

MICHAEL B. LAVERY
MICHAEL S. SELVAGGI¹
JOHN J. ABROMITIS
LAWRENCE P. COHEN²
KATHERINE E. INGRASSIA³
JAMES F. MOSCAGIURI
KATHINA L. CAMPBELL²
RICHARD W. WENNER³
W. JOSEPH SALVADOR³
WILLIAM H. PANDOS³

¹ CERTIFIED BY THE SUPREME COURT OF
NEW JERSEY AS A CIVIL TRIAL ATTORNEY

² MEMBER OF NJ AND PA BAR

³ MEMBER OF NJ AND NY BAR

LAW OFFICES

LAVERY, SELVAGGI, ABROMITIS & COHEN

A PROFESSIONAL CORPORATION

1001 ROUTE 517

HACKETTSTOWN, NEW JERSEY 07840

(908) 852-2600

FAX (908) 852-8225

WWW.LSACLAW.COM

23 CATTANO AVENUE
AT CHANCERY SQUARE
MORRISTOWN, NJ 07960
Telephone (973) 285-1281
Fax (973) 285-0271

OF COUNSEL:

JAMES A. COURTER
JOEL A. ROBERT
PETER J. COSSMAN
ROBERT V. STILES

SENDER'S DIRECT EMAIL

MLAVERY@LSACLAW.COM

February 16, 2018

Ravinder S. Bhalla
837 Garden Street
Hoboken, NJ 07030

Dear Ravi:

Last month, we offered you an "Of Counsel" position at our firm. Since then, we have been in engaged in further discussions related to the need to meet your full-time responsibilities as Mayor of Hoboken, New Jersey, which we recognize will remain your primary responsibility. With that in mind, we have agreed upon the following terms and conditions:

1. As previously agreed, you are designated as being "Of Counsel" to the Law Firm of Lavery, Selvaggi, Abromitis & Cohen, P.C. ("Firm") as of February 1, 2018. That designation appears on the Firm's letterhead and website. You will be listed before all the other individuals currently serving "of counsel" to the Firm.

2. In light of your responsibilities as Mayor of Hoboken, the Firm acknowledges that you will not be available to engage in the day to day practice of law. Your services will be limited to providing advisory services to the Firm, with an emphasis on mentoring young attorneys. It is acknowledged that due to your full-time commitment to Hoboken, these services will be provided only as and when you have availability.

3. You will be given an email address bearing the "lsaclaw.com" domain name and will be included on all firm-wide email messages and announcements. You will also be invited to attend any Firm activities or meetings.

4. You will receive annual compensation of \$60,000. While serving "of counsel" you will not be eligible to receive health, dental, or life insurance or participate in the Firm's 401(k) plan. The Firm will reimburse you for all reasonable and related expenses that you may incur in your "of counsel" position. All such expenses must be substantiated through written documentation provided to the Firm's office manager monthly, which are reviewed and approved by the Managing Partner.

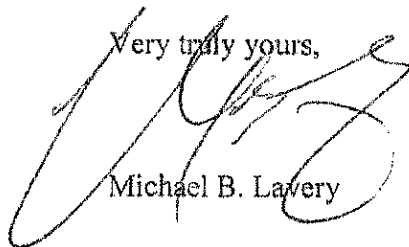
5. In the event you originate clients for the Firm, you will receive additional compensation in an amount equal to (a) 20% of all gross revenue paid by clients in excess of \$60,000 up to \$750,000 (no additional compensation will be paid for the first \$60,000 of revenues), plus (b) 15% of all gross revenues in excess of \$750,000. Information regarding gross revenues originated by you shall be provided to you on a monthly basis for your own tracking purposes. Any additional compensation will be calculated and paid to you on a quarterly basis.

6. The Firm will pay your annual attorney assessment to the Fund for Client Protection; attorney annual registration fees; bar association dues; tuition for continuing legal education programs and any other related licensing or eligibility fees. You will also be included on the Firm's legal malpractice policy at our cost.

7. In the event the Firm is made a party to any claim or litigation arising out of or connected to your prior employment as a practicing attorney with Florio, Perrucci, Steinhardt & Fader, LLC, you would agree to indemnify and hold the Firm harmless if coverage was otherwise not available under your prior employer's malpractice policy.

8. The Firm will engage with Hoboken's Corporation Counsel to ensure that any potential conflicts of interest arising out of your role with the Firm and your position as Mayor are promptly identified and addressed.

Very truly yours,



Michael B. Lavery

MBL/jg

AGREED AND ACCEPTED:


Ravinder S. Bhalla