

The official Participation Agreement is sent and executed via Zoho Sign before Week 0. This page is for re-reading the terms during the cohort.

Rheal Solutions® · Because Every Pivot Demands Precision.

40: A Leadership Discipline™ Founding Cohort Participation Agreement

Between Rheal Solutions® / Norwood Ventures, LLC (a Michigan limited liability company) and the Founding Cohort participant signing below.

Kickoff May 7, 2026 · Day 1 May 14, 2026 · Day 40 June 22, 2026 · Commissioning June 25, 2026

A note before the terms

You are part of the Founding Cohort. That means more than first-in-line — it means you are co-creating this program with us. The terms below protect the work, the room, and one another. They are written plainly because this is a relationship, not a transaction.

If anything in this agreement is unclear, ask before you sign. We will answer in plain language.

1. What you're agreeing to

The Founding Cohort is a **40-day guided leadership practice**, structured in three phases:

- **Week 0 Kickoff** — Thursday, May 7, 2026 (program orientation)
- **The 40 Days** — Day 1 begins Thursday, May 14, 2026 and concludes on Day 40, Monday, June 22, 2026, with six weekly sessions in between
- **Day 40 Commissioning** — Thursday, June 25, 2026 (cohort closing)

The practice itself is 40 days. The Kickoff prepares the room; the Commissioning marks the close. The work is built around weekly sessions, between-session application, and a leadership discipline journal.

You are agreeing to engage as a co-creator: to do the work, to give honest feedback as part of the work, and to honor the room.

2. Confidentiality (mutual)

The room is confidential.

You agree to:

- Keep what is shared by other participants — stories, struggles, names, contexts — inside the room
- Not disclose, share, quote, or repurpose other participants' contributions outside the cohort, including in social media, writing, or professional settings

We agree to:

- Keep your disclosures confidential, except where disclosure is required by law or to prevent serious harm
- Not share your name, role, or company in any external communication without your written consent (see Section 8)

This obligation continues for **three (3) years** after the program ends. Aggregate, anonymized observations Rheal makes about the cohort experience as a whole are not restricted.

3. Recording and AI note-taking

No participant or session recording. Sessions will not be video- or audio-recorded.

AI note-taking disclosure. To preserve the pace of conversation and capture weekly feedback and Day 40 reflections accurately, an AI note-taker will generate written summaries of session discussions. These notes:

- Are retained by Rheal solely for facilitation, program improvement, and the founding-cohort feedback record
- Will not be published or shared outside Rheal
- Will not attribute specific quotes or insights to you by name without your written permission
- Are subject to the same three-year confidentiality window as the rest of the agreement

If you prefer your contributions be excluded from the AI note-taker on a given day, tell us and we will pause it for that session.

4. Intellectual property

What's ours. The frameworks, session content, signal map, FLEX·FOCUS·FIRE™ model, 40: A Leadership Discipline methodology, and the leadership discipline journal — including all written and visual materials provided to you — are the exclusive intellectual property of Rheal Solutions® / Norwood Ventures, LLC.

You agree not to:

- Copy, reproduce, distribute, publish, or share Rheal materials in whole or in part
- Use Rheal materials to train, coach, consult, or facilitate others, whether paid or unpaid
- Adapt or remix the frameworks for commercial use

Materials are licensed to you for personal use during and after the program.

What's yours. Your journal entries, your reflections, your written work, your applications of the practice in your own life and leadership — these belong to you. You are free to share, build on, or apply your own work however you choose.

5. Participation standards

The cohort is a high-engagement, intentionally intimate setting. Your presence shapes the room.

You agree to:

- Attend a minimum of **four (4) of the six (6) weekly sessions** (Week 0 Kickoff and Day 40 Commissioning are expected but separate from the minimum)
- Engage actively in sessions and complete between-session application
- Treat fellow participants with respect, candor, and care
- Bring honest feedback as part of the work — feedback is a discipline of the Founding Cohort, not an afterthought
- Stay in touch for the 90-day and 6-month post-program check-ins

We reserve the right, in good faith and after at least one direct conversation, to ask a participant to leave the cohort if their conduct materially undermines the safety or integrity of the room. In that event, fees paid for unused weeks will be refunded on a prorated basis.

6. Founding Cohort feedback (a two-way commitment)

Because you are co-creating this program:

You agree to: offer feedback on materials, sessions, and structure as part of the cohort experience, and respond to two post-program check-ins (at 90 days and 6 months) with at minimum a brief written reflection.

We agree to: read every piece of feedback you provide, credit the Founding Cohort collectively in any materials shaped by your input, and continue improving the program based on what you teach us.

7. Payment, refunds, and cancellation

Tuition: \$950 USD total for the Founding Cohort.

Payment schedule:

- \$500 deposit confirms enrollment
- \$450 balance due within 14 days of enrollment

Late payment. A \$50 late fee applies if the balance is unpaid 14 days after enrollment. Participation may be paused if the balance remains unpaid 7 days past the due date.

Refunds:

- Before Week 0 (May 7, 2026): full refund of any amount paid, less a \$100 administrative fee
- Between Week 0 and the start of Week 3 (June 4, 2026): prorated refund of unused weeks; deposit non-refundable
- After Week 3: no refund, except where Rheel cancels the cohort or removes the participant under Section 5
- If Rheel cancels the cohort for any reason, you receive a full refund of all amounts paid

Employer-sponsored participation. If your employer is paying, payment timing and method may be adjusted by mutual written agreement. You remain personally responsible for the participation standards in Section 5.

8. Use of your name, story, or testimonial

We will not quote you, name you, attribute insights to you, or use your company affiliation in any external communication — including marketing materials, the Rheal website, social media, future cohort recruitment, or published writing — without your written permission for that specific use.

A separate, optional testimonial release will be offered after Day 40. Declining has no effect on your participation or our relationship.

9. Not therapy, not medical or legal advice

The program supports leadership practice, judgment, and decision quality. It is not therapy, mental-health care, medical advice, or legal advice. If you are managing a clinical health condition, please continue working with your providers. If we ever sense the work is touching something that warrants professional support, we will say so directly and care about you in the conversation.

10. No guarantee of outcomes

We bring our full discipline to the room. Outcomes depend on your engagement, application, and context. We do not guarantee specific business, career, or personal results.

11. Limitation of liability

To the fullest extent permitted by law, Rheal Solutions® / Norwood Ventures, LLC is not liable for indirect, incidental, consequential, or special damages arising from your participation. Our total liability under this agreement is limited to the amount you paid in tuition.

12. Governing law and disputes

This agreement is governed by the laws of the **State of Michigan**, without regard to conflict-of-laws principles. Any dispute that cannot be resolved through good-faith conversation will be brought in the state or federal courts located in Michigan, and both parties consent to jurisdiction there.

Before any formal proceeding, both parties agree to attempt resolution through a 30-day good-faith conversation.

13. Entire agreement

This document is the entire agreement between you and Rheal regarding the Founding Cohort and supersedes prior discussions. Changes must be in writing and signed by both parties.

End of reference copy. The official agreement is executed via Zoho Sign.