



January 24, 2020

Aaron Schmid, HR Director  
City Of Grand Island  
PO Box 1968  
Grand Island, NE 68802

Re: Direct Hire Program

Celebrity Staff is looking forward to assisting you in your search to fill your City Attorney.

**FEES:** Celebrity Staff agrees to search for candidates on a contingency basis. City Of Grand Island agrees to pay a placement fee to Celebrity Staff in the amount of 30% of the candidate's estimated first year's base salary or total compensation, including estimated commissions, bonuses, and/or other variable compensation. Celebrity Staff's fee is earned when an individual referred to City Of Grand Island by Celebrity Staff for any role is hired, directly or indirectly, as an employee, consultant, or independent contractor for any role with City Of Grand Island, its affiliates, parents, or subsidiaries, within 12 months of Celebrity Staff's most recent activity on behalf of the individual in regard to City Of Grand Island ("referred" means any manner or means of communication of a candidate's identity). City Of Grand Island agrees to pay all placement service fees and all reasonable pre-approved expenses incurred by Celebrity Staff within 30 days of receipt of invoice, activating our replacement guarantee. City Of Grand Island agrees to reimburse Celebrity Staff for all reasonable costs of collection, including attorney fees.

**CONFIDENTIALITY OF REFERRALS:** All candidate referrals made by Celebrity Staff are made on a confidential basis and City Of Grand Island shall hold Celebrity Staff harmless from any liability resulting from its unauthorized disclosure or misuse of information regarding any candidates or their candidacy.

**DISCLAIMER:** While Celebrity Staff conducts a search and presents only those that are believed to be qualified, City Of Grand Island will make the hiring decision. We recommend City Of Grand Island conduct its own qualitative research and interviews to verify candidate information and/or to obtain any additional information deemed necessary.

Celebrity Staff does not guarantee the performance of any candidate or the accuracy of information provided to City Of Grand Island regarding a candidate. Celebrity Staff disclaims any responsibility for claim, loss, or liability as a result of a candidate's acts or omissions.

Since City Of Grand Island controls the hiring decision, Celebrity Staff cannot be responsible for any termination decision by City Of Grand Island. However, should a candidate leave, through no fault of City Of Grand Island within 90 calendar days of initial employment, Celebrity Staff will locate and present additional candidates of comparable qualifications at no additional charge. Celebrity Staff must be notified in writing within five (5) days of the separation.

The Client Company will pay all candidates interviewing expenses (out of town travel, rental car, lodging, etc.).

This agreement will be governed by and construed in accordance with the laws of the state of Nebraska, without reference to any conflicts of law principles thereof, and supersedes any previous contracts and agreements between the parties.

Please sign and date below, to acknowledge your receipt and understanding of the Direct Hire Program.

Roger H. Steele, MAYOR      February 3, 2020  
Client Signature      Date  
Patty North      1/27/2020  
Recruitment Partner Signature      Date

Sincerely,  
Patty North, General Manager

Stacy D. North  
Interim City Attorney