

November 17, 2005

Charles Buckman
3920 South 26th Street
Omaha, NE 68107

Dear Charles:

infoUSA is pleased to offer you employment as follows:

Job Title:	Teleresearch Associate
Position Reports To:	Kelly Cano
Division:	Telephone Verification
Starting Date:	December 12, 2005
Hourly Rate:	\$8.50 base pay
Job Level:	1

You will also be eligible to participate in the *infoUSA*'s benefits program. Eligibility for Medical Insurance and the *infoUSA* 401k program begins on the first of the month following six (6) months of continuous employment. Eligibility for all other benefits begins the first of the month following 30 days of employment. Enrollment paperwork for all Benefit Coverage needs to be submitted within the first 30 days of employment to be eligible for coverage. If paperwork is not received within this timeframe, coverage will not be available until the next plan year and subject to limitation (Please refer to the Enrollment Assistance Guide for more information).

This offer of employment is not to be construed as a guaranteed contract of employment for a definite period of time and is contingent upon the successful completion of a background check, and verification of both work history and personal references. You will be considered a probationary employee for your first six months of employment. Both you and the company are free to terminate your employment relationship at any time. In the event that this offer is not accepted within seven (7) calendar days of the offer date, it will be automatically withdrawn.

During your employment, *infoUSA* will spend a lot of money on your training, and provide you with access to inherently confidential and extremely proprietary information. You acknowledge that it is inevitable that you would disclose such confidential information should you accept employment with a direct competitor of, or otherwise enter into direct competition with, *infoUSA* or one of its subsidiaries during the one year period following the cessation of your employment with *infoUSA*. In order to ensure protection of such confidential information, and valuable business relationships, you agree, for a period of one year following the cessation of your employment (i) not to accept or maintain employment with any direct competitor of *infoUSA*, and (ii) not to directly or through others, solicit for sale of goods or services, employment, contracting, or other business purpose, any existing or potential *infoUSA* customer or employee with whom you have had contact during the term of your employment.

For the purpose of resolving any dispute in any way related to this offer or your employment with *infoUSA* the state and federal courts located in Omaha, Nebraska shall have exclusive jurisdiction. You agree that such courts represent convenient and appropriate forums for this purpose.

If you accept our offer of employment, it is necessary that you sign the original copy of this offer letter and bring it with you on your first day.

You will be scheduled for an orientation starting promptly at 8:00 am on your first day. Please report to the front entrance at 1020 East 1st Street in Papillion on Monday morning and check in with the receptionist. You may park in the Visitor parking section located on the east side of the entrance. Our orientation program will include the explanation of *infoUSA*'s philosophy, organizational goals, sales market, policies, and procedures. In addition, we are legally required to have a completed I-9 on file for all individuals within 3 days of being hired. Please review the attachment which identifies acceptable documents, and bring these original documents with you to orientation.

Included with this offer letter is your new hire paperwork. Please complete the paperwork and bring with you to orientation. Feel free to call me at (402) 930-3518 if you have questions about the completion of the forms. *Completed forms must be brought with you to orientation to ensure proper distribution of your first paycheck.*

If you have any questions regarding the above information discussed, please don't hesitate to call me at (402) 930-3518. We look forward to seeing you and welcome to *infoUSA*!

Sincerely,



Cassie Alexander
Human Resources Generalist

ACCEPTED BY:

Signature

Date