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December 11, 2012

Mr. Thomas A. Kelly, Law Director
City of North Royalton
13834 Ridge Road
North Royalton, OH 44133

Re: Estate of Gregory N. Pappas

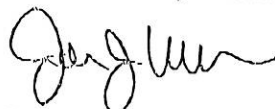
Dear Mr. Kelly:

Based on our discussions about the Estate of Gregory N. Pappas, I would offer my legal services to the City of North Royalton at an hourly rate of One Hundred Eighty Dollars (\$180.00) plus court costs and any out-of-pocket expenses directly attributable to the estate.

I would prepare the necessary documents to have an Administrator appointed and then follow through with the administration of the estate to its conclusion. Based on the unknown circumstances of this case, it is impossible to predict how many hours it would take to handle this matter.

Very truly yours,

John J. Urban, Attorney at Law, Ltd.



John J. Urban

JJU/dg