

Exhibit A

**AGREEMENT FOR PROFESSIONAL SERVICES**

THIS AGREEMENT, effective on the date of attestation by the city clerk, between TAFT STETTINIUS & HOLLISTER LLP (herein called the "Firm") and the CITY OF DULUTH, MINNE SOTA (herein called the "City").

WITNESSETH, that the City desires to engage the Firm to render certain professional services and both parties agree as follows:

1. **Scope of Services.** The Firm shall provide the following professional services: Provide the City with professional services related to the City's state and federal legislative programs. These professional services shall include research and analysis of legal, financial, and general government issues, drafting legislation, legal service, and technical assistance on related public policy issues, monitoring legislation of importance to the City, and direct legislative representation.

2. **Non-Legal Representation.** Although the Firm is a law firm, the City understands that the Firm is not providing legal services for this engagement. As such, the protections of the attorney-client relationship do not exist. If the City would like to engage the Firm to represent it to provide legal services and advice in any legal matter, a separate engagement letter with additional terms will be required for that work.

3. **Delivery of Service.** Mr. Jeremy Estenson shall assume primary responsibility for delivering the professional services required by this Agreement. Services requested by the City pursuant to this Agreement shall be communicated to Estenson by Mayor Roger Reinert or the City Administrator, David Montgomery.

4. **Time of Performance.** The services of the Firm shall be provided upon request of the City starting January 1, 2024, and shall continue until December 31, 2024, unless earlier terminated as set out herein.

5. **Compensation: Method of Payment.** For the services provided for hereunder, it is agreed that the Firm shall be paid monthly fees, inclusive of all reasonable out-of-pocket expenses incurred in the performance of its services, on the following schedule:

January, 2024	\$11,667.00
February, 2024	\$11,667.00
March, 2024	\$11,667.00
April, 2024	\$11,667.00
May, 2024	\$11,667.00
June, 2024	\$11,667.00.
July, 2024	\$11,667.00
August, 2024	\$11,667.00
September, 2024	\$11,667.00
October, 2024	\$11,667.00
November, 2024	\$11,667.00
December, 2024	\$11,667.00

The total cost of all payments under this Agreement to Firm for services rendered and reimbursement of expenses during the year 2024 shall not exceed the sum of One Hundred and Forty Thousand and Four Dollars (\$140,004.00), which shall be payable from the General Fund 100-700-1401-5312.

All bills for services performed or for reimbursement of expenses shall be submitted no more frequently than monthly to the City in care of the City Administrator, Room 402 City Hall, Duluth, Minnesota 55802, Attention: David Montgomery. Such billings shall be accompanied by documentation as shall be reasonably requested by the City or its auditors. Upon approval of billings and supporting documentation, Firm's bills shall be promptly paid.

6. **Additional Services and Compensation.** The services enumerated in paragraph 1 above can be expanded by mutual written agreement between the Firm and City; provided, however, Firm shall not be required to provide such additional services without the agreement on the part of the City to provide additional compensation therefor.

7. **Reports.** The Firm shall report to the City in writing which may also be sent via electronic transmission, on a biweekly basis, the services provided pursuant to this agreement.

8. **Assignability.** Firm shall not in any way assign or transfer any of its rights or interests under this Agreement in any way whatsoever without the prior consent of the City. Further, Firm shall not assign any other person as being primarily responsible for the delivery of services hereunder, other than as provided for in paragraph 2 above, without the prior written consent of the City representatives referred to in that paragraph.

9. **Termination of Services.** City may, by giving written notice specifying the effective date thereof, terminate this Agreement in whole or in part without cause. Firm may terminate this agreement in whole or in part without cause upon giving fifteen (15) days prior notice to City of its desire to do so. In the event of termination, all property and finished or unfinished documents and other writings prepared by Firm under this Agreement shall become the property of City, and Firm shall promptly deliver the same to the Department of Finance as set forth above. Firm shall be entitled to compensation for time expended by it prior to the termination of this Agreement.

10. **Renewal.** The term of this Agreement may be extended for one year commencing January 1, 2025 and ending December 31, 2025, upon written action by both the City's Chief Administrative Officer and the Firm.

11. The parties intend to create an independent contractor status and no third-party beneficiaries are intended. City shall not be liable to any agent or employee of Firm for Workers' Compensation.

IN WITNESS WHEREOF, the City and the Firm have executed this Agreement as of the date written above.

THE CITY OF DULUTH, MINNESOTA

TAFT STETTINIUS & HOLLISTER, LLP

By \_\_\_\_\_  
Roger J. Reinert  
Mayor

By \_\_\_\_\_  
Jeremy Estenson  
Vice President, Public Affairs  
Strategies Group

ATTEST: \_\_\_\_\_  
City Clerk

COUNTERSIGNED:

\_\_\_\_\_  
City Auditor

APPROVED AS TO FORM

\_\_\_\_\_  
City Attorney