

MURCHISON & NEWCOMB, L.L.C.
Attorneys At Law

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January 9, 2026

Commissioner Teddy J. Faust, Jr.
Baldwin County Revenue Commissioner
P.O. Box 1389
Bay Minette, Alabama 36507
Email: TFaust@baldwincountyal.gov

Dear Commissioner Faust:

It has been a pleasure representing your office for the last six years. I look forward to continuing to represent you.

The below represents an engagement letter with the firm of Murchison and Newcomb, LLC with Judy A. Newcomb being the assigned attorney. Based upon our conversations you want to engage our services to represent the Baldwin County Revenue Commission Office regarding the appeal of property tax assessments by property owners and other general matters associated with the Baldwin County Revenue Commission Office. .

In consideration of our services, we have agreed our billable rate will be \$250.00 per hour for professional services rendered plus reasonable expenses on matters presented to our firm by the Baldwin County Revenue Commission Office for representation. Our firm does not bill in less than 10-minute increments.

If the services of a paralegal are required, we will clear that prior to any work or billing. We will submit a bill to you approximately every quarter. Expenses will be separately stated on the bill and our fees will be charged as indicated. Our billing statements are due and payable upon presentation and are overdue if not paid by the end of the month.

In the course of rendering services to you, it may be necessary for us to incur expenses for items such as filing and recording fees, court costs, survey fees, appraisal

fees, publication fees, deposition transcripts, computerized legal research, notary service, overnight or special delivery service, postage, photocopying, facsimile transmissions, telephone calls, travel, lodging, meals, and overtime for firm secretarial and other staff services. Whenever possible we will attempt to review any expenses with you prior to incurring them.

As you are aware our firm has other clients and we will conduct routine conflict checks in matters that involve individual citizens. If a conflict should arise, we will notify you of the conflict so that you may seek other representation on that matter.

You may terminate this agreement at any time with or without cause by notifying us in writing of your desire to do so. Upon receipt of the notice to terminate representation, we will immediately cease work on all Baldwin County Revenue Commission Office matters and seek permission to withdraw from any pending Court matter. To the extent permitted by rules of professional responsibility and the court, we may terminate our representation at any time if you breach any material term of this agreement, fail to cooperate or follow our advice on a material matter, if a conflict of interest develops or is discovered, or if there exists, at any time, any fact or circumstance that would, in our opinion, render our continuing representation unlawful, unethical, or otherwise inappropriate.

We will return to you any original documentation we may have secured from you as they are no longer needed during our representation of you. We will retain any files involving our representation of you, in a digital format, for a period of 6 years after the file is closed. At the end of the 6-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 you have any questions regarding this letter or the progress of individual cases, please contact me.

I look forward to continuing my representation of the Baldwin County Revenue Commission.

This agreement shall be effective upon acceptance by you as indicated below. However, any work performed in representing the Baldwin County Revenue

Commission beginning in January of 2026 shall be billed at the rate set forth herein.

Respectfully,



Judy A. Newcomb

On behalf of:

Murchison and Newcomb, LLC

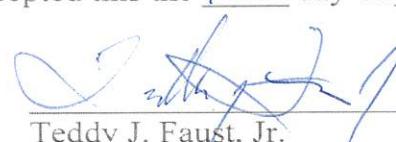
P.O. Box 2149

Foley, Alabama 36536

(251) 955-1591

Email: info@murchisonandnewcomb.com

Acknowledged and Terms Accepted this the 13th day of January,
2026.



Teddy J. Faust, Jr.

Baldwin County Revenue Commissioner

Acknowledged and Terms accepted this the _____ day of _____, 2026

BALDWIN COUNTY COMMISSION

By: _____
Its: Chairman

Attest:

By: _____
Its: County Administrator