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

OCTOBER 10, 2019
INVOICE #2393922

FOR PROFESSIONAL SERVICES RENDERED
THROUGH SEPTEMBER 30, 2019 in connection with

32137-0013 Employee Benefits

TOTAL FEES \$12,411.50

DISBURSEMENTS/CHARGES \$.00

TOTAL INVOICE \$12,411.50

THIS STATEMENT CONTAINS INFORMATION PROTECTED BY THE
ATTORNEY-CLIENT AND/OR ATTORNEY WORK PRODUCT PRIVILEGES.

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MATTER NUMBER: 32137-0013

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SEPTEMBER 30, 2019 in connection with
Employee Benefits

09/05/19	Review emails re requests for additional information; call with L. Bengel re same; review follow-up email correspondence TIMEKEEPER: David P. McHugh	.15
09/06/19	Review follow-up emails 401(k) plan TIMEKEEPER: David P. McHugh	.10
09/06/19	Emails with client re: Shaper 401(k) issues; reviewed IRS 410(b) guidance. TIMEKEEPER: Lauralyn G. Bengel	.65
09/10/19	Determined controlled group status and confirmed foreign parent impact; conferences with Olga and Dave re: same; conference with Jen and Danielle re: 401(k) plan issues and disc testing; reviewed IRS guidance; follow up emails to client. TIMEKEEPER: Lauralyn G. Bengel	1.40
09/10/19	Conference with L. Bengel re tax issues. TIMEKEEPER: Olga Bogush	.20
09/10/19	Review definition of "controlled group" to determine whether the US subsidiaries of a foreign parent can still create a controlled group of companies; send email to L. Bengel responding to question TIMEKEEPER: Kevin P. Meil	.40

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09/11/19	Emails with client re: 401(k) set up; reviewed 410(b) regulations. TIMEKEEPER: Lauralyn G. Bengel	.40
09/12/19	Emails with client re: 401(k) plan set up. TIMEKEEPER: Lauralyn G. Bengel	.40
09/13/19	Emails with Jen re: 401(k) plans. TIMEKEEPER: Lauralyn G. Bengel	.25
09/16/19	Emails with client re: 401(k) plan issues. TIMEKEEPER: Lauralyn G. Bengel	.65
09/16/19	Research 1.414(q)-1T and 414(q) to determine whether an employee can be a Highly Compensated Employee in their year of hire; send email to L. Bengel summarizing research TIMEKEEPER: Kevin P. Meil	.70
09/17/19	Emails with client re: 401(k) plan set up; reviewed 401(a)(4) and 410(b) regulations; reviewed employee numbers for companies; conference with Barbara Klein. TIMEKEEPER: Lauralyn G. Bengel	1.00
09/17/19	Review procedures for Benefits, Rights and Features testing to determine whether 401(k) plans could pass nondiscrimination testing if employees of a subsidiary were provided a lower match than other employees in the controlled group TIMEKEEPER: Kevin P. Meil	.85
09/18/19	Email correspondence re 401(k) plan discussion TIMEKEEPER: David P. McHugh	.10

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09/18/19	Analyzed employee HCE/NHCE numbers to determine compliance with discrimination testing; emails with client re: same; conference with Kevin re: 410(b) testing. TIMEKEEPER: Lauralyn G. Bengel	1.25
09/18/19	Review IRS Rev Proc 93-42 concerning the ability to perform Benefits, Rights and Features testing once every three years; telephone calls and correspondence with L. Bengel discussing the application of Benefits, Rights and Features testing to the Company's plan TIMEKEEPER: Kevin P. Meil	.60
09/19/19	Call with L. Bengel re 401(k) plan and employee benefit plan-related issues; call with Fabian and Scott and L. Bengel re same; review draft of summary from L. Bengel and follow-up email correspondence re same TIMEKEEPER: David P. McHugh	.40
09/19/19	Prepared for and had conference call with Fabian, Scott and Dave re: 401(k) plan issues; prepared summary of issues; emails with Jen re: ADP failures; reviewed simple IRA rules. TIMEKEEPER: Lauralyn G. Bengel	1.75
09/19/19	Review IRS Notice 98-4 concerning the maintenance of a SIMPLE IRA and another qualified plan in the same controlled group; telephone calls with L. Bengel discussing SIMPLE IRAs TIMEKEEPER: Kevin P. Meil	.25
09/23/19	Call with L. Bengel re action items and status TIMEKEEPER: David P. McHugh	.10

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09/23/19	Call with Jen re: 401(k) plan set up; emails to Jen and Danielle re: additional 401(k) plan issues; reviewed documents from Sharebuilder. TIMEKEEPER: Lauralyn G. Bengel	.90
09/23/19	Review regulations applicable to automatic contributions under a safe harbor 401(k) Plan to determine whether 1% automatic contributions are permissible TIMEKEEPER: Kevin P. Meil	.40
09/24/19	Reviewed email from Jen. TIMEKEEPER: Lauralyn G. Bengel	.25
09/24/19	Telephone call with L. Bengel discussing allowable automatic deferral percentages under a safe harbor 401(k) plan; review 401(k) regulations regarding allowable automatic deferral percentages TIMEKEEPER: Kevin P. Meil	.25
09/25/19	Reviewed Sharebuilder documents and follow up emails. TIMEKEEPER: Lauralyn G. Bengel	.90
09/25/19	Research the requirement under ERISA 412 that all benefit plans obtain an ERISA bond, in response to questions received from L. Bengel; review DOL Field Assistance Bulletin 2008-04 regarding ERISA bonding TIMEKEEPER: Kevin P. Meil	.25
09/26/19	Calls with L. Bengel re Shaper Board consent for 401(k) Plan; review draft of consent and send comments to L. Bengel TIMEKEEPER: David P. McHugh	.25

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09/26/19	Reviewed Adoption Agreement and Plan and other documents from Sharebuilder and PAi (including Services Agreements) and sent Jen comments; prepared Board consent to adopt Plan and sent to Fabian; follow up call with Jen. TIMEKEEPER: Lauralyn G. Bengel	2.15
09/27/19	Had call with PAi, Sharebuilder and clients re: Adoption Agreement. TIMEKEEPER: Lauralyn G. Bengel	.75

Total Fees \$12,411.50

Disbursements/Charges:

Total Disbursements/Charges \$.00

INVOICE TOTAL \$12,411.50

SUMMARY OF PROFESSIONAL SERVICES

TIMEKEEPER	RATE	HOURS	AMOUNT
David P. McHugh	755.00	1.10	830.50
Lauralyn G. Bengel	765.00	12.70	9715.50
Olga Bogush	725.00	.20	145.00
Kevin P. Meil	465.00	3.70	1720.50
TOTALS		17.70	12411.50

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REMITTANCE STATEMENT

Matter #	32137-0013	
Matter Name	Employee Benefits	
Client Name	Festool USA LLC	
Invoice #	2393922	
Total Fees:		\$12,411.50
Total Disbursements/Charges:		\$.00
Total Due:		<u>\$12,411.50</u>

PAST DUE INVOICES

Date	Invoice #	Balance
Amount Past Due:		\$.00

Total Current & Past Due Amount(s): \$12,411.50

PAYMENT REMITTANCE ADDRESS & BANK INFORMATION:

SCHIFF HARDIN LLP (TO ENSURE PROPER APPLICATION OF YOUR PAYMENT, PLEASE RETURN THIS REMITTANCE ADVICE.)
233 SOUTH WACKER DRIVE, SUITE 7100
CHICAGO, ILLINOIS 60606

Payment may be wired to (Including International Transactions): For Payment Via ACH:

JPMorgan Chase Bank N.A.	CHASE
For Credit to: Schiff Hardin LLP	For Credit to: Schiff Hardin LLP
Account # 04233255	Account # 04233255
ABA # 021000021	ABA # 071000013
Swift Code CHAS US 33	Please reference the above Invoice #
Please reference the above Invoice #	

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