



Agreement to Arbitrate Disputes

I hereby agree to submit to binding Arbitration any dispute, claim or controversy arising from my employment with Cleveland Integrity Services, Inc., including, but not limited to, the breach of any agreement between Cleveland Integrity Services, Inc. and/or its subsidiaries, affiliates and me, and all employment disputes, including, but not limited to, those arising under Title VII of the Federal Civil Rights Act of 1964, as amended, ADA, ADEA, FMLA, FLSA and all federal, state or local laws pertaining to employment practices. I understand that I may, if permitted by law, file a claim with the EEOC or other applicable agency in connection with such disputes or claims. However, I understand that I will **not** be entitled to receive any monetary award from such agency, and that following any agency determination my only recourse will be to binding arbitration, not to litigation in any state or federal court.

I also hereby agree to submit to binding Arbitration any claim, dispute, or grievance that has not been resolved to my satisfaction by Cleveland Integrity Services, Inc.

Similarly, I understand that Cleveland Integrity Services, Inc. hereby also agrees to submit to binding arbitration any claim it may have against me, which arises from any aspect of my employment with Cleveland Integrity Services, Inc.

Any Arbitration shall be conducted by one (1) arbitrator under the rules of the American Arbitration Association and shall be held at the offices of Cleveland Integrity Services, Inc. of Cleveland, Oklahoma. All fees associated with the proceedings shall be divided equally between Cleveland Integrity Services, Inc. and me unless I demonstrate that I cannot afford to pay half of such cost, in which case the cost will be apportioned on the basis of my ability to pay.

Unless Arbitration is initiated before the expiration of the Statute of Limitations (time limit) applicable to any claim I assert, I understand that such claim will be forever barred. By signing this Agreement, I also understand:

- ☐ Arbitration is final and binding on the parties except in very rare circumstances.
- ☐ Each party is waiving its right to seek remedies in a court of law, including the right to a jury trial, as available, by submitting the matter to Arbitration.
- ☐ The arbitrator's award is not required to include factual findings or legal reasoning and any party's right to appeal or seek modification by the arbitrator is strictly limited.

I further understand that the consideration for my entering into this Agreement is employment by Cleveland Integrity Services, Inc., and Cleveland Integrity Services, Inc.'s reciprocal agreement to submit to binding arbitration any claims it may have. I acknowledge that I was not coerced to sign this Agreement.

Employee Name

Signature of Employee)

Date