

**Schedule of Fees and Expenses**

Members of the Firm's Legal Services Program receive a reduced hourly fee for services from the Firm's attorneys, as well as routine "question call" services at no cost to Client. For hourly work, the Firm has a sliding fee scale for attorneys and staff based upon the experience of the attorney. The Firm reserves the right to increase its hourly rate during the term of this Agreement, particularly in the event of unanticipated increases in the costs of doing business, but only after first providing Client with notice of the proposed change in rates and permitting Client the opportunity to terminate the Agreement.

The Firm bills attorney time on the following fee scale:

Partner/ of Counsel	\$285.00 per hour
Senior Associate	\$255.00 per hour
Associate	\$225.00 per hour
Paralegal	\$130.00 per hour
Legal Assistant	\$100.00 per hour
Travel Time	½ the Attorney's hourly rate

The Firm charges only for expenses that represent direct costs of the delivery of legal services. Expenses are to be billed as follows:

In-house photocopies:	15¢ per copy
Electronic Library Charges	\$95.00 per hour (not to exceed \$300/month)
Outside photocopy services	At cost as billed by provider
Postage	At cost
Litigation expenses (consultants, expert witness, court reporter, graphic exhibits)	At cost
Mileage:	Current IRS rate (.585/mile)
Travel/Lodging	At cost
Courier Services	At cost