MEMBER MARKETING SERVICES AGREEMENT

P.1 This Member Marketing Services Agreement ("Agreement") is entered into as of _____, 20 ("Effective Date"), by and between Entheos Audiology Cooperative, Inc. ("Entheos") and _____ ("Member"). Entheos and Member may each be referred to as a "Party" and collectively as the "Parties."

SERVICE SELECTION

S.1 Member selects the following marketing services tier:

S.2 Foundation
$299 per month
Annual payment: $3,288

S.3 Growth
$650 per month
Annual Payment: $7,500

S.4 Impact
$1,250 per month
Annual Payment: $14,700

S.5 Selected Tier:
☐ Foundation
☐ Growth
☐ Impact

S.6 Billing Election:
☐ Monthly
☐ Annual Payment

S.7 Annual Payment reflects a $300 discount from the aggregate of twelve monthly payments at the applicable monthly rate.

1. SERVICES

1.1 Entheos will provide the marketing services included in the tier selected by Member and described in Exhibit A.

1.2 The quantities, formats, production methods, and other tier-specific services stated in Exhibit A are incorporated into this Agreement.

1.3 Entheos's ability to provide the services and deliverables is dependent upon Member's timely cooperation and fulfillment of the responsibilities described in this Agreement.

2. SERVICE COMMENCEMENT AND INITIAL TERM

2.1 The "Service Commencement Month" is the first calendar month in which Entheos publishes, posts, delivers, or otherwise begins providing any paid content or service included in Member's selected tier.

2.2 The initial service term ("Initial Term") begins on the first day of the Service Commencement Month and continues through the last day of the twelfth consecutive calendar month.

2.3 The Effective Date may occur before the Service Commencement Month.

3. SERVICES FOLLOWING THE INITIAL TERM

3.1 Following completion of the Initial Term, Foundation and Growth services will continue on a month-to-month basis unless either Party provides at least thirty (30) days' written notice of termination.

3.2 Impact does not automatically renew for another Impact production cycle.

3.3 At the conclusion of an Impact Initial Term, Member will automatically transition to the Growth tier on a month-to-month basis at the then-current Growth rate unless the Parties agree in writing to:

3.3(a) another Impact term;

3.3(b) Foundation services; or

3.3(c) another available service arrangement.

4. UPGRADES AND DOWNGRADES

4.1 Member may upgrade to a higher paid tier at any time, subject to availability and written confirmation by Entheos.

4.2 An upgrade begins a new twelve-month Initial Term on the first day of the upgraded tier's Service Commencement Month. Charges for the prior tier will end on the last day of the preceding calendar month. If Member elected Annual Payment for the prior tier, the amount earned for that tier will equal one-twelfth of its applicable discounted annual price multiplied by the number of monthly service periods completed before the upgrade. That amount will remain scheduled for invoicing on the prior tier's original annual billing schedule and will not become due earlier solely because of the upgrade. The upgraded tier will be billed separately under Member's billing election for that tier and Section 5. Any amounts previously paid will be credited against the applicable charges without duplicate billing. No Early Termination Charge applies solely because of an upgrade.

4.3 Member may request a downgrade during an Initial Term by written notice to Entheos. Entheos will confirm the lower tier, its pricing, billing election, and effective date in writing. A downgrade during an Initial Term constitutes early termination of the prior tier for purposes of Sections 9 and 10. Member will owe the Early Termination Charge for the tier being discontinued and, if downgrading from Impact, any reimbursable travel expenses described in Section 9. Beginning on the effective date, Member will receive only the services included in the lower tier. The downgrade will take effect on the first day of the calendar month confirmed by Entheos in writing. That month will be the lower tier's new Service Commencement Month, and the downgrade begins a new twelve-month Initial Term calculated under Section 2.

4.4 A downgrade does not entitle Member to a refund of fees earned for services already provided or of charges properly due under Sections 9 and 10.

4.5 If Member downgrades from Impact before completing its Initial Term, Entheos will not be required to complete or deliver previously filmed Impact video content that has not yet been delivered to Member unless Member subsequently re-enrolls in Impact and the Parties confirm the use and delivery of that content in writing. Re-enrollment is subject to availability and begins a new twelve-month Initial Term. This restriction does not revoke Member's rights under Section

14 in finished deliverables already delivered and fully paid for, and does not require Entheos to retain production materials beyond the period described in Section 15.

4.6 After completion of an Initial Term, Member and Entheos may agree to a different tier in writing. The automatic transition from Impact to Growth under Section 3 is not an early termination or downgrade subject to an Early Termination Charge.

5. FEES AND PAYMENT

5.1 Member may pay monthly or may elect Annual Payment.

5.2 Payments may be made using Entheos's then-current accepted payment methods. All invoices and payments are due pursuant to Entheos's ordinary billing practices.

5.3 Monthly payments are due pursuant to Entheos's ordinary recurring billing practices.

5.4 If Member elects Annual Payment, Entheos will issue a single invoice for the applicable discounted annual amount at the end of the applicable twelve-month service period, unless an upgrade, downgrade, or termination occurs or Entheos agrees otherwise in writing. Following an upgrade, charges for the prior tier will remain on its original annual billing schedule as provided in Section 4, and charges for the upgraded tier will be invoiced at the end of its new twelve-month service period. Following an early downgrade or termination, amounts due for the discontinued tier will be calculated and invoiced under Sections 9 through 11, as applicable.

5.5 Eligible Member benefit credits may be applied against amounts invoiced under this Agreement only to the extent permitted by Entheos's then-current applicable policies.

5.6 Member remains responsible for any applicable taxes or other governmental charges imposed upon the services.

6. MEMBER COOPERATION AND ACCESS

6.1 Member acknowledges that successful delivery of the marketing services requires Member's active and timely participation.

6.2 Depending upon the selected tier, Member agrees to:

6.2(a) connect or authorize access to social media accounts and other platforms reasonably necessary for Entheos to provide the services;

6.2(b) provide current logos, branding materials, office photographs, videos, practice information, topics, and other reasonably requested assets, content, or information;

6.2(c) participate in scheduled video conferences, topic-development meetings, interviews, recording sessions, and other content-planning activities;

6.2(d) timely review and approve materials when Member approval is reasonably required;

6.2(e) for Impact services, make Member's office reasonably available for scheduled filming and photography;

6.2(f) for Impact services, make appropriate staff members available for filming and other content production;

6.2(g) when Member elects to include patient testimonials or similar content, identify and make available appropriate participating patients and obtain all required authorizations and releases; and

6.2(h) provide such other reasonable cooperation, information, access, and materials as are necessary for Entheos to perform the selected services.

7. MEMBER-CAUSED DELAYS AND MISSED DELIVERABLES

7.1 Member understands that Entheos cannot produce content that depends upon Member participation, access, materials, approvals, recordings, photographs, interviews, or other information if Member does not timely provide them.

7.2 A delay or missed deliverable caused by Member does not:

7.2(a) pause or extend the Initial Term;

7.2(b) entitle Member to a credit or refund;

7.2(c) cause unused deliverables to accumulate or roll forward;

7.2(d) increase the number of deliverables due during a later service period; or

7.2(e) require Entheos to replace a deliverable that could not reasonably be produced because of Member's failure to cooperate.

7.3 For example, if Member's tier provides three video deliverables during an applicable service period and Member fails to participate in the recording process necessary to create those videos, Member is not entitled to six videos during a later service period.

8. NONPAYMENT AND SUSPENSION OF SERVICES

8.1 If Member fails to make a payment when due, Member will have fourteen (14) days to cure the delinquency.

8.2 If payment remains unpaid following the fourteen-day grace period, Entheos may suspend some or all services, including posting, production, editing, account administration, filming, and content creation.

8.3 Suspension of services due to nonpayment does not pause or extend the Initial Term.

8.4 If Member cures the delinquency and Entheos resumes services, Member will not owe an Early Termination Charge solely because of the cured delinquency.

8.5 If the delinquency remains uncured and Entheos terminates this Agreement during the Initial Term because of Member's nonpayment, Member will owe:

8.5(a) all amounts earned and unpaid through the termination date; and

8.5(b) the Early Termination Charge and, for Impact services, any reimbursable travel expenses described in Section 9.

9. MEMBER EARLY TERMINATION OR DOWNGRADE DURING THE INITIAL TERM

9.1 Member may terminate a paid tier before completion of its Initial Term by providing written notice to Entheos. A downgrade during an Initial Term under Section 4 constitutes early termination of the tier being discontinued.

9.2 If Member terminates or downgrades during the Initial Term, Member will pay an early termination charge ("Early Termination Charge") equal to one regular undiscounted monthly service fee for the tier being discontinued, regardless of whether Member elected monthly billing

or Annual Payment. Only one Early Termination Charge applies to the same termination or downgrade.

9.3 If Member terminates or downgrades Impact services during the Initial Term, Member will also reimburse Entheos for reasonable, documented, nonrefundable travel expenses actually incurred or irrevocably committed by Entheos before receipt of Member's written notice in connection with the Impact production, including airfare, lodging, ground transportation, and similar travel expenses. Reimbursement will be reduced by any refunds, recoverable credits, or amounts otherwise recovered through fees paid or due, so that Entheos does not recover the same expense twice.

9.4 The Parties agree that the Early Termination Charge is intended to reasonably compensate Entheos for administrative, planning, scheduling, reserved-capacity, content-preparation, and production-preparation costs associated with Member's twelve-month commitment and is not intended as a penalty. Reimbursement of Impact travel expenses is separate from the Early Termination Charge and is limited to actual nonrecoverable expenses as described above. No separate videographer day rate or staff labor reimbursement will be added to the Early Termination Charge.

9.5 Member remains responsible for all fees earned and unpaid through the effective termination date.

10. ANNUAL PAYMENT ACCOUNTING FOLLOWING EARLY TERMINATION OR DOWNGRADE

10.1 If Member elected Annual Payment and terminates or downgrades a tier before completion of its Initial Term, or Entheos terminates that tier because of Member's breach, the applicable discounted annual amount will be allocated evenly among twelve monthly service periods to determine the service fees earned through the effective termination or downgrade date. A completed or partially completed monthly service period will be treated as earned.

10.2 Entheos may invoice Member at that time for:

10.2(a) service fees earned for the discontinued tier through the effective termination or downgrade date;

10.2(b) the Early Termination Charge and, for Impact services, any reimbursable travel expenses due under Section 9; and

10.2(c) any other amounts properly due under this Agreement.

10.3 Any amount previously paid will be credited against the total amount due. No refund is due for earned service fees or other charges properly due under this Agreement.

10.4 Following a downgrade, charges for the lower tier will begin on its confirmed effective date. Entheos will adjust any overlapping service-period charges so that Member is not charged service fees for both tiers for the same period.

10.5 An upgrade is governed by Section 4 and does not trigger accelerated invoicing under this Section.

11. ENTHEOS RIGHT TO TERMINATE OR DISCONTINUE SERVICES

11.1 Entheos may terminate this Agreement or discontinue a marketing tier or material portion of the marketing program if Entheos determines in good faith that it cannot reasonably continue providing the applicable services.

11.2 Circumstances may include, without limitation:

11.2(a) staffing changes or loss of personnel;

11.2(b) resource limitations;

11.2(c) discontinuation or material restructuring of the marketing program;

11.2(d) legal, regulatory, privacy, or compliance concerns;

11.2(e) material technology or social-media platform changes;

11.2(f) loss of access to services or resources reasonably necessary to provide the program; or

11.2(g) other operational circumstances that materially impair Entheos's ability to perform.

11.3 If Entheos terminates this Agreement for Entheos's own operational reasons and not because of Member's breach:

11.3(a) Member will not owe an Early Termination Charge;

11.3(b) future recurring billing will cease; and

11.3(c) Member will be responsible only for service fees earned through the effective termination date, calculated using the monthly allocation method described in Section 10 if Member elected Annual Payment, and Entheos will refund any amount previously paid in excess of that obligation.

11.4 Entheos may also terminate this Agreement because of Member's material breach, nonpayment, misuse of services, unlawful activity, or failure to provide cooperation reasonably necessary for Entheos to perform.

11.5 If Entheos terminates this Agreement during an Initial Term because of Member's breach, Member will owe all earned and unpaid service fees, the Early Termination Charge, and any applicable Impact travel reimbursement described in Section 9. If Member elected Annual Payment, those amounts will be calculated and invoiced under Section 10. Termination for nonpayment remains subject to the fourteen-day cure period in Section 8.

12. IMPACT PRODUCTION AND SCHEDULING

12.1 Impact includes the on-site production services described in Exhibit A.

12.2 The Parties will cooperate in good faith to select appropriate production dates.

12.3 Member will provide:

12.3(a) reasonable access to Member's office and filming locations;

12.3(b) suitable filming and photography space;

12.3(c) access to appropriate staff;

12.3(d) any agreed patient or other testimonial participants; and

12.3(e) reasonable cooperation necessary to efficiently complete production.

12.4 Entheos may make reasonable creative, production, technical, scheduling, and editing decisions necessary to produce the agreed deliverables.

12.5 Member acknowledges that Impact production involves advance planning, staff scheduling, travel arrangements, production preparation, and other commitments by Entheos.

13. PATIENT, STAFF, AND PARTICIPANT AUTHORIZATIONS

13.1 Member is responsible for obtaining all legally required consents, authorizations, releases, and permissions before Entheos records, photographs, uses, publishes, or distributes the name, image, voice, testimonial, protected health information, or other information of any patient, employee, contractor, staff member, or other participant supplied or identified by Member.

13.2 Member will not instruct or authorize Entheos to record, use, publish, or disclose protected health information or other confidential information unless Member has obtained all legally required authorizations.

13.3 Entheos may refuse to record, edit, publish, distribute, or otherwise use content involving any individual if Entheos reasonably believes that an adequate authorization or release has not been obtained.

14. OWNERSHIP OF FINISHED DELIVERABLES

14.1 Subject to full payment of all amounts due for the applicable services, Member will own the final edited deliverables specifically created for and delivered to Member under this Agreement. Undelivered Impact video content following an early downgrade remains subject to Section 4.

14.2 Member may continue to use those finished deliverables after termination or expiration of this Agreement, subject to any applicable third-party licenses, intellectual property restrictions, or platform terms incorporated into the deliverable.

15. RAW FOOTAGE, SOURCE FILES, AND WORKING MATERIALS

15.1 Entheos retains ownership of all raw footage, raw photographs, source files, project files, editable files, editing timelines, templates, drafts, working materials, and other production materials that are not delivered to Member as final edited deliverables.

15.2 Upon payment of the applicable raw-footage fee and any other amounts then due under this Agreement, a Growth Member may obtain a copy of available raw video footage created for Member during the applicable service year for $3,000, and an Impact Member may obtain a copy of available raw video footage created for Member during the applicable service year for $5,000. Raw footage is not available under Foundation.

15.3 A Member who downgrades from Impact before completing its Initial Term may not obtain the withheld Impact footage described in Section 4 through a Growth raw-footage purchase. Delivery of that withheld footage remains subject to Section 4 unless Entheos expressly agrees otherwise in writing.

15.4 The applicable fee covers raw video footage created during the service year. Entheos may provide then-available footage upon request and any remaining footage after it is created, or may deliver the footage at the conclusion of the applicable service year. Delivery may be made on a hard drive or by another reasonable transfer method selected by Entheos.

15.5 Impact includes delivery of professionally edited photographs. Raw photograph files are not included in Impact and are not included in the raw-footage purchase described above.

15.6 A raw-footage purchase does not include source files, project files, editable files, editing timelines, templates, drafts, or other working materials. Member may edit and use purchased raw footage for Member’s own lawful business and marketing purposes; however, Member may not

tag, credit, identify, or otherwise reference Entheos or the Entheos Marketing Team in connection with any Member-edited or third-party-edited version without Entheos's prior written consent.

15.7 Nothing in this Agreement requires Entheos to retain raw or source materials for any specific period after completion of the applicable service year.

16. ENTHEOS PROMOTIONAL AND PORTFOLIO RIGHTS

16.1 Member grants Entheos a perpetual, nonexclusive, royalty-free license to display, reproduce, excerpt, and use finished deliverables created under this Agreement, together with Member's name, logo, and approved images or clips incorporated into those deliverables, for Entheos's own business, educational, promotional, and portfolio purposes.

16.2 Permitted uses include, without limitation:

16.2(a) sharing examples with other Entheos Members;

16.2(b) presentations at Entheos meetings;

16.2(c) conferences and educational events;

16.2(d) demonstrations of Entheos marketing services;

16.2(e) Entheos websites and social-media platforms;

16.2(f) internal training; and

16.2(g) promotional and informational presentations.

16.3 Nothing in this Section authorizes Entheos to use protected health information beyond the scope of a legally valid authorization.

17. NO GUARANTEE OF MARKETING RESULTS

17.1 Entheos agrees to provide the services and deliverables described in this Agreement, subject to Member's cooperation and the other terms of this Agreement.

17.2 Entheos does not guarantee any particular:

17.2(a) number of leads;

17.2(b) number of patients or appointments;

17.2(c) revenue;

17.2(d) profitability;

17.2(e) number of followers;

17.2(f) number of views;

17.2(g) social-media engagement;

17.2(h) search-engine ranking;

17.2(i) website traffic;

17.2(j) market share; or

17.2(k) other marketing or business result.

17.3 Member acknowledges that marketing performance is affected by numerous factors outside Entheos's control.

18. THIRD-PARTY PLATFORMS AND TECHNOLOGY

18.1 Social-media platforms, websites, search engines, and other third-party services may change their rules, features, algorithms, access requirements, functionality, or availability.

18.2 Entheos is not responsible for outages, account restrictions, algorithm changes, third-party removals, or other platform actions outside Entheos's reasonable control.

18.3 Entheos will use commercially reasonable efforts to adjust its services when practical if such changes affect the program.

19. MEMBER-PROVIDED MATERIALS

19.1 Member represents that it has the legal right to provide and authorize Entheos to use all logos, photographs, videos, text, trademarks, testimonials, recordings, and other materials supplied by Member.

19.2 Member will not knowingly provide materials that infringe another person's intellectual property, privacy, publicity, confidentiality, or other legal rights.

19.3 Member is responsible for the accuracy of Member-specific factual claims, clinical statements, pricing, promotions, offers, and other information that Member provides or approves.

20. CONFIDENTIALITY

20.1 Each Party will exercise reasonable care to protect confidential, proprietary, and nonpublic information received from the other Party.

20.2 Each Party will use such information only as reasonably necessary to perform or receive services under this Agreement.

20.3 This obligation does not apply to information that:

20.3(a) becomes publicly available through no breach of this Agreement;

20.3(b) was lawfully known to the receiving Party before disclosure;

20.3(c) is lawfully received from another source without confidentiality restrictions;

20.3(d) is independently developed without use of the other Party's confidential information; or

20.3(e) must be disclosed by law.

21. LIMITATION OF LIABILITY

21.1 To the fullest extent permitted by applicable law, neither Party will be liable to the other for indirect, incidental, special, exemplary, punitive, or consequential damages arising out of this Agreement, including lost profits or lost business opportunities.

21.2 Entheos's aggregate liability arising from this Agreement will not exceed the fees paid or payable by Member for paid marketing services during the six (6) months immediately preceding the event giving rise to the claim.

21.3 This Section does not limit liability that cannot legally be limited.

22. FORCE MAJEURE

22.1 Neither Party will be liable for delay or failure to perform caused by circumstances beyond its reasonable control, including severe weather, natural disaster, epidemic, war, civil disturbance, government action, labor disruption, widespread technology outage, internet outage, travel interruption, or failure of a third-party platform.

22.2 The affected Party will use reasonable efforts to resume performance when practical.

23. RELATIONSHIP TO ENTHEOS MEMBERSHIP

23.1 This Agreement governs Member's participation in Entheos's paid marketing services program.

23.2 It is separate from Member's general membership rights and obligations with Entheos.

23.3 If another written agreement between Entheos and Member specifically governs a matter also addressed in this Agreement, the more specific provision will control solely to the extent of an actual conflict.

24. NOTICES

24.1 Formal notices concerning termination, nonrenewal, tier changes, breach, or other matters under this Agreement must be in writing.

24.2 Notices to Entheos must be sent by email to Zach McCurdy at zach@entheoshearing.com. Notices to Member may be sent to the primary business email address provided by Member in connection with this Agreement, unless Member designates another notice address in writing.

24.3 Email notice will be effective when sent, provided the sender does not receive a delivery failure notification.

25. ASSIGNMENT

25.1 Member may not assign this Agreement without Entheos's prior written consent.

25.2 Entheos may assign this Agreement to an affiliate, successor, or entity acquiring substantially all of the business or operations associated with the marketing services program.

26. GOVERNING LAW AND VENUE

26.1 This Agreement will be governed by the laws of the State of Indiana, without regard to its conflict-of-laws principles.

26.2 Any legal action arising from or relating to this Agreement must be brought in a state or federal court of competent jurisdiction located in Allen County, Indiana.

26.3 Each Party consents to jurisdiction and venue in those courts.

27. ENTIRE AGREEMENT AND AMENDMENTS

27.1 This Agreement, including Exhibit A and any written tier selection, pricing document, or addendum incorporated into this Agreement, constitutes the complete agreement between the Parties concerning the paid marketing services addressed herein.

27.2 It supersedes prior oral or written discussions, representations, or understandings concerning those services.

27.3 Any material amendment must be in writing and accepted by both Parties.

27.4 Entheos may make reasonable nonmaterial operational changes to the manner in which services are delivered so long as those changes do not materially reduce the core paid deliverables promised during an Initial Term.

28. ELECTRONIC SIGNATURES AND COUNTERPARTS

28.1 This Agreement may be signed electronically and in counterparts.

28.2 Each signed counterpart will be considered an original, and all counterparts together constitute one agreement.

SIGNATURES

SIG.1 ENTHEOS AUDIOLOGY COOPERATIVE, INC.

By: _____

Name: _____

Title: _____

Date: _____

SIG.2 MEMBER

Legal Name: _____

By: _____

Name: _____

Title: _____

Date: _____

EXHIBIT A

MARKETING SERVICES AND DELIVERABLES

EA.1 The descriptions below identify the services presently included in each paid marketing tier. All services remain subject to Member's obligations under the Agreement, including timely participation, access, scheduling, approvals, and delivery of requested materials.

A. FOUNDATION

A.1 Monthly Rate: $299
Annual Payment: $3,288
Initial Commitment: 12 months

A.2 Foundation includes:

A.3 Custom Social Media Posts

A.4 Two posts per week:

A.4(a) One custom branded photo-and-text post per week.

A.4(b) One custom post per week using a practice-provided photograph, provided Member timely supplies suitable photographs through the applicable digital social-media library or other approved process.

A.5 Ask An Audiologist

A.6 Access to Ask An Audiologist content and participation opportunities, including videos distributed through Ask An Audiologist's YouTube and social-media channels and content that may be filmed remotely, during Hearing the Call trips, or in person in Fort Wayne.

A.7 Hearing the Call Cause Marketing

A.8 Access to appropriate Hearing the Call videos and photographs that Member may use to communicate its participation in and support of Hearing the Call initiatives.

A.9 Custom Ask An Audiologist Landing Page

A.10 Member will receive a custom landing page on askanaudiologist.com, including a short-form introductory video.

A.11 Foundation does not include recurring custom remote video production or in-person video production.

B. GROWTH

B.1 Monthly Rate: $650
Annual Payment: $7,500
Initial Commitment: 12 months

B.2 Growth includes all Foundation services, plus:

B.3 Remote Video Production

B.4 Remote video interviews will generally be conducted every other month.

B.5 Content generated through the remote recording program is intended to provide up to:

B.5(a) one long-form edited video per month, generally between one and three minutes; and

B.5(b) two short-form edited videos per month, generally under one minute each.

B.6 The foregoing is intended to provide up to three edited video deliverables per month, subject to Member's timely participation in scheduled recordings and content-development activities.

B.7 Member-Uploaded Video Editing

B.8 Member may submit one video per month, up to three minutes in length, for editing by Entheos.

B.9 Editing may include music, lower-third graphics, logos, and similar production elements as appropriate.

B.10 Potential content may include patient testimonials, office tours, educational material, and other Member-created footage.

B.11 Growth does not include in-person video production.

C. IMPACT

C.1 Monthly Rate: $1,250
Annual Payment: $14,700
Initial Commitment: 12 months

C.2 Impact includes all Foundation and Growth services, plus:

C.3 On-Site Filming

C.4 Entheos will conduct an on-site production visit intended to generate twelve professionally recorded videos customized to Member's practice.

C.5 The on-site production is generally planned as two production days.

C.6 Potential content may include:

C.6(a) office tours;

C.6(b) team interviews;

C.6(c) educational or "how-to" videos;

C.6(d) "why" videos;

C.6(e) partner testimonials;

C.6(f) patient stories;

C.6(g) ear-wax-removal content;

C.6(h) reaction videos;

C.6(i) "what to expect" videos;

C.6(j) culture and team content; and

C.6(k) other mutually agreed concepts.

C.7 Recording Equipment and Setup

C.8 Impact includes a recording equipment package consisting of lights and microphones intended to improve Member's ongoing remote recordings.

C.9 Entheos's production team will also assist with professional setup of Member's in-office recording area.

C.10 On-Site Photography

C.11 Impact includes professionally edited photography, which may include:

C.11(a) staff headshots;

C.11(b) office photographs;

C.11(c) candid photographs;

C.11(d) group photographs; and

C.11(e) other mutually agreed practice photography.

C.12 Raw photographs are not included.

C.13 At completion of the twelve-month Impact Initial Term, Member will transition to Growth on a month-to-month basis at the then-current Growth rate unless the Parties agree in writing to Foundation services, another Impact term, or another available service arrangement.

D. GENERAL DELIVERY CONDITIONS

D.1 All published quantities and production schedules assume Member's timely participation, cooperation, account access, scheduling availability, approvals, photographs, video participation, and other required materials.

D.2 Deliverables that cannot reasonably be produced because Member fails to timely participate or provide required materials do not roll forward or increase the number of deliverables due during a later service period.

D.3 Entheos may make reasonable creative, technical, scheduling, formatting, or production adjustments that do not materially reduce the core services promised under Member's selected tier.

D.4 No specific marketing or business outcome is guaranteed.