



TERMS OF REGISTRATION AND ATTENDANCE FOR SLACK EVENTS

In registering for the Slack Event (the "Event") as a participant or attendee ("Attendee" or "you"), you agree to the following terms and conditions (collectively, the "Agreement") with Slack Technologies, LLC (together with its affiliates, "Slack"). If you are completing this registration on behalf of another individual, you warrant that you have made that Attendee aware of this Agreement and that he or she has accepted these terms and conditions in writing.

1. **Registration.** Attendees can register for the Event through the Slack events registration website ("Registration Site") or on-site at the Event, if available. Registration badges must be worn by Attendees at all times during in-person Events. Access to the Event will not be granted to you without proper credentials.

2. **Event Code of Conduct.** By registering for and participating in the Event, you agree to comply with all applicable fire, safety, and health regulations of the local, city, state, hotel(s), venues, and convention center(s) where the Event is held. You must also comply with all applicable federal, state, local laws and ordinances, as well as any Slack policies and procedures as set forth in this Agreement, on the Registration Site, or as may otherwise be provided to you by Slack. Attendees in violation of such rules or who behave in an unsafe or careless manner while attending the Event may be asked to leave and may be barred from returning without refund of the Attendee's registration fee.

3. **Payments.** Event fees and other charges may apply to your attendance of or participation in any Event, or may otherwise be incurred by you in connection with an Event. If payment of any fees or charges is required, you may be asked to supply certain relevant information, such as your credit card number and its expiration date, your billing address and your shipping information. You represent and warrant that you have the right to use any credit card for which you provide any credit card information in connection with a payment transaction. By submitting such information, you grant to Slack the right to provide such information to third parties for purposes of facilitating payment transactions. Verification of information may be required prior to the acknowledgment or completion of any payment transaction. You will pay all fees and charges incurred by you or on your behalf in connection with an Event, at the prices in effect and disclosed to you when such fees or charges are incurred. In addition, you are responsible for any taxes applicable to your payment transactions.

Slack reserves the right, including without prior notice, to cancel, terminate or impose conditions on the honoring of any coupon, discount or similar promotion. Any refunds for Slack's cancellation of an Event will be subject to Slack's applicable refund policies. Payments made for one Event may not be applied toward the purchase of any other Event, product or services. While it is Slack's practice to confirm Event-related payment transactions by e-mail, the receipt of an e-mail confirmation does not constitute acceptance of an order or confirmation of an offer to sell a product or service.



4. **Personal Release.** Slack (and/or others on behalf of Slack) may be photographing, recording (both audio and video), webcasting, podcasting or otherwise transmitting during any or all of an Event (including at the Event venue during an Event session, breakout, keynote or other activity). Your image, likeness, voice, statements and other identifying characteristics (each, an “Image”) may be captured in photographs, recordings (both audio and video), webcasts, podcasts, or other transmissions of the Event (each, a “Recording”).

You hereby grant to Slack a worldwide, royalty-free, fully paid-up, non-exclusive, perpetual, irrevocable, transferable and fully sublicensable (through multiple tiers) license, without additional consideration to you or any third party, to reproduce, distribute, perform and display (publicly or otherwise, create derivative works of, adapt, modify and otherwise use, analyze and exploit Recordings (including your Images therein), in whole or in part, in any format or media now known or hereafter developed, and for any purpose (including for promotional purposes, such as testimonials).

Slack exclusively owns all right, title and interest (including intellectual property rights) in and to the Recordings, all modifications and derivatives of Recordings, and all proceeds derived therefrom. Slack has no obligation to share any such proceeds with you.

You hereby irrevocably waive any right you may have to inspect or approve the use or other exploitation of any Recording or any reproductions thereof, and you agree that Slack has no obligation to use any Recording (including any of your Images) or otherwise exercise any of the rights granted to Slack with respect to your Images.

Your Images may appear in Recordings made available to the public, and third parties may retain, use or distribute such Recordings. Once made available to the public, Slack has no control over, and is not responsible for, any use or misuse (including any distribution) by any third party of Recordings.

In connection with the use or other exploitation of Recordings (including your Images), you hereby irrevocably waive and release any and all claims with respect to intellectual property, rights of publicity, rights of privacy, and any other claims or damages with respect to such use or other exploitation. You affirm that you are of legal age and have read the foregoing release and fully understand its contents.

5. **Recordings or Use of Event Information by Attendees.** Recordings by Attendees are not permitted without the prior written consent of Slack. Notwithstanding the foregoing, Attendees may create and post Recordings of the Event to personal social media accounts for non-commercial purposes, unless otherwise notified at the time of such Recordings. All information learned or observed by you in relation to the Event, including but not limited to keynote speeches, session presentations, and names or company names of other Attendees (“Event Information”), is for your personal use or for internal business purposes only. Except for social media content, you may not publish, distribute, sell, or otherwise make available any Event Information without receiving prior written consent from Slack. Furthermore, social media content shall not defame Slack, Event attendees, Event speakers, Event exhibitors or infringe any Slack intellectual property.



6. Information You Provide Is Not Confidential; Feedback. You understand and agree that Slack develops its own products and services and works with many other vendors and developers, and either Slack or these third parties could in the future develop (or already have developed) products similar to yours, including those you may disclose during the Event. You should not provide any information that you consider confidential during the Event and you agree that Slack is not subject to any confidentiality obligations or use restrictions related to information that you may provide in connection with the Event. You expressly agree that neither this registration for the Event nor your attendance at the Event limits Slack's right to develop or have developed for it products, concepts, systems or techniques that are similar to or compete with any plugins, products, concepts, systems or techniques contemplated by or embodied in information you disclose at the Event. For clarity, however, this paragraph, in itself, does not grant Slack any license under your intellectual property rights. You acknowledge that Slack shall be free to use or implement for any purpose any or all suggestions, ideas for improvement, and other feedback you provide regarding the Slack products or services, including completion of any evaluation forms, polls, or surveys provided to you by Slack ("Feedback") and that no payment, royalty or other consideration whatsoever shall be due to you in connection with such Feedback.

7. Event Programs and Capacity. Slack reserves the right to modify the Event program and schedule, which is published as an indication only. Slack does not guarantee and reserves the right to refuse, at its sole discretion, admittance to any specific event, session, or keynote. Unless specified otherwise, all entry to events, keynotes, experiences and sessions are on a first-come first-served basis and Slack will have no liability to Attendees who are unable to attend a full session.

8. Disclaimer of Warranties. Slack makes no warranties of any kind in respect of any aspect of the Event, Event Information, or any materials related thereto or offered at the Event and, to the fullest extent possible under the laws governing this Agreement, disclaims all implied warranties, including but not limited to warranties of fitness for a particular purpose, accuracy, timeliness, and merchantability. The Event, Event Information, and related materials are provided on an "as-is" basis. Slack does not accept any responsibility or liability for reliance by you or any Attendee on any aspect of the Event or any information provided at the Event.

8. Government Employees and Officials. If you are a government employee or official, you must identify yourself as such during the registration process for an Event, and, for an in-person Event, you may be asked to present your government-issued employee badge during the check-in process.

If you are a government employee or official and you are offered free or discounted attendance or participation at an Event, you must disclose your attendance at the Event to your employing government agency in advance, and obtain such agency's permission for you to accept free or discounted attendance at such Event. You must also confirm your compliance with the foregoing upon request by Slack.

If you are a government employee or official, you must also comply, for the entire duration of the Event, with all applicable rules and regulations imposed by your employing agency, including those rules and regulations relating to the acceptance and disclosure of gifts and gratuities.



9. **Personal Information and Privacy.** Slack may use all data or information provided by you in connection with the Event in accordance with Slack's Privacy Policy (<https://slack.com/privacy-policy>). Slack may work with third party sponsors ("**Sponsor(s)**") in connection with hosting the Event. If your consent is obtained, Slack may share with these sponsors your first name, last name, e-mail, your company, job title, country, company size and answers to survey questions related to a sponsor's content or sessions for the sponsor's business development purposes, such as meeting you and your teammates at the Event and providing you with information about their products, services, features, offers, promotions, and events. By registering for the Event, you acknowledge that you understand such processing of your information for future use by such Sponsors. For in-person events, Slack provides Sponsors with badge scanners to assist in their networking at the Event, and allow them to collect your information for further outreach. By allowing Sponsors to scan your badge, you may be consenting to Sponsor's use of your personal data for Sponsor's own marketing purposes, in accordance with the information provided by that Sponsor. When attending a Slack event online, Sponsors will have some or all of the following: a dedicated partner showcase page, breakout session, co-branded digital banner ad, partner commercial, push notification, and/or other lead generation opportunities. If you click on, view, or download any sponsor branded content and/or attend a sponsor session, the event Sponsor may have access to your information for further outreach. By performing any action outlined above, you may be consenting to the Sponsor's use of your personal data for Sponsors's own marketing purposes, in accordance with the information provided by the Sponsor. It is the sole responsibility of each Sponsor to comply with data privacy laws regarding collection of your personal data and the sending of marketing communications. Slack is not responsible for the privacy practices of any Event Sponsor or other third party. Please contact the Event Sponsor or third party to learn more about its practices with respect to any information that it collects. For clarity, to the extent that Slack collects any Personal Data regarding your attendance or participation in the Event for Slack's use, it will be subject to Slack's Privacy Policy.

10. **Indemnification.** You agree to defend, indemnify, and hold harmless Slack and the Event venue (including virtual Event hosting platforms, as applicable) and their respective employees, officers, directors, and agents from and against all third-party claims, losses, or damages to persons or property, governmental charges or fines, and costs (including reasonable attorney's fees) arising out of or in connection with your conduct at the Event.

11. **Limitation of Liability.** To the extent permitted by applicable law: (i)Slack will not be liable to you for any indirect, special, incidental, or consequential costs, damages or losses arising directly or indirectly from the Event, Event Information, or other aspect related thereto or in connection with this Agreement; and (ii) the aggregate liability of Slack for any direct claim in any way connected with, or arising from, the Event, Event Information, or this Agreement, whether in contract, tort, or otherwise (including any negligent act or omission), will be limited to the amount paid by you to Slack under this Agreement.

12. **Governing Law; Venue.** This Agreement is governed by the laws of the State of California, without reference to conflict of laws principles. You hereby consent to the personal jurisdiction of the state and federal courts located in San Francisco County, California for any suit or action arising from or related to this Agreement and you waive any right to object to the venue of such courts.



13. Forward Looking Statement. Slack may make or present forward-looking statements regarding its future events or future financial performance, or future events or future financial performance of its Affiliates or partners. Words such as “expects,” “goals,” “plans,” “believes,” “continues,” “may,” and variations of such words and similar expressions identify forward-looking statements. In addition, any statements that refer to or may imply future financial performance, anticipated growth and trends in Slack businesses, and other characterizations of future events or circumstances are forward-looking statements. All such statements that are not historical facts are based on Slack’s current expectations and are subject to a number of risks and uncertainties, and the actual events or results may differ materially. Please refer to Salesforce’s filings with the Securities and Exchange Commission, specifically, its most recent earnings release and most recent Form 10-Q or Form 10-K for more information on the risk factors that could cause the actual results to differ materially from those contained in forward-looking statements, including variable product demand, product introductions by competitors, pricing pressures, and manufacturing issues (including product defects, errata, lower than anticipated manufacturing yields, and supply of components).

14. General. Slack’s failure to exercise any right shall not be deemed a waiver of any further rights. Slack will not be liable for any failure to perform its obligations where such failure results from any cause beyond Slack’s reasonable control. If any provision herein is, for any reason, held to be invalid or unenforceable, the other provisions will remain unimpaired and the invalid or unenforceable provision will be deemed modified so that it is valid and enforceable to the maximum extent permitted by law. This Agreement constitutes the entire agreement between Slack and you in relation to the Event and supersedes all prior and contemporaneous terms, agreements, proposals, or representations, whether written or oral, with respect to the subject matter herein. No part of this Agreement will be superseded or governed by any agreement between Slack and you relating to the use of Slack’s products or services. Any mention of future functionality during the Event is intended to outline Slack’s general product direction and is for informational purposes only. Any such mention should not be considered a commitment by Slack to deliver any material, code, or functionality, and should not be relied upon by you in making purchasing decisions. The development, release, and timing of any features or functionality remains at the sole discretion of Slack.