

PROJECT ACCEPTANCE RECORD

To: Ayindé Rudolph, Ed.D., Superintendent, Mountain View Whisman School District

From: Ken Wagner, Ph.D., Senior Principal, ALULA®

Date: February 22, 2021

Project Title: Q4 Leadership Assessment for 30 Cabinet Members and Principals

This Project Acceptance Record (PAR) is to cover our agreement for ALULA consulting time and support to you. The costs for these services are outlined below. Please review, sign, and return this agreement so we can have a record of our shared understanding of this project's scope and deliverables.

Project Scope	Deliverables	Consulting Fees
ALULA's Q4 LeadershipSM Assessment	ALULA's Q4 Leadership Assessment and Debrief: <ul style="list-style-type: none"> ▪ Facilitate leader's completion of ALULA's Q4 Leadership Assessment, which provides a comprehensive snapshot of the participant's leadership skills based on information submitted by the participant and the participant's manager, direct reports, and peers ▪ Multiple dimensions are analyzed with a specific focus on two dynamics: engagement and results ▪ Effective leadership involves getting the right results in the right way—by using positive consequences and by creating high levels of commitment. Effective leadership also involves fostering an environment of discretionary effort, high performance, dedicated employees, and self-maintaining systems ▪ This assessment will show the extent to which the participant engages in the key leadership behaviors that drive business results and that build a culture of high engagement 	
Fees below assume 30 survey participants receiving feedback reports		
ESTIMATED TOTAL (excludes travel expenses, which are billed at cost as incurred)		\$29,000

Approval to Proceed

Fees will be invoiced monthly, as services are delivered. This is an estimate; unused time will not be billed. This engagement is expected to be completed within a two to three month-period.

The budget and plan for the work described above is acceptable to me, and I authorize ALULA to carry out the work. I also agree to reimburse ALULA for reasonable travel, project support, and any additional materials production expenses beyond those already itemized in this proposal. Travel typically averages 15%, and project support/communications fees/materials production expenses combined ranges from 12 to 18% of consulting fees.

For the purposes of this Agreement, ALULA’s proprietary information consists of methodologies, concepts, knowhow, analytical frameworks, and analytical approaches (together, “Methodologies”) of ALULA that are reusable from project to project and client to client, in addition to patents, inventions, trade secrets, copyrighted and non-copyrighted materials, and trademarks and service marks, whether registered or not. Methodologies and proprietary information that are developed by ALULA prior to this Agreement and any improvements thereto made during the course of this Agreement belong solely to ALULA.

Use of ALULA’s proprietary information and Methodologies will be limited to participants of the Mountain View Whisman School District Q4 Leadership Assessment Project.

Signature

Date

Title/Company

Please forward signed Project Acceptance Record to:

ALULA/Attn: Tim Overcash, CFO
100 Corporate Drive
Morgantown, WV 26501
Fax: 304.599.7808
Email: Accounting@ALULA.clg.com