



CREW Network Chapter Affiliation Agreement

CREW Network is dedicated to transforming the commercial real estate industry by advancing women globally. To accomplish that mission, specific requirements and brand standards must be maintained by chapters affiliated with CREW Network. This Affiliation Agreement outlines responsibilities for both parties: CREW Network’s obligations to the chapter organizations as well as the expectations of the chapter organizations affiliated with CREW Network.

This agreement (“Agreement”) defines the said affiliation by and between Commercial Real Estate Women Network (“CREW Network”), a Washington, DC nonprofit corporation, with its principal place of business in Lawrence, Kansas, and the chapter organization: _____ (“Chapter”), a _____ nonprofit corporation, with its principal place of business in _____.

WHEREAS, CREW Network is a global organization dedicated to transforming the commercial real estate industry by advancing women globally; and

WHEREAS, Chapter supports the mission of CREW Network and desires to pursue and advance the principles and purposes of CREW Network through its activities;

NOW, THEREFORE, in consideration of the mutual promises of the parties, the parties agree as follows:

1. **CREW NETWORK RESPONSIBILITIES:**
(provided to Chapter, at no cost to Chapter)
 - 1.1. **Chapter Insurance:** CREW Network will provide Directors and Officers Liability as well as General Liability Insurance to Chapter (subject to the provisions of Section 4 below).
 - 1.2. **Chapter Management:** CREW Network will provide real-time access for Chapter leaders to view statistics and access standard data about membership, CREW Network event registrants, chapter leaders, etc. (as set forth in Section 3 below).
 - 1.3. **CREWbiz and CREW Network app:** CREW Network will record specific information about individual members as provided by Chapter leaders into a database (see 1.3.1.). This allows each member to have access to the CREWbiz Community, which hosts member and speaker directories, online resources, an online community/discussion portal, as well as access to the native CREW Network app (see Section 3 below).
 - 1.3.1. **Required Member Information:** Chapter shall provide to CREW Network the following information for each member: full name, company, title, address (including city, state/province, postal code), email address, approved membership category, years of experience in commercial real estate, and qualified field of commercial real estate (QFCRE) as determined by chapter leaders using CREW Network’s defined qualified fields of commercial real estate as a guideline.

- 1.3.2. **Protection of Data:** CREW Network will use the information provided about members to fulfill requests for CREW Network products, programs, and services, and to respond to inquiries. CREW Network does not sell contact information to third parties and will take appropriate measures to safeguard against unauthorized disclosures of personally identifiable information that is collected. Data will never be disclosed in a manner that is inconsistent with the published Privacy Statement (see Section 3 below).
- 1.4. **CREW Brand:** CREW Network will provide Chapter with a logo and color palette for use under the terms of this Agreement, including Section 3 below, that are cohesive with CREW Network's brand and image to maintain a unified look and strengthen the visual identity of chapters affiliated with CREW Network.
- 1.5. **Resources and Training:** CREW Network will provide access to resources, playbooks, governance materials and any available sample procedural documents (see Section 3 below) as well as provide chapter leader training via webinars and other tools.
- 1.6. ***Microsoft 365 Business Account:** (*or comparable equivalent) CREW Network will provide Chapter with one business account for cloud document storage (additional business accounts may be added upon request, for a fee).
- 1.7. **CREW Network Board Liaison:** CREW Network will assign a CREW Network board member as a liaison to Chapter to ensure a connection to the CREW Network board and provide support and guidance as needed or as requested by Chapter.
- 1.8. **CREW Network Board Liaison Visits:** Board liaisons (see Section 1.7 above) will visit Chapter every other year to meet in-person with Chapter's board and deliver a CREW Network presentation at a chapter program (customized to Chapter needs).
- 1.9. **CREW Network staff:** CREW Network staff will be available to Chapter leaders for governance matters, planning discussions and other guidance.
- 1.10. **Membership Transfer Services:** CREW Network will verify status and manage correspondence to facilitate transferring qualified members between Chapters when a member relocates. As part of the Membership Reciprocity Program, no additional dues will be charged to the individual member during the term for which they have paid, but the member will be added to the roster in their new market for the remainder of the paid term. Chapter may require an application or other qualifiers for the individual to continue membership in the chapter beyond the paid term (see Section 2.9 below).
- 1.11. **Marketing and promotional materials:** Subject to the provisions of Section 3 below, CREW Network will provide CREW Network-branded marketing materials to Chapter for promotional needs, as requested. This includes both digital and printed materials.
- 1.12. **Membership Renewal Service** (*required for U.S. Chapters only*): At no cost to Chapter, CREW Network staff will create renewal invoices and issue standard email notices to each member, instructing them to pay their annual dues. Chapter's membership terms must be on a calendar year basis and dues are to be billed and processed in U.S. dollars. CREW Network will process payments and remit chapter dues on a regular schedule. Detailed information is provided to chapter leaders each fall.

- 1.12.1. Chapters that opted not to utilize this service prior to 2022 renewals, or Chapters located outside of the U.S., retain the option to collect dues locally and submit the required member data and per-member dues to CREW Network on an annual basis, by deadlines set by CREW Network staff.
- 1.13. **Diversity, Equity and Inclusion:** CREW Network is a thought leader on diversity, equity and inclusion in the commercial real estate industry. CREW Network respects the rights, dignity, and worth of all people and will strive to eliminate bias in professional activities. CREW Network will provide resources and education to leaders of Chapters to assist in this DEI goal.

2. AFFILIATED CHAPTER RESPONSIBILITIES:

- 2.1. **Collect / Remit Member Dues:** Chapter leaders will collect (or cause to be collected, see 1.12 for renewal assistance offered by CREW Network) annual membership dues from each member of Chapter and pay the current CREW Network dues for each member, with the following known factors:
 - 2.1.1. Chapter cannot have local-only members. All members of a chapter must also be members of CREW Network and pay annual dues.
 - 2.1.2. Dues are collected annually, for a calendar year membership term.
 - 2.1.3. CREW Network dues are non-refundable and non-transferrable.
 - 2.1.4. CREW Network dues (and other fees) are collected in U.S. dollars
 - 2.1.5. CREW Network dues are discounted for the balance of the calendar year for new members who join after July 1.
- 2.2. **Share CREW Network's Purpose:** CREW Network's mission states that CREW Network exists to transform the commercial real estate industry by advancing women globally.
 - 2.2.1. Chapter will promote the purpose and objectives of CREW Network as stated in CREW Network's Articles of Incorporation, Bylaws and Policies and Procedures.
 - 2.2.2. Chapter will endeavor to sponsor and conduct events and programs that further the objectives of the business network, and use best efforts to ensure that such events and programs are of the highest quality with respect to content, materials, logistical preparation, and otherwise.
 - 2.2.3. Chapter will not endorse political candidates or fund activities or initiatives to influence legislation (commonly known as lobbying).
- 2.3. **Maintain Composition:** Chapter leaders will monitor and maintain membership composition requirements as outlined in the CREW Network Bylaws and Policies and Procedures (CREW Network provides monitoring tools, as set forth in Section 1.2). Current requirements are as follows (these are subject to change from time to time with approved Bylaws amendments or Policies and Procedures modifications):
 - 2.3.1. **Industry:** At least 75% of the individual members must be currently employed in a substantially full-time, professional position, the primary responsibilities of which are in one or more of the QFCREs.
 - 2.3.2. **Experience:** A majority (>50%) of individual members must have at least five (5) years of experience working in a QFCRE.

- 2.4. **Participate in CREW Network Events:** Chapter leaders will be present at each CREW Network Council of Delegates Meeting, which occur during CREW Network Leadership Summits.
 - 2.4.1. One (1) chapter representative (e.g. delegate) is required to attend each council meeting; two (2) delegates are strongly encouraged to attend.
 - 2.4.2. Chapter leaders should encourage all members to attend CREW Network events to benefit from leadership and professional development opportunities.
- 2.5. **Survey Participation:** the current chapter president will respond to the annual satisfaction survey sent each fall.
- 2.6. **Governance Documents:** Maintain standard organizational documents (e.g. Bylaws, Articles of Incorporation), as well as tax exemption correspondence, adverse notices or other correspondence from any governmental agency.
 - 2.6.1. **Consult CREW Network:** Chapter leaders will submit proposed changes for CREW Network staff review prior to conducting a vote to amend chapter bylaws.
 - 2.6.2. **Submit Governance Documents:** Chapter leaders will provide digital copies of all Governance Documents to CREW Network and perform an annual audit to ensure the final version of any Governance Document edited during their term has been submitted to CREW Network for digital storage and archival on CREW Network’s servers and cloud backups.
 - 2.6.3. **Submit Annual Tax Filings:** Chapter leaders will provide their annual state or provincial filings and IRS Form 990 (US) or T2/T1044 (Canadian) to CREW Network for digital storage and archival on CREW Network’s servers and cloud backups.
- 2.7. **Maintain Nonprofit Status:** Chapter leaders will maintain proper nonprofit corporation status and follow the appropriate legislation at the state, federal (U.S.), the provincial, territorial, and federal (Canada), and the federal (Mexico) levels, as required by the respective agencies, to remain in compliance with 501(c)(6) standards (U.S.), Non-Profit standards (Canada), or Non-Governmental Organization requirements (Mexico).
- 2.8. **Inform of Incoming Chapter Leaders:** Chapter leaders will notify CREW Network of newly elected leaders once they are identified, but no later than November 1 of each year, and provide updates throughout the year if leaders change during their elected term.
- 2.9. **Reciprocate Membership:** Chapter will automatically extend membership benefits to an existing member who is employed in a substantially full-time, professional position, the primary responsibilities of which are in one or more of the QFCREs (“Full Member”) of any other affiliated chapter who transfers into their area, for the remainder of the calendar year for which such member has paid. Chapter leaders have the right to require the individual to be vetted through their usual application process before extending membership benefits beyond the paid term, and the usual membership dues shall be assessed for future terms. If any member other than a Full Member is transferring, CREW Network staff will consult with chapter leaders for direction.

- 2.10. **Unified Brand Standards:** Chapter will utilize the customized, yet unified brand logo and brand guidelines provided by CREW Network for chapter use, subject to the terms of Section 3 below.
 - 2.10.1. Chapters that affiliated with CREW Network prior to 2019 are invited to adopt the unified brand but retain the option to continue using their separate logo/brand.
 - 2.10.2. Chapters will not use the word “Network” in their local chapter brand or name that is promoted publicly.
- 2.11. **Entry of Committee Rosters** (**optional*): **if Chapter leaders would like to have committee participation recorded for committee members* (this information is visible on CREWbiz and integrated chapter websites), chapter leaders will enter this data through Chapter Management tool as defined in Section 1.2.
- 2.12. **Member Data:** Chapter shall provide, or cause to be provided, CREW Network with the data set forth in Section 1.3.1 above for each of its members on an annual basis.
 - 2.12.1. **Protection of Data:** Chapter leaders who have access to members' personally identifiable information shall protect this information by, for example, not using data for any purpose other than to carry out the tasks and services being performed for CREW (see Section 3 below).
- 2.13. **Diversity, Equity and Inclusion:** Chapter shall make a concerted effort to recruit diverse professionals, provide equitable opportunities for members and create a welcome and inclusionary culture that shows respect for the rights, dignity, and worth of all people.
 - 2.13.1. Chapter shall provide an environment that does not discriminate in any way, based on age, gender, race, socioeconomic status and socioeconomic origins, ethnicity, national origin, religion, sexual orientation, gender identity, gender expression, disability, health conditions, political affiliation, marital status, domestic status, parental status, or any other applicable basis proscribed by law.
 - 2.13.2. Chapter shall provide a respectful, inclusive and professional environment at all activities and programs, welcoming people from diverse backgrounds and wide-ranging points of view.
 - 2.13.3. Chapter will strive to eliminate bias in their professional activities.

3. INTELLECTUAL PROPERTY AND CONFIDENTIAL INFORMATION

- 3.1. CREW Network hereby grants to Chapter a limited, revocable, non-exclusive, license to use (i) the CREW Network name, CREW acronym, trademarks, and other logos, as specified in Attachment A as amended by CREW Network from time to time (the “Marks”), (ii) CREW Network’s membership mailing, telephone, and electronic mail lists, to include the CREWbiz Community, other online resources, CREW Network’s native APP, and other data regarding Chapter members, with respect to past, current or prospective members (all of the aforementioned in this subsection (ii) being the “CREW Data”), and (iii) all other information and materials provided by CREW Network to Chapter during the Term (as defined in Section 6.1 below), including without limitation access to Chapter Management statistics and data, advertising and marketing materials,

playbooks, toolkits, CREW Network Career Center resources such as materials from CREW Careers, UCREW, best practices materials, sponsorship programs, and all other CREW Network resources provided to Chapter (herein referred to as “Proprietary Information”)(the Marks, CREW Data, and Proprietary Information are herein collectively referred to as the “Intellectual Property”), solely in connection with the Chapter Responsibilities authorized under this Agreement. All uses of the Marks in any format are subject to the prior review and written approval of CREW Network in its sole discretion to ensure appropriate style and quality of its valuable Intellectual Property and must comply with all CREW Network brand and style guidelines.

- 3.2. Chapter acknowledges that the Intellectual Property and all intellectual property rights therein including without limitation all goodwill related thereto is and shall remain always the sole and exclusive property of CREW Network. All use of the Intellectual Property under this Agreement and any goodwill accruing from such use will inure solely to the benefit of CREW Network. Chapter agrees not to dispute or challenge, or assist any third party in disputing or challenging, CREW Network’s rights in and to the Intellectual Property or the validity of the Intellectual Property. To the extent that any materials are developed by Chapter containing the Intellectual Property or Chapter otherwise develops any new intellectual property rights incorporating or derived from the Intellectual Property (“New IP”), all such rights in and to such Intellectual Property and any New IP shall be assigned and are hereby assigned to CREW Network. CREW Network does hereby accept the assignment of all worldwide rights, titles, and interest which Chapter may possess in and to the Intellectual Property and any New IP, including without limitation the copyrights therein. CREW Network shall own and retain all copyrights in and to any such Intellectual Property and New IP. Chapter agrees that Chapter will, without additional consideration, give CREW Network or its nominee at any time in the future all assistance necessary to perfect CREW Network’s rights, titles, and interest in and to the Intellectual Property and New IP, including without limitation the execution, acknowledgement, and delivery of all documents necessary to effectuate the intent of this Agreement
- 3.3. CREW Network’s Intellectual Property may not be revised or altered in any way, and all Intellectual Property must be displayed in the same form as produced or otherwise approved by CREW Network. The Marks may not be modified or used in conjunction with any other trademark, service mark, or other mark without the express prior written approval of CREW Network. Chapter shall not file any application to register any of the Marks, or a mark that incorporates or is confusingly similar to any of the CREW Network Marks, as a trademark and, without CREW Network’s prior written consent, shall not use the Marks (or any mark confusingly similar thereto), individually or in combination, as part of (a) its corporate or trade name, or (b) any domain name or social media account name (or “handle”). Chapter shall provide, at CREW Network’s request and at Chapter’s expense, all necessary assistance with CREW Network’s maintenance and prosecution of applications and registrations of its Intellectual Property.
- 3.4. Chapter acknowledges and is familiar with the high standards, quality, style, and image of CREW Network, and Chapter shall, at all times, conduct its business and use the Marks and other Intellectual Property in a manner consistent with

these standards, quality, style, and image. The Intellectual Property must be used by Chapter in a professional manner and solely for official Chapter-related purposes. Chapter shall not permit any third party to use the Intellectual Property without CREW Network's express prior written approval, which may be granted or denied in CREW Network's sole discretion. Chapter shall not sell, trade or otherwise encumber the Intellectual Property without CREW Network's prior written approval. The Intellectual Property may not be used for individual personal or professional gain or other private benefit, and the Intellectual Property may not be used in any manner that, in the sole discretion of CREW Network, discredits CREW Network or tarnishes its reputation or goodwill; is false or misleading; violates the rights of others; violates any law, regulation, or other public policy; or mischaracterizes the relationship between CREW Network and Chapter.

- 3.5. Chapter shall promptly provide CREW Network with copies of all communications with any governmental, regulatory, or industry authority relating to the Marks or other Intellectual Property. Chapter shall immediately notify CREW Network in writing with reasonable detail of any: (a) actual, suspected, or threatened infringement of the Intellectual Property, claim that the Intellectual Property is invalid, or opposition to the Marks; (b) actual, suspected, or threatened claim that the Intellectual Property infringes the rights of any third party; (c) person applying for, or granted, a registered trademark which conflicts with any of the rights granted to Chapter under this Agreement; or (d) other actual, suspected or threatened claim to which the Intellectual Property may be subject. With respect to any of the matters listed above: (x) CREW Network has exclusive control over, and conduct of, all claims and proceedings; (y) Chapter shall provide CREW Network with all assistance that CREW Network may reasonably require in the conduct of any claims or proceedings; and (z) CREW Network shall bear the cost of any proceedings and will be entitled to retain all sums recovered in any action for its own account.
- 3.6. In each use by Chapter of the Intellectual Property, Chapter shall ensure that the applicable trademark and copyright notices are used pursuant to the requirements of United States law, Canadian law, Mexican law, the laws of the territory, state or province (as applicable) where Chapter is located, and any other guidelines that CREW Network may prescribe.
- 3.7. Upon request, Chapter shall promptly provide CREW Network with samples of use of the Intellectual Property from which CREW Network may determine compliance with the terms and conditions hereof. CREW Network reserves the right to prohibit use of any or all Intellectual Property, as well as to impose other sanctions, if it determines, in its sole discretion, that Chapter's usage thereof is not in strict accordance with the terms and conditions of this limited, non-exclusive, and revocable license as set forth herein.
- 3.8. Use of the Intellectual Property shall create no rights for Chapter in or to the Intellectual Property or its use beyond the terms and conditions of this Agreement. All rights of usage of the Intellectual Property by Chapter shall terminate immediately upon the termination of this Agreement. Chapter's obligations to protect the Intellectual Property shall survive the revocation, surrender or other termination of this Agreement.

- 3.9. Confidentiality. Chapter acknowledges that in connection with this Agreement it will gain access to information that is treated as confidential by CREW Network, including information about its business operations and strategies, goods and services, members, affiliates, chapters, pricing, marketing, and other sensitive and proprietary information (collectively, the "Confidential Information"). Confidential Information does not include information that, at the time of disclosure: (a) is or becomes generally available to and known by the public other than as a result of, directly or indirectly, any breach of this Section 3.9 by Chapter; (b) is or becomes available to Chapter on a non-confidential basis from a third party, provided that such third party is not and was not prohibited from disclosing such Confidential Information; (c) was known by or in the possession of Chapter prior to being disclosed by or on behalf of CREW Network; or (d) is required to be disclosed by law, including pursuant to the terms of a court order; provided that Chapter has given CREW Network prior written notice of such disclosure and an opportunity to contest such disclosure and to seek a protective order or other remedy. Chapter shall: (x) protect and safeguard the confidentiality of CREW Network's Confidential Information with at least a commercially reasonable degree of care; (y) not use CREW Network's Confidential Information, or permit it to be accessed or used, for any purpose other than to exercise its rights or perform its obligations under this Agreement; and (z) not disclose any such Confidential Information to any third party, except to Chapter's officers, employees, consultants, accountants, and legal advisors who are bound by written confidentiality obligations and have a need to know the Confidential Information to assist Chapter, or act on its behalf, to exercise its rights or perform its obligations under this Agreement.
- 3.10. Nothing in this Agreement constitutes any representation or warranty by CREW Network that: (a) any of the Intellectual Property is valid; or (b) the exercise by Chapter of rights granted under this Agreement will not infringe the rights of any person.

4. INSURANCE AND LIABILITY

- 4.1. The parties are separate and independent entities, neither party shall be liable or have responsibility for the acts of the other, or its officers, directors, employees, or agents. Chapter and CREW Network each agree to indemnify and hold harmless one another, its officers, directors, employees, and agents from and against any claims, losses, or demands (including reasonable attorneys' fees and expenses) that may result from its willful or negligent acts or those of its officers, directors, employees, or agents.
- 4.2. Each party is responsible for procuring adequate insurance coverage for its operations, activities and conduct to include but not limited to: premises, operations, property, personal injury, special events, and directors and officer's liability. Chapter shall evaluate the coverage provided by CREW Network pursuant to Section 1.1 to determine if the coverage provided is appropriate for its operations and activities. Additional coverage should be obtained, if appropriate, at Chapter's expense.

5. NOTICE

- 5.1. All notices and correspondence relating to this Agreement shall be in writing and may be served personally, by certified United States mail, by overnight courier, or by electronic communication (email), to the following addresses:
 - 5.1.1. If by mail, to CREW Network: CREW Network
1201 Wakarusa Dr, Suite D
Lawrence, KS 66049
 - 5.1.2. If by email, to CREW Network: crewnetwork@crewnetwork.org
 - 5.1.3. If by mail or email to Chapter: the mailing address or email address that is on file for the then-current Chapter president will be used.
- 5.2. All mailed or couriered notices will be deemed to have been delivered with constructive receipt, occurring on the date of the confirmed delivery to the addresses noted herein.
- 5.3. All electronic communication about this Agreement will be deemed to have been received as follows: if it is delivered by email, when the recipient, by an email sent to the email address for the sender stated in this Section 5 acknowledges having received that email, either by return email or with an automatic “read receipt” constituting acknowledgment of an email for purposes of this section.
- 5.4. Either party may change the Notice addresses upon written communication to the other party, given in accordance with this Section 5. Chapter shall notify CREW Network of any change in its notice address promptly, and in any case not more than thirty days after the effective change.

6. TERM AND TERMINATION

- 6.1. The term of this Agreement (the “Term”) shall commence on the date Chapter representative signs below (the “Effective Date”) and shall continue until it is terminated pursuant to the terms of this Section 6.
- 6.2. Right to Terminate
 - 6.2.1. CREW Network shall have the right to terminate this Agreement upon thirty days prior written notice to Chapter if: (i) Chapter shall breach any provision of this Agreement; or if (ii) CREW Network shall cease operations.
 - 6.2.2. Chapter may terminate this Agreement in the event it elects to cease operations and dissolve its corporate status.
 - 6.2.3. If at any time Chapter does not qualify for membership as a “Chapter”, as defined in the CREW Network Bylaws, then this Agreement shall immediately terminate without any notice required from either party.
- 6.3. Upon termination of this Agreement for any reason:
 - 6.3.1. Except as otherwise stated herein, the responsibilities stated in Sections 1 and 2 shall immediately cease;
 - 6.3.2. Except as otherwise stated herein, all licenses granted by CREW Network to Chapter to use the Intellectual Property shall terminate;
 - 6.3.3. Chapter shall (i) immediately cease and refrain from further use of or reference to the Intellectual Property and may no longer claim any affiliation

with CREW Network; (ii) return to CREW Network or, at CREW Network's option, destroy or delete all Intellectual Property and CREW Network Confidential Information, including but not limited to all written and electronic documentation of all Intellectual Property, and all copies thereof; and (iii) ensure that no further use of the Intellectual Property or CREW Network Confidential Information is made by Chapter's officers, directors, employees, agents, or contractors. If Chapter uses any of the Marks in its name, Chapter shall change its name to remove all Marks within thirty days of the termination of this Agreement and shall provide CREW Network with such evidence of the changes as CREW Network requires; and

6.3.4. All Chapter obligations with respect to the Intellectual Property and Confidential Information shall survive any termination of this Agreement.

7. MISCELLANEOUS

- 7.1. Entire Agreement: This Agreement constitutes the entire agreement between the parties with respect to the subject matter contained herein, supersedes all previous negotiations or proposals, and may only be modified by an amendment executed in writing by both parties.
- 7.2. Assignment: This Agreement may not be assigned, or the rights granted hereunder transferred or sub-licensed, by either party without the express prior written consent of the other party.
- 7.3. Further Assurances: The Chapter shall do and perform, or cause to be done and performed, all such further acts and things, and shall execute and deliver all such other agreements, certificates, instruments and documents, as CREW Network may reasonably request in order to carry out the intent and accomplish the purposes of this Agreement.
- 7.4. Governing Law: The parties acknowledge that this Agreement shall be governed by and construed under the laws of the State of Kansas.
- 7.5. Authorization: The parties executing this Agreement on behalf of Chapter represent and warrant that they are authorized to execute this Agreement on behalf of Chapter.

IN WITNESS WHEREOF, the undersigned, as authorized representatives, have executed this Agreement made effective as of the Effective Date.

COMMERCIAL REAL ESTATE WOMEN [_____]
NETWORK (Chapter)

By: _____
Wendy Mann

By: _____
Name: _____

Its: Chief Executive Officer
Date: _____

Its: President
Effective Date: _____

Attachment A

CREW Network Marks

CREW

CREW NETWORK

CREW FOUNDATION

CREW NETWORK FOUNDATION

CREW NETWORK FOUNDATION CANADA

CREW CAREERS

UCREW

CREW CAREERS BUILDING OPPORTUNITIES

CREWBIZ

CREW VIEW

The zig-zag mark shown below, in any color, including gradient and solid colors, when used alone or in conjunction with city or local name of chapter.



Section 3.1 grants license to Chapter for the following registered trademarks:

<u>Serial Number</u>	<u>Word Mark</u>
73593904	CREW®
78741017	CREW Network®
78741020	CREW Foundation®
85956724	CREW Network Foundation®
85423918	CREWbiz®
85423877	UCREW®
78737130	CREW Careers®
78739190	CREW Careers Building Opportunities®