RETENTION AGREEMENT
FOR
3M PFAS Litigation

This Retention Agreement (hereinafter this "Retention Agreement") is entered into by and between the Ohio Attorney General (the "Attorney General") and Grant & Eisenhofer P.A. and Buckingham, Doolittle & Burroughs, LLC (the "Outside Counsel") effective as of December __, 2018.

RECITALS

WHEREAS, the Attorney General, pursuant to Ohio Revised Code ("R.C.") Section 109.07, is empowered to appoint Outside Counsel to represent the State in civil actions, criminal prosecutions, or other proceedings in which the State is a party or directly interested; and

WHEREAS, the purpose of this Retention Agreement is to set forth the terms for the appointment and retention of Outside Counsel; and

WHEREAS, the Attorney General desires to engage Outside Counsel to provide legal representation to the State of Ohio and its various state agencies, boards, departments, commissions, colleges, universities, and retirement systems, as well as to the Attorney General in his official capacity and as trustee of state-owned natural resources (collectively, the "Client"), harmed by the alleged contamination of the environment by the manufacturers, designers and marketers of aqueous film forming foam ("AFFF") containing perfluorinated substances ("PFAS"), which has allegedly created long-term environmental contamination and human-health risks throughout Ohio, including aquatic and terrestrial resources (soil, groundwater, and streambeds), with such representation including all preparation for, settlement of, and/or actual litigation arising from the alleged contamination and the alleged fraudulent practices or actions or statements or omissions or other wrongful conduct or inaction of 3M Company, Tyco Fire Products, Chemguard Inc., Buckeye Fire Equipment Company, National Foam, Inc., and Angus Fire Armour Corporation, and/or their officers, directors, affiliates, predecessors, or other related entities (hereinafter collectively referred to as the "Litigation").

NOW THEREFORE, in consideration for the mutual promises and covenants set forth herein and for other valuable consideration, the Attorney General and Outside Counsel (each individually, a "Party" and collectively, the "Parties") hereby agree as follows:

Article I
TERM

The appointment of Outside Counsel and this Retention Agreement shall cover all past, present, and future legal services by Outside Counsel in connection with these matters and shall terminate on June 30, 2019, unless earlier terminated by the Attorney General (the "Termination Date"). If the Litigation is not completed by June 30, 2019, then the Attorney General may re-appoint Outside Counsel on the same terms and conditions for an additional term to be determined at that time, to begin July 1, 2019. No services rendered by Outside Counsel after the Termination Date shall be authorized or payable without an additional written agreement from the Attorney General.
Article II
SERVICES

Section 1. Scope of Appointment

Outside Counsel shall provide counsel, advice, and consultation in a manner consistent with accepted standards of practice in the legal profession. In view of the personal nature of the services to be rendered under this appointment, the Attorney General shall be the sole judge of the adequacy of those services.

A. The Attorney General shall have final authority over all aspects of the Litigation. Moreover, the Attorney General has the unfettered right to appoint one or more designated assistants (the "Designated Assistant") to oversee the Litigation which appointment the Attorney General may modify at will. For the purposes of the Litigation, until further notice is given, the Designated Assistant shall be Valeria Hoover, Section Chief of the Environmental Enforcement Section. In the event that no Designated Assistant is named, all references herein to the Designated Assistant shall be deemed to refer to the Attorney General.

B. Outside Counsel shall provide counsel to the Client, subject to the approval of the Attorney General, for the purposes of seeking injunctive relief, monetary relief, and other relief against all entities in the Litigation for any and all alleged violations of law.

C. The Attorney General may provide attorneys and other staff members to guide and assist Outside Counsel with the Litigation. The identity and responsibilities of such personnel so assigned shall be determined solely by the Attorney General.

D. Outside Counsel shall coordinate the provision of counsel with the Designated Assistant and other personnel of the Attorney General, and such others as the Attorney General may appoint as outside counsel. All briefs and other material which may be filed with any court shall first be provided electronically to the Attorney General in draft form in a reasonable and timely manner for review and shall be approved by the Attorney General. The Attorney General shall retain veto power over any decisions made by Outside Counsel. Regular status meetings will be held as requested by Outside Counsel or the Attorney General.

E. Outside Counsel shall only communicate with the Client through the Attorney General or the Designated Assistant unless otherwise agreed to by the Attorney General.

F. Outside Counsel shall provide sufficient resources, including attorneys, paralegals and other professional resources, to prosecute the Litigation in accordance with the Ohio Rules of Professional Conduct and consistent with the requirements of complex litigation.

G. Counsel for any defendant subject to the Litigation for which the Attorney General has retained Outside Counsel may contact the Designated Assistant directly without first consulting Outside Counsel.

Section 2. Assignment and Delegation of Work

Outside Counsel may assign legal work to those individuals set forth in Outside Counsel’s response to the Attorney General's Request for Qualifications (the "RFQ Response") or any individual employed by Outside Counsel or the law firm with which Outside Counsel is affiliated.
Further, Outside Counsel may only delegate work to other attorneys, legal professionals or firms with the advance written approval of the Attorney General.

In the event that Outside Counsel delegates work to other firms, the compensation of such firms shall be a matter beyond the scope of this Retention Agreement to be negotiated in writing between Outside Counsel and those firms prior to the commencement of any work by such firms, and shall be paid entirely by Outside Counsel. A copy of such compensation agreement shall be provided electronically to the Attorney General. The Attorney General may appoint additional firms to serve as co-counsel to Outside Counsel in the Litigation. Such appointment shall be at the sole discretion of the Attorney General. In the event the Attorney General makes or has made such additional appointment, the compensation of such firms shall be a matter beyond the scope of this Retention Agreement to be negotiated in writing between Outside Counsel and those firms prior to the commencement of any work by such firms, and shall be paid entirely by Outside Counsel. A copy of such compensation agreement shall be provided to the Attorney General. Neither the Client nor the Attorney General shall be liable for any fees, compensation or expenses to be paid to other firms retained by Outside Counsel or appointed by the Attorney General to serve as co-counsel with Outside Counsel. Outside Counsel agrees to indemnify, defend, and hold harmless the Attorney General and the State of Ohio against any claim for reimbursement of fees, costs or expenses asserted by any firm retained by Outside Counsel.

All firms to whom Outside Counsel may delegate work under this Section must have qualifications and experience to perform the work requested and shall work under the supervision and control of Outside Counsel. Although delegation may be permitted as provided herein, delegation shall not relieve Outside Counsel of any responsibility or liability for the work performed hereunder. No provision of this Section shall be construed to allow Outside Counsel to subcontract with, hire, or retain any law firm without the prior written consent of the Attorney General.

Section 3. Attorney-Client Relationship and Relationship of the Parties

Outside Counsel shall render services pursuant to this Retention Agreement as an independent contractor. Outside Counsel, whether for purposes of applications of R.C. Chapter 102, Section 9.86 or Section 9.87, or for any other purpose, shall not be regarded as "in the employment of," or as an employee of, the Attorney General or the Client. An attorney-client relationship shall exist between Outside Counsel, the Attorney General and the Client. Outside Counsel shall follow the direction, guidance, rules and policies of the Attorney General in its performance under this Retention Agreement. In all pleadings, notices and/or correspondences created pursuant to the work performed hereunder, Outside Counsel shall indicate that such document is prepared by Outside Counsel in its position as Outside Counsel for the Attorney General.

During the term of this appointment, Outside Counsel shall be engaged by the Attorney General solely on an independent contractor basis, and Outside Counsel shall therefore be responsible for all of Outside Counsel's business expenses, including, but not limited to, employee's wages and salaries, insurance of every type and description, and all business and personal taxes, including income and Social Security taxes and contributions for workers' compensation and unemployment compensation coverage, if any.
The Designated Assistant requires status, lodestar and/or expense reports, as well as significant case updates from Outside Counsel regarding any aspect of the Litigation. Outside Counsel shall submit monthly status reports and updates to the Designated Assistant and the Attorney General's Director of Outside Counsel, or such more frequent reports and updates as developments in the Litigation may suggest. Outside Counsel shall submit quarterly lodestar and expense reports to the Designated Assistant and the Attorney General's Director of Outside Counsel. Failure to timely provide such reports and updates may result in forfeiture of Outside Counsel's compensation, as documented by Article IV.

At a minimum, significant case updates must include a description of the current status of the Litigation, any significant events that have occurred since the previous update, and a prospective analysis of any significant future events.

Reports shall be sent electronically to the Director of Outside Counsel at SpecialCounsel@OhioAttorneyGeneral.gov and to the Designated Assistant at Valoria.Hoover@OhioAttorneyGeneral.gov, or such other addresses as they may hereafter designate. These email addresses shall not be used for invoices, notices or time-sensitive correspondence that may be required under this Retention Agreement.

B. Communication with the Designated Assistant and Director of Outside Counsel

Outside Counsel agrees to consult, by telephone or email, with the Designated Assistant and Director of Outside Counsel as soon as possible on all matters that may be of substantial legal significance, controversial, high profile, or otherwise noteworthy.

Outside Counsel shall give timely written notice to the Designated Assistant of the scheduled date for any of the following, if applicable:

1. Pleadings
2. Discovery Cut-offs
3. Dispositive motions
4. Court decisions and rulings
5. Schedule for hearings, conferences, or other court appearances
6. Trials
7. Settlement negotiation or other alternative dispute resolution efforts
8. Appeal or Notice of an Appeal

Email notices for this Paragraph B shall be at the addresses designated in Paragraph A, above, or such other addresses as may hereafter be designated. Upon the filing of any pleading or the receipt of any communication from a court, Outside Counsel shall timely provide electronic notification and a time-stamped copy of such filing to the Designated Assistant.

C. Communication Regarding Case Initiation and Settlement

The Attorney General in his full discretion shall approve both the initiation of the Litigation on behalf of the State and any settlement. Outside Counsel understands and agrees that the initiation of the Litigation on behalf of the State and all settlements must receive the prior approval of the Attorney General. Outside Counsel shall confer with the Designated Assistant early and regularly with regard to the prospects of settlement. Decisions regarding settlement of the case shall be reserved exclusively to the discretion of the Attorney General and his Designated Assistant.

Outside Counsel shall timely notify the Designated Assistant of any settlement conferences to allow the Designated Assistant to participate as warranted. Without limitation, Outside Counsel agrees to confer with the Attorney General about the following matters when applicable:

Outside Counsel Retention Agreement: 3M PFAS Litigation

The Ohio Attorney General
1. Confidentiality provisions in settlement agreements
2. The Ohio Constitution's biennial limitation
3. Indemnification provisions
4. Release language
5. Naming of the State as a party

Outside Counsel shall meet with the Designated Assistant when required by the Litigation.

D. Communication Regarding Appeals

It is important that the Attorney General receives early notice of potential or actual appeals, for or against, any of its clients. Therefore, Outside Counsel shall give notice via email, as soon as possible, to the Designated Assistant and the Director of Outside Counsel upon the receipt of a dispositive decision in any court, receipt of a Notice of Appeal, or the existence of any intent of Outside Counsel to appeal a decision arising out of the Litigation.

Section 2. Correspondence

Except as otherwise set forth herein, all required notices and correspondence must be sent by certified or registered U.S. mail, return receipt requested, to the following addresses:

For the Attorney General:

John J. Danish
Director of Outside Counsel
30 East Broad Street, 17th Floor
Columbus, OH 43215-3428
Telephone: (614) 728-5474

Valoria Hoover
Section Chief, Environmental Enforcement
30 East Broad Street, 25th Floor
Columbus, OH 43215-3428
Telephone: (614) 466-5249

For Outside Counsel:

Grant & Eisenhofer P.A.
attn: Jay W. Eisenhofer
485 Lexington Avenue
New York, NY 10017
Telephone: (646) 722-8505

Buckingham, Doolittle & Burroughs, LLC
attn: James S. Simon
3800 Embassy Parkway, Suite 300
Akron, OH 44333
Telephone: (330) 376-5300

Addresses may be changed at any time upon written notice to the other Party.

Section 3. Confidentiality/Public Records Act

Outside Counsel agrees to adhere to Ohio's Public Records Act, R.C. Section 149.43, and maintain all public records in accordance with state law, including documentation of all expenses, disbursements, charges, credits, underlying receipts and invoices, and other financial transactions...
that concern the provision of such attorney services. Outside Counsel shall consult with and obtain the approval of the Attorney General before responding to any public records request. Moreover, Outside Counsel shall not disclose any information obtained in performing its services hereunder in violation of any state or federal law including, but not limited to, the Family Education Rights and Privacy Act ("FERPA") and/or the Health Insurance Portability and Accountability Act of 1996 ("HIPAA") as the same may be amended or modified from time to time.

Section 4. Media Statements

Neither Outside Counsel nor any partner, associate, employee or any other person assisting with the Litigation shall publish any material, including online publications, or speak to or otherwise communicate with any representative of a television station, radio station, newspaper, magazine, website, or any other media outlet concerning the work outlined or contemplated by this Retention Agreement without first obtaining approval of the Designated Assistant and/or the Attorney General's Director of Communications. This Retention Agreement specifically excludes any right or ability on the part of Outside Counsel to speak on behalf of the Attorney General to any member of the news media. Provided, however, the restrictions in this Section 4 shall not apply to any professional or other publication of (i) the fact that Outside Counsel is representing or has represented a Client as to a specific matter (the “Representation”) and (ii) the nature of the Representation.

Article IV
COMPENSATION

Section 1. Fee Schedule

Outside Counsel shall receive no compensation for any services rendered unless a recovery or settlement of the Litigation is awarded and collected by, and for the benefit of, the Client. If the Client receives and collects such an award or settlement, Outside Counsel shall be compensated for their services on a contingency fee basis, pursuant to the fee schedule attached hereto as Appendix A (the "Fee Schedule").

The fee award is contingent upon the amount of the total recovery whether by judgment or settlement for the Client as set forth in the Fee Schedule, which shall govern all compensation for Outside Counsel and all co-counsel (whether appointed by the Attorney General, delegated to any outside counsel, or otherwise affiliated in the case). Outside Counsel is not entitled to any portion of any interest that might accrue on any award or recovery in this case, whether by partial or full settlement or judgment, as such interest must be applied directly to the recovery of the Client. Interest earned on funds specifically paid and deposited for payment of attorneys' fees and expenses will be paid to Outside Counsel at the time of disbursement of such fees and expenses.

Section 2. Settlement or Judgment

Subject to R.C. Section 9.492, the Fee Schedule applies to any settlement or judgment, whether the settlement or judgment is entirely monetary in nature, or is combined with non-monetary relief, or is entirely non-monetary.

Section 3. Payment of Fees

Neither the Client nor the Attorney General shall be required under this Retention Agreement, or otherwise, to directly compensate Outside Counsel, except as provided in Articles IV and V and Appendix A of this Retention Agreement. Accordingly, except as provided by the Fee Schedule and for the expenses and costs enumerated in Article V, no other compensation shall be paid to

Outside Counsel Retention Agreement: 3M PFAS Litigation
The Ohio Attorney General
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Outside Counsel. Outside Counsel shall pay, out of the fee awarded to it, all attorneys fees to those law firms whose work in the Litigation has been determined by the Attorney General to have benefited the Client through actions other than objections to actions taken by the Client.

**Article V**

**EXPENSES AND REIMBURSEMENTS**

**Section 1. Advancement of Expenses and Costs**

Outside Counsel shall advance all litigation costs, expenses and disbursements, including expert witness fees and costs, deposition costs, and document production. Neither the Client nor the Attorney General shall advance payment for any services rendered or costs, expenses or disbursements incurred. Outside Counsel's agreement to advance all costs, expenses, and disbursements, as well as its agreement to defer fees while any and all litigation (including appeals) is pending, has been taken into consideration in establishing the Fee Schedule.

**Section 2. Expenses/Format**

Should a recovery be obtained for the benefit of the Client, Outside Counsel shall be reimbursed for certain non-labor expenses and costs only as set forth in Section 4 below. Outside Counsel shall not seek reimbursement of expenses or costs incurred by other attorneys or firms separately retained by Outside Counsel in delegation of its duties.

All expenses should be itemized to include the following information: (1) name of the attorney incurring the expense; (2) a legible copy of a receipt documenting the expense, and (3) a detailed description of the expense. No reimbursement shall be made for "miscellaneous" listings or for expenses missing any of the three requirements listed above.

**Section 3. Receipts**

All receipts shall be retained for at least one (1) full year following the Termination Date and shall be made available to the Attorney General and the Client upon request or as otherwise set forth herein.

**Section 4. Maximum Reimbursement**

Unless otherwise expressly approved by the Attorney General in writing prior to invoicing, the following permitted expenses shall be reimbursed only in accordance with Section 2, above, and only as follows:

- **A. Experts**

  Outside Counsel shall be reimbursed for retention of outside experts, including fees and other reasonable costs, only when expressly authorized by the Attorney General. Except as otherwise expressly set forth herein, Outside Counsel shall not be reimbursed for retention of in-house experts or other in-house legal support staff.

- **B. Travel**

  Approval of travel expenses for reimbursement to Outside Counsel is subject to the State of Ohio Travel Policy as set forth by the State's Office of Budget and Management and found at Ohio Administrative Code Section 126-1-02.
C. Photocopying/Document Imaging

In-house photocopying/document imaging (including faxing, scanning and color copies) shall be reimbursed at Outside Counsel's actual expense, not to exceed fifteen cents ($0.15) per copy and is to be itemized on the invoice as "photocopies, document images, faxes, or scanned pages" (number of copies @ rate per copy/image). Reasonable amounts for outside photocopying/document imaging shall be reimbursed at actual cost if receipts are provided.

D. Priority/Overnight Mail

Charges for priority or overnight mail and courier services shall be reimbursed only if a reasonable basis exists for using the service and only if receipts for the expense are provided. In no event shall Outside Counsel be reimbursed for the cost of sending invoices or status reports to the Attorney General by overnight or priority mail services.

E. Secretarial Overtime

There shall be no reimbursement for secretarial/administrative overtime unless expressly authorized in writing by the Attorney General.

F. Other Expenses

Actual costs shall be reimbursed for certain extraordinary expenses including transcripts, deposition costs, witness fees, subpoena service, postage, printing, cab and bus fares, parking, and long-distance telephone calls when itemized with receipts. Routine expenses such as office supplies, word processing or secretarial costs are not reimbursable. Outside Counsel shall obtain the Attorney General's approval before incurring any individual expense exceeding Five Thousand and 00/100 Dollars ($5,000.00), as well as any other extraordinary or unusual expenses or significant category of expenses incurred in fulfilling the terms of this Retention Agreement.

Article VII

OTHER TERMS AND CONDITIONS

Section 1. Equal Opportunity

In the hiring of employees for the performance of work under this Retention Agreement, Outside Counsel agrees not to discriminate on the basis of race, color, religion, sex, age, national origin, military status, ancestry, disability, sexual orientation or gender identity, characteristics, or expression, against any citizen of the State of Ohio in the employment of a person qualified and available to perform the work to which this Retention Agreement relates.

Outside Counsel further agrees not to discriminate against, intimidate, or retaliate against any employee hired for the performance of work under this Retention Agreement on account of race, color, religion, sex, age, national origin, military status, ancestry, disability, sexual orientation, or gender identity, characteristics or expression.

R.C. Section 125.111 requires any company doing business with the State of Ohio to maintain a written affirmative action program addressing employment practices. The law further requires that this plan be filed annually with the Department of Administrative Services, Equal Opportunity Division. Outside Counsel represents that it has a written affirmative action program and has filed a description of the affirmative action program with the Equal Opportunity Division of the Ohio Department of Administrative Services. Compliance and the liability for non-compliance with R.C. Section 125.111(B) is the sole responsibility of Outside Counsel.
Section 2. Jurisdiction and Choice of Law

This Retention Agreement and the rights of the Parties hereunder shall be governed, construed, and interpreted in accordance with the laws of the State of Ohio. Only Ohio courts shall have jurisdiction over any action or proceeding concerning the Retention Agreement and/or performance hereunder. Outside Counsel hereby irrevocably consents to jurisdiction in a court of proper jurisdiction in Franklin County, Ohio.

Section 3. Indemnification

Outside Counsel agrees to indemnify and hold the Attorney General and the State of Ohio harmless and immune from any and all claims (as hereinafter defined) for injury or damage arising from this Retention Agreement that are attributable to Outside Counsel's own actions or omissions or those of its partners, associates, officers, employees, subcontractors, suppliers, third parties utilized by Outside Counsel, or joint ventures while acting under this Retention Agreement. Claims shall mean any claims made under the Fair Labor Standards Act or under any other federal or state law involving wages, overtime, or employment matters and any claims involving collection activities. Outside Counsel shall bear all costs associated with defending the Attorney General and the State of Ohio against any such claims.

Section 4. Termination

A. Termination by the Parties

The Attorney General reserves the right to modify or cancel the appointment and/or terminate this Retention Agreement at any time, in its sole discretion, and without cause or duty of explanation. Outside Counsel may terminate this appointment and this Retention Agreement upon thirty (30) days' written notice to the Attorney General. If there is pending litigation, termination on the part of Outside Counsel shall not be effective unless Outside Counsel first obtains leave of court to terminate its representation in the matter.

B. Compensation in the Event of Termination

In the event this Retention Agreement is terminated by either Party, Outside Counsel will be entitled to reimbursement as set forth in Articles IV and V of this Retention Agreement for all reasonable, properly documented fees and expenses rendered prior to termination. Such reimbursement will be payable upon the conclusion of the Litigation and only upon an affirmative damages award or settlement in the Client's favor.

C. Transfer of Work

If Outside Counsel is removed from any case or matter, Outside Counsel agrees to effectuate a speedy and efficient transfer of the work and to cooperate fully with the Director of Outside Counsel. Outside Counsel agrees to protect the Client's interests in any transfer of work. The State of Ohio may withhold final payment to Outside Counsel if Outside Counsel fails to transfer all files, documents and materials when so requested by the Attorney General.

Section 5. Campaign Finance Compliance

Outside Counsel hereby certifies that neither Outside Counsel nor, to Outside Counsel's knowledge, any of Outside Counsel's partners, officers, directors, or shareholders, nor the spouse of any such person, has made contributions in excess of the limitation specified in R.C. Section 3517.13
Outside Counsel shall, at all times, have a completed, notarized Affidavit of Eligibility on file with the Attorney General's Outside Counsel Section. Failure to provide a completed, notarized Affidavit of Eligibility will result in termination of Outside Counsel's appointment.

Section 6. Compliance with Rules of Professional Conduct

Outside Counsel represents and warrants that the attorneys listed on Outside Counsel's RFQ Response are currently licensed to practice in, and in good standing before the bar of, the jurisdiction or jurisdictions listed on the RFQ Response (each an "Admission Jurisdiction"). If, during the appointment as Outside Counsel, a complaint is issued against Outside Counsel or any attorney providing services pursuant to this Retention Agreement, alleging a violation of the Supreme Court Rules for the Government of the Bar of Ohio, or the applicable rules governing the state bar in any Admission Jurisdiction, or the Ohio Rules of Professional Conduct, then Outside Counsel must give timely written notice, with a copy via email, of such complaint to the Director of Outside Counsel. Such notice must include the nature of the allegations set forth in the complaint.

Section 7. Conflicts of Interest and Ethics Compliance

Outside Counsel represents and warrants that, as of the date of this Retention Agreement, it is not engaged in any matter that is or may be adverse to the Attorney General, the State of Ohio or the Client. Outside Counsel agrees that if a conflict of interest, potential or otherwise, arises pursuant to Rule 1.7 of the Ohio Rules of Professional Conduct, then Outside Counsel will give timely written notice to the Director of Outside Counsel. Outside Counsel must request and obtain a written waiver prior to undertaking representation adverse to the Attorney General, the State of Ohio, or the Client.

Outside Counsel represents, warrants and certifies that it and its partners, associates, employees, and other persons assisting with the legal work contemplated by this Retention Agreement are knowledgeable of and understand the Ohio Ethics and Conflicts of Interest laws. Outside Counsel further represents, warrants, and certifies that neither Outside Counsel, nor any of its partners, associates, employees or other persons assisting with the legal work contemplated by this Retention Agreement will do any act that is inconsistent with such laws.

Section 8. Findings for Recovery

Outside Counsel warrants that it is not subject to an "unresolved" finding for recovery under R.C. Section 9.24. If the warranty is deemed to be false, this Retention Agreement is void ab initio, and Outside Counsel must immediately repay to the State of Ohio any funds paid under this Retention Agreement.

Section 9. Insurance

Outside Counsel shall maintain, or cause to be maintained at no cost or expense to the Attorney General, adequate professional liability insurance in accordance with Gov. Bar R. III §4. Unless otherwise stated, such insurance shall remain in force at all times from the date hereof through the term of this Retention Agreement, with companies authorized to do business in Ohio with an A.M. Best Rating of at least "A" unless otherwise approved in writing by the Attorney General.

Outside Counsel warrants that it will comply with all conditions of each policy to assure that each policy is kept in full force and effect. Any and all insurance claims must be made on a timely basis as required in the conditions of each policy.
Section 10. Compliance with Law

Outside Counsel agrees to comply with all applicable federal, state and local laws, rules, regulations and ordinances in the conduct of the work hereunder.

Section 11. Offshore Services

Outside Counsel affirms to have read and understands Executive Order 2011-12K issued by Ohio Governor John R. Kasich and shall abide by those requirements in the performance of this Retention Agreement.

Section 12. Miscellaneous

A. Counterparts

This Retention Agreement may be executed in one or more counterpart(s), each of which shall be an original and all of which shall constitute one and the same instrument.

B. Severability of Terms and Conditions

If any provision of this Retention Agreement shall be held invalid, illegal, or unenforceable in any respect, said provision shall be severed. The validity, legality and enforceability of all other provisions of this Retention Agreement shall not in any way be affected or impaired unless such severance would cause this Retention Agreement to fail of its essential purpose.

C. Waiver of Terms and Conditions

Failure to enforce or insist on compliance with any of the terms and conditions of this Retention Agreement by the Attorney General shall not constitute a waiver or relinquishment of any such term or condition of the Retention Agreement on the part of the Attorney General but the same shall remain at all times in full force and effect.

D. Entire Agreement / Integration

This Retention Agreement constitutes the entire understanding of the Parties. Both Parties agree that there is no other understanding or agreement other than the terms expressly stated herein.

E. Amendment or Modification

No amendment or modification of this Retention Agreement shall be effective against either Party unless such amendment or modification is set forth in writing and signed by both Parties.

F. Headings

The headings herein are for reference and convenience only. They are not intended and shall not be construed to be a substantive part of this Retention Agreement or in any other way to affect the validity, construction or interpretation of any of the provisions of this Retention Agreement.

[THE REMAINDER OF THIS PAGE INTENTIONALLY BLANK]
The undersigned represent that they are authorized to enter into this Retention Agreement. The undersigned acknowledge they have read and understand all terms set forth herein. By affixing their signatures below, the Parties evidence their intent to be bound hereto.

OHIO ATTORNEY GENERAL

By: ______________
Name: John J. Danish
Title: Director of Outside Counsel
Date: December 19, 2018

OUTSIDE COUNSEL
Grant & Eisenhofer P.A.

By: ______________
Name: Jay Eisenhofer
Title: Partner
Date: 12/18/18

Buckingham, Doolittle & Burroughs, LLC

By: ______________
Name: James S. Simon
Title: Partner
Date: 12/19/18
APPENDIX A

FEE SCHEDULE* FOR OUTSIDE COUNSEL RETAINED BY THE OHIO ATTORNEY GENERAL IN THE 3M PFAS LITIGATION

Marginal Compensation Rate**

<table>
<thead>
<tr>
<th>Any Recovery Up to $10 Million; plus</th>
<th>Any Portion of Such Recovery Between $10 Million and $16 Million; plus</th>
<th>Any Portion of Such Recovery Between $15 Million and $20 Million; plus</th>
<th>Any Portion of Such Recovery Between $20 Million and $25 Million; plus</th>
<th>Any Portion of Such Recovery Exceeding $25 Million</th>
</tr>
</thead>
<tbody>
<tr>
<td>26.00%</td>
<td>20.00%</td>
<td>15.00%</td>
<td>10.00%</td>
<td>5.00%</td>
</tr>
</tbody>
</table>

The total contingency fee shall not exceed $50 million.

* This fee schedule is in compliance with the Transparency in Private Attorney Contracting Act in Sections 9.49 to 9.498 of the Ohio Revised Code. The amount of the contingency fee (1) shall not be based on penalties or civil fines awarded or on any amounts attributable to penalties or civil fines, and (2) shall be the percentage of the amount of damages actually recovered by the Client.

** In calculating compensation pursuant to Article IV of the Retention Agreement, the Marginal Compensation Rate will be applied to the amount of the recovery after first deducting the reimbursable costs, expenses, and disbursements incurred by Outside Counsel pursuant to Article V.
WRITTEN DETERMINATION PURSUANT TO R.C. 9.492

The Ohio Attorney General's Office is seeking special counsel to represent the State of Ohio and its various state agencies, boards, departments, commissions, colleges, universities, and retirement systems as well as to the Attorney General in his official capacity harmed by the alleged contamination of the environment by perfluorinated substances ("PFAS") which has allegedly created long-term environmental contamination and human health risks throughout the Ohio.

In accordance with R.C. 9.492 as the designee for the Attorney General, I hereby make this written determination that contingency fee representation with a private law firm is both cost-effective and in the public interest for the purposes of the needed legal services, and make the following findings:

- The Attorney General’s Office lacks sufficient and appropriate legal and financial resources necessary to handle representation of the State of Ohio against 3M Company, Tyco Fire Products, Chemguard Inc., Buckeye Fire Equipment Company, and National Foam, Inc., and/or their officers, directors, affiliates, predecessors, or other related entities.

- The engagement of counsel for this Litigation is needed as quickly as possible in order to protect the interests of the State of Ohio, leaving insufficient time to complete a formal request for qualification process from private attorneys.

Because this matter involves specialized legal services that cannot be provided by the Ohio Attorney General's Office in a feasible and cost-effective matter, and for which insufficient time exists to complete a formal request for qualification process, the Ohio Attorney General authorized the appointment of Grant & Eisenhofer P.A. and Buckingham, Doolittle & Burroughs, LLC as special counsel.

John J. Danalis
Director of Outside Counsel

Date: December 12, 2018