



**Memorandum of Agreement
Society of American Military Engineers and Perfect Technician Academy**

The terms and conditions outlined in this Memorandum of Agreement will guide the Society of American Military Engineers (SAME) and Perfect Technician Academy. Its execution recognizes the intent of the two associations to form a strategic alliance to promote and provide education and credentialing services to active duty and veterans in Heating, Ventilation and Air Conditioning (HVAC) and to provide job placement assistance in support of our national security and infrastructure. No money will be exchanged with this partnership.

SAME will:

- Announce the partnership in SAME's RealTiME e-newsletter and on the SAME website.
- Promote Perfect Technician Academy services to SAME members via the website, and when appropriate, annual events.
- Provide complimentary booth and/or registration opportunities at the Joint Engineer Training Conference (JETC) to Perfect Technician Academy in order to promote credentialing to membership.
- Provide a place for Perfect Technician Academy on the established SAME Credentialing Committee to continue collaboration on joint credentialing initiatives with the armed services and other strategic partners.
- Consider opportunities for Perfect Technician Academy representatives to speak at conferences (within the confines of the established "Call for Presentation" process)_or participate on panel discussions, podcasts, and other promotional opportunities, at the national and post/chapter level.

Perfect Technician Academy will:

- List appropriate SAME events on the Perfect Technician Academy website.
- Serve as a resource to counsel service members interested in satisfying the requirements for HVAC certification.
- Provide expert HVAC credentialing advice to SAME via abstract submission, articles for The Military Engineer (TME) magazine, and the Credentialing Committee.
- Develop and deliver training programs that contribute to workforce solutions such as training and job placement assistance.
- Collaborate with SAME Nationally and locally (through Posts) on efforts to fill the talent shortage in the HVAC industry.
- Seek to provide SAME with appropriate subject matter experts to present or otherwise participate at events.

Use of the Parties' Marks.

A. Perfect Technician Academy's Marks. Perfect Technician Academy hereby grants to SAME until the termination of this Agreement a limited, non-exclusive, nontransferable, non-assignable, royalty-free, revocable right and license to use the service marks, trade names and logos solely in connection with the purpose of this Agreement. SAME acknowledges Perfect Technician Academy's exclusive right, title and interest in its name and Marks, except as provided for in this Agreement. Upon the termination of this Agreement, all rights to, and interest in, Perfect Technician Academy's Marks held by SAME shall revert fully to Perfect Technician Academy.



All rights and licenses of any kind in Perfect Technician Academy's Marks not expressly granted in this Agreement are exclusively reserved to Perfect Technician Academy.

B. SAME's Marks. SAME hereby grants to Perfect Technician Academy until the termination of this Agreement a limited, non-exclusive, nontransferable, non-assignable, royalty-free, revocable right and license to use the service marks, trade names and logos solely in connection with the purpose of this Agreement. Perfect Technician Academy acknowledges SAME's exclusive right, title and interest in its name and Marks, except as provided for in this Agreement. Upon the termination of this Agreement, all rights to, and interest in, SAME's Marks held by Perfect Technician Academy shall revert fully to the SAME. All rights and licenses of any kind in SAME's Marks not expressly granted in this Agreement are exclusively reserved to the Society of American Military Engineers.

Local Coordination. SAME will communicate the partnership with Post leadership via targeted marketing efforts. SAME will share Post Leadership contacts by request for particular Posts/areas of interest to Perfect Technician Academy. Posts are valuable resources for hiring partners and for advocates to promote Perfect Technician Academy.

Term of Memorandum of Agreement. SAME and Perfect Technician Academy both agree that this agreement shall continue until either party, with 90 days written notice, elects to end the agreement. SAME and Perfect Technician Academy both agree to connect annually to review the agreement and to discuss future collaboration strategies.

Perfect Technician Academy

Handwritten signature of Sean Passmore in black ink.

Sean Passmore
EVP, Strategic Initiatives and Military Affairs

Date 6 JAN 2020

Society of American Military Engineers

Handwritten signature of BG Joseph Schroedel, P.E., F.SAME, USA (Ret.) in black ink.

BG Joseph Schroedel, P.E., F.SAME, USA (Ret.)
Executive Director

Date 18 Dec 2019