



Annual Volunteer Agreement, Photo Release, and Release from Liability

1. I agree to work for the Kalamazoo, Michigan chapter of Witness Music (hereafter referred to as "Company"), a non-profit organization located at 1587 Spruce Drive Kalamazoo, MI 49008 as a volunteer in the Lamb of God musical production during the period ranging from October 1st, 2023 through September 30th, 2024.
2. As a volunteer, I understand that with exception to rehearsal and performance dates that I may be involved in, I control the dates and times when I do the work and that Company is not responsible for scheduling my volunteer work. I also understand that I will not be compensated for any time spent volunteering, nor am I entitled to benefits, including employment insurance benefits upon the termination of this agreement or as a result of this service.
3. I am aware that participation as a volunteer may require periods of standing for up to 90 minutes, lifting up to 40 pounds, and should those requirements arise, I recognize that it will require the exercise of reasonable care to avoid injury. I am voluntarily participating in this activity with knowledge of the hazards and potential dangers involved, and agree to accept any and all risks of personal injury and property damage.
4. As consideration for volunteering for Company, I hereby agree that I, and my assignees, heirs, guardians, and legal representatives, will not make a claim against or sue Company or its employees, agents or contractors for injury or damage resulting from the negligence, whether active or passive, or other acts, however caused, by any of its officers, employees, agents, or contractors of Company as a result of my volunteering. I HEREBY RELEASE AND DISCHARGE COMPANY AND ITS OFFICERS, EMPLOYEES, AGENTS AND CONTRACTORS FROM ALL ACTIONS, CLAIMS, OR DEMANDS THAT I, MY HEIRS, GUARDIANS, AND LEGAL REPRESENTATIVES NOW HAVE, OR MAY HAVE IN THE FUTURE, FOR INJURY OR DAMAGE RESULTING FROM MY PARTICIPATION IN THE PROJECT.
5. I UNDERSTAND THAT IF I AM INJURED IN THE COURSE OF THE PROJECT, I AM NOT COVERED BY COMPANY'S WORKERS' COMPENSATION PROGRAM. I authorize Company to seek emergency medical treatment on my behalf in case of injury, accident or illness to me arising from my involvement as a volunteer. I understand that I will be responsible for medical costs incurred by such accident, illness or injury.

6. I understand that, unless otherwise stated, the materials and tools provided by Company are and remain the property of Company, and I agree to return these tools and any remaining materials to Company at the end of my volunteer service.

7. (Photo Release) I understand company may have photos taken of me or that I may submit photos to company for the purpose of advertising. I hereby authorize Company permission to use my likeness in a photograph in any and all of its publications, including but not limited to all Company's printed and digital publications. I understand and agree that any photograph using my likeness will become property of Company and will not be returned. I acknowledge that since my participation with Company is voluntary, I will receive no financial compensation. I hereby irrevocably authorize Company to edit, alter, copy, exhibit, publish or distribute this photo for purposes of publicizing Company's programs or for any other lawful purpose. In addition, I waive the right to inspect or approve the finished product, including written or electronic copy, wherein my likeness appears. Additionally, I waive any right to royalties or other compensation arising or related to the use of the photograph. I hereby hold harmless and release and forever discharge Company from all claims, demands, and causes of action which I, my heirs, representatives, executors, administrators, or any other persons acting on my behalf or on behalf of my estate have or may have by reason of this authorization.

8. I HAVE CAREFULLY READ THIS AGREEMENT AND FULLY UNDERSTAND ITS CONTENTS. I AM AWARE THAT THIS IS A RELEASE OF LIABILITY, AND SIGN IT OF MY OWN FREE WILL.

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Printed Name

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Volunteer Signature (or signature of parent or guardian, if volunteer is less than 18 years of age)

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Date