



VIA EMAIL

April 18, 2019

Indiana University
Fred Glass, Director of Athletics
c/o Scott Dolson

Re: Proposal for Services

Dear Fred,

Thank for you contacting me regarding our team's services. Based on our recent conversations, CCHA Collegiate is providing this proposal.

Leadership Support

CCHA Collegiate will meet with agreed-upon staff members and provide an assessment of leadership support opportunities.

We plan to conduct this assessment by meeting with various individuals in the athletics department, analyzing the information learned in those meetings, and providing you with our findings and recommendations.

Fees for Services

We will conduct these services based on the following hourly rates:

Julie Roe Lach	\$250/hour
Natalie Morse	\$125/hour

Thank you for the opportunity to continue our work with you and your staff. If you have any questions, please feel free to contact me.

Best regards,

CCHA Collegiate Sports Consulting

/s/ Julie Roe Lach

Julie Roe Lach | Managing Principal