

SERVICE AGREEMENT

Safety U: Compliance Plus Library Group and LMS Subscription

Last Updated: August 13, 2025

This Service Agreement (“Serv-Agreement”) is entered into by and between ENVIRONMENTAL & SAFETY SUPPORT GROUP, LLC (dba ESSG), an Oklahoma corporation (“Provider” or “Party”), and the entity indicated on the applicable Quote and/or Order Form (“Customer” or “Client” or “Subscriber” or “Party”). This Serv-Agreement is incorporated by reference into, and governed by, the Master Service Agreement (“MSA”) between the Parties. In the event of a conflict between this Serv-Agreement and the MSA, the terms of the MSA shall control unless otherwise expressly stated herein.

1. SERVICE DESCRIPTION

Provider will grant Customer access to the Safety U Compliance Plus Library Group of courses as listed at <https://www.safetyu.com/courses>.

- Number of Students Included: Up to the number specified in the applicable Quote or Order Form.
- Additional Students: Any student registrations beyond the included number will be billed at the per-student price listed in the applicable Quote or Order Form.
- Customer may select from any of the 330+ courses offered in the Compliance Plus Library Group, across all available languages, including the following libraries:
 - [Occupational Safety & Health](#),
 - [Human Resources](#),
 - [Environmental Management](#),
 - [Transportation](#),
 - [Canadian Safety & Health](#),
 - [Food Manufacturing Safety](#),
 - [Higher Education](#),
 - [Healthcare](#), and
 - [Training Shorts Courses](#).

Courses outside the Compliance Plus Library Group may be purchased separately and added to the Customer’s Learning Management System (LMS) portal at that course’s license fee.

2. BENEFITS & FEATURES

Under this Serv-Agreement, Customer will receive:

1. Premium Support – A dedicated Client Service Representative plus a live help desk for student and administrator questions.
2. White-Glove Setup – Full setup performed by Provider with guidance to Customer.
3. Cloud-Based Software – No software downloads or installations required.
4. Administrator Training – Comprehensive training via online meetings, instructional videos, and direct support.
5. Learning Management System (LMS) – Full access to all LMS features.
6. Unlimited Locations/Organizations – Ability to set up as many as needed.
7. Unlimited Administrators – No limit on the number of administrator accounts.

8. Auto-Renewal Terms – Subscription auto-renews unless cancelled in accordance with MSA Section 2.
9. Additional Students – May be added at any time, billed at the per-student rate specified in the Order Form.

3. DEFINITIONS

Start: A “start” occurs any time a student begins a course, regardless of completion. Starts are omitted if a course was inadvertently launched by the student.

4. BILLING & PAYMENT

Subscription fees cover up to the number of students specified in the applicable Quote or Order Form. Additional students will be invoiced at the per-student rate specified in the applicable Quote or Order Form. All other billing, payment, and tax obligations follow MSA Section 3.

5. TERM & TERMINATION

This Serv-Agreement will run concurrently with the applicable Quote or Order Form and the MSA. Auto-renewal applies per the terms of the MSA. Either Party may terminate this Serv-Agreement in accordance with MSA Section 2.

6. GENERAL

All other terms, conditions, and definitions contained in the MSA remain in full force and effect and are incorporated herein by reference.