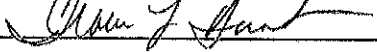


Agreement and Acceptance


The signatures below indicate agreement and acceptance of the search process, as well as the billing process and payment schedule.

Thank you for selecting Total HR to partner with NACS for your search needs.

Total HR Solutions, LLC

Signature: 
Name (Print): Tracee L. Hunt
Title: Founder/CEO
Date of Acceptance: 09/05/2023

Northwood Academy Charter School (Authorized Signer)

Signature: 
Name (Print): Michael McLeish
Title: Director of Business Operations
Date of Acceptance: 9/6/23

Payment Schedule:

Specific to NACS, Total HR's search fee for the Principal is 20% of first year's compensation, plus a 10% administrative fee. The anticipated salary for the position is \$123,000. The total fee to be billed is \$27,060.

Billing Process

- 50% (\$13,530) of the total fee to be billed is due immediately (on or before 09/12/2023) to initiate the agreement/search;
- 25% (\$6,765) of the total fee is due 30 days from initial search launch (anticipated on 10/12/2023).
- 25% (\$6,765) of the total fee due 45 days from initial search launch (10/27/2023) or upon offer acceptance, whichever comes first.

Payments may be made payable to: Total HR Solutions
921 Pleasant Valley Ave.
Mount Laurel, NJ 08054

Note: Differences in final annual compensation offered will be adjusted on the final invoice.

Total HR will bill NACS for agreed upon out-of-pocket expenses such as candidate and/or recruiter travel and associated meals/lodging. We ensure advance approval for these types of expenses. None are anticipated at this time.