



**CASTLIGHT HEALTH, INC.
PRESIDENT'S CLUB PARTICIPATION AGREEMENT**

1. **Relationship.** I am an employee of Castlight Health, Inc. ("**Castlight**" or "**Company**") or an approved adult guest of a Castlight employee, age 16 and over, and am participating in the Company's President's Club trip to Maui, HI on the following dates: March 17, 2024 to March 21, 2024 ("**Trip**").
2. **Voluntary Participation.** My participation in the Trip and any activities offered by Castlight or its third- party service providers as part of or related to the Trip ("**Activity**" or "**Activities**") is entirely voluntary.
3. **General Assumption of Risk.** I am aware that the Trip and Activities have inherent risks that may result in serious illness, injury or death, and agree to voluntarily assume and accept all risks and hazards involved in the Trip and any such Activity, including, but not limited to, illness, injury or death.
_____ (please initial)
4. **Pandemic Assumption of Risk.** I am aware of the ongoing Covid-19 pandemic ("**Pandemic**") and the risks of becoming exposed to, contracting and/or spreading Covid-19 during the Trip and Activities, and voluntarily assume and accept all risks and hazards involved in the Trip and Activities with respect to becoming exposed to, contracting and/or spreading Covid-19.
_____ (please initial)
5. **Pandemic Protocols.** I will be responsible for reading and complying with Castlight's, its designees', and applicable local, regional and national Pandemic protocols during the Trip and Activities, including vaccination and mask requirements ("**Protocols**"), and understand that my failure to comply with the Protocols may result in my disqualification from all Activities and the Trip.
6. **Medical Condition and Insurance.** If I have any concerns about a medical condition or my physical ability to participate in the Trip or any Activity, I assume all responsibility for seeking advice from a medical professional before participating in the Trip or Activity. I certify that I have comprehensive medical insurance and understand that I will not be eligible to receive Workers' Compensation benefits through Castlight should I sustain an injury or illness as a result of my participation in the Trip or any Activity.
7. **Release.** In consideration of my participation in the Trip and any Activity, I agree on my own behalf, and on behalf of my heirs, estate, legal representatives, assigns and anyone who may assert a claim through me or on my behalf ("**Representatives**"), to release and hold harmless Castlight and its affiliates, subsidiaries, successors, assigns, officers, directors, and employees, from any and all claims for liability, injury, illness, death or damage resulting from my participation in the Trip or such Activity, including, but not limited to, any claim caused by the negligence or other acts or omissions of Castlight or any of its affiliates, subsidiaries, successors, assigns, officers, directors and employees ("**Claims**").
8. **Agreement Not to Sue; Indemnity.** In consideration of my participation in the Trip and any Activity, I further agree on my own behalf, and on behalf of my Representatives, not to sue Castlight and its affiliates, subsidiaries, successors, assigns, officers, directors and employees, for any and all Claims, and agree to indemnify and hold harmless Castlight and its affiliates, subsidiaries, successors, assigns and its and their officers, directors and employees, from any and all Claims.
10. **Entire Agreement.** This Agreement constitutes the entire agreement between Castlight and me regarding my participation in the Trip and Activities, and supersedes all prior negotiations, representations or agreements between the Company and me regarding my participating in the Trip and such Activities.



11. **Voluntary Signature.** I have read this Agreement, fully understand the rights and remedies I am voluntarily waiving and risks I am voluntarily assuming, and agree to comply with its terms.

Signature

Date

Name (printed)