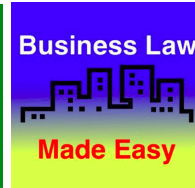




PALADINS OF LAW
WIN With INtegrity



APOLLO X.C. S. SANGALANG
MARVYN A. GAERLAN
GERALD DICK B. BARO
GERARD NELSON C. MANALO
NATHALIE L. PATTUGALAN
CHRISTIAN ANDREW L. GALLARDO
NADINE D. RACELIS
Sangalang & Gaerlan, Business Lawyers

Professional Fee Schedule

ATTY. APOLLO X.C. S. SANGALANG

“Attorney PoL”

***Business Lawyer, Labor Law Coach,
Corporate Counsel, Legal Educator, Conflict Strategist***

1. Training Services (In-House / Exclusive):

**Php5,000.00 per hour (a fraction of 30 minutes shall be considered as 1 hour)
regardless of the number of participants**

NOTE 1: Client shoulders all costs of training, such as, but not limited to: venue; projector and other audio-visual equipment; printing, photocopying and binding of handouts; all meals and drinks; cost of the certificates for the participants; and any and all seminar kits and paraphernalia.

NOTE 2: Zoom is the preferred platform for online training.

NOTE 3: 50% down payment upon confirmed booking; full payment upon complete delivery.

NOTE 4: For **face-to-face training**, please add the total cost of transportation (i.e. rent-a-car rate or Grab Car rate, whichever is applicable) plus travel fee of Php5,000 per hour of travel/waiting time to and from the training venue.

2. Public Speaking Services:

Keynotes, Speeches, Talks, Hostings, Appearances (e.g. Moderator, Panelist, etc.)

**Php5,000.00 per hour (a fraction of 30 minutes shall be considered as 1 hour)
regardless of the number of participants**

NOTE 1: Organizer shoulders all costs of the event, including all travel and transportation expenses. See NOTE 4 above in case of face-to-face events.

NOTE 2: If the inviting organization or if the public event is **not-for-profit**, then Atty. PoL may agree to do the keynote, speech, talk, hosting, and other guest appearances **FREE OF CHARGE**. However, the customary honorarium, if any, will be highly appreciated to cover for time and materials.

3. Legal Consulting Services (Private and Confidential):

Legal Consultation (via face-to-face or online meeting):
Php5,000.00 per hour.

Legal Consultation (via email exchange):

PhP5,000.00 per advice. Note: If the subject matter of the consultation requires extensive research or reading of voluminous documents, the fee will be increased accordingly.

- **Sangalang & Gaerlan, Business Lawyers (SGLawFirm Online)** specializes in business, corporate and labor laws.
- **Professional fee (per hour)** of other lawyers of SGLawFirm Online:
 - PhP4,000.00 - Atty. Marvyn A. Gaerlan**
 - PhP3,000.00 - Atty. Gerald Dick B. Baro**
 - PhP3,000.00 - Atty. Gerard Nelson C. Manalo**
 - PhP3,000.00 - Atty. Nathalie L. Pattugalan CPA**
 - PhP2,000.00 - Atty. Christian Andrew L. Gallardo**
 - PhP2,000.00 - Atty. Nadine D. Racelis**
- Each lawyer has particular areas of practice, specializations and/or sub-specializations.

The above professional fee schedule (of Atty. PoL) is as of **October 2023**. His fees may vary and change thereafter without further notice.

Please send us an email at info@paladinslaw.org for additional information. Thank you.

List of Training Topics and/or Modules:

- 1. Human Resource Paralegal Certification Course**
- 2. Corporate Paralegal Certification**
- 3. Sun Tzu's The Art of War in Labor Relations**
- 4. Sun Tzu's The Art of War in Negotiations**
- 5. Executive Briefing on Unions in the Philippines**
- 6. Labor Code Made Easy**
- 7. Win-Win Labor Relations**
- 8. Management Prerogative and the Rights of Workers**
- 9. Telecommuting Act (Work-From-Home) Basic and Advanced Course**
- 10. Flexible and Alternative Work Arrangements**
- 11. Evidence and Documentation**
- 12. Permanent and Temporary Layoffs**
- 13. Financial Rehabilitation and Insolvency**
- 14. Basic Contract Law for Non-Lawyers**
- 15. Enforcement of Contracts and Alternative Dispute Resolution**
- 16. Legal Aspect of Occupational Safety and Health Standards**
- 17. Do-It-Yourself Company Legal Audit**
- 18. Effective Workplace Discipline**
- 19. Positive Progressive Discipline**
- 20. Administrative Investigation**
- 21. Employee Discipline and Just Cause Termination**
- 22. Constructive Dismissals and Graceful Exits**
- 23. Legal Aspect of Employee Performance Management**

- 24. Training Agreements in Employment and Non-Employment**
- 25. Retirement and Resignation from Employment**
- 26. Non-Compete, Confidentiality, and Other Post-Employment Restrictions**
- 27. Independent Contractors and Consultants**
- 28. Job Contracting and Subcontracting**
- 29. Foreign Investment: Doing Business in the Philippines**
- 30. Business and Company Registration**
- 31. Corporation Law for Non-Lawyers**
- 32. One Person Corporation**
- 33. Corporate Governance: The Role of the Corporate Board and Officers**
- 34. Corporate Housekeeping: The Role of the Corporate Secretary**
- 35. Legal Aspect of Raising Capital From Investors**
- 36. Managing Intellectual Property (with Focus on Trademarks)**
- 37. Due Diligence in Real Estate Transactions**
- 38. Anti-Sexual Harassment Laws and Regulations**
- 39. Work Attitude and Values Enhancement (WAVE)**
- 40. Estate Tax and Amnesty**
- 41. Barangay Micro Business Enterprise**
- 42. Tax Shields in Employment**
- 43. Data Privacy Act Compliance Made Simple**

Additional topics will be rolled out soon.