
Save Your Hands!®

Certified Injury Prevention Instructor (CIPI)

An introduction to the CIPI Program
for Spas, Clinics, Hospitals and other employers
of manual therapists



An Innovative, Cost-Effective Training Solution to Reduce Workplace Injury

As a business that employs massage therapists, you know that the physically demanding work these professionals do can cause pain and other symptoms and lead to injury. In fact, over 77% of massage therapists experience symptoms or injury as a result of their work. Save Your Hands!® provides expert ergonomics training and consulting to help your treatment staff stay productive and healthy, and to avoid costly workers' compensation claims, liability, absenteeism and turnover.

Although a one-time training with one of our ergonomics specialists helps raise awareness of injury risk and provide some initial strategies for reducing risk, therapists also need on-going observation, coaching and reinforcement of ergonomics principles to ensure that they retain that awareness and continue to use the healthy work practices they have learned. For some businesses, it is not practical to bring our experts back in to provide this ongoing training. Local trainers may lack the specific background and experience in ergonomics necessary to teach injury prevention and ergonomics methods that have been proven to be effective. Employers need a cost-effective way to train a staff member to provide the oversight and continuous support necessary to reduce injury risk for current staff and new hires.

Your Own Knowledgeable, In-House Trainer

To respond to this need, we have created the **Save Your Hands!® Certified Injury Prevention Instructor (CIPI) program**. The CIPI program is designed to provide in-depth training to one or more of your massage therapists, to give them the knowledge and skills to provide on-going training and support to your treatment staff to help them avoid work-related injury. Your CIPI-trained therapist will gain a thorough understanding of proven injury prevention and ergonomics principles and techniques. They will also learn an effective approach to observing and coaching other massage therapists (as well as estheticians and other treatment staff) to identify risk factor exposures and help them find less stressful, safer ways of working. After completing their CIPI certification, they will provide training workshops to your treatment staff on these principles and techniques using the proprietary Save Your Hands!® Workshop curriculum and the acclaimed *Save Your Hands! 2nd Edition* book.

Once your treatment staff members have read the comprehensive information in the *Save Your Hands!* book, the workshop serves to reinforce and expand on that information, and help employees apply the book's proven injury prevention methods to their own work. Employees will then use the book as a reference guide they can continually refer back to, while the Certified Instructor continues to reinforce the information and respond to questions or issues that arise.

Bi-annual continuing education and recertification requirements ensure that your CIPI-trained therapist continues to deepen and broaden their knowledge, regularly refresh their coaching skills, and learn effective new coaching techniques.

As CIPI professionals, your participating therapists will have ongoing access to special resources and materials to support them in providing up-to-date information and coaching to your staff. They will

become your liaison to the body of knowledge and expertise of the Save Your Hands!® consulting and training firm, with access to our experts for questions and advice.

Benefits for your company:

- **Protects your staff from injury and helps you keep your best therapists:** reduces injury risk by providing ongoing training and coaching in effective prevention techniques. Good therapists and treatment personnel are hard to find – help yours stay in top shape to do their work.
- **Protects your bottom line** by reducing costly workers' compensation claims, absenteeism and turnover that result from work-related injury.
- **Increases communication, which reduces injury risk:** treatment professionals are more likely to reveal injury prevention challenges and issues to a colleague they know than to management. Good communication and support at work have been shown to reduce injury risk.
- **Improves morale, productivity and job satisfaction:** treatment staff appreciates having ongoing support; increased communication also contributes to morale and job satisfaction.
- **Improves the client experience:** happy, injury-free workers give better treatments; learning less-stressful techniques improves the quality of the massages given; it's easier to create an atmosphere of well-being when staff is not experiencing symptoms and morale is high.
- **Cost-effective:** the CIPI program is an affordable way for your company to reduce work-related injury and associated costs. The cost of certifying one of your therapists to provide on-going training is likely comparable to the cost of bringing in a local trainer just one time.

Certification Process

The affordable CIPI certification program consists of three online e-learning courses that the participant can take at their own pace, and one weekend of in-person, hands-on training. Participants will receive continuing education (CE) credits for all parts of the training (a total of 52 CEUs) that they can use to satisfy their state and/or national licensure and professional association membership requirements.

Therapists who wish to participate in the CIPI program must fill out an application form and meet basic educational and licensure requirements where applicable. They must also sign our License Agreement. Among other things, this agreement gives them limited use of the Save Your Hands!® Workshops trademarked brand name upon successful completion of the certification training.

The CIPI Program Application Form and License Agreement are included at the end of this document, or you can download them at <http://www.saveyourhands.com/CIPI Program Application Form.pdf> . Save Your Hands! considers applicants on a case-by-case basis.

Once the applicant has been accepted, attaining certification as a CIPI is a simple process:

1. Read the *Save Your Hands! 2nd Edition* book, then take the 10 CEU online course “Injury Prevention & Ergonomics for Massage Therapists” and pass the online exam
2. Take the 14 CEU online course “Advanced Concepts in Ergonomics for Manual Therapists” and pass the online exam
3. Take the 10 CEU “CIPI Success” online course and pass the exam;
4. Attend a weekend-long, 18 CEU hands-on Live Workshop with Save Your Hands! Expert Instructors Lauriann Greene and Richard Goggins, co-authors of *Save Your Hands!*, and pass the practical exam at the end. Participants will learn how to teach the Save Your Hands!® workshop for massage therapists and develop the hands-on coaching skills they will need to help other therapists identify risk factors in their hands-on work and find ways to work with less effort and stress. NOTE: This workshop is held several times annually at several U.S. locations. Please refer to the Certification web page on www.saveyourhands.com for locations and dates.
5. Take and pass the CIPI Practicum: CIPI participant must teach the Save Your Hands!® Workshop or curriculum once to a group of at least 6 attendees. The participant must then complete a self-observational report, including aspects of the workshop that went well and those that need improvement, and any questions that came up. The participant submits this report plus attendee evaluations to Save Your Hands! within 2 weeks of completing the practicum. The practicum must be completed no later than 6 weeks after the Live Workshop.

CIPI’s have a biannual recertification requirement, which includes taking a live webinar with Save Your Hands! expert instructors and the participants choice of courses and activities to gain important additional knowledge and keep their skills current.

Pricing

The full initial certification tuition for one person, if purchased as a package, is currently priced at only \$895* (\$995 if purchased separately). This price includes all online and in-person instruction and one copy of the *Save Your Hands! 2nd Edition* textbook; it does not include travel, hotel, food or any other expenses. Biannual recertification tuition for one person, if purchased as a package, is only \$395* and includes the Live Webinar and review of recertification activities.

The CIPI certification more than pays for itself by helping your company avoid costly workers’ compensation claims (which average \$10,000 to \$12,000 each), mitigate liability, and reduce absenteeism and turnover. The cost of certifying one of your therapists to provide on-going training is likely comparable to the cost of bringing in a local trainer just one time.

Ongoing Support from Save Your Hands!®

Save Your Hands!® provides ongoing support for CIPI professionals after they have been certified, for as long as they meet recertification requirements and stay in the program. We provide a proprietary workshop curriculum, the *Save Your Hands! 2nd Edition* textbook, and other materials they can use for training purposes, and a host of resources and learning opportunities to maintain and advance their level of knowledge of injury prevention and ergonomics principles and techniques. We'll be working continuously to ensure that the CIPI designation remains one of the most prestigious and best-known credentials in the massage profession.

Contact Us

For more information, please contact us:

Save Your Hands!® Injury Prevention and Ergonomics Solutions for Manual Therapists

Toll Free (U.S. & Canada): 1-877-424-0994

NCBTMB Approved Provider #451107-09

Florida Board of Massage Therapy Approved Provider #50-11457

Approved by the College of Massage Therapists of Ontario, Canada

syhcourses@saveyourhands.com

www.saveyourhands.com/cipi/

*Tuition prices are subject to change without notice.

SAVE YOUR HANDS!® CERTIFIED INJURY PREVENTION INSTRUCTOR PROGRAM – CANDIDATE APPLICATION

As a Certified Injury Prevention Instructor, you will provide training and coaching on self-care, injury prevention and ergonomics to massage therapists. To ensure your success in the CIPI program and to maintain the quality of the program, we review applications from students before they start the process of becoming certified.

The ideal candidate will have graduated from a massage training program, be licensed to practice massage, and have some teaching experience (in massage or another subject). However, as licensure requirements and massage training vary greatly, we will consider all applicants individually. We place a good deal of weight on your motivation for participating in the CIPI program.

The following are prerequisites for acceptance as a candidate for CIPI certification:

- Graduation from an accredited massage training program; if you did not graduate from a massage program, you must prove adequate knowledge of anatomy, physiology and massage techniques to teach within the CIPI program;
- Current state or provincial licensure in good standing, if required in your jurisdiction;
- By the time of the Live Workshop part of the Certification requirements, you must provide proof of business and professional liability insurance listing Gilded Age Press, Inc. d/b/a Save Your Hands! as an additional insured.

We will inform you by email if you have been accepted as a candidate for CIPI certification. Once you have been accepted, you can proceed to purchasing the Certification training package on the Shop page of www.saveyourhands.com and begin your training. If you have questions, please contact us at 877-424-0994 or syhcourses@saveyourhands.com.

Please fax, or scan and email, the completed Application Form to us, along with page 1 and page 8 of the CIPI License Agreement (filled out and signed): Fax: 253-423-5316 / Email: syhcourses@saveyourhands.com

Please respond fully and accurately to the questions below.

PERSONAL INFORMATION			
First Name	Last Name	M.I.	Date
Address		City	
State/Province	Zip/Postal Code	Country	
Telephone	Email address(es)		
Cell Phone	How did you hear of the CIPI Program? (or enter discount code)		
License(s) You Hold (LMT, etc.)	State/Province of Licensure	State/Province License Number	
Additional certifications/licenses?			
If you do not hold a massage license, please explain why (e.g., your state does not require one, etc.)			

EDUCATION/TRAINING				
Name of High School			City/State or Province	
From	to	Did you graduate? YES <input type="checkbox"/>	NO <input type="checkbox"/>	Diploma
Name of College			City/State or Province	
From	to	Did you graduate? YES <input type="checkbox"/>	NO <input type="checkbox"/>	Degree
Name of Massage School			City/State or Province	
From	to	Did you graduate ? YES <input type="checkbox"/>	NO <input type="checkbox"/>	Diploma & Total No. of Hours

Other Training		City/State or Province	
From	to	Did you graduate ? YES <input type="checkbox"/> NO <input type="checkbox"/>	Diploma & Total No. of Hours

If you did not graduate from an accredited massage program, please explain in detail all massage training you have received:

CURRENT AND PREVIOUS EMPLOYMENT IN MASSAGE

Company Name/State or Province		
Position & Responsibilities		
From	to	Reason you left
Company Name/State or Province		
Position & Responsibilities		
From	to	Reason you left

EXPERIENCE/MOTIVATION

Do you have teaching or training experience? YES NO If yes, please provide details here:

Please tell us briefly what you already know about injury prevention, ergonomics and self-care for massage therapists?

Please tell us why you are interested in the CIPI program, and why you feel you would be a good Injury Prevention Instructor? (continue on a separate piece of paper if necessary)

REQUIREMENTS FOR COMPLETION OF THE CIPI CERTIFICATION

1. Read the *Save Your Hands! 2nd Ed.* textbook, then take and pass the Injury Prevention & Ergonomics for Massage Therapists online course;
2. Take and pass the Advanced Concepts in Ergonomics online course;
3. Take and pass the CIPI Success online course;
4. Take the in-person teaching methodology/hands-on coaching Live Workshop and pass the practical exam (teach part of the workshop on the second day) to prove knowledge of principles and ability to perform techniques using proper ergonomics and body mechanics;
5. Take and pass the CIPI Practicum: candidates must teach the Save Your Hands!® Workshop (or equivalent for schools) once to a group of at least 6 participants in their own community or region, within 6 weeks of completing the Live Workshop. Candidates then completes a self-observational report of their experience teaching the material, including aspects that went well and those that need improvement, and any questions that came up. Candidate submits this report plus participant evaluations to the Save Your Hands! office within 2 weeks of the date of the Practicum workshop.

ATTENDING THE IN-PERSON WORKSHOP

At this time, we are holding the Live Workshop portion of the Certification program in two locations. **Please indicate which workshop you prefer to attend.** NOTE: the Live Workshop begins on Friday evening at 6:30pm with a mandatory marketing/business presentation (dinner is included). Class times on Sat. and Sun. are 8:30am to 5:30pm. Please make your travel arrangements accordingly.

- Minneapolis, MN: Oct. 14-16, 2011
(to be held at the Aveda Institute)
- Ft. Lauderdale, Florida: February 10-12, 2012
(exact location TBD)

The last Live Workshop in 2012 will be held in the Fall (probably October). We'll announce those dates/location in early 2012.

Would you be interested in sharing a 2-bed hotel room with another Certification program student? YES NO If yes, may we share your contact email/phone number with other participants interested in sharing so you can contact each other? YES NO

BIANNUAL RECERTIFICATION REQUIREMENTS

To maintain CIPI status and active membership in the CIPI program, every two years the CIPI must meet recertification requirements. Recertification is based on a point system: you will need 80 points to be recertified.

Mandatory activities for recertification (worth 60 points):

1. Show proof that you have taught the Save Your Hands!® Workshop (or equivalent for schools) at least once each of the two years (the CIPI Practicum workshop is part of your original certification requirements and does not count toward recertification). Worth 30 points (15 points for each workshop taught).
2. Attend a 3-hour Live Webinar with Lauriann Greene and Rick Goggins, which will present information to further your knowledge of injury prevention and ergonomics and review major topics covered in the Save Your Hands!® Workshop. You will be able to ask questions, share issues that have come up in your workshops, discuss marketing techniques and more. Worth 30 points.

To earn the remaining 20 points, choose from the following activities:

3. Take an online course or in-person workshop on self-care, ergonomics or injury prevention, for example, less stressful massage techniques (e.g., forearm massage), body mechanics, nutrition, etc. You must write a report afterward to be reviewed by Save Your Hands. Additional CE courses will be available soon from Save Your Hands! Each course/workshop is worth 10 points.
4. Design a new activity for the Save Your Hands!® Workshop and test it out in one of your workshops, then write a report of your experience to be reviewed by Save Your Hands and shared on the CIPI Forum. Worth 10 points.
5. Write an article on self-care, injury prevention or ergonomics and get it published (website, newsletter, etc.). Worth 10 points.
6. Read a book on self-care, injury prevention or ergonomics and write a report to be reviewed by SYH. Worth 10 points.

KEY QUALITIES FOR SUCCESS FOR THE CIPI PROGRAM APPLICANT

We want all of our CIPI's to be successful, and we provide many resources to support your work. In addition to the training and resources provided to you by Save Your Hands!, your success as a CIPI depends on the energy, talents and effort you bring to the program. There are a number of key qualities that an applicant should have in order to have the best chances for success in the CIPI program. Since you will be representing the CIPI program to others in the profession, you'll need a strong sense of professionalism so your work as a CIPI reflects well on the program as a whole and on your fellow CIPI's.

The following are some of the key qualities a CIPI should possess or be willing to develop:

- I enjoy teaching/training others
- I am flexible in my approach to teaching and training
- I am able to speak comfortably in front of a group
- I act respectfully with my colleagues, clients and students at all times
- I can be engaging and authentic when training a group
- I have good listening and observational skills
- I am comfortable promoting and marketing myself and my CIPI services to others to attract them to attend workshops I will perform, or to be hired by a company to provide my services
- I am organized in my approach to marketing and providing my services

- I possess and demonstrate a good sense of professionalism and ethics
- I am responsible and honor my work commitments

CERTIFICATION AND SIGNATURE

I certify that I have accurately and honestly responded to the questions in this application form, and that I have read and understood the Requirements for Completion of the CIPI Certification, the Biannual Recertification Requirements, and the Key Qualities for Success for the CIPI Program Applicant, above.

If I am accepted, I certify that I understand that any false or misleading information I provide here could be used as grounds for rejection of this application, or later on for dismissal from the CIPI program.

Signature

Date

CERTIFIED INJURY PREVENTION INSTRUCTOR

APPLICATION AND LICENSE AGREEMENT

THIS CERTIFIED INJURY PREVENTION INSTRUCTOR APPLICATION AND LICENSE AGREEMENT (“Agreement”) is made as of _____ (the “**Effective Date**”) by and between Gilded Age Press, Inc. dba Save Your Hands (“**Save Your Hands**”) and _____, an individual (“**Applicant**” or “**Licensee**”).

1. Certification Procedure

- a. Application.** By completing and signing this Agreement and the application form attached hereto, Applicant hereby submits an application to enroll in the Save Your Hands!® Certified Injury Prevention Instructor (“**CIPI**”) program (the “**Program**”) and, upon successful completion of the Program, to be certified as a CIPI.
- b. Licensure.** Applicant represents and warrants that Applicant is duly licensed as a massage therapist or other manual therapist in the jurisdiction in which Applicant practices, if licensure is required in such jurisdiction.
- c. Requirements.** Certification as a CIPI requires successful completion of the following requirements of the Program (the “**Certification Requirements**”):
 - i. The following three online courses, in the order listed below, and the associated examinations with each:
 1. Injury Prevention & Ergonomics for Massage Therapists
 2. Advanced Concepts in Ergonomics for Manual Therapists
 3. CIPI Success Course
 - ii. A two-day, 18-hour hands-on workshop and associated examinations (“**Live Workshop**”).
 - iii. Student Practicum and associated self-evaluation report.
- d. Certification Standards.** Save Your Hands shall determine, in its sole discretion, whether the Applicant has successfully completed the Certification Requirements. Completion of this Agreement and attendance at the Live Workshop does not assure successful completion of the Certification Requirements and certification as a CIPI.
- e. Certification.** The Certification Requirements must be successfully completed within six (6) months of the purchase of the first course (Injury Prevention & Ergonomics for Massage Therapists). Upon successful completion of the Certification Requirements, Applicant will become certified as a CIPI and receive a certificate documenting their certification.
- f. Period of Certification.** The certification shall be valid for a period of two (2) years (the “**Certification Period**”), beginning on the date of issuance of the certification. Upon

each successful recertification, as described below, the Licensee shall be certified for an additional two (2) year Certification Period.

- g. Cost.** Applicant must purchase and register for the Certification Requirements and purchase the required book for such Certification Requirements. The Certification Requirements may be purchased individually or as a package. Purchase of all of the Certification Requirements includes the certification fee for the first Certification Period if the Certification Requirements are successfully completed. The purchase of the Certification Requirements does not, however, include any travel, lodging, meals, or other expenses related to the Applicant's attendance of the Live Workshop and Save Your Hands is not responsible for any such costs. Save Your Hands reserves the right to cancel a Live Workshop and refund Applicant's payments to date for such Live Workshop in full.
- h. Recertification.** In order for the Licensee to maintain certification as a CIPI, the Licensee must, prior to the end of the then-current Certification Period, submit a renewal application, provide proof of having taught the Save Your Hands![®] workshop (or equivalent for schools) at least once each of the two previous years, participate in the CIPI online forum on the Save Your Hands website, successfully complete the required online courses, attend a Live Workshop held by Save Your Hands, at the Licensee's expense, and pass the applicable examinations (collectively, the "**Recertification Requirements**"). The Recertification Requirements must be successfully completed prior to the end of the then-current Certification Period. Upon successful completion of the Recertification Requirements, Licensee will be certified as a CIPI for an additional Certification Period. Save Your Hands shall determine, in its sole discretion, whether the Applicant has successfully completed the Recertification Requirements. Completion of this Agreement and attendance at the Live Workshop does not assure successful completion of the Recertification Requirements and recertification as a CIPI.
- i. Maintenance of Professional License.** At all times when the Licensee is certified as a CIPI, Licensee must maintain professional licensure in good standing in accordance with Section 1.b. where required. Licensee acknowledges and agrees that the CIPI certification offered hereunder is only a certification and is not a license to practice massage therapy or to instruct others in the performance of massage therapy or injury prevention techniques.

2. License Agreement.

- a. Grant of License.** Subject to the terms and conditions of this Agreement, upon successful completion of the Certification Requirements, Save Your Hands grants to Licensee the non-exclusive, non-transferable, revocable license to:

 - i.** Use the Save Your Hands![®] trademark, logos, photos, teaching materials and other resources in the CIPI Members Only section of the Save Your Hands website, and the Save Your Hands![®] Workshop curriculum to advertise, offer, and provide in-person workshops to teach injury prevention in accordance with the curriculum established by Save Your Hands or by incorporating the Save Your Hands![®] curriculum into Licensee's own school or training program curriculum. The workshop curriculum is for the in-person course entitled "Save Your Hands![®] Workshop: Injury Prevention,

Self-Care and Ergonomics for Manual Therapists” and shall always be referred to with such complete title which may not be amended without the prior written consent of Save Your Hands. All courses taught by the Licensee using the Save Your Hands!® curriculum and name shall use the textbook entitled “Save Your Hands!® 2nd Edition” or the then-current edition of such textbook. Licensee acknowledges that the Certification training and the Save Your Hands!® workshop curriculum have been designed to provide injury prevention training primarily to massage therapy and bodywork students and professionals. Should Licensee wish to teach the workshop to other healthcare students and professionals, Licensee should contact Save Your Hands first for advice and any necessary revisions to the curriculum. Courses shall follow Save Your Hands’s guidelines for class size, course content, recordkeeping and reporting requirements, etc. which shall be provided to Licensee upon successful completion of the Program. Failure to comply with such guidelines or the terms of this Agreement may be grounds for revocation of Licensee’s CIPI certification. Should the Licensee wish to modify the Save Your Hands!® workshop curriculum, Licensee must obtain the prior written consent of Save Your Hands.

- ii. Utilize the professional credentials of CIPI and hold himself or herself out as a CIPI for so long as Licensee is in compliance with all of the terms of this Agreement. When referencing the certification provided under this Agreement, Licensee may only refer to themselves as either a “Save Your Hands!® Certified Injury Prevention Instructor,” a “Certified Injury Prevention Instructor,” or as a “CIPI.”
- iii. Licensee acknowledges that all references to Save Your Hands!® shall include the registered trademark logo (®) after such references.

b. License Restrictions.

- i. **No Teaching of CIPI Certification Curriculum to Others for Certification Purposes.** Certification as a CIPI does not entitle nor qualify Licensee to, and Licensee shall not, train, teach, or give instruction to others in connection with, or towards completion of, the Certification Requirements, Recertification Requirements, or any portion or derivative thereof. Additionally, certification as a CIPI does not entitle nor qualify Licensee to, and Licensee shall not, train, teach, or give instruction to others on how to teach injury prevention, self-care, body mechanics, ergonomics, the Certification Requirements, Recertification Requirements, or any portion or derivative thereof.
- ii. **Exclusivity.** Licensee acknowledges and agrees that for so long as Licensee is certified as a CIPI, Licensee will exclusively teach the Save Your Hands!® curriculum as the only injury prevention/self-care/body mechanics/ergonomics course they teach and will not teach any course that is a competitor of Save Your Hands!® nor sell any products which compete with Save Your Hands!® products without the prior written consent of Save Your Hands.
- iii. **Use of Marks and Copyrights.** Licensee may not use any of the marks registered to Save Your Hands, including, but not limited to, Save Your Hands!® (collectively, the “Marks”) or any copyrighted material of Save Your Hands or any derivatives thereof except as specifically set forth in this Agreement. Licensee shall not share, copy, or

disseminate any of the Save Your Hands Copyrights, as defined below, except as provided in this Agreement.

- iv. **No use of the Mark in Business Name.** Licensee may not use the Marks, or any derivatives thereof, in Licensee's business name, entity name, "doing business as" name, or similar usage without the express written consent of Save Your Hands.
- v. **Limitations on Practice.** Licensee acknowledges and agrees that becoming a CIPI allows the Licensee to do the following:
 1. Teach the Save Your Hands![®] workshop curriculum and other materials provided by the Save Your Hands![®] CIPI program in accordance with the terms of this Agreement. For those working in a school setting, teach curriculum based on information found in the Save Your Hands![®] textbook and other materials provided by the Save Your Hands![®] CIPI program.
 2. Coach participants during hands-on work on good body mechanics and awareness of risk factors, and suggest alternate techniques as Licensee will learn in the Live Workshop.
 3. Answer participants' questions using protocols learned in the Live Workshop and refer questions to Save Your Hands when Licensee does not know the answer.
 4. Make suggestions for additional study and provide additional resources to participants.
- vi. For the avoidance of doubt, certification as a CIPI does not license or permit the Licensee to do any of the following:
 1. Diagnose symptoms or injuries;
 2. Offer advice on the treatment of specific symptoms or injuries;
 3. State the cause or causes of specific symptoms or injury;
 4. Provide ergonomics assessments of workspaces or recommendations for improving ergonomics of the workplace, except as expressly detailed in the Save Your Hands![®] curriculum;
 5. Teach specific massage techniques (other than demonstrating alternative techniques that Licensee is qualified to teach); or
 6. Teach other therapists how to teach the Live Workshop, the Save Your Hands![®] curriculum, the Certification Requirements or the Recertification Requirements or any curriculum similar to it.

c. Termination of Certification and License. This Agreement as well as the Certification Period and the license provided under this Agreement, if any, shall

terminate upon the earliest to occur of any of the following:

- i. The expiration, termination, or non-renewal of the Certification Period for any reason;
- ii. The expiration, termination, or cancellation for any reason of Licensee's professional license to practice massage therapy, if required in Licensee's jurisdiction;
- iii. The expiration, termination, or cancellation for any reason of Licensee's insurance, as required by Section 3, below; or
- iv. The termination of the license by Save Your Hands in accordance with Section 5.b, below.

d. Effect of Termination of Certification. Upon expiration or termination of the Certification Period, Licensee is expressly prohibited from holding himself or herself out as a CIPI and Licensee may no longer use any Save Your Hands Copyrights, Marks, or materials.

3. Insurance Required. In order to participate in the Live Workshop and to be certified as a CIPI, Licensee must maintain business and professional liability insurance listing Save Your Hands as an additional insured. Licensee must provide proof of insurance prior to participating in the Live Workshop and annually thereafter during the Certification Period and any renewal Certification Periods. Licensee also agrees to provide proof of insurance upon request by Save Your Hands.

4. Proprietary Rights.

a. Trademarks. Licensee's use and display of the Marks shall be in accordance with this Agreement, and with Save Your Hands's guidelines as more fully described in this Agreement and as may hereafter be established by Save Your Hands. Save Your Hands grants Licensee a limited, non-exclusive, revocable license to use and display the Marks solely in connection with identifying Licensee as a CIPI. Use of the Marks shall inure to the benefit of Save Your Hands. To protect and preserve the goodwill and image of Save Your Hands, Licensee shall avoid deceptive, misleading, or unethical practices that are, or might be, detrimental to Save Your Hands, its customers, or the public.

b. Copyrights. U.S. copyright laws and international treaties afford protection to all or certain material elements of the following, in all of which Save Your Hands owns and claims copyright (collectively, the "**Save Your Hands Copyrights**"): the methods used to teach as a CIPI; all materials provided by Save Your Hands in the Program in connection with the Certification Requirements and the Recertification Requirements, or in connection with any other course of instruction offered by Save Your Hands; and all publications of or by Save Your Hands, including, without limitation, all books, documentation, texts, audio tapes, video tapes, films, sound recordings, photographs, all copies thereof, and any and all derivative works thereof, and all changes and/or modifications thereto. All rights, title, and interest in and to the Save Your Hands Copyrights are the sole and exclusive property of Save Your Hands. This Agreement does not provide Licensee with title or ownership of any of the Save Your Hands Copyrights, but only a license of limited use to the extent necessary to practice as a CIPI.

Except as expressly authorized by this Agreement, publication, exhibition or demonstration of any of the Save Your Hands Copyrights, or any portion thereof, by or through any medium or publication (electronic or otherwise), including books, magazines, film, photographs, or electronic images, is expressly prohibited. Save Your Hands asserts its claim to the moral right to be identified as the author of the Save Your Hands Copyrights.

- c. **Limitations on Use.** Except as specifically provided in this Agreement, no right is granted to Licensee in the Save Your Hands Copyrights or the Marks by this Agreement or by participation in the Program. Licensee may not use, publish, display, advertise, copy, modify, or distribute any Save Your Hands Copyrights or the Marks except as is specifically permitted by this Agreement. Licensee's license may not be transferred, leased, assigned, or sublicensed without Save Your Hands's prior written consent. Licensee will use Licensee's best efforts to cooperate with Save Your Hands to verify compliance with the terms of this Agreement.
- d. **Assignment of Rights.** To the extent that Licensee develops or acquires any rights to any Marks owned by Save Your Hands or any Save Your Hands Copyrights, Licensee hereby agrees that such rights inure to the benefit of Save Your Hands and that Licensee will execute any documents necessary to assign such rights to Save Your Hands.

5. Term and Termination.

- a. **Term and Termination.** This Agreement is effective from the Effective Date until the earliest to occur of any of the following: License is terminated in accordance with Section 2.c or if Applicant fails to successfully complete the Certification Requirements or the Recertification Requirements within the time frames set forth above. Licensee may terminate this Agreement at any time by providing written notice to Save Your Hands and discontinuing Licensee's practice as a CIPI as well as discontinuing all uses of the Marks and the Save Your Hands Copyrights.
- b. **Grounds for Termination and Effect Thereof.** Without prejudice to any other rights Save Your Hands may have against the Licensee, Save Your Hands may terminate this Agreement if Licensee fails to comply with the terms and conditions of this Agreement, including but not limited to the Limitations on Practice set forth in Section 2.b.v above, or if Licensee has acted in a manner that is illegal or, in Save Your Hands's reasonable discretion, is unprofessional or improper. In such event, Licensee must discontinue all uses of the Marks and the Save Your Hands Copyrights. Grounds for termination of this Agreement (and thereby Licensee's right to use the Marks and the Save Your Hands Copyrights in any manner) include, but are not limited to, the use of the Save Your Hands Copyrights or the Marks in any manner outside the scope of the limited rights thereto granted by this Agreement.
- c. **Survival.** Sections 6, 7, 8, and 9 shall survive any termination or expiration of this Agreement.

6. Disclaimer of Warranty.

SAVE YOUR HANDS SHALL HAVE NO LIABILITY TO LICENSEE AS A

RESULT OF, OR ARISING OUT OF, THE PROGRAM, THE USE OF THE CIPI CERTIFICATION, OR ANY SERVICES PROVIDED, INCLUDING BUT NOT LIMITED TO ANY LIABILITY FOR NEGLIGENCE OR FAILURE TO ACT. SAVE YOUR HANDS DOES NOT MAKE, AND LICENSEE DOES NOT RECEIVE, ANY WARRANTIES, EXPRESS, IMPLIED, STATUTORY, OR OTHERWISE. SAVE YOUR HANDS SPECIFICALLY DISCLAIMS ANY WARRANTY OF MERCHANTABILITY OR FITNESS FOR A PARTICULAR PURPOSE.

7. Waiver of Liability.

As a material inducement to allow Applicant to participate in the Program and a material factor in the determination of the fees charged under this Agreement, Licensee hereby waives any and all claims for, and agrees not to hold Save Your Hands, its employees, officers, agents, representatives, successors, assigns, partners, and instructors responsible for, any injuries or damages, including any special or consequential damages, suffered by Licensee or loss which Licensee may incur that is caused in whole or in part, may arise, occur, or be attributable to: (1) a breach of any representation, warranty, or promise made by Licensee; (2) any misstatements made by Licensee; (3) Licensee's failure to follow the instructions of Licensee's instructor(s); (4) Licensee's failure to disclose in writing any physical impairment or condition of Licensee; (5) Licensee's inability or failure to satisfactorily complete any portion of the Program, including but not limited to Live Workshops, examinations, or courses; (6) the Program and Live Workshops offered and the standard of instruction; (7) any accident or injury while traveling to and from any Live Workshop, course, or activity; (8) the unavailability of a guaranteed space in a preferred Live Workshop; (9) interruption or termination of any Live Workshop due to illness, acts of god, civil unrest, terrorism, or any other unforeseen circumstances; (10) any accident, injury or loss that occurs during any Live Workshop or activity; (11) the negligence of Save Your Hands, or its employees, officers, agents, representatives, successors, assigns, partners, and instructors; (12) Licensee's participation in any Live Workshop; (13) any accident or injury while traveling to and from any Save Your Hands![®] Workshop taught by a CIPI or any accident, injury or loss that occurs during or related to any Save Your Hands![®] Workshop taught by a CIPI; or (14) any expense, loss, or claim incurred or suffered by the Licensee in the course of acting as a CIPI or teaching the Save Your Hands![®] curriculum including, but not limited to, space rental, equipment rental, business expenses and losses, etc.

8. Indemnification.

Licensee agrees to indemnify, defend and hold Save Your Hands, and Save Your Hands's affiliates, employees, officers, agents, representatives, successors, assigns, partners, and instructors harmless from and against any and all claims, whether frivolous or otherwise, liabilities, costs, or expenses, including actual attorneys' fees, arising out of or resulting from: (a) Licensee's breach of any provision of this Agreement; (b) Licensee's negligence, recklessness, or willful misconduct; (c) Licensee's assertion of a claim contrary to the provisions of the Waiver of Liability section of this Agreement; (d) Licensee's conduct as a CIPI; (e) Licensee's use of any Marks or Save Your Hands Copyrights; or (f) any of Licensee's activities performed under this Agreement.

9. General Provisions.

This Agreement shall be governed by and construed and enforced in accordance with the

laws of the State of Florida, without regard to the conflicts of law provisions thereof. Any action Licensee, any third party, or Save Your Hands brings to enforce or interpret this Agreement or in connection with any matters relating to the Program shall be brought only in the state or federal courts located in and for Broward County, Florida, and Licensee expressly consents to the jurisdiction of said courts. If any provision of this Agreement shall be unlawful, void, or for any reason unenforceable, then that provision shall be deemed severable from this Agreement and shall not affect the validity and enforceability of any remaining provisions. With the exception of any additional document(s) signed by Licensee and Save Your Hands at any Workshop relating to any waiver, release of liability, indemnity or assumption of risk, this Agreement constitutes the entire agreement and understanding between Licensee and Save Your Hands with regards to the subject matter contained herein and supersedes any prior or contemporaneous agreements or understandings, whether written or oral, relating to the matters contained herein, and such agreement and understanding may be altered or amended only by a writing signed by both parties hereto. Any document signed by Licensee and Save Your Hands at any Workshop relating to any waiver, release of liability, indemnity or assumption of risk shall remain in full force and effect, this Agreement notwithstanding, and is integrated into this Agreement as if fully set forth herein. Licensee may not assign this Agreement nor any of Licensee's rights or responsibilities hereunder. This Agreement may be assigned by Save Your Hands without Licensee's consent.

Licensee's signature below certifies that Licensee has read, understood, and agreed to Licensee's rights and responsibilities under this Agreement and Save Your Hands's cancellation policies. Licensee also understand this Agreement becomes a legally binding instrument when signed by Licensee and accepted by Save Your Hands. This Agreement may be executed in two or more counterparts, which may be delivered by fax or email, each of which shall be deemed an original, but all of which together shall constitute one and the same Agreement.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement to be effective as of the Effective Date.

APPLICANT

By: _____

Print Name: _____

Date: _____

GILDED AGE PRESS, INC.

By: _____

Print Name: _____

Date: _____