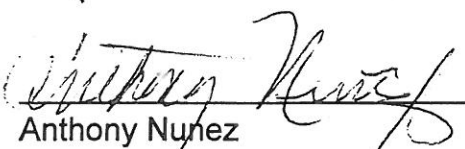


The Pueblo City-County Library District (PCCLD) shall contract the attorney services of Mr. Nick Gradisar in accordance to the following agreement. Mr. Gradisar shall be contracted on an "at will" basis such that at any given time either the PCCLD or Mr. Gradisar can terminate our working relationship for any reason. The other terms of our agreement shall be as follows:

1. Attendance at Board Meetings and simple call-in service (e.g., simple questions or clarifications) will be compensated at a base fee of \$600.00 for each month of service regardless of the length of the meeting in that month. The base fee shall also include the attendance of up to six (6) special meetings in one calendar year. The base fee includes preparation, attendance, and debriefing time.
2. Work authorized by the Executive Director, Leadership Team, or Board of Trustees will be billed at normal billing rates of \$125.00 per hour with the time calculated to the nearest 15 minutes.
3. Work may only be requested by the Executive Director, Leadership Team, or Board of Trustees.
4. Unusually extensive work requested will not be commenced until an estimate of time required is furnished to the Executive Director, Leadership Team, or Board of Trustees.
5. Billing will be rendered monthly after the end of the month explained in sufficient detail to identify the work performed and any work product furnished to PCCLD.
6. The time allowance for attendance at Board Meetings will be evaluated and modified by mutual agreement if necessary at six-month intervals.

This agreement has been accepted by the PCCLD Board of Trustess this 9th day of October, 2003.


Anthony Nunez
President, Board of Trustees

And this agreement has been accepted by Nicholas Gradisar on this 9th day of October, 2003.


Nicholas Gradisar
Contracted Attorney