



(Must be signed each calendar year.)

2016 VOLUNTEER RELEASE AND
WAIVER OF LIABILITY

The Volunteer and/or Guardian desire that the Volunteer participate in certain projects and other activities of House to House Community Development, Inc. ("H2H"). The Volunteer and/or Guardian understand that the activities may include constructing residential buildings, working in warehouse, being transported to and from work site locations, and consuming food provided for the work project ("Project").

The Volunteer and/or Guardian recognizes that there are inherent risks and dangers in performing construction projects and that H2H has the right to refuse to allow any Volunteer to participate in the project, for any reason and in the sole discretion, of H2H, its agents, servants or employees.

The Volunteer and/or Guardian do hereby freely, execute this Release under the following terms:

1. Waiver and Release. By signing this Release, Volunteer and/or Guardian hereby release and hold harmless H2H and its successors and assigns, its directors, employees and staff, from any and all liability, claims, and demands of whatever kind or nature which arise or may hereafter arise as a result of Volunteer's participation in the Project.

Volunteer and/or Guardian understand that this Release discharges H2H, its directors, employees and staff, from any liability or claim that the Volunteer may have against H2H regarding any claim or demand that may result from Volunteer's participating in the Project. Volunteer and/or Guardian also understand

that H2H does not assume any responsibility for providing any assistance to Volunteer, including but not limited to medical, health, disability, or workman's compensation insurance.

2. Medical Treatment. Volunteer and/or Guardian release H2H from any claim whatsoever which arises or may hereafter arise as a result of any first aid, treatment, or service rendered in connection with the Volunteer's participation in the Project, or with the decision by any representative of H2H to exercise the power to consent to medical or dental treatment.

3. Assumption of Risk. The Volunteer and/or Guardian understand that the Project may include activities which may be hazardous to the Volunteer. In addition, any food and medical facilities which may be donated to and/or purchased by H2H are beyond the control of H2H. Therefore, the Volunteer and/or Guardian assumes any and all risk of any kind that may arise out of the Volunteer's participation in the Project.

4. Insurance. H2H may elect, in its sole discretion, to provide group accident insurance and make it available to Project Volunteers, as well as liability insurance. Except to the extent it makes available, or has such group accident insurance, or other insurance, H2H expressly disclaims any responsibility for providing any insurance for Volunteer, including, but not limited to health, medical, liability or workmen's compensation. EACH VOLUNTEER IS EXPECTED AND ENCOURAGED TO ARRIVE WITH MEDICAL OR HEALTH INSURANCE COVERAGE IN EFFECT.

5. Photographic Release. By signing this Release, Volunteer and/or Guardian also transfer unto H2H all right, title, and interest in any and all photographic images and video and audio recordings made by H2H including, but not limited to, any royalty benefits or other proceeds that could be received from such photographs or recordings.

6. Volunteer Age Limitation. Volunteer certifies that he/she is at least 16 years of age.

7. Other. Volunteer and/or Guardian expressly agree

that this Release is permitted and governed by the laws of the State of Alabama. Further, the Volunteer and/or Guardian agree that in the event that any clause or provision of this Release shall be held to be invalid by a court of competent jurisdiction, the invalidity of such clause or provision shall not otherwise affect the remaining provisions of this Release which shall continue to be enforceable.

8. Privacy Policy. All information given on this form is used by H2H solely as a means of maintaining accurate volunteer records and conveying up-to-date information with all participants of our affiliate. All information is private and in no way will we disclose or sell it to any parties outside of H2H.

9. Parking Disclosure. H2H cannot be responsible for loss, theft, or damage in the event of an unfortunate occurrence. To ensure the safety of your vehicle, please do not leave any valuables of any kind in your car, not even under the seat. We recommend that you do not bring ANY valuables to the warehouse, annex, or build site. H2H will not be responsible for any parking tickets.

10. Smoking Policy. H2H strictly prohibits smoking in or on its build sites, administrative offices, warehouse, and any other H2H affiliated site, structure, or location. Individuals working and/or volunteering in or around a H2H building or facility wishing to smoke may do so at a distance of at least 25 feet from any H2H affiliated site, structure, or location. Individuals volunteering on the H2H build site and wishing to smoke must do so on the street and away from any H2H home under construction. H2H reserves the right to ask any individual to leave the H2H affiliated site, structure, or location if found smoking in violation of this policy.

11. Dress Code. H2H requires that all individuals wear clothing considered to be appropriate for the types of work they might be assigned. Inappropriate clothing can be considered to be anything deemed to be either unsafe, or inappropriately revealing, including but not limited to: short shorts, sagging pants or shorts, halter tops and/or spaghetti straps. Individuals wearing clothing deemed to be inappropriate may be asked to

change their clothes or leave for the day.

12. Weapons Policy: In order to ensure a safe environment for volunteers, clients, visitors, vendors, employees, or any other individuals, H2H prohibits the possession, transport, storage, use or sale of weapons, including fire-arms, on its property, at work sites or work functions, or at any time. H2H prohibits all persons from carrying a handgun, firearm, or other weapon of any kind onto its property, regardless of whether the person is licensed to carry the weapon or not—this is H2H's right as an employer and property owner. The policy covers all property owned by or operated by H2H, including buildings and surrounding areas such as sidewalks, walkways, driveways and parking areas under H2H's ownership or control. H2H reserves the right to conduct searches of any person or vehicle that enters H2H property. This provision includes searches of clothing, lockers, purses, bags or briefcases, and vehicles on the property.

13. Volunteer Confidentiality Agreement: In the course of your volunteer services with H2H, you may be granted access to information regarding H2H's homeowners, applicants, donors, volunteers and work product which is deemed personal and confidential ("Confidential Information"). This Confidential Information may include, but it is not limited to, the homeowners', applicants', donors', volunteers', and H2H work product; personal information; medical status or history; salary information; employment information; social security number or other personal identification; banking, credit, or other financial records; court records; donor identification; donation amounts; work product and materials related to grants, funding, future build sites, and financial information. It is H2H's policy to use this information exclusively for the purposes for which it was provided and/or created, and to keep this information strictly confidential. By signing this agreement, you agree and acknowledge, both during and after your service, that you will hold such information strictly confidential; that you will not use or disclose such information except as necessary in the course of your service; and that you will not retain copies of any documents containing such information