



## NPMA SkillBridge Program Memorandum of Understanding Participation Requirements and Agreement

Date

Participating NPMA Member Company

Point of Contact (name)

[Recipient's Title]

[Participating Company]

[Address]

[City, State, ZIP]

This Memorandum of Understanding (MOU) is entered into between the National Pest Management Association (NPMA) and [Participating Company] to outline the terms and conditions for the participation of [Participating Company] in the NPMA SkillBridge Program.

### **Purpose and Scope**

The purpose of this MOU is to establish a mutually beneficial partnership between NPMA and [Participating Company] to provide transitioning military service members (service member participants) with valuable skills and experience in the field of pest management.

### **Duration**

This MOU shall be effective from the date of approval from NPMA and will remain in force in perpetuity if NPMA remains a SkillBridge Program Partner.

### **Termination**

NPMA and [Participating Company] may terminate this agreement with written notice of at least 30 days.

[Participating Company] must maintain current NPMA membership to avoid agreement termination.

### **Roles, Responsibilities and Guidelines**

#### *NPMA*

- NPMA will coordinate and administer the SkillBridge Program, including partnership management, partnership annual renewal, outreach and campaign development, Military program website and job board management, new participant orientation, training plan review and updates, and ongoing support.
- NPMA will provide necessary resources and materials to ensure the success of the program.

- NPMA will conduct evaluations and feedback sessions with service member participants and participating Companies.

*[Participating Company]*

- [Participating Company] will provide on-the-job training and mentorship to participating military service members.
- [Participating Company] will assign a designated supervisor or mentor to oversee the progress of the participant.
- [Participating Company] will offer opportunities for participants to apply their acquired skills and knowledge in real-world situations.
- [Participating Company] will make every effort to offer employment to qualified participants upon successful completion of the program and in accordance with company need.
- [Participating Company] will assist participants who relocate with connections to potential employers within the NPMA network.
- [Participating Company] will provide no remuneration to service members for services performed while participating in the NPMA SkillBridge Program.
- [Participating Company] will not charge or make the participating service member responsible for any associated fees with this program. This includes engaging the GI Bill or any other educational benefits provided by the U.S. Military.
- [Participating Company] will maintain their NPMA membership status to remain eligible to participate in this program.
- [Participating Company] will incur any cost to provide training including but not limited to NPMA SkillBridge Program fees and associated costs and not pass on to the service member.

**Service Member Participant, Selection and Assignment**

- US Military Departments will be responsible for selecting and vetting candidates for participation in the SkillBridge Program. The criteria for selection will be based on relevant military experience, aptitude, and alignment with the goals of the program.
- Approved candidates will be authorized and assigned duty by their military command to the NPMA SkillBridge Program and participating NPMA member company.
- The service member's participation in the SkillBridge training program may be terminated at any time based on mission requirements, the service member's conduct and/or other service needs.

**Confidentiality**

Both parties agree to maintain the confidentiality of any sensitive information shared during this program.



### **Liability**

[Participating Company] will be responsible for ensuring the safety and well-being of participating military service members during their tenure with the company. NPMA shall not be held liable for any incidents occurring within the premises of [Participating Company].

### **Amendments**

Any amendments or modifications to this MOU must be made in writing and mutually agreed upon by both parties.

### **Governing Law**

This MOU shall be governed by and construed in accordance with the laws of Virginia.

### **Electronic Signatures**

I, hereby agree to the terms and conditions outlined in this Memorandum of Understanding (MOU) upon submission of this electronic form.

I understand this MOU will be executed and effective when I receive confirmation from the National Pest Management Association.