

Louisiana Coastal Services, Inc.

Office: (504) 507-8279 | Fax: (504) 814-1028
2601 N. Hullen St., Suite 135
Metairie LA 70002
www.lacoastalservices.com

November 8, 2016

Via Delivery to:

St. Bernard Parish Government
Department of Public Works
1125 East St. Bernard Highway
Chalmette, LA 70043

RECEIVED

NOV 09 2016

PUBLIC WORKS

Re: Letter of Interest - St. Bernard Parish's RFP for Property Title and Closing Services

Dear St. Bernard Parish Government:

Please accept this letter as a showing of our sincere interest in supporting St. Bernard Parish's implementation of its LLT Maintenance and Disposition Program. Louisiana Land Trust ("LLT") has been tasked with a tremendous responsibility in placing blighted property back into regional commerce post Hurricane Katrina/Rita. Significant progress has been made, which we understand has led to transfer of responsibilities to local governments. As a federally sponsored program, there continues to be robust reporting and data management needs for this project. Louisiana Coastal Services, Inc. ("LCS") would like to illustrate how we can assist St. Bernard Parish in meeting those needs:

Data Management focus. LCS considers itself a data management company first, land management company second. LCS is equipped with senior land professionals with experience handling hundreds of abstracts throughout Louisiana. However, as seen by LLT's work, key strategic decisions in implementing the program have to be made with the right data. LCS prides itself on its ability to generate flexible data management processes that meet its clients needs, meanwhile saving cost through automated and efficient practices. LCS encourages St. Bernard Parish to review this [link](#) as a quick illustration of the type of data management processes we would like to implement. This presentation is based on a previous scope of services following the August 2016 flooding.

Coastal focus. LCS is a legally based land management company with specific focus on the unique policy issues impacting coastal Louisiana. Researching title in south Louisiana can deliver various challenges that can delay if not obstruct progress. As we consistently see in our current work, creative solutions must be identified based on knowledge only one working on the coast would have. LCS' team has the knowledge and experience working with such unique legal and policy issues to support St. Bernard Parish navigate its real estate needs.

Local team. LCS' team is comprised entirely of local land professionals within the Louisiana Coastal Zone. LCS has a vested interest in supporting local communities recover from the devastating harm made by the 2005 hurricanes.

It would be our honor to support St. Bernard Parish in its implementation of its LLT Maintenance and Disposition Program. Enclosed for your review is one original and five copies of our proposal in response to St. Bernard Parish's RFP. Additionally, we are enclosing copies of our Veteran Small Business certificates from both the State and Federal government. Should you have any questions regarding our proposal, please do not hesitate to contact the undersigned at 225-485-1558 or emayo@lacoastalservices.com.

In best regards, we are

Very truly yours,

LOUISIANA COASTAL SERVICES, INC.



Erik A. Mayo



DEPARTMENT OF VETERANS AFFAIRS
Center for Verification and Evaluation
Washington DC 20420

July 6, 2016
In Reply Refer To: **00VE**

Mr. Erik Alden Mayo
Louisiana Coastal Services, Inc.
DUNS: 080228754
2601 N. Hullen Street, Suite 135
Metairie, LA 70002

Dear Mr. Mayo:

On behalf of the U.S. Department of Veterans Affairs (VA), Center for Verification and Evaluation (CVE), I am writing to inform you that Louisiana Coastal Services, Inc. has been verified as a Veteran-Owned Small Business (VOSB) and added to the Vendor Information Pages (VIP) at <http://www.vip.vetbiz.gov>. Louisiana Coastal Services, Inc. will be eligible to participate in Veterans First Contracting Program opportunities with VA.

This verification is valid for two years from the date of this letter. Please retain a copy of this letter to confirm Louisiana Coastal Services, Inc.'s continued program eligibility in accordance with 38 Code of Federal Regulations (CFR) § 74.12. You may reapply 120 days prior to your expiration date by logging in to your VIP profile.

To promote Louisiana Coastal Services, Inc.'s verified status, you may use the following link to download the logo for use on marketing materials and business cards: http://www.vetbiz.gov/cve_completed_v.jpg. In addition, please access the following link for information on next steps and opportunities for verified businesses: <http://www.va.gov/osdbu/verification/whatsNext.asp>.

To ensure that Louisiana Coastal Services, Inc. is correctly listed in the Vendor Information Pages, check Louisiana Coastal Services, Inc.'s profile for the verified logo. Please notify us if the logo is not present within 72 hours of receipt of this letter.

While CVE has confirmed that Louisiana Coastal Services, Inc. is presently, as of the issuance of this notice, in compliance with the regulation, Louisiana Coastal Services, Inc. must inform CVE of any changes or other circumstances that would adversely affect its eligibility. Eligibility changes not reported to CVE within 60 days could result in a referral to the Office of Inspector General (OIG), a referral to the Debarment and Suspension Committee, and the initiation of cancellation proceedings—all of which could result in Louisiana Coastal Services, Inc. being removed from the VIP Verification Program.

*"World Class Professionals
Enabling Veteran Business Opportunities by Protecting the Veteran Advantage - One Vet at a Time"*

Page 2.

Mr. Erik Alden Mayo

Please be advised all verified businesses may be required to participate in one or more post-verification audits at CVE's discretion. Additionally, this letter and other information pertaining to Louisiana Coastal Services, Inc.'s verification application may be subject to Freedom of Information Act (FOIA) requests. However, FOIA disclosures include exceptions regarding the personal privacy of individuals, and VA policy similarly provides limitations on the release of individual records.

If Louisiana Coastal Services, Inc. receives a negative size determination from the U.S. Small Business Administration (SBA), CVE must act in accordance with 38 CFR § 74.2(e). Also, note, if at any time Louisiana Coastal Services, Inc. discovers that it fails to meet the size standards for any NAICS Code(s) listed on its VIP profile, CVE requires such NAICS Code(s) be removed within five (5) business days. If these NAICS Code(s) are not removed within the allotted five (5) business days, CVE may request the SBA conduct a formal size determination. In addition, CVE may initiate a referral to OIG, a referral to the Debarment and Suspension Committee and pursue cancellation proceedings. All of the aforementioned referrals and procedures could result in Louisiana Coastal Services, Inc. being removed from the VIP Verification Program.

Thank you for your service to our country and for continuing to serve America through small business ownership.

Sincerely,

A handwritten signature in black ink that reads "Thomas J. McGrath". The signature is written in a cursive style with a large, looping initial "T".

Thomas J. McGrath
Director
Center for Verification and Evaluation



DIVISION OF SMALL BUSINESS SERVICES

This certification acknowledges that

Louisiana Coastal Services, Inc.
is Certified-Active as a Small Entrepreneurship with
Louisiana Economic Development's Veteran Initiative.

This certification is valid from 2/22/2016 to 2/22/2017 .

Certification No. 13737

A handwritten signature in black ink, appearing to read "John W. Mathews, Jr.", written in a cursive style.

John W. Mathews, Jr.,
Executive Director, Entrepreneurial Services



Louisiana Coastal
Services, Inc.

**ST. BERNARD PARISH'S RFP
PROPERTY TITLE AND CLOSING SERVICES
LLT MAINTENANCE AND DISPOSITION PROGRAM**

Louisiana Coastal Services, Inc.'s

Proposal

November 8, 2016

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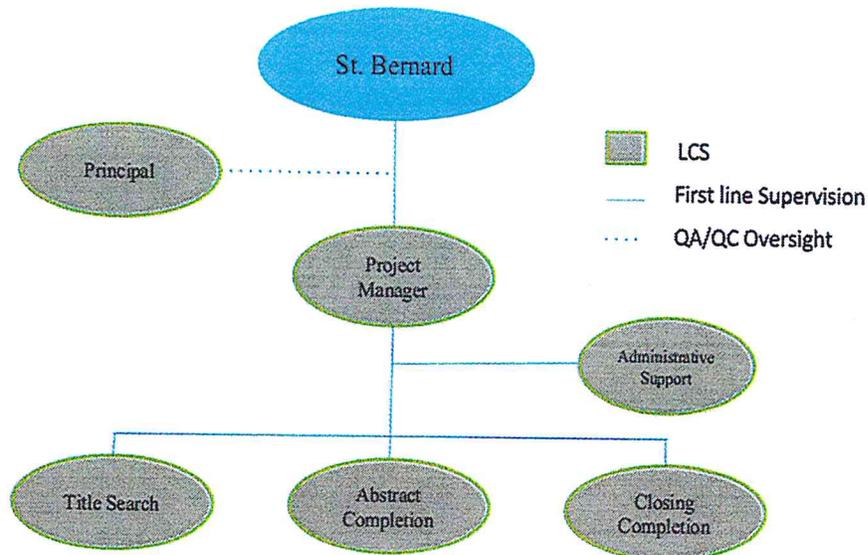
PROPOSAL

Company Overview

- A. Contact Information.
 - 1. Company: Louisiana Coastal Services, Inc. (“LCS”)
 - 2. Address: 2601 N. Hullen St., Suite 135, Metairie, LA 70002
 - 3. Phone Number: 504-507-8279
 - 4. Website: www.lacoastalservices.com
 - 5. Primary Contact: Erik A. Mayo - CEO
 - 6. Primary Contact email: emayo@lacoastalservices.com
- B. Company History. In February 2016, LCS was created and merged with Coastal Consulting Land Services, LLC, a specialized land broker company created in 2015 to meet the unique property demands in coastal Louisiana.
- C. Ownership Structure. LCS is a Louisiana owned and operated corporation (S-Corp) managed by its founder, Erik A. Mayo. LCS is the parent company of LCS Law Group, LLC (d/b/a LCS Title Group), a licensed title insurance provider in Louisiana.
- D. Submittal Submission Form. *See Appendix A.*

Key Personnel

- E. Personnel Qualifications. LCS is built entirely of local professionals residing in coastal Louisiana. Our team is comprised of real estate focused personnel, including, but not limited to: Abstractors, right-of-Way agents, closing attorneys, GIS mapping technicians, and curative experts. Please see attached resumes (Appendix B) of LCS’ senior management responsible for the referenced scope of services.
- F. Subcontractors. LCS will not be utilizing a subcontract for this scope of services.
- G. Organizational Chart.



Professional Capabilities and Experience

H. Previous Work

1. Barataria Bay Rim Marsh Creation Project:

- a) Client: Coastal Protection and Restoration Authority (CPRA)
- b) Cost: \$93,381.00
- c) Contact Information: Ben Barnes (Phone: 225-342-5068)
- d) Duties: Researching title from patent to present for all surface landowners located within Subject Areas. Preparing Abstracts for all tracts within Subject Areas.

2. BBRMC - Pipeline and Utility Report:

- a) Client: Coastal Protection and Restoration Authority (CPRA)
- b) Cost: \$62,620.75
- c) Contact Information: Ben Barnes (Phone: 225-342-5068)
- d) Duties: Locating all infrastructure within Subject Areas. Researching title in Parish public records regarding all servitudes. Preparing Pipeline and Utility Report for all infrastructure.

3. Golden Triangle Marsh Creation Project:

- a) Client: Coastal Protection and Restoration Authority (CPRA)
- b) Cost: \$4,800
- c) Contact Information: Ben Barnes (Phone: 225-342-5068)

- d) Duties: Acquire tax certificates for all surface landowners in St. Bernard and Orleans Parish within Subject Area.

4. Louisiana Land Trust (LCS Law Group, LLC):

- a) Client: Louisiana Land Trust (“LLT”)
- b) Cost: N/A
- c) Contact Information: Victor Franckiewicz (Phone: 504-299-7750)
- d) Duties: LCS Law Group was awarded a contract with LLT as a subcontractor to Butler Snow, LLP for title curative and litigation services in support of LLT’s mission. However, LCS Law Group has received no work from this relationship to date.

I. Letter of Interest. LCS’ Letter of Interest has been enclosed herein as an introduction to our proposal.

Cost Proposal

Service Description	Lump Sum Value	Hourly Rates
Title Search	\$450*	
Abstract Completion	\$200	
Closing Completion	\$250	
Principal Consulting		\$65/hour (if needed)
Project Manager Consulting		\$80/hour (if needed)
GIS Mapping Technician		\$75/hour (if needed)
Data Management Consulting		\$50/hour (if needed)

* LCS offers a Mixed Fee option as part of its proposal. See Appendix C. LCS’ intent is to mitigate risk for both parties in light of the uncertainties associated with running title for residential properties in St. Bernard Parish. As such, LCS has created a flexible billing option in which simple expeditious title searches result in a discount to the Parish while longer complex title searches will be compensated through hourly charges above and beyond a margin established by the parties.



Attachment A
ST. BERNARD PARISH
DEPARTMENT OF PUBLIC WORKS
1125 East St. Bernard Highway
Chalmette, LA 70043

Closing Date: November 8, 2016 at 10:00 a.m.

REQUEST FOR PROPOSALS (RFP)

Subject: Property Title and Closing Services
LLT Maintenance and Disposition Program

Company Louisiana Coastal Services, Inc.
Federal Tax I.D. No. 81-1493019
Street Address 2601 N. Hullen Street
City Metairie
State LA Zip Code 70002
Telephone: 504-507-8279 Fax 504-814-9722
E- Mail emayo@lacoastalservices.com

Name Erik Mayo [PRINT OR TYPE]
Signature* 
Title CEO
Date 11/8/2016

**Authorized Signature: The signer declares under penalty of perjury that she/he is authorized to sign this document and bind the company or organization to the terms of this agreement.*

FOR CONSIDERATION AS A RESPONSIVE SUBMITTAL, THE FOLLOWING IS REQUIRED:

- 1) All information on this Request for Proposal page must be completed.
- 2) This page must be signed with an original signature.
- 3) Submittals are due on or before the exact closing date and time. Submittals received after the exact closing date and time will NOT be considered. If hand delivering, please allow enough time for travel and parking to submit by the closing date and time.

FOR FURTHER INFORMATION CONCERNING THIS RFP, PLEASE CONTACT:

Jason Stopa, Director – Director, Department of Community Development E mail: jstopa@sbgg.net 504-355-4427

Teri Doskey, Executive Assistant/Office Manager E mail: tdoskey@sbgg.net 504-278-4314



Louisiana Coastal Services, Inc.

Erik Mayo

Principal, Relocation Assistance and Expert Witness

Erik Mayo is LCS' senior QA/QC advisor for all LCS operations. Mayo created LCS through a longstanding interest and commitment to Louisiana's coast. As a veteran and previous government attorney, Erik recognized the multi-agency approach that was underway to fight Louisiana's coastal erosion, equating it to the complex multi-agency challenges the United States has faced overseas. Seeing a need for a more holistic and specialized approach, Erik decided to focus specifically on the unique legal and policy issues facing Louisiana's coast. Moreover, his vision was to create a professional service firm that defied the laws of outdated professional service practices, using innovative, technical solutions that would improve efficiency and save costs for LCS' clients.

Prior to practicing law, Erik worked for various land brokerage companies throughout Louisiana. Erik spent a majority of his time running title as an abstractor, curing title and managing a team of landmen covering land and mineral acquisitions in six parishes.

In 2009, Erik acquired his law license and entered the U.S. Army where he served four years as a JAG Corps officer. Erik's areas of practice included government/administrative law, criminal law, tax law, fiscal/contract law, labor law, international law, as well as "rule of law" advisor to Army's counter-insurgency troops and Afghanistan's Attorney General's office.

Erik's civilian practice includes areas of real estate law, environmental law, mass tort litigation, employment and labor law, complex oil & gas litigation, contract law and general commercial liability disputes. Erik is also a licensed title insurance provider in the state of Louisiana.

Through his committed interest to Louisiana's coast, Erik has placed LCS in a position of positive impact for south Louisiana. LCS currently has contracts with the state's Coastal Protection and Restoration Authority as well as the Louisiana Land Trust. Erik's background in risk-management is critical to LCS' concept of operations, constantly looking at ways to mitigate risk and enhance opportunities for LCS and its clients.

Admissions

Louisiana Supreme Court
U.S. District Court for the Eastern District of Louisiana
U.S. District Court for the Middle District of Louisiana
U.S. District Court for the Western District of Louisiana

Associations

Louisiana State Bar Association
New Orleans Bar Association
Pro Bono Project
Louisiana Land Title Association
Louisiana Association of Defense Counsel
Coalition to Restore Coastal Louisiana

Education

University of South Carolina – BS (2004)
Mississippi College School of Law – JD (2009)
- President of Environmental Law Society
US Army Judge Advocate Basic Course (2010)

Licenses and Certificates

Louisiana Title Insurance Provider
Ethics Training for Public Servants
FEMA Certificates:

- Benefit-Coast Analysis Fundamentals
- Mitigation eGrants System
- Geospatial Information System Specialist
- Unified Hazard Mitigation Assistance
- Engineering Principles and Practice for Retrofitting Flood Prone Structures
- Hurricane Basics for Mitigation Staff
- NIMS
- Animals in Disaster - Community Planning
- Introduction to Exercises
- ICS for Public Works
- Introduction to Public Assistance Program

Medals

- Afghanistan Campaign Medal
- Meritorious Service Medal
- Joint Service Commendation Medal



Louisiana Coastal
Services, Inc.

Mark Dalrymple

GIS/Landrights Mapping Technician

Mark Dalrymple is LCS' GIS expert and manager of all mapping operations within LCS' land brokers division. Dalrymple has over 14 years of mapping experience serving a wide range of mapping deliverables, including coastal Louisiana work. Mark provides an attention to detail that is critical to LCS' delivery of detailed, accurate and customizable maps to its clients based on the needs of any given project.

Experience

Tenbo Air – UAV processor / GIS Specialist

Process high resolution image data derived from UAV (drones). Create point clouds for digital elevation models for volume analysis of aggregate materials (stock yard, gravel and sand piles). Import and export of elevation data into multiple GIS data formats for data maintenance and management.

Geographic Computer Technologies, LLC – GIS Technician

Duties included utility and land-parcel mapping for multiple clients (Louisiana parishes). Creation and maintenance of geodatabase of parcel data. SQL performed to query datasets for attribute editing. Digitization and attribute editing performed in ArcMap.

CDM Smith – GIS Specialist

Provided GIS support for variety of local hydro-engineering and environmental impact analysis projects. GIS duties included management and maintenance of spatial data for multiple projects. Other tasks included DEM/terrain-modelling, address geocoding, and prepping data for hydro-modelling.

University of New Orleans – Assistant Principal Investigator/ Graduate Assistant.

Awarded a two-year research grant through NASA's GSRP Program. The objectives of the project were to analyze deforestation and calculate urban growth in a region near Xalapa Mexico. Mapping was conducted using ERDAS Imagine and ArcGIS mapping programs.

Coastal Research Laboratory, University of New Orleans - Research Assistant

Duties included mapping barrier islands in southeast Louisiana to create land-cover maps to calculate land loss using multi-temporal datasets. Mapping and change detection analysis was performed in ERDAS Imagine and ArcGIS- Spatial Analyst

Cartography/Software Skills

- ArcGIS (3D Analyst, Spatial Analyst, ArcScene, ArcEditor), ArcGIS Online
- QGIS
- Pix4d Mapper Professional
- Pathfinder GPS hardware and software.

Education

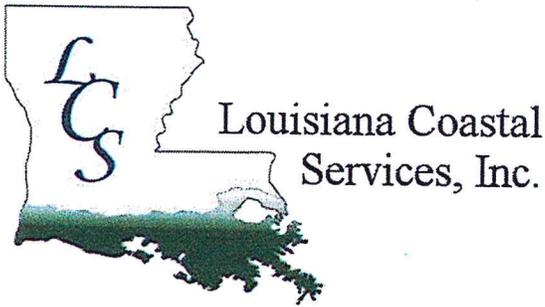
- B.A. Anthropology – Colorado State University 1998
- M.A. Geography – University of New Orleans 2006

Teaching Experience

- Nunez Community College, Adjunct Instructor. Physical Geography (GEOG 1200) - Topics included introduction to cartography, climatology, topography and biodiversity.

Conference/Papers

- 11th Annual Coastal Development Strategies Conference. Presenter: "Mississippi Smart plan, Land Suitability Using GIS".



Mary Ann McGregor

Abstractor/Landman/ROW Agent/Negotiator

Mary Ann McGregor has the experience and ability to handle a majority of the land professional services required for a land rights acquisition. Mary Ann has over 10 years of experience as a land professional throughout Louisiana and other states. Mary Ann serves as lead abstractor for LCS' land broker services.

Experience

- Louisiana Coastal Services, Inc. – Landman (2016)
- Beta Land Services – Landman/Team Leader (2013 – 2016)
- Chien de LeBoeuf, LLC – Owner/Senior Landman/Supervisor (2012 – 2015)
- Harold Anderson, Inc. – Landman (2005 – 2013)

Achievements

- Acquired Leases for more than 63% of interest owned for existing Natural Gas pipeline and for exploration of new units being developed.
- Through research, located and contacted over 300 surviving heirs in a producing unit in order to purchase mineral interest for a private company.
- Participated in Ultra Deep Well prospects curing and abstracting title for several 9,000 acre units.
- Acted in the capacity of Landman and Assistant to Lead Broker in North Dakota on a total of 26 prospects curing title and acquiring leases for several large units being developed/Dealt with the Bureau of Land Management in relation to the interest owned by local tribes.
- Acted in the capacity of Landman and Assistant to Lead Broker in Mississippi abstracting title for major shallow gas units acquiring more than 80% of interest owned.

Education

- Mississippi State University, Starkville, MS – Bachelor's Degree in Elementary Education
- Graduate as a President's Scholar with a GPA of 3.8 – 4.0



Rhebb Rhybiski

Senior Landman, ROW Agent and Negotiator

Rhebb R. Rybiski is a Division Leader for LCS land management operations. Rybiski has over 35 years of land management experience. Throughout his career, Rybiski has been involved in virtually every aspect of the land business including, but not limited to, running title, preparing/acquiring leases, performing full blown abstracts, mineral history research, genealogy, right-of-way acquisition, posting of boundaries, enforcement, project management and supervision.

Rybiski began his land career in 1981 as an Enforcement Agent with the Louisiana Department of Wildlife & Fisheries (LDWF) Enforcement Division assigned to Lafourche and Terrebonne Parishes. Due to his outstanding achievements with LDWF, he was recruited and eventually hired by the Louisiana Land & Exploration Company (LLEC) in Houma, Louisiana in 1986. During his time at LLEC, Rybiski was promoted to Fee Land Administrator/Seismic Coordinator overseeing patrolmen and seismic activities for over 650,000 acres of land in south Louisiana. During this time, Rybiski was actively involved in numerous mitigation projects, working closely with the LDWF Seismic Sector and Louisiana's Department of Natural Resources.

In 2001, Rybiski began his career as a petroleum landman and has held this position ever since. Rybiski has the management and subject matter experience to handle any land broker task in south Louisiana.

Achievements

- LDWF Wildlife Agent of Year in 1983
- Shikar Safari Club International Wildlife Officer of the Year in 1984
- Lafourche Parish Council member from 2000 to 2004
- Project Manager overseeing 29-man crew working on 21 different projects spanning across 19 different jurisdictions

Education

- Nicholls State University – Criminal Justice
- Federal Law Enforcement Academy



Rudy Ledet
Project Manager

Rudy Ledet is LCS' project manager for all land management services. Rudy has over 23 years of land broker experience, working in the field, as supervisor and has owned and operated his own land broker company in Louisiana. His experience includes title research, abstracting, right-of-way work, leasing, curative work, seismic activities, use and possession statements, negotiations and various other land management activities.

Rudy is a south Louisiana native, growing up in Larose, Louisiana, where he worked in the seafood industry for almost 15 years prior to his work as a land professional. He offers an intimate and local understanding of the unique property issues in south Louisiana. Rudy's tactical approach to land management through various software capabilities supports LCS' commitment to ensuring high-quality work-product to its clients through time and cost effective procedures.

Experience

- Managed 15 + crew conducting seismic permitting in south Louisiana
- Managed multiple 20 + landman crews preparing abstracts, negotiating leases, curing title and various other land broker activities throughout Louisiana
- Negotiated damage claims with over 30 oyster leaseholders throughout south Louisiana
- Negotiated over 1,000 leases in Louisiana and Texas
- Overseen the completion of over 100 abstracts
- 150-ton boat captain

Associations

- American Association of Professional Landmen
- Lafayette Association of Professional Landmen
- Student Association of Professional Landmen

Education

- The University of Southwestern Louisiana (1993) - Bachelor of Science in Business Administration
- Petroleum Landman Internship with Lafayette Parish Clerk of Courts (1992)
- Petroleum Landman Internship with Allen & Kirmse, Ltd. (1993)

Appendix C - LCS Mixed Fee Chart

Abstracting Hours	Base Fee	Average Hours	LCS Rate	Client Payback Mark (CPM)	Hours Under CPM	Client Payback	Cost if less than CPM	LCS Flat Fee Max (FFM)	Hours over FFM	Hourly Cost	Cost if more than FFM	Cost for Abstract	LCS Earnings
1	\$450	6	\$65	3	2	\$130	\$320	9	0	\$0	\$320	\$320	\$282.50
2	\$450	6	\$65	3	1	\$65	\$385	9	0	\$0	\$385	\$385	\$310.00
5	\$450	6	\$65	3	0	\$0	\$450	9	0	\$0	\$450	\$450	\$262.50
10	\$450	6	\$65	3	0	\$0	\$450	9	1	\$65	\$515	\$515	\$140.00
15	\$450	6	\$65	3	0	\$0	\$450	9	6	\$390	\$840	\$840	\$277.50

Average Hours
CPM/FFM Margin

	6
	3

Column A	Abstracting Hours	Represents the number of hours it took our Abstractor to complete title search on a particular property.
Column B	Base Fee	Represents LCS' base fee for the title search, which will decrease or increase if outside of the CPM/FFM margin.
Column C	Base Hours	Represents LCS' median number of hours required for each title search.
Column D	LCS Rate	Represents LCS' hourly rate for time spent over the FFM.
Column E	Client Payment Mark (CPM)	Any time not spent up to the CPM will be discounted to the Parish by the LCS Rate/hour.
Column F	Hours under CPM	Time not spent up to the CPM based on the # of hours inputted into Column A (Abstracting Hours).
Column G	Client Payback	Discount to the Parish based on Column F (Hours under CPM).
Column H	Cost if less than CPM	Total cost to Parish if hours spent on title search is less than CPM.
Column I	LCS Flat Fee Max (FFM)	Any time spent above FFM will be charged to the Parish by the LCS Rate/hour.
Column J	Hours over FFM	Time spent above FFM based on the # of hours inputted into Column A (Abstracting Hours).
Column K	Hourly Cost	Total hourly cost based on time being above FFM.
Column L	Cost if more than FFM	Total cost to Parish if hours spent on title search is more than FFM.
Column M	Total Cost to Parish	Total cost to Parish, which will be the lesser of Column H (Cost if less than CPM) or Column L (Cost if more than FFM).
Column N	LCS Earnings	LCS includes this column to illustrate the value of this billing method for both parties. LCS anticipates average hours spent working on a single title search will be 6 hours. We have provided a buffer in which time spent beyond 6 hours up to 9 hours will be billed at the same flat rate of \$450. LCS will pay on average to its employees a \$37.50 hourly rate for their work. As Column N suggests, the closer we get to the FFM (9 hours) the less money LCS makes. Therefore, it is beneficial for us to complete title searches in an expeditious manner as oppose to billing beyond the FFM. This results in a majority of the title searches being conducted at \$450 or less. If, however, a title search becomes very lengthy (i.e. clouded title, complex succession, etc.), LCS is protected from absorbing those cost it has no control over.