

EDUCATIONAL ALLIANCE PARTICIPANT AGREEMENT

Grand Canyon University and College of the Marshall Islands

This Agreement is entered into by and between Grand Canyon University (GCU), an Arizona nonprofit corporation, with its principal place of business located at 3300 W. Camelback Road, Phoenix, Arizona 85017 and College of the Marshall Islands (Participant) with its principal place of business located at PO Box 1258Majuro, Republic of the Marshall Islands 96960 . This Agreement refers to GCU and Participant collectively as “the Parties.” This agreement shall replace or supersede all other agreements between the Parties.

NOW, THEREFORE, in consideration of the mutual promises and covenants herein expressed, the Parties do hereby agree as follows:

PURPOSE OF AGREEMENT. GCU is Arizona's premier private Christian university, with nearly 350 academic programs (as of December 2024) across ten colleges and next-generation online learning platforms. Participant is Higher Education Learning . GCU and Participant wish to enter into an agreement in which in return for the promises contained herein GCU shall offer a scholarship to Participant’s employees, faculty and graduates subject to the terms of this Agreement. The scholarship shall apply to online or evening campus bachelor’s, master’s or doctoral degree programs and single course/non-degree courses offered by GCU¹ (the “Programs”).

PERFORMANCE BY PARTICIPANT. Participant shall allow GCU to create and make available to Participant’s employees, faculty and graduates marketing materials which describe the Programs and provide Participant’s employees, faculty and graduates with all relevant information regarding each of the Programs. Participant shall also provide any additional services that may be listed in Exhibit A to this Agreement.

PERFORMANCE BY GCU. GCU shall provide the content, instruction and academic oversight of the above mentioned Programs. GCU shall also provide the services listed in Exhibit A to this Agreement.

TERMS OF AGREEMENT. This Agreement shall be effective when signed by all Parties and shall remain in effect until the termination of this Agreement by either party in accordance with the terms below. Either party may terminate this Agreement with sixty (60) days written notice. In the event this Agreement is terminated, any students enrolled in any of the Programs at the time of termination will be permitted to continue their studies and complete the Programs under the terms specified in this Agreement, provided such students maintain continuous enrollment with no breaks greater than fourteen (14) days unless an approved leave of absence has been granted by GCU. This Agreement contains the entire understanding of the parties and replaces all other agreements or understandings, written or verbal, which may be in effect between the parties relating to the subject matter herein.

PARTICIPANT SCHOLARSHIP. To claim the scholarship, Participant’s employees, faculty and graduates must complete a Memorandum of Understanding which will be provided as part of the GCU application process and submit that MOU with their application for approval by GCU in its sole and absolute discretion. The scholarship cannot be used in conjunction with any other scholarships, awards, promotions and/or other programs offered by GCU unless otherwise stated on the MOU. MOUs submitted after the application process will not be honored except in cases where Participant employees is/are active in a GCU program prior to the signing of this agreement. This scholarship shall be available as long as this Agreement is in place.

CONTINUOUS ENROLLMENT AND MINIMUM SCHOLASTIC ACHIEVEMENT. The scholarship will only be awarded to students who remain continuously enrolled in the Program and take the required courses necessary to complete the Program. Continuously enrolled is defined as no breaks greater than fourteen (14) days unless an approved leave of absence has been granted by GCU. Students who do not maintain continuous enrollment will no longer be eligible to receive the scholarship; they will not, however, be obligated to reimburse GCU for the completed courses where the scholarship has been awarded. Recipients must also maintain a minimum grade point average as outlined in the [University Policy Handbook](#).

ADDITIONAL SERVICES. GCU agrees to provide Participant workforce development support through its Grow From Within Menu of Services as listed in Exhibit B

¹ Excludes the College of Nursing and Health Care Profession's RN to Bachelor of Science in Nursing, Accelerated Bachelor of Science in Nursing, and Nurse Practitioner programs, in addition to undergraduate courses in the MSN Bridge program.

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NOTICE: Any notice which may be given by a party under this Agreement shall be deemed to have been duly delivered if delivered by reputable carrier, hand delivered or electronic mail to the receiving party at the following address(es) or email address:

For: Grand Canyon University

Grand Canyon University
Attn: Legal Department
3300 W. Camelback Road
Phoenix, AZ 85017
LegalDepartment@gcu.edu

For: College of the Marshall Islands

Attention: Office of the President

Address: P.O Box 1258

City/State/Zip: Majuro MH 96960

Email Address: info@cmi.edu

IN WITNESS WHEREOF, the undersigned parties have caused this Agreement to be executed by themselves or by their duly authorized representatives as of the day and date first written above.

Participant organization is a 501(c)(3) or 501(c)(4)?

☒ Yes ☐ No

Agreement includes ONLY this location:

☐ Yes ☒ No

Agreement includes all locations within the organization:

☒ Yes ☐ No

Grand Canyon University

By: _____
Print Name: Raymond Kaselonis
Title: GCU Chief Administrative Officer and General Counsel
Date: _____

College of the Marshall Islands

By:  _____
Print Name: Meitaka Kendall-Lekka
Title: Interim President
Date: 2/18/2026

EDUCATIONAL ALLIANCE PARTICIPANT AGREEMENT

Exhibit A

Performance and Services By GCU and College of the Marshall Islands

GCU offers content, instruction and academic oversight of the Programs through the College of Arts and Media, Colangelo College of Business, College of Doctoral Studies, College of Education, College of Engineering and Technology, College of Humanities and Social Sciences, College of Natural Sciences, College of Nursing and Health Care Professions and College of Theology.

The Programs' courses will follow the applicable Programs of Study outlined in the current catalog, which can be viewed by visiting gcu.edu/academics/academic-policies.php, and clicking on Academic Catalog. As improvements are made to the Programs, the Program of Study courses may change; however, credit hour requirements will follow the specifications of the current catalog.

GCU REQUIREMENTS INCLUDE:

1. GCU shall grant eligible Participant employees, faculty and graduates a 10% off tuition scholarship and spouses and dependents a 5% off tuition scholarship for the current GCU tuition prices for the Programs (the "Participant Scholarship"). This Participant Scholarship shall be available as long as this Agreement is in place and the student meets the requirements of this Agreement. GCU reserves the right to change tuition pricing at any time and the Participant Scholarship will be applied only as an offset to tuition stated in GCU's University Policy Handbook. The Participant Scholarship cannot be used in conjunction with any other scholarships, awards, promotions and/or other programs offered by GCU unless otherwise indicated on the MOU.
2. Regarding any enrolled students from Participant organizations. For purposes of clarification, the Participant Scholarship will not apply to any courses already taken or in progress on the effective date of this Agreement and will apply only to future courses. Any student utilizing federal aid as of the effective date of this Agreement will have the Participant Scholarship applied at the beginning of the student's next payment period.
3. GCU shall provide marketing literature and informational sessions to Participant's employees, faculty and graduates at GCU's expense, to promote continuing education and support employees, faculty and graduates educational goals. GCU shall also include the Programs in its general marketing efforts and, at the request of Participant, shall conduct periodic marketing efforts specifically targeted at potential students for the Programs. GCU shall also conduct all necessary public relations activities designed to enhance and further the status and reputation of the Programs with Participant's prior consent, and which consent shall not be unreasonably withheld.
4. GCU shall provide a local University Development Counselor as a primary contact and Participant resource. It is the responsibility of the Participant employees, faculty and graduates to identify themselves in order to receive the Participant Scholarship available through this Agreement. Subject to the consent, Participant will assist GCU in confirming that the Participant employees, faculty and graduates is/are indeed associated with Participant.

PARTICIPANT REQUIREMENTS INCLUDE:

1. GCU may announce the formation of the alliance with GCU to Participant's employees, faculty and graduates. GCU and Participant will work together to communicate to Participant's employees, faculty and graduates the benefits and variety of programs offered by GCU.
2. Participant to allow access, within Participant guidelines, to present information regarding GCU programs to Participant employees, faculty and graduates via information meetings at least once a quarter.
3. Participant shall allow GCU to provide outreach to employees, faculty and graduates, including, but not limited to, informational webinars, posting of flyers and other activities as appropriate, which must be consistent with Participant policies.

Participant and GCU may issue joint press releases and other announcements with prior approval of both parties.

EDUCATIONAL ALLIANCE PARTICIPANT AGREEMENT

Exhibit B

Grow From Within Menu of Services

Please select the services below that you and your organization would like to learn more about.

- ☐ **Employer Services:** Join the GCU employer network Career Connections, which includes a digital job board for full-time and part-time positions, access to events and a variety of other resources and engagement opportunities.
- ☐ **Online Cohorts:** This model is designed to ensure that your staff can potentially complete their program alongside their colleagues and peers.
- ☒ **Scholarship Opportunities:** GCU tuition scholarships available for participant's employees and/or members.
- ☒ **Professional Development:** Opportunities are led by experts in their respective fields and are designed to strengthen employee knowledge and motivation.
- ☐ **Meet GCU:** Visit, tour and experience GCU's vibrant and growing campus at no cost.¹ While on campus, meet GCU leadership, college deans and university counselors. Leaders will have the opportunity to connect and learn with other industry influencers and develop ways to enhance options for your students and employees through participant benefits.
- ☐ **Test Preparation:** Certification and licensure test preparation workshops available for those pursuing careers where state and national testing are required.
- ☒ **GCU-Hosted Information Meetings:** A local university counselor can coordinate information meetings to walk through university admissions process, financial aid, payment options and direct you to a GCU representative who can complete complimentary transcript evaluations.

Additional Services for K-12 Education

- ☐ **LIVE Lessons:** Virtual classroom presentations teaching GCU curriculum for 11th and 12th grade students.
- ☐ **Dual Enrollment:** This is an affordable and efficient way for high school and homeschool students to get a head start on earning their college degree. With the ease of credit transferability, students are able to learn college-level academic skills on an accelerated college pathway that may reduce time to graduation.
- ☐ **Meet GCU Administrator Events:** Visit, tour and experience GCU's vibrant and growing campus at no cost.¹ While on campus, meet GCU leadership, college deans and university counselors. Education leaders will have the opportunity to connect and learn with other industry influencers and develop ways to enhance education options for your students and employees through participant benefits.
- ☐ **Test Preparation for Education:** State-specific test prep options vary by location and availability. Examples of sessions include:
 - NES/Praxis for reading, writing and math
 - NES Secondary for English, math or history at the high school level

Additional Services for Nursing and Health Care

- ☐ **Meet GCU Health Care Events:** Visit, tour and experience GCU's vibrant and growing campus at no cost.¹ While on campus, meet GCU leadership, college deans and university counselors. Health care leaders will have the opportunity to connect and learn with other industry influencers and develop ways to enhance education options for your students and employees through participant benefits.
- ☒ **Professional Development for Nursing and Health Care:** OnPulse with GCU is a professional development session designed to develop skill sets such as patient experience, quality care and internal team culture. Offered in-person or virtually, these complimentary sessions are designed for the health care industry. GCU offers both custom and open sessions to fit your needs.
- ☒ **Test Preparation for Nursing and Health Care:** Complimentary workshops are led by experienced nurse educators and include testing experiences, direction on developing a data-driven personalized study plan and test outlines based on your specialty. Available options include NCLEX Test Prep and APRN Test Prep.

¹ Restrictions for travel reimbursement may apply.

Certificate Of Completion

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Subject: Complete with Docusign: College of the Marshall Islands EAP Agreement -.pdf

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Document Pages: 4

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Dr. Elizabeth Switaj

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Majuro, MH 96960

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eswitaj@cmi.edu

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eswitaj@cmi.edu

Signer Events

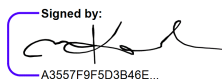
Meitaka Kendall-Lekka

mklekka@cmi.edu

Interim President

Security Level: Email, Account Authentication
(None)

Signature

Signed by:

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Signature Adoption: Drawn on Device
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Accepted: 3/3/2023 1:33:19 PM

ID: 6abda0fa-8f34-451a-8d36-87438329af8d

In Person Signer Events

Signature

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Editor Delivery Events

Status

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Agent Delivery Events

Status

Timestamp

Intermediary Delivery Events

Status

Timestamp

Certified Delivery Events

Status

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Ninitha Note

nnote@cmi.edu

TRACC Adviser

College of the Marshall Islands

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Electronic Record and Signature Disclosure:

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Witness Events

Signature

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Notary Events

Signature

Timestamp

Envelope Summary Events

Status

Timestamps

Envelope Sent

Hashed/Encrypted

2/18/2026 4:55:30 PM

Certified Delivered

Security Checked

2/18/2026 5:03:34 PM

Signing Complete

Security Checked

2/18/2026 5:05:10 PM

Completed

Security Checked

2/18/2026 5:05:11 PM

Payment Events	Status	Timestamps
Electronic Record and Signature Disclosure		

ELECTRONIC RECORD AND SIGNATURE DISCLOSURE

From time to time, College of the Marshall Islands (we, us or Company) may be required by law to provide to you certain written notices or disclosures. Described below are the terms and conditions for providing to you such notices and disclosures electronically through the DocuSign system. Please read the information below carefully and thoroughly, and if you can access this information electronically to your satisfaction and agree to this Electronic Record and Signature Disclosure (ERSD), please confirm your agreement by selecting the check-box next to 'I agree to use electronic records and signatures' before clicking 'CONTINUE' within the DocuSign system.

Getting paper copies

At any time, you may request from us a paper copy of any record provided or made available electronically to you by us. You will have the ability to download and print documents we send to you through the DocuSign system during and immediately after the signing session and, if you elect to create a DocuSign account, you may access the documents for a limited period of time (usually 30 days) after such documents are first sent to you. After such time, if you wish for us to send you paper copies of any such documents from our office to you, you will be charged a \$0.00 per-page fee. You may request delivery of such paper copies from us by following the procedure described below.

Withdrawing your consent

If you decide to receive notices and disclosures from us electronically, you may at any time change your mind and tell us that thereafter you want to receive required notices and disclosures only in paper format. How you must inform us of your decision to receive future notices and disclosure in paper format and withdraw your consent to receive notices and disclosures electronically is described below.

Consequences of changing your mind

If you elect to receive required notices and disclosures only in paper format, it will slow the speed at which we can complete certain steps in transactions with you and delivering services to you because we will need first to send the required notices or disclosures to you in paper format, and then wait until we receive back from you your acknowledgment of your receipt of such paper notices or disclosures. Further, you will no longer be able to use the DocuSign system to receive required notices and consents electronically from us or to sign electronically documents from us.

All notices and disclosures will be sent to you electronically

Unless you tell us otherwise in accordance with the procedures described herein, we will provide electronically to you through the DocuSign system all required notices, disclosures, authorizations, acknowledgements, and other documents that are required to be provided or made available to you during the course of our relationship with you. To reduce the chance of you inadvertently not receiving any notice or disclosure, we prefer to provide all of the required notices and disclosures to you by the same method and to the same address that you have given us. Thus, you can receive all the disclosures and notices electronically or in paper format through the paper mail delivery system. If you do not agree with this process, please let us know as described below. Please also see the paragraph immediately above that describes the consequences of your electing not to receive delivery of the notices and disclosures electronically from us.

How to contact College of the Marshall Islands:

You may contact us to let us know of your changes as to how we may contact you electronically, to request paper copies of certain information from us, and to withdraw your prior consent to receive notices and disclosures electronically as follows:

To contact us by email send messages to: bsanchez@cmi.edu

To advise College of the Marshall Islands of your new email address

To let us know of a change in your email address where we should send notices and disclosures electronically to you, you must send an email message to us at bsanchez@cmi.edu and in the body of such request you must state: your previous email address, your new email address. We do not require any other information from you to change your email address.

If you created a DocuSign account, you may update it with your new email address through your account preferences.

To request paper copies from College of the Marshall Islands

To request delivery from us of paper copies of the notices and disclosures previously provided by us to you electronically, you must send us an email to bsanchez@cmi.edu and in the body of such request you must state your email address, full name, mailing address, and telephone number. We will bill you for any fees at that time, if any.

To withdraw your consent with College of the Marshall Islands

To inform us that you no longer wish to receive future notices and disclosures in electronic format you may:

- i. decline to sign a document from within your signing session, and on the subsequent page, select the check-box indicating you wish to withdraw your consent, or you may;
- ii. send us an email to bsanchez@cmi.edu and in the body of such request you must state your email, full name, mailing address, and telephone number. We do not need any other information from you to withdraw consent.. The consequences of your withdrawing consent for online documents will be that transactions may take a longer time to process..

Required hardware and software

The minimum system requirements for using the DocuSign system may change over time. The current system requirements are found here: <https://support.docusign.com/guides/signer-guide-signing-system-requirements>.

Acknowledging your access and consent to receive and sign documents electronically

To confirm to us that you can access this information electronically, which will be similar to other electronic notices and disclosures that we will provide to you, please confirm that you have read this ERSD, and (i) that you are able to print on paper or electronically save this ERSD for your future reference and access; or (ii) that you are able to email this ERSD to an email address where you will be able to print on paper or save it for your future reference and access. Further, if you consent to receiving notices and disclosures exclusively in electronic format as described herein, then select the check-box next to 'I agree to use electronic records and signatures' before clicking 'CONTINUE' within the DocuSign system.

By selecting the check-box next to 'I agree to use electronic records and signatures', you confirm that:

- You can access and read this Electronic Record and Signature Disclosure; and
- You can print on paper this Electronic Record and Signature Disclosure, or save or send this Electronic Record and Disclosure to a location where you can print it, for future reference and access; and
- Until or unless you notify College of the Marshall Islands as described above, you consent to receive exclusively through electronic means all notices, disclosures, authorizations, acknowledgements, and other documents that are required to be provided or made available to you by College of the Marshall Islands during the course of your relationship with College of the Marshall Islands.