



Village of **Lake Orion**
EST 1859

LEGAL SERVICES PROPOSAL FOR THE VILLAGE OF LAKE ORION

FOSTER SWIFT
FOSTER SWIFT COLLINS & SMITH PC || ATTORNEYS

COURTNEY G. AGRUSA

28411 Northwestern Highway, Suite 500
Southfield, MI 48034
248.538.6326
cagrusa@fosterswift.com

FOSTERSWIFT.COM



FIRM NAME

Founded in 1902, Foster Swift is a full-service law firm. We are organized into the following six primary practice areas:

1. Municipal and Public Entity
2. Business and Tax
3. Employer Services (Labor & Employment as well as Workers' Compensation)
4. Financial Institutions, Real Estate, and Bankruptcy
5. Litigation
6. Trusts and Estates

Our clients come from all over the upper and lower peninsulas in Michigan.

We provide our municipal and public entity clients with best-in-class general counsel and specialty law services, and we proactively inform, advise, and counsel our clients regarding new developments in the law. Key points of interest include:

- Foster Swift has extensive experience in municipal and public entity law. The 18 members of the Municipal and Public Entity Practice group represent more than 200 Michigan counties, cities, villages, townships, libraries, and intergovernmental units, including the Village of Grosse Pointe, Canton Township, and the City of Mt. Pleasant to name a few.
- Our municipal and public entity team regularly helps Michigan public entities with land use and zoning, drafting and enforcement of legislation, administrative matters and legal proceedings, code enforcement, contract law, interlocal government agreements, labor and employment law including labor negotiations, environmental issues, federal and state laws, constitutional law, litigation in the state and federal court systems, municipal leases, licenses and agreements, public records, the Freedom of Information Act ("FOIA"), and the Open Meetings Act ("OMA").
- All Foster Swift attorneys are graduates of an American Bar Association ("ABA") accredited law schools, are licensed to practice law in Michigan, and are in good standing with the State Bar of Michigan.
- Every attorney on Foster Swift's municipal and public entity team focuses on being accessible and timely.
 - Throughout our attorney client relationship, we strive to establish clear communications regarding projects, timeframes, and review processes to exceed client expectations.
 - Foster Swift's policy is that phone calls and emails are returned within eight business hours, and it is usually within four business hours or less.
 - In terms of meetings, while we prefer a business days' notice, in most circumstances, if attendance can be via Zoom, Teams, or Webex, we are often able to attend with one hour's notice.
 - Every Foster Swift attorney is backed by another attorney, so crises can be immediately addressed even if one of the attorneys may be unavailable.
- Foster Swift's attorneys regularly inform clients of new case law and legislation (including pending legislation) which may affect municipalities and public entities through newsletters and webinars. To review our newsletters, visit: <https://www.fosterswift.com/services/Administrative-and-Municipal-Practice-Group>



OFFICES

Foster Swift is a full-service law firm comprised of 101 attorneys and 110 support staff with offices in Southfield, Lansing, Grand Rapids, Detroit, and Holland. It is not a subsidiary, nor does it have any subsidiaries. Our attorneys and staff are very involved in their respective communities. If selected by the Village, a majority of the work will be performed in our Southfield and Lansing offices.

The firm is organized into the following six primary practice areas:

1. Municipal and Public Entity
2. Business and Tax
3. Employer Services (Labor & Employment as well as Workers' Compensation)
4. Financial Institutions, Real Estate, and Bankruptcy
5. Litigation
6. Trusts and Estates

PERSONNEL

Courtney Gabbara Agrusa is the single point-of-contact to respond to questions regarding this proposal. Courtney's phone number is 248.538.6326, and her email is cagrusa@fosterswift.com.

If offered the opportunity to represent The Village of Lake Orion ("Village"), Courtney will serve as the Village Attorney. While the Village will have a single point-of-contact to coordinate all work, they will also have the benefit of a team if additional special attorneys are needed. Courtney will assign and oversee all Village work assigned to other Foster Swift attorneys.

Courtney Gabbara Agrusa	Municipal and Employment Law and Labor Relations
Keith Brown	Municipal & Public Entity Law
Laura Genovich	Tax Tribunal and Election Law
Brian Renaud	Municipal & Public Entity Law

Our Southfield office consists of 28 attorneys and 26 staff members. Our Lansing office has 44 attorneys and 68 staff members.

STAFFING

As a full-service law firm, we are staffed to serve the Village of Lake Orion without the need to hire additional outside staff.

One of the many benefits of working with a full-service law firm is that clients have immediate access to attorneys who handle virtually every area of the law and who already have a working relationship with their Village Attorney, enabling the specialty attorney to get up to speed more quickly resulting in less fees incurred by the Village.

Foster Swift municipal and public entity attorneys are committed to providing clients the best possible representation on all matters. We are continually investing in their professional development to stay abreast on substantive areas of the law as well as litigation strategies. We regularly participate in programming delivered by the State Bar of Michigan and the Michigan Association of Municipal Attorneys. Because of our expertise and communication skills, we are frequently speakers and authors for the Michigan Municipal League, the Michigan Townships Association, the Michigan Assessors Association, and other associations.

Complete bios for attorneys referenced above follow.



Courtney Gabbara Agrusa

Senior Attorney

Southfield, MI

248.538.6326

cagrusa@fosterswift.com

Overview

Courtney Gabbara Agrusa is a municipal law attorney, and she has been since the day she began her legal career as a staff attorney for a local City Attorney office. Based in Foster Swift's Southfield office, Courtney's practice focuses exclusively on working with Michigan counties, cities, villages, townships, and other governmental entities to provide counsel in municipal corporate and public sector labor matters. Having stood in her clients' shoes and sat shoulder to shoulder with them, Courtney knows first-hand the unique business and legal needs of municipal entities.

In her capacity as a municipal law attorney, Courtney works tirelessly to help her clients navigate the ever changing demands faced by local governments. As an insider and a community member, she recognizes the impact, directly and indirectly, a municipal entity's decisions and actions have on all members of those communities.

Municipal Law

"Municipal law" covers a wide range of issues including, but not limited to, elections, labor & employment, governance, ordinance reviews, taxes, special assessments, planning, codes & compliance, human resources, public safety, emergency services, civil rights, animal control, environmental, public works, drafting and reviewing contracts of all types (e.g., software, construction, affiliation agreements, urban cooperation contracts, and cell towers), libraries, tribal law, parks, and parking.

Courtney's direct experience in a local City Attorney's office, including serving as Interim City Clerk; at a boutique municipal law firm for almost six years; and at Foster Swift includes advising and representing municipal entities in the areas described above and more.

Courtney believes collaboration is the key to success when working with municipalities. Taking the approach that her client contacts are subject matter

Practices

Election & Campaign
Finance Law

Employment Law

Firearm Regulation Law

Freedom of Information Act

Labor Relations

Municipal & Public Entity
Law

Open Meetings Act

Zoning & Land Use

Education

Michigan State University
College of Law, J.D., 2012

Michigan State University,
B.S. in Psychology, 2009

Bar & Court Admissions

Michigan

U.S. District Court for the
Western District of Michigan

U.S. District Court for the
Eastern District of Michigan

experts in their own respective lines of work (e.g., tax, public works, code compliance, finance, and zoning), Courtney works closely with her clients to ensure she understands their needs, goals, and perspectives. This type of collaboration and work dynamic allows Courtney to build strong working relationships with her clients and to provide the high-quality legal services her clients need.

A typical week includes attending council, commission, and board meetings; meeting with, talking with, and advising her clients; reviewing and revising contracts, ordinances, and millages; researching and drafting opinions and memoranda; appearing in court; and negotiating public employer labor and employment matters.

Some of the statutes Courtney regularly deals with include:

- Freedom of Information Act (FOIA)
- Open Meetings Act (OMA)
- Michigan Zoning Enabling Act (MZEA)
- Michigan Planning Enabling Act (MPEA)

Municipal Employment & Labor Matters

One of Courtney's sub-niches within municipal law is the navigation and litigation of labor and employment matters. These include employee disciplinary matters, labor negotiations, grievance arbitrations, unfair labor practices, Equal Employment Opportunity Commission Charges, Michigan Department of Civil Rights Complaints and Unemployment Insurance Agency Appeals.

Her public employer clients also call on her for a vast range of hands-on support, from facilitating meetings between unhappy employees, their union representatives, their direct supervisors, and HR, to preparing last chance agreements, disciplinary agreements, and termination documents, negotiating resignations in lieu of termination, and actually terminating employment. She regularly drafts, reviews, and revises both employment and personnel policies, procedures, and handbooks.

Employment related statutes Courtney regularly deals with include:

- Americans with Disabilities Act (ADA)
- Fair Labor Standards Act (FLSA)
- Paid Medical Leave Act (PMLA)
- Family Medical Leave Act (FMLA)
- Earned Sick Time Act (ESTA)

- Improved Workforce Opportunity Wage Act (IWOWA)
- Bullard Plawecki Employee Right-to-Know Act

Michigan Election Law

Having served, by necessity, as an Interim City Clerk during a challenging election year, Courtney recognizes first-hand the scrutiny municipal entities face, and the personal toll it takes on individuals, when it comes to matters involving elections.

She is now routinely retained to help municipalities with full-time or part-time Clerks get through and survive turbulent election scenarios under intense time constraints. Courtney consults clients on recall issues, recounts, and other election challenges, resulting in the litigation of recall appeals and oversight of recounts. She also consults with them before election cycles in a preventive law capacity.

Honors & Recognition

Jurisprudence Achievement Award, Michigan State University College of Law, 2012

Memberships & Affiliations

Legal Affiliations:

- State Bar of Michigan
 - Government Law Section
 - Insurance and Indemnity Law Section
 - Labor and Employment Law Section
 - Municipal Law Committee
- Chaldean American Bar Association
 - Member (2017-Present)
- Michigan State University College of Law Alumni Association
 - President (2022-2025)
 - Vice President (2019-2022)
- Board of Directors, Ms. JD
 - Board Member (2011-2015)
- Women Lawyers Association of Michigan
 - Member (2021 – Present)

Community Affiliations:

- Chaldean Americans for Whitmer Leadership Council
 - Member (2022)
- Chaldeans Advisory Counsel for Biden/Harris
 - Member (2020)
- Planned Parenthood Advocates of Michigan
 - Board of Directors (2024 – Present)

News & Resources

Events

September 17, 2025

Labor & Employment Law Update: 2025 Recap and Insights for 2026

May 14, 2025

New Law Changes in Effect for Employers Hiring Minors

April 2, 2025

Nip It in the Bud: The Importance of Strong Policies and Handbooks

February 25, 2025

What Employers Need to Know About Michigan's Amended Earned Sick Time Act

October 30, 2024

Writing Policy — Liability Considerations

September 18, 2024

2024 Virtual Labor & Employment Law Update

September 11, 2024

An Overview Guide to Michigan's Gun Laws

August 14, 2024

Election Day 2024: A Guide to Essential Polling Etiquette

Publications

June 23, 2025 | *Foster Swift Municipal Law News*

What Does SCOTUS Stance on Assault Weapons Mean for Firearm Regulations?

April 28, 2025 | *Foster Swift Labor & Employment Law News*

New Law Changes in Effect for Employers Hiring Minors

February 21, 2025 | *Foster Swift Labor & Employment Law E-blast*
What Employers Need to Know About Michigan's Amended Earned Sick Time Act

January 15, 2025 | *Foster Swift Municipal Law News*
New Laws Prohibit Firearms at Polling Places and Other Election Locations

October 3, 2024 | *Foster Swift Municipal Law News*
Polling Place and Voter Etiquette Guidelines: Election Day Q&A

July 31, 2024 | *Labor & Employment Law News E-blast*
Michigan Employers Alert: Major Changes to Sick Leave & Minimum Wage Effective Feb 2025!

July 23, 2024 | *Foster Swift Municipal Law News*
Extreme Risk Protection Orders: Q&A on Michigan's Red Flag Gun Laws

March 25, 2024 | *Foster Swift Municipal Law News*
Lindke v. Freed: When Public Officials Can Be Held Liable for Blocking Individuals on Social Media

January 30, 2024 | *Labor & Employment Law News E-blast*
Independent Contractor Final Rule Could Have Major Impact on Select Industries

November 30, 2023 | *Foster Swift Municipal Law News E-blast*
Update: Whitmer Signs Energy Bills, Restricting Facilities

November 16, 2023 | *Foster Swift Municipal Law News E-blast*
Proposed Bills to Affect Energy Facilities

Blog Posts

August 22, 2024 | Michigan Election Law Blog
An Election Day Guide to Essential Polling Etiquette

July 11, 2024 | Michigan Election Law Blog
A Guide to Regulating Petition Circulators: Best Practices and Key Considerations



Keith T. Brown

Associate

Grand Rapids, MI

616.726.2211

kbrown@fosterswift.com

Overview

A former teacher and performer, Keith T. Brown has held many leadership roles and understands the importance of accessible communication, empathy, and storytelling. These skills and traits are invaluable in Keith's practice at Foster Swift. Keith aids clients in all sorts of municipal matters, such as the METRO Act, constitutional questions, employment matters, the Open Meetings Act, the Freedom of Information Act, zoning, election law, litigation, and a variety of other concerns that leaders may be faced with.

Municipal Law

As a member of Foster Swift's municipal group, Keith works with a team of highly experienced and devoted attorneys that represent municipal clients of all sizes and characteristics throughout Michigan and has likely encountered the same situation you are facing.

Keith brings his experience in the classroom, meeting room, and the performance hall to the practice of law. Keith understands that the keys to success for local leaders is knowing how to fully evaluate the situation at hand, including the applicable rules, processes, and personalities; how to effectively communicate a vision and plan; and how to guide those visions and plans to adoption and implementation. Accordingly, he aims to model these skills and guide elected and appointed officials, at all levels, to be the best representatives of their constituents and leaders of their communities that they can be.

As an educator, Keith understood that his students would reach their goals in their own ways and at their own pace, and he knew that his role was to provide guidance, advice, knowledge, and expertise, but not to make the final decision or chose the specific direction a student took. Keith knows that the role of municipal attorney is quite similar. His role is to help officials work out details while remembering the big picture, and to provide guidance about what is

Practices

Administrative Law

Appellate Practice

Municipal & Public Entity Law

Municipal Litigation

Education

Western Michigan University Thomas M. Cooley Law School, *magna cum laude* J.D., 2020

Grand Valley State University, B.S., 2012

Clerkships

Michigan Court of Appeals

Bar & Court Admissions

Michigan

Western District of Michigan

legally required or permitted in order to aid the officials to make the best decisions for their constituents and communities to lower the legal risk.

Appellate Law

A successful appellate practice requires knowledge of how the appellate system works, how to navigate it, how to apply both old and new law, and how to persuade appellate judges. Keith has worked on all manners of appeals- from municipal law, including zoning, to general civil and administrative appeals to criminal cases.

Before joining the firm, Keith learned each of these things firsthand, working first as a Research Attorney and then as a judicial law to the Honorable Christopher P. Yates at the Michigan Court of Appeals. Keith brings both his experience as an educator and as an attorney with the court to appellate practice. He understands that carefully choosing the issues to appeal and how to present them- and how to present a story of the case- to a panel of appellate judges is a major key to success.

Appeals, like trials, are about storytelling. They are mostly decided on the standard of review (the level of deference the appellate court must give to the trial court's decision) and the briefs, and Keith takes great care to write in the most clear and persuasive manner possible about the most fruitful issues. He also understands what judges expect from oral argument and how to best frame the case to the panel.

A good appellate practitioner speaks the language of appellate courts, and can both translate that language to the client and translate the client's story to the court. Keith understands both sides of that equation and works tirelessly to do both.

Outside of Law

Keith was raised in the most quintessential Michigan way, as the son of an autoworker and school bus driver, growing up in Wayne County. In high school, he was a drum major of his marching band and became an Eagle Scout. Then he attended Grand Valley State University where he was a leader in the marching band and founded and led an award-winning chapter of a student organization. He has lived in West Michigan ever since.

Before joining the legal profession, Keith served as a K-12 educator in districts throughout Michigan, where he taught middle and high school social studies, served as a substitute in a variety of settings, directed an after-school program for disadvantaged students, and for nearly a decade coached high school marching band.

Keith attended Western Michigan University Thomas M. Cooley law school in Kalamazoo and Grand Rapids. There, he served as a teaching assistant, president of the student bar, and as a member of numerous student leadership boards. He won awards for “best brief” and for being the “top advocate” in moot court competitions. He also interned as a law clerk in the United States District Court for the Western District of Michigan.

Keith now lives in Holland, Michigan, with his wife Sarah and his two stepchildren. They share their home with two Siberian Huskies, two cats, and a pet chicken. The family enjoys taking trips to museums, comic-cons, fairs, and the beach. Keith loves to study history and politics, roots for Detroit sports teams (he has a jar of dirt he collected near first base at old Tiger Stadium and autographed baseballs from, among others, Ernie Harwell and Al Kaline), and marches with the Laker Alumni Marching Band at GVSU, of which he is a founder and has served on the leadership team since 2012.

Experience

- In [Pegasus Wind LLC v. Tuscola County](#), on April 10th, 2024, the Michigan Supreme Court upheld Tuscola County and the Tuscola Area Airport Zoning Board of Appeals (ZBA) previous decision blocking Pegasus Wind LLC’s request to expand a wind farm after evidence showed that additional windmills would have posed a safety risk to aviators at a nearby airport. Brown was part of the team that represented Tuscola County and the ZBA Board and praised the court’s decision.
- *In re Petition of Muskegon County Treasurer for Foreclosure (Muskegon County Treasurer v Beeman et al)*, ___ Mich App ___ (2023) (Docket No. 363764) (upholding as constitutional Section 78t of the Michigan General Property Tax Act (MCL 211.78t), which requires former owners of tax-foreclosed property to file a notice of intent to claim any remaining proceeds by July 1).

Memberships & Affiliations

Professional Affiliations:

- Institute of Continuing Legal Education (ICLE)
 - New Lawyers Advisory Board

Community Affiliations:

- Grand Valley State University
 - Laker Alumni Marching Band, Board Member
- National Eagle Scout Association
 - Member

- Kappa Kappa Psi National Honorary Band Fraternity
 - Member

News & Resources

Events

April 2, 2025
Social Media Pitfalls

Publications

September 30, 2024 | *Foster Swift Municipal Law News E-blast*
Foster Swift Prevails at Michigan Supreme Court in Major Victory for County Treasurers

January 22, 2024 | *Municipal Law News E-blast*
Summary Language Approved for Proposed Ballot Initiative to Repeal Renewable Energy Siting Law

September 19, 2023 | *Foster Swift Municipal Law News*
Carbon Sequestration Wells: A New Land Use to Consider in Zoning Ordinances

September 18, 2023 | *Foster Swift Municipal Law News*
The Next Controversial Land Use: Utility-Scale Battery Facilities

June 15, 2023 | *Foster Swift Municipal Law News*
What Does Tyler v Hennepin County Mean for Foreclosures in Michigan?

April 10, 2023 | *Spring 2023 Michigan Appellate Practice Journal*
Focus Orders & Tentative Opinions: Ways to Make Oral Argument More Efficient

Blog Posts

November 21, 2022 | Michigan Election Law Blog
Michigan Voters Pass Two Election-Related Constitutional Amendments



Laura J. Genovich

Shareholder

Grand Rapids, MI

616.726.2238

lgenovich@fosterswift.com

Overview

Laura Genovich is a shareholder in the Foster Swift's Grand Rapids office. Laura practices municipal law, appellate law, and bankruptcy/commercial law and is the Chair of the firm's Appellate Practice Group.

MUNICIPAL AND LAND USE LAW

Counsel for Municipalities

Laura serves as general counsel for counties, cities, villages, and townships across the state and is known for her legal expertise, responsiveness, and ability to communicate clearly to clients and their constituents. Her areas of municipal law expertise include:

- Land use and zoning
- Election law and [campaign finance issues](#)
- Marihuana/cannabis ordinances
- Parliamentary procedure/Robert's Rules of Order (as a member of the National Association of Parliamentarians)
- Freedom of Information Act (FOIA) and Open Meetings Act (OMA) compliance
- Alternative energy (wind and solar) regulations
- Labor/employment matters
- Real estate transactions
- Special assessments and property tax exemptions
- Contract drafting and negotiation

Counsel for Private Clients

Laura also works with both public entities and private clients (including developers and neighborhood groups) on land use matters, including

Practices

Appellate Practice

Bankruptcy & Restructuring

Litigation

Collections / Creditor - Debtor Rights

Municipal & Public Entity Law

School Law Services

Election & Campaign Finance Law

Finance & Real Estate Development

Governmental Relations

Property Tax

Real Estate Development

Renewable Energy

Zoning & Land Use

Education

Thomas M. Cooley Law School, J.D., 2008, *summa cum laude*

Ohio University, B.S., 2005, *summa cum laude*, Communications

development agreements, annexations, Act 425 agreements, and zoning approvals (such as special land use permits and rezonings).

LITIGATION & APPELLATE LAW

A seasoned advocate, Laura regularly represents local governments and private clients in trial-level and appellate cases. Recent appellate victories include:

- *Beeman et al v Muskegon County Treasurer* (Michigan Court of Appeals, 2023) (upholding decision in favor of county treasurer and holding as a matter of first impression that Section 78t of the General Property Tax Act is constitutional).
- *Heos v City of East Lansing* (Michigan Court of Appeals, 2023) (holding in favor of city in Headlee Amendment class action lawsuit).
- *Let Them Breathe v Health Department of Northwest Michigan* (Michigan Court of Appeals, 2023) (upholding dismissal of challenge to local health department order).
- *Cary Investments, LLC v City of Mount Pleasant* (Michigan Court of Appeals, 2022) (upholding dismissal of challenge to city's marijuana regulation ordinance and competitive process).

In addition to her extensive experience in Michigan's trial and appellate courts, Laura has argued before the United States Court of Appeals for the Sixth Circuit and [co-authored a merits-stage amicus brief](#) in the Supreme Court of the United States on behalf of a township client.

COMMERCIAL LITIGATION & BANKRUPTCY LAW

Laura represents individuals and businesses in contract and collection disputes in her commercial law practice, with a specialty in representing creditors and trustees in bankruptcy cases. Her depth of experience comes from more than a decade of service as a Chapter 7 and Chapter 12 bankruptcy trustee in the Western District of Michigan. Her areas of expertise include:

- Defending creditors against preference demands by bankruptcy trustees
- Preparing and substantiating proofs of claims
- Filing actions in Bankruptcy Court to determine that certain debts are nondischargeable
- Obtaining relief from the automatic stay
- Determining creditors' status as critical vendors
- Defending creditors in cases alleging violations of the automatic stay and discharge injunction

Bar & Court Admissions

Michigan

U.S. District Court for the Western District of Michigan

U.S. District Court for the Eastern District of Michigan

U.S. Sixth Circuit Court of Appeals

WRITING AND SPEAKING

In addition to her full-time service to clients, Laura is committed to improving the practice of law, and she has [published a book on clear legal writing](#) ("The Plain Language Practice"), which is also a frequent topic on her popular [LinkedIn page](#). She has appeared on legal podcasts, including the [XL Legal Podcast](#) and the [Thought Leadership Podcast](#), and she is an adjunct professor at Cooley Law School.

Experience

- In [Pegasus Wind LLC v. Tuscola County](#), on April 10th, 2024, the Michigan Supreme Court upheld Tuscola County and the Tuscola Area Airport Zoning Board of Appeals (ZBA) previous decision blocking Pegasus Wind LLC's request to expand a wind farm after evidence showed that additional windmills would have posed a safety risk to aviators at a nearby airport. Genovich was part of the team that represented Tuscola County and the ZBA Board and praised the court's decision.
- In a unanimous opinion issued April 13, 2023, the Michigan Court of Appeals held in favor of the City of East Lansing in a class-action lawsuit related to electric franchise fees. *Heos v City of East Lansing*, Court of Appeals Case Nos. 361105, 361138. The Court of Appeals reversed earlier decisions of the Ingham County Circuit Court, which had granted summary disposition to plaintiff James Heos and other similarly situated Board of Water and Light customers. The Court of Appeals directed the circuit court to instead enter summary disposition in favor of the City on remand.

In reaching this decision, the Court of Appeals held that plaintiff's claim under the Headlee Amendment to the Michigan Constitution and his similar equitable claims were untimely because they were not filed within one year after the franchise ordinance was adopted. The Court of Appeals further held that plaintiff could not bring an action under the 1905 Foote Act because the Foote Act only applies to electric utility providers, not electric customers. Consequently, the City was entitled to dismissal of all of plaintiff's claims. The opinion is [available online here](#).

- Represented bankruptcy trustee in corporate Chapter 7 case and filed more than 40 avoidance lawsuits against preference recipients, resulting in the recovery of more than \$500,000 for the bankruptcy estate.
- Served as co-counsel for township in taxpayer's appeal of more than \$3 million in corrected and supplemental special assessments, which resulted in judgment favorable to the township.
- Represented township in a local resident's Chapter 11 bankruptcy case to enforce township's zoning ordinance.

- Represented creditor against trustee's demand for more than \$170,000 in alleged preference payments.
- Successfully defended public employer in arbitration, resulting in the denial of multiple grievances.

Honors & Recognition

Michigan Assessors Association's (MAA) Michigan Property Tax Achievement Award, 2017-2018

Best Lawyers® 2022 Litigation - Bankruptcy "Lawyer of the Year" in Grand Rapids

Best Lawyers in America®, for Bankruptcy and Creditor Debtor Rights / Insolvency and Reorganization Law, 2018-2026

Best Lawyers in America® - (Litigation - Bankruptcy, Municipal Law), 2021-2026

"Top Lawyer", *Grand Rapids Magazine*, 2022 and 2023 in Municipal Law

"Top Lawyer", *Grand Rapids Magazine*, 2019 in Bankruptcy and Creditor/Debtor Rights Law

Michigan Super Lawyers "Rising Star," Bankruptcy: Business, 2012-2023

Michigan Lawyers Weekly, "Women in the Law", 2017

Grand Rapids Bar Association "3-in-10" Award, 2017

Memberships & Affiliations

Legal Affiliations:

- Federal Bar Association Bankruptcy Section (Western District of Michigan), Steering Committee Member
- Grand Rapids Bar Association
- Michigan State Bar Foundation
 - Fellow
- State Bar of Michigan
 - Council, Appellate Practice Section

Industry & Professional Associations:

- American Bankruptcy Institute
- National Association of Bankruptcy Trustees

- National Association of Parliamentarians
- Grand Rapids Young Professionals
- Inforum

Community Involvement:

- Michigan Ballet Academy
 - Board of Directors, 2024-present
- Grand Rapids Symphony Chorus
 - Board of Directors, 2011-2012

News & Resources

Events

April 24, 2024

Campaign Finance Act: What Can We Say?

April 24, 2024

Can They FOIA That?

October 5, 2023

Boosting Board Engagement and Ground Rules for Great Meetings

June 22, 2022

Property Tax Exemptions

May 11, 2022

State Corporate Rights in Bankruptcy

April 27, 2022

What to Do with a Marijuana Initiative Referendum

March 16, 2022

The Latest on Marihuana in Michigan

October 28, 2021

What You Need to Know Now About Renewable Energy Ordinances

July 19, 2021

Best Practices for Navigating Our Virtual World

April 28, 2020

What to Do with a Marijuana Initiative Referendum

January 20, 2020

Debtor's Bar of West Michigan 10th Annual Conference

Publications

- September 30, 2024 | *Foster Swift Municipal Law News E-blast*
Foster Swift Prevails at Michigan Supreme Court in Major Victory for County Treasurers
- July 19, 2024 | *Township Focus (MTA)*
Boosting Board Engagement
- January 22, 2024 | *Municipal Law News E-blast*
Summary Language Approved for Proposed Ballot Initiative to Repeal Renewable Energy Siting Law
- November 16, 2023 | *Foster Swift Municipal Law News E-blast*
Proposed Bills to Affect Energy Facilities
- June 15, 2023 | *Foster Swift Municipal Law News*
What Does Tyler v Hennepin County Mean for Foreclosures in Michigan?
- June 14, 2023 | *Foster Swift Municipal Law News*
Proposed Changes to PACE: What You Need to Know
- July 19, 2020 | *Foster Swift Legal Update E-blast*
Executive Order: Revised Requirement for Businesses and Other Organizations
- June 16, 2020 | *Foster Swift Legal Update E-blast*
Emails to Your Personal Attorney May Not Be Privileged If Sent or Received on a Work-Provided Email Address

Blog Posts

- September 2, 2022 | Michigan Election Law Blog
Supreme Court Offers Additional Guidance on Sign Restrictions
- March 14, 2022 | Michigan Election Law Blog
Can We Ban That Sign?
- July 9, 2021 | Michigan Election Law Blog
Michigan House Bill to Require Training for All Election Challengers
- May 20, 2021 | Michigan Election Law Blog
Township Clerk Arraigned After Ballot Mishap
- September 17, 2020 | Michigan Election Law Blog
Bill Passes Michigan Senate, Allowing Qualifying Cities and Townships to Process Absentee Ballots Prior to Election Day



Brian J. Renaud

Shareholder

Southfield, MI

248.539.9913

brenaud@fosterswift.com

Overview

Brian Renaud provides general counsel services to mature and second stage companies and to governmental entities. His role as general counsel encompasses day-to-day advising on corporate finance, real estate, contracts, insurance, licensing, regulatory, municipal and litigation matters.

Brian's work for corporate, institutional and government clients includes:

- **Business:** Contract negotiation and drafting, including finance and non-competition agreements, real estate transactions and insurance coverage matters
- **Municipal:** Municipal contracting, ordinance drafting and implementation, Freedom of Information Act (FOIA) and Open Meetings Act compliance, zoning and planning, eminent domain proceedings
- **Regulatory:** Transactional due diligence, environmental permitting and regulatory compliance, and regulation negotiations
- **Litigation:** Complex cases and appeals at all levels of the state and federal court systems, including administrative litigation before various state and federal agencies and tribunals

Companies and governmental entities represented in Brian's role as general counsel include an international manufacturer of professional sports equipment, a health care services provider with facilities in ten states, an international trucking and logistics company, and several Michigan municipalities, intergovernmental authorities and road commissions.

In addition to his legal practice, Brian has served as Chairman and is a Board Member on the Governing Board of [Lexwork International](#), a network of independent law firms in North America, South America, Europe and Asia, offering business and regulatory law services to clients worldwide. He has also served on Foster Swift's Executive Committee and as Vice President of the firm.

Practices

Municipal & Public Entity Law

Business Law

Condemnation & Eminent Domain

Environmental Law

Labor Relations

Licensing - Professional - Business - Government

Education

University of Detroit School of Law, J.D., 1982

Western Michigan University, Bachelor of Science, 1979

Bar & Court Admissions

Michigan

U.S. District Court for the Eastern District of Michigan

U.S. District Court for the Western District of Michigan

U.S. District Court for the Northern District of Indiana

U.S. Sixth Circuit Court of Appeals

Brian earned his Bachelor of Science degree from Western Michigan University and his Juris Doctor from the University of Detroit School of Law.

U.S. Ninth Circuit Court of Appeals

U.S. Court of Appeals for the District of Columbia Circuit

Experience

Business, Real Estate & Finance:

- Represented health care services provider in multi-state acquisition, financing and construction of acute care hospital facilities and development properties.
- Negotiated multi-million dollar casualty insurance settlement for structural steel contractor engaged on university sports arena construction project.
- Obtained dismissal of a \$700,000 federal withholding tax claim against a national business services owner.
- Developed regulatory policy and procedure manuals for major Midwest financial institution. Conducted policy implementation training sessions in several states.

Regulatory and Municipal:

- Negotiated air emission regulation package with state environmental agency that eliminated in excess of \$100 million in client capital expenditure requirements for utility, cement and paper products client group.
- Managed regulatory and media response of Tier 1 automotive parts manufacturer to hazardous substance release, avoiding adverse publicity and significantly reducing remediation costs.
- Negotiated state and federal operating permits for contested Great Lakes marina development. Managed media coverage issues and negotiated conservation easement with state permitting authority.
- Negotiated seven figure, no-cost municipal marina reconstruction claim in favor of major Michigan municipality.

Litigation:

- Successfully litigated exemption of a \$45 million waste conversion facility from state personal property taxes, reducing the client's annual tax liability by \$2.5 million.
- Obtained dismissal of a condemnation challenge to a major pipeline construction project.
- Obtained \$1.8-million-dollar summary disposition judgment in an environmental fraud and cost recovery case of first impression in Michigan.
- Obtained summary judgment in a high-profile federal whistleblower case of first impression for a national paper products client.

- Obtained unanimous Federal Court jury verdict against former employee and agent of international sports equipment manufacturer in federal trademark law and unfair competition litigation.

Honors & Recognition

AV® Preeminent™ Martindale-Hubbell

Best Lawyers® in America, Administrative / Regulatory Law, 2013-2026

Memberships & Affiliations

Legal Affiliations:

- American Bar Association
- State Bar of Michigan

Industry & Professional Associations:

- Michigan Association of Municipal Attorneys
- International Right of Way Association
- Community Leadership Development Academy, Graduate
- Detroit Regional Chamber of Commerce, PAC Board Member
- Licensed Michigan Real Estate Broker
- Detroit Athletic Club, Resident Member



Foster Swift is a full-service law firm and has a dedicated municipal team of 19 and will not need to hire outside services or staff to serve the Village.

MUNICIPAL LAW EXPERIENCE

Foster Swift is among the most experienced Michigan law firms practicing municipal and public entity law. The attorneys in this practice group have an excellent reputation among public leaders, other counsel, and judges. We offer our municipal and public entity clients a broad array of legal services including:

General Counsel

- Drafting, reviewing, interpreting, and enforcing ordinances, including nuisance, noise, wind energy, solar energy, marijuana, public and private roads, signs, wetlands, adult businesses, liquor licenses, mobile homes, water, sewer, and flood plains.
- Preparing and reviewing interlocal agreements and articles of incorporation for the formation of district libraries, fire authorities, sewer authorities, and other intergovernmental cooperative entities. We understand that each agreement is unique and must fit the needs of our client and its partner communities.
- Conducting contract review and contract negotiations. The role can be as simple as reviewing documents or as elaborate as heading up a negotiating team.
- Draft and review charter amendments.
- Delivering counsel on all aspects of real estate transactions, including reviewing property abstracts, rendering title opinions, preparing deeds and easements, drafting sales agreements, reviewing all related documentation, and advising on tax implications.
- Preparing legal opinions on matters requested by the Village. This function is often aided by our reference library of prior formal opinion letters. These opinions address questions of authority, statutory and ordinance construction, constitutionality of existing and proposed legislation, conflicts of interest, and many other issues.
- Serving as Village Attorney and working with Boards, Planning Commissions, and other officials to achieve their goals and to mitigate risk.
- Providing advice and supervision to Village Boards of Commissioners and other Village officials on a wide array of legal issues.
- Attending Village meetings regularly or on an as-needed basis. This includes counsel to manage meetings to ensure compliance with the OMA. Foster Swift attorneys not only help public bodies and officials understand the law's requirements but also put compliant processes and procedures in place. Further, we assist our clients in anticipating and resolving OMA issues before they become OMA disputes, helping to reduce strife between government and citizens, conserve resources, and mitigate risks from noncompliance.
- Counseling Michigan municipalities and public entities regarding the FOIA procedural and compliance issues. While public officials are often familiar with and receive training on the basics of FOIA, many FOIA requests involve more complex, nuanced, and sensitive issues that require careful consideration and action. We help our clients respond to requests for public records in an appropriate, timely, and legally compliant manner, while maintaining the confidential nature of information, as appropriate.
- Representing Michigan municipalities before all state and federal courts and administrative agencies.



- Providing labor and employment counsel including collective bargaining and union grievances.
- Serving as a resource to the Village officials regarding Robert's Rules of Order. Laura Genovich, a key member of the Foster Swift Municipal and Public Entities Practice Group, is a member of the National Association of Parliamentarians and has taken advanced coursework in Robert's Rules of Order.
- A successful history in defending public clients' positions on tax assessment, tax collection, and special assessment issues before the Michigan Tax Tribunal, the Michigan Court of Appeals, and Michigan Supreme Court.
- Strong litigation skills and an impressive track record of handling complex civil litigation, while advancing the goals of the municipality in a cost-effective manner. Providing legal counsel to the Village Board and officials on the entire spectrum of civil legal matters and related litigation.
- Developing efficiencies in handling civil and criminal ordinance enforcement to reduce costs for our clients and to seek reimbursement of costs for enforcement.
- Assisting with the establishment and administration of historic districts, special assessment districts, Downtown Development Authorities, Brownfield Redevelopment Authorities, Corridor Improvement Authorities, and other municipal districts. We also counsel clients on funding such districts, including tax increment financing and special assessments.
- Delivering educational programs to assist municipal and public entity employees understand their legal roles and duties. One of the biggest values we offer our clients to keep the organization running smoothly and to minimize risk is ongoing education and training. This takes on many forms. It may be one-on-one coaching, a webinar, training video, quarterly e-newsletters, or e-blasts.
- Serving as bond counsel on a wide array of municipal and public entity projects.
- Assisting clients with environmental law issues.
- Advising clients on election laws, including the Michigan Campaign Finance Act.
- Preparing millage and ballot proposals.
- Determining whether a public officer holds incompatible public offices or has a legal conflict of interest.
- Interpreting the Michigan Zoning Enabling Act, the Michigan Planning Enabling Act, and other laws and regulations applicable to municipalities.
- Addressing the legal issues involved with providing necessary services, such as water, sewer, police, fire, library, and recreation services.
- Advising on METRO Act and cable uniform franchise issues.
- Performing other duties as requested.

Prosecution Services

For many years, Foster Swift attorneys have managed prosecutions for municipalities. Foster Swift attorneys recognize and appreciate that each municipality is unique, and we will work closely with you to understand your needs and policies for handling local ordinance prosecutions.

Even though Foster Swift has the seasoned trial experience required for these situations, we work to save clients' time and money by reaching reasonable resolutions whenever possible. For many municipalities, we have assisted in the creation, implementation, and training of municipal civil infraction ordinances to resolve disputes and collect fines without using the court system, saving time and money. Subsequently, it is rare for cases to proceed to trial.



unless there is a solid issue to justify the time and expense, but when necessary, we work closely with court administration and staff to efficiently handle the case load with court dates reducing court time for our attorneys and law enforcement.

Our goal is to develop a system to efficiently manage cases specific to your values.

Civil Litigation and Appeals Services

The best offense is a great defense. Foster Swift works hard to set up its clients to avoid risk and the possibility of litigation, understanding it is not always possible. If litigation is initiated, Foster Swift's litigation attorneys are well known for assisting municipalities and public entities navigate legal disputes to achieve successful results at a reasonable cost and our track record speaks for itself. We know how much our clients hate the time, expense, and uncertainty of litigation so we work to stay within budget, deliver results for our clients, and keep costs within reason. To help manage cases, we utilize technology for pre-trial discovery, trial preparation, and trial. On top of the unique perspective that litigators provide, we can often help our clients control their risks through carefully drafted contracts and other means of risk management.

In addition to land use and zoning litigation, Foster Swift attorneys frequently defend municipalities in cases involving municipal liability, workers' compensation, and negligence. Our litigation practice involves the representation of municipal governments in litigation in many different areas including civil rights claims, constitutional claims, and governmental immunity. Where claims are covered by insurance, we work hand in hand with our client's appointed counsel to facilitate a successful outcome based on our extensive municipal experience.

OTHER SPECIALTY SERVICES

Per the RFP, we realize that the Village may already have existing counsel in the areas below, but we appreciate the opportunity to share information about our qualifications in these areas should a need arise.

Matters Before the Michigan Tax Tribunal

The attorneys of Foster Swift are highly experienced in matters before the Michigan Tax Tribunal ("MTT") involving property tax assessments and assessment appeals. Our expertise in this area is unparalleled and involves many significant residential, commercial, and industrial appeals. For example, in the City of Lansing, we successfully defended a \$50 million dollar tax appeal in the MTT where the petitioner challenged its property tax assessments. We represented the City of Escanaba in the critical Menard "dark store" property tax litigation, which reached the Michigan Supreme Court, and we have filed amicus briefs on behalf of the Michigan Townships Association and other municipal and public entity organizations in major cases involving the property tax exemption for charitable institutions.

In addition to our work on tax and special assessment appeals, we provide advice on tax assessments, tax collections, and the establishment of special tax and assessment districts. We also provide advice on industrial facilities tax and other requested abatements or claimed exemptions.

Employment and Labor Law Services

Foster Swift labor and employment law attorneys provide labor and employment counsel to our clients where they assist with a wide array of related matters.

Through the years, our attorneys have developed a unique ability to advocate on behalf of our employer clients while maintaining a reasoned perspective on labor relations. Our attorneys have successfully negotiated collective bargaining agreements with bargaining units of numerous public sector labor organizations and have been directly involved with:



- The negotiation of dozens of collective bargaining agreements with bargaining units representing police and fire units, supervisory employees, clerical/technical employees, and public works employees, as well as the bargaining of individual contracts with non-union employees.
- The successful representation of public sector clients in Act 312 (police and fire arbitration) proceedings and in numerous grievance arbitrations involving issues of employee discipline and contract interpretation.
- The adoption and administration of police or firefighter civil service ordinances.
- The handling of Veterans Preference Act (“VPA”) hearings.
- The representation of public clients in matters before the Michigan Employment Relations Commission (“MERC”) involving both representation questions and unfair labor practice allegations.

Public Finance and Bond Counsel

Foster Swift municipal and public entity attorneys have successfully represented cities, townships, villages, counties, libraries, and other public entities in many bond transactions. Currently, Foster Swift has six attorneys named in the “The Bond Buyer’s Municipal Marketplace” listing of bond attorneys (more commonly known as the “Red Book”). We have assisted bond issuers in significant tax-exempt and taxable bond and note financings and refunding. Foster Swift has represented issuers in private placements, negotiated sales, competitive sales, and other methods of bond financing. Our broad expertise in this complex area of law allows Foster Swift attorneys to assist in planning for and financing a wide array of projects.

Foster Swift attorneys also advise municipal and public entity clients on potential solutions for troubled outstanding bond and debt obligations.

Contracting and Procurement

Foster Swift has extensive experience drafting and reviewing all types of contracts that a public body would need. For example, we assist with the contracts necessary for every aspect of a construction project. We handle the purchase agreements for the property as well as all the contracts required for the construction, such as the AIA construction manager and architect’s contracts. We assist with the procurement process by drafting and reviewing RFPs and municipal purchasing policies. In summary, we have assisted with many municipal projects from inception to certificate of occupancy.

Taxation Issues

In addition to our property tax experience, our attorneys advise municipalities on property owners’ requests for tax abatements, including requests for industrial facilities tax exemptions (“IFTs”), obsolete property rehabilitation exemptions, commercial rehabilitation exemptions, Payments in Lieu of Taxes (“PILOTS”), Low Income Housing Tax Credits through the Michigan State Housing Development Authority, Neighborhood Enterprise Zones and Renaissance Zones, and other tax exemptions.

Our attorneys are experienced in helping clients collect delinquent property taxes. Among other things, we have assisted municipal clients with personal property seizures; jeopardy assessments; property tax foreclosures and forfeitures; deeds in lieu of foreclosure; civil actions for debt collection; garnishments and writs of execution to enforce civil judgments; disposition of tax foreclosed property; and representing local units in delinquent taxpayers’ bankruptcy proceedings.



Tax Increment Financing

Our experience in representing tax exempt or tax increment financing entities is broad. We have represented Downtown Development Authorities, tax increment finance authorities, local development finance authorities, Corridor Improvement Authorities, and Brownfield Redevelopment Authorities across the state, including those in the City of Cadillac, City of Mount Pleasant, City of Grand Rapids, City of Potterville, City of Benton Harbor, City of Lansing, Delhi Charter Township, and Texas Charter Township. We are experienced in establishing authorities, preparing and reviewing development and TIF plans, advising on tax capture issues, and addressing other issues arising under the Recodified Tax Increment Financing Act.

Election Law

Foster Swift has a long history of helping clients on laws and rules pertaining to federal and state lobbying, political contributions, political action committees, and fundraising. The services of most interest to counties are reviewing ballot language for millage proposals and ensuring compliance with Michigan's election and campaign finance laws. In addition, we assist municipal and public entity clients during periods of elected official transition.

Public Services

Foster Swift has significant experience working with clients to provide necessary and cost-effective public services. Whether these services are provided through intergovernmental agreements, or by participating in an authority, Foster Swift has assisted communities to meet their service goals and effectively work with police, fire, and public works departments.

Foster Swift municipal and public entity attorneys have helped many local units of government design and form "authorities" to administer services. Depending upon the circumstances and goals, the results have included improved service to residents, clearly defined management roles and responsibilities, sustainable funding, enhanced financial control, and risk management benefits. Further, Foster Swift has experience working through common problems that often arise in the provision of these necessary public services. Foster Swift worked with a city to dissolve a fire board and set up alternative fire service. Foster Swift also successfully negotiated a multi-jurisdictional sewer operating agreement as a precursor to a \$22 million sewer expansion project, including key public financing components of the plan.

Employee Benefits

In addition to our labor and employment law practice, Foster Swift maintains an extensive pension and employee benefits practice that has helped our public entity clients address changes in the law and be well prepared to bargain over employee benefits and provide general advice regarding employee health and retirement plans. This expertise has allowed Foster Swift attorneys to assess the financial impact of changes in employee benefits, particularly retiree health care issues, and to suggest changes that can offer or preserve coverage while managing costs and avoiding unfunded liabilities.

Environmental Law

As one of the first law firms in the state to develop an environmental practice, Foster Swift has advised clients and litigated a wide range of federal and state environmental matters. Foster Swift attorneys have advised municipalities and other local units of government on PFAS and PFOS, solid waste planning under Part 115 of the Natural Resources and Environmental Protection Act ("NREPA"), and landfill contamination issues. Additionally, our attorneys helped in obtaining reimbursement of environmental response costs.

Serving another need, Foster Swift attorneys have represented clients in matters involving permitting and licensing under the:



- Hazardous Waste Management Act – Part 111 of NREPA.
- Solid Waste Disposal Act – Part 115 of NREPA.
- Michigan Water Resources Act – Part 31 of NREPA.
- Michigan Air Pollution Control Act – Part 55 of NREPA.
- Michigan Wetland Protection Act – Part 303 of NREPA.
- Michigan Inland Lakes and Streams Act – Part 301 of NREPA.
- Michigan Oil and Gas Act – Part 615 of NREPA.

Foster Swift attorneys have worked with many counties, cities, townships, and villages to address land use issues that may impact natural resources. For example, we have worked with municipalities to develop and enforce regulations for mineral extraction, on-site sewer systems, open space preservation, wetland preservation, and wind and solar energy.

Cybersecurity

Cybersecurity and data protection are issues of increasing concern for local units of government. Regulatory noncompliance, financial and operational disruption, and legal and reputational damage are all real and growing risks for any organization that stores and manages key data on networks.

We help clients understand and comply with the myriad state and federal statutes and regulations that implicate IT and cybersecurity issues, including Health Insurance Portability and Accountability Act (“HIPAA”), the Gramm-Leach-Bliley Act, the Telephone Consumer Protection Act (“TCPA”), CAN-SPAM, the Electronic Communications Privacy Act (“ECPA”), the Children’s Online Privacy Protection Act, the Fair Credit Reporting Act (“FCRA”), the Federal Trade Commission Act, Sarbanes-Oxley, and states’ breach notification laws, to name a few.

The members of our cybersecurity team have extensive experience counseling and advising clients in all aspects of cybersecurity and data protection. Because cybersecurity is a complex issue that requires an interdisciplinary approach, we team with outside information technology experts in connection with both prevention and breach response issues.

WHY US?

We have consistently demonstrated the following qualities during our long-term representation of our municipal and public entity clients, and these qualities positively distinguish us from others that may be under consideration for the role of Village Attorney, and assure that the Village will receive the services it desires and needs timely and efficiently:

- **Experienced.** Foster Swift attorneys serve many municipal and public entity clients. This expands their knowledge and experience base. For clients, this results in a prompt answer in less time than can be provided by less experienced attorneys.
- **Efficient.** Matters are staffed by attorneys with the right skill sets to do the job. Strategies are developed in advance, roles are defined, and lines of communication remain open to ensure that the right people are in place to get the right result.
- **Responsive.** Regarding calls or e-mails from clients, usually client calls are returned within four business hours (and often less). Every Foster Swift attorney is backed by another attorney, so crises can be immediately addressed even if one of the attorneys may be unavailable. Urgent matters require urgent responses. Foster Swift is available to clients 24/7/365.



- **Value-oriented.** The value of legal services is not something that can be determined at the outset of a relationship. It can only be evaluated in hindsight. Value is driven by efficiency and by experience. It matters little if a firm has low fees if it cannot deliver quality work efficiently. Foster Swift provides its clients demonstrable value by producing excellent work quickly and at reasonable costs.
- **Effective.** The Firm’s municipal and public entity attorneys play an integral role in proactively assisting public entities in developing and implementing modern legal, management and risk mitigation practices. After all, the mark of effective counsel is not only how it responds in times of legal crisis or turmoil, but – equally important – how it helps clients avoid problems in the first place.
- **Communicative and Training-Minded.** Foster Swift’s attorneys work diligently to keep clients informed of new case law and legislation (including pending legislation) which may affect them. We do this through monthly newsletters, webinars and on-site training. This has helped our clients run more efficiently and effectively and helped public bodies avoid litigation, ultimately reducing legal expenses. To review our municipal and public entity law newsletters, visit: <https://www.fosterswift.com/services-administrative-and-municipal-practice-group.html>.
- **Tech-efficient.** Foster Swift utilizes technology to enhance its ability to provide prompt, secure communication with clients. E-mail, video-conferencing tools, and cloud-based technology allow for real-time interaction with clients, sharing and collaboration on documents, and production of work product.

Foster Swift attorneys and staff provide comprehensive, result-oriented legal services to each and every client that support our firm’s core values:

- **INTEGRITY** - Honest and open communication with our clients while also maintaining a reputation of trust and confidence with judges and other lawyers.
- **PROFESSIONALISM** - Ethical and respectful in the practice of law while passionately representing our clients.
- **WORKING TOGETHER** - Taking a team approach to problem solving and client service and maintaining a firm culture of collaboration.
- **EXCELLENCE** - Providing quality, comprehensive, timely, and client focused legal service. Going above and beyond to meet client’s needs.
- **INNOVATION** - Working to stay ahead of industry trends for our clients as well as new trends in the legal market.
- **RESPECT AND DIGNITY** - Treating our attorneys, staff, clients and colleagues with respect and dignity.

REFERENCES

1. Village of Grosse Pointe Shores, a Michigan City

Contact Name: Stephen Poloni
Title: City Manager
Phone: 313.790.0563
Email: polonis@gpshoresmi.gov

2. Canton Township

Contact Name: Joseph Hawver



Title: Deputy Supervisor & Chief Counsel

Phone: 734.394.5185

Email: joseph.hawver@cantonmi.gov

3. City of Mt. Pleasant

Contact Name: Aaron Desentz

Title: City Manager

Phone: 989.779.5323

Email: adesentz@mt-pleasant.org

CONFLICT OF INTEREST

Foster Swift requires that all attorneys complete a conflict of interest check to determine whether any new or current client's need for representation may affect one or more of the firm's former or current clients. All potential conflicts are cleared by the firm's conflicts clerk and by the firm's General Counsel. All potential conflicts are evaluated under Rules 1.7, 1.8 and 1.9 of the Michigan Rules of Professional Conduct. We do not anticipate any conflicts that would prevent Foster Swift from fully and completely representing the Village's interests.



DAY-TO-DAY ACTIVITIES

The attorneys named above will manage day-to-day activities for the Village including, but not limited to, general counsel, prosecutions, and court appearances. While Foster Swift does not have an office based in Lake Orion, we are able to attend in-person meetings with one business days' notice and meetings via Zoom, Teams, or Webex with one hour's notice. We use a variety of communications tools and we work hard with each of our municipal clients to create a protocol to ensure clear communications to all appropriate parties.

i. General Counsel

- Foster Swift provides comprehensive general counsel services to municipalities, offering timely legal advice, document review, ordinance drafting, and support on governance, contracts, property matters, and regulatory compliance. Our team works closely with local officials to ensure informed decision-making and efficient legal operations tailored to the Village's needs.

ii. Prosecutions and Court Appearances

- Foster Swift has extensive experience managing municipal prosecutions and court appearances, offering efficient docket control, thorough case preparation, and skilled representation in district and circuit courts. We prioritize timely resolutions to save the Village time and resources, while ensuring trials proceed only when legally warranted.

iii. Attending Meetings

- Foster Swift attorneys regularly attend Village meetings—including council sessions, planning commission gatherings, and other public forums—either in person or virtually, based on the Village's preference. We provide real-time legal guidance during proceedings and follow up with any necessary documentation or advice.

INSURANCE

Foster Swift holds its attorneys to the highest ethical standards and our insurance covers all legal services provided by the law firm. All Foster Swift lawyers are covered by legal malpractice coverage with policy limits totaling \$25 million. The firm also carries \$1,000,000 workers' compensation insurance on all employees and cyber insurance to cover any damages or notification costs in the event of a data breach. Copies of coverage are on the next pages. As a private Michigan based employer, Foster Swift also pays unemployment taxes to the State of Michigan in amounts as required by state law.



Wrap+[®]

Declarations

POLICY NO. 105522917

Travelers Casualty and Surety Company of America
Hartford, Connecticut
(A Stock Insurance Company, herein called the Company)

LIABILITY COVERAGES, SEPARATE LIABILITY COVERAGES, AND THIRD PARTY LIABILITY INSURING AGREEMENTS ARE WRITTEN ON A CLAIMS-MADE BASIS AND COVER ONLY CLAIMS MADE AGAINST INSURED DURING THE POLICY PERIOD.

THE LIMIT OF LIABILITY AVAILABLE TO PAY SETTLEMENTS OR JUDGMENTS WILL BE REDUCED BY DEFENSE EXPENSES, AND DEFENSE EXPENSES WILL BE APPLIED AGAINST THE RETENTION. THE COMPANY HAS NO DUTY TO DEFEND ANY CLAIM UNLESS DUTY-TO-DEFEND COVERAGE HAS BEEN SPECIFICALLY PROVIDED HEREIN.

ITEM 1 NAMED INSURED/INSURANCE REPRESENTATIVE:

Foster, Swift, Collins & Smith, P.C.

D/B/A:

Principal Address:
313 S. Washington Square
LANSING, MI 48933

ITEM 2 POLICY PERIOD:

Inception Date: December 01, 2024 Expiration Date: December 01, 2025
12:01 A.M. local time both dates at the Principal Address stated in ITEM 1.

ITEM 3 ADDRESS INFORMATION FOR NOTICES TO COMPANY:

Email: BSIclaims@travelers.com
Fax: 1-888-460-6622
Mail: Travelers Bond & Specialty Insurance Claim
P.O. Box 2989
Hartford, CT 06104-2989

Overnight Mail: Travelers Bond & Specialty Insurance Claim
One Tower Square, MN06
Hartford, CT 06183

For questions related to claim reporting or handling, please call 1-800-842-8496.

ITEM 4 COVERAGES INCLUDED AS OF THE INCEPTION DATE IN ITEM 2:



Liability Coverages (subject to LIA-3001 Terms & Conditions)

- Employment Practices Liability
- Fiduciary Liability

Crime Coverages

- Crime

Other Coverage

- Identity Fraud Expense Reimbursement

ITEM 5

LIABILITY COVERAGES (subject to LIA-3001)

EMPLOYMENT PRACTICES LIABILITY

Limit of Liability:	\$2,500,000	for all Claims
Third Party Claim Coverage:	<input checked="" type="checkbox"/> Applicable	<input type="checkbox"/> Not Applicable
Additional Defense Coverage:	<input type="checkbox"/> Applicable	<input checked="" type="checkbox"/> Not Applicable
Additional Defense Limit of Liability:	Not Covered	for all Claims
Retention:	\$35,000 \$35,000	for each Claim under Insuring Agreement A. for each Claim under Insuring Agreement B, if applicable
Prior and Pending Proceeding Date:	Claims for Wrongful Employment Practices:	November 01, 2006
	Claims for Third Party Wrongful Acts:	November 01, 2019
Continuity Date:	Claims for Wrongful Employment Practices:	November 01, 2006
	Claims for Third Party Wrongful Acts:	November 01, 2019

FIDUCIARY LIABILITY

Limit of Liability:	\$5,000,000	for all Claims
Settlement Program Limit of Liability:	\$250,000	for each Settlement Program Notice , which amount is included within, and not in addition to, any applicable limit of liability
HIPAA Limit of Liability:	\$1,500,000	which amount is included within, and not in addition to, any applicable limit of liability
Additional Defense Coverage:	<input type="checkbox"/> Applicable	<input checked="" type="checkbox"/> Not Applicable



Additional Defense Limit of Liability: Not Covered for all **Claims**

Retention: \$0 for each **Claim** under Insuring Agreement A.
\$0 for each **Settlement Program Notice** under Insuring Agreement B.

Prior and Pending Proceeding Date: November 01, 2001

Continuity Date: November 01, 2001

CRIME COVERAGES

CRIME		
INSURING AGREEMENT	SINGLE LOSS LIMIT OF INSURANCE	SINGLE LOSS RETENTION
A. Fidelity		
1. Employee Theft	\$1,000,000	\$10,000
2. ERISA Fidelity	\$1,000,000	\$0
3. Employee Theft of Client Property	Not Covered	
B. Forgery or Alteration	\$1,000,000	\$10,000
C. On Premises	\$1,000,000	\$10,000
D. In Transit	\$1,000,000	\$10,000
E. Money Orders and Counterfeit Money	\$1,000,000	\$10,000
F. Computer Crime		
1. Computer Fraud	\$1,000,000	\$10,000
2. Computer Program and Electronic Data Restoration Expense	\$100,000	\$5,000
G. Funds Transfer Fraud	\$1,000,000	\$10,000
H. Personal Accounts Protection		
1. Personal Accounts Forgery or Alteration	\$500,000	\$5,000
2. Identity Fraud Expense Reimbursement	Not Covered	
I. Claim Expense	\$5,000	\$0

Policy Aggregate Limit of Insurance: Applicable Not Applicable

If a Policy Aggregate Limit of Insurance is applicable, then the Policy Aggregate Limit of Insurance for each **Policy Period** for Insuring Agreements A through H, inclusive, is: Not Applicable

If a Policy Aggregate Limit of Insurance is not included, then this **Crime Policy** is not subject to a Policy Aggregate Limit of Insurance as set forth in section V. CONDITIONS, B.1.a.

Cancellation of Prior Insurance:

By acceptance of this **Crime Policy**, the **Insured** gives the Company notice canceling prior policies or bonds issued by the Company that are designated by policy or bond numbers. Not Applicable, such cancellation to be effective at the time this **Crime Policy** becomes effective.



INSURED'S PREMISES COVERED:

All Premises of the **Insured** in the United States of America, its territories and possessions, Canada, or any other country throughout the world, except:

Not Applicable

OTHER COVERAGES

IDENTITY FRAUD EXPENSE REIMBURSEMENT

Limit of Insurance: \$25,000 per **Insured Person** for each **Identity Fraud**

Retention: \$0 per **Insured Person** for each **Identity Fraud**

ITEM 6

PREMIUM FOR THE POLICY PERIOD FOR ALL COVERAGES:

\$37,457.00 Policy Premium for all purchased Coverages

ITEM 7

TYPE OF CLAIM DEFENSE FOR LIABILITY COVERAGES (subject to LIA-3001):

- Reimbursement
- Duty-to-Defend
- Varies by Coverage - See Expanded Claim Defense Options Endorsement

Only the type of CLAIM DEFENSE marked "" is included in this policy.

ITEM 8

EXTENDED REPORTING PERIOD FOR LIABILITY COVERAGES (subject to LIA-3001):

Additional Premium Percentage: 75%
Additional Months: 12

(If exercised in accordance with the applicable EXTENDED REPORTING PERIOD condition)

ITEM 9

RUN-OFF EXTENDED REPORTING PERIOD FOR LIABILITY COVERAGES (subject to LIA-3001):

Additional Premium Percentage: 250%
Additional Months: 36

(If exercised in accordance with the applicable CHANGE OF CONTROL condition)

ITEM 10

ANNUAL REINSTATEMENT OF THE LIABILITY COVERAGE LIMIT OF LIABILITY FOR LIABILITY COVERAGES SUBJECT TO LIA-3001:

- Applicable
- Not Applicable

Only those coverage features marked " Applicable" are included in this policy.



ITEM 11

FORMS AND ENDORSEMENTS ATTACHED AT ISSUANCE FOR ALL COVERAGES:

ACF-7007-0811; ACF-7006-0511; AFE-19029-0719; AFE-19030-0920; LIA-3001-0109; EPL-7060-0109; LIA-7097-0109; LIA-7114-0109; LIA-7305-0112; LIA-19002-1111; LIA-19053-0712; FRI-19064-1112; LIA-19097-0315; LIA-19137-0517; LIA-4012-0109; EPL-3001-0109; EPL-7009-0109; EPL-7062-0109; EPL-7110-0109; EPL-10008-0111; EPL-19020-0712; EPL-19050-0316; EPL-19056-0517; EPL-19057-0517; EPL-19058-0517; EPL-19059-0517; EPL-19060-0517; EPL-19061-0517; EPL-19063-0319; EPL-19068-1119; FRI-3001-0109; FRI-19030-0712; FRI-19065-1112; FRI-19084-1013; FRI-19086-0414; FRI-19093-1015; FRI-19103-0517; FRI-19097-0616; LIA-10001-0610; CRI-3001-0109; CRI-7059-0109; CRI-19002-0412; CRI-19060-0713; CRI-19072-0315; CRI-19101-1117; CRI-19115-0519; CRI-19116-0919; CRI-19122-1120; CRI-4009-0109; CRI-7027-0109; CRI-5023-0613; CRI-7026-0713; IDF-3001-0109; IDF-7019-0110; IDF-7005-0513; IDF-19002-0315; IDF-17009-0616; LIA-5022-1107

ITEM 12

LIABILITY COVERAGE SHARED LIMIT OF LIABILITY FOR LIABILITY COVERAGES (subject to LIA-3001):

Applicable

Not Applicable

N/A

for all **Claims** under the following **Liability Coverages** that are subject to the Terms & Conditions in LIA-3001:

If the **Liability Coverages** selected in ITEM 12 are also **Scheduled Coverages** selected in ITEM 13, then the amount of the **Liability Coverage Shared Limit of Liability** set forth in ITEM 12 is part of, and not in addition to, the **Shared Limit of Liability/Limit of Insurance for Scheduled Coverages** set forth in ITEM 13.

ITEM 13

SHARED LIMIT OF LIABILITY/LIMIT OF INSURANCE FOR SCHEDULED COVERAGES:

Applicable

Not Applicable

N/A

for all **Claims** and limits of insurance under the following **Scheduled Coverages**:

The Company's maximum liability for the **Policy Period** for all **Claims** and limits of insurance under the **Scheduled Coverages** listed in ITEM 13 will not exceed the amount of the **Shared Limit of Liability/Limit of Insurance for Scheduled Coverages**. Any Additional Defense Limit of Liability, Supplemental Personal Indemnification Limit of Liability, or Identity Fraud Expense Reimbursement Limit of Insurance is in addition to, and not part of, the **Shared Limit of Liability/Limit of Insurance for Scheduled Coverages**.

PRODUCER INFORMATION:

ACRISURE GREAT LAKES PRT
223 W GRAND RIVER AVE #1
HOWELL, MI 48843

IN WITNESS WHEREOF, the Company has caused this policy/bond to be signed by its authorized officers.

President

Corporate Secretary



Underwritten by: Professional Solutions Insurance Company, 14001 University Avenue, Clive, IA 50325

**PRIVATE COMPANY MANAGEMENT LIABILITY POLICY
DECLARATIONS**

THIS POLICY'S LIABILITY COVERAGE SECTIONS, IF PURCHASED, ARE ON A CLAIMS MADE AND REPORTED BASIS AND COVER ONLY CLAIMS FIRST MADE AGAINST THE INSURED DURING THE POLICY PERIOD OR, IF EXERCISED, THE EXTENDED REPORTING PERIOD. CLAIM EXPENSES SHALL REDUCE THE LIMIT OF LIABILITY AVAILABLE TO PAY JUDGMENTS OR SETTLEMENTS AND SHALL ALSO BE APPLIED AGAINST THE APPLICABLE RETENTION.

PLEASE READ THE ENTIRE POLICY CAREFULLY AND DISCUSS THE COVERAGE HEREUNDER WITH YOUR INSURANCE AGENT OR BROKER.

ITEM 1

NAMED INSURED AND ADDRESS	UNDERWRITER
Foster, Swift, Collins & Smith, P.C. 313 S. Washington Square Lansing, MI 48933	Professional Solutions Insurance Company, 14001 University Avenue, Clive, IA 50325
POLICY NUMBER	PRODUCER
G1999DMLA254	RT Specialty (Chicago)

Renewal of: G1999DMLA243

ITEM 2 **POLICY AGGREGATE LIMIT OF LIABILITY** for all **Liability Coverage Sections**: \$2,000,000
All **Loss** under all **Liability Coverage Sections**, combined

ITEM 3 **POLICY PERIOD:** FROM 09/01/2025 TO 09/01/2026
12:01 A.M. LOCAL TIME AT THE ADDRESS OF THE NAMED INSURED SHOWN ABOVE

ITEM 4 **EXTENDED REPORTING PERIOD:**
A. Additional Premium: 100 % of Annualized Premium in ITEM 7 Below
B. Additional Period: 1 Year(s)

ITEM 5 **RUN-OFF COVERAGE PERIOD:**
1. One (1) year 100 % of the Annualized Premium in ITEM 7 Below

ITEM 6 **NOTICE TO UNDERWRITER:**

Notice of Claim or Circumstances:	All Other Notices:
Nexus Specialty, Inc. Attn: Claims 556 W. Adams Street, Ste.210 Chicago, IL 60661	Nexus Specialty, Inc. Attn: Underwriting 556 W. Adams Street, Ste.210 Chicago, IL 60661



notifications@nexusclaims.com

NSIsubs@nexusunderwriting.com

ITEM 7 POLICY PREMIUM: \$17,398.00

ITEM 8 COVERAGE SCHEDULE:

If any of the coverages described below are left blank or "N/A" is indicated, such coverage including any Coverage Section, Limit of Liability, Sublimit of Liability or Additional Limit, and any other reference thereto is deleted from the policy. No Retention shall apply to non-indemnifiable Loss.

COVERAGE SECTION	AGGREGATE LIMIT OF LIABILITY	SUBLIMIT	RETENTION	PENDING OR PRIOR DATE	SHARED LIMIT
DIRECTORS AND OFFICERS LIABILITY	\$2,000,000		\$15,000	05/08/2019	Separate
Securityholder Investigative Costs		\$250,000	\$15,000		
Asset Protection Costs		\$100,000	\$15,000		
Public Relations Costs		\$100,000	\$15,000		
D&O Crisis Management Expenses		\$25,000	\$15,000		
EMPLOYMENT PRACTICES LIABILITY	Not Purchased		Not Purchased	N/A	N/A
Workplace Violence Expenses					
EPL Crisis Management Expenses					
Illegal Hiring or Harboring					
FIDUCIARY LIABILITY	Not Purchased		Not Purchased	N/A	N/A
Voluntary Settlement Program Costs					
HIPAA Penalties					
Section 502(c) Penalties					
Pension Protection Act of 2006 Penalties					
Affordable Care Act Penalties					
Section 4975 Tax Penalties					
Pension Crisis Management Expenses					



CRIME	See Attached Crime Declarations Page				
CYBER	See Attached Cyber Declarations Page				
EMPLOYED LAWYERS LIABILITY	Not Purchased		Not Purchased	N/A	N/A
Intra-Organization Claims Defense Expenses					
General Counsel Replacement Expenses					
MISCELLANEOUS PROFESSIONAL LIABILITY	Not Purchased		Not Purchased	N/A	N/A
Disciplinary Proceeding Expenses					

The following Additional Limits shall be in addition to and not part of the respective Aggregate Limits of Liability for each applicable Coverage Section, and in addition to and not part of the **POLICY AGGREGATE LIMIT OF LIABILITY** in **ITEM 2**:

Additional Side A Limit of Liability for Executives:	\$500,000
Additional Defense Expenses Limit for Employment Practices Liability:	Not Purchased
Additional Defense Expenses Limit for Fiduciary Liability:	Not Purchased
Policy Aggregate Limit for E-Discovery Consultant Services:	\$25,000

ITEM 9 MISCELLANEOUS PROFESSIONAL LIABILITY (if purchased)

**PROFESSIONAL SERVICES:
RETROACTIVE DATE:**

ITEM 10 FORMS AND ENDORSEMENTS APPLICABLE TO THIS POLICY ON THE DATE THIS POLICY IS ISSUED

See attached Schedule of Forms and Endorsements

Professional Solutions Insurance Company, Inc.	
By:  _____ President	Date: <u>09/01/2025</u>
By:  _____ Secretary	Date: <u>09/01/2025</u>



PRIVATE COMPANY MANAGEMENT LIABILITY POLICY CRIME DECLARATIONS

ITEM 1 COVERAGE SCHEDULE

If any of the Insuring Agreements described below are left blank or "N/A" is indicated, such Insuring Agreement, Limit of Liability, and other reference thereto is deleted from the policy.

Insuring Agreement	Limit of Liability Per Occurrence	Deductible Per Occurrence
A. Fidelity Coverage		
A1. Employee Theft Coverage	\$2,000,000	\$10,000
A2. Client Property Coverage	N/A	
A3. ERISA Coverage	\$2,000,000	N/A
B. Premises Coverage	\$2,000,000	\$10,000
C. In Transit Coverage	\$2,000,000	\$10,000
D. Forgery Coverage	\$2,000,000	\$10,000
E. Computer Crime Coverage	\$2,000,000	\$10,000
E1. Computer Fraud Coverage	\$2,000,000	\$10,000
E2. Computer Data Restoration Expenses Coverage	\$100,000	\$10,000
F. Funds Transfer Fraud Coverage	\$2,000,000	\$10,000
G. Money Orders and Counterfeit Currency Fraud Coverage	\$2,000,000	\$10,000
H. Credit Card Fraud Coverage	\$2,000,000	\$10,000
I. Social Engineering Fraud Coverage	\$250,000	\$15,000
J. Personal Account Protection	\$25,000	\$10,000
Personal Accounts Forgery or Alteration	\$25,000	\$10,000
Identity Fraud Reimbursement	\$25,000	\$10,000
K. Expense Coverage	\$25,000	\$10,000

Policy Attachments:

Coverage: General Terms and Conditions
MPE-00002-07-19 Amend Insured Details (ITEM 1) of the Declarations
MPE-000MI-07-19 Michigan Amendatory Endorsement

Coverage: Common
MPE-01004-07-19 Pending & Prior Litigation Exclusion Split Limits
MPE-01015-07-19 Disclosure Pursuant To Terrorism Risk Insurance Act
MPE-01017-07-19 Cap On Losses From Certified Acts Of Terrorism Endorsement

Coverage: D&O
MPE-02013-07-19 Network Security and Privacy Exclusion
MPE-22015-07-19 Professional Firm Amendatory

Coverage: Crime
None



EXCEPTIONS

At time of submission, there are no exceptions or deviations.

FIRM STANDING

All Foster Swift attorneys are in good standing with the Michigan Bar Association. As expected with a large firm, individuals have occasionally filed grievances against Foster Swift lawyers with the State Bar of Michigan Attorney Grievance Commission over the past five years; however, none have resulted in formal disciplinary action.

The firm has not been in bankruptcy, reorganization, or receivership in the last five years or ever for that matter.

Foster Swift has not been terminated by any of our municipal clients in the last five years, however, there have been a few occasions where public entities have issued RFPs for legal services (usually due to the charter or at the request of newly elected officials) and a new attorney or law firm has been selected.

RESPONSE TIME

Foster Swift is committed to prompt and effective communication with all clients. Client calls and e-mails are typically returned within eight business hours or one business day (and often less). Our attorneys are backed by another attorney, so emergencies can be immediately addressed even if one of the attorneys may be unavailable.

CURRENT ISSUES

Foster Swift will begin by researching the Village online, including news articles and its social media presence, to learn about its public history. We will then schedule a meeting with key Village personnel to learn more about its operations, standard procedures, community priorities and communication protocols. For example, this session will include identifying and prioritizing projects as well as establishing the preferred format for quarterly reports.

Our team is prepared to assist with several ongoing legal matters, including the Village's relationship with the DDA, ordinance recodification, special assessment procedures, park property quit-claim issues, riparian rights, property inventory, and the Village's exploration of city incorporation.

KNOWN CONFLICTS

As stated above, Foster Swift attorneys run conflict checks to determine whether any new or current clients' need for representation may affect one or more of the firm's former or current clients. All potential conflicts are cleared by the firm's conflicts clerk and by the firm's General Counsel.



LEGAL SERVICES REQUEST FOR PRICING

Foster Swift will work hard to meet the Village’s budgetary needs. Our goal is to understand the scope of work and financial parameters of your projects. Over the years, we have found that hourly rates and recording are more cost efficient for our municipal and public entity clients. Our rates for this engagement are far below the rates we charge non-public entities and are as follows:

Pricing Component	Amount
A. Hourly Rate for General Legal Services	\$275
D. Hourly Rate for Prosecution Services	\$275
E. Provide or attach the firm’s complete fee schedule for all other services not included above:	\$320
1. Tax Tribunal	\$275
2. Labor and Employment (including Negotiations)	\$ To be determined based on scope
3. Public Finance and Bond	\$
4.	\$
5.	\$

Time

Foster Swift tracks and charges time based upon tenths of an hour (six minutes).

Other Expenses

Out-of-pocket expenses are itemized separately. Foster Swift does not charge clients separate fees for secretarial or word processing costs, overtime, or other basic overhead costs. Supplies and other materials will be billed monthly in an itemized manner at actual cost. Court filing fees, expert witness fees, and similar out-of-pocket expenses will be charged at the rates set by the entity providing the service, subject to prior approval.

Legal Research

Foster Swift subscribes to several online legal research services, including Westlaw. We do not charge clients for any research service/subscription fees covered under our existing contracts.

Travel

Travel time is charged at the hourly rate for the type of work being performed. However, in most instances, Foster Swift attorneys can attend meetings via video conferencing if desired by the Village, in which case the Village will not incur any travel charges. In other words, the Village will have access to the best legal services offered for municipalities, without incurring substantial expenses for travel. This is precisely how we have served clients in the northern lower peninsula and the upper peninsula for many years.

Billing Statements

Billing statements are sent monthly and will include detailed information regarding time expended by classification and by task, as well as information regarding such items as mileage, materials, and other non-overhead cost. Payment is due upon receipt.

Our billing format is organized to allow easy tracking of fees and costs on individual matters and may be customized to provide whatever information the Village needs. Also, a factor in billing is the protection of sensitive attorney-client information. We can tailor the level of protection for each client.



CONCLUSION

Choosing legal counsel is an important decision for every public body. All the attorneys and staff at Foster Swift are committed to providing exceptional counsel and service to every client. As a result, it is common for our attorney-client relationships to span decades. The foundation of these relationships is open communication and established processes.

Legal representation is best approached as a partnership. Through the firm's long track record of working closely with many townships, cities, counties, villages, libraries and other intragovernmental units, we have developed a culture of open channels of communication that enable successful outcomes to legal issues. Foster Swift is excited about the proposed opportunity to assist The Village of Lake Orion. We welcome a discussion to address any questions or requests for additional information.

Sincerely,

FOSTER SWIFT COLLINS & SMITH, PC

Courtney G. Agrusa