



LEGAL SERVICES AGREEMENT – FLAT FEE / UNBUNDLED SERVICE

I. PARTIES TO AGREEMENT

This Legal Services Agreement is entered into between Collin County, Texas and REDDY & NEUMANN, P.C. (“Firm”).

II. WHEN AGREEMENT TAKES EFFECT

This Legal Services Agreement does not take effect, and Firm has no obligation whatsoever to provide legal services to Client, until Client and Firm sign a copy of this Legal Service Agreement.

III. SERVICE(S) TO BE PROVIDED

This Legal Services Agreement is different from the usual Retainer Agreement. Unlike a Retainer Agreement, this Agreement is for unbundled service(s), meaning (a) limited legal service(s), rather than for the complete array of services that lawyers often provide to their clients such as in litigation. Also, the total fee will be less than Firm’s normal full-service attorney's fee, because the scope of the legal services that Firm is agreeing to provide to client is limited. The possible service(s) that Firm will provide to Client is defined as:

PREPARING AND FILING NONIMMIGRANT VISA PETITIONS;

PREPARING AND FILING PERM LABOR CERTIFICATION APPLICATIONS;

PREPARING AND FILING I-140 IMMIGRANT PETITIONS; and/or

PREPARING AND FILING ADJUSTMENT OF STATUS APPLICATIONS, EMPLOYMENT AUTHORIZATION, AND ADVANCE PAROLE APPLICATIONS FOR EMPLOYEES OF COMPANY.



IV. FLAT FEE & BILLING

Firm's flat fee list is detailed below for various application types related to the legal service(s) it may provide, as defined above. Upon request from Client to initiate processing on a particular case type for a particular employee/applicant, Firm will charge, and Client agrees to pay, the relevant fee ("Flat Fee") from the list below:

H-1B PETITION	\$2,000
H-1B REQUEST FOR EVIDENCE (on petition filed by Firm)	\$600
H-1B APPEAL (of petition filed by Firm)	\$1,500
PERM LABOR CERTIFICATION	\$3,000
I-140 IMMIGRANT PETITION (PERM-BASED)	\$2,000
ADJUSTMENT OF STATUS WITH EAD/AP	\$2,000
DEPENDENT ADJUSTMENT OF STATUS WITH EAD/AP	\$1500
ATTORNEY ATTENDANCE AT AOS INTERVIEW	\$1,000 + travel costs
EAD RENEWAL (AOS-BASED)	\$150
AP RENEWAL (AOS-BASED)	\$150
PREMIUM PROCESSING UPGRADE	\$100
H-4/TD/E-3D/L-2 SPOUSE FILED CONCURRENT	\$325
H-4/TD/E-3D/L-2 SPOUSE FILED SEPARATE	\$475
H-4/L-2 SPOUSE EAD	\$400
TN (PORT OF ENTRY)	\$1,500
TN (FILED WITH USCIS)	\$1,800
E-3 (CONSULATE)	\$1,500
E-3 (FILED WITH USCIS)	\$1,800
B-1 LETTER	\$500
OPT EAD	\$500



L-1A (MANAGER/EXECUTIVE)	\$5,000
L-1B (SPECIALIZED KNOWLEDGE)	\$4,000
O-1 (EXTRAORDINARY ABILITY)	\$4,000

Firm reserves the right to increase these fees from time to time but must first provide Client with 30-day advance written notice. At that time, Client may elect to proceed or discontinue service. This agreement is not a commitment to handle other legal work. Anything not specifically listed above as an agreed-upon service is considered other legal work. The Flat Fee, upon payment, becomes the property of the law firm. It will be deposited in Firm's business account, rather than the Firm's trust account, and Client hereby specifically agrees that Firm may do so. The balance of each invoice is due upon receipt of the invoice. Before filing any stage, all fees must be paid in full. Client agrees to make any specific objections to an invoice, including amount, type, scope and reasonableness of services, to the Firm in writing within 5 days of the date of the invoice. Any invoice not objected to within 5 days is deemed final. We accept payment by check or bank transfer.

V. NO GUARANTEE

Firm makes no promises or guarantees about the outcome of Client's matter.

VI. COSTS

Client shall pay all out-of-pocket costs, including filing fees, excessive postage, PERM advertisement costs, evaluation and expert opinion fees, and other necessary costs. Firm is not obligated to advance any out-of-pocket costs. These costs are in addition to the fee for Firm's services.

VII. CLIENT COOPERATION

Client at all times will cooperate with Firm so that Firm may provide legal services as efficiently and quickly as possible. Client at all times must provide Firm with accurate and complete information; promptly respond to Firm's inquiries; keep Firm informed of changes in Client's address, telephone number, and relevant business and financial affairs. Should Client not wish to follow Firm's advice, Firm has the right in its sole discretion to withdraw as Client's attorney.

VIII. TERMINATION AND REMEDIES

Either party may terminate this agreement upon reasonable notice to the other party, and upon full payment to Firm of all fees and costs incurred to date. In the event Client fails to make any payment as required by this Agreement, Firm, without any further notice, may cease all work on the matter. In the event Client fails to comply with any provision of this agreement, including



the making of any payment required, Client expressly authorizes Firm in advance, at Firm's sole election and upon written notice to Client at Client's last known address, to cease performing legal services for Client (including filing of legal documents and/or making further appearances), and to withdraw as Client's attorney of record. Client understands that these actions could eventually result in a default or denial of Client's work. If Firm does not require strict performance of any provision or part of any provision of this agreement for any reason, said action shall not limit or waive Firm's right to enforce said provision or other provisions at a later time. In the event that Firm takes any action of any sort to enforce any provision of, any right set forth in, or any right arising from this agreement, Firm shall be entitled to recover all costs and disbursements, reasonable attorney fees (including in house services performed for itself), and all reasonable collection fees. If necessary, said reasonable collection fees, and attorney fees may be recovered in a separate legal proceeding, in which case the provisions of this paragraph shall also apply to said separate proceeding. The term "any action of any sort" includes, but is not necessarily limited to, the filing of a claim for relief; delivering and negotiating a demand for performance; or proceeding by garnishment, execution, or otherwise to collect or enforce this agreement or any security document pertaining thereto. Client hereby grants Firm a lien against any sums held for Client in attorneys' trust account, against any money or property (including land) received by Client or money judgments entered in Client's favor in this or any other legal proceeding. The lien will be removed only when Client's bill is paid in full. Client specifically authorizes attorneys to receive any said funds or property and to pay to itself all fees and costs from said funds and property before releasing the balance to Client. Upon termination, Firm will provide copies of documents and letters not previously provided. Notes and file copies remain property of the Firm, but Client may have a photocopy at Client's expense. Firm will normally withdraw at the conclusion of the services specified in this agreement.

IX. SEVERABILITY

The provisions in this Flat Fee Retainer Agreement are severable i.e., if any provision or provisions are found to be void or unenforceable the remaining provisions still apply.

X. TEXAS LAW GOVERNS

Texas law will govern this Flat Fee Retainer Agreement. Client has read this Agreement, has received a copy of it, and agrees to all terms and conditions as stated. There are no verbal agreements between Client, Lawyer or Firm modifying, amending or expanding the terms of this Agreement.

[SIGNATURE PAGE FOLLOWS]

PO Box 421409
Houston, TX 77242



REDDY & NEUMANN, P.C.
Complex Immigration, Simple Results

T: (713) 953-7787
F: (713) 953-7797
E: info@rnlawgroup.com
W: www.rnlawgroup.com

Signed:

Authorized Representative for Collin County: _____ Date

Attorney for Reddy & Neumann: Rebecca Chen Date

PO Box 421409
Houston, TX 77242



REDDY & NEUMANN, P.C.
Complex Immigration, Simple Results

T: (713) 953-7787
F: (713) 953-7797
E: info@rnlawgroup.com
W: www.rnlawgroup.com