

Fee Reimbursement Schedule

Adobe Systems, Inc.- Base Plan

This fee schedule describes the maximum amounts that MetLife Legal Plans will reimburse you for covered legal services provided to you by an attorney not on our panel. Only one fee category per casetype applies to each matter: i.e., the one that best describes the services that were provided. The legal plan provides only for the personal legal matters listed below and once you receive services from an out-of-network attorney, you cannot then use a plan attorney for the same matter. If you or your attorney have any questions regarding coverage or exclusions, please visit our website at www.legalplans.com or call 1-800-821-6400 and ask to speak with MetLife Legal Plan's Payment Administrator before services are provided.

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The plan will pay up to a maximum of:

Advice And Consultation

Office Consultation and Telephone Advice \$70
(If no further covered services are provided)

Consumer Protection

Consumer Protection Matters

(Excludes disputes over real estate, construction or insurance. Disputed amount exceeds small claims limit and is evidenced by writing.)

Correspondence and Negotiation \$500
Filing of Suit, Ending in Settlement or Judgment \$2,000
Plus Trial Supplement *

Personal Property Protection

Counseling, Document Review and Assistance \$125

Small Claims Assistance

Counseling on Preparing Small Claims Complaint and Trial Preparation \$200

Debt Matters

Debt Collection Defense (Consumer Debts)

(Excludes defense of matters arising from divorce or post-decree actions. Includes repossession and garnishment.)

Negotiation and Settlement \$350
Negotiation and Settlement after Complaint and Answer Filed \$600
Trial \$1,050
Plus Trial Supplement *

Debt Collection Defense (Foreclosures)

Negotiation \$500
Complaint and Answer Filed, Settlement Negotiations \$850
Trial \$1,500
Plus Trial Supplement *

Identity Theft (Correspondence/Notice to Creditors) \$250

Tax Audits

Negotiation and Settlement	\$500
Audit Hearing (Includes Negotiation & Settlement)	\$1,200

Defense Of Civil Lawsuits

Administrative Hearing Representation And Incompetency Defense

(Excludes defense of matters arising from divorce, post-decree actions or other family law matters.)

Negotiation and Settlement	\$500
Contested Hearings Ending in Settlement or Judgment	\$1,800
Plus Trial Supplement *	

Civil Litigation Defense

(Excludes defense of matters arising from divorce, post-decree actions or other family law matters.)

Negotiation and Settlement	\$650
Filing Answer, Litigation Ending in Settlement or Judgment	\$2,000
Plus Trial Supplement *	

Document Preparation

Affidavits	\$75
Deeds	\$100
Demand Letters	\$75
Document Review	\$100
Elder Law Matters (Counseling and document review of only documents pertaining to the participant's parents as affecting the participant)	\$140
Mortgages	\$70
Promissory Notes	\$70

Family Law

Adoption And Legitimization

Uncontested	\$650
Contested	\$1,500
Plus Trial Supplement*	

Divorce, Dissolution And Annulment (Available To Eligible Plan Member Only)

Uncontested	\$900
Contested	\$2,200
Plus Trial Supplement *	

Enforcement or Modification of Support Order

Guardianship Or Conservatorship

Uncontested	\$650
Contested	\$1,500
Plus Trial Supplement*	

Name Change

Prenuptial Agreement (Available to Eligible Plan Member only)

Reproductive Assistance Law Coverage -Twenty Hour Maximum

\$200 per hour to max of \$4000 (for the 20 hours)	\$4,000
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Immigration

Immigration Assistance

Counseling on Preparing Forms and Hearing Preparation	\$500
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Real Estate Matters

Boundary Or Title Disputes

Negotiation and Settlement	\$500
Trial	\$1,500
Plus Trial Supplement *	

Eviction And Tenant Problems (Tenant Only)

Correspondence and Negotiations	\$280
Eviction Trial Defense	\$840
Plus Trial Supplement *	

Sale or Purchase of Residence

(Applies only to attorney who represents the plan member, not the attorney representing the lending institution.)

Security Deposit Assistance

Counseling on Preparing Small Claims Complaint and Trial Preparation	\$150
Demand Letter/Negotiations	\$250

Zoning Applications

Preparation of Documentation	\$250
Documentation/Attending Hearing	\$500

Traffic And Criminal Matters

Driving Privileges/Restoration of Suspended License

Habeas Corpus

Juvenile Court Defense

Negotiation and Settlement	\$500
Trial	\$1,200
Plus Trial Supplement*	

Misdemeanor Defense

Negotiation and Settlement	\$500
Trial	\$1,250
Plus Trial Supplement *	

Serious Traffic Matters (No Dui)

Plea or Trial at Court for Serious Moving Violations Resulting in Jail Time or License Suspension	\$500
Plus Trial Supplement *	

Will And Estate Matters

Advanced Healthcare Directive

Individual	\$75
Member and Spouse	\$80

Powers Of Attorney

Individual	\$65
Member and Spouse	\$75

Trusts (Revocable And Irrevocable Living Trusts)

Individual	\$325
Member and Spouse	\$450

Wills And Codicils

Individual	\$150
Member and Spouse	\$200

Miscellaneous**Attorney Services For Non-Covered Matters**

\$100 per hour to max of \$400 (for the 4 hours)	\$400
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* - Trial Supplement - In addition to fees indicated, we will pay the attorney's fees for representation in trial beyond the third day of trial up to a maximum of \$800 per day up to \$100,000 total trial supplement maximum.