



Dual Representation Letter

Monty & Ramirez, LLP (“Monty & Ramirez”) has been retained by **Academy Ltd., Academy Sports + Outdoors** (hereinafter “**Academy**”) and its affiliates to represent both **Academy** and you, hereinafter “Employee” in obtaining, a Non-Immigrant Visa Classification and ultimately Permanent Residency through an offer of employment.

Under certain circumstances under the law, dual representation is allowed provided that a clear statement outlining the parameters of the representation is submitted to both parties. If there is a mutual objective, as is the case here, one law firm can coordinate and communicate better among two or more clients, handle the matter more efficiently and lower total expenses.

This letter confirms our discussion with you about our undertaking of joint representation of you and **Academy** in representation of your interests and that of the company in support of your non-immigrant and immigrant visa petitions and the continued representation until your applications are adjudicated.

While separate legal representation is an option, by signing this agreement you have consented to Monty & Ramirez’ jointly representing **Academy** and your common interests, which is limited to the above-mentioned matters. If there is a mutual objective, as is the case here, one law firm can coordinate and communicate better among two or more clients, handle the matter more efficiently and lower total expenses. However, if **Academy** and you later get into a dispute with each other, neither you nor **Academy** will be able to claim the attorney-client privilege against the other regarding communications with Monty & Ramirez, LLP.

As Monty & Ramirez has an equal duty of loyalty to each client, information bearing on your matter will be shared between you and **Academy**. Please also note that since Monty & Ramirez’ contact with **Academy** and its affiliates has been and continues to be extensive as such, you understand that Monty & Ramirez may be asked to keep certain information about **Academy** confidential. Information that Monty & Ramirez may keep confidential would include information about **Academy** general company policies decisions which **Academy** may divulge to our firm during the course of business.

However, in general, our role as immigration counsel to **Academy** is to counsel the company on general immigration matters as well as carry out the legal work necessary to obtain either non-immigrant visa classification for you or ultimately permanent residence while preserving your immigration record.

Our role is to ensure that the company is briefed on the legal requirements which the company must follow to preserve your immigration status and to ensure that the company is complying completely with the law.

In the event of your termination, Monty & Ramirez will no longer continue to represent you and given our role as immigration counsel to **Academy**, we will be asked to keep Employer in compliance by notifying the government of your termination as is required by law. In the event of your termination,



you should seek independent counsel as the withdrawal or lack of employer support for certain applications/petitions may restrict your ability to obtain certain immigration benefits with a new employer.

If you understand and accept the terms of this agreement, please sign below.

Print Name

Signature

Date