



YOUR GOALS. OUR MISSION.

January 12, 2026

Via Email: drace@readington.k12.nj.us

Don Race
Facilities Manager
Readington Township School District
P.O. Box 807
Whitehouse Station, New Jersey 08887

**Re: Proposal for Professional Services
Selective Asbestos Identification Survey Related to Planned Renovations
Three Bridges School – Toilet Rooms and Roofing Materials
Whitehouse Elementary School – Roofing Materials
Readington Township School District, Readington, New Jersey
T&M Proposal No. RBOEOH-25012
T&M VantagePoint No. 0000023519**

Dear Mr. Race:

In accordance with your recent request, T&M Associates is pleased to submit this proposal to the Hillsdale Board of Education (the Client) to provide asbestos management services for the referenced project.

PROJECT BACKGROUND

T&M understands that the Client is considering or in the process of planning for the renovations at both the Three Bridges School located at 480 Main Street in Three Bridges, New Jersey and the Whitehouse Elementary School located at 50 Whitehouse Avenue in Whitehouse Station, New Jersey. Accordingly, the Client has requested this proposal to aid in their planning for the handling of potentially asbestos-containing material (ACM's). Settembrino Architects (the Client's Architect) has shared the Schematic Submission Drawings for our use.

We understand that a qualified asbestos management consultant is now being solicited to conduct a selective asbestos identification survey of the New Classroom Toilet Rooms and selective Roofing Levels at the Three Bridges School and the selective Roofing Levels at the Whitehouse Elementary School in order to identify asbestos-containing materials that will be impacted by the planned anticipated renovations.

The referenced facility falls within the administrative scope of New Jersey's Asbestos Hazard Abatement Subcode, N.J.A.C. 5:23-8 (the Subcode). The Subcode is part of the New Jersey Uniform Construction Code, and it imposes certain licensing, training, documentation, inspection, design and work practice requirements on asbestos related activities in regulated facilities.



January 12, 2026

RBOEOH-25012

Selective Asbestos Identification Survey Related to Planned Renovations

Three Bridges School – Toilet Rooms and Roofing Materials

Whitehouse Elementary School – Roofing Materials

Readington Township School District, Readington, New Jersey

Page 2

Please note that the required Asbestos Abatement Project Design and Asbestos Abatement Project Monitoring services fees will be provided under a separate proposal once the survey activities are completed and a true scope of work is developed.

PROPOSED SCOPE OF SERVICES

In order to assist you in meeting the asbestos management goals for this project, we propose to provide the following specific scope of services:

Item 1: Selective Asbestos Identification Survey

1. Review any available documents and meet with appropriate individuals in order to gain as much information as possible about the construction, history and use of each Building Structure spaces, and the overall project.
2. Complete a detailed visual investigation of each overall Building Structure spaces (New Classroom Toilet Rooms and Roofing Levels only) coupled with bulk material sampling of suspect ACMs as necessary to identify and characterize asbestos content. Building investigation activities will be conducted in accordance with protocols established for the classification of presumed ACMs as promulgated in the Occupational Safety and Health Administration (OSHA) Asbestos Standards (29 CFR 1910.1001 and 29 CFR 1926.1101). The OSHA standards refer to the protocols established for building investigation pursuant to the Asbestos-Containing Materials in Schools Rule (40 CFR 763, Subpart E).
3. Conduct a laboratory analysis for asbestos content of bulk material samples obtained during the investigation. Samples will be analyzed by a qualified laboratory acting as a sub-consultant to T&M. Samples will be analyzed by polarized light microscopy (PLM) coupled with dispersion staining in accordance with the current industry standard protocol (EPA document 600/R-93/116 "Method for the Determination of Asbestos in Bulk Building Materials").

This laboratory will be accredited for bulk asbestos analysis by the National Institute of Standards and Technology, National Voluntary Laboratory Accreditation Program (NIST/NVLAP). Non-friable organically bound (NOB) materials that are found to be non-asbestos-containing via PLM analysis will be subject to further analysis utilizing Transmission Electron Microscopy (TEM) as a matter of Code.

4. Prepare and submit a Selective Asbestos Identification Survey Report presenting the results of our Selective Asbestos Identification Survey activities including Laboratory Certificates of Analyses.

CLIENT RESPONSIBILITIES

The Client will provide all information in its possession, custody, or control that may relate to the project. This information includes, but is not limited to:

- Existing Asbestos Identification Survey data.
- Description of activities that have historically been conducted at each Building Structure that could be related to our scope of services.



January 12, 2026

RBOEOH-25012

Selective Asbestos Identification Survey Related to Planned Renovations

Three Bridges School – Toilet Rooms and Roofing Materials

Whitehouse Elementary School – Roofing Materials

Readington Township School District, Readington, New Jersey

Page 3

The Client will be fully responsible for obtaining the necessary authorization to allow the consultant, its agents, subcontractors and representatives to have access to each subject site and Building Structure thereon at reasonable times throughout the term of this agreement.

COMPENSATION

We will provide the scope of services described above at a fixed fee of **\$6,850.00** as detailed in the table below in accordance with the attached Standard Terms and Conditions.

Item	Lump Sum
Item 1 – Selective Asbestos Identification Survey – Roofing Levels	\$ 3,750.00
Item 2 – Selective Asbestos Identification Survey – Toilet Rooms	\$ 3,100.00
TOTAL:	\$ 6,850.00

Note: As previously noted, once the scope and schedule of any asbestos abatement activities which may be required are determined, a separate proposal or fee will be provided to address project design and/or project monitoring services.

LIMITATIONS

The scope of the Asbestos Identification Survey will not address potential underground structures that may be associated with the site, except to the extent that direct evidence may be available of the presence of each such suspect material (i.e. the presence of any foundation dampproofing above-grade only or exposed transite piping leading into the ground or evidence gathered from review of construction drawings).

Twenty-two (22) TEM bulk material analyses are included in this proposal. If additional TEM samples analyses are required, they will be billed as an amendment to this proposal at a rate of \$50.00 per sample. All PLM bulk material analyses are included in this proposal.

As necessary to plan for the potential demolitions/renovation, we understand that the Client will expect the asbestos identification survey activities to include investigation for potentially concealed materials. Please be advised that our proposed activities will include investigation for concealed materials via review of construction data and selected intrusive field activities (opening of small holes in walls/ceilings, encroachment above suspended ceiling tiles, etc.). Please be advised that; (1) repair of minor damages caused is not included in the project scope; and (2) to a large extent, quantification of concealed ACM that may be identified will be made on the best assumptions from the field investigation performed without directly observing the materials in question.

Please indicate your acceptance of this proposal by signing in the space provided below and returning one (1) copy to this office. Acceptance of this proposal signifies that the Client understands T&M will not be retained or asked to perform any services unless funding is secured and is available to pay all invoices within thirty (30) days. Receipt of the signed proposal shall be considered authorization to proceed with all items described within this agreement. Any items not intended to be authorized shall be clearly and specifically noted as such within the client's signed and returned proposal.



January 12, 2026

RBOEOH-25012

Selective Asbestos Identification Survey Related to Planned Renovations

Three Bridges School – Toilet Rooms and Roofing Materials

Whitehouse Elementary School – Roofing Materials

Readington Township School District, Readington, New Jersey

Page 4

We thank you for the opportunity to submit this proposal. Please feel free to contact me directly with any questions or comments regarding the scope, sequence or fees as indicated at 732.676.1725 or KBurns@tandmassociates.com.

Very truly yours,
T&M ASSOCIATES

Mark Worthington
Group Manager

Kevin Burns
Supervising Environmental Scientist

ACCEPTED BY:

BY:

TITLE:

Facil. Fees Mgr.

FOR CLIENT:

Readington Township School District

DATE:

The above signed represents that they have read and understand the attached Standard Terms and Conditions and have the authority to enter into this agreement on behalf of the client named above. The above signed also acknowledges that this contract includes a Limitation of Liability Clause as part of the Standard Terms and Conditions.

Effective: January 1, 2023

Contracted Services

Including subconsultants, contracted labor,
Sub-professionals, and subcontractors..... Invoice Cost + 15%

Direct Expenses

- Disbursements to agencies, vendors and suppliers
Includes: equipment; interstate transportation;
permit, application, review, and similar fees; printing,
plotting, reproduction, binding, and other graphic
services; outside computer services; title, research,
and data services; courier and express services;
project field office expenses; and out-of-state telephone costs Invoice Cost
- Other Charges
Mileage Commensurate with IRS Guidelines
Travel and Subsistence Invoice Cost
Field Vehicles \$105/Day
Paper Copy per Page B&W \$0.11 and Color \$1.50
PDF Reports No Charge





STANDARD TERMS AND CONDITIONS FOR PROFESSIONAL SERVICES

These Standard Terms & Conditions shall govern the performance of services pursuant to this Agreement.

As used herein, the term "Client" refers to the Client identified in T&M's Proposal / Scope of Services. The term "T&M" refers to T&M Associates. The Client and T&M may be referred to individually as a "Party" or collectively as the "Parties". The term "Agreement" refers to this contract between T&M and the Client consisting of (1) the T&M Proposal / Scope of Services, and (2) these Standard Terms and Conditions. The "Project" is identified in T&M's Proposal / Scope of Services.

1. SCOPE OF SERVICES.

- a. Descriptions of the services to be provided by T&M are set forth in the Proposal/Scope of Services (*the "Services"*). Services not set forth in the Scope of Services, or specifically itemized as additional services, are excluded from the scope of T&M's Services (*the "Additional Services"*) and T&M assumes no responsibility to perform such Additional Services. If any Additional Services become necessary during the course of the Project, T&M can perform such Additional Services in accordance with a written agreement between the Client and T&M for such Additional Services.
- b. T&M shall have no obligation to commence the Services as stipulated in this Agreement and / or any associated work authorization until both this Agreement and any applicable work authorization are fully executed and delivered to T&M.

2. COMPENSATION.

- a. **BILLING RATES.** Client shall compensate T&M at the billing rates identified in T&M's Proposal. Unless otherwise provided in the Proposal, compensation for Services shall be based on T&M's Schedule of Hourly Billing Rates and Schedule of Miscellaneous Charges in effect at the time Services are performed.
- b. **REIMBURSABLE EXPENSES.** Client shall pay T&M for reimbursable expenses according to the current Schedule of Miscellaneous Charges including, without limitation, application fees, printing and reproduction, courier and express delivery service, bulk / special mailings, facsimile transmissions and other costs of acquiring materials specifically for Client and related charges.
- c. **INVOICES.** T&M shall submit invoices monthly and payment in full is due and payable thirty (30) days from the date of T&M's invoice. Services shall be billed at a minimum increment of 0.25 hour. If Client fails to make any payment due T&M for services and expenses within thirty (30) days after receipt of invoice, the amounts due T&M will accrue interest at the rate of one percent (1.0%) per month until paid in full.
- d. **SUSPENSION OF SERVICES.** Once a payment is **PAST DUE**, the Client shall be deemed to be in breach of this Agreement and any other agreements between the Client and T&M. If a payment is **PAST DUE**, T&M may suspend performance of all Services provided to the Client until T&M has been paid all amounts due and T&M shall have no liability whatsoever to the Client for any costs, delays or damages resulting from T&M's suspension of services.
- e. **TERMINATION.** Client or T&M may terminate this Agreement with ten (10) days prior written notice for convenience or cause. In the event of termination, T&M shall be paid for all services rendered and costs incurred up to the date of termination in accordance with the payment terms herein.
- f. **COLLECTION COSTS.** In the event legal action is necessary to enforce the payment provisions of this Agreement, T&M shall be entitled to recover from the Client the reasonable attorneys' fees, court costs and expenses incurred by T&M in connection therewith.
- g. **FEE DURATION & ANNUAL ADJUSTMENT.** The hourly rates charged for T&M employees are adjusted annually in January to reflect changes in the various elements that comprise such hourly rates with a corresponding adjustment in fee. All adjustments in rates will be in accordance with generally accepted practices consistent with T&M's procedures.

3. STANDARD OF CARE.

The standard of care for all professional services performed or furnished by T&M under this Agreement will be the care and skill ordinarily used by members of T&M's profession practicing under similar circumstances at the same time and in the same locality and based on facts and information available at the time services are provided. T&M makes no warranties, expressed or implied in connection with T&M's Services.

4. OWNERSHIP AND USE OF DOCUMENTS.

All reports, plans, specifications, computer files, field data, notes and other files and documents prepared by T&M

pursuant to this Agreement (*the "Documents"*) are instruments of T&M's professional services and T&M shall retain an ownership and property interest therein. Provided full payment for Services rendered and costs incurred is made by the Client to T&M, T&M grants to the Client a license to use the Documents for the purpose of constructing, occupying and maintaining the Project. The Documents are not intended or represented to be suitable for reuse by the Client or others on extensions of this Project or on any other project. Any reuse, dissemination, or modification of the Documents without T&M's written approval shall be at Client's sole risk and without liability to T&M and the Client agrees to indemnify, defend and hold harmless T&M from all claims, damages and expenses, including attorneys' fees and costs, arising out of such reuse by the Client or by others acting through the Client.

5. CONFIDENTIALITY.

All information that the Client deems confidential shall be prominently branded "Confidential Information" prior to releasing said information to T&M. T&M will not intentionally divulge information regarding the Project that the Client designates as confidential, except (i) to the Client or parties designated by the Client; (ii) in response to a subpoena or other similar legal requirements; and / or (iii) in the event that withholding such information could create risk of significant harm to the public. Information that is in the public domain or that is provided to T & M by third parties is not considered confidential. Any information that is not clearly marked "Confidential Information" by the Client prior to disclosure to T&M shall not be deemed as confidential. Both Parties may retain copies of any and all Confidential Information, which shall remain confidential, for archival purposes. The Client authorizes T&M to identify the Client as a T&M client and use photographs or illustrations of the Project and non-confidential information in any sales or marketing literature.

6. CONSTRUCTION COST ESTIMATES.

The Client shall advise T&M in writing of any budgetary limitations for the overall cost of construction. T&M will endeavor to work within such limitations and will, if requested and included within the Proposal / Scope of Services, submit to the Client an opinion of probable construction cost. Opinions of probable construction cost will represent T&M's reasonable judgment as a design professional familiar with the construction industry but do not represent, warrant or guarantee that bids or negotiated prices will not vary or exceed budgets or opinions of probable cost or evaluations prepared or agreed to by T&M. The Client acknowledges that neither T&M nor the Client has control over the cost of labor, materials or methods by which contractors determine prices for construction, competitive bidding, markets, or negotiation conditions.

7. RESPONSIBILITY DURING CONSTRUCTION.

T&M's Services during the construction phase are intended to provide the Client a greater degree of confidence that the completed work of contractor(s) will conform in general to the approved plans and related documents. T&M will endeavor to observe the progress and quality of the executed work of contractor(s) and determine in general if such work is proceeding in accordance with the requirements of the Project. T&M shall not be required to make exhaustive or continuous on-site inspections to check the quality or quantity of such work. T&M shall not be responsible for the means, methods, techniques, sequences or procedures of construction selected by contractors or the safety precautions and programs incident to the work of contractor(s) or for any failure of any contractor to comply with laws, rules, regulations, ordinances, codes or orders applicable to a contractor furnishing and performing the work. Accordingly, T&M neither guarantees the performance of any contractor nor assumes any responsibility for any contractor's failure to furnish and perform its work in accordance with the contract documents. T&M shall not be responsible for the acts or omissions of the Client, the Client's other consultants, contractors and their respective subs, agents or employees, or other persons for whom the Client is responsible.

8. SITE CONDITIONS.

T&M shall not be liable for damage or injury to any subterranean structures (*including, but not limited to, utilities, mains, pipes, tanks, and telephone cables*) or any existing subterranean conditions; or the consequences of such damage or injury, if (*with respect to this clause*) (i) such structures or conditions were unknown and were not identified or shown, or were incorrectly shown, in information or on plans furnished to or obtained by T&M in connection with the Services; (ii) concealed conditions are encountered in the performance of the Services; or (iii) concealed or unknown conditions in an existing structure are at variance with the conditions indicated by the Proposal / Scope of Services or work authorization.

The Client shall provide to T&M all plans, maps, drawing and other documents identifying the location of any subterranean structures on the Site. Prior to location of any drilling or excavation below the ground surface, T&M shall obtain the concurrence of the Client as to the location for such drilling or excavation. Should: (i) subterranean structures or existing subterranean conditions be unknown and not identified or shown, or be incorrectly shown, in information or on plans furnished to or obtained by T&M in connection with the Services; (ii) concealed conditions be encountered in the performance of the Services; (iii) concealed or unknown conditions in an existing structure be at variance with the

conditions indicated by the Proposal / Scope of Services or work authorization; or (iv) unknown physical conditions below the ground differ materially from those ordinarily encountered and generally recognized as inherent in work of the character provided under this Agreement; then the amount of this Agreement and / or time for performance shall be equitably adjusted by change order upon claim by either Party made within twenty (20) days after the first observance of the conditions.

The Parties agree that reports prepared by or on behalf of T&M pertaining to site conditions, including, but are not limited to, environmental, geotechnical or geologic reports (*hereinafter collectively the "Site Condition Reports"*), are prepared for the exclusive use of the Client and its authorized agents, and that no other party may rely on the Site Condition Reports unless T&M agrees in advance to such reliance in writing. The Site Condition Reports are not intended for use by others, and the information contained therein is not applicable to other sites, projects or for any purpose, except the one originally contemplated in the Services. The Client acknowledges that the Site Condition Reports are based on conditions that exist at the time a study is performed and that the findings and conclusions of the Site Condition Reports may be affected by the passage of time, by man-made events such as construction on or adjacent to the site, or by natural events such as floods, earthquakes, slope instability or groundwater fluctuations, among others. The Parties agree that interpretations of subsurface conditions by T&M and / or its subcontractors may be based on limited field observations including, without limitation, from widely spaced sampling locations at the site of the Project. The Client acknowledges that site exploration by T&M and / or its subcontractors will only identify subsurface conditions at those points where subsurface tests are conducted or samples are taken. The Parties agree that T&M and / or its subcontractors may review field and laboratory data and then apply professional judgment to render an opinion about subsurface conditions at the site of the Project and that the actual subsurface conditions may differ, sometimes significantly, from those indicated by T&M and / or its subcontractors. The Client agrees that any report, conclusions or interpretations will not be construed as a warranty of the subsurface conditions by T&M and / or its subcontractors. The Parties further agree that no warranty or representation, express or implied, is included or intended in any reports, conclusions, or interpretations prepared by or on behalf of T&M pertaining to the site conditions.

9. UNANTICIPATED CONDITIONS.

If during the performance of T&M's services, any unanticipated conditions are observed, which in T&M's judgment may affect the Proposal / Scope of Services, T&M will notify the Client. The Client agrees that the discovery of such unanticipated conditions constitutes a significant change in the Proposal / Scope of Services. Based on T&M's evaluation of unanticipated conditions, T&M is authorized to take any of the following action: (a) Complete the original Scope of Services in accordance with the procedures originally intended in the Proposal; or (b) Stop Work pending written agreement with the Client to modify the Scope of Services and Fees as required by the previously unanticipated conditions; or (c) Terminate the Services effective on the date specified by T&M in writing. The Client shall waive any claim against T&M and agrees to indemnify, defend and hold T&M harmless from any claim of liability for injury or loss arising from the encountering of unanticipated conditions.

10. HAZARDOUS CONDITIONS.

It is acknowledged by both parties that T&M's Scope of Services does not include any services related to asbestos or hazardous or toxic materials. T&M shall have no responsibility for the discovery, presence, handling, removal or disposal of, or exposure of persons to hazardous materials or toxic substances in any form at the Project site. In the event T&M or any other party encounters asbestos or hazardous or toxic materials at the site of the Project, or should it become known in any way that such materials may be present at the site of the Project or any adjacent areas that may affect the performance of T&M Services, T&M may, at its sole option and without liability for consequential or any other damages, suspend performance of Services on the project until the Client takes steps to identify, abate and/or remove the asbestos or hazardous or toxic materials, and to warrant that the site of the Project is in full compliance with applicable laws. If, in T&M's sole opinion, site conditions represent a threat to the public health or an environmental hazard, T&M will so advise the Client, so the Client may notify appropriate authorities. If the Client fails to act in a responsible manner, T&M may notify the appropriate authorities. The Client waives any claim against T&M and agrees to defend, indemnify and save T&M harmless from any claim or liability arising from the conditions or notifications of conditions at the site.

11. USE OF ARTIFICIAL INTELLIGENCE.

T&M may utilize artificial intelligence (AI) technologies in performance of the Services. T&M's use of AI will comply with all applicable laws and regulations and the requirements of these Terms and Conditions. Client acknowledges and consents to T&M's use of AI in providing the Services.

12. FORCE MAJEURE.

T&M is not responsible for delays caused by factors beyond T&M's reasonable control, including, but not limited to, delays due to strikes, lockouts, work slowdowns or stoppages, accidents, acts of God, failure of any governmental or other regulatory authority to act in a timely manner, failure of the Client or owner of the Project to furnish timely information or to provide review comments promptly; or delays caused by faulty performance by the Client, consultants or contractors at any level.

13. CONSEQUENTIAL DAMAGES.

To the maximum extent permitted by applicable law, in no event shall T&M be liable in contract, tort, strict liability or otherwise for any incidental, special, indirect, consequential, punitive or exemplary damages, including but not limited to loss caused by delay, commercial loss, or lost profits or revenues or opportunities.

14. INSURANCE.

- a. LIMITS.** T&M shall maintain for the term of this project the following types of insurance and limits: (i) Worker's Compensation and Employer's Liability insurance, per statutory limits; (ii) Comprehensive General Liability Insurance, a total of \$1,000,000 each occurrence and \$2,000,000 in aggregate; (iii) Comprehensive Automobile Liability insurance, a total of \$1,000,000 each occurrence and \$2,000,000 in aggregate; and (iv) Professional Errors and Omissions insurance with a per claim limit of \$3,000,000. Certificates for policies of insurance will be provided to the PROJECT OWNER upon request.
- b. WAIVER OF SUBROGATION.** Both Parties waive all rights against each other and their respective subconsultants, subcontractors, employees, and agents for any and all damages caused by fire or other causes of loss to the extent covered by insurance set forth herein, except such rights as they may to the proceeds of insurance. The waiver shall be effective as to a person or entity (a) even though that person or entity would otherwise have a duty of indemnification, contractual or other, (b) even though that person or entity did not pay the insurance premium directly or indirectly, or (c) whether or not the person or entity had an insurable interest in the damaged property.

15. INDEMNIFICATION.

T&M agrees, subject to the provisions contained herein, to indemnify the Client, and the Client's officers, directors and employees, from and against any losses, damages and judgments arising from claims by third parties but only to the extent they are found to be caused solely by T&M's negligent acts, errors or omissions in the performance of professional services under this Agreement. T&M's obligation to indemnify and hold harmless the Client and its officers, directors, and employees does not include a duty to defend. This indemnification provision is subject to and limited by the provisions agreed to by the Client and T&M in the "Limitation of Liability" and "Consequential Damages" sections of these Standard Terms and Conditions.

The Client agrees, subject to the provisions contained herein, to indemnify T&M, and T&M's officers, directors and employees, from and against any losses, damages and judgments caused by the Client's acts, errors or omissions and by any of Client's contractors, subcontractors or consultants or anyone for whom the Client is legally liable.

16. LIMITATION OF LIABILITY.

To the maximum extent permitted under applicable law, the Client and T&M agree that the total liability in contract, tort, strict liability or otherwise, in the aggregate, of T&M and T&M's officers, directors, employees, and agents to Client, and anyone claiming by, through, or under Client, for any and all losses, judgments, injuries, claims, expenses, costs, and damages arising out of, resulting from or in any way relating to this Agreement or T&M's Services, shall be limited to T&M's total fee for Services rendered on the Project. The Client hereby releases T&M from any liability above such amount.

17. GOVERNING LAW.

The laws of the State within which the Project is located will govern the validity of this Agreement, its interpretation and performance.

18. INDEPENDENT CONTRACTOR.

Unless otherwise provided in our proposal, T&M is and shall be an independent contractor in the performance of services under the Agreement, maintaining complete control of its employees and operations and neither T&M nor anyone employed by T&M shall be the agent, representative, employee or servant of the Client in the performance of services under this Agreement.

19. ASSIGNMENT.

Neither T&M nor the Client shall assign or transfer their interest in the Agreement without the written consent of the other Party. However, nothing contained in this paragraph shall prevent T&M from employing such consultants or subconsultants as T&M may deem appropriate. The covenants and agreements contained herein shall apply to and be

binding upon the Parties hereto and upon their respective assigns and successors.

20. WAIVER OF JURY TRIAL.

The Client and T&M specifically waive their rights to a jury trial to resolve any and all claims, including, but not limited to, those sounding in contract, tort or statute, against the other arising out of or connected in any way to this Agreement and Project because the Parties hereto believe that the complex commercial and professional aspects of their dealings with one another make a jury determination neither desirable nor appropriate.

21. DISPUTE RESOLUTION.

The Client and T&M agree that they shall submit any and all unsettled claims, counterclaims or other unresolved disputes to non-binding mediation, where each Party shall pay its own costs and fifty percent (50%) of the mediator's fees. This provision shall not apply to fee collection lawsuits.

22. SEVERABILITY.

If any provision contained herein is held to be unenforceable by a court of law or equity, the Agreement shall be construed as if such provision did not exist and the unenforceability of such a provision shall not be held to render any other provision of the Agreement unenforceable.

23. SURVIVAL.

The express representations, the indemnifications, waiver of consequential damages, and the limitations of liability contained in this Agreement will survive the completion of all services of T&M under this Agreement and the termination of this Agreement for any reason.

24. EXECUTION.

This Agreement may be executed in one or more counterparts, each of which shall be deemed an original, but all of which, taken together, shall constitute one and the same agreement. Execution and delivery of this Agreement may be evidenced by e-mail or facsimile transmission.

25. ENTIRE AGREEMENT.

This Agreement (*consisting of (1) Proposal / Scope of Services and (2) Standard Terms & Conditions*) comprises the final and complete agreement between the Client and T&M. It supersedes all prior or contemporaneous communications or Agreements, whether oral or written, relating to the subject matter of this Agreement. Execution of this Agreement signifies that each Party has read the document thoroughly, has had the opportunity to have questions explained by independent counsel and accepts the terms and conditions contained herein. Amendments to this Agreement shall not be binding unless made in writing and signed by both the Client and T&M. In the event the Client provides any kind of work authorization or purchase order whatsoever, verbal or written, for the commencement of T&M's Services or any Additional Services, or any portions thereof, prior to the Client's execution of this Agreement, these terms and conditions, including terms of payment herein, shall govern the Services performed by T&M pursuant to the Project and shall be binding upon the Parties. Any terms and conditions included in or attached to a purchase order or work authorization issued by Client following the execution of this Agreement shall be null and void and not binding upon the Parties, unless both Parties agree to amend this Agreement with such terms and conditions in an amendment signed by both the Client and T&M. In the event of a conflict between the Standard Terms and Conditions and the Proposal / Scope of Services, the Standard Terms and Conditions will control.