

EMPLOYEE WAIVER

This Employee Waiver ("the Waiver") serves as a written agreement between **Jeannie D. Keith** ("the Employee") and **[Highlands Department Store]** ("the Company"), signed this 10th day of December, 2025 by the Employee, who acknowledges and agrees to the terms provided below:

TERMS AND CONDITIONS

1. The Employee agrees that by signing this Waiver, the Company and its affiliates will not be held responsible for any and all liabilities resulting from the Employee's participation in the Annual SportsFest Event to be held on January 25-28, 2026.
 2. The Employee acknowledges that the event involves physical and mental activities and attests that the Employee is in good physical condition to participate in all the activities highlighted in the event.
 3. The Employee is aware that this activity is strictly voluntary and participation of the event is a personal decision.
 4. The Employee assumes all the risks involved in the participation of the activities and is financially responsible for any misconduct and negligence in connection to the event.
 5. Any modification of this Waiver must be in writing executed by an authorized company representative.
- The Employee is signing the Waiver voluntarily, and by doing so agrees to release the Company from any liability for injuries or damages incurred within the scope specified herein.

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Signature *

Jeannie D. Keith

Name *

Date Signed*



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