



NEHC Academy Vibrational Fascia Release Technique™

Trainer Certification Requirements

1.0 Introduction:

1.1 Scope of Document: This document covers the Trainer Certification Requirements specific to “The Founding Five” trainers. Special consideration and pre-selection have been given to this first group of trainers, and the information in this document does not apply to any trainer certification beyond this initial group. The purpose of this document is to outline the requirements to complete the certification process and expectations of the trainers in the facilitation of classes after the certification.

1.2 Pre-selection Process: The Founding Five trainers have been selected by NEHC Academy based on several factors including: location, prior experience, brand loyalty, professionalism, level of interest, and ability to comprehend the concepts and application. Above all other factors, trainers are selected based on human compassion and respect as key components of an NEHC Academy Trainer.

1.3 In-class Training Requirements: The Founding Five trainers have all been to at least one in-class Intensive and displayed the necessary core skills of a therapist and trainer. Although attending additional live classes is recommended, it is not a requirement of certification.

1.4 Contractual Information: The business relationship between a certified trainer and NEHC Academy is considered an “independent” contractor or “subcontractor” within the Internal Revenue Service (IRS) of the United States. A full subcontractor contract will be provided and signed by both parties prior completing the certification process. The current requirements document may not include all of the information included in the final subcontractor contract. The contract will include a non-disclosure agreement, non-compete clause, indemnity clause, responsibility for insurance, and restriction for hiring un-certified trainers. Trainers outside of the United States are responsible for their own country’s business requirements. NEHC Academy will respond with any requirements necessary for each situation as needed by the trainer.

1.5 Cost of Certification: The training costs for certification has been waived for The Founding Five considering the inherent challenges of establishing the criteria and completing the first session of certification.

1.6 Revenue Share: The NEHC Academy Trainer Program provides a revenue share of 50%/50% between the trainer and NEHC Academy. This program is a contractual basis, so all trainers will be responsible for their own taxes and insurance. NEHC Academy will provide the necessary tax documents (Form 1099) for trainers in the United States. Revenue shares will be paid out as it is earned with no more than a 3-day delay for payment. All trainers are required to have a PayPal account for efficient transfer of funds between accounts. NEHC Academy reserves the right to change the payment process in the future.

1.7 Additional Share Percentage: NEHC Academy will provide an increase of revenue share to 60% if the trainer certifies 18 students with a calendar quarter. The 60% revenue share will apply to all income earned during the duration of the next calendar quarter. Trainers must continue to earn the share increase each quarter to be applied to the following quarter. Calendar quarters are January to March (Q1), April to June (Q2), July to September (Q3), and October to December (Q4). For example, if 18 students are certified during the period of January to

March, the revenue share percent increases to 60% for the trainer for each revenue per student throughout the period of April to June. If the trainer does not teach 18 students within April to June, the percentage returns to the original 50% share for the next quarter July to September. A higher tier of 70% revenue can be earned for certifying 36 students in a quarter.

2.0 Trainer Responsibilities:

The trainer is responsible for maintaining professional standards expected of an NEHC Academy trainer. This includes staying up-to-date with the latest updates to the curriculum using the Trainer's Only portal on the NEHC Academy website.

2.1 Scheduling classes: Trainers must schedule at least one class in a three-month period to remain qualified to hold the trainer certification. Waivers will be considered upon request. There is no maximum number of classes a trainer can schedule. Trainers must adhere to the 3-day structure including established times for the classes. NEHC Academy will provide the scheduling and payment portal on the Academy website.

2.2 One-on-One Training Restriction: Trainers are not allowed to teach one-on-one as an unstructured "mentorship". The training structure, scripting, and scheduling process shall be maintained for any student receiving a certification from an NEHC Academy trainer. The trainer certification is a contract between NEHC Academy and the trainer, so the use of the branded materials and intellectual property remains with the structured class and certification process.

2.3 Maximum students per class: Trainers must schedule classes with a maximum of six students per certified trainer. Additional certified trainers are allowed for

each scheduled class to increase the minimum requirement to not exceed 6 students per trainer.

2.4 Minimum students per class: Trainers may set their own minimum number of students per class based on overhead costs. NEHC Academy will maintain the “No-refund” policy where payment of class can be transferred to the next available class.

2.5 Overhead and Logistics: Trainers are 100% responsible for all overhead and logistics with the exception of the class manuals. NEHC Academy will provide all class manuals based on the registered number of students. Reproduction of a class manual is only allowed in emergencies with permission. Trainers are responsible for all costs of holding the class. Food, class materials (pens, notebooks, highlighters, and gifts), and other class-related logistics are at the discretion of the trainer and not a requirement of NEHC Academy. Trainers are also responsible for printing the final certificates for the class.

2.6 Marketing: Trainers are responsible for marketing and advertising their classes. NEHC Academy will also provide mutual marketing services and make some branding materials available to the trainers. NEHC Academy trainers are authorized to use the trademarked logos and branding as a function of marketing for their classes. No other modality or training classes can accompany the marketing materials for NEHC Academy classes.

3.0 Certification Process:

3.1 Practical Knowledge: All trainers within The Founding Five have passed the practical phase of certification by showing the correct core skills and application of those skills on the 7 Protocol Groups. Trainers are responsible for maintaining the same skills through their certification with minimal modifications where

appropriate. Trainers are not authorized to add other modalities to the class content or application of the protocol groups.

3.2 Core Skill Knowledge: Trainers must pass the written assessment for the 10 Core Skills and each of the 7 Protocol Groups. The assessments for each of the 8 modules will be accomplished through the NEHC Academy Learning Management System by answering knowledge-based questions in a free-text format. Each module will be graded separately and any incorrect answers will be reviewed with the trainer prior to assigning a Completion to the module.

3.3 Certification Completion: Once all 8 modules have been marked as Completed by NEHC Academy, the trainer is considered certified and can start teaching classes.

3.4 Standards of Conduct: Trainers are not allowed to add, modify, and remove any part of the established curriculum without written permission by NEHC Academy. VFRT is a stand-alone process for training purposes, and no additional modalities can be combined with the 3-day Intensive classes.

4.0 NEHC Academy Responsibilities:

4.1 Shipping Training Materials: NEHC Academy will provide the trainer and student manuals for each class unless the costs of shipping materials is too high. Shipping materials outside of the United States will be dealt with on a case-by-case basis.

4.2 Update to Training Materials: NEHC Academy will maintain both the trainer and student manuals and provide the most updated version of the materials on a

structured basis. All materials will be given a Version number at each update, and the current version will be shown on the Trainer's Only page of the Academy website. Trainers may use a previous version of the materials when an update occurs after the materials have been shipped.

4.3 Scheduling and Payment Portal: NEHC Academy will maintain the master schedule, class information, and payment portal on the Academy website. All student payments must go through the PayPal payment process to maintain proper recordkeeping. Trainers are not allowed to receive direct payment from a student for a scheduled class.

4.4 Class Evaluation: NEHC Academy will provide a class evaluation for each student upon completion of the class. This evaluation will be sent in electronic format directly to the student to fill out on the NEHC Academy website. Trainers will be provided with periodic results of the class evaluations or upon request.