

CJG



State of New Hampshire

DEPARTMENT OF SAFETY
JAMES H. HAYES BLDG.
33 HAZEN DR.
CONCORD, N.H. 03305
(603) 271-2791

EDDIE EDWARDS
ASSISTANT COMMISSIONER

STEVEN R. LAVOIE
ASSISTANT COMMISSIONER

ROBERT L. QUINN
COMMISSIONER
OF SAFETY

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JAN 07 2026 December 4, 2025

Her Excellency, Governor Kelly A. Ayotte
and the Honorable Council
State House
Concord, NH 03301

REQUESTED ACTION

Authorize the Department of Safety, Division of State Police, to enter into a contract with Nicole L Sawyer, Psy D PLLC (VC #256166-B001), Exeter, NH, in an amount not to exceed \$90,000.00 for the provision in de-escalating crisis negotiations and management of critical incidents, with the option to renew for one (1) two-year period, effective upon Governor and Council approval through December 31, 2028. **34% General Funds, 41% Highway Funds, and 25% Turnpike Funds**

Funds are available in the following account for Fiscal Years 2026 and 2027, and are anticipated to be available in Fiscal Years 2028 and 2029, upon the continued appropriation of funds in the future operating budget with the authority to adjust encumbrances between fiscal years within the price limitation through the Budget Office, if needed and justified.

02-23-23-234015-40030000, Traffic Bureau

	<u>SFY2026</u>	<u>SFY2027</u>	<u>SFY2028</u>	<u>SFY2029</u>
103-502664 – Contract for Operational Services	\$15,000.00	\$30,000.00	\$30,000.00	\$15,000.00
			TOTAL	\$90,000.00

EXPLANATION

This contract will provide direct services to the New Hampshire State Police and coordinate delivery of services by certified clinical psychologists (both on-call and scheduled). This includes:

- o Assisting with determining acuity, mental status and risk level.
- o Recommending appropriate de-escalation techniques, crisis/hostage negotiation themes and strategies.
- o Provide support to the Crisis Negotiation Unit Commander or designee and/or other on-scene command staff.
- o Collaborate with healthcare providers to help determine an appropriate response.
- o Participate in the after-action discussions

The Division of State Police released a Request for Proposal (RFP DOS 2026-12) which was advertised on the State of NH Purchase and Property website from September 23, 2025 through October 14, 2025. One proposal was received from Nicole L. Sawyer, Psy D PLLC.

Respectfully submitted.

Robert L. Quinn
Commissioner of Safety

Project Name: RFP DOS 2026-12

NHSP Crisis Intervention Psychological Services

		Received Proposals			
Evaluation Factor		Nicole Sawyer			
Adherence to Mandatory Requirements (Pass/Fail)		Pass		Pass	Pass
Technical Proposal		Points Distribution	Point Score	Point Score	Point Score
<i>Proposed Plan</i>					
Vendor Experience/References		40	40.00		
Network Experience/Reference		20	20.00		
Scheduling/Response Proposal		10	10.00		
Technical Proposal Score		70	70.00	0.00	0.00
Proposal Cost		30	\$ 350.00		
(lowest proposed cost/vendor's proposed cost) X maximum allocated points for proposal cost			30.00	0.00	0.00
Total Score		100	100.00	0.00	0.00
					Lowest Cost
					\$350.00

Technical Scoring Team
 Major Russell S Conte (Ret), Metal Health and Wellness Coordinator
 TFC Seth Gahr, Operations Bureau, Peer to Peer
 Sgt Kelly LaPointe, Crisis Negotiations Unit Commander

Pricing Scoring Team
 Tammy Holso, Adminsitor III, Dept of Safety, Divis of State Police

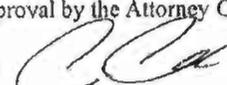
Notice: This agreement and all of its attachments shall become public upon submission to Governor and Executive Council for approval. Any information that is private, confidential or proprietary must be clearly identified to the agency and agreed to in writing prior to signing the contract.

AGREEMENT

The State of New Hampshire and the Contractor hereby mutually agree as follows:

GENERAL PROVISIONS

I. IDENTIFICATION.

1.1 State Agency Name Dept of Safety, Division of State Police		1.2 State Agency Address 33 Hazen Drive Concord, NH 03305	
1.3 Contractor Name Nicole L Sawyer, Psy D PLLC		1.4 Contractor Address 14 Hampton Road Exeter, NH 03833	
1.4 Contractor Phone Number (603)793-6914	1.5 Account Unit and Class 4003 103	1.6 Completion Date 12/31/2028	1.7 Price Limitation \$90,000.00
1.8 Contracting Officer for State Agency Tammy Holso		1.10 State Agency Telephone Number (603) 223-8437	
1.11 Contractor Signature  Date: 12/10/2025		1.12 Name and Title of Contractor Signatory Nicole L Sawyer, Psy D PLLC/ Owner	
1.13 State Agency Signature  Date: 12/10/25		1.14 Name and Title of State Agency Signatory per Amy L. Newbury, Director of Administration	
1.15 Approval by the N.H. Department of Administration, Division of Personnel (if applicable) By: _____ Director, On _____			
1.16 Approval by the Attorney General (Form, Substance and Execution) (if applicable) By:  _____ Director, On 12/10/2025			
1.17 Approval by the Governor and Executive Council (if applicable) G&C Item number: _____ G&C Meeting Date: _____			

2. SERVICES TO BE PERFORMED. The State of New Hampshire, acting through the agency identified in block 1.1 ("State"), engages contractor identified in block 1.3 ("Contractor") to perform, and the Contractor shall perform, the work or sale of goods, or both, identified and more particularly described in the attached EXHIBIT B which is incorporated herein by reference ("Services").

3. EFFECTIVE DATE/COMPLETION OF SERVICES.

3.1 Notwithstanding any provision of this Agreement to the contrary, and subject to the approval of the Governor and Executive Council of the State of New Hampshire, if applicable, this Agreement, and all obligations of the parties hereunder, shall become effective on the date the Governor and Executive Council approve this Agreement, unless no such approval is required, in which case the Agreement shall become effective on the date the Agreement is signed by the State Agency as shown in block 1.13 ("Effective Date").

3.2 If the Contractor commences the Services prior to the Effective Date, all Services performed by the Contractor prior to the Effective Date shall be performed at the sole risk of the Contractor, and in the event that this Agreement does not become effective, the State shall have no liability to the Contractor, including without limitation, any obligation to pay the Contractor for any costs incurred or Services performed.

3.3 Contractor must complete all Services by the Completion Date specified in block 1.7.

4. CONDITIONAL NATURE OF AGREEMENT.

Notwithstanding any provision of this Agreement to the contrary, all obligations of the State hereunder, including, without limitation, the continuance of payments hereunder, are contingent upon the availability and continued appropriation of funds. In no event shall the State be liable for any payments hereunder in excess of such available appropriated funds. In the event of a reduction or termination of appropriated funds by any state or federal legislative or executive action that reduces, eliminates or otherwise modifies the appropriation or availability of funding for this Agreement and the Scope for Services provided in EXHIBIT B, in whole or in part, the State shall have the right to withhold payment until such funds become available, if ever, and shall have the right to reduce or terminate the Services under this Agreement immediately upon giving the Contractor notice of such reduction or termination. The State shall not be required to transfer funds from any other account or source to the Account identified in block 1.6 in the event funds in that Account are reduced or unavailable.

5. CONTRACT PRICE/PRICE LIMITATION/ PAYMENT.

5.1 The contract price, method of payment, and terms of payment are identified and more particularly described in EXHIBIT C which is incorporated herein by reference.

5.2 Notwithstanding any provision in this Agreement to the contrary, and notwithstanding unexpected circumstances, in no event shall the total of all payments authorized, or actually made hereunder, exceed the Price Limitation set forth in block 1.8. The payment by the State of the contract price shall be the only and the complete reimbursement to the Contractor for all expenses, of whatever nature incurred by the Contractor in the performance

hereof, and shall be the only and the complete compensation to the Contractor for the Services.

5.3 The State reserves the right to offset from any amounts otherwise payable to the Contractor under this Agreement those liquidated amounts required or permitted by N.H. RSA 80:7 through RSA 80:7-c or any other provision of law.

5.4 The State's liability under this Agreement shall be limited to monetary damages not to exceed the total fees paid. The Contractor agrees that it has an adequate remedy at law for any breach of this Agreement by the State and hereby waives any right to specific performance or other equitable remedies against the State.

6. COMPLIANCE BY CONTRACTOR WITH LAWS AND REGULATIONS/EQUAL EMPLOYMENT OPPORTUNITY.

6.1 In connection with the performance of the Services, the Contractor shall comply with all applicable statutes, laws, regulations, and orders of federal, state, county or municipal authorities which impose any obligation or duty upon the Contractor, including, but not limited to, civil rights and equal employment opportunity laws and the Governor's order on Respect and Civility in the Workplace, Executive order 2020-01. In addition, if this Agreement is funded in any part by monies of the United States, the Contractor shall comply with all federal executive orders, rules, regulations and statutes, and with any rules, regulations and guidelines as the State or the United States issue to implement these regulations. The Contractor shall also comply with all applicable intellectual property laws.

6.2 During the term of this Agreement, the Contractor shall not discriminate against employees or applicants for employment because of age, sex, sexual orientation, race, color, marital status, physical or mental disability, religious creed, national origin, gender identity, or gender expression, and will take affirmative action to prevent such discrimination, unless exempt by state or federal law. The Contractor shall ensure any subcontractors comply with these nondiscrimination requirements.

6.3 No payments or transfers of value by Contractor or its representatives in connection with this Agreement have or shall be made which have the purpose or effect of public or commercial bribery, or acceptance of or acquiescence in extortion, kickbacks, or other unlawful or improper means of obtaining business.

6.4. The Contractor agrees to permit the State or United States access to any of the Contractor's books, records and accounts for the purpose of ascertaining compliance with this Agreement and all rules, regulations and orders pertaining to the covenants, terms and conditions of this Agreement.

7. PERSONNEL.

7.1 The Contractor shall at its own expense provide all personnel necessary to perform the Services. The Contractor warrants that all personnel engaged in the Services shall be qualified to perform the Services, and shall be properly licensed and otherwise authorized to do so under all applicable laws.

7.2 The Contracting Officer specified in block 1.9, or any successor, shall be the State's point of contact pertaining to this Agreement.

8. EVENT OF DEFAULT/REMEDIES.

8.1 Any one or more of the following acts or omissions of the Contractor shall constitute an event of default hereunder ("Event of Default"):

- 8.1.1 failure to perform the Services satisfactorily or on schedule;
- 8.1.2 failure to submit any report required hereunder; and/or
- 8.1.3 failure to perform any other covenant, term or condition of this Agreement.

8.2 Upon the occurrence of any Event of Default, the State may take any one, or more, or all, of the following actions:

8.2.1 give the Contractor a written notice specifying the Event of Default and requiring it to be remedied within, in the absence of a greater or lesser specification of time, thirty (30) calendar days from the date of the notice; and if the Event of Default is not timely cured, terminate this Agreement, effective two (2) calendar days after giving the Contractor notice of termination;

8.2.2 give the Contractor a written notice specifying the Event of Default and suspending all payments to be made under this Agreement and ordering that the portion of the contract price which would otherwise accrue to the Contractor during the period from the date of such notice until such time as the State determines that the Contractor has cured the Event of Default shall never be paid to the Contractor;

8.2.3 give the Contractor a written notice specifying the Event of Default and set off against any other obligations the State may owe to the Contractor any damages the State suffers by reason of any Event of Default; and/or

8.2.4 give the Contractor a written notice specifying the Event of Default, treat the Agreement as breached, terminate the Agreement and pursue any of its remedies at law or in equity, or both.

9. TERMINATION.

9.1 Notwithstanding paragraph 8, the State may, at its sole discretion, terminate the Agreement for any reason, in whole or in part, by thirty (30) calendar days written notice to the Contractor that the State is exercising its option to terminate the Agreement.

9.2 In the event of an early termination of this Agreement for any reason other than the completion of the Services, the Contractor shall, at the State's discretion, deliver to the Contracting Officer, not later than fifteen (15) calendar days after the date of termination, a report ("Termination Report") describing in detail all Services performed, and the contract price earned, to and including the date of termination. In addition, at the State's discretion, the Contractor shall, within fifteen (15) calendar days of notice of early termination, develop and submit to the State a transition plan for Services under the Agreement.

10. PROPERTY OWNERSHIP/DISCLOSURE.

10.1 As used in this Agreement, the word "Property" shall mean all data, information and things developed or obtained during the performance of, or acquired or developed by reason of, this Agreement, including, but not limited to, all studies, reports, files, formulae, surveys, maps, charts, sound recordings, video recordings, pictorial reproductions, drawings, analyses, graphic representations, computer programs, computer printouts, notes, letters, memoranda, papers, and documents, all whether finished or unfinished.

10.2 All data and any Property which has been received from the State, or purchased with funds provided for that purpose under this Agreement, shall be the property of the State, and shall be returned to the State upon demand or upon termination of this Agreement for any reason.

10.3 Disclosure of data, information and other records shall be governed by N.H. RSA chapter 91-A and/or other applicable law. Disclosure requires prior written approval of the State.

11. CONTRACTOR'S RELATION TO THE STATE. In the performance of this Agreement the Contractor is in all respects an independent contractor, and is neither an agent nor an employee of the State. Neither the Contractor nor any of its officers, employees, agents or members shall have authority to bind the State or receive any benefits, workers' compensation or other emoluments provided by the State to its employees.

12. ASSIGNMENT/DELEGATION/SUBCONTRACTS.

12.1 Contractor shall provide the State written notice at least fifteen (15) calendar days before any proposed assignment, delegation, or other transfer of any interest in this Agreement. No such assignment, delegation, or other transfer shall be effective without the written consent of the State.

12.2 For purposes of paragraph 12, a Change of Control shall constitute assignment. "Change of Control" means (a) merger, consolidation, or a transaction or series of related transactions in which a third party, together with its affiliates, becomes the direct or indirect owner of fifty percent (50%) or more of the voting shares or similar equity interests, or combined voting power of the Contractor, or (b) the sale of all or substantially all of the assets of the Contractor.

12.3 None of the Services shall be subcontracted by the Contractor without prior written notice and consent of the State.

12.4 The State is entitled to copies of all subcontracts and assignment agreements and shall not be bound by any provisions contained in a subcontract or an assignment agreement to which it is not a party.

13. INDEMNIFICATION. The Contractor shall indemnify, defend, and hold harmless the State, its officers, and employees from and against all actions, claims, damages, demands, judgments, fines, liabilities, losses, and other expenses, including, without limitation, reasonable attorneys' fees, arising out of or relating to this Agreement directly or indirectly arising from death, personal injury, property damage, intellectual property infringement, or other claims asserted against the State, its officers, or employees caused by the acts or omissions of negligence, reckless or willful misconduct, or fraud by the Contractor, its employees, agents, or subcontractors. The State shall not be liable for any costs incurred by the Contractor arising under this paragraph 13. Notwithstanding the foregoing, nothing herein contained shall be deemed to constitute a waiver of the State's sovereign immunity, which immunity is hereby reserved to the State. This covenant in paragraph 13 shall survive the termination of this Agreement.

14. INSURANCE.

14.1 The Contractor shall, at its sole expense, obtain and continuously maintain in force, and shall require any subcontractor or assignee to obtain and maintain in force, the following insurance:

14.1.1 commercial general liability insurance against all claims of bodily injury, death or property damage, in amounts of not less than \$1,000,000 per occurrence and \$2,000,000 aggregate or excess; and

14.1.2 special cause of loss coverage form covering all Property subject to subparagraph 10.2 herein, in an amount not less than 80% of the whole replacement value of the Property.

14.2 The policies described in subparagraph 14.1 herein shall be on policy forms and endorsements approved for use in the State of New Hampshire by the N.H. Department of Insurance, and issued by insurers licensed in the State of New Hampshire.

14.3 The Contractor shall furnish to the Contracting Officer identified in block 1.9, or any successor, a certificate(s) of insurance for all insurance required under this Agreement. At the request of the Contracting Officer, or any successor, the Contractor shall provide certificate(s) of insurance for all renewal(s) of insurance required under this Agreement. The certificate(s) of insurance and any renewals thereof shall be attached and are incorporated herein by reference.

15. WORKERS' COMPENSATION.

15.1 By signing this agreement, the Contractor agrees, certifies and warrants that the Contractor is in compliance with or exempt from, the requirements of N.H. RSA chapter 281-A ("*Workers' Compensation*").

15.2 To the extent the Contractor is subject to the requirements of N.H. RSA chapter 281-A, Contractor shall maintain, and require any subcontractor or assignee to secure and maintain, payment of Workers' Compensation in connection with activities which the person proposes to undertake pursuant to this Agreement. The Contractor shall furnish the Contracting Officer identified in block 1.9, or any successor, proof of Workers' Compensation in the manner described in N.H. RSA chapter 281-A and any applicable renewal(s) thereof, which shall be attached and are incorporated herein by reference. The State shall not be responsible for payment of any Workers' Compensation premiums or for any other claim or benefit for Contractor, or any subcontractor or employee of Contractor, which might arise under applicable State of New Hampshire Workers' Compensation laws in connection with the performance of the Services under this Agreement.

16. **WAIVER OF BREACH.** A State's failure to enforce its rights with respect to any single or continuing breach of this Agreement shall not act as a waiver of the right of the State to later enforce any such rights or to enforce any other or any subsequent breach.

17. **NOTICE.** Any notice by a party hereto to the other party shall be deemed to have been duly delivered or given at the time of mailing by certified mail, postage prepaid, in a United States Post Office addressed to the parties at the addresses given in blocks 1.2 and 1.4, herein.

18. **AMENDMENT.** This Agreement may be amended, waived or discharged only by an instrument in writing signed by the parties hereto and only after approval of such amendment, waiver or discharge by the Governor and Executive Council of the State of New Hampshire unless no such approval is required under the circumstances pursuant to State law, rule or policy.

19. CHOICE OF LAW AND FORUM.

19.1 This Agreement shall be governed, interpreted and construed in accordance with the laws of the State of New Hampshire except where the Federal supremacy clause requires otherwise. The wording used in this Agreement is the wording chosen by the parties to express their mutual intent, and no rule of construction shall be applied against or in favor of any party.

19.2 Any actions arising out of this Agreement, including the breach or alleged breach thereof, may not be submitted to binding arbitration, but must, instead, be brought and maintained in the Merrimack County Superior Court of New Hampshire which shall have exclusive jurisdiction thereof.

20. **CONFLICTING TERMS.** In the event of a conflict between the terms of this P-37 form (as modified in EXHIBIT A) and any other portion of this Agreement including any attachments thereto, the terms of the P-37 (as modified in EXHIBIT A) shall control.

21. **THIRD PARTIES.** This Agreement is being entered into for the sole benefit of the parties hereto, and nothing herein, express or implied, is intended to or will confer any legal or equitable right, benefit, or remedy of any nature upon any other person.

22. **HEADINGS.** The headings throughout the Agreement are for reference purposes only, and the words contained therein shall in no way be held to explain, modify, amplify or aid in the interpretation, construction or meaning of the provisions of this Agreement.

23. **SPECIAL PROVISIONS.** Additional or modifying provisions set forth in the attached EXHIBIT A are incorporated herein by reference.

24. **FURTHER ASSURANCES.** The Contractor, along with its agents and affiliates, shall, at its own cost and expense, execute any additional documents and take such further actions as may be reasonably required to carry out the provisions of this Agreement and give effect to the transactions contemplated hereby.

25. **SEVERABILITY.** In the event any of the provisions of this Agreement are held by a court of competent jurisdiction to be contrary to any state or federal law, the remaining provisions of this Agreement will remain in full force and effect.

26. **ENTIRE AGREEMENT.** This Agreement, which may be executed in a number of counterparts, each of which shall be deemed an original, constitutes the entire agreement and understanding between the parties, and supersedes all prior agreements and understandings with respect to the subject matter hereof.

**EXHIBIT A
SPECIAL PROVISIONS**

There are no special provisions.

EXHIBIT B
SCOPE OF SERVICES

Nicole L Sawyer, Psy D PLLC of Exeter, NH (Contractor) is being contracted by Department of Safety, Division of State Police (Agency) for coordination consultation services (both on-call and scheduled) to assist the New Hampshire Police (NHSP), who may be involved in a Crisis Negotiations Unit (CNU) or Special Weapons and Tactics (SWAT), in de-escalating crisis negotiations and management of critical incidents.

- The Contractor will provide direct services to NHSP and coordinating delivery of services by other certified clinical psychologists (Providers). The Contractor will be responsible for planning, training and scheduling among Providers to ensure crisis intervention support to NHSP when needed.

The Contractor (as well as any subcontracted Providers) shall continue to be a Certified Clinical Psychologist, licensed in the State of New Hampshire for the duration of this contract and any exercised option. The Contractor is familiar with Law Enforcement Crisis Intervention and has a minim of five (5) years' previous experience professional experience conducting acute psychological assessments for law enforcement.

The Contract will become effective upon Governor and Council on January 1, 2026 through December 31, 2028. The contract may be extended for one (1) two-year term at the option of the Agency alone. The Agency will have the right to terminate the contract at any time by giving the Contractor a thirty (30) day written notice.

The Scope of Service is as follows:

- **Administration Services:** The Contractor shall assist in establishing a network of Providers. This time shall be billed at the hourly rate noted on Exhibit C and billed monthly. This work shall include planning, training and scheduling among Providers to ensure crisis intervention support to the NHSP, when needed. In addition to the Contractor, all Providers, shall be Certified Clinical Psychologist familiar with Law Enforcement Crisis intervention to include:
 - Assisting with determining acuity, mental status and risk level.
 - Recommending appropriate de-escalation techniques, crisis/hostage negotiation themes and strategies.
 - Provide support to the CNU Commander or designee and/or other on-scene command staff.
 - Collaborate with healthcare providers to help determine an appropriate response.
 - Participate in the after-action discussions.

- **Active Call-out Services:** Should the NHSP request the services of the Contract (or other network provider) on-scene, this time will be billed at the hourly rate noted on Exhibit C from the time of the call to the completion of the call and Contractor's return to the place at the time of the call-out. The Contractor (or subcontracted Provider) will:
 - Assist with determining acuity, mental status and risk level.
 - Recommending appropriate de-escalation techniques, crisis/hostage negotiation themes and strategies.
 - Provide support to the CNU Commander or designee and/or other on-scene command staff.
 - Collaborate with healthcare providers to help determine an appropriate response.
 - Participate in the after-action discussions.

**EXHIBIT C
PRICING AND PAYMENT TERMS**

The Contractor shall invoice the State of New Hampshire, Division of State Police at the hourly rates listed below in monthly intervals, as work is completed during the contract period.

The Agency agrees to make payment of such invoices within thirty (30) of the invoice and the Agency's approval and acceptance. The Contract agrees not to exceed the contract total of \$90,000.00.

Hourly Rate	
Active Call-out Services	\$350.00/hr
Administrative Services (Training, Scheduling and Action Meeting)	\$275.00/hr

Invoices shall be sent to:

State of New Hampshire
Accounts Payable
33 Hazen Drive
Concord, NH 03305

OR via e-mail to:

accountspayable@dos.nh.gov

Payments shall be made via ACH. Enroll with the State Treasury for ACH payments.

State of New Hampshire

Department of State

CERTIFICATE

I, David M. Scanlan, Secretary of State of the State of New Hampshire, do hereby certify that NICOLE L SAWYER, PSY D PLLC is a New Hampshire Professional Limited Liability Company registered to transact business in New Hampshire on April 09, 2009. I further certify that all fees and documents required by the Secretary of State's office have been received and is in good standing as far as this office is concerned.

Business ID: **611975**

Certificate Number: **0007328352**



IN TESTIMONY WHEREOF,
I hereto set my hand and cause to be affixed
the Seal of the State of New Hampshire,
this 10th day of November A.D. 2025.

A handwritten signature in black ink, appearing to read "David M. Scanlan".

David M. Scanlan
Secretary of State

CERTIFICATE OF AUTHORITY TO VOTE

(Limited Liability Company)

I, Nicole L Sawyer hereby certify that:

- 1) I am the sole member/manager of the company **Nicole L Sawyer PsyD PLLC**
- 2) I hereby further certify and acknowledge that the State of New Hampshire will rely on this certification as evidence that I have full authority to bind **Nicole L Sawyer PsyD PLLC** and that no corporate resolution, shareholder vote, or other document or action is necessary to grant me such authority.

[Signature]

Nicole L Sawyer, PsyD

12/16/2025

Date

NOTARY PUBLIC/JUSTICE OF THE PEACE

COUNTY: Rockingham STATE: NH ZIP: 03833

On the 16 day of December, 2025, personally appeared before me, the Above named Nicole Sawyer, in his/her capacity as authorized representative of Nicole L Sawyer PsyD LLC, known to me or satisfactorily proven, and took oath that the foregoing is true and accurate to the best of his/her knowledge and belief.

In witness thereof, I hereunto set my hand and official seal.

[Signature]
Notary/Justice of the Peace



My commission expires:

(Date) 3/23/2027

Workers' Compensation Waiver

The following is written waiver under the compulsory Workers' Compensation Law of the State of New Hampshire that provides of Sole Proprietor may waive his/her right to Workers' Compensation coverage and benefits.

I am the sole proprietor, and I am doing business as Nicole L Sawyer PsyD PLLC
I am performing work as a company/sole proprietor for NH State Police.

And I do not have employees.

Therefore, I am not required to maintain Workers' Compensation Insurance.

Name of Sole Proprietor: Nicole L Sawyer PsyD
Street Address/PO Box: 14 Hampton Rd
City: Exeter State: NH Zip Code: 03033
Signature: [Handwritten Signature] Date: 11/19/2025

A copy of this waiver will be kept on file for audit purposes.

STATE OF New Hampshire
COUNTY OF Rockingham

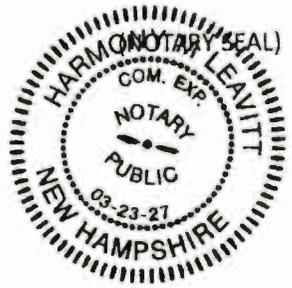
On the 19 day of November 2025, before me Harmony Leavitt
(Notary of JP)

the undersigned office, personally appeared Nicole Sawyer, know to me (or satisfactorily proven) to be the person to the within instrument and acknowledge that he/she executed the same for the purposes therein contained.

In witness whereof, I hereunto set my hand and official seal.

Harmony Leavitt
(Notary Public/Justice of the Peace-Signature)

Commission Expires: 3/23/2027



**State of New Hampshire
Independent Contractor Certification Form**

Describe the services that the individual will perform for your agency.

Assist Crisis Negotiation Unit in assessing risk level negotiation strategies and coordinate with health care providers

1. Does the agency have State employees that perform the same or similar services? Yes No
 - a. List the position titles _____
 - b. List the position numbers _____

2. Will the Agency exercise authority over the means by which the service is rendered by:
 - a. Setting work hours Yes No
 - b. Setting the work location or providing work space Yes No
 - c. Training the individual in how the services must be performed Yes No
 - d. Supervising how services are rendered Yes No
 - e. Providing tools, materials or office supplies to perform the services Yes No
 - f. Requiring periodic reports on the individual's services Yes No
 - g. Requiring performance by the contracting individual, rather than allowing subcontractors or assistants Yes No

3. Will the individual perform the services exclusively for the agency? Yes No

4. Does the individual offer these services for individuals or entities other than the State? Yes No

5. Does the individual hold himself or herself out to be in business for himself or herself, including by being registered with the state as a business and having continuing or recurring business liabilities or obligations? Yes No

6. Will the individual be responsible for satisfactory completion of work and can the agency hold the individual contractually responsible for failure to complete the work? Yes No

7. Will the Agency have the right to terminate the relationship at any time? Yes No

8. Can the individual terminate the relationship at any time without liability? Yes No

9. Are the services the individual will provide an independently established trade, occupation, profession, or business? Yes No
 Please Identify Clinical Psychology _____

10. As a matter of economic reality is the individual dependent on the State for work? Yes No

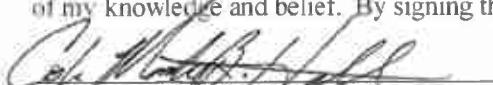
11. What is the individual's name? Dr. Nicole L Sawyer _____

12. Have they previously been employed by the State? Yes No
 If so, what was the latest year of service? _____

13. What agency did they last work for? _____

14. What was the title of the last position they held with the State? _____

I have reviewed the certification form and the facts and circumstances relevant to the certification and attest it is true to the best of my knowledge and belief. By signing this form, I certify that the individual being hired meets the independent contractor test.


Commissioner or Director

11/25/05
Date