



Code of Conduct for Meetings and Events

Lucro Commercial Solutions holds live and virtual professional conferences and meetings to enable its members to receive continuing education, build professional networks and discover new products and services for professional use. This Meetings & Events Code of Conduct applies during all Lucro Commercial Solutions meeting-related events.

Lucro Commercial Solutions is committed to providing a productive and welcoming environment for all attendees. Lucro Commercial Solutions seeks to provide a conference environment in which diverse participants may learn, network and enjoy the company of colleagues in an environment of mutual human respect.

All Lucro Commercial Solutions related individuals, including, but not limited to, attendees, speakers, vendors, Lucro Commercial Solutions staff, service providers and others involved in the events, are expected to abide by this code, specifically, to uphold the principles of Integrity, Respect and Responsibility:

- Integrity: acting in an honest and ethical manner;
- Respect: honoring differences in people, ideas, and opinions; and
- Responsibility: accepting ownership for one's own conduct.

Lucro Commercial Solutions is also dedicated to providing a harassment-free experience for everyone based on race, religion, citizenship, gender (including pregnancy), national origin, age, disability, veteran status, genetic information or any other protected characteristics.

- Harassment may include offensive verbal comments, deliberate intimidation, stalking, following, harassing photography or recording, sustained disruption of talks or other events, inappropriate physical contact and unwelcome attention.
- Sexual language or imagery is not appropriate for any venue, including booths, presentations, roundtable discussions, workshops, parties, social media and other online media.
- Participants asked to stop any harassing or inappropriate behavior are expected to comply immediately.
- If a participant engages in harassing or inappropriate behavior, Lucro Commercial Solutions may take any action it deems appropriate, including warning the offender or expulsion from the conference with no refund.

For live events:

If you or others are experiencing inappropriate behavior or are being harassed at a Lucro Commercial Solutions event, please contact a member of the Lucro Commercial Solutions event team immediately. Our team will be happy to help participants contact venue security or local law enforcement, or otherwise assist those experiencing the behavior or harassment to feel safe for the duration of the conference. Lucro Commercial Solutions staff can be identified by the company name and/or Corporate One FCU on their badges.

For virtual events:

If you or others are experiencing inappropriate behavior or are being harassed at a Lucro Commercial Solutions event, please contact a member of the Lucro Commercial Solutions event team immediately. Our team will be happy to help participants contact venue security or local law enforcement, or otherwise assist those experiencing the behavior or harassment to feel safe for the duration of the conference. Lucro Commercial Solutions staff be reached at Thrive@lucro.org.

Intellectual Property

Lucro Commercial Solutions materials are copyright protected. Lucro Commercial Solutions trademarks are proprietary. No part of any information, product or service may be shared, reproduced, transmitted, or stored by any means, without the prior written permission of the copyright/trademark owner.

Medical Release (for live events):

With registration, the attendee agrees and acknowledges they are participating in the conference on their own free will. While Lucro Commercial Solutions does its best to provide the safest possible environment for the events, the attendee acknowledges freely and knowingly that as a result of their registration and participation, they hereby assume responsibility for their own well-being and safety, releasing Lucro Commercial Solutions of any harm.

Monitoring

Lucro Commercial Solutions does not actively monitor its site for inappropriate participation and does not undertake editorial control of postings. However, in the event that any inappropriate participation or posting is brought to the attention of Lucro Commercial Solutions, we will take appropriate action.

Pandemic

Lucro Commercial Solutions will not be asking attendees to provide proof of COVID vaccination nor proof of a negative COVID test however, we expect all participants to comply with federal, state, and local laws, orders, directives, and guidelines related to the COVID-19, including the Centers for Disease Control and Prevention (CDC) guidance on COVID-19.

You hereby attest that you will comply with all such orders, directives, and guidelines while on the premises, including, without limitation, requirements related to hand sanitation, social distancing, and use of face coverings. You agree not to enter the premises if you are experiencing symptoms of COVID-19 (such as cough, shortness of breath, or fever), have a confirmed or suspected case of COVID-19, or have come in contact in the last 14 days with a person who has been confirmed or suspected of having COVID-19.

By attending you are acknowledging that you are voluntarily entering the premises to engage in activity with knowledge of the danger of COVID 19. You hereby agree and accept and assume all risk of personal injury, illness, disability, death, or property damage related to the disease, arising from your being on the premises or engaging in the activity.

By attending the event, you expressly waive and release any and all claims, now known or hereafter known, against Lucro Commercial Solutions and Corporate One FCU, and its officers, directors, employees, agents, affiliates, members, successors, and assigns (collectively, "**Releasees**"), on account of injury, illness, disability, death, or property damage arising out of or attributable to my being on the premises or engaging in the activity and being exposed to or contracting COVID-19, whether arising out of the negligence of the Lucro Commercial Solutions and Corporate One FCU or any Releasees or otherwise. You covenant not to make or bring any such claim against the Lucro Commercial Solutions and Corporate One FCU or any other Releasee, and forever release and discharge the Lucro Commercial Solutions and Corporate One FCU and all other Releasees from liability under such claims.

Privacy

Lucro Commercial Solutions does not collect any information other than what you provide in your registration for the express purpose of the event and future communications. Your name, title, credit union, and email may be shared with our presenters, so additional information may be shared with you

Termination

Lucro Commercial Solutions reserves the right to terminate access to any user of its Product, Service or websites.

Payment & Cancellation

Invoicing (where applicable)

Payment is due upon registration via credit card or if you are a partner of Lucro Commercial Solutions, you may select to be invoiced through Lucro's monthly ACH invoice.

Lucro Commercial Solutions
Attn: Thrive Conference
3692 Coolidge Ct,
Tallahassee, FL 32311

Please enclose a copy a copy of your invoice or add Event Registration – LAST Name to the check's memo line

Cancellations (where applicable)

Cancellations provided via email to Thrive@lucro.org before **October 22, 2021**, will be refunded the full, purchased amount. Cancellations received after **October 22, 2021**, are not refundable.

Your conference registration is transferable to another person at your credit union by notifying Lucro Commercial Solutions at Thrive@lucro.org.

Third Party Endorsements

The site may contain links to information created and maintained by third parties. These links are provided solely for your convenience. Lucro Commercial Solutions does not guarantee the accuracy, relevance, timeliness, or completeness of any third-party information. Further, the inclusion of links to third party sites is not intended to assign importance to those sites and the information contained therein, nor is it intended to endorse, recommend, or favor any views expressed, or commercial products or services offered on these third-party sites, or the vendors sponsoring the sites. The views and opinions of authors or participants do not necessarily state or reflect those of Lucro Commercial Solutions or its affiliates.

Rules & Etiquette for live or virtual events and Lucro Commercial Solutions

By participating, you agree that you will comply with the rules and etiquette we have established which are noted below.

- Lucro Commercial Solutions is not responsible for the opinions and information posted on its sites by others.
- Don't challenge or attack others. The discussions and comments are meant to stimulate conversation not to create contention.
- Don't post commercial messages on any discussion list, resource library entry, or other area.
- Use caution when discussing products. Information posted on the lists and in the libraries is available for all to see, and your comments are subject to libel, slander, and antitrust laws.
- All defamatory, abusive, profane, threatening, offensive, or illegal materials are strictly prohibited.
- Remember that other participants may have the right to reproduce postings to this site.
- Post your message or documents only to the most appropriate lists or libraries. Do not spam several lists or libraries with the same message.
- All messages must add to the body of knowledge. We reserve the right to reject or remove any message for any reason.
- You may not post, forward, transmit or make available any content that infringes any patent, trademark, trade secret, copyright or any other proprietary right of any party without the permission of the owner. By posting material, the posting party warrants and represents that he or she owns the intellectual property rights with respect to such material or has received permission from the owner. In addition, the posting party grants Lucro Commercial Solutions and users of this site the perpetual, royalty-free, nonexclusive right and license to display, copy, publish, distribute, transmit, print, and use such information.
- You may not post, forward, transmit or make available any material that contains software viruses or any other computer code, files or programs designed to interrupt, destroy or limit the functionality of any computer software or hardware or telecommunications equipment.
- Messages may not be posted if they encourage or facilitate members to arrive at any agreement that either expressly or impliedly leads to price fixing, a boycott of another's business, or other conduct intended to illegally restrict free trade. Messages that encourage or facilitate an agreement about the following subjects are prohibited: prices, discounts, or terms or conditions of sale; salaries; profits, profit margins, or cost data; market shares, sales territories, or markets; allocation of customers or territories; or selection, rejection, or termination of customers or suppliers.

Photo/Video/Recording Release

Lucro Commercial Solutions, itself or by its contractors, may be photographing, videotaping, audio-taping or webcasting sessions and events at its events. By attending, participants acknowledge these activities and agree to allow their image and/or voice to be used by Lucro Commercial Solutions, such as in association publications, on Lucro Commercial Solutions' website and in marketing and promotional materials, without compensation.

Warranty and Limitation of Liability

Neither Lucro Commercial Solutions nor any of its affiliates or their respective employees make any express or implied warranty, or assume any legal liability or responsibility for accuracy, adequacy, completeness, or usefulness of any product, service or information. They are provided "as is" with the understanding that Lucro Commercial Solutions is not engaged in rendering legal, accounting, or other professional services. If professional advice is required, the services of a competent professional should be sought. By purchasing products or services or participating in interactive portions of the site, you hereby disclaim, waive and fully release any and all claims whether in warranty (express or implied) tort, strict

liability or otherwise, you have or may have against Lucro Commercial Solutions or its affiliates, for any and all damages, whether direct, indirect, incidental, special, consequential, punitive or otherwise, related thereto.