

**Affiliation Agreement Between
International City/County Management Association (ICMA)
and the National Association of Chief Executives in Danish
Municipalities (KOMDIR)**

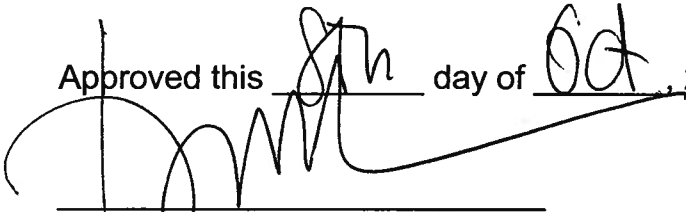
1. Commit to growing an affiliation between our respective organizations that is meaningful and mutually supportive through specific actions and accountabilities.
2. Provide up to two free registrations plus hotel accommodation to each other's annual conferences for designated officers and/or executive staff. Promote each other's conferences to our respective members.
3. Provide suggestions for speakers at each other's conferences on issues of relevance to our respective members, and have the positive obligation to provide conference planning committees with session ideas and proposed presenters.
4. At least once each year, KOMDIR will submit an article to ICMA for publication in an ICMA periodical. ICMA will in turn provide to KOMDIR an article for the KOMDIR News Letter.
5. Provide a designated staff member or officer from each organization with a password to access select 'members only' information databases¹. The designated officer will serve as a gatekeeper for his/her respective organization, and will be the sole person authorized to access databases to conduct research on behalf of the organization or at the request of one of its members.
6. Provide copies annually of up to two mutually agreed studies or reports from each other's libraries.
7. Exchange lists of available training materials. Exchange agreed upon training materials between organizations for each other's libraries.
8. Seek opportunities to work cooperatively on international consulting projects and to access project funding, where feasible and practicable.
9. Seek opportunities to hold meetings in each other's member countries.
10. Jointly promote the values and ethics of professional management and be the voice for local government chief executives worldwide. Jointly explore how to implement this provision.
11. KOMDIR will designate a representative to serve on ICMA's International Committee.
12. KOMDIR and ICMA will participate in the International Management Exchange Program (IMEP). Both organizations will appoint a staff member or officer to solicit and review applications for the program from their respective members, and to identify appropriate matches between ICMA and KOMDIR members: When IMEP participants attend the annual conference of ICMA or KOMDIR, the hosting

¹ ICMA will provide the designated officer with access to its Electronic Library and IQ Database.

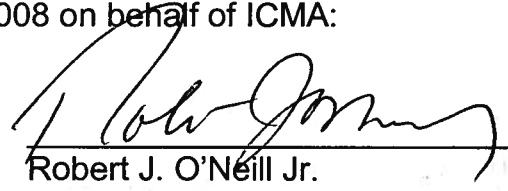
association agrees to waive the conference registration fee and to provide hotel accommodations and a daily stipend for the visitor (and his/her spouse/partner, if applicable).

13. Jointly explore opportunities for further cooperation and exchanges, including study tours and other joint projects.
14. Explore opportunities to provide capacity building support to developing associations in regions of mutual concern.
15. Designate a staff member or officer from each organization to cooperate in the development and implementation of an annual work plan each year that identifies specific action steps each organization will take to fulfill the terms of this agreement.
16. Review and update this agreement within 5 years.

Approved this 8th day of Oct, 2008 on behalf of ICMA:

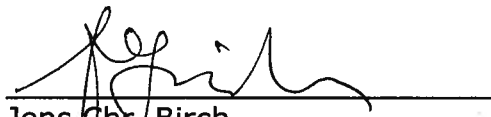


David Linardi
President
ICMA



Robert J. O'Neill Jr.
Executive Director
ICMA

Approved this 8th day of Oct, 2008 on behalf of KOMDIR:



Jens Chr. Birch
President
KOMDIR