

BARCLAY DAMON^{LLP}

Joseph W. Russell
Partner

January 12, 2022

Village of Copenhagen
PO Box 237
Copenhagen, NY 13626

Re: Client Transition

I am pleased to announce that effective February 1, 2022, I will be opening my own law firm called **Joseph W. Russell, P.C.** My separation from Barclay Damon LLP is amicable and both firms anticipate retaining a strong business relationship and providing continuing sources of referral to each other. My address and contact information will be as follows:

120 Washington Street
Suite 500
Watertown, NY 13601
jrussell@jwrusselllaw.com
Telephone: (315) 965-1717

Under applicable law, the choice whether to have your files remain under my control at my new firm, stay with Barclay Damon or go to you directly or to another law firm is yours and yours alone. Given that I have been your principal point of contact, I am happy to advise that we have worked out a simple transition plan from Barclay Damon to my new firm. Namely, that I will retain physical control of your physical and electronic files unless you direct otherwise. If you are in agreement that I should retain your files, you need do nothing further.

If, on the other hand, you wish to do something otherwise with your file, please let me know by email, facsimile or regular mail and we will make the appropriate arrangements.

I look forward to working with you in the future at my new firm.

Very truly yours,



Joseph W. Russell

JWR