

PAYMENT:

Hourly rates will be negotiated and agreed upon by the Parties on a case-by-case basis. Contractor will bill University at a maximum rate of 39% over the negotiated hourly rate (e.g. if the agreed upon temp employee wage rate is \$17.00/hour, then Contractor will apply a 39% markup and bill University at a rate of \$23.63/hour; $\$17.00 \times 1.39 = \23.63).