

Handbook Acknowledgement and Photograph Release Form

I acknowledge that I have received a copy of the Farms Work Wonders (“FWW”) Team Handbook (the “Handbook”), which describes important information about FWW, and understand that I should consult with my manager if I have questions. I have entered into employment with FWW voluntarily and acknowledge that it is for no specified length of time. Accordingly, either I or FWW may terminate the relationship at will, with or without cause, at any time, for any reason or no reason. I understand that neither this Handbook nor any other FWW policy, practice, or procedure is intended to provide any contractual obligations related to continued employment, compensation or employment contract.

Since the information, policies and benefits described in the Handbook are necessarily subject to change, I acknowledge that revisions to the Handbook may occur. I understand that FWW may change, modify, suspend, interpret or cancel, in whole or part, any of the published or unpublished personnel policies or practices, with or without notice, at its sole discretion, without giving cause or justification to any employee. Such revised information may supersede, modify or eliminate existing policies. Accordingly, I agree to, on a quarterly basis, check for revisions to the Handbook and/or consult with my manager to discuss any potential revisions to the Handbook.

I understand and agree that I will read and comply with the policies contained in the Handbook and any revisions, am bound by the provisions contained therein, and that my continued employment is contingent on following those policies.

Furthermore, FWW may photograph and video record activities for marketing and educational purposes. There are several permanent cameras set up around the property to allow the public to follow along with FWW’s operations. Media content will be kept as records, uploaded on Social Media and website outlets, and used in educational and/or marketing presentations. As an employee of FWW, you are required to sign this form (or have your parents/legal guardians sign, if under 18).

I hereby grant permission to the rights of my image, likeness, and sound of my voice as recorded on audio or video tape without any payment or any other consideration. I understand that my image may be edited, copied, exhibited, published, or distributed, and waive the right to inspect or approve the finished product wherein my likeness appears or may appear. Additionally, I waive any right to royalties or any other compensation arising from or related to the use of my image, likeness, or recording. I also understand that this material may be used in diverse educational settings and/or marketing within an unrestricted geographic area.



Photographic, audio, or video recordings may be used for the following purposes:

- Conference, educational, or informational presentations
- FWW's marketing purposes, including its blog, website, and social media accounts
- FWW's videos including promotions and tutorials

By signing this release, I understand this permission signifies that photographic or video recordings of me may be electronically displayed via the internet or in the public educational setting.

I will be consulted about the use of my image, likeness, and sound of my voice as recorded on audio or video tape for any purpose other than those listed above.

There is no time limit on the validity of this release nor is there any geographic limitation on where these materials may be distributed.

This release applies to photographic, audio, or video recordings collected as part of the sessions listed on this document only.

By signing this form, I acknowledge that I have completely read and fully understand the above Handbook Acknowledgement and Photograph Release and agree to be bound thereby. I hereby release any and all claims against any person or organization utilizing this material for educational purposes.

Full Name:

Street Address:

City, State, Zip:

Phone:

Signature:

Date:

If this form is obtained from an employee under the age of 18, then the employee's parent or legal guardian is also required to sign below:

Full name:

Signature:

Date:

