



**State of Wisconsin**  
**Department of Employee Trust Funds**  
 4822 Madison Yards Way  
 Madison, WI 53705-9100  
 P. O. Box 7931  
 Madison, WI 53707-7931

## Contract by Authorized Board

**Commodity or Service:**

Federal Tax and Contract Counsel to the State of Wisconsin Employee Trust Funds Board for the Wisconsin Retirement Systems and related ETF programs

**Contract No./Request for Proposal No.:**

ETJ0060 dated April 9, 2021

**Authorized Board:** Employee Trust Funds Board

**Contract Period:** July 1, 2021 through June 30, 2022 with an option to renew for (5) five additional one (1) year periods

1. This Contract is entered into by and between the State of Wisconsin Department of Employee Trust Funds (Department or ETF) on behalf of the State of Wisconsin Employee Trust Funds Board (Board) and Ice Miller LLP (Contractor), whose address and principal officer appear below. The Department is the sole point of contact for this Contract.
2. Whereby the Department agrees to direct the purchase and the Contractor agrees to supply the Contract requirements in accordance with the State of Wisconsin standard terms and conditions and the documents specified in the order of precedence below, hereby made a part of this Contract by reference.
3. For purposes of administering the Contract, the order of precedence is:
  - A) This Contract with Ice Miller, LLP dated April 9, 2021;
  - B) Exhibit A showing Contractor's hourly rates and pricing terms starting July 1, 2021;
  - C) Request for Proposal ETJ0060 dated October 14, 2020; and
  - D) Contractor's Proposal dated November 20, 2020.

**Contract Number & Service:** ETJ0060 Federal Tax Counsel to the State of Wisconsin Employee Trust Funds Board for the Wisconsin Retirement System and related programs

<b>State of Wisconsin Department of Employee Trust Funds</b>
Authorized Board: Employee Trust Funds Board
By (Name): A. John Voelker, Secretary Department of Employee Trust Funds
Signature: <span style="font-size: small; color: blue;">DocuSigned by:</span> 
Date of Signature: <span style="font-size: small; color: blue;">1EB9C35D52DD41E</span> 4/9/2021
Phone: (608) 266-0301

<b>Contractor</b>
Legal Company Name: Ice Miller LLP
Trade Name: Ice Miller LLP
Taxpayer Identification Number: 35-0874357
Contractor Address (Street Address, City, State, Zip): One American Square Suite 2900 Indianapolis, IN 46282-0200
Name & Title (print name and title of person authorized to legally sign for and bind Contractor) Audra Ferguson-Allen, Partner
Signature:
Date of Signature: 4/8/2021
Email: Audra.ferguson-allen@icemiller.com Phone: 317.236.2249

## EXHIBIT A

<b>Hourly Rates* for Attorneys and Staff (i.e, Actuaries and Paralegals) who will perform work under the Contract</b>			
<b>Category</b>	<b>Name</b>	<b>Hourly Rate Standard</b>	<b>Hourly Rate Discounted</b>
<b>Attorney</b>	Audra Ferguson-Allen, partner (lead)	<b>\$530.00</b>	
	Robert L. Gauss, partner (lead)	<b>\$530.00</b>	
	Gary Blachman, partner	<b>\$530.00</b>	
	Kathleen Sheil Scheidt, partner	<b>\$530.00</b>	
	Christopher S. Sears, partner	<b>\$530.00</b>	
	Lisa Erb Harrison, senior counsel	<b>\$530.00</b>	
	Shalina A. Schaefer, senior counsel	<b>\$530.00</b>	
	Lindsay Knowles, staff attorney	<b>\$350.00</b>	
	Austin Anderson, associate	<b>\$350.00</b>	
	Raven Merlau, associate	<b>\$350.00</b>	
<b>Actuary</b>	Eric Dawes	<b>\$530.00</b>	
<b>Paralegal</b>	Taretta Shine	<b>\$250.00</b>	

\*Effective January 1, 2024, the parties agree that hourly rates will increase as listed below "For Years 4-5," due to anticipated increases in overhead costs, such as staff wage growth.

For Years 4-5:

For all partners, senior counsel and actuary rendering services:     \$ 575.00 /hour  
 For all associates and staff counsel rendering services:             \$ 375.00 /hour  
 For all para-professionals rendering services:                         \$ 275.00 /hour

Contractor will provide detailed billing that discloses a summary of the work performed, who worked on the inquiry, and the hourly rate billed for the service. Generally, Contractor will provide such invoices on a monthly basis. Occasionally, Contractor may bill on a less frequent basis if the time involved in the prior month was minimal.

**Additional Fees:**

Additional anticipated fees and expenses would include the following items: (1) photocopies are billed at 5¢ per page for B&W, and 15¢ per page for color; (2) conference call charges are billed based on actual costs to the Firm from the carrier; (3) on-line computer assisted legal research is billed at rates established taking into account vendor charges; (4) courier delivery expenses are to be charged at the regular rates imposed by Federal Express, UPS, or other applicable courier service companies; (5) scans are billed at 2¢ per page; and (6) travel costs (such as airline tickets, hotel expenses, and meals) are billed based on the actual cost incurred.

In the event Contractor would make filings with the IRS, ETF would be responsible for any IRS filing fees. ETF would also be responsible for any fees for any voluntary correction program filings.

Contractor has developed its Comply Now program to address plan sponsor uncertainty and risk relating to qualified plan compliance. The plan document component of this program is designed to be able to provide flat fee or not to exceed structures.

In addition, where appropriate for the assignment, Contractor and ETF can enter into a flat fee or not to exceed billing structure. For example, a flat fee arrangement can be very helpful for a defined project, such as Board fiduciary training.