

Fees for Legal Services

- **Contingency Fee** **33%++**

We accept employment litigation cases on a contingency fee of 33% of total compensation recovered before a lawsuit has been filed. This fee increases to 40% of total compensation after a lawsuit has been filed and 50% after trial has commenced.

- **Flat Fee** **\$500+**

We accept a flat fee for matters where the work involved is straightforward, predictable, and routine. We are happy to discuss this option based on your individual needs. Below are some examples of flat fee services we provide.

Review & Advice on Employment Contract	\$550
Review & Advice on Severance Agreement	\$550
Draft Employment Demand Letter & Advise Client on Response by Employer	\$750
Landlord/Tenant Dispute - Draft Demand Letter Only	\$500
Landlord/Tenant Dispute - File Eviction & Attend Hearing	\$1,000

- **Monthly Subscription** **\$1,500/mth**

With a monthly subscription, families and small businesses are able to benefit from “in-house” counsel without exorbitant fees. Similarly, a monthly subscription plan may make it affordable for some clients facing ongoing litigation.

The monthly subscription includes:

- Phone consultations during appointed office hours, of up to one half hour each, one (1) per legal matter;
- Reviewing and/or drafting of up to a total of thirty (30) pages of legal documents, including one (1) consultation about each reviewed or drafted document and a written summary of the consultation;
- A 20% discount on the Hourly Rate for any legal services not included in the subscription, such as court appearances.

- **Budget-Based Billing**

Our firm prefers Budget-Based Billing or a Monthly Subscription over an hourly fee for general civil litigation. For Budget-Based Billing, we work with each client to develop a budget for each phase of litigation based on the number of legal issues involved and the complexity of the case. Client pays a fixed fee, in advance, at the commencement of each phase of litigation. A sample budget is below.

Sample Litigation Budget - Single Legal Issue

Case Assessment, Administration	Development,	\$1,250
Fact Investigation		\$250
Analysis/Strategy		\$250
Experts/Consultants		n/a
Document/File Mgmt		\$50
Settlement/Mediation		\$700
Pre-Trial Pleadings and Motions		\$3,250
Petition/Answer		\$500
Preliminary Motions/Injunctions		\$750
Court Mandated Conferences		\$250
Motions for Summary Judgment		\$1,250
Hearing Attendance for Motions		\$500
Discovery		\$4,750
Written Discovery		\$1,250
Document Production		\$1,000
Depositions		\$2,000
Expert Discovery		n/a
Discovery Motions		\$500

Trial Preparation and Trial	\$6,500
Fact Witnesses	\$2,000
Expert Witnesses	n/a
Written Motions and Submissions	\$1,000
Trial Attendance	\$1,750
Post-Trial Motions and Submissions	\$750
Enforcement	\$1,000
Appeal	\$2,100
Appellate Motions and Submissions	\$750
Appellate Briefs	\$750
Oral Argument	\$600
Expenses	\$2,150
Filing Fees	\$800
Service Fees	\$200
Postage	\$50
Deposition Transcripts	\$1,000
Expert Witness Fees	n/a
Parking	\$100
TOTAL BUDGET	\$20,000

- **Hourly Rate**

If a client prefers, we may charge an hourly rate of \$250 for general legal advice and representation. Depending on the scope of representation, a retainer of \$2,000 - \$5,000 will be charged up front and periodically throughout the course of representation.