



Paul H. Brookes Publishing Co., Inc.  
Post Office Box 10624, Baltimore, Maryland 21285-0624

**PERMISSION TO REUSE BROOKES PUBLISHING CO. MATERIAL**

The University of Oklahoma  
Zarrow Center for Learning Enrichment  
338 Cate Center Drive, Room 190  
Norman, OK 73019  
**Attn: James Martin & Donna Willis**

January 13, 2017

**Invoice #: PB17005 REVISED**  
*Reference this invoice number in all correspondence*

RE: Your request for permission to post online all 387 pages, with the exception of Figure 1.1 (p. 11), and the picture bank illustrations (“Material”), from **Self-Directed Employment: A Handbook** (2002), Martin et al.

Paul H. Brookes Publishing Co., Inc. (“Brookes”) is pleased to grant your request, contingent upon the following terms and conditions:

The Material may be posted only to the Oklahoma University Zarrow Center website, <http://www.ou.edu/content/education/centers-and-partnerships/zarrow.html> (“Website”).

No additions, deletions, abbreviations, or alterations shall be made in the Material’s titles, text or other content, with the exception of Figure 1.1 (p. 11), which must be deleted or removed before the Material is posted on the Website.

A credit line must appear with or near the Material on the Website, as follows:

Martin, J., Mithaug, E., Oliphint, J., Husch, J., & Frazier, E. (2002). *Self-Directed Employment: A Handbook*. Baltimore: Paul H. Brookes Publishing Co., Inc. With permission of the publisher. To reproduce or distribute further, contact [rights@brookespublishing.com](mailto:rights@brookespublishing.com).

Permission

- Is granted on a one-time only basis, and is non-exclusive and non-transferable.
- Is only for the abovementioned English-language electronic version of the Material, limited to posting on the website named herein.
- Does not permit you/your university to sublicense use of the Material.
- Does not apply to any part (text or graphic) of the Material that is independently copyrighted or bears a separate source notation.

The permission fee has been waived.

For other and/or additional websites, uses, copies, studies, presentations, events, courses, trainings, editions, ancillaries, versions, derivatives, mediums, languages, or formats, a separate permission request must be submitted, and a fee may be assessed. To extend permission or to use the Material again, submit a completed permission request form (<http://www.brookespublishing.com/customer-service/permissions/>), along with a copy of this agreement, at least 8 weeks prior to your new use.

All rights not explicitly expressed herein are retained by Brookes, including the right for Brookes to require you to remove or replace the Material.

For questions, or should you decide not to use part or all of the Material, contact [rights@brookespublishing.com](mailto:rights@brookespublishing.com).

Rachel Lewis, Rights & Permissions Associate, on behalf of Heather Lengyel, Senior Subsidiary Rights & Contracts Manager