

PARTNERSHIP AGREEMENT
on participation in
BACID FUND FOR KNOW-HOW TRANSFER ACTIONS
(Building Administrative Capacities in the Danube Region and Western Balkans)

1. Signatories of this Partnership Agreement are committed to participate in the action *Rulebook on performance appraisal for the civil servants in the local government units in the Federation of BiH*, to be led by the organisation FH Campus Wien Forschungs- und Entwicklungs GmbH, Vienna, Austria (Applicant) in partnership with Civil Service Agency of the Federation of BiH, Sarajevo, Federation of Bosnia and Hercegovina (Partner).
2. All parties are aware and accept all the rights and duties that derive from this Agreement and commit itself to implement the following activities:

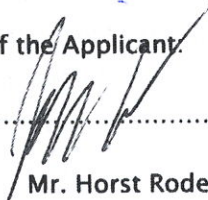
Activity 1: To hold a focus group meeting/1-day mentoring ("field mission") of HR staff from the Civil Service Agency, Ministry of Justice and Association of cities and municipalities in the Federation of BiH.

Activity 2: To analyse the conditions in the civil service of the Federation of BiH in relation to performance appraisal and, building on existing documents, guidelines and standards, draft a Rulebook on Performance Appraisal.
3. Parties are aware that the BACID grant contributes to the implementation of the Action by covering the costs eligible as per the Guidelines of the Call while all other related costs necessary for the successful implementation of the Action shall be covered through the following financial or in-kind contributions:
 - Civil Service Agency of the Federation of BiH is responsible for covering the costs of: premises, refreshments, coordination of the field mission as well as dissemination of the finalised Rulebook, in the estimated value of EUR 300.

4. The Partner commits itself to provide to the Applicant information necessary for the reporting towards the BACID Fund (i.e. real costs covered during implementation of the Action, lists of participants, documents produced).
5. The Applicant shall be responsible for all communication with the BACID Fond Team, as well as for regular sharing of information with the Partner.

Signatories:

On behalf of the Applicant:


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Mr. Horst Rode

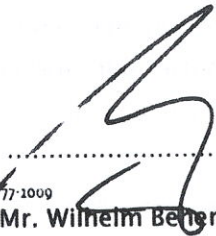
CFO



> FH Campus Wien
Forschungs- und Entwicklungs GmbH

Favoritenstraße 226, 1100 Wien, Austria
T: +43 1 606 68 77-1000, F: +43 1 606 68 77-1009
forschung@fh-campuswien.ac.at
www.fh-campuswien.ac.at

Firmenbuchnummer: FN 222135 W
UID-Nummer: ATU 60991038


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Mr. Wilhelm Behnsky

CEO

FH Campus Wien Forschungs- und Entwicklungs GmbH

On behalf of the Partner:


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Mr. Refik Begić
Director


Civil Service Agency of the Federation of BiH