

This Memorandum of Understanding (MOU) entered into this _____ day of _____ 2016, is between Solutionary Inc. and (student name), hereafter referred to as the "STUDENT". Funding for the SANS VetSuccess Immersion ACADEMY is provided by Solutionary.

1. As a member of the Pittsburgh or Omaha academy cohort, the student:

- a. Will begin required coursework at Solutionary's offices in either Omaha, NE on April 4, 2016 or in Pittsburgh, PA on May 30, 2016 per the student's selection of academy location.
- b. Will complete two SANS courses and two GIAC certifications and Solutionary SOC training. Successful completion of each SANS course requires passing the associated GIAC certification test.

The required courses and certifications for the curriculum are:

- SEC401: SANS Security Essentials and the GIAC Security Essentials Certification (GSEC)
- SEC503: Intrusion Detection In-Depth - GIAC Certified Intrusion Analyst (GCIA)
- Solutionary SOC training

The academy has allotted sufficient time for each student to complete the curriculum. Should the student fall behind this schedule, academy and Solutionary personnel will work with the student to help him/her get back on pace with the cohort. Students who fall behind the cohort risk dismissal from the academy.

2. As per established Global Information Assurance Certification (GIAC) procedures, the academy program includes support for two practice tests and one actual attempt for the student to attain each certification. Students who do not attain required course certifications are subject to dismissal from the academy.

3. Student will also be required to work with fellow academy cohort students on virtual hands on labs over the course of the program. Performance on the virtual labs will be factored into the students overall performance rating.

4. The academy may terminate the student from the cohort if:

The student after counseling and mentoring provided by academy personnel, is not making sufficient progress with the required coursework and associated certifications to remain on pace with the cohort.

5. The student can terminate enrollment in the academy without financial obligation after giving at least one week notice to academy personnel and only after completing a required conference call with Solutionary personnel to discuss their options.

6. Should any unforeseen circumstance make it impossible for the student to continue academy enrollment, he/she must notify Solutionary personnel as soon as possible.

7. The student commits to work for the sponsoring company, Solutionary Inc., for a time period no less than two years, at the Solutionary location selected below.

8. The hiring employer, Solutionary Inc., will include a repayment provision in the employment contract. The amount to be repaid for training costs incurred is reduced according to the length of time an employee remains with the employer after the training has been completed.

9. Please check the appropriate box below to indicate with Solutionary Academy you are applying to.

Omaha, Nebraska

Pittsburgh, Pennsylvania

I have read and understand this MOU and agree to the obligations set forth herein, and by our signatures we hereby certify that we are in agreement to the foregoing, and are the representatives duly authorized by the parties to enter into this MOU.

Signed and executed on this _____ day of _____, 2016.

Your signature indicates your acceptance of this agreement.

Date