

Information about lawyer's fees

1. Initial consultation fee

The fee for a first consultation is usually 190,- Euros net plus tax if the client is a consumer.

If more extensive checks of your documents are required and/or if large amounts are involved in individual cases, deviations from this may occur. You will be informed of these in advance. I will be happy to agree the amount of the initial consultation fee with you.

2. Lawyers' fees are dependent on the value of the matter

The amount of the lawyer's fees according to the German Lawyers' Fees Act (Rechtsanwaltsvergütungsgesetz, RVG), e.g. in labour law matters, usually depends on the value of the subject matter (also often referred to as the amount in dispute) of the respective case.

You will find some usual object values in the appendix to these instructions.

Please note that in the case of legal disputes before the court, the court will determine the amount in dispute after the case has been concluded. If several contentious issues are being litigated in or out of court, the respective object values will be added together.

3. Extrajudicial activity

In the case of extrajudicial activity (e.g. by telephone or in writing) in labour law matters, i.e. activity vis-à-vis third parties (e.g. demand for payment of wages, warning, etc.), a business fee (0.5 to 2.5 from the value in dispute) and a settlement fee (1.5 from the value in dispute) may be incurred.

4. Judicial activity in 1st instance

a. Amount in dispute / fees / multiple settlement

In the event of work before the court, the lawyer shall receive a fee calculated according to the amount in dispute of the claims in dispute before the court. The amount in dispute is determined in the respective proceedings by the court at the end of the case.

A procedural fee (1.3), an appointment fee (1.2) and settlement fees may arise. If claims are also settled in a settlement (so-called multiple settlement, if, for example, in proceedings for protection against dismissal, arrangements are also made regarding the contents of references and/or release from the obligation to work and/or bonus claims, etc.), this increases the amount in dispute of the proceedings and thus the basis for calculating the fees.

You hereby bindingly acknowledge the notification of the amount in dispute and/or an amount in dispute determination by the court for the settlement according to RVG.

b. Attention: No reimbursement of costs in labour court proceedings (§ 12 a ArbGG)

In out-of-court proceedings and in first instance of proceedings before the Labour Court, the prevailing party shall not be entitled to compensation for loss of time and to reimbursement of the costs incurred in obtaining legal representation.

5. Credit of the extrajudicial fee at subsequent court proceedings

The fees for the extrajudicial activity of the lawyer (see No. 3.) are - only - partly credited against the fees for the judicial activity if the matter is the same.

6. Activity in 2nd instance (appeal proceedings)

The fees listed under No. 4.a. also apply in the second instance; however, the procedural fee is increased to 1.6 and the settlement fee to 1.3, i.e. if a settlement is reached in the appeal instance to end the legal dispute. Expenses and value added tax are charged in addition.

Attention:

In the appeal proceedings, the unsuccessful party shall bear its own attorney's fees and the attorney's fees of the opposing party as well as the court costs.

7. Legal expenses insurance (Rechtsschutzversicherung)

Rechtsanwalt Tobias Ziegler will be instructed irrespective of whether the legal expenses insurance (Rechtsschutzversicherung) covers the costs and pays the lawyer's fee in full or in part.

Notes:

Often insurance companies, even if they have agreed in principle to cover the costs, e.g. for unfair dismissal proceedings, refuse to cover the higher costs that arise for a multiple settlement (see No. 4.a. above). In these cases, you are still obliged to pay the remaining lawyer's fee, in particular for the additional settlement, despite the insurance company's promise to cover the costs, e.g. for the unfair dismissal proceedings.

As a rule, legal expenses insurers do not cover travel costs, e. g. to courts that are not located at the law firm's registered office, and the so-called absence allowance.

I hereby confirm that I have understood the above information about the lawyer's fee. They were explained to me by Rechtsanwalt Tobias Ziegler.

.....(City),(Date)

(Your signature)

Non-binding examples of possible amounts in dispute in labour law matters:

- Warning: 1 gross salary per contested warning;
- Employment papers (wage slip, LohnSt card, certificate of employment): As a rule per employment paper approx. Euro 250 or Euro 500;
- Termination of employment; action for protection against dismissal: quarterly salary (gross);

- Classification in wage group according to collective agreement: three-year difference between the salaries of the classification groups;
- Release from work: As a rule 25% of the gross monthly salary per month of release;
- Wage claims, Bonus etc.: Amount of outstanding gross claims;
- Transfer: Up to three gross monthly salaries;
- Employer's right to issue instructions: Between 1/3 gross monthly salary and 3 gross monthly salaries;
- Right to get a reference letter or correction of a reference letter: 1 gross monthly salary.