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December 5, 2013

Ruth A. Huck
Board Secretary/
Administrative Assistant to the Superintendent
Warren County School District
589 Hospital Drive, Suite A
Warren, PA 16365

In re: Labor Counsel

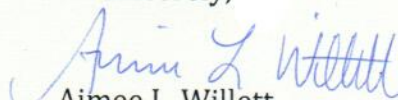
Dear Ms. Huck and School Board Members:

Please accept this correspondence as a follow-up to our formal proposal and interview, expressing our interest to serve as the District's counsel for labor matters. Patrick and I each have assisted numerous districts with labor arbitrations, personnel matters such as employee performance issues, investigations of employee wrongdoing, and defense against discrimination suits, student related administrative hearings and litigation.

If selected to serve as the District's labor counsel, all professional services will be billed at the rate of \$155 per hour, which is our normal rate for those services for our other school clients. Given the distance between the District and our office, travel to and from the District will be billed at a discounted rate of \$100 per hour. Costs such as mileage, postage, copying, etc. will not be billed to the District.

Should you have any questions regarding the terms proposed for services to be rendered to the District, please do not hesitate to contact us. Thank you for considering our proposal.

Sincerely,


Aimee L. Willett