

**eTeam Inc.**

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## Statement of Work

This Statement of Work ("SOW") is effective as of November 3rd, 2025. This SOW is subject to the terms and conditions of that certain Independent Contractor / Freelancer Agreement (the "Agreement") by and between eTeam, Inc. ("Company") and Olásúnkánmí Arówólò ("Contractor") (Company and Contractor collectively the "Parties," each a "Party") dated November 3rd, 2025. Unless otherwise defined herein, capitalized terms shall carry the meanings set forth in the Agreement. For good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged by each Party, the Parties agree:

**Customer:** American Chemical Society

**Scope & Acceptance Criteria:** The contractor will provide the following deliverables:

### News & Feature Writing

As appropriate, C&EN will ask the Contractor to contribute news and feature stories on a freelance basis during the period October 24, 2025, through October 23, 2026. The stories will be published in one or more of C&EN's digital/print properties, ACS Central Science, ACS Chemical Health & Safety, and/or Industry Matters.

The C&EN editor will either assign the Contractor specific articles, or the Contractor will pitch ideas for the editor to accept. The editor will specify story length and type during assignment. Payment will be based on the published length or the assigned length, whichever is greater. The story text and captions will be included in calculating the published word count. In addition to providing a draft and making revisions as requested by the editor, upon turning in a first draft, the Contractor will suggest appropriate art for the stories, based on discussion with the editor. The Contractor is responsible for procuring art from their sources of appropriate resolution for C&EN's platforms (8 inches or 1,200 pixels wide for online stories). The Contractor will file the story in a template provided by the editor, which will include metadata fields such as headline and deck, suggested keywords, relevant hyperlinks, and related C&EN stories.

### Feature Story Research

Also as appropriate, the C&EN editor will assign specific topics for the Contractor to research for possible feature stories. The Contractor will deliver an approximately 400-word pitch for the story, which C&EN may opt to commission as a feature to be published in one or more of C&EN's digital/print properties and/or ACS Central Science. The Contractor will work with the C&EN editor to determine the content of the research, which may include conducting preliminary interviews, and the components of the resulting pitch, which may include a story outline, a list of sources, and art ideas. After the Contractor delivers the initial pitch, the editor may request a reasonable amount of additional research to address any questions or concerns about the story. The payment for feature story research is Four Hundred Dollars (\$400). If a story is commissioned, the Contractor will be paid for the story based on the feature rates described.

### Kill Fee

If a story is commissioned and then killed by the C&EN editor, the Contractor will be paid a kill fee of between ten percent (10%) and fifty percent (50%) of the agreed-upon payment. The kill fee is based on the amount of work that the Contractor has done when the story is killed and is calculated based on the assigned length specified by the editor and the rates described.

### Capture of Photos and Video

If the Independent Contractor (writer) on assignment wishes to capture photos or video as part of the assignment, they must propose this to the assigning editor at the time the assignment is made. The assigning editor will consult with the creative team to determine whether the visuals are needed. If approved, the Independent Contractor may capture the agreed-upon assets and deliver them digitally to the creative team. The creative team retains sole discretion to determine whether any photos or videos will be used.

The total cost should not exceed \$15,000.

Duration of Services: 10/24/2025 To 10/23/2026

Contractor: Olásúnkànmí Arówólò

Location of Services: United Kingdom

Acceptance Criteria\*: Customer has to accept the time (for time-based Services), and Customer has to accept the milestones, deliverables, and/or Services performed, via the System of Record, each as applicable based on the scope of Services agreed upon in this SOW.

\*Contractor acknowledges and agrees that payment for Services is conditioned on successfully meeting the applicable acceptance criteria.

Payment Structure / Timing / Amounts\*

Milestone	Hourly Amount	Completion Amount
Clean Audio Bonus (interview only) (\$50).	NA	USD 50.00 (Variable)
Video – Interview Footage (may be paired with B-roll package for a complete video; requires written permissions from interviewees) (\$200 per interview used).	NA	USD 200.00 (Variable)
Video – B-Roll Package (4–10 clips) (\$300 per package used).	NA	USD 300.00 (Variable)
Video – Basic Clip (B-Roll) (\$50 per clip used).	NA	USD 50.00 (Variable)
Approved photographs - (\$100 per photo used).	NA	USD 100.00 (Variable)
Maximum kill fee (up to \$2,500).	NA	USD 2500.00 (Variable)
Feature story research (\$400).	NA	USD 400.00 (Variable)
Q&A/Interview - single-source (\$1.70 per word).	NA	USD 1.70 (Variable)
Feature - multi-source (\$2.00 per word).	NA	USD 2.00 (Variable)
News pitch - an accepted news story pitch or news brief pitch assigned for reporting (\$75).	NA	USD 75.00 (Variable)
News story - 330-600 words, as assigned (\$650).	NA	USD 650.00 (Variable)
News brief - 175-300 words, as assigned (\$370).	NA	USD 370.00 (Variable)

\*Subject to successfully meeting the applicable acceptance criteria

The “Services” shall include all services herein described, including any applicable milestones and deliverables. This SOW may be executed in one or more counterparts, including, but not limited to, scanned images. Each counterpart shall for all purposes be deemed to be an original, and each counterpart shall constitute this SOW. Contractor acknowledges and agrees that it has carefully read and understands this SOW, and that it shall perform its obligations hereunder in good faith and efficiently. Contractor agrees that it signs this SOW voluntarily and willingly.

eTeam

Olásúnkànmí Arówólò

Signature:

Signature:

Name:

Name:

Title:

Title:

Date:

Date: