

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.

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.

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.

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.

HILDE B FOUNDATION

VOLUNTEER AGREEMENT

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.

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.

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.

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.

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.

HILDE B FOUNDATION

VOLUNTEER AGREEMENT

Full Name: _____

Signature: _____

Date: _____