



HOSPITALITY LEADERS CLUB

EXECUTIVE HOSPITALITY MASTERMIND

Where senior hospitality leaders
think clearly,
decide with judgement
and lead with perspective

MEMBER AGREEMENT

• CONFIDENTIAL •



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EXECUTIVE HOSPITALITY MASTERMIND™

Mastermind Participation Agreement

Including Code of Conduct and Programme Conditions

Last updated: 20 November 2025

This Agreement defines the legal, professional and ethical framework governing participation in the Executive Hospitality Mastermind™.

Its purpose is to protect the integrity of the space, the confidentiality of the group and the responsibility of all parties involved.

This is a clarity document.

It establishes expectations, boundaries and mutual commitments from the outset, so that every participant enters the Mastermind with full awareness, intention and respect for the level at which this space operates.

1. PARTIES

This Agreement is entered into between:

Between Forks e.U., a sole trader entity, operating under the brand **Hospitality Leaders Club™**, operated by Sánchez Martín Verónica, based in Vienna, Austria, VAT number ATU82665028, hereinafter referred to as the **Organiser**.

And

The **Participant**, a senior hospitality leader whose personal details are provided during the application and onboarding process.

By accepting this Agreement, the Participant confirms that they have full legal capacity and professional seniority consistent with the nature, level and responsibility of the programme.



2. PURPOSE AND NATURE OF THE MASTERMIND

The Executive Hospitality Mastermind™ is a private, curated, peer-to-peer leadership environment designed exclusively for senior hospitality leaders.

It is a serious, structured and professional space created for reflection, clarity, shared responsibility and experience-based dialogue among peers operating at a senior level.

The Participant expressly acknowledges and agrees that this programme:

- Is not therapy, counselling or any form of psychological or psychiatric treatment
- Is not coaching or crisis intervention
- Is not a social club or informal networking environment
- Is not designed for passive attendance or observation

Participation requires maturity, personal responsibility and active engagement.

The value of the Mastermind emerges through presence, contribution and the quality of dialogue shared within the group.

3. VOLUNTARY PARTICIPATION AND PERSONAL RESPONSIBILITY

Participation in the Executive Hospitality Mastermind is voluntary and intentional.

The Participant remains fully responsible for:

- Their emotional and psychological well-being
- Their professional and personal decisions
- Any actions taken during or after the programme

The Mastermind does not provide advice, recommendations, opinions or judgements of any kind.



Participants do not give advice to one another.

All contributions are shared strictly from personal experience, reflection and lived perspective, not as guidance, instruction or prescription.

No specific outcomes are guaranteed.

All insights shared within the Mastermind are experiential and non-binding, and remain the sole responsibility of the Participant who chooses how, if at all, to integrate them.

4. CONFIDENTIALITY. ABSOLUTE AND NON NEGOTIABLE

Confidentiality is the foundation of the Executive Hospitality Mastermind™.

The Participant agrees to absolute, unconditional and indefinite confidentiality in relation to all information, interactions and exchanges occurring within, or as a result of, the Mastermind.

This confidentiality obligation applies, without limitation, to:

- The identity of all participants
- Who is or is not part of any group
- All personal, emotional and professional disclosures
- Business, financial or operational information
- Conflicts, reflections, vulnerabilities and insights
- Any written, verbal, visual or digital content
- Any interaction occurring within or because of the Mastermind

The Participant may state that they participate in a Mastermind or in Hospitality Leaders Club™. Under no circumstances may they disclose the identity of other participants or the content of any discussion.



The following actions are strictly prohibited:

- Audio or video recording of any kind
- Screenshots or screen captures
- Photography
- Manual or AI-based transcription
- Sharing, paraphrasing or repurposing of content
- Any commercial or personal use of Mastermind information

Any breach of confidentiality results in immediate and permanent removal from the Mastermind, without refund.

Confidentiality obligations survive termination of participation and remain in force indefinitely.

5. ACCESS, IDENTITY AND NON TRANSFERABILITY

Participation is strictly personal and non transferable.

The Participant may not:

- Share platform credentials
- Allow third party access
- Delegate participation
- Be substituted by another individual

Any misuse of access results in immediate removal without refund.



6. GROUP COMPOSITION AND RELATIONSHIPS

To protect freedom of expression and psychological safety, participants who maintain any of the following relationships may not be placed in the same group:

- Family relationships
- Romantic or sentimental relationships
- Close personal friendships
- Active business partnerships
- Direct professional or hierarchical relationships

If such a relationship is identified before or during the programme, the Organiser may reassign participants at its discretion.

This does not constitute grounds for refund.

7. PRESENCE, PARTICIPATION AND ATTENTION

This is not an observational space.

The Participant commits to:

- Active participation
- Full attention
- Meaningful contribution

Multitasking, passive attendance or observer behaviour is not permitted.

If a Participant adopts an observer role during three consecutive sessions, the Organiser may terminate participation without refund.



8. ATTENDANCE, ABSENCES AND RESPONSIBILITY

Mastermind session dates are communicated in advance.

Attendance is a personal responsibility of the Participant.

If the Participant is unable to attend a scheduled session:

- No justification is required
- No session is recovered
- No refund or credit is issued

Absences do not affect the annual commitment.

9. CAMERA, ENVIRONMENT AND PRIVACY

During live Mastermind sessions, the Participant commits to the following conditions:

- The camera must remain switched on at all times
- Only genuine and temporary technical issues are accepted as exceptions
- Participation must take place from a fully private environment
- No third party may listen, enter or interfere at any time

If the Participant joins from a space where confidentiality cannot be fully guaranteed, the Organiser reserves the right to remove the Participant from the session immediately, without refund.

Headphones may be used for comfort only and may not be used to conceal the presence of any third party.



10. RECORDINGS AND CAPTURES

Mastermind sessions are never recorded.

Any form of recording, capturing, photographing or documenting sessions is strictly prohibited, including but not limited to audio recordings, video recordings, screenshots, photographs or any form of manual or AI-based transcription.

11. LANGUAGE AND COMMUNICATION FRAMEWORK

The working language of the Executive Hospitality Mastermind is English.

All communication within the Mastermind follows a clear and structured framework, designed to protect the quality of dialogue and the integrity of the space.

Within this framework:

- No judgement is expressed
- No advice is given
- No opinions are imposed
- All contributions are shared strictly from **personal experience**

This communication structure is mandatory and applies equally to all participants, without exception.



12. PROGRAMME STRUCTURE AND SCOPE

The Executive Hospitality Mastermind™ includes:

- One initial onboarding Coffee Session around 2h
- Six mastermind sessions per year
- A stable, curated group
- Facilitated peer environment
- Digital materials and templates
- Personal onboarding within a peer framework

No trial sessions are offered.

Optional in-person meetings may be explored at the discretion of the Organiser. Such meetings are not guaranteed and do not constitute a contractual obligation.

13. FRAMEWORK STABILITY

The Mastermind framework is stable, intentional and non-negotiable.

Facilitators may adapt timing, pacing or flow when required to serve the group effectively.

The underlying framework, methodology and structure of the Mastermind are not subject to change or negotiation.

14. ADMISSION AND CONFIRMATION

Submission of an application does not guarantee admission to the Executive Hospitality Mastermind.

Participation is confirmed only once the Organiser has approved the application and the Participant has completed payment in accordance with this Agreement.



15. PAYMENTS, DURATION AND RENEWAL

The Executive Hospitality Mastermind is a one-year programme.

Participation may be paid either annually or through a monthly payment plan.

A monthly payment plan is a payment facility only. It does not create a monthly, flexible or cancellable subscription.

In all cases, participation implies a one-year commitment.

The programme year begins with the first official Mastermind session, not with the payment date.

15.1 Initial Alignment Period

The Executive Hospitality Mastermind includes an Initial Alignment Period.

The sole requirement during this period is the Participant's full and consecutive attendance at the first three official Mastermind sessions, with genuine commitment and active participation.

The onboarding or welcome session does not count as part of these three sessions.

If the Participant attends the three consecutive Mastermind sessions with full commitment and, after the third session, determines that the Mastermind is not the right fit for them, whether due to lack of alignment, personal preference or increased stress, the Participant may choose to conclude their participation at that point.



In such case:

- If the Participant has paid annually, Hospitality Leaders Club™ will refund 50% of the net programme fee paid, excluding VAT. A fixed administrative cancellation fee of €200 will apply.
- If the Participant is on a monthly payment plan, participation will be concluded immediately and all future payments will be cancelled. A fixed administrative cancellation fee of €200 will apply.

Beyond this Initial Alignment Period, participation becomes fully binding for the remainder of the one-year programme and no refunds, payment suspensions or early terminations apply.

16. RENEWAL AND CANCELLATION

Participation renews automatically for an additional one-year period under the same conditions and, wherever possible, **within the same group**.

If the Participant does not wish to continue for a further year, they must notify the Organiser **in writing at least one full calendar month** before the end of their current programme year.

If no such notice is given, the programme renews automatically for the following year.

17. CHANGE OF GROUP

If a Participant does not feel aligned within their assigned group, a request for reassignment may be submitted to the Organiser.

The Organiser will assess feasibility, group balance and overall fit.

Any reassignment decision remains at the sole discretion of the Organiser.

In all cases, the original contractual terms, duration and financial conditions remain unchanged.



18. INTELLECTUAL PROPERTY

All logos, frameworks, methodologies, materials, templates, processes, content and brand assets related to the Executive Hospitality Mastermind are the exclusive intellectual property of Between Forks e.U. and Hospitality Leaders Club™.

Participants may not copy, teach, sell, modify, reproduce, distribute or commercialise any part of this intellectual property, whether for personal or professional use, without prior written authorisation.

19. MISCONDUCT, EXPULSION AND FUTURE PARTICIPATION

Serious misconduct includes, but is not limited to:

- Breach of confidentiality
- Disrespectful behaviour
- Insults, aggression or threatening conduct
- Manipulation or harassment
- Repeated or intentional violation of programme rules

Such misconduct may result in:

- Immediate expulsion from the Mastermind
- No refund of any fees paid
- Ineligibility to participate in any future programme organised by Hospitality Leaders Club™ or Between Forks e.U.



20. LIABILITY LIMITATION

To the maximum extent permitted by law, the Organiser shall not be liable for emotional reactions, personal decisions or professional outcomes arising during or after participation in the Mastermind.

Any liability is strictly limited to the participation fee paid.

Indirect, incidental or consequential damages are expressly excluded.

21. DATA PROTECTION

Personal data is processed in accordance with applicable Austrian law and the General Data Protection Regulation (GDPR).

Participant data is treated confidentially and is never sold, shared or transferred to third parties.

22. GOVERNING LAW AND JURISDICTION

This Agreement is governed exclusively by Austrian law.

Jurisdiction lies with the courts of Vienna, Austria.

23. CONTACT

hello@hospitality-leaders-club.com

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Operated by Between Forks e.U., Vienna, Austria



24. EXECUTION AND ACCEPTANCE

This Agreement is provided to the Participant in digital form prior to payment.

By completing payment for the Executive Hospitality Mastermind, whether through an annual or monthly payment plan, the Participant confirms that they have read, understood and expressly accepted all terms and conditions set out in this Agreement.

The completion of payment constitutes full legal acceptance and execution of this Agreement and creates a binding contractual relationship between the Participant and the Organiser, without the need for a handwritten or electronic signature.

This Agreement becomes effective on the date of payment.



Confidential & Proprietary – Hospitality Leaders Club™

This document, including its concepts, structure, intellectual content, brand identity and community framework, constitutes the exclusive property of Between Forks e.U. and Hospitality Leaders Club™.

It is intended solely for authorised participants. No part of this document or its content may be copied, reproduced, shared, adapted or distributed without prior written consent.

By engaging with this material and participating in the Executive Hospitality Mastermind, the Participant agrees to respect the strict confidentiality of all information exchanged, including personal data, discussions and lived experiences shared within the group.

Any content generated or exchanged within Hospitality Leaders Club™ may not be recorded, published or used for commercial purposes without explicit authorisation.

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