



IHR HUMAN RESOURCES DEPARTMENT USE ONLY

INTERNSHIP APPLICATION

Include: Resume, Letter of Recommendation, Credits, Signed Release, Disclaimer, TB test, Tetanus, Essay
Contact: Brittany Iddings Phone: (937) 339-9731
Email Questions to: IHRtheplacetobe@gmail.com
Send To: 4845 Fenner Rd., Troy, OH 45373

Term: Spring Summer Fall Winter Interview: ___/___/___
Type: Intern Volunteer Return Orientation: ___/___/___
Forms: Resume Letter of Rec Credits Signed Release Disclaimer
 TB Tetanus Background Essay Drivers License SS card
Trainer: _____ **Training Completed:** ___/___/___
Position: _____ **Notes:** _____
Effective Date: ___/___/___ **Finish Date:** ___/___/___ **Initials:** _____

GENERAL INFORMATION

Full Name: _____ Today's Date: ___/___/___
 Address: _____
 Cell Phone: (____) _____ -- _____ Text? YES NO E-mail: _____
 Applying as: Intern Volunteer Other Interest: _____
 Interest: Administrations Animal Care Business Operations Public Education & Program Development
 Online Marketing & Website Security Advancement Behavioral Observation & Conservation
 When are you available?
 Mornings

| Days & Hours Available | Mon. | Tues. | Weds. | Thurs. | Fri. | Sat. | Sun. |
|------------------------|------|-------|-------|--------|------|------|------|
| From: | | | | | | | |
| To: | | | | | | | |

 Evenings
 Weekends
 How were you referred to Idle-Hour Ranch? Friends Relative School Walk-In Website Rehire
 Referral's Name: _____ Social Media or Website: _____
 Have you ever assisted/worked for an entertainment-based facility, or one that works with exotic animals? YES NO
 Organization's Name: _____ Dates: ___/___/___ to ___/___/___
 Position: _____ Duties: _____
 Are you currently, or have you ever been, associated with, or a member of, an animal activist group such as PETA, HSUS, or ASPCA? YES NO Please list groups and association: _____
 Do you know anyone currently employed, volunteering, or interning at Idle-Hour Ranch? YES NO
 Please list names and association: _____

U.S.A.

Can you prove U.S. citizenship? YES NO Have you ever served in the military? YES NO How many years? _____
 Are you currently serving in the military? YES NO Branch of US Service: _____
 Special Training/Duties: _____

EDUCATION

Circle Highest Grade Completed: _____

| | | | | | | | | | | | | | | |
|--|-------------|----|----|----|---------|---|---|----|-----------------|----|-----|----|----|-----|
| | High School | | | | College | | | | Graduate School | | | | | |
| | 9 | 10 | 11 | 12 | 1 | 2 | 3 | 4+ | MA | MS | MBA | ME | JD | PhD |

| Name & Location | Major | Graduate? | Degree |
|--|-------|---|--------|
| Graduate School: | | Y N | |
| Jr. College/College: | | Y N | |
| High School: | | GED: YES <input type="checkbox"/> NO <input type="checkbox"/> | |
| Apprentice, Professional or Vocational Training: _____ | | | |

Are you presently enrolled in school? YES NO School: _____
 Honors or Awards, Leadership Positions Held: _____
 Which internship are you applying for (as outlined in your IHR Application Packet)? Spring Summer Fall Winter
 Reference (professor/advisor) _____
 Phone: (____) _____ -- _____ E-mail: _____
 If you are seeking school credit, what is the registration deadline for the semester at your school? _____ If you are seeking credit please **include a copy of the requirements for credit, and a letter from your advisor** verifying that you will be receiving credit. During your internship, you may be asked to go to other areas of IHR when needed. Do you understand that your rotation may be interrupted temporarily on occasion and there will be a need for flexibility on your part? YES NO

| Attach additional sheets for this side of Application, if necessary | | | |
|--|---|---------|-------------------|
| WORK EXPERIENCE | Company Name | Titles | From ____/____ |
| | Street | Duties | month/year |
| | City | State | To ____/____ |
| | Supervisor's Name/Title | Phone # | month/year |
| | May we contact this employer? YES <input type="checkbox"/> NO <input type="checkbox"/> ...Why not? | | |
| WORK EXPERIENCE | Company Name | Titles | From ____/____ |
| | Street | Duties | month/year |
| | City | State | To ____/____ |
| | Supervisor's Name/Title | Phone # | month/year |
| | May we contact this employer? YES <input type="checkbox"/> NO <input type="checkbox"/> ...Why not? | | |
| Special Skills: _____ | | | |
| Identify and explain all periods of unemployment within the last ten years (attach additional sheet if necessary) _____ | | | |
| _____ | | | |
| MEDICAL | Medical Conditions: _____ | | |
| | Allergies: _____ | | |
| | Medications: _____ | | |
| | Restrictions: _____ | | |
| | Health Insurance Provider: _____ Policy # _____ | | |
| Emergency Contact: _____ Relationship: _____ Phone: (____) _____ - _____ | | | |
| Physician: _____ Phone: (____) _____ - _____ Permission to transport by ambulance? YES <input type="checkbox"/> NO <input type="checkbox"/> | | | |
| PERSONAL | (Exclude misdemeanor convictions for marijuana-related offenses more than two years old; convictions that have been sealed, expunged, or legally eradicated; & misdemeanor convictions for which probation was successfully completed or otherwise discharged & the case was judicially dismissed.) If you have ever been convicted of a crime (felony or misdemeanor), please describe the nature of the crime, the date and place of convictions, and the legal disposition of the case(s): _____ | | |
| | Are you, as a result of a conviction, a registered sex offender? YES <input type="checkbox"/> NO <input type="checkbox"/> If yes, briefly give details including date, location (state), nature of offense and disposition: _____ | | |
| NOTE: IHR will not deny internship to any applicant solely because the person has been convicted of a crime. Each case will be evaluated based on its own facts & merits. | | | |
| CERTIFICATION | My signature below certifies that I have read, understand, and agree to the following: | | |
| | <i>Verification of Data:</i> I certify that the information contained in this application is correct to the best of my knowledge. I understand that falsification or distortion of this information or a material omission may result in denial of an offer by IHR or my immediate termination of existing internship. | | |
| | <i>Interns/Volunteers:</i> I understand that my offer for involvement with IHR may be contingent upon my ability to meet the requirements outlined within IHR's Intern and Volunteer Application Packets, respectively. I understand, acknowledge, & agree that my position with IHR is voluntary and unpaid. I understand that housing, medical insurance, transportation and any form of compensation for my expenses, is not provided to me by IHR. Furthermore, I understand and agree that requirements concerning school credit are my responsibility, and IHR is not responsible for credit fulfillment or completion. | | |
| | <i>Background Checks:</i> I understand that Idle-Hour Ranch reserves the right to conduct reasonable criminal background screens and driver's license checks on all placed interns. The following information is required to process the background information. I agree, authorize and consent to the release and disclosure of any and all information: | | |
| | Date of Birth: ____/____/____ Social Security # ____-____-____ Driver's License # _____ State Issued: _____ | | |
| <i>Physical Examination:</i> Any and all involvement with IHR may be contingent upon successful completion of a pre-employment physical examination which may include a blood, urine and/or other medical test for alcohol, drugs & controlled substances. Also, proof of negative TB test results from within the last 9 months and verification of Tetanus vaccination within the last 5 years are required prior to internship. I further understand and agree that IHR may require me to submit to a drug and alcohol screen after I am employed, as well. Prior to testing, I agree to sign IHR's authorization forms wherein I will agree to submit to such testing and to authorize the release of the results to IHR. I further understand that failure to do this may result in my disqualification for internship or immediate termination of my involvement with IHR. | | | |
| <i>General:</i> I understand that while on IHR property I am acting as an ambassador to IHR and are therefore expected to conduct myself in a respectful and professional manner. I agree to abide by all IHR dress codes, work rules, standards of conduct, and drug & safety policies, outlined in IHR's handbook. | | | |
| <i>Release:</i> I authorize the schools and employers listed above to give IHR any and all information concerning my previous employment and any pertinent information they may have, personal or otherwise, and release all parties from all liability for any damage that may result from furnishing same to you. | | | |
| Signed _____ Date _____ | | | |

Idle-Hour Ranch Permission, Release & Hold Harmless Agreement

I, [print full name] _____, in consideration of being allowed to participate in the intern service of Idle-Hour Ranch (IHR) have read and understand the policies outlined in the IHR Intern/Volunteer Handbook and do hereby agree that:

1. **Internship/Service Agreement:** As an intern/volunteer, I understand and agree to assist IHR staff and management with various phases of IHR operations, that are not always necessarily in direct focus of my preferred internship, in order to achieve a broader understanding of my field of study in relation to its function within the workplace. I certify that I am capable of performing jobs which may be of a physical nature, requiring activities such as kneeling, crouching, bending, walking, standing, lifting, etc. As an intern/volunteer, I understand that it is my responsibility to maintain a positive and respectful attitude at all times; conduct myself with utmost professionalism, and pull my weight as a self-motivated team member. I fully understand and agree that this is a volunteer position, meaning that I am donating my services to IHR in exchange for valuable learning and experience. I agree and fully accept that no compensation is given for my services. I understand, acknowledge, & agree that my position with IHR is voluntary and unpaid. I understand that housing, medical insurance, transportation and any form of compensation for my expenses, is not provided to me by IHR, and I am responsible for finding transportation to and from IHR to meet my hourly requirements; failure to arrive in a timely manner on days I am scheduled to work, or days that I fail to show without previous permission from my supervisor, may result in my expulsion from the IHR internship/volunteer program without credit. Furthermore, I understand and agree that it is my sole responsibility to ensure that all university or college requirements are met to receive credit, and that in order for IHR to assist me in achieving credit for the work I have completed that it is necessary for me to provide IHR with all of the relevant paperwork prior to my internship. I hereby acknowledge that it is my sole responsibility to read the IHR Handbook in its entirety prior to my first work day with IHR and agree that I will abide by all of IHR's policies and procedures outlined for me within my handbook, this application packet, and by management, and release IHR from all responsibility concerning credit fulfillment or completion.
2. **Photo Authorization Release:** I hereby grant permission to IHR, and its officers, trustees, employees, agents, students, representatives, successors, associates, licensees and assigns to photograph/video my image, likeness, or depiction and/or that of my minor children (if applicable). I hereby grant permission to IHR to edit, crop, or retouch such photographs, and waive any right to inspect the final photographs. I hereby consent to and permit photographs of me to be used by IHR worldwide for any purpose, including educational and advertisement purposes, and in any medium. I understand that IHR may use such photographs with or without associating names thereto. I further waive any claim for compensation of any kind for IHR publication of photographs, videos, or images of me.
3. **Health Certification & Policy Agreement:** I certify that I am in good health, have had no recent exposure to a contagious disease and have had no operations or serious illness that would interfere with my responsibilities as an IHR Intern. I am capable of lifting a minimum of 50lbs at a time, and am able to stand, walk or sit, for longer than 30 minutes at a time. I understand that I may be working both indoors and outdoors and it is my responsibility to wear appropriate clothing/gear to protect myself from the elements and possible health hazards within the work area. I also understand that it is my responsibility to notify IHR supervisors of any health requirements or issues while interning/volunteering at IHR, and IHR is not responsible for any safety-related accidents or damage to my health as a result of my negligence and/or irresponsibility in abiding by company policies, procedures, or safety requirements provided by IHR. I am aware and hereby acknowledge, that in accordance with IHR policy, I am not permitted to participate in any animal handling or public interaction with IHR while sick, or after the suspected event of exposure to a contagious disease. I understand that I am required by IHR to take "sick days" while contagious or otherwise ill so as to protect IHR animals, staff, and clientele from exposure, as well as to safeguard my own health; and I understand that these sick days taken off will affect my overall hours and time requirements which may cause me to have to make them up in order to receive full credit. I understand that IHR takes this very seriously and may send me home without credit for the day if I show up while sick, and that this action may cause me to lose my internship/volunteering position with IHR. I also understand that falsified sick days are strictly forbidden and will be considered grounds for immediate expulsion of IHR's intern/volunteer programs, I will lose all credit for my internship with IHR, and my professor/advisor will be notified of the expulsion.
4. **Alcohol & Drug Policy Agreement:** I understand that IHR has a strict non-tolerance Alcohol & Drug Policy. Any and all involvement with IHR may be contingent upon successful completion of a pre-employment physical examination which may include a blood, urine and/or other medical test for alcohol, drugs & controlled substances. Also, proof of negative TB test results from within the last 9 months, as well as proof of receipt of Tetanus vaccine within the past five years, are required prior to internship. I further understand and agree that IHR may require me to submit to a drug and alcohol screen after I am employed. Prior to testing, I agree to sign IHR's authorization forms wherein I will agree to submit to such testing and to authorize the release of the results to IHR. I further understand that failure to do this may result in the immediate termination of my involvement with IHR.
5. **Release for Medical Treatment:** I authorize IHR and emergency medical personnel to provide and render necessary medical care and treatment to me for any illness or injury, which I may suffer at any time while in their custody. It is understood, that time permitting, specific permission of the parent/guardian will be secured in the event that any major medical treatment or surgery is to be undertaken, but that should an emergency arise, this authorization and consent will cover such an event. As a participant of IHR activities, events, and day to day duties, I am fully aware and have a complete understanding that potentially severe or catastrophic injuries may be associated with any and all IHR activities including, but not limited to, animal handling, machine/vehicle operation, and other possible farm-related injuries. I hereby release IHR, its owners, officers, trustees, employees, agents, students, representatives, successors, associates, animals, licensees and assigns from all liability for any and all damages and injuries I have suffered while under instruction, supervision, internship, performances, or control of IHR or while at any of its offsite events, business affiliates, or performing or practicing facilities. I fully understand that IHR provides no medical coverage for this activity and that I will be financially liable for any medical care and treatment rendered. I hereby agree to individually provide for the possible future medical expenses which may be incurred by the aforementioned person or animals as a result of any injury sustained while interning, training, or volunteering with IHR, while on property, and off.
6. **Hold Harmless Agreement:** I, for, and in consideration of, IHR's Internship/Volunteer program, and for myself, my heirs, executors, administrators, personal representatives, successors and assigns, agree to hold harmless IHR, its owners, agents and employees, for itself and all other persons or organizations, both known and unknown, specifically including any agents or employees of the undersigned for all claims and damages, actions and causes of action, costs, damages, loss of use, loss of consortium, loss of services, expenses, compensation, or any other thing whatsoever on account of, or in any way growing out of, injuries or damage resulting from an occurrence or accident that may take place, or any other matter attributable to, the above named activities. Either for myself, or my

property. I understand that IHR and its owners are not responsible for the safety, nor liable for the loss or damage, of any of my property; and I understand that is my sole responsibility to take the necessary precautions to keep myself and my items/property safe. I hereby grant permission to IHR for the use and production of any and all work projects, documents, tasks, posters, brochures, designs, graphics, images, digital media, marketing concepts, campaigns, websites, programs, articles, and all other proposals and assignments that I produce on behalf of IHR during my internship/volunteer service, and I hereby hold harmless IHR and its owners, staff and affiliates in agreement that these aforementioned projects become the sole property of IHR, to be used at will by IHR, without my notification, permission or compensation; and I release these projects to IHR of my own free will, voluntarily, and without duress.

7. **Background Check Release & Agreement:** I understand that IHR reserves the right to conduct reasonable criminal background screens and driver's license checks on all placed interns; and my offer of internship/volunteer service is contingent upon passing these screenings. Therefore, I agree, authorize and consent to the release and disclosure of any, and all, of my information to IHR including my social security number, date of birth, driver's license number and the state in which it was issued, as provided on my IHR Internship Application.
8. **Searches & Video Surveillance Acknowledgement, Consent & Release:** I understand that IHR reserves the right to observe employees throughout the Company's premises, either by way of direct observation or through the use of electronic devices. IHR has installed video cameras to monitor reception areas, work areas and/or other generally open areas where employees may be seen by others. I acknowledge that I have received a copy of Idle-Hour Ranch's policies, that I have been given the opportunity to read and ask any questions that I might have about the same, and that by signing this acknowledgement, I agree to adhere to the policies as a condition of my internship/volunteer service and/or continuing internship/ volunteer service with Idle-Hour Ranch. I understand and agree that in acknowledging and signing this form, no contract of employment, paid or otherwise, is hereby created, and further understand that no promise or guarantee of employment, internship/volunteer service for any particular term is hereby made. I also acknowledge that I am an intern/volunteer-at-will and that either I, or Idle-Hour Ranch, may end the service relationship at any time, with or without notice or cause. I further acknowledge that my failure to adhere to these policies may subject me to disciplinary action, up to and possibly including immediate termination of my involvement with IHR without warning. In accordance with Idle-Hour Ranch's policy regarding searches, I understand that all desks, storage areas, lockers, and all vehicles owned, financed, or leased by Idle-Hour Ranch or used by Idle-Hour Ranch to transport employees, goods, and/or products are subject to search at any time without my knowledge, presence, or permission. With the exception of my personal vehicle, I understand I am prohibited from locking or otherwise securing any such desk, storage area, locker, or vehicle with any lock or locking device not supplied or approved by Idle-Hour Ranch. If I use my own lock on any such item, I agree to give my supervisor a copy of the key or combination to the lock so that the company may open the lock at any time that it may deem such action necessary. In the event that a search of my personal vehicle becomes necessary, I agree to allow personnel designated by Idle-Hour Ranch and/or officers of the law to conduct such a search at any time the company may direct during my duty shift. I further understand that in order to promote the safety of all workers and company visitors, as well as the security of its facilities, Idle-Hour Ranch may conduct video surveillance of any portion of its premises at any time, the only exception being private areas of restrooms, showers, and dressing rooms, and that video cameras will be positioned in appropriate places within and around Idle-Hour Ranch buildings and used in order to help promote the safety and security of people and property. I hereby give my consent to such video surveillance at any time the company may choose. I hereby release Idle-Hour Ranch from all liability, including liability for negligence, associated with the enforcement of these policies and/or any searches or surveillance undertaken pursuant to these policies.
9. **Non-Disclosure Agreement:** As an intern/volunteer at IHR, I understand that any publicized comments (including online postings) about IHR, its animals, affiliates, owners, or staff, are subject to approval by IHR owners, and authorized management. I hereby acknowledge that any publicized comments during and after internship/volunteering, or the termination thereof, including, but not limited to, social media network sites, chat rooms, emails, news media, web pages, or any website postings, that discuss IHR activities, including but not limited to, personnel, facilities, property, animals, photographs, or day-to-day operations are strictly forbidden and may be considered slander and a violation of this Non-Disclosure Agreement which may result in the immediate termination of my internship/volunteer service, and **legal action may be taken** against me on behalf of IHR. I acknowledge, understand, and agree that I am privileged to have this opportunity to work with IHR and be a part of their team. As a member, I recognize that it is my obligation to support, build and protect the image and reputation of my fellow workers, IHR's owners, and the establishment as a whole. **Discussions regarding day-to-day operations, whether positive or negative, should be directed to the owners, managers, or my supervisor; but never posted online, publicized, or discussed without IHR permission.** I further understand that violation of this agreement not only may result in my immediate termination as an IHR intern/volunteer and makes me liable for legal repercussions, but also that I will be asked to gather my belongings and leave the property within 24 hours of my violation, at my own expense; and will be henceforth banned from the IHR property.
10. **Acknowledgement of Receipt of Handbook:** I hereby acknowledge that I have received, and fully read, the IHR Handbook. The IHR Handbook contains important information about Idle-Hour Ranch, LLC, and I understand that I should direct all questions not answered in the handbook to IHR owners, or to immediate supervisors/managers only. Since the information, policies, and benefits described herein are subject to change at any time, I acknowledge that revisions to the handbook may occur. All such changes will generally be communicated through official notices, and I understand that revised information may supersede, modify, or eliminate existing policies. Only the owner of IHR has the ability to adopt any revisions to the policies in this handbook. Furthermore, I understand that this handbook is neither a contract of employment or service, nor a legally binding agreement. I have had an opportunity to read the handbook, and I understand that I may ask my supervisor or any IHR Administrator any questions I might have concerning the handbook. I accept the terms of the handbook. I also understand that it is my responsibility to comply with the policies contained in this handbook, and any revisions made to it. I further agree that if I remain with IHR following any modifications to the handbook, I thereby accept and agree to such changes. I also understand that failure to comply with any and all policies, Standards of Conduct, and/or Company Work Rules outlined within this handbook is immediate grounds for expulsion from IHR.

This Release & Hold Harmless Agreement is in no way an admission of liability on the part of IHR or any of its owners, agents or employees. I acknowledge that I have fully informed myself of the contents and meaning of this Permission, Release & Hold Harmless Agreement and have so executed it with full knowledge thereof and that the terms hereof are contractual and not a mere recital.

Print Full Name _____ Date _____

Signature _____ Date _____

DISCLAIMER, WAIVER AND ACKNOWLEDGEMENT OF RISK

While a Volunteer/Intern/Visitor at Idle-Hour Ranch, LLC (IHR)
4845 Fenner Rd., Troy, OH 45373

I, [print full name] _____ HEREBY WAIVE AND RELEASE, indemnify, hold harmless and agree to forever discharge the owners of Idle-Hour Ranch, LLC (a.k.a. IHR), their family members, heirs and assigns, personal representatives and estate, Idle-Hour Ranch, LLC and its agents, employees, associates, officers, directors, administrators, affiliates, successors and assigns, of any and all claims, demands, debts, contracts, expenses, causes of action, lawsuits, damages, and liabilities, of every kind and nature, whether known or unknown, in law or equity, that I have ever had or may have, arising from or in any way related to my participation in any of the events or activities conducted by, on the premises of, or for the benefit of, Idle-Hour Ranch, LLC including a waiver of liability applying to any acts of gross negligence, or intentional, willful or wanton misconduct. I acknowledge and understand that all animals housed at Idle-Hour Ranch, LLC entail known and unanticipated risks, which could result in physical injury and/or death, emotional distress, and/or damage to myself, spouse, family members, children, and/or personal property. I understand that such risks simply cannot be eliminated. I expressly agree and promise to accept and assume all risks as they simply cannot be eliminated while working with, and on behalf of, Idle-Hour Ranch, LLC while onsite and offsite. I understand that the activities that I will participate in and the animals that I will be working with, and exposed to, are inherently dangerous and may cause grievous injuries, including bodily injury, damage to personal property and/or death. On behalf of myself, my heirs, assigns and next of kin, I waive all claims for damages, injuries, and death sustained to me or property, that I may have against the aforementioned released party to such activity. I understand that Idle-Hour Ranch, LLC is not responsible for my pre-existing health conditions, the increment thereof, or conditions incurred, as a result of working with, or on behalf of, or participating in activities associated with Idle-Hour Ranch, LLC. I acknowledge and assure that I have the necessary and requisite skills to participate in all facets of and activities of and requested of this facility, except as noted below. The knowledge of these activities has been fully disclosed and any flyer, advertisement, or brochure relating to the participating activities is expressly made a part of this DISCLAIMER, WAIVER AND RELEASE. By this waiver, I assume any risk, and take full responsibility and waive any claims of personal injury, death, or damage to personal property associated with Idle-Hour Ranch, LLC including but not limited to interacting with the animals of the facility, using the facility and its equipment, practicing and/or engaging in other related activities on and off the premises. It is a condition of entry that all visitors, guests, employees, volunteers, and interns observe all warning signs, do not venture over exhibit safety barriers and do not enter the facility's off limit areas. This waiver, disclaimer, and release of acknowledgement also includes my visitors, or visitor's children who are minors and my guests, or family members, including minors. This DISCLAIMER, WAIVER AND RELEASE contains the entire agreement between the parties, and supersedes any prior written or oral agreements between them concerning the subject matter of this DISCLAIMER, WAIVER AND RELEASE. The provisions of this DISCLAIMER, WAIVER AND RELEASE will continue in full force and effect even after the termination of the activities conducted by, on or off the premises of, or for the benefit of, Idle-Hour Ranch, LLC whether by agreement, by operation of law, or otherwise. I agree that in the event of any litigation, that the law of Ohio and Ohio courts have exclusive jurisdiction. I expressly agree that I will not file suit, of any kind against Michelle A. Iddings, Brian C. Iddings, Brittany M. Iddings, family members, heirs and assigns, personal representatives and estate, Idle-Hour Ranch, LLC and its agents, employees, associates, officers, directors, administrators, affiliates, successors, assigns, animals, personal property and/or insurance at any time, or for any reason, as a result of working/visiting Idle-Hour Ranch, LLC. I understand that the animals housed at Idle-Hour Ranch, LLC have all been captive bred/domestically born and raised legally in the United States; and all IHR activities are regulated and licensed by the appropriate U.S. government and state agencies; IHR is held to very high standards of regulation and conduct, and it is my duty as a caretaker/intern/volunteer to assist IHR with maintaining this quality standard. I also understand that all animals, and their care alike, are supervised by a qualified attending veterinarian; and it is my responsibility to help keep the animals healthy and safe by notifying IHR management of any and all injuries, illness, or death, so that proper steps can be taken; I am not to enact treatment for an animal without the permission of IHR management or an acting vet. I acknowledge that the animals housed at Idle-Hour Ranch, LLC are treasured and cared for with both respect and dignity, and understand that as some animals grow old or arrive to IHR as rescues, that they can often look rough and unhealthy, I understand that this is not a fault of IHR, its owners, or staff, but rather a fact of nature and IHR and their vet is doing everything within their power to treat and care for these animals in efforts to make them as healthy and comfortable as possible, Furthermore, I acknowledge, understand, and agree that these are still wild animals and can be unpredictable at times and I will therefore respect all the animals by working with them, and handling them, with care, and only with an administrator's supervision and assistance. I understand that at no time am I permitted to enter the barns, an animal's housing or exhibit, or handle an animal without first having permission from an IHR owner or member of management, or without their supervision. I understand that as a caretaker/intern/volunteer at IHR that I am solely responsible for my conduct, and any safety regulations I fail to abide by, as outlined by IHR, could lead to injury or death, and I hereby release IHR and it's owners, staff and affiliates, of any all responsibility for my misconduct or negligence in such an occurrence. I fully understand that if I abuse, neglect, or knowingly do harm to any of the animals, customers, personnel, or property of IHR that my involvement with IHR will be immediately terminated and I will be subject to legal persecution to the fullest extent of the law. I also understand that in accordance with IHR's Non-Disclosure Agreement outlined in my signed Release & Hold Harmless form that I am personally accountable to the fullest extent of the law for any slanderous or derogative remarks/views/ photographs/videos or anything else made by me, my guests, or affiliates, that could cast IHR, its owners, staff, associates, or its affiliates in a negative light. I have read, understand and fully agree to the terms of this DISCLAIMER, WAIVER AND RELEASE. I understand and confirm that by signing this DISCLAIMER, WAIVER AND RELEASE that I have given up considerable future legal rights. I have signed this agreement freely, voluntarily, under no duress or threat of duress, without inducement, promise or guarantee being communicated to me. My signature is proof of my intention to execute a complete and unconditional WAIVER AND RELEASE of all liability to the full extent of the law.

Medical Conditions: I am subject to the following allergies or medical conditions, and I authorize the facility to disclose these conditions to a physician or other medical professional in the event that I should require emergency medical care: _____

Medications: I am currently prescribed these medications, which the knowledge thereof may be pertinent to an acting medical professional in the event of an emergency, or to IHR as per outlined in the Alcohol and Drug Policy described within the IHR Handbook: _____

Prohibited Activities: As a result of the above-mentioned medical conditions, I am prohibited from the involvement in the following specific activities: _____

Print Full Name _____ Date _____

Signature _____ Date _____