

PARTICIPANT AGREEMENT, WAIVER, RELEASE AND ASSUMPTION OF RISK

In consideration of being permitted to participate in the 2025 Sales Summit that is being held at the Austin Marriott Downtown in Austin, TX from January 13, 2025 to January 15, 2025 (the "Event"), including without limitation the furnishing of services, premises and/or equipment to enable me to participate in the Event, I, on behalf of myself and my spouse, children, parents, heirs, successors, assigns, personal representatives, and my estate, agree to waive, release, assume risk, and indemnify Payroc WorldAccess, LLC and its parent companies, subsidiaries, affiliates, employees, agents, owners, officers, volunteers, and all other persons or entities acting in any capacity on their behalf (collectively referred to herein as "Payroc"), as follows:

- 1. Cancellation and No-Show Policy:** In the event that I am unable to attend and do not provide written notice of cancellation by Friday, December 20, 2024, I agree to be charged for any associated fees, including but not limited to the full cost of the reserved hotel room. Failure to provide notice will result in a "no-show" status, and I will be liable for any further cancellation or administrative fees incurred by the hotel. After December 20, 2024, if I am unable to attend, I understand that Payroc will review the situation and inform me of any associated fees with the cancellation.
- 2.** I acknowledge the activities associated with the Event entail known and unanticipated risks that could result in physical or emotional injury, paralysis, death, or damage to me, my property, or third parties. I understand such risks cannot be eliminated without jeopardizing the essential qualities of the activity.
- 3.** I acknowledge all activities associated with the Event are based on the "challenge by choice" principle and expressly understand I do not have to participate in any activity. I will withdraw from participation in any activity which I deem to exceed my physical capabilities, skill level, and/or comfort level. The activities create an inherent risk for injuries such as, but by no means limited to: slips, falls, free falling, heat stroke, heart attack, seizure, blindness, fractures, rope burn, drowning, pinches, scrapes, twists, jolts, strains, scratches, bruises, sprains, lacerations, fractures, concussions, stings, allergies, diseases, infection (including without limitation COVID-19), and other injury. I understand participating in a group activity subjects me to the conduct of other individuals and I may be exposed to the negligent acts and behavior of other persons and activity participants.
- 4.** I expressly agree and promise to accept and assume all of the risks inherent in any activity associated with the Event in which I participate. My participation in any activity is purely voluntary, and I elect to participate fully aware of the risks I am assuming.
- 5.** I hereby voluntarily release, forever discharge, and agree to indemnify and hold harmless Payroc from any and all claims, demands, or causes of action, which are in any way connected with my participation in any activity associated with the Event, including any such claims which allege negligent acts or omissions of Payroc.
- 6.** Should Payroc or anyone acting on their behalf, incur legal fees or costs to enforce this agreement, I agree to indemnify and hold them harmless for all such fees and costs including reasonable attorneys' fees.
- 7.** I certify that I have medical and liability insurance to cover any injury I may suffer, or damage I may cause, while participating in activities associated with the Event. If I have no such insurance, I agree to bear the costs of such injury or damage myself. I certify that I assume the risk of any medical or physical conditions I may have and I will make said medical or physical conditions known to Payroc prior to attending the Event if I believe it may affect my ability to safely participate in any activity available to me while at the Event.
- 8.** I agree to cause any guest that accompanies me at the Event sign this Participant Agreement, Waiver, Release and Assumption of Risk. In the event that any such guest attends the Event but does not sign this Participant Agreement, Waiver, Release and Assumption of Risk, I hereby agree to indemnify and hold harmless Payroc from any and all claims, demands, or causes of action by such guest against Payroc including reasonable attorneys' fees.

9. I agree that this Participant Agreement, Waiver, Release and Assumption of Risk shall be governed by the substantive law of Illinois without regard to its conflict of law rules. I agree that any action relating in any way to the Event or this Participant Agreement, Waiver, Release and Assumption of Risk shall be brought in the state or federal courts located in Cook County, Illinois, and I submit to the jurisdiction of such courts and waive any objection to venue and/or any claim that such courts are an inconvenient forum. I agree that if any portion of this agreement is found to be void or unenforceable, the remaining document shall remain in full force and effect.

By agreeing to this document, I acknowledge that if anyone is hurt or property is damaged during my participation in ANY activity sponsored by Payroc or relating in any way to the Event, I may be found by a court of law to have waived my right to pursue a legal action against Payroc on the basis of any claim from which I have released them herein.