AGREEMENT TO HIRE LAWYERS

I. Purpose of This Agreement

I, John Wingo, hereby retain the law firms of Fiebiger Law, LLC ("Fiebiger" or "the Firm"), 6800 France Ave. S., Suite 190, Edina, MN 55435, and Hovland, Rasmus, Brendtro & Trzynka, PLLC ("HRBT") (combined hereinafter "Attorneys") to represent me in the matter as described below in Section II.

II. Scope of Representation

The Attorneys will represent Client and provide assistance to Client in connection with Race discrimination at work by coworkers, lost privileges as a result. If Client desires to retain the services of the Firm for other matters, a new retainer agreement will be necessary.

Client understands that Attorney cannot guarantee the results of any case and acknowledges that no representations have been made by Attorney about the outcome of this matter.

III. Responsibility To Pay Attorneys' Fees and Costs.

A. Attorneys' Fees and Costs

I agree to pay attorneys' fees of 33 1/3% of the total amount recovered, whether by judgment, settlement, or mediation. If the case is appealed, I agree to pay attorneys' fees of 40% of the total amount recovered. I agree the total fee (whether 33 1/3% or 40% as applicable) will be split between Fiebiger and HRBT, with Fiebiger receiving 66 2/3% of the total attorneys' fee and HRBT receiving 33 1/3% of the total attorneys' fee. Fiebiger will take primary responsibility in handling my matter, with providing limited services, such as strategic counseling and other support as necessary.

I will pay no attorneys' fees if Attorneys do not obtain a recovery except if I terminate my relationship with Fiebiger and/or HRBT (see Section V).

If this case is resolved on a structured basis (a lump sum payment plus periodic cash payments), I agree that the attorneys' fees shall be based on the then present value of the whole structured settlement.

Client is responsible for paying any applicable sales tax on attorneys' fees as required by state law in addition to the percentage fee described in the paragraphs above of this Agreement.

It is difficult for the Attorneys to accurately predict the amount and type of expenses it will have to pay to handle the case. Some of these expenses are court filing fees, court reporter fees, traveling and lodging expenses, consultant fees, expert witness fees, computer service fees, charges for postage and photocopying, charges for medical records, and charges for the preparation of trial exhibits.