

Purchase Order Terms and Conditions for Services

- 1. APPLICATION AND ACCEPTANCE.** The terms and conditions set forth herein shall apply to the transaction described in this purchase order (the "Order") unless the parties hereto have a prior agreement (including any statement(s) of work, that covers such transaction, in which case the terms and conditions of such prior agreement shall apply). The party identified as the Vendor on the preceding page (the "Vendor") has agreed to provide services to the party identified under "Bill To" on the preceding page, and/or for the benefit of one or more of its affiliates (collectively, the "Buyer") pursuant to this Order. Vendor shall be deemed to have accepted this Order upon the earliest to occur of: (1) Vendor's express written or verbal acceptance of Buyer's offer as set forth in this Order, or (2) commencement of work on services subject to this Order. Such acceptance is limited to acceptance of the express terms contained herein; any additional or different terms proposed by Vendor are hereby objected to and rejected by Buyer. Any such additional or different terms will not operate as a rejection of Buyer's offer unless such terms relate to the description, price, or delivery schedule of the services but will be deemed a material alteration of this Order, and this Order will be deemed accepted by Vendor without such additional or different terms. If this Order is deemed an acceptance by Buyer of a prior offer by Vendor, such acceptance is expressly conditional on Vendor's assent to any additional or different terms contained herein and such assent will be deemed to exist upon the earliest to occur of: (1) Vendor's express acceptance of Buyer's additional or different terms, or (2) commencement of work on services subject to this Order.
- 2. PAYMENT.** Payments are due 60 days after the later of: (1) acceptance of services by Buyer, or (2) Buyer's receipt of invoice. Cash discount periods will commence on the later of: (1) acceptance of services by Buyer, or (2) Buyer's receipt of invoice. Cash discounts will be deducted from the invoice's face and the new amount shown. Amounts otherwise payable to Vendor are subject to deduction or set-off by the Buyer by reason of any counterclaim arising out of this or any other transaction with Vendor. All invoices are subject to correction for errors by Buyer.
- 3. CONFIDENTIALITY.** Vendor will hold in confidence all information furnished by Buyer (including this Order and its terms) and all drawings, specifications or other documents prepared by Vendor for use by Buyer in connection with this Order. Vendor will not advertise or publish the fact that is a supplier to Buyer without Buyer's prior written consent.
- 4. WARRANTY.** Vendor warrants to Buyer that services provided pursuant to this Order will be free and clear of any claim, lien or encumbrance of any third party; will be free from defects in materials or workmanship; and will conform to applicable specifications, drawings, samples or other descriptions provided to Buyer. Vendor warrants that such services are in complete and strict compliance with the provisions of the Occupational Safety and Health Act, as amended, and all regulations issued pursuant thereto, as well as any state or local laws, regulations, or guidance pertaining to safety requirements. The foregoing warranties are in addition to all other warranties, express, implied, or statutory. All warranties will survive inspection, test acceptance, and use.
- 5. COMPLIANCE WITH LAWS AND REGULATIONS.** Vendor warrants that all services provided hereunder will conform to all applicable local, state, and federal laws, Ordinances, and regulations. Without limiting the foregoing, Vendor warrants and certifies that in supplying services hereunder it has complied with paragraphs (1) through (7) of Section 202 and with Section 203 of Executive Order Ill 1246 of September 24, 1965 with respect to Equal Employment Opportunity. Vendor agrees to supply any necessary Certification of Non-Segregated Facilities with respect to any non-exempt purchase orders which exceed \$10,000 and to provide to Buyer any Certification of Non-Segregated Facilities which may be required in connection with any non-exempt subcontract(s) which exceed \$10,000. The following clauses, where applicable, are incorporated in this Order by reference as if herein fully set forth: 41 CFR 60-1.40, 41 CFR 60- 250.5(a), 41 CFR 60-741.5(a) and 41 CFR 60-300.5(a); which regulations prohibit discrimination against individuals on the basis of certain characteristics, qualified protected veterans, and qualified individuals on the basis of disability, and requires affirmative action by covered prime contractors and subcontractors to employ and advance in employment for such individuals, qualified protected veterans, and qualified individuals with disabilities. Vendor will comply with all applicable federal, state and/or local laws and regulations relating to hazardous substances, and containers for such substances will be clearly labeled with the chemical or common name (or trade name if no common name exists), hazard warning as to the specific nature of hazard arising from the substance in the container, and the name, address, and telephone number of the manufacturer of such substance.
- 6. TERMINATION.** Buyer may terminate all or any part of this Order (i) for convenience; (ii) if services are not rendered when and as specified (time being the essence of this Order); or (iii) for any other breach or default by Vendor of its obligations under this Order. Buyer may pursue any remedies which it may have at law or in equity for such breach or default. Buyer may also terminate this Order or any part hereof for reasons of convenience or necessity, in which case Vendor will be paid a reasonable termination charge reflecting the percentage of the work performed prior to notice of termination or actual direct costs resulting from termination which Vendor could not reasonably have avoided.
- 7. INSPECTION.** Payment for services will not constitute acceptance of such services. Services are subject to inspection by Buyer. In addition to any other rights or remedies, Buyer may inspect the provision and result of services provided by Vendor and to reject any which are unacceptable, in which case Vendor will provide such services again at Vendor's expense and at a level acceptable to Buyer. Nothing in this Order will relieve Vendor from any obligations of testing, inspection, or quality control which it may otherwise have.

8. INDEMNIFICATION AND INSURANCE. Vendor agrees to defend, indemnify, and hold Buyer harmless from and against all losses, claims demands, damages, costs, and liabilities (including attorney's fees and legal expenses) which Buyer may suffer or to which Buyer may become subject by reason of: (i) any breach by Vendor of its obligations under this Order; (ii) failure of any goods and/or services provided pursuant to this Order to conform to Vendor's representations, warranties, or by reason of any other defects; (iii) any actual or alleged infringement of any patent, trademark copyright, trade secret or other proprietary right of any third party by reason of the manufacture sale or use of the goods and/or services covered by this Order; (iv) personal injury, death or property damage allegedly sustained by any person(s) resulting from work done or services performed pursuant to this Order; or (iii) any failure of services covered by this Order to comply with the provisions of applicable law. Vendor will maintain all necessary insurance coverage, including no less than: \$1,000,000—Automobile Liability; \$1,000,000—General Liability; Appropriate levels of Product Liability; \$1,000,000—Workers' Compensation or the statutory minimum (whichever is greater); \$500,000—Employer's Liability.

9. CHANGES OR DELAYS. Buyer may at any time make changes to the services provided under this Order. If any such changes result in an increase or decrease in the cost or the time required for the performance, an equitable adjustment will be made and this Order will be modified in writing accordingly. Vendor agrees to accept any such changes subject to this Section. Buyer may delay services provided pursuant to this Order due to causes beyond its control or reasons of convenience. Vendor will delay the performance of such services at Buyer's direction and will perform them when the reason for delay has been removed. Buyer will be responsible only for Vendor's direct additional costs in delaying performance of the services at Buyer's request.

10. LIMITATION OF LIABILITY: STATUTE OF LIMITATIONS. In no event will Buyer be liable for lost or anticipated profits or for indirect, incidental, or consequential damages. Buyer's liability on any claim of any kind for any loss or damage arising out of or in connection with or resulting from this Order or from the performance or breach of this Order will in no case exceed the price allocable to the service which gives rise to the claim. Buyer will not be liable for penalties of any description. Any action resulting from any breach on the part of Buyer as to the goods or services delivered under this Order must be commenced within one year after the cause of action has occurred.

11. DATA PRIVACY. Vendor will comply with all state, federal, and/or local laws and regulations relating to its collection, storage, and use of data relating to any individual or household. If Vendor is involved with or affected by any event or incident of any kind that actually or could potentially interrupt Vendor's day-to-day business operations, or Vendor's ability to provide goods and/or services to Buyer, Vendor will contact Buyer and provide a summary of the incident or event and its impact by calling 1-866-801-1123, AND by contacting Buyer using Vendor's usual method of communication.

12. MISCELLANEOUS. Unless otherwise agreed, Vendor agrees to pay any taxes imposed by law upon, or on account of services and materials provided hereunder. Neither this Order nor any part hereof may be assigned or subcontracted to any third parties without the prior written approval of Buyer. This Order contains the entire agreement between the parties and may be expressly modified only in a writing signed by authorized representatives of each party. Buyer's failure to insist on performance of any of the terms or conditions of this Order or to exercise any right or privilege or Buyer's waiver of any breach with this Order will not thereafter waive any other terms, conditions, or privileges, whether of the same or similar type. This Order will be governed by the applicable laws of and heard in the Federal or State courts seated in the state in which the Buyer resides.