

Take Time

Terms and Conditions

Disclaimer

Rebecca Sutherns (Sage Solutions) and Julie Fotheringham (Hageman Communications) (hereafter known as “Collective Company”, “us” or “we”) are committed to providing a safe and enjoyable experience for all participants (hereafter known as “Participant”, “you” and collectively, the “Parties”). By registering for this retreat/trip, you acknowledge and agree to the following terms and conditions outlined in this Agreement.

Changes

We may find it necessary to update, modify or amend these terms and conditions. If changes are made, we will notify you. Updated versions of the terms and conditions will be posted on rebeccasutherns.com and are effective immediately on posting. Your continued participation in the Retreat after any such changes will constitute your acceptance of the modified terms and conditions.

Terms and Conditions

1. RETREAT

Collective Company agrees to provide a retreat (herein referred to as the “Retreat”) for the purposes of providing coaching/facilitation services to Participant to help them gain clarity and energy as they imagine the next chapter of their story. Participant agrees to abide by all policies and procedures as outlined in this Agreement as a condition of their participation in the Retreat.

Your participation in this Retreat includes: Minimum six (6) hours of professional coaching and facilitation service; two (2) breakfasts (Friday and Saturday), two lunches (Friday and Saturday), two dinners (Thursday and Friday), non-alcoholic beverages and snacks; and a curated selection of group experiences designed to support reflection, creativity, and well-being (e.g., yoga, creative sessions, and other facilitated activities), with final details to be confirmed prior to the Retreat.

2. REGISTRATION

Your Retreat registration is not considered definite, and no contract will exist until we receive a \$500 CAD deposit and Participant agrees to these terms and conditions.

3. PAYMENT

Early bird pricing of \$1,799 CAD plus HST is in effect between April 20 and July 1, 2026. After that date, the rate will increase to \$1,899 plus HST.

Payment Schedule

A deposit of \$500 CAD is required to reserve your spot, along with a signed agreement of participation. The balance is due by September 18, 2026.

Payments can be made to Rebecca Sutherns by *Interac e-Transfers to financial@sage-solutions.org* (please note the name of the company will be displayed as: 2400620 ONTARIO INC.) or by *PayPal to rebecca.sutherns@sympatico.ca*.

Failure to abide by this payment schedule will result in your participation in the Retreat being cancelled and the Participant's deposits shall be forfeited.

Our itineraries are created so that they are enjoyable for all participants. Unfortunately, we cannot provide refunds for activities in which you choose not to participate.

Refund policy

- The initial deposit is refundable, less a \$100 administrative fee, up until September 4, 2026. After that date, deposits and payments are non-refundable.
- If you are unable to attend the Retreat, you can transfer your reservation to someone else at no charge.

4. CANCELLATIONS

Cancellations by you

All cancellations must be made in writing to Rebecca Sutherns (rebecca@rebeccasutherns.com). Cancellations received by September 4, 2026 are eligible for a refund of the initial deposit, less a \$100 administrative fee.

Cancellations made after this date are non-refundable. If you are unable to attend the Retreat, you can transfer your reservation to someone else at no charge.

Cancellations by Collective Company

Collective Company reserves the right to cancel the Retreat prior to the event if a minimum number of participants is not reached. If the Retreat is cancelled in this case, you will be given a full refund including your deposit.

5. HEALTH REQUIREMENTS

By signing up for the Retreat, you attest that you are in good physical and mental health to travel and participate in the Retreat. You are advised to consult with a physician to ensure you are sufficiently fit and healthy to undertake any physical activities that you may choose to do whilst on the retreat.

6. MEDIA RELEASE

Collective Company reserves the right to use photos or videos from the Retreat for promotional purposes. By signing up for the Retreat, Participant agrees that we may publish any photographs and/or videos of the trip or participants in printed or electronic media without obtaining further consent and without compensation. Participant releases us and our representatives from any liability in connection with any use of such photographs and/or video. If you do not want your image or voice to be used, please notify Collective Company in writing before the Retreat begins.

7. CONFIDENTIALITY

This Agreement is considered a mutual non-disclosure agreement. All Parties agree not to disclose, reveal or make use of any information learned by either party during discussions, or otherwise, throughout the Term of this Retreat (“Confidential Information”). Confidential Information includes, but is not limited to, information disclosed in connection with this Agreement, and shall not include information rightfully obtained from a third party. All Parties shall keep all Confidential Information strictly confidential by using a reasonable degree of care, but not less than the degree of care used by it in safeguarding its own confidential information. The obligation of the Parties hereunder to hold the information confidential does not apply to information that is subsequently acquired by either Party from a third party who has a bona fide right to make such information available without restriction. Both Parties agree that any and all Confidential Information learned as of the Effective Date shall survive the termination, revocation, or expiration of this Agreement.

8. NON-DISPARAGEMENT

Participant shall not make any false, disparaging, or derogatory statement in public or private regarding Collective Company, its employees, or agents. Collective Company shall not make any false, disparaging, or derogatory statements in public or private regarding Participant and its relationship with Collective Company.

9. INDEMNIFICATION

Participant agrees to indemnify and hold harmless Collective Company, its affiliates, and its respective officers, directors, agents, employees, and other independent contractors from any and all claims, demands, losses, causes of action, damage, lawsuits, judgments, including attorneys' fees and costs, arising out of, or relating to, Participant's participation or action(s) under this Agreement. Participant agrees to defend against any and all claims, demands, causes of action, lawsuits, and/or judgments arising out of, or relating to, the Participant's participation under this Agreement, unless expressly stated otherwise by Collective Company, in writing.

10. GOVERNING LAW

These Terms of Use and all contracts and agreements between us shall be construed and interpreted according to the laws and regulations of the province of Ontario and of Canada.

11. FORCE MAJEURE

In the event that any cause beyond the reasonable control of either Party, including without limitation acts of God, war, curtailment or interruption of transportation facilities, threats or acts of terrorism, travel advisories, labor strike or civil disturbance, make it inadvisable, illegal, or impossible, either because of unreasonable increased costs or risk of injury, for either Party to perform its obligations under this Agreement, the affected Party's performance shall be extended without liability for the period of delay or inability to perform due to such occurrence. In the case of any change, modification, cancellation, postponement or delay due to any unforeseeable events, you acknowledge that you will have no right of refund as Collective Company will do its best to transfer the funds to a new date.

12. PARTICIPANT RESPONSIBILITY; NO GUARANTEES

Participant accepts and agrees that the Participant is 100% responsible for their progress, decisions and results arising from the Retreat. Collective Company will offer guidance to Participants; however, participation is the one vital element to the

Retreat's success that relies solely on Participant. Collective Company makes no representations, warranties or guarantees verbally or in writing regarding Participant's performance. The Participant understands that because of the nature of the Retreat, the results experienced by each participant may significantly vary.

13. PARTICIPANT CONDUCT/ INDEMNIFICATION

We want to ensure that all participants feel more healthy, alive, and rejuvenated when they return home. As such, your behavior not only affects your experience but other members of the retreat.

By participating in the Retreat, you agree to follow all rules and guidelines established by Collective Company. If you are abusive of others, or your behavior disrupts the retreat negatively impacts the enjoyment of the other participants, you may be asked to leave. Collective Company will make no refund and will accept no liability for costs incurred by Participants as a result of removal from the Retreat.

We also value respecting others and impress upon our participants that as guests of the destination each participant agrees to be respectful of people and property. Participant agrees to and shall indemnify and hold harmless Collective Company, and each of our employees and agents, from any expenses, losses, liabilities, damages, judgments, settlements and costs (collectively, "damages") involved with or incurred by Collective Company (including, without limitation, reasonable attorneys' fees and the advancement of same) with respect to any claims, law suits, arbitrations, or other causes of action, which result, directly or indirectly, from participant's breach or violation, or threatened breach or violation, of this Agreement and/or any damage caused by participant while participating in the Retreat.

14. INTELLECTUAL PROPERTY

Collective Company's Programs, Products and Services, and Program Materials are our property, solely owned by or licensed to us and are protected by copyright and other intellectual property laws.

The content in our Programs, Products and Services, and Program Materials includes, but is not limited to: the design, layout, look, appearance, graphics of our Programs, Products and Services, and Program Materials or any other material or aspects of materials provided by us to you during the Retreat.

You may not copy, distribute, or use any content from our website without Collective Company's express written permission.