



SEARCHWIDE™ RETAINED FEE AGREEMENT

This Agreement is dated the 8th day of March 2016, between SearchWide™ and Mendocino County Tourism Commission and outlines the terms and conditions of the Agreement between the parties.

SERVICES:

SearchWide™ will perform an Executive Search for a candidate to fill the President & CEO position.

FEES:

Our Professional Fee for conducting this search is thirty-percent (30%) of the annual base salary of the placed candidate, with a minimum fee of twenty-five thousand dollars (\$25,000). In addition, SearchWide™ will bill any out of pocket expense incurred related to the search and approved by your company. For example, out of pocket expenses may include candidate and consultant travel, lodging, meals, DiSC assessments, background checks, candidate testing, or other necessary and reasonable expenses.

Mendocino County Tourism Commission agrees to pay SearchWide™ an additional Professional Fee if the Company hires more than one (1) candidate presented by SearchWide™ within twelve (12) months of the execution of this Agreement. The additional Professional Fee shall be thirty percent (30%) of the first year base salary for any candidate hired within the twelve (12) month period.

TERMS:

Our Professional Fee will be due in three (3) installments as follows:

1. \$8,333 due upon the signing of this Agreement.
2. \$8,333 due in 30 days from the signed Agreement.
3. Remaining fee, plus expenses, due upon completion of the search, such as placement of a candidate, closure of the search by the client for any reason, or the client places the search on hold for more than 60 days.

LIMITED WARRANTY:

In the event that the referred candidate is hired, and thereafter is discharged or voluntarily terminates employment within one (1) year of hiring, SearchWide™ will search for a replacement candidate or search for a candidate for a different position within your Company, at no additional Professional Fee.

CONFIDENTIALITY:

All candidates' information provided to your Company will remain confidential. All information provided by your Company to SearchWide™ will be used only to conduct the professional search outlined above.

The parties have executed this Agreement with the intent to be legally bound.

SearchWide™

Mendocino County Tourism Commission

By: Nicole Newman, Vice President

By: John Kuhry, Board Chair or Joe Webb, Acting GM

Date

Date