



Festool USA LLC
400 N. Enterprise Blvd
Lebanon, IN 46052

Invoice Number 2486610
Invoice Date 11/10/2025
Client Number 432137
Matter Number 00075

For Professional Services Rendered Through October 31, 2025

Re: Project Impact - Non-Fixed Fee

Total Amount Due This Invoice

\$36,997.50

432137 Festool USA LLC
00075
November 10, 2025

Invoice Number 2486610
Page 2 of 7

<u>Date</u>	<u>Timekeeper</u>	<u>Narrative</u>	<u>Hours</u>	<u>Value</u>
10/01/25	David McHugh	Coordinated TTS NA restructuring readiness and approvals pending EY's analysis.	0.40	420.00
10/02/25	David McHugh	Prepare for and attend call with N. Puleo, S. Warner and A. Sedama re status and action items	1.20	1,260.00
10/02/25	Nancy J. Puleo	Meeting with clients re: Project Impact; attention to OWBPA decisional unit considerations.	1.50	1,395.00
10/03/25	David McHugh	Email correspondence re advancing TTS NA restructuring coordination on step sequencing and German tax dependencies	0.40	420.00
10/03/25	Lauren C. Schaefer	Confer with N. Puleo regarding OWBPA analysis.	0.40	312.00
10/03/25	Nancy J. Puleo	Conferenced with L. Schaefer re: decisional unit strategy; attention to same and related emails.	0.50	465.00
10/07/25	Mary J Golonka	Review corporate documents and tax restructuring slide deck, draft step plan for Steps 1-4 of corporate restructuring and circulate for attorney review.	2.40	720.00
10/07/25	Nancy J. Puleo	Conferenced with K. Pourshadi re: severance agreements and multi-state research for same.	0.50	465.00
10/07/25	Sarah Kimia Pourshadi	Began preparing severance agreement.	0.50	285.00
10/08/25	David McHugh	Review email from M. Golonka and begin review of draft of legal step plan for steps 1 through 4 from M. Golonka	0.30	315.00
10/08/25	Nancy J. Puleo	Emails with K. Pourshadi re: severance agreement strategy.	0.30	279.00
10/08/25	Sarah Kimia Pourshadi	Conducted research and drafted email memo re: final pay laws for CO, MN, and IN; drafted and revised severance agreement with OWBPA language.	2.50	1,425.00
10/09/25	David McHugh	Review email from S. Warner re update on severance and request for severance agreements; internal email correspondence re 409A considerations and jurisdictional considerations	0.40	420.00
10/09/25	Mamta K. Shah	Review correspondence from N. Puleo	0.30	295.50

432137 Festool USA LLC
00075
November 10, 2025

Invoice Number 2486610
Page 3 of 7

<u>Date</u>	<u>Timekeeper</u>	<u>Narrative</u>	<u>Hours</u>	<u>Value</u>
		regarding structuring of severance payment in compliance with Section 409A; follow-up correspondence regarding same.		
10/09/25	Nancy J. Puleo	Conferenced with K. Pourshadi re: severance provisions; attention to same; conferenced with M. Shah re: deferred payments.	0.60	558.00
10/09/25	Sarah Kimia Pourshadi	Reviewed and revised severance agreement draft; reviewed Minnesota, Indiana, and Colorado release language again statutory regulations; conducted research and revised agreement with respect to COBRA requirements.	2.10	1,197.00
10/10/25	David McHugh	Finish review draft of legal step plan for steps 1 through 4 from M. Golonka and email to M. Golonka with comments to the step plan and draft documents; review email from N. Puleo re OWBPA chart and comments to same; review email from O. Bogush with comments to draft legal step plan and documents; review further changes to drafts from M. Golonka as a result of earlier comments	3.20	3,360.00
10/10/25	Mamta K. Shah	Follow-up correspondence with N. Puleo regarding structuring of severance.	0.20	197.00
10/10/25	Mary J Golonka	Review comments from O. Bogush, D. McHugh on draft step plan for Project Impact restructuring, revise plan to implement comments, and circulate for further review.	0.70	210.00
10/10/25	Nancy J. Puleo	Attention to draft forms of separation agreements; updated OWBPA chart; email to client.	0.70	651.00
10/10/25	Olga Bogush	Attention to structure; review step plan and prepare comments.	1.10	1,166.00
10/10/25	Sarah Kimia Pourshadi	Reviewed and revised severance template with NDA considerations.	0.50	285.00
10/12/25	Sarah Kimia Pourshadi	Reviewed and revised draft severance agreement for RFI in accordance with N. Puleo revisions.	0.90	513.00
10/13/25	David McHugh	Call with M. Golonka and O. Bogush re current draft of step plan and corresponding documents; review emails	1.50	1,575.00

ArentFox Schiff LLP
Attorneys at Law

432137 Festool USA LLC
00075
November 10, 2025

Invoice Number 2486610
Page 4 of 7

<u>Date</u>	<u>Timekeeper</u>	<u>Narrative</u>	<u>Hours</u>	<u>Value</u>
		from N. Puleo with draft severance agreements and comments and questions from S. Warner re same; revise draft of legal step plan and email updated draft to O. Bogush and M. Golonka		
10/13/25	Mary J Golonka	Meeting with D. McHugh, O. Bogush regarding updates to step plan for Project Impact restructuring.	0.90	270.00
10/13/25	Nancy J. Puleo	Emails with client re: OWBPA issue/rolling layoff; MN separation agreement requirements; IN mini-WARN issues; attention to same.	0.80	744.00
10/13/25	Olga Bogush	Attention to TTS reorganization issues; in-firm conference re same.	1.20	1,272.00
10/13/25	Sarah Kimia Pourshadi	Drafted and revised MN specific severance template; conducted additional research with respect to MN waiver provisions in severance agreements; conducted research re: Indiana potential mini warn act obligations.	2.20	1,254.00
10/14/25	David McHugh	Review comments to updated draft of step plan and documents from O. Bogush; correspondence with M. Golonka re same and authorized release of draft documents to client working group	0.50	525.00
10/14/25	Mary J Golonka	Review and implement O. Bogush comments to Project Impact step plan and circulate clean copy to client working group.	0.30	90.00
10/14/25	Nancy J. Puleo	Emails with client re: existing NDA obligations, severance agreements; USERRA issue and attention to same.	0.70	651.00
10/14/25	Olga Bogush	Review step plan and prepare comments.	0.50	530.00
10/15/25	Nancy J. Puleo	Emails re: USERRA separation issue; attention to same.	0.30	279.00
10/15/25	Sarah Kimia Pourshadi	Conducted research and drafted email memo re: standards used to evaluate USERRA deprivation of rights claims.	0.90	513.00
10/16/25	David McHugh	Call with Amity and Scott and Nancy re status and comments to documentation related to same, including severance agreements	1.00	1,050.00

432137 Festool USA LLC
00075
November 10, 2025

Invoice Number 2486610
Page 5 of 7

<u>Date</u>	<u>Timekeeper</u>	<u>Narrative</u>	<u>Hours</u>	<u>Value</u>
10/16/25	Lauren C. Schaefer	Legal research regarding OWBPA disclosures and requirements; confer with N. Puleo; revise confidentiality language in severance agreement.	1.50	1,170.00
10/16/25	Nancy J. Puleo	Emails with client re: RIF/separation details and OWBPA chart; meeting re: same; attention to same and draft agreements; attention to research re: rolling RIF/USERRA issue.	2.20	2,046.00
10/17/25	David McHugh	Review emails from S. Warner and N. Puleo re draft severance agreement and follow-up re same	0.40	420.00
10/17/25	Lauren C. Schaefer	Review and revise severance agreement.	0.40	312.00
10/17/25	Nancy J. Puleo	Emails with client re: RIF; drafted transition form of agreement; revised templates; conferenced with L. Schaefer re: confidentiality/NDA updates; reviewed OWBPA disclosure; reviewed multi-state final pay research; attention to same.	2.90	2,697.00
10/17/25	Sarah Kimia Pourshadi	Conducted research and drafted email summarizing findings re: CO and MN final pay laws and obligations for employers.	0.60	342.00
10/20/25	Nancy J. Puleo	Attention to MN form of separation agreement.	0.60	558.00
10/20/25	Sarah Kimia Pourshadi	Revised severance agreement for MN employees to be compliant with state and local laws.	1.00	570.00
10/21/25	David McHugh	Review emails re status of severance agreements for Festool and updated versions including MN compliant provisions	0.50	525.00
10/21/25	Lauren C. Schaefer	Review and revise MN specific severance form.	0.90	702.00
10/21/25	Nancy J. Puleo	Emails re: MN form of agreement; attention to same; email with client re: no rehire provision.	0.70	651.00
10/21/25	Sarah Kimia Pourshadi	Conferred with L. Schaefer to discuss final revisions to MN release language in final severance agreement.	0.30	171.00
10/28/25	David McHugh	Review email from S. Warner re issues related to military LOA and approach re same	0.30	315.00

ArentFox Schiff LLP
Attorneys at Law

432137 Festool USA LLC
00075
November 10, 2025

Invoice Number 2486610
Page 6 of 7

<u>Date</u>	<u>Timekeeper</u>	<u>Narrative</u>	<u>Hours</u>	<u>Value</u>
10/29/25	Nancy J. Puleo	Email with client re: military leave updates to agreement/handling of same.	0.30	279.00
10/30/25	David McHugh	Review proposal from N. Puleo re potential ways to address issue re military LOA and response from S. Warner re same	0.30	315.00
10/30/25	Nancy J. Puleo	Email with client re: military leave updates to agreement; attention to same.	0.60	558.00
Fee Total			45.90	\$36,997.50

Timekeeper Summary:

<u>Timekeeper</u>	<u>Hours</u>	<u>Rate</u>	<u>Value</u>
Olga Bogush	2.80	1,060.00	2,968.00
David McHugh	10.40	1,050.00	10,920.00
Mamta K. Shah	0.50	985.00	492.50
Nancy J. Puleo	13.20	930.00	12,276.00
Lauren C. Schaefer	3.20	780.00	2,496.00
Sarah Kimia Pourshadi	11.50	570.00	6,555.00
Mary J Golonka	4.30	300.00	1,290.00
Timekeeper Summary Total	45.90		36,997.50

Total Amount Due This Invoice \$36,997.50



Festool USA LLC
400 N. Enterprise Blvd
Lebanon, IN 46052

Invoice Number 2486610
Invoice Date 11/10/25
Client Number 432137
Matter Number 00075

- - REMITTANCE COPY - -

TOTAL AMOUNT DUE THIS INVOICE \$36,997.50

ELECTRONIC PAYMENT INSTRUCTIONS (Preferred Method of Payment):

Bank: Citibank, N.A.
Address: 1101 Pennsylvania Ave., NW, Floor 9
Washington, DC 20004
ABA # (Wires & ACH): 254070116
SWIFT CODE: CITIUS33
Account #: 9250741881
Beneficiary Name: ArentFox Schiff LLP
Beneficiary Address: 1717 K Street, NW
Washington, DC 20006-5344

Internal policies require independent confirmation of updated electronic payment instructions. Please obtain verbal confirmation of this change from an existing ArentFox Schiff LLP contact prior to making the change.

Payments by Check

ArentFox Schiff LLP
Mail Code: 7350
P.O. Box 7247
Philadelphia, PA 19170-0001

Please reference the following:

Client/Matter # 432137.00075
Client Name Festool USA LLC
Invoice Number 2486610

Taxpayer Identification Number: 53-0214923 Due Upon Receipt