

MARYLAND READY MIX CONCRETE ASSOCIATION, INC. (MRMCA) TERMS AND CONDITIONS

Last Updated: January 27, 2026

These Terms and Conditions ("Terms") govern Membership in the Maryland Ready Mix Concrete Association, Inc. ("MRMCA," "Association," "we," "us," or "our"), participation in MRMCA events, and use of MRMCA websites, event registration pages, logos, and digital platforms. By applying for or renewing Membership, registering for or attending an event, sponsoring or exhibiting, or using any MRMCA website or online service, you agree to these Terms.

2026 EVENT TERMS & CONDITIONS

EVENT CANCELLATION POLICY

- Registration, Sponsorship, and Exhibitor Fees must be paid no later than five (5) business days prior to the scheduled event unless arranged prior. Any unpaid registrations are subject to cancellation if other payment arrangements have not been made at that time.
- All cancellation requests must go directly through Mindy Green at MRMCA: mindy@marylandconcrete.com at least 7 business days prior to the event or the Registrant will be liable for the entirety of the Registration fee.
- An 85% refund will be granted when the cancellation request is received within 8 business days of the event. No refunds will be granted for registrations canceled within 7 business days of the event. In the event the Concrete Conference is cancelled or rescheduled by the Hosts, the Registrants will be given the choice to apply their registration to another MRMCA Event or be extended a full refund.
- Registration transfer requests must be made in writing directly to Mindy Green within 5 business days of the event.
- Any necessary hotel accommodations will be the responsibility of the individual attending the event. Lodging cancellations must be made directly with the hotel and are subject to the hotel's cancellation policy.

NOTICE OF PHOTOGRAPHY

Please be advised that photography and videography may occur throughout MRMCA events and certifications. These materials may be used in promotional publications, social media, and marketing campaigns by MRMCA and its affiliates. By attending, you acknowledge and consent to the use of your likeness for these purposes. If you prefer not to be photographed, please notify the registration staff upon arrival.

MRMCA 2026 EVENT CODE OF CONDUCT

1. Purpose & Scope

MRMCA is committed to providing a safe, respectful, and inclusive environment for everyone. This Code of Conduct applies to **all MRMCA events and activities**—in person or virtual—including conferences, meetings, trainings, social events, and online programs.

It applies to **all participants**, including but not limited to:

- Attendees and Guests
- Speakers and Presenters
- Exhibitors and Sponsors
- MRMCA Members
- Volunteers, Vendors, and Contractors
- MRMCA Staff, Board of Directors

2. Core Expectations of Conduct

By attending and participating in an MRMCA event, you agree to:

- **Think First.** Be mindful of your surroundings and the impact of your words and actions on others. If you see a dangerous situation or someone in distress, alert MRMCA staff or on-site security.
- **Be respectful and professional.** Engage in constructive, courteous dialogue. Disagree without being disagreeable. Avoid disruptive, aggressive, or demeaning behavior.
- **Foster inclusion.** Treat all participants with dignity, kindness, and consideration, regardless of race, color, ethnicity, national origin, religion, sex, sexual orientation, gender identity or expression, age, disability, veteran status, genetic information, family status, or any other characteristic protected by law.
- **Maintain a harassment-free environment.** Refrain from any form of harassment, intimidation, bullying, or discrimination.
- **Respect personal boundaries and consent.** Ask for permission before taking photos, recording, or sharing someone's image, comments, or personal information. Honor "no" immediately.
- **Follow event and venue rules.** Comply with all rules, policies, and procedures of the venue and any posted MRMCA event guidelines.
- **Comply with laws and MRMCA policies.** Follow all applicable local, state, and federal laws. Comply with MRMCA's published policies (including Antitrust policies when applicable).

3. Personal Safety & Security

MRMCA works with venues to promote a safe and secure environment. You can help by:

- Being aware of your surroundings at all times.
- Using the "buddy system" when walking to and from venues and removing your event badge when leaving the venue.
- Never leaving personal property unattended and / or securing valuables in your room safe when possible.
- Reporting **any** questionable, unsafe, or concerning activity to MRMCA staff or venue security immediately. No concern is too small—**if you see something, say something.**
- In an emergency, contacting building security or local emergency services and notifying MRMCA staff as soon as possible.

4. Responsible Alcohol Use & Substances

Many MRMCA events may include both alcoholic and non-alcoholic beverages.

- If you choose to drink, you are expected to **drink responsibly, in accordance with the law**, and remain in control of your actions.

- MRMCA and venue staff may refuse service of alcohol to any participant and may require an individual to leave an event if behavior is unsafe, disruptive, or in violation of this Code.
- The use, possession, or distribution of illegal drugs or controlled substances is strictly prohibited at all MRMCA events.

5. Harassment, Discrimination & Other Unacceptable Behaviors

MRMCA prohibits harassment and discrimination of any kind. Unacceptable behaviors include, but are not limited to:

- Harassment or discrimination based on any protected characteristic (for example: race, color, religion, sex, sexual orientation, gender identity or expression, national origin, disability, age, veteran status, or any protected class under applicable law).
- Hostile or abusive conduct, slurs, epithets, or derogatory comments.
- Physical or verbal abuse, threats, bullying, or intimidation directed at any participant, speaker, exhibitor, sponsor, volunteer, staff member, vendor, or guest.
- Disrupting presentations, sessions, or any MRMCA-organized activity, whether in person or online.
- Ignoring requests or instructions from event moderators, MRMCA staff, or venue/security personnel.
- Any form of sexual harassment or sexual misconduct is strictly prohibited, including but not limited to:
 - Unwelcome sexual advances or propositions.
 - Inappropriate, unwanted physical contact.
 - Requests for sexual favors of any kind.
 - Sexual comments, jokes, innuendos, or gestures.
 - Displaying or sharing sexually explicit or suggestive images, cartoons, videos, or materials in any event space or online platform associated with an MRMCA event.
 - Stalking, following, or persistent unwanted communication (in person, via phone, text, email, or social media).

Theft, Property, and Illegal Activity:

- Removal or possession of property owned by another person, company, or the venue without permission.
- Vandalism or damage to property.
- Any activity in violation of local, state, or federal laws.

6. Privacy, Photography, Recording & Content Sharing

To protect privacy and intellectual property:

- **Ask first.** Obtain consent before photographing, recording, or quoting participants in a way that identifies them. Respect anyone who declines.
- **Recording limitations.** Unless explicitly authorized by MRMCA, participants may not record or live-stream educational sessions, presentations, demos, or other event content.
- **Slides and materials.** Do not reproduce, distribute, or share speaker slides or materials without the presenter's and/or MRMCA's permission.
- **Virtual sessions.** For online or hybrid events, participants should not copy, screenshot, or share chat, Q&A, or other participant content without permission.

7. Promotional Conduct & Direct Selling

To keep educational content free from inappropriate promotion:

- Presentations, postings, and messages in educational sessions, Q&A, and chat must not contain overt promotional content, special offers, job postings, or service solicitations unless expressly allowed by MRMCA.
- Direct selling of products or services is not allowed in educational sessions or general networking spaces. Sales discussions should occur only in designated exhibit or sponsor areas or in mutually agreed-upon private conversations.
- MRMCA reserves the right to remove promotional materials or content and to limit participation by individuals or entities that violate these expectations.

8. Reporting Concerns or Incidents

If you experience, witness, or become aware of conduct that may violate this Code of Conduct:

- **Report it as soon as possible** to any MRMCA staff member or designated event contact.
- You may report in person during the event or using any reporting methods identified in the event materials (such as a phone number or designated email of and MRMCA Staff member or the Executive Director).
- MRMCA encourages prompt reporting so that concerns can be addressed quickly and effectively.
- All reports will be taken seriously, reviewed promptly, and handled as discreetly as is practical.

If you are unsure whether something is a violation, you are still encouraged to report it so MRMCA can help evaluate the situation.

9. Response & Consequences

Attendees asked to stop any behavior that violates this Code are expected to comply immediately.

At MRMCA's sole discretion, responses to violations may include, but are not limited to:

- Verbal or written warning.
- Removal from a session, event function, or the entire event without refund.
- Restriction or denial of attendance at future MRMCA events.
- Notification of an attendee's employer or sponsoring organization when appropriate.
- Involvement of venue security or law enforcement if necessary.
- For MRMCA staff or contractors, disciplinary action up to and including termination of engagement or employment (consistent with applicable policies and contracts).

10. No Retaliation

MRMCA strictly prohibits retaliation against any individual who, in good faith:

- Reports a possible violation of this Code of Conduct, or
- Participates in or cooperates with an inquiry or review of a reported concern.

Any actual or attempted retaliation is itself a serious violation of this Code and will be addressed accordingly.

11. Help Us Create a Safe & Positive Space

Every participant has a role in building a respectful, welcoming environment at MRMCA events. You can help by:

- Being an **active bystander**—if you see someone who may be in distress or in an uncomfortable situation, check in, offer support if you feel safe doing so, or promptly notify MRMCA staff.
- Encouraging others to follow this Code and modeling the professional, respectful behavior it describes.
- Please contact the MRMCA Team with any questions or concerns. Together, we can ensure MRMCA events remain safe, productive, and inclusive spaces for all.

By participating in an MRMCA event, you agree to follow this 2026 Code of Conduct.

MARYLAND READY MIX CONCRETE ASSOCIATION, INC. ANTITRUST STATEMENT

The Maryland Ready Mix Concrete Association, Inc. (MRMCA) assigns the highest priority to full compliance with both the letter and the spirit of all applicable federal antitrust laws. It is vital that this meeting be conducted in a manner fully consistent with this priority and as set forth in MRMCA's Anti-Trust Policy Statement.

If at any time during the course of the meeting, representatives of the MRMCA believe that a sensitive topic under the antitrust laws is being discussed, or is about to be discussed, they will so advise the meeting and halt further discussion. As attendees at this meeting, you should likewise not hesitate to immediately voice any concerns you may have in this regard.

It is important to bear in mind that those in attendance at this meeting may be your competitors. Any discussions of commercial matters with one's competitors may create the appearance of an antitrust violation, even though there may be none. Therefore, such discussions should be avoided at all times before, during, and after this meeting.

Adopted by the MRMCA Board of Directors on June 4, 1995.

WEBSITE PRIVACY & SECURITY TERMS

Data Retention & Rights: User data is retained as necessary for operational, legal, and security purposes. Users may request access to or deletion of their personal data, subject to legal obligations. MRMCA's AMS and website collect and store personal data as described below:

- **Comments:** Collection of comment form data, IP address, and browser details for spam prevention.
- **Media:** Users should avoid uploading images with embedded location data.
- **Cookies:** Used for login functionality, preferences, and user convenience.
- **Embedded Content:** Third-party embedded content may collect data according to their own privacy policies.
- **Analytics & Security:** IP addresses may be used for password resets and spam detection.

MRMCA collects and uses personal data in accordance with its Website Privacy & Security Terms and applicable laws. By participating in MRMCA activities, you consent to such data collection and use. While reasonable security measures are implemented, MRMCA cannot guarantee absolute security of digital data.

INTELLECTUAL PROPERTY

All MRMCA content, including but not limited to logos, trademarks (i.e. The "MAKE A CONCRETE DECISION.®" campaign), publications, graphics, presentations, training materials, and website content, is the exclusive property of MRMCA or its licensors. Members may not reproduce, distribute, or use MRMCA intellectual property without prior written permission, except as expressly permitted for internal business use.

DISCLAIMERS & LIMITATION OF LIABILITY

MRMCA services, websites, and events are provided on an "as-is" and "as-available" basis. To the fullest extent permitted by law:

- MRMCA disclaims all warranties, express or implied
- MRMCA is not liable for indirect, incidental, or consequential damages
- MRMCA is not responsible for the actions, statements, or conduct of Members, speakers, sponsors, exhibitors, or attendees.

CONTACT INFORMATION

Maryland Ready Mix Concrete Association, Inc. (MRMCA)

- General, Administrative, Events & Registration: office@marylandconcrete.com
- Membership: membership@marylandconcrete.com
- Certifications: certifications@marylandconcrete.com
- Website: marylandconcrete.com

ACKNOWLEDGMENT OF 2026 TERMS & CONDITIONS

By registering and / or attending this event, using the MRMCA Association Management Platform and / or website, and / or maintaining Membership in MRMCA, you acknowledge and agree to abide by these Terms, the Event Policies, Code of Conduct, Antitrust Policy, Membership Terms (if applicable) and Privacy Terms. You also understand that during events, photos and / or videos may be taken by authorized persons, which may be used to publicize this or future events, in various print, broadcast, or electronic media.

MRMCA reserves the right to modify these Terms at any time. Updates will be posted on official MRMCA platforms and become effective upon posting. Thank you for helping MRMCA create a professional, welcoming, and legally compliant environment for all.

MAKE A CONCRETE DECISION.®