RETAINERSHIP AGREEMENT

This AGREEMENT is entered into by and between the **LAW OFFICES OF NICOLAS CARAQUEL PLLC,** with business address located at 83-06 Queens Blvd., Elmhurst, NY 11373, represented herein by **NICOLAS CARAQUEL**, in his capacity as CEO (hereinafter the "Law Office"), and **NORTH SLOPE BOROUGH SCHOOL DISTRICT,** with business address located at 829 Aivik Street, UTQIAGVIK, AK, represented herein by **DR. ROBERT BOLEN**, in his capacity as Deputy Superintendent/Director of Human Resources(hereinafter the "School District").

RECITALS:

1. The Law Offices of Nicolas Caraquel, PLLC is a New York firm engaged in the lawful practice of law and duly registered in the State of New York.
2. The School District is a public-school institution which needs professional Teachers to teach in its school facilities in the United States
3. Teachers are foreign nationals who desire to be employed in the United States and to serve the School District. To work in the US, the School District acknowledges that the Teachers must obtain employment-based visas or work permits.
4. Now therefore, in consideration of the foregoing and the mutual promises and considerations set forth herein, the parties agree as follows:
5. **CONDITIONS.** This Agreement shall take effect on the receipt date of the signed copy one party of the Agreement from the other party.
6. **SCHOOL DISTRICT'S OBLIGATIONS AND DUTIES.** The School District shall provide accurate information and documentation to the Law Office based on the list of requirements as prescribed by the Law Office, cooperate in the preparation of the Teachers' US immigration petitions/applications, keep the Law Office informed of developments, and abide by the Terms and Conditions of this Agreement. In addition, the School District
    a. Shall be responsible in selecting the Teachers who will be placed in the US immigration process.
    b. Shall be solely responsible in deploying these Teachers to their respective work assignments in accordance with the conditions set in their respective immigration documents.
    c. Understands that the processing times of immigration applications are outside the control of the Law Office and are influenced by several factors including but not limited to visa availability (check visa bulletin), caseload at the US Citizenship and Immigration Services (USCIS) offices, Department of Labor (DOL), the National Visa Center (NVC) and/or the US Embassy.
    d. Shall be considered the direct employers of the Teachers once they arrive in the US.
    e. Shall ensure compliance with State and Federal rules and regulations pertaining to employment and shall provide a safe and productive working environment for the Teachers.
    f. Shall be primary responsible in paying US immigration mandatory fees for the Teachers. The School District is not responsible for paying immigration-related expenses pertaining to the Teachers' family members who will be migrating to the US with the Teachers.

7. **LAW OFFICE'S SCOPE AND DUTIES.** The School District engages the Law Office for the purpose of processing the US immigration application of the Teachers. The Law Office shall provide those legal services reasonably necessary to represent the School District and shall take reasonable steps to keep the School District timely informed of the progress of the immigration applications and to respond to School District's inquiries. In addition, the Law Office

    a. Shall prepare and verify the necessary immigration forms, required documentation in support of US immigration application of the Teachers.

    b. Shall prepare and file the required Prevailing Wage Determination (PWD), Labor Condition Application (LCA) and/or Labor Certification (LabCert) to the US Department of Labor.

    c. Shall file the immigration applications to the DOL, US Citizenship and Immigration Services (USCIS), and/or the US Embassies abroad.

    d. Shall timely respond to DOL's and/or USCIS' requests for initial or additional documents (RFEs), Notices of Intent to Deny (NOID) or any other similar requests from the pertinent US government agencies in coordination with the Law Office.

    e. When applicable, assists the Teachers' family members (e.g., spouses, minor children) in their respective US immigration applications. For this purpose, the School District

    f. Shall assist the Teachers in preparation for their respective visa interviews at the US embassies abroad.

8. **CONTACTS AND COMMUNICATION.**

    a. The School District understands that calls should normally be placed to and normally will be returned by the office staff or the case manager assigned by the Law Office to manage the School District's cases during normal office hours.

    b. Except in case of emergency, the School District understands that Law Office works by appointment and scheduling made between 09:00AM to 06:00PM EST, Monday to Friday. In case of emergency situations, the Law Office will assign an employee to meet the School District's needs even outside the Law Office's normal operating hours.

    c. The School District shall identify a primary point of contact with the Law Office for coordination purposes. In the same manner, the Law Office will appoint a case manager or staff to ensure that the School District's needs are met on time.

    d. **Dealings with the Teachers**

        i. **Before the application is filed to USCIS.** The School District shall inform the Teachers about their working conditions, work assignments, salaries and wages, and shall provide supporting documentation to the Law Office for visa processing.

        ii. **During the application filing preparation stage.** The Law Office may follow up directly with the Teachers concerning their supporting documentation to ensure accuracy of information, and more efficient and smooth visa processing.

        iii. **After the application is filed**. The School District and the Law Office will receive their respective copies of notices (e.g., case receipt, approval, RFEs, NOIDs, etc.) directly from USCIS. The School District is encouraged to keep their respective copies for future references. The Law Office is required by New York State to retain copies of USCIS forms and supporting documents for at least five (5) years from filing to USCIS.

1. **Case Receipts and Monitoring.**
    a. The School District understands that it is within his/her discretion to share the case receipt to the Teachers upon receipt of the case receipt (Notice of Action). This is preferred to minimize direct inquiries from Teachers in monitoring their respective applications.
    b. The Law Office shall teach the Teachers on how to monitor case progress online (https://egov.uscis.gov/casestatus/landing.do)
2. **Approval Notices.** Both the Law Office and the School District will receive copies of the Approval notices. The original copy will be sent to the School District and is needed by the Teachers when they appear for US Embassy interviews. On the other hand, the Law Office will receive their courtesy copy directly from USCIS.
3. **Requests for Evidence (RFEs), Notice of Intent to Deny (NOIDs), Denial Decisions.**
    a. The School District understands that it is within his/her discretion to share the copy of the RFEs, NOIDs or Decisions to the Teachers. This is *discouraged* specially when or if the reason for the denial pertains to the School District's shortcomings (e.g., financial ability to pay, failure to provide necessary documents)

iv. **At the Embassy stage.** The Law Office shall assist the Teachers in preparing for the US Embassy interviews until their visas are issued to the Teachers.

v. **Case closing.** The Law Office shall provide to the School District the physical and/or electronic copies of all USCIS forms and supporting documentation that are submitted to USCIS after the last Teacher's application is approved by USCIS.

9. **LEGAL FEES.**
    a. The School District understands and agrees to pay for the legal services as indicated in ***Annex A – Schedule of Fees***. Such fees may be reviewed annually or when the parties mutually agree to review the fees in a more frequent manner.
    b. The School District understands that USCIS and Embassy filing fees are beyond the control of the Law Office. Hence, the Law Office shall advise the School District in writing as soon as the Law Office receives a notification of filing fee increases.
    c. The School District agrees that the Law Office's fees are reasonable based on Law Office's ability, training, education, experience, professional standing and skill, and the difficulty, intricacy, importance, and time and skill required to perform the work to be done.

10. **COSTS AND EXPENSES.**
    a. **Billings Based on Actual Expenses and Costs**
        i. The School District understands that the Law Office, in compliance with legal ethics rules and regulations, cannot and will not advance payment of mandatory USCIS filing fees.
        ii. The School District and the Law Office agree that the billing cycle will be based on the actual tasks initiated, filed, completed, etc. or in accordance with the fee structure based on Annex A herein.

b. **Mode of Payment.** The School District may send the payment, based on the billing provided by the Law Firm, either through direct deposit, money order or check or by whatever means necessary to avoid unnecessary delay in the filing of immigration applications. In case of direct deposit, the Law Office shall provide the School District with a primary US bank account.

11. **WAIVER.** The waiver of any provision of this Agreement must be evidenced by a signed document to be valid, and any one waiver shall not be deemed or constitute a waiver of any other provision, nor shall any waiver constitute a continuing waiver.

12. **NOTICE.** All notices, requests, demands, and other communication under this Agreement shall be in writing and shall be deemed duly given (i) on the date of delivery if personally delivered, (Ii) the next business day after delivery by overnight courier, telegram or facsimile (with receipt confirmed), or (iii) the fifth business day after mailing if mailed by first-class, mail, postage paid, to the parties at their address set forth below, or such other address designated from time to time in writing by such party to all other parties.

13. **AMENDMENT.** The provisions of this Agreement may be waived, altered, amended, or repealed in whole or in part only upon the written and signed acknowledgment of both the School District and Law Office either in hardcopy or electronically.

14. **FURTHER ACTS.** Each party agrees to perform any further acts and execute and deliver any document which may be necessary or desirable to carry out the purpose and intent of this Agreement.

15. **GOOD FAITH CLAUSE.** The parties to this Agreement shall, in exercising their respective rights and complying with their respective obligations under this Agreement, at all times exercise fairness and act in good faith.

16. **SEVERABILITY; ALASKA LAW, ARBITRATION.** The provision of this Agreement is severable. This means that if one or more provisions of this Agreement are found to be void or unenforceable for any reason, the remaining provisions of this Agreement will still apply. This Agreement has been executed and accepted in Alaska. The validity, interpretation and performance of this Agreement shall be controlled by and construed under Alaska law. All proceedings to enforce or interpret this Agreement shall be commenced and maintained only in the courts with jurisdiction in Alaska. However, the parties may agree to place dispute resolution to arbitration. In such case, the results of the arbitration shall be binding between the parties.

17. **EFFECTIVITY; VALIDITY.** This Agreement shall be effective upon receipt of the signed copies of this Agreement by both parties and shall be valid for one (1) year from the date hereof unless sooner terminated, in writing, by either party.

This Agreement is entered into in accordance with the law of the State of Alaska, and Alaska law will apply to any questions relating to the meaning of any provision of this Agreement.

Done this 29th day of October 2026.

NORTH SLOPE BOROUGH SCHOOL DISTRICT

DR. ROBERT BOLEN
Deputy Superintendent/Director of Human Resources

Date Signed:

LAW OFFICES OF NICOLAS CARAQUEL PLLC

NICOLAS CARAQUEL, ESQ
Chief Executive Officer (CEO)

Date Signed: 10/29/2026

SUBSCRIBED AND SWORN to before me this ___ day of _____ 2026 in the_____,
AK, USA

Name ID Number

DR. ROBERT BOLEN

SUBSCRIBED AND SWORN to before me this 29th day of October 2026 in the City of Elmhurst, New York USA

Name	ID Number
NICOLAS CARAQUEL	**C101608846 (US Passport No)**

Annex A – Schedule of Fees
(Fee Proposal)

LAW OFFICES OF NICOLAS CARAQUEL, PLLC

83-06 Queens Blvd., Elmhurst, NY 11373
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employ@iDreamAmerica.com
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October 29, 2026

Dr. Robert Bolen
Deputy Superintendent/ Director of Human Resources
North Slope Borough School District

Re: **Fee Proposal for PERM Labor Certification and EB3 Immigrant Petition (I-140) for International Teachers**

Dear **Dr Bolen:**

Greetings! Please find attached our service fee proposal for the PERM Labor Certification. The Labor Certification process, or PERM, needs to be completed first before an immigrant petition can be filed with U.S. Citizenship and Immigration Services. Teachers are non-Schedule A occupations (i.e., registered nurses and physical therapists only) and are required to obtain a certified PERM from the US Department of Labor (DOL). This fee proposal covers the following services:

SCOPE OF REPRESENTATION

1. **Prevailing Wage Determination**
    a. Preparation and filing of the PWD to the Dept. of Labor (DOL)
    b. Preparation and response to PWD Requests for Further Information (RFI), if any
2. **PERM Recruitment**
    a. Preparation of advertisement text and, if applicable, coordination with 3rd-party advertising agency and the employer in the PERM process
    b. Monitoring of advertisements and job postings (timeline, deadline, accuracy of posting)
3. **Application for Permanent Labor Certification**
    a. Preparation and filing of labor certification application to the DOL
    b. Preparation of PERM Audit File
    c. Response to DOL PERM Audit, if any

The attached fee proposal indicates the fees incurred for both the PERM process and the immigrant petition. Because this process spans several years, our fees will be billed to you according to the current milestone:

US DEPARTMENT OF LABOR-Associated Costs

Before an Immigrant Petition may be filed with USCIS, the employer must obtain a Permanent Labor Certification or PERM for each applicant from the Department of Labor. The following is a general overview of the PERM process:

- ✓ Apply for a Prevailing Wage Determination for each position and/or work location
- ✓ Comply with PERM Recruitment for each valid PWD
- ✓ File individual PERM Applications for each qualified applicant

All costs associated with the filing of the PERM may only be covered by the employer. The PERM process is strictly regulated by the DOL.

Milestone I: Application for Prevailing Wage Determination (PWD)

A single PWD is applied for a specific position and/or work location, regardless of the number of applicants.

COST BREAKDOWN:

Assistance Fee	Initial Filing	Remarks
TOTAL Cost Per PWD (per position)	**$ 2,300** **Total Cost PER POSITION**	Processing time: 7-9 months Due before PWD application is submitted to the Department of Labor. Scope/Services Included: - Preparation and filing of PWD application - Case monitoring - Response to Request for Further Information, if any - Preparation of advertisement text/content - Monitoring timelines and accuracy of ad postings - Coordination with third-party agency, if applicable - Preparation and maintenance of audit files Notes: - **Actual cost of advertisements are not included** (ad cost vary depending on location and modes of ads chosen) - **We do not post ads on your behalf.** - We highly recommend working with a third-party advertising agency that specializes in PERM ads. **PWD REFILING FEE = $500**. Refiling fee applicable only when refiling a previously filed or expired PWD (for the same position and/or work location)

Milestone II: Application for Permanent Labor Certification (ETA 9089)

Form ETA 9089 (PERM Application), is individually filed per applicant after completing PERM Recruitment.

COST BREAKOWN:

Assistance Fee	Fee	Remarks
A. Filing of Form ETA 9089 (PERM Application)	**$ 2,000** **Per applicant**	Processing time: >13-15 months Scope/Services included: - Preparation and filing of ETA 9089 - Preparation of Audit File - Response to DOL PERM audit, if any - Case Monitoring Amount is due after PWD issuance and after completion of recruitment steps. Actual due date may be at least 12 months after filing date of PWD.

For payment methods and other billing concerns, please call (917)300-3020 and ask for Glory or you may send an email to billings@idreamamerica.com. Looking forward to working with you soon!

Sincerely Yours,

Glory Jane S. Calapan
Accountant
Employment-Based Immigration

Conforme:

Dr. Robert Bolen
Deputy Superintendent/ Director of Human Resources
North Slope Borough School District

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October 29, 2026

Dr. Robert Bolen
Deputy Superintendent/ Director of Human Resources
North Slope Borough School District

Re: **Fee Proposal for a H1B Cap Exempt Petition for a Nonimmigrant Worker (I129, H1B)**

Dear **Dr. Bolen:**

Greetings!

Please find attached our service fee proposal for the Petition for a Nonimmigrant Worker (H1B). The attached fee proposal indicates the scope of representation, fee breakdown, and timing of payment. The filing fees also depend on where the applicant is located.

Please note that the filing fee amounts indicated below reflect current prices. Filing fees are subject to price increases at the discretion of USCIS or other appropriate government agencies. Price increases are beyond the control of the law firm.

SCOPE OF REPRESENTATION

1. Assistance in the registration of a USCIS online account and an organizational account.
2. Preparation and filing of the Labor Condition Application (LCA) to the Department of Labor (DOL).
3. Preparation and filing of the petition for the Petition for a Nonimmigrant Worker (I-129) to USCIS
4. In the case of consular processing, prepare the interview packet and provide interview coaching to the Applicant at the US embassies abroad,
5. In the case of Filipino Applicants interviewing at the US Embassy Manila, Philippines, assist in obtaining the Overseas Employment Certificate (OEC) from the Department of Migrant Workers (DMW)

I. H1B Initial: US-Based Applicants

Extension: extending/renewing a current H1B employee
Transfer: filing a new H1B petition for an applicant already in H1B status but working for a different employe
Change of Status: filing a new H1B petition for an applicant already in the US but in a different visa status

	Transfers and Change of Status
A. Mandatory USCIS Filing Fees*	
1. Form I-129 (H1B)	$ 460
2. Fraud Prevention Fee**	500
3. Attorney's Fee (per applicant)	$ 3,000
A. TOTAL COST Per Applicant (Filing + Attorney Fees)	**$ 3,960**
B. Recommended Additional Fees	
1. Premium Processing Fee***	$ 2,965
C. TOTAL Per Applicant w/ Premium (Filing + Attorney Fees + Premium)	**$ 6,925**

NOTES:

- Employers are required, by law, to cover the cost indicated in Item A.
- *USCIS Filing and Registration fees are subject to price increases as mandated by the Department of Homeland Security.
- **Fraud Prevention & Detection Fee is required for initial H1B petitions.
- ***Premium processing is OPTIONAL and may be paid by the Applicant upon his/her written request
- Initial H1B visa/status is granted for no more than 3 years at a time. H1B renewal will be valid for three (3) years. However, if the Applicant's license validity is less than 3 years, the H1B validity period will be equal to the license validity.
- If a professional license is required in the US state of employment, H1B is valid for up to 3 years or up to the expiration of the employee's professional license, whichever is shorter.
- Current J1 visa holders who are not subject to INA 212e or the 2-Year Home Residency Requirement or who have obtained a waiver may convert to H1B without having to go home to their home country.

Payment Obligations. Generally, the employer may pay the entire immigration-related costs and expenses. However, certain fees may be covered by the applicant.

Employer Fee Obligations	
Employer's full cost per applicant	**$ 6,925**
Employer's full cost per applicant **IF the applicant pays for the premium processing**	**$ 3,960**

II. H1B Extension: US-Based Applicants

Extension: extending/renewing a current H1B employee
Transfer: filing a new H1B petition for an applicant already in H1B status but working for a different employe
Change of Status: filing a new H1B petition for an applicant already in the US but in a different visa status

	Transfers and Change of Status
A. Mandatory USCIS Filing Fees*	
1.Form I-129 (H1B)	$ 460
2. Attorney's Fee (per applicant)	$ 3,000
B. TOTAL COST Per Applicant (Filing + Attorney Fees)	**$ 3,460**
C. Recommended Additional Fees	
1.Premium Processing Fee***	$ 2,965
D. TOTAL Per Applicant w/ Premium (Filing + Attorney Fees + Premium)	**$ 6,425**

NOTES:

i. Employers are required, by law, to cover the cost indicated in Item A.
ii. *USCIS Filing and Registration fees are subject to price increases as mandated by the Department of Homeland Security.
iii. **Fraud Prevention & Detection Fee is required for initial H1B petitions.
iv. ***Premium processing is OPTIONAL and may be paid by the Applicant upon his/her written request
v. Initial H1B visa/status is granted for no more than 3 years at a time. H1B renewal will be valid for three (3) years. However, if the Applicant's license validity is less than 3 years, the H1B validity period will be equal to the license validity.
vi. If a professional license is required in the US state of employment, H1B is valid for up to 3 years or up to the expiration of the employee's professional license, whichever is shorter.
vii. Current J1 visa holders who are not subject to INA 212e or the 2-Year Home Residency Requirement or who have obtained a waiver may convert to H1B without having to go home to their home country.

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For further clarification, you can call us at (917)832-7414 and ask for Marie. For payment methods and other billing concerns, please call (917)300-3020 and ask for Glory, or you may send an email to billings@idreamamerica.com. Looking forward to working with you soon!

Sincerely yours,

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Please find attached our service fee proposal for the Petition for a Nonimmigrant Worker (H1B). The attached fee proposal indicates the scope of representation, fee breakdown, and timing of payment. The filing fees also depend on where the applicant is located.

Please note that the filing fee amounts indicated below reflect current prices. Filing fees are subject to price increases at the discretion of USCIS or other appropriate government agencies. Price increases are beyond the control of the law firm.

SCOPE OF REPRESENTATION

1. *Assistance in the registration of a USCIS online account and an organizational account.*
2. *Preparation and filing of the Labor Condition Application (LCA) to the Department of Labor (DOL).*
3. *Preparation and filing of the petition for the Petition for a Nonimmigrant Worker (I-129) to USCIS*
4. *In the case of consular processing, prepare the interview packet and provide interview coaching to the Applicant at the US embassies abroad,*
5. *In the case of Filipino Applicants interviewing at the US Embassy Manila, Philippines, assist in obtaining the Overseas Employment Certificate (OEC) from the Department of Migrant Workers (DMW)*

I. H1B Initial: US-Based Applicants

Transfer: *filing a new H1B petition for an applicant already in H1B status but working for a different employer*
Change of Status: *filing a new H1B petition for an applicant already in the US but in a different visa status*

	Transfers and Change of Status
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1. Form I-129 (H1B)	*$ 460*
*2. Fraud Prevention Fee***	*500*
3. Attorney's Fee *(per applicant)*	*$ 3,000*
A. TOTAL COST Per Applicant *(Filing + Attorney Fees)*	**$ 3,960**
B. Recommended Additional Fees	
*1. Premium Processing Fee****	*$ 2,965*
C. TOTAL Per Applicant w/ Premium *(Filing + Attorney Fees + Premium)*	**$ 6,925**

NOTES:

- *Employers are required, by law, to cover the cost indicated in Item A.*
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Change of Status: *filing a new H1B petition for an applicant already in the US but in a different visa status*

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A. Mandatory USCIS Filing Fees*	
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***B.* TOTAL COST Per Applicant** *(Filing + Attorney Fees)*	**$ 3,460**
C. Recommended Additional Fees	
*1.Premium Processing Fee****	*$ 2,965*
D. TOTAL Per Applicant w/ Premium *(Filing + Attorney Fees + Premium)*	**$ 6,425**

NOTES:

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October 29, 2026

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Re: **Fee Proposal for PERM Labor Certification and EB3 Immigrant Petition (I-140) for International Teachers**

Dear **Dr Bolen:**

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SCOPE OF REPRESENTATION

1. **Prevailing Wage Determination**
   a. Preparation and filing of the PWD to the Dept. of Labor (DOL)
   b. Preparation and response to PWD Requests for Further Information (RFI), if any
2. **PERM Recruitment**
   a. Preparation of advertisement text and, if applicable, coordination with 3rd-party advertising agency and the employer in the PERM process
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3. **Application for Permanent Labor Certification**
   a. Preparation and filing of labor certification application to the DOL
   b. Preparation of PERM Audit File
   c. Response to DOL PERM Audit, if any

The attached fee proposal indicates the fees incurred for both the PERM process and the immigrant petition. Because this process spans several years, our fees will be billed to you according to the current milestone:

US DEPARTMENT OF LABOR-Associated Costs

Before an Immigrant Petition may be filed with USCIS, the employer must obtain a Permanent Labor Certification or PERM for each applicant from the Department of Labor. The following is a general overview of the PERM process:

- ✓ Apply for a Prevailing Wage Determination for each position and/or work location
- ✓ Comply with PERM Recruitment for each valid PWD
- ✓ File individual PERM Applications for each qualified applicant

All costs associated with the filing of the PERM may only be covered by the employer. The PERM process is strictly regulated by the DOL.

Milestone I: Application for Prevailing Wage Determination (PWD)

A single PWD is applied for a specific position and/or work location, regardless of the number of applicants.

COST BREAKDOWN:

Assistance Fee	Initial Filing	Remarks
TOTAL Cost Per PWD (per position)	**$ 2,300** **Total Cost PER POSITION**	Processing time: 7-9 months Due before PWD application is submitted to the Department of Labor. Scope/Services Included: - Preparation and filing of PWD application - Case monitoring - Response to Request for Further Information, if any - Preparation of advertisement text/content - Monitoring timelines and accuracy of ad postings - Coordination with third-party agency, if applicable - Preparation and maintenance of audit files Notes: - **Actual cost of advertisements are not included** (ad cost vary depending on location and modes of ads chosen) - **We do not post ads on your behalf.** - We highly recommend working with a third-party advertising agency that specializes in PERM ads. **PWD REFILING FEE = $500**. Refiling fee applicable only when refiling a previously filed or expired PWD (for the same position and/or work location)

Milestone II: Application for Permanent Labor Certification (ETA 9089)

Form ETA 9089 (PERM Application), is individually filed per applicant after completing PERM Recruitment.

COST BREAKOWN:

Assistance Fee	Fee	Remarks
A. Filing of Form ETA 9089 (PERM Application)	**$ 2,000** **Per applicant**	Processing time: >13-15 months Scope/Services included: - Preparation and filing of ETA 9089 - Preparation of Audit File - Response to DOL PERM audit, if any - Case Monitoring Amount is due after PWD issuance and after completion of recruitment steps. Actual due date may be at least 12 months after filing date of PWD.

For payment methods and other billing concerns, please call (917)300-3020 and ask for Glory or you may send an email to billings@idreamamerica.com. Looking forward to working with you soon!

Sincerely Yours,

Glory Jane S. Calapan
Accountant
Employment-Based Immigration

Conforme:

Dr. Robert Bolen
Deputy Superintendent/ Director of Human Resources
North Slope Borough School District