

EXHIBIT "B"

Recruitment Professional Services Fees

Fees are represented as approximate to allow for tailoring of services. In no event shall the fees for services exceed the maximum contract amount of \$100,000. The following rates reflect per-position recruitment costs.

Professional Fixed Fee & Reimbursable Expenses*	
Professional Services Partial Recruitment (Phases I & II Only - Approximate Flat Fee)	\$13,000
Professional Services Full Recruitment (Phases I, II, and III - Approximate Flat Fee)	\$18,000
Reimbursable Expenses <u>Approximate</u> recruitment costs include: <ul style="list-style-type: none">■ Brochure Design (\$1,200)■ Printing/Shipping (\$500)■ Advertising (\$3,500)■ Background check for one candidate (\$500)■ Consultant travel/miscellaneous (\$1,300)	Partial Recruitment NTE \$5,000 and Full Recruitment NTE \$7,000
Customary Partial Recruitment Not-to-Exceed Total	\$18,000
Customary Full Recruitment Not-to-Exceed Total	\$25,000

- Actual out-of-pocket expenses for such items advertising, marketing, printing, copying, and postage delivery are reimbursable at cost.
- Consultant travel is reimbursable at area per diem rate.