

CHANGES IN JOE VERDE SALES & MANAGEMENT TRAINING, INC.
WORKSHOP ATTENDEE POLICY DUE TO COVID-19 – July 15, 2020

The rules and restrictions for holding events due to COVID-19 vary from state-to-state, and even counties and cities within those states. Joe Verde Sales & Management Training, Inc. (JVSMT) has no control over any requirements to be met in order to hold workshops in those areas. Maximums on the number of attendees JVSMT is allowed to have in the meeting rooms are different for each venue, again, which is out of our control.

Our workshop policies have changed due to the severe restrictions we are given on the number of attendees allowed.

1. **NO REFUNDS OR TRANSFERS FOR THIS WORKSHOP:** You are reserving seat(s) in a limited availability workshop, not a seat guaranteed for a particular person. Transfers are not allowed however substitutes are fine, but there are no refunds or transfers for this workshop for any reason.
2. **HEALTH & SAFETY:** All attendees must adhere to COVID-19 requirements for state, local and individual venues in place on the days of the workshop – if they do not, they will not be allowed into the workshop. If a scheduled attendee has a cough, cold, or fever or exhibits any signs of illness, they will not be allowed into the workshop.
3. **UNFORESEEN EVENTS:** JVSMT cannot be held liable for any expenses incurred by an attendee or their dealership due to state or local restrictions, acts of nature, war, or other emergencies that make it inadvisable, impractical, or impossible to hold a scheduled meeting.
4. **LOCATION CHANGES:** JVSMT reserves the right to make changes in dates or locations for this workshop by notifying attendees by phone, in writing or by e-mail at any time prior to the workshop. JVSMT cannot be held liable for any expenses incurred by an attendee or their dealership as a result of any change(s).
5. **ALUMNI RATES:** Alumni rates apply only to identical workshops a person has previously attended. Picture I.D. must be presented at the workshop or regular enrollment fee will be applied. If unable to verify alumni status, credit card on file will automatically be charged the difference of the alumni rate and the current enrollment fee for the workshop.
6. **WORKSHOP MATERIALS:** If enrolling within 4 days prior to the start of the class, JVSMT cannot guarantee individual's workshop materials will be available for the meeting. In the event workshop materials are not available at the meeting, JVSMT will ship workshop materials UPS Ground to the billing address provided at the time of enrollment.
7. **RESTRICTION AGAINST RECRUITING:** JVSMT has made a considerable investment in the development of its training staff. Should your dealership, company, organization or any of your affiliates hire an employee of JVSMT within 12 months following the date of this workshop, you agree to pay JVSMT as a recruitment fee, an amount equal to ten times that employee's annualized earnings.
8. **WASHINGTON STATE TAXES:** For workshops held in the state of Washington, a 1.5% Washington State Business and Occupation Tax will be added per attendee.