

VOLUNTEER RELEASE, WAIVER, AND CONFIDENTIALITY AGREEMENT

The purpose of this release, waiver and confidentiality agreement is to protect the safety, well-being, and rights of all volunteers, staff, agents, partners, supporters, clients, and stakeholders of Truth Spring. Everyone who volunteers with Truth Spring is required to sign this agreement prior to beginning service with the organization. Please carefully read and fill-in information where necessary on the following agreement before signing:

This release, waiver, and confidentiality agreement (the "Agreement") executed on _____ by _____ in favor of Truth Spring Incorporated, a nonprofit corporation organized and existing under the laws of the State of Georgia, USA, and each of its directors, officers, employees, and agents (collectively, "Truth Spring"). The volunteer desires to work for Truth Spring and engage in the activities related to being a volunteer for a work project. I, the volunteer hereby freely and voluntarily, without duress, execute this Agreement under the following terms:

1. Waiver and Release. I, the volunteer, release and forever discharge and hold harmless Truth Spring and its successors and assigns from any and all liability, claims, and demands of whatever kind or nature, either in law or in equity, which arise or may hereafter arise from my volunteer work at Truth Spring. I, the volunteer understand and acknowledge that this Agreement discharges Truth Spring from any liability or claim I may have against Truth Spring with respect to bodily injury, personal injury, illness, death, or property damage that may result from participation in my provision of volunteer services with Truth Spring.
2. Insurance. I, the volunteer, understand that Truth Spring does not assume any responsibility for obligation to provide me with financial or other assistance, including but not limited to medical, health, or disability benefits or insurance of any nature in the event of injury, illness, death, or property damage. I expressly waive any such claim for compensation or liability on the part of Truth Spring beyond what may be offered freely by Truth Spring in the event of such injury or medical expenses incurred by me.
3. Medical Treatment. I, the volunteer, hereby release and forever discharge Truth Spring from any claim whatsoever which arises or may hereafter arise on account of any first-aid treatment or other medical service rendered in connection with an emergency during my tenure as a volunteer with Truth Spring.
4. Assumption of Risk. I, the volunteer, understand that my tenure as a volunteer with Truth Spring may include activities that may be hazardous to me including, but not limited to, construction activities, loading and unloading of heavy equipment and materials, and local transportation to and from work sites. Also I, the volunteer, recognize and understand that my tenure as a volunteer with Truth Spring may, in some situations, involve inherently dangerous activities. As the volunteer, I hereby

expressly assume the risk of injury or harm in these activities and release Truth Spring from any and all liability for injury, illness, death, or property damage resulting from my tenure as a volunteer with Truth Spring.

5. Relationship with Truth Spring. I, the volunteer, do hereby acknowledge that I do not have any employment relationship with Truth Spring and that I do not expect to receive any offer of employment, entitlement, benefits, or compensation for my work as a volunteer with Truth Spring.
6. At will service. I, the volunteer, do hereby acknowledge that my service and work provided to Truth Spring is performed of my own free-will and volition. As such, I may be asked, at any time and for any reason, to cease my activities with or without notice.
7. Individual Responsibility. I, the volunteer, recognize that it is my personal responsibility to conduct myself within the confines of all applicable federal, state, and local laws during my tenure as a volunteer with Truth Spring. In addition to this, I acknowledge and understand it is my responsibility to be familiar with and to adhere to all relevant Truth Spring policies, procedures, and other relevant documentation including, but not limited to, the Truth Spring By-Laws and Volunteer Handbook. Furthermore, I, the volunteer, do hereby acknowledge and understand that it is my responsibility to immediately notify a designated agent of Truth Spring (such as a staff member or Volunteer Supervisor) if I am witness to or a participant in any activity during my tenure as a Truth Spring volunteer that may jeopardize the safety and well-being of myself and/or others, as well as the successful operation of Truth Spring, including, but not limited to any illegal or illicit activities, unsafe work procedures and conditions, etc. Also, I, the volunteer, do recognize and understand that my acknowledgement of such instances and activities does not remove from me my responsibility related to such instances and activities as outlined herein.
8. Photographic Release. I, the volunteer, do hereby grant and convey unto Truth Spring all right, title, and interest in any and all photographic images and video or audio recordings made by Truth Spring during my tenure as a volunteer with Truth Spring.
9. Confidentiality. I, the volunteer, do hereby understand and acknowledge that during my tenure as a volunteer with Truth Spring, I may have access to Confidential Information not generally known to the public concerning the business of Truth Spring. I, the volunteer, do hereby agree that during my tenure as a volunteer with Truth Spring and all times thereafter, I will hold Truth Spring Confidential Information in strict confidence, and will not disclose or use such information outside of the scope of my volunteer service with Truth Spring, or without Truth Spring's prior authorization. For purposes of this Agreement, "Confidential Information" includes, but is not limited to, information regarding projects and potential projects, organizational practices, donors and potential donors, methodologies, management

philosophy, and information concerning Truth Spring employees and volunteers. I, the volunteer, further agree and understand that I will immediately return all Truth Spring Confidential Information at the end of my tenure as a volunteer, or whenever requested by Truth Spring.

10. Other. I, the volunteer, do hereby expressly agree that this Agreement is intended to be as broad and inclusive as permitted by the laws of the State of Georgia in the United States of America, and that this Agreement shall be governed by and interpreted in accordance with the laws of the State of Georgia. I agree that in the event should any clause or provision of this Agreement be held invalid by any court of competent jurisdiction, the invalidity of such clause or provision shall not otherwise affect the remaining provisions of this Agreement, which shall continue to be enforceable.

My signature below indicates my receipt and understanding of this policy. I also verify that I have been provided with an opportunity to ask questions about the policy.

Volunteer signature

Date

Parent / Guardian signature (if applicable)

Date

Witness signature

Date