

A Common Sense Approach to Legal Services for Employers

Innovative Program to Prevent Employment and Labor Law Claims

As a California Business you should be able to focus on your success, and not have to worry about employee claims or lawsuits. That's why we created a simple, common sense approach to *preventing* employment and labor law problems in your business. It's *affordable* and designed to help you achieve what's most important to you - growing and protecting your business.

We've created three patented¹ innovative programs for your business. Together they are designed to lower your legal expenses, proactively work to protect your business from claims, share in the risk when we defend your business, and make your money go farther when you need help. That's why we believe our offering is one of the most innovative legal protection programs ever created for California small/medium business.

An Affordable, Common-Sense Approach to Protecting Your Business

At Vision Law, we have long understood that the traditional "billable hour" approach to legal services frustrates consumers, especially growing and small/medium businesses. Most businesses perceive that legal services are expensive, time consuming, and therefore something to be avoided unless absolutely necessary. But "absolutely necessary" usually means there is already an employee claim that now requires an emergency response.

Responding to claims when they occur is even more time consuming, expensive, and disruptive to your business. Preventing employment and labor law claims in your business eliminates these challenges. Vision Law Corporation®'s innovative programs are designed to do just that – reduce the risk of claims while controlling costs by providing

Fortune 500 quality lawyers at a predictable price you can afford. Our goal is to provide affordable, proactive, high quality services to keep your business out of trouble.

We Don't Just Say We're "Different"

Remember, we're a business too, and we face the same challenges you do in your business. We seek service providers who are qualified, who perform at a very high level and who provide great value. You deserve the same thing with your lawyers. That's why we offer a simple flat monthly fee program for advice and help. We also share in your litigation risk if there is ever a claim. And we let you earn credits towards litigation fees so the money you spend goes further if we need to defend your business in an employment or labor lawsuit. With our innovative approach, you can decide which fees program best fits your needs and budget.



¹ Predictable Fees Program® Patent #8,296,203; Litigation Credits Program Patent #7,958,023

AMERICAN SMALL/MEDIUM BUSINESS Top Legal Challenges



Vision Law Predictable Fees Program[®] (PFP) offers “unlimited” help, advice, and review services to avoid lawsuits in the first place, all delivered for a low monthly flat rate fee. Here is what is included in the Vision Law Predictable Fees Program[®].

“Unlimited” services (see “Note”):

- Access to Fortune 500 quality *legal counsel*
- Employment and labor law *advice*
- Employment and labor law *document review*
- Employment and labor law *discounted hourly rate for document preparation and revisions*
- Employment and labor law *legal research*

Special discounted billing rates:

- 20% reduction off regular hourly billable rates (currently \$275-\$350/hour) for legal document preparation or revision work.
- Flat rate billing for certain projects, such as employee handbooks, policies and procedures manuals, employee training packages, and employment/labor audits. You pay the quoted flat rate irrespective of how long it takes us to complete your project.

Plus you also receive:

- Eligibility for Vision Law’s Share in the Risk Litigation Defense Program[®] at 40% Holdback Rate.
- Return Call Guaranty – calls returned within ½ business day or next month is free.
- Month-to-month agreement.

- A custom prepared **Employee Handbook**, for your business (a \$1,500 value), with a verbal annual program commitment (not included with month-to-month contract). The Employee Handbook package includes an on-site or telephone implementation meeting and Q&A with key management staff.

Note: Both the PFP program and the LCP program (described in next section) are intended to be “unlimited” preventive advice programs. However in order to protect against excessive use, Vision Law reserves the right to “look back” over any consecutive three month period and to bill for “excess usage” as defined in the PFP/LCP agreement. Generally, excess usage is defined as greater than 6 hours over any three month period under the PFP agreement and greater than 9 hours over any three month period under the LCP agreement. Vision Law reserves the right to bill the client for excess usage at a 20% discount off its normal hourly rates in effect at the time of excess usage. Vision Law’s intention is to exercise this right only if client usage is consistently in excess of the maximum hours allowed under the PFP/LCP over a sustained period of time. Other exclusions/restrictions apply. PFP and LCP Agreement terms control.



Vision Law Litigation Credits ProgramSM (LCP) offers an additional way to protect your business while lowering your legal costs in the event of a lawsuit.

The Litigation Credits ProgramSM is a litigation defense loyalty program that allows the money you spend on preventive legal services to go further in the event of litigation. You can add this program to your Predictable Fees Program[®] plan.

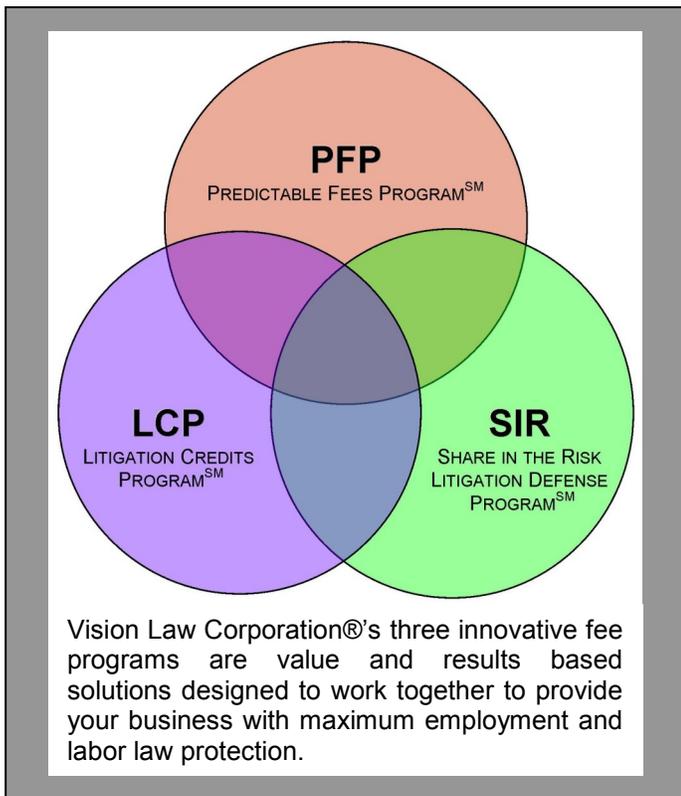
The fee for this combined program is twice the Predictable Fees Program® monthly subscription. The Litigation Credits ProgramSM covers everything in the PFP plan, additional legal services, plus adds the accumulation of "litigation credits" that you can use in lieu of cash to pay our litigation bills in the event your business needs to respond to a lawsuit.

Control Your Out-of-Pocket Costs

The Litigation Credits ProgramSM is a simple and affordable, yet effective way to control out-of-pocket litigation defense costs in the event of an employment or labor law claim. Litigation Credits are accumulated at the rate of .20 (one-fifth) times the LCP program's monthly flat rate. If you are sued and choose Vision Law Corporation® to defend you, you can use Litigation Credits to offset the costs of our services, at the rate of one credit to one dollar towards our invoices to you.

Receive Additional Proactive Services

Under this program you also receive "unlimited" (see prior "Note") document drafting and revisions as defined by our LCP agreement. This includes, but is not limited to, disciplinary



memos to employees or responding to their "complaints," handbook revisions and updates, legal forms and agreements, and letters to employees concerning leaves and letters to former employees raiding your customers and employees.

As an LCP client, you can also combine the Litigation Credits ProgramSM with our Share in the Risk Litigation Defense Program® (see below) and use accrued and available Litigation Credits to offset our litigation bills otherwise due and payable.



SHARE IN THE RISK LITIGATION DEFENSE PROGRAMSM

With Vision Law's Share in the Risk Litigation Defense Program® ("SIR") we actually *share in your risk* in the event of employment law litigation. Why? Because we have confidence in our preventive advice. Litigation can be very expensive, and we believe that as a PFP or LCP client we put you in the best possible position to avoid litigation, and to win when it's not avoidable. So under the SIR Program, if we win the case for you, we **earn** our full litigation fee. If we lose the case, our fee is **reduced**.

You're Protected When We Defend You

If an employee sues your company and you have Vision Law represent your business, we will share in the risk of an adverse result at trial. Here's how the program works:

Litigation Rate - For litigation defense work, we charge our normal litigation hourly rate (currently \$275-\$375/hr).

Holdback Amount - We set aside a portion of the **total hourly fee** as a “holdback amount”:

- 20% for regular clients (subject to our discretion).
- 40% for Vision PFP/LCP clients (if we advised on issue).

Base Rate – Our Litigation Rate, minus the applicable holdback amount, is our base rate:

- 80% of our litigation hourly rate for regular clients.
- 60% of our litigation hourly rate for PFP/LCP clients.

Your business pays the applicable Base Rate plus any soft and hard costs on a monthly basis as litigation fees are incurred. We may require an initial retainer to hold in a trust account until completion of the litigation matter.

Sharing Your Risk Means We Put Our Money Where Our Mouth Is

Here’s how the SIR Program works based on outcome:

- If we win your case, you pay 100% of the Holdback.
- If your case ends in a draw, you pay 50% of the Holdback
- If we lose your case, we write off the entire Holdback Amount and you pay nothing.

In the event of a loss or a draw, Vision PFP or LCP subscribers will pay less. These clients receive the benefit of our regular advice and consulting services. Therefore, we are confident that they will be exposed to lower potential legal risks, and that these clients will be in a better position to win if sued. (Note: the definitions of “win,” “lose,” and “draw,” are specified in the Vision SIRSM Agreement on a case by case basis.)

Special Client Offer Predictable Fees Program[®]

On a verbal 12-month subscription to Vision Law’s Predictable Fees Program[®] (6 months on the LCP) and receive a complete Employee Handbook, fully customized to your business, including an on-site implementation meeting and Q&A session with key management (a \$1,500 value) — No sense having a handbook if it’s not used properly.

What Clients Are Saying

Over my 33 years as a business owner I’ve worked with a lot of law firms and have never had anyone as responsive, competent and fair as Vision Law.

S. Slavensky, CEO, Skatetown

Our attorney is great to work with! Working with Scott is incredible. I get answers to my legal questions in plain, simple English... and right away, not weeks later...

M. Blore, CEO, California Sun Centers, Inc

Client service is stellar . . . and our lawyer is patient, thorough and creative (always has good ideas) . . .

T. Anderson, General Manager, El Camino Vet Hospital, Inc.

An employee lawsuit would devastate my business . . . Vision Law is there to help us avoid employee problems . . .

D. McLaury, President, DemTech, Inc.

Lowering the Cost of Employment Law Compliance for Small/Medium Business!

As experienced employment and labor law attorneys, we know that small/medium companies like yours have a need for high quality employment law services. But up until now, the cost to obtain quality legal representation has been cost prohibitive for almost all businesses. You need legal solutions that achieve timely results at reasonable costs so that you can focus on what’s really important – growing your business.

Vision Law Corporation[®] has led the way by creating our Innovative Fees Programs. The idea is to prevent devastating lawsuits. We let you choose the type of protection and proactive employment and labor law assistance best suited for your business. For more information on our Predictable Fees Program[®], Litigation Credits ProgramSM, and/or Share in the Risk Litigation Defense Program[®], or for a consultation with a Fortune 500 quality employment lawyer at Vision Law Corporation[®], call 916-780-1920, or email info@VisionLaw.com.

