

ACKNOWLEDGMENT and WAIVER of claims

As an invitee to the event listed below (“the Event”) hosted by Highspring Holdings LLC and its subsidiaries and affiliates (together “Highspring”), please remember that you and all other invitees are responsible for representing Highspring appropriately. We trust and expect that you will act responsibly and professionally at all times and that you will comply with Highspring’s policies at all times, including but not limited to our anti-harassment, code of conduct, and right reporting relationship policies.

Attendance at the Event (or any subsequent social outings) is entirely voluntary, is not required by Highspring, and is not part of any employee’s duties. An individual’s decision to attend or not attend these events or participate in activities will have no bearing whatsoever on the person’s employment with Highspring.

Because attendance is entirely voluntary, persons who elect to attend any of these events or participate in these activities assume the risk of any personal injury and/or property damage that may occur arising out of their attendance. This would include participation in any rides or activities hosted at the Event. Because attendance is entirely voluntary, any injuries arising from such attendance will not be covered by workers’ compensation, unless expressly required by state law.

Any persons choosing to attend the Event remain responsible for complying with Highspring’s policies and agree to act responsibly at all times. Among other things, this includes a requirement that such persons, if they choose to consume alcohol, do so responsibly and not to excess. If persons are planning to drive, persons agree to limit their alcohol consumption or make plans with a designated driver or taxi service/Uber to get home. Employees or their family members who (i) attend the Event and (ii) are not of legal age should not request alcohol, nor will they be permitted to consume alcohol.

I hereby acknowledge that I understand that I am responsible for complying with Highspring’s policies at all times during the Event and acknowledge that I understand that my participation, whether or not such events are sponsored by Highspring, is strictly voluntary and will have no bearing on my employment. I therefore assume the risk of any property damage and/or personal injury that may result from or otherwise arise out of my attendance at such events and release Highspring Holdings LLC and all related entities and/or affiliates, and all of their respective officers, directors, employees, owners, shareholders, members, and agents, from any and all liability, damages, expenses, or causes of action for any and all injury, physical or otherwise, and/or property damage that may arise out of my attendance.