

WORLDATEWORK, INC.,
WORLDATEWORK 2020 SPOTLIGHT ON SALES COMPENSATION VIRTUAL
CONFERENCE & EXHIBITION

(Attendee & Participant Terms and Conditions & Policies)

By registering for and/or attending the WorldatWork 2020 Spotlight on Sales Compensation Conference & Exhibition, (“Conference”), all attendees and participants (“Participants”) agree to be bound by, and comply with, these WorldatWork, Inc. (“WaW” and/or “Company”) Terms and Policies. It is the Participant's responsibility to read and understand these Terms and Conditions.

1. Participation and Behavior

Participants are expected to conduct themselves professionally at all conference functions. Use of obscene language, abusive behavior, or threatening behavior directed to any other conference participant or staff is not conducive to a learning environment and will not be tolerated. The WaW staff has the right to remove any Participant that is in violation of this Policy and no refunds of registration will be granted.

2. Admittance

WaW has sole discretion, without refund, to refuse admittance to or expel from the Conference anyone that is deemed to be behaving in a manner that could be disruptive to the conference or any other Participant.

WaW reserves the right to close, alter, or cancel, without prior notice, any Conference event, sessions or other items relating directly or indirectly to the Conference for any cause, or at any time.

WaW reserves the right to remove anyone caught sharing a registration. Those users will be removed from the session(s) and if caught twice you will lose all access, will not be granted a refund for the registration and will not be granted a refund

3. Registration Transfers

Transfers for registration for Conference will not be granted.

4. Cancellation and Refund Policy

If you need to cancel your registration, please contact customerexperience@worldatwork.org for refund processing. The WorldatWork 2020 Spotlight on Sales Compensation Virtual Conference cancellation and refund policy is as follows:

- If you purchased a one-week package, you will receive a full refund of your registration fee if you cancel by 5:00 p.m. ET of the Friday before the start of the Session purchased.
- If you purchased an all-inclusive session package, you will receive a full refund of your registration fee if you cancel by 5:00 p.m. ET **of Friday, August 7, 2020.** If you choose to cancel your

registration **between August 8 and the end of Wednesday, August 12, 2020**, you will receive a 75% refund of your registration fee.

- Refunds will not be given after 5:00 p.m. ET, August 12, 2020.
- Nonattendance will not be eligible for refunds.
- No cash refunds will be provided.

5. **Use of Personal Information and Registration Information.**

WaW is committed to data privacy and protecting your personal information. By registering for this Conference and submitting your email address during the event registration process, you agree that WaW and its Conference partners may send Participant Conference related information. A valid email address is required for all registrations. WaW uses the personal data Participant provides in this registration for administering your participation in this Conference. This may include information about the Conference's content, event logistics, payment, updates, and additional information related to the Conference. By registering for this Conference, the Participant agrees to allow WaW to disclose Participants personal data to Conference related third parties, including Conference sponsors and third party service providers engaged by WaW to assist in the conduct of the Conference (e.g. housing bureau, mobile application provider). Information Participant provides when registering for or participating in the Conference, including event managed or co-sponsored by parties other than or in addition to WaW may be shared with those parties, and the treatment of such information is further subject to the privacy policies of those parties. Except as described herein, WaW will not disclose Participant's personal data to any other third party without your consent except where required to do so by law.

6. **Usage of photographic and video material taken at WaW events**

WaW imposes certain restrictions on the use of multimedia at its events (e.g. photography, video, audio, online streaming, and all future mediums). Photographs may not be published, sold, reproduced, transmitted, distributed or otherwise commercially exploited in any manner whatsoever.

WaW may hire professional service providers (photo/video/streaming/audio) to document and display the event experience. WaW may also use social media (e.g. Twitter) to: (i) post real-time photos and videos to its social media feeds; and (ii) display select submissions from those feeds on its webpage. By attending the Conference, Participant acknowledge and agree as follows: (a) WaW may edit and use footage it captures at the event for marketing and promotional activities and for any other lawful purpose in the ordinary course of its business; and (b) due to the prevalence of mobile recording devices in today's world, WaW disclaims all liability for the capture of your image in any multimedia format by other attendees at the event.

7. **General**

WaW reserves the right to change, amend, add or remove any of the above Terms & Conditions in its sole discretion and without prior notice. If one or more of the conditions outlined in these Terms & Conditions should become invalid, the remaining conditions will continue to be valid and apply. These Terms & Conditions apply to all event participants (attendees, speakers, sponsors, exhibitors). The views expressed by any event attendee, speaker, exhibitor, or sponsor are not necessarily those of WaW. All attendees, speakers, exhibitors, and sponsors are solely responsible for the content of all individual or corporation presentations, marketing collateral, and/or advertising.