

BUSINESS GROUP ON HEALTH 2027 ANNUAL CONFERENCE EVENT POLICIES

Please read these Terms carefully as they detail policies and guidance to be adhered to for 2027 Annual Conference registration and attendance. As a registrant for the Business Group on Health 2027 Annual Conference ("Conference"), you agree to comply with these Conference policies and Cadmium Terms of Service viewable at <https://www.cadmiumcd.com/CadmiumCD/new/privacy/> (collectively, the "Terms"). Business Group on Health ("the Business Group") reserves the right to cancel or suspend your access to the Conference at any time if it reasonably believes that you have violated these Terms. If these policies are violated, your registration fee is non-refundable, and no credit will be provided.

REGISTRATION POLICIES

Registration and Use of Account. In order to attend the Conference or access certain features of the Conference, you may be asked to create a registration account on the Business Group on Health website. When creating your account, you agree to provide accurate and complete information. You may never use another user's account without permission from Business Group on Health. You are solely responsible for the activity that occurs on your account. You agree to keep your account password secure and to notify Business Group on Health immediately of any breach of security or unauthorized use of your account. Business Group on Health has no liability for any unauthorized or prohibited use of your account.

Eligibility. The 2027 Annual Conference is open to all Business Group on Health members and to non-member employers. Registration is not available for representatives from Health Industry Partner companies and others that are not Business Group on Health members.

The Business Group on Health defines members and attendees as follows. For additional information, please visit our [Membership Criteria](#).

Employers:

- Anyone serving on internal corporate HR, benefits and well-being teams.
- Individuals who work exclusively for the member company as an employee (excludes subcontractors, consultants, advisors, interns, etc.). May also include those in senior leadership positions as well as roles responsible for managing leave programs, compliance, employee communications and worksite health.

Employer attendees may participate in:

- Employer Pre-conference Networking Activities on April 27
- Employer Reception on April 27
- All Annual Conference sessions, receptions and meals April 28-30

Health Industry Partners:

- Anyone serving in an externally focused capacity as part of a company's executive leadership team as well as those in subject matter expert roles including clinical, product, sales, strategy and business development.

- **Please note:** Health Industry Partners may participate in the Annual Conference beginning with the **Welcome Remarks and Opening Keynote at 3:45 pm on April 28. All attendees may attend:**
 - Conference Opening Remarks and Sessions beginning at 3:45 pm on April 28
 - Annual Conference Welcome Party at Planet Word on April 28
 - All Sessions and Events on April 29 and 30

Sponsor Passes.

- Sponsor passes must be used by a representative of the sponsoring member company and are not transferrable to employees of a subsidiary or a client.
- The deadline for sponsor pass registration is **March 12, 2027**. After this date, passes will expire.
- Employer Client Pass holders must be approved by the Business Group.
 - Employer Client Passes can only be used by individuals affiliated with one of the sponsor's client companies who have solely internal facing corporate HR, benefits, well-being or corporate medical roles for their company's employees.
 - Individuals who have client-facing roles, such as sales, marketing, business development, advisory or product responsibilities, are not eligible to use the sponsor's Employer Client Passes.
 - Employer Client Passes can be offered to both members and non-members of Business Group on Health.
 - Employer Client Passes cannot be used by a representative of the sponsor company.

Registration Limits.

- Due to high demand for the Annual Conference, Health Industry Partner member companies are limited to 3 registrants per company.
- Health Industry Partner Institute members (primary points of contact), sponsor and speaker passes do not count towards the three-person per company limit for Health Industry Partner registrants.
- The registration limits do not apply to any Employer attendees, including employees of Health Industry Partner companies with internal HR and benefits roles.
- In an effort to accommodate its members, the Business Group reserves the right to selectively close registration to one or more of the registrant groups in response to demand.

Discount Policies for Employer Attendees.

- **10% Employer Group Discount**
The Business Group offers a 10% discount off the rate in effect at the time of registration to employer member companies registering three or more **internally facing HR and benefits employees** for the 2027 Annual Conference. The employer registrants must be from the same organization. The Group discount cannot be combined with complimentary registrations or other discount offers and cannot be retroactively applied. Please send the names, titles and email addresses of the individuals who wish to register to registration@businessgrouphealth.org to take advantage of this offer.
- **\$300 Discount for Best Employer Awards Winners**
Two representatives per 2027 Best Employers award winning company are eligible for a \$300 discount on the registration fee at the time of registration. The discounted registration fee cannot be included in the Employer Group Discount and is non-transferable, except in accordance with

our Substitution Policy. Employer Institute members (primary points of contact) and 2027 award winners must register individually for the conference.

- **\$300 Discount for Employer Members of Business Group on Health Institutes.**
A \$300 discount on the registration rate in effect at the time of registration for Business Group on Health employer members of the Cost & Delivery Institute, Global Institute and/or Well-being and Workforce Strategy Institute. (1 discount per company per institute.)

Payment.

Full registration payment is required to attend this event. Payment is due in full upon registering. All registration fees are in U.S. Dollars (USD). Individuals who are not employees of a Business Group on Health member company will be charged the non-member registration fee.

HOTEL ROOM BLOCK

The 2027 Annual Conference room block at the Marriott Marquis Washington, DC is available to registered conference attendees only. The 3 registrant per company limit for health industry partners also applies to room block. The room block link is included in registration confirmation emails.

CANCELLATION & REFUND POLICY

Cancellations must be requested via email to registration@businessgrouphealth.org. The refund eligibility is as follows:

- Full refund less \$250 admin fee 61+ calendar days in advance of the event (February 26, 2027)
- 50% refund 31-60 calendar days in advance of the event (March 28, 2027)
- No refunds or credits for a future event available within 30 calendar days of the 2027 Annual Conference

If Business Group on Health cancels the event due to unforeseen circumstances, registration payments received prior to the cancellation date are nonrefundable and will be credited towards attendance at a future Business Group on Health event. The credit must be used within one year or it is forfeited.

SUBSTITUTION POLICY

Once a registrant receives their personal registration confirmation for the event, it cannot be changed, substituted, or reissued to a different person, except in accordance with our Substitution Policy.

Substitutions are permitted before the event. Only one substitution is permitted per original registrant and substitutes must meet the event eligibility criteria. The individual submitting the substitution request is responsible for providing the updated contact information to registration@businessgrouphealth.org.

Institute Members (Primary Points of Contact) Substitutions.

- If the Health Industry Partner Institute primary contact registrant cannot attend, the Institute secondary contact may be substituted for their registration. Any other substitute would count towards the 3-person limit per company.
- Employer Institute member registrations may be substituted with another employer from the member company at the discounted rate.

PERSONAL INFORMATION AND RECORDINGS

Registration Information. Business Group on Health will handle registrant personal information collected during registration in accordance with its [Privacy Policy](#). Registrants agree that Business Group on Health may use their registration information to send updates and surveys regarding the Conference.

Attendees. Attendees acknowledge and agree that others at the Conference will be able to view their name, title and company name on the Conference app. When registering, all attendees will have an option to opt-in or out of sharing their contact information with Conference sponsors. If you opt-in to share your information, you authorize the Business Group to share your first and last name, title, company name and email address with Conference sponsors.

Recordings. By attending the Conference, you give your express consent to Business Group on Health and its agents to photograph and record the Conference in visual and audio media. You hereby irrevocably agree and consent that Business Group on Health has the right to record, transcribe, modify, perform, reproduce, display, distribute and transmit in any form and for any purpose your name, company name, voice, picture, photograph, portrait and other reproductions (collectively, your “Image”) at the Conference in connection with any advertising or promotional content and materials, and for any other lawful purpose including by posting on public websites without any compensation to you. However, Business Group on Health is not obligated to use any of the images or recordings or exercise any of the rights granted to it. You also agree that your Image may appear in photos of the Conference that are made available to you, other attendees of the Conference, and the public, and Business Group on Health may retain and distribute those photos.

If you do not wish to be photographed or filmed, please contact annualconference@businessgrouphealth.org.

Attendee Recordings and AI Technology. Except as expressly authorized in writing by Business Group on Health, sponsors, speakers, attendees and other participants may not audio or video record, livestream or transcribe any portion of the Conference or use any artificial intelligence-enabled or automated tool, application, device or service to listen to, capture, record, transcribe, summarize, analyze or otherwise process Conference presentations, discussions or conversations. This prohibition includes AI meeting assistants, notetaking bots, transcription services and similar technologies. This restriction does not apply to technology approved in advance by Business Group on Health as a reasonable accommodation for a disability. Recordings produced by the Conference audiovisual team will not be made available to sponsors or speakers.

MEDIA POLICY

The 2027 Annual Conference will not be open to the media.

CODE OF CONDUCT

Business Group on Health events are intended for education, networking and collaboration among attendees. The Business Group is committed to providing a safe, supportive and respectful event experience regardless of a person’s national origin, culture, race, abilities, sexual orientation, gender identity, political affiliation or religion. The Business Group expects attendees to communicate professionally and constructively, refrain from making disparaging remarks about other organizations or attendees and uphold the professional and educational purposes of the event. We expect cooperation from all participants to help ensure a safe environment for everyone. The Business Group reserves the right to remove any attendee who violates this Code of Conduct or any of these Conference policies from the 2027 Annual Conference and bar them from attending future events.

Reporting Unacceptable Behavior. Unacceptable behavior will not be tolerated. If you experience or notice others experience any of the above unacceptable behavior or have any other concerns, please contact Martha Shannon, Chief Financial Officer, at shannon@businessgrouphealth.org. For any questions regarding our Conference policies, please contact the Business Group at annualconference@businessgrouphealth.org.

HEALTH & SAFETY ATTENDANCE POLICY

The Business Group is committed to ensuring the safety, health and well-being of our members, guests, and colleagues. To promote a healthy convening environment, we ask all attendees to please stay home if they do not feel well.

We reserve the right to update this policy at any time should circumstances warrant or if necessary to comply with federal, state or local requirements.