



ADA Service Agreement

Vendor name and address: CyraCom International, Inc. (“Vendor”) 2650 East Elvira Road, Suite 132 Tucson, Arizona 85756	Client name and address: (“Client”)
Services:	Exhibit (Exhibit attached hereto if box is checked): <input checked="" type="checkbox"/> A: Over-the-Phone interpretation/OPI <input checked="" type="checkbox"/> A -1: Leased Telephones <input checked="" type="checkbox"/> B: Translation and Localization <input type="checkbox"/> C: Interpreter Evaluations <input type="checkbox"/> D: On-Site Interpretation <input checked="" type="checkbox"/> E: Video Remote Interpretation/VRI <input type="checkbox"/> E – 1: Video Remote Interpreting Equipment <input checked="" type="checkbox"/> E – 2: CyraCom Connect – Telehealth <input type="checkbox"/> F: Facilities

Introduction. In consideration of the mutual promises contained herein, and for other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, the parties hereto agree as follows:

1. **Formation.** This Service Agreement (“Agreement”) is formed between Vendor and American Dental Association Member (“Client”).
2. **Services.** Pursuant to the terms of this Agreement, Vendor shall provide the Services to Client and to any affiliate Facilities listed on Exhibit F.
3. **Payment.** Client will be invoiced by Vendor and shall remit payment to Vendor within thirty (30) days of invoice date. Vendor’s preferred method of payment is by any electronic means, including automated clearing house (ACH) payment or wire, however checks and credit cards are accepted. Any third-party fees incurred by Vendor in the course of receiving or preparing to receive payment from Client, such as a third-party payment processing service, shall be applied to Client’s next invoice, due and payable by Client in accordance with the provisions of this Agreement. Any payment Client fails to remit to Vendor as provided herein shall incur simple interest on all overdue amounts at the rate of one and one-half percent (1.5%) every thirty (30) calendar days.

3.1. Cyracom International, Inc. EIN: 36-4036218

If Sent Via ACH	If Sent By First Class Mail	If Sent Via Courier (e.g., Federal Express, United Parcel Service, Messenger)
Routing Number 122101706 Account: 457024830100	PO Box 74008076, Chicago, Illinois 60674-8076	Bank of America Lockbox Services Cyracom International, Inc. #74008076 540 W. Madison, 4th Floor Chicago, IL 60661

4. **Term and Termination.** This Agreement shall commence on the date by which: (i) all Parties have executed this document (“Commencement Date”), and (ii) a copy of the executed document has been delivered to Vendor; and shall terminate December 31, 2027, unless otherwise provided in this Agreement or sooner terminated as provided elsewhere in this Agreement. On the initial termination date, and on each successive anniversary of that date, this Agreement shall renew for one year. This agreement may be terminated, without penalty, by either party upon thirty (30) days’ written notice of termination to the other party. The “Termination Date” of this Agreement shall be the sooner of: (i) the date identified by the terminating party in that party’s notice of termination to the other party, or (ii) the date on which Vendor terminates Client’s access to Services.

4.1 **Survival.** Without limiting other provisions of this Agreement, obligations of the following sections shall survive the termination of this Agreement: 9 (Confidentiality/Prohibited Uses) and 20 (Arbitration).

4.2 **Termination for Non-Payment.** Vendor may suspend PIN(s) and terminate the account if payment is not received within 60 days of invoice date.

5. **Independent Contractor Relationship.** The relationship between the parties is that of independent contractors. Neither party is an agent, partner or employee of the other party, and neither party has any right or any other authority to enter into any contract or undertaking in the name of or for the account of the other party, or to assume or create any obligation of any kind, express or implied, on behalf of the other party, nor will the acts or omissions of either party create any liability for the other party. This Agreement shall in no way constitute or give rise to a partnership or joint venture between the Parties.

6. **Insurance.** Vendor shall maintain insurance against claims for injury to persons or damage to property that may arise from or relate to Vendor’s performance of Services pursuant to this Agreement. All insurance coverage required by this Agreement shall be procured from and maintained with duly licensed or approved non-admitted insurers in the State of Arizona with an "A.M. Best" rating of not less than A- VII. Upon Client’s written request, Vendor shall furnish Client with copies of certificates of insurance or other forms of verification of coverage, duly signed by an authorized representative of the respective insurer.

6.1. Vendor shall maintain per-occurrence commercial general liability insurance including bodily injury, property damage, personal injury, and broad-form contractual liability coverage of not less than the following amounts:

General Aggregate	\$3,000,000.00
Products – Completed Operations Aggregate	\$3,000,000.00
Each Occurrence	\$2,000,000.00
Damage (Rented Property)	\$2,000,000.00
Medical Expenses	\$15,000.00

6.2. Vendor shall maintain coverage for Errors and Omissions and Workers Compensation of not less than the following amounts:

Errors and Omissions	\$10,000,000.00
Worker’s Compensation	\$1,000,000.00

7. **Limited Liability.** Vendor shall provide Services in a professional and workmanlike manner utilizing translators, interpreters and/or other language professionals with skills and qualifications that meet or exceed the standards of the industry. Client understands and agrees that Services are inherently inexact disciplines and some discrepancies may arise despite Vendor’s professional provision of Services. Client releases Vendor from any and all liability, other than liability that cannot be waived by law, for: (i) non-negligent errors made by Vendor in the provision of Services, and (ii) any failure of or interruption to Services due to the failure of any telecommunications facilities, gear, infrastructure, and/or similar equipment beyond Vendor’s control. Beyond the limits of its insurance coverage, Vendor shall not be liable to Client for any direct, indirect, punitive, special, incidental or consequential damage of any kind (including loss of business, revenue, profits, use, data or other economic advantage) in connection with or arising out of Client’s use of Services or any failure to connect to Services, if applicable, whether in contract or in tort, even if Vendor has been previously advised of the possibility of such damages. The foregoing limitation on Vendor’s liability for damages shall apply even if any exclusive remedy provided for in this Agreement fails of its essential purpose.

8. **Background Checks.** Vendor, subject to any federal, state or local laws, rules or regulations which may limit any Vendor action otherwise required by this section, shall make reasonable and legally permitted efforts, including checking background and verifying personal information, to determine that no Vendor employee or independent contractor who shall perform any Services that permit physical, virtual or other access to Client's or its customer's premises, systems, networks or information at any time during the term of the Agreement, has been convicted of any felony or misdemeanor less than ten (10) years prior to becoming Vendor's employee (unless a lesser time period is required by law) involving violence, sexual misconduct, theft or computer crimes, fraud or financial crimes, drug distribution or crimes involving unlawful possession or use of a dangerous weapon. Vendor shall not permit any employee having such a conviction to perform any Services that permit such access during the term of the Agreement, subject to any federal, state or local restrictions on the consideration of criminal convictions in making employment decisions, unless in the sole judgment of Client, said conviction has no reasonable relationship to the employee's fitness or trustworthiness to perform the Services. Vendor shall comply with obligations under this section through the use of a third party service which shall perform a review of applicable records for those counties, states and federal court districts in which a proposed Vendor employee has identified as having resided, worked or attended school in the searched time period. Notwithstanding any of the foregoing, exceptions for individual Vendor personnel may be granted by Vendor on a case-by-case basis.
9. **Confidentiality/Prohibited Uses.**
- 9.1. **Terms.** Neither party shall disclose the terms of this Agreement to any third party without the written consent of the other party, except: (i) as required by law, court order or governing legal authority, or (ii) for disclosure of the terms of this Agreement to a party's accountants, attorneys or similar representatives who are bound by an equal or greater obligation of confidentiality, or to the representatives of any prospective purchaser of a party who is bound by an equal or greater obligation of confidentiality. This paragraph shall survive indefinitely any termination or expiration of this Agreement.
- 9.2. **Confidential Information.** All information provided to Vendor by Client or its affiliates, subsidiaries or agents that is: (i) labeled as confidential and/or proprietary, or (ii) reasonably identifiable as confidential and/or proprietary is the confidential and/or proprietary information of Client (collectively, "Confidential Information"). Client retains all rights, title and interest in and to all of the Confidential Information provided to Vendor. Vendor agrees that it will only use Confidential Information in connection with its performance of its obligations under this Agreement. Vendor shall take reasonable precautions necessary to safeguard the confidentiality of Confidential Information. Vendor agrees to immediately notify Client in the event of any accidental loss or unauthorized access, use, disclosure or breach by it or any of its employees, agents or other permitted users of any Confidential Information. Vendor shall only disclose Confidential Information in response to the order, requirement or request of a court, administrative agency or other governmental body of competent jurisdiction, and Vendor shall provide prompt notice of such disclosure to Client.
- 9.3. **PHI.** Vendor shall apply safeguards to Personal Health Information ("PHI") in conformity with HIPAA and HITECH requirements.
- 9.4. **Prohibited Uses.** The following uses of Services are prohibited: (i) transmission of any message which constitutes an infringement of any copyright or trademark; (ii) any unauthorized disclosure of a trade secret; (iii) transfer of any information or technology in violation of any applicable law or regulation; (iv) violation of any telecommunications law or regulation regarding the use of telephones in interstate or foreign commerce to transmit obscene, threatening, harassing or other prohibited messages; (v) making libelous or slanderous statement; and (vi) violation of any applicable statute or government rule, ordinance, law, regulation or similar edict. Client shall indemnify and hold harmless Vendor for any liability Vendor incurs arising out of or relating to Client's prohibited use of Services. This indemnity protection shall survive the termination of this Agreement. Without waiving any other remedy available to Vendor at law or in equity, Vendor may terminate this Agreement at any time following Client's prohibited use of Services.
10. **Safe Harbor.** Vendor agrees that it will fully and accurately satisfy its responsibilities, as provider of the Services, under the Safe Harbor Regulations relating to program "fraud and abuse" promulgated under the Social Security Act and Medicare and Medicaid Patient and Program Protection Acts.

11. **Disbarment.** Vendor warrants that it is not disbarred or suspended, proposed for disbarment or declared ineligible for award of contracts by any federal agency.
12. **Cost of Living Increase.** The contracted pricing may be increased by 3% at each anniversary of the contract effective date.
13. **Solicitation of Personnel.** Neither party shall, directly or indirectly, knowingly solicit, induce, recruit or encourage, or cause another to solicit, induce, recruit or encourage, any person employed or engaged by the other party, whether as an employee or independent contractor, to terminate his or her engagement with the other party during the term of this Agreement and for the one (1) year period following the Termination Date.
14. **Marketing and Publicity.** Without obtaining prior written consent, no party may use the other party's name, trademarks, logos and/or service marks without complying with the other party's requirements for such use.
15. **Remedies.** The remedies in this provision do not replace or otherwise limit the remedies included elsewhere in this Agreement. Either Party may, in its sole and absolute discretion, terminate this Agreement upon the other party's breach or within ten (10) days of learning of the other party's breach. Any decision by either party to forego cancellation upon a breach by the other party shall not constitute a waiver of such party's right to terminate due to any subsequent breach.
16. **Notices.** All notices and communications must be in writing and will be effective upon receipt. Such notices shall be sent by registered or certified U.S. mail return receipt requested or by a nationally recognized overnight courier service, to the address set forth for such party listed above.
17. **Account Management Portal.** Client Administrator will grant Client's employees access to Vendor's Account Management Portal (AMP), or Client's Account Manager will grant access upon Client's request. During the term of the Agreement it will be Client Administrator's responsibility to remove terminated employee's AMP access, or notify Vendor, in writing, that a terminated employee should have their AMP access removed. Should Client not remove or provide termination information to Vendor to remove terminated user's accounts, Vendor will not have any liability for any misuse.
18. **Equal Opportunity.** In accordance with 41 CFR 60-1.4(a), 60-300.5(a) and 60-741.5(a), Vendor prohibits harassment or discrimination against any individuals based on their status as protected veterans or individuals with disabilities, and prohibits discrimination against any individuals based on their race, color, religion, sex, sexual orientation, gender identity or national origin. Vendor takes affirmative action to employ and advance in employment individuals without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability or veteran status.
19. **Entire Agreement.** This Agreement represents the complete agreement of the parties and will supersede any and all other agreements, understandings and representations by and between the parties hereto. The parties agree that this Agreement represents the joint drafting of the parties. By signing below, the parties represent and warrant that neither is relying on any promise, guarantee or other statement not contained in this Agreement.
20. **Governing Law.** The performance of Vendor and Client under this Agreement shall be controlled and governed by the laws of the State of Arizona, excluding conflicts of law provisions. Jurisdiction and venue for any dispute between Vendor and Client concerning this Agreement shall rest exclusively within the state and federal courts of Arizona. Each of Vendor and Client hereby waives all defenses of lack of personal jurisdiction and forum non conveniens related thereto.
21. **Arbitration.** The Parties agree that all controversies, disputes and/or claims arising out of or in any way related to the interpretation, validity, construction, performance, breach or termination of this Agreement shall be submitted to final and binding arbitration. The arbitration shall apply Arizona law and shall comply with and be governed by the American Arbitration Association under its Commercial Arbitration Rules. The prevailing party in any such arbitration shall be entitled to an award of attorneys' fees, expert witness fees and reimbursement of all reasonable costs and other fees associated with the arbitration, unless the Parties stipulate otherwise. Judgment on the arbitrator's award may be entered by any court of competent jurisdiction.
22. **Severability.** Should any provision of this Agreement be held invalid or illegal, such invalidity or illegality shall not invalidate the remainder of this Agreement. Instead, this Agreement will be construed as if it did not contain the illegal or invalid part, and the rights and obligations of the parties shall be construed and enforced accordingly.
23. **Force Majeure:** Notwithstanding any other provision of this Agreement, Each party shall be excused from performing any obligations under this Agreement, in whole or in part, as a result of delays or interference caused by an act of God, war, labor

disputes, strikes, floods, floods, lightning, severe weather, shortage of materials, failures or fluctuations in electrical power, heat, light, air conditioning, disruption of a line, service or program by a common carrier or billing services provider, disruption or malfunction of any data processing or telecommunications network, facility or equipment, third-party nonperformance, pandemic, or other cause beyond a party's reasonable control. Neither party however may obtain relief under this section if such party does not have a written disaster recovery/business continuity plan in place at the time of any force majeure event.

24. **Counterparts.** This Agreement and any amendments hereto may be executed by the Parties hereto individually or in any combination, in one or more counterparts, each of which shall be an original and all of which shall together constitute one and the same agreement. Signatures to this Agreement and any amendments hereto transmitted by any electronic means intended to preserve the original graphic and pictorial appearance of a document, shall have the same force and effect as physical execution and delivery of the paper document bearing the original signature.

EXHIBIT A: OVER-THE-PHONE (OPI) SERVICES

Vendor shall provide Client (and to the Facilities) with Over-The-Phone Interpretation (“OPI”) Services, available twenty-four (24) hours per day each calendar day for the term of this Agreement, for the languages referenced below. Vendor shall provide the following features and services at no additional charge to Client: (i) Vendor’s standard training services and materials; (ii) toll-free over-the-phone customer support available twenty-four (24) hours per day each calendar day for the term of this Agreement; (iii) on-line service-usage reporting; (iv) monthly invoices with Vendor’s standard granular usage details; and (v) such additional PIN numbers as Client may reasonably request from time to time.

Client may access Vendor OPI Services using Vendor’s telephone interface or Vendor’s Leased telephones by entering a valid PIN. Client is solely responsible for the security of Client’s PIN and preprogrammed Leased telephones, as well as for any use of Services arising out of or relating to unauthorized access thereto. If Client discovers or suspects unauthorized use of Client’s PINs, Vendor shall promptly disable any such PIN upon Client’s request and issue a replacement PIN.

Client may be issued a Dedicated Toll Free Number (“DTFN”) and a four digit PIN in order for Client to access Vendor OPI Services. If Client is issued 1 800 number(s) for its convenience by Vendor, Vendor shall retain ownership and a right in the 1 800 number(s) and Client agrees that use is limited to Client, its subsidiaries, affiliates or Employees and that Client is responsible for payment for calls made using these 1800 number(s). Client is responsible for securing their DTFN appropriately. Client must formally notify Vendor for research and credit consideration within thirty (30) business days from date of invoice containing said alleged unauthorized charges.

If Client chooses not to secure said DTFN with a PIN, then Vendor will not be held accountable for Client’s unsecured DTFN related charges that did not originate from the Client.

Languages: All available Vendor languages

Pricing and Fees*:

Interpretation Service Charges – Billed Monthly

OPI Interpretation	\$ 0.81	Per Minute
Live Operator*	\$ 0.50	Per Minute
Third Party Added to Domestic Call	\$ 0.18	Per Minute
Third Party Added to International Call	Varies by Location	Per Minute

*Charge only applies to those clients who use Live Operator to capture call data before being connected to an interpreter.

EXHIBIT A-1: LEASED TELEPHONES

The parties acknowledge and agree that all Leased telephones are and remain the sole property of Vendor. Vendor’s branded phones are to be used only for vendor’s services. Allowing their use by other language service vendors is forbidden under penalty of law.

Client agrees that Leased Phones will be kept only at Client’s address above in the Agreement and at the Facilities, or Client shall have waived all rights to Leased telephone maintenance and service under this Agreement.

From time to time upon twenty-four (24) hours’ notice to Client, Vendor may, during Client’s regular business hours, enter Client’s premises in which Leased telephones are located to inspect and maintain Leased telephones.

Client shall not in any way alter Leased telephones without prior written approval from Vendor. The parties acknowledge and agree that any alterations to Leased telephones become and remain the property of Vendor, at no cost to Vendor and without waiver of Vendor’s other rights or remedies. Client assumes and bears all risk of loss and/or damage to Leased telephones, other than normal wear and tear, from the time that any telephones are delivered to Client until such time as Client returns any such telephones to Vendor, as detailed below.

Client shall comply with all applicable laws governing Client’s possession and use of Leased telephones.

No later than thirty (30) days after the Termination Date of this Agreement, Client shall deliver to Vendor at Client’s sole expense, in good working order and without alteration, all Leased telephones provided to Client by Vendor. For each Leased telephone that Client fails to deliver as such, Client shall remit to Vendor \$100.00 USD no later than forty-five (45) days after the Termination Date of this Agreement.

Vendor warrants that Leased telephones will be free from defects in materials and workmanship during the term of the Agreement except for Leased telephones: (i) that have been altered or modified without the approval of Vendor, (ii) that are used by a person or entity other than Client or other permitted users, and/or (iii) that are used at any time during which any past due invoice hereunder has not been paid in full. In the event of any breach of such warranty, Vendor may, at its option, promptly repair or replace the defective Leased telephones. Vendor’s entire liability and Client’s sole and exclusive remedy for damages or loss caused by defect or failure of Leased telephones, whether in contract or in tort, including but not limited to negligence, shall be limited to the repair or replacement of Leased telephones. Client will incur a \$100.00 charge for each Leased telephone that is damaged beyond repair or lost.

Leased Telephone Charges – Billed Monthly

Cordless Leased Telephones	\$ 5.95	Per Telephone, based on assessment of need by Vendor
Corded Leased Telephones	\$ 5.95	Per Telephone, based on assessment of need by Vendor

EXHIBIT B: TRANSLATION AND LOCALIZATION SERVICES PRICING**ADA MEMBERS RECEIVE 15% OFF LISTED RATES FOR TL SERVICES**

Language	Per Word Rate - Standard Content - New Word	Per Word Rate - 100% Translation Memory Match	Per Word Rate - Translation Memory Repeated Text	Per Word Rate - Fuzzy Translation Memory Match (85%-99%)
Albanian	\$0.18	\$0.04	\$0.06	\$0.12
Amharic	\$0.21	\$0.05	\$0.07	\$0.14
Arabic	\$0.12	\$0.03	\$0.04	\$0.08
Armenian	\$0.16	\$0.04	\$0.05	\$0.11
Azerbaijani (Azeri)	\$0.15	\$0.04	\$0.05	\$0.10
Bengali	\$0.16	\$0.04	\$0.05	\$0.11
Bosnian	\$0.17	\$0.04	\$0.06	\$0.12
Bulgarian	\$0.16	\$0.04	\$0.05	\$0.11
Burmese	\$0.19	\$0.05	\$0.06	\$0.13
Cambodian (Khmer)	\$0.17	\$0.04	\$0.06	\$0.12
Catalan	\$0.23	\$0.06	\$0.08	\$0.15
Chinese (Simplified)	\$0.12	\$0.03	\$0.04	\$0.08
Chinese (Traditional)	\$0.15	\$0.04	\$0.05	\$0.10
Chuukese (Trukese)	\$0.44	\$0.11	\$0.15	\$0.29
Creole (Cape-Verdean)	\$0.31	\$0.08	\$0.10	\$0.21
Croatian	\$0.16	\$0.04	\$0.05	\$0.11
Czech	\$0.16	\$0.04	\$0.05	\$0.11
Danish	\$0.20	\$0.05	\$0.07	\$0.13
Dari	\$0.19	\$0.05	\$0.06	\$0.12
Dutch	\$0.20	\$0.05	\$0.07	\$0.13
English (United Kingdom)	\$0.09	\$0.02	\$0.03	\$0.06
Estonian	\$0.18	\$0.04	\$0.06	\$0.12
Farsi	\$0.14	\$0.04	\$0.05	\$0.10
Finnish	\$0.23	\$0.06	\$0.08	\$0.15
French (Canadian)	\$0.22	\$0.05	\$0.07	\$0.14
French (European)	\$0.17	\$0.04	\$0.06	\$0.12
Georgian	\$0.20	\$0.05	\$0.07	\$0.13
German	\$0.20	\$0.05	\$0.07	\$0.13
Greek	\$0.19	\$0.05	\$0.06	\$0.12
Gujarati	\$0.15	\$0.04	\$0.05	\$0.10
Haitian Creole	\$0.23	\$0.06	\$0.08	\$0.15
Hakha Chin	\$0.31	\$0.08	\$0.10	\$0.20
Hawaiian	\$0.43	\$0.11	\$0.14	\$0.28
Hebrew	\$0.18	\$0.04	\$0.06	\$0.12
Hindi	\$0.16	\$0.04	\$0.05	\$0.11
Hmong	\$0.23	\$0.06	\$0.08	\$0.15
Hungarian	\$0.17	\$0.04	\$0.06	\$0.12
Ilocano	\$0.18	\$0.05	\$0.06	\$0.12
Indonesian	\$0.15	\$0.04	\$0.05	\$0.10
Italian	\$0.17	\$0.04	\$0.06	\$0.11
Ixil	\$0.33	\$0.08	\$0.11	\$0.22
Japanese	\$0.19	\$0.05	\$0.06	\$0.12
Karen	\$0.22	\$0.05	\$0.07	\$0.14
Karenni	\$0.26	\$0.07	\$0.09	\$0.17
Kikuyu	\$0.31	\$0.08	\$0.10	\$0.20
Kinyarwanda	\$0.19	\$0.05	\$0.06	\$0.13
Kirundi	\$0.20	\$0.05	\$0.07	\$0.13
Korean	\$0.17	\$0.04	\$0.06	\$0.11
Kosraean	\$0.57	\$0.14	\$0.19	\$0.38

Kunama	\$0.30	\$0.08	\$0.10	\$0.20
Kurdish	\$0.21	\$0.05	\$0.07	\$0.14
Laotian	\$0.20	\$0.05	\$0.07	\$0.13
Latvian	\$0.17	\$0.04	\$0.06	\$0.12
Lithuanian	\$0.16	\$0.04	\$0.05	\$0.11
Macedonian	\$0.19	\$0.05	\$0.06	\$0.12
Malay	\$0.16	\$0.04	\$0.05	\$0.11
Marshallese	\$0.41	\$0.10	\$0.14	\$0.27
Navajo	\$0.69	\$0.17	\$0.23	\$0.45
Nepali	\$0.20	\$0.05	\$0.07	\$0.13
Norwegian	\$0.23	\$0.06	\$0.08	\$0.15
Oromo	\$0.22	\$0.05	\$0.07	\$0.14
Pashto	\$0.20	\$0.05	\$0.07	\$0.13
Pohnpeian	\$0.57	\$0.14	\$0.19	\$0.38
Polish	\$0.17	\$0.04	\$0.06	\$0.12
Portuguese (Brazilian)	\$0.16	\$0.04	\$0.05	\$0.10
Portuguese (European)	\$0.17	\$0.04	\$0.06	\$0.11
Punjabi (Panjabi)	\$0.17	\$0.04	\$0.06	\$0.12
Rohingya	\$0.54	\$0.14	\$0.18	\$0.36
Romanian	\$0.17	\$0.04	\$0.06	\$0.12
Russian	\$0.15	\$0.04	\$0.05	\$0.10
Samoan	\$0.39	\$0.10	\$0.13	\$0.26
Serbian	\$0.17	\$0.04	\$0.06	\$0.12
Slovak	\$0.17	\$0.04	\$0.06	\$0.12
Slovenian	\$0.19	\$0.05	\$0.06	\$0.12
Somali	\$0.20	\$0.05	\$0.07	\$0.13
Spanish	\$0.10	\$0.03	\$0.03	\$0.07
Swahili	\$0.20	\$0.05	\$0.07	\$0.13
Swedish	\$0.23	\$0.06	\$0.08	\$0.15
Tagalog	\$0.17	\$0.04	\$0.06	\$0.12
Tamil	\$0.17	\$0.04	\$0.06	\$0.12
Telugu	\$0.19	\$0.05	\$0.06	\$0.12
Thai	\$0.15	\$0.04	\$0.05	\$0.10
Tibetan	\$0.23	\$0.06	\$0.08	\$0.15
Tigrinya	\$0.23	\$0.06	\$0.08	\$0.15
Tonga	\$0.36	\$0.09	\$0.12	\$0.24
Turkish	\$0.13	\$0.03	\$0.04	\$0.09
Ukrainian	\$0.18	\$0.04	\$0.06	\$0.12
Urdu	\$0.14	\$0.04	\$0.05	\$0.10
Vietnamese	\$0.15	\$0.04	\$0.05	\$0.10
Yao	\$0.40	\$0.10	\$0.13	\$0.26
Yapese	\$0.47	\$0.12	\$0.16	\$0.31
Yiddish	\$0.27	\$0.07	\$0.09	\$0.18
Zou (Zomi)	\$0.51	\$0.13	\$0.17	\$0.33

Other Services	Rate Per Hour Or At % Of Total Project Budget
Translation Hourly Rate (Review, Glossary Translation)	\$40.00
Initial Source Language Glossary & Style Guide Creation Hourly Rate	\$40.00
Post-Translation DTP Format & QA Hourly Rate	\$40.00
Braille Transcription	Quoted per project
Transcription Hourly Rate	\$50.00
Subtitling Hourly Rate	\$50.00
Multimedia Translation Integration	\$65.00
Graphics Localization	\$65.00
Project Minimum - per language	\$100.00

Terms and Conditions

Vendor will grant Client's employees access to Vendor's Translation Portal system upon request. During the term of the Agreement it will be Client's responsibility to notify Vendor, in writing, that a terminated employee should have their Translation Portal access removed. Should Client not provide termination information to Vendor, Vendor will not have any liability for any misuse.

Translation rates above relate to standard content (general informational, consumer-targeted or mildly technical content). Content of a more complex nature (complex medical, legal, advertising copy or highly-technical) may be subject to a higher Translation Rate. Translation rates above relate to standard content (general informational, consumer-targeted or mildly technical content). Content of a more complex nature (complex medical, legal, advertising copy or highly-technical) may be subject to a higher Translation Rate.

CyraCom will always try to accommodate the fastest turn-around time for its customers. However, in cases with extremely tight turn-around times, a rush fee of 25% of the project value may be requested.

The Translation Memory Match Categories suggested above are for reference. Other cost-savings alternatives may be available depending on the content, file types and status of any legacy Translation Memory.

The prices above are provided as a starting point for customers with occasional need of translation services. Customers needing work at steady intervals and volume levels may qualify for additional discount on all unit rates.

The formal scope of work and final pricing for any translation project will be determined and quoted on a per-project basis. The quote will supersede this or any other agreement in determining the cost of services. The terms of each quote are valid for 30 days from the date it is sent to the client.

All prices quoted are estimates. Any changes that exceed 10% above the quoted price will be submitted in writing to the Customer for approval. Faxed or scanned copies of this document are binding. Email acceptance as defined in offer email is also binding.

Work requested outside the Job Description may impact the timeframe for delivery and will be chargeable at then current rates after written client authorization is received. Stylistic revisions requested after work has begun may constitute additional work and be subject to charge and rush charges may apply to such work if required by the client's timeframe.

Minimums are applied per language, per project. Documents can be grouped together under a single project.

Formatting, Desktop Publishing, and Rush charges may apply as determined by Customer requirements.

Proofreading and Validation Services are available upon request, and charged at the Translation Hourly Rate.

Prices listed above are for translations from English to the target language and are subject to change.

Pricing for Braille transcription is quoted on a per-project basis. The rate includes transcription into Braille, the total number of Braille copies requested, printing and binding, and standard shipping to one address. Rush shipping or shipping to multiple addresses may incur an additional fee. Additional Braille copies will incur an incremental additional fee.

Payment in Advance. Unless credit approval has been granted by Vendor, all Translation and Localization projects must be paid for in full prior to commencement of work. Prepayment of projects will be required for the first six (6) months from Client's first Translation & Localization project. After six (6) full months of timely payments Vendor will remove the prepayment requirement. After which, if Customer fails to make payment in accordance with this Agreement, Vendor may revert to prepayment for any future Translation and Localization services to be performed under this Agreement by notifying Customer in writing.

Standard Deliverables: Unless otherwise listed in the Job Description, translations will include editing by a second translator and will approximate the reading level and formatting of the original document. Delivery timeframe does not include the business day acceptance is received.

Warranties and Remedies: Vendor warrants that Services will be performed in a professional and workmanlike manner by

translators with appropriate skills, qualifications and reliability. Customer recognizes that translations are subject to human interpretation and Vendor makes no representation or warranty as to the accuracy of any translation. Where errors or omissions occur Vendor will make every commercially reasonable effort to revise and re-proof translation to the client's satisfaction.

EXHIBIT E: VIDEO REMOTE INTERPRETING (VRI) SERVICES

Vendor shall provide Client with video remote interpretation (“VRI”) Services. Client may access Vendor VRI Services using Vendor’s interface with Client’s own video equipment or Vendor’s FEU by entering a valid PIN. Client is solely responsible for the security of Client’s PIN as well as for any use of Services arising out of or relating to unauthorized access thereto. If Client discovers or suspects unauthorized use of Client’s PINs, Vendor shall promptly disable any such PIN upon Client’s request and issue a replacement PIN.

Interpretation Service Charges – Billed Monthly

VRI Interpretation – Spoken Languages	\$ 0.81	Per Minute
VRI Interpretation – American Sign Language	\$ 1.50	Per Minute

Video Interpretation Languages Available 24/7

- American Sign Language
- Spanish

Highly Available Video Interpretation Languages

These languages are available nearly 24-hours per day, but may have some brief gaps in coverage.

- Arabic
- Cantonese
- Korean
- Mandarin
- Russian
- Vietnamese

Other Available Video Interpretation Languages

- Albanian
- Amharic
- Armenian
- Bengali
- Brazilian Portuguese
- Burmese
- Dari (Afghanistan)
- Farsi (Persian)
- Filipino
- French Creole
- French
- Haitian Creole
- Hindi
- Japanese
- Karen
- Nepali
- Polish
- Punjabi
- Somali
- Swahili
- Tagalog
- Tigrigna (Eritrea)
- Ukrainian
- Urdu

All languages listed above are subject to interpreter availability. Vendor reserves the right to periodically update this list without prior notice as interpreter staffing and scheduling change.

EXHIBIT E-2: CYRACOM CONNECT TELEHEALTH INTERPRETING SERVICES AGREEMENT

Vendor offers a telehealth solution that will allow a video interpreter to join a telehealth conference between patient and provider via an identified and supported telehealth platform. The client will have a separate telehealth account number in order to identify these calls. The process will be to log in to an online portal, select a language, provide an invitation link for the call, and the interpreter will join the session shortly.

The languages included will be the same as Vendor’s Video Remote Interpretation (“VRI”) languages offering. Telehealth does access a different path and therefore, will not be included in monthly/quarterly service levels. Price per Minute rates will match those rates Client is currently being billed for under VRI services.

Supported platforms:

Ava	Vidyo
VisuWell	eVisit
Amwell	Microsoft Teams
Mend	Athena Telehealth
Zoom	Cisco WebEx
Doxy.me	Andor Health
Epic Video	VSee

Additional platforms will be added and prioritized based on demand, and released in future phases.