

# är'kon Consultants

Industrial chemistry R & D Product development Expert witness services

February 1, 2006

## TERMS OF EMPLOYMENT

As of the above date, the terms of my engagement are on the basis of \$275/hr for non-testimonial services, including but not limited to analysis, research and report preparation. In order to initiate my participation in any case, a retainer of \$2000-5000 is required, to be applied as an advance to costs to be incurred. In the event that I should be required to provide testimonial services, charges will be \$375 per hour for time committed to taking of a deposition, and \$475/hr for courtroom time; for depositions and courtroom appearances, there is a ½ day minimum charge. Travel time is charged at \$95/hr. A flat fee of \$2000 will be charged for a scheduled court appearance canceled by settlement of the case prior to trial. If, at any future date, an increase in fees occurs, I will provide written notice; after your approval, fees will then be increased from the date of your approval.

You will be invoiced monthly for services rendered, and provided with a statement, including a time sheet and invoices for any expenses. Payment is due upon receipt of invoice. If I do not hear from you within 30 days after invoicing, I will assume that expenses are acceptable. Overdue accounts are serviced by Dun and Bradstreet Collections, and will be turned over to them after 60 days.

If I am dismissed or withdraw from participation in this case, fees incurred prior to the date of withdrawal remain your responsibility. My engagement as an expert witness is specifically with you as a representative of your firm, and not with your client. Payment of my expenses is not contingent on payment by your client, as this would constitute conflict of interest. Fees paid are not for my opinion, but for my time, to discuss or explain my opinion.

If this letter accurately sets forth your understanding regarding the terms and conditions of my engagement, please make a copy of this letter and countersign below, and return a signed copy to me at the address below, or by fax.

\_\_\_\_\_ printed \_\_\_\_\_

\_\_\_\_\_ Connie M. Hendrickson, PhD, CPC

\_\_\_\_\_ date \_\_\_\_\_

\_\_\_\_\_ date \_\_\_\_\_

\_\_\_\_\_ firm \_\_\_\_\_

\_\_\_\_\_ case \_\_\_\_\_

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