



Attendee Liability and Waiver of Claims

Attendee assumes all risks and accepts sole responsibility for any injury (including, but not limited to, personal injury, disability, and death), illness, damage, loss, claim, liability, or expense, of any kind, that attendee may experience or incur in connection with attending the Event. Attendee hereby releases, covenants not to sue, discharges, and holds harmless PayrollOrg, its employees, agents, and representatives, of and from any such claims, including all liabilities, claims, actions, damages, costs, or expenses of any kind arising out of or relating thereto.

Specifically relating to the global COVID-19 pandemic, attendee acknowledges the highly contagious nature of COVID-19 and voluntarily assumes the risk of exposure or infection by attending the Event, and that such exposure or infection may result in personal injury, illness, disability, and/or death to attendee. Attendee understands that the risk of becoming exposed to or infected by COVID-19 at the Event may result from the actions, omissions, or negligence of others who may attend the event or their families, colleagues, or others with whom they may have contact. Accordingly, attendee understands and agrees that this release includes any claims based on the actions, omissions, or negligence of PayrollOrg, its employees, agents, and representatives, whether a COVID-19 infection occurs before, during, or after participation in the Event.

In addition to all other rules and regulations relating to the attendee's attendance at the Event, attendee agrees to comply with all COVID-19-related policies that may be implemented by PayrollOrg and the Event venue, including, but not limited to, providing proof of full COVID-19 vaccination or a negative COVID-19 test, mask-wearing and social distancing requirements and restrictions on certain activities that carry higher COVID-19-related risk, in order to protect as much as possible the health and safety of all Event attendees.

As of January 2023, PayrollOrg no longer has a COVID-19 vaccination or negative test requirement for in-person events. These requirements (or others, such as social distancing and masking) may be reinstated based on CDC guidance or federal, state, or local government requirements.

For information about our current Health and Safety Policies and requirements, please click [here](#).

PayrollOrg reserves the right to remove an attendee without warning or refund if the attendee is found not to be in compliance with the Health and Safety Policies. This includes instances where an attendee knowingly shares their name badge with another person to gain entry to the Event. In such an occurrence, both the attendee and the person fraudulently using the attendee's credentials will be removed. PayrollOrg reserves the right to prohibit attendance at any future event based on an attendee's behavior and non-compliance with the Event Policies.