

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement ("Agreement") is between the Baldwin County Commission, the governing body of Baldwin County, Alabama (hereafter "BCC"), and Adams and Reese, LLP, an Alabama company ("Adams and Reese") and is effective the date last executed below.

1. Adams and Reese agree to provide consulting and advisory services to BCC with regard to task specific federal, state, and economic development representation issues. Adams and Reese agree to monitor and evaluate these issues and to promptly advise BCC on the components of an agency and legislative plan and the appropriate strategy necessary to achieve the goals of such a plan. Adams and Reese will perform such services with regard to those issues as are mutually agreed to between Adams and Reese and BCC.

2. Adams and Reese acknowledge that it may be required to register for work performed on behalf of BCC under the Lobbying Disclosure Act of 1995, as amended (2 USC §1601 et seq.) and any subsequent laws or regulations on behalf of BCC and agrees to do so in the event such registration is required.

3. In consideration of the performance of these services, BCC shall pay to Adams and Reese the sum of \$6,000.00 per month, with such payments due monthly. BCC hereby warrants that these payments will not be made with Federal funds.

4. This Agreement shall become effective October 1, 2025, and shall continue in effect until September 30, 2026, or unless sooner terminated by BCC or Adams and Reese by written notice given to the other at least thirty (30) days prior to the date of termination. Any fees earned or reimbursable expenses incurred prior to the receipt of said notice of termination on behalf of BCC under this Agreement shall be paid by BCC.

5. This Agreement shall be construed and enforced in accordance with the laws of the State of Alabama, and proper venue for any action relating to the subject matter of this Agreement shall lie in Baldwin County, Alabama.

6. Should BCC employ an attorney to enforce this Agreement, BCC shall be entitled to recover from Adams and Reese all reasonable costs, damages, and expenses, including reasonable attorneys' fees, expended, or incurred in connection therewith.

7. If any part or parts of this Agreement shall be held unenforceable for any reason, the remainder of this Agreement shall continue in full force and effect. If any provision of this Agreement is deemed invalid or unenforceable by any court of competent jurisdiction, and if limiting such provision would make the provision valid, then such provision shall be deemed to be construed as so limited.

IN WITNESS WHEREOF, the parties have affixed their hands and seals this date, as follows:

[Signature pages to follow]

BALDWIN COUNTY COMMISSION

Matthew P. McKenzie
Chairman

Date: _____

ATTEST:

Roger H. Rendleman
County Administrator

STATE OF ALABAMA)
COUNTY OF BALDWIN)

I, the undersigned authority, a Notary Public, in and for Baldwin County, Alabama, and the State of Alabama, hereby certify that MATTHEW P. MCKENZIE, as Chair of the Baldwin County Commission, and ROGER H. RENDLEMAN, as County Administrator of the Baldwin County Commission, whose names are signed to the foregoing instrument and who are known to me, acknowledged before me and on this day that, being informed of the contents of said instrument, they, as such Chair and County Administrator of the Baldwin County Commission, and with full authority, executed the same voluntarily on the day the same bears date for and as an act of said Baldwin County Commission.

Given under my hand and seal this the _____ day of _____, 2025.

NOTARY PUBLIC
My Commission expires: _____

Adams and Reese, LLP

By: C. BRITTON BONNER

As Its: Partner in Charge

Date: _____

STATE OF ALABAMA)
COUNTY OF BALDWIN)

I, the undersigned authority, a Notary Public, in and for _____ County, Alabama, and the State of Alabama, hereby certify that C. BRITTON BONNER, as Partner in Charge of Adams and Reese, LLP, whose name is signed to the foregoing instrument and who is known to me, acknowledged before me and on this day that, being informed of the contents of said instrument, C. BRITTON BONNER, as Partner in Charge of Adams and Reese, LLP, and with full authority, executed the same voluntarily on the day the same bears date for and as an act of said Adams and Reese, LLP.

Given under my hand and seal this the _____ day of _____, 2025.

NOTARY PUBLIC

My Commission expires: _____