



Research Grant Terms and Conditions

Fear Free, LLC ("Fear Free") has established a grant program through which Fear Free provides financial support ("Grants") to select individuals and organizations (each a "Grantee") in connection with their original evidence-based research in dogs, cats, birds and / or horses investigating the prevention, reduction or measurement of fear, anxiety, stress **and / or pain** associated with veterinary visits, including travel, facilities, procedures, hospitalization or post-visit in home care. Unless otherwise agreed in writing between Fear Free and Grantee, these terms and conditions will apply to all Grant proposals accepted by Fear Free.

1. Application Process. To be eligible for a Grant, at least one person on the research team must be a Fear Free certified professional.
2. Use of Grant Funds. The amount of each Grant will be limited to the amount specified in Fear Free's notice to Grantee confirming acceptance of Grantee's proposal. The Grant provided by Fear Free does not preclude Grantee from obtaining supplementary funding from other educational institutions or non-profit foundations, provided such supplementary funds are required for funding direct costs of the Project. Any additional funding or support from commercial, for-profit, or industry sponsors is not permitted without Fear Free's prior written consent. Grant funds can be applied to any direct expenses related to the conduct of the research. For student research projects, funds may not be used to pay indirect costs (overhead). For all other projects, up to 8% of the Grant funds may be applied toward institutional indirect costs. Itemized invoices are not required; however, Fear Free reserves the right to request an itemized statement documenting use of the funds.
3. Payment Terms. Provided Grantee is and remains in compliance with the terms and conditions hereof, the Grant funds will be paid to Grantee in two installments, with 50% of the Grant funds paid at the outset of the Grant, and the remaining 50% of the Grant funds due within 15 days after completion of the Project, upon submission of the final invoice together with the project summary abstract. **Invoices should be submitted to the Fear Free Director HR and Finance, Madison Collett at madison.collett@fearfreepets.com.** The invoice should include the project title, description of the award, amount, payee and payment details.
4. Research Summaries and Reports. On completion of the Project, Grantee will deliver to Fear Free a summary abstract that summarizes the research conducted and Grantee's findings and conclusions. Grantee will provide a written progress report to Fear Free every 6 months until Project completion. All summaries and reports should be sent to gary.landsberg@fearfreepets.com. Grantee will seek prompt dissemination of the data and results generated from the Project to the veterinary community through conference presentation and/or or publication in a peer-reviewed journal, treatise or trade publication, as applicable. A copy of any published manuscript or abstract of the results of the project will also be provided to Fear Free.
5. Project Publicity. Fear free reserves the right to publicize the Grant, including the primary researcher's name, credentials, research institution, as well as the summary abstract for the Project on Fear Free's research webpage. Grantee will secure and be responsible for obtaining all approvals, consents, and authorizations necessary to permit Fear Free to publicize such information.



6. Grant Acknowledgement. All of Grantee's work product, press releases, and other communications or presentations about the Project must include an acknowledgement of Fear Free's financial support of the Project.
7. Research Supervision; Animal Care. All research should be affiliated with a host institution and approved by their Institutional Animal Care and Use Committee or equivalent oversight committee unless: (a) the Project is a retrospective study based on prior historical information; or (b) the Project does not involve the handling or treatment of animals other than observations during the provision of standard veterinary care, with informed client consent. Confirmation of approval or exemption from supervision should be submitted to Fear Free before Grantee commences work on the Project.
8. Compliance. In carrying out the Project, Grantee will comply with all applicable laws, regulations, and rules and will not infringe, misappropriate, or violate the intellectual property, privacy, or publicity rights of any third party. Grantee will indemnify Fear Free for any losses, damages, or costs (including reasonable attorney's fees) incurred by Fear Free as a result of Grantee's breach of the terms and conditions hereof.
9. Independent Contractors. Fear Free and Grantee are and will remain independent contractors and nothing herein will be construed to create a partnership, agency, or joint venture between the parties for federal or state law purposes.
10. Assignment. Grantee may not assign or transfer, by operation of law or court order, any of Grantee's rights or obligations with respect to the Grant without Fear Free's prior written approval.