

HANKINS & HANKINS VOCATIONAL CONSULTING FEE SCHEDULE

All fees that are incurred will be based on the time spent providing consulting and/or expert witness services in a particular case. The hourly rate for my time is \$230.00. Services that are often part of an independent vocational and/or rehabilitation economic evaluation and that will be billed at this hourly rate include the following: records review; evaluatee interview; vocational and psychometric testing; occupational analysis; labor market research; transferable skills analysis; labor market access analysis; earning capacity analysis; personal maintenance/consumption analysis; household services analysis; life care plan valuation; report preparation. Deposition and trial appearances (i.e. time spent presenting testimony), including preparation for and travel and wait time (including on-call time) around such appearances, will also be billed at the same hourly rate. Specific fees related to service provision are listed below:

CASE CONSULTATION

Case consultation without formal retention as an expert witness will be billed at \$230.00 per hour.

RETAINER FEE

If retained or otherwise named as an expert witness in a case, there will be a minimum, non-refundable, fee of \$1,840.00 (i.e. 8-hour minimum at \$230.00 per hour). If a work assignment requires more than 8 hours to complete, all additional hours will be billed at \$230.00 per hour.

PREPARATION FOR DEPOSITION/TRIAL APPEARANCE FEE

The minimum fee for preparation for a deposition/trial appearance is \$460.00 (i.e. 2-hour minimum fee at \$230.00 per hour). The total time for preparation for a deposition/trial appearance will be determined on a case-by-case basis. Any additional time for preparation will be billed at \$230.00 per hour.

DEPOSITION/TRIAL APPEARANCE FEE

The initial fee for making a deposition/trial appearance is \$460.00 (i.e. 2-hour reservation fee at \$230.00 per hour). All time beyond the second hour of testimony will be billed at \$230.00 per hour. A partial refund will be provided if my deposition/trial appearance lasts less than two hours. The total anticipated fee for making a deposition/trial appearance, which will also include estimates for travel and wait time as well as any miscellaneous charges, must be paid prior to the time my testimony is provided.

MISCELLANEOUS CHARGES

The fee for out-of-pocket expenses, including but not necessarily limited to travel-related expenses (e.g. parking; airfare; car rental; lodging; meals) and copy expenses (\$0.20 per page), will be billed in addition to services (e.g. travel and wait time) billed at the hourly rate of \$230.00.

CANCELLATION FEE(S)

If a trial appearance is cancelled with less than five (5) business days notice, the minimum fee (\$460.00) for making the appearance is non-refundable (or will be due immediately if not yet received).

If a deposition appearance is cancelled with less than three (3) business days notice, the minimum fee (\$460.00) for making the appearance is non-refundable (or will be due immediately if not yet received).

If an appointment for an evaluatee interview and/or vocational/psychometric testing is cancelled with less than one (1) business day notice, a late cancellation fee of \$460.00 (i.e. 2-hour minimum at \$230.00 per hour) may be incurred.

EXPEDITING FEE

Work assignments are prioritized according to court-imposed deadlines. If a court-imposed deadline is within 10 business days (i.e. two weeks) of the date of evaluatee interview and/or vocational/psychometric testing (or of the date of relevant records receipt if no interview or testing is being performed), an expediting fee of 1.5 times the service fee will be applied if the work assignment is accepted (e.g. a work assignment resulting in a service fee of \$1,840.00 would cost \$2,760.00 if it were expedited). Any requests for completion of a work assignment by a particular date prior to a court-imposed deadline must be discussed at the time of case referral in order to avoid application of the same expediting fee (i.e. 1.5 times the service fee).

* The referral source (and not the referral source's client) is ultimately responsible for payment of all incurred charges. Payment in full is due upon receipt of invoice. Billing will occur approximately monthly depending on services provided. Balances not paid within 30 days may incur a 2.0% monthly service charge.

* As payment for services is completely independent of case outcome, all charges (including minimum/initial fees and any other anticipated fees and expenses related to presentation of testimony) must be paid in full prior to my making a deposition or trial appearance.

Please Make Checks Payable To: Hankins & Hankins Vocational Consulting, 115 West Main Street, Jonesborough, TN 37659

Effective Date of Fee Schedule: April 1, 2019