1. Call to Order
2. Roll Call
3. Approval of Agenda
4. Approval of Minutes from May 7, 2015 Meeting
5. Department Head and Elected Official Reports
6. Old Business
   ➢ A review of the video policy making clear that it is only authorized during regular session board meetings. The concern being that someone could watch sensitive executive committee discussions
   ➢ The proper software/hardware purchase to make sure that the video is only activated by the clerk from her computer accessible only during the meeting
7. New Business
   ➢ Approval of Jessie Hafenrichter Memorial Garden at County Office Building
   ➢ Recommend agreements with Client Development Institute to provide Integrity Test screening services and Safety Quotient Testing
8. Action Items for County Board
9. Public Comment
10. Executive Session
11. Adjournment
CALL TO ORDER
The meeting was called to order by Chair Lynn Cullick at 9:00a.m.

ROLL CALL
Committee Members Present: Dan Koukol – here, Judy Gilmour - here, Lynn Cullick – here, John Purcell (arrived at 9:07a.m.)

Committee Members Absent: Elizabeth Flowers

Others present: Glenn Campos, Leslie Johnson, Stan Laken, Paul LaLonde, Jim Pajauskas, Rich Ryan, Becki Rudolph, Jeff Wilkins

APPROVAL OF AGENDA: Member Koukol made a motion to approve the agenda, second by Member Gilmour. With all in agreement, the amended motion passed.

APPROVAL OF MINUTES: Member Gilmour made a motion to approve the April 2, 2015 meeting minutes, second by Member Koukol. With all in agreement, the motion passed.

MONTHLY REPORTS

CBIZ UPDATE – Mr. Pajauskas briefed the committee on the upcoming renewal and Cadillac Tax that is coming in 2018. Mr. Pajauskas said that as the committee focuses on making sure appropriate programs are in place, but currently the County is at a place that cannot make planned design changes, or contribution changes or implement a wellness program to control costs, these are really the only ways for the County to control costs.

Mr. Pajauskas suggested holding discussions and engaging employees in thinking of possible plan changes and defined contribution structures. Discussion on select programs and the availability to the county. Mr. Pajauskas explained a select program occurs when BCBS creates a smaller network of hospitals, medical groups and providers in a specific local area, and the county is then able to offer this type of plan at a significant lower cost. Mr. Pajauskas stated that this is not available to the county because of the current plan and defined contribution structures in existing union contracts.

WINE SERGI and ICRMT UPDATE – No update
- **Resolution Responding to Significant Proposed Reductions in Transit Funding Partnership with the State of Illinois** – Jeff Wilkins stated this was a standard resolution IPTA that was adapted for Kendall County regarding the reduction in transit funding. Paul LaLonde stated that this is an attempt to persuade the governor to forego further budget cuts to transit funding, and will hopefully have some type of impact if every transit agency sends a similar resolution.

Member Koukol made a motion, second by Member Gilmour to forward for approval the Resolution Responding to Significant Proposed Reductions in Transit Funding Partnership with the State of Illinois at the May 19, 2015 County Board meeting. **With all members voting aye, the motion passed.**

- **ICRMT Training Center Profile** – Mr. Wilkins briefed the committee on the list of ICRMT training available to the County that was discussed at an early committee meeting. Mr. Wilkins informed the committee of the upcoming Department Head and Elected Official Information Session scheduled for May 21, 2015 that will discuss training available, the liability and workers comp programs, and integrity and safety testing available. Board members have been invited to attend if available.

Mr. Wilkins reviewed the monthly reports with the committee, and said that the county is trending below budget in the expenditure of medical insurance invoices.

**DEPARTMENT HEADS AND ELECTED OFFICIALS**

- **Technology: Approve FLSA non-exempt status for Helpdesk/Computer Support Specialist Job Description** – Stan Laken reported that after review, the State’s Attorney’s office has recommended that the helpdesk/computer support specialist position should be classified as FLSA non-exempt status. Leslie Johnson clarified that the position would fall under the U.S. Department of Labor law as a non-exempt status position, and that these employees would be required to complete time records reporting their weekly hours worked, and that if they exceed 40 hours in a week they would be paid overtime at time and a half. There are two of these positions in the Technology Department.

Member Gilmour made a motion to forward for approval the FLSA non-exempt status for Helpdesk/Computer Support Specialist Job Description, second by Member Purcell. **With all in agreement the motion carried.**

**NEW BUSINESS**

- A review of the video policy making clear that it is only authorized during regular session board meetings. The concern being that someone could watch sensitive executive committee discussions – Chair Cullick briefed the committee about the request from Member Gryder to clarify and document the county’s procedure of videotaping meetings. Discussion followed on the current policy, and the need to include the specific language
in the current transparency website policy that Executive Sessions are not videotaped for public viewing. The committee agreed the item should be forwarded to the County Board for further discussion.

➢ The proper software/hardware purchase to make sure that the video is only activated by the clerk from her computer accessible only during the meeting – Chair Cullick said that this ties to the previous item. Mr. Laken stated that the current software is as secure as any software that the county is currently using, and only the County Clerk has access and to the videotaping software. The committee agreed that this item should also be forwarded to the Board for discussion.

OLD BUSINESS – None

ACTION ITEMS FOR COUNTY BOARD

- Approval of the Resolution Responding to Significant Proposed Reductions in Transit Funding Partnership with the State of Illinois

- Approval of FLSA non-exempt status for Helpdesk/Computer Support Specialist Job Description

- Review of the video policy ensuring that it is only authorized during regular session board meetings

- Discussion about the proper software/hardware purchase to make sure that the video is only activated by the clerk from her computer accessible only during the meeting

PUBLIC COMMENT – None

EXECUTIVE SESSION – Member Koukol made a motion to enter into Executive Session for the purpose of the appointment, employment, compensation, discipline, performance or dismissal of specific employees of the public body or legal counsel for the public body, second by Member Gilmour.

Roll call: Member Purcell – yes, Chair Cullick – yes, Member Gilmour – yes, Member Koukol – yes. With all members voting aye, the committee entered into Executive Session at 9:45a.m.

Member Gilmour made a motion to reconvene in Open Session, second by Member Koukol. With all in agreement, the committee reconvened in Open Session at 9:58a.m.

ADJOURNMENT – Member Koukol moved to adjourn the meeting at 10:00a.m., Member Purcell seconded the motion. The motion was unanimously approved by a voice vote.

Respectfully Submitted,

Valarie McClain
Administrative Assistant/Recording Secretary
COUNTY OF KENDALL

RESOLUTION 2014-____

A RESOLUTION ADOPTING REVISIONS TO THE KENDALL COUNTY WEBSITE TRANSPARENCY POLICY

WHEREAS, the Kendall County Board recognizes the importance and the need for an open and transparent government to serve its residents; and

WHEREAS, the Kendall County Board is committed to transparency in the conduct of the public's business; and

WHEREAS, the Kendall County Board has developed standards for the Kendall County website to provide the public with information in an accountable and transparent manner; and

NOW, THEREFORE, BE IT RESOLVED BY THE COUNTY BOARD OF KENDALL COUNTY, ILLINOIS, as follows:

The Kendall County Website Transparency Policy as revised, attached hereto and made a part of as Exhibit "A", is hereby adopted by the County Board of Kendall County.

ADOPTED BY THE COUNTY BOARD OF TRUSTEES OF KENDALL COUNTY THIS 15 DAY OF APRIL, 2014.

Attest:

John Shaw
County Board Chairman

Debbie Gillette
County Clerk
County of Kendall
County Board Policy

Policy Subject: County Website Transparency
Date Adopted: April 16, 2013
Adopted revisions: April 15, 2014

I. Purpose
This policy provides guidance as to how the County Board presents public information in a transparent and accountable manner, with emphasis on openness, ethics, and fiscal responsibility. This policy is a minimum standard and should not inhibit other public information presented on the County’s website by Kendall County departments, Kendall County elected officials, Kendall County Board of Health, and Kendall County Forest Preserve District.

II. Effective Date
The provisions of this Policy shall be applicable on or after April 16, 2013.

III. Procedures/Guidelines
As part of the commitment of the County Board to open, transparent and honest government, the County website at www.co.kendall.il.us shall include the following information and documents accessed by a link named “Transparency” on the website homepage.

1. Elected & Administrative Officials
The County website shall include contact information, including name, department or office, job title, mailing address, facsimile number, telephone number, and an electronic contact method for all elected County Board members, elected officials, appointed administrators, directors and department heads for all County operations.

2. Meeting Information
The County website shall comply with the Illinois Open Meetings Act. The County website shall include the annual meeting schedule and monthly calendar for all meetings of the County Board and its advisory committees. The County website shall also identify the current County Board committee assignments. The monthly calendar will be available for viewing in electronic format and printable format. The updated electronic monthly calendar shall present agendas for all meetings of the County Board’s advisory committees. The website shall also include agendas, packets, minutes, audio and video recordings of all open sessions of County Board meetings. Meeting dates may be changed, and meetings may be canceled, subject to the
6. Contracts
The County website shall include a list of all vendor contracts over $50,000 approved by the County Board starting April 16, 2013. The vendor’s name, the awarding office or agency, the dollar value of the contract, and a brief description of the goods or services provided shall be listed on the County website. The list of vendor contracts shall remain available on the County’s website for three years after the contracts have been executed by the parties.

The County website shall also display the current union contracts for all bargaining units. The union contract will remain posted on the website until a new union contract is approved and ratified by the bargaining unit, the Kendall County Board and the respective elected officials.

8. Lobbying
The County Board does not currently have a contract with a certified lobbyist. The County Board, Elected Officials, and multiple departments have memberships with various associations. Each January, the County website shall be updated to include all association memberships provided by the Kendall County Board, Kendall County elected officials, and Kendall County departments.

16. Taxes and Fees
Each January, the County website shall be updated to include the current tax schedule submitted by Kendall County elected officials and Kendall County departments, the prior year’s actual property tax rate, the following year’s estimated property tax rate, and Kendall County sales tax rates for public safety and transportation. This information will be listed on the County website in a user-friendly format.
Valarie McClain

From: Jim Smiley
Sent: Tuesday, May 26, 2015 11:01 AM
To: Valarie McClain
Cc: Jeff Wilkins; Jim Smiley
Subject: COB Memorial Garden
Attachments: COB Mem Garden Design & Quotes 5_26_15.pdf

Importance: High

Valarie,
Attached are two quotes and two drawings for possible ways to lay out a memorial garden. Since I had to get this done quickly I gave them instruction to plan this not only for one dedication spot for Jessie, but to design it if others are added in the future. Jeff Wilkins seemed to agree with this conceptual idea.

So, it can be tweaked any way the committee wants to go with it. At least this will give a visual. More plantings can be added in the future as well.

Let me know if I need to attend the meeting to answer questions or get direction on this.

James K. Smiley
Kendall County
Facilities Management Director
804 W. John St.
Suite B.
Yorkville, IL 60560

Office: (630) 553-4102
Direct: (630) 385-3001
Fax: (630) 553-4125

Please consider the environment before printing this e-mail

CONFIDENTIALITY NOTICE

The documents accompanying this electronic transmission contain confidential or privileged information. The information is intended for the use of the individual or entity named above. If you are not the intended recipient, be aware that any disclosure, copying, distribution or use of the contents is strictly prohibited. If you have received this information in error, please notify the sender immediately. Thank you for your assistance.
Landscape Agreement

6139 Caton Farm Road, Yorkville, IL 60560
P: 815-475-7229 F: 815-475-7223

Kendall County Facilities Management
804 John Street
Suite B
Yorkville, IL 60560

<table>
<thead>
<tr>
<th>Terms</th>
<th>Due Date</th>
<th>Site Address</th>
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<tbody>
<tr>
<td>Due on receipt</td>
<td>5/22/2015</td>
<td>Option #1</td>
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<table>
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<tr>
<th>Item</th>
<th>Description</th>
<th>Plant Size</th>
<th>Qty</th>
<th>Cost Per</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pavers**</td>
<td>Price includes labor to install brick pavers and base material, i.e. sand and gravel and brick. Price charged per square ft. 9 FT DIAMETER CIRCLE AROUND POLE. Using Holland stone premier in herring bone style. Install Old Quarry wall. Both the wall and the patio (around flag pole) will have a banding. Price includes 5 LED lights. Price reflects prevailing wage.</td>
<td>1</td>
<td></td>
<td>7,477.00</td>
<td>7,477.00</td>
</tr>
<tr>
<td>Estimate Only</td>
<td>ESTIMATE ONLY! These prices are for a package deal. Price will differ if project is not done in full. County needs to provide 120volt outlet for lighting.</td>
<td>1</td>
<td></td>
<td>0.00</td>
<td>0.00</td>
</tr>
</tbody>
</table>

**TERMS: Payable in full in U.S. dollars upon receipt of invoice. A service charge of 1.5% per month (subject to a $30.00 minimum) will be assessed on any amount more than 30 days past due. Purchaser also agrees to pay any expenses, including, but not limited to, reasonable attorney's fee, court costs and other miscellaneous costs of collection, incurred by 4 Seasons Landscaping Plus, Inc. to collect any amounts due from purchaser.**

A 50% down payment is required upon signing contract.

Signature __________________________  

Total $7,477.00
# Landscape Agreement

**Date:** 5/22/2015  
**Estimate #:** 2956W

## 4 Seasons Landscaping

6139 Caton Farm Road, Yorkville, IL 60560  
P: 815-475-7229  F: 815-475-7223

## Kendall County Facilities Management

804 John Street  
Suite B  
Yorkville, IL 60560

<table>
<thead>
<tr>
<th>Item</th>
<th>Description</th>
<th>Plant Size</th>
<th>Qty</th>
<th>Cost Per</th>
<th>Total</th>
</tr>
</thead>
</table>
| Pavers**   | Memorial around flag pole and lunch area  
Price includes labor to install brick pavers and base material, i.e. sand and gravel and brick.  
Price charged per square ft.  
9 FT DIAMETER CIRCLE AROUND POLE AND 13 FT DIAMETER EATING AREA. Using Holland stone premier in herring bone style. Install Old Quarry wall. Both the wall and the patio (around flag pole) will have a banding.  
Price includes 7 LED lights.  
Price reflects prevailing wage. Includes plantings below. | 1           | 12,247.00 |          | 12,247.00 |
| Plantings**| Liberty hosta  
Little lime hydrangea | 9           |      |            | 0.00      |
| Plantings**| Estimate Only! These prices are for a package deal. Price will differ if project is not done in full.  
* County will provide 120 volt outlet for lighting. | 3           |      |            | 0.00      |

**Terms:** Due on receipt  
**Due Date:** 5/22/2015  
**Site Address:** Option #2

**Total:** $12,247.00

**TERMS:** Payable in full in U.S. dollars upon receipt of invoice. A service charge of 1.5% per month (subject to a $30.00 minimum) will be assessed on any amount more that 30 days past due. Purchaser also agrees to pay any expenses, including, but not limited to, reasonable attorney's fee, court costs and other miscellaneous costs of collection, incurred by 4 Seasons Landscaping Plus, Inc. to collect any amounts due from purchaser.

A 50% down payment is required upon signing contract.

Signature ___________________________
Our **IL600 series** installs anywhere you need light. Perfect for under the cap or within the wall... Installs safely on both wood and concrete surfaces, and the entire fixture is color matched.

The **IL600 series** installs into your masonry crack with a simple 7" masonry blade and a 1/4" masonry bit in minutes. When inserted, the fixture is retained with our integral cleat.

---

**IL600.xxx.550 specifications**

**construction**
- 18g stainless steel 304
- Mono-color polyester powder coat in 6 colors
- Dimensions: 6" width x 1/2" height

**electrical**
- Dual 1/2watt LEDs
- 2400K Ultrawarm White
- 12v AC Hybrid LED
- No extra electronics to fail
- 72' 18/2 lead attached

*The LED engineered specifically for magnetic transformers*

---

covered by the Integral Lifetime Limited Warranty
Date: May 13, 2015
Customer: Kendall County
Contact: Glenn Campos
Address: 111 W. Fox Street
         Suite 316
Address: Yorkville, IL 60560
Telephone: 630-553-4205
Email gcamo...@co.kendall.il.us

Re: The Client Development Institute, Inc., (CDI) as an Authorized Independent Distributor for the Merchants Integrity Test, aka Select4Hire provided by Merchants Information Solutions (MIS) and Kendall County (Customer).

This letter, as of the effective date described in Section 15, sets forth an agreement ("Agreement") between CDI and Customer (the "Parties" or a "Party") whereby CDI will provide Merchants Integrity Test screening services for prospective employees of Customer. The term:

(a) "Account" means an online internet account created by MIS for Customer to administer Merchants Integrity Tests and access Merchants Integrity Test results;

(b) "Analyses" means semi-annual validation research reports, semi-annual EEOC compliance reports and annual WC Studies;

(c) "Applicant" means a Person considered for employment by Customer who is the subject of a Merchants Integrity Test;

(d) "Certified MIS Administrator" means an individual who has read the Merchants Integrity Test training manual and/or has been trained by an MIS representative, has completed an exam regarding the proctoring of the Merchants Integrity Test demonstrating the necessary level of proficiency and has been issued a certificate of completion by email from MIS.
(e) CDI encourages anyone within the Customer’s organization who has contact with applicants to become certified.

(f) “EEOC” means the United States Equal Employment Opportunity Commission;

(g) “Fees” means the Services Fees described on Schedule A hereto;

(h) “Good Faith” has the meaning provided by Section 47-1201 of the Arizona Uniform Commercial Code.

(i) “Laws & Requirements” means all (i) laws, regulations and governmental interpretations thereof, and (ii) requirements and restrictions of sources of Services or information therein all to the extent applicable to any Services;

(j) “Person” means an individual, partnership, corporation, limited liability company, governmental agency, association or other entity or group, however organized;

(k) “Proprietary Data” means Services, and policies, processes, programs, files, software, manuals and other proprietary and/or trade secret information of CDI and MIS disclosed to Customer in connection with this Agreement;

(l) “Services” means the Merchants Integrity Test and results thereof accessible through the Account, customer service and technical support, “Certified Administrator” training for Customer’s hiring staff, and Analyses and monthly activity reports;

(m) “Merchants Integrity Test” means MIS’ pre-employment screening survey (including updates and enhancements thereto) which may be administered by Customer to Applicants in English and any other languages which may be agreed to by the Parties;

(n) “Term” means the time from the Effective Date of one year after the beginning of the Term selected by either Party with 30 days’ prior notice to the other Party, or (ii) termination pursuant to Section 11; and

(o) “WC Studies” means benchmark reports of the quantities and categories of workers’ compensation claims submitted by Customer’s employees who were subjects of the Merchants Integrity Test, against those that were not subjects of the Merchants Integrity Test.

The Parties agree as follows:

1. Services: CDI will coordinate with MIS to provide Services to Customer during the Term. Customer will provide all information requested by MIS for the completion of Analyses desired by Customer, including but not limited to social security numbers, loss run reports, loss development factors and incurred and paid loss to date.

2. Fees: CDI will submit invoices on the frequency as detailed in Schedule “A” to IPMG on behalf of the Customer for Fees payable for Services provided during the applicable billing period. IPMG on behalf of the Customer will pay CDI the Fees as invoiced upon receipt after the invoice date.
3. Performance Criteria: The Parties will comply with all Laws & Requirements applicable to the Services, including but not limited to: (a) The Merchants Integrity Test is designed and validated for Applicants only, not for current employees; never administer the Merchants Integrity Test to an existing employee; (b) only Certified Administrators are authorized to give Merchants Integrity Tests; and (c) never reveal results to an Applicant. The covenant of Good Faith is incorporated in this Agreement.

4. Applicants: CDI and MIS will not be liable for any act or omission of any Applicant employed by Customer after administration of the Merchants Integrity Test. Customer will resolve at its expense any claims brought by Applicants not offered employment by Customer after administration of the Merchants Integrity Test.

5. Results: MIS owns all Merchants Integrity Test results and Analyses, and may use them to promote and further validate the Merchants Integrity Test; provided that, Customer and Applicants will be kept anonymous.

6. Confidentiality: Customer will maintain the confidentiality of all Proprietary Data and disclose Proprietary Data only to Customer’s employees to administer Merchants Integrity Tests and receive Services. At the end of the Term, Customer will immediately return or destroy all Proprietary Data received from MIS and CDI, and provide MIS and CDI written certification that it has returned or destroyed all Proprietary Data in its possession.

7. Indemnity: Each Party shall indemnify and hold the other Party (and its employees, officers and directors) harmless for, from and against all liabilities, losses and costs of defense ("Claims"), to any extent those Claims arise out of claims or actions by third parties and are caused by or attributable to any default by the indemnifying Party under this Agreement.

8. Competition: During and for two years after the Term, Customer shall not, directly or indirectly, alone or with any other Person: (a) participate as an owner, investor, principal, partner, and/or by any other means in any business which competes with the Services in North America; or (b) hire or endeavor to entice away from MIS any Person who was during the Term an employee or customer of MIS. However, the foregoing does not limit the Customer from buying the same or similar Services from a third party vendor.

9. Force Majeure: Neither Party will be responsible for losses or damages from delay or failure of performance caused by fire, strike, act of God, or similar cause (excluding failure to comply with Laws & Requirements or pay monies when due) beyond its reasonable control.

10. Default: If a failure by either Party to pay or perform any obligation under this Agreement continues for ten days after notice from the other Party, the non-defaulting Party may terminate this Agreement by notice to the defaulting Party at any time thereafter such default remains uncured. No termination will affect any obligation under Section 2, 4, 5, 6, or 7.

11. Relationship: The Parties are independent contractors. This Agreement does not create any joint venture, partnership, employer/employee or master/servant relationship. Neither Party will be responsible for any act of or have any authority to create any obligation for the other, except specifically authorized by the other Party.
12. Miscellaneous: This Agreement integrates the Parties’ agreement with respect to its subject matter and may only be modified by written amendment signed by both Parties. No right or obligation under this Agreement may be assigned or delegated without the prior consent of the other Party. This Agreement may be enforced for specific performance, injunction or other appropriate equitable remedies. The laws of Arizona govern this Agreement and any action to enforce this Agreement (except for indemnity rights with respect to Claims asserted in civil actions commenced in other jurisdictions) shall be maintained in Arizona.

13. Notices: All notices, authorizations, consents and other communications must be in writing and will be effective when received after being delivered by United States certified mail or hand-delivered to the recipient at its above address or sent by telecopy at its above number. Either Party may give notice of a change of address or number pursuant to this Section 13.

14. Effective Date: This Agreement will be effective when signed by an authorized representative or distributor of MIS. This Agreement may be executed in counterparts. Telecommunicated copies will constitute originals.

If this letter accurately sets forth our Agreement, please sign in the space provided and return a copy to CDI.

CONFIRMED AND AGREED:

Customer: KENDALL COUNTY

Authorized Signature: ________________________________

Name and Title: John Shaw  County Board Chairman

Date: ________________________________

THE CLIENT DEVELOPMENT INSTITUTE, INC.

Authorized Distributor of MIS

Authorized Signature: ________________________________

Name and Title: Dennis Fox  President

Date: ________________________________
# CUSTOMER AGREEMENT: Monthly Billing

<table>
<thead>
<tr>
<th>Municipality/Customer</th>
<th>Customer Contact:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kendall County</td>
<td>Glenn Campos</td>
</tr>
<tr>
<td></td>
<td><a href="mailto:gcampus@co.kendall.il.us">gcampus@co.kendall.il.us</a></td>
</tr>
<tr>
<td>Date: 5/13/2015</td>
<td></td>
</tr>
<tr>
<td>Consultant / Partner</td>
<td></td>
</tr>
<tr>
<td>Dennis Fox, CDI</td>
<td></td>
</tr>
<tr>
<td>Project ID:</td>
<td></td>
</tr>
<tr>
<td>IPMG-Kendall</td>
<td></td>
</tr>
</tbody>
</table>

**Products/Services to be Provided**

- Monthly usage of SQ, DSQ, personality risk assessments, including both Employer and Participant reports.
- Monthly "Pay As You Go", with billing paid by IPMG on behalf of the customer based on prior month's usage.
- Max 3 system users/administrators per 100 employees in organization

<table>
<thead>
<tr>
<th>Project Manager / Consultant</th>
<th>Costs/Fees</th>
</tr>
</thead>
<tbody>
<tr>
<td>Julie Allison</td>
<td>$22.00 / test Paid by IPMG on behalf of the Customer</td>
</tr>
<tr>
<td>Dennis Fox</td>
<td></td>
</tr>
</tbody>
</table>

This contract shall remain open and renew each month until October 11, 2015

**Optional Products/Services** - not currently included in work order

**Total** (not including applicable taxes) | **Terms:** Net 30 days | **$ open**

---

Customer grants The Client Development Institute (CDI) and/or the test publisher TalentClick (TC) the non-exclusive right to copy, store, record, transmit, maintain, display, view, print, or otherwise use Customer data only to the extent necessary to provide the offerings to Customer and conduct general research in the field of study. CDI and TC warrants during the Term of this Agreement that it will use commercially reasonable efforts to ensure that Customer's data will be safeguarded and maintained accurately in a manner consistent with their own internal confidential information. CUSTOMER ASSUMES ALL RESPONSIBILITY FOR DETERMINING WHETHER THE SERVICE OR THE INFORMATION GENERATED THEREBY IS ACCURATE OR SUFFICIENT FOR CUSTOMER'S PURPOSES. Customer shall indemnify and hold CDI and TC harmless from and against all claims, suits, demands, actions and proceedings, judgments, penalties, damages, costs and expenses (including legal fees and costs), losses or liabilities of any kind which may arise or result from the use of TC products or services. TC shall retain ownership of all technology and intellectual property associated with the product. Issuance of this Agreement shall indicate intent to be bound by the terms and conditions of the document or any attachments hereto. The acceptance of this Agreement shall form a contract under the laws of the State of Virginia and Province of British Columbia, as applicable. The Agreement and its attachments shall set forth the work to be performed by CDI and TC and shall constitute the entire agreement between the parties which may only be modified or rescinded by written mutual agreement of the parties. Issuance and acceptance of this Agreement shall indicate intent to be bound by the terms and conditions of the document or any attachments hereto.

---

**Customer Signature & Title**

**Date**

Please fill in Account Details and Billing Instructions

<table>
<thead>
<tr>
<th>Customer Signatory Name:</th>
<th>John Shaw</th>
</tr>
</thead>
<tbody>
<tr>
<td>County Board Chairman</td>
<td></td>
</tr>
</tbody>
</table>

| Address: 111 W. Fox Street, Suite 316 |

<table>
<thead>
<tr>
<th>Phone #: 630-553-4205</th>
<th>City: Yorkville</th>
<th>State: IL</th>
<th>Zip/Postal Code: 60560</th>
</tr>
</thead>
</table>

| Email: gcampus@co.kendall.il.us |
Schedule A

FEES

A. Initial number of locations administering the Select4Hire – 1

Set-Up Fee per location $30.00 (No charge)

B. Select4Hire Administration Fee:

Per Select4Hire test $19.00 per test
(reduced per Section C)

C. Payment Schedule

The per test fee is based on a negotiated reduced amount secured through an agreement with IPMG to pay on behalf of Kendall County for tests @ $12.00 each for the duration of this agreement. This Test fee will remain in effect for any and all reorders through October 10, 2015, and is guaranteed not to exceed the $19.00 per test fee from October 11, 2015-October 10, 2016.

Customer Support Center

Customer Support Specialist Team Hours 8am to 8pm EST
Customer Support Center Toll Free Number 800-422-6659

CONFIRMED AND AGREED:

Company Name Kendall County

Authorized Signature ________________________________

Print Name John Shaw

Title County Board Chairman

Date ________________________________

Payable to: The Client Development Institute
12005 Walnut Branch Rd
Suite 100
Reston, VA 20194

ATLLC Schedule A – May 2014