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January 6, 2015

Writer's E-mail:
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Tanya Wilson
General Counsel
JOHNSON COUNTY COMMUNITY COLLEGE
12345 College Blvd.
Overland Park, KS 66210

Re: *Engagement Letter*

Dear Tanya:

This will confirm that you wish to retain Fisher & Phillips LLP to represent Johnson County Community College (JCCC) for assistance in all matters related to negotiations between the JCCC Administration and the Faculty Association with respect to the Faculty Association Master Agreement. Thank you for the selection of our law firm to represent you.

Fisher & Phillips LLP is one of the oldest and largest firms in the nation engaged exclusively in the practice of labor and employment law, representing management. It has always been our philosophy to provide efficient, specialized services in the labor and employment area at rates comparable to or below those of our competitors and most general practice firms. We believe that having a reputation for providing high-quality work at reasonable rates is much more beneficial in the long run than charging the maximum going rate for our kind of services.

My current hourly rate is \$275. While I will primarily handle all matters related to this negotiation, at times I may ask others in the firm to assist on matters when appropriate. The hourly rates for others in my Kansas City office who may perform work ranges from \$200 to \$390 per hour – depending on their level of experience. The hourly rates for paralegals would be \$130 per hour. We do re-evaluate our hourly rates for attorneys and para-professional staff at least annually, and we find that we must increase them from time to time. On any given matter, generally we will assign the work to an attorney or paralegal who can handle that particular project or task in the most cost-effective manner. While a senior attorney is always in charge of a particular matter, depending upon the matter's complexity and sophistication, we try to assign more junior attorneys, paralegals or consultants to perform certain tasks more efficiently at a lower hourly rate.

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We will bill you for the time we spend working on your various legal matters. It is important that you understand that while we will always seek the most expeditious and economical resolution to the various legal problems we handle on your behalf, we cannot guarantee any specific result. Particularly where litigation and other contested matters are involved, there are many variables that determine whether a particular party will prevail. Unless we specifically enter into a separate express contingency fee arrangement with you on a specific matter, our fees are not based on contingencies and are due and payable regardless of the outcome of the matter at issue.

Although it is ordinarily the policy of Fisher & Phillips LLP to obtain an advance retainer from new clients to be held in trust during pending matters and applied to our final billing, we are willing to waive that requirement in this instance.

Please refer to the accompanying Appendix for additional specific information regarding our terms of engagement as your lawyers in this matter. The terms set forth in the Appendix will be an integral part of our agreement with you regarding our handling of this matter.

We do look forward to working with you, and are grateful that you have selected us as your counsel. If you have any questions, please call. Once again, we appreciate the opportunity to work with you, and we will always strive to maintain your confidence and trust.

Very truly yours,



Melody L. Rayl
For FISHER & PHILLIPS LLP

MLR/mq
Enclosure