

KROVIM VOLUNTEER RELEASE & WAIVER

Volunteer (and Guardian) expressly understands and agrees that they are not an employee of **Krovim**, and they will not receive any compensation or remuneration of any kind for services or duties performed as a volunteer.

Volunteer (and Guardian) hereby releases and forever discharges and holds harmless **Krovim**, its directors, officers, employees, agents, successors, and assigns (collectively, "Krovim") from any and all liability, claims, and demands of whatever kind or nature, whether in law or in equity, arising from any duties and functions performed in connection with the volunteer position or any other duties, functions, or responsibilities as may be assigned or directed by **Krovim** from time to time (the "Activities").

Volunteer also expressly waives any claim for compensation of any kind, including Disability Benefits, and any liability on the part of **Krovim** for such volunteer services.

Assumption of Risk

Volunteer (and Guardian) understands that the Activities (and any necessary preparation, transportation, or participation in connection with such Activities) may involve hazards and dangers, which may be inherently risky and could expose the Volunteer to foreseen or unforeseen harm. Volunteer acknowledges these risks and expressly assumes responsibility for any injury, harm, or loss that may result from participation in the Activities. Volunteer (and Guardian) releases **Krovim** from all liability for injuries, illness, death, or property damage resulting from the Activities, including those resulting from Volunteer's own negligence. Volunteer (and Guardian) also agrees to indemnify **Krovim** to the fullest extent permitted by law for any injury resulting from negligent or intentional acts or omissions.

Medical Treatment

Volunteer (and Guardian) understands that this Release discharges **Krovim** from any liability or claim that the Volunteer (or Guardian) may have regarding any bodily injury, illness, personal injury, death, or property damage that may result from the Volunteer's Activities, whether caused by the negligence of **Krovim** or its officers, directors, employees, or agents.

Volunteer (and Guardian) further releases **Krovim** from any claim arising from first aid, treatment, or services rendered in connection with the Activities, or from the decision by any representative of **Krovim** to consent to medical or dental treatment, as authorized in this Release.

Insurance

Volunteer (and Guardian) understands that, except as otherwise agreed in writing, **Krovim** does not provide health, medical, or disability insurance coverage for Volunteers. Each

volunteer is encouraged to obtain their own insurance coverage. **Krovim** assumes no responsibility for financial or other assistance in the event of injury, illness, or medical needs.

Photographic Release

Volunteer (and Guardian) grants **Krovim** the perpetual, non-exclusive, transferable right to use, reproduce, transmit, display, distribute, and authorize others to use any photographs, video, or audio recordings taken during volunteer Activities. Volunteer also grants title and interest in such media, including any royalties or proceeds.

Confidentiality

Volunteer (and Guardian) understands that, in the course of volunteering, they may learn confidential information about families served by **Krovim**, including medical, financial, living, employment, or personal information. All such information must be treated as strictly confidential.

Volunteer (and Guardian) agrees not to disclose confidential information except as authorized in writing, and only in private settings. Unauthorized disclosure may result in immediate termination of volunteer status.

Background Check

Volunteer authorizes **Krovim** and its agents to conduct background checks, including verification of references, employment, education, and criminal history, in any public or private records. This authorization remains in effect as long as the individual is a volunteer.

Volunteer agrees to report any changes in criminal history to **Krovim**. If any investigative report results in termination of volunteer status, **Krovim** will provide a copy of the report and a summary of rights under applicable law.

Other

Volunteer (and Guardian) agrees this Release is intended to be as broad and inclusive as permitted under applicable laws and will be governed accordingly. Any disputes arising out of this agreement will be settled by arbitration in accordance with **Krovim**'s designated procedures.

Volunteer acknowledges that **Krovim** reserves the right to modify the conditions of volunteer participation or terminate volunteer status at any time, for any reason, without notice or liability.