

PROPOSAL FOR

**GREENFIELD FIRE TERRITORY
MERIT COMMISSION**

COMPREHENSIVE LEGAL SERVICES

Submitted by:
Mark Wohlford, Partner
Bose McKinney & Evans LLP

September 3, 2025

**BOSE
McKINNEY
& EVANS LLP**

ATTORNEYS AT LAW

EXECUTIVE SUMMARY

Bose McKinney & Evans LLP (“BME”) is pleased to submit this proposal to provide comprehensive legal services to the Greenfield Fire Territory Merit Commission (“Commission”). Our firm combines extensive experience in public sector law, employment law and administrative procedure, ensuring that the Commission operates in full compliance with state law and best practices.

Under Mark Wohlford's leadership, our team offers the experience and knowledge uniquely suited to support the Commission's legal needs. Our team of attorneys is well-versed in labor and employment, bonds and public finance, municipal law, utility law, litigation of municipal issues, and government affairs. We are committed to providing timely, practical and actionable legal advice tailored to the Commission's needs.

BOSE McKINNEY & EVANS OVERVIEW

Bose McKinney & Evans LLP is a full-service business law firm, headquartered in Indianapolis, with more than 100 attorneys and legal professionals. We represent a wide range of clients, including municipalities, small businesses, Fortune 100 companies, international manufacturers, energy developers and utilities, national and regional financial institutions, agribusinesses, sports entities, start-ups, media companies, and schools. No matter the client, our focus remains the same: building strong relationships as key advisors, exceeding expectations in the quality of our work, understanding our clients' businesses and sectors and delivering responsive, efficient and result-driven legal counsel. Our ultimate focus is on our clients and their unique goals.

BME is recognized by U.S. News Media Group and Best Lawyers® as a top-ranking firm in Employment Law (for both individuals and management), Labor and Employment Litigation, Labor Law, Immigration Law and Workers' Compensation Law. The firm also holds top rankings in Governmental Relations Practice, Municipal Law and Public Finance Law.

OUR APPROACH

Clients come to us for advice, guidance and favorable outcomes, with an eye toward efficiency and consideration of the need for government clients to be good stewards of public dollars. Our extensive experience with municipalities, merit commissions, fire territories, fire and police departments, and other local government agencies enables us to provide practical, informed and reliable legal guidance tailored to the unique needs of the Commission. We can also help ensure compliance with legal requirements while minimizing risk in all aspects of Commission operations.

Our Focus

- Client Focus
- Communication
- Cost Control Procedures
- Work Product Assurance Procedures

Client Focus

We understand the impact local government issues have on the community. Therefore, we offer a blend of local government experience, political acumen, common sense and a sincere interest in our clients' success. Our experience with complex local government issues has proven that nuances are incredibly important. We can assist in looking at issues and opportunities holistically. Overall, our goal is to foster a collegial, trusted relationship with our clients.

Communication

Of course, our greatest resource is our people. As the primary point of contact, Mark Wohlford will be responsible for managing all aspects of the engagement, with an emphasis on accountability and availability to the Commission. Our lawyers practice proactive communication regarding the status and progress of each matter. We will establish and maintain an efficient and effective communication stream with the Commission through its preferred methods of communication.

Cost Control Procedures

Our goal is to work in partnership with our clients to provide proactive advice and counsel to help manage costs. With BME, the Commission can take advantage of the lower costs of doing business with a midsized, Indiana-based firm, with a higher level of personal attention and lower overhead (and, therefore, more rational fee structures). Our client service philosophy is to staff matters with experienced attorneys and use associates and paralegals when appropriate to minimize costs. We consistently strive to work on the most cost-effective basis without sacrificing quality. We approach all matters from a cost/benefit perspective. We are committed to tailoring our services to your expectations, with Mark serving not only as your primary contact at BME but also as the lead attorney handling the Commission's legal work. This provides greater transparency and predictability regarding costs and fees.

Work Product Assurance Procedures

Work product assurance begins on Day One of our engagement. The BME process is to establish plans, standards and procedures to meet the Commission's needs. Project management and case management are everyday activities for BME. Our team members and technology systems handle large volumes of electronic documents, scans, e-mails, voicemail messages and more, while tracking project progression, responsible parties and deadlines.

Our technology systems prioritize security. Our network environment is secured through mandatory passwords on the workstations. Email service is encrypted through TLS, and end-to-end encryption is available if a client requests it. Documents, e-mails and voicemails are stored and categorized in our document management system, which gives us the ability to apply granular access to all managed electronic files. Case organizer tools are available for the BME and client team. The cloud-based solutions are SSL-encrypted and password-protected for the highest level of security.

OUR EXPERIENCE

BME has attorneys with extensive experience representing municipalities in various roles, including:

- Labor and Employment
- Administrative Law
- Bond and Public Finance
- Utilities
- Economic Development
- Litigation
- Zoning Law/Land Use/Annexation

Labor and Employment

The firm's experience in employment law and governmental services combine to make it a strong advocate for governmental entities and municipalities facing complex interactions with employees. Our team assists with preventative measures and best practices, such as employee policies and training programs, as well as acute issues, such as disciplinary actions, firings, layoffs, administrative compliance, ADA, Title IV and lawsuit defense.

Administrative Law

BME attorneys provide in-depth experience in the ever-widening agency administrative process. Our attorneys represent clients in permitting, licensure and compliance issues before both state and federal regulatory agencies. In addition, our attorneys have worked with agency administrations in voluntary advisory roles, so we understand the individuals and policies that drive agency activities. We combine our established understanding of various governmental agency processes with our knowledge of federal and state regulations to help our clients successfully negotiate the complexities of administrative law.

Bond and Public Finance

The BME Public Finance Group has extensive experience in virtually all financing techniques used in Indiana. We work efficiently, even under intense public and media scrutiny, to develop effective financing strategies, and we seek innovative methods to help make the process more effective and less costly, with positive community support.

In addition to traditional bond financing, our Public Finance Group has developed inventive ways to meet our clients' more unique and challenging financing needs.

Utilities

With one of the largest utility practices in the state, BME regularly assists municipalities with issues pending in local boards, the Indiana Utility Regulatory Commission, Indiana Department of Environmental Management, Department of Natural Resources, and in state and federal courts. Such issues may include rates or rate design, service area disputes, financial capital improvements, local political issues, and more. BME attorneys provide practical and effective solutions for municipalities facing utility issues.

Economic Development

It's no secret that economic development is essential for providing a strong tax base, high-paying jobs for residents and a better quality of life through improved schools, fire and police protection, parks and recreation facilities and infrastructure. Therefore, the competition to secure economic development projects is fierce. BME attorneys understand the steps municipalities and development corporations must take, the local, state and federal incentives available and the ramifications for those residents who may want development, but not in their backyards. In addition, the governmental relations professionals of BPAG can lend their experience in public affairs and procurement to streamline the economic development process.

Litigation

No one desires that disputes reach the courtroom. But when they do, municipalities or county governments want the experience of trained attorneys providing representation. Our extensive jury trial experience, in addition to our participation in mediation and arbitration proceedings, provides a substantial resource for our clients who seek efficient, cost-effective resolutions to disputes. Equally important, our attorneys advise clients on litigation avoidance, strategy and case management.

Zoning Laws/Land Use/Annexation

BME deals with a broad variety of issues and situations involved in zoning, land use development and land use-related litigation. Our attorneys advise clients with respect to rezonings, variances, condemnations, plan amendments, submissions of comprehensive master plans, overlay zoning districts, site plans, preliminary platting, final platting, use permits, planned unit development projects (including drafting of ordinances) and zoning interpretations. We also regularly assist clients with annexation, condemnation, greenways, right-of-way acquisitions and utility easements.

SCOPE OF SERVICES

Our firm provides a full range of legal services to support the Commission in fulfilling its responsibilities, including:

- Providing legal compliance guidance and general legal advice
- Advising on employment law, labor relations and general workforce issues
- Assisting in disciplinary matters, hearings and employee disputes and issues
- Drafting, reviewing and updating rules, policies and regulations
- Attending commission meetings
- Advising on open meeting laws, notice requirements and public record requirements
- Preparing formal legal opinions and documents
- Defending the commission against legal challenges and litigation
- Supporting public sector employers with pension board and retirement matters

THE TEAM

Our team, led by Mark Wohlford, brings a depth of experience in public sector law and merit commission operations. We are committed to providing timely, practical and actionable legal advice tailored to the Commission's needs.

Mark Wohlford



Mark Wohlford is a partner in the Labor and Employment, Education and Litigation Groups of Bose McKinney & Evans LLP. Mark assists clients with a wide array of labor and employment matters, including employment litigation, discrimination and wrongful termination defense, wage claims, non-compete, confidentiality, and non-solicitation agreements, compliance with FMLA, ADA, FLSA and other employment-related state and federal statutes and client advisement regarding personnel issues, handbooks and policymaking. Mark has represented clients at the local, state and federal level in employment-related disputes and specializes in conducting independent investigations

into alleged discriminatory actions and misconduct for both private and public entities, including municipalities, fire departments, police departments and public schools.

In addition to his work in labor and employment law, Mark works with and advises primary, secondary and post-secondary schools on personnel matters, compliance with FERPA and related state and federal laws, as well as all matters pertaining to Title IX, including training for personnel, assisting in investigations, drafting guidelines and policies and serving as both an investigator and decision-maker for schools. With respect to litigation, Mark has experience representing clients in state and federal court in a variety of litigation matters, including complex commercial litigation, contract disputes, fraud, breach of fiduciary duty, torts and civil rights litigation.

Mark previously served as a judicial law clerk for Indiana Supreme Court Justice Brent E. Dickson.

Mark earned his Bachelor of Science in economics from Purdue University and his J.D. from George Mason University School of Law.

Jonathan Mayes



Jonathan (Jon) Mayes is chair of the Education Law Group and a partner in the Labor and Employment Law Group, representing public and private entities in labor and employment issues and litigation.

Jon advises clients on a wide array of matters, including employment and labor-related issues, tort claims and contract claims. Prior to joining the firm, Jon served the City of Indianapolis as the deputy director and special counsel for the Department of Public Safety and as the chief litigation counsel to the City of Indianapolis. Before joining the City of Indianapolis, Jon served as corporation counsel for the City of Kokomo, Indiana,

following his private practice at another Indianapolis law firm.

Jon has represented clients at both the trial level in state and federal courts and before the U.S. Court of Appeals for the Seventh Circuit, Indiana Supreme Court and Indiana Court of Appeals. Jon has also

represented clients in dozens of matters before the U.S. Equal Employment Opportunity Commission, U.S. Department of Labor, Indiana Civil Rights Commission, Indiana Department of Workforce Development's tax and unemployment divisions, the U.S. Department of Education Office for Civil Rights, the U.S. Department of Labor Office of Compliance and Contract Programs (OFCCP) and the Indiana Education Employees Relations Board.

Jon is admitted to practice law in Indiana, and he is admitted before the U.S. Supreme Court, the U.S. Court of Appeals for the Seventh Circuit and the Federal Courts for the Northern and Southern Districts of Indiana.

Jon earned his bachelor's degree in finance and accounting from Indiana University Kelley School of Business and his J.D. from Indiana University Robert H. McKinney School of Law.

Chris Janak



Chris Janak is a partner in and chair of the Utilities Group and Governmental Services Group. Since joining Bose McKinney & Evans LLP in 1994, Chris has served as special and local counsel for many for-profit and nonprofit utilities, counties, regional districts, conservancy districts, municipalities and other governmental entities throughout the State of Indiana.

Chris regularly represents utilities, private parties and governmental entities in proceedings before the Indiana Utility Regulatory Commission, Indiana Department of Environmental Management, Department of Natural Resources, Department of Local

Government Finance, Indiana Department of Transportation and Natural Resources Commission as well as in state and federal courts. Chris has extensive experience representing and advising clients regarding rates and charges, bond issuances, acquisitions, the creation of private and governmental entities and conservancy districts, annexation, wastewater regulations, litigation, contractual matters and development-related issues.

In recent years, Chris has actively represented clients in a number of precedent-setting cases involving local and governmental powers, contractual matters, utility rates, territorial disputes, utility procedures, the powers and duties of various utilities, the jurisdiction of different public service providers and the rights and powers of municipalities, including annexation.

Chris is included in the *Best Lawyers in America*® in the area of water. He is a member of the Indiana State Bar Association and is admitted to practice in the State of Indiana and the U.S. District Courts for the Northern and Southern Districts of Indiana. Chris has on numerous occasions made presentations and provided counsel to the Indiana Regional Sewer District Association, Alliance of Rural Water Association, Indiana Rural Water Association and Accelerate Indiana Municipalities. Currently, he is general counsel to the American Water Works Association.

A graduate of Wabash College, Chris earned his J.D. from Indiana University Robert H. McKinney School of Law.

Jacob Antrim



Jacob Antrim is an associate in the Utilities and Municipal Law Practice Groups at Bose McKinney & Evans.

Prior to joining Bose McKinney & Evans, Jacob worked as a judicial law clerk for Indiana Supreme Court Justice Steven H. David, where he assisted in drafting Supreme Court decisions for civil and criminal cases, prepared legal memoranda, assisted with administrative duties and supervised law student externs. Jacob has also served as a law clerk for a firm with locations in Indianapolis and Shelbyville, as an extern for the Indiana Supreme Court and as a legal intern at a firm in Fishers, Indiana.

Jacob earned his bachelor’s degree in political science and history from Indiana University and his J.D. from Indiana University Robert H. McKinney School of Law.

FEE STRUCTURE AND BILLING

Our clients are loyal to the firm because they appreciate that our attorneys do not “over-lawyer” or over bill matters. Our business is built around successful, long-term professional relationships in which our clients receive very high value for the fees paid for our services. Our 2025 standard hourly rates for the primary and secondary attorneys that will serve on the Greenfield Fire Territory Merit Commission team are listed below.

Attorney Name	Title	2025 Standard Hourly Rate
Mark Wohlford	Partner	\$435
Jon Mayes	Partner	\$485
Chris Janak	Partner	\$795
Jacob Antrim	Associate	\$375

CONCLUSION

We look forward to the opportunity to serve the Greenfield Fire Territory Merit Commission, helping ensure that all operations and decisions are legally sound, procedurally fair and fully compliant with governing law. Thank you for the opportunity to submit a proposal and share a more in-depth look into our ability to assist the Commission with its need for legal services. Please contact Mark Wohlford with any questions or follow-up requests at 317-684-5252 or mwohlford@boselaw.com.