



In connection with, and in consideration of my participation in, the 2025 HITEC Spring Leadership Summit, referred below as EVENT, I hereby give HITEC and those acting on its behalf, authority, consent and permission to:

- (i) Record and/or reproduce my appearance, image, silhouette, voice and/or any other aspects of my physical likeness, as well as any materials provided by me, if any, in whole or in part, on film, video tape, audio tape, photograph, online and/or any other medium or platform, and use my name and/or any other biographical or personally-identifying information, for, or in connection with, any such recording, and
- (ii) Copyright any such recording, and any materials related thereto, in the name of HITEC and otherwise use, reuse, copy, edit, revise, produce, publish, display, exhibit, broadcast, distribute, sell, license, and promote any such recording, and any materials related thereto (including any materials provided by me), in whole or in part, anywhere in the world, in any medium or platform now known or hereafter discovered, for any purposes which HITEC and those acting on its behalf, may deem appropriate.

With the intention of binding myself, and my heirs, assigns, and legal representatives, I hereby WAIVE AND RELEASE any and all rights and claims which I may have, now or in the future, against HITEC and its officers, employees, members, agents and representatives, for any and all damages or injuries of whatever kind suffered by me in connection with my participation in the EVENT, any recording thereof, any use of any such recording, and the other matters set forth herein, except for those arising out of the willful misconduct, gross negligence or intentional torts of the above parties. Without limiting the foregoing, I also hereby WAIVE AND RELEASE any right that I may have, now or in the future, to inspect and/or approve any recording of the EVENT, and/or any materials related thereto.

I hereby represent and warrant that my presentation and presentation materials, if any, will not infringe upon the rights of any other party. I also hereby represent and warrant that I am eighteen years of age or older and have every right to contract in my own name in the above regard. I state further that I have read the above consent and release, prior to its execution, that I understand and am fully familiar with the contents thereof, and that the same shall be governed by, and construed in accordance with, the laws of the District of Columbia.

Prohibited Conduct:

- (a) Disruptive Conduct. You acknowledge and agree that HITEC reserves the right to remove you from the Event if HITEC, in its sole discretion, determines that your presence or behavior create a disruption or hinder the Event or the enjoyment of the Event by other attendees.
- (b) Harassment. All attendees, speakers, sponsors, and participants at our summit are required to agree with the following code of conduct. HITEC will enforce this code throughout the event. We are expecting cooperation from all participants to help in ensuring a safe environment for everybody. Harassment includes offensive verbal comments related to gender, age, sexual orientation, disability, physical appearance, body size, race, ethnicity, religion (or lack thereof). We do not tolerate harassment of our participants in any form, including anything communicated during the content of the virtual Summit, on social media, or any other online outlets. This includes but is not limited to sexual language and imagery, deliberate intimidation, stalking, following, harassing photography or recording, sustained disruption of talks or other events, inappropriate physical contact, and unwelcome sexual attention. Participants asked to stop any harassing behavior are expected to comply immediately. If a participant engages in harassing behavior, HITEC may take any action they deem appropriate, including warning the offender or expulsion from the summit with no refund.
- (c) Photography, Recording, Live Streaming, and Videotaping. Attendees may not record or broadcast audio or video of sessions at HITEC Events.
- (d) Unethical/Non-Compliant Marketing. HITEC reserves the right to deny admission to anyone who engages in or is reputed to engage in unethical or non-compliant marketing practices.
- (e) HITEC may also exclude any prospective attendee from registering for or attending any Event, in HITEC's sole discretion. Furthermore, HITEC reserves the right to cancel, in its sole discretion, any attendee's



registration upon refund of the admission fees paid to HITEC; provided, however, that if an attendee is canceled for violating any prohibition or requirement set forth in this code of conduct, HITEC may retain all fees paid.