

**HOURLY RATE FEE**  
**EMPLOYMENT AGREEMENT**  
**BETWEEN ATTORNEY AND CLIENT**

THIS AGREEMENT is entered into as of this \_\_\_\_ day of \_\_\_\_\_, \_\_\_\_\_, by and between \_\_\_\_\_ hereinafter called "Client" and Joseph L. Kashi, Attorney at Law.

IN CONSIDERATION of the covenants and conditions set forth herein, it is agreed as follows:

1. A. Clients employ attorney to represent Client regarding the following matter:

Scope of work: The client's engagement of the attorney and the attorney's representation of the client pursuant to this agreement is limited to .

Identification of Client: Only the persons named above are the client(s). The attorney will not represent any other additional person or party in this matter, or further the interests of any other person or party in this matter, without the written consent and/or direction of the above client and without the execution of a separate employment agreement by the additional person or party.

Potential conflict(s) of interest that have been disclosed and that are hereby waived by the client for the stated reason(s): .

The following persons are not clients of the attorney under this agreement:  
not applicable

B. 1. The client understands and agrees that the client has the obligation to be honest, open, and complete in providing the attorney with any and all information pertaining to this case. The client understands and agrees that the attorney refuses to participate or assist in any action which would further criminal or fraudulent purposes or which would otherwise be in violation of the Rules of Professional Conduct and that such request or attempt by client is grounds for the attorney's immediate termination of this agreement and of representation.

2. Client agrees to keep the attorney advised of client's whereabouts at all times, to cooperate in the settlement, preparation, trial and any appeal of this matter, to provide all documents, witnesses, records, physical samples, inspection of premises and any other discovery that might be required legally, to appear for scheduled depositions and court appearances, and to comply with all reasonable requests made by attorney or his assistants in connection with the settlement, preparation and/or trial of this matter.

C. 1. The client understands and agrees that, prior to the filing of any lawsuit, the attorney may refuse representation, withdraw from representation, or terminate representation at any time and for any reason or for no reason, including without limitation any act or matter that is morally repugnant to attorney or might cause a breach of any professional conduct rule or other legal limitation, the determination that the case lacks sufficient merit or collectability in the event of judgment or settlement, and/or if material facts are found to be different than represented by client.

2. The client understands and agrees that, after suit is filed, the attorney may withdraw from further representation with the approval of the court for any reason permitted by the Rules of Professional Conduct. Such reasons include, without limitation, failure of the client to pay the attorney monies when due to the attorney, participation of the client in any criminal or fraudulent act or the pursuing goals (or means to a goal) which the attorney finds personally improper or morally repugnant. Attorney may also withdraw, if given permission by the Court, for failure of client to pay fees and costs when due or for any other reason deemed acceptable to the court. Attorney may withdraw without reason if the client so agrees.

2. It is explicitly understood and agreed that the above-referenced Attorney may associate with other attorneys to prosecute this case or may share office space with certain other Attorneys. Unless there is a further written agreement signed by the attorney and by the client to the contrary, the Client understands and agrees that only the above-named Attorney has been hired with regard to the Client's action and that only the above-named Attorney and any attorney associated with him shall have any legal responsibility or liability for said action. The Client hereby agrees to release and hold harmless any of non-involved Attorneys in the office complex, except for the Attorney specifically named above, from any liability or responsibility with regard to the Client's matters.

3. A. The attorney fee billed in this case is NOT contingent upon the outcome and shall be billed at an hourly rate times the number of hours or fractions of hours actually worked. The client will remain liable for the attorney fee regardless of the outcome of this case.

The Client agrees that it shall pay the Attorney promptly each month for all services based upon the fee arrangement set forth below.

Hourly rate fee:

THREE HUNDRED AND FIFTY DOLLARS (\$350) PER HOUR OR FRACTION OF EACH HOUR WORKED TIMES

B. It is understood and agreed that the Client shall pay all expenses of litigation in advance upon request and that such expenses of litigation are in addition to the attorney fee as set forth above. In the event that the Attorney should advance certain expenses or incur certain obligations on the Client's behalf, then the Client shall reimburse the Attorney promptly, but within 30 days after such amounts are billed.

C. It is understood and agreed that if any work should be undertaken jointly on behalf of more than one client, then each of the Clients remain jointly and severally liable for the payment of all costs and expenses unless a separate written arrangement is entered into and signed by all parties to be charged.

D. It is understood and agreed that the Attorney is specifically authorized to cause any expenses of litigation appropriately incurred in pursuit of the Client's action to be billed directly in the Client's name with all expenses to be charged against the Client's account and not the Attorney's account by any third party supplier, such as court reporters or investigators. The Attorney will advise the Client before incurring any expense in the Client's name in excess of \$300.00 per item. The Attorney agrees that he/she will not incur such expenses in the Client's name if the client

disapproves the expenses.

E. The Client agrees that it shall pay the Attorney the sum of \$ -0- into trust for initial expenses upon the signing of this agreement to be utilized as necessary for advanced costs, fees and expenses. The Client agrees that it will keep a balance in the Attorney's trust account of not less than \$-0- at all times unless otherwise agreed.

F. It is further understood and agreed that the Client understands that failure to pay expenses and fees as they come due shall be grounds for the Attorney's withdrawal from further representation of the client, subject to Court approval as might be required.

G. The Client agrees to pay monthly all fees and expenses billed for work and expenses incurred during the preceding month subject to the following:

1. The net amount of the billing is due on the 1ST day of each month and shall be deemed delinquent 31 days after the bill is first rendered. Billings ordinarily are rendered as of the 15th day of each month.

2. **Interest at the simple annual rate of 5.0% will accrue on any amounts not paid by the 15th day of the month following billing.**

4. A. It is understood and agreed that the Client shall pay all expenses of litigation regardless of the outcome of the case and that such **expenses of litigation are in addition to the attorney fee as set forth above**. In the event that the Attorney should advance certain expenses or incur certain obligations on the Client's behalf, then the Client shall reimburse the Attorney promptly to the extent feasible, but in any event not later than the settlement or close of this matter. **The attorney shall not be required to pay any bills, travel costs, or other expenses of the client.**

B. The client will be charged for expenses as follows:

(1) Third party expenses and any expenses not otherwise listed in this section will be billed to the client at the same rate charged to the attorney by the third party. Such third party charges include fees for investigators, records copying, expert witnesses, court reporters, litigation costs to third parties, filing fees, other court fees, travel expenses, costs of purchasing materials helpful to the claim, and other such expenses arising outside of the attorney's office and will be billed at cost.

(2) Postage, express mail, Federal Express, and other shipping charges will be billed at actual cost.

(3) Upon prior approval of client, non-standard secretarial expenses will be billed at \$30.00 per hour. Upon prior approval of client, overtime necessitated by client circumstances that are beyond the reasonable control of the attorney will be billed to the client dollar for dollar. Normal secretarial expenses will not be billed to the client. Paralegal time will be billed at \$75 per hour.

(4) Telefaxing of documents will be billed at \$.50 per page for long distance

charges. Local faxes are not billed. Photocopying will not be billed except for copying in excess of 50 pages, in which case black and white images will be billed at \$.10 per page and at \$.60 per page for reproduction of letter-sized color prints. This is principally a toner cost recovery for larger amounts of copying.

(5) Client will be billed for any expenses of litigation incurred by any associated attorney and such amounts shall be included in the client's bill from Joseph L. Kashi unless everyone otherwise agrees in writing.

**5. Pursuant to Alaska Statutes, the attorney shall have a first lien upon any proceeds of settlement for any unpaid fees and reimbursable expenses then due and owing.**

6. It is understood and agreed that the Attorney is specifically authorized to cause any expenses of litigation appropriately incurred in pursuit of the Client's action to be billed directly in the Client's name with all expenses to be charged against the Client's account and not the Attorney's account by any third party supplier, such as court reporters or investigators. The attorney will not incur any individual expense of litigation in excess of \$500 per expense without the client's prior approval.

7. Services to be rendered shall include all attorney time spent in Court appearances, briefings, conference, dictation, fact investigation, preparation, research, telephone conferences and travel time and any other matter relating to the attorney's representation of the client.

8. The Attorney may employ or associate with, another attorney, legal technicians, paralegals, investigators, experts or other persons whose special knowledge or expertise in the preparation and conduct of the Client's matter or interest. Such attorney fees will be billed to the client in addition to the fees for the attorney signing below and will be separately identified as such. **Fees and expenses charged to the attorney or attorneys by independent investigators, experts, court reporters, or other third parties not employed by the attorney are billed as costs of litigation and will be billed to the client in addition to the attorney fee.**

9. All settlement offers, settlements, rejection of offer, and compromises of claim shall be made only with the Client's prior approval. Approval may be given verbally to the attorney and confirmed in a later writing to the client.

10. Client expressly understands and agrees that Attorney shall have a first lien for unpaid fees and expenses upon such of the Client's funds as are received by Attorney in the course of his employment on the Client's behalf.

11. The Client may at any time terminate the Attorney's employment for any reason whatsoever. However, the Attorney shall be entitled to all fees, costs and expenses incurred to the date of termination or withdrawal and shall retain a lien upon the settlement proceeds for such amount. Such fees shall be calculated by multiplying the attorney's hourly rate of \$300 per hour by the number of hours actually worked upon the case and then adding any reimbursable expenses which the attorney has already paid or for which he is liable as of the time of termination. The attorney shall have a lien for any funds due to him as of termination.

**12. The Client is advised that any dispute with regard to the fees or costs incurred**

**in this matter may be referred to binding fee arbitration by a mixed panel of attorneys and laymen as composed by the Alaska Bar Association in accordance with its rules of Fee Arbitration, if the client desires.**

**13. THE ATTORNEY HAS MADE NO WARRANTIES OR GUARANTIES WHATSOEVER WITH REGARD TO ANY RESULT TO BE OBTAINED BY THIS ACTION OR TO THE COURSE OF THIS ACTION. THE CLIENT SHALL BE ENTITLED TO REVIEW THE FILE OR TO OBTAIN A STATUS REPORT AT ANY TIME.**

14. The attorney is willing to arbitrate any claim regarding this agreement or the attorney's professional performance.

15. **Client agrees that he/she will always provide and keep the attorney updated with information regarding client's current address, phone number, and all information known to the client about this case.** In the event that client cannot provide this information, they will provide the attorney with the client's parents or close friend/relative's address and phone number where messages can be left for the client and promptly received by client. Inability to contact client for a period in excess of one month will be grounds for the attorney terminating this agreement by mailing a written notice to client's last known address.

16. Merger Clause - Full and Final Agreement: The matters asserted herein are the complete, full and final agreement of the parties and supersede any and all prior or contemporaneous agreements, representations or statements.

17. Savings Clause: In the event that any provision of this agreement shall be deemed to be unenforceable, then the remainder of this agreement shall remain in full force and effect unless the stricken provision(s) is so material that its deletion results in the rendering this agreed fundamentally altered and vitiated.

\_\_\_\_\_  
Client

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JOSEPH L. KASHI  
Attorney at Law

\_\_\_\_\_  
Client