



Volunteer Guidebook





Welcome to the family of volunteers at GRID Alternatives. The purpose of this handbook is to provide guidance and direction to those generously donating their time and/or talents to help us install solar electric systems with low-income families. We appreciate your participation and thank you for the positive impact you will have on the lives of those we serve.

GRID Alternatives Volunteer Guidebook Outline

- I. About GRID Alternatives**

- II. Volunteer Program**
 - a. What is a Volunteer?
 - b. Volunteer Expectations
 - c. Volunteer Conduct
 - d. Representation and Use of GRID Alternatives Name
 - e. Talking to Media
 - f. Use of Photos
 - g. Volunteer Application

- III. Participation in Installation Projects**
 - a. Logistics
 - b. Safety

- IV. Team Leaders**
 - a. Description
 - b. Benefits

- V. Form:**
 - a. Volunteer Agreement, Assumption of Risk And Release of Liability

Volunteer programs are managed regionally. For all the details, check out the Volunteer page at www.gridalternatives.org/volunteer and find your nearest office or contact them directly.

Bay Area
volunteerba@gridalternatives.org

Greater Los Angeles
volunteergla@gridalternatives.org

Central Valley
volunteerfresno@gridalternatives.org

North Valley
volunteernv@gridalternatives.org

Inland Empire
volunteerie@gridalternatives.org

San Diego
volunteersd@gridalternatives.org

Central Coast
volunteercc@gridalternatives.org

Colorado
Colorado@gridalternatives.org

New York Tri-State
mailto:nyoffice@gridalternatives.org

Mid Atlantic (Washington DC)
mailto:infodc@gridalternatives.org



I. About GRID Alternatives

GRID Alternatives trains and leads teams of community volunteers and job trainees to install solar electric systems exclusively for low-income homeowners.

Every solar installation is a renewable energy “barn raising” project that builds awareness of renewable energy in the community and supports green jobs by educating participants on the ins and outs of solar electric installations while providing opportunities to gain hands-on experience in real-world solar installation projects. It is a fun, community-building project that delivers immediate, tangible results: a fully installed solar electric system that provides immediate economic benefits to a local low-income family.

II. Volunteer Program

A volunteer is anyone who, without compensation or expectation of compensation, provides time and talent to GRID Alternatives through work on construction projects (installs), in the office, or on any other GRID Alternatives project. A volunteer must be officially accepted and enrolled by GRID Alternatives. Volunteers are not GRID Alternatives employees. We thank all volunteers for the personal investment they make in our organization and its mission. We strive to provide support, supervision, and recognition to our volunteers.

What volunteers can expect from GRID Alternatives:

1. Be assigned appropriate tasks according to skill, interests, availability, and training.
2. Receive training and supervision for the tasks accepted.
3. Receive a job description for assignments other than install projects when appropriate.
4. Be treated as a fellow team member who contributes to GRID Alternatives' goals through your volunteer work.
5. Make suggestions about your assignment and the GRID Alternatives volunteer program, and be acknowledged by staff.
6. Expect that GRID Alternatives will be a good steward of your time.
7. Be given appropriate expressions of appreciation and recognition.
8. Be trusted with confidential information if needed to help carry out assignments.
9. Expect that records will be kept; documenting areas of interest or positions held (and if applicable, time spent volunteering, commendation, etc.).
10. Be treated with a spirit of friendliness and cooperation so that GRID Alternatives will continue to be a great place to volunteer.
11. A safe and inviting environment to work in that is free of harassment and discrimination.

What GRID Alternatives expects of volunteers:

1. Follow all GRID Alternatives safety rules and protocols.
2. Know your own duties and stay on task.
3. Cooperate with staff and your fellow volunteers, and maintain a team attitude.
4. Voice your opinions and contribute your suggestions to improve GRID Alternative's work.
5. Sign in each time you arrive for a work assignment.
6. Be on time for scheduled work assignments.



7. Honor your commitment and come when scheduled
8. Treat all volunteers, staff, and homeowners with respect.

GRID Alternatives is firmly committed to providing a positive work environment free of discrimination and harassment. Retaliation against any individual who complains of harassment or discrimination is strictly prohibited. Each volunteer is personally responsible for maintaining such a work environment. GRID Alternatives will not tolerate harassment or discrimination by anyone, including volunteers, employees, supervisors, managers, or by someone not directly connected to GRID Alternatives (i.e., an outside vendor or client).

GRID Alternatives prohibits any unwelcome conduct, whether verbal, physical, or visual, that is based upon an individual's legally protected status, such as race, color, national origin, ancestry, religion, gender, age, pregnancy, sexual orientation, gender identity, gender expression, disability, genetic information, military service, marital status, veteran status, or any other legally protected status. Any conduct or action, whether overt or subtle, which creates an offensive or hostile work environment is prohibited and will be grounds for immediate disciplinary action.

GRID Alternatives prohibits sexual harassment between volunteers, employees, or other non-employees. No volunteer, male or female, should be subjected to unsolicited or unwelcome sexual advances, or visual, verbal or physical conduct of a sexual nature or other conduct that is denigrating or demeaning based on gender. Misconduct applies to males and females, and includes harassment between individuals of both sexes and the same sex.

Any volunteer who believes he or she has been subjected to any form of discrimination, harassment, or retaliation is encouraged to let the person know that his or her behavior is unwelcome and ask the person to stop the conduct. A person who receives such a request must immediately comply with it and must not retaliate against the volunteer. In addition, volunteers who believe they have been discriminated against or harassed must immediately report the matter to a Supervisor or the Volunteer Coordinator.

GRID Alternatives is committed to providing a positive experience for our volunteers. If a volunteer has a complaint about their experience, they should immediately discuss the matter with the site supervisor or contact the Volunteer Training Associate to try and resolve the issue. If they are not satisfied with how the complaint is handled, they can go to the Director of the region for which they are volunteering.

Volunteer Conduct

GRID Alternatives reserves the right to terminate a volunteer relationship with or without cause or notice.

Although it is not possible to list all the forms of behavior or conduct that are considered unacceptable at GRID Alternatives, the following are examples of infractions or conduct that may result in the limitation and termination of the volunteer relationship.

- Violation of safety or health rules
- Theft or inappropriate removal or possession of GRID or homeowner property
- Misuse of agency funds, equipment, or materials



- Working under the influence of alcohol or illegal drugs
- Possession, distribution, sale, transfer, or use of alcoholic or illegal drugs in the work place, while on duty or while operating GRID Alternatives equipment
- Fighting or threatening violence in the work place
- Boisterous or disruptive activity in the work place
- Negligence or improper conduct leading to the damage of property
- Repeated failure to follow a supervisor's reasonable request or to carry out a reasonable job assignment
- Gross misconduct or insubordination
- Abuse or mistreatment of homeowners, volunteers, or employees
- Sexual or other unlawful harassment or discrimination
- Violation of GRID Alternatives antidiscrimination policies and procedures
- Possession of dangerous or unauthorized materials, such as explosives or firearms, in the work place
- Excessive absenteeism without notice
- Misuse or the unauthorized release of confidential information

Representation and Use of GRID Alternatives Name

Experience with GRID Alternatives is a great resume builder for volunteers. Volunteers wishing to list their installation experience on printed and social media resumes and profiles may identify themselves as "Volunteer Solar Installer" or, if they have achieved Team Leader status, as "Volunteer Solar Installation Team Leader" at GRID Alternatives. Volunteers using other titles in relation to their experience with GRID will be asked to remove them. Volunteers may not publish any other materials such as articles or promotional materials under said titles without express permission from GRID Alternatives.

Talking to Media

The opinions expressed by GRID Alternatives volunteers are theirs alone and do not reflect the position of the organization. Volunteers may not hold themselves out as representatives of or spokespeople for the organization, either in print or in conversation, and may not publish under GRID Alternatives' name without express permission from GRID Alternatives. In dealing with the media, please keep your responses limited to your personal experiences, or refer media to a GRID Alternatives staff person.

Use of Photos

GRID Alternatives will sometimes provide photos of installations for personal and internal use by our volunteers, sponsors and partners. If an individual or organization would like to use one of our photos for any other purpose, please send a request for permission to media@gridalternatives.org

Volunteer Application and Orientation

Volunteers must first fill out our online volunteer application by creating a profile on our online volunteer portal **before** requesting a spot at an orientation. All must also attend a volunteer orientation before requesting a spot at an installation or any other volunteer opportunities with GRID Alternatives. To create a profile and attend an orientation:



Step 1: Complete our online volunteer application and create a profile by visiting <http://volunteer.gridalternatives.org>

Step 2: Check your email for a temporary password and use that to log back into the volunteer portal.

Step 3: Once you request a spot for an orientation, wait for a confirmation email with information on time and location to have your spot reserved.

Once you have attended an orientation you will be able to view and request spots for installations scheduled in your regions of interest.

For any issues with the volunteer portal, please email your local office and they will be glad to help with any technical issues.

III. Participation in Installation Projects

Logistics

The majority of installation projects take two days to complete. Although not mandatory, we highly encourage volunteers to participate on both days to ensure continuity and learn more aspects of the installation. Some installs may take less or more days depending on the complexity of the project. Project hours vary by office but do start as early as 7 am and usually end by 4:30 pm. We ask for full-day commitment. The times and install days are listed on the calendar when you request spots through the volunteer portal.

Please bring lunch or lunch money. Lunch may be provided for volunteers by our homeowners but it is not to be expected. If you have special dietary needs (e.g. vegetarian, vegan, gluten-free), please plan on bringing your lunch as lunch options may be limited near the project site. Please bring a refillable water bottle to reduce waste.

We provide you with all the tools and safety equipment necessary to complete the project. If you would like to bring personal tools, please clearly identify them with your name. GRID Alternatives cannot be held responsible for lost or stolen tools.

Dress Code

Wear sturdy closed-toed shoes. Rubber sole work boots and athletic shoes are better options. Hard sole work boots tend to put wear and tear on the roof. Wear clothes that you don't mind getting dirty from roof sealant, etc. Wear pants or knee pads for comfort when kneeling or working on roofs. Wear sunscreen and a light colored long sleeve shirt for sun protection.

Heat Illness Prevention

Sunburn and dehydration represent our most common and immediate risk. Drink water both before and after a day of volunteering. In the field, drink water often and *before* you are thirsty. During moderate activity, in moderately hot conditions, at least one pint (two 8-oz cups) of water per hour is needed to maintain good hydration. For heavy exertion in hot weather, a minimum of one quart (four 8-oz cups) per hour is recommended. Avoid substituting water with soft drinks, coffee, or other drinks containing caffeine or sugar. Heat cramps, heat exhaustion, and heat stroke are conditions caused by exposure to heat and loss of fluids and electrolytes. Symptoms of heat exhaustion include clammy, pale skin, headache, dizziness, nausea, and



fatigue. Take a water break in the shade when you need it. Refusing to take breaks is a good sign that you need a break.

Site Leadership and Hierarchy

Each installation is led by a Solar Installation Supervisor (SIS) or other GRID employee who is professionally trained in solar installation, building and electrical codes, safety regulations, and first aid. Volunteer Team Leaders are GRID volunteers who assist SISs to answer technical questions and guide less experienced volunteers. GRID staff typically wear blue shirts with the organization logo. Volunteer Team Leaders typically wear orange shirts with the organization logo. The democratic decision processes and the expertise of other volunteers are welcomed in the field; however, ultimately, all safety and quality decisions are deferred to the SIS or other authorized on-site GRID staff.

Liability Waiver

The liability waiver must be signed by all volunteers every morning of every install. If you are volunteering in the warehouse, on site visits, or during other construction-related activities, the liability waiver also needs to be signed. The waiver is provided by construction staff. The waiver language has been provided in this manual for your reference. Volunteers, ages 16 and 17, must have a parent or guardian sign the minor release and liability waiver form and bring it to the project site each day. Minor release forms can be attained from your local Volunteer and Training Associate. Volunteers under 18 cannot participate in construction activities on the roof or that require them to climb a ladder.

Morning Safety Talk

We are all responsible for accomplishing the shared goal that everyone deserves to go home safe at the end of the day. Every morning of every installation day, we begin with a safety talk to establish an attitude and culture of safety and to point out any site-specific hazards. The safety talk is *required* so please *be on time*. If you are late and miss the safety talk, the Supervisor must review the safety talk with you one-on-one which may delay progress on the installation. If the Supervisor does not have the time to review the safety talk with you on an individual basis, they have authority to send you home. If you have any health conditions that the Solar Installation Supervisor should be aware of (e.g. diabetic, allergies, location of epi-pen or other critical medication), please notify him/her after the safety talk.

Feedback

We are always looking for ways to improve our safety practices, quality standards, training experience, and service. Please do not hesitate to point out safety hazards and share ideas or concerns with your Solar Installation Supervisor or Volunteer and Training Associate. If you prefer to give anonymous feedback, please leave us a message at: www.gridalternatives.org/safety.

Emergency Procedures:

- 1. Stop work immediately**
- 2. Call 911**
- 3. Notify the Solar Installation Supervisor or on-site GRID staff**

SAFETY FIRST!

List of Items Covered in the Volunteer Orientation and Morning Safety Talks



- General Safety Guidelines
 - When in doubt, ask!
 - DO NOT rush.
 - Be aware of your surroundings and what other people are doing.
 - Look where you are going. Never walk backwards.
 - Maintain a clean and orderly construction site.
 - Lift with your legs, not with your back.
 - Two people, four hands when carrying, lifting, or holding a module.
 - Remove rings, watches and other jewelry prior to starting work. These represent a potential shock as well as a “catch” hazard.
 - Be careful of scraping, scuffing, or breaking window panes, window sills or walls.
 - Know where the first aid kit is located and use it for minor injuries (e.g. cut or scrapes).
 - Inform GRID staff immediately of any serious injuries (e.g. knock on head, back injury, sprained or broken body part, etc.).
 - If someone has a head, back, or neck injury, DO NOT move them!
- Sunburn/Dehydration
 - Wear sunscreen and reapply often.
 - Drink plenty of water.
 - Take a break if you get tired or if you feel like you are “overheated”.
- Electricity
 - Assume all wires are hot, live, and energized.
 - DO NOT terminate any wires or plug in any connectors unless GRID Alternatives staff says it's OK.
 - DO NOT take red tape or lock boxes off final homerun connections. Only the GRID Supervisor does this.
 - Only GRID Alternatives staff may work in the main service panel.
 - Do not crowd or distract people working on wiring, especially in the main service panel.
 - Do not put any part of your body anywhere near the main service panel when the cover is off (the cover should only be off while a GRID Alternatives staff person is working on it).
 - If someone is being shocked, DO NOT touch them since you may be shocked as well. Use a non-conductive (wood or plastic) object to disconnect them from the electricity source.
- Personal Protective Equipment
 - Hard hats must be worn at all times.
 - Safety glasses are strongly recommended at all times, and **MUST** be worn when using *or working near* power tools such as drills or the band saw.
 - Use gloves whenever handling flashings or other sharp objects.
- Ladder Safety
 - Proper ladder angle is 4:1.
 - Three feet extension past eave (three ladder rungs minimum).
 - Do not climb on the rungs at or above the roof level.
 - Make sure ladders are tied down AND stable before using.
 - Do not climb with tools or materials in your hands. Use a rope and bucket system.
 - Be careful of windows and overhead electric lines when erecting or moving ladders.
 - Never leave tools resting on or near the top of a ladder.
 - Only one person on a ladder at a time!



- **Roofs**

- Fall protection is a/ways required (e.g. personal fall arrest system, guardrail systems, scaffolding, etc.).
- A personal fall arrest system is composed of a harness, lifeline and lanyard, and anchorage. If using a personal fall arrest system, you must be tethered when transitioning on and off at the top of the ladder. One lifeline is allowed per anchor point.
- If using scaffolding, climb only on designated ladder sections.
- A GRID Supervisor or Team Leader should be first onto the roof.
- Before going on the roof for the first time, a GRID Supervisor or Team Leader will give you a roof orientation.
- If you do not feel comfortable on the roof, you do not have to go up or stay there.
- Minimizing the number of people on the roof will enhance safety for workers and the roof itself.
- NEVER walk backwards on the roof.
- Do not walk near edges unless necessary.
- Do not leave tools near the edges or in any place where they may be prone to fall.
- If you do drop something, let it go and yell (HEADACHE!) to warn people on the ground.
- If you are on the ground and hear someone above yell, DO NOT look up!
- Cell phone use including texting will not be tolerated on the roof unless it is used to communicate with other crew members. You are welcome to come down off the roof to use your cell phone.

- **Power Tools**

- If you do not know how to use a tool, have GRID Alternatives staff show you.
- Use safety glasses if you are in the vicinity of a power tool, even if you are not using the tool.
- Do not tighten screws or bolts with the impact wrench as this may apply excessive torque.
- Do not bind the blade of the band saw. The tool's own weight provides the most efficient downward cutting pressure. Ensure that the material being cut is securely clamped/held down and is held against the work stop of the band saw.
- Use ear protection as necessary (the band saw can be loud/shrill).
- Unplug the corded band saw when not in use.
- Defective power and hand tools should not be used and reported to the GRID Supervisor.

- If you are uncertain about any of the above, please ask your supervisor for more information.

IV Volunteer Team Leaders

Volunteer Team Leaders work under the supervision of GRID Alternatives' professional solar installation staff and help provide guidance to less experienced volunteers, ensure a positive and safe experience and verify that all work is done to our quality standards.

The Volunteer Team Leader Program offers experienced volunteers more comprehensive, in-depth training to further develop their skills and increased employment opportunities in the growing solar jobs market.



Becoming a Volunteer Team Leader

Volunteer Team Leaders may specialize in roof or ground work, or both. Program requirements include:

- Attending a Roof and/or Ground Team Leader training led by GRID Alternatives staff.
- Logging at least 40 hours—approximately five installation days—of volunteer hours. (Volunteer Team Leaders on average log 160 hours.)
- Demonstrating mastery of a set of key skills and ability to train other volunteers to perform those skills.

Benefits

Benefits for Volunteer Team Leaders include priority on most installations and the ability to participate in projects published only for Team Leaders. GRID Alternatives Volunteer Team Leaders can also use their team leader experience to meet the installation requirements needed to sit for the North American Board of Certified Energy Practitioners (NABCEP) PV Installer Certification Exam. For each NABCEP system installation requirement, the team leader must have led one complete installation as a Roof Team Leader and another complete installation as a Ground Team Leader.

Pathways to Employment for Team Leaders

All Volunteers and Volunteer Team Leaders in good standing have opportunity to access to various potential paths to employment:

- On-site networking opportunities with other volunteers and corporate sponsors to find potential employers, clients, and business partners.
- Referrals through GRID's Sub-contractor Partnership Program (SPP) for paid short-term work as an SPP job trainee. (For installations where the volunteer model is not practical, GRID works with SPP companies that agree to a reduced cost model and commit to hiring at least one eligible job trainee for each sub-contracted installation.)
- Referrals to companies who are hiring for both installation and non-installation positions in the solar industry.



VOLUNTEER FORM



VOLUNTEER'S AGREEMENT, ASSUMPTION OF RISK AND RELEASE FROM LIABILITY

Voluntary Participation: The Volunteer acknowledges that they have applied to participate in GRID Alternatives' Solar Affordable Housing Program ("Program") a project through which solar energy systems will be installed on the roofs of homes of certain low income homeowners. The Volunteer understands and agrees that their participation in the Program is strictly voluntary and that they may terminate their participation at any time.

The Volunteer recognizes that participation in this Program requires the performance of strenuous and/or potentially dangerous physical activities including, but not limited to, heavy lifting, use of power and/or manual tools, climbing ladders, working from rooftops, and working with high voltage electricity.

The Volunteer understands that as a volunteer they will not be paid for their services, and that they may not be covered by, or eligible for coverage under, any insurance policy, including but not limited to medical, automobile, property and liability policies, issued to GRID Alternatives or any of the Program homeowners, volunteers, contractors, sponsors, volunteer coordinators and/or any other person or entity associated with the Program.

Responsibilities: The Volunteer understands that before they will be permitted to work on an installation they will be required to complete a volunteer training program offered by GRID Alternatives. As a volunteer for GRID Alternatives, the Volunteer understands that their behavior can reflect positively or negatively on the organization. The Volunteer acknowledges that it is their responsibility to be cooperative, courteous and respectful in working with the contractors, homeowners and the other volunteers.

For the Volunteer's safety and the safety of others, the Volunteer agrees to act responsibly, and to follow all instructions, rules, safety precautions and procedures given to them. The Volunteer understands that GRID Alternatives may terminate their participation at any time if it determines that their behavior is inappropriate, and/or may present a risk of harm to themselves or others. The Volunteer agrees to accept full responsibility, including financial responsibility, for any loss, damage or injury that is the result of any misconduct on their part, including, without limitation, the intentional failure to observe or follow any rule, procedure, safety precaution, instruction or direction given to them.

The Volunteer understands that they are not covered by GRID Alternatives automobile insurance and agree that they will only operate a moving vehicle in their role as a volunteer if they currently have up-to-date personal auto insurance.

The Volunteer agrees to arrive promptly to the installation site, and to inform GRID Alternatives as soon as possible if they are unable to report for a scheduled installation so that a substitute may be scheduled.



ASSUMPTION OF RISK: THE VOLUNTEER IS AWARE THAT, IN PARTICIPATING IN THE PROGRAM, THEY MAY BE EXPOSED TO PERSONAL INJURY OR DEATH, OR DAMAGE TO THEIR PROPERTY AS A RESULT OF THEIR ACTIVITIES, THE ACTIVITIES OF OTHER VOLUNTEERS, OR THE CONDITIONS UNDER WHICH THEIR VOLUNTEER SERVICES ARE PERFORMED. THE VOLUNTEER ACKNOWLEDGES THAT THEY WILL BE WORKING WITHIN A CONSTRUCTION WORKSITE WHERE POWER TOOLS, SUPPLIES, DEBRIS AND OTHER MATERIALS WILL BE HANDLED BY UNSKILLED VOLUNTEER WORKERS, AND THAT THERE MAY EXIST KNOWN AND/OR UNKNOWN HAZARDOUS CONDITIONS WITHIN THE WORKSITE AREA. WITH KNOWLEDGE OF THESE RISKS, THE VOLUNTEER AGREES TO ACCEPT ANY AND ALL RISKS OF PERSONAL INJURY, DEATH, OR DAMAGE TO THEIR PROPERTY.

RELEASE OF LIABILITY: IN CONSIDERATION OF THE OPPORTUNITY AFFORDED TO THE VOLUNTEER TO PARTICIPATE IN THIS PROGRAM, THE VOLUNTEER HEREBY AGREES THAT THE VOLUNTEER AND THE VOLUNTEER'S ASSIGNEES, HEIRS, BENEFICIARIES, SPOUSES, DEPENDENTS, GUARDIANS AND LEGAL REPRESENTATIVES, WILL NOT MAKE ANY CLAIM AGAINST GRID ALTERNATIVES, ITS OFFICERS, DIRECTORS, EMPLOYEES, SUCCESSORS, ASSIGNEES, AGENTS, OR THE AFFILIATED ORGANIZATIONS, CONTRACTORS, SUPPLIERS, VOLUNTEERS, SPONSORS, VOLUNTEER COORDINATORS, OR HOMEOWNERS PARTICIPATING IN THE PROGRAM (COLLECTIVELY, THE "RELEASED PARTIES"), FOR INJURY, DEATH OR DAMAGE, HOWSOEVER CAUSED, THAT RESULTS FROM THE ACTS OR OMISSIONS OF ANY PERSON OR ENTITY ARISING FROM, OR RELATED TO, THEIR PARTICIPATION IN THE PROGRAM, INCLUDING THE NEGLIGENCE OF ANY OF THE RELEASED PARTIES. WITHOUT LIMITING THE GENERALITY OF THE FOREGOING, THE VOLUNTEER HEREBY WAIVES AND RELEASES ANY AND ALL RIGHTS, ACTIONS OR CAUSES OF ACTION ARISING FROM ANY PERSONAL INJURY (INCLUDING DEATH) OR PROPERTY DAMAGE THAT THEY SUSTAIN AS A RESULT OF THEIR PARTICIPATION IN THE PROGRAM.

THE VOLUNTEER UNDERSTANDS THAT THIS RELEASE FULLY DISCHARGES ALL CLAIMS WHETHER KNOWN TO THEM OR NOT AS PROVIDED BY CALIFORNIA CIVIL CODE SECTION 1542. THIS STATUTE PROVIDES THAT UNLESS THE VOLUNTEER SPECIFICALLY AGREES TO RELEASE CLAIMS THEY DO NOT KNOW ABOUT, THEY ARE NOT RELEASED BY A GENERAL RELEASE. BY THIS AGREEMENT, THE VOLUNTEER AGREES TO WAIVE THAT RIGHT AND AFFIRM THEIR INTENTION TO RELEASE NOT ONLY CLAIMS KNOWN TO THEM, BUT ALSO THOSE UNKNOWN TO THEM AT THIS TIME.

Consent to Use of Likeness: The Volunteer consents to the unrestricted use, in any medium, by GRID Alternatives, and/or its authorized designee, of any photograph, recording, interview, videotape, motion picture, or similar visual or auditory recording of them created as a result of their participation in the Program.

KNOWING AND VOLUNTARY EXECUTION: BY SIGNING BELOW, THE VOLUNTEER AGREES AND CERTIFIES THAT THE VOLUNTEER HAS CAREFULLY READ THIS AGREEMENT AND FULLY UNDERSTANDS ITS CONTENTS. THE VOLUNTEER IS AWARE THAT **THIS IS A CONTRACT**



BETWEEN THE VOLUNTEER AND GRID ALTERNATIVES AND CONTAINS AN ASSUMPTION OF RISK AND RELEASE OF LIABILITY, AND THE VOLUNTEER SIGNS IT OF HIS OR HER OWN FREE WILL. BY SIGNING THIS AGREEMENT, THE VOLUNTEER CERTIFIES THAT THEY ARE EIGHTEEN YEARS OF AGE OR OLDER.

I, for myself and on the behalf of my heirs, assigns, personal representatives and next of kin, HEREBY RELEASE AND HOLD HARMLESS FROM ANY CLAIM, ASSERTION, SUIT, ACTION OR OTHERWISE, AND COVENANT NOT TO SUE GRID ALTERNATIVES, ITS OWNERS, EMPLOYEES, OFFICERS, INSTRUCTORS, VOLUNTEERS, AGENTS, CONTRACTORS, VENDORS, PERSONAL REPRESENTATIVES, HEIRS AND OTHER PARTIES RELATED TO GRID ALTERNATIVES ("RELEASEES") WITH RESPECT TO ANY AND ALL INJURY, DISABILITY, DEATH or loss or damage to person or property, including attorney's fees and defense cost, WHETHER CAUSED BY THE NEGLIGENCE OF THE RELEASEES OR OTHERWISE.

I understand and agree that this Release of Liability Agreement covers each and every Grid Alternatives volunteer activity in which I participate hereafter.

I, THE UNDERSIGNED, HAVE READ THIS RELEASE OF LIABILITY AND ASSUMPTION OF RISK AGREEMENT, FULLY UNDERSTAND AND THAT I HAVE GIVEN UP SUBSTANTIAL RIGHTS BY SIGNING IT, AND SIGN IT FREELY AND VOLUNTARILY WITHOUT ANY INDUCEMENT IN CONSIDERATION OF MY BEING ALLOWED TO PARTICIPATE IN VOLUNTEER OPPORTUNITIES OFFERED BY GRID ALTERNATIVES.