

NICOL LAW - CANADA
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Please check our website as fees may change. Listed fees are for typical scenarios and do not supersede individual engagement agreements. Fee offerings are dependent on our capacity and acceptance of a mandate. Disbursements and GST are extra.

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HOURLY FEES

We often charge based on the time it takes to do work on a file. We may be able to provide a fee estimate but cannot guarantee fees on an hourly retainer. Actual fees depend on variables outside of our control such as required revisions, complexity, and cooperation of the other side.

Role	Hourly Fee (CAD)
Paralegal	\$150
Student	\$210
Junior Lawyer	\$295
Intermediate Lawyer	\$375
Senior Lawyer	\$475
Strategic Counsel	\$625

FIXED AND QUOTED FEES

We may offer a fixed fee for limited scope items which allows for pricing certainty. The fees below are representative of our standard pricing based on typical circumstances.

Incorporation Packages and Add-Ons (CAD)

<u>Bronze Incorporation</u>	<u>Silver Incorporation</u>	<u>Gold Incorporation</u>
Incorporation Bylaws Shareholder and Director Resolutions Shareholder and Director Registers Digital Minute Book	Incorporation Bylaws Shareholder and Director Resolutions Shareholder and Director Registers Digital Minute Book Unanimous Shareholders Agreement	Incorporation Bylaws Shareholder and Director Resolutions Shareholder and Director Registers Digital Minute Book Unanimous Shareholders Agreement Share Purchase Agreement
\$1,000 + \$400 (expected disbursements)	\$3,250 + \$400 (expected disbursements)	\$4,850 + \$400 (expected disbursements)

Item	Fee (CAD)
Named Corporation and Conflict Review (+ required NUANS search)	\$160
Additional Shareholder, Director, or Officer (first is included)	\$75 per

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Corporate Maintenance

Item	Fee (CAD)
Minute Book Review and Update	From \$500
Registered Office & Annual Corporate Registry Filings (+ corp registry fee)	\$475
Extra-Provincial Registered Office (Incorporated within Alberta, British Columbia, Saskatchewan or Manitoba) (+ corp registry fee)	From \$275
Extra-Provincial Registered Office and Annual Return (Incorporated outside of British Columbia, Saskatchewan or Manitoba) (+ corp registry fee)	From \$1,000
Continuance in Alberta from Other Jurisdiction	From \$1,250
Permission to Continue from Other Jurisdiction	price varies
Amend Articles Converting to Unlimited Liability Corporation	From \$1,250
Amend Articles Creating Preferred Shares	From \$1,500

Corporate or Employer Contracts

Item	Fee (CAD)
Unanimous Shareholder Agreement	From \$3,150
Non-Disclosure Agreement A specific use or standardized agreement for sensitive information sharing.	From \$750
Employment Agreement A standard agreement for employee relationships, including effective assignment of intellectual property.	\$1,950
Contractor Agreement A standard agreement to successfully onboard a contractor to provide services including, as necessary, an assignment of intellectual property.	\$1,950
Service Agreement A standard agreement for your business to provide services to your clients.	\$2,450
Custom Drafting An additional fee may be requested before drafting unique or custom term for your Agreement (023001 to 023005) to meet your needs.	From \$250

Corporate and Employer Termination

Item	Fee (CAD)
Termination of Personnel Review employment or contractor agreement, advise on termination process, and prepare termination documentation.	From \$1,500

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Employment and Employee Termination

Item	Fee (CAD)
Employment Offer Review An assessment on a new employment offer and advice on potential conflicts with obligations to previous employers.	From \$800
Standard Severance Offer Review An assessment on whether a proposed severance is reasonable and fair and recommend steps to negotiate a better severance offer.	From \$2,000
Blended Contingency - Severance Offer Review We offer our severance offer review and severance improvement services on a blend contingency model: we receive 20% of any negotiated improvement in the severance offer, in exchange we discount applicable hourly fees, and our starting price for our Severance Offer Review is reduced from \$2,000	From \$800 (on blended contingency) 50% discount on hourly fees + 20% of any improvement to severance offer

Litigation Review

Item	Fee (CAD)
Litigation Review - Prior to Filing	From \$2,000
Litigation Review – After Pleadings Filed	From \$2,500
Litigation Review - Summary A simplified review primarily intended as a second opinion on your claim.	From \$1,500

Will and Estates Packages and Add-ons

Our will and estate package fees are based on typical circumstances where you instruct us on how you would like your estate distributed. We will advise you where customized planning and complicated circumstances will incur additional cost.

Fees (CAD)	Single	Couples (Mirrored)
Standard Will	\$650	\$900
Standard Power of Attorney / Personal Directive	\$350	\$450
Standard Will & Power of Attorney / Will & Personal Directive	\$800	\$1,000
Standard Will, Power of Attorney, & Personal Directive	\$900	\$1,200

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Item	Fee (CAD)
Summary Review and Advice on Existing Documents	From \$500
Drafting Meeting or Additional Revisions	From \$250
Custom Drafting Fee	From \$500

Commercial

Item	Fee (CAD)
Business Purchase or Sale Agreement	From \$3,500
Letter of Intent	From \$2,000
Joint Venture Agreement	From \$3,000
Private Lending or Investment Transaction	From \$4,500
Franchise Purchase Review Review Franchise Disclosure Document and Franchise Agreement, advise on Franchise purchase.	From \$2,250
Establishing a Franchise Draft Franchise Disclosure Document and Franchise Agreement, advise on Franchising process.	From \$4,500
Establish Standard Family Trust	From \$2,500
Section 85 Asset/Share Purchase Agreement	From \$2,750
Section 86 Share Exchange Agreement	From \$2,000

Other Offerings

Item	Fee (CAD)
Extended Initial Assessment Summary advice on an issue based on a limited document review and one hour meeting prior to a full engagement.	\$550
Contract Review	From \$850
Term Sheet Assistance with preparing and drafting a term sheet to finalize the key terms of a negotiation before the agreement is drafted.	From \$1,500
Cease and Desist or Demand Letter Review the available evidence and draft and send a cease and desist or demand letter, as applicable.	From \$500
Guarantees Acknowledgement Act Certificate Meet with a guarantor to ensure they understand their obligations under a Guarantee and provide a Guarantees Acknowledgement Act certificate.	From \$350
Independent Legal Advice Certificate Meet with a party to provide legal advice on their rights under a finalized contract prior to signing and provide an Independent Legal Advice certificate.	From \$350
Commission or Notarize Document	From \$50
Apostille Documents	From \$250

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Investment Canada Act Notification Mandatory notification of non-Canadian business activity	\$1,000
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SUBSCRIPTION FEES

Subscription packages ensure that you have a professional available on-call to address needs as they arise. Services provided by Nicol Law are our responsibility and our CPA partner is responsible for their work mandate. Subscriptions may be cancelled at any time. At each quarter, fees are deemed earned, non-refundable, and owing regardless of use of entitlements.

Packages

Item	Fee (CAD)
<u>Bronze Law Package</u> Registered office Hold minute book Complete annual return and meetings Unlimited triage of your issue within 5 business days One annual comprehensive legal health check-up 2 Check-in calls every per calendar year Up to 6 hours of legal time per calendar year 10% discount on additional time	\$180/month
<u>Bronze Law & Accounting Package</u> Bronze Law Package + Annual bookkeeping; Cash basis Annual GST filing Financial reports and review call Strategy session(s) with CPA Financials statements from bookkeeping software All necessary T Slips CRA representation	\$360/month
<u>Silver Law Package</u> Bronze Law Package + Unlimited triage of your legal issue within 3 business days 3 Check-in calls every per calendar year Up to 9 hours of legal time per calendar year 12.5% discount on additional time	\$300/month
<u>Silver Law & Accounting Package</u> Bronze Law & Accounting Package + Silver Law Package + Quarterly bookkeeping; Cash or accrual basis Up to quarterly GST filing Payroll support Quarterly follow-up meetings Compilation of engagement financial statements	\$600/month

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Item	Fee (CAD)
<u>Gold Law Package</u> Silver Law Package + Unlimited triage of your legal issue within 2 business days 4 Check-in calls every per calendar year Up to 12 hours of legal time per calendar year 15% discount on additional time	\$420/month
<u>Gold Law & Accounting Package</u> Silver Law & Accounting Package + Gold Law Package + Monthly bookkeeping; Cash or accrual basis Up to monthly GST filing Monthly follow-up meetings	\$840/month

MEDIATION AND ARBITRATION

Nicol Law provides non-binding mediation services that constitute a dispute resolution process pursuant to Rule 4.16 of the *Alberta Rules of Court*. Our mediations allow for reasonable written submissions. Extra time or accommodations are billed out at an hourly rate.

Nicol Law provides binding arbitration services. The process and pricing will vary depending on the particular issues in dispute.

Item	Fee (CAD)
Mediation – Half Day	\$3,000
Mediation – Full Day	\$5,000
Arbitration	Price Varies

BLENDED CONTINGENCY FEES

We may be able to offer a blended contingency fee structure that reduces our hourly rates in exchange for a portion of potential recovery. Our aim is to reduce a barrier to legal representation by lowering the upfront legal costs and mitigating against a potential loss. Fee reductions and contingency rates are generally determined after a Litigation Review.

OTHER MANDATES

We are always looking for ways to provide more certainty and access to legal advice. Please contact us if you would like to discuss a fixed fee, subscription, or blended contingency for a service that is not listed.

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ADMINISTRATION FEES

Item	Fee (CAD)
File Maintenance Including assessment of limitations, status of file.	\$100

RUSH FEES

Item	Fee (CAD)
Discretionary Rush Fee If a matter requires us to be onboarded and face an incoming deadline within 10 business days, we maintain the discretion to charge higher rates in consideration of addressing your matter on a rushed basis.	Typically 25% - 50% increased rate

DISBURSEMENTS

Disbursements are amounts we pay on your behalf and may include set-off costs of non-legal services such as printing. We aim to avoid set-off costs and will only charge when the demands are particularly onerous. All other disbursements will be charged to you subject to our discretion.

INTEREST

Interest on overdue accounts will be charged in accordance with our Engagement General Terms. Please ensure sufficient funds are in trust to avoid interest charges.

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