

RUSSELL RODRIGUEZ HYDE BULLOCK L.L.P.

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November 30, 2017

Judge Dan A. Gattis
Williamson County
710 Main Street
Suite 101
Georgetown, Texas 78626

Re: Employment Agreement Billing File No. 15100

Dear Judge Gattis:

This letter agreement confirms that Russell Rodriguez Hyde Bullock LLP will provide the County with legal services related to Solid Waste Matters.

We utilize a fee structure based on the cost per billable hour for attorneys' services. That hourly rate depends on the individual involved and his or her level of experience and expertise. I will be the responsible attorney for this account and the attorney in charge of your legal matters. My time is currently billed at the rate of \$295.00 per hour. Our fee structure is reviewed annually, and we will notify you in writing prior to implementation of any change in our fee structure.

We also utilize law clerks, paralegals, and other support staff to perform those tasks not requiring the time of an attorney. All such staff work is conducted under an attorney's direct supervision. Clerk and paralegal time is billed at \$125.00 per hour. We will submit for reimbursement all out-of-pocket expenses incurred as part of our services. Photocopies are \$0.20 per black and white page and \$1.00 per color page; telefaxes are \$2.00 per transmission. We ask that you pay directly all filing fees, consultant charges, etc. due to the size of such expenses and to avoid overhead charges.

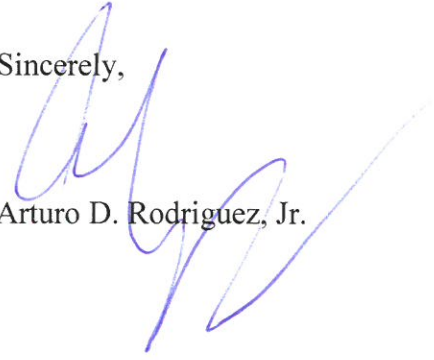
It is our policy to have a detailed statement of services rendered and expenses incurred by the 10th of each month. Full payment is due upon receipt of the statement.

This agreement shall become effective upon our receipt of a countersigned original of this letter. This agreement may be terminated by you at any time by written notice to us, provided that permission for withdrawal from employment is granted by the court, if such is required. This agreement may be terminated by this firm on fifteen (15) days written notice that we are no longer in a position to continue serving you in a specific matter for any reason, including nonpayment of fees and expenses within 30 days of receipt of a statement. However, this firm shall not withdraw from any contested matter without providing the relevant tribunal and the City sufficient time to obtain alternate counsel.

At the conclusion of this matter, we will retain your legal files for a period of 3 years after we close our file. At the expiration of the 3 year period, we will destroy these files unless you notify us in writing that you wish to take possession of them. We reserve the right to charge administrative fees and costs associated with researching, retrieving, copying and delivering such files.

If this agreement is acceptable to you, please sign the duplicate original provided herein and return it to us for our records.

Sincerely,


Arturo D. Rodriguez, Jr.

APPROVED:

Judge Dan A. Gattis
Williamson County, Texas