



IMPLEMENTATION SERVICES TERMS AND CONDITIONS ADDENDUM

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 4. **COMPENSATION:** Services are provided and invoiced on a time and materials basis in accordance with the not-to-exceed total cost. Labor is invoiced based on actual hours provided. For services provided beyond the date the quote is effective or delivered in a new calendar year, ESRI reserves the right to increase the labor rates up to seven and one-half percent (7.5%) per year. Other direct costs included in the quote, such as travel, will be invoiced at actual cost plus a standard burden. Meals are invoiced on a per diem basis. The client will be invoiced on a monthly basis for work provided in the previous month. Payment terms are thirty (30) days from receipt of an invoice. Payment shall be made to the address identified on original ESRI invoices.
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