

Conference Speaker Agreement

Thank you for agreeing to present at the National Home Visiting Virtual Summit (“Conference”) on February 12-14, 2025. This Agreement defines the obligations of you (“Presenter”) and Start Early with respect to the Conference (collectively “Parties”).

1. Presenter Commitment

- 1.1 Presenters grant Start Early permission to reproduce and distribute any materials provided by presenter for use in the proposed presentation in online conference proceedings.
- 1.2 Presenter warrants and represents that they have all rights and permissions necessary for any material including in their presentation and fully indemnifies Start Early for any costs, fees, or judgments, including reasonable attorney fees, resulting from a claim by a third party that materials provided by presenter violate such third party's rights.
- 1.3 Presenter grants Start Early permission to edit biographies, session titles, and abstracts to ensure consistency in program and promotional materials.
- 1.4 Presenter grants permission to Start Early, or anyone acting on their behalf, permission to photograph, film, or otherwise record and use their name, likeness, image, voice and comments and to publish, reproduce, exhibit, distribute, broadcast, edit, or digitize the resulting images and materials for the 2025 National Home Visiting Summit.
- 1.5 Presenter agrees that inclusion of their presentation in the agenda is solely determined by Start Early and Start Early reserves the right to replace any session in the agenda as deemed necessary.
- 1.6 Presenter agrees that Start Early may post the Speaker presentation and supporting materials on Start Early's website and any mobile event applications.

2. Cancellation Policy

- 2.1 Start Early reserves the right to terminate this Agreement if materials violating the intellectual property rights of any other party are used or submitted for use as part of the presentation; or if presentation materials are not submitted in a timely and complete manner; or if Presenter fails to appear at the Conference; or if the Conference is cancelled for any reason. Presenter agrees to notify Start Early immediately if an emergency prevents Speaker from meeting the requirements of this Agreement.

3. Intellectual Property and Presenter Requirements

- 3.1 Presenter grants a non-exclusive, unlimited, irrevocable, global and royalty free license to Start Early to record the presentation via any medium and to reproduce, display, create derivative works from and disseminate the recorded presentation and presentation materials for the National Home Visiting Summit.
- 3.2 Presenter agrees to uphold Start Early's policy prohibiting harassment in the workplace or in any other work-related setting based on an individual's race, color, religion, sex, national origin, age, ancestry, disability, citizenship, sexual orientation, veteran status, marital status, military discharge status, or any other characteristic or status protected by federal, state, or local law.
- 3.3 Presenter represents and warrants to Start Early that all materials used in the preparation and delivery of a presentation on behalf of Start Early is original material created by the

undersigned, or otherwise are materials which the undersigned has all rights and authority to use and/or reproduce in connection with such presentation and to grant the rights to Start Early as set forth herein.

3.4 Presenter agrees to defend, indemnify and hold Start Early harmless against all damages, costs, expenses, fines, and other amounts incurred by or asserted against Start Early arising from Presenter's conduct in connection with such presentation.

3.5 Presenter grants Start Early a royalty-free license to use their name, likeness, photograph, and biographical data, including current or previous employer's company name, in connection with promotion of the Conference and materials.

3.6 Presenter grants Start Early a license to reproduce, display, create derivative works from and disseminate the presentation materials.

4. Miscellaneous

4.1 Presenter understands that they are an independent contractor and not an employee of Start Early. Start Early does not carry insurance covering independent contractors who provide services or products to Start Early. Presenters are encouraged to secure appropriate coverage based upon their unique needs.

4.2 Neither party shall be liable to the other for any delay or default in performing hereunder if such delay or default is caused by conditions beyond such party's reasonable control including, but not limited to, Acts of God, wars, strikes and severe weather conditions.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed as of the date first listed below.

PRESENTER

Signature

