

3. The City upon receipt of statistical data from Job Service shall review the Employer's compliance with the requirements of this Agreement; the City Manager or his designee shall report on an annual basis the number of interviews and the ultimate hiring decisions to all parties to the Agreement.

### III. DURATION AND TERMINATION

The parties do hereby agree that:

- A. This Agreement shall take effect upon its filing with the Secretary of State and its filing for record in the Polk County Recorder's Office, and shall expire March 31, 1998.
- B. This Agreement may be terminated only by the written consent of all parties formally approved by their governing bodies.
- C. Any assignment, transfer or conveyance of the Employer's interest in the above-enumerated Project shall be subject to performance of the Employer responsibilities set out in this Agreement by such assignee, transferee or successor in interest as provided in Article II Paragraph A(11) of this Agreement. Such assignment, transfer or conveyance shall relieve the original Employer of any and all obligations under this Agreement.

### IV. COSTS

Each party shall bear its respective expenses associated with implementation of this Agreement.

### V. HOLD HARMLESS

Each party shall bear its respective liability for activities undertaken pursuant to this Agreement except that:

- A. Neither Job Service nor the City assumes any responsibility or liability by reason of this Agreement for an applicant's actions, or job performance if hired, and the Employer hereby releases and agrees to hold harmless Job Service and the City from any and all such claims of responsibility or liability for such conduct.
- B. Neither Job Service nor the City assume any responsibility or liability by reason of this Agreement for the sufficiency of the Employer's employment procedures and practices in hiring to meet the requirements of federal, state or local law and the Employer hereby releases and agrees to hold harmless Job Service and the City from any and all such claims of responsibility or liability which may arise.

This Agreement is binding upon the successors and assigns of each of the respective parties.