

# Bay Oracle Corporate Nightingale Agreement

**Business Name:** Bay Oracle

**Founder / Operator:** Charlie Safari

**Business Entity:** Bay Oracle LLC, if and when formed; otherwise Bay Oracle operated by Charlie Safari as founder/operator until entity formation is completed

**Primary Service Region:** Silicon Valley, Oakland, Berkeley, Greater Bay Area, and select California service areas

## 1. Parties

This Bay Oracle Corporate Nightingale Agreement is entered into by and between **Bay Oracle**, operated by **Charlie Safari** and/or **Bay Oracle LLC**, if formed, including its founder, operator, representatives, contractors, successors, assigns, agents, and affiliated service providers, collectively referred to as “**Bay Oracle**,” “**Company**,” “**Operator**,” “**we**,” “**us**,” or “**our**,” and the undersigned person, company, organization, group, event host, employer, or authorized representative, referred to as “**Organizer**,” “**Company Client**,” “**you**,” or “**your**.”

When individual people participate in a Corporate Nightingale session, they may be referred to as “**Explorers**” or “**Participants**.”

**Organizer / Company Client Name:** \_\_\_\_\_

**Authorized Representative, if applicable:** \_\_\_\_\_

**Organization / Company:** \_\_\_\_\_

**Email / Phone:** \_\_\_\_\_

**Date:** \_\_\_\_\_

Bay Oracle and Organizer may be referred to individually as a “**Party**” and collectively as the “**Parties**.”

## 2. Nature of Corporate Nightingale

Corporate Nightingale is Bay Oracle’s non-clinical professional, workplace, group, and high-demand-environment reset service.

Corporate Nightingale may include, depending on the selected service, setting, and participant consent:

- workplace-appropriate reflection;
- attention reset;
- symbolic decompression;
- tech cleanse;
- values-oriented reflection;
- motivational-style speaking;
- group facilitation;
- individual professional reset sessions;
- non-clinical self-awareness practices;
- voluntary grounding or reset exercises;
- private journaling or internal reflection prompts;
- symbolic or esoteric reflection adapted for a professional environment.

Corporate Nightingale is designed for reflection, decompression, perspective, symbolic exploration, attention reset, and voluntary self-awareness in professional or group settings.

Corporate Nightingale is not therapy, treatment, diagnosis, counseling, crisis support, medical care, psychological care, HR service, workplace investigation, legal advice, financial advice, employment advice, employee evaluation, performance review, mediation, or professional productivity consulting.

### **3. Non-Clinical Service Acknowledgment**

Organizer understands and agrees that Bay Oracle is not providing:

- therapy;
- psychotherapy;
- psychological counseling;
- mental health treatment;
- psychiatric care;
- medical care;
- medical advice;
- diagnosis;
- treatment;
- detoxification;
- addiction treatment;
- trauma treatment;
- crisis intervention;
- burnout treatment;
- anxiety treatment;
- HR services;

- workplace investigation;
- workplace mediation;
- employee evaluation;
- employment advice;
- legal advice;
- financial advice;
- licensed coaching, unless separately defined and legally permitted;
- any service requiring a professional license.

Organizer understands that Corporate Nightingale is not a substitute for licensed professional, HR, legal, medical, psychological, emergency, or crisis support.

If any Participant needs medical, psychological, psychiatric, legal, financial, employment, emergency, or crisis support, they should contact an appropriate licensed professional, emergency service, crisis resource, attorney, financial professional, HR professional, or other qualified provider.

## **4. Voluntary Participation**

All Corporate Nightingale participation must remain voluntary.

Organizer agrees that no Participant is required to:

- attend unless attendance has been clearly and lawfully structured as optional or informational;
- speak during the session;
- disclose personal information;
- discuss emotional history;
- discuss trauma;
- disclose mental health information;
- disclose medical information;
- disclose workplace grievances;
- disclose religious or spiritual beliefs;
- disclose private family matters;
- discuss substance use;
- disclose financial hardship;
- participate in symbolic tools;
- participate in grounding practices;
- receive a reading;
- speak in front of a group;
- explain why they decline an activity.

Participants may pass, remain silent, observe, decline a tool, decline an activity, or step away where appropriate.

Organizer agrees not to pressure, punish, evaluate, reward, discipline, promote, demote, favor, disadvantage, or retaliate against any Participant based on participation level, silence, refusal to share, or decision to decline an activity.

## **5. Organizer Authority and Consent Limits**

Organizer represents that Organizer has authority to book the Corporate Nightingale service on behalf of the company, organization, group, event, or location where the service will occur.

Organizer may arrange logistics, payment, schedule, location, and general format. Organizer may not consent on behalf of individual Participants to personal disclosure, recording, private sharing, physical contact, symbolic tools, spiritual tools, herbal elements, sensory elements, or any optional activity requiring individual participation.

Each Participant retains their own right to decline participation in any optional element.

If Organizer is booking for a workplace, Organizer agrees to communicate clearly that Corporate Nightingale is non-clinical, voluntary, and not an employee evaluation.

## **6. Workplace Power Dynamics**

Organizer understands that workplace power dynamics may make participation feel pressured even when participation is described as optional.

Organizer agrees that Corporate Nightingale must not be used to:

- evaluate employees;
- measure loyalty;
- test emotional openness;
- pressure positivity;
- pressure vulnerability;
- collect mental health information;
- collect medical information;
- collect spiritual beliefs;
- replace HR obligations;
- replace legal compliance;
- address formal workplace complaints;
- avoid proper workplace investigation;
- replace licensed professional support;
- discipline employees;
- influence employment decisions based on participation or disclosure.

If managers, founders, supervisors, HR representatives, executives, or other authority figures are present, Bay Oracle may keep the session general, low-disclosure, and internally reflective to protect Participant autonomy.

## **7. No HR, Investigation, Evaluation, or Employment Role**

Bay Oracle does not act as HR, workplace investigator, employee evaluator, mediator, employment advisor, legal advisor, compliance officer, or management consultant.

Bay Oracle will not provide:

- employee rankings;
- individual emotional assessments;
- psychological impressions;
- workplace findings;
- misconduct findings;
- credibility assessments;
- workplace complaint analysis;
- employee performance evaluations;
- disciplinary recommendations;
- hiring or firing recommendations;
- promotion or demotion recommendations;
- fitness-for-duty opinions;
- mental health conclusions;
- private disclosure reports.

Bay Oracle may provide general service completion information, such as session date, format, approximate attendance, general topics covered, non-private themes, or administrative follow-up.

Bay Oracle will not report individual emotional disclosures, private statements, mental health information, medical information, workplace grievances, or personal spiritual statements unless separately authorized, legally required, or necessary for safety.

## **8. Session Format and Tools**

Corporate Nightingale may include symbolic, reflective, intuitive, or experiential tools adapted for a professional or group environment.

These tools may include:

- guided reflection;

- values prompts;
- attention reset;
- tech cleanse;
- symbolic decompression;
- tarot or oracle reflection;
- intuitive framing;
- sound tools;
- silence;
- private journaling;
- grounding exercises;
- motivational-style speaking;
- group-friendly symbolic activities.

All tools are optional and non-clinical.

No tool is intended to diagnose, treat, cure, prevent, mitigate, manage, or improve burnout, anxiety, trauma, addiction, stress, dopamine imbalance, medical conditions, psychological conditions, workplace dysfunction, employee performance, or any other condition or outcome.

Participants should not rely on any Corporate Nightingale statement, reflection, symbol, reading, exercise, or interpretation as professional advice, medical advice, psychological advice, legal advice, employment advice, financial advice, HR guidance, or required life decision.

## **9. Privacy, Confidentiality, and Information Limits**

Bay Oracle will make reasonable efforts to keep private Participant communications confidential, subject to the limits in this Agreement.

Bay Oracle does not sell Participant or Organizer information. Bay Oracle does not intentionally collect or capture unnecessary personal data, and will keep only limited information needed for scheduling, payment, consent, basic administration, service delivery, or legally appropriate recordkeeping.

Bay Oracle may disclose information only when legally required, reasonably necessary to operate the service, authorized by the relevant person, or necessary in limited circumstances such as:

- scheduling;
- payment processing;
- basic business administration;
- legal consultation;
- tax or accounting purposes;
- insurance purposes;
- responding to legal process;

- defending against claims or threatened claims;
- addressing immediate safety concerns;
- complying with law;
- reporting where required or permitted by law;
- preventing or responding to threats, harassment, extortion, abuse, fraud, or unlawful conduct;
- protecting Bay Oracle, Organizer, Participants, or others from serious harm.

Bay Oracle does not provide attorney-client privilege, physician-patient privilege, therapist-patient privilege, psychotherapist-patient privilege, clergy privilege, HR privilege, or any licensed professional confidentiality privilege unless separately established by applicable law.

## **10. Group Privacy and Participant Conduct**

Organizer agrees to notify Participants that group privacy must be respected.

Participants should not disclose private statements made by other Participants during a Corporate Nightingale session.

Participants may speak about their own personal experience, but they may not expose, quote, record, publish, identify, embarrass, retaliate against, or commercially exploit another Participant's private statements or participation.

Organizer agrees to support a respectful environment and to help prevent harassment, retaliation, unwanted recording, coercive sharing, or misuse of session content.

## **11. No Recording, Photography, or Publication**

Corporate Nightingale sessions may not be audio recorded, video recorded, photographed, livestreamed, transcribed, published, or distributed unless Bay Oracle and all required Participants consent in advance.

Organizer is responsible for helping prevent unauthorized recording in employer-booked, organization-booked, event, or group settings.

Bay Oracle may refuse, pause, modify, or terminate a session if unauthorized recording occurs or if Bay Oracle determines that privacy is not being respected.

Organizer may not use Bay Oracle's name, image, materials, methods, session content, or Participant statements for marketing, internal reporting, social media, promotional material, training, HR records, or public relations without prior written permission.

## **12. No Forced Disclosure or Vulnerability Exercises**

Corporate Nightingale does not require public emotional disclosure.

Bay Oracle will not intentionally require Participants to disclose trauma, mental health history, medical history, workplace grievances, private family matters, legal issues, religious beliefs, financial hardship, or personal shame.

If a Participant voluntarily shares sensitive information, Bay Oracle may redirect the session to preserve privacy, safety, and scope.

If a workplace complaint, crisis disclosure, medical concern, legal issue, or safety issue arises, Bay Oracle may stop or redirect the session and recommend appropriate outside support.

## **13. Crisis and Emergency Limitations**

Corporate Nightingale is not a crisis service.

Bay Oracle does not provide suicide intervention, emergency care, abuse intervention, domestic violence intervention, medical emergency response, psychiatric crisis support, employee crisis handling, or harm-prevention services.

If Organizer or any Participant is in immediate danger, may harm themselves, may harm another person, is experiencing a medical emergency, is experiencing abuse or danger, or cannot remain safe, they should contact emergency services, 988 in the United States for suicide or crisis support, a qualified crisis resource, medical provider, trusted person nearby, HR where appropriate, security where appropriate, or other appropriate immediate support.

If Bay Oracle becomes aware of immediate safety concerns, Bay Oracle may stop the session and direct the person to crisis, emergency, medical, legal, HR, or other appropriate support. Bay Oracle may also disclose limited information if disclosure is required or permitted by law, necessary to address immediate safety concerns, necessary to respond to legal process, or necessary to defend Bay Oracle against claims.

## **14. No Guaranteed Outcomes**

Bay Oracle does not guarantee any result, outcome, benefit, prediction, transformation, relief, spiritual experience, emotional change, workplace outcome, employee outcome, team outcome,

performance outcome, productivity outcome, culture outcome, retention outcome, financial outcome, health outcome, legal outcome, or business result.

Organizer understands that all experiences are subjective and may vary.

Bay Oracle does not guarantee:

- improved morale;
- reduced burnout;
- reduced anxiety;
- reduced stress;
- productivity improvement;
- workplace harmony;
- conflict resolution;
- employee retention;
- employee satisfaction;
- psychological improvement;
- medical improvement;
- spiritual experience;
- accurate prediction;
- personal transformation;
- Organizer satisfaction;
- Participant satisfaction.

Corporate Nightingale is offered as a reflective, symbolic, intuitive, spiritual, and experiential opportunity only.

## **15. Optional Refreshments, Sensory Items, and Symbolic Elements**

Bay Oracle may offer optional refreshments, sensory props, symbolic tools, or lawful plant-based or herbal elements when separately disclosed and permitted by Bay Oracle policy.

These elements are optional, non-medical, and not intended to diagnose, treat, cure, prevent, mitigate, manage, or improve any disease, condition, symptom, mental health concern, emotional state, burnout, anxiety, trauma, stress, addiction, dopamine issue, nervous system issue, workplace issue, or physical issue.

Organizer and Participants remain responsible for allergies, sensitivities, dietary restrictions, medication interactions, pregnancy-related concerns, medical conditions, and personal suitability.

Organizer agrees not to represent any optional refreshment, sensory item, symbolic tool, herbal element, or plant-based element as medicine, treatment, therapy, professional care, or workplace health intervention.

Bay Oracle does not provide, facilitate, supervise, recommend, source, or guide the use of illicit substances, controlled substances, psychedelics, MDMA, psilocybin, ayahuasca, ketamine, cannabis unless separately lawful and legally reviewed, or any mind-altering substance.

If Organizer or any Participant requests or introduces illegal, controlled, psychedelic, or mind-altering substances, Bay Oracle may refuse, pause, or terminate service. Refunds, if any, will follow the applicable written terms.

## **16. Pricing, Payment, Deposits, and Custom Terms**

Organizer agrees to pay the price disclosed before the Corporate Nightingale service begins.

Bay Oracle will disclose applicable pricing, session duration, service fees, group pricing, event pricing, custom charges, travel charges if any, preparation charges if any, material charges if any, refund terms, cancellation terms, and payment schedule before service begins.

Corporate Nightingale may involve custom pricing based on duration, group size, location, preparation, travel, format, special requests, or event structure.

No add-on is required unless expressly agreed. Bay Oracle will not charge for optional add-ons unless Organizer agrees before the add-on is performed.

If a session is extended beyond the originally agreed time, any additional charge must be disclosed and accepted before paid extension occurs.

## **17. Cancellation, Rescheduling, and Refunds**

Corporate Nightingale refund, cancellation, deposit, rescheduling, travel, preparation, and material terms should be confirmed in writing before booking or before service begins.

Corporate Nightingale may involve reserved time, preparation, travel, group coordination, materials, or event commitments. These may be subject to different refund or cancellation terms than ordinary individual sessions.

Bay Oracle does not guarantee Organizer satisfaction, Participant satisfaction, workplace results, emotional relief, productivity improvement, team change, spiritual experience, or any particular outcome.

Refunds are based on the applicable written cancellation and refund terms, not on satisfaction or desired outcomes.

If Bay Oracle cancels a paid Corporate Nightingale service for a Bay Oracle-side reason, Bay Oracle will issue the refund or rescheduling remedy stated in the applicable written terms.

Bay Oracle may limit, pause, or refuse future service if cancellation, refund, rescheduling, no-show, chargeback, or payment behavior becomes abusive, fraudulent, coercive, threatening, repeated in bad faith, or disruptive to Bay Oracle operations.

## **18. Location, Safety, and Environment**

Organizer is responsible for providing or confirming a safe and appropriate setting for the Corporate Nightingale service, unless Bay Oracle separately agrees to provide the location.

Organizer agrees to disclose relevant location details, access requirements, parking or entry issues, security concerns, expected attendance, presence of minors if any, authority figures present, recording policies, accessibility issues, and any known safety concerns before the session begins.

Bay Oracle may refuse, pause, modify, relocate, or terminate a session if the environment is unsafe, coercive, disruptive, inaccessible, unclear, intoxicated, hostile, improperly recorded, overcrowded, or outside the agreed scope.

## **19. Refusal, Pause, Modification, or Termination**

Bay Oracle may refuse, pause, modify, reschedule, or terminate Corporate Nightingale service if Bay Oracle determines that the service is unsafe, outside scope, inappropriate, unlawful, unethical, coercive, unclear, improperly recorded, employer-misused, or inconsistent with this Agreement.

Reasons may include, but are not limited to:

- participant coercion;
- forced disclosure;
- crisis indicators;
- suicidal language;
- harm-to-others threats;
- medical emergency;
- workplace complaint requiring proper HR or legal handling;
- abuse disclosure requiring outside support;

- participant inability to consent;
- intoxication or impairment;
- requests for illegal substances;
- requests for psychedelic or mind-altering facilitation;
- requests for medical, psychological, legal, financial, employment, or HR advice;
- unauthorized recording;
- unsafe location;
- threats, harassment, abuse, or unsafe conduct;
- refusal to accept non-clinical scope;
- refusal to respect participant privacy or voluntary participation.

If service is terminated, refund or rescheduling will be handled according to written policy and applicable law.

## **20. Assumption of Ordinary Risks**

Organizer understands that Corporate Nightingale services may involve personal reflection, symbolic interpretation, emotionally meaningful conversation, spiritual themes, group participation, workplace participation, professional reflection, or exposure to ideas that may feel surprising, uncomfortable, challenging, disappointing, confusing, or emotionally activating.

Organizer voluntarily assumes ordinary risks associated with participating in or hosting non-clinical spiritual, symbolic, reflective, and experiential services, including but not limited to:

- subjective dissatisfaction;
- participant disagreement;
- emotional discomfort;
- unexpected feelings;
- symbolic confusion;
- lack of desired workplace outcome;
- lack of desired group outcome;
- lack of desired emotional outcome;
- disappointment;
- changed perspective;
- post-session reactions not caused by unlawful conduct;
- Organizer or Participant decisions made after session;
- ordinary risks related to optional refreshments, sensory props, symbolic tools, grounding practices, or lawful plant-based or herbal elements.

Organizer understands that Bay Oracle does not guarantee that the experience will feel positive, accurate, healing, comforting, satisfying, useful, successful, productive, or complete.

## **21. Release and Waiver of Claims**

To the maximum extent permitted by California law, Organizer releases, waives, and agrees not to bring claims against Bay Oracle LLC, Bay Oracle, Charlie Safari individually, and any representatives, agents, contractors, successors, assigns, or affiliated persons for claims arising from ordinary risks, subjective dissatisfaction, emotional discomfort, participant disagreement, personal interpretation, spiritual disagreement, Organizer decisions, Participant decisions, third-party reactions, post-session distress, workplace outcomes, business outcomes, lack of desired outcome, or outcomes not guaranteed by Bay Oracle.

This release includes ordinary risks related to optional refreshments, sensory props, symbolic tools, grounding practices, and lawful plant-based or herbal elements, including subjective discomfort, dissatisfaction, personal unsuitability, unexpected reaction, or post-session distress not caused by unlawful conduct.

This release does not apply to claims that cannot lawfully be waived, including claims arising from fraud, willful misconduct, gross negligence, criminal conduct, intentional harm, violations of law, or other conduct for which liability cannot be limited under applicable law.

Organizer understands that this waiver is intended to be as broad as legally permitted, while preserving any rights that cannot lawfully be waived.

## **22. Limitation of Liability**

To the maximum extent permitted by law, Bay Oracle's total liability for claims arising from or related to Corporate Nightingale services shall not exceed the amount actually paid by Organizer to Bay Oracle for the specific service giving rise to the claim, or one hundred dollars (\$100), whichever is greater.

This limitation does not apply to liability that cannot lawfully be limited, including liability for fraud, willful misconduct, gross negligence, criminal conduct, intentional injury, violations of law, or other non-waivable claims.

Organizer understands and agrees that Bay Oracle does not accept liability for Organizer decisions, Participant decisions, Organizer interpretations, Participant interpretations, third-party actions, employment outcomes, workplace outcomes, business outcomes, financial outcomes, medical outcomes, psychological outcomes, legal outcomes, spiritual outcomes, productivity outcomes, culture outcomes, retention outcomes, or events outside Bay Oracle's direct control.

Bay Oracle is not liable for issues arising from Organizer's or Participants' undisclosed allergies, sensitivities, dietary restrictions, medication interactions, medical conditions, personal suitability, or voluntary use of optional refreshments, sensory props, symbolic tools, or lawful plant-based or herbal elements, except where liability cannot lawfully be limited.

## **23. Indemnification**

To the maximum extent permitted by law, Organizer agrees to defend, indemnify, and hold harmless Bay Oracle LLC, Bay Oracle, Charlie Safari individually, and any representatives, agents, contractors, successors, assigns, or affiliated persons from and against claims, losses, damages, liabilities, costs, expenses, and attorney fees arising out of or related to:

- Organizer's breach of this Agreement;
- Organizer's misuse of Corporate Nightingale services;
- Organizer's failure to communicate voluntary participation terms;
- Organizer's coercion, retaliation, or misuse of participant information;
- Organizer's recording, publishing, reproducing, or misrepresenting Bay Oracle content;
- Organizer's false statements;
- Organizer's threats, harassment, blackmail, extortion, or coercive conduct;
- Organizer's unlawful conduct;
- Organizer's violation of another person's rights;
- Organizer's disclosure of Participant private information;
- Organizer's failure to disclose relevant safety, location, consent, workplace, or authority concerns;
- Organizer's decisions or actions after receiving Bay Oracle services;
- claims brought by Participants arising from Organizer's conduct, requirements, workplace decisions, retaliation, coercion, or misuse of Corporate Nightingale services.

This clause does not require indemnification where prohibited by law.

## **24. Intellectual Property and Proprietary Materials**

Bay Oracle retains ownership of its original materials, methods, scripts, prompts, rituals, worksheets, service names, branding, written content, session structures, exercises, symbolic frameworks, summaries, and proprietary presentation.

Organizer receives only a limited, personal or internal, non-transferable right to participate in or host the Corporate Nightingale service.

Organizer may not copy, reproduce, teach, publish, sell, distribute, adapt, record, livestream, commercialize, train others using, or misrepresent Bay Oracle materials or methods without prior written permission.

## **25. Testimonials, Reviews, and Public Statements**

Organizer may leave honest reviews based on Organizer's experience, provided Organizer does not make knowingly false statements, disclose private information of Participants, misrepresent Bay Oracle services, or claim that Bay Oracle provides guaranteed outcomes, therapy, medical care, psychological treatment, crisis care, HR services, workplace investigation, employee evaluation, or licensed professional services.

Bay Oracle may request permission before using any Organizer or Participant testimonial in marketing.

Testimonials must not be used to imply guaranteed results, medical benefits, psychological benefits, cure, treatment, crisis resolution, workplace results, productivity improvement, employee improvement, or predictive certainty.

## **26. Dispute Resolution**

The Parties agree to first attempt to resolve any dispute informally and in good faith.

Before filing a lawsuit or arbitration, the complaining Party should provide written notice describing the dispute and allow at least thirty (30) days for informal resolution, unless immediate legal action is necessary to prevent harm, preserve rights, comply with legal deadlines, address unlawful conduct, or seek emergency relief.

Optional future dispute procedures, including arbitration or small claims procedures, may be added only by written agreement.

Until a separate arbitration clause is adopted in writing, this Agreement does not require binding arbitration.

## **27. Governing Law and Venue**

This Agreement shall be governed by the laws of the State of California, without regard to conflict-of-law rules.

Subject to any valid dispute-resolution provision, venue for disputes shall be in a court of competent jurisdiction in California, unless another venue is required by law or agreed in writing.

## **28. Severability**

If any part of this Agreement is found unenforceable, invalid, void, or unlawful, the remaining parts shall remain in effect to the fullest extent permitted by law.

Any unenforceable provision shall be modified to the minimum extent necessary to make it enforceable, if permitted by law. If modification is not permitted, the provision shall be severed and the remainder of the Agreement shall continue.

## **29. Entire Agreement**

This Agreement, together with any booking confirmation, written pricing confirmation, written event terms, or written service-specific terms, constitutes the entire agreement between the Parties regarding the Corporate Nightingale service.

This Agreement supersedes prior oral or written statements regarding the same service.

No verbal statement modifies this Agreement unless confirmed in writing by Bay Oracle.

## **30. Amendments**

Bay Oracle may update its agreements, policies, pricing, service descriptions, refund terms, eligibility requirements, and protocols from time to time.

The version accepted by Organizer at booking or service time governs that service unless otherwise agreed in writing.

Any material change for a scheduled service should be disclosed before the service begins.

## **31. Acknowledgment of Understanding**

By signing below or accepting this Agreement electronically, Organizer acknowledges that Organizer has read, understood, and agrees to this Agreement.

Organizer specifically acknowledges:

- Corporate Nightingale is non-clinical;
- Bay Oracle is not therapy, medical care, psychological care, crisis support, legal advice, financial advice, HR, workplace investigation, employee evaluation, or licensed professional service;
- participation must remain voluntary;

- Participants may decline activities and personal disclosure;
- Organizer may not use Corporate Nightingale to evaluate, pressure, discipline, or retaliate against Participants;
- no outcome is guaranteed;
- Organizer satisfaction and Participant satisfaction are not guaranteed;
- confidentiality has limits;
- recording is prohibited without required permission;
- Organizer may not copy or reproduce Bay Oracle materials or methods;
- Organizer may not make threats, blackmail attempts, extortionate demands, false statements, or coercive claims;
- Organizer releases and waives claims to the maximum extent permitted by law;
- non-waivable claims remain preserved as required by law;
- medical, psychological, legal, HR, employment, emergency, or crisis support should be handled by appropriate professionals.

## 32. Signature

**Organizer / Company Client Name:** \_\_\_\_\_

**Authorized Representative, if applicable:** \_\_\_\_\_

**Organization / Company:** \_\_\_\_\_

**Signature:** \_\_\_\_\_

**Date:** \_\_\_\_\_

**Email / Phone:** \_\_\_\_\_

**Bay Oracle / Operator:** \_\_\_\_\_

**Signature:** \_\_\_\_\_

**Date:** \_\_\_\_\_

## Alternate - Electronic Agreement

By writing initials on the line, "You Agree," Organizer confirms that Organizer has read, understood, and agreed to the Bay Oracle Corporate Nightingale Agreement.

Explorer Initials \_\_\_\_\_ I have read and agree to the Bay Oracle Corporate Nightingale Agreement.

### 32. E- Signature

Organizer / Company Client Name: \_\_\_\_\_

Authorized Representative, if applicable: \_\_\_\_\_

Organization / Company: \_\_\_\_\_

E - Signature: \_\_\_\_\_

Date: \_\_\_\_\_

Email / Phone: \_\_\_\_\_

Bay Oracle / Operator: Charlie Safari

E- Signature:



\_\_\_\_\_

Date:

\_\_\_\_\_ Innitials \_\_\_\_\_