

2010 Participant Agreement

Service Description:

The Wolf Survey is an annual compensation and benefits survey of Sales and Marketing positions within the Foodservice manufacturing sector. The report includes comprehensive data on base salaries, incentives, commissions, pay practices as well as job descriptions. Our Sales and Marketing Surveys include data for U.S. and international Foodservice manufacturers of all sizes, ranging from small private firms to multi-national corporations.

Annual Participant Subscription Includes:

- Compensation reports for more than 20 Sales Job Titles and 10 Marketing Job Titles in PDF format and print formats (\$250 additional)
- Benefit and compensation practices
- Unique practices
- Comprehensive job descriptions

Participant Requirements:

- Sign Participation Commitment Agreement and return via fax or mail to L. Wolf Associates. Participation cut-off date is January 1, 2010.
- Send check to L. Wolf Associates, LLC, 1317 Route 73, Suite 100 Mt. Laurel, NJ 08054 by January 15 to guarantee your participation.
- Participate in Survey Participant Think Tank – January 2010. A confidential forum designed to engage Participants in the continual pursuit of Survey excellence. Participants will collaborate with industry peers and brainstorm ideas for Survey content, format and data points. This conference call is the catalyst for producing the Foodservice industry's survey of choice.
- Receive Survey questionnaire in February 2010.
- Complete with accuracy and return questionnaire via email to third party compensation analyst by February 23, 2010.
- Survey launch date: April 2010.

Pricing:

- \$1,350 IFMA Member. Payment and Participant Commitment Agreement must be received by September 30, 2009.
- \$1,550 IFMA Member. Payment and Participant Commitment Agreement must be received by November 30, 2009.
- \$1,695 IFMA Member. Payment and Participant Commitment Agreement must be received by January 15, 2010.
- \$1,995 non-IFMA Member

Payment Terms:

The Questionnaire and final Survey product will be emailed to the executive authorized to commit to participate once L. Wolf Associates receives signed Participant Agreement and payment in full. Invoices are generated upon receipt of Participant Agreement.

- FAX signed Agreement to L. Wolf Associates at (856)787-1207
Invoice will follow.

Or

- Mail signed Agreement with check for appropriate amount to
L. Wolf Associates, LLC
1317 Route 73, Suite 100
Mt. Laurel, NJ 08054

Once the Survey is launched, we will email all Participants a copy of both Sales and Marketing via PDF format.

Terms and Conditions:

In order to activate your Participation in The Wolf Survey, you must read and indicate your agreement with the Terms and Conditions below by signing on the appropriate line and faxing (page 4) to L. Wolf Associates, LLC. 856-787-1207.

You have agreed to participate in The Wolf Survey, produced by L. Wolf Associates, LLC ("LWA") as described above. You agree to pay the Participant fees which are described above.

If you are part of a larger organization that has more than one business unit (division, subsidiary, parent or other affiliate) which desires to participate in The Wolf Survey as outlined above, we will provide a Survey questionnaire and a copy of such survey results to each business unit listed below. A separate Participant Commitment Agreement will need to be executed by each business unit. The discounts are outlined below:

- First related business unit: 25% discount of above pricing
- Second related business unit: 50% discount of above pricing

Survey results can only be as good as the data provided, so Participants agree to provide accurate, complete and timely responses to the survey questions by the survey deadlines noted above. While LWA screens and inputs such data from Participants, the data remains the property of the Participants and LWA does not do any independent investigation of the data and does not warrant or represent the accuracy of such data or survey results. LWA does not have any obligation to update the survey after the effective date of issuing an annual survey. If it determines to update data during the course of the survey period, it reserves the right to charge separately for any such update or any other report. LWA reserves the right to restrict orders from certain parties.

The 2009 Wolf Survey results are subject to protection of U.S. copyright law. Participants agree to use the survey results only for their own internal business purposes, to maintain them in confidence, and not to disclose them or the report, in whole or in part, to any third party except for its employees and agents who use them for the Participant's legitimate business purposes. The limitation on disclosure prohibits disclosure to any related business unit as described above which is affiliated with the Participant and which does not independently subscribe or participate.

LWA is actively engaged in executive searches in this industry and has engaged an independent third party to process and maintain the anonymity of the data supplied by specific Participants. The names of Participants and Non-Participants (and related business units) may be disclosed publicly, but the data supplied by Participants will not be identified in the survey as applicable to any particular Participant, and the LWA will keep such information confidential to the fullest extent permitted by law. No Participant, Non-Participant (or related business unit) has any right to obtain access to any of the data supplied by Participants.

LWA and Participants shall abide to anti-trust guidelines of the U.S. Government.



Wolf Search Solutions, LLC
1317 Route 73, Suite 100
Mount Laurel, NJ 08054
p 856-787-1200
f 856-787-1207
www.wolfsearchsolutions.com

Participating Company _____

By _____
Authorized Signor

Print Name _____

Title _____

Address _____

Email Address _____

Phone Number _____

Date _____

Related Business Unit _____
