



Audiology and Speech-Language Pathology Interstate Compact Commission
Lawrence Molt, Chair
Via electronic mail to:
AL_Aud_Delegate@aslpcompact.com
Re: Engagement Agreement

Dear Chair Molt:

Based upon my past and current work with the Audiology and Speech-Language Pathology Interstate Compact Commission (“ASLP-ICC”) and the need to document my retention as Legal Counsel for ASLP-ICC, by and through you and the Executive Committee of the ASLP-ICC, this letter agreement reiterates the general terms of services which I will be able to continue to provide to the ASLP-ICC in connection with the activities and administration of the Compact Commission. Upon approval, please sign and date this letter and return it to me to confirm agreement to the terms of this engagement.

Statement of Work

The services to be provided in connection with the above referenced matter shall include but not be limited to the following tasks:

1. Review, evaluation, research, and advice concerning the governance and administration of the compact including but not limited to the following:
 - a. Legal relationship by and between the various entities and individuals authorized to administer and enforce the provisions of the compact and its authorized bylaws and rules;
 - b. Identification of necessary and appropriate agreements, memoranda of understanding or other documentation needed to carry out these legal responsibilities;
 - c. Assist with legal issues pertaining to the enactment, implementation, and enforcement of the compact and its duly authorized rules and bylaws as requested;
2. Prepare appropriate drafting of agreements, letters, memoranda, summaries, reports and advisory opinions with regard to any or all of the above topics and other deliverables as requested;

Compensation

Nahale Freeland Kalfas, Attorney at Law, which is a solo-practice solely owned by Nahale Freeland Kalfas will continue to perform all services pertaining to the work



described in this agreement and will charge an hourly rate, which includes overhead and any requisite staff support, of \$150.00 per hour or a maximum of \$1,000.00 per day.

Litigation Matters

Due to the labor-intensive nature of litigation and the need for additional overhead costs, the defense or prosecution of any litigation in state or federal court on behalf of the ASLP-ICC will be handled separately from the above referenced services and the compensation for time and expenses will be negotiated on a case-by-case basis.

Other Charges

In addition to above fees, ASLP-ICC will provide reimbursement for expenses related to the work performed under this agreement including travel expenses such as airfare, car rental or alternative ground transportation, lodging, and meals.

Continuing Representation

The term of this agreement shall be effective immediately upon execution and will continue through and including one calendar year from date of execution. This agreement shall automatically renew each year on date of execution unless either party to this agreement cancels this agreement by giving at least thirty (30) days' notice in writing to the other party whereupon this agreement will be cancelled upon the expiration of the thirty-day (or longer) period after receipt of the notice of cancellation. The agreement may be cancelled at any time by mutual consent.

Dated this ____ of December, 2022.

Nahale Freeland Kalfas, Attorney

By: *Nahale Kalfas*

ASLP-ICC

By: _____

Lawrence Molt, Chair