

**TRINITY UNIVERSITY
AGREEMENT FOR PROFESSIONAL SERVICES**

THIS AGREEMENT is made by and between Trinity University (Trinity), and _____
(Contractor) effective as of _____.

WHEREAS, Trinity anticipates that the Services of a _____ will be necessary and
desirable for _____ services; and

WHEREAS, Contractor desires to enter into an agreement with Trinity to provide Services as described under this
Agreement;

NOW THEREFORE, it is agreed as follows:

ARTICLE 1 DEFINITIONS

1.1 "Agreement" shall mean this Agreement for Services and all exhibits, attachments, schedules and amendments
hereto.

1.2 "Trinity" shall mean Trinity University.

1.3 "Contractor" shall mean _____ (Contractor Name).

1.4 "Services" shall mean the Services provided by Contractor to Trinity, as set forth in Exhibit A.

ARTICLE 2 SERVICES

Subject to the terms and conditions herein and subject to the request of Trinity, Contractor:

2.1 Shall provide Services to Trinity, as described in Exhibit A, to be completed by _____ (date).

2.2 Will determine the method, details, and means of performing the Services. Trinity shall have no right to, and shall
not, control the manner or determine the method of accomplishing Contractor's Services, except as specifically
provided in this Agreement. Trinity shall have no right to, and shall not, supervise or inspect Contractor's performance.

2.3 Will perform its Services for Trinity in a professional manner and in accordance with applicable industry standards.
Contractor will cooperate with Trinity to assure that the Services provided are prudent, appropriate and professional.

ARTICLE 3 TERM AND TERMINATION

3.1 Term. This Agreement will be effective as of the date signed by both parties and shall continue until the Services
are complete or until terminated in accordance with this Article.

3.2 Termination By Mutual Agreement. This Agreement may be terminated at any time by mutual agreement of both
parties.

3.3 Termination On Notice. This Agreement may be terminated, with or without cause, at any time by either party
upon thirty (30) days prior written notice to the other party.

3.4 Immediate Termination on Default or Other Specified Conditions.

3.4.1 Either party may terminate this Agreement if there is any material default in the performance of the
terms and conditions of this Agreement which default has not been cured within fifteen (15) days following
written notice of such default.

3.4.2 Trinity may immediately terminate this Agreement upon written notice if Contractor loses its liability
insurance coverage or loses required licenses or certification for Services rendered under this Agreement.

3.4.3 Trinity may immediately terminate this Agreement upon the death or disability of Contractor. “Disability” means any mental or physical incapacity of Contractor which prevents Contractor from performing the duties specified in this Agreement, or ninety (90) days, whether or not consecutive, during the term of this Agreement.

3.4.4 Trinity may immediately terminate this Agreement upon written notice if Contractor commits theft, fraud, or embezzlement, and for dishonesty or other similar behavior by Contractor.

3.5 Effect of Termination. Termination of this Agreement will have no effect upon the rights and obligations of the parties arising out of any transactions occurring prior to the effective date of such termination. Nothing in this Agreement will be construed to limit either party's lawful remedies in the event of a material breach of this Agreement.

ARTICLE 4 COMPENSATION

4.1 Services. Trinity will reimburse Contractor according to the terms and conditions of Exhibit A.

4.2 Compensation. The payments by Trinity and/or any third party payer will be the sole compensation for Services rendered under this Agreement.

4.3 Billing for Services Rendered. By the fifth day of each month, Contractor shall submit monthly invoices to Trinity for all Services performed in the preceding month. Such invoices shall provide a detailed description of all Services rendered and the rate at which the Services were performed. Any other charges submitted on the invoice shall also be itemized in full. Trinity shall pay the invoice in full, less any charges which it contests, by the last day of the month in which the invoice is received.

4.4 Expenses. Contractor shall be responsible for all costs and expenses incident to the performance of Services for Trinity, including but not limited to, all costs of equipment provided by Contractor, all fees, fines, licenses, bonds or taxes required of or imposed against Contractor and all other of Contractor's costs of doing business. Trinity shall not be responsible for any expenses incurred by Contractor in performing Services for Trinity with the exception of **(specify any exceptions)**.

4.5 Tax Exempt Status. Trinity is exempt from Texas Sales & Use Tax for the contracted services in accordance with Section 151.310, *Texas Tax Code*, and Title 34 *Texas Administrative Code* (“**TAC**”) Section 3.322.

ARTICLE 5 CERTIFICATION

5.1 Certification. Contractor shall maintain any and all certifications that are required under state and/or federal law and appropriate organizational licenses. Contractor shall also warrant that any employees or agents who provide Services under this Agreement hold current licenses or certifications required for the provision of such Services.

5.2 Verification. Credential verification is the review of licenses, diplomas, transcripts, certificates, or other documentation of an individual's qualification to provide Services under this Agreement. Contractor agrees to verify individual credentials of professionals and other service workers employed by Contractor who provide Services under this Agreement. Credential verification may be conducted by Contractor or delegated to an accredited credentialing organization under contract with Contractor. Contractor agrees to submit a summary of its credential verification process to Trinity for review no less frequently than every three years. Contractor agrees to allow Trinity to monitor the credential verification process by periodic review, including random spot checks of documentation.

5.3 Notification. Contractor agrees to notify Trinity if Contractor loses any certification or organizational or individual professional licensure required to perform any of these Services, which may constitute a default subject to Section 3.4.2 (Termination).

ARTICLE 6 ASSIGNMENT

This Agreement may not be assigned or delegated by Contractor without the prior written approval of Trinity.

ARTICLE 7 COOPERATION

7.1 Cooperation between the Parties. Trinity and Contractor agree that to the extent compatible with the separate and independent management of each, they will at all times maintain an effective liaison and close cooperation with each other.

7.2 Trinity agrees to comply with all reasonable requests of Contractor and provide access to all documents and/or facilities reasonably necessary to the performance of Contractor's duties under this Agreement.

ARTICLE 8 DISPUTES

8.1 Dispute Resolution. In the event that any dispute shall arise with regard to the performance or interpretation of any of the terms of this Agreement, or if either party claims that the other party has breached this Agreement, both parties agree to resolve disputes by meeting or teleconference within sixty (60) days of the date such dispute was brought to the attention of one party by the other party.

8.2 Notice of Termination. In the event that the parties are unable to reach a resolution of the dispute, either party may give the other party written notice of its intent to terminate this Agreement in accordance with Article 3, as applicable.

ARTICLE 9 INSURANCE AND INDEMNIFICATION

9.1 Insurance. Contractor shall secure and maintain insurance at its expense throughout the term of this Agreement and shall ensure that each of Contractor's subcontractors, agents, or other third parties at every tier employed directly or indirectly by Contractor for performance of the Services maintains with insurance companies licensed to do business in the State of Texas and that have an A.M. Best rating of A- or better, the types of insurance and with the minimum limits as provided in Exhibit B. Contractor shall provide Trinity with Certificates of Insurance as evidence of the requested coverages set forth in Exhibit B at least 5 business days prior to commencing work for Trinity. All insurance policies must require notice to Trinity 30 days before termination or restrictive amendment; contain a waiver of subrogation rights as to Trinity; contain cross-liability and severability of interests coverage; and be primary and non-contributory.

9.1.1 Contractor shall be responsible for performing the Services under this contract in a safe, skillful, and professional manner and shall be liable for its own negligence and the negligent acts of its employees, subcontractors, agents and any third parties contracted with in performance of the Services. Contractor shall be responsible for ensuring adherence to safety regulations and requirements, take all precautions necessary for the safety of and prevention of damage to property on or adjacent to the work site, and for the safety of and prevention of injury to persons, including Trinity's employees, students and third persons, on or adjacent to the work site. All work shall be done at Contractor's risk, without regard to fault or allocation of negligence.

9.1.2 Contractor understands that there may be potential dangers incidental to the provision of Services to Trinity, some of which may be dangerous and which may expose Contractor's employees to the risk of personal injuries, property damage, or even death. Contractor agrees that it knowingly and voluntarily assumes all such risks, both known and unknown and assumes full responsibility for such risks while providing Services to Trinity.

9.2 Workers' Compensation Insurance. Contractor shall maintain Workers' Compensation insurance in accordance with Texas requirements. Neither Trinity nor Trinity's Workers' Compensation insurance shall cover Contractor or Contractor's employees or agents for any injuries or harm incurred by Contractor or Contractor's employees or agents while performing Services under this Agreement.

9.3 Indemnification By Contractor. Contractor agrees to indemnify and hold harmless Trinity and its affiliates, trustees, directors, officers, members, partners, principals, employees, and agents against any and all claims, lawsuits, settlements, judgments, costs, penalties and expenses, causes of action and demands, including actual attorneys' fees, in whole or in part resulting from, arising from, or in any way connected with any act, error or omission or failure of Contractor or Contractor's assistants, employees, agents, or subcontractors, including but not limited to any and all claims: (i) relating to the injury or death of any person or damage to any property; (ii) by Contractor's employees for injuries or illnesses incurred in the course and scope of providing Services under this Agreement; (iii) relating to the

dishonest, fraudulent or criminal acts of Contractor or its directors, officers, agents, representatives, employees, or subcontractors whether acting alone or in collusion with others in connection with the performance of their obligations under this Agreement.

9.4 Indemnification by Trinity. Trinity agrees to indemnify and hold harmless Contractor and its directors, officers, agents, and employees against any and all claims, lawsuits, settlements, judgments, resulting from the acts, errors or omissions, including the dishonest, fraudulent or criminal acts of Trinity or its directors, officers, agents, representatives or employees, whether acting alone or in collusion with others in connection with the performance of Trinity's obligations under this Agreement.

9.5 Government Intervention. In the event that a law, act or order of government restricts or prohibits the provision of Services, Trinity shall be entitled to a credit of any fees paid to Contractor (as set forth in Exhibit A) within 30 days of Contractor's failure to provide such Services, or such other period of time as may be specifically provided by law.

ARTICLE 10 COMPLIANCE

10.1 Compliance with Laws and Regulations. In connection with the performance of Services under this Agreement, both parties agree to comply with applicable federal and state laws, including but not limited to laws governing taxation, employment, wages and hours, workplace safety, workers' compensation, non-discrimination and civil rights. University policies may be accessed at <https://inside.trinity.edu/policies>.

10.2 Non-Discrimination/Civil Rights. In connection with the performance of Services under this Agreement, both parties agree to comply with applicable federal and state laws regarding nondiscrimination and equal employment opportunities and all regulations promulgated thereunder. In connection with the performance of Services hereunder, both parties agree not to discriminate against any employee or applicant for employment because of age, race, religion, color, disability, gender, physical condition, sexual orientation, national origin or any other basis prohibited by law of the jurisdiction of performance.

10.3 Federal Contractor. If applicable, the parties to this Agreement will abide by the requirements of 41 CFR 60-300.5(a). This regulation prohibits discrimination against qualified protected veterans and requires affirmative action by covered prime contractors and subcontractors to employ and advance in employment qualified protected veterans. If applicable, the parties to this Agreement will abide by the requirements of 41 CFR 60-741.5(a). This regulation prohibits discrimination against qualified protected individuals on the basis of disability and requires affirmative action by covered prime contractors and subcontractors to employ and advance in employment qualified individuals with disabilities. The parties hereto incorporate the requirements of 41 CFR 60-1.4(a)(7), 60-300.5(d) and 60-741.5(d), and 29 CFR Part 471, Appendix A to Subpart A, if applicable.

10.4 Safety Compliance. Contractor agrees to be responsible for ensuring that all Contractor's employees, subcontractors, agents, and any third parties contracted with in performance of this Agreement are properly trained and adhere to all safety regulations and requirements.

10.5 Background Checks. Contractor hereby agrees that its employees, agents, subcontractors, and other third parties assigned to perform Services for or on behalf of Trinity shall have successfully completed a criminal background check in accordance with Trinity's policy.

10.6 Requirement of Drug-Free workplace. Contractor hereby agrees that it and its employees, agents, subcontractors, and other third parties assigned to perform Services under this Agreement for or on behalf of Trinity shall comply with Trinity's Drug-Free workplace policy.

10.7 Weapons Policy. The carrying, possession or use of any type of weapon or firearm on the premises of Trinity is strictly and absolutely prohibited. The only valid exceptions to this policy must be obtained in advance of coming on Trinity's premises while possessing a weapon or firearm and approved in writing by Trinity's Chief of Police. This prohibition expressly includes those persons licensed to carry concealed firearms (other than those who are licensed peace officers). For purposes of this policy, the premises of Trinity are defined as any building, or portion of a building that Trinity owns or occupies, whether on a temporary or permanent basis, including, without limitation, any building or portion of a building Trinity is leasing, and all Trinity owned vehicles. Unless otherwise provided for by law, premises also includes all parking lots and parking areas owned, maintained or controlled by Trinity. Any person violating this policy will be required to leave Trinity's premises immediately. Contractor acknowledges that no Trinity

officer, faculty, or staff has authority to grant verbal exceptions or modifications to this policy. For purposes of this policy “weapon is broadly defined as any device or object capable of causing serious bodily injury or death to another and includes, without limitation, ammunition, explosives, clubs or illegal knives, paintball guns, tasers, stun guns, projectile launchers, BB guns/pistols, facsimile weapons and fireworks. The determination of whether an object is a prohibited weapon under this policy shall be made in the sole discretion of Trinity.

10.8 Golf Cart Policy. Contractor agrees that its employees, agents, subcontractors or third parties assigned to perform Services for or on behalf of Trinity shall comply with Trinity’s operating rules for carts utilized on Trinity University property, including, but not limited to adhering to the “Cart Free Zone” areas of campus.

10.9 Code of Conduct. Contractor hereby agrees that it and its employees, agents, subcontractors, and other third parties contracted with to perform Services for or on behalf of Trinity shall comply with Trinity’s Code of Conduct for Independent Contractors. Contractor agrees, and shall cause its employees, agents, subcontractors, and any third parties contracted with in performance of the Services to conform to and comply with all of Trinity’s policies, rules and regulations, and written or unwritten directives in providing the Services hereunder.

10.10 OSHA Requirements. Contractor agrees to comply and to require its employees, agents, subcontractors, and other third parties contracted with to comply with all applicable OSHA requirements. Contractor is responsible for any fines, liability or other penalties arising from any violations by Contractor or its employees, agents, subcontractors or other third parties assigned to perform the Services for or on behalf of Trinity.

ARTICLE 11 RECORDS

Maintenance of Records. Contractor will maintain any books, documents or other records pertaining to this Agreement in a form consistent and in compliance with confidentiality provisions of applicable federal and state laws and regulations. Contractor agrees to preserve the full confidentiality of records and protect from unauthorized disclosure all information, records, and data collected under this Agreement.

ARTICLE 12 CONFIDENTIALITY OF PROPRIETARY INFORMATION

12.1 Maintenance of Confidentiality. Contractor recognizes that in the course of performing Services under this Agreement, it may be exposed or become aware of information and materials related to Trinity’s operations, which are confidential to Trinity and proprietary in nature. Such confidential information includes, but is not limited to: personnel records, student records, medical records, and/or certain proprietary and management information products, academic and/or scientific research, processes, know-how, designs, improvements, techniques, computer programs, data bases, trade secrets, business plans, and financial information. Contractor agrees to receive, protect and preserve and hold in trust, and not to disclose such information to third parties without Trinity’s prior written authorization. Contractor shall, and shall require of its employees, agents, subcontractors and third parties contracted with for performance of these Services to protect the confidential and proprietary information according to commercially reasonable standards and no less rigorously than it protects its own confidential information.

12.2 Employees, Agents, Subcontractors, and Other Third Parties. Contractor agrees that any employees, agents, subcontractors, and other third parties assigned to perform the Services under this Agreement or who otherwise have access to such confidential information will be made aware of the confidential nature of such information. Contractor agrees to ensure that its employees, agents, subcontractors, and other third parties assigned to perform Services under this Agreement comply with any applicable federal and state rules and regulations, including but not limited to state trade secrets law, rules and regulations promulgated under the Health Insurance Portability and Accountability Act of 1996, and the Family Educational Rights and Privacy Act of 1974 and the Gramm-Leach Bliley Act.

12.3 Exceptions. The foregoing restrictions shall not apply to information that the Contractor demonstrate: (i) was generally known prior to the date of disclosure of the same to the Contractor by Trinity; (ii) was in the Contractor’s possession prior to the date of disclosure of the same to the Contractor by Trinity; (iii) becomes generally known through no act or omission by the Contractor; (iv) is supplied to the Contractor, subsequent to the date of disclosure of the same to the Contractor by Trinity, by a third party not under an obligation of confidentiality with respect to such information; or (v) is required to be disclosed by law or pursuant to an order of a court or other governmental agency

of competent jurisdiction, in which case the Contractor shall promptly notify Trinity of such requirement to afford Trinity an opportunity to prevent or limit such disclosure.

12.4 Return or Destruction of Confidential Information. Upon termination or other conclusion of the Agreement, the Contractor shall return to Trinity or, if return is not feasible, destroy all confidential information in whatever form or medium that the Contractor received from or created on behalf of Trinity. This provision shall also apply to all confidential information that is in the possession of the Contractor's contractors, consultants or agents, etc. In such case, the Contractor shall retain no copies of such information, including any compilations derived from and allowing identification of confidential information. The Contractor shall complete such return or destruction as promptly as possible, but not less than thirty (30) days after the effective date of the termination or conclusion of this Agreement. Within such thirty (30) day period, the Contractor shall certify in writing to Trinity that such return or destruction has been completed.

ARTICLE 13 INDEPENDENT CONTRACTOR

13.1 Independent Contractor Status. It is the express intention of the parties that the relationship between Contractor and Trinity under this Agreement will be construed and deemed to be that of an independent Contractor. Nothing in this Agreement shall be construed to create a partnership, joint venture, employer-employee or principal-agent relationship between the parties, nor will the parties hold themselves out as being a partnership, joint venture, employer-employee or principal /agent relationship. As between Trinity and Contractor, except as specified herein, each has full, complete, absolute and sole authority and responsibility regarding its own operations; and none shall have any direction or control over the manner or means by which any other performs its obligations except as specified herein.

13.2 No Benefits. As an independent Contractor, Contractor is not entitled to participate in any benefits provided to its employees by Trinity, including but not limited to pension plans, bonus, stock, or similar benefits.

13.3 Contractor Responsibilities. Contractor is not Trinity's employee, and Contractor is solely responsible for paying all state and federal taxes and contributions as required by law, including but not limited to, FICA, state or federal unemployment insurance contributions, state or federal income tax, disability insurance contributions, and workers' compensation insurance. In particular: (i) Trinity will not withhold FICA (Social Security) from Contractor's payments; (ii) Trinity will not make state or federal unemployment insurance contributions on Contractor's behalf; (iii) Trinity will not withhold state or federal income tax from payments to Contractor; (iv) Trinity will not make disability insurance contributions on behalf of Contractor or its employees; and (v) Trinity will not obtain workers' compensation insurance on behalf of Contractor or its employees.

13.4 Employees, Agents, Subcontractors, and Other Third Parties. Contractor shall have the right to employ such employees, agents, subcontractors, and other third parties as deemed necessary and appropriate to carry out the Services under this Agreement, subject to the requirements of Section 10.

ARTICLE 14 ADVERTISING

14.1 Trinity and Contractor agree to provide and obtain, in advance, the other party's written approval of all advertising and promotional materials, both written and broadcast, which refer to the other party. No reference of the other party shall be made in any materials unless prior written approval is obtained. Consent shall be deemed given if not received in thirty (30) working days from the date of the request.

ARTICLE 15 NO EXCLUSIVITY

15.1 The parties enter into this Agreement on a nonexclusive basis.

15.2 Contractor and Trinity shall retain the right to contract with others for similar Services during the terms of this Agreement.

ARTICLE 16 NOTICES

16.1 Any notice, demand or communication required, permitted or desired to be given under this Agreement will be deemed effectively given when mailed by prepaid certified or registered mail, postage prepaid, return receipt

requested, or delivered by hand, messenger or reputable overnight courier, return receipt requested, addressed as follows:

If for Contractor: _____

If for Trinity: _____

ARTICLE 17 MISCELLANEOUS

17.1 Entire Agreement. This Agreement and all exhibits, attachments, schedules, and amendments contain all the terms and conditions agreed upon by the parties hereto regarding the subject matter of this Agreement. Any prior agreements, promises, negotiations or representations, either oral or written, relating to the subject matter of this Agreement not expressly set forth in this Agreement are of no force or effect. In the event of a conflict between the terms of this Agreement and any other Agreements, Attachments, Exhibits, Schedules, or Amendments, the terms of this Agreement shall prevail.

17.2 Modifications. This Agreement constitutes the entire understanding between the parties hereto, and no changes, amendments, or alterations shall be effective unless agreed to in writing by both parties.

17.3 Invalidity or Non-enforceability. The invalidity or non-enforceability of any terms or provisions hereof shall in no way affect the validity or enforceability of any other term or provision.

17.4 Choice of Law. This Agreement shall be interpreted in accordance with the laws of the State of Texas. Unless waived by both parties, venue for any action to enforce or interpret the provisions of this Agreement shall be in Bexar County, Texas.

17.5 No Waiver. Any failure or delay in the enforcement of the rights detailed in this Agreement by CONSULTANT or the UNIVERSITY shall not constitute a waiver of those rights or be deemed a basis for estoppel. CONSULTANT and the UNIVERSITY may exercise their rights under this Agreement despite the delay or failure to enforce the rights.

The parties hereby acknowledge and agree that each has read, understood and agree to each of the terms of this Agreement as set forth above and in Exhibits A and B and any attachments, schedules and amendments attached hereto.

Date: _____

Signature of Agent for (Contractor)

Printed Name of Agent for (Contractor)

Date: _____

Signature of Trinity Official

Printed Name of Trinity Official

Note: Fully executed agreements are required for payment. Contracting authority for Trinity University is limited. All contract agreements must be signed by an Authorized Representative or a Designated Authorized Signator of Trinity University. To view the list of Designated Authorized Signators please see: https://inside.trinity.edu/sites/inside.trinity.edu/files/file_attachments/5506/revise-des-author-signators.pdf

Department Review (Name & Dept.): _____ Date: _____

EXHIBIT A

EXHIBIT B

Architects and Engineering Consultants:

Professional Liability: \$2 million for Major Construction Projects
\$1 million for Minor Projects

Commercial General Liability: \$1 million per occurrence with Trinity University endorsed as an Additional Insured.

Auto Liability: \$1 million per occurrence, Combined Single Limit for Any Autos

Workers' Compensation Statutory Benefits: \$1 million Employer's Liability
\$1 million Occupational Disease

Major Construction/Renovation: (Blueprints Required)

Commercial General Liability: \$10 million per occurrence with Trinity University endorsed as an (or Umbrella Liability) Additional Insured.

Auto Liability: \$5 million per occurrence, Combined Single Limit for Any Autos

Workers' Compensation Statutory Benefits: \$1 million Employer's Liability
\$1 million Occupational Disease

Environmental/Pollution Liability: \$5 million per occurrence with Trinity University endorsed (applies to General Contractor) as an Additional Insured.

Minor Construction/Renovation: (No Blueprints Required)

Commercial General Liability: \$5 million per occurrence with Trinity University endorsed as an Additional Insured.

Auto Liability: \$1 million per occurrence, Combined Single Limit for Any Autos

Workers' Compensation Statutory Benefits: \$1 million Employer's Liability
\$1 million Occupational Disease

Environmental/Pollution Liability: \$5 million per occurrence with Trinity University endorsed (applies to General Contractor) as an Additional Insured.

Minor Construction – No Subcontractors

Commercial General Liability: \$2 million per occurrence with Trinity University endorsed as an Additional Insured.

Auto Liability: \$1 million per occurrence, Combined Single Limit for Any Autos

Employee Dishonesty/Crime: \$1 million per claim

Workers' Compensation Statutory Benefits: \$1 million Employer's Liability
\$1 million Occupational Disease

Use of Drones

Aircraft Liability: \$1 million per occurrence with Trinity University endorsed as an Additional Insured.

Other Non-Construction Services:

Commercial General Liability: \$1 million per occurrence with Trinity University endorsed as an Additional Insured.

Products Liability: \$1 million per occurrence with Trinity University endorsed as an Additional Insured

Auto Liability: \$1 million per occurrence, Combined Single Limit for Any Autos

Employee Dishonesty/Crime: \$1 million blanket bond to include theft of property, monies and securities of client, its employees, students, faculty, visitors and guests.

Workers' Compensation: Statutory Benefits; \$1 million Employers Liability, \$1 million Occupational Disease

Environmental Pollution Liability (if applicable): \$5 million per occurrence with Trinity University endorsed as an Additional Insured. **(for Pest Control Services and other relevant work)**

If will have access to anywhere on campus

Sexual Misconduct Liability: \$1 million per occurrence (can be included in Commercial General Liability).

Significant Repair Services including, but not limited to, Elevator Repair:

Commercial General Liability: \$5 million per occurrence with Trinity University endorsed as an Additional Insured.

Auto Liability: \$1 million per occurrence, Combined Single Limit for Any Autos

Workers' Compensation: Statutory Benefits; \$1 million Employer's Liability, \$1 million Occupational Disease

Environmental Pollution Liability (if applicable): \$5 million per occurrence with Trinity University endorsed as an Additional Insured.

Hazardous Waste Contractors:

Environmental Pollution Liability: \$5 million per occurrence with Trinity University endorsed as an Additional Insured.

Auto Liability: \$1 million per occurrence, Combined Single Limit for Any Autos

Workers' Compensation: Statutory Benefits; \$1 million Employer's Liability, \$1 million Occupational Disease

Non-Hazardous Waste Contractors including, but not limited to electronic waste, recycled waste, industrial waste, municipal waste, medical waste:

Environmental Pollution Liability: \$2 million per occurrence with Trinity University endorsed as an Additional Insured.

Auto Liability: \$1 million per occurrence, Combined Single Limit for Any Autos

Workers' Compensation: Statutory Benefits; \$1 million Employer's Liability, \$1 million Occupational Disease