



## TERMS & CONDITIONS

- Only Market Partners in good standing with MONAT Global Corp and MONAT Global Canada ULC are eligible to attend the New Leadership Experience.
- No alternate compensation or accommodations will be offered in lieu of attendance. There is no cash equivalent value if a Market Partner cannot or does not attend, whether by choice or personal circumstance. No amounts will be paid or refunded if a Market Partner decides not to attend or cannot attend the New Leadership Experience. **ABSOLUTELY NO EXCEPTIONS WILL BE MADE.**
- In no case can a non-qualifying Market Partner be registered as an additional occupant in a qualified Market Partner's resort room. Should this action be discovered, the qualifying Market Partner who admitted the non-qualifying occupant will forfeit his/her registration fees, and both parties will forfeit their right to attend the New Leadership Experience.
- Government photo identification indicating date of birth is required for badge pickup.
- Guest registration is subject to capacity limits and permitted on a "first come, first served" basis. Should occupancy limits be reached, the event may become "Sold Out."
- MONAT is not obligated to accommodate additional Guests at Market Partners' functions once the "Sold Out" status is reached.
- Guests under 18 years of age may share hotel accommodations in accordance with hotel policies. However, they may not attend official events requiring registered Guest credentials.
- Meals and other items not expressly mentioned in the trip inclusions will be the traveler's financial responsibility, if applicable.
- The Market Partner assumes all responsibility for his or her spouse, guest, or accompanying children and releases MONAT from any liability for such spouse, guest, and children in consideration of MONAT.
- MONAT reserves the right to modify event dates, inclusions, or program specifics at any time and may even cancel the event for any reason beyond the reasonable control of MONAT or the venue for the event, including but not limited to "Acts of God," civil unrest, war, transportation disruption, weather, national emergency, labor strikes, or any other circumstance that MONAT or the venue, in their sole discretion, deem as making the New Leadership Experience impracticable, impossible, or unsafe. Should such circumstances necessitate cancellation of the event, MONAT shall not be liable for any damage, loss, liability, cost, or expense a Market Partner or Market Partner's spouse, guest, or children may incur, even if MONAT is advised of the possibility of such damages; nor will MONAT be obligated to reschedule the New Leadership Experience or provide separate or additional compensation of any kind.
- Each Market Partner who attends the New Leadership Experience understands there is some degree of danger in attending the New Leadership Experience and that there is the possibility of physical injury up to and including death. **MONAT strongly encourages all Market Partners and their guests to remain on the event property during the New Leadership Experience.** MONAT will not be liable for any physical injury or monetary loss that a Market Partner or a Market Partner's spouse, guest, or children may experience while attending the New Leadership Experience. In consideration of MONAT allowing the Market Partner and any Market Partner's spouse, guest, or children to attend the New Leadership Experience, each Market Partner, for her or himself, and on behalf of any Market Partner's spouse, guest, or children, releases MONAT, its officers, Market Partners, employees, and agents from all liability arising out of or in connection with the New Leadership Experience and any activities in connection with the New Leadership Experience. In addition, as a condition of attending the New Leadership Experience, the Market Partner agrees to indemnify, defend, and hold harmless MONAT, its parent company, and its subsidiaries and affiliates from all liability arising out of the attendance of the New Leadership Experience by the Market Partner and the Market Partner's spouse, guest, or children, or any misuse of any facilities by the Market Partner or such spouse, guest, or children, except to the extent such damages arise directly from MONAT's willful misconduct.
- Without the Market Partner's release and indemnity of MONAT set forth in the paragraph above, MONAT would not allow the Market Partner or the Market Partner's spouse, guest, or children to attend the New Leadership Experience. If the Market Partner does not agree to the terms of such release and indemnity, the Market Partner should not and cannot attend the New Leadership Experience. By attending the New Leadership Experience, each Market Partner confirms her or his agreement to the release and indemnity language in the paragraph above. All attendees must sign a waiver of liability for badge pickup.
- By attending the event, the Market Partner, on the Market Partner's behalf and on behalf of each Market Partner's spouse, guest, or children, consents to interviews, photography, audio recording, video recording, and its/ their release, publication, exhibition, or reproduction to be used for news, webcasts, promotional purposes, telecasts, advertising, inclusion on websites, or any other purpose by MONAT and its affiliates and representatives, without any further payment to the Market Partner or the Market Partner's spouse, guest, or children. Each Market Partner, on the Market Partner's behalf and on behalf of said Market Partner's spouse, guest, or children, releases MONAT, its partners, and each and all persons involved from any liability connected with the taking, recording, digitizing, or publication of interviews, photographs, computer images, video, and sound recordings.

- By attending the event, the Market Partner, on the Market Partner's behalf and on behalf of said Market Partner's spouse, guest, or children, waive all rights that they may have to any claims for payment or royalties in connection with any exhibition, streaming, webcasting, television, or other publication irrespective of whether a fee for admission or sponsorship is charged. They also waive any right to inspect or approve any photo, video, or audio recording taken by MONAT or the person or entity designated to do so by MONAT.
- Qualifiers attending New Leadership Experience will be solely responsible for income taxes attributable to the noncash compensation as a result of MONAT paying for incentive trips and other noncash awards. In certain instances, the value of this incentive trip may be reported to the tax authorities in your jurisdiction in accordance with the country's applicable tax law. If and where applicable, any hotel or airfare paid by MONAT will be reported to respective tax authorities. Qualified Market Partners who register for an event and do not or cannot attend will remain responsible for the taxable value of any non-refundable costs incurred by MONAT. Examples of taxable trip value that will remain reportable even when a Market Partner is unable to attend would include: a minimum of one-night's room rate, hotel taxes, and resort fees. Non-refundable airfare paid by MONAT will be included in taxable income reporting, where applicable as defined by your country's taxation guidelines at the time of this trip.
- Prior to **official notification** of achievement to qualifying Market Partners, all information regarding status and qualification is unofficial and subject to change and verification by MONAT. Several factors may contribute to a variance in status and qualifications.
- A written invitation delivered by electronic or postal mail, sent from the Events Department of MONAT Global Corp, is the only form of **official notification** recognized. Phone calls, person-to-person conversations, text messages, social media posts, and e-mail or postal mail from departments other than the Events Department at MONAT Global Corp are communications that would **not** constitute **official notification** of qualification.
- Market Partners qualifying for the New Leadership Experience may not sell, substitute, transfer, or reassign their New Leadership Experience reservation.

### CONDITIONS OF ACCEPTING AIRFARE PAID BY MONAT

- Round-trip air travel to Miami International Airport (MIA) or Fort Lauderdale-Hollywood International Airport (FLL) will be provided by MONAT for one (primary) Market Partner per qualifying Market Partner Identification Number (MPID).
- Air travel must be booked at the lowest available fare and for travel on the scheduled program dates; July 21-23, 2023.
- Travelers may be asked to make up to one connection in each direction of the flight should doing so result in a savings to MONAT of \$200.00 or greater and connection time be less than 2 hours between flights.
- If non-stop flights are available in your market, and the difference in fare is less than \$200.00 over the lowest available connecting flight fare, non-stop flights will be permitted.
- Any request to travel on days other than the scheduled program dates: July 21-23, 2023, will be subject to written approval by MONAT. MONAT is not obligated to cover airfare for travel dates outside the specified program travel dates.
- Travelers must book their airline tickets through MONAT's partner agency. Tickets booked directly with airlines or through any other means are NOT REIMBURSABLE.
- Checked baggage, preferred seat assignments, and other ancillary airline fees are the traveler's responsibility.
- Once ticketed, airline change fees are the traveler's responsibility if applicable.
- Travelers must depart and return to the commercial airport nearest the MPID address they have on file.
- Stopovers are not permitted.
- Requests to fly on specific/preferred airlines must not impact the total airfare paid by MONAT.
- While we understand that some travelers must travel a longer distance from their MPID address, MONAT will not make special accommodations for these travelers (e.g., overnight hotel accommodations because "my flight to the destination resort is too long."); however, MONAT will not require travelers to make more than one stop in either direction, unless their city of origin necessitates a double connection due to standard airline routes. Furthermore, overnight flights will not be required as a condition of covered travel.
- Costs associated with travel delays, missed connections, weather events, or other disruptions in travel, including but not limited to overnight lodging in the case of missed connections, canceled flights, early departures, negligence, and/or personal circumstances are the responsibility of the traveler.
- Trip insurance and permits or vaccinations needed for any layover flights in the US or any other country are the responsibility of the traveler.