



100 N. Crescent Drive, Suite 115
Beverly Hills, California 90210

May 3, 2017

PRIVATE AND CONFIDENTIAL

Mike Bobinski
Director of Athletics, Purdue University
Mackey Arena, Rm. 2315
900 John R. Wooden Dr.
West Lafayette, IN 47907

Mike,

Thank you for selecting Ventura Partners as your talent management consultant. It's an exciting time for Purdue University and we feel privileged to work with such an outstanding brand and leadership team in the athletic department.

In the letter that follows, I'll outline our standard terms and guarantees. I have also attached an "Appendix A" that will list the services we will provide your team. We are not limited to these services and will always be flexible to ensure that we are producing deliverables that are well-researched, and extremely valuable to the Director of Athletics and staff.

FEES AND EXPENSES

For the initial projects discussed, we will agree to a monthly retainer fee of \$4,000. We will require a minimum of twelve months commitment for the projects and then we will roll over to a month to month relationship. If at any point after the initial twelve months either party would like to terminate the relationship, sixty days notice will be required to allow the other party to plan appropriately.

Please note that unlike other firms, we do not bill "administrative charges" or "indirect expenses/fees" so by working with Ventura, you will not incur those costs. Therefore, we will only invoice charges for direct, out-of-pocket expenses for any approved expenditures and candidate/consultant travel.

GUARANTEE

Should the need arise to go to a full search capability for any open positions, Ventura Partners, Inc. will guarantee every placed candidate for a period of one year from his/her start date. If a candidate is released by the client company for performance-related issues or leaves without "good reason" (as defined below) during the first 12 months of his/her employment, Ventura Partners, Inc. will conduct a new search to replace the candidate for no additional retainer



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(charging only expenses as incurred). This excludes candidates who leave for Good Reason, such as a change in ownership, organizational realignment and restructuring that directly and involuntarily affects the candidate's accountabilities, involuntary relocation more than 50 miles from the Company's current headquarters, or other significant changes in job circumstances that are beyond the candidate's control.

Mike, thank you very much for choosing us to assist you with these projects. You have our assurance that we will deliver outstanding results for you. If you have any questions about this letter, please do not hesitate to contact me directly.

Best regards,

G. Chad Chatlos
Partner
Ventura Partners, Inc.

Please acknowledge your receipt and acceptance of this letter by signing and returning the document via email to Kim@Ventura-Partners.com.

Mike Bobinski
Director of Athletics
Purdue University

5/9/17
Date



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Appendix A

Services and Deliverables:

- Deputy AD/Senior Associate Search – Per our initial meeting on February 28, 2017, Ventura Partners will lead the search, working closely with the AD, to attract a senior leader for the athletic department. The estimated timeline for this search is from May 1 to June 8, 2017.
- Market Mapping/Intelligence - Identify areas of potential need for Purdue and provide data and analytics, “hot lists” of upcoming talent in the administrative and coaching ranks, and referencing of talent based on direction from the Director of Athletics (AD.)
- Outreach – Act as a “middleman” for the AD to ensure confidentiality with any public outreach to potential candidates for roles at Purdue. This will allow the AD to make inquiries on the availability of talent without divulging the role or the school.
- Internal Search Assistance – Assist the AD & search leaders in the Athletic Department to help them attract a broader level of talent for any internal searches.
- Staff Grooming – Work with senior staff to help them prepare for when they get an opportunity for promotion internally or externally.
- Consulting – Provide intelligence to the AD on market trends, contract information, coaching developments, and other impactful information.
- External Search – If the AD would like to engage Ventura Partners on additional full searches for an open position, we will discuss the role and mutually agree to any additional fee based on the role and market.