



2021-22

Iowa FBIA-PBL Fall Event Adviser Guide

Business Battle
State Fall Leadership Conference (SFLC)
National Fall Leadership Conference (NFLC)
The Sports & Entertainment Experience (SEE)

723 Curtis Avenue | Chariton, IA 50049 | IowaFBIA.org

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Checklist for Fall Events	3
Iowa FBLA-PBL Fall Event Timeline	4
General Information	5
Business Battle (September 16 - October 1)	5
State Fall Leadership Conference (October 3-4)	5
National Fall Leadership Conference (November 19-20)	5
The Sports & Entertainment Experience (December 14)	6
Registration Information	7
Business Battle	7
State Fall Leadership Conference	7
National Fall Leadership Conferences	7
The Sports & Entertainment Experience	7
Chaperone Ratio and Requirements	8
State Fall Leadership Conference	8
National Fall Leadership Conference	8
The Sports & Entertainment Experience	8
Payments	8
Checks	8
Credit Card Payments	8
Refunds	8
State Fall Leadership Conference	9
National Fall Leadership Conference	9
The Sports & Entertainment Experience	9
Tentative Schedule	9
Business Battle	9
State Fall Leadership Conferences	9
National Fall Leadership Conference	9
The Sports & Entertainment Experience	9
Dress Code	10
State Fall Leadership Conference	10
National Fall Leadership Conference	10
The Sports & Entertainment Experience	10
Inappropriate Attire	10

Required Forms	11
State Fall Leadership Conference	11
National Fall Leadership Conference	11
The Sports & Entertainment Experience	11
Release Forms	11
State Fall Leadership Conference	11
National Fall Leadership Conference	11
The Sports & Entertainment Experience	11
Special Accommodations	11
Parking at the Iowa Events Center	11
Additional Questions	11
Appendix A: Adviser Assurance Form	12
Appendix B: Comprehensive Consent Form	13
Appendix C: FERPA Waiver	15
Appendix D: COVID Waiver of Liability	16

Checklist for Fall Events

- Determine the cost to attend different events with your chapter, including registration fees, meals, travel, lodging, etc.
- Set chapter deadlines for registration and payment
- Provide members with necessary conference information, including costs
- Send a letter to parents with event details
- Discuss dress code requirements with members
- Collect member payment before registration deadline
- Register all members, advisers, chaperones for the event by the deadline
- Print invoice and check, double-check for accuracy
- Submit invoice to business office for payment
- Mail conference payment to Iowa FBLA-PBL
- Review event tentative agenda with attendees
- Ensure all required forms are properly completed and submitted
- Complete assurance form
- Follow Iowa FBLA-PBL on social media for event updates, search for @IowaFBLA

Iowa FBLA-PBL Fall Event Timeline

Date	Item	Notes
August 15	SFLC Registration Opens	
August 15	NFLC Registration Opens	
September 9	Adviser Zoom Session	Register Here
September 15	SFLC Registration Closes	Blue Panda at 5 pm
September 15	NFLC Registration Closes	Blue Panda at 5 pm
September 15	Business Battle Registration Closes	Wufoo at 5 pm
September 16	Business Battle Starts	
October 1	Business Battle Ends	
October 1	SFLC Payment Deadline	
October 1	NFLC Payment Deadline	
October 3-4	State Fall Leadership Conference	Urbandale
November 12	SEE Registration Closes	Wufoo at 5 pm
November 19-20	National Fall Leadership Conference	Milwaukee
December 1	SEE Payment Deadline	
December 14	The Sports & Entertainment Experience	Des Moines

General Information

Business Battle (September 16 - October 1)

Registration Location & Deadline: Wufoo Form & September 15

Cost: \$5 per test (includes registration, test costs and awards)

Business Battle is an online testing tournament to prepare students for testing competitions in the spring. The following tests are offered: *Information Technology, Accounting & Financial Management, Business Management, Financial Concepts, Marketing Sales & Communications, Business Development & Entrepreneurship, and Business Basics* (9th/10th grade only).

State Fall Leadership Conference (October 3-4)

Registration Location & Deadline: Blue Panda & September 15

Cost: \$60 per attendee for 1 or 2 day attendance (includes conference facilities fees, dinner, light breakfast, speaker fees, and one business battle test) \$75 per attendee for 1 or 2 day attendance with no overnight stay (all of the above items with no requirement to stay in Iowa FBLA-PBL contracted hotel)

Lodging Cost: \$25-100 per attendee (rooms sleep between one and four individuals)

Nights	Single Occupancy	Double Occupancy	Triple Occupancy	Quad Occupancy
One Night (Oct 3)	\$100	\$75	\$50	\$25

The State Fall Leadership Conference gives members the opportunity to network with other members across the state, learn leadership skills, and develop new friendships in FBLA. The conference will show new members possibilities, enhance returning members' skills and start success off the right way! This conference will operate in a preselected cohort model so each member can safely participate in workshops and conference activities.

National Fall Leadership Conference (November 19-20)

Registration Location & Deadline: Blue Panda & National FBLA-PBL & September 15

Registration Cost: \$90 per attendee (includes national conference facilities fees, national speaker fees, and other conference activities)

Transportation Cost: \$160 per attendee taking charter bus transportation organized by Iowa FBLA-PBL. Arrival on Thursday, November 18 and departing on Saturday, November 20, 2021.

Lodging Cost: \$50-200 per attendee per night (rooms sleep between one and four individuals) Please note, the rates shown are higher than the advertised national rate due to an administrative fee that offsets Iowa FBLA-PBL's expenses related to organizing the conference.

Nights	Single Occupancy	Double Occupancy	Triple Occupancy	Quad Occupancy
One Night (Nov 19)	\$200	\$150	\$100	\$50
Two Nights* (Nov 18-19)	\$400	\$300	\$200	\$100
Three Nights (Nov 18-20)	\$600	\$450	\$300	\$150

*If traveling on the charter bus, two nights of lodging is required.

The National Fall Leadership Conference gives members the opportunity to learn about local business and industries, hear from alumni FBLA members that are pursuing their careers, explore new skills with focused blocks of experiential practice and workshops, visit the college and exhibitor booths, enjoy dedicated time to explore the cities and area attractions, and meet and network with other members of FBLA. This conference will operate in a cohort model so that every attendee can safely experience each of the aspects of fall conferences while still allowing plenty of time for chapter exploration and learning. Unlike the previous NFLCs, programming will start in the morning versus afternoon of the first day (Friday).

The Sports & Entertainment Experience (December 14)

Registration Location & Deadline: Wufoo & November 12

Registration Cost: \$50 per attendee (includes Iowa Wild ticket, food voucher, Iowa Wild merchandise, and Iowa FBLA-PBL merchandise)

Lodging Cost: N/A

This event will be held at the Iowa Events Center and Wells Fargo Arena. Learn about business, finance, marketing, event planning, and game day operations. See behind the scenes of Iowa's largest sports & entertainment venue and learn more from Iowa Wild employees. Stick around and watch the Iowa Wild take the ice and play the Milwaukee Admirals.

Registration Information

Business Battle

Registration Link: <https://iowafbla.wufoo.com/forms/zv63cau1fk2zqb/>

Deadline: September 15

Information Needed to Register:

- Member Information
- Business Battle test
- Special Accommodations

State Fall Leadership Conference

Registration Link: app.gobluepanda.com

Deadline: September 15

Information Needed to Register:

- Member Information (Name, Email, Grade)
- Member Workshop(s) Selection(s)
- Hotel Room Selection, if applicable
- Conference Themed Shirt Sales
- Payment Method (check or credit card)
- Dietary Restrictions
- Special Accommodations

National Fall Leadership Conferences

Registration Link: app.gobluepanda.com

Deadline: September 15

Information Needed to Register:

- Member Information (Name, Email, Grade)
- Hotel Room Selection
- Transportation Method
- Payment Method (check or credit card)
- Special Accommodations

The Sports & Entertainment Experience

Registration Link: <https://iowafbla.wufoo.com/forms/zry7bp911b91lb/>

Deadline: November 12

Information Needed to Register:

- Chapter Name
- Chapter Adviser Name
- Chapter Adviser Email

- Number of Members Attending
- Special Accommodations, including dietary restrictions
- Parking Information
- Payment Method (check or credit card)

Chaperone Ratio and Requirements

State Fall Leadership Conference

National Fall Leadership Conference

The Sports & Entertainment Experience

A ratio of one adult for every ten (10) members is recommended. In the event your district has a different chaperone policy, your district's policy should be followed. When attending Iowa FBLA-PBL conferences and events, advisers are expected to provide adequate supervision for their student members. All advisers, chaperones, and guests must follow the Iowa FBLA-PBL code of conduct. Advisers are expected to attend all sessions.

Payments

Iowa FBLA-PBL's W-9 is available on the Adviser Resource tab at www.iowafbla.org. Most business offices request a copy of the W-9 before processing checks and credit card payments.

Checks

Checks should be made out to Iowa FBLA-PBL and mailed to:

Iowa FBLA-PBL

Attn: Financial Coordinator

723 Curtis Ave

Chariton, IA 50049

Credit Card Payments

A 1.5% credit card convenience fee will be added to the invoice. This fee will reflect on the invoices generated by Blue Panda. All other invoices will be sent after the registration deadline.

Refunds

Refunds are only available until the registration deadline. After the registration deadline, there are no refunds and the chapter is obligated to pay for registered numbers, regardless of the number attending the event.

State Fall Leadership Conference National Fall Leadership Conference

Payment Deadline: October 1

A 10% late fee will be added to the invoice if payment is not RECEIVED by October 1.

The Sports & Entertainment Experience

Payment Deadline: December 1

A 10% late fee will be added to the invoice if payment is not RECEIVED by December 1.

Tentative Schedule

Business Battle

The testing window will open on September 16 at 9 am and close on October 1 at 5 pm. During that time frame the site will be open 24/7. Customer service and technical support is available from 8 am - 5 pm CT.

State Fall Leadership Conferences

Sunday, October 3, 2021

12:00 pm	Registration
1:00 pm	Opening Session(s)
3:00 pm	Workshops
6:30 pm	Dinner(s)
9:00 pm	Social Activities

Monday, October 4, 2021

7:00 pm	Breakfast
8:30 am	Closing Session
9:30 am	Business Tours

National Fall Leadership Conference

Schedule is available at www.fbla-pbl.org under the 'Conferences & Programs' tab.

The Sports & Entertainment Experience

3:30 pm	Registration
4:00 pm	Opening Session
4:30 pm	Behind the Scenes Tour
5:30 pm	Q&A Session
6:30 pm	Closing Session
7:00 pm	Puck Drop

Dress Code

State Fall Leadership Conference

Attendees should wear business casual clothes for the State Fall Leadership Conference. Individuals attending both days of the conference and participating in business tours may have additional restrictions on dress code requirements. It is encouraged that members refrain from wearing Crocs and open toed shoes.

National Fall Leadership Conference

Attendees should follow the National FBLA-PBL dress code for the National Fall Leadership Conference. The official program will include information on any sessions that don't apply to the official dress code.

The Sports & Entertainment Experience

Casual Attire: Jeans and FBLA T-shirt (or other nice shirt) preferred. Jeans without holes/rips, collared shirts, sweatshirts, appropriate T-shirts and casual footwear.

Inappropriate Attire

The following should not be worn to any activity:

- Clothing and accessories which are sexually suggestive, which advertise drugs, alcohol or tobacco products or display profanity
- See-through, tight fitting, spaghetti straps, strapless, extremely short or low-cut blouses/tops/dresses/skirts
- Pants or skirts that are worn below the hip bone; no undergarments may be showing
- Spandex, leggings, stirrup pants, leotards, short shorts, cutoffs or pajamas. If leggings are worn, shorts/skirt/dress must be an appropriate length over the leggings.
- Clothing which is stained, torn or ripped
- Bare feet

Required Forms

State Fall Leadership Conference

National Fall Leadership Conference

The Sports & Entertainment Experience

All members must complete *Appendix B: Comprehensive Consent Form* and *Appendix D: COVID Waiver of Liability* forms prior to the beginning of the event. Advisers must keep the required forms with the on-site adviser during the event. The on-site adviser must complete *Appendix A: Adviser Assurance Form* and turn it in at registration at the start of the event. These forms must be completed for both one day and multi-day events (overnight lodging). A separate form should be completed for each event.

Release Forms

State Fall Leadership Conference

National Fall Leadership Conference

The Sports & Entertainment Experience

All registered attendees must receive a copy of *Appendix C: FERPA Waiver*. The FERPA waiver informs attendees of their legal rights and privacy as it relates to personal and public information about their participation in the event.

Special Accommodations

For members that require special accommodations, complete this portion in the registration system for each member/attendee. Example reasons that students may need special accommodations would include wheelchair access or interpreter services or food allergies or IEP determined accommodations.

Parking at the Iowa Events Center

Parking information will be sent to advisers prior to the event.

Additional Questions

Connect with Iowa FBLA-PBL Executive Director, Kent Seuferer at kent@iowafblla.org or 850-499-5328.

Appendix A: Adviser Assurance Form



Iowa FBLA-PBL
Adviser Assurance Form
(for the Comprehensive Consent Form)

I, _____, Chapter Adviser for _____, verify that:
(Name of Adviser) (FBLA-PBL Chapter)

All conference-registered school representatives (including but not limited to students, instructors, advisers and observers) participating in Iowa FBLA-PBL sponsored conferences, have completed the **Comprehensive Consent Form & COVID Waiver of Liability Form**.

The **Comprehensive Consent Forms & COVID Waiver of Liability Forms** of all conference-registered school representatives (including but not limited to instructors, advisers and observers) will remain in my possession at all times during any Iowa FBLA-PBL sanctioned conference.

I understand that, under no circumstances (other than those approved by the State Adviser and/or State Chair) I may not leave the conference premises for the entire duration of the conference. I agree to be the responsible party for my students and their actions.

I recognize and understand that Iowa FBLA-PBL will NOT collect the **Comprehensive Consent Forms and COVID Waiver of Liability Forms** of my conference-registered school representatives (including but not limited to students, instructors, advisers and observers). I also have communicated the complete contents of this signed Assurance page with all Conference-registered school representatives (including but not limited to students, instructors, advisers and observers).

(Signature of School Adviser) (Date) (E-mail)

(Signature of Principal/Director/Dean) (Date) (E-mail)

Appendix B: Comprehensive Consent Form

Comprehensive Consent Form

This is to certify the named **Member/Participant** listed below has my permission to attend all Iowa FBLA-PBL sponsored State Leadership Conference activities. I also release Iowa FBLA-PBL, the school officials, the chapter advisers, conference staff, and Iowa FBLA-PBL staff and volunteers from any claims for personal injuries/damages which might be sustained while (s)he is traveling to and from an event or during an Iowa FBLA-PBL sponsored activity.

I authorize the below named **Educator/Adviser** or Iowa FBLA-PBL staff to secure the services of a doctor or hospital for the named **Member/Participant**. I will pay the expenses for necessary services in the event of accident or illness.

Member/Participant Name	Name:
Local Chapter (School) Name	Name:
Name of Educator/Adviser Supervising Member	Name:
Parent(s)/Guardian Name(s) & Phone	Name: Phone Number:
	Name: Phone Number:
Emergency Contact Name/Phone Number	Name: Phone Number:
Member/Participant Home Address	Address: City, State Zip:
Member/Participant Age/DOB/Gender	Age:
	DOB:
	Gender:
Swimming Permission	<input type="radio"/> Yes, my child can/may swim <input type="radio"/> No, my child cannot swim/isn't permitted to swim
Medical Information	Known Allergies:
	Current Medication:
	Chronic Conditions:
	Physical Restrictions:

I have read and completely understand the **Personal Liability**, the **Code of Conduct**, **FERPA Directory Information**, and the **Photography, Video**, and **Sound Release** agreements, and by signing, do hereby agree to abide by these in their entirety, accept the conditions of the agreements, and completely release Iowa FBLA-PBL's national, state, regional, and local associations. **NOTE:** All participants must sign this form.

Member/Participant Signature

Parent/Guardian Signature

Iowa FBLA-PBL Personal Liability

I hereby agree to release FBLA-PBL Inc. and Iowa FBLA-PBL, its representatives, agents, servants and employees from liability for any injury to the named person, resulting from any cause whatsoever occurring to the named person at any time while attending the Iowa FBLA-PBL event indicated on the other side of this page, including travel to and from the conference, excepting only such injury or damage resulting from willful acts of representatives, agents, servants and employees.

Having read and understood completely the "Code of Conduct" of Iowa FBLA-PBL, I do hereby agree to follow the procedures and practices described. I fully understand that this is an educational activity and will, to the best of my ability, apply myself for the purpose of learning and will uphold at all times the finest qualities of a person representing Iowa FBLA-PBL.

NOTE: All persons under legal age must have a parent or guardian sign this form (see other side). Otherwise, this form will be returned for a parent or guardian signature. All participants must sign this form.

Code of Conduct Agreement

The Iowa FBLA-PBL Leadership Conferences are designed to be an educational function and all plans are made with that objective. The Conferences represent Iowa FBLA-PBL's most significant meetings of the year. Iowa FBLA-PBL wants every person to have an enjoyable experience with every attention paid to safety and comfort. All participants will be expected to conduct themselves in a manner best representing the nation's greatest student organization. In order that everyone may receive the maximum benefits from their participation, the "Code of Conduct," as established by the Iowa FBLA-PBL Iowa FBLA-PBL Board, must be followed at all times. Note that attendance is not mandatory. By voluntarily participating, you agree to follow the official conference rules and regulations or forfeit your personal rights to participate. We are proud of our students and know that by signing this "Code of Conduct" you are simply reaffirming your dedication to be the best possible representative of your school and chapter.

1. I will, at all times, respect all public and private property, including the hotel or motel in which I am housed.
2. I will spend each night in the room of the hotel or motel to which I am assigned.
3. I will strictly abide by the curfew established and shall respect the rights of others by being as quiet as possible after curfew.
4. I will not be in the sleeping room of the opposite sex.
5. I will not use alcoholic beverages. I will not use drugs unless I have been ordered to take certain prescription medications by a licensed physician. If I am required to take medication, I will, at all times, have the orders of the physician on my person.
6. I will not leave the hotel or motel without the express permission of my local chapter adviser.
7. My conduct shall be exemplary at all times.
8. I will keep my adviser informed of my whereabouts at all times.
9. I will, when required, wear my official identification badge.
10. I will respect official FBLA-PBL dress.
11. I will attend and be on time for, all general sessions and activities that I am assigned to and registered for.
12. I will adhere to the dress code at all required times

Violations and Penalties

I agree that if, for any reason, I am in violation of any of the rules of the conference I am attending, I may be brought before the appropriate discipline committee for an analysis of the violation. I also agree to accept the penalty imposed on me. I understand that any penalty and reasons for it will be explained to me before it is carried out. I further realize that the severity of the penalty may increase with the severity of the violation, even to the extent of being immediately sent home at my own expense.

1. Violations of Items 1 through 6 of the "Code of Conduct" will be grounds for disqualification, immediate removal from competition and relinquishment of awards and recognition. In addition, the violator will be sent home at his or her own expense. Notification of the violation and the action taken will be sent to the participant's local school district and parents/guardians. The participant's entire voting delegation could be unseated and the candidates and competitors from the participant's local chapter could be disqualified as well.
2. Violations of Items 7 through 12 will result in a warning and reprimand. Notification of the violation and the action taken will be sent to the participant's local school district administration and parents or guardians. Repeated violations of Items 7 through 12 may result in the participant being sent home at his/her own expense.

It is within the spirit of being a proud and meaningful member of FBLA-PBL that I agree to these rules of conduct by signing my name on the other side of this page.

Photography, Video and Sound Release

I hereby grant the Iowa FBLA-PBL permission to make still or motion pictures and sound recordings, separately or in combination and also give a production company approved by the Iowa FBLA-PBL permission to use the finished silent or sound pictures and/or sound recordings as deemed necessary.

Further, I so hereby relinquish to the Iowa FBLA-PBL all rights, title, interest in and income from the finished sound or silent motion pictures, still pictures and/or sound recordings, negatives, prints, reproductions and copies of the originals, negatives, recording duplicates and prints and further grant the Iowa FBLA-PBL the right to give, sell, transfer and/or exhibit the same to any individual, business firm, publication, television station, radio station or network or governmental agency or to any of their assignees, without payment or other consideration to me.

My agreement to perform under camera, lighting and stated conditions is voluntary and I do hereby waive all personal claims, causes of action or damages against the Iowa FBLA-PBL and the employees thereof, arising from a performance or appearance.

I hereby authorize Iowa FBLA-PBL to display my picture, school information (school, address and telephone number) and e-mail address on the Iowa FBLA-PBL website.

Appendix C: FERPA Waiver

Family Educational Rights and Privacy Act (FERPA) Iowa Future Business Leaders of America – Phi Beta Lambda

The *Family Educational Rights and Privacy Act* (FERPA), a Federal law, requires that **Iowa Future Business Leaders of America – Phi Beta Lambda**, with certain exceptions, obtain your written consent prior to the disclosure of personally identifiable information from your child’s education records. However, **Iowa Future Business Leaders of America – Phi Beta Lambda** may disclose appropriately designated “directory information” without written consent, unless you have advised the **Iowa Future Business Leaders of America – Phi Beta Lambda** to the contrary in accordance with **Iowa Future Business Leaders of America – Phi Beta Lambda** procedures. The primary purpose of directory information is to allow the **Iowa Future Business Leaders of America – Phi Beta Lambda** to include information from your child’s education records to higher education institutions, the military and Iowa FBLA-PBL partners.

Who may receive directory information?	Purpose for which directory information may be used?
Higher Education Institutions	Scholarship opportunities, open house events, Phi Beta Lambda communications, admissions contact
Military Recruiters	Military opportunities, scholarship opportunities, ROTC programs
Additional Iowa FBLA-PBL Partners	Internship, apprenticeship and job opportunities

Directory information, which is information that is generally not considered harmful or an invasion of privacy if released, can also be disclosed to outside organizations without a parent’s prior written consent. Outside organizations include, but are not limited to, companies that partner with **Iowa Future Business Leaders of America – Phi Beta Lambda** for the promotion of college and career readiness. In addition, two federal laws require local educational agencies (LEAs) receiving assistance under the Elementary and Secondary Education Act of 1965, as amended (ESEA) to provide military recruiters, upon request, with the following information – names, addresses and telephone listings – unless parents have advised the LEA that they do not want their student’s information disclosed without their prior written consent. [These laws are Section 9528 of the ESEA (20 U.S.C. § 7908) and 10 U.S.C. § 503(c).]

If you do not want **Iowa Future Business Leaders of America – Phi Beta Lambda** to disclose any or all of the types of information designated below as directory information from your child’s education records without your prior written consent, you must notify the **Iowa Future Business Leaders of America – Phi Beta Lambda** in writing 30 days before the event. **Iowa Future Business Leaders of America – Phi Beta Lambda** has designated the following information as directory information:

- Student's name
- Telephone listing
- Electronic mail address
- Photograph
- Dates of participation
- Grade level
- The most recent educational agency or institution attended
- Student membership number used to communicate in electronic systems

Appendix D: COVID Waiver of Liability

Waiver of Liability, Release, Assumption of Risk & Indemnity Agreement

For and in consideration of the Attendee being permitted to participate in the _____ (event name) of the Future Business Leaders of America—Phi Beta Lambda (“FBLA”) on _____, (event date) at _____, (venue name, city, and state) and by signing the Waiver of Liability, Release, Assumption of Risk and Indemnity Agreement (“Agreement”), Attendee (and the parent or legal guardian of Attendee, if applicable) acknowledges and agrees as follows:

Assumption of Risk

The novel coronavirus, COVID-19, has been declared a worldwide pandemic by the World Health Organization. COVID-19 is extremely contagious and is believed to spread mainly from person-to-person contact and/or by contact with contaminated surfaces and objects, and even possibly in the air. However, the state of medical knowledge is evolving. People reportedly can be infected and show no symptoms and therefore spread COVID-19. **Evidence has shown that COVID-19 can cause serious and potentially life-threatening illness and even death.** As a result, federal, state, and local governments and federal and state health agencies recommend physical distancing and have, in many locations, prohibited the congregation of groups of people.

Although FBLA will take appropriate measures to ensure that its activities will be conducted using recommended safety protocols, including physical distancing and enhanced disinfecting, FBLA cannot prevent you or your Attendee from becoming exposed to, contracting, or spreading COVID-19 while participating in FBLA activities. It is not possible to prevent against the presence of COVID-19. Therefore, if you choose to have Attendee participate in FBLA activities, Attendee may be exposing himself/herself to and/or increasing his/her and your risk of contracting or spreading COVID-19.

By signing this Agreement, I acknowledge I have read and understood the above warning about COVID-19. I acknowledge the contagious nature of COVID-19 and voluntarily assume the risk that I or Attendee may be exposed to or infected by COVID-19 by participating in the FBLA Activities and that such exposure or infection may result in personal injury, illness, permanent disability, and death. I understand that the risk of becoming exposed to or infected by COVID-19 by participating in Activities may result from the actions, omissions, or negligence of myself and others, including, but not limited to, FBLA employees, other attendees, officers, agents, and members of the general public. The FBLA Activities are of such value to me and/or my Attendee that I accept the risk of being exposed to, contracting, and/or spreading COVID-19 in order to participate in the FBLA Activities.

Waiver of Liability/Lawsuit

Attendee further acknowledges that there may be risks and dangers not known to Attendee or FBLA or not reasonably foreseeable at this time. Attendee acknowledges that there are risks and uncertainties inherent in participating, including but not limited to illness, death and/or and damage to person or property due to the negligent acts or omissions of FBLA and/or others. These risks may be caused by the negligence of Attendee or the negligence or inaction of others, including the “Releasees” (defined below). Attendee acknowledges, understands and agrees that all the risks and dangers described throughout this Agreement, including those caused by the negligence of Attendee and/or others, are included within the waiver and release. Attendee acknowledges, understands and assumes the risks, if any, arising from the conditions and use of any locations

for the Activities and related premises and acknowledges and understands that included within the scope of this waiver and release is any cause of action (including any cause of action based on negligence) arising from the performance, or failure to perform, maintenance, inspection, supervision or control of said areas and for the failure to warn of dangerous conditions existing at said areas. It is the purpose of this Agreement to exempt, waive and relieve Releasees from liability for personal injury, property damage, and wrongful death, including if caused by negligence, including the negligence, if any, of Releasees.

Attendee, on behalf of himself/herself, his/her dependents, heirs, executors, administrators and assigns, waives, releases and relinquishes, discharges and covenants not to sue FBLA, its officers, directors, employees, affiliates, and agents (all referred to together as FBLA) and Releasees (defined below) from any and all claims for liability, cause(s) of action, demands, damages, costs, loss of service, expenses and compensation, including known and unknown, for personal injury, illness, property damage, wrongful death or loss of any kind whatsoever suffered in connection with the Activities occurring to Attendee, arising out of participation in Activities, whenever or however they occur and for such period said Activities may continue, even if caused by the negligence (but not the gross, reckless, willful, or fraudulent conduct) of Releasees or third parties, including but not limited to in any way related to COVID-19 and whether a COVID-19 infection occurs before, during, or after participation in the Activities. I agree that if I or my Attendee is exposed or infected by COVID-19 during Attendee's participation in Activities or any travel related thereto, then I and Attendee may be found by a court of law to have waived my right to maintain a lawsuit against the Releasees on the basis of any claim for negligence.

Attendee further understands that FBLA does not assume any responsibility for or obligation to provide Attendee with financial or other assistance, including but not limited to medical, health, or disability benefits or insurance. Attendee expressly waives any such claim for compensation or liability on the part of FBLA in the event of injury, illness, or medical expenses incurred by Attendee.

In the event that I file a lawsuit against FBLA, I agree to do so solely in the state of Iowa, and I further agree that the substantive law of Iowa shall apply in that action without regard to the conflict of law rules. Each party hereby irrevocably consents to the exclusive jurisdiction and venue of any state or federal court located within the state of Iowa. Notwithstanding any other term of this Agreement, in no event shall any liability of the Releasees exceed the amount actually paid to Attendee for the Activities or One Hundred Dollars (\$100), whichever is greater.

The undersigned further expressly agrees that the foregoing waiver, release, and indemnity agreement is intended to be as broad and inclusive as is permitted by the law of the State of Iowa and that if any portion is held invalid, it is agreed that the balance shall notwithstanding continue in full legal force and effect.

"Releasees" include FBLA and its officers, directors, employees, affiliates, partners, event hosts, owners and operators of the premises used to conduct any event and each of them, their officers, directors, agents and employees.

Attendee acknowledges that he/she has not relied upon any representations of FBLA and understands these waivers and releases are necessary to allow FBLA to offer Activities to Attendee.

I have had sufficient opportunity to read this entire document, I have read and understood it, and I agree to be bound by its terms. I understand I have given up substantial rights by signing it, and have signed it freely and voluntarily without any inducement, assurance, or guarantee being made to me and intend my signature to be complete and unconditional release of all liability to the greatest extent allowed by law.

In consideration of participating in the Activities, by signing this form, I acknowledge that I agree to all of the above statements. By signing below, Attendee expresses his/her understanding and intent to enter into this Agreement willingly and voluntarily.

Attendee Printed Name

Date

Attendee Signature

Parent has read, understands and fully agrees to the terms of this Agreement. The Parent (on behalf of the Minor and for Parent) understands and agrees that by signing this Agreement, the Minor and Parent have given up considerable future legal rights. The Parent has signed this Agreement freely and voluntarily. The Parent further has been advised that the Minor and Parent have a right to seek independent counsel of Parent's choice about these matters and the rights waived and released by this Agreement, and the signature of the Parent below represents and warrants that the Parent has done so, or has chosen not to do so, and hereby waives the right to do so or to claim that the Parent did not understand the legal effect of this Agreement.

I the undersigned hereby acknowledge to be lawful parent and/or guardian of the above-mentioned minor and I therefore acknowledge my qualifications to sign the Agreement on behalf of the minor.

PARENT OR GUARDIAN SIGNATURE: _____
(if Participant is 17 years of age or younger)

PARENT OR GUARDIAN PRINTED NAME: _____

Date Signed: _____