

## Unique Fee Structure

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We are sensitive to the cost concerns of our clients. Therefore, while we are often engaged on an hourly fee basis, a substantial number of our clients choose, instead, to engage us on a unique, full-service, fixed annual fee basis.

This type of fee relationship ordinarily covers all labor and employment services except for litigation and complex employee benefit plan matters, due to the difficulty of forecasting the costs of such matters over an extended period of time. Fixed project fees (and other alternative fee arrangements) are also available for many of the services we provide. The full-service annual fee encourages frequent communication at times when it can be most valuable.

It also enables clients to more effectively budget their labor relations costs. Services required by the client over a long period of time to resolve problems are more readily sought if the client and its management team realize they can call for help with predictable costs.