Open Access License Agreement

This OPEN ACCESS LICENSE AGREEMENT (this “Agreement”), dated as of:

March 21, 2022

DATE

(the “Effective Date”), by and between Wolters Kluwer Health, Inc., operating as Medical Research / Lippincott Williams & Wilkins, a Delaware corporation, having its principal place of business at Two Commerce Square, 2001 Market Street, Philadelphia, PA 19103 (the “Publisher”), and the corresponding author listed on Schedule A to this Agreement (the “Author”, and together with the Publisher, the “Parties”).

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5. Miscellaneous.

a. Assignment. This Agreement may not be assigned or transferred, in whole or in part, by either party without the prior written consent of the other party. Notwithstanding the above, the Publisher may assign this Agreement without the written consent of the Author (i) to an entity succeeding, whether by sale, merger or other corporate reorganization,
to substantially all of the Publisher’s assets and business activity, or (ii) to a corporation or organization that obtains the right to publish the Journal from the Publisher. The Publisher may assign this Agreement to any of its affiliates. This Agreement will be binding upon and inure to the benefit of the parties hereto and their respective successors and permitted assigns.

b. Counterparts. This Agreement may be executed in two or more counterparts, each of which shall be deemed an original, but all of which together shall constitute one and the same document. Facsimile or Portable Document Format (PDF) signatures will be deemed original signatures for purposes of this Agreement.

c. Entire Agreement; Amendment. This Agreement sets forth the entire agreement of the parties on the subject hereof and supersedes all previous or contemporaneous oral or written representations or agreements relating to the rights and duties provided herein, and may not be modified or amended except by written agreement of the parties.

d. Force Majeure. Neither party shall be liable for any default or delay on its part in performing any obligation under this Agreement if such default or delay is caused by natural disaster, accident, war, civil disorder, strike or any other cause beyond the reasonable control of such party. In the event that either party is prevented by such an occurrence or circumstance for a period of more than ninety (90) days from fulfilling its obligations under this Agreement, the other party may terminate this Agreement upon thirty (30) days' written notice.

e. Governing Law. This Agreement shall be governed in all respects according to the laws of the State of New York without giving effect to the principles of conflict of law thereof.

f. Headings. All headings are for reference purposes only and shall not affect the meaning or interpretation of any provision hereof.

g. Severability. If any provision of this Agreement is held to be illegal, invalid, or unenforceable under the present or future laws, then such provision shall be revised by a court of competent jurisdiction to be enforceable if permitted under applicable law, and otherwise shall be fully severable. In any event, this Agreement shall be construed and enforced as if such illegal, invalid, or unenforceable provision had never comprised a part of this Agreement, and the remaining provisions of this Agreement shall remain in full force and effect and shall not be affected by the illegal, invalid, or unenforceable provision or by its severance from this Agreement.

h. Status of the Parties. The parties are independent contractors. Nothing in this Agreement is intended to or shall be construed to constitute or establish any agency, joint venture, partnership or fiduciary relationship between the parties, and neither party has the right or authority to bind the other party nor shall either party be responsible for the acts or omissions of the other.

i. Waiver; Amendment. The waiver by either party of or the failure by either party to claim a breach of any provision of this Agreement shall not be, or be held to be, a waiver of any subsequent breach or affect in any way the further effectiveness of any such provision. No term or condition of this Agreement may be waived except by an agreement by the parties in writing.

j. Waiver of Jury Trial. EACH PARTY HEREBY WAIVES ITS RIGHT TO A JURY TRIAL IN CONNECTION WITH ANY DISPUTE OR LEGAL PROCEEDING ARISING OUT OF THIS AGREEMENT OR THE SUBJECT MATTER HEREOF.

[Signature Page Follows]
Schedule A

This Schedule A must be completed by Author in its entirety. The Publisher is unable to publish the Work unless this Schedule A is completely filled out.

**NNA-2021-407**

| Article Tracking # |
|---------------------|
| Spotlight on Leadership: Leader Standard Work: A Model for Improving Efficiencies in Leadership and Healthcare |

| Article Title (the “Work”) |
|-----------------------------|
| Jestin Carlson |

| Corresponding Author Name (the “Author”) |
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1. Choose a funder from the drop down list. If any of the following are selected please complete Item 2.

   Please select the appropriate funder

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   - [ ] Gold route
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3. □ This Schedule B is inapplicable to the Work.

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SIGNATURE PAGE

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