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

November 12, 2020
Invoice # 2477307
Matter # 32137-0010

FOR PROFESSIONAL SERVICES RENDERED
THROUGH October 31, 2020 in connection with
Consulting Agreement/Transition Matters - Non-Fixed Fee

Total Fees	\$12,594.50
Total Disbursements/Charges	<u>\$0.00</u>
Total Current Invoice	<u>\$12,594.50</u>

Festool USA LLC
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Fee

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10/2/20	Kyle Jacob	Call with L. Novak regarding preparing offer letter for Matt Howard and review emails from F. Klopfer regarding contents of same.	0.50	232.50
10/5/20	Kyle Jacob	Review email from F. Klopfer regarding terms of offer letter for Matt Howard and prior offer letters provided; begin drafting same.	0.80	372.00
10/7/20	David P. McHugh	Email correspondence re status of offer letter to new CEO; correspondence with L. Novak re same; call with L. Novak re draft letter	0.50	397.50
10/7/20	Kyle Jacob	Finish drafting offer letter for Matt Howard's position as CEO of TTS North America LP with embedded comments and questions for Company consideration; email to L. Novak regarding same.	1.70	790.50
10/7/20	Lauren S. Novak	Revise and edit M. Howard offer letter and telephone conference with D. McHugh re: same.	1.00	545.00

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10/7/20	Kyle Jacob	Call with L. Novak regarding review of M. Howard's existing Agreement Regarding Confidentiality, Company Property and Post-Engagement Restrictions ("Agreement"); research Oregon common law restrictions on the enforceability of post-employment non-competition and non-solicitation covenants; edit, update, and make comments to Agreement for use to impose enforceable restrictive covenants under Oregon law for M. Howard's new position as CEO of TTS North America.	3.00	1,395.00
10/8/20	Lauren S. Novak	Telephone conference with F. Klopfer re: employment offer letter and revise and edit letter and confidentiality and restrictive covenants agreement.	1.20	654.00
10/8/20	David P. McHugh	Email correspondence L. Novak re: status of letter to proposed CEO.	0.20	159.00
10/8/20	Kyle Jacob	Finish review of and comments to the Agreement Regarding Confidentiality, Company Property and Post-Engagement Restrictions ("Agreement"); email to L. Novak regarding same.	0.70	325.50
10/9/20	Lauren S. Novak	Prepare updates to confidentiality agreement.	0.60	327.00
10/9/20	David P. McHugh	Review revised offer letter to new CEO from L. Novak; call with L. Bengel; mark-up draft offer letter and provide feedback to L. Novak	1.00	795.00

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10/9/20	Kyle Jacob	Update Agreement Regarding Confidentiality, Company Property and Post-Engagement Restrictions to include 12-month non-competition and employee/customer non-solicitation provisions; email to L. Novak regarding same.	1.80	837.00
10/12/20	David P. McHugh	Review Confidentiality, Company Property and Post-Engagement Restrictions Agreement draft from L. Novak	1.50	1,192.50
10/13/20	Lauren S. Novak	Telephone conference with client re: employment agreement revisions and prepare updated agreement.	1.80	981.00
10/13/20	David P. McHugh	Review non-compete draft from L. Novak and provide comments etc. to L. Novak re same; follow-up email correspondence with L. Novak re same	1.70	1,351.50
10/15/20	David P. McHugh	Email correspondence re finalized officer/director changes affected change in CEO of North America; email correspondence with A. Avalos re same	0.50	397.50
10/22/20	Lauren S. Novak	Communicate with client re: employment agreements and at-will employment.	0.70	381.50
10/22/20	David P. McHugh	Prepare for and attend call with Pia Vargas, Dr. Oliver Schmidt (Ebner Stolz), Dr. Hanno Rädlein (Ebner Stolz), and L. Novak re US employment law issues re offer letters and employment contracts	1.00	795.00
10/23/20	David P. McHugh	Review summary from L. Novak re US employment law issues re offer letters and employment contracts	0.50	397.50



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10/25/20	Lauren S. Novak	Communicate with client re: employment agreement modifications.	0.20	109.00
10/26/20	David P. McHugh	Review follow-up emails from Fabian re open issues with offer letter and status of same	0.20	159.00

TOTAL FEES **\$12,594.50**

TOTAL INVOICE **\$12,594.50**

SUMMARY OF PROFESSIONAL SERVICES

TIMEKEEPER	HOURS	RATE	FEE AMOUNT
David P. McHugh	7.10	795.00	5,644.50
Lauren S. Novak	5.50	545.00	2,997.50
Kyle Jacob	8.50	465.00	3,952.50
TOTAL	21.10		\$12,594.50

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MATTER SUMMARY

TOTAL FEES	\$12,594.50
TOTAL DISBURSEMENTS/CHARGES	<u>\$0.00</u>
TOTAL INVOICE FOR INVOICE # 2477307 USD	\$12,594.50

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 # 2477307

For Payment Via ACH:

Chase
For Credit to: Schiff Hardin LLP
Account # 04233255
ABA # 071000013
Please reference Invoice # 2477307