

AMENDMENT NO. 1 TO APPENDIX 3 – REMUNERATION AND PAYMENT

This Amendment No. 1 (the "Amendment") is effective as of August 20, 2025. It updates *Appendix 3 – Remuneration and Payment* of the contract between Merchant Aviation, LLC and The City of Laredo dated December 19th 2024 (the "Contract").

The original Appendix 3 does not include the hourly rates, they were only included in the proposal document submitted on September 3rd 2024.

The parties want to add hourly rates for 2024 and 2025, including a 3% inflation adjustment for the second year, within the 3% to 5% range of annual adjustment included in the proposal document submitted on September 3rd 2024.

The parties also would like to change the total contract amount to \$75,000, as approved by the City in 2024.

So, the parties agree to these changes:

1. Addition of Hourly Rates to Appendix 3:

Appendix 3 is updated to include this table of hourly rates. The 2024 hourly rates apply starting October 2024, and the 2025 hourly rates apply starting October 2025.

Staff	Position / Role	Hourly Rate 2024	Hourly Rate 2025
Joël Couillandeu	Chief Executive Officer, Principal in Charge	\$320.00	\$330.00
Edmond J. Harrison	Project Manager	\$260.00	\$268.00
Maximiliano R. Bohn	Air Service Development Manager	\$230.00	\$237.00
Wenbo Tao	Business and Data Subject Matter Expert	\$200.00	\$206.00
Support Staff	Graphic Design, Airport Development and other	\$120.00	\$124.00

Rates will be subject to reasonable adjustments (between 3% to 5% yearly) in line with inflation, and with mutual agreement from both parties, at each yearly renewal.

2. Change to Total Amount:

The total amount in Appendix 3 is now \$75,000, as approved by the City in 2024.

3. No Other Changes:

Except for these updates, all other terms of the Contract remain the same.

The parties have signed this Amendment on the date above.

Merchant Aviation, LLC

By: _____

Name: _____

Title: _____

Date: _____

The City of Laredo

By: _____

Name: _____

Title: _____

Date: _____