

EAST CAROLINA UNIVERSITY NON-EXCLUSIVE DISTRIBUTION LICENSE

The undersigned ("the Author") hereby grants to East Carolina University ("ECU") the non-exclusive right to reproduce, distribute, display, and, transmit, in whole or in part, the author's thesis or dissertation ("the Work") in such tangible electronic formats as may be in existence now or developed in the future, including, but not limited to, electronic distribution and display of the Work via the World Wide Web. The Author further grants to ECU the right to retain one or more copies of the Work, in any format, whether electronic or hardcopy, for nonprofit educational use and archival purposes. The Author retains all copyright rights in the Work and nothing herein shall be construed as an assignment of the Author's copyright rights in the Work to ECU.

The Author represents and warrants that the Work is his/her original work and that he/she has the legal right to grant this license to East Carolina University. The Author further represents and warrants that the Work does not contain any libelous, defamatory, or unlawful material and that the work does not infringe upon or violate any third-party's copyright, patent, or other proprietary right.

If the Work contains content for which the Author does not own the copyright, the Author represents and warrants that he/she has obtained all necessary permissions from the copyright holder to use the content. The Author further represents and warrants that he/she has obtained all necessary rights to permit ECU to reproduce and distribute third party materials contained in any part of the Work. The Author shall clearly identify and acknowledge such third party content in the Work. ECU may elect not to distribute and/or publish the Work for any reason, including for a determination that all necessary rights of third parties have not been secured by the Author.

The Author hereby agrees to indemnify, hold harmless, and release ECU and all of its officers, officials, administrators, agents and employees from and against all third party claims of damages, demands, actions, or causes of actions, which arise from or are in any way connected to this Agreement and/or the Work as submitted for publication.

If the Work was sponsored or supported by any entity or organization external to ECU (the "Sponsor"), the Author represents and warrants that he/she has complied with all requirements of the Sponsor for the Work (such as a right of review of the Work prior to its publication or other contractual obligation with the Sponsor).

East Carolina will use reasonable efforts to ensure that the Author's name remains clearly associated with the submission and that no alterations of the content are made.

I agree to the terms of the Non-Exclusive Distribution License.

Student Author Signature

Date 4/12/2023 | 5:33 PM EDT

DocuSigned by:

 Print Name

Ajala Baker

Banner ID B01190207

Title of Work

Association of Transformational Leadership Behaviors, Efficacy, and Performance in ROTC Cadets

I have consulted with my thesis or dissertation advisor concerning potential intellectual property and/or prior publication issues related to the electronic distribution of my Work as verified by the signature below.

Signature of Thesis or Dissertation Director (Required)

Electronic Distribution Options:

Your work will be sent to and stored in The ScholarShip (ECU's Institutional Repository) and ProQuest's Dissertations and Theses database*. Within The Scholarship, the bibliographic information and the abstract from your work will be unrestricted; please select below the access option for displaying the Work itself. Any embargo selected below will be the same embargo set within the ProQuest database.

Check the option below that corresponds to WHEN you want your work to be released for viewing in the Institutional Repository and the ProQuest Database (Select one).

☒ I want my work to be available for worldwide access via the internet
IMMEDIATELY.

OR
☐ I would like access to the full text of my work and any supplementary material
TO BE DELAYED for the period of time indicated below. During the delay period, no one may access the fulltext of my work.

- ☐ 6 month embargo
- ☐ 1 year embargo
- ☐ 2 year embargo

Changes/Extension of Embargo

You may request an extension of your embargo period. To request an extension, you must contact Joyner Library at ALS_ETD@ecu.edu. The request to Joyner Library should be made no less than one and no more than two months before the embargo period is scheduled to expire. (Note that you also are responsible for contacting ProQuest to request an extension of the embargo on your Work in the ProQuest Dissertations and Theses Database at disspub@proquest.com).

Changes to Your Distribution Options

You may request changes to the distribution of your thesis or dissertation. Such changes must be requested in writing and bear the signature of your advisor. Please submit any changed forms to the Graduate School office.

*The ProQuest Dissertations and Theses database is only available to subscribing institutions.

Certificate Of Completion

Envelope Id: 35A687E0297D4B29835C2781F2BD8DFD

Status: Sent

Subject: DocuSign: Vireo-NonExclusive-Distribution_License.pdf Ajala Baker

Source Envelope:

Document Pages: 2

Signatures: 1

Certificate Pages: 4

Initials: 0

AutoNav: Enabled

Envelope Stamping: Enabled

Time Zone: (UTC-05:00) Eastern Time (US & Canada)

Envelope Originator:

Graduate School DocuSign

209 Cotanche St.

MS# 229

Greenville, NC 27858

GRADSCHOOLDocusign@ecu.edu

IP Address: 150.216.230.124

Record Tracking

Status: Original

Holder: Graduate School DocuSign

Location: DocuSign

4/12/2023 5:31:51 PM

GRADSCHOOLDocusign@ecu.edu

Signer Events

Ajala Baker

bakeraj17@students.ecu.edu

Security Level:

DocuSign.email

ID: 1

4/12/2023 5:31:53 PM

Signature

DocuSigned by:



B141E74F96A74DA...

Signature Adoption: Pre-selected Style

Using IP Address: 150.216.230.124

Timestamp

Sent: 4/12/2023 5:31:51 PM

Viewed: 4/12/2023 5:32:00 PM

Signed: 4/12/2023 5:33:54 PM

Electronic Record and Signature Disclosure:

Accepted: 10/5/2022 1:14:26 PM

ID: e31e8b41-c193-4436-9902-fb8f3df354b1

Christine Habeeb

habeebc18@ecu.edu

Security Level: Email, Account Authentication
(None)

Sent: 4/12/2023 5:33:55 PM

Electronic Record and Signature Disclosure:

Not Offered via DocuSign

In Person Signer Events**Signature****Timestamp****Editor Delivery Events****Status****Timestamp****Agent Delivery Events****Status****Timestamp****Intermediary Delivery Events****Status****Timestamp****Certified Delivery Events****Status****Timestamp****Carbon Copy Events****Status****Timestamp****Witness Events****Signature****Timestamp****Notary Events****Signature****Timestamp****Envelope Summary Events****Status****Timestamps**

Envelope Sent

Hashed/Encrypted

4/12/2023 5:31:51 PM

Payment Events**Status****Timestamps****Electronic Record and Signature Disclosure**

ELECTRONIC RECORD AND SIGNATURE DISCLOSURE

From time to time, East Carolina University* (we, us or Company) may be required by law to provide to you certain written notices or disclosures. Described below are the terms and conditions for providing to you such notices and disclosures electronically through your DocuSign, Inc. (DocuSign) Express user account. Please read the information below carefully and thoroughly, and if you can access this information electronically to your satisfaction and agree to these terms and conditions, please confirm your agreement by clicking the 'I agree' button at the bottom of this document.

Getting paper copies

At any time, you may request from us a paper copy of any record provided or made available electronically to you by us. For such copies, as long as you are an authorized user of the DocuSign system you will have the ability to download and print any documents we send to you through your DocuSign user account for a limited period of time (usually 30 days) after such documents are first sent to you. After such time, if you wish for us to send you paper copies of any such documents from our office to you, you will be charged a \$0.00 per-page fee. You may request delivery of such paper copies from us by following the procedure described below.

Withdrawing your consent

If you decide to receive notices and disclosures from us electronically, you may at any time change your mind and tell us that thereafter you want to receive required notices and disclosures only in paper format. How you must inform us of your decision to receive future notices and disclosure in paper format and withdraw your consent to receive notices and disclosures electronically is described below.

Consequences of changing your mind

If you elect to receive required notices and disclosures only in paper format, it will slow the speed at which we can complete certain steps in transactions with you and delivering services to you because we will need first to send the required notices or disclosures to you in paper format, and then wait until we receive back from you your acknowledgment of your receipt of such paper notices or disclosures. To indicate to us that you are changing your mind, you must withdraw your consent using the DocuSign 'Withdraw Consent' form on the signing page of your DocuSign account. This will indicate to us that you have withdrawn your consent to receive required notices and disclosures electronically from us and you will no longer be able to use your DocuSign Express user account to receive required notices and consents electronically from us or to sign electronically documents from us.

All notices and disclosures will be sent to you electronically

Unless you tell us otherwise in accordance with the procedures described herein, we will provide electronically to you through your DocuSign user account all required notices, disclosures, authorizations, acknowledgements, and other documents that are required to be provided or made available to you during the course of our relationship with you. To reduce the chance of you inadvertently not receiving any notice or disclosure, we prefer to provide all of the required notices and disclosures to you by the same method and to the same address that you have given us. Thus, you can receive all the disclosures and notices electronically or in paper format through the paper mail delivery system. If you do not agree with this process, please let us know as described below. Please also see the paragraph immediately above that describes the consequences of your electing not to receive delivery of the notices and disclosures electronically from us.

How to contact East Carolina University*:

You may contact us to let us know of your changes as to how we may contact you electronically, to request paper copies of certain information from us, and to withdraw your prior consent to receive notices and disclosures electronically as follows:

To contact us by email send messages to: docusign@ecu.edu

To advise East Carolina University* of your new e-mail address

To let us know of a change in your e-mail address where we should send notices and disclosures electronically to you, you must send an email message to us at docusign@ecu.edu and in the body of such request you must state: your previous e-mail address, your new e-mail address. We do not require any other information from you to change your email address..

In addition, you must notify DocuSign, Inc to arrange for your new email address to be reflected in your DocuSign account by following the process for changing e-mail in DocuSign.

To request paper copies from East Carolina University*

To request delivery from us of paper copies of the notices and disclosures previously provided by us to you electronically, you must send us an e-mail to docusign@ecu.edu and in the body of such request you must state your e-mail address, full name, US Postal address, and telephone number. We will bill you for any fees at that time, if any.

To withdraw your consent with East Carolina University*

To inform us that you no longer want to receive future notices and disclosures in electronic format you may:

- i. decline to sign a document from within your DocuSign account, and on the subsequent page, select the check-box indicating you wish to withdraw your consent, or you may;
- ii. send us an e-mail to docusign@ecu.edu and in the body of such request you must state your e-mail, full name, US Postal Address, telephone number, and account number. We do not need any other information from you to withdraw consent.. The consequences of your withdrawing consent for online documents will be that transactions may take a longer time to process..

Required hardware and software

Operating Systems:	Windows2000? or WindowsXP?
Browsers (for SENDERS):	Internet Explorer 6.0? or above
Browsers (for SIGNERS):	Internet Explorer 6.0?, Mozilla FireFox 1.0, NetScape 7.2 (or above)
Email:	Access to a valid email account
Screen Resolution:	800 x 600 minimum
Enabled Security Settings:	•Allow per session cookies •Users accessing the internet behind a Proxy Server must enable HTTP 1.1 settings via proxy connection

** These minimum requirements are subject to change. If these requirements change, we will provide you with an email message at the email address we have on file for you at that time providing you with the revised hardware and software requirements, at which time you will have the right to withdraw your consent.

Acknowledging your access and consent to receive materials electronically

To confirm to us that you can access this information electronically, which will be similar to other electronic notices and disclosures that we will provide to you, please verify that you were able to read this electronic disclosure and that you also were able to print on paper or electronically save this page for your future reference and access or that you were able to e-mail this disclosure and consent to an address where you will be able to print on paper or save it for your future reference and access. Further, if you consent to receiving notices and disclosures exclusively in electronic format on the terms and conditions described above, please let us know by clicking the 'I agree' button below.

By checking the 'I Agree' box, I confirm that:

- I can access and read this Electronic CONSENT TO ELECTRONIC RECEIPT OF ELECTRONIC RECORD AND SIGNATURE DISCLOSURES document; and
- I can print on paper the disclosure or save or send the disclosure to a place where I can print it, for future reference and access; and
- Until or unless I notify East Carolina University* as described above, I consent to receive from exclusively through electronic means all notices, disclosures, authorizations, acknowledgements, and other documents that are required to be provided or made available to me by East Carolina University* during the course of my relationship with you.