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

October 13, 2020
Invoice # 2472336
Matter # 32137-0010

FOR PROFESSIONAL SERVICES RENDERED
THROUGH September 30, 2020 in connection with
Consulting Agreement/Transition Matters

Total Fees	\$2,890.00
Total Disbursements/Charges	<u>\$0.00</u>
Total Current Invoice	<u>\$2,890.00</u>

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September 30, 2020 in connection with Consulting Agreement/Transition Matters

9/24/20	Lauren S. Novak	Telephone conference with F. Klopfer re: employment contracts.	0.50	272.50
9/25/20	Kyle Jacob	Call with L. Novak to discuss research into Oregon non-compete laws and preparing email summary of same and pros and cons of providing a prospective high level employee with an at-will offer letter versus an employment contract.	0.10	46.50
9/27/20	Lauren S. Novak	Communicate with client re: additional revisions to education policy.	0.20	109.00
9/28/20	Kyle Jacob	Research Oregon law on the enforceability of noncompetition and nonsolicitation covenants applicable to employees; per request from client prepare email discussing the relative benefits and drawbacks of hiring an employee through an offer letter versus an employment contract and summarizing the requirements under Oregon law to having an enforceable employee noncompetition agreement; email to L. Novak regarding same.	2.00	930.00
9/29/20	Lauren S. Novak	Revise and edit analysis re: contract v. offer letter.	0.20	109.00
9/30/20	Lauren S. Novak	Telephone conference with H. Hinshaw re: hiring issues.	0.30	163.50

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9/30/20	Lauren S. Novak	Telephone conference with D. McHugh re: CEO hiring formalities, assess ability to keep CEO employed by current entity and prepare additional revisions to analysis on offer letter v. contract.	0.40	218.00
9/30/20	Lauralyn G. Bengel	Calls with D. McHugh regarding offer letter and related benefit issues, structure of US companies; reviewed emails for benefit discrimination issues.	0.80	644.00
9/30/20	David P. McHugh	Call with L. Novak and L. Bengel re CEO transition issues and offer letter	0.50	397.50

TOTAL FEES **\$2,890.00**

TOTAL INVOICE **\$2,890.00**

SUMMARY OF PROFESSIONAL SERVICES

TIMEKEEPER	HOURS	RATE	FEE AMOUNT
David P. McHugh	.50	795.00	397.50
Lauralyn G. Bengel	.80	805.00	644.00
Lauren S. Novak	1.60	545.00	872.00
Kyle Jacob	2.10	465.00	976.50
TOTAL	5.00		\$2,890.00



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MATTER SUMMARY

TOTAL FEES	\$2,890.00
TOTAL DISBURSEMENTS/CHARGES	<u>\$0.00</u>
TOTAL INVOICE FOR INVOICE # 2472336 USD	\$2,890.00

Wire Instructions

Payment may be wired to
(Including International Transactions):

JPMorgan Chase Bank N.A.
For Credit to: Schiff Hardin LLP
Account # 04233255
ABA # 021000021
Swift Code CHAS US 33
Please reference Invoice # 2472336

For Payment Via ACH:

Chase
For Credit to: Schiff Hardin LLP
Account # 04233255
ABA # 071000013
Please reference Invoice # 2472336