Our Service Standards

- Prompt and timely communication
- Advice tailored to clients’ needs
- Deliver creative and cost-effective solutions

Our Value Proposition

<table>
<thead>
<tr>
<th></th>
<th>Our Average Billable Rates</th>
<th>National EB Average</th>
</tr>
</thead>
<tbody>
<tr>
<td>Partners with 15+ years’ experience</td>
<td>$330</td>
<td>$730</td>
</tr>
<tr>
<td>Junior Partners</td>
<td>$250</td>
<td>$480</td>
</tr>
<tr>
<td>Sr. Associates</td>
<td>$210</td>
<td>$375</td>
</tr>
<tr>
<td>Associates</td>
<td>$175</td>
<td>$300</td>
</tr>
</tbody>
</table>

Work Philosophy

“If you can’t explain it simply, you don’t understand it well enough.” - Albert Einstein

“Every problem has a solution. You just have to be creative enough to find it” - Travis Kalanick
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