

AUTHOR/PRESENTER AGREEMENT WITH WM SYMPOSIA

WM2027 Conference, 7-11 March, Phoenix, Arizona, USA WM Paper and/or PowerPoint submission #: _____ Session #: _____

This agreement applies to each listed author and/or presenter/panelist in the following sessions: (a) oral paper, (b) panel/roundtable, and (c) poster. Papers with multiple authors are required to submit this agreement for each author.

I, the undersigned, for good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, agree as follows (the "Agreement"):

1. License. I hereby grant to WM Symposia, Inc. ("WM") the following rights:

- (a) an exclusive, worldwide, perpetual, and royalty-free license (i) to make audio, video, and other recordings ("Recordings") of my presentation in the above Symposium (the "Presentation"); and (b) to use, reproduce, publish, publicly perform, broadcast, publicly display, modify the formatting of, excerpt, abridge from, distribute, and sell the Recordings, in whole or in part, individually or in a collective work or compilation, and in any and all forms and media, whether now known or later developed;
- (b) a non-exclusive, worldwide, perpetual, and royalty-free license to use, reproduce, publish, publicly perform, broadcast, publicly display, modify the formatting of, excerpt, abridge from, and distribute any PowerPoint slides, written materials, or other materials I use in connection with my Presentation (the "Works") in whole or in part, individually or in a collective work or compilation, and in any and all forms and media, whether now known or later developed;
- (c) the non-exclusive right to use my name, likeness, image, voice, photograph, written or spoken words, and biographical information in connection with the rights granted in Sections 1(a)-(b); and
- (d) the right to license to third parties any of the rights granted in Sections 1(a)-(c).

2. Paper/Presentation Works. I agree to submit any Works I plan to use in my Presentation to WM by no later than December 31, 2026. I agree that WM may, in its sole discretion, request changes to the Works to comply with WM policies. I agree to make such changes to the Works as WM reasonably requests prior to the Symposium, and I agree that the Works, in whole or in part, will not be published in any form or medium before such Works are presented at the Symposium. I further agree that WM may revise the Works as necessary to conform to its formatting requirements for use at the Symposium and I agree to cooperate with WM in connection with WM's use of the Works under this Agreement, with no additional right of approval over any such revisions or usage.

3. Ownership. I hereby irrevocably assign and transfer to WM all right, title, and interest, including all intellectual property rights, that I may have worldwide in and solely to the Recordings. I also, to the fullest extent permitted by applicable law, waive all common law and statutory rights of publicity and privacy, moral rights, and any other rights that I may have with respect to the Recordings. I shall retain ownership of any and all copyrights and other intellectual property rights that I may have in and to the Works and the subject matter of the Works and my Presentation, such as technology, software, processes and process applications. All rights not expressly granted to WM in this Agreement are reserved.

4. Release. I hereby release and discharge WM, its affiliates and licensees, and all their officers, directors, employees, shareholders, legal representatives, agents, successors and assigns, from any and all claims, demands, and causes of action that I may have against it for use of my Presentation, the Recordings, or the Works, including, but not limited to, any claims based on the right of privacy, the right of publicity, copyright, libel, or slander.

5. Representations and Warranties. I represent and warrant that:

- (a) my Presentation and Works do not and will not infringe, violate, or otherwise conflict with the rights of any third party.
- (b) I have the full right, capacity, and authority, including all intellectual property, publicity, and other rights, needed to execute this Agreement and to grant the rights herein;
- (c) if I check the box below, I created any Works I plan to use in the Presentation within the scope of my duties as an employee or independent contractor for the U.S. federal government, such that the Works are not entitled to copyright protection.

I agree to indemnify and hold harmless WM, its affiliates and licensees, and all their officers, directors, employees, shareholders, legal representatives, agents, successors and assigns, from and against any damages, liabilities, costs and expenses (including reasonable attorneys' and professionals' fees and court costs) to the extent they relate to my breach of any representation or warranty under this Agreement.

6. Miscellaneous. I acknowledge and agree that: (a) this Agreement contains the entire understanding and agreement between me and WM with respect to my Presentation and the Works; (b) all of the rights I am granting to WM herein are irrevocable and extend to WM and its successors, assigns, and licensees; (c) this Agreement binds me and my heirs, executors, successors, and assigns; (d) this Agreement shall be governed by federal law and the laws of the State of Arizona, without regard to any conflict of laws rules, and venue in any action in law or equity arising from the terms and conditions of this Agreement shall be the court of appropriate jurisdiction in the State of Arizona; and (e) this Agreement may be amended only by a writing setting forth the amendments and signed by me and WM Symposia.

Please complete this agreement by no later than 27 November 2026.

____ I created any Works I plan to use in the Paper/Presentation within the scope of my duties as an employee or independent contractor for the federal government. (Exempt from the above)

AUTHOR/PRESENTER:

Signature of Author/Presenter

Print Name of Author/Presenter

Date