

Volunteer Agreement and Release
Please Read Carefully as This Affects Your Legal Rights

I am a Volunteer, Not an Employee

I, _____, of my own free will, volunteer my time and service for the community or service activities of Horizons of Okaloosa County, Inc. and its clients and projects. My time and service are given without the expectation of pay or wages and I will not accept any form of compensation, benefits or other remuneration for this service. I understand that the activity is purely voluntary and I may withdraw from the activity at any time.

No Workers' Compensation or Medical Coverage is Provided

I understand that, as a volunteer, I am not an employee under any federal or state law and am not subject to workers' compensation or other insurance in the event of any injury or illness related to the performance of the activities, or entitled to any other employee right or employee benefit provided by organizational practice, policy, or state or federal law. **Each Volunteer is strongly encouraged to have adequate medical or health insurance coverage in effect.**

Release from Liability

I hereby release and hold harmless Horizons of Okaloosa County, Inc., Professional Employer Services, (Landrum), and their affiliates, owners, employees, management, boards, successors and related entities (collectively and individually referred to hereafter as "The Released Parties") from any and all liability resulting from claims of illness or injury, claims for compensation including minimum wage and overtime, and claims for employee benefits during or after the performance of my volunteer services, and any and all other claims, costs, or expenses which I incur as a result of my activities.

Without limiting the generality of the foregoing, I understand and agree that this Release discharges each of The Released Parties from any liability or claim that I may have against any of them with respect to any bodily injury, personal injury, illness, death, or property damage that may result from my activities with respect to any projects or services I am involved in, whether caused by the negligence of The Released Parties or otherwise. I also understand and agree that The Released Parties do not assume any responsibility for or obligation to provide financial assistance or any other assistance in the event of injury or illness

Assumption of Risk

I understand that the volunteer work I am undertaking may include activities that may be hazardous, including but not limited to supervision of children with or without disabilities and/or adults with disabilities, maintenance and repair duties, or other tasks as required. I hereby expressly and specifically assume the risk of injury or harm in these activities, whether caused by the negligence of any of The Released Parties or otherwise.

This agreement is an ongoing agreement. I agree that this agreement shall be governed by the laws of the State of Florida. In the event that any clause or provision of this Agreement shall be

held to be invalid by any court of competent jurisdiction, the invalidity of such clause or provision shall not otherwise affect the remaining provisions of this Agreement, all of which shall continue to be enforceable.

Any change in my status must be preceded by a written agreement between me and the CEO of Horizons of Okaloosa County, Inc. or by the completion of employment paperwork and an RPA signed by the appropriate manager.

Volunteer Signature: _____ Date: _____

Witness Signature: _____ Date: _____

PARENTAL PERMISSION for Volunteers Under Age 18

In consideration of the opportunity afforded my (our) child to assist on a voluntary basis as outlined above, and in light of the aims and purposes of the community service provided, I (we) give my (our) permission for my (our) child to participate, and I (we), on behalf of my (our) child and myself (ourselves) agree to the terms and conditions set forth in the above Agreement such that all recitals, acknowledgements, understandings, releases, waivers, discharges, assumptions of risk, grants, conveyances and other agreements so set forth shall be binding upon me (us) and my (our) child with respect to the participation of my (our) child. Without limiting the generality of the foregoing, I (we), on behalf of my (our) child and myself (ourselves), do hereby release and forever discharge and hold harmless each of The Released Parties 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 (our) child's activities as a volunteer.

Signed this _____ day of _____, 20____.

Parent Name (print): _____