



PRIVATE & CONFIDENTIAL

January 31, 2019

Mr. Tony McHale
Managing Director
[REDACTED] P.O. [REDACTED] d [REDACTED]
[REDACTED] St
New York, NY 10021

Hotel Manager and Director of Food & Beverage - The Carlyle

Dear Tony,

It was wonderful to speak with you yesterday -- I appreciate you thinking of us for these searches.

What follows is a letter of agreement between The IMC Group and The Carlyle Hotel for the both the positions of Hotel Manager and Director of Food & Beverage. All potential candidates will undergo an initial screening by The IMC Group. Suitable candidates will be interviewed by an IMC Group consultant for a comprehensive evaluation. Those individuals deemed qualified will be presented to you.

The IMC Group is a retained executive search firm with a standard fee structure of one third (33%) of the successful candidate's first year's compensation. Annual compensation includes base salary, maintenance, sign-on bonus, and mid-point of anticipated bonus. On this occasion we are happy to offer you a flat fee of \$40,000 and \$25,000 respectively.

*Guia Llamas is exempt from this agreement - no fee will be due if she is hired

(14)