Study Guide for

14 - Ethics

By: Mark Pitts

### 14. Ethics

### Introduction

What are "ethics" and what are the ethically requirements of the professional estimator? An examination of various source definitions produces the following reasonable composite:

ETHICS are the rules and standards governing the conduct of a person or the conduct of the members of a profession ... distinguishing between good and evil ... between right and wrong ... and between virtuous and nonvirtuous characteristics and conduct.

The American Society of Professional Estimators has a canon of ethics which are not exclusively for the CPE but rather for every member of our society employed in the estimating profession. As a professional estimator it is your responsibility to be familiar with the nine canons specifically and critically described and to embrace them. Real world estimating activities will create situations not specifically defined in the canons; however the ethical estimator must possess an internal compass pointing at the 'intent of the canons' to aid in those challenging determinations of what is proper behavior.

The canons of ethics for other societies, differing professional organizations, as well as, definitions and philosophical descriptions return a surprising similar triad of concepts. The three virtually universally principles of nearly every society and culture used when describing ethical behavior are *fairness*, *honesty* and *integrity*.

### Learning Objectives

- To be able to explain an estimator's ethical professional behavior.
- To recognize ethical conflicts whether personal or project related.
- To be able to recognize the importance of confidentiality.
- To understand the differences between bid shopping, bid peddling and collusion.
- To understand the importance of working in your discipline and your responsibility to produce accurate estimates.

### The ASPE Canon of Ethics

### Canon 1

Professional estimators shall perform services in areas of their discipline and competence.

### Canon 2

Professional estimators shall continue to expand their professional capabilities through continuing education programs to better enable them to serve clients, employers and the industry.

### Canon 3

Professional estimators shall conduct themselves in a manner, which will promote cooperation and good relations among members of our profession and those directly related to our profession.

### Canon 4

Professional Estimators shall safeguard and keep in confidence all knowledge of the business affairs and technical procedures of an employer or client.

### Canon 5

Professional Estimators shall conduct themselves with integrity at all times and not knowingly or willingly enter into agreements that violate the laws of the United States of America or of the states in which they practice. They shall establish guidelines for setting forth prices and receiving quotations that are fair and equitable to all parties.

### Canon 6

Professional Estimators shall utilize their education, years of experience and acquired skills in the preparation of each estimate or assignment with full commitment to make each estimate or assignment as detailed and accurate as their talents and abilities allow.

### Canon 7

Professional Estimators shall not engage in the practice of "Bid Peddling" as defined by this code. This is a breach of moral and ethical standards and this practice shall not be entered into by a member of this Society.

### Canon 8

Professional Estimators and those in training to be estimators shall not enter into any agreement that may be considered acts of collusion or conspiracy (bid rigging) with the implied or express purpose of defrauding clients. Acts of this type are in direct violation of the Code of Ethics of the American Society of Professional Estimators.

### Canon 9

Professional Estimators and those in training to be estimators shall not participate in acts such as the giving or receiving of gifts, that are intended or may be construed as being unlawful acts of bribery.

### Terminology

**Bid Peddling** — The peddling of a bid is the unethical behavior of a contractor offering to 'lower' their price to potential or any client after the bidding period has concluded. This can occur when a contractor becomes aware that they are not the low bid, and in an effort to supersede the proper legitimate low bidder, propose to reduce their original quote. Not only unethical, this practice presents an unprofessional behavior and an apparent suspicion in the individual or firm's ability to provide a correct honest price.

Bid Rigging — Bid rigging is the unethical behavior of preparing and the presentation of a quoted project with the appearance of legitimate competition when little or none exists. This may have occurred due to the unlawful procedure of coordinating bids with and between perceived competition, or a scheme to secure a contract at a pre-determined price. The unlawful practice of supplying 'complimentary' bids is also viewed as bid rigging under most, if not all, state and federal laws. Bid rigging is illegal under U.S. antitrust law (Sherman Act of 1890) and is a felony punishable by fines, imprisonment or both.

**Bid Shopping** — Bid Shopping is the unethical behavior of a contractor, client or an estimator requesting a subcontractor produce a 'lowered' quotation without any significant alteration to their scope or work. It is also the post-bid practice of soliciting lower quotations to a known 'successful' bidday low quotation from the sub-contractor market.

**Collusion** — is secret or illegal cooperation or conspiracy, specifically when designed to cheat or deceive others (chiefly an owner or client relying on a competitive bid marketplace). It is the illegal cooperation or conspiracy between professed opponents in a project with the goal to deceive. Nearly all states have statutes which preclude bidding contractors from preforming acts which might provide the 'appearance of collusion'. Courts will view it as prima facie evidence of collusion should a phone record exist of a telephone communication between competing bidders during the period of the bidding process.

**Complimentary Bid** — Complementary bidding is the scheme of some "competitors" submitting offers which they know the buyer will reject because their price is either excessive or contains unacceptable terms. This collusive act is performed with the intent to create the appearance of legitimate bidding while ensuring that a prearranged "competitor" wins the bid.

### **Items for Review**

- a. Unethical Bid Behaviors for an Estimator
  - 1. Be able to explain the unethical behavior of bid rigging

- 2. Understand the differences between bid shopping and bid peddling.
- 3. Be able to define and explain bid collusion.
- 4. Understand why providing a complimentary bid is collusion.
- b. Unethical Bid Behaviors of the professional estimator
  - 1. Be able to explain why accepting remunerations or gifts may be perceived as influencing an estimator's judgment; might be viewed as a bribe.
  - 2. Understand the various confidences which must be maintained.
  - 3. Explain why working outside you level of competence is an ethical breach.
  - 4. Be able to explain the importance continuing education and the good relationships between fellow members of our Society and profession.

### Summary

The canon of ethics emphasizes specific concepts the ethical professional estimator must follow and to not accept or tolerate in others. These principles might easily be grouped into two categories. The first comprises actions specific to a project and the second to the behaviors of the estimator and our profession.

### Project specific principles:

- Never be involved in bid shopping.
- Never become involved in bid peddling.
- Never be involved in collusion.
- And to the best of your ability produce the most accurate estimate as reasonably possible.

### Professional behaviors:

- Do not profess to know, prepare or present estimates outside of your discipline or level of competence.
- Remain educationally and professionally current in your field of expertize.
- Promote cooperation and good relationships with other members of the profession and society.
- Always maintain the confidence of the information you receive; whether that information is from a client, a trade contractor, or the confidential procedures of your own employer.
- Do not violate the laws of the United States or the laws of any jurisdiction in which you are working.
- And finally, do not accepting remunerations or gifts which are intended to, or may be perceived
  as, influencing an estimator's judgment or might be viewed as a bribe.

When we review and analyzed the ethical values of our profession, we recognize the ethical principles are modest and simple. You merely need to honor the lessons your mother taught you as a child and the principle triumvirate of fairness, honesty and integrity.

### 14 – Code of Ethics - Questions

1.	Working with a separate contractor and agreeing to provide a quotation to a buyer which you
	know to be greater than the anticipated bid of a fellow contractor is what type of unethical
	hehavior?

- a. Bid shopping
- b. A complimentary bid
- c. Bid peddling
- d. Accepting a gratuity.
- 2. The ASPE Canon of Ethics requires that an estimator maintain the following behaviors except for which exception below?
  - a. Establish guidelines for receiving quotations that are fair and equitable to all parties.
  - b. Maintain confidences of the business affairs and procedures of an employer or client.
  - c. Insure that all client quotations are provided to all parties prior to bid time.
  - d. Never knowingly or willingly enter into agreements which violate the laws of the U.S.
- 3. The three universal principles for the ethical behavior of our society included each of the following with what exception?
  - a. Toughness
  - b. Honesty
  - c. Integrity
  - d. Fairness
- 4. The ASPE Canon of Ethics requires a professional estimator and those in training to be estimators shall <u>not</u> participate in \_\_\_\_\_\_.
  - a. giving and receiving of gifts.
  - b. promote cooperation and good relations among members of our profession.
  - c. continuing education programs.
  - d. safeguard and keep in confidence all knowledge of the business affairs and technical procedures of an employer or client.
- 5. During an active competitive bid cycle, the record of a telephone call between the two separate estimating departments of those two competitive firms may be viewed as prima facie evidence
  - a. Bid Shopping
    - b. Bid Peddling
    - c. A joint venture
    - d. Collusion

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### **ETHICS - SLIDES & COMMENTS**

1

**ETHICS** are the rules and standards governing the conduct of a person or the conduct of the members of a profession ... distinguishing between good and evil ... between right and wrong ... and between virtuous and nonvirtuous characteristics and conduct.

2

3

4

### fairness, honesty and integrity.

### PROJECT SPECIFIC PRINCIPLES:

Never be involved in bid shopping

(requesting a 'lowered' quotation or soliciting lower quotations post-bid).

Never become involved in bid peddling

(a contractor offering to 'lower' their price after bid conclusion).

Never be involved in collusion

(bid rigging, coordinating bids with and between perceived competition, or 'complimentary'

### **PROFESSIONAL BEHAVIORS:**

- Do not profess to know, prepare or present estimates outside of your discipline or level of competence.
- Remain educationally and professionally current in your field of expertize.
- Promote cooperation and good relationships with other members of the profession and society.
- Always maintain the confidence of the information you receive; whether that information is from a client, a trade contractor, or the confidential procedures of your own employer.
- Do not violate the laws of the United States or the laws of any jurisdiction in which you are working.
- Do not accepting remunerations or gifts which are intended to, or may be perceived as, influencing an estimator's judgment or might be viewed as a bribe.



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### Detail of ProjectName Budget

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Concrete Helper \$14.00 **Equipment Operator** \$20.00 Basic Laborer \$14.00 Concrete Finisher \$18.00

CREW TOTAL = \$256

EQUIP OF \$64.00/DAY + 256 SFCA
DAY

### HHE Bid Day Recap - Cut Sheet Improved

Description / Item	S L S	BidRecapP M Estimate	Bid	Material Change	Labor	Sub	Sub in Bid	SF	% of Job
Site Lighting	Σ	1.					BidRecapPM		
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### This is a typical scope for a normal Costco

The Work to be constructed and installed by the Subcontractor is described as follows:

### MASONRY SCOPE OF WORK INCLUSIONS

- 1. Furnish and install all specified and approved unit masonry, miscellaneous masonry steel, wall reinforcing, performed expansion joint, anchors and ties and rigid steel anchors, foam insulation and any other masonry accessories shown as specified in Specification Sections 04100 and 04200.
- 2. Unit masonry includes all CMU, brick, split face, precast concrete and smooth face block as specified.
- 3. Install all steel lintels and anchors embedded in masonry.
- 4. Install all anchor bolts embedded in masonry walls as required.
- 5. Provide and install all masonry copings.
- 6. Cleaning of all block as specified.
- 7. Provide one sample panel as specified.
- 8. Field engineering/layout other than the four building points.
- 9. All fire rated masonry and non-fire masonry work as shown.
- 10. All hoisting and scaffolding.
- 11. Provide and/or install all special masonry shapes including lentils, headers, corners and jambs as specified.
- 12. All loading bearing work as specified.
- 13. Grouting of all hollow metal frames within masonry work.
- 14. All horizontal and vertical control and expansion joints as shown.
- 15. Installation of reinforcing steel and grouting within masonry work.
- 16. Pointing, patching and tooling of joints.
- 17. Final cleaning.
- 18. Protection of adjacent work affected by masonry.
- Coordinate with mechanical, electrical and plumbing subcontractors for the installation of all required penetrations.
- 20. Installation of any and all inserts as required.
- 21. All dry packaging as required.
- 22. Price to include all local sales tax.
- 23. Trash and debris will be removed from the jobsite on a daily basis.
- 24. Subcontractor will provide dumpster and remove trash.
- 25. Provide and install masonry insulation as required.
- 26. Provide final cleaning of block before sealant by others.
- 27. Provide and protect masonry with plastic to prevent moisture penetrating from top of wall.
- 28. Provide, install and unload masonry.
- 29. Subcontractor has acknowledged Costco Wholesale's Fair Wage Policy (See Document 00800, Special Conditions, paragraph 12).
- 30. Subcontractor's price includes wind bracing of masonry walls per OSHA regulations.
- 31. Subcontractor will provide and install all horizontal and vertical reinforcing steel.
- 32. Subcontractor will respond to change order proposals with itemized labor and material breakdowns within seven (7) days.
- 33. Subcontractor will submit all required submittals and shop drawings as required.
- 34. Subcontractor recognizes Armada/Hoffler Construction Company 110-calendar day construction schedule and will maintain adequate manpower.
- 35. Subcontractor's price includes winter protection, which consists of hot water, mortar additives, and blanketing walls as required.
- 36. Subcontractor agrees to work Saturdays as make-up days without charging overtime.

# STEEL MILL ORDER BID COMPARISIONS

**BID EVALUATION FORM** HARDIN MANAGEMENT

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West Creek, Goocniand, virginia

Provided as 'loose' for installation by others Strait did NOT quote the Stairs (Incl. Average) Strait did NOT quote the Stairs (Incl. Average) STRAIT Vol. Deduct (\$25,000) Ellm. Paint If included, removal and return by others. Steel erection performed as 'leading edge' Liphart included erection in Base Bid Budget Galvanized to connection at 4th floor Taken from Original Hardin Budget Liphart included erection in 5 Tons Taken from Original Hardin Budget Taken from Original Hardin Budget Taken from Original Hardin Budget Liphart Included erection in Veneer Add \$0.95 per SF undetailed misc. metals Shear Studs in Erection numbers If Included, deducted at P&P line 'AS SHOWN' on drawings Taken from Original Hardin \$7,500 \$11.30 per M \$134,000 \$7,350 \$1,682,612 \$790,000 \$233,000 \$10,113 \$152,000 \$12,000 \$35,575 \$91,013 Addendum 1 \$214,225 \$7,837 Included above included above Included above included above included above incl. above incl. above Incl. above STRAIT ME & MID THIRD > > > > 177,597,3175 Deli de le seri \$1,635,786 \$8,500 \$7,500 \$7,500 \$10 per M \$823,243 \$12,370 \$19,975 \$152,074 \$132,989 \$10,135 \$67,500 \$152,000 Addendum 1 \$242,000 included above included above included above included above included above incl. above Incl. above SECOND incl. above Not included STELLERS 웃 > > > > BUT BUT THE John Condingon \$1,866,772 \$8,300 \$9,700 \$7,500 \$39,375 Included above included above \$875,000 \$245,100 \$276,925 \$18,392 \$152,000 \$140,000 \$87,300 Addendum 1 included above QUEETISBORO included above included above incl. above incl. above Incl. above \$5 per M Not Included > > > > > 910.763.7087 \$1,594,200 Ton wood Erection Incl. above \$3.33 per M Erection incl. above Erection incl.above \$10,900 \$3,369 Included above \$998,400 \$152,000 \$7,500 \$21,400 \$285,900 \$20,000 \$98,100 Included above included above included above Addendum 1 Included above Incl. above Incl. above Incl. above FIRST LIPHART > > > > > > > > 355,7481 \$1,820,380 \$248,193 \$8,392 \$2,750 \$1,012,043 \$30,403 \$184,559 \$51,040 \$12,350 Included above \$111,150 \$152,000 included above \$7,500 se Parket \$10,500 Included above Addendum 1 included above included above incl. above incl. above FOURTH incl. above \$8 per M HERMITACE > > > > > > > \$50,000 \$1,703,500 \$4,500 \$180,000 \$31,500 \$152,000 \$870,000 \$280,000 \$95,000 \$40,500 see below see below Incl. above Incl. above Addendum 1 see below see below see below incl. above above > > > > > > > Budget Material ONLY Base Bid Add Erection of Additional 5 Tons Add for Undetailed Misc. Metals Metal Decking Shear Studs Tubular Wind Bracing Column Anchor Bolts Two Line Safety cable for Erection Safety Cable at Roof RECOMMENDED ORDER Sales Tax on BASE Material Add Brick Veneer Erection Unit Price for single flight of Stairs Erected Nine (9) Additional Flights at quoted Unit Value of P & P Bond included with Quote Roof Screening Galvanized Prime Coat Painting Add for Erection of Base Material Add Brick VeneerConnections (incl. Sales Tax) Structural Steel Floor Framing (from Building Budget) Penthouse Roof Structure (from Building Budget) Bent Plate Screed (Edge Angle) Add Add'n 5 Tons of Material (incl. Sales Tax) Metal Floor Deck (from Building Budget) TAXES Structural Steel Roof Framing (from Building Budget) Metal Roof Deck (from Building Budget) ADDENDUM ACKNOWLEDGED P&P BOND RATE APPLICABLE PERMITS FREIGHT P&P BOND COST STEEL MILL ORDER BID TOTALS STEEL MILL ORDER BID

## GENERAL CONTRACTOR ESTIMATE FOR CHANGE ORDER

**DGS-30-204** (Rev. 05/13)

2014-13 Project Code:

Agency:

RRHA

General Contractor: In-House Estimate prepared for Baskervill

ABC Drywall Subcontractor Trade: Drywall Subcontractor:

Foundation Change for 408 East 16th Street (substitute SOG for crawl space) - per Slab Detail X4.4 222 COTTAGES Change Description: Project:

Change Description:

				GENERAL CC	GENERAL CONTRACTOR DIRECT COSTS	RECT COST	S				
	edoos	Scope Description				Direct Labor		Direct	Direct Material	Direct E	Direct Equipment
Herm No	Description	Affacilo	A S	Direct Labor Hours	Total Direct	Hourly Wage Rate, Excl.	Total Labor	Material Cost	Total Material	Equipment Cost Per Unit	Total Equipment Cost
<	8	O	٥	ш	F=CxE	U	H=FxG		J≖CxI	×	L=C×K
1.01											
1.02											
1.03											
1.04			7. S.								
1.05											
1.06											
1.07											
1.08											
1.09	Subtotal from Estimate Continuation Sheet 1	Sheet 1									
1.09	Subtotal from Estimate Continuation Sheet 2	Sheet 2									
1.97	Subtotal (S/T) Direct Costs:					Subtotal Labor		Subtotal Mat'l		Subtotal Equip.	
1.98	FICA:	103 + K97	ıns +	+ Whire'	6.90% = 14.15%	% of item 1.97H ≈		Sales Tax at 5.30%		Sales Tax at 5.30%	
66	1.99 Total Direct Costs					Total Labor		Total Mati		Total Equip.	

	SUBCONTRACT COSTS	
tem No.	Subcontractor Name (List totals from attached SC-1 forms)	Total Cost
V	8	υ
2.01		
2.02		
2.03		
2.04		
2.05		
2.06		
2.07		
2.08		
2.09		
2.99	Total Subcontract Costs	

	SUMMARY	<b>~</b>			Submitted By
Item					Mark Pitts, CPE
No.	Description		Total Cost	Name:	
3.01	Total Direct Labor Cost	Item 1.99H			A CHIM
3.02	Total Direct Material Cost	Item 1.993		Signature:	/ YALLIUS CITE
3.03	Total Equipment Cost	Item 1.99L			Certified Professional Estimate
3.04	Subtotal	3.01+3.02+3.03		Title:	Amer. Society of Pro. Estimato
3.05	Overhead and Profit * (%)	15.0% x Item 3.04			Truecday April 19 2017
3.06	Subtotal	3.04+3.05		Date:	ותבסתפולי שלווו דמי לפודי
3.07	Subconfractor Cost **	Item 2.99			
3.08	GC Markup on Subcontractors	10.0% x Item 3.07		have reviewed the	have reviewed the costs proposed and find
3.09	Subtotal	3.06+3.07+3.08		them to be reasonat	them to be reasonable (as proposed) (as marked).
3.10	Additional Bond Cost (P&P)	4.50% x ftem 3.09			
3.99	Total Change Order Cost ***	(3.09+3.10)		A/E Signature:	

Certified Professional Estimator, Amer. Society of Pro. Estimators

# Note: Mark-up is capped in conformance with the provisions of the General Conditions (CO-7)

<sup>\*</sup> Limited to 5% on self-performed work.
\*\* Limited to a total of 10%, shared (cumulative total) if multiple tier subs, on subcontracted work. Total mark-up on subcontracted work is calculated on the GC-1 form. See mark-up limitations for a more detailed description.
\*\*\* The subcontractor cost carried forward to GC-1 form does not include mark-up on sub-subcontractor costs. This mark-up is calculated on the GC-1 form. The GC and

### GC-1 ESTIMATE CONTINUATION SHEET 1

( Attach to Form GC-1, SC-1, or SS-1 as necessary for continuation of the direct cost estimates. )

Project Code: 2014-13

Agency: RRHA

Performing Contractor: In-House Estimate prepared for Baskervill

Project: ??? COTTAGES

Change Description: Foundation Change for 408 East 16th Street (substitute SOG for crawl space) - per Slab Detail X4.4

						SIND SIMILARY TO DIVERS COSTS	20212				
	Scope Description	tion			Direct	Direct Labor		Direct	Direct Material	Direct E	Direct Equipment
ltem No.	Description	Quantity	Qty Units	Direct Labor Hours Per Unit	Total Direct Labor Labor Hours	Hourly Wage Rate, Excl. Taxes & Ins.	Total Labor Cost	Material Cost Per Unit	Total Material Cost	Equipment Cost	Total Equipment
			Q	£		9			J = CX I	K K K K K K K K K K K K K K K K K K K	
Page Sul	Page Subtotals (Carry Forward To Line 1.09	Line 1.09)				Labor:		Material:		Equipment:	

# SUBCONTRACTOR ESTIMATE FOR CHANGE ORDER

**DGS-30-204** (Rev. 05/13)

2014-13 Project Code:

??? COTTAGES RRHA Agency: Project:

General Contractor:

In-House Estimate prepared for Baskervill ABC Drywall Drywall Subcontractor Trade: Subcontractor:

Foundation Change for 408 East 16th Street (substitute SOG for crawl space) - per Slab Detail X4.4 Change Description:

Scope Description  Scope Description  Direct Labor  Qty Hours Hourly Wage Total Direct Labor  Adamstrial  Direct Labor  Cost Hourly Wage Total Direct Eapor  Cost Hourly Wage Total Direct Eapor  Cost Hourly Wage Total Direct Labor  Cost Hourly Wage Total Direct Material  Material  Direct Labor  Cost Hourly Wage Total Direct Material  Material  Direct Material  Direct Equipment  Cost Hourly Wage  Cost Hourly Wage Total Direct Material  Direct Equipment  Cost Hourly Wage  Cost Hourly Water  Cost Hourly Wage  Co					SUB-CON	SUB-CONTRACTOR DIRECT COSTS	RECT COSTS					
Direct Labor Total Direct Rate, Excl. Labor Cost Material Total Equipment  Auantity Units Per Unit Labor Hours Taxes & Ins. Cost Per Unit Cost Raterial Cost  Face, Excl. Labor Cost Material Cost Material Cost  Taxes & Ins. Cost Per Unit Cost Per Unit Cost  Material Cost Material Cost Per Unit Cost  Material Cost Material Cost Per Unit Cost  Taxes & Ins. Cost Per Unit Cost  Material Cost Material Cost  Material Cost Material Cost  Material Cost Per Unit Cost  Total Labor Hours Taxes & Ins. Labor Hours Taxes & Ins. Labor Hours  Taxes & Ins. Labor Hours Taxes & Ins. Labor Hours Taxes & Ins. Labor Lotal Labor Taxes & Ins. Labor Labor Labor Taxes & Ins. Labor Labor Labor Taxes & Ins. Labor Labor Labor Labor Taxes & Ins. Labor La		Scope	e Description				Direct Labor		Direct	Material	Direct Ec	urinment
Total Labor	No.	i i	Quantity	Qty Units	Direct Labor Hours Per Unit	Total Direct Labor Hours	Hourly Wage Rate, Excl. Taxes & Ins.	Total Labor Cost	Material Cost	Total Material	Equipment Cost	Total
Subtotal from Estimate Continuation Sheet 1 Subtotal (S/T) Direct Costs:  FICA: 168 + FUI + Whom 648 = 14.159	4	8	S	۵	В	F=CxE	g	HEFVG	100	1800	rer Unit	Cost
mate Continuation Sheet 1 mate Continuation Sheet 2 ct Costs: FICA: L63 + FUI + SUI + Whar COMP CONTINUATION SHEET SHEET SHEET SHEET SHEET SHEET TOTAL Labor Total Labor Total Matri	1.01						**************************************				×	L=CxK
mate Continuation Sheet 1 mate Continuation Sheet 2 ct Costs: FICA: 163 + FUI + SUI + Whar COMP CON TOTAL Labor Total Labor Total Labor	1.02						***************************************					
mate Continuation Sheet 1 mate Continuation Sheet 2 ct Costs: FICA: 163 + FUI + SUI + Whar COMP COMP COMP COMP COMP COMP TOTAL Labor Total Labor Total Labor	1.03											
mate Continuation Sheet 1 mate Continuation Sheet 2 ct Costs: FICA: 163 + FUI + SUI + Whar COMP COMP COMP COMP COMP COMP COMP COMP	1.04											
mate Continuation Sheet 1 mate Continuation Sheet 2 ct Costs: FICA: 163 + FUI + SUI + Whar COMP COMP COMP COMP COMP COMP COMP TOTAL Labor Total Labor Total Labor	1.05											
mate Continuation Sheet 1 mate Continuation Sheet 2 ct Costs: FICA: 163 + FUI + Whar COMP COMP COMP COMP COMP COMP TOTAL Labor Total Labor Total Matri	1.06											
mate Continuation Sheet 1  that Continuation Sheet 2  ct Costs:  FICA: 163 + FUI + SUI + Whar COMP COMP COMP COMP TOTAL Labor Total Labor Total Matri	1.07											
ct Costs: FICA: 16% + FUI + SUI + Whar Could be solved at Labor 14.15% % of tren.1.97H = 14.15% Total Labor 1 Total Matrix	1.08											
ct Costs: FICA: 163 + FUI + SUI + Whar COMP COMP COMP TOTAL Labor Total Labor Total Matri	1.09		Sheet 1						The same of the sa			
ct Costs:  FICA: 16% + FUI + SUI + When COMP COMP COMP COMP COMP COMP TOTAL Labor Total Labor Total Matri	1.09		Sheet 2									
FICA: 1.6% + FUI + SUI + Witch CVM = 14.15% % of item 1.97H = 384ex Tax at 5.30% Total Labor Total Matri	1.97						Subtotal Labor		Subtotal Mat?		Subtate Equip	
Total Labor Total Mat'i	1.98		+ 897	ins +	+ Writzs'		% of Item 1.97H ≈		Sales Tax		Salee Tax	
	99	Total Direct Costs					Total Labor		Total Mat'i		Total Fourin	

	SUBCONTRACT COSTS	
Item No.	Sub-Subcontractor Name (List totals from attached SC-1 forms)	Total Cost
∢	8	J
2.01		
2.02		
2.03		
2.04		
2.05		
2.06		
2.07		
2.08		
2.09		
2.99	Total Sub-Subcontract Costs	

١,			
No.	Description		Total Cost
3.01	Total Direct Labor Cost	Item 1.99H	
3.02	Total Direct Material Cost	Item 1 99	
3.03	Total Equipment Cost	Ifem 1 agi	
3.04	Subtotal	3.01+3.02+3.03	
3.05	Overhead and Profit * (%)	15.0% x Rem 3.04	
3.06	Subtotal	3.0443.05	
3.07	Sub-Subcontractor Cost **	Item 2.99	
3.08	GC Markup on Subcontractors	10.0% x ltem 3.07	
3.09	Subtotal	3.06+3.07+3.08	
3.10	Additional Bond Cost (P&P)	4.50% x Item 3.09	
3.99	Total Change Order Cost ***	(3.09+3.10)	

Submitted By Mark Pitts, CPE	Matherache	Certified Professional Estimator, Amer. Society of Pro. Estimators	Tuesday, April 18, 2017	
e Z	Signature:	Title:	Date:	

them to be reasonable (as proposed) (as marked). I have reviewed the costs proposed and find

A/E Signature:

Note: Mark-up is capped in conformance with the provisions of the General Conditions (CO-7)

\* Limited to 5% on self-performed work.

\*\* Limited to a total of 10%, shared (cumulative total) if multiple tier subs, on subcontracted work. Total mark-up on subcontracted work is calculated on the GC-1 form. See

mark-up limitations for a more detailed description.
\*\*\* The subcontractor cost carried forward to GC-1 form does not include mark-up on sub-subcontractor costs. This mark-up is calculated on the GC-1 form. The GC and its subcontractors shall establish how the mark-up is to be distributed among the various subcontractors involved in the work.