

ALTERNATIVE DISPUTE RESOLUTION AGREEMENT

The undersigned applicant (“Applicant”) and Corrigan Enterprises, Inc. and any of its parents, affiliates, subsidiaries, divisions, predecessors, successors, and assigns, and any of its/their officers, directors, members, executives, shareholders, representatives, and agents (collectively, the “Company”), hereby agree in consideration of your potential employment and/or continuing employment that both Applicant and the Company shall be bound by the terms of this Alternative Dispute Resolution Agreement (the “Agreement”). For valuable consideration, the receipt of which is acknowledged by the Company and Applicant, it is agreed as follows:

1. Covered Claims. Except for those claims excluded under Section 2 of this Agreement (the “Excluded Claims”), which are not subject to this Agreement, this Agreement contains the sole and exclusive method for resolving any and all disputes between Applicant and the Company which arise out of the terms and conditions of employment, employment policies and practices, or Applicant’s termination from employment with the Company, including, but not limited to: all claims of or for wages, benefits, compensation, breach of contract; wrongful discharge; promissory estoppel; unjust enrichment; intentional or negligent infliction or emotion distress; discrimination; harassment; retaliation; constructive discharge; and all claims arising under Title VII of the Federal Civil Rights Act; the Age Discrimination in Employment Act; the Americans With Disabilities Act; the Family and Medical Leave Act; the Fair Labor Standards Act; the Worker Adjustment and Retraining Notification Act; the Genetic Information Nondiscrimination Act; Uniformed Services Employment and Reemployment Rights Act; the Equal Pay Act; the Michigan Elliott-Larsen Civil Rights Act; the Michigan Persons with Disabilities Civil Rights Act; the Payment of Wages and Fringe Benefits Act; the Michigan Whistleblowers’ Protection Act; the Bullard-Plawecki Employee Right to Know Act; the Michigan Occupational Safety and Health Act; the Michigan Social Security Number Privacy Act; the Michigan Internet Privacy Protection Act; and any other federal, state or local law, rule, regulation, or ordinance; any public policy, contract, tort, or common law; or any other basis for recovering damages, penalties, costs, fees, or other expenses including attorneys’ fees incurred in these matters (collectively, the “Covered Claims”). For the avoidance of doubt, if Applicant performs work for the Company in another state, the above list of state laws includes, but is not limited to, the same or similar laws applicable to Applicant’s employment in that state. Further, to the extent permitted by law, the Covered Claims include claims by or on behalf of Applicant against any of the Company’s officers, directors, members, executives, shareholders, representatives, and agents. **Applicant acknowledges and agrees that Applicant is waiving the right to adjudicate any claim arising under this Agreement before any federal or state court.** This Agreement applies to all claims whether brought during Applicant’s employment with the Company or any time thereafter.

2. Excluded Claims. The following claims are excluded under this Agreement as Excluded Claims: (i) workers’ compensation benefits, state disability insurance benefits, or unemployment insurance benefits; however, discrimination or retaliation claims based upon seeking such benefits are not excluded under this Agreement; (ii) claims for benefits under employee benefit plans covered by the Employee Retirement Income Security Act of 1974 (“ERISA”), but this Agreement does apply to any claims for breach of fiduciary duty, for penalties, or alleging any other violation of ERISA, even if such claim is combined with a claim for benefits; (iii) disputes that an applicable federal statute expressly states cannot be arbitrated or subject to a pre-dispute arbitration agreement; and (iv) disputes that may not be subject to a pre-dispute arbitration agreement under the Ending Forced Arbitration of Sexual Assault and Sexual Harassment Act (at Applicant’s election). If any claim(s) not covered under this Agreement above are combined with claims that are covered under this Agreement, to the maximum extent permitted under applicable law, the covered claims will be arbitrated and continue to be covered under this Agreement. Notwithstanding anything to the contrary, this Agreement does not prevent Applicant from filing a complaint or charge with the National Labor Relations Board (“NLRB”), the Equal Employment Opportunity Commission (“EEOC”), the Michigan Department of Civil Rights, the Securities and Exchange Commission (“SEC”), or any similar federal or state administrative agency.

3. Pre-Arbitration Mediation. If a dispute arises between the Company and Applicant that cannot be satisfactorily resolved through the Company’s internal complaint policies or other internal human resource channels, the Company and Applicant must first attempt to resolve the dispute through mediation by the American Arbitration Association with a single neutral mediator. In the event the mediation results in a resolution of the dispute, the parties and the mediator must reduce the agreement to writing at the conclusion of the mediation and have all parties execute the written agreement. In the event that the parties reach a settlement at mediation that is

reduced to a writing signed by all parties, the settlement shall be an enforceable agreement and constitute a release and complete resolution of the claim at issue. All statutory and common law provisions that protect and preserve the confidentiality of the mediation process will be respected by the parties, the mediator, and the representatives of the parties. Absent a court order to the contrary, no party to the mediation, their representatives, or the mediator, will violate the confidentiality afforded the mediation process in the jurisdiction where the mediation is held or violate Federal Rule of Evidence 408 or any state counterpart. The mediation process shall not extend the statutory time period for bringing any claim.

4. Final and Binding Arbitration; Filing Fees. If the required pre-arbitration mediation under Section 3 of this Agreement is unsuccessful, all claims covered by this Agreement shall be submitted to final and binding arbitration before a single neutral arbitrator mutually selected by the parties pursuant to the American Arbitration Association Employment Arbitration Rules. The parties shall have the rights to representation by counsel at all steps of the procedure and reasonable discovery in accordance with the federal court rules. To the fullest extent permitted by law, the parties agree to equally share all costs and fees of the arbitration and arbitrator. Unless otherwise provided for under applicable law, each party shall bear the costs and fees of its/his/her own attorney(s) and counsel. The arbitrator, and not any federal, state, or local court, or agency, shall have exclusive authority to resolve any dispute relating to the validity, applicability, enforceability, unconscionability, or waiver of this Agreement. However, the preceding sentence does not apply to any claims under the Ending Forced Arbitration of Sexual Assault and Sexual Harassment Act, and it does not apply to the “Class Action Waiver and Individual Action Requirement” below. Regardless of anything else in this Agreement or the Rules or procedures (discussed below), any dispute relating to the interpretation, validity, applicability, enforceability, unconscionability, or waiver of the Class Action Waiver and Individual Action Requirement may only be determined by a court and not an arbitrator.

5. Discovery. The extent of discovery, and other procedural and substantive requirements for the arbitration, shall be determined by the arbitrator in accordance with the Rules; provided, however, that each party must be allowed sufficient discovery to meet all requirements then imposed by applicable federal and/or state statutory and case law as prerequisites to enforceability of the arbitration award.

6. Arbitrator’s Award. The decision of the arbitrator shall be made in a written opinion containing both findings of fact and conclusions of law as to the entire claim. The arbitrator’s award must comply with all applicable federal and state laws and applicable remedies under those laws. The decision of the arbitrator shall be final and binding upon the parties and shall be subject to judicial review in accordance with federal law. Judgment may be entered upon the arbitrator’s award and may be enforced in any court of competent jurisdiction.

7. Class Action Waiver and Individual Action Requirement. Applicant and the Company agree that all claims subject to this Agreement (including, without limitation, all claims arising both before and after the date Applicant signs this Agreement) must be pursued on an **individual basis only**. By signing this Agreement, Applicant waives Applicant’s right to commence, or be a party to, any class, representative or collective claims or action, or to bring jointly with any other person any claim against the Applicant. If at any time Applicant is made a member of a class in any proceeding, Applicant will “opt out” at the first opportunity, and should any third party pursue any claims on Applicant’s behalf, Applicant waives all rights to any monetary recovery. **Applicant also understands and agrees that, by signing this Agreement, Applicant waives the right to a jury trial.**

8. Claims Period. **Any and all claims covered by this Agreement must be submitted in writing to the Company or American Arbitration Association within the applicable statute of limitation period.** A claim shall be deemed barred and forever waived if it is not filed in accordance with the procedures and time limits provided in this Agreement. The arbitrator’s authority shall be limited to deciding the case submitted for arbitration and to deciding the enforceability of the Agreement. No decision by any arbitrator shall serve as precedent in other arbitration.

9. Severability. Each provision of this Agreement is intended to be severable. If any term or provision is construed or held to be invalid, void or unenforceable by an arbitrator or court of competent jurisdiction, for any reason whatsoever, such term or provision shall be construed and enforced consistent with

state or federal law as to render the remainder of this Agreement enforceable and such ruling shall not affect the validity of the remainder of this Agreement.

10. At-Will Employment. Nothing described in this Agreement is intended to create a contract of employment for any specific duration of time. Applicant remains at all times an at-will employee.

11. Third-Party Beneficiaries. Applicant acknowledges that all of the Company parties are intended third-party beneficiaries of Applicant's obligations under this Agreement and may seek to enforce this Agreement.

12. Governing Law. Applicant and the Company agree that, to the extent permitted by law, this Agreement shall be governed by the law of the state in which Applicant primarily works for the Company. Any mediation or arbitration under this Agreement shall take place in the county in which Applicant primarily works for the Company, or as otherwise mutually agreed upon by the parties.

13. Execution; Signatures. This Agreement may be executed in one or more counterparts and by electronic delivery, each of which will constitute an original and all of which together will constitute one and the same instrument. A signature transmitted by .pdf format will be deemed to be an original signature for all purposes. The words "execution," "signed," "signature," and words of like import will also be deemed to include electronic signatures, electronic acknowledgements, and/or the keeping of records in electronic form, each of which will be of the same legal effect, validity or enforceability as a manually executed signature or the use of a paper-based recordkeeping system, as provided for in any applicable law, including the Federal Electronic Signatures in Global and National Commerce Act and/or any state laws based on or similar to the Uniform Electronic Transactions Act.

14. Assignability. Except as otherwise provided herein, this Agreement will be binding upon and inure to the benefit of the parties' respective successors, permitted assigns and transferees; provided, however, that Applicant's rights and obligations under this Agreement may not be assigned without the prior written consent of the Company. The Company may assign this Agreement freely without notice to Applicant.

15. Acknowledgment. **APPLICANT ACKNOWLEDGES AND AGREES THAT APPLICANT HAS REVIEWED AND ENTERED INTO THIS AGREEMENT KNOWINGLY AND VOLUNTARILY AS A CONDITION OF EMPLOYMENT AND CONTINUING EMPLOYMENT WITH THE COMPANY. THIS AGREEMENT CAN ONLY BE CHANGED OR REVOKED BY A WRITTEN AGREEMENT SIGNED BY BOTH APPLICANT AND THE PRESIDENT OF THE COMPANY.**