



2026 SPEAKER AGREEMENT

Thank you for submitting your workshop proposal for the Texas Unites for Animals Conference, April 23-26, 2026. Should your workshop be selected, this letter is provided for the purpose of defining your agreement with the Texas Unites for Animals Conference, a program of Operation Kindness, and to set forth the understanding and relationship between the parties.

Speakers will acknowledge and accept the details set out in this agreement as a part of the workshop proposal process. If selected, speakers will be contacted with additional information on scheduling and conference registration.

TERMS

Relationship: Speaker is an independent contractor and nothing in this Agreement shall be construed as creating an employment relationship, agency, partnership, or joint venture between the parties.

Compensation: The Texas Unites for Animals Conference, a program of Operation Kindness, is a not-for-profit conference. We are committed to maintaining a modest conference fee to keep the barrier to participation low. Conference admission and registration fees are complimentary for invited speakers, however, Operation Kindness does not pay speaking fees or travel expenses. We hope that your participation will provide you enhanced visibility in the industry and the satisfaction that you are contributing to the advancement of our profession.

Communication: Speakers are expected to maintain communication with the Texas Unites for Animals Conference, replying to requests for information and adhering to deadlines.

Preparation: The Texas Unites for Animals Conference is known for its quality professional development and training. To maintain this reputation, we expect that all speakers are prepared and rehearsed for their presentations, including coordination with co-speakers. All speakers are required to upload their full presentation, supporting resource materials, biography, and headshot to the CVENT platform by **April 1st**. Training on how to complete this process will be provided if selected.

Subject Matter: Presentations must be educational in nature. Your material should be original; otherwise, sources must be referenced. While some topics may be challenging and provide an opportunity for lively discussion, your content must be respectful and appropriate for all participants in the animal welfare community.

Equipment: Presentation equipment, typically consisting of table, chair, projector, video screen, podium, and wired mic will be provided in each meeting room. Speakers are expected to bring their own laptops for their presentations. Requests for additional equipment (internet access, dry erase boards, flip charts, or any other equipment you cannot provide) will be considered on an individual basis. We will do our best to accommodate your equipment needs, provided you make your request in writing by January 26, 2026.

Handouts: Handouts are strongly encouraged, and will be made available electronically to attendees. Handouts may be in the form of PowerPoint presentation, slides, notes, outlines, or resource lists. By submitting your handouts, you are giving Operation Kindness permission to reproduce them in electronic format, to photocopy/print them if needed, to place them online, to include them on professional workshop recording DVDs, and to distribute them to attendees at the Texas Unites for Animals 2026 Conference. You further warrant and represent that the materials are free of material defects, fit for their particular purpose, and do not infringe upon any third-party rights. Speakers are responsible for uploading all powerpoints and handouts to the CVENT app.

Conference Hotel: The conference will be held at the Renaissance Austin Hotel, 9721 Arboretum Blvd, Austin, TX 78759. Speakers will make their own travel arrangements, including hotel reservations. There are a limited number of rooms available at the negotiated rate of \$209 per night. This special rate will end on April 25, 2025 or when all the rooms are reserved, whichever comes first. To make hotel reservations, call 512-343-2626 and mention "Texas Unites" or reserve online with the reservation link once it becomes available.

Content Ownership and License: Presentation content and materials developed by the Speaker are the property of the Speaker. Operation Kindness may audio-record sessions that will be available for purchase. Speaker grants Operation Kindness, its agents, and assigns an irrevocable, perpetual, worldwide license to reproduce, copy, and post Speaker's presentation and presentation materials on the Texas Unites and/or Operation Kindness websites and to make the presentation available for purchase. Speaker acknowledges and agrees that Speaker has no right to any proceeds from the sale. Speaker agrees to cooperate in signing any additional releases required to authorize the use of Speaker's name, image, and materials in furtherance of same.

Speaker Substitutions: Operation Kindness understands occasions may arise prohibiting you from presenting. We ask that you notify us immediately should it become necessary to cancel, and no later than 30 days in advance of the Texas Unites for Animal Conference. We will arrange for a replacement presenter, unless your agency has a replacement available. Operation Kindness reserves the right to approve any substitute presenters, to cancel any workshop, change the length or size of any workshop, or change the time or place of any workshop at any time.

**Thank you for your interest in presenting at the
Texas Unites for Animals Conference!**