

Terms and Conditions – Leading Innovation At Work Conferences

The following are the terms and conditions for submitting videos to Leading Innovation At Work conferences by (herein known as "LIAW"), by CREmastery Inc.

LIAW is a platform for education and discussion about the future of business. It is for anyone interested in the future of Innovation + Technology + Real Estate. LIAW's virtual global conferences revolve around all forms of innovation in the built environment, and how the real estate industry is being reshaped by technology and innovation.

LIAW offers global virtual conferences, broadcasted live on YouTube, addressing diverse topics surrounding the areas of technology and innovation disruption. Attendance to these conferences are free of charge. Conference videos are made available after each online event for accessible viewing.

LIAW is guided by the following principles:

- Learning should be accessible learning for all.
- Accelerating progress through the sharing of best practices.
- Offer practical knowledge and takeaways (breaking big intimidating ideas into manageable steps).
- Provide a destination for talent.

Speakers participate in video interviews, which are in turn recorded and broadcasted at events.

Conditions on speaker participation are:

- The focus in discussion is on educating the audience vs. self promotion.
- Video interviews and/or submissions must be submitted prior to or on the specified deadline for the conference it is intended.
- If the speaker video is being conducted in interview format, the speaker agrees to adhere to the mutually agreed upon interview schedule.
- If the speaker video is being conducted in interview format, the speaker agrees to arrange a time to test video conference technology.
- Speakers must sign and submit a signed PDF of the terms and conditions.

The submission of any video pursuant to these terms and conditions is open to any professional whose knowledge and experience addresses the theme of LIAW conferences.

When submitting a video entry, it must be in video form only (MP4) and submitted in accordance with submission guidelines. All videos once submitted become the property of CREmastery Inc.

SUBMISSION PERIOD:

- Videos submitted to any individual conference must be made before the submission deadline, as outlined in the event's speaker guide.
- LIAW reserves the right to refuse submissions made after the deadline.

ELIGIBILITY:

- The submission of a video is subject to all applicable international, federal, state, and local laws and regulations.
- It is up to the sole discretion of LIAW whether to post the participant's video to the website listed below.
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AGREEMENT TO TERMS AND CONDITIONS: Each participant fully and unconditionally agrees to and accepts the terms and conditions described herein.

VIDEO REQUIREMENTS:

- Videos may be submitted by Google Drive link. Permissions on the video must be set so that LIAW can download the submitted video info@cremastery.com.
- Videos must fall within the 20-45 minute time limit.
- At this time, we may only accept videos in English.

The submitted video MUST NOT:

- Disparage any person, LIAW or any of its products, services or employees, or any other entity;
- Violate or infringe another's rights, including but not limited to privacy, property, publicity or intellectual property rights, or that constitutes copyright infringement which includes brand names, copyrighted work or trademarks, other than the participant's trademarks, logos and designs, which participant has limited license to use for the sole purposes of submitting an entry to the Contest;
- Use any non-public-domain materials (visual or audio) unless the entrant has entered into licenses with the owners of all copyrights for such music, including but not limited to the music composition and the music performance, as applicable, wherein such licenses are acceptable to LIAW and are freely transferable to LIAW; grants CREMastery an unconditional and irrevocable license to use the materials.
- Contain any commercial content that promotes any product or service other than the participant or LIAW.
- Include content that is hateful, tortuous, defamatory, slanderous or libelous, promotes bigotry, racism, sexism, alcohol, illegal drugs, weapons, hatred or harm against any group or individual or

promotes discrimination based on gender, race, color, creed, disability, national origin, religion, age, marital status, lawful alien status, veteran's status, sexual orientation, gender identity or expression, or any other protected category;

- Contain content that is unlawful, in violation of or contrary to the laws or regulations in any state or country where the video is created.
- In the sole discretion of LIAW, contain any lewd, offensive language, disparaging or other inappropriate content.
- Communicate messages or images inconsistent with the positive images and or goodwill to which LIAW wishes to associate, determination of which shall be at the sole discretion of LIAW;
- Embody the names, likeness, photographs, or other indicia identifying any person, living or dead, without permission.

LIAW is not responsible for lost, late, incomplete, invalid, un-intelligible or misdirected videos. By submitting a video, participant warrants and represents that he/she and any persons appearing or who are otherwise identifiable in the video consent to the submission and the use of the video and such participants grant LIAW permission to use his/her name, video, hometown, license, photograph or image for future advertising and publicity purposes in connection with the video submission in any and all media without additional compensation, notification or permission, unless restricted by law. Participant warrants and represents that its video does not contain images of a third party's private property, or, alternatively, that the participant has obtained permission from each person whose private property appears in the video, and that participant has the power to and will grant the rights to LIAW described herein, and can and will make such permissions available to LIAW upon request.

REPRESENTATIONS AND WARRANTIES / INDEMNIFICATION: Each person or company who submits a video represents and warrants as follows: (1) the video does not contain any computer virus and is otherwise uncorrupted; (2) the video does not and will not violate any applicable laws, and is not and will not be defamatory or libellous, and as of the date of submission, is not the subject of any actual or threatened litigation or claim, and (3) the participant and/or other individuals in the video has/have not engaged or taken part in (or induced or encouraged anyone else to do so) any activity or conduct in connection with this video that may or is likely to harm or create a risk of harm, physical or mental injury, emotional distress, death, disability, disfigurement, or physical or mental illness to any person, other living things or any property, may or is likely to create a risk of any other loss or damage to any person, living things or any property, is or may constitute a crime, unlawful or non-consensual activities (i.e., conduct that could lead to criminal prosecution), tortuous conduct (i.e., conduct that could lead to civil prosecution), or the violation or infringement of the rights of any other party. Each participant hereby agrees to indemnify and hold LIAW harmless from and against any and all third party claims, actions or proceedings of any kind and from any and all damages, liabilities, costs and expenses relating, in whole or in part, directly or indirectly, to or arising out of any breach or alleged breach of any of the warranties, representations or agreements of participant hereunder.

GRANT OF RIGHTS: By submitting a video, the participant agrees that its entry will be deemed a Work Made For Hire under the international copyright laws, but if it cannot be so deemed, then the winner

irrevocably assigns and transfers to LIAW all of his/her right, title and interest in and to his/her entry, including all but not limited to all copyright rights which he or she may have, in worldwide, therein, for consideration, the receipt and sufficiency of which is hereby acknowledged. It is understood by the participant making video submissions that no monetary compensation will be made for LIAW's receiving or use of video materials. Participant hereby waives in favor of LIAW.

or any similar rights or principles of law that participant may now or later have to his/her entry. Upon request of LIAW, all participants shall execute and deliver such additional instruments of assignment, as may be solely deemed by LIAW, reasonably necessary to establish the ownership of record of the right, title and interest in and to the entry and of the copyrights transferred and "Moral Rights of Authors" waived under these terms and conditions. Should LIAW fail to request the said assignment as stated, that shall not be deemed a waiver of LIAW's rights and LIAW may at a later time request the assignment. LIAW shall have the right, in its sole discretion, to edit, composite, morph, scan, duplicate, or alter each video for any purpose which LIAW deems necessary or desirable and may use that content in any media, including but not limited to digital and electronic media, computer, audio and audiovisual media (whether now existing or hereinafter devised), in any language, throughout the world, and in any manner, for trade, advertising, promotional, commercial, or any other purposes without attribution (where permissible by law) or compensation to the participant, his/her successors or assigns, or any other person or entity. LIAW, in its sole discretion, may feature any entry submitted on its website or any related website, in any promotional materials, at any other location, whether physical or online, that LIAW, in its sole discretion, deems appropriate. Each participant hereby acknowledges that, except as set forth above, such participant does not reserve any right in or to the video.

PUBLICITY RELEASE: By submitting a video, in addition to any other rights which may be granted in any other agreement entered into between LIAW and any participant, each participant irrevocably grants LIAW and its successors, assigns and licensees, the right to use such participant's name, likeness, biographical information and entry, in any and all media and for any purpose including but without limitation, any advertising and promotional purposes, and hereby releases LIAW from any liability with respect thereto.

PRIVACY: By submitting a video, participant constitutes consent to said use of personal information. Any communication or information transmitted to LIAW by electronic mail or otherwise is and will be treated as non-confidential and non-proprietary. As a condition of uploading of the video, each participant acknowledges and agrees that the participant will not be entitled to any compensation or other consideration because of the use by LIAW or any other participant of any such uploaded video.

DISPUTES: Except where prohibited, participant agrees that: (1) any and all disputes, claims and causes of action arising out of or connected with submission of a video shall be resolved individually, without resort to any form of class action, and exclusively by the appropriate courts in the Province of Ontario in Canada, and subject to the laws of the Province of Ontario, should there be any conflict between the laws of the Province of Ontario and any other laws, the conflict will be resolved in favor of the laws of the Province of Ontario(2) any and all claims, judgments and awards shall be limited to actual out-of-pocket costs incurred, including costs associated with submitting a video, but in no event attorneys' fees and (3) under no circumstances will participant be permitted to obtain awards for, and participant hereby waives all rights to claim, indirect, punitive, incidental, and consequential damages and any other damage, other than for actual out-of-pocket expenses, and any and all rights to have damages

multiplied or otherwise increased. All issues and questions concerning the construction, validity, interpretation and enforceability of these terms and conditions shall be governed by, and construed in accordance with, the laws of the Province of Ontario.

NO OBLIGATION TO USE: LIAW shall have no obligation (express or implied) to use any entry, or to post any video to its website, to otherwise exploit any entry or, if commenced, to continue the distribution or exploitation thereof, and LIAW may at any time abandon the use of any entry for any reason, with or without legal justification or excuse, and entrants shall not be entitled to any damages or other relief by reason thereof.