

HILDE B FOUNDATION

VOLUNTEER AGREEMENT

1. Volunteer Status (Unpaid Service)

The Volunteer understands and agrees that their service is voluntary and unpaid. This role does not constitute employment, and the Volunteer is not an employee of the Foundation. The Volunteer will not receive any salary, wages, benefits, or compensation of any kind for their services. No employment relationship is created by this Agreement, and the Volunteer is not eligible for workers' compensation, unemployment insurance, or any other employee benefits in connection with their volunteer service.

Volunteer Initials: _____

2. At-Will Volunteer Relationship

The volunteer relationship is at-will. Either the Volunteer or the Foundation may end the volunteer relationship at any time, for any reason or no reason, with or without cause or notice. This Agreement does not imply any guaranteed term of service.

Volunteer Initials: _____

3. Limitation of Liability for Independent Actions

The Foundation is not responsible for any actions taken by the Volunteer that are outside the scope of their assigned duties. Volunteers agree not to present themselves as official representatives of the Foundation without written permission.

Volunteer Initials: _____

4. Confidentiality and Code of Conduct

Volunteers agree to maintain the confidentiality of sensitive or private information and to adhere to the Foundation's code of conduct, acting ethically and respectfully at all times.

Volunteer Initials: _____

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5. Waiver and Release of Liability

Volunteers assume all risks related to participation in Foundation activities. The Volunteer releases the Foundation from any and all liability, claims, or demands, except in cases of gross negligence or intentional misconduct by the Foundation.

Volunteer Initials: _____

6. Media and Photo Release

Volunteers grant the Foundation permission to use their name, image, and voice in any media or promotional materials, in perpetuity, without compensation.

Volunteer Initials: _____

7. Age Requirement

Volunteers must be 18 or older unless a parent or legal guardian provides written consent. The Foundation may accept or reject minor volunteers at its discretion.

Volunteer Initials: _____

8. Background Check Consent

Volunteers consent to background checks as deemed necessary by the Foundation. Volunteering may be contingent on satisfactory results of such checks.

Volunteer Initials: _____

9. Governing Law

This Agreement is governed by the laws of the State of California. Any invalid provisions do not affect the remainder of the Agreement.

Volunteer Initials: _____

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Agreement Signatures

Volunteer (Print Name): _____

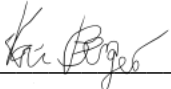
Volunteer Signature: _____ Date: _____

Parent/Guardian (Print Name, if Volunteer is a minor): _____

Parent/Guardian Signature (if applicable): _____ Date: _____

Relationship to Minor Volunteer: _____

Authorized Representative (Print Name & Title): Kai Berger, Founder

Signature (Hilde B Foundation):  _____ Date: _____

Full Name: _____

Signature: _____

Date: _____