



The Chapman Firm PLLC  
3410 Far West Boulevard  
Suite 210  
Austin, Texas 78731  
PHONE: 512.872.3840  
FAX: 512.879.9033  
[chapmanfirmtx.com](http://chapmanfirmtx.com)

January 29, 2024

Via e-mail:

Williamson County  
c/o Hal C. Hawes  
710 Main Street, Suite 200  
Georgetown, Texas 78626  
[hhawes@wilco.org](mailto:hhawes@wilco.org)

Re: 2024 Rate Schedule

Dear Mr. Hawes:

I write to provide an update about The Chapman Firm PLLC and to address our engagement moving forward into 2024. This year the Firm will celebrate its ten-year anniversary. As we reflect on the first decade as a Firm, we would like to express our gratitude and appreciation for the trust and reliance you place in us to represent you as legal counsel. The Firm has experienced constant and steady growth. To maintain the level of service that we strive to provide all our clients, we have implemented many internal processes to better serve you.

Additionally, our current roster of attorneys and paralegals continue to grow and develop to provide more efficient and complete legal services. We devote substantial amount of time and effort to develop and grow internally to develop talent, maintain our level of service, and meet our expectations for excellent, efficient and value-driven approach.

In order to facilitate our growth, maintain our obligations to our personnel, and sustain our commitment to our clients, and recognize the professional growth and development, the Firm will experience an increase in costs going forward 2024.

Controlling those costs remains challenging and we strive to find a balance between lean efficiency and robust resources to ensure our service to you remains at a high level. Unlike many other firms, we do not include itemized costs on our invoices to our clients. We feel our rate structure should encompass all overhead and general operating costs. Rather than using additional fees or mark-ups on expenses as a hidden profit center, we absorb virtually all cost into our rates. As a result, the Firm feels that a rate increase for 2024 is necessary to allow our firm, and more importantly—our people—to adjust to increased expenses and tightening of budgets.

In accordance with your engagement letter for hourly services with the Firm, this letter serves as a formal notice of adjustment of the Firm's hourly rates for 2024. Attached to this letter you will find a revised rate sheet.

January 29, 2024

Please do not hesitate to contact me if you have any questions or concerns about these new rates. Also, please keep in mind that the Firm is always willing to discuss alternative fee arrangements such as flat fees, monthly retainers, and contingency or modified contingency agreements. We remain willing and able to structure fees based on your specific needs and any particular matters you bring to us.

Again, thank you for your continued business. Everyone at the Firm genuinely appreciates it. We wish you a successful year.

Sincerely,

A handwritten signature in blue ink, appearing to be 'Jeff Chapman', with a stylized, cursive script.

Jeff Chapman

JSC:sal  
Enclosures

**THE CHAPMAN FIRM, PLLC**

**2024 FEE SCHEDULE  
Reduced Billing Rates**

**PARTNERS**

Jeffrey S. Chapman	<b>\$450.00</b>
Erik G. Moskowitz	<b>\$420.00</b>
Jerry Negrete	<b>\$385.00</b>
Tiffany N. Leal	<b>\$385.00</b>

**SENIOR COUNSEL**

Sarah E. Scott	<b>\$360.00</b>
Kerrie M. Taylor	<b>\$350.00</b>
Lyndsey D. Vicknair	<b>\$350.00</b>

**ASSOCIATES**

Elizabeth K. Boateng	<b>\$295.00</b>
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**OTHER**

Senior Paralegal	<b>\$190.00</b>
Paralegal	<b>\$150.00</b>