SERVICES AGREEMENT BETWEEN
INDEPENDENT CONTRACTOR AND DELTA-T

THIS AGREEMENT is entered into between DELTA-T GROUP MARYLAND, INC. (hereinafter referred to as "DELTA-T") and ____________________________, a self-employed professional or business entity (hereinafter referred to as “IC”).

WHEREAS, DELTA-T is a Maryland corporation engaged in the business of providing administrative services including marketing, credential verification and referral services to self-employed behavioral healthcare professionals/business entities;
WHEREAS, DELTA-T has CLIENT contacts and marketing expertise in specific niche industries;
WHEREAS, IC desires to receive introductions and referrals to marketplace opportunities through DELTA-T; and
WHEREAS, DELTA-T desires to connect IC with appropriate CLIENT opportunities;

NOW, THEREFORE, in consideration of the mutual promises contained herein, and intending to legally bind themselves, the parties hereto agree as follows:

ADMINISTRATIVE SERVICES PROVIDED BY DELTA-T

DELTA-T connects self-employed professionals who are independent contractors with entities ("CLIENTs") that DELTA-T identifies as in need of the specialized services that the self-employed professionals are in the business of providing. Accordingly, DELTA-T will provide IC with marketing, referral and administrative services, as described in further detail below. CLIENT will present CLIENT opportunities to IC, and IC and CLIENT will determine whether IC is qualified to perform services requested by CLIENT.

A. Referral Services.

1. DELTA-T will provide IC with credential verification and services that can facilitate referrals to potential CLIENTs.
2. DELTA-T will notify IC about CLIENT opportunities that DELTA-T believes would match IC's credentials and preferences.
3. DELTA-T does not provide any assurance or guarantee that IC will be presented with CLIENT opportunities. DELTA-T will present CLIENT opportunities to IC if and when they become available.
4. IC retains absolute discretion to accept or decline a CLIENT opportunity without any penalties.
5. IC may orally accept a referred opportunity and DELTA-T may rely on such oral acceptance.
6. Once a referral is made and accepted by IC, the performance of the CLIENT engagement shall be a matter strictly between IC and the CLIENT. DELTA-T makes no assurances to IC regarding the terms of a CLIENT engagement.
7. At no time will DELTA-T evaluate, control or supervise the services performed by IC for CLIENT.

B. Fee Facilitation Services.

1. IC will provide DELTA-T invoices on a weekly basis reflecting services performed for CLIENT. Prior to presenting invoices to DELTA-T, IC will obtain CLIENT’S approval of invoice, in accordance with CLIENT's internal processes, including completion of all documentation required by CLIENT. IC understands that no CLIENT fees will be disbursed for invoiced services that CLIENT deems inaccurate, until said issues are resolved.
2. IC will receive disbursement of CLIENT fees, on a 1099 basis, for services provided to, and approved by, CLIENT.
3. CLIENT fees shall generally be disbursed 20 days after CLIENT approves invoice, provided that IC submitted the invoice in a timely manner. Otherwise, said CLIENT fees shall be disbursed as soon as practical after the invoice has been received.
4. The CLIENT payments received by IC in accordance with this Section B are the total amount IC shall be paid under this Agreement. As a self-employed professional and independent contractor, IC acknowledges that IC, and IC’s employees, are not eligible for participation in any DELTA-T employee benefit plans or programs,
including, but not limited to, bonuses, vacation time, health, pension, incentive compensation or other employee programs/benefits (“Benefits Plans”).

5. If IC is deemed to be a statutory or common-law employee of DELTA-T by any governmental agency, court, or other entity, IC hereby waives any right to, and agrees to neither seek nor accept, any benefits under the Benefits Plans, even if by the terms thereof IC would be eligible for such benefits.

**REPRESENTATIONS AND WARRANTIES BY INDEPENDENT CONTRACTOR**

IC represents and warrants that:

1. IC is a self-employed professional/business entity who is customarily engaged in an independent business or occupation and who holds himself/herself out to the public as competent and available in IC's field of professional specialty;
2. IC possesses the requisite qualifications, credentials and experience to perform the services called for in any CLIENT opportunity that IC accepts;
3. IC represents himself/herself to third parties, including federal, state or municipal agencies, as an independent contractor, and not an employee, agent or representative of DELTA-T;
4. IC does not rely solely on DELTA-T for obtaining access to marketplace opportunities and markets his/her services through channels other than DELTA-T;
5. IC will perform services at the location mutually agreed to by CLIENT and IC, and will not provide any services at a DELTA-T location or premises;
6. Once IC agrees to commence services for a particular CLIENT, IC will immediately inform CLIENT directly of any changes to an agreed upon schedule and will provide DELTA-T with notification of such change, as soon as practical, so that DELTA-T can adjust its records accordingly; and
7. IC and CLIENT will mutually determine the rate of pay, hours to be worked, location where services are to be performed and any other details relating to the engagement.

**INDEPENDENT CONTRACTOR RELATIONSHIP**

This Services Agreement is made between IC, an independent contractor, and DELTA-T and does not represent a contract for employment for any purpose. In addition to any representations and warranties provided for herein, IC also represents and warrants that:

1. IC will control and direct the means, manner, methods, order and sequence of the services that IC performs for CLIENT;
2. IC shall market IC's services through means other than Delta-T and understands that DELTA-T may enter similar relationships with other professionals for client opportunities;
3. IC shall be solely responsible for all equipment, tools, materials, vehicle or travel, office space, supplies, and/or any other expenses incurred by IC in connection with the performance of services. IC understands that he/she will not be reimbursed by DELTA-T for any cost or expense that IC incurs;
4. IC shall be responsible for the payment of his/her insurance premiums, licensing fees, professional dues, certifications, trainings and/or any other costs associated with IC's business, professional certifications and licensures or IC's performance of services for a CLIENT;
5. IC acknowledges that DELTA-T is not a clinical provider of any healthcare services and therefore, shall not provide any training or similar assistance or guidance to IC;
6. IC may realize a profit or loss in performing services for a CLIENT based on IC's negotiated terms with the CLIENT, unpredictability of number and duration of engagements, negotiated rate of pay, and expenses IC incurs;
7. IC shall remain in compliance with all applicable local, state and federal laws, including discrimination, harassment, immigration, unemployment compensation, workers compensation, and any other mandated coverages, insurance, and/or taxes for IC's business and any of IC's employees;
8. IC is solely responsible for any and all federal, state, local, unemployment, sales or use taxes, and/or income taxes, payroll taxes, and employment taxes, including but not limited to Social Security, Medicare and self-employment taxes with respect to IC's business and any of IC's employees. IC will not be eligible for
unemployment insurance benefits, unless unemployment compensation coverage is provided by IC or some other entity;

9. The compensation IC receives for the services that IC provides to CLIENTS hereunder will be reported on a Form 1099;

10. IC and IC's employees, if any, are legally authorized to work in the United States and that, upon request from CLIENT, IC will provide proof of employment eligibility. Further, IC shall immediately notify DELTA-T of any state or federal inquiries or investigations regarding IC's or IC's employees' work eligibility; and IC shall indemnify and hold harmless DELTA-T from and against any fines, legal actions, or penalties including but not limited to, reasonable attorneys' fees and costs incurred by DELTA-T in defending against such claims, where applicable, imposed as a result of a breach or violation of the representations and warranties made by IC in this Agreement. IC agrees that violation of immigration laws is grounds for termination of contract; and IC agrees to cooperate in the event of an audit by Delta-T or government.

**ETHICAL PRACTICES**

DELTA-T has the right to terminate this Agreement immediately, in addition to any other remedies that might be available to DELTA-T or a CLIENT, upon discovery that IC has engaged in unethical or unlawful practices in connections with IC's relationship with DELTA-T or a CLIENT. For example, IC hereby attests that IC will not furnish any false, fraudulent, or misleading information or in any manner misrepresent him/herself to DELTA-T or a CLIENT. The following are additional examples only and do not provide any and all unethical and/or unlawful actions and/or omissions that will result in immediate termination of this Agreement, and any other appropriate action deemed necessary by either DELTA-T and/or CLIENT to remedy such breach.

1. **False or Fraudulent Invoices.** IC understands that furnishing false or fraudulent invoices can, in certain circumstances, constitute a crime. IC attests that IC will not furnish false or fraudulent, incomplete, or unverified information concerning services performed by IC to CLIENT. Should IC be paid on an invoice that the CLIENT or a third-party payer on the CLIENT's behalf subsequently determines to be false or fraudulent, IC will be responsible for reimbursement of any payments made on behalf of CLIENT.

2. **Interference with Contract/Fees.** IC agrees that IC, and IC's employees, will not engage in any behavior that would lead a reasonable person to conclude that IC or its employees has in any manner encouraged or participated in any act or omission that interferes with CLIENT's contract with DELTA-T. IC agrees that IC and its employees shall not engage in any interference with DELTA-T’s contract with CLIENT during IC’s provision of services under this Agreement and for six (6) months after the termination of this Agreement.

3. **Detrimental Reliance and Liquidated Damages.** Should an IC fail to perform an opportunity offered through DELTA-T, after having accepted said opportunity (either in writing or orally), and based on that acceptance DELTA-T advises other inquiring ICs that the opportunity is no longer available and/or discontinues informing ICs about the opportunity, IC shall be considered to have breached its obligations under this Agreement and shall be liable to DELTA-T for liquidated damages in the amount of fifty dollars ($50.00) for each opportunity that IC accepted and thereafter failed to perform. IC understands, and through its signature below, authorizes and instructs DELTA-T to deduct from any CLIENT payment to IC any amounts that IC owes DELTA-T pursuant to this paragraph. Repayment of such amounts does not limit DELTA-T’s rights to pursue IC’s obligations under law and/or equity or limit its remedies.

4. **Confidentiality.** IC acknowledges that he/she will receive confidential information through DELTA-T and/or a CLIENT engagement. Such confidential information shall include, but not be limited to, the financial arrangements between CLIENT and IC and between DELTA-T and CLIENT, strategic plans, needs or requirements. IC warrants that IC and its employees will honor and respect the confidentiality of both DELTA-T and CLIENT. Failure to comply with this material term of the Agreement will result in a breach of the Agreement, and IC will be responsible for any direct and consequential damages resulting from such violation. IC understands that confidential information is an important business asset and that disclosure of such confidential information could result in irreparable harm to DELTA-T and/or CLIENT.
5. Privacy and Confidentiality of CLIENT's Patients' Information. In the course of providing services under this Agreement, IC may need access to health information of CLIENT's patients. As an IC providing services to a healthcare facility, IC is considered a "Business Associate" under the Health Insurance Portability and Accountability Act (HIPAA). IC agrees that any and all uses and disclosures of "Protected Health Information" shall be in accordance with all applicable federal, state or local laws and that IC shall not use or disclose any Protected Health Information in violation of HIPAA or other applicable laws. "Business Associate" and "Protected Health Information" are defined in the "HIPAA BUSINESS ASSOCIATE AGREEMENT" and will be executed, and attached hereto as EXHIBIT B, and incorporated herein as if set forth in its entirety.

INSURANCE

1. Professional Liability and Occupational Accident Insurance. If IC does not carry Professional Liability or Occupational Accident Insurance, IC will not be presented with CLIENT opportunities for which the CLIENT requires such coverages. Moreover, prior to a CLIENT referral, DELTA-T requires proof that IC currently has and will maintain any insurance that the CLIENT required. IC must notify DELTA-T in writing immediately, and in no event later than 24 hours, of any changes in IC’s insurance coverages required by CLIENT.

2. Indemnification of Liability. IC shall indemnify and hold DELTA-T harmless from and against any and all liabilities and claims asserted against DELTA-T, including but not limited to, reasonable attorneys' fees and costs incurred by DELTA-T in defending against such claims, arising out of IC’s provision of services for a CLIENT obtained through DELTA-T or arising out of or resulting from any breach of representations, warranties or obligations set forth in this Agreement.

TERMINATION OF AGREEMENT

1. By Either Party: Either party may terminate this Agreement by providing the other party with at least thirty (30) days prior written notice of termination. A termination of the Agreement by either party shall not work as a waiver of any right to pursue damages for a breach that occurred prior to termination, whether known or unknown at the time of termination.

2. By Stated Event or Occurrence: This Agreement shall automatically terminate upon: (a) the mutual consent of the parties hereto; (b) a party breaching the terms of this Agreement, if the non-breaching party provides the breaching party with written notice describing the breach and the breaching party fails to cure the breach within (5) days following receipt of the notice of breach; (c) a breach or material violation of this Agreement by either party, or any act or omission of either party, exposing the other party to liability to others for personal injury or property damage; (d) upon completion of the Services to be performed.

MANDATORY ARBITRATION OF DISPUTES/CLASS ACTION WAIVER

All disputes and claims arising under or relating to this Agreement, or the breach thereof, and any other disputes, claims or controversies by and between IC and DELTA-T, its affiliated companies and their respective owners, directors, officers and customers, including any claims or disputes arising under or relating to any state or federal laws, statutes or regulations, and any disputes as to the rights and obligations of the parties, including the arbitrability of disputes between the parties, shall be fully and exclusively resolved by final and binding arbitration in accordance with the Federal Arbitration Act. The parties agree to accept the arbitrator's award as final and binding on each and judgment upon the award may be confirmed and enforced in any court of competent jurisdiction. Attached hereto as EXHIBIT C, and incorporated herein as set forth in its entirety, is the "Mandatory Arbitration and Waiver of Class Action," whose provisions have been read, understood and agreed upon by IC.

GENERAL CONTRACT PROVISIONS

1. Entire Agreement of the Parties. This Agreement represents the entire agreement between the parties, and supersedes any and all prior or contemporaneous oral or written agreements, including any prior Service or Independent Contractor Agreement entered into between IC and DELTA-T. No changes shall be valid unless in
writing and executed by both parties, and if any provision hereof shall be held unenforceable, the remaining provisions will remain in full force and effect.

2. **Notices.** Any notice given pursuant to this Agreement shall be given by personal delivery, email attachment, overnight delivery service postage prepaid, or by regular mail, provided that the giver of the notice has been directed to the parties at the following addresses:

<table>
<thead>
<tr>
<th>For IC:</th>
<th>For DELTA-T GROUP MARYLAND, INC.</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Scott McAndrews</td>
</tr>
<tr>
<td></td>
<td>P.O. Box 884</td>
</tr>
<tr>
<td></td>
<td>Bryn Mawr, PA 19010</td>
</tr>
</tbody>
</table>

3. **Governing Law.** This Agreement shall be governed by the laws of the State of Maryland, without regard to choice of law principles and regardless of where services are performed. In the event of any conflict between this provision and the Arbitration provision above, the Arbitration provision shall govern.

4. **Interpretation.** This Agreement has been negotiated between the parties. IC has been given the opportunity to take the Agreement and attached Exhibits home to review and re-negotiate if necessary and represents that they have had opportunity to have an attorney or accountant review, if desired. Accordingly, no provision of this Agreement shall be construed more harshly against one party by reason of such party being deemed the “author” of the Agreement.

5. **Severability.** The Parties acknowledge and agree that if any portion of this Agreement is found, held, or deemed to be void, unlawful, or unenforceable under any statute or controlling law, the rest of this Agreement will continue in full force and effect unless it is expressly stated otherwise in this Agreement. The failure by one party to require performance of any provision of the Agreement, or one party's waiver of a particular right or provisions outlined in said Agreement, shall not affect that party's right to require performance at any time thereafter, nor shall a waiver of any breach or default of this Agreement constitute a waiver of any subsequent breach or default or a waiver of the provision itself.

The following signatures hereby indicate that the Agreement, pages one through nine, have been read, understood and agreed upon by all parties involved. The parties hereto agree that facsimile signatures or signatures on email attached Agreements, shall be as effective as if originals.

IN WITNESS WHEREOF, the parties hereto have set their hands and seals this ________ day of ________________________________, 20___.

DELTA-T GROUP MARYLAND, INC. ("DELTA-T"):  PROFESSIONAL ("IC") OR DBA NAME:

BY: _______________________________   _____________ ________________________
(Signature)   Name of Business

_______________________________   BY: _________ ________________________
PRINTED NAME/TITLE   (Signature)

DATE:_____________________________   DATE: ________ _______________________

_______________________________   _______________________________
PRINTED NAME/TITLE

v.09.12 MARYLAND
EXHIBIT “A”

Acknowledgement of Independent Contractor Relationship

I, _____________________________, hereby acknowledge that my status is that of an Independent Contractor in that I am self-employed professional/business entity and maintain an independent business or occupation. I understand that the work that I perform as an IC will not be supervised by DELTA-T, that I will receive no training from DELTA-T, and that DELTA-T will have no direction or control over my services. To the extent allowable under the law, I acknowledge that as an Independent Contractor, my relationship with DELTA-T does not entitle me to receive any payments or benefits provided to employees of DELTA-T. Such payments or benefits include, but are not limited to, the following:

- Unemployment Compensation
- Worker’s Compensation
- Disability Insurance

The following signature hereby indicates that I have read and understand the above Acknowledgement and that I agree to the terms stated herein.

BY: ______________________________
(Signature)

____________________________________
Printed/Typed Name

_____________________________________
Name of Business Entity

Date: _______________________________
EXHIBIT "B"

HIPAA BUSINESS ASSOCIATE AGREEMENT

A. DEFINITIONS. Terms used, but not otherwise defined, in this Agreement shall have the same meaning as those terms in the Privacy Rule.

1. Business Associate. "Business Associate" shall mean Independent Contractor (IC) providing services to healthcare organization considered a covered entity under HIPAA.
2. Covered Entity. "Covered Entity" shall mean CLIENT.
4. Protected Health Information. "Protected Health Information" shall mean any individually identifiable health information that relates to a CLIENT's patient, kept or maintained in any format, and limited to the information created or received by Business Associate from or on behalf of Covered Entity.

B. OBLIGATIONS OF INDEPENDENT CONTRACTOR/BUSINESS ASSOCIATE.

1. IC agrees to not use or disclose Protected Health Information other than as permitted or required by the Agreement or as Required By Law.
2. IC agrees to use appropriate safeguards to prevent use or disclosure of the Protected Health Information other than as provided for by this Agreement.
3. IC agrees to mitigate, to the extent practicable, any harmful effect that is known to Business Associate of a use or disclosure of Protected Health Information by Business Associate in violation of the requirements of this Agreement.
4. IC agrees to report to CLIENT and DELTA-T, within three (3) days of becoming aware of use or disclosure of Protected Health Information that is not covered by this Agreement.
5. IC agrees to ensure that any agent, including IC's employees to whom it provides Protected Health Information received from, or created or received by IC from CLIENT agrees to the same restrictions and conditions that apply through this Agreement to IC.
6. IC agrees to make internal practices, books, and records, including policies and procedures and Protected Health Information, relating to the use and disclosure of Protected Health Information received from, or created or received by IC to CLIENT, if requested.
7. IC agrees to document such disclosures of Protected Health Information and information related to such disclosures as would be required for CLIENT to respond to a request by an Individual for an accounting of disclosures of Protected Health Information.
8. IC may use or disclose Protected Health Information on behalf of, or to provide services to, CLIENT, or as required by law. IC agrees that any uses and disclosures of Protected Health Information shall be in accordance with all applicable laws, including but not limited to HIPPA. IC further agrees that in all instances where the use or disclosure of Protected Health Information is necessary, IC shall use or disclose only the minimum amount necessary to achieve the intended purpose for such use or disclosure.
9. Upon termination of this Agreement, for any reason, IC shall return or destroy all Protected Health Information received from CLIENT, or created or received by IC on behalf of CLIENT. This provision shall apply to Protected Health Information that is in the possession of subcontractors or agents of IC. IC shall destroy any Protected Health Information in his/her, or his/her employees' possession.

The following signature hereby indicates that I have read and understand the above obligations and that I agree to the terms stated above.

By: ________________________________ Date: _______________________
(Signature)

___________________________________
Printed/ Typed Name

_____________________________________
Name of Business Entity
MANDATORY ARBITRATION AND WAIVER OF CLASS ACTION

1. **Mandatory Arbitration.** All disputes and claims arising under, arising out of or relating to this Agreement, including an allegation of breach thereof, and any other disputes, claims or controversies by and between IC, on the one hand, and DELTA-T, its affiliated companies and their respective owners, directors, officers and customers, on the other hand, including any claims or disputes arising under or relating to any state or federal laws, statutes or regulations (other than those disputes that cannot be subject to arbitration under applicable law), and any disputes as to the rights and obligations of the parties, including the arbitrability of disputes between the parties, shall be fully and exclusively resolved by arbitration in accordance with the Federal Arbitration Act. The arbitrator shall have exclusive authority to resolve any dispute relating to the interpretation, applicability, enforceability, or formation of this Agreement including, but not limited to any claim that all or any part of this Agreement is void or voidable. The parties agree to accept the arbitrator's award as final and binding on each and judgment upon the award may be confirmed and enforced in any court of competent jurisdiction. The arbitrator shall have no authority to add to, modify, change or disregard any lawful terms of this Agreement. Arbitration is the exclusive forum for the resolution of such disputes, and the parties mutually waive their right to a trial before a judge or jury in federal or state court in favor of arbitration under this provision.

2. **Class Action Waiver and Other Restrictions.** The parties specifically agree that the arbitration of any dispute between the parties shall proceed solely on an individual basis without the right for any Claims to be arbitrated on a class action or collective basis, or any other basis involving claims brought in a purported representative capacity on behalf of others. Nor shall any money be awarded to either party from any class, collective, or representative proceeding. No dispute may be consolidated or joined with the dispute of another person, class or collective action, and the arbitrator shall have no authority to proceed on such class or collective basis. The arbitrator's authority to resolve and award damages or penalties is limited to claims between IC and DELTA-T alone. This means that even if a class action lawsuit or other representative action is filed, the arbitrator may not preside over any form of a class, collective, or representative proceeding for any Claim. Any arbitration ruling by an arbitrator consolidating the disputes of two or more individuals or allowing class or collective action arbitration would be contrary to the intent of this provision and would be subject to immediate judicial review. Notwithstanding any other provision in this Agreement, and without waiving either party's right to challenge the arbitration decision pursuant to applicable federal or state statutes, if any portion of the "Class Action Waiver and Other Restrictions" provision is deemed invalid or unenforceable, then the entire Arbitration Provision (other than this sentence) shall not apply.

3. **Arbitration Process.** Any arbitration between the parties will be governed by the Employment Dispute Resolution Rules of the American Arbitration Association ("AAA" or the "Rules"). In the event of conflict between the Rules and the provisions of this Agreement, the provisions of this Agreement shall control. Exceptions/clarifications of the Rules include: (i) the proceedings shall be conducted by a single, neutral arbitrator to be selected by the parties, or, failing that, appointed in accordance with the Rules, (ii) the substantive law of the Federal Arbitration Act and, where applicable, the Commonwealth of Pennsylvania shall apply, and (iii) the award ordered by the arbitrator shall be the only remedy as to all matters that are or could have been raised by IC in the arbitration.

4. **Venue/Jurisdiction.** The place of the arbitration shall be the venue where the location of where the services were performed. Both parties agree to be fully and finally bound by the arbitration award, and judgment may be entered on the award in any court having jurisdiction thereof.

5. **Discovery.** The arbitrator shall have the authority to order discovery sufficient to enable a full and fair exploration of the issues in dispute, consistent with the expedited nature of arbitration.

6. **Remedy.** The arbitrator has the authority to award any remedy or relief (including attorneys' fees where authorized by statute) that would have been available to IC or DELTA-T if the dispute had been litigated in court under applicable law, or that the arbitrator deems just and equitable and which is authorized by and consistent
with applicable law, including applicable statutory limitations on damages. The arbitrator shall not have the
authority to award damages or penalties to any entity or individual who is not a party to the arbitration.

7. **Attorneys Fees.** The arbitrator shall have the authority to award attorneys' fees to any party if he/she finds the
demand for arbitration was frivolous, vexatious, or was not submitted in good faith, or any other remedies that
would have been available to either party if the dispute had been litigated in court under applicable law, including
an award of reasonable attorneys’ fees and costs where statutorily warranted.

8. **Payment of Administrative Fees.** The parties agree that that DELTA-T will pay one hundred percent in excess of
the first twenty-five dollars ($25) of the required AAA administrative fee. IC and DELTA-T will each be
responsible for the fees and costs of its own respective legal counsel, if any, and any other expenses and costs.

9. **Limitations Periods.** Any request for arbitration must be made within the applicable Statute of Limitations period
from the date of the event giving rise to the dispute.

10. **Representation By Counsel.** Both parties may be represented by counsel at arbitration at each parties’ own
expense. DELTA-T strongly encourages IC to consult with independent legal counsel of IC’s own choosing if IC
have any questions about whether IC should be represented by legal counsel at arbitration or any other issue
related to the arbitration.

The following signature hereby indicates that I have read, understand and am in Agreement with the
above terms and provisions of this Arbitration Provision/Class Action Waiver stated herein.

By: ______________________________

(Signature)

_____________________________

PRINTED NAME/TITLE

_____________________________

NAME OF BUSINESS ENTITY

_____________________________

Date: __________________________