AGREEMENT FOR CONSULTING SERVICES

This agreement, effective the 1st day of January, 2027, is made by and between the Westfield Washington Public Library, at 333 W. Hoover Street, Westfield, Indiana 46074 (herein referred to as LIBRARY), on the one part, and Policy Analytics, LLC, currently located at 115 W. Washington St., Suite 425, Indianapolis, Indiana 46204 (herein referred to as CONSULTANT). Under the terms of this agreement, the CONSULTANT will serve as the principal service provider.

RECITALS

WHEREAS, the CONSULTANT has certain knowledge, skills and expertise in various areas of concern and interest to the LIBRARY; and

WHEREAS, the LIBRARY wishes to avail itself of the CONSULTANT'S talent, advice, skills and expertise during the term of this agreement to provide certain consulting services and may from time to time be requested by the Library Board, or their designees;

NOW THEREFORE, in consideration of the above recitals, the terms and covenants of this agreement, and other valuable consideration, the parties agree as follows:

SECTION ONE
SERVICES

During the term of this agreement the LIBRARY engages the CONSULTANT to perform the consulting services outlined below, and the CONSULTANT agrees to provide such services at reasonable times and places. The LIBRARY understands that Michael A. Reuter will primarily complete the services provided under this agreement. In this regard, the LIBRARY understands and agrees that although Michael A. Reuter will primarily perform the duties and responsibilities outlined in this agreement, it may be necessary for the CONSULTANT to engage other competent individuals to assist Michael A. Reuter. The CONSULTANT shall be responsible for the adequate supervision and for compensating any such individuals who are engaged to assist in the performance of this agreement.

The services provided by the CONSULTANT shall consist of the following:

- **UPDATE FISCAL PLAN FOR INTERNAL MANAGEMENT USE** -- the CONSULTANT is to provide the LIBRARY with the following services in relationship to the fiscal plan:
    1. Supply periodic reports (fiscal plan) and/or analysis of the revenues and expenditures of all major funds for the upcoming three years, which would include briefing/discussions concerning the financial condition of the LIBRARY.
    2. Upon request conduct research and analysis on specific financial issues/policies that do or could impact the LIBRARY. Upon request make presentations at board meetings or other designated meetings or events that the LIBRARY chooses. The CONSULTANT will clarify certain funding or budgetary issues, and/or provide information on related policy matters.

3. Provide consultation on budget decisions in conjunction with how the funding (or other policies) may impact the LIBRARY.

- **REVIEW BUDGET FORMS** -- the CONSULTANT is to review all budget forms required of the LIBRARY.
    1. Review budget forms for the public hearing and adoption.
    2. The forms are analyzed and designed by fund for different objectives.
    3. Attend Department of Local Government Finance budget hearings to defend the budget that has been adopted by the LIBRARY.
- **MONITOR TAX DISTRIBUTIONS AND DEPARTMENT OF LOCAL GOVERNMENT FINANCE BUDGET ORDERS** -- the CONSULTANT is to monitor, analyze, and provide informative reports to the LIBRARY.
    1. Monitor tax distributions and Department of Local Government Finance budget orders for irregularities to make certain the LIBRARY is receiving the appropriate amount of revenue.
    2. Compute shortfalls and levy excess. Appeal shortfalls when necessary.
- **EXCESS LEVY APPEALS** -- the CONSULTANT may be asked to assist in the development of a maximum levy appeal for the LIBRARY.
    1. Assist in calculating the amount of the excess levy appeal.
    2. Assist in developing a plan for appeal.
    3. Review the plan for advertisement.
    4. Assist the LIBRARY in preparation for and/or represent the LIBRARY at any hearing before the County Council for the purpose of appealing for an excessive levy.
- **MEETING** -- the CONSULTANT will meet with the LIBRARY as reasonably requested.

SECTION TWO
DURATION AND TERMINATION

This agreement shall commence upon the effective date listed at the beginning of this agreement, and shall continue for 12 months following that date. In addition to terminating at the end of such period, this agreement may be terminated pursuant to the following:

1. Upon the death or incapacity of Michael A. Reuter or any person employed by the CONSULTANT who, in the sole opinion of the LIBRARY, was essential for the successful performance of the CONSULTANT'S obligations under this agreement. The LIBRARY shall provide the CONSULTANT with thirty (30) days written notice should it wish to exercise termination of this agreement under this clause;
2. Immediately if the LIBRARY or the CONSULTANT cease to function as the entities or in the capacity contemplated under this agreement.
3. With 30 days prior written notice to cure in the event that the services and work provided by the CONSULTANT or the CONSULTANT'S employees fail to meet the standards of quality and response previously established by the CONSULTANT.

If termination occurs for any reason under this Section of the agreement, the LIBRARY shall pay to the CONSULTANT full compensation for all services performed and reasonable expenses incurred by the CONSULTANT up until the time of termination.

SECTION THREE
COMPENSATION

Payment for the CONSULTANT'S services shall be made in equal monthly installments of $625.00. The first payment shall start on January 1, 2027, and the eleven remaining installments are to be paid on the first business day of each month (for a total of $7,500.00).

The CONSULTANT shall submit an invoice to the LIBRARY for the CONSULTANT'S services, with such invoice to be based upon the payment schedule above. Payments under this agreement for all services shall be made by the LIBRARY to the CONSULTANT.

The maximum amount to be paid by the LIBRARY for services under this agreement is $7,500.00. If the CONSULTANT finds something to be beyond the scope of this contract, the CONSULTANT will inform the LIBRARY of any additional costs before services are rendered.

SECTION FOUR
ASSIGNMENT

The rights of the parties to this agreement are personal to the parties and may not be assigned to any other person, corporation or entity without the prior written consent of the LIBRARY and the CONSULTANT, which consent shall not be unreasonably withheld, so long as the CONSULTANT remains primarily responsible for the execution of the contract.

SECTION FIVE
EXCLUSIVE OWNERSHIP

Any and all data, analysis, reports, studies, manuscripts, and other complete and/or incomplete work prepared or developed by the CONSULTANT under this agreement shall become the exclusive property of the LIBRARY, but may be utilized by the CONSULTANT upon the prior written consent of the LIBRARY. The LIBRARY shall not withhold its reasonable consent to the CONSULTANT'S request under this section.

The CONSULTANT shall retain all rights in and to all works of authorship fixed in a tangible medium of expression which were made, created or acquired by the CONSULTANT prior to the effective date of this Agreement ("Pre-Existing Works"). Such Pre-Existing Works shall include, but not be limited to, the Local Government Revenue Model (the "Model") developed and utilized by the CONSULTANT. The CONSULTANT's utilization of the Model to create deliverables under this Agreement shall not create any ownership rights in the Model, or modifications to the Model made by the CONSULTANT to provide deliverables required hereunder. The CONSULTANT's rights to use Pre-Existing Works for services outside of this Agreement shall not be restricted in any way by this Agreement.

SECTION SIX
INDEPENDENT CONTRACTOR STATUS

The relationship of the CONSULTANT and the LIBRARY, and as between each other, shall be that of independent contractors. No term in this agreement or the performance of the CONSULTANT under this agreement shall be construed as establishing a joint venture or employee relationship between the CONSULTANT or any employee of the CONSULTANT and the LIBRARY. Accordingly, the LIBRARY shall not withhold taxes or federal, state, or local benefit withdrawals from any sum paid to the CONSULTANT under section three of this agreement.

SECTION SEVEN
PROVISION OF INFORMATION

The LIBRARY shall furnish to the CONSULTANT, without cost to the CONSULTANT, reasonable access to the LIBRARY employees and such information and data as the CONSULTANT reasonably deems necessary for the performance of the services under this agreement. Upon completion or termination of this agreement the CONSULTANT shall return to the LIBRARY all such data and written materials as so requested by the LIBRARY.

SECTION EIGHT
ENTIRE AGREEMENT

This agreement shall constitute the entire agreement and understanding between the parties and any prior understanding or representation of any kind preceding the effective date of this agreement shall not be binding upon the parties except to the extent expressly incorporated into this agreement.

SECTION NINE
MODIFICATION OF AGREEMENT

Any modification of this agreement or additional obligation assumed by any party in connection with this agreement shall be binding only if evidenced in writing and signed by the parties or authorized representatives of the parties.

SECTION TEN
NOTICES

Any notice provided for or concerning this agreement shall be in writing and shall be deemed sufficiently given when sent by certified or registered mail to the respective parties' addresses as set forth in the beginning of this agreement. The parties shall duly notify one another of any necessary changes in address during the course of this agreement.

SECTION ELEVEN
EFFECT OF PARTIAL INVALIDITY

The invalidity of any portion of this agreement will not and shall not be deemed to affect the validity of any other provision. In the event that any provision of this agreement is found to

be invalid by a court with appropriate jurisdiction and the removal of such portion of the agreement will not materially alter the scope or the intent of this agreement, the parties agree that the remaining provisions shall be deemed to remain in full force and effect as if they had been executed by the parties subsequent to the determination of the invalid provision.

SECTION TWELVE
GOVERNING LAW

The parties agree that this agreement shall be governed by, construed under and enforced in accordance with the laws of the State of Indiana.

IN WITNESS WHEREOF, the parties hereto, with full and complete authority to bind their respective principals, have caused this agreement to be executed on the date(s) indicated below.

WESTFIELD WASHINGTON PUBLIC LIBRARY ("LIBRARY")

By: Sheryl A Sollars Date: 11/17/2026

Ms. Sheryl A. Sollars
Westfield Washington Public Library

POLICY ANALYTICS, LLC ("CONSULTANT")

By: Date: 11/11/2026

Jason O'Neill, Managing Director