GALLUP, INCORPORATED

March 15, 2017

Mary Grinstead, Ph.D.
Director of Research and Data Management
Office of Innovation
Des Moines Public Schools
1915 Prospect Road
Des Moines, IA 50310

Dear Dr. Grinstead,

Thank you for choosing Gallup, Inc. ("Gallup") to provide Employee Engagement measurement and reporting for Des Moines Public Schools ("Client"). This Engagement Letter with an effective date of March 15, 2017 ("Effective Date") is to confirm our mutual understanding with respect to the scope of services to be performed by Gallup, the respective responsibilities of Gallup and Client related to this engagement and the fees expected to be charged for the services.

The more detailed obligations of each party are set forth in Exhibit A ("Scope of Services"). Only those services set forth in Exhibit A will be performed. Modifications to the services shall require a written Change Order. Such Change Order shall set forth in detail the effect of the changes to Exhibit A, including, but not limited to, the price and timeline adjustments required to modify the services. Under no circumstances shall any Change Order be effective until it has been duly executed by an authorized representative of each party.

This Engagement Letter including all exhibits, together with Gallup's General Business Terms attached hereto, constitutes the entire agreement between Client and Gallup with respect to this engagement, and supersedes all other oral and written representations, understandings or agreements related to this engagement.

Please indicate your acceptance of this agreement by signing in the space provided below and returning a copy of this Engagement Letter to our office.

Thank you for giving Gallup the opportunity to provide the requested consulting services to your organization.

Very truly yours,
Gallup, Inc.

Signed: _____

Name: Joni Booth

Title: Senior Consultant, Education

Date: 3/21/17

AGREED AND ACCEPTED:
Des Moines Public Schools on behalf of itself and its subsidiaries and/or affiliates

Signed: _____

Name: Thomas Harper

Title: Chief Financial Officer

Date: 3/20/17

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