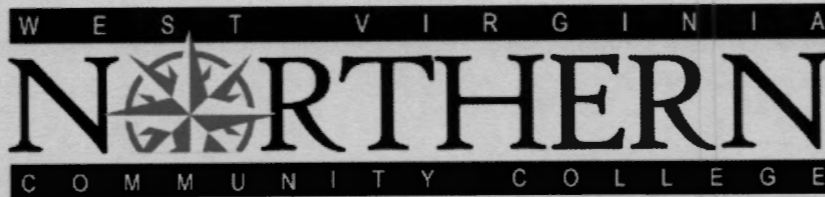


Memorandum of Understanding

Salem University and West Virginia Northern Community College



Salem University ("Salem"), with its main campus at 223 West Main Street, Salem, WV, 26426 and an office at 8500 Keystone Crossing, Suite 310, Indianapolis, IN 46240, is pleased to establish this Memorandum of Understanding ("memorandum") with West Virginia Northern Community College ("WVNCC"), with its main location at 1704 Market Street, Wheeling, WV 26003; and additional locations at 150 Park Avenue, Weirton, WV 26062; and 141 Main St., New Martinsville, WV 26155.

Section I: General Provisions

IA. Salem University

i. Salem agrees to (a) guarantee admission to its Bachelor's degree programs, with advanced academic placement and (b) provide partner discounted tuition rates for each WVNCC graduate, employee, volunteer, member, spouse, or their dependent, as defined by WVNCC, who:

- Submits a completed application and official transcripts to Salem.
- Meets any special requirements for a selected program of study
- Meets the technical requirements to complete a degree online (if applicable).

Salem will complete a full evaluation of all official transcripts for any WVNCC graduate, employee, volunteer, member, or their dependent seeking admission. Salem will accept up to 90 credits, including consideration for any WVNCC graduate, employee, volunteer, member, or their dependent training and existing certification, toward the bachelor degree program requirement, to further reduce cost and time to completion for WVNCC employees, volunteers, members, or their dependents.

ii. Salem agrees to provide access to its non-credit and/or industry aligned offerings at a discounted rate to all WVNCC graduates, employees, volunteers, members, or their dependents.

iii. Salem agrees to a) guarantee admission of qualified applicants who are WVNCC graduates, employees, volunteers, members, or their dependents or their dependents, as defined by WVNCC, to its Bachelor and Master's degree Programs and b) provide partner discounted tuition rates for each WVNCC graduate, employee, volunteer, member, or their dependent who is qualified for admission at Salem University. Salem will accept transfer credits, including consideration for WVNCC employee training and existing certification, toward the master degree program requirements, to further reduce cost and time to completion for any WVNCC graduate, employee, volunteer, member, or their dependent.

iv. Salem agrees to guarantee admission of qualified applicants who are WVNCC graduates, employees, volunteers, members, or their dependents in Salem's Doctor of Business Administration (DBA) program. Qualified applicants must meet the following admission requirements for the Doctor of Business Administration (DBA):

- Applicants must have earned a Master degree, preferably an MBA, or completed at least 30 semester credit hours of graduate-level work with a 3.0 grade point average or higher at an appropriately accredited institution.
- The student will submit a written statement and current resume.
- Once in the program, the student must maintain 3.0 or higher cumulative grade point average (GPA).

IB. West Virginia Northern Community College

i. WVNCC agrees to provide Salem with the opportunity to present the memorandum and other opportunities to WVNCC students, graduates, employees, volunteers, members, or their dependents. Presentations may be made on-site and in person or online via web conferencing solutions.

ii. WVNCC agrees to include the Salem University memorandum and other educational opportunities on its website and in graduate, employee, volunteer, and member advising and/or marketing material.

iii. WVNCC agrees to share the directory information of graduates, employees and volunteers for recruitment purposes at Salem University.

Section II: Tuition Pricing

i. Undergraduate Tuition: Salem agrees to provide WVNCC graduates, employees, volunteers, members, or their dependents with an undergraduate tuition rate of \$325.00 per credit.

Students are required to pay book, technology, and activity fees published in the University Catalog.

ii. Graduate Degree Tuition (Non-DBA): Salem agrees to provide either: a discounted tuition rate (from published rate) of \$495 per credit for graduate degree programs or a previously established preferred program rate, whichever is lowest, to all WVNCC graduates, employees, volunteers, members, or their dependents, as defined by the WVNCC.

iii. DBA Tuition: Salem agrees to provide a Tuition Pricing Plan to all WVNCC graduates, employees, volunteers, members, or and their dependents, as defined by the WVNCC, limiting tuition costs to a minimum of:

Tuition \$18,000
Books \$1,700
Technology Fee \$500
Residencies \$4,000
Total \$24,200*

iii.B Total minimum DBA program tuition cost is based on successful completion of all coursework in the first attempt. Additional coursework will be billed at partner preferred per credit rate.

iv. Certificate and Non-Credit offerings: Salem agrees to provide any WVNCC graduate, employee, volunteer, member, or their dependent a 10% savings on all programs offered through the Salem Workforce Education and Readiness Center.

Section III: Financial Aid, Residency and Housing, General Terms, Effective Date, and Signatures

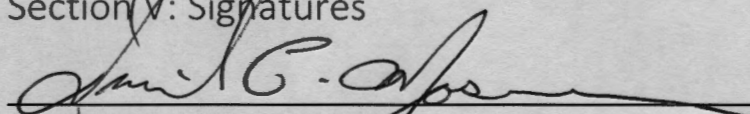
i. WVNCC graduates, employees, volunteers, members, or their dependents who enroll are eligible to apply for federal financial aid programs available to all students attending Salem. Eligible students may utilize federal higher education funding, including grants and loans.

ii. There are no on-campus residency requirements for students who choose to pursue their studies via distance education. WVNCC graduates, employees, volunteers, members, or their dependents may choose the option of residing on campus at Salem. The costs for room and board are in addition to tuition and are not subject to special pricing. These charges are summarized in Salem's Catalog Supplement.

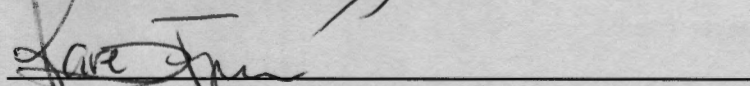
iii. Salem and WVNCC will maintain their independence as sovereign institutions and will assure the continued integrity and accreditation of their programs, entering into this agreement as equals. Salem and the WVNCC will cooperate in advising students and will designate one or more points of contact to maintain communications and resolve issues that may arise in a timely manner. Salem will arrange with WVNCC to meet with prospective students at least once per semester or as needed.

The terms of this memorandum are effective as of the date shown below and will be evaluated biennially. Either party may withdraw from this memorandum by providing written notice one year in advance. Salem reserves the right to deny admission to any student who has been suspended, expelled, or convicted of felony. Salem and WVNCC will indicate this relationship through appropriate literature, catalogs, brochures, websites, social media, and/or other means, as mutually agreed. This memorandum is not intended to and does not create any partnership or other joint enterprise. The sole purpose of this memorandum is to provide WVNCC graduates, employees, volunteers, members, or their dependents with additional educational opportunities. WVNCC will advise employees, volunteers, members, or their dependents in what it believes will be their best interest. WVNCC will not receive any compensation or benefits under this memorandum.

Section V: Signatures



For WVNCC – Dr. Daniel Mosser



For Salem – Dr. Karen Ferguson