PLAINTIFF'S EXHIBIT

ASA-1749

July 17, 1979

Mr. W. R. Kelly
El Paso Plant

Re: Order [illegible]-1547, Regn. EP-39
Design of Compliance Facilities

We are returning herewith all copies of contract signed and executed with Fouts, Langford, Gomez, Moore, Inc. to cover the Design of Compliance Facilities in accordance with specifications referred to therein. Please have the contractor counter-initial where we have made reference to Appendix "B", i.e., pages 1, 4, 5 and 6, returning the original contract and one copy, as marked, to this office for our record purposes.

You will note New York Purchasing Department Order 19E-1547 has been assigned to this contract for reference purposes. As soon as the work is completed to the satisfaction of all concerned, the invoices should be paid locally without reference to this office. However, a copy should be sent to New York for recording.

Also, you are to note the expiration date of the insurance. Should the work continue beyond the date shown, be sure to obtain an extension to protect the company until the work is completed.

F. O. Wittwer

FOWjeth
Attach.

cc: R. O. Covington

Initialed copies returned
7-24-79.
CG

DMART 307

TO:	APPROVED BY
Purchasing	
Credit	
Legal	
Insurance	
Operating Vice President	

Return to Purchasing Department

Engineering, Architectural And/Or Consulting Services Contract Form PD-58

Order No. _____

CONTRACT FOR

DESIGN OF COMPLIANCE FACILITIES

(Insert name of job)

ASARCO Incorporated's ~~AMERICAN SMELTING AND REFINING COMPANY'S~~ El Paso

Plant at El Paso, Texas

(Insert town and state)

THIS AGREEMENT, made the 16th day of May, 1979,

by and between Fouts, Langford, Gomez, Moore, Inc. whose address is 444 Executive Center Blvd. Suite 130, El Paso, Texas 79902 (hereinafter called the "ENGINEER") and ASARCO Incorporated ~~AMERICAN SMELTING AND REFINING COMPANY~~ a corporation of the State of New Jersey, whose address is 120 Broadway, New York, N.Y. 10005 and P. O. Box 1111, El Paso, Texas 79999

(Insert address of plant or unit)

(hereinafter called the "Owner").

W I T N E S S E T H:

The Engineer and the Owner agree as follows:

Article 1. Scope of Work

The Engineer shall furnish and perform the various services required for Preparing plans and specifications for HVAC, plumbing and architectural work for compliance facilities

as outlined in the specifications listed below. Any attachments referred to are incorporated herein by reference and made a part hereof.

Fouts, Langford, Gomez, Moore, Inc. proposal dated May 10, 1979
Appendix "B"

Article 2. Time of Completion

The services outlined above shall be commenced on or about May 16, 1979 and shall be completed on or about June 30, 1979.

Article 3. The Contract Price

In consideration of the performance of the Contract, the Owner agrees to reimburse the Engineer as follows:

Engineer's fee in the amount of $15,050.00 for performance of work plus the reimbursable costs specified as follows:

xAxxxxxkixxdxixxxhpxxdixxXXXxx

xXxxxx

Article 4. Progress Payments (If Specified under Article 3)

The Owner shall make payments on account of this Contract as follows:

(a) As early as possible after the first day of each calendar month commencing with _____ 19__ the Engineer shall present to the Owner a statement, on forms provided or approved by the Owner, of all reimbursable costs incurred during the preceding month. This statement shall be accompanied by copies of supporting invoices and such copies of payrolls, or totalization and distribution of same, as may be required, lists of plant and equipment used with rates for same, together with any other information as the Owner may require to allow it to verify the accuracy of the statement. As soon as practicable after receipt of such statement and upon verification thereof the Owner shall pay _____% of such amount to the Engineer.

Article 5. Acceptance and Final Payment

(a) Upon receipt of written notice in the form of a final certificate from the Engineer that the work is ready for final inspection and acceptance the Owner shall promptly make such inspection, and if and when it finds the work acceptable under the Contract and that the work provided for in this Contract has been completed, the entire balance due the Engineer, including the amount of his fee, shall be paid by the Owner to the Engineer within 30 days after the date of acceptance of the work by the Owner.

(b) Before issuance of the final certificate, the Engineer shall submit evidence satisfactory to the Owner that all payrolls, material bills, and other indebtedness connected with the work have been paid, and that the work is free of all liens and encumbrances. In case of disputed indebtedness or liens the Engineer may submit, in lieu of evidence of payment, a surety bond in form satisfactory to the Owner, guaranteeing payment of all such disputed amounts.

Article 6. Insurance

The Engineer shall maintain such insurance as will indemnify it against claims made under Workmen's Compensation Acts and against any other claims for damages for personal injury, including death, which may arise from operations under this contract, whether such operations be by the Engineer or any of its subcontractors or anyone directly or indirectly employed by either of them.

Prior to commencement of this work the Engineer shall file with the Owner completed certificates of insurance in the form of the "Insurance Certificate" attached and shall provide insurance coverage in amounts not less than those stated herein with companies acceptable to the Owner.

It is understood Engineer will maintain insurance coverage in such amounts and for such periods as are sufficient to protect Owner from any liability as a result of the professional errors and/or omissions of the insured (Engineers/ Architects) or any person employed by the insured, and will furnish evidence of the same to Owner.

Article 7. Title to the Work

All drawings, specifications survey reports, models and other items included in the scope of the work completed or in the course of completion and furnished by the Engineer shall be and become the property of the Owner at the

completion of this agreement or upon its cancellation, and the said items may be used by the Owner entirely at its own discretion as it may deem advisable at any time. Drawings, specifications survey reports and other data shall at all times be treated as confidential by the Engineer. This clause shall survive the termination for any reason of this agreement.

The Engineer agrees that the Owner shall have full and exclusive mechanical, process and design patent, copyright, and/or Trademark rights in this country and abroad on all of the Engineer's work for the Owner insofar as they pertain to the services or work being performed hereunder, without extra cost to the Owner. The Engineer agrees at the Owner's request to cause the person or persons making any invention or inventions in connection with the conception or development of the Owner's processes, products or plants hereunder, to sign all papers necessary for Letters Patent on said invention or inventions which Owner shall have prepared, provided said person or persons shall be in the employ of the Engineer upon presentation of said papers for signature, and to execute any and all assignments necessary to vest all right, title and interest in and to said inventions, applications and patents in the Owner. It is understood that no costs or expenses of any kind in connection with obtaining the aforesaid patents, application and assignments shall be imposed on or borne by the Engineer or by any person associated with the Engineer.

(See Appendix "B")

Article 8. Status of Engineer and its Personnel

It is understood and agreed that the status of the Engineer hereunder is that of an independent contractor, that the personnel of the Engineer performing services or work hereunder shall under no circumstances be deemed to be employees of the Owner, and that any workmen's Compensation Insurance coverage for such personnel will be the sole responsibility of the Engineer. Notwithstanding the aforesaid understanding, the general instructions of the Owner in connection with accomplishing the work to be done hereunder shall be followed by the personnel of the Engineer.

During tenure of contract, Owner shall have prerogative to request changes in personnel of Engineer's employees assigned to this work when in the opinion of the Owner their work is not conducive to required scope of work.

Article 9. Compliance with Laws and Ordinances

If for any reason the Engineer's or any of its Subcontractor's employees or agents acquire a status imposing liability on the Owner for employer's contributions or taxes under the Federal Insurance Contribution Act, the Federal Unemployment Tax Act, any State Unemployment Tax Act, or any other Act, Statue or Regulation thereunder, the Engineer shall be exclusively liable for, and shall indemnify the Owner against, the same and it agrees to comply with all such laws and regulations so as to relieve the Owner from any and all liability therefor and from the responsibility of making reports or keeping records with respect thereto.

Article 10. Owner's Right to Terminate Contract

If the Engineer should commit an act of bankruptcy, or make an assignment for the benefit of creditors, or if a receiver of the Engineer's property should be appointed, or if the Engineer should file a voluntary petition in bankruptcy, or if a trustee of the Engineer's property should be appointed under the reorganization or readjustment provisions of the Bankruptcy Act, or if the Engineer at any time should refuse or neglect to supply sufficient properly skilled

personnel, or if he should fail to make prompt payments to subcontractors, or disregard applicable laws or ordinances or the instructions of the Owner, or should he otherwise violate any provision of the contract and fail to correct such violation promptly after service of written notice thereof by the Owner, then the Owner may, without prejudice to any of its other rights or remedy in the premises, terminate the employment of the Engineer, take possession of drawings, specifications, surveys, models, etc. and finish the work by whatever method the Owner may deem expedient.

(See Appendix "B")

Article 11. Arbitration

In case of any dispute or difference which may arise as to whether the work done hereunder shall fail to comply with the plans and specifications or with any of the provisions of this contract, such dispute or difference and the question of full performance of the Engineer of the obligations herein imposed shall be submitted to a board or arbitration to be selected in the following manner:

> Unless otherwise provided by law, the parties may agree upon one arbitrator; otherwise, there shall be three, one named in writing by each party, and the third chosen by these arbitrators. Provided, however, that if either of the parties hereto shall fail to name an arbitrator within ten (10) days after being requested in writing to do so by the other, the arbitrator so named by the latter shall be and act as the sole arbitrator; and provided further, that in the event each of the parties names an arbitrator but the arbitrator so selected shall fail to select a third within ten (10) days, then he shall be designated by the presiding officer of the Bar Association nearest the location of the work. If there be more than one Bar Association in such locality, it shall be the senior association or the one longest established. The decision of the arbitrator or arbitrators shall be in writing and shall be final.

(See Appendix "B")

Article 12. Subcontracts

The Engineer will not employ any Subcontractor without the prior written approval of the Owner and the Engineer will require each such Subcontractor to execute a contract in writing containing provisions similar to all provisions of this contract which are in any way applicable to such Subcontractor and which will obligate such Subcontractor to comply with and perform all such provisions. Nothing herein shall be deemed to create a contractual relationship between any such Subcontractor and the Owner.

Article 13. Assignment

The Engineer shall not assign or sublet this contract in whole or in part nor shall the Engineer assign any moneys due or to become due it hereunder without the prior written consent of the Owner.

Article 14. Applicable Law

This contract shall be construed and enforced in accordance with the laws of the state where the work hereunder is to be performed.

Article 15. Entirety Clause

This contract constitutes the entire agreement between the parties, and except as may be specifically set forth herein no changes can be made except by an agreement in writing duly executed by the parties or their duly authorized agents.

Article 16. Additional Provisions

(Add such additional provisions, if any, as the particular job required.)

(See Appendix "B")

FOUTS, LANGFORD, GOMEZ, MOORE, INC.

Engineer

By John L. Morrison

Title VICE PRESIDENT

ASARCO Incorporated

Owner

By J. W. [illegible]

Title Purchasing Agent

Appendix "A" To Contract Form PD-58

"Reimbursable costs" shall be the sum of the costs to the Engineer of the following items:

A. 1. Direct cost of current actual salaries for all Engineer's employees who actually contribute time to the project in proportion to the time they devote to it. These salaries are to be in accordance with the hourly wage rates shown on Exhibit "B" attached.

2. In addition to the direct salaries, Engineer will be paid _____ percent (____%) of such salaries to cover all fringe benefits which include payroll taxes and insurance, vacation, sick leave and holiday allowances.

The total for Item A will be the direct salaries, plus _____percent (____%) for fringe benefits.

B. Overhead as _____ percent (____%) of the total of Item A above.

C. Actual cost of all out-of-pocket expenses incurred by Engineer in the performance of this work which will include:

Actual traveling and living expenses for all personnel when required to leave the District Office on duties directly applicable to the job.

Telephone, telegraph, office equipment and supplies blueprints, postage and other minor expenses directly applicable to the Job.

Required inspection and testing.

No salaries of the Engineer's executive officers, including and above General Manager, and no part of the expenses of conducting the Contractor's Main Office or regularly established Branch Offices, and no overhead expenses of any kind, except as above provided, shall be included in the cost of the Job unless otherwise expressly provided herein.

D. It is agreed that the Engineer's "Reimbursable Cost" shall be increased or decreased, as the case may be, by an amount equal to the total effect of the following:

1. Routine changes in salary and wage rates and any statutory changes in payroll taxes.

2. Extra cost of any premium time, or overtime in excess of the regular work week, plus ____% for fringes affected by the extra cost on such premium time or overtime. All overtime must be first approved by the Owner.

AMERICAN SMELTING AND REFINING COMPANY

FORM # INSURANCE-1 Revised 1 3 — INSURANCE-CERTIFICATE

AMERICAN SMELTING AND REFINING COMPANY REQUIREMENTS FOR CONTRACTORS AND SUBCONTRACTORS.

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE DESCRIBED BELOW HAVE BEEN ISSUED TO Fouts, Langford, Gomez, Moore, Inc.

THESE POLICIES ARE NOW IN FORCE, COVERING WORK BY THE ASSURED FOR AMERICAN SMELTING AND REFINING COMPANY ON CONTRACT Design of Compliance Facilities

AT El Paso, Texas

IF THESE POLICIES ARE CANCELLED OR CHANGED IN ANY WAY THAT WILL AFFECT THIS CERTIFICATE, TEN DAYS' PRIOR WRITTEN NOTICE WILL BE GIVEN BY THIS COMPANY TO AMERICAN SMELTING AND REFINING COMPANY, ATTN. W. R. Kelly PLANT MANAGER.

KIND OF INSURANCE	DESCRIPTION OF POLICY			REQUIRED MINIMUM
	NUMBER	EXPIRES	LIMITS OF LIABILITY	
CONTRACTOR'S PUBLIC LIABILITY (COMPREHENSIVE INCLUDING CONTRACTUAL)*				
BODILY-INJURY				
PROPERTY-DAMAGE				
CONTRACTOR'S PROTECTIVE LIABILITY				
BODILY-INJURY				
PROPERTY-DAMAGE				
AUTOMOBILE				
BODILY-INJURY				
PROPERTY-DAMAGE				
WORKMEN'S COMPENSATION AND EMPLOYER'S LIABILITY				

DATE _____ _____ INSURANCE COMPANY

_____ _____ AUTHORIZED REPRESENTATIVE

CITY STATE

*The Contractor shall save harmless and indemnify the Owner from and against any expense, loss or damage on account of any claim, demand or suit made by any person whomsoever, including any employee of the Owner, which is in any way caused by or connected with, or grows out of the execution and performance of this contract by the Contractor or any Subcontractor; provided, however, that the Contractor shall not be required to indemnify the Owner against any loss caused solely by negligence or willful fault of the Owner or its employees. The Contractor accepts all risk of injury or damage and all responsibility for any claims for damages whatsoever resulting from the use, misuse, or failure of any hoist, rigging, blocking, scaffolding, or other like or unlike equipment used by the Contractor or any Subcontractor, even though such equipment be furnished or loaned to the Contractor or any such Subcontractor by the Owner, and shall indemnify the Owner against all such claims.

FLGM
ARCHITECTS • ENGINEERS

May 10, 1979

Mr. Carl Glaser, Engineer
American Smelting and Refining Co.
El Paso Smelting Works
El Paso, Texas

Dear Mr. Glaser:

I would like to thank you for giving us your time and considering us for this work.

This letter is written to provide you with a proposal for the HVAC, plumbing and some architectural work as defined in the enclosed scope of work. We are also enclosing an hourly rate schedule which can be used to evaluate any cost on work necessary outside the scope of work.

We can do the work indicated in the scope of the work for $15,050.00. If this is acceptable to you and ASARCO, please indicate by signing one copy of this letter and returning it to us.

Once again, thank you for your time and consideration.

Sincerely,

John Morrison

John Morrison, PE

Accepted

Signed Carl Glaser

Date 5-18-79

FOUTS LANGFORD GOMEZ MOORE, INC. 444 EXECUTIVE CENTER BLVD. SUITE 130 EL PASO, TX 79902 (915) 544-4740
... AIA JOSE M. GOMEZ AIA MERVIN MOORE AIA ROBERT B. BORUNDA PE JOHN MORRISON PE

Scope of FLGM Inc.'s Work for Bathhouse and Lunchroom at the El Paso Smelting Works of the American Smelting and Refining Co.

Architectural Work

1) Provide slab plans and details at perimeter walls, doors, interior walls, toilet areas, shower areas, and at lockers.

2) Provide all necessary window, door, locker and toilet partition details.

3) Advise ASARCO on wall ceiling and floor finishes.

4) Provide specifications on the drawings for materials that will be shown on FLGM drawings.

Mechanical Work

1) HVAC and plumbing system design study

A complete system design study shall be made and a system schematic to be developed. This schematic shall be presented to the owner for his approval.

The engineering concept shall be based on the ASARCO specifications - EA-37-EP.

2) Drawings

Complete detailed drawings shall be prepared to be adequate for construction purposes and in compliance with the El Paso Building Code.

Preliminary estimate of drawings to be made:

A. HVAC drawings

a. Bathhouse

1. Equipment schedules and controls
2. Floor plan
3. Roof plan
4. Section and details

b. Lunchroom

1. Equipment schedules and controls
2. Floor plan
3. Roof plan
4. Section and details

B. Plumbing drawings

a. Bathhouse

1. Under floor plan
2. Floor plan
3. Riser diagram and fixture schedule

b. Lunchroom

1. Under floor plan
2. Floor plan, riser diagram and fixture schedule

3) Specifications

A complete HVAC equipment and plumbing specifications for both buildings shall be furnished.

Job Observation

1) To be done at owner's request and billed at hourly rate.

FOUTS LANGFORD GOMEZ MOORE, INC.

FEE SCHEDULE FOR ARCHITECTURAL SERVICES (HOURLY RATES) FOR ASARCO JOB

Effective 1 June 1979

Category	Persons	Rates per hour
Architects	Fouts	$45.00
	Langford	$45.00
	Gomez	$45.00
	Moore	$45.00
	Melendez	$35.00
Engineers	Borunda	$35.00
	Morrison	$35.00
	Hansel	$35.00
Interiors Architect	Anderson	$30.00
Staff Architect	Thacker	$25.00
Sr. Draftsman/Designers	Tarin	$21.00
	Aguilar	$21.00
	Scheirman	$21.00
	Corona	$21.00
Draftsman II/Designers	Lopez	$20.00
	Thigpin	$20.00
	Gallup	$20.00
Draftsman I	Roberson	$18.00
	Alarcon	$18.00
Accounting Secretary	Simms	$20.00
Administrative Secretary	Tice	$17.00
Typist	Gonzalez	$14.00

Consultants' fees shall be charged at 1-1/2 times their charges to our firm.

APPENDIX "B"

Article 16, Engineer's Right to Terminate Work. If the Owner fails to meet the conditions of the contract, the Engineer shall have the right to terminate the contract and be compensated for that portion of the work completed upon termination.

Article 7. Add paragraph: "Engineer shall have a note on the drawings advising that this work is designed only for the El Paso Smelting Works of the American Smelting and Refining Company."

Article 10. Add paragraph: "If the Owner terminates the contract, he shall compensate the Engineer for that portion of the work completed at the time of termination."

Article 11. In Paragraph 1, second line, change "plans and specifications" to "scope of the work".

TLGM File

EP644
HY4636

EP-39

Mr. F.O. Wittwer

ASARCO INCORPORATED
P.O. BOX 1111
El PASO, TEXAS 79999

This Requisition Is Issued To Record Agreement Entered Into With Fouts, Langford, Gomez, Moore, Inc. Of 444 Executive Center Blvd. Suite 150, El Paso, Texas 79902 To Cover Preparing Plans And Specifications For HVAC, Plumbing And Architectural Work For Compliance Facilities.

Construction

June 19, 1979

architect: engineers
professional liability policy

memorandum of insurance — architects and engineers professional liability

To: American Smelting and Refining Company
El Paso Smelting Works
El Paso, Texas 79902
Attn: Mr. Carl Glaser

The following policy has been issued by the Continental Casualty Company and is in force at the date indicated below:

This memorandum is issued as a matter of information only and confers no rights upon the holder. By its issuance the company does not alter, change, modify or extend the provisions of said policy and does not waive any of its rights thereunder.

name of insured:

FOUTS LANGFORD GOMEZ MOORE, INC.

address of insured:

444 Executive Center
Suite 130
El Paso, Texas 79902

policy no.

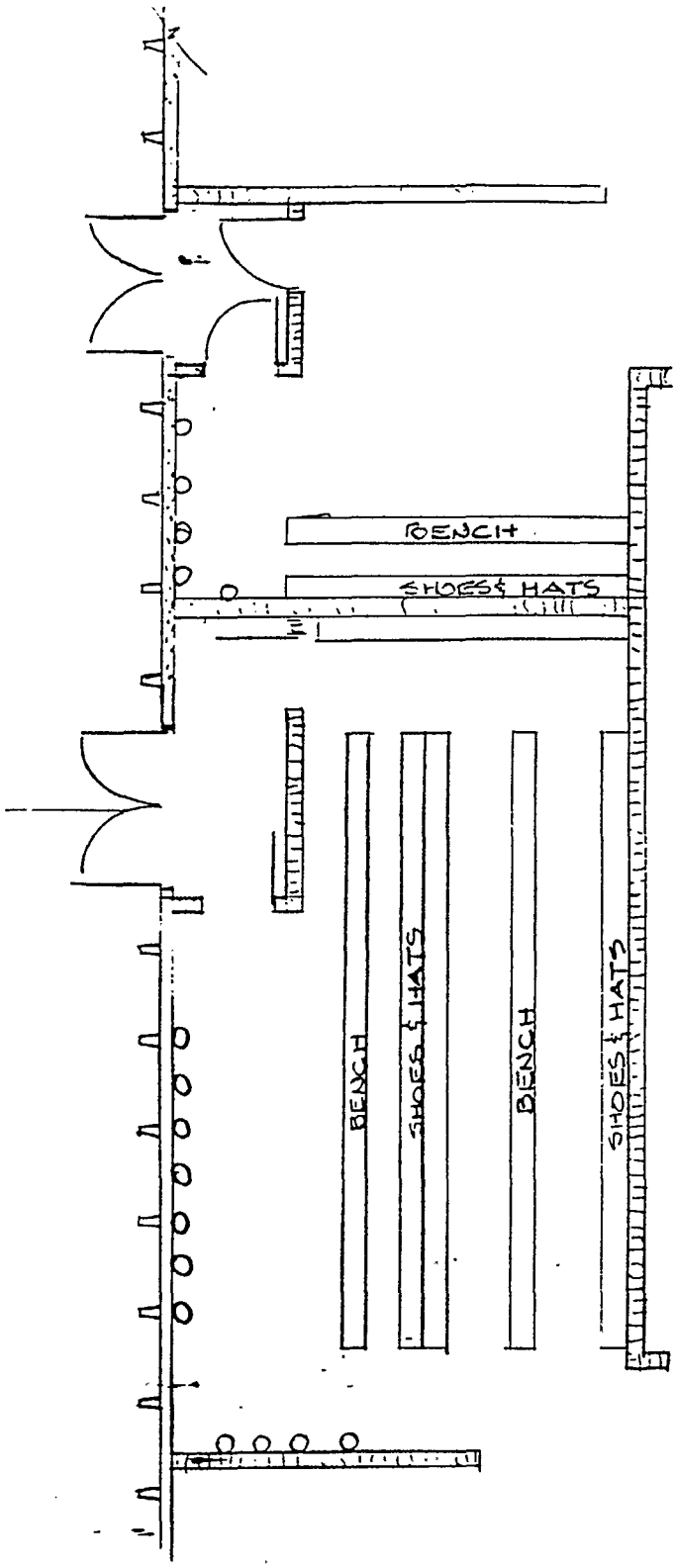
Dated at:

Washington, D.C.

limit of liability—per claim and aggregate
(claims expenses are included in the limit)

Date:
June 14, 1979

EES:cc



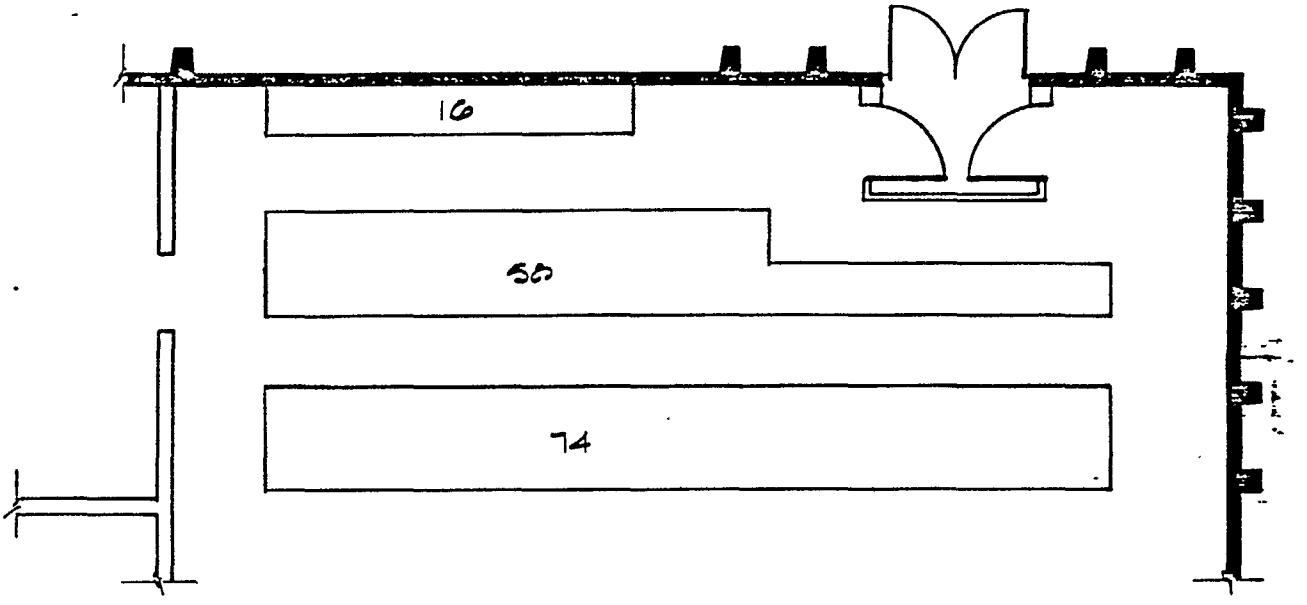
VACUUM ROOMS

1/8" = 1'-0"

FLGM INC.

VI

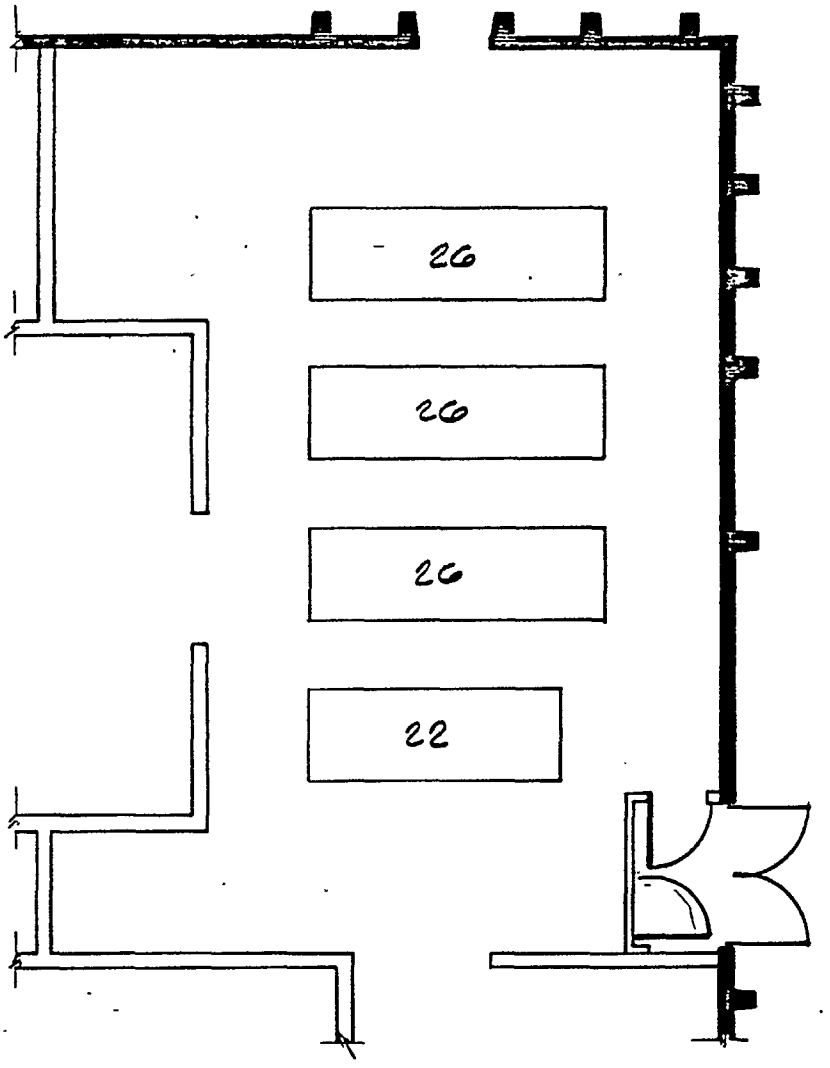
6-13-79



LARGE CLEAN ROOM

FLGM Inc.

V 2
6-13-79



SMALL CLEAN ROOM

FLGM INC.

V3
6-13-79

June 8, 1979

Re: Fouts Langford Gomez & Moore, Inc.

Please issue a certificate of insurance on the captioned policy to: American Smelting and Refining Company, El Paso Smelting Works, El Paso, Texas 79902, attention: Mr. Carl Glaser.

We would appreciate your issuing this certificate as soon as possible and forwarding it to us for delivery. If you have any questions, please call me.

Sincerely,

PAP/pip

cc: Mr. Carl Glaser
Asarco
El Paso Smelting Works

FLGM
ARCHITECTS • ENGINEERS

LETTER OF TRANSMITTAL

DATE 6-7-79

RE: LUNCHROOM & SHOWERS @ EL PASO SMELTER

CARL GLASER
EL PASO SMELTING WORKS
ASARCO

WE ARE SENDING YOU
- [x] ATTACHED
- [ ] UNDER SEPARATE COVER VIA: _____ THE FOLLOWING ITEMS:
- [ ] _____

COPIES	DATE	NO.	DESCRIPTION
6			CONTRACTS SIGNED BY FLGM.

THESE ARE TRANSMITTED AS CHECKED

- [x] FOR APPROVAL
- [ ] FOR YOUR INFO
- [ ] AS REQUESTED
- [x] FOR YOUR USE
- [ ] FOR REVIEW AND COMMENT
- [ ] APPROVED AS NOTED
- [ ] APPROVED AS SUBMITTED
- [ ] MAKE CORRECTION NOTED

REMARKS _____

COPIES TO: _____ SIGNED John F. Moore

FOUTS LANGFORD GOMEZ MOORE, INC. 444 EXECUTIVE CENTER, SUITE 130 EL PASO, TX 79902 [915] 544-4740

robinet & avery
consulting engineers incorporated
4171 NORTH MESA STREET, C-107 EL PASO, TEXAS
(915) 532-4224 79902

May 29, 1979

Fouts Langford Gomez Moore, Inc.
444 Executive Center Blvd.
El Paso, Texas 79902

Attn: Mr. John Morrison

Subject: El Paso Smelting Works

Dear John:

On May 25, 1979, a meeting was held with you and Carl Glaser at ASARCO for the purpose of reviewing the preliminary design for the bath house and lunchroom buildings at ASARCO. Generally, the design utilizing a built-up water wash system with absolute filters was approved. Other conclusions and decisions approved are as follows:

1. Vacuums in lunchroom are not to be spec'd by us.

2. Floor drains are to be relocated toward center of rooms. Locate hose bibs inside for wash down.

3. Only the lunchroom is to be cooled and heated, not the adjacent rooms.

4. Mr. Glaser informed me that the pH balance in the air washer was not critical and that no special coatings or equipment would be needed.

5. The hot water boilers for the bath house are to be located in an adjoining concrete block building to be built for that purpose. We are also to spec a water heater for the lunchroom.

6. The built-up cooling/heating units we proposed were OK'ed. The ductwork is to be run exposed on the roof.

7. The air washers on the units are to operate continuously until the exterior temp. drops below 40°F at which point it will shut down until the exterior temp. rises above 40°F.

8. An I-beam type base was approved for the units which are to be mounted as close to a wall as possible with the long axis is the unit parallel to the wall.

9. Lockers are not to be ventilated.

10. It was pointed out that the system proposed would cost about one dollar per CFM or $67,000.00 for the bath house and approximately $10,000.00 for the lunchroom.

Sincerely,

ROBINET & AVERY CONSULTING ENGINEERS, INC.

Robert Tinsley

Robert Tinsley

cc: Mr. Carl Glaser

RT/se

FLGM
ARCHITECTS • ENGINEERS

May 10, 1979

Mr. Carl Glaser, Engineer
American Smelting and Refining Co.
El Paso Smelting Works
El Paso, Texas

Dear Mr. Glaser:

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Once again, thank you for your time and consideration.

Sincerely,

John Morrison

John Morrison, PE

Accepted

Signed Carl Glaser

Date 5-18-79

FOUTS LANGFORD GOMEZ MOORE, INC. 444 EXECUTIVE CENTER BLVD. SUITE 130 EL PASO, TX 79902 (915) 544-4740

ROBERT FOUTS AIA JIM LANGFORD AIA JOSE M. GOMEZ AIA MERVIN MOORE AIA ROBERT B. BORUNDA PE JOHN MORRISON PE

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FOUTS LANGFORD GOMEZ MOORE, INC.

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	Gomez	$45.00
	Moore	$45.00
	Melendez	$35.00
Engineers	Borunda	$35.00
	Morrison	$35.00
	Hansel	$35.00
Interiors Architect	Anderson	$30.00
Staff Architect	Thacker	$25.00
Sr. Draftsman/Designers	Tarin	$21.00
	Aguilar	$21.00
	Scheirman	$21.00
	Corona	$21.00
Draftsman II/Designers	Lopez	$20.00
	Thigpin	$20.00
	Gallup	$20.00
Draftsman I	Roberson	$18.00
	Alarcon	$18.00
Accounting Secretary	Simms	$20.00
Administrative Secretary	Tice	$17.00
Typist	Gonzalez	$14.00

Consultants' fees shall be charged at 1-1/2 times their charges to our firm.