

NOTICE
Anheuser-Busch Companies, LLC.
Bevo Fitness Center

Anheuser-Busch Companies, LLC. (the "Company") is providing the Bevo Fitness Center for the voluntary use of eligible employees to pursue and maintain personal health and wellness goals. The user recognizes that the maintenance of an adequate level of health and wellness is a personal responsibility. Use of the Bevo Fitness Center is completely voluntary and restricted to personal time. It is not a condition of any individual's employment, will not reflect upon or impact employment, and is not required by the Company. Any employee using the Bevo Fitness Center shall be personally and solely responsible for his/her safety in the course of such use and ASSUMES ANY RISK of personal injury, death and/or property damage associated with use of the Bevo Fitness Center.

To use the Bevo Fitness Center, you must:

- Complete the Fitness Center Rules & Release.
- Once your Release Form has been completed, email your form to bevofitnesscenter@anheuser-busch.com.
- Watch a short training presentation (first-time members only).

Access to the Bevo Fitness Center will not be granted until you have met these requirements. Records will be maintained permanently.

Bevo Fitness Center Rules & Regulations

- The Bevo Fitness Center is for the use of employees of Anheuser-Busch Companies, LLC.
- Members are required to have a signed employee release form on file and complete an orientation video before gaining access to the fitness center.
- The hours of operation are 24/7 with your employee badge.
- All Anheuser-Busch policies that apply as a condition of your employment remain in effect for this Center (i.e. sexual harassment, diversity, and respect in the workplace).
- Center may only be used during your non-work hours. It is intended for exercise only. No loitering please.
- For tracking purposes, all employees must use their badges for entry to the facility. **You have no authority to extend access to others.**
- Keep Center neat and orderly.
- Small lockers are provided for you to store your clothing and personal items **during the time of your workout only**. Keys are provided and must be returned after workout. Items left in lockers will be discarded.
- Bring your own towel for personal use.
- Proper gym attire must be worn at all times (i.e. suitable athletic wear and athletic shoes). Do not wear work clothes or jeans. Shoes must be worn at all times.
- Personal music is for your individual enjoyment only. Audio equipment must be used with a headset.
- Horseplay is not permitted in the Center.
- Only water, no food or other drinks are allowed in Center.
- Place all weights back on racks after use.
- Wipe benches and equipment clean with supplied disinfectant and disposable towels after use.
- Limit time on aerobic stations (i.e. bikes, treadmills, rowing machines, and step climbers) to 30 minutes each, if other employees are waiting to use the equipment.
- If other employees are waiting for circuit equipment or free weights, limit exercise in that area to no more than three sets.
- Use fitness equipment and Center in a safe manner and at your own risk.
- **In an emergency call Corporate Security** at 314-577-2251 from a cell phone or 7-2251 from a company land line. Corporate Security can respond to incidents more quickly than police or EMS. Report equipment damage to BevoFitnessCenter@anheuser-busch.com or Corporate Security.
- **Failure to follow these rules may result in disciplinary action including permanent exclusion from the Fitness Center.**

Anheuser-Busch Companies, LLC.
Fitness Centers
EMPLOYEE RELEASE

I understand that personal injury, death, and/or property damage may occur while using fitness equipment or participating in any form of exercise. I further understand that I am personally and solely responsible for my safety in the course of such use and I hereby **ASSUME THE RISK** of such personal injury, death and/or property damage.

I commit to follow any guidance I may receive from my physician. I warrant that I am in good health and have no medical or physical condition that would preclude me from utilizing the exercise equipment or exercise classes in the Fitness Centers ("Facility").

Therefore, in consideration of the opportunity to use the Facility, whether under supervision or not, I hereby **RELEASE, WAIVE, and AGREE TO HOLD HARMLESS** Anheuser-Busch Companies, LLC., its subsidiaries, related and affiliated entities, directors, officers, shareholders, employees, and agents (the "Releasees") from any and all liability to me, my personal representatives, heirs, next of kin, executors, administrators and assigns, for any and all loss, damages, actions, charges, or claims resulting from any and all personal injuries, illness, death and/or property damage, whether caused in whole or in part by the **NEGLIGENCE AND/OR FAULT OF THE RELEASEES** (other than intentional torts or gross negligence) or otherwise, arising out of or occurring in the course of such use, participation, or presence. I hereby further **COVENANT NOT TO SUE** and fully and forever **DISCHARGE** the Releasees from any and all claims, present or future, whether the same be known or unknown, anticipated or unanticipated, in connection with or arising out of my preparation for and/or participation in any exercise or other use of the Facility.

This Release shall be interpreted under Missouri law. Any dispute regarding enforceability of this Release shall be filed in the courts of Missouri, and shall not be transferred to any other state.

I HAVE READ AND FULLY UNDERSTAND THE ABOVE RELEASE AND SIGN IT VOLUNTARILY.

Signature: _____

Date: _____

Employee Name Printed: _____ SAP ID: _____
