



Terms and Conditions

The Federal Reserve Bank of Richmond (Bank) strives to have a workplace where everyone is treated with respect, and which is free from all forms of harassment. The Bank will not tolerate offensive or harassing behavior by or against its employees, applicants, customers, contractors, or others who enter the workplace and/or with whom the Bank does business. The Bank also maintains a Policy Prohibiting Discrimination and Harassment to ensure employees, contractors, and visitors are offered a safe, inclusive, and respectful environment. Under that policy, the Bank expects all employees and others who enter our workplace not to participate in or condone any form of harassment, including derogatory statements, discriminatory remarks, or other statements or actions in the workplace or in work-related situations that would reasonably be interpreted as offensive or objectionable to the recipient, cause the recipient discomfort or humiliation, or interfere with the recipient's job performance.

The Bank reserves the right to terminate access to Bank property of any individual who, in the Bank's sole discretion, engages in actions deemed discriminatory, harassing, or otherwise in violation of the Bank's Policy Prohibiting Discrimination and Harassment while onsite.

I understand that the Bank wishes to use my name, likeness, image, voice, appearance and performance for use in internal or external productions, including but not limited to, web, print, video, audio or for other legal purposes ("Production Materials"). I agree that my participation is completely voluntary.

For adequate consideration hereby received, I irrevocably give the Bank my consent to use my name, likeness, image, voice, appearance, and performance for purposes of and surrender any ownership I may have in the Production Materials. It is my intention for the Bank to own the Production Materials and I understand they may become part of the Bank's permanent collection. I grant the Bank, with my approval in each instance, the right to edit, mix, duplicate, use, and re-use the approved Production Materials in whole or in part and to grant the Bank's third party vendors a limited license to use the Production Materials in a way sanctioned by the Bank.

I irrevocably release the Bank from any and all claims in connection with the use of the Production Materials.

I am at least 18 years of age, have read the foregoing, understand the above terms and conditions, and agree to all of them.