Author License Agreement

I grant the University of the Incarnate Word and my academic department the non-exclusive rights to copy, display, perform, distribute and publish my work entitled

**Leader-Follower Unity: A Grounded Theory Based on Perceptions of Leadership and Followership Experts in the United States**

to the repository known as The Athenaeum and to make it available in any format in perpetuity as part of an institution, department, or The Athenaeum communication or distribution effort. I understand that once my work is submitted, a bibliographic citation to my work will remain visible in perpetuity, even if my work is updated or removed. I understand that my work's copyright owner(s) will continue to own copyright outside these non-exclusive granted rights.

I warrant that:

1. I am the copyright owner of my work, or
2. I am one of the copyright owners and have permission from the other owners to submit my work, or
3. My institution or department is the copyright owner and I have permission to submit my work, or
4. Another party is the copyright owner and I have permission to submit my work.

Based on this, I further warrant to my knowledge:

1. My work does not infringe any copyright, patent, or trade secrets of any third party,
2. My work does not contain any libelous matter, nor invade the privacy of any person or third party, and
3. That no right in my work has been sold, mortgaged, or otherwise disposed of, and is free from all exclusive claims.

I agree to hold the institution, department, The Athenaeum, and their agents harmless for any liability arising from any breach of the above warranties or any claim of intellectual property infringement arising from the exercise of these non-exclusive granted rights.

Name: [Signature]

Date: 6/30/2017