

Email: rkingsley@kblegal.us

June 30, 2016

**VIA ELECTRONIC MAIL**

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

Re: Kingsley Bogard LLP  
Billing Rates for Fiscal Year 2016/2017

Dear Dr. Geivett:

Set forth below are Kingsley Bogard's hourly billing rates that will be effective July 1, 2016 for the fiscal year 2016/2017.

Partner	\$260-\$280
Senior Associate	\$250
Associate	\$190-\$230
Paralegal	\$140
Of Counsel	\$260

The Willows Unified School District has been a long-time and valued client of the Firm. As such, the Firm will offer 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

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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 two percent (2%).

**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 School District a Volume of Work Discount.

**c. Discount Chart**

*If the District also chooses the Breadth of Business Discount, the combined Breadth and Volume Discounts are set forth in the chart below.*

Monthly Dollar Amount Range	Volume of Work Discount	Breadth of Business Discount	Total Possible Combined Discount
\$15,000 to \$25,000	0%	2%	2%
\$25,001 to \$50,000	2%	4%	6%
\$50,001 to \$100,000	4%	6%	10%
\$100,001 to \$150,000	6%	8%	14%
\$150,001 and above	8%	10%	18%



KINGSLEY BOGARD LLP

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2. **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 purple ink, appearing to read 'Bob'.

ROBERT E. KINGSLEY

REK:lw

Enclosure



KINGSLEY BOGARD LLP

**ACKNOWLEDGMENT OF  
2016/2017 FISCAL YEAR  
LEGAL SERVICES BILLING RATES**

Partner	\$260-\$280
Senior Associate	\$250
Associate	\$190-\$230
Paralegal	\$140
Of Counsel	\$260

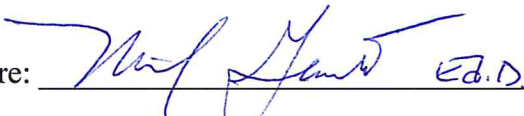
Please acknowledge receipt of Kingsley Bogard’s 2016/2017 fiscal year billing rates for legal services by signing and returning this form to:

Robert E. Kingsley  
Kingsley Bogard LLP  
50 Iron Point Circle, Suite 110  
Folsom, CA 95630  
[rkingsley@kblegal.us.us](mailto:rkingsley@kblegal.us.us)

1. The **Volume of Work Discount** will automatically be applied to your monthly invoice. No further action is necessary.
2. If you would like to participate in **Breadth of Business Discount**, 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: \_\_\_\_\_, 2016

Signature:  Ed.D.

Name: MORT GEIVETT

Title: SUPERINTENDENT