



Dated: 1 January 2019

HUB Manufacturing Pty. Ltd.

Indicative Product Development Charges

1 January 2019 ~ 31 Dec 2019

Overview of Services

HUB Automation designs, manufactures and markets a range of climate, lighting, power and security products under the HUB brand. The five year development cycle is reviewed annually and made available to HUB clients on request. To maintain HUB's commitment to ongoing product evolution it is necessary to keep a highly skilled development team active on standby. The assist with the cost of maintaining the required product development capacity HUB provides product development services to other companies that may not have an ingoing requirement sufficient to justify full time employment of the necessary competencies. Prior to engagement the project is audited to make sure that no conflict exists between HUB segments and those targeted by the project.

Development HUB servicing include financial modelling, market segment analysis, product lifecycle analysis, product conceptualisation mind map, direct expansion refrigeration system simulation, heat exchanger modelling, electronic circuit schematic design, printed circuit board drafting - bill of materials - gerber generation, firmware and software development, injection mould tooling design and flow simulation, roll form tooling design, LEAN production and balanced line modelling, work instruction sheet generation, quality process mapping and documentation, packaging and point of sale material.

Key Skill Labour Rates

HUB can provide a total fixed cost for development activities but most often HUB run projects are completed ahead of schedule with lower than anticipated costs. The following schedule is used when projects proceed on a consultancy basis (the project is not administered by HUB but HUB provides specific competencies to the development team).

All rates represent each hour worked (all prices exclude gst)			
Skill Type	7.00am ~ 5.00pm weekdays	5.00pm ~ 7.00pm weekdays	7.00am ~ 5.00pm Saturdays
Market research and whole of project analysis	\$124.00	\$124.00	\$124.00
Documentation & project management	\$99.00	\$125.00	\$175.00
Application code development	\$99.00	\$125.00	\$175.00
Embedded Code Programmer	\$99.00	\$125.00	\$175.00
Electronic circuit design and drafting	\$99.00	\$125.00	\$175.00
LAN, WAN, Server & Network security	\$99.00	\$125.00	\$175.00
Energy performance modelling	\$99.00	\$125.00	\$175.00
Electrical circuit design & modelling	\$99.00	\$125.00	\$175.00
HVAC system design & modelling	\$99.00	\$125.00	\$175.00

Travel and establishment

HUB utilises a geographical metric for calculating travel and administration costs. This fee covers job card maintenance and travel to a job. No labour outside of travel is covered by this charge. These charges are most often associated with gathering empirical data.

All rates measured from Brisbane GPO (prices exclude gst)				
Skill Type	CBD ~ 40km	40 km ~ 100km	100km ~ 150km	Rate after + 150km
Programmer	\$75.00	\$125.00	\$175.00	Flights, accommodation and car hire at costs x 1.15 plus hourly rate
Network Technician	\$75.00	\$125.00	\$175.00	Flights, accommodation and car hire at costs x 1.15 plus hourly rate
Energy Audit	\$75.00	\$125.00	\$175.00	Flights, accommodation and car hire at costs x 1.15 plus hourly rate
Electrician	\$50.00	\$100.00	\$150.00	\$1.00 for each km travelled
Air Conditioning Technician	\$50.00	\$100.00	\$150.00	\$1.00 for each km travelled
Trade Apprentice	\$0.00	\$0.00	\$0.00	\$0.50 for each km travelled
Safety Spotter	\$19.00	\$50.00	\$100.00	\$0.50 for each km travelled

Post Development Labour Rates

HUB Service charge rates support highly trained, highly skilled employees, the latest test and diagnosis equipment, expert telephone support and after sales support.

All rates represent each hour worked (all prices exclude gst)			
Skill Type	7.00am ~ 5.00pm weekdays	5.00pm ~ 7.00pm weekdays	7.00am ~ 5.00pm Saturdays
Programmer	\$124.00	\$125.00	\$175.00
Network Technician	\$124.00	\$125.00	\$175.00
Energy Audit	\$124.00	\$125.00	\$175.00
Electrician	\$99.00	\$124.00	\$124.00
Air Conditioning Technician	\$99.00	\$124.00	\$124.00
Trade Apprentice	\$59.40	\$71.90	\$71.90
Safety Spotter	\$59.40	\$71.90	\$71.90

Development Cost Acceptance		Signature
I accept the rates on an hourly basis		
I accept the fixed cost as indicated		
I accept the contact as detailed in attached SOW		

Supporting Documentation

Other HUB documents that indicate charges for development related activities include”

- Technical Copy Writing - Schedule if Rates - 2017
- HUB Service - Schedule of Rates - 2018