

EXHIBIT 1

LICENSED THERAPIST CONTRACTOR: JOB DESCRIPTION

Title	Licensed Therapist Contractor
Job type	Contract (1099)
Location	Hybrid In-Person and Virtual/Telehealth (Denton, Texas)
Pay Range	\$40,000 - \$90,000 per year (estimate based on billable client hours, administrative pay, and potential bonus opportunities)
Overview	1099 contract remote (Hybrid In-Person and Virtual/Telehealth - Texas) clinical role for a fully licensed mental health professional at a growing counseling and wellness practice.

Who We Are

TheraPride is an inclusive counseling and wellness practice specializing in providing quality affirming evidence-based therapy for teens, adults, couples, and groups in Colorado, Maine, and Texas. We emphasize a caring, collaborative, and holistic approach that will help encourage and guide our clients in their journey through life. The foundation of our practice is built on providing accessible mental health therapy, especially to those in the LGBTQIA+ community, allies, and others on the margins of society who desire to be seen, understood and valued. It is our belief that every person has unique value and deserves to be treated with unconditional kindness, dignity, respect, and acceptance.

What We Offer

- Monthly group clinical consultations and CEU offerings for professional growth to enhance your abilities and expertise.
- Safe, positive, diverse, and supportive team atmosphere, with a dedicated leadership team there to assist with inquiries, intake procedures, scheduling, case discussions, billing, and insurance claims.
- Regular team gatherings, promoting a sense of unity and camaraderie.
- Marketing support to highlight your services and programs through our practice's social media, website, and events.
- Flexible work schedule, supporting work-life balance and professional independence.
- Hybrid work model, in-person (Denton, TX office) and virtual/telehealth (work-from-home).
- Paid training and onboarding.
- Insurance credentialing.
- A clinical workload of 15-30 clients per week typically established within the first 180 days.
- Protection from no-shows and late-cancellations. *As we bill for late cancellations and no-show sessions, you will be compensated for the sessions you opt to charge for.*

The Ideal Candidate

We are looking for knowledgeable, passionate, positive, affirming, and dedicated therapists to join our team. The ideal candidate will be highly motivated and excited to join a growing LGBTQ+ and woman owned counseling and wellness practice. They are thrilled to provide the best possible in-person and virtual/telehealth therapy experience for our clients and have a desire to make a positive difference in the lives

of others. This person has solid clinical training and experience working with a variety of ages, populations, backgrounds, and presenting issues. They are affirming of the LGBTQ+ community and other diverse communities, committed to quality care, and possess a growth mindset. Ultimately, we are looking to bring someone onto our team who shares our values and believes in our mission to provide inclusive and affirming therapy for teens, adults, couples, and groups in Texas, Colorado, and Maine.

The Position

The Licensed Therapist Contractor position is a clinical role performed by a fully licensed mental health professional who provides professional therapeutic services to individuals, couples, families, and/or groups and involves the application of mental health, psychotherapeutic, and human development principles to facilitate adjustment and development throughout the lifespan.

This hybrid (in-person and virtual/telehealth) position allows you to maintain your independence while benefiting from our supportive environment and comprehensive administrative assistance. It requires a commitment to a minimum of 30 billable client hours per semimonthly (15th and last day) pay period (15 average hours per week) by the end of the 180 day ramp up period. As a contractor, you will receive 60% of each billable client hour you perform during the ramp up period.

After the ramp up period and if you reach an average of 50 billable client hours per semi-monthly pay period (25 billable client hours per week) each month thereafter, you will then be eligible for W2 employment pending a good review and approval by practice leadership. That will qualify you for employee status with benefits.

Work Environment

Sessions will take place in-person (Denton, TX) and virtual/telehealth at your place of residence or designated private and secure location.

Compensation

Compensation is based on 60% of each billable client hour you perform during the 180 day ramp up period. This position is classified as a 1099 contractor.

Duties and Responsibilities

- Provide tailored individual, couples, family, and/or group therapy sessions in line with client needs and their specific treatment plans.
- Uphold a minimum clinical caseload of 30 billable client hours per semi-monthly pay period (averaging 15 billable client hours each week), in addition to fulfilling assigned administrative responsibilities.
- Provide in person (Denton, TX) and virtual/telehealth clinical counseling services to TheraPride clients as scheduled.
- Keep precise and current client records, treatment plans, and progress notes, ensuring compliance with ethical, legal, and professional standards.
- Work in partnership with practice leadership to streamline scheduling, intakes, and client inquiries, promoting an optimal client experience.
- Collaborate closely with practice leadership in the handling of billing and insurance claims to ensure timely and accurate processing.
- Proactively seek advice and support from the leadership team when necessary to maintain the highest standard of client care.
- Understand and follow all TheraPride policies and procedures in your clinical role.
- (Optional) Be an active participant in regular team meetings, sharing knowledge and insights to improve the quality of our therapeutic services.
- (Optional) Engage in monthly professional development opportunities and CEU offerings to remain informed on the latest practices and industry developments.
- (Optional) Participate in team gatherings, adding to a culture of positivity and teamwork.

Required Qualifications

- Possess a Master's degree from an accredited institution of higher education with a specialty in clinical mental health counseling or psychology.
- Hold a current Texas or Colorado LPC, LCSW, LMFT, or LP license in good standing and without restriction.
- Demonstrate proficiency in conducting basic psychological assessments, formulating diagnoses, and implementing interventions for clients across all age groups.
- Experience and training in administering evidence-based treatments such as CBT, DBT, EMDR, and similar methodologies.
- Adept at creating and adapting goals and treatment objectives as necessary for effective evidence-based therapy.
- In-depth comprehension of therapy-related ethical and legal obligations for client care.
- Willingness and initiative to seek supervisory and consultative support when needed and required.
- Agreement with and demonstration of the mission, vision, and core values of TheraPride.
- Outstanding verbal and written communication skills.
- Commitment to sustaining a minimum of 30 billable client hours per semi-monthly pay period (averaging 15 hours per week monthly).
- Skilled at keeping meticulous and orderly client documentation.
- Leadership qualities and a propensity for teamwork.
- Availability of a confidential and professional setting for telehealth sessions.
- Reliable access to a high-speed internet connection that is secure.
- Possession of a secure computer or laptop for professional use.
- Commitment to continued professional education and personal growth.
- Entrepreneurial drive to establish oneself as a successful clinician within a private group practice.

Preferred Qualifications

- EMDR trained or certified (EMDRIA approved)
- Experience working with the LGBTQ+ and other diverse communities
- Other specialized training and/or experience with special and/or marginalized populations.