

## Resource Placement Services Agreement

This Commencement Letter is entered into as of the date listed below between Consultis of Boca Raton, FL ("Consultis") and The School Board of Palm Beach County ("Client"), located at 3326 Forest Hill Blvd. West Palm Beach, FL 33406 and supersedes any prior verbal or written agreements.

Consultis will provide Resource Placement Services and will use its best efforts to identify and refer qualified candidate(s) for the following position:

Position: IT Positions/Peoplesoft

Salary Range: TBD by client

If the referral of Candidate(s) by Consultis results in the direct or indirect employment or engagement of the Candidate(s) by Client then, within ten (10) days of receipt of the invoice, Client shall pay Consultis a fee of 20% of the Candidate(s) first year's annualized compensation.

Provided that the Consultis fee is paid in full by the due date, Consultis will guarantee to refund a percentage of its fee in accordance with the following schedule. If the Candidate(s) resigns without fault of Client or is terminated "for cause" within 90 days of the date of employment or engagement, Consultis agrees to a pro-rated refund as follows:

0-7 days = 90%    8-29 days = 75%    30-45 days = 50%    45-60 days = 25%    61-90 days = 10%

Company may also choose a one-time replacement of this position.

To ensure proper refund, notification must be in writing and postmarked to Consultis within 7 days of termination. Prompt payment as indicated above is required for the guarantee to be valid.

Client will pay Consultis its full fee for any Candidate(s) referred by Consultis who accepts employment or becomes associated with Client, or its subsidiaries and divisions, directly or indirectly, within one year of referral by Consultis.

Consultis and Client are equal opportunity employers. All referrals and employment/engagement decisions will be made in accordance with applicable federal, state and local laws and regulations and without regard to race, religion, color, sex, age, national origin, citizenship status, disability or any other protected classification.

The authorized parties below execute this Commencement Letter:

**Client:** The School Board of Palm Beach County  
**Print Name:** \_\_\_\_\_  
**Title:** \_\_\_\_\_  
**Authorized Signature:** \_\_\_\_\_  
**Date:** \_\_\_\_\_

**Consultis of** Boca Raton    **Date:** 10/20/2006  
**Printed Name:** Jay Provenzano  
**Title:** Account Manager  
**Signature:** Jay Provenzano  
**Phone:** 561-750-8745 ext. 141  
**Fax:** 561-367-9802

**Reviewed and Approved**  
**as to Legal Sufficiency**  
*Kalvin [Signature] 2-8-07*