

February 16, 2018

Katie Bryant Snell, Esq.
Katie Bryant Snell, PLLC
P.O. Box 2007
Madison, MS 39130-3007

Re: Madison County Labor & Employment Law Matters

Dear Katie:

We understand that the Board of Supervisors of Madison County wishes to retain legal counsel in an advisory role for employment-related matters. The Board has given Shelton Vance, County Administrator, up to \$15,000 in authority to retain legal counsel.

I will be the primary attorney responsible for advising Madison County on employment-related matters as they arise. My hourly rate will be \$220. Should an associate be needed for a particular matter, the hourly rate for the associate will be \$180. The hourly rate for my paralegal, as needed, will be \$90. I intend to handle most matters related to this engagement. Should the need arise to use other lawyers/paralegals to assist, the rates for other lawyers/paralegals will be in line with, and will not exceed, the rates set forth above according to experience.

We will bill you monthly for our fees and expenses. In the event the aggregate of our fees and expenses approach \$15,000, we will inform the Madison County Board Attorney or County Administrator, so that he or she may seek additional authority from the Board of Supervisors. If at any time you have any questions regarding the billing, please do not hesitate to contact me.

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If the above terms of engagement are acceptable, please sign below and return a copy of the signed letter to me. We are honored to be considered and look forward to this opportunity.

Sincerely yours,

COPELAND, COOK, TAYLOR & BUSH, P.A.



Robert C. Richardson

Agreed:

Katie Bryant Snell