

The Gallup Organization

1001 Gallup Dr.
Omaha, NE 68102 USA
(402) 951-2003

STATEMENT OF WORK PRINCIPALINSIGHT™ INTERVIEW

This Statement of Work adds to, modifies, or otherwise amends that certain Letter of Agreement between Client and Gallup, dated October 1, 2002 with regard to the following Services set forth below to be provided for the following Project(s): PrincipalInsight

1. The Gallup Organization (“Gallup”) agrees to maintain all hardware, software, programming and research in its offices for a web-based PrincipalInsight interview to be accessible by Internet for use by Client during the term of this Agreement.
2. It will be the responsibility ~~of Client~~ of Client to select and notify candidates that will go through the designated web-site and respond to PrincipalInsight assessment.
3. Gallup will analyze the national interview data at least once each interview year for fairness issues and report the results to the client.
4. Gallup may include, at Gallup’s discretion, items to be analyzed for research purposes within the PrincipalInsight assessment. These research items may be changed at Gallup’s discretion.
5. The PrincipalInsight data are the property of Gallup and may be used by Client during the term of this Agreement. Client may not share this data with anyone outside of Client’s County Schools except in accordance with Section 3 of the Master Consulting Agreement as it may relate to Texas Public Information Act and Open Meetings Act.
6. Client agrees to transmit to Gallup supervisor and teacher ratings on 10% of all new PrincipalInsight hires on an annual basis for research purposes in a mutually agreed upon time frame. Gallup shall provide a form indicating the information that Gallup shall require to be submitted by Client.
7. The results of these interviews will be reported via the web in a confidentially held site. The result of the PrincipalInsight interview is a percentage score per applicant. A Gallup reference score will be provided to Client.
8. Gallup’s PrincipalInsight assessment should not be used alone by Client in making hiring decisions and should be used in conjunction with other selection criteria already in use by Keller Independent School District.
9. Gallup will provide consulting for up to four hours around implementation and ongoing usage of PrincipalInsight.

10. **Date of on-line PrincipalInsight Implementation is two weeks from receipt of original signed agreement and Data Sheet is completed and emailed to Gallup. Interviews purchased are good for one year from date of implementation.** Agreement will be reviewed for annual renewal in August 2005.

11. Client agrees to pay Gallup the following for outlined services:

Services

- Original setup and annual consulting
- PrincipalInsight Automated Interview *for up to 25 interviews
*Additional interviews may be purchased in blocks of 25 for \$750
- Further Insight Into Principal Talent Interviews
- Gallup University Online web reporting site

TOTAL COST\$4,358

12. The Service Fee may be billed by Gallup upon acceptance of this Statement of Work.

13. Term of this agreement shall start as of the date of implementation of PrincipalInsight and shall run for a period of 12 months, which is estimated to be October 1, 2004 – September 30, 2005.

If the foregoing terms and conditions meet with your understanding and approval, please indicate Client's acceptance and agreement by signing this in duplicate and returning one original to the undersigned.

THE GALLUP ORGANIZATION

KELLER INDEPENDENT SCHOOL DISTRICT

By: _____

By: _____

Name: Rosanne Liesveld

Name: _____

Title: Managing Partner, Education Division

Title: _____

Date: _____

Date: _____