



VOLUNTEER AGREEMENT & WAIVER

2017 Global Specialty Coffee Expo and/or Re:co Symposium

PURPOSE

The purpose of this document is to set forth the terms under which you agree to serve as a volunteer at the Specialty Coffee Association of America (SCAA) 2017 Global Specialty Coffee Expo and/or Re:co Symposium in Seattle, Washington.

TERMS & CONDITIONS

I understand and agree that:

1. There is no guarantee that SCAA can provide me with the time slots needed to earn the minimum number of volunteer hours required to earn a complimentary 3-Day Expo Volunteer Badge. There are a limited number of volunteer slots and most of these slots are filled on a first come basis until all slots are filled.
2. In order to receive credit for the slots worked, I am required to check in at the Volunteer Lounge in Seattle prior to my first shift AND sign in & out for each individual shift on the day of the shift.
3. When I select a volunteer slot I am committing to work the entire time period indicated for the slot. Volunteer hours for a time slot cannot be divided between two or more volunteers.
4. The minimum number of volunteer hours is as follows: SCAA, BGA and RG Members - 10 hours if I register for Expo before February 23rd, 15 hours if I register for Expo after February 23rd. Non-Members: 20 hours.
5. Volunteers who meet the minimum number of hours required will earn a 3-Day Expo Volunteer Badge which includes access to the Exhibit Hall during Attendee hours, Lecture Series and Competitions. These credit hours will not apply to any other Badge or any ticketed events or Pathway Classes.
6. Employees of an Exhibiting Company who meet the minimum number of volunteer hours* required may earn a 3-Day Exhibitor Volunteer Badge which includes access to the Exhibit Hall during exhibitor hours, Lecture Series and Competitions. This credit will not apply to any other pass. This pass will not include any ticketed events or Pathway Classes and may not be applied toward any discount for them. Exhibitors may register for up to two Volunteer Exhibitor Badges per 10x10 booth. *Volunteer hours worked for an exhibitor in an exhibitor booth do not count towards this badge.

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7. Volunteer credit (a) has no cash value, (b) is not transferrable to another person, and (c) can only be applied to **one** Expo Volunteer Badge at the 2017 Global Specialty Coffee Expo in Seattle, Washington.
8. Cancellation Policy: If my plans change and I won't be attending the 2017 Global Specialty Coffee Expo and/or Re:co Symposium I will need to cancel prior to April 7, 2017 in order to avoid having my credit card charged. (To cancel send written notification to volunteers@scaa.org. Include your confirmation email and your specific request for cancelation.)
9. If I miss a shift during the Expo, I will contact Theresa at volunteers@scaa.org to schedule a replacement shift. There is no guarantee that another shift will be available to make up the missed hours.
10. If I fail to cancel prior to April 7, 2017 as per the instructions above, and do not fulfill my volunteer commitment and earn the needed hours for the credit, my credit card will be charged the full price of the 3-Day Expo Badge based on the price at the time I registered.

REGISTRATION POLICIES

I understand that when I select the 3-Day Expo Volunteer badge during the registration process the following policies will apply.

1. The minimum number of volunteer hours required for the 3-Day Expo Volunteer Badge are:
Members - 10 hours when registered by February 23, 2017 and 15 hours if registered after; Non-Members 20 hours.
2. There will be a \$5.00 non-refundable admin fee associated with the 3-Day Expo Volunteer Badge that will be payable at the time of registration.
3. If the minimum number of volunteer shifts are not completed at Expo and volunteers@scaa.org does not receive written notification prior to April 7, 2017 that I will not be volunteering, then my credit card will be charged for the full 3-Day Expo Badge.

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WAIVER & RELEASE

As a volunteer for the 2017 Global Specialty Coffee Expo and/or Re:co Symposium in Seattle, Washington, I understand and agree to the following:

In consideration of being permitted to attend and participate in the 2017 Global Specialty Coffee Expo and/or Re:co Symposium, as a volunteer, the undersigned certifies to the Specialty Coffee Association of America ("SCAA") as follows:

AGE. I am at least 18 years of age.

EQUIPMENT AND DANGER. I understand that coffee roasting, coffee brewing and other equipment may be operated at the 2017 Global Specialty Coffee Expo and/or Re:co Symposium and that such equipment may cause injury to myself or others. If I am an instructor, I certify that (a) I am experienced and knowledgeable in the safe operation of all such equipment; and (b) I will at all times operate the equipment and conduct myself with due care and with consideration for the safety of others.

RELEASE AND INDEMNITY. By participating in the 2017 Global Specialty Coffee Expo and/or Re:co Symposium (as a volunteer) and executing this Release of Liability and Indemnity ("Release"), I release SCAA and its officers, directors, employees, members and agents (the "Released Parties") from any and all liability for any injury, loss, or damage arising out of or in connection with my participation in the 2017 Global Specialty Coffee Expo and/or Re:co Symposium (other than the gross negligence or willful misconduct of the Released Parties). I further agree to indemnify and hold the Released Parties harmless from and against any liability for any injury, loss, damage, cost or expense arising out of or in connection with my negligence or willful misconduct at or in connection with the 2017 Global Specialty Coffee Expo and/or Re:co Symposium.

GOVERNING LAW; ARBITRATION. This Release will be governed by, and its provisions enforced in accordance with, the laws of the State of California, without regard to its principles of conflicts of laws. In the event a material dispute arises under this Release, such dispute shall be submitted to arbitration and resolved by a single arbitrator (who is a lawyer) in accordance with the Commercial Arbitration Rules of the American Arbitration Association. All such arbitration shall be confidential and shall take place at an office of the American Arbitration Association located in Orange County, California. Each party is entitled to depose one fact witness and any expert witness retained by the other party and to conduct such other discovery as the arbitrator deems appropriate. The arbitrator has no authority to award attorneys' fees or punitive damages. The award or decision rendered by the arbitrator shall be final, binding and conclusive and judgment may be entered upon such award by any court.

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REPRODUCTION OF IMAGES: DVD/CD/Video Tape Recording, Photography, Printed Material. I do hereby agree to allow the Specialty Coffee Association of America (SCAA), and its subsidiaries, vendors and the media to use the reproduction of my likeness, work product(s), and/or presentations for distribution in both printed and digital matter. I understand that SCAA has the right to make copies of such materials for sale and to retain the proceeds from the sale of such. I also understand that I will not be compensated and that I may not be notified of such use.

CHANGES IN SCHEDULE: The published volunteer schedule contains the intended events and corresponding shifts. SCAA assumes no responsibility for cancellation or delay of any event/shift and expressly reserves the right to cancel, advance, postpone, reschedule or substitute any scheduled event/shift without prior notice.

PATHWAY CLASS INSTRUCTORS: If I am a class instructor I understand that I am required to teach the class based on the SCAA curriculum and standards. I understand and acknowledge that the primary intent of my volunteer responsibility is educational, and I agree not to promote my company's products or services in any volunteer position I hold. If I am a lead instructor, station instructor, peer observer, or shadow, I also understand that I am required to participate in the Online Rehearsal for each of the different classes I will be instructing, observing or shadowing as well as attend the Instructor Meeting on Thursday, April 20th in Seattle, Washington. I understand that the time commitment for my training is already included in the volunteer time credits earned for the shift and that no additional credits will be awarded.

I understand that by **clicking the accept button**, I have read the SCAA Volunteer Agreement & Waiver for the 2017 Global Specialty Coffee Expo and/or Re:co Symposium, that I am signing this document, and it will become my binding agreement with the Specialty Coffee Association of America.