

Exhibit 1



Duluth Public Library Culture Initiative with Employee Strategies

FOURTH QUARTER 2021 – DECEMBER 31, 2022

DELIVERABLE	Timing
23 Culture Team Meetings <ul style="list-style-type: none">• Q4 2021: 3 mtgs• Jan - Dec 2022 (20 meeting scheduled every other week)	Quarter 4 2021-Dec 31, 2022 \$30,000
10-12 Culture Planning Meetings with Jim & Carla	Quarter 4 2021-Dec 31, 2022 \$6,000
Employee Pulse Survey & Reporting	May 2022 \$7,500
Leadership Team Development & Support for New Supervisors	Jan 2022-Dec 2022 \$10,000
Staff Workshop Planning & Design	September 2022 \$5,000
TOTAL COST ESTIMATE	\$58,500
