

(BUSINESS NAME) & ESCCO

(SCHOOL NAME) Engineering Pathway Pre-Apprenticeship Program

(SCHOOL DISTRICT NAME), (BUSINESS NAME), and the Educational Service Center of Central Ohio would like to enter into a pre-apprenticeship training agreement. This agreement will facilitate the training of (DISTRICT NAME) Schools' students in a career pathway leading to employment in the engineering occupations fields. The pre-apprenticeship program can also enable students to meet graduation requirements, earn industry seals, and earn a pre-apprenticeship credential recognized by employers. The pre-apprenticeship, wherever referred to, or intimated, within this document and/or otherwise, is meant to connote a voluntary, extracurricular school experience within the allowances of Ohio statute and federal law. As a precondition of this program, including its participation and acceptance, each student is required to review the attached waiver documentation. Furthermore, if the student is below the age of 18, the parent and/or guardian of the student must also review and sign the waiver documentation. A failure of the student, and/or parent/guardian when applicable, to properly provide the waiver will void and nullify the student's entry into the program and subsequently exclude them from participation thereafter.

Equal Employment Opportunity

The Educational Service Center of Central Ohio is an Equal Opportunity Employer. The Governing Board does not discriminate on the basis race, color, national origin, sex (including sexual orientation and transgender identity), disability, age, religion, military status, ancestry, genetic information (collectively, "Protected Classes"), or any other legally protected category, in its programs and activities, including employment opportunities.

The Superintendent shall appoint and publicize the name of the compliance officer(s) who is/are responsible for coordinating the Educational Service Center's efforts to comply with applicable Federal and State laws and regulations, including the Center's duty to address in a prompt and equitable manner any inquiries or complaints regarding discrimination or denial of equal access. The Compliance Officer(s) shall also verify that proper notice of nondiscrimination for Title II of the Americans with Disabilities Act (as amended), Title VI and Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendment Act of 1972, Section 504 of the Rehabilitation Act of 1973 (as amended), and the Age Discrimination in Employment Act is provided to staff members and the general public. Any sections of the Center's collectively bargained, negotiated agreements dealing with hiring, promotion, and tenure need to contain a statement of nondiscrimination similar to that in the Board's statement above. In addition, any gender-specific terms should be eliminated from such contracts.

Enrollment –Application & Selection Procedure

(SCHOOL NAME) will offer Engineering Pre-apprenticeship coursework with the following eligibility requirements. During grades 9-12 (with certain fully participating students not to be less than 16 years of age) all students will be advised of the various career track opportunities through career exploration classes, academy pathways, advisory sessions, and other district activities.

1. Students must enroll in the Intro to (DISTRICT'S PRE-REQUISITE COURSE) course during the scheduling process.
2. During the scheduling process, students must complete an application to enroll into the Pre-Engineering pre-apprenticeship program. Application must be signed and approved by student, parent and program-coordinator.
3. Students must complete the (DISTRICT DETERMINED) assessment after enrolling in the pre-apprenticeship program. Results from the test will be examined to determine a student's aptitude in the career pathway.
4. Students must earn a C or better in the (DISTRICT'S PRE-REQUISITE COURSE) course and demonstrate proficiency in the Work Based Learning competency evaluation in order to successfully complete the pre-apprenticeship course.

Linkage

Students who successfully complete the (SCHOOL NAME) Schools' Pre-Apprenticeship program will have the option to matriculate into the (NAME OF REGISTERED APPRENTICESHIP) approved apprenticeship program through the Ohio Department of Job & Family Services in the area of science, technology, engineering and mathematics.

1. (SCHOOL NAME) and (BUSINESS NAME) will ensure the relevance of pre-apprenticeship instruction to the skill expectations of current registered apprenticeship programs by familiarizing themselves with the procedures for entering and completing such programs.
2. (SCHOOL NAME) will ensure that students participating in the pre-apprenticeship program have the information and materials on how to enroll in an approved apprenticeship program and assist them in enrollment upon the completion of the pre-apprenticeship program.
3. The Education Service Center of Central Ohio will report the work hours completed during the pre-apprenticeship work-based learning experience. These hours will be reported to the Ohio State Apprenticeship Council to be applied to the apprentice's Journeymen completion requirements.

Instructional Content

(SCHOOL NAME) and the ESCCO convened with employers to determine the required components and competencies that were most desirable for the pre-apprenticeship program. These components were broken into the focus areas of Engineering Competencies and Core Workplace Competencies.

SAMPLE CONTENT

- Within the Engineering -Electronic Systems Tech Core Competencies, the pre-apprenticeship will address identifying electronic units and systems, operate specialized or standard test equipment to diagnose, test, or analyze the performance of electronic components, assemblies, or systems; read blueprints, wiring diagrams, schematic drawings, or engineering instructions for assembling electronics units, assemble electrical systems or prototypes, using hand tools or measuring instruments; review electrical engineering plans to ensure adherence to design specifications and compliance with applicable electrical codes and standards, etc.
- Within the Core Workplace Competencies, the pre-apprenticeship will address operating safety equipment and utilizing safe work habits; critical thinking-using logic and reasoning to identify strengths and weakness of alternative solutions, conclusions, or approaches to problems; multi-industry career exploration; teamwork; effective

communication; positive personal interactions, including promptness, courtesy, collaboration, taking direction constructively; workplace technology skills

SAMPLE COMPETENCIES Occupations Core Competencies

Specific outcomes outlined in Appendix A of this application

ONET C

17-3024.00 -Electro-Mechanical and Mechatronics Technologists and Technicians

Operate, test, maintain, or adjust unmanned, automated, servomechanical, or electromechanical equipment. May operate unmanned submarines, aircraft, or other equipment to observe or record visual information at sites such as oil rigs, crop fields, buildings, or for similar infrastructure, deep ocean exploration, or hazardous waste removal. May assist engineers in testing and designing robotics equipment.

Core Workplace Competencies

Specific work-based learning outcomes outlined in Appendix A of this application

ONET

- **Mechanical** — Knowledge of machines and tools, including their designs, uses, repair, and maintenance.
- **Computers and Electronics** — Knowledge of circuit boards, processors, chips, electronic equipment, and computer hardware and software, including applications and programming.
- **Engineering and Technology** — Knowledge of the practical application of engineering science and technology. This includes applying principles, techniques, procedures, and equipment to the design and production of various goods and services.
- **English Language** — Knowledge of the structure and content of the English language including the meaning and spelling of words, rules of composition, and grammar.
- **Production and Processing** — Knowledge of raw materials, production processes, quality control, costs, and other techniques for maximizing the effective manufacture and distribution of goods.

Participant Status

All applicable records and files will be made available to ApprenticeOhio upon request.

Safety and Welfare

We will ensure that all equipment and facilities used in the program are adequate and safe. Students participating in out-of-school learning activities will receive institution-specific orientation on safety, procedures, and any personal protective equipment. Additionally a 10-hour OASH course on line or in person paid for through (BUSINESS NAME).

Program Administration

Christine Galvin
Director of College and Career Success
Educational Service Center of Central Ohio

District Representative Signature:

Title: _____

Email: _____

SAMPLE

Appendix A - PTLW COURSE OUTLINE & DESCRIPTION

PLTW Engineering

Computer Integrated Manufacturing Course Outline

Manufacturing transforms ideas into products. This course provides an opportunity for students to develop a better understanding of this innovative and exciting industry. Students learn about manufacturing processes, product design, robotics, and automation. Students develop their knowledge and skills of Computer Aided Design and Manufacturing to produce products using a Computer Numerical Controlled (CNC) mill. Students apply the knowledge and skills gained in this course as they collaborate to design, build, and program factory system models. Manufacturing provides products we use daily. How can a student become part of it?

Manufactured items are part of everyday life, yet few people understand the excitement and innovation that is used to transform ideas into products. This course provides an opportunity for students to recognize many of the exciting career opportunities in the manufacturing industry.

Computer Integrated Manufacturing is one of the specialization courses in the PLTW Engineering program. The course deepens the skills and knowledge of an engineering student within the context of efficiently creating the products all around us. Students build upon their Computer Aided Design (CAD) experience through the use of Computer Aided Manufacturing (CAM) software. CAM transforms a digital design into a program that a Computer Numerical Controlled (CNC) mill uses to transform a block of raw material into a product designed by a student. Students learn and apply concepts related to integrating robotic systems such as Automated Guided Vehicles (AGV) and robotic arms into manufacturing systems.

Throughout the course students learn about manufacturing processes and systems. This course culminates with a capstone project where students design, build, program, and present a manufacturing system model capable of creating a product.

The following is a summary of the units of study that are included in the course. The course is aligned with Next Generation Science Standards; Common Core State Standards for Mathematical Practice (HS); Common Core State Standards for English Language Arts; and Standards for Technological Literacy. Teachers are provided teacher notes and supplementary materials, including answer keys and instructional videos when appropriate.

The course is planned for a rigorous pace, and it is likely to contain more material than a skilled teacher new to the course will be able to complete in the first iteration. Building enthusiasm while learning real world skills related to manufacturing is a primary goal of the course. Teachers are encouraged to emphasize content that will be fresh and exciting to students, and the course is structured to facilitate local adaptation to a particular group of students' prior knowledge and experience.

CIM Unit Summary

Unit 1 Principles of Manufacturing (18%)

Unit 2 Manufacturing Processes (30%)

Unit 3 Elements of Automation (26%)

Unit 4 Integration of Manufacturing Elements (26%)

Unit 1: Principles of Manufacturing

Manufacturing has a long history of innovation and continuous improvement. While improvement once focused on refining individual manufacturing processes, more recently manufacturing has been considered a system. Sustainable manufacturing organizations focus on safety while improving material, financial, and time efficiency. The integration of hardware and software solutions is transforming worldwide manufacturing into predominantly computer integrated manufacturing.

In this unit students will explore the history of manufacturing and understand how manufacturing components are interconnected within a system. Students will learn to use input and output devices as a foundation to model manufacturing processes. The design of a model is refined through the introduction of financial consideration.

Principles of Manufacturing Lesson Summary

Lesson 1.1 History of Manufacturing

Lesson 1.2 Control Systems

Lesson 1.3 Cost of Manufacturing

Lesson 1.1 History of Manufacturing

The goal of this lesson is to provide context for manufacturing as an evolution of processes and systems. Students are given the opportunity to explore a manufacturing topic in greater depth and share this knowledge with their peers while developing presentation skills. Students are introduced to a model for how manufacturing components interact to more efficiently manufacture products.

Lesson 1.2 Control Systems

The goal of this lesson is for students to learn the use of input and output devices. Students will acquire efficient program creation techniques and apply them as they develop manufacturing system models.

Lesson 1.3 Cost of Manufacturing

The goal of this lesson is to integrate financial consideration into manufacturing design. Students collaborate on a project as they financially optimize a manufacturing system.

Unit 2: Manufacturing Processes

The goal of unit 2 is to introduce students to manufacturing processes as discrete steps within a manufacturing system. Students analyze a product to consider design improvements, perform calculations to make manufacturing decisions, and recommend processes. Students explore manufacturing machines while learning to develop machine language called G&M code. Students create G&M code manually to understand how machine code controls a CNC device. Students then practice workflow as they design a part using CAD software, use powerful CAM software to create G&M code, and run that G&M code on a CNC mill to manufacture a part. Ultimately students operate a CNC mill and create a physical part with their G&M code.

Manufacturing Processes Lesson Summary

Lesson 2.1 Designing for Manufacturability

Lesson 2.2 How We Make Things

Lesson 2.3 Product Development

Lesson 2.1 Designing for Manufacturability

The goal of this lesson is consider how an effective product could be efficiently manufactured. In this lesson students analyze bad designs and discuss ways in which these could be improved. Students develop and apply formulas related to manufacturing scenarios while considering safety and ethics.

Lesson 2.2 How We Make Things

The goal of this lesson is to build a foundation of manufacturing process knowledge. Students are shown processes and the associated machines as these are applied to product manufacturing. Students apply this knowledge as they analyze products and recommend effective manufacturing processes.

Lesson 2.3 Product Development

The goal of this lesson is for students to execute a workflow from product concept through product creation using a CNC mill. A CNC mill uses a machine language called G&M code to move a cutting tool to remove raw material, resulting in a final product. Students create G&M code manually to understand how machine code controls a CNC device. As students prepare to operate a CNC mill, they learn how to calculate appropriate mill settings to produce products safely and efficiently. Students then practice workflow as they design a part with CAD software and convert the CAD model into G&M code using powerful CAM software. Ultimately students program and operate a CNC mill to create a physical part with their G&M code.

Unit 3: Elements of Automation

The goal of this unit is to introduce students to robotic automation within a manufacturing system. Robots as a form of automation have improved manufacturing by performing tasks that may be too mundane, impossible, unsafe, or inefficient for humans to perform. Robot effectiveness is impacted by factors such as robot geometry, controlling program, and robot power sources. In this unit students create programs for a robot to move material similarly to pick and place operations typically used in an automated manufacturing setting. Students integrate a robot arm into a more complex environment through integration with other devices. used in an automated manufacturing setting. Students integrate a robot arm into a more complex environment through integration with other devices.

Elements of Automation Lesson Summary

Lesson 3.1 Introduction to Robotic Automation

Lesson 3.2 Introduction to Automation Power

Lesson 3.3 Robotic Programming and Usage

Lesson 3.1 Introduction to Robotic Automation

The goal of this lesson is to develop a deeper understanding of the application of robotic automation within manufacturing. In this lesson students are provided a historical frame of reference for robotic automation development. Students create automated sequences that instruct a robot to complete a task in a simulated environment.

Lesson 3.2 2 Introduction to Automation Power

The goal of this lesson is for students to apply power concepts related to robotic automation. Students apply power formulas to solve theoretical engineering problems. Students design, build, and develop a program to model the use of fluid power to complete a task.

Lesson 3.3 Robotic Programming and Usage

The goal of this lesson is to apply concepts learned in the previous lessons to a physical robot. Students create programs to control a robot arm. Ultimately students will integrate the robot into complex systems through communication with other control systems.

Unit 4: Integration of Manufacturing

The goal of this unit is to apply the course concepts to a capstone problem. This opportunity will allow students to develop teamwork and presentation skills. The unit also explores career opportunities available in the manufacturing industry.

Integration of Manufacturing Elements Lesson Summary

Lesson 4.1 CIM Systems

Lesson 4.2 Integration of Manufacturing

Lesson 4.1 CIM Systems

Students will connect the concepts learned in this course to manufacturing in a real-world setting through a visit to a manufacturing facility. This lesson will also introduce manufacturing career opportunities.

Lesson 4.2 Integration of Manufacturing

The goal of this lesson is to provide students the opportunity to apply the knowledge and skills learned in this and previous engineering courses to a capstone problem. Student teams choose a product to manufacture. Students will break down the processes from simulated raw material to finished product. Students design, build, and program a flexible manufacturing system model with the same prototyping system used earlier in the course.

Appendix B

(SCHOOL DISTRICT) Engineering Pre-Apprenticeship Learning Plan-(BUSINESS NAME)

(BUSINESS NAME) Responsibilities

(BUSINESS NAME) will work cooperatively with internal and external entities to promote work-based learning opportunities.

- provide a work-based learning opportunity covering the competencies outlined in the pre-apprenticeship plan

Students can have a work-based learning experience by working with (BUSINESS NAME)

- work hours to be flexible to accommodate the needs of the company/organization and the students' academic commitments.

(BUSINESS NAME) staff will provide ongoing updates and feedback to the student by:

- utilizing the work-based learning checklist during the student's experience.
- communicating with (SCHOOL DISTRICT NAME) District staff if student issues arise.
- reviewing each student's work on a regular basis.
- providing feedback to the student on a regular basis.
- completing a brief feedback form on the program to support continuous improvement.

Responsibilities of the Student Learner

The student will

1. keep regular attendance, both in school and on the job, and cannot participate in the work-based learning experience on any school day he/she fails to attend school; he/she will notify the school and employer if unable to report.
2. remain in school or be terminated from the pre-apprenticeship program.
3. demonstrate honesty, punctuality, courtesy, a cooperative attitude, proper health and grooming habits and a willingness to learn.
4. consult the program-coordinator about any difficulties arising at the workplace.
5. conform to the rules and regulations of the workplace.
6. furnish the program-coordinator with necessary information and complete all necessary reports.

Responsibilities of (SCHOOL NAME)

(SCHOOL NAME) staff will

1. coordinate related classroom instruction and on-the-job training to improve job performance and to better prepare the students for the world of work.
2. provided related classroom instruction.
3. make periodic visits to the student work location to observe the student and consult with the supervisor.
4. have ongoing communication with (BUSINESS NAME) staff around any issues that may arise.

Work-Based Learning Orientation Checklist

Welcome and Introduction

- What it means to work at (BUSINESS NAME)

Workplace Tour

- Overall tour of IT space
- Tour of work area
- Fire extinguishers, fire escapes, exits, evacuation routes
- Introduction to staff

Tour of Facilities

- Restrooms
- Parking

3. make periodic visits to the student work location to observe the student and consult with the supervisor.
4. have ongoing communication with (BUSINESS NAME) staff around any issues that may arise.

Work-Based Learning Orientation Checklist

Welcome and Introduction

- What it means to work at (BUSINESS NAME)

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- Overall tour of IT space
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- Fire extinguishers, fire escapes, exits, evacuation routes
- Introduction to staff

Tour of Facilities

- Restrooms
- Parking
- Lunch rooms
- Storage for personal belongings

Job-specific Issues

- Location of necessary supplies
- How to use equipment
- Job description
- How workers are trained
- Evaluation procedures
- Provide hands on experience related to the competencies outlined in the coursework portion of the pre-apprenticeship plan

Safety Training

- Stairwell/fire exits
- Fire extinguishers
- Special hazards
- Accident prevention

Supervisor's Expectations

- Dress code (hair, clothing, jewelry, etc.)
- Performance expectations
- Company culture (teamwork, service, values, etc.)
- Security procedures

Signature: _____

Name: _____

Company: _____

Title: _____

Date: _____

Mutual Confidentiality Agreement

This Mutual Confidentiality Agreement (this "Agreement"), effective as of (Insert Effective Date) (the "Effective Date"), is between (BUSINESS NAME), with its principal place of business located at (SCHOOL NAME/ADDRESS) , and (Insert Other Party's Legal Name), having its principal place of business at (Insert Other Party's Principal Place of Business) (together, the "Parties", and each, a "Party").

In connection with (Insert Purpose) (the "Purpose"), the Parties want to share certain information that is non-public, confidential, or proprietary in nature. The Parties therefore agree as follows:

1. **Confidential Information.** Except as provided in Section 2, "Confidential Information" means all non-public, confidential, or proprietary information disclosed before, on, or after the Effective Date, by one Party (a "Disclosing Party") to the other Party (a "Recipient") or its affiliates, or to any of the Recipient's or its affiliates' employees, officers, directors, partners, shareholders, agents, attorneys, accountants, or advisors (collectively, the "Representatives"), in oral, visual, written, electronic, or other tangible or intangible form, whether or not marked, designated, or identified as "confidential," including, but not limited to, specifications, samples, formulas, plans, documents, data, business operations, customer lists, pricing, discounts, or rebates.
2. **Exclusions from Confidential Information.** Except as required by applicable federal, state, or local law or regulation, the term "Confidential Information" does not include information that (a) is or becomes available to the public other than as a result of any violation of this Agreement by the Recipient or any of its Representatives; (b) is or becomes available to the Recipient on a non-confidential basis from a third-party source, provided that the third party is not and was not prohibited from disclosing the Confidential Information to the Recipient by a legal, fiduciary, or contract obligation to the Disclosing Party; (c) was known by or in the possession of the Recipient or its Representatives, as established by documentary evidence, before the Disclosing Party's disclosures under this Agreement; or (d) was or is independently developed by the Recipient, as established by documentary evidence, without using any Confidential Information.
3. **Recipient Obligations.** The Recipient shall:
 - (a) safeguard the Confidential Information with at least the same degree of care as the Recipient would protect its own Confidential Information, but with no less than a commercially reasonable degree of care;
 - (b) not use the Confidential Information, or permit it to be accessed or used, for any purpose other than the Purpose or any related transactions between the Parties;
 - (c) not disclose the Confidential Information to any person or entity, except to the Recipient's Representatives who (i) need to know the Confidential Information to assist the Recipient, or act on its behalf, for the Purpose or to exercise its rights under this Agreement; (ii) are informed by the Recipient of the confidential nature of the Confidential Information; and (iii) are bound by confidentiality obligations to the Recipient that are no less restrictive than the terms of this Agreement; and
 - (d) be responsible for any breach of this Agreement caused by any of its Representatives.

- 9. **No Transfer of Rights, Title, or Interest.** Each Party retains its entire right, title, and interest in and to all of its Confidential Information. Any disclosure of Confidential Information under this Agreement is not an assignment, grant, option, license, or other transfer of any right, title, or interest to the Recipient.
- 10. **No Other Obligation.** Neither Party has any legal obligation under this Agreement, except for the matters specifically agreed to in this Agreement. Either Party may at any time, and in its sole discretion with or without cause, terminate discussions and negotiations with the other Party, in connection with the Purpose or otherwise.
- 11. **Remedies.** The Recipient acknowledges that any breach of this Agreement will cause irreparable harm and injury to the Disclosing Party for which money damages would be an inadequate remedy and that, in addition to remedies at law, the Disclosing Party is entitled to equitable relief as a remedy for any breach. The Recipient waives any claim or defense that the Disclosing Party has an adequate remedy at law in any proceeding. Nothing in this Agreement shall limit the equitable or available remedies at law for the Disclosing Party.
- 12. **Governing Law, Jurisdiction, and Venue.** The laws of the State of Ohio (without giving effect to its conflict of law principles) govern all matters arising under and relating to this Agreement. The United Nations Convention on Contracts for the International Sale of Goods does not apply to this Agreement. Any legal proceeding relating to this Agreement must be instituted in the federal or state courts located in Franklin County, Ohio. Each Party irrevocably submits to the exclusive jurisdiction of those courts.
- 13. **Notices.** All notices, requests, consents, claims, demands, waivers, and other communications (each, a "Notice") required under this Agreement shall be in English, in writing, and addressed to the Parties at the addresses below (or to any other address that may be designated by the receiving Party from time to time in accordance with this Section). The Parties shall deliver all Notices by personal delivery, nationally recognized overnight courier (with all fees pre-paid), facsimile, or e-mail (with confirmation of transmission), or certified or registered mail (in each case, return receipt requested, postage pre-paid). Except as otherwise provided in this Agreement, a Notice is only effective (a) upon receipt by the receiving Party; and (b) if the Party giving the Notice has complied with the requirements of this Section.

If to (BUSINESS NAME):

If to (BUSINESS NAME):

BUSINESS ADDRESS

BUSINESS CITY, STATE, ZIP

ATTN:

(Insert Other Party's Address and Primary Contact for Notices)

If to (Insert Other Party's Legal Name):

- 14. **Entire Agreement.** This Agreement constitutes the entire agreement between the Parties, and supersedes all prior and contemporaneous agreements, representations, and understandings of the Parties.

This Agreement has been executed by the Parties on the date below to be effective as of the Effective Date.

(BUSINESS NAME)

By: _____

Print Name: _____

Title: _____

(Insert Other Party's Legal Name)

By: _____

Print Name: _____

Title: _____

Parent or Signature of Parent/Legal Guardian if the Undersigned is Under 18:

PARTICIPANT RELEASE OF LIABILITY – READ BEFORE SIGNING

(SCHOOL DISTRICT NAME) (BUSINESS NAME), and the Educational Service Center of Central Ohio are partnering for a pre-apprenticeship training agreement (“the Pre-apprenticeship Program”). This agreement will facilitate the training of (SCHOOL NAME) students (“Students”) in a career pathway leading to employment in the engineering occupations fields. This Pre-apprenticeship Program can also enable students to meet graduation requirements, earn industry seals, and earn a pre-apprenticeship credential recognized by employers.

1. Assumption of Risk

In consideration of being allowed to participate in any way in the Pre-apprenticeship Program, their related events, and activities, the Undersigned and/or named student participant below (“the Student”) acknowledges, appreciates, and agrees that:

- The Pre-apprenticeship Program includes participation in the manufacturing process. This participation includes significant risks of injury including the potential for dismemberment, permanent paralysis, and death. While particular skills, equipment, training, and personal discipline may reduce the risk, the risk of serious injury does exist; and,
- Risk includes injury from manufacturing machinery and processes. The Pre-apprenticeship Program includes the use of CNC mill, a cutting tool used to remove raw material. The undersigned acknowledges the specific risk of the CNC mill as a part of the Pre-apprenticeship Program; and,
- Students will be provided with safety training prior to participating in the pre-apprenticeship program. It is the responsibility of the student to follow all training while participating in the Pre-apprenticeship Program. Students will be expected to listen to representatives, employees and/or agents of Nifco and to follow directions. **Any student who disregards safety or training will be immediately excused from the Pre-apprenticeship Program;** and,
- (BUSINESS NAME) is acting as a participant in the Pre-apprenticeship Program, however, the representatives, employees, and/or agents of (BUSINESS NAME) providing instruction to the Student are voluntary participants. Representatives, employees, and/or agents of (BUSINESS NAME) are not teachers and/or instructors on behalf of (SCHOOL DISTRICT NAME); and,
- Student participation in the Pre-apprenticeship Program is voluntary. Neither (BUSINESS NAME) nor (SCHOOL DISTRICT NAME) compel the participation of students in the Pre-apprenticeship Program.

Having reviewed the risks and benefits associated with the Pre-apprenticeship Program, the undersigned acknowledges and agrees that the Student’s participation in the Pre-apprenticeship Program may pose certain inherent risks, dangers, and hazards that may arise from foreseeable and unforeseeable causes, and which cannot be fully eliminated. The undersigned understands and agrees that Nifco, its affiliates, representatives, employees, agents, officers, successors and assigns (“the Released Parties”) do not make, and specifically negate and disclaim any representations, warranties, promises, agreements or guaranties of any kind or character, whether express or

implied; oral or written; past, present or future; or arising by operation of law with respect to the suitability or safety of the pre-apprenticeship program. The Undersigned freely and voluntarily agrees to assume all risks, dangers and hazards, and all liability for any and all loss, injury, and/or damage sustained by the Student arising out of, or in any way related to, the Pre-apprenticeship Program.

2. Waiver; Release; Indemnification

The Undersigned hereby agrees to indemnify, defend, and hold harmless the Released Parties and all of their officers, representatives, agents employees, successors, and assigns, from and against any and all claims, actions, losses, damages, fines, penalties, liability and expense (including reasonable attorneys' fees) in connection with damage to any real or personal property, loss of life and/or personal injury arising out of, or in any way related to, the Pre-apprenticeship Program or any activities occurring on premises owned or operated by the Released Parties ("the Property"). The Undersigned understands and agrees that the waiver, release and indemnification set forth herein expressly extends and applies to any claims, actions, losses, damages, fines, penalties, liability, and expense (including reasonable attorney's fees) arising out of or in any way related to medical services and first-aid treatment the Student may receive in connection with an emergency arising during the Pre-apprenticeship Program or on the Property.

3. COVID-19 Coronavirus Acknowledgement

The COVID-19 coronavirus is a contagious virus that spreads easily through contact with infected persons and objects. The Undersigned understands and acknowledges that the risk of exposure to and infection with COVID-19 cannot be fully eliminated and the Released Parties cannot guarantee and in no way warrants that COVID-19 exposure or infection will not occur if individuals congregate at or otherwise use the Property (inclusive of any buildings and structures thereon). The Undersigned freely and voluntarily agrees to assume all risks of exposure to and infection with COVID-19 arising out of or in any way related to the Pre-apprenticeship Program. The Undersigned further understands and acknowledges that it is the Undersigned's responsibility to ensure the Student is free of COVID-19 symptoms and infection while on the Property. The Undersigned expressly understands and agrees that his/her duty to indemnify, defend, and hold harmless the Released Parties, extends to claims, actions, losses, damages, fines, penalties, liability, and expense (including reasonable attorneys' fees) arising out of or in any way related to damage, injury and/or loss of life any individual may incur or experience due to exposure to or infection with the COVID-19 coronavirus as a result of or in relation to the Pre-apprenticeship Program or any activities occurring on the Property.

4. Photographic Release

The Undersigned hereby grants and conveys to the Released Parties all rights, title, and interest in any and all photographs, images, video and audio recordings of the Undersigned, his/her likeness or voice which is taken by the Released Parties in connection with the Student's participation in the Pre-apprenticeship Program or the activities on the Property.

5. Relationship of the Parties

The parties hereto understand and agree that the Student is participating in the Pre-apprenticeship Program as identified by the Ohio State Apprenticeship Council (“OSAC”) and pursuant to the OSAC Policy on Pre-Apprenticeship, sections (A) through (G). Nothing herein shall be construed as creating an employment relationship between the parties or entitling the Student to any employment benefits from the Released Parties.

6. Miscellaneous

This Release shall be governed by and construed in accordance with the laws of the State of Ohio. All actions or proceedings with respect to this Release shall be instituted in a state court of competent jurisdiction located in Franklin county, Ohio. This Release constitutes the entire agreement and understanding between the parties hereto, and supersedes any prior representations, warranties, promises, covenants, agreements or guarantees of any kind or character whatsoever, whether express or implied, oral or written, between the parties. Any provision of this Release later held by a court of competent jurisdiction to be unenforceable for any reason shall be deemed severed and void, and all remaining provisions shall continue in full force and effect.

If the below signature is that of a Parent/Legal Guardian, the Parent/Legal Guardian represents, warrants, and guarantees that the Parent/Legal Guardian has reviewed this Release with the Student prior to signing.

Printed Name

Signature

Signature of Parent/Legal Guardian if the Undersigned is Under 18

Date

0123165.0659731 4860-8917-5582v1