1. **A GLIMPSE INTO THE FLAT-FEE MODEL**
   Andy Panko writes about his personal opinion on the flat-fee model. What points do you agree with and which do you disagree with?

2. **THE ESG CONVERSATION**
   Angela Parker gives guidance on how to have the ESG conversation with clients, both those who are interested in ESG and those who are not. Tell us how you're having these conversations with clients.

3. **MISCONCEPTIONS ABOUT FEE MODELS**
   What is your fee model? What are common misconceptions about it and how would you debunk those misconceptions?

4. **CHARGE WHAT IS FAIR**
   Dan Yerger talked to Matt Fizell about his fee model and why he feels it's charging what is fair. He also dives into his pro bono work. Tell us about what you think is fair to charge. Also, tell your peers about your pro bono work.

5. **HOW DID YOU IMPROVE YOURSELF THIS MONTH?**
   Have you enrolled in any classes? Taken any LinkedIn Learning courses? Tell us about them.