

26-6018

Date: 11/26/2025

New/Renewal: RENEWAL

Account Executive: Julie Wilkerson

Phone: 865-546-5011

Knoxville
P.O. Box 24613
Knoxville, TN 37933
Phone: 865-546-5011
Fax: 865-671-3655

LAMAR**CONTRACT # 5322910****CONTRACTED DIRECTLY BY ADVERTISER**

Customer #	304636-1
Name	ANDERSON COUNTY GOVERNMENT
Address	210 SOUTH N. CHARLES G SEIVERS BLVD, SUI
City/State/Zip	CLINTON, TN 37716
Contact	STEPHANIE WELLS
Email Address	stephanie@adventureanderson.com
Phone #	(865) 457-4547
Fax #	
P.O./ Reference #	
Advertiser/Product	ANDERSON COUNTY TOURISM COUNCIL
Campaign	

Space								Billing Cycle: Every 4 weeks		
# of Panels: 1	Market	Location	Illum	Media Type	Size	Misc	Service Dates	# Service Periods	Invest Per Period	Cost
12552 037-KNOXVILLE, TN 208318	I-75 74MI S/O RACCOON VALLEY RD EXIT 117 WS FS		Yes	Perm Bulletin	14' 0" x 48' 0"		02/02/26-01/31/27	13	\$1,323.00	\$17,199.00
										Total Space Costs: \$17,199.00

Special Considerations:

Advertiser authorizes and instructs The Lamar Companies (Lamar) to display in good and workmanlike manner, and to maintain for the terms set forth above, outdoor advertising displays described above or on the attached list. In consideration thereof, Advertiser agrees to pay Lamar all contracted amounts within thirty (30) days after the date of billing. Advertiser acknowledges and agrees to be bound by the terms and conditions on all pages of this contract.

The Agency representing this Advertiser in the contract executes this contract as an agent for a disclosed principal, but hereby expressly agrees to be liable jointly and severally and in solido with Advertiser for the full and faithful performance of Advertiser's obligations hereunder. Agency waives notice of default and consents to all extensions of payment.

The undersigned representative or agent of Advertiser hereby warrants to Lamar that he/she is the Advertising Director
(Officer/Title)
of the Advertiser and is authorized to execute this contract on behalf of the Advertiser.

Customer:	ANDERSON COUNTY GOVERNMENT
Signature:	(signature above)
Name:	(print name above)
Date:	(date above)

THE LAMAR COMPANIES

This contract is NOT BINDING UNTIL ACCEPTED by a Lamar General Manager.



ACCOUNT EXECUTIVE: Julie Wilkerson

GENERAL MANAGER

DATE



1. Late Artwork: The Advertiser must provide or approve art work, materials and installation instructions ten (10) days prior to the initial Service Date. In the case of default in furnishing or approval of art work by Advertiser, billing will occur on the initial Service Date.

26-0078

Date: 11/26/2025

New/Renewal: RENEWAL

Account Executive: Julie Wilkerson

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CONTRACT # 5322910

2. Copyright/Trademark: Advertiser warrants that all approved designs do not infringe upon any trademark or copyright, state or federal. Advertiser agrees to defend, indemnify and hold Lamar free and harmless from any and all loss, liability, claims and demands, including attorney's fees arising out of the character contents or subject matter of any copy displayed or produced pursuant to this contract.

3. Payment Terms: Lamar will, from time to time at intervals following commencement of service, bill Advertiser at the address on the face hereof. Advertiser will pay Lamar within thirty (30) days after the date of invoice. If Advertiser fails to pay any invoice when it is due, in addition to amounts payable thereunder, Advertiser will promptly reimburse collection costs, including reasonable attorney's fees plus a monthly service charge at the rate of 1.5% of the outstanding balance of the invoice to the extent permitted by applicable law. Delinquent payment will be considered a breach of this contract. Payments will be applied as designated by the Advertiser; non designated payments will be applied to the oldest invoices outstanding.

4. Service Interruptions: If Lamar is prevented from posting or maintaining any of the spaces by causes beyond its control of whatever nature, including but not limited to acts of God, strikes, work stoppages or picketing, or in the event of damage or destruction of any of the spaces, or in the event Lamar is unable to deliver any portion of the service required in this contract, including buses in repair, or maintenance, this contract shall not terminate. Credit shall be allowed to Advertiser at the standard rates of Lamar for such space or service for the period that such space or service shall not be furnished or shall be discontinued or suspended. In the case of illumination, should there be more than a 50% loss of illumination, a 20% pro-rata credit based on four week billing will be given. If this contract requires illumination, it will be provided from dusk until 11:00p.m. Lamar may discharge this credit, at its option, by furnishing advertising service on substitute space, to be reasonably approved by Advertiser, or by extending the term of the advertising service on the same space for a period beyond the expiration date. The substituted or extended service shall be of a value equal to the amount of such credit.

5. Entire Agreement: This contract, all pages, constitutes the entire agreement between Lamar and Advertiser. Lamar shall not be bound by any stipulations, conditions, or agreements not set forth in this contract. Waiver by Lamar of any breach of any provision shall not constitute a waiver of any other breach of that provision or any other provision.

6. Copy Acceptance: Lamar reserves the right to determine if copy and design are in good taste and within the moral standards of the individual communities in which it is to be displayed. Lamar reserves the right to reject or remove any copy either before or after installation, including immediate termination of this contract.

7. Termination: All contracts are non-cancellable by Advertiser without the written consent of Lamar. Breach of any provisions contained in this contract may result in cancellation of this contract by Lamar.

8. Materials/Storage: Production materials will be held at customer's written request. Storage fees may apply.

9. Installation Lead Time: A leeway of five (5) working days from the initial Service Date is required to complete the installation of all non-digital displays.

10. Customer Provided Production: The Advertiser is responsible for producing and shipping copy production. Advertiser is responsible for all space costs involved in the event production does not reach Lamar by the established Service Dates. These materials must be produced in compliance with Lamar production specifications and must come with a 60 day warranty against fading and tearing.

11. Bulletin Enhancements: Cutouts/extensions, where allowed, are limited in size to 5 feet above, and 2 feet to the sides and 1 foot below normal display area. The basic fabrication charge is for a maximum 12 months.

12. Assignment: Advertiser shall not sublet, resell, transfer, donate or assign any advertising space without the prior written consent of Lamar.



26-0078

Knoxville
 P.O. Box 24613
 Knoxville, TN 37933
 Phone: 865-546-5011
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CONTRACT # 5322910

Invoice Schedule

Date: 11/26/2025
 New/Renewal: RENEWAL
 Account Executive: Julie Wilkerson
 Phone: 865-546-5011

Year	Invoice Date	Service Period	Total Investment
2026	02/02/2026	02/02-03/01	\$1,323.00
	03/02/2026	03/02-03/29	\$1,323.00
	03/30/2026	03/30-04/26	\$1,323.00
	04/27/2026	04/27-05/24	\$1,323.00
	05/25/2026	05/25-06/21	\$1,323.00
	06/22/2026	06/22-07/19	\$1,323.00
	07/20/2026	07/20-08/16	\$1,323.00
	08/17/2026	08/17-09/13	\$1,323.00
	09/14/2026	09/14-10/11	\$1,323.00
	10/12/2026	10/12-11/08	\$1,323.00
	11/09/2026	11/09-12/06	\$1,323.00
	12/07/2026	12/07-01/03	\$1,323.00
2027	01/04/2027	01/04-01/31	\$1,323.00
			\$17,199.00

* Custom Invoicing Date

Amendment #1, letter from County Law Director James Brooks dated December 10, 2025 is hereby incorporated and supercedes any conflicting language in the preceding terms and conditions.

JAMES W. BROOKS, JR.
ANDERSON COUNTY LAW DIRECTOR

101 S. MAIN STREET, STE. 310

CLINTON, TENNESSEE 37716

jb@andersoncountyttn.gov

(865) 457-6290

MORGAN JONES, PARALEGAL

mjones@andersoncountyttn.gov

CASSANDRA M. POWELL, PARALEGAL

cpowell@andersoncountyttn.gov

December 10, 2025

Katherine Kleehammer
Deputy Purchasing Agent
100 N. Main St., Suite 214
Clinton, TN 37716

RE: Lamar

Dear Katherine:

Pursuant to your request, I have reviewed the contract between Anderson County and above-referenced contractor for legal form. After review, I request that the following revisions be made:

2. Copyright/Trademark; Vendor Indemnity. Advertiser warrants that all Approved Designs do not infringe any third-party copyright or trademark or violate any state or federal law.

3. Payment Terms: Lamar will, bill Advertiser at the address set forth on the face hereof in accordance with the Invoice Schedule attached. Advertiser shall pay Lamar within thirty (30) days after the date of invoice. If Advertiser fails to pay any invoice when due, Advertiser will promptly reimburse Lamar for reasonable collection costs, including attorneys' fees, and Lamar may charge interest on the outstanding balance at a rate of 1.5% per month (or the maximum rate permitted by applicable law which ever is less), until paid. Delinquent payment shall be considered a breach of this Agreement. Payments will be applied as designated by Advertiser; non-designated payments will be applied to the oldest outstanding invoices.

13. Modification and Amendment. This Contract may be modified only by a written amendment signed by all parties.

14. Governing Law. The laws of the State of Tennessee shall govern this Contract. The Chancery Court and/or the Circuit Court of Anderson County, Tennessee shall have exclusive and concurrent jurisdiction of any disputes which arise hereunder.

Legal basis for proposed changes:

Tennessee counties operate under the state constitution and statute. Courts and Attorney General

opinions hold that provisions that (a) require a county to assume liability that otherwise would fall on other parties, (b) obligate a county to insure or guarantee another's liabilities, or (c) "lend the credit" of the county, are void. See Tenn. Const. art. I, § 17 and art. II, § 31 (prohibitions against lending credit and pledging public funds); Tenn. Atty. Gen. Opns. (e.g., OAG 93-1; OAG 99-095; OAG 04-065) concluding counties cannot agree to indemnify vendors for third-party claims or otherwise promise payment of vendor liabilities.

Finally, this agreement cannot be completed within one fiscal year and therefore, must be approved by full commission prior to entry.

My review and request for modification is to legal form only. I assume, since you submitted this contract to my office for approval that you have read this agreement, and the terms and conditions set forth are desirable to you and the department involved. I have not been involved in the negotiations of this contract; however, if you would like additional guidance and advice regarding a specific provision of the contract, please feel free to contact me. Furthermore, for the purpose of the approval process, it is assumed that this contract has been properly bid, if required, and budgeted according to state law.

Please call, if you have additional questions or concerns.

With kindest regards,



James Brooks, Jr.

Enclosure: 4 pages

Anderson County Government Employee AEMT Class Agreement

This Agreement is made on December 22 2025 by and between
Katelyn Clayton (Employee) and Anderson County Emergency Medical Services (ACEMS).

Where as Employee is an employee of ACEMS, and in order to enhance the skills of the Employee, the Employee has applied for and has been accepted into the AEMT (Course of Study) at Anderson County EMS (Program) beginning on/or about February 2nd, 2026 and ending on/or about May 19th, 2026.

Witnesseth:

Section 1: Course Cost Coverage. ACEMS agrees to cover the total fees for the Course and testing fee, as long as the Employee is actively employed in a full-time capacity for a period of no less than one (1) year after obtaining licensure/certificate as an AEMT from the State of Tennessee. ACEMS will not pay for licensure fees, which are considered a separate cost from the class requirements. ACEMS will not pay for more than one testing fee. The course fee total is \$2,500.

Section 2: Repayment Event. Upon the occurrence of any of the following events ("Repayment Event"): Repayment will be completed within 12 months of a Repayment Event

- a. Employment of the Employee at ACEMS terminates prior to the completion of the one (1) year period, including resignation by Employee, or dismissal by Employer with or without cause; or
- b. Employee moves from full-time to part-time or seasonal status for any length of time prior to the one (1) year period ending.
- c. The employee fails the AEMT class.
- d. Employee does not obtain their AEMT licensure/certificate within six (6) months of completing the AEMT course.

Section 3: Set-Off. The Employee authorizes and directs ACEMS to set off any and all amounts owing to ACEMS under this Agreement against any amount owing to ACEMS by the Employee, including but not limited to salary, wages, vacation pay, etc.

Section 4: Indemnity. The Employee hereby indemnifies and saves harmless ACEMS from and against any and all suits, claims, actions, damages, and other losses which ACEMS suffers or incurs as a result of any governmental taxing authority assessing the reimbursement of the Tuition Payments hereunder as a benefit to the Employee.

Section 8: Release. Employee hereby agrees to release and hold County harmless from and against any and all claims, lawsuits, or the like associated with County's performance of this agreement, or as it relates to the past, present, or future financial condition of the County or the performance of Employee's services under this Agreement.

Section 9: Default. In the event of default by the Employee hereto, the County may bring suit against the Employee to enforce the terms of this Agreement. In such an event, the prevailing party shall be entitled to recover any remedies available at law and/or equity, including reasonable attorney's fees and costs associated with the default.

Section 10: No Oral Modification. No modification, amendment, supplement to, or waiver of this Agreement or any of its provisions shall be binding upon the Parties hereto unless made in writing and duly signed by all the parties.

Section 11: Waiver. A failure of any Party to exercise any right provided for herein shall not be deemed to be a waiver of any right hereunder.

Section 12: Entire Agreement. This Agreement sets forth the entire understanding of the Parties as to the subject matter and may not be modified except in a writing executed by all Parties.

Section 13: Severability. If any term of this Agreement is held by a court of competent jurisdiction to be invalid or unenforceable, then this Agreement, including all of the remaining terms, will remain in full force and effect as if such invalid or unenforceable term had never been included.

Section 15: Exhibits. Any Exhibits attached hereto or incorporated herein are made a part of this Agreement for all purposes. The expression "this Agreement" means the body of this Agreement and the Exhibits.

Section 16: Multiple Counterparts; Effectiveness. This Agreement may be executed in multiple counterparts, each of which shall be deemed an original for all purposes and all of which shall be deemed, collectively, one Agreement. This Agreement shall become effective when executed and delivered by all the Parties.

Section 17: Jurisdiction. Each Party hereby irrevocably consents to the jurisdiction of all state courts sitting in Anderson County, Tennessee, or all federal courts sitting in Knoxville, Tennessee, and agrees that venue for any legal action brought in connection with this Agreement shall lie exclusively in such courts.

Section 18: Binding Effect. This Agreement shall be binding upon and inure to the benefit of the Parties and upon their respective successors, heirs, or assigns.

Section 19: Choice of Law. This Agreement shall be governed and construed in accordance with the laws of the State of Tennessee.

Section 20: Notice. Any notice required or provided pursuant to this Agreement shall be in writing and sent or delivered to the Parties.

Section 21: Titles and Subtitles. Titles of paragraphs and subparagraphs are for convenient reference only and shall not have the effect of modifying, amending, or changing the express terms of this Agreement.

Section 22: Assignment. This Agreement is not assignable.

Section 23: Further Documentation. The Parties agree for themselves to execute any and all instruments in writing, which are or may become necessary or proper to carry out the employment relationship, purpose and intent of this Agreement.

For Employee:

Katelyn Clayton

Signature

Katelyn Clayton

Print Full Name

Date: 12/22/2025

Address: 511 E Ash St

La Follette, TN

37764

For Anderson County:

Nathan Sweet

Nathan Sweet, Director of Emergency Medical Services

Date: 12/22/2025

Approved as to Form:

County Law Director

Anderson County Government Employee AEMT Class Agreement

This Agreement is made on 12/16/25 by and between
Lily Edmondson (Employee) and Anderson County Emergency Medical Services (ACEMS).

Whereas Employee is an employee of ACEMS, and in order to enhance the skills of the Employee, the Employee has applied for and has been accepted into the AEMT (Course of Study) at Anderson County EMS (Program) beginning on/or about February 2nd, 2026 and ending on/or about May 19th, 2026.

Witnesseth:

Section 1: Course Cost Coverage. ACEMS agrees to cover the total fees for the Course and testing fee, as long as the Employee is actively employed in a full-time capacity for a period of no less than one (1) year after obtaining licensure/certificate as an AEMT from the State of Tennessee. ACEMS will not pay for licensure fees, which are considered a separate cost from the class requirements. ACEMS will not pay for more than one testing fee. The course fee total is \$2,500.

Section 2: Repayment Event. Upon the occurrence of any of the following events ("Repayment Event"): Repayment will be completed within 12 months of a Repayment Event

- a. Employment of the Employee at ACEMS terminates prior to the completion of the one (1) year period, including resignation by Employee, or dismissal by Employer with or without cause; or
- b. Employee moves from full-time to part-time or seasonal status for any length of time prior to the one (1) year period ending.
- c. The employee fails the AEMT class.
- d. Employee does not obtain their AEMT licensure/certificate within six (6) months of completing the AEMT course.

Section 3: Set-Off. The Employee authorizes and directs ACEMS to set off any and all amounts owing to ACEMS under this Agreement against any amount owing to ACEMS by the Employee, including but not limited to salary, wages, vacation pay, etc.

Section 4: Indemnity. The Employee hereby indemnifies and saves harmless ACEMS from and against any and all suits, claims, actions, damages, and other losses which ACEMS suffers or incurs as a result of any governmental taxing authority assessing the reimbursement of the Tuition Payments hereunder as a benefit to the Employee.

Section 8: Release. Employee hereby agrees to release and hold County harmless from and against any and all claims, lawsuits, or the like associated with County's performance of this agreement, or as it relates to the past, present, or future financial condition of the County or the performance of Employee's services under this Agreement.

Section 9: Default. In the event of default by the Employee hereto, the County may bring suit against the Employee to enforce the terms of this Agreement. In such an event, the prevailing party shall be entitled to recover any remedies available at law and/or equity, including reasonable attorney's fees and costs associated with the default.

Section 10: No Oral Modification. No modification, amendment, supplement to, or waiver of this Agreement or any of its provisions shall be binding upon the Parties hereto unless made in writing and duly signed by all the parties.

Section 11: Waiver. A failure of any Party to exercise any right provided for herein shall not be deemed to be a waiver of any right hereunder.

Section 12: Entire Agreement. This Agreement sets forth the entire understanding of the Parties as to the subject matter and may not be modified except in a writing executed by all Parties.

Section 13: Severability. If any term of this Agreement is held by a court of competent jurisdiction to be invalid or unenforceable, then this Agreement, including all of the remaining terms, will remain in full force and effect as if such invalid or unenforceable term had never been included.

Section 15: Exhibits. Any Exhibits attached hereto or incorporated herein are made a part of this Agreement for all purposes. The expression "this Agreement" means the body of this Agreement and the Exhibits.

Section 16: Multiple Counterparts; Effectiveness. This Agreement may be executed in multiple counterparts, each of which shall be deemed an original for all purposes and all of which shall be deemed, collectively, one Agreement. This Agreement shall become effective when executed and delivered by all the Parties.

Section 17: Jurisdiction. Each Party hereby irrevocably consents to the jurisdiction of all state courts sitting in Anderson County, Tennessee, or all federal courts sitting in Knoxville, Tennessee, and agrees that venue for any legal action brought in connection with this Agreement shall lie exclusively in such courts.

Section 18: Binding Effect. This Agreement shall be binding upon and inure to the benefit of the Parties and upon their respective successors, heirs, or assigns.

Section 19: Choice of Law. This Agreement shall be governed and construed in accordance with the laws of the State of Tennessee.

Section 20: Notice. Any notice required or provided pursuant to this Agreement shall be in writing and sent or delivered to the Parties.

Section 21: Titles and Subtitles. Titles of paragraphs and subparagraphs are for convenient reference only and shall not have the effect of modifying, amending, or changing the express terms of this Agreement.

Section 22: Assignment. This Agreement is not assignable.

Section 23: Further Documentation. The Parties agree for themselves to execute any and all instruments in writing, which are or may become necessary or proper to carry out the employment relationship, purpose and intent of this Agreement.

For Employee:


Signature

Lily Edmonson
Print Full Name

Date: 12.19.25

Address: 107 Wilson Ave

Clinton, TN 37710

For Anderson County:


Nathan Sweet, Director of Emergency Medical Services

Date: 12/22/25

Approved as to Form:

County Law Director

Anderson County Government Employee AEMT Class Agreement

This Agreement is made on December 3, 2025 by and between
Misty Green (Employee) and Anderson County Emergency Medical Services (ACEMS).

Whereas Employee is an employee of ACEMS, and in order to enhance the skills of the Employee, the Employee has applied for and has been accepted into the AEMT (Course of Study) at Anderson County EMS (Program) beginning on/or about February 2nd, 2026 and ending on/or about May 19th, 2026.

Witnesseth:

Section 1: Course Cost Coverage. ACEMS agrees to cover the total fees for the Course and testing fee, as long as the Employee is actively employed in a full-time capacity for a period of no less than one (1) year after obtaining licensure/certificate as an AEMT from the State of Tennessee. ACEMS will not pay for licensure fees, which are considered a separate cost from the class requirements. ACEMS will not pay for more than one testing fee. The course fee total is \$2,500.

Section 2: Repayment Event. Upon the occurrence of any of the following events ("Repayment Event"): Repayment will be completed within 12 months of a Repayment Event

- a. Employment of the Employee at ACEMS terminates prior to the completion of the one (1) year period, including resignation by Employee, or dismissal by Employer with or without cause; or
- b. Employee moves from full-time to part-time or seasonal status for any length of time prior to the one (1) year period ending.
- c. The employee fails the AEMT class.
- d. Employee does not obtain their AEMT licensure/certificate within six (6) months of completing the AEMT course.

Section 3: Set-Off. The Employee authorizes and directs ACEMS to set off any and all amounts owing to ACEMS under this Agreement against any amount owing to ACEMS by the Employee, including but not limited to salary, wages, vacation pay, etc.

Section 4: Indemnity. The Employee hereby indemnifies and saves harmless ACEMS from and against any and all suits, claims, actions, damages, and other losses which ACEMS suffers or incurs as a result of any governmental taxing authority assessing the reimbursement of the Tuition Payments hereunder as a benefit to the Employee.

Section 8: Release. Employee hereby agrees to release and hold County harmless from and against any and all claims, lawsuits, or the like associated with County's performance of this agreement, or as it relates to the past, present, or future financial condition of the County or the performance of Employee's services under this Agreement.

Section 9: Default. In the event of default by the Employee hereto, the County may bring suit against the Employee to enforce the terms of this Agreement. In such an event, the prevailing party shall be entitled to recover any remedies available at law and/or equity, including reasonable attorney's fees and costs associated with the default.

Section 10: No Oral Modification. No modification, amendment, supplement to, or waiver of this Agreement or any of its provisions shall be binding upon the Parties hereto unless made in writing and duly signed by all the parties.

Section 11: Waiver. A failure of any Party to exercise any right provided for herein shall not be deemed to be a waiver of any right hereunder.

Section 12: Entire Agreement. This Agreement sets forth the entire understanding of the Parties as to the subject matter and may not be modified except in a writing executed by all Parties.

Section 13: Severability. If any term of this Agreement is held by a court of competent jurisdiction to be invalid or unenforceable, then this Agreement, including all of the remaining terms, will remain in full force and effect as if such invalid or unenforceable term had never been included.

Section 15: Exhibits. Any Exhibits attached hereto or incorporated herein are made a part of this Agreement for all purposes. The expression "this Agreement" means the body of this Agreement and the Exhibits.

Section 16: Multiple Counterparts; Effectiveness. This Agreement may be executed in multiple counterparts, each of which shall be deemed an original for all purposes and all of which shall be deemed, collectively, one Agreement. This Agreement shall become effective when executed and delivered by all the Parties.

Section 17: Jurisdiction. Each Party hereby irrevocably consents to the jurisdiction of all state courts sitting in Anderson County, Tennessee, or all federal courts sitting in Knoxville, Tennessee, and agrees that venue for any legal action brought in connection with this Agreement shall lie exclusively in such courts.

Section 18: Binding Effect. This Agreement shall be binding upon and inure to the benefit of the Parties and upon their respective successors, heirs, or assigns.

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Section 22: Assignment. This Agreement is not assignable.

Section 23: Further Documentation. The Parties agree for themselves to execute any and all instruments in writing, which are or may become necessary or proper to carry out the employment relationship, purpose and intent of this Agreement.

For Employee:

Misty Green
Signature

Misty Dawn Green

Print Full Name

Date: 12/03/2025

Address: 444 FOSTER RD

LENOIR CITY, TN 37371

For Anderson County:

Nathan Sweet
Nathan Sweet, Director of Emergency
Medical Services

Date: 12/3/2025

Approved as to Form:

County Law Director

Anderson County Government Employee AEMT Class Agreement

This Agreement is made on Dec 4, 2025 by and between
Lorelei Herrmann (Employee) and Anderson County Emergency Medical Services (ACEMS).

Whereas Employee is an employee of ACEMS, and in order to enhance the skills of the Employee, the Employee has applied for and has been accepted into the AEMT (Course of Study) at Anderson County EMS (Program) beginning on/or about February 2nd, 2026 and ending on/or about May 19th, 2026.

Witnesseth:

Section 1: Course Cost Coverage. ACEMS agrees to cover the total fees for the Course and testing fee, as long as the Employee is actively employed in a full-time capacity for a period of no less than one (1) year after obtaining licensure/certificate as an AEMT from the State of Tennessee. ACEMS will not pay for licensure fees, which are considered a separate cost from the class requirements. ACEMS will not pay for more than one testing fee. The course fee total is \$2,500.

Section 2: Repayment Event. Upon the occurrence of any of the following events ("Repayment Event"): Repayment will be completed within 12 months of a Repayment Event

- a. Employment of the Employee at ACEMS terminates prior to the completion of the one (1) year period, including resignation by Employee, or dismissal by Employer with or without cause; or
- b. Employee moves from full-time to part-time or seasonal status for any length of time prior to the one (1) year period ending.
- c. The employee fails the AEMT class.
- d. Employee does not obtain their AEMT licensure/certificate within six (6) months of completing the AEMT course.

Section 3: Set-Off. The Employee authorizes and directs ACEMS to set off any and all amounts owing to ACEMS under this Agreement against any amount owing to ACEMS by the Employee, including but not limited to salary, wages, vacation pay, etc.

Section 4: Indemnity. The Employee hereby indemnifies and saves harmless ACEMS from and against any and all suits, claims, actions, damages, and other losses which ACEMS suffers or incurs as a result of any governmental taxing authority assessing the reimbursement of the Tuition Payments hereunder as a benefit to the Employee.

Section 8: Release. Employee hereby agrees to release and hold County harmless from and against any and all claims, lawsuits, or the like associated with County's performance of this agreement, or as it relates to the past, present, or future financial condition of the County or the performance of Employee's services under this Agreement.

Section 9: Default. In the event of default by the Employee hereto, the County may bring suit against the Employee to enforce the terms of this Agreement. In such an event, the prevailing party shall be entitled to recover any remedies available at law and/or equity, including reasonable attorney's fees and costs associated with the default.

Section 10: No Oral Modification. No modification, amendment, supplement to, or waiver of this Agreement or any of its provisions shall be binding upon the Parties hereto unless made in writing and duly signed by all the parties.

Section 11: Waiver. A failure of any Party to exercise any right provided for herein shall not be deemed to be a waiver of any right hereunder.

Section 12: Entire Agreement. This Agreement sets forth the entire understanding of the Parties as to the subject matter and may not be modified except in a writing executed by all Parties.

Section 13: Severability. If any term of this Agreement is held by a court of competent jurisdiction to be invalid or unenforceable, then this Agreement, including all of the remaining terms, will remain in full force and effect as if such invalid or unenforceable term had never been included.

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Section 18: Binding Effect. This Agreement shall be binding upon and inure to the benefit of the Parties and upon their respective successors, heirs, or assigns.

Section 19: Choice of Law. This Agreement shall be governed and construed in accordance with the laws of the State of Tennessee.

Section 20: Notice. Any notice required or provided pursuant to this Agreement shall be in writing and sent or delivered to the Parties.

Section 21: Titles and Subtitles. Titles of paragraphs and subparagraphs are for convenient reference only and shall not have the effect of modifying, amending, or changing the express terms of this Agreement.

Section 22: Assignment. This Agreement is not assignable.

Section 23: Further Documentation. The Parties agree for themselves to execute any and all instruments in writing, which are or may become necessary or proper to carry out the employment relationship, purpose and intent of this Agreement.

For Employee:

Lorelei Heffernan

Signature

Lorelei Heffernan

Print Full Name

Date: 12/04/25

Address: 1069 West Outer

Drive, Oak Ridge, TN,

37820

For Anderson County:

Nathan Sweet

Nathan Sweet, Director of Emergency Medical Services

Date: 12/5/2025

Approved as to Form:

County Law Director

Anderson County Government Employee AEMT Class Agreement

This Agreement is made on _____ by and between
Hannah Rhoton (Employee) and Anderson County Emergency Medical Services (ACEMS).

Whereas Employee is an employee of ACEMS, and in order to enhance the skills of the Employee, the Employee has applied for and has been accepted into the AEMT (Course of Study) at Anderson County EMS (Program) beginning on/or about February 2nd, 2026 and ending on/or about May 19th, 2026.

Witnesseth:

Section 1: Course Cost Coverage. ACEMS agrees to cover the total fees for the Course and testing fee, as long as the Employee is actively employed in a full-time capacity for a period of no less than one (1) year after obtaining licensure/certificate as an AEMT from the State of Tennessee. ACEMS will not pay for licensure fees, which are considered a separate cost from the class requirements. ACEMS will not pay for more than one testing fee. The course fee total is \$2,500.

Section 2: Repayment Event. Upon the occurrence of any of the following events ("Repayment Event"): Repayment will be completed within 12 months of a Repayment Event

- a. Employment of the Employee at ACEMS terminates prior to the completion of the one (1) year period, including resignation by Employee, or dismissal by Employer with or without cause; or
- b. Employee moves from full-time to part-time or seasonal status for any length of time prior to the one (1) year period ending.
- c. The employee fails the AEMT class.
- d. Employee does not obtain their AEMT licensure/certificate within six (6) months of completing the AEMT course.

Section 3: Set-Off. The Employee authorizes and directs ACEMS to set off any and all amounts owing to ACEMS under this Agreement against any amount owing to ACEMS by the Employee, including but not limited to salary, wages, vacation pay, etc.

Section 4: Indemnity. The Employee hereby indemnifies and saves harmless ACEMS from and against any and all suits, claims, actions, damages, and other losses which ACEMS suffers or incurs as a result of any governmental taxing authority assessing the reimbursement of the Tuition Payments hereunder as a benefit to the Employee.

Section 8: Release. Employee hereby agrees to release and hold County harmless from and against any and all claims, lawsuits, or the like associated with County's performance of this agreement, or as it relates to the past, present, or future financial condition of the County or the performance of Employee's services under this Agreement.

Section 9: Default. In the event of default by the Employee hereto, the County may bring suit against the Employee to enforce the terms of this Agreement. In such an event, the prevailing party shall be entitled to recover any remedies available at law and/or equity, including reasonable attorney's fees and costs associated with the default.

Section 10: No Oral Modification. No modification, amendment, supplement to, or waiver of this Agreement or any of its provisions shall be binding upon the Parties hereto unless made in writing and duly signed by all the parties.

Section 11: Waiver. A failure of any Party to exercise any right provided for herein shall not be deemed to be a waiver of any right hereunder.

Section 12: Entire Agreement. This Agreement sets forth the entire understanding of the Parties as to the subject matter and may not be modified except in a writing executed by all Parties.

Section 13: Severability. If any term of this Agreement is held by a court of competent jurisdiction to be invalid or unenforceable, then this Agreement, including all of the remaining terms, will remain in full force and effect as if such invalid or unenforceable term had never been included.

Section 15: Exhibits. Any Exhibits attached hereto or incorporated herein are made a part of this Agreement for all purposes. The expression "this Agreement" means the body of this Agreement and the Exhibits.

Section 16: Multiple Counterparts; Effectiveness. This Agreement may be executed in multiple counterparts, each of which shall be deemed an original for all purposes and all of which shall be deemed, collectively, one Agreement. This Agreement shall become effective when executed and delivered by all the Parties.

Section 17: Jurisdiction. Each Party hereby irrevocably consents to the jurisdiction of all state courts sitting in Anderson County, Tennessee, or all federal courts sitting in Knoxville, Tennessee, and agrees that venue for any legal action brought in connection with this Agreement shall lie exclusively in such courts.

Section 18: Binding Effect. This Agreement shall be binding upon and inure to the benefit of the Parties and upon their respective successors, heirs, or assigns.

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Section 19: Choice of Law. This Agreement shall be governed and construed in accordance with the laws of the State of Tennessee.

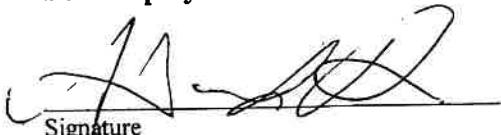
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Section 21: Titles and Subtitles. Titles of paragraphs and subparagraphs are for convenient reference only and shall not have the effect of modifying, amending, or changing the express terms of this Agreement.

Section 22: Assignment. This Agreement is not assignable.

Section 23: Further Documentation. The Parties agree for themselves to execute any and all instruments in writing, which are or may become necessary or proper to carry out the employment relationship, purpose and intent of this Agreement.

For Employee:



Signature

Hannah Rhoton
Print Full Name

Date: 12/10/25

Address: 504 W 4th Ave

Lenoir City, 37771

For Anderson County:

Nathan Sweet, Director of Emergency Medical Services

Date: _____

Approved as to Form:

County Law Director

Anderson County Government Employee AEMT Class Agreement

This Agreement is made on 12/10/25 by and between
Erinna Chadwick (Employee) and Anderson County Emergency Medical Services (ACEMS).

Whereas Employee is an employee of ACEMS, and in order to enhance the skills of the Employee, the Employee has applied for and has been accepted into the AEMT (Course of Study) at Anderson County EMS (Program) beginning on/or about February 2nd, 2026 and ending on/or about May 19th, 2026.

Witnesseth:

Section 1: Course Cost Coverage. ACEMS agrees to cover the total fees for the Course and testing fee, as long as the Employee is actively employed in a full-time capacity for a period of no less than one (1) year after obtaining licensure/certificate as an AEMT from the State of Tennessee. ACEMS will not pay for licensure fees, which are considered a separate cost from the class requirements. ACEMS will not pay for more than one testing fee. The course fee total is \$2,500.

Section 2: Repayment Event. Upon the occurrence of any of the following events ("Repayment Event"): Repayment will be completed within 12 months of a Repayment Event

- a. Employment of the Employee at ACEMS terminates prior to the completion of the one (1) year period, including resignation by Employee, or dismissal by Employer with or without cause; or
- b. Employee moves from full-time to part-time or seasonal status for any length of time prior to the one (1) year period ending.
- c. The employee fails the AEMT class.
- d. Employee does not obtain their AEMT licensure/certificate within six (6) months of completing the AEMT course.

Section 3: Set-Off. The Employee authorizes and directs ACEMS to set off any and all amounts owing to ACEMS under this Agreement against any amount owing to ACEMS by the Employee, including but not limited to salary, wages, vacation pay, etc.

Section 4: Indemnity. The Employee hereby indemnifies and saves harmless ACEMS from and against any and all suits, claims, actions, damages, and other losses which ACEMS suffers or incurs as a result of any governmental taxing authority assessing the reimbursement of the Tuition Payments hereunder as a benefit to the Employee.

Section 8: Release. Employee hereby agrees to release and hold County harmless from and against any and all claims, lawsuits, or the like associated with County's performance of this agreement, or as it relates to the past, present, or future financial condition of the County or the performance of Employee's services under this Agreement.

Section 9: Default. In the event of default by the Employee hereto, the County may bring suit against the Employee to enforce the terms of this Agreement. In such an event, the prevailing party shall be entitled to recover any remedies available at law and/or equity, including reasonable attorney's fees and costs associated with the default.

Section 10: No Oral Modification. No modification, amendment, supplement to, or waiver of this Agreement or any of its provisions shall be binding upon the Parties hereto unless made in writing and duly signed by all the parties.

Section 11: Waiver. A failure of any Party to exercise any right provided for herein shall not be deemed to be a waiver of any right hereunder.

Section 12: Entire Agreement. This Agreement sets forth the entire understanding of the Parties as to the subject matter and may not be modified except in a writing executed by all Parties.

Section 13: Severability. If any term of this Agreement is held by a court of competent jurisdiction to be invalid or unenforceable, then this Agreement, including all of the remaining terms, will remain in full force and effect as if such invalid or unenforceable term had never been included.

Section 15: Exhibits. Any Exhibits attached hereto or incorporated herein are made a part of this Agreement for all purposes. The expression "this Agreement" means the body of this Agreement and the Exhibits.

Section 16: Multiple Counterparts; Effectiveness. This Agreement may be executed in multiple counterparts, each of which shall be deemed an original for all purposes and all of which shall be deemed, collectively, one Agreement. This Agreement shall become effective when executed and delivered by all the Parties.

Section 17: Jurisdiction. Each Party hereby irrevocably consents to the jurisdiction of all state courts sitting in Anderson County, Tennessee, or all federal courts sitting in Knoxville, Tennessee, and agrees that venue for any legal action brought in connection with this Agreement shall lie exclusively in such courts.

Section 18: Binding Effect. This Agreement shall be binding upon and inure to the benefit of the Parties and upon their respective successors, heirs, or assigns.

Section 19: Choice of Law. This Agreement shall be governed and construed in accordance with the laws of the State of Tennessee.

Section 20: Notice. Any notice required or provided pursuant to this Agreement shall be in writing and sent or delivered to the Parties.

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For Employee:



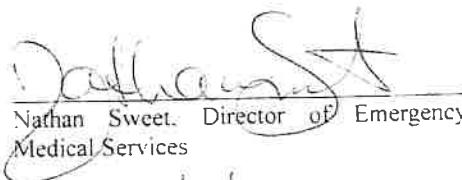
Signature

Errionna Chadwick
Print Full Name

Date: 12/10/25

Address: 212 W. Vanderbilt
Drive, Oak Ridge
TN 37830

For Anderson County:



Nathan Sweet, Director of Emergency Medical Services

Date: 12/11/25

Approved as to Form:

County Law Director

Anderson County Government Employee AEMT Class Agreement

This Agreement is made on Dec 22 2025 by and between
Nicholas Hill (Employee) and Anderson County Emergency Medical Services (ACEMS).

Where as Employee is an employee of ACEMS, and in order to enhance the skills of the Employee, the Employee has applied for and has been accepted into the AEMT (Course of Study) at Anderson County EMS (Program) beginning on/or about February 2nd, 2026 and ending on/or about May 19th, 2026.

Witnesseth:

Section 1: Course Cost Coverage. ACEMS agrees to cover the total fees for the Course and testing fee, as long as the Employee is actively employed in a full-time capacity for a period of no less than one (1) year after obtaining licensure/certificate as an AEMT from the State of Tennessee. ACEMS will not pay for licensure fees, which are considered a separate cost from the class requirements. ACEMS will not pay for more than one testing fee. The course fee total is \$2,500.

Section 2: Repayment Event. Upon the occurrence of any of the following events ("Repayment Event"): Repayment will be completed within 12 months of a Repayment Event

- a. Employment of the Employee at ACEMS terminates prior to the completion of the one (1) year period, including resignation by Employee, or dismissal by Employer with or without cause; or
- b. Employee moves from full-time to part-time or seasonal status for any length of time prior to the one (1) year period ending.
- c. The employee fails the AEMT class.
- d. Employee does not obtain their AEMT licensure/certificate within six (6) months of completing the AEMT course.

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Section 4: Indemnity. The Employee hereby indemnifies and saves harmless ACEMS from and against any and all suits, claims, actions, damages, and other losses which ACEMS suffers or incurs as a result of any governmental taxing authority assessing the reimbursement of the Tuition Payments hereunder as a benefit to the Employee.

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Section 23: Further Documentation. The Parties agree for themselves to execute any and all instruments in writing, which are or may become necessary or proper to carry out the employment relationship, purpose and intent of this Agreement.

For Employee:

Nicholas Ray Hill

Signature

Nicholas Ray Hill

Print Full Name

Date: 12/22/2025

Address: 180 Waterview Dr.

Apt 114, Oak Ridge Tn,
37830

For Anderson County:

Dashanay Sweet

Nathan Sweet, Director of Emergency Medical Services

Date: 12/22/25

Approved as to Form:

County Law Director