FEE FOR SERVICES

Fixed Fee

28% of the First Year Total Compensation

Direct Expenses
Direct, search-related expenses are billed for an assignment. The client reimburses Allen Austin for all direct expenses incurred by the firm in connection with the assignment. These expenses typically include cost of travel and per diem, video conferencing expenses, advertising expense, printing, postage, and background investigation fees for finalists. Receipts are provided of all direct expenses. Direct expenses are billed on a monthly basis.

Indirect Expenses

Indirect expenses are cost attributable to Allen Austin projects as incremental costs and include such things as administrative support. Indirect expenses will be invoiced at 10% of the total fee and are capped at $7,500.00. Indirect Expenses are billed at the same time as the professional fee.

INVOICING SCHEDULE
Allen Austin proposes the following payment schedule with invoices submitted using the following schedule:

<table>
<thead>
<tr>
<th>Timeframe</th>
<th>Invoice Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Approval of Search Specification</td>
<td>25% of fee</td>
</tr>
<tr>
<td>30 Days after Search Specification</td>
<td>50% of fee</td>
</tr>
<tr>
<td>5 days after offer of employment is accepted</td>
<td>25% of fee</td>
</tr>
</tbody>
</table>

If a project is cancelled within the first 30 days the fee is 25% of the initial fee plus expenses. If the project in canceled between the first 10 to 90 days a pro rata portion of the fee plus expenses up to the date that the notice of cancellation is payable.

If the candidate leaves employment in the first 12 months, Allen Austin will conduct the search again, charging no additional fees. Expenses only would be billed in this case. This guarantee applies unless one of the following occurs (1) the scope or standards or standards of performance of the position materially change, (2) the environment or the culture of the organization or the selected candidate’s reporting relationship materially change, (3) the original compensation program is significantly reduces, (4) the nature of the university’s business, financial circumstances, or related activities, has materially changed or (5) if the individual is terminated as a result of a reduction in force by lay-off.
This fee for services agreement for the Nevada System of Higher Education meets the same stipulations for Allen Austin Global Executive Search’s long term agreement with the Committee on Institutional Cooperation Purchasing Consortium (Big 10 Conference) and with the Texas A&M System.