

407-244-5670

HEATHER.RAMOS@GRAY-ROBINSON.COM September 27, 2021

**VIA E-MAIL**

CareerSource Central Florida  
Pamela J. Nabors, President and Chief Executive Officer  
PNabors@careersourcecf.com

*Re: Rate Adjustment*

Dear Pam:

Since 2012 GrayRobinson has had the pleasure of representing CareerSource Central Florida as general corporate counsel. The hourly rates that we charge, \$220 for shareholders, \$160 for associate lawyers, and \$100 for paralegals have been the same since 2012. These rates are substantially below our regular rates (Tom Wilkes' and my hourly rate is \$475).

Effective November 1, 2021 our firm will adjust the hourly rates. The new rates will be \$275 for shareholders, \$185 for associates, and \$125 for paralegals. These adjusted rates are the same (and in several instances less) than the rates for our local government clients.

Please let us know if you need anything further from us regarding this adjustment.

Kind regards,

GrayRobinson, P.A.



Heather M. Ramos