

## **SENSIBLE PRICING**

The true benefit of working with **DIADEM** is our innovative billing structure. It is geared to provide maximum flexibility for our clients, while ensuring that they receive the desired results.

Our standard engagement letter provides our clients with the ability to adjust our billing, either by increasing or decreasing the invoiced amount due within 30 days of the invoice, based on their perception of the value they have received from our services.

This system demonstrates our dedication to serving our clients to the best of our abilities, without wasting unnecessary billable hours.

### **Our SENSIBLE PRICING Fee Structures**

To provide our clients with complete piece of mind, we are open to work under a variety of creative billing structures that can be deemed as fair. A few of the ways we have structured billing in the past include the following:

- Value-based billings, with incentives for results that exceed expectations
- Fixed fee
- Monthly retainers for day-to-day advice
- Percentage fees, success-based fees, and other fee incentives to achieve your goals

Beyond our ability to offer flexible terms on billing, we have also minimised all additional costs for our clients. This means we won't charge for items such as internal printing, typical long distance phone calls, copying charges, or postage. Instead, we accept these items as part of our business' overheads. This allows us to keep our fees entirely based on the service we provide, giving us the unique position of being a legal consultancy that places our client's needs above our own.

Here are some of the ways in which we can arrange payment for our services:

### **Fixed Fee**

Our fixed fee option is a straightforward solution for clients who have a firm understanding of the costs involved in the legal matter they require our assistance with. In this instance, any risk that our clients face through payments or that **DIADEM** may encounter through cost is balanced over multiple matters, mitigating the risk to both parties.

### **Fixed Fee with Bonus for Success**

The same billing structure as the Fixed Fee option is applicable, although it now includes a bonus for **DIADEM** based on a favourable conclusion of the matter in question. The terms of this payment agreement are variable and are based upon situations such as reaching a resolution by or before a specified period. This bonus can also be in the form of a 'windfall' 50/50 split between **DIADEM** and the client.

An example of this would be if the fixed fee is set at R150,000 and **DIADEM** successfully completes the task for R100,000 in time value at normal hourly rates; the



final payment to **DIADEM** will be for the sum of R125,000, saving the client R25,000.

### **Commission-Based Fee**

**DIADEM** will accept a commission-based fee for our role in successfully securing a contract. This fee will be a pre-agreed percentage between the client and **DIADEM**, and will be based on the value of the contract secured through our services.

### **Monthly or Annual Fixed-Fee Retainer**

In order to help a client effectively manage risk through preventative legal advice over an ongoing and consistent period of time, **DIADEM** offers a discounted rate on time on a monthly or annual retainer. This rate is determined by an estimate of the legal resources the client may require over a particular period. This provides the client with access to legal consultation over the full period of the retainer, ensuring they are prepared to handle any employee or other situations that may put them or their business at risk.

### **Reduced Hourly Rate + Contingent Fee**

**DIADEM** charges a reduced rate of around 66% to 80% of our usual rate for monthly contracts. Should the legal matter in question be resolved in a successful manner, as deemed by **DIADEM** and the client, a low percentage bonus fee of the settlement amount (usually between 1% and 5%) becomes payable to **DIADEM** as part of the agreement.

### **Reduced Hourly Rate with Discretionary Bonus**

**DIADEM** and the client agree upon a monthly, reduced rate. Should the outcome of the matter at hand be a success, as defined by an initial agreement between **DIADEM** and the client, a predetermined discretionary bonus fee is added to the final invoice.

We have full confidence in our client's ability to understand the value of the legal services we provide and that's why we choose to grant them the power to reimburse us in a manner they deem fair. Once a client enters the price they see fit pay us in the "Amount Due" item on the invoice, that's the amount we expect them to pay, with no questions asked.\*

\* Terms and conditions do apply

