

## Volunteer Release and Waiver of Liability Form

("Volunteer") releases Compassion Over Killing ("COK") and each of its directors, officers, employees, and agents. The Volunteer desires to provide volunteer services for COK and engage in activities related to serving as a volunteer. This Release pertains to all volunteer services provided by Volunteer to COK from the date it is executed until December 31, 2018 (the "Services").

Volunteer understands that the scope of Volunteer's relationship with COK is limited to a volunteer position and that no compensation is expected in return for the Services provided by Volunteer; that COK will not provide any benefits traditionally associated with employment to Volunteer; and that Volunteer is responsible for their own insurance coverage in the event of personal injury or illness as a result of provision of the Services.

**1. Waiver and Release:** I, the Volunteer, release and forever discharge and hold harmless COK and its successors and assigns from any and all liability, claims, and demands of whatever kind of nature, either in law or in equity, which arise or may hereafter arise from the Services I provide to COK. I understand and acknowledge that this Release discharges COK from any liability or claim that I may have against COK with respect to bodily injury, personal injury, illness, death, or property damage that may result from the Services I provide to COK or occurring while I am providing the Services.

**2. Insurance:** Further I understand that COK does not assume any responsibility for or obligation to provide me with financial or other assistance, including but not limited to medical, health, or disability benefits or insurance. I expressly waive any such claim for compensation or liability on the part of COK beyond what may be offered freely by COK in the event of injury or medical expenses incurred by me.

**3. Indemnification and Hold Harmless:** I agree to indemnify, defend, and hold COK harmless from any and all claims, actions, suits, procedures, costs, expenses, damages, and liabilities including, but not limited to, attorney's fees, arising from, or in any way related to, my rendering of Services to COK, except for those arising out of the willful misconduct, gross negligence, or intentional torts of COK, as applicable.

**4. Medical Treatment:** I hereby release and forever discharge COK from any claim whatsoever which arises or may hereafter arise on account of any first-aid treatment or other medical services rendered in connection with an emergency during my tenure as a volunteer with COK.

**5. Assumption of Risk:** I understand that the Services I provide to COK may include activities that may be hazardous to me. I acknowledge and agree that I understand the nature of the Services; that I am qualified, in good health, and in proper physical condition to participate therein; that there may be certain inherent risks and dangers associated with the Services I provide to COK including, but not limited to transportation; physical labor; working with equipment; cooking demonstrations

involving materials at high temperature; engaging in unpredictable demonstrations or events while holding signs or wearing costumes allowing limited visibility, standing outdoors in a loud and hot environment for long periods of time; and engaging in unpredictable interactions with the public. As a volunteer, I knowingly and voluntarily accept and assume responsibility for each of these risks and dangers, as applicable, and all other risks and dangers that could arise out of, or occur during, my rendering of Services to COK.

**6. Photographic Release:** I grant and convey to COK all right, title, and interests in any and all photographs, images, video, or audio recordings of me or my likeness or voice made by COK in connection with my providing the Services to COK.

**7. Severability:** As a volunteer, I expressly agree that this Release is intended to be as broad and inclusive as permitted by applicable state law and that this Release shall be governed by and interpreted in accordance with the laws of the State in which the Services are performed. I agree that in the event that any clause or provision of this Release is deemed invalid, the enforceability of the remaining provisions of this Release shall not be affected.