

## Advocacy and Referral Program Terms and Conditions

These terms and conditions (“Terms”) govern your participation in Pantheon’s Advocates and Referral Program (“Program”) and supersede and replace any prior agreements and understandings regarding the Program. These Terms and the Pantheon Advocates Program Guide [located here](#) - as may be updated from time to time by Pantheon (“Program Guide”) collectively comprise the “Agreement.” Any undefined capitalized terms will have the same meaning as set out in the Master Services Agreement at <https://legal.pantheon.io> (“MSA”) or in the Program Guide.

Parties	<p>(i) Pantheon Systems, Inc. with an office at 717 California Street, 2nd floor, San Francisco, CA 94108 (“Pantheon”); and</p> <p>(ii) the organization, person or entity accepting these terms and/or submitting a referral under <a href="https://pantheon.io/advocates">pantheon.io/advocates</a> (“Advocate”);</p> <p>Pantheon and Advocate may each be referred to as a “Party” and together as the “Parties.”</p>
Effective Date	Upon Advocate’s acceptance of these terms and/or submission of a referral under <a href="https://pantheon.io/referral">https://pantheon.io/referral</a> or, if earlier, upon Advocate’s receipt or use of any Program benefits.
Term	<p>The Agreement commences on the Effective Date and remains in force until one Party gives thirty (30) days prior written notice to the other Party of termination.</p> <p>If the Parties discontinue their relationship completely, Advocate will cease all display of Pantheon’s trademark or other proprietary property and any advertising contemplated by this Agreement.</p>
Qualification	To qualify for consideration, the Advocate must comply with the requirements established in the Program Guide.
Advocate Benefits	The benefits of the Program, rewards, payment schedules, eligibility requirements and remaining details of the Program are listed in the Program Guide. The benefits and remaining conditions of the Program may be updated from time to time by Pantheon. As long as this Agreement is in effect, Advocate will automatically receive any updated or additional benefits as they are added to the Program and for which Advocate is eligible as indicated in the Program Guide.
Confidential Information	“Confidential Information” means all non-public or other information disclosed by one Party (“Disclosing Party”) to the other Party (“Receiving Party”) that, given the nature of the information or circumstances of its disclosure, reasonably should be understood by the Receiving Party to be confidential. To be Confidential Information, information need not be marked as such at the time of disclosure. Confidential Information

	<p>includes, but is not limited to, patent and patent applications, trade secrets, ideas, media, drawings, works of authorship, inventions, know-how, processes, algorithms, software programs and software source documents related to the current, future, and proposed products and services, information concerning research, development, design details and specifications, engineering, financial information including price lists, rate cards, discounts and margins, customer lists, investors, employees, business and contractual relationships, proposals, business forecasts, sales collateral, playbooks and guides, merchandising and marketing plans.</p> <p>Confidential Information does not include any information that becomes publicly available without a violation of this Agreement, can be shown by documentation to have been lawfully known by the Receiving Party when provided by the Disclosing Party, is lawfully received from a third party without obligations of confidentiality, or can be shown by documentation to have been independently developed by the Receiving Party without reference to Confidential Information.</p> <p>For purposes of any Confidential Information shared by the Disclosing Party, Receiving Party will not disclose the Confidential Information to any third party, except for its own employees, contractors, advisors and agents who have a need to know the Confidential Information and who have agreed to confidentiality terms at least as restrictive as these. Receiving Party will use Confidential Information solely in connection with its participation in the Program. Once Program participation has ended, Receiving Party will return or destroy all Confidential Information of the Disclosing Party in its possession or control.</p> <p>If the Receiving Party is required to disclose the Disclosing Party's Confidential Information pursuant to law or court order, Receiving Party will reasonably notify Disclosing Party.</p> <p>Each Party will maintain physical, technical and organizational safeguards designed to protect confidentiality and to prevent unauthorized access or use of Confidential Information of the other Party.</p>
Regulatory Compliance	<p>Each Party represents and warrants that it will conduct its activities under this Agreement in full compliance with all applicable laws, regulations, and governmental requirements. Advocate acknowledges and agrees that it is responsible for determining if its participation in the Program and the acceptance of awards are permitted by its organization's policies and applicable laws. Moreover, Advocate will defend, indemnify, and hold Pantheon harmless, including its employees, officers, directors and representatives from and against any claims, damages, losses, liabilities, costs, and expenses (including reasonable attorneys' fees) arising out of or relating to any claim based on Advocate's participation in the Program or receipt of benefits or awards under the Program.</p>
Compliance with Privacy Laws	<p>If a Party receives Personal Information from the other Party in connection with the Program, the receiving Party will collect, use, disclose</p>

	<p>and process such Personal Information in compliance with all applicable laws, rules, regulations, and directives, including, but not limited to, the privacy laws of the United States, European Union and the United Kingdom (“Data Protection Laws”). The receiving Party will not retain, use or disclose Personal Information for any purposes other than its participation in the Program and under no circumstance will it sell such information to a third party within the meaning of California Consumer Privacy Act or applicable Data Protection Laws. Advocate acknowledges that it has authority to share the Personal Data of any person being referred for Pantheon to offer its services. If Pantheon receives any Personal Data as part of its activities under this Agreement, then Pantheon will process such Personal Data in accordance with the Client Data Processing Addendum located at <a href="https://legal.pantheon.io/">https://legal.pantheon.io/</a>.</p>
Marketing	<p>The Program might require that Advocate engage in marketing activities that reference Pantheon’s services. For purposes of that effort, Advocate agrees that its respective marketing, sales and services activities in connection with this Agreement will adhere to good professional and industry standards, be consistent with Pantheon’s marketing materials and guidelines, and not misrepresent Pantheon’s products or services in any way. Advocate will follow the requirements of Pantheon’s standard trademark guidelines currently set out at <a href="https://pantheon.io/pantheon-trademark-standards-use">https://pantheon.io/pantheon-trademark-standards-use</a>.</p> <p>Pantheon may issue a press release or other public statement, approved in advance by Advocate, announcing Advocate’s enrollment in the Program.</p>
Warranties	<p>Each Party represents and warrants that it has full power to enter into and perform the obligations under this Agreement.</p> <p>THE INFORMATION, CONTENT AND MATERIALS PROVIDED BY EACH PARTY UNDER THIS AGREEMENT ARE PROVIDED “AS IS,” WITHOUT WARRANTY OF ANY KIND, INCLUDING, WITHOUT LIMITATION, ANY WARRANTY OF MERCHANTABILITY, NON-INFRINGEMENT, OR FITNESS FOR A PARTICULAR PURPOSE, OR ANY WARRANTY ARISING FROM COURSE OF DEALING OR PERFORMANCE.</p>
Liability	<p>EXCEPT WITH RESPECT TO BREACHES OF CONFIDENTIALITY, IN NO EVENT WILL EITHER PARTY BE LIABLE TO THE OTHER FOR ANY LOSS OF USE, REVENUE OR PROFIT OR ANY DIRECT, CONSEQUENTIAL, INCIDENTAL, INDIRECT, EXEMPLARY, SPECIAL OR PUNITIVE DAMAGES UNDER THIS AGREEMENT, WHETHER ARISING OUT OF BREACH OF CONTRACT, TORT (INCLUDING NEGLIGENCE) OR OTHERWISE, REGARDLESS OF WHETHER SUCH DAMAGE WAS FORESEEABLE AND WHETHER OR NOT SUCH PARTY HAS BEEN ADVISED OF THE POSSIBILITY OF SUCH DAMAGES.</p>
Relationship	<p>The Parties’ relationship is that of independent contractors, and neither</p>

	Party is an agent of the other. Advocate will not represent to any third party that it has any authority to act on behalf of Pantheon and agrees to indemnify and hold Pantheon harmless for any claims resulting from such representation.
Notices	Each Party will deliver any notices, requests, consents, claims, waivers and other communications under this Agreement (each, a “Notice”) in writing and addressed to the other Party at the address on page 1 of this Agreement. All Notices must be delivered by personal delivery, overnight express courier, or email. Any notice by email will be deemed effective when sent to a Party’s last known email address. Notices to Pantheon will be provided by email to legal@pantheon.io (with confirmation of receipt). A notice is effective only upon receipt by the receiving Party.
Linked Sites	This Agreement, along with the documents contained in the linked websites, constitute the entire agreement between the Parties with respect to the Program. The order of precedence will be this Agreement and then the linked documents, as they may apply to the matter at hand.
Assignment	Neither Party may assign, transfer or delegate its rights and responsibilities under this Agreement without the prior written consent of the other Party, except that Pantheon may assign this Agreement to a successor as a result of a merger, reorganization, consolidation or acquisition.
Modification	These Terms may be changed by Pantheon from time to time. When changes are made, Pantheon will post an updated copy at <a href="https://legal.pantheon.io">https://legal.pantheon.io</a> . If you do not agree to any change(s) to the Agreement, you may stop your participation in the Program. Otherwise, your continued participation constitutes your acceptance of such change(s).
Validity of Terms	If any term of this Agreement is invalid, illegal or unenforceable in any jurisdiction, the invalid, illegal or unenforceable provision will not affect any other term or invalidate or render unenforceable the term in any other jurisdiction. If a term is found invalid, illegal or unenforceable, the Parties will negotiate in good faith to modify the Agreement to give effect to the original intent of the Parties as closely as possible in order for the obligations contemplated in this Agreement may be performed, to the greatest extent possible, as originally contemplated.
Jurisdiction	This Agreement will be governed by and construed in accordance with the laws of the State of California without giving effect to any choice of law provision or rule that would cause the application of the laws of any other jurisdiction. Any legal action or proceeding arising out of this Agreement must be instituted in the state or federal courts sitting in the city and county of San Francisco. Each Party submits to the exclusive jurisdiction of such courts.