



E-mail: rkingsley@kblegal.us

June 12, 2012

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

Re: Kingsley Bogard LLP
Billing Rates for Fiscal Year 2012-2013

Dear Dr. Geivett:

The current fiscal crisis continues to present challenges and funding issues for our public sector clients. The budget picture from Sacramento is very unclear. If the tax initiative fails, some of our clients may be forced to ask employees and managers to participate in the solutions — for example, to freeze compensation or to freeze step movement or to reduce work days.

We view ourselves as part of your management team. That is why we:

- froze our partner rates at the 2007/2008 level for 2008/2009;
- froze our rates again in the Spring of 2009 for 2009/2010; and
- froze our rates again in the Spring of 2010 for 2010/2011
- froze our rates again in the Spring of 2011 for 2011/2012.

We will freeze our rates again for 2012/2013. With this action, our partner rates have remained unchanged for six consecutive years.

File z:\2012\Admin
Willows USD\Billing Rate
Geivett\Ltr\060812



KINGSLEY BOGARD LLP

Dr. Mort Geivett
June 12, 2012
Page 2

Set forth below are Kingsley Bogard's hourly billing rates for the 2012/2013 fiscal year.

Senior Partner	\$250
Partner	\$230
Senior Associate	\$201
Associate	\$189
Table Negotiations	\$189
Paralegal	\$110

We are in the midst of a difficult era — and, it may continue for more than a year or two. As a team, however, we will find solutions.

Please sign this letter to acknowledge receipt and return a copy to us in the enclosed envelope.

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

Very truly yours,

KINGSLEY BOGARD LLP

ROBERT E. KINGSLEY

REK:ma

FOR THE WILLOWS UNIFIED SCHOOL DISTRICT:

Date: _____, 2012

Signature: _____

Name: _____

Title: _____