carpenter Foreman	\$100
Carpenter Journeyman	\$96
Laborer – MO/IL	\$80/\$87

These rates will be adjusted annually

**Holland Construction Services, Inc.**  
**2026 OVERTIME/DOUBLETIME**  
**Billable Hourly Rate Schedule**

General Superintendent - Overtime	\$240
Senior Superintendent - Overtime	\$210
Superintendent II - Overtime	\$200
Superintendent I - Overtime	\$180
Carpenter Foreman - Overtime	\$145
Carpenter Journeyman - Overtime	\$138
Laborer (IL) - Overtime	\$125
General Superintendent - Doubletime	\$307
Senior Superintendent - Doubletime	\$269
Superintendent II - Doubletime	\$257
Superintendent I - Doubletime	\$230
Carpenter Foreman - Doubletime	\$192
Carpenter Journeyman - Doubletime	\$183
Laborer (IL) - Doubletime	\$165

These rates will be adjusted annually

## Exhibit 1

### Holland Construction Services, Inc. 2027 Billable Hourly Rate Schedule

VP of Preconstruction	\$210
Preconstruction Director	\$175
Senior Preconstruction Manager	\$155
Preconstruction Manager	\$135
Preconstruction Engineer	\$80
Project Executive	\$210
Project Director	\$175
Senior Project Manager	\$155
Project Manager	\$135
Assistant Project Manager	\$105
Project Engineer	\$80
Project Financial Coordinator	\$70
Project Administrator	\$60
Intern	\$50
VDC Director	\$170
VDC Specialist	\$150
Safety Director	\$142
Safety Engineer	\$98
Quality Control Director	\$142
Quality Control Engineer	\$98
General Superintendent	\$185
Senior Superintendent	\$170
Superintendent II	\$160
Superintendent I	\$145
Carpenter Foreman	\$105
Carpenter Journeyman	\$100
Laborer – MO/IL	\$82/\$90

These rates will be adjusted annually

**Holland Construction Services, Inc.**  
**2027 OVERTIME/DOUBLETIME**  
**Billable Hourly Rate Schedule**

General Superintendent - Overtime	\$250
Senior Superintendent - Overtime	\$225
Superintendent II - Overtime	\$210
Superintendent I - Overtime	\$185
Carpenter Foreman - Overtime	\$150
Carpenter Journeyman - Overtime	\$135
Laborer (MO) - Overtime	\$110
Laborer (IL) - Overtime	**
General Superintendent - Doubletime	\$320
Senior Superintendent - Doubletime	\$290
Superintendent II - Doubletime	\$270
Superintendent I - Doubletime	\$240
Carpenter Foreman - Doubletime	\$200
Carpenter Journeyman - Doubletime	\$180
Laborer (MO) – Doubletime	\$135
Laborer (IL) – Doubletime	**

\*\*Illinois Laborer Overtime/Doubletime rates vary by union local.

These rates will be adjusted annually

Updated 4.25.25