

Terms of Use

CANADA

Context

Welcome to your company's workplace giving web site and tools (the "Workplace Giving Site" or the "Site"). The Site is operated by Benevity Social Ventures, Inc. ("Benevity"), a donation processing technology company that, among other things, licenses certain application programming interfaces respecting micro-donation functionality (the "Benevity Platform" or the "Benevity APIs") to financial institutions, e-commerce environments, corporate employers, loyalty program providers and other participating businesses, such as your company (the "Employer"). We are pleased that you have chosen to review our Terms of Use, which are incorporated by reference into the Workplace Giving Site and govern its operations. For assistance with use of the functionality forming part of the Workplace Giving Site, you should consult the User Guide located under the "Help" section of the Site, as well as the FAQ's.

Using the Benevity Platform through the Workplace Giving Site, Canadian users of the Site will be offered the opportunity to make contributions of time and/or money to an "eligible charity". The Site uses a donor advised fund arrangement to enable broad charity choice, administered by the Canadian Online Giving Foundation (the "Foundation"), a registered charity in Canada under 862216165 RR0001, whose primary activity is donor advised fund administration. The Foundation will further its charitable purposes by accepting (through the Benevity Platform) contributions of money from the Employer, users of the Site and any matching partners (collectively, "Donors"), briefly holding the contributed funds pending distribution, and distributing the funds to organizations that are eligible Canadian registered tax exempt charities described in the Income Tax Act in good standing listed in a database within the Benevity Platform (the "Eligible Charity Database") in accordance with Donor Advice (defined below) as part of a donor advised fund established in favor of contributors or corporate clients utilizing the Benevity Platform (the "Donor Advised Fund").

Please read the following carefully.

1. Overview

1.1 The Employer has established one or more donation or volunteering programs within the Workplace Giving Site to facilitate the donation of amounts that are earned or acquired by you through your participation in such programs (“Giving Programs”) established by Employer or Employer-approved third parties (“Matching Partners”) to a list of charities from within the Eligible Charity Database (“Eligible Charities”). The Employer may add, remove or otherwise change Matching Partners and Eligible Charities at any time without notice. The general purpose of the Giving Programs is to facilitate the making of donations of time and/or money by you and other users of the Workplace Giving Site to Eligible Charities via a “donor advised fund arrangement” discussed below.

1.2 This agreement (as it may be amended from time to time, the “Site Agreement” or this “Agreement”) sets out certain terms and conditions applicable to users of the Benevity Platform and all Giving Programs which utilize its functionality, supersedes all previously published terms and conditions or agreements relating to Giving Programs, and is separate and distinct from all agreements (“Giving Program Agreements”) entered into between you and the Employer or other Matching Partners relating to Giving Programs. This Agreement may be amended at any time by Benevity or the Employer (sometimes collectively referred to as “We” and “Us”) posting the amended version to the Workplace Giving Site.

2. Your Profile and Account Responsibilities

2.1 You may use the Workplace Giving Site from a Canadian domain or location or from another location if you are a Canadian taxpayer, and you agree to the terms below. If you disagree with any of these terms, you are not entitled to access or utilize any of the Benevity Platform’s charitable donation functionality presented in the Workplace Giving Site.

2.2 You agree that all information you submit to the Site profile pages is accurate and that you will keep it current. If We have grounds to suspect that your profile information is untrue, inaccurate or incomplete, We have the right to suspend or terminate your Site account. It is your responsibility to maintain the confidentiality of your Site password, and you are responsible for and We are authorized to effect any activities that occur in your Site account. You agree that We may send you important information and notices regarding the Site and your account by email, text messaging or other means based on the information you provide to Us. Each individual person is limited to one account on the Site.

2.3 You are responsible for all activities that occur in your Site account. You shall treat other Site users with courtesy and respect. You shall not: Impersonate any other person; Falsely say or imply that you are associated with another person or entity; Submit content in exchange for payment or other consideration from another person or entity; Collect information about other Site users without their consent; or Submit or link to any content that: **(i)** infringes or violates the intellectual property or other rights of any person or entity; **(ii)** intentionally interferes with the operation of the Site or any Giving Program; **(iii)** violates anyone's privacy or publicity rights; **(iv)** breaches any duty of confidentiality that you owe to anyone; **(v)** provides any non-public information about Benevity or Employer or the Foundation or any other company or person without authorization; **(vi)** is, in our judgment, harassing, defamatory, abusive, lewd, pornographic, obscene or otherwise objectionable; **(vii)** contains or installs any viruses, worms, bugs, Trojan horses, malware or other code, files or programs designed or having the capability to disrupt, damage or limit the functionality of any software or hardware; or **(viii)** contains false or deceptive language, unsubstantiated or comparative claims regarding Benevity's or others' products, advertising, commercial referrals, spam, chain letters, or any other solicitation, including solicitation of lawsuits. We reserve the right, in our sole discretion and without notice to you, to remove any content submitted or posted by you to Site pages.

3. Participation and Acceptance

3.1 Eligibility for and participation in a Giving Program are determined by the Employer and set forth in any relevant Giving Program Agreement or any applicable terms of use or other policies or documentation respecting the Workplace Giving Site (collectively, "Site Documents").

3.2 Your acceptance of this Agreement will constitute your acknowledgment that you have received, read and agreed with the terms and conditions of this Agreement, as they may be amended from time to time. The posting of this Agreement, as amended from time to time, on or via the Workplace Giving Site (via hyperlink, i-frame or otherwise) is deemed notice to you of this Agreement and any amendment of it, where notice is required or permitted to be given. Furthermore, registration as a Donor or activation of your profile on the Site or participation in any Giving Program or any use of the Benevity Platform constitutes acceptance of this Agreement, as amended from time to time.

3.3 You acknowledge that only individuals who are Donors may be entitled to participate in certain Giving Programs. You are advised to review each applicable Giving Program Agreement to determine the terms and conditions of such program, including your eligibility to participate in such program. You acknowledge and agree that Benevity, the Foundation and their respective directors, officers, agents, employees, affiliates, successors and assigns (the “Benevity Parties”) will not have any liability or responsibility to you in connection with any Giving Program, and you release and forever discharge the Benevity Parties from all claims in connection with such matters.

4. Types of Donation Transactions.

4.1 There are several ways to effect donations through the Benevity Platform, depending upon the nature and mechanics of the relevant Giving Program in the Workplace Giving Site. Generally, the creation and allocation of donation amounts to the credit of a Donor within the Benevity Platform represents either:

(a) the purchase by a Donor of donation amounts using its own funds (via payroll deduction or credit card) but facilitated through the Workplace Giving Site (a “Direct Gift”); or (b) a gift by a Donor of the right to provide advice as to the chosen Eligible Charit(ies) to receive a donation (“Donor Advice”) equal in value to the donation amount, subject to the Foundation’s approval of such Donor Advice in

its discretion (a “Donor Advice Gift”). Donation amounts may also be allocated to Eligible Charities as part of Matching Programs (defined below) funded by Employer or other Matching Partners (a “Matching Gift”). Employer will determine and set forth in the terms of the Workplace Giving Site whether and how it wishes the allocation of donation amounts to result in Direct Gifts, Donor Advice Gifts and Matching Gifts, as the case may be (collectively, “Gifts”). The following provisions apply respecting different types of Gifts made through the Benevity Platform, and all Gifts are subject to the Default Rules in Article 10 as applicable:

(a) Direct Gifts. In the case of a Direct Gift (such as a donation from a Donor’s own funds as a workplace giving deduction), it is intended that the donation and any tax receipt be for the credit of the original Donor. Employer on its own behalf or as agent for other Donors has or will have provided funds to or for the benefit of the Foundation representing the Direct Gift. Upon the donation amount being allocated to the relevant Donor within the Benevity Platform and the corresponding funds being transferred to the Foundation, the donation will normally represent a receiptable gift by the Donor to the Foundation through the Benevity Platform, subject to the Foundation’s receipt and approval of the Donor Advice and to the Default Rules.

(b) Donor Advice Gifts. In the case of a Donor Advice Gift (such as a charitable gift card, “Dollars for Doers” or similar awards or some Matching Gifts), it is intended that the recipient of the Gift receive only the right to provide Donor Advice. The Employer or other Matching Partner or other Donor agrees that upon allocation to other Donors within the Benevity Platform and upon the corresponding funds being transferred to the Foundation, the donation amount will normally represent a receiptable donation by such Employer or other Matching Partner or Donor to the Foundation, subject to the Foundation’s receipt and approval of the Donor Advice to be provided by the Donor recipient and to the Default Rules.

(c) Matching Gifts. The Benevity Platform includes functionality that enables Employer and other Matching Partners to “match” donations made by users of the Site on terms determined by them (a “Matching Program”). A matching component from Employer or other Matching Partner does not normally result in Donors directly acquiring donation amounts as described above. Matching Programs result in the Employer or a Matching Partner making a donation to the Foundation for which, upon the corresponding funds being transferred to the Foundation, a tax receipt will normally be available in the name of the Employer or other Matching Partner, as the case may be, in the manner of a Direct Gift, subject to the Foundation’s approval of the Donor Advice and to the Default Rules. Donations made under Matching Programs are at the complete discretion of the Employer or other Matching Partner and may not reflect real-time availability of remaining budget as displayed on the Site.

4.2 Neither donation amounts allocated to accounts within the Benevity Platform nor any funds on account thereof are transferable without the express consent of Employer.

5. Earned or Gifted Donation Currency

5.1 Donation amounts earned by or purchased by or gifted to you through your participation in Giving Programs will be posted via the Benevity Platform to a notional account on the Workplace Giving Site (a “Giving Account”) within a commercially reasonable period of time following confirmation that you have earned, purchased or are otherwise entitled to the allocated donation amount as per the terms of such Giving Program. The Giving Account will record the donation currency to which you are entitled through participation in Giving Programs, any adjustments to such amount, and, upon receipt by the Foundation of the corresponding funds, the amount donated by you or any other relevant party pursuant to the terms and conditions of this Agreement.

5.2 You acknowledge that Benevity relies on information provided by the Employer or Matching Partners with respect to the Gifts being made and all matters relating to the presentation and execution of the Giving Program within the Workplace Giving Site, and you release and forever discharge the Benevity Parties with respect to all claims relating to such matters.

5.3 Any funds received by or on behalf of Employer or the Foundation on account of donation currency to which you are entitled through participation in any Giving Program will be held in trust by or on behalf of Employer in accordance with this Agreement and any relevant Giving Program Agreement. The Foundation must be in receipt of funds from or via Employer representing the redemption amount of all donation currency allocated to a Giving Account before any donation is formally effected or tax receipt available. Once such amounts have been donated or deemed donated pursuant to the relevant Giving Program and this Agreement, the funds are beneficially owned by the Foundation and a donation is effectively made on behalf of the relevant Donor to the Donor Advised Fund, subject to receipt of Donor Advice, and to the approval of such advice by the Foundation in its discretion.

5.4 If Employer or another Matching Partner adjusts the donation currency to which you are entitled pursuant to the applicable Giving Program, Benevity may adjust the relevant Giving Account and the donation funds held in trust by or on behalf of Employer for its or your benefit accordingly.

5.5 You may not be aware, but less than 5% of the \$350 Billion that goes to charities in North America each year is paid electronically. Benevity and Employer are committed to reducing the amount of this manual processing, so that more funds can be applied to the social issues they are intended to impact. Through the Benevity Platform, Eligible Charities may receive Donation Funds by Electronic Funds Transfer (EFT), Automatic Clearing House (ACH), PayPal or check. All donations to each Eligible Charity are aggregated across all donors from all Benevity clients and a single payment is made monthly to each organization. Eligible Charities can provide banking information through the Funds Transfer Form on the secure Benevity Causes Portal

(<https://causes.benevity.org/>) to allow for monthly EFT, ACH or PayPal transfers. Absent a Funds Transfer Form, distributions will be by manual check until a valid Funds Transfer Form is submitted. Where distributions continue to be made to an Eligible Charity by other than EFT/ACH or PayPal, Eligible Charities agree to pay a manual processing fee for administration and overhead costs associated with the check preparation, issuing, mailing, etc., in the amount of up to the higher of: **(i)** U.S.\$25 per check; and **(ii)** 7.0% of the amount of the manual check to a maximum of \$100 (the “Manual Check Fees”). Notwithstanding the foregoing, the current policy is that Eligible Charities may receive up to three (3) manual checks before the Manual Check Fees will be applied to future distributions, in order to provide adequate time for newly onboarded charities to supply the required information and Funds Transfer Form to Benevity. This is a single Manual Check Fee on all aggregated donations across all of Benevity’s clients, not a separate fee for each donation, and does not reduce the taxable amount of any donation.

6. Donations

6.1 In delivering certain aspects of the Giving Programs and the Site, Employer utilizes both the Benevity Platform and the services of the Foundation. Depending upon the nature of the Site, it may also utilize the services of other foundations to effect similar results for users in other jurisdictions. You direct Employer or its agent to make a Gift on your behalf of all funds held in trust by Employer or its agent for your benefit on account of donation currency earned or acquired or allocated by you, subject to adjustments permitted under this Agreement, to the Foundation on the date (the “Donation Date”) that is the later of (a) and (b) below, where:

(a) is the earlier of: **(i)** in the case of a Direct Gift or a Donor Advice Gift made by you, the date upon which you have instructed Employer to make the donation; and **(ii)** in any case where any of the Default Rules apply, the date on which the donation is deemed effected by such Default Rule; and **(b)** is the date on which the Foundation is in receipt of unrestricted funds in an amount equaling the donation currency allocated.

Such Gifts will be received by the Foundation or by Employer as agent to be transferred to the Foundation, and thereafter will normally be a tax receiptable donation made by the Donor to the Foundation. All such donations, will be subject to a “donor advised fund arrangement” in your favor, and will be subject to a management fee of 2.9-4.8% payable to the Foundation which is deducted from the amounts disbursed by the Foundation to the Eligible Charities (the “Management Fee”). In the event your right to donation currency is acquired through donations made by credit or other payment card using the merchant account (or equivalent) facilities made available through the Workplace Giving Site, the amount of the donation may be reduced by such merchant account charges (unless paid for by Employer or such other Matching Partner). Such merchant account charges (“Merchant Fees”) may be reimbursed by the Foundation, in which case such amounts will be deducted from amounts distributed to Eligible Charities in a manner similar to the Management Fee.

6.2 You can cancel, change or adjust your selection of and allocation to Eligible Charities at any time in your “Personal Foundation” on the Site. Any such cancellation, change or adjustment will only affect donations made after the date of such cancellation, change or adjustment and will not affect current or scheduled recurring payroll-based donations unless made prior to the close of any relevant payroll deduction period as specified on the Site. Your Personal Foundation will also show the donations made by you or on your behalf to the Foundation. Pursuant to the legalities of a “donor advised fund arrangement”: **(i)** you agree that the Foundation, as the recipient of the donation, will consider your advice in respect of which Eligible Charities the donation will be donated by the Foundation; and **(ii)** you acknowledge that you have no legal power to compel the Foundation, as recipient of the donation, or Employer, as agent of the Foundation, to donate in accordance with such advice.

7. Tax and Tax Receipts

7.1 If you are a Canadian taxpayer and in compliance with this Agreement and all other Site Documents, you will normally receive a tax receipt (PDF file accessible at the Site or by email) with respect to applicable Gifts made by or on your behalf to the Foundation during a calendar year as soon as practicable and in any event within two (2) months after the end of that year (alternatively, depending upon the configuration of the Site by Employer, certain of your Gifts may be reflected on your employee payroll record. The relevant date of the tax receipt will be the Donation Date in the taxation year in which the amounts were donated to the Foundation in accordance with this Agreement. Please note that if you do not request a tax receipt or provide the information necessary for the Benevity Platform on behalf of the Foundation to generate a receipt on or before December 31 in any calendar year, you may not be entitled to a receipt for donations made in that year (see the Default Rules in Article 10 below).

7.2 Notwithstanding anything contained in this Agreement, any Giving Program Agreement or other Site Document, or the issuance of any tax receipts in your name by or on behalf of the Foundation, in no event shall Benevity, Employer or the Foundation be liable to you for any direct or indirect damages, including without limitation any tax, interest, fines, damages, penalties or other levies imposed by any taxing, governmental or other regulatory authority arising from or in connection with any Giving Program or the use of the Benevity Platform, whether through the Site or otherwise. You must consult your own tax and legal advisors respecting the actual tax or other impact of donations made by you through the Site.

8. Employer as Your Trustee

8.1 You irrevocably appoint Employer as your trustee to receive funds from you or other Matching Partners or third party payment processors on account of donation currency to which you are entitled through participation in Giving Programs. You acknowledge and agree that:

- (a)** Until the Donation Date, these funds will be held by Employer or by the Foundation on behalf of Employer for your benefit;
- (b)** these funds may be comingled with funds received in trust for other users on account of donation amounts earned or provided by such users;
- (c)** Employer or its designee, as trustee, has all the powers of a natural person with respect to these funds, including without limitation, all those necessary to deal with and transfer or gift these funds pursuant to the terms of this Agreement and any Giving Program Agreement;
- (d)** Employer or the Foundation can deduct the Management Fee and any Merchant Fees set forth in Section 6.1;
- (e)** Neither Employer nor the Foundation has any responsibility or duty to invest these funds provided however that if interest is earned on these funds, the Foundation can keep any interest earned, and pay such interest to itself;
- (f)** In performing its obligations and duties hereunder, Employer will exercise the care, diligence and skill that a person of ordinary prudence would exercise in dealing with the property of another person;
- (g)** Employer will have no liability or responsibility as trustee until funds are received from a Matching Partner or third party payment processor on account of donation currency earned or purchased by you;
- (h)** Employer may retain the services of the Foundation, Benevity or others to perform any of its obligations under this Agreement, including its obligations as trustee hereunder;
- (i)** Employer will be released from its obligations as trustee upon the donation or deemed donation of these funds to or for the benefit of the Foundation;

(j) Upon any suspension, disqualification or termination of this Agreement, any Giving Program Agreement or your privileges to use the Site, Employer will continue to be your trustee until such time as there are no longer any funds held by or on behalf of Employer for your benefit on account of donation currency, subject to the Default Rules; and

(k) Employer can amend this Agreement and the terms of this trust as it may determine in its sole discretion, provided that no amendment may change the beneficial ownership of such funds without your consent.

8.2 Employer accepts its appointment as agent and trustee pursuant to the terms of this Agreement.

9. Suspension, Disqualification and Termination

9.1 Either Benevity or Employer, in its sole discretion, may suspend your participation in any Giving Program for any reason with or without notice, including without limitation, if there is a negative balance in your Benevity Account. Employer will contact you by email at the address provided in your user profile or other contact information on the Site to attempt to resolve the matter underlying the suspension. Upon disqualification due to lack of resolution, your Benevity Account or access may be closed, you will no longer have any rights under this Agreement and Employer as trustee will be entitled to transfer any funds held in trust for your benefit on account of donation currency to the Foundation and the Foundation will be entitled to utilize any such funds as it may determine in its sole discretion.

9.2 Employer, in its sole discretion, may terminate any Giving Program or any part of it for any reason on notice to you. You will have 60 days from the date of notice to provide Donor Advice respecting any donation currency in a Giving Account to your credit or to which you are entitled, following which such remaining funds will be dealt with by the Foundation in accordance with the Default Rules in section 10 below.

10. Default Rules

10.1 It is intended that there be no “breakage” within the Benevity Platform, such that all donation currency ends up generating donation funds to a charity. In certain circumstances identified below (collectively called the “Default Rules”), the results of intended actions within the Benevity Platform or the relevant Giving Program may be modified in the manner specified where a Default Rule is applicable.

10.2 In circumstances where: **(i)** Donor Advice is not provided within the time specified in the Site Documents and in any event within 12 months following December 31 of the year in which the donation amounts were allocated to a user; **(ii)** an Eligible Charity requested as part of Donor Advice is **(a)** no longer registered and in good standing with the Canada Revenue Agency or other relevant regulatory agency, or **(b)** is otherwise no longer in the Eligible Charity Database; **(iii)** the donation amounts allocated across the Benevity Platform to a particular Eligible Charity do not exceed the transfer threshold of the Foundation (currently \$100) within 2 years of the relevant Donation Date; or **(iv)** the Foundation, exercising its discretion under a “donor advised fund arrangement”, chooses to disagree with or ignore the Donor Advice, then the Foundation will make the determination of the Eligible Charity to which such donation will be made.

10.3 In circumstances where: **(i)** a tax receipt is not requested via the Benevity Platform or required information for tax receipt issuance provided by a Donor on or prior to December 31 in any calendar year in which donation amounts have been allocated to such Donor; or **(ii)** the Foundation determines that the donation is not properly receiptable by it under applicable law, the Foundation may issue the tax receipt to the Employer or other Matching Partner if applicable and in all other cases the subject donation will be deemed “anonymous” and no receipt will be issued or accessible to the Donor.

10.4 In circumstances where: **(i)** the relevant Donor has not provided sufficient funds equal to allocated donation amounts; or **(ii)** bankruptcy or other legal process affecting any Donor compels the Foundation to return any funds held by it respecting donation amounts, no donation can be deemed effected and no receipt issued unless and until funds representing the allocated Donation Credits are unequivocally transferred to the Foundation.

11. Representations and Warranties

11.1 You represent and warrant to each of Employer, Benevity, the Foundation and any Matching Partner that you are over the age of majority in the jurisdiction in which you reside and that this Agreement constitutes a binding and enforceable agreement against you, except as enforceability may be limited by applicable bankruptcy, insolvency, reorganization, fraudulent conveyance or transfer, moratorium or similar laws affecting the enforcement of creditors’ rights generally and by general principles of equity relating to enforceability.

12. Privacy

12.1 The information provided by you at or in connection with the Site, as well as information about your transactions in connection with Giving Programs, is required to manage your utilization of the Site, the Benevity Platform and your participation in the Giving Programs. You consent to and authorize each of Employer, Benevity, and the Foundation, its subsidiaries and affiliates and any other third parties with whom any of the foregoing contract in order to manage the Employer's Giving Programs, the Benevity Platform and carry out the terms of this Agreement, to share information about you, your Personal Foundation and Giving Programs as necessary to effect, administer, enforce, service or fulfill the terms of this Agreement, your participation in the Giving Programs and your utilization of the Benevity Platform. Unless you so choose by opting in via ticking the relevant check-boxes in your personal profile on the Site, no information identifying you as a Donor will be given to any other Eligible Charity except in accordance with this Agreement and applicable law. The collection, use and disclosure of personal information about you by Employer will be in accordance with the Employer's Privacy Policy and applicable law.

13. Arbitration

Any claim, dispute or controversy (whether in contract or tort, pursuant to any statute or regulation, or otherwise, and whether pre-existing, present or future) arising out of or relating to: **(a)** this Agreement; **(b)** the Benevity Platform and the Site; **(c)** oral or written statements, advertisements or promotions relating to this Agreement or the Benevity Platform or the Site or any Giving Program; **(d)** the relationships that result from this Agreement (including relationships with third parties) (collectively, a "Claim"), will be referred to and determined by a sole arbitrator (to the exclusion of the courts). You agree to waive any right you may have to commence or participate in any class action against Benevity or the Foundation related to any Claim and, where applicable, you also agree to opt out of any class proceedings against Benevity or the Foundation. If you have a Claim you should give written notice to arbitrate to Benevity at the address obtained by following the instructions in Section 14. If Benevity or the Foundation has a Claim it will give you notice to arbitrate at the address you have provided to Employer in association with the use of the Site. Arbitration of Claims will be conducted in such forum and pursuant to such rules as you and Benevity agree upon, and failing agreement will be conducted by one arbitrator pursuant to the laws and rules relating to commercial arbitration in the Province in which you reside that are in effect on the date of the notice to arbitrate.

14. Miscellaneous

14.1 You are solely responsible for any personal tax liability arising from participation in any Giving Program. You are advised to consult with a personal tax advisor in order to determine any personal tax consequences. You agree to release Employer, Benevity, the Foundation and their respective directors, officers, agents, employees, contractors, affiliates, successors and assigns from any and all claims for direct or indirect damages, including without limitation any tax, interest, penalties or other amounts imposed by any taxing, governmental or other regulatory authority arising from or in connection with any Giving Program or the use of the Benevity Platform, whether through the Workplace Giving Site or otherwise.

14.2 This Agreement and its benefits are offered at the sole discretion of Employer and Benevity. You understand and agree that either Employer or Benevity may at any time, with or without notice, change this Agreement in whole or in part. In the event of conflict in the interpretation or meaning of any content or information contained in or through the Site that is offered in a language other than English, the English language content shall be determinative.

14.3 Employer, Benevity and the Foundation may rely on your acceptance of and agreement with this Agreement. No person or entity other than you, Employer, Benevity, the Foundation or other Matching Partners are intended to be a beneficiary of or may rely on this Agreement unless expressly stated herein.

14.4 No delay or omission by Employer or Benevity in exercising any right or remedy contained in this Agreement will operate as a waiver of any of such rights and remedies nor shall it be interpreted as such. Either or both of Employer and Benevity may, in its sole discretion, deviate from the strict observance, performance or compliance by you of any terms and conditions of this Agreement. Such deviations will not alter, affect or prejudice any of Employer's or Benevity's other rights or remedies and will only be effective in the specific instance and for the specific purpose for which it was given and will be deemed not to be a waiver of any other of Employer's or Benevity's rights or remedies as a result of any other breach of this Agreement.

14.5 You agree to hold Employer, Benevity, the Foundation and their respective directors, officers, agents, employees, affiliates, successors and assigns (collectively, the "Indemnitees") harmless from and against all liability, causes of action, tax liability, penalties, costs and claims, and will reimburse the Indemnitees' reasonable and actual expenses incurred in connection therewith (including legal fees and costs), arising from or related to your participation in any Giving Program including, but not limited to, any breach by you of this Agreement or any fraud, misrepresentation or abuse committed by you in connection with your participation in any Giving Program or any other person using your Benevity Account or Personal Foundation.

14.7 Benevity is not affiliated in any manner with any Matching Partners or Eligible Charities and is not agent, representative or employee of any of them (other than limited agent of the Foundation) and no such party has the power to obligate or bind the other. Giving Programs, this Agreement and any other Site Documents are each independent of the others. Except as expressly set forth in this Agreement and to the fullest extent permissible pursuant to applicable law, neither Employer nor Benevity makes any representations or warranties, express, implied or statutory, to you in connection with the Benevity Platform, any Giving Program, any Matching Partner, or any Eligible Charity. You assume total responsibility and risk for your use of the Site and your reliance thereon. You consent to the formation of contractual relations through electronic communications.

14.8 Notwithstanding the governing law of any agreement between you and Employer or other Matching Partner, this Agreement shall be governed by the laws applicable in the Province of Alberta, Canada, and you agree to irrevocably attorn to the exclusive jurisdiction of the Province of Alberta. Any interpretation, question or dispute regarding a Giving Program or this Agreement will be resolved at the sole discretion of Employer or Benevity, as the case may be. In no event will Employer's liability with respect to a Giving Program, including liability for negligence or breach of contract, be greater than the value of donation currency in your favor at the time the dispute arose. If any provision of this Agreement is invalid or unenforceable, the invalidity or unenforceability of such provision will not affect the validity or enforceability of the remaining provisions of this Agreement.

14.9 This Agreement constitutes the entire agreement between you and Benevity regarding your utilization of the Benevity Platform in the Workplace Giving Site, including without limitation your entitlement to be paid the funds held by or on behalf of Employer or other Matching Partners for your benefit on account of donations.