



You don't have to be sick to get better.

Consulting Fees

The amount of consulting fees a client incurs depends entirely upon the amount of work required to achieve agreed objectives. To arrive at agreed objectives and estimate fees, I first spend about one hour on the telephone (no charge) with a potential client, then offer a proposal if appropriate.

Rates

- **Consulting:** \$175./hour rate for work done at my offices or \$2,000./day rate for work done at the client's location (minimum: one full day on site), plus normal and customary travel expenses (room, meals, ground transportation). One day's fee will be pre-paid by new clients to initiate the consulting agreement; subsequent bills will be sent periodically thereafter, about monthly.
- **Workshops & Presentations:** \$4,500./day or workshop, plus normal and customary travel expenses. Payment is due at time of presentation.

I donate six days per year (no fee) to not-for-profit organizations for presentations and workshops. The sponsoring organization pays all normal and customary travel expenses as follow. In lieu of an honorarium, I ask that a donation be made to Big Brothers /Big Sisters of Calgary (Canada).

Travel & Expenses

I do not charge for time spent traveling, even though I spend about 400 hours annually in airports and airplanes and cannot work productively while traveling. The following terms apply for all travel.

Air Travel

- **Air travel will be booked at the lowest non-penalty rates available.** Discount tickets are not easily renegotiated. Non-refundable tickets that cannot be rewritten, or that require substantial penalties to modify, are very difficult to work with and often prolong unproductive time when traveling.
- **Clients will prepay airfares.** Clients generally have two options to prepay the air travel costs:
 - a) purchase the agreed ticket and send it to me
 - b) pay my airfare invoice prior to my purchasing the ticket

Hotel Room, Meals and Taxes

- **Clients will pay hotel room, meals and taxes as incurred.** Clients will book hotel rooms because they know their location best and which hotels offer the most convenience and lowest cost. When the reservations are made, **clients must arrange with the hotel for "direct billing of all expenses" (not just "room and tax")** so these charges are paid by the client directly. On checking out, I will pay all personal charges that are not room, tax and meals, e.g., my own telephone, laundry, in-room movies.
- When mutually convenient, I will consider staying overnight in a client's home. We get to know each other better this way. I am house broken and make my bed in the morning. I am also a great cook and will be happy kibitzing in the kitchen while preparing a meal.