

RELEASE OF LIABILITY for VOLUNTEERS AND INTERNS

Name of Intern/Volunteer: _____

I hereby release and agree not to hold liable Serious Grippage & Light Co., its officers, agents, and employees from any and all claims of any kind arising from my service as an intern and/or volunteer.

I further agree to the following:

1. I acknowledge that I am an intern and/or volunteer for the Serious Grippage & Light Co. for a period not exceeding forty hours total and have no expectations of compensation. I understand that the Serious Grippage & Light Co. may, at any time, for whatever reason, decide to make changes in my assignment or terminate my relationship with the company. I understand that I may decide to sever my intern and/or volunteer relationship with the company at any time, and notice of such a decision should be communicated as soon as possible to my supervisor.
2. I understand and agree that while participating in this program, I am not an agent, servant, or employee of Serious Grippage & Light Co., and therefore will not be covered by the company for any health, death or disability benefits.
3. I agree to release and hold harmless Serious Grippage & Light Co., its officers, agents, and employees from any and all claims of any kind that may arise out of my performance as an intern and/or volunteer. I waive any right of action against Serious Grippage & Light Co. in consideration of being allowed to serve as an intern and/or volunteer. Notwithstanding the foregoing, nothing herein shall limit or affect my rights to workers compensation benefits as a volunteer pursuant to New Mexico.
4. I understand and agree to abide by the policies and procedures of Serious Grippage & Light Co. relating to the performance of duties and responsibilities assigned to me.
5. I agree that any information I may gain through participation in Serious Grippage & Light Co. activities will be used by me only for my personal educational purposes, except to the extent otherwise required by law.
6. I understand and agree that, in the course of my participation as a volunteer and/or intern with Serious Grippage & Light Co., I may have access to keys and combinations that are confidential because of security concerns. I understand and acknowledge that I will not disclose this information or any other security-related information to any person without prior approval of my supervisor. I understand that my intern and/or volunteer status will be revoked if I make improper disclosure of this or any other security-related information.

7. I agree that should any provision of this Release be found unenforceable, all remaining provisions shall remain in full force and effect. Further, I agree that this Release shall be construed pursuant to the laws of the State of New Mexico.

I certify that I have read and understood the above agreement as the terms under which I will be allowed to participate as an intern and/or volunteer with Serious Grippage & Light Co.

| | |
|--|---|
| <u>Intern/Volunteer (Printed Name):</u> | <u>Intern/Volunteer Signature:</u> |
| <u>Name of Parent/Guardian (If under 18) (Printed Name):</u> | <u>Parent/Guardian Signature:</u> |
| <u>Date:</u> | <u>Date:</u> |
| <u>Serious Grippage Representative (Printed Name):</u> | <u>Serious Grippage Representative Signature:</u> |