



KINGSLEYBOGARD
ATTORNEYS

Email: rkingsley@kblegal.us

June 18, 2015

VIA ELECTRONIC MAIL

Dr. Mort Geivett, Superintendent
Willows Unified School District
823 West Laurel Street
Willows, CA 95988

Re: Kingsley Bogard LLP
Billing Rates for Fiscal Year 2015/2016

Dear Dr. Geivett:

The District has asked that we provide a listing of Firm rates that will be effective July 1, 2015 for fiscal year 2015/2016:

Partner	\$230-\$270
Associate	\$180-\$240
Paralegal	\$130
Of Counsel	\$250

Willows Unified School District has been a long-time and valued client of the Firm. As such, the Firm offers two forms of discounts to the District. One is based on Breadth of Business, and the other is based on Volume of Work. Each is described below:

1. **Discounts**

a. **Breadth of Business Discount**

The District's practice areas can generally be broken down into five categories.

- Human Resources
- Student Services
- General Governance / Board
- Special Education
- Business



If the Firm is retained to *exclusively* represent the District in at least three (3) of the areas of practice identified above, the Firm’s monthly bills for all work performed will be discounted by three percent (3%).

b. Volume of Work Discount

The Firm recognizes that a client’s legal services (costs) are typically consistent and reasonably predictable over time. The normal variables are the number of students and the number of staff. All clients, however, can experience a “spike” in fees due to an unforeseen event or case. The Firm wishes to acknowledge volume of work and help the client mitigate the impact when a “spike” occurs.

For these reasons, in addition to the Breadth of Business discount described above, the Firm also offers Willows Unified a Volume of Work discount.

c. Discount Chart

If the District also chooses the breadth of business discount, the combined breadth / volume discount is set forth in the chart below.

Monthly Dollar Amount Range	Volume of Work Discount	Breadth of Business Discount	Total Possible Combined Discount
Up to \$25,000	0%	3%	3%
\$25,001 to \$50,000	2%		5%
\$50,001 to \$100,000	4%		7%
\$100,001 to \$150,000	8%		11%
\$150,001 and above	12%		15%



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3. **On-Site General Counsel Hours**

Some clients have an interest in pre-scheduled on-site General Counsel hours. If desired by the District, the Firm can provide this service.

Please contact me if the District is interested in discussing this option. Typically, this option is based on:

- A pre-determined day (or number of days) each month.
- Counsel is present on-site from 9:00 a.m. to 5:00 p.m.
- A reduced flat fee will be charged.
- Additional hours worked on the day are billed at the regular hourly rate.

We value Willows Unified School District's business. If you require further information, please contact me.

Very truly yours,

KINGSLEY BOGARD LLP

A handwritten signature in black ink, appearing to read 'R. E. Kingsley', written over the printed name below it.

ROBERT E. KINGSLEY

REK:ma



KINGSLEY BOGARD LLP

**ACKNOWLEDGMENT OF
2015/2016 FISCAL YEAR
LEGAL SERVICES BILLING RATES**

Partner	\$230-\$270
Associate	\$180-\$240
Paralegal	\$130
Of Counsel	\$250

As set forth in our existing contract for services, please acknowledge receipt of Kingsley Bogard's 2015/2016 fiscal year billing rates for legal services by signing and returning this form to:

Robert E. Kingsley
Kingsley Bogard LLP
50 Iron Point Circle, Suite 110
Folsom, CA 95630
rkingsley@kblegal.us

1. **Volume of Work Discounts** will automatically be applied to your monthly invoice. No further action is necessary.
2. If you would like to participate in **Breadth of Business Discounts**, please check at least three areas in which the Firm is retained to exclusively represent the District.
 - Human Resources
 - Special Education
 - Student Services
 - Business
 - General Governance / Board

FOR: Willows Unified School District

Date: _____, 2015

Signature: _____

Printed Name: _____

Title: _____