



LifePath Systems Supported Employment Vocational Training Memorandum of Understanding

This Memorandum of Understanding ("MOU") is made by and between **Collin County Mental Health Mental Retardation Center dba "LifePath Systems"** and **Collin County Animal Services** (Organization) who may be individually referred to herein as a "Party" and collectively as the "Parties."

Purpose: The purpose of the MOU is to create a collaboration between the Parties in which **Collin County Animal Services** (Organization) is to provide **Vocational Training** opportunities at **4750 Community Dr. McKinney, TX 75071** (Organization's location) for individuals with disabilities supported by LifePath Systems ("Program"). Through the Program, individuals will gain experience that will help them find paid and competitive employment within current job markets to increase their independence.

Term: This MOU will be in effect from **02/01/2025** to **08/31/2025**. Each Vocational Training cycle will last a maximum of twelve (12) weeks per individual. Exact dates and times of the vocational training will be scheduled at the convenience of the Parties.

Payment:

The Program shall be provided by the Parties at no cost for either Party. Each Party shall be responsible for its own cost if any are incurred.

Organization's Role:

The Organization shall collaborate with LifePath Systems in the following ways:

- Provide vocational training opportunities to no more than two individuals per vocational training cycle.
- Maintain General Liability coverage.
- Meet and greet with candidates prior to start of the vocational training cycle.
- Allow job coaches to be onsite to provide support throughout the vocational training cycle, allowing fading of job coach support if agreed upon by all parties.
- Allow job coaches time onsite to learn about the specific positions prior to the start of any vocational training cycles.

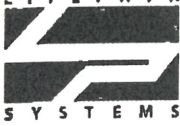
LifePath Systems' Role:

LifePath Systems shall collaborate with the Organization in the following ways:

- Maintain worker's compensation insurance on behalf of LifePath Systems staff involved in the Program.
- Assign an onsite job coach throughout the entirety of the vocational training cycle. However, the Parties may agree to gradually fade the job coaches' support.
- Conduct job analysis of each position prior to the start of the vocational training. Such job analysis shall assist LifePath Systems in supporting the vocational trainees in their vocational training positions.
- Review and screen all vocational training applications and interview all potential candidates for the needed skills and requirements for each specific position.
- Coordinate the onsite meet and greet.
- Collect, track, and trend all relevant program data including hiring agency demographics, hours worked, wages paid, etc.

Vocational Trainee's Role:

- Follow all of the Organization's policies and procedures;
- Pass any background and drug screening, if required.
- Arrive each day motivated and ready to learn from the experience.
- Complete all required training



Satisfaction of Services:

LifePath Systems strives to provide the highest quality of services to the hiring organization and apprentices. If at any time LifePath is not meeting the expectations set out in this MOU, or if the trainees are not meeting the Organization's expectations, we ask that you please speak with the onsite Job Coach or call Peggy Schmidt, Program Administrator, at 469-966-5339.

Termination: Either Party may, at its option, with or without cause, terminate this MOU, at any time by giving notice to the other Party. Such termination notice shall be effective upon receipt by the other Party.

Compliance with Applicable Laws: The Parties shall at all times observe and comply with all federal, state, and local laws, ordinances and regulations including all amendments and revisions thereto, which in any manner affect the Parties or the work.

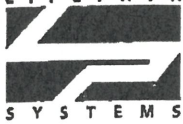
Governing Law & Venue: The laws of the State of Texas shall govern the interpretation, validity, performance, and enforcement of this MOU. The Parties agree that this MOU is performable in Collin County, Texas, and that exclusive venue shall lie in Collin County, Texas.

Assignment: This MOU may not be assigned by either Party. Any assignment of this MOU may result in termination of this MOU by either Party.

INDEMNIFICATION: The parties agree to indemnify, defend, and hold each other harmless for any claim, demand, loss, lawsuit, settlement, judgment, or other liability, and all related expenses which may accrue, arising from or in connection with a claim of a third party arising from a negligent or otherwise wrongful act or omission of the other party, its agents, or employees. If each party claims and is entitled to indemnity from the other, the liability of each to the other shall be determined according to principles of comparative fault. Indemnity shall include damages, reasonable costs, reasonable expense, and reasonable attorney's fees as incurred by the party indemnified. The foregoing indemnification provision will remain in effect following the termination of this Agreement.

THE EXECUTION OF THIS MOU DOES NOT WAIVE ANY GOVERNMENTAL IMMUNITY OR OTHER DEFENSES AVAILABLE TO EITHER PARTY UNDER TEXAS OR FEDERAL LAW.

Representation on Authority of Parties/Signatories: Each person signing this MOU represents and warrants that he or she is duly authorized and has legal capacity to execute and deliver this MOU. Each Party represents and warrants to the other that the execution and delivery of the MOU and the performance of such Party's obligations hereunder have been duly authorized, and that the MOU is a valid and legal agreement binding on such Party and enforceable in accordance with its terms.



IN WITNESS WHEREOF, the Parties have executed this MOU by signing below.

LifePath Systems: Tammy Mahan

Title: Chief Executive Officer

Contact Phone: _____

Date: 1/23/2025 | 10:49:17 AM CST

Signature: _____
Decoded by: Tammy Mahan

Organization: Chris Hill

Title: Collin County Judge

Contact Phone: _____

Date: 28 FEB 2025

Signature: _____

Email: ddavis@collincountytx.gov