

Services Agreement

This Services Agreement ("Agreement") is made and entered into this 11/01/2025¹ (hereinafter "Effective Date"), by and between Forward Slash Technology, LLC (hereinafter "FST"), a Missouri Corporation located at 12825 Flushing Meadows Drive, Ste. 100, St. Louis, MO 63021 and

the City of Jackson, Missouri (hereinafter "Client"), a Missouri government, located at 101 Court Street, Jackson, MO 63755.

WHEREAS, FST is engaged in the business of providing a full range of Information Technology Services and functions; and

WHEREAS, Client desires to retain FST to perform Information Technology Services and functions; and

NOW THEREFORE, in consideration of the mutual promises, covenants and agreements contained herein, the parties have agreed and do agree as follows:

Contracted Services

We agree to provide the services ("Services") described in the accompanying and future engagement agreement(s) (i.e. Statements of Services, Statements of Work ("SOW"), Work Authorization, Purchase Order(s), Sales Order(s), Proposals, Service Orders or Quotation(s)) including any modifications or additional agreements in accordance with the terms herein. Any such future approved Services shall be incorporated herein by reference. In the event that the scope of the Services is expanded, revised, or modified, the parties shall prepare and sign an amended or new Services Agreement, which likewise shall be attached hereto and incorporated herein by reference.

Contract Addendum(s)

Addendum A	Certificate of Liability Insurance (COI)

attached and incorporated herein.

Terms and Conditions

- 1) This Service Agreement is tendered for its acceptance in its entirety within thirty (30) days from the Client's receipt, after which it is to be considered null and void.
- 2) New commercial software releases or upgrades, or any hardware and/or software owned by or licensed to Client, used in connection with FST's services may have anomalies, performance or integration issues unknown to FST which can impact the timely, successful implementation of

¹ The City of Jackson hereby consents to initiate the provision of services on a pro-rated basis, commencing on October 21, 2025, and continuing through October 31, 2025.



information systems. FST will inform the Client promptly if this occurs and will attempt to analyze, correct and/or work around the anomalies or performance issues on a "best effort" basis. FST is not responsible for any delay or inability to complete its services if such anomalies or performance issues occur. Client is responsible for payment for all of FST's services at the rate stated in the proposal whether or not a successful solution is achieved.

- 3) Client is responsible for the application, operation and management of its information technology environment based on, including but not limited to: (a) purchasing, licensing and maintaining hardware and software in accordance to "Industry Best Practice"; (b) develop, maintain and follow industry compliant operating procedures; (c) develop, maintain and follow appropriate protective measures to safeguard the hardware, software and data from unauthorized duplication, modification, destruction or disclosure; (d) develop, maintain and follow adequate backup and contingency plan(s).
- 4) PROCUREMENT - Client will reimburse FST for materials purchased for the Client's use. Materials may include, but not limited to, computer hardware, software, hosting, facility leases, other services, telecommunications charges, freight, shipping, mailing, document reproduction, 3rd party contracted vendor, and any other such costs incurred in performance of services for Client.

5) STANDARD RATES:

*Manages Services Labor (Level 1-2, Helpdesk Technicians): \$125.00/Hour

Project Management: \$125/Hour

Training Specialist: \$125/Hour

Wiring Specialist (Low Voltage, Infrastructure Management): \$125/Hour

Engineering (Network): \$150.00/Hour

Engineering (Telecommunications): \$150.00/Hour

Engineering (Audio/Video, Video Surveillance, etc.): \$150/Hour

Engineering (Cyber Security Operations, Security+, etc.): \$200.00/Hour

Programming (Web Development, Software Development, etc.): \$175.00/Hour

CEO Services: \$225/Hour

Overtime Labor Rate: 1.5 times Standard Labor Rate

Holiday Labor Rate: 2.0 times Standard Labor Rate

Portal-to-Portal Drive Time: .5 times Standard Labor Rate

Client will reimburse FST for travel and other expenses and will be billed separately as indicated below (Outside 100-mile radius from an FST office location):

Expenses: Actual

Meals Per Diem: \$50.00/Day (USD)

Mileage: Mileage will be reimbursed at the standard rate established by the IRS in effect at the time the mileage is incurred.

Car Rental: Actual

Hotel/Parking/Taxi/Other: Actual

Airfare: Actual

- 6) Invoices, which shall include any applicable taxes, levies and duties, are due on receipt and shall be sent to the physical or electronic address (email) specified by the parties. All amounts which are more than thirty (30) days past due shall accrue interest from the due date at a rate equal to the lesser of one and one-half percent (1 ½%) per month or any part of a month (eighteen percent [18%] per annum) or the highest rate allowed by applicable law. Each party shall notify the other in writing within thirty (30) days from receipt of an invoicing error. FST may grant an extended payment term on the portion of the invoice which is in dispute: the remainder of the invoice shall be timely paid notwithstanding the extension. Client agrees to pay to FST any and all damages, losses, costs, and expenses (including reasonable attorneys' fees) incurred by FST in the collection of any amounts owing from Client to FST. Within forty-eight (48) hours of receipt of invoice by Client, Client shall provide FST with any details required for billing questions or disputes. Client shall include in the request for details reference to the specific invoice(s) in question.

Term and Termination

- 1) The Term of the agreement shall commence on the Effective Date and shall remain in force for a period of three (3) years and, unless earlier terminated as provided below, shall continue until completion of the services in the Statement of Services above or any subsequent Statements of Work, Work Authorization, Purchase Order(s), Sales Order(s), Proposals, Investment Summary, Service Orders or Quotation(s). The agreement will automatically renew at the end of each term for a further two (2) year term unless either party gives the other written notice of termination at least ninety (90) days prior to the end of the relevant term.
- 2) Client may terminate this Agreement at any time if FST fails to perform the services in a workman like manner, or materially breaches this Agreement, by delivery of a written notice to FST of its intent to terminate and specific reasons for termination. FST will have ninety (90) days from the receipt of such notice to correct the stated problem. If at the end of such ninety (90) day period FST has not corrected the stated problem to Client's satisfaction, then Client may terminate the Agreement, unless it is due to manufacturer(s), software vendor(s), developer(s), provider(s) negligence, 3rd party contracted vendor(s), or otherwise outside the control of FST.
- 3) FST may terminate this Agreement at any time if Client fails to follow FST's recommendations per industry best practices observed by the National Institute of Standards and Technology (NIST) or any other governing or auditory authority over Client and/or creates a security/data breach risk. Termination or expiration of the Agreement will not affect the provisions of the Agreement relating to the payments of amounts due or the provisions related to Ownership of Intellectual Property, Limited Warranties, Limitation of Liability, Indemnification, Non-Solicitation of FST's employees, Music Rights Fees and Disclaimers of this Service Agreement, all of which survive termination or expiration of the Agreement, regardless of reason.

Ownership of Intellectual Property

Contemporaneously with payment by Client, FST hereby assigns to Client any and all rights, title and interest, including without limitation copyrights, trade secrets and proprietary rights to the software, programs, systems, manuals, documentation and/or other deliverables developed or prepared specifically for Client hereunder (the "Deliverables") and covered by such payment. However, the Deliverables may include data, modules, components, designs, utilities, subsets, objects, program listings, tools, models, methodologies, programs, systems, analysis frameworks, middleware and workflow, SQL stored procedures, user navigation controls, data entry features, data connections, configurations, specifications, printouts, documentation, documents, notes, flow charts, programming techniques and leading practices ("Technical Elements") owned or developed by FST prior to, or independently from, its engagement hereunder and FST retains all rights thereto. Accordingly, to the extent that any Technical Elements are integrated into any Deliverables, FST hereby grants to Client a perpetual, worldwide, royalty free, non-exclusive license to use, copy and modify such Technical Elements as integrated into such Deliverables for its internal business use only. Conversely, Client grants to FST a perpetual, worldwide, paid-up license to use, sublicense, sell, copy and modify in the course of FST's business any Technical Elements developed in connection with this Agreement, so long as FST's use does not disclose confidential information or the identity of the Client. In addition, FST retains the right to use its general knowledge, experience and know-how even if developed or enhanced in the course of performing services for Client.

Limited Warranties, Limitation of Liability, Indemnification

- 1) Limited Warranties for all Services provided by FST. FST warrants that the services to be performed by FST will be performed in a professional manner by qualified personnel. FST and Client warrant that the persons signing on behalf of FST and Client have the requisite power and authority to enter into and perform its obligations under this Agreement.
- 2) FST warrants that the performance by FST of any services described in the Agreement shall be in compliance with all applicable laws, rules and regulations.
- 3) THE EXPRESS WARRANTIES SET FORTH ABOVE are IN LIEU OF ALL OTHER WARRANTIES, EXPRESS OR IMPLIED, INCLUDING BUT NOT LIMITED TO ANY WARRANTIES OF MERCHANTABILITY OR FITNESS FOR A PARTICULAR PURPOSE. IN NO EVENT SHALL FST BE LIABLE FOR ANY INCIDENTAL, CONSEQUENTIAL or INDIRECT DAMAGES (including without limitation damage for loss of profits, business interruption, loss of information or data or other pecuniary loss or damage to computer hardware or software), EVEN IF FST HAS BEEN ADVISED OF THE POTENTIAL FOR SUCH DAMAGES and regardless of whether a claim is made in contract, warranty, tort, or other theory or cause of action.
- 4) FST makes no express or implied warranties as to the quality of third-party software, equipment, systems ("Products ") or as to FST's ability to support such Products on an on-going basis.

- 5) FST shall, as allowed by law, indemnify, defend, and hold harmless Client, its officers, directors, employees, and agents from and against any and all losses arising out of FST's gross negligence, willful misconduct, or breach of this Agreement. Client shall, as allowed by law, indemnify, defend, and hold harmless FST, its officers, directors, employees, and agents from and against any and all losses arising out of Client's gross negligence, willful misconduct, or breach of this Agreement.

- 6) Nothing in this Agreement shall create in either party any right or authority to incur any obligations on behalf of, or to bind in any respect, the other party. THE PARTIES HERETO AGREE THAT THE ARRANGEMENT CREATED BY THIS AGREEMENT IS NOT IN THE NATURE OF A FRANCHISE, AGENCY, JOINT VENTURE OR PARTNERSHIP. The parties understand and agree that this Agreement is for their own respective benefit only, and no one other than a party to this Agreement (including, Client customer(s)) shall have any right to enforce any of its terms. Client agrees that there is no required payment to become a Client and the purchase of any offering from FST is solely to promote and/or for the resale of Products.

Scheduling

Client acknowledges that we schedule our consultants in advance and that we would incur significant expenses, including downtime of those consultants, if we are not able to reschedule them as a result of your cancellation of Services scheduled to be performed. Therefore, you agree that if both parties agree to a scheduled date, you will not cancel that date without giving us written notice at least 3 business days prior to the scheduled date. If you cancel scheduled Services without such notice on more than 1 occasion, we reserve the right to invoice you an amount equal to 50% of the daily rate of the scheduled consultants that were to begin on the scheduled date for the number of days cancelled to the extent the consultants are not able to be redeployed by us. Any such invoice is payable in accordance with Terms and Conditions section above. You will also be responsible for any reasonable out of pocket expenses incurred as a result of such cancellation that could not be avoided or reduced by us.

Non-Solicitation

Client understands and agrees that FST has spent substantial sums of money and invested large amounts of time in recruiting, supervising and training its employees. The parties also agree and understand that Client has a unique opportunity to evaluate performance of, and potentially hire away, FST employees. Both parties agree that such hiring away would substantially disrupt the essence of FST's business and FST's ability to provide its services for others, and that under the circumstances FST cannot agree to such a hiring. The parties also acknowledge that there exists a non-competition provision in the agreements signed by each of FST's employees. Therefore, Client agrees that it shall not solicit for employment or hire any FST employee during the term of the Agreement or for a period of 2 years after the completion/termination of the project. The Client Acknowledges that because the violation of FST's rights herein may cause irreparable harm and FST may not have an adequate remedy at law, FST will be entitled to seek and receive injunctive relief for Client's violations of FST's rights.

General Client Responsibilities

Client will make available in a timely manner at no charge to FST, all technical data, computer facilities, Programs, files, documentation and suitable office accommodations reasonably required by FST to perform the Services. You will be responsible for, and assume the risk of, any problems resulting from the content, accuracy, completeness and consistency of all such data, materials and information you supply. We do not guarantee the success of your Services implementation but agree to use commercially reasonable efforts to assure success. You acknowledge that a successful implementation and ongoing administration of Services requires Client's cooperation, the cooperation of its employees, the devotion of sufficient internal resources with appropriate skill levels and a detailed implementation work plan (which addresses such topics as data migration, and user education and training).

Music Rights Fees

Client is responsible for and must secure any music rights and/or pay applicable fees required by the American Society of Composers, Authors & Publishers (ASCAP), Broadcast Music, Inc. (BMI) and SESAC, Inc. (SESAC) or their respective successors, and any other entity, person or governmental authority from which a license is necessary or appropriate relating to Customer's transmission, retransmission, communication, distribution, performance or other use of the Services.

Disclaimers

FST disclaims any express or implied warranty or condition that the Products prevent toll fraud, unauthorized access, loss or theft of electronic data or invasion of privacy (collectively, "Fraudulent Activity"). FST shall have no liability to Client or respective party in the event of such Fraudulent Activity. Where applicable, Client is advised that the operation of e-911, 999 or similar such services requires accurate information, which FST has no responsibility for creating or managing. FST makes no warranties, express or implied, and has no liability regarding e-911, 999 or similar such services functionality. FST hereby makes Client aware that the "Record a Call Feature" has legal implications as outlined in the Manufacturer technical documentation. Record a Call does not provide a warning tone; therefore, end users should indicate verbally that the call is being recorded when activating this feature. Client agrees to warn its end-user customers of the recording during its training sessions and to pass on the pertinent documentation warnings and disclaimers concerning such in order to comply with the laws of the pertinent jurisdiction(s) involved. FST disclaims any responsibility for improper use of this feature. Client is also advised that the External Listen feature contained in some products may violate certain laws including, without limitation, criminal law, or privacy legislation. Client is hereby warned to check local laws to ensure the use of this feature. FST does not warrant that the operation of the Products will be uninterrupted, virus or error free nor does FST warrant merchantability or fitness for a particular purpose.

Claims and Dispute Resolution

Client shall give FST written notice of any event or circumstance that Client becomes aware may entitle Client to compensation or damages (hereinafter "Claim"). The notice shall be given within five (5) calendar days of the circumstance giving rise to the Claim and specify the events and damages giving rise to the Claim. FST shall have ten (10) days to cure. After the ten (10) day cure period, the parties shall thereafter work in good faith to resolve the Claim, failing which, any and all controversies, claims or disputes between the parties hereto arising out of or related to this Agreement, any breach or threatened breach thereof, or the relationship of the parties hereto shall

be subject to the law and Venue provisions below. Client agrees to impose a litigation hold and backup and preserve all data and documents related to the Claim until the applicable statute of limitations has expired.

Law and Venue

This Contract shall be governed by the laws of the State of Missouri and the venue for any dispute between the parties shall be in the Circuit Court of Cape Girardeau County, Missouri.

Publicity

Each party (and its employees, board members, shareholders, directors, officers, successors, assigns and agents) agrees not to disclose or make public announcements regarding the other party's name in any way or to make any disclosure regarding the existence or content of this Agreement, or joint initiatives without the prior written consent of the other party, except as required by the Missouri Sunshine Act.

Insurance Requirements

- Professional Liability Insurance with a minimum limit of \$1,000,000 each occurrence/\$2,000,000 general aggregate written on an occurrence basis.
- Commercial General Liability Insurance with a minimum limit of \$1,000,000 each occurrence/\$2,000,000 general aggregate written on an occurrence basis.
- Comprehensive Business Liability Insurance for all owned, non-owned, and hired automobiles and other vehicles used with a combined single limit of \$1,000,000 minimum.
- Worker's Compensation Insurance within statutory limits required by any applicable federal or state law and Employers Liability Insurance with minimum limit of \$1,000,000 per accident.
- Additional Insured Endorsement naming the City of Jackson as an additional insured.

No provisions of this agreement shall constitute a waiver of Client's right to assert a defense based on sovereign immunity, official immunity, or other immunity available under law.

Miscellaneous

- 1) **Force Majeure** – Neither party shall be held liable for a breach of its obligations under this Agreement resulting from (i) force majeure events, such as debilitating forces of nature, acts of God, acts of governments, acts or omissions of third parties, or (ii) conditions beyond the reasonable control of the party that failed to perform. A party that fails to perform for reasons of force majeure or for reasons beyond the reasonable control of the party that failed to perform shall deliver the performance as soon as commercially practicable.
- 2) **Severability** – In the event a provision contained herein is for any reason be held to be unenforceable, such unenforceability shall not affect the validity of any other provision of this Agreement, and this Agreement shall then be construed as if such unenforceable provision had never been contained herein. The parties agree to work in good faith to substitute the invalid provision with one that best achieves the original intent of the parties.

- 3) **Applicable Law** – This Agreement shall be interpreted under the laws of the State of Missouri in the United States of America. Venue and jurisdiction are contractually agreed and mandated to be in St. Louis, St. Louis County, Missouri, USA.
- 4) **Amendment** – this Agreement shall not be amended or modified except in writing and signed by an authorized representative of both parties with the exception of any unilateral amendment right given to FST elsewhere in this Agreement.
- 5) **Notices** – All notices and communications between Client and FST pertaining to this Agreement shall be addressed to Client and FST at the addresses set out in this Agreement or may be communicated by facsimile, standard mail or electronic means (i.e. e-mail) to the other party and executed via electronic signature. Notice to Client shall be sent to: Angela Birk, City Clerk, 101 Court St., Jackson, MO 63755; email: abirk@jacksonmo.org.
- 6) **Counterparts** – This Agreement may be executed in counterparts with the same effect as if both parties signed the same document. The counterparts shall be construed together and shall constitute one and the same original Agreement. A signature on these Agreements including by electronic signature, by one party communicated to the other by electronic transmission, such as PDF, e-mail or facsimile, will constitute execution of this Agreement.
- 7) **Waiver** – Any failure by either party to enforce any right hereunder shall not constitute a waiver of such right. Each party may waive its rights under this Agreement only by execution of a writing expressly waiving such right.
- 8) **Assignment** - Neither party may assign or otherwise transfer this Agreement without the other party's prior written consent; provided however that a party may, without the other party's consent, (a) assign this Agreement to a subsidiary or affiliate provided the Client as the assigning party remains liable for such entity's performance, and (b) assign this Agreement to another entity pursuant to a sale, merger, consolidation or acquisition of all or substantially all of the assigning party's assets or shares or membership units; provided that in each case the assigning party will notify the other party of the assignment in writing and the assignee agrees to be bound by the terms of this Agreement. In the event Client's assignee will not agree to be bound to this Agreement, Client will remain responsible for all obligations for the remaining term. Notwithstanding the foregoing, this will be binding on the successors and assigns of FST and Client.

Independent Contractor

FST is acting as an independent contractor under this Agreement. Neither party is, or shall be deemed for any purpose to be, an employee or agent of the other and neither party shall have the power or authority to bind the other party to any contract or obligation. FST retains the right to perform work for others during the term of the Service Agreement.

Scope of Work

- 1) Services and Implementation -The parties shall agree to further Services being performed through the acceptance of either an FST standard Statements of Service, Statement of Work, Work Authorization, Purchase Order, Sales Order, Proposal, Service Order or Quotation which shall include a complete description of the Services to be provided, specific customer requirements, start-date and end-date of the Services and the labor rate. Each shall be incorporated herein and form part of this Agreement.
- 2) On all Services, FST will confirm logistics with the Client. Prior to leaving the site, FST shall contact the site contact person to approve completion of the applicable Service Order. Upon approval of the completion of Services, Client shall immediately return any unused and defective parts to FST referencing the applicable Service Order.
- 3) Additional Work or Work Stoppage - In the event that the Client requests FST to perform work not specified in the applicable Service Order or requests material changes to the Services outlined in the Service Order, FST and Client shall complete another Service Order or a change request (the "Change Request"). Upon approval of amended services, FST will perform services mutually agreed.

Initial Investment Summary

Current Network Environment							
Users	Mailboxes	Physical Servers	Virtual Servers	Devices	Firewalls	Switches	Wireless AP
99	154	8	4	134	7	14	TBD

Quantity	Description	One Time Onboarding	Price	MRC	ARC
	³Managed Services				
1	One Source Managed Services Support (Standard 7am-6pm M-F)			\$4,950.00	\$59,400.00
1	One Source Managed Services Onboarding (One Time Cost)	\$4,950.00		N/A	N/A
TBD	Initial Onsite Employee (To Be Determined)			TBD	TBD
	³Cyber Security Services				
134	One-Source Security (OSS) Services	\$6,700.00		Included	Included
1	Risk Management Services	N/A			\$13,440.00
1	Business Continuity / Disaster Recovery and Planning Services	N/A			\$3,800.00
	^{1,2,3}Infrastructure Security Management				
1	FST to Manage Current Firewall(s)	N/A	N/A	Included	Included
	Asset Management / Hardware				
	Hardware Procurement Services - Required (Sourcewell, Gov Preferred where applicable)	N/A	N/A	Included	Included
	^{1,2,3}Cloud and Backup Services				
	FST to Manage the Current Backup Solution:	N/A	N/A	Included	Included
	Reduced OSMS Labor Costs				
TBD	*Reduced Managed Services Labor Rate (All other standard rates apply)	N/A	\$95.00/hr	TBD	TBD

LICENSING COSTS					
Quantity	Description	One Time Onboarding	Price	MRC	ARC
134	^{3,4} Cyber Security Licensing		\$29.99	\$4,018.66	\$48,223.92
	Bitdefender Anti-Virus/Malware Licensing				
	EndPoint Detection & Response (EDR) Licensing				
	Vulnerability Scanning Licensing				
	Penetration Testing Licensing				
	IT Security Policies & Procedures				
	Email Phishing & Security Awareness Training Licensing				
	Dark Web Monitoring and Management Licensing				
	Email Licensing - ^{1,2,3,4}Microsoft Office 365 – GCC (Government Licensing) Various Plans				
TBD	GCC G1 License				
TBD	GCC G3 License				
TBD	GCC G5 License				
TBD	Apps for GCC License				
154	Total Email Protection (GCC) - (Email Security, Archiving, Cloud-to-Cloud Backup) Licensing		\$12.49	\$1,923.46	\$23,081.52
	^{1,2,3,4} Device Security				
TBD	2FA/Multifactor Authentication Licensing				
TBD	Mobile Device Management (MDM)				
TOTAL:		\$11,650.00		\$10,892.12	\$147,945.44

¹ MRC – Monthly Reoccurring Cost; Manufacturer estimated monthly subscription cost(s) are subject to annual increases and number of users/devices.

² ARC – Annual Reoccurring Cost; Manufacturer estimated annual subscription renewal cost(s) are subject to annual increases and determined by number of users/devices.

³ Service is subject to annual increases as referenced in Table A.

⁴ Est - Estimated number of Users, Seats, Devices, etc. – final numbers will be determined at on-boarding and reviewed and adjusted monthly.

Annual Increase Table and Auto Renewal

Table A			
			MRC
Contract Term	1	Year 1	\$10,982.12
		Year 2	\$11,970.51
		Year 3	\$13,047.86
	2	Year 4	\$13,830.73
		Year 5	\$14,660.57

Cancellation

The client shall give a written cancellation notice to FST no less than ninety (90) days from the end of the relevant contract term.

Upon receipt of notice of cancellation, FST shall provide within ten (10) business days an “Off Boarding Packet” to the Client. Upon receipt of the “Off Boarding Packet”, the Client has ten (10) business days to review, complete and return to FST. If the “Off Boarding Packet” is not returned in a completed form to FST within ten (10) business days, the Client forfeits the notice of cancellation. The result of which is a renewal of the executed OSMS contract for subsequent three (3) year term, with annual increases of not less than 6% unless otherwise agreed upon.

If a written cancellation notice is not received by FST within ninety (90) days of the subsequent contract term, this contract shall renew for a subsequent three (3) year term, with annual increases of not less than 6% unless otherwise agreed upon.

Transition Services (Merger / Acquisition)

Client can request transition or continuation of services that extend beyond subsequent contract term as a result of merger or acquisition. Should services not conclude by subsequent contract term, the agreed-to transition of services shall feature a term of no less than six (6) months after the relevant contract term, with an increase of 50% to the Monthly Recurring Charges (MRC).

Entire Agreement

IN WITNESS WHEREOF, as the effective date above written, this Agreement expresses the entire agreement of the parties and supersedes any prior agreement or negotiation between the parties. There is no other understanding, agreement, or representation that in any way limits, extends, defines, or relates to this Agreement.

Forward Slash Technology, LLC
12825 Flushing Meadows Drive, Ste 100
St. Louis, MO 63131

The City of Jackson, Missouri
101 Court Street
Jackson, MO 63755

President

Title

Title

Monte Hickey

Printed Name

Printed Name

DocuSigned by:

0763E43D42A8429...

Signature

Signature

10/17/2025 | 11:10 AM PDT

Date

Date