

Our fees for managing directors and executives



A) Review of employment agreement / service agreement

We review and comment on the employment contract or service agreement in the „Classic Employment Agreement“ package at a fixed price.

	Executive Employment Agreement Classic
Fee	Fixed fee: EUR 1.785,- gross
Employment law review of the draft employment agreement / service agreement (WITHOUT review of participation programs and pensions regulations)	✓
Detailed meeting via MS Teams (1 hour)	✓
Inquiries via e-mail up to a maximum of 1 hour effort	✓
Further queries	By hourly rate EUR 416,40,- gross
Add-ons	
Review of other documents	Possible by arrangement, billing according to hourly rate EUR 416,40,- gross
Express surcharge: review of the draft and discussion within 24 hours after providing the documents.	According to availability Surcharge: EUR 1.785,- gross
Terms of payment	Advance 100%



B) Out-of-court negotiation of a termination agreement

You can choose between two packages for out-of-court advice on negotiating a termination agreement:

- **Executive Termination Agreement Classic** at a fixed price, based on your income and years of service with the company
- **Executive Termination Agreement Flexi** with hourly rate settlement according to hourly rate with base amount

	Executive Termination Agreement Classic	Executive Termination Agreement Flexi
	If you prefer cost security	Pay as you go
Fee	Fixed fee according to table	Billing according to hourly rate EUR 416,50,- gross (= 350 net), but MINIMUM EUR 2.000,- gross per case.
Initial consultation included	✓	✓
Add-ons		
meetings in presence nationwide	Additionally bookable for a lump sum of EUR 1.000,- gross	✓ (against itemization)
Per presence meeting in our office	lump sum EUR 250,- gross	By hourly rate
Communication with your legal protection insurance	bookable as AddOn for EUR 500,- gross	bookable as AddOn for EUR 500,- gross
Terms of payment	Advance payment EUR 2.500,- gross at the beginning of the mandate, final payment after agreement with employer	Billing monthly



Our fixed fee in the model Termination Agreement Classic

Our fees (gross)

Gross monthly salary → Length of employment ↓ in years	< EUR 10.000,-	EUR 10.000,- bis EUR 15.000,-	EUR 15.000,- bis EUR 20.000,-	> EUR 20.000,-
1	EUR 3.000,-	EUR 3.125,-	EUR 3.375,-	EUR 3.500,-
2	EUR 3.500,-	EUR 3.750,-	EUR 4.250,-	EUR 4.500,-
3	EUR 4.000,-	EUR 4.375,-	EUR 5.125,-	EUR 5.500,-
4	EUR 4.500,-	EUR 5.000,-	EUR 6.000,-	EUR 6.500,-
5	EUR 5.000,-	EUR 5.625,-	EUR 6.875,-	EUR 7.500,-
6	EUR 5.500,-	EUR 6.250,-	EUR 7.750,-	EUR 8.500,-
7	EUR 6.000,-	EUR 6.875,-	EUR 8.625,-	EUR 9.500,-
8	EUR 6.500,-	EUR 7.500,-	EUR 9.500,-	EUR 10.500,-
9	EUR 7.000,-	EUR 8.125,-	EUR 10.375,-	EUR 11.500,-
10	EUR 7.500,-	EUR 8.750,-	EUR 11.250,-	EUR 12.500,-
11	EUR 8.000,-	EUR 9.375,-	EUR 12.125,-	EUR 13.500,-
12	EUR 8.500,-	EUR 10.000,-	EUR 13.000,-	EUR 14.500,-
13	EUR 9.000,-	EUR 10.625,-	EUR 13.875,-	EUR 15.000,-
14	EUR 9.500,-	EUR 11.250,-	EUR 14.750,-	EUR 15.000,-
from 15	EUR 9.500,-	EUR 11.250,-	EUR 14.750,-	EUR 15.000,-



C) In-court defense against termination by the employer

When taking legal action against a termination by your employer, you have a choice of three packages*:

- **Executive Termination Classic** at a fixed price until receipt of the employer's statement of defence, based on your income and length of service
- **Executive Termination Maximum:** at the fixed price until the completion of the I. instance.
- **Executive Termination Flexi** with hourly rate billing according to hourly rate with base amount

	Executive Termination Classic	Executive Termination Maximum	Executive Termination Flexi
	Favorable cost security	If you prefer cost security	Pay as you go
Fee	Until receipt of employer's response: fixed fee according to table Thereafter: billing according to discounted hourly rate EUR 300,- gross (instead of EUR 416,50,- gross)	EUR 25.000,- fixed for the whole I. Instance	billing according to hourly rate EUR 416.50,- gross (= 350,- net), but MINIMUM EUR 4.000,- gross per case.
Initial consultation included	✓	✓	✓
Add-ons			
meetings in presence nationwide (includes travel time and costs within Germany)	Flat rate EUR 1.000,- gross	Flat rate EUR 1.000,- gross	By hourly rate + expenses (upon proof)
Communication with legal protection insurance	lump sum EUR 500,- gross	lump sum EUR 500,- gross	lump sum EUR 500,- gross
Per presence meeting in our office	lump sum EUR 250,- gross	lump sum EUR 250,- gross	By hourly rate
Terms of payment	Advance payment EUR 3.000,- gross at the beginning of the mandate, final payment after receipt of employers defence	Advance payment EUR 10.000,- gross at the beginning of the mandate, II. installment EUR 7.500,- gross with submission of replica, III. final payment with conclusion of proceedings	Billing monthly

*In-court, statutory minimum fees apply, which may not be undercut. These are always deemed to be agreed.



Our fixed fee until receipt of employer's response in Executive Termination Classic package

Our fees (gross)

Gross monthly salary → Length of employment in years ↓	< EUR 10.000,-	EUR 10.000,- bis EUR 15.000,-	EUR 15.000,- bis EUR 20.000,-	> EUR 20.000,-
1	EUR 4.000,-	EUR 4.125,-	EUR 4.375,-	EUR 4.500,-
2	EUR 4.500,-	EUR 4.750,-	EUR 5.250,-	EUR 5.500,-
3	EUR 5.000,-	EUR 5.375,-	EUR 6.125,-	EUR 6.500,-
4	EUR 5.500,-	EUR 6.000,-	EUR 7.000,-	EUR 7.500,-
5	EUR 6.000,-	EUR 6.625,-	EUR 7.875,-	EUR 8.500,-
6	EUR 6.500,-	EUR 7.250,-	EUR 8.750,-	EUR 9.500,-
7	EUR 7.000,-	EUR 7.875,-	EUR 9.625,-	EUR 10.500,-
8	EUR 7.500,-	EUR 8.500,-	EUR 10.500,-	EUR 11.500,-
9	EUR 8.000,-	EUR 9.125,-	EUR 11.375,-	EUR 12.500,-
10	EUR 8.500,-	EUR 9.750,-	EUR 12.500,-	EUR 12.500,-
11	EUR 9.000,-	EUR 10.375,-	EUR 12.500,-	EUR 12.500,-
12	EUR 9.500,-	EUR 11.000,-	EUR 12.500,-	EUR 12.500,-
13	EUR 10.000,-	EUR 11.625,-	EUR 12.500,-	EUR 12.500,-
14	EUR 10.500,-	EUR 12.250,-	EUR 12.500,-	EUR 12.500,-
from 15	EUR 10.500,-	EUR 12.500,-	EUR 12.500,-	EUR 12.500,-



D) Hearing by the employer

You have a choice of two packages for out-of-court advice on your statement at the employer's hearing:

- **Executive Hearing classic** at a fixed price
- **Executive Hearing Flexi** with hourly rate billing according to hourly rate with base amount

	Executive Hearing Classic	Executive Hearing Flexi
	If you prefer cost security	Pay as you go
Fee	Fixed fee EUR 5.000,- gross	Billing according to hourly rate EUR 416,50,- gross (= 350 net) but MINIMUM EUR 2.500,- gross per case.
Initial consultation included (will be charged)	✓	✓
Add-ons		
meetings in presence nationwide	Additionally bookable for a lump sum of EUR 2.000,- gross	✓ (By hourly rate)
Per presence appointment in our office	lump sum EUR 250,- gross	By hourly rate
Terms of payment	Advance payment EUR 2.500,- gross at the beginning of the mandate, II. installment after 2 weeks	Billing monthly



E) All other subjects

Billing on hourly rate basis EUR 350 net / 500 net