

July 30, 2003

Ms. Nancy Weidman  
Assistant City Attorney  
City of Columbus  
90 West Broad Street, Suite 200  
Columbus, Ohio 43215

**Subject: Terms and Conditions of Engagement**

Dear Nancy:

Thank you for your help and patience throughout this process. At Watson Wyatt we place the highest value on our relationships with our clients. Historically, we have not always formalized the terms of our engagement with our clients in writing, but we believe it is good business practice and mutually beneficial for us to do so.

Enclosed are the engagement terms mutually agreed upon from our discussions. These terms and conditions will apply to all the services that Watson Wyatt provides to the City of Columbus. We propose that these terms and conditions become effective August 4, 2003. They will not change the services or consulting that we provide. We will continue to provide you with excellent service and value-added consulting.

Please review the terms and conditions and indicate your acceptance by returning the enclosed copy of this letter, signed by an authorized representative of the City of Columbus in the space provided below. Please contact me if you have questions about this matter.

Sincerely,

**WATSON WYATT & COMPANY**

  
\_\_\_\_\_  
Jeff Bierbower, Consultant

Date: 7/30/03

  
\_\_\_\_\_  
Nancy Reysner, Office Practice Leader

Date: 10/15/2003

Attachments: Terms and Conditions of Engagement

**ACCEPTED AND AGREED:**