

# Postdoctoral Supplemental Supervision

## Specialty Supervision Agreement (Paid and Mentorship Tracks)

*This Agreement governs supplemental specialty supervision provided to a postdoctoral psychologist whose primary licensure-hour supervision is held by a separate supervisor of record. It is a complete, self-contained document covering both the paid postdoc track and the annual no-fee mentorship spot.*

### 1. Parties

This Postdoctoral Supplemental Supervision Agreement (the "Agreement") is entered into between Anwuri Osademe, PsyD, a Wisconsin-licensed clinical psychologist doing business as Sticky Brain Studio, LLC ("Supervisor"), and the postdoctoral psychologist identified on the signature page ("Supervisee"), collectively referred to as "the Parties."

### 2. Engagement Track

This Agreement covers one of two tracks, indicated on the signature page:

- Paid Postdoc Supplemental Track -- weekly 60-minute supplemental specialty supervision at the fee set forth in Section 4.
- Annual Mentorship Track -- one (1) annual no-fee mentorship spot offered through Supervisor's application process, focused on equity, mission alignment, and specialty interest fit. Selection is at Supervisor's sole discretion. Mentorship engagements are 60-minute sessions on a schedule agreed at the start of the engagement.

### 3. Scope and Critical Limits of Supervision

#### NOT LICENSURE-HOUR SUPERVISION

This is supplemental specialty supervision ONLY. Supervisor is NOT the primary supervisor of record for Supervisee's postdoctoral training year, and hours from this engagement may NOT be submitted to any state licensing board as required licensure supervision hours. Supervisee's primary site supervisor retains exclusive responsibility for licensure-hour supervision and patient care oversight.

#### 3.1 What this supervision IS

- Specialty-focused supervision in Supervisor's areas of expertise: ADHD across the lifespan, executive functioning, anxiety, neurodivergent-affirming care, implicit bias in clinical identification and treatment, and pediatric mood adjacent to neurodevelopmental concerns.
- Case-based clinical reasoning, framework application, and professional development.
- A supplemental learning relationship in addition to Supervisee's primary site supervision.

#### 3.2 What this supervision is NOT

- NOT primary licensure-hour supervision. Hours cannot count toward any state's required licensure hours.
- NOT a substitute for Supervisee's site-based supervisor of record.
- NOT psychotherapy. Supervisee remains responsible for their own mental health care.
- NOT a co-treatment relationship. Supervisor does not establish a clinician-patient relationship with any individual discussed.
- NOT CE-eligible unless expressly identified in writing through an APA-Approved Sponsor arrangement.

### 3.3 Clinical responsibility

Supervisee, in coordination with the primary site supervisor of record, is the licensed (or pre-licensure provisionally credentialed) treating provider for any case discussed. Clinical, ethical, and legal responsibility for all decisions in Supervisee's practice -- including diagnostic decisions, treatment planning, prescribing or referring, risk assessment, mandatory reporting, and emergency response -- remains with Supervisee and Supervisee's primary site supervisor.

## 4. Primary Site Supervisor Acknowledgment

- Supervisee shall inform their primary site supervisor in writing of this supplemental supervision arrangement before the first session.
- Supervisee shall provide Supervisor with written confirmation that the primary site supervisor is aware of and does not object to the arrangement.
- If the primary site supervisor or postdoc site objects, this Agreement terminates immediately without penalty to either Party. Any prepaid fees for unprovided sessions will be refunded.

## 5. Fees and Payment

### 5.1 Paid Postdoc Supplemental Track

Service	Format	Fee (USD)
Postdoc supplemental supervision	60 min, weekly, recurring	\$110 / session
Late cancellation (<48 hours)	Per session	Full session fee
No-show	Per session	Full session fee

### 5.2 Annual Mentorship Track

The annual mentorship spot is provided at no fee. Late cancellations (<48 hours) and no-shows do not incur a fee but are tracked; three or more in a single engagement year may result in administrative termination under Section 10.

### 5.3 Billing (Paid Track)

- Sessions billed at the close of each calendar month, due Net 15.
- Invoices delivered electronically. Payment by ACH, credit card, or check made out to Sticky Brain Studio, LLC.
- Accounts more than 30 days past due may be paused until current.

## 6. Scheduling, Cancellations, and Attendance

- Standing weekly day/time agreed at intake.
- More than 48 hours notice: no charge, reschedule within the same calendar month when

possible.

- Less than 48 hours notice: full session fee for the paid track. Tracked-only for mentorship track.
- Supervisor's planned absences (vacation, conferences, illness) communicated at least two weeks in advance when possible. Sessions missed due to Supervisor's absence are not billed.
- Three or more consecutive missed sessions without communication may result in administrative termination under Section 10.

## 7. Confidentiality and Patient Information

### 7.1 De-identification

All case material discussed must be de-identified. Supervisee is responsible for removing or disguising names, dates of birth, locations, employers, schools, and any other information that could reasonably identify a patient. Supervisor will redirect any conversation that includes identifying information.

### 7.2 Supervision records

Supervisor maintains minimal supervision records: date, duration, general topic categories, and any clinical resources shared. Records are stored in a HIPAA-aligned system and retained for seven (7) years from the end of the engagement. Supervisor does not provide Supervisee's primary site supervisor or postdoc training program with supervision notes or evaluations unless expressly requested in writing by Supervisee and scoped in advance.

### 7.3 Limits of Supervisor confidentiality

Supervisor maintains confidentiality of supervision content except where disclosure is required by law: mandated reporting of suspected child or elder abuse or neglect, response to valid court order or subpoena, or obligations to report to a licensing board where Supervisor becomes aware of conduct that may constitute an ethical or legal violation. Supervisor will make reasonable efforts to notify Supervisee before any required disclosure.

## 8. Emergency Protocol

### NOT A CRISIS SERVICE

This supervision is not an emergency or crisis service. Supervisor is not available for same-day crisis response and does not provide on-call coverage for Supervisee's patients. Supervisee's primary site supervisor and postdoc site retain crisis response oversight.

- Patient emergencies: Supervisee must immediately activate the emergency protocols of the postdoc site, including 988, 911, the patient's local crisis line, or the nearest emergency department. Notify the primary site supervisor without delay.
- Supervisee in personal crisis: Supervisor will direct Supervisee to 988, 911, Supervisee's own treating provider, the postdoc site's employee assistance resources, or the nearest emergency department. Supervision may be paused or terminated if the engagement becomes therapy rather than supervision.
- Both Parties are mandated reporters and independently responsible for their own reports under applicable law.

## 9. Jurisdiction, License, and Intellectual Property

- Supervisor is licensed as a clinical psychologist in the State of Wisconsin and is authorized to provide telehealth services to clients in PSYPACT-participating states for direct clinical work; supplemental supervision with other credentialed clinicians is not bound by PSYPACT.
- Supervisor does NOT provide primary licensure-hour supervision in any jurisdiction.
- Supervisee is solely responsible for ensuring that this supplemental supervision is permitted under Supervisee's jurisdiction's licensing board rules and postdoc site policies.
- Any frameworks, worksheets, reference cards, decision tools, or other materials shared by Supervisor remain the proprietary property of Sticky Brain Studio, LLC (including the F-O-C-U-S framework, the 60-Second CBT framework, and the Sticky Brain (TM) concept). Supervisee is granted a limited, non-exclusive, non-transferable license to use these materials in Supervisee's own clinical practice during the Term. No reproduction, redistribution, modification, AI training, or commercialization without separate written license.

## 10. Term and Termination

### 10.1 Term

- Paid Track: month-to-month, commencing on the date of first signature.
- Mentorship Track: aligns with the postdoc training year as agreed at intake (typically twelve months).

### 10.2 Termination for convenience

Either Party may terminate this Agreement with thirty (30) days' written notice. All fees accrued through the effective termination date remain due (Paid Track).

### 10.3 Termination for cause

- Either Party may terminate immediately for material breach (non-payment over 60 days, unprofessional conduct, breach of confidentiality terms).
- Supervisor may terminate immediately if continuing the engagement would, in Supervisor's professional judgment, be ethically or clinically inappropriate, including if the primary site supervisor or postdoc site withdraws acknowledgment.
- Administrative termination: three or more consecutive missed sessions without communication, after written notice and a 14-day re-engagement window.

### 10.4 Effect of termination

- All outstanding invoices become immediately due (Paid Track).
- License to use SBS branded frameworks and tools expires; Supervisee must cease use of branded materials.
- Sections 7, 9, 11, 12, 13, and 15 survive termination.

## 11. Indemnification and Limitation of Liability

Supervisee indemnifies and holds harmless Supervisor, Sticky Brain Studio, LLC, and its officers, employees, and contractors from and against any claim, demand, loss, liability, or expense (including reasonable attorneys' fees) arising out of or relating to Supervisee's clinical practice, treatment decisions, patient care, or use of materials shared in supervision, except to the extent caused by Supervisor's gross negligence or willful misconduct.

Supervisor's total liability under this Agreement shall not exceed the fees paid by Supervisee in the three (3) months immediately preceding the event giving rise to the claim (Paid Track) or one

thousand dollars (\$1,000) (Mentorship Track). Neither Party shall be liable for any indirect, incidental, consequential, or punitive damages.

## 12. Insurance

- Supervisor maintains professional liability insurance appropriate to her scope of practice.
- Supervisee represents that they maintain postdoc-appropriate professional liability (malpractice) insurance throughout the engagement and shall provide proof on Supervisor's written request.

## 13. Dispute Resolution and Governing Law

- Good-faith direct discussion before any other remedy.
- Non-binding mediation in Milwaukee County, Wisconsin, before any litigation.
- Governed by the laws of the State of Wisconsin without regard to conflict-of-law provisions.
- Legal action shall be brought exclusively in state or federal courts in Milwaukee County, Wisconsin.

## 14. Notices

Notices required under this Agreement shall be in writing and delivered by email with delivery confirmation, certified mail, or recognized overnight courier to the addresses on the signature page.

## 15. General Provisions

- Entire Agreement. This document constitutes the entire agreement between the Parties regarding supplemental specialty supervision.
- Amendments. Modifications must be in writing and signed by both Parties.
- Severability. If any provision is held unenforceable, the remaining provisions remain in full force and effect.
- Counterparts. This Agreement may be executed in counterparts, including by electronic signature, each of which is deemed an original.
- Independent Contractor. The Parties are independent contractors.

## 16. Acknowledgment

By signing below, Supervisee acknowledges that they have read and understood this Agreement in its entirety, including the scope and limits of supervision in Section 3, the requirement to notify the primary site supervisor in Section 4, the emergency protocol in Section 8, and the jurisdictional limits in Section 9. Supervisee has had the opportunity to ask questions and to consult independent counsel before signing.

### Track election

- Paid Postdoc Supplemental Track (\$110 / 60 min session, weekly)
- Annual Mentorship Track (no-fee, application-based, training-year aligned)

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## Signatures

### CONSULTANT / LICENSOR

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Signature

Anwuri Osademe, PsyD  
Sticky Brain Studio, LLC

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Date

### COUNTERPARTY

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Signature

Printed name: \_\_\_\_\_

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Date

*This Agreement is the proprietary template of Sticky Brain Studio, LLC. It has been prepared with the intent of being reviewed by independent legal counsel before use with any party. Sticky Brain Studio, LLC does not provide legal advice.*