



Mandatory Documents: Signature REQUIRED

CODE OF CONDUCT

Dream Big Darling (“DBD”) and our team are excited to have you attend the 2020 Dream Big Darling Virtual Retreat (“Retreat”). You have been chosen because you exemplify what it means to be an industry professional.

We have worked hard over the years to build a positive reputation and to be a positive influence for the wine industry in which we all work, but as we all know a reputation is a fragile thing – unprofessional behavior by only one or a few people can damage what we’ve worked hard to build and maintain.

Therefore, we require that any person participating in the virtual Retreat adhere to our Code of Conduct, which outlines a standard of behavior that will reflect positively upon you and DBD. This standard of behavior consists of – but is not limited to – the following:

- a. **Behavior:** The virtual Retreat is an educational and networking opportunity. As such, DBD expects you to behave in a professional manner. This means extending common courtesy to others, being gracious and using good manners at all times, keeping conversations polite and upbeat, and being respectful to other Retreat attendees and hosts. Further, you shall not engage in unwanted or inappropriate comments or actions of a sexual nature towards other attendees, hosts, or otherwise.
- b. **Attendance at events:** While attending the Retreat, you are expected to attend all scheduled events and zoom in on time in appropriate attire for the anticipated activities.
- c. **Social Media & Journalistic integrity:** Your written or broadcast content regarding the virtual Retreat should be accurate, factual, and free of bias or prejudice. If you are producing a review, you may naturally express your opinion provided that you clearly state that it is your personal opinion, and that you are not expressing such opinion in the capacity of representing DBD or its affiliates.
- d. **Dress:** Please dress professionally and appropriately for all events and activities during the virtual Retreat. In most cases, this simply means casual attire, but please make note of the events and activities on the Retreat schedule and pack appropriately.
- e. **Attention during presentations:** Retreat hosts and panel members often have a lot of information and material to provide in a short time, so if a presentation is being given, please pay attention and do not use it as an opportunity to promote yourself or give advice, even if you have greater knowledge or experience than the presenter. If you want to discuss your own interests with the sponsor, host, or presenter, please wait until there is free time or follow up via email later. WE ASK THAT YOUR CAMERA REMAIN ON UNLESS YOU HAVE AN EMERGENCY.

f. **Cell phone use:** If you have a cell phone, please keep it on vibrate and do not take calls during events, activities and presentations. The only acceptable use of a mobile device is for live social media promotion of the sponsor/host/event or activity, but please check with the host first, and ensure that your use does not inconvenience other attendees.

g. **Grievances and problems:** At all events, members shall avoid making critical comments about hosts.

h. **Virtual Backgrounds:** Please keep your virtual backgrounds professional and unbiased at all times throughout the duration of the retreat.

ACCOMODATION EXPLANATIONS

We will be sending a follow-up survey after the retreat which will include the option to upload your hotel receipt. Dream Big Darling will reimburse up to \$150 to help cover a portion of the cost of your hotel stay.

ACCIDENT WAIVER AND RELEASE OF LIABILITY FORM

The individual named below for myself, my personal representatives, my heirs, next-of-kin, insurers, successors, and assigns (referred to as "I" or "me") desires to participate in certain activities hosted by Dream Big Darling, or to observe or otherwise participate in or in any other way be involved for any purpose with activities on the Santa Margarita Ranch (collectively, the "Activities") provided by Dream Big Darling, a California nonprofit corporation, and all and each of their managers, licensors, lessors, concessionaries, and/or operators, and each of their officers, managers, partners, members, employees, agents, independent contractors, subcontractors, guides, representatives, successors, assigns, volunteers, sponsors, promoters, and advertisers (collectively, the "Released Parties"). As lawful consideration for being permitted to participate in the Activities, I agree to all the terms and conditions set forth in this agreement (this "Agreement").

REPRESENTATIONS

I am in good health, in proper physical condition, and I do not have any medical or other conditions that would impair my ability to participate in the Activities. If at any time I believe conditions to be unsafe or that I am no longer in proper physical condition to participate in the Activities, I will immediately discontinue further participation in the Activities.

ASSUMPTION OF RISK. I AM AWARE AND UNDERSTAND THAT THE ACTIVITIES ARE DANGEROUS ACTIVITIES AND INVOLVE THE RISK OF SERIOUS INJURY AND/OR DEATH AND/OR PROPERTY DAMAGE. I ACKNOWLEDGE THAT ANY INJURIES THAT I SUSTAIN MAY BE COMPOUNDED BY NEGLIGENT EMERGENCY RESPONSE OR RESCUE OPERATIONS OF THE RELEASED PARTIES. THESE MAY RESULT NOT ONLY FROM MY OWN ACTIONS, INACTIONS, OR NEGLIGENCE, BUT ALSO FROM THE ACTIONS, INACTIONS, OR NEGLIGENCE OF OTHERS, OR THE CONDITION OF THE FACILITIES, EQUIPMENT, ANIMALS, OR VEHICLES. FURTHER, THERE MAY BE OTHER RISKS NOT KNOWN TO ME OR REASONABLY FORESEEABLE AT THIS TIME. I ACKNOWLEDGE THAT I AM VOLUNTARILY PARTICIPATING IN THE ACTIVITIES WITH KNOWLEDGE OF THE RISK INVOLVED AND HEREBY AGREE TO ACCEPT AND VOLUNTARILY AND FREELY ASSUME ANY AND ALL RISKS OF INJURY, DEATH, OR PROPERTY DAMAGE, WHETHER CAUSED BY THE NEGLIGENCE OF THE RELEASED PARTIES OR OTHERWISE.

RELEASE FROM LIABILITY

I hereby expressly waive and release any and all claims, now known or hereafter known in any jurisdiction throughout the world, against the Released Parties, on account of injury, death, property damage, claims (including negligence claims), demands, lawsuits, expenses, and any other liability of any kind, of or to me, my property, or any other person, directly or indirectly arising out of or in connection with my participation in the Activities, even if it is due to the negligence, injudicious act, omission, or other fault of the Released Parties or otherwise. I covenant not to make or bring any such claim against the Released Parties, and forever release and discharge the Released Parties from liability under such claims. I additionally agree to WAIVE ANY AND ALL GENERAL RELEASE LIMITATIONS PROVIDED BY APPLICABLE LAW OR ANY RIGHTS GRANTED TO ME UNDER APPLICABLE LAW. INDEMNITY. I shall defend, indemnify, and hold harmless the Released Parties against any and all losses, damages, liabilities, deficiencies, claims, actions, judgments, settlements, interest, awards, penalties, fines, costs, or expenses of whatever kind, including attorney fees, fees and the costs of enforcing any right to indemnification under this Agreement, and the cost of pursuing any insurance providers in respect of any accident, injury (including death), loss, or property damage, however caused resulting from, arising out of, or otherwise in connection with my participation in the Activities.