

ENGAGEMENT LETTER

March 30, 20XX

Mr. Sean Strawbridge
Chief Executive Officer
Port Corpus Christi Authority
222 Power Street
Corpus Christi, TX 78401

Dear Sean:

Subsequent to our recent discussions and in accord with your request we are pleased to provide our engagement letter to conduct the search for your next Chief Operating Officer for Port Corpus Christi.

Based on our discussion we understand that revenues are now at about \$100 million and that you have a CIP of \$140 million. It is your desire to find a COO who could/would have the potential to succeed to the CEO role in the future or to take over in an emergency situation.

Thanks for sharing the "seaport" acronym with me...that is a well thought out branding tool. The position description you provided me was well done and I did have a few questions and comments that I covered in an email over the weekend and await your further counsel on those questions and points.

A. FIRM OVERVIEW

Founded over 50 years ago, Odgers Berndtson today is one of the largest privately owned Human Capital and Leadership Development firms in the world, with 59 strategically located offices in 29 countries. Seventy-three percent of organizations who partner with us are repeat clients. We provide a full range of human capital solutions including executive search, organization development restructuring, and succession planning. We have extensive expertise in pre- and post-M&A integration and cultural assimilation.

Because we are privately owned, we focus our resources on clients, as opposed to external stakeholders. Odgers Berndtson is a member of the Association of Executive Search Consultants (AESC), the internationally recognized search industry professional association that has created the best practices and ethical approach to search.

B. SEARCH PROCESS

In conducting any search, Odgers Berndtson utilizes the following search process. However, we are always prepared to modify our proposed methodology and search strategy to suit any special needs of our clients. The methodology presented below is

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