

Volunteer Handbook

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SAFETY PROTOCOLS



- ✓ Activate your previous trainings on
 - Situational Awareness
 - Suspicious Persons & Indicators
 - De-Escalation

STANDARD RESPONSE PROTOCOL

HOLD

- Assess the situation that presents itself
- Remain calm and think through the next steps

SECURE

- Isolate the incident and secure the area to mitigate escalation
- Lead party to specific location – be deliberate and use caution

REPORT

- Report incident to State Fair Command (SFC) ext. 8888
- Maintain awareness, update as appropriate, remain on standby for follow up from SFC

CARE

- Take protective actions from any anger or hazard – this could mean shelter evacuation or move to a predetermined location

NO SERVICE ANIMALS ALLOWED IN LIVESTOCK AREAS

If you encounter a guest with a service animal entering Livestock Areas:

- Ask about the animal, NOT the person.
- Gently remind our patron about the new policy and direct them to the provided kennels.

Emergency Contact Information



If potentially serious situations arise, contact the appropriate official **immediately**. In case of a medical, fire or police emergency, call State Fair Command, then Cyndy. For all other concerns needing the attention of a Livestock Staff member, call Cyndy or the Remote Livestock Office so matters can be resolved in the moment.

- State Fair Command Center - 214.421.8888
- Cyndy Olivas, Livestock Volunteer Coordinator – 214.421.8785
- Remote Livestock Office ('She Shed') 214.421.8723
- Subscribe to SimpleText for Emergency Notification and Volunteer Updates
 - Text ***sftvolunteer*** to 844.947.6075





➡ ★ OUR ★ ⬅ NON-PROFIT MISSION

The State Fair of Texas celebrates all things Texan by promoting agriculture, education, and community involvement through quality entertainment in a family-friendly environment.

★ ★ OUR CORE VALUES ★ ★

T TEXANTUDE	E ENTHUSIASTICALLY CUSTOMER FOCUSED	X EXEMPLARY TEAM SPIRIT	A AFFECTION FOR THE FAIR & OUR MISSION	S STEWARDSHIP OF THE TRADITION
SHOWCASE TEXAS HOSPITALITY WITH A FUN AND POSITIVE ATTITUDE EXHIBIT TRAITS LIKE FRIENDLINESS, GENEROSITY, LOYALTY, PERSISTENCE, AND COMMITMENT A HOWDY WITH A SMILE CAN MAKE A DIFFERENCE BE LIKE BIG TEX AND WELCOME EVERYONE TEXANS HELPING TEXANS	PROVIDE AN EXCELLENT CUSTOMER EXPERIENCE EVERYONE IS A CUSTOMER SAFETY FIRST WE'RE IN THE BUSINESS OF MAKING MEMORIES WITH SOMETHING FOR EVERYONE HUMBLY STRIVE TO BE THE BEST	WORK WITH A SPIRIT OF GENEROSITY, MUTUAL RESPECT, AND INCLUSIVITY GOING ABOVE AND BEYOND WITH INTEGRITY WE WIN TOGETHER, AND WE LEARN TOGETHER	THE FAIR IS OUR BIGGEST FUNDRAISER EDUCATION AND AGRICULTURE AS OUR FOUNDATION SUPPORT THE GREATER COMMUNITY THROUGH INVESTMENT SERVE FIRST MINDSET	PRESERVE THE TRADITIONS. INVEST IN AND EMBRACE THE FUTURE OPERATE IN A FISCALLY CONSCIOUS MANNER TO ENSURE THAT THE STATE FAIR OF TEXAS WILL THRIVE FOR FUTURE GENERATIONS INVEST IN THE FAIR PRODUCT, OUR FAIR PARK HOME, AND OUR MISSION

The State Fair of Texas is a 501(c)(3) nonprofit organization with proceeds helping to preserve and improve our home, Fair Park; underwrite museums, community initiatives, and scholarship programs to support students throughout the Lone Star State pursuing higher education; and help improve State Fair operations.

YLC Purpose Statement



“The Youth Livestock Leadership Council advances the State Fair of Texas mission through volunteerism, service to livestock exhibitors, and the promotion of responsibility, integrity, and a passion for agriculture.”



Livestock Staff



-  Daryl Real, SVP Livestock
-  Emily Williams, Livestock Director
-  Garrett Phillips, Livestock Coordinator
-  Emily Albert, Livestock Coordinator
-  Brenda Anderson, Administrative Coordinator
-  Patty Poe, Special Events Coordinator
-  Cyndy Olivas, Volunteer Coordinator

YLC Leadership

-  Lynn Miller, YLC Chairman
-  Mimi Cox, YLC Vice Chairman

Crew Chief Council

- | | |
|--|---|
|  Courtney Cox, Move-ins |  Lesa Roberson, Contests |
|  Kevin Cox, Move-ins |  Shorty Roberson, Auction |
|  Cody Diaz Deleon, Move-ins |  Gina Rush, Contests |
|  Carol Dodd, Shows |  Kevin Rush, Contests |
|  Lisa Haar, Contests |  Linda Rush, Contests |
|  Tim Harper, Shows |  Rosanely Suarez, Move-ins |
|  Joe Mark Horn, Move-ins |  Kerry Waddill, Move-ins |
|  Marshall Knifley, Move-ins |  Doug Watson, Shows |
|  Mark Murphy, Branding |  Kim Watson, Shows |
|  Charles Neely, Branding |  Margaret Wilonsky, Contests |
|  Angela Orphey, Shuttles |  Kim Wizeman, Move-Ins |
|  Morgan Orphey, Shuttles |  Scott Wizeman, Move-Ins |

Volunteer Eligibility, Requirements And Responsibilities



- Submit an [Online Application on the State Fair of Texas Website](#)
- Complete a background check via AssureHire. Links will be received via email or text after applications have been processed.
- Attend volunteer orientation and perform at least 12 hours of volunteer service.
- Receive Gator Training if you plan on driving a shuttle.
- All volunteers must abide by the Youth Livestock Committee Volunteer Code of Conduct, Volunteer Agreement and Release and the State Fair of Texas Guest Code of Conduct (<https://bigtex.com/know-before-you-go/guest-code-of-conduct/>).
- Create an account on Virtuous Volunteer (formerly VOMO), the volunteer management platform where opportunities are posted, and service hours are tracked. Website: app.vomo.org (App available from Apple Store and Google Play)
- Volunteers are expected to remain on-site and actively participate until all assigned responsibilities are completed to receive volunteer hour credit.
- If you need to cancel less than 24 hours before your assignment, please remove yourself from the opportunity in Virtuous Volunteer/VOMO and contact Cyndy Olivas or your Crew Chief as soon as possible so a replacement can be arranged.
- Only scheduled volunteers are permitted during volunteer shifts. Children and additional guests are not allowed.
- The State Fair of Texas recommends a Clear Bag Policy. Any approved bag listed under Fair Safety Protocols is subject to search.

Volunteer Expectations and VOMO ACCOUNT SETUP



Consistent failure to meet expectations or comply with the Code of Conduct may result in probationary status or dismissal from the Youth Livestock Committee Volunteer Program. Volunteers not in good standing with the Youth Livestock Committee must go through an interview reinstatement process.

VOMO ACCOUNT SETUP

Virtuous Volunteer (formerly VOMO) is Volunteer Management System App the State Fair of Texas uses. Virtuous Volunteer offers volunteer opportunities WORLDWIDE. All State Fair of Texas opportunities are PRIVATE and volunteers MUST be a member of the SFT Group to participate.

- To create a new account, go to app.vomo.org. The “Create Account” button is in the top right corner.
- PLEASE use the same email address used on your online application.
- Use COMPLETE first and last names (same listed on online application)
- Correct birthday as SFT Volunteers must be 18 years old.
- If registering from phone (app), enter invitation code:
STATEFAIROFTEXAS
- If registering from desktop: Search for State Fair of Texas. Click on “Orgs(1).” Click on Big Tex. Request to JOIN. Requests may take 2-3 days to be approved.

All Things VOMO.org



PROFILE PICTURE

This year, the State Fair of Texas (SFT) is requiring all Volunteers to submit a **PROFILE PICTURE**. This needs to be a straightforward headshot. This cannot be a photo of a child or object, like a social media profile picture. Please have this file accessible and ready to complete your VOMO account registration. This will also be required of all returning volunteers when they attempt to log back in to the platform.

Livestock OPPORTUNITY POSTINGS

The SFT has many groups that utilize the Virtuous Volunteer platform to publish/display their various volunteer opportunities. **Only LIVESTOCK Opportunities will receive credit from the Livestock Department.**

Volunteers may “join” opportunities in VOMO. One to two days prior to the event, an email with detailed instructions will be sent by Crew Chief or Volunteer Coordinator.

If you are unable to fulfill your commitment or choose to withdraw from an opportunity, you are required to notify the Crew Chief or the Volunteer Coordinator (Cyndy) **in advance of your scheduled shift**. Failure to do so may impact operations, as adequate time is needed to secure a replacement.

VOMO will issue a check-in reminder one hour prior to the scheduled start time. Upon arrival, all volunteers are required to sign in and sign out on the official sign-in sheets provided by the Crew Chief. Recorded hours will reflect actual time worked.

In addition, all volunteers must check out of their shift within VOMO to ensure proper documentation of service hours.



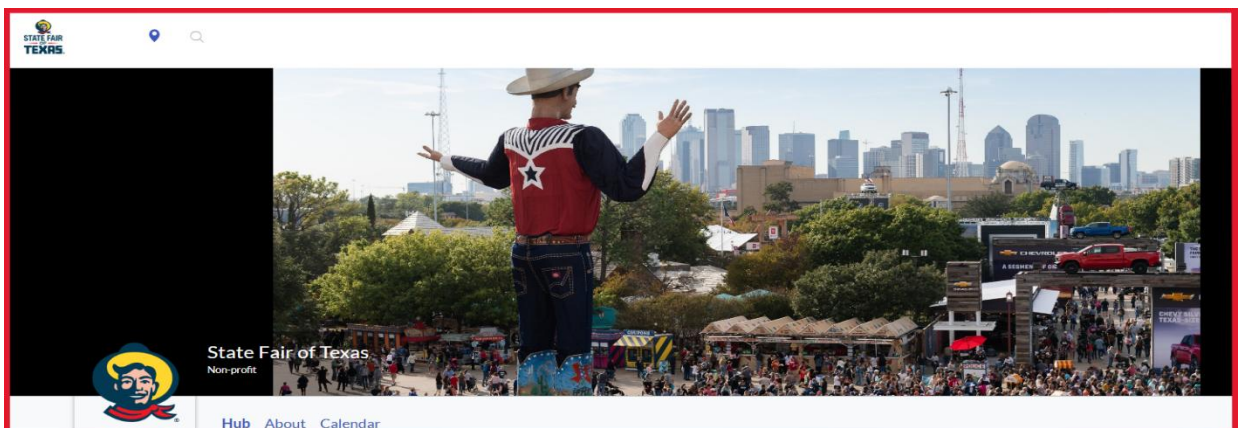
More Things VOMO.org

HOURS DOCUMENTATION

In VOMO, click your profile picture in the top right corner to open the dropdown menu. Select “**My Resume**” to view all joined opportunities and credited hours.*

*PLEASE NOTE:

- *Hours are not automatically credited in Viruous Volunteer. (Last year, they were typically posted the following day.)*
- *Once hours are posted, each opportunity for every volunteer must be verified and validated by the Volunteer Coordinator (Cyndy). This process may take 7–14 days.*
- *This is why the written sign-in/sign-out sheets are **very important**—they help make the verification process much easier.*
- **VOMO does not calculate opportunity tier multipliers. This is done post-fair. Volunteers will receive an email by the end of October with all calculated hours and next season’s Benefit Level.**
- *Any discrepancies must be reported at least 2 days prior to the Volunteer Celebration date in November.*



Crew Chief Council Responsibilities



Each volunteer opportunity (shift) will have either one Crew Chief or two Co-Crew Chiefs selected by Youth Livestock Committee Leadership based on experience, leadership, and commitment to supporting volunteers and staff.

Crew Chiefs serve as the primary point of contact for their assigned shift and are responsible for helping ensure operations run safely, efficiently, and successfully while maintaining a positive volunteer experience.

Responsibilities include:

Volunteer Communication (2–3 Days Prior to Shift)

- Contact assigned volunteers using information provided by the Volunteer Coordinator and communicate:
 - Shift date, time, and location; request attendance confirmation
 - Event-specific clothing requirements
 - Reminder to bring water and snacks if desired
 - Parking instructions, including gate access and designated parking location
 - Expectation to arrive on time and remain until the event concludes, if needed

Shift Setup & Supplies

- Retrieve the ice chests, water/soda and clipboards with sign-in/out and “Shout-outs” from the Designated Volunteer Area.
- Obtain ice from the Feed Barn
- Use a tack gator for transport
- Return supplies to the Designated Volunteer Area at the end of the shift

Crew Chief Council Responsibilities Con'd

Lunch Coordination

- Submit meal counts to the Volunteer Coordinator by 8:30 a.m.

Volunteer Oversight

- Assist with volunteer check-in and assignments
- Make periodic rounds and provide support as needed
- Ensure volunteers follow procedures and expectations
- Communicate updates, concerns, or operational needs to Leadership and staff
- Lead by example and maintain a professional, welcoming environment



Emergency Procedures

- Contact the State Fair of Texas Emergency Command Center immediately
- Notify the Volunteer Coordinator and follow emergency procedures as directed

Crew Chiefs are expected to demonstrate professionalism, dependability, communication, and leadership while representing the Youth Livestock Committee throughout the Fair.



Volunteer Opportunity Descriptions and Tiers Levels

Credentials received are based on the total number of hours worked, with the multiplier applied to the shift. **Multiplier: Tier 3 is 2 times and Tier 2 is 1.5 times hours worked**

<u>Tier 3 Opportunity Description</u>	<u>Tier 2 Opportunity Description</u>	<u>Tier 1 Opportunity Description</u>
Moderate to Heavy Lifting Direct exposure to heat for > 4 hours Assisting exhibitors with animals Livestock Move-ins <i>^Meal/Snack status notated in VOMO</i>	Light to Moderate Lifting Direct exposure to heat for > 4 hours Assisting exhibitors with animals Livestock Shows Shavings Livestock Judging Trailer Ops Shuttles Market Animal Branding* Youth Auction*	Little to No Lifting Air-Conditioned Location T-Shirt Distributor Youth Contest Skillathons <i>*Special Assignment</i>

MARKET and BREEDING ANIMAL MOVE-IN RESPONSIBILITIES (Tier 3)

Opportunity start times and Locations vary depending on animal and if they are here in the Market category. Move-ins are strenuous with moderate to heavy lifting. Please consider health/medical limitations before joining a Move-In Opportunity. Gloves and a SFT cap will be provided.

Responsibilities:

- Assisting exhibitors unload tack and equipment from trailers
- Transporting tack and equipment to stalls
- Some move-ins call for shuttle drivers to transport from trailer to Swine Barn

Recommended attire:

- Work boots or tennis shoes
- Long pants
- NO OPEN-TOED SHOES

SHAVINGS RESPONSIBILITIES (Tier 2)

*Shaving Opportunities happen concurrently with move-ins, therefore locations and items for distribution will vary (shavings, pellets). **See page 14 for Clover Instructions.** If issues with the Clover or exhibitors arise, please call Cyndy (214.421.8785).*

VOLUNTEERS DO NOT SELL SHAVINGS. Shavings stations are for distribution only. Exhibitors must either use QR code to order/pay for shavings or purchase from the Feed Store.

Responsibilities for this opportunity are:

- Confirm pick-up in Clover
- Distribute shavings to exhibitors
- Assist exhibitors with loading tack onto carts safely and efficiently



YOUTH LIVESTOCK SHOW RESPONSIBILITIES (Tier 2)

Opportunity start times and Locations vary depending on species.

Responsibilities vary depending on the contest but may include:

- *Assisting exhibitors with their animals at ringside*
- *Directing contestants to correct locations*
- *Monitoring Show Ring gates*
- *Other various tasks requested by Contest Superintendent*



YOUTH/COLLEGIATE LIVESTOCK JUDGING RESPONSIBILITIES (Tier 2)

COLLEGIATE LIVESTOCK JUDGING is held in the LJP and at the Sheraton – Dallas. YOUTH LIVESTOCK JUDGING is held at the LJP.

Responsibilities include:

- *Assisting exhibitors with their animals at ringside*
- *Directing contestants to correct locations*
- *Other various tasks requested by Contest Superintendent*

TRAILER OPS RESPONSIBILITIES (Tier 2)

TRAILER OPS volunteers meet at the Remote Livestock Office (“She Shed”) to retrieve radio, receive assignments around perimeter of the barns depending on species move-in / release.

Responsibilities include:

- *Use radio to communicate with General Livestock Superintendent, other volunteers to assist in facilitating move-ins and releases by directing trailer traffics in and around barns*
- *Other various tasks requested by General Livestock Superintendent*

Considerations:

- *Please consider health conditions*
- *Requires standing in sun for 4+ hours*
- *Hat, sunglasses, umbrella recommended*

CONTESTS / SKILLATHON RESPONSIBILITIES (Tier 1)

CONTESTS and SKILLATHONS are held in the Briscoe Carpenter Livestock Center.

Responsibilities vary depending on the contest but may include:

- *Assisting with registration and check-in*
- *Directing contestants to correct locations*
- *Monitoring rooms / students to assure specific contest rules and guidelines are followed*
- *Reading for students in need of assistance*
- *Other various tasks requested by Contest Superintendent*

T-SHIRT DISTRIBUTOR RESPONSIBILITIES (Tier 1)

Location for T-SHIRT DISTRIBUTOR is in the Feed Store

Responsibilities are:

- *Checking off exhibitor names as they collect their State Fair of Texas Exhibitor T-shirt*

EXHIBITOR SHUTTLE DRIVER RESPONSIBILITIES (Tier 2)

for eligible licensed drivers only

ALL guests must be dropped off at Livestock Exhibitor Gate for screening.

- *Pick up key and radio for Remote Livestock Office ("She Shed")*
- *When driving around the barns, please do not drive against one-way traffic*
- *Shuttle is for **CREDENTIALLED Exhibitors and their party ONLY***
- *The cargo area is for cargo/tack only-**no people**.*
- ***MAINTAIN A SLOW, SAFE SPEED AT ALL TIMES***
- *Engine off when not driving*
- *Need gas? Maintenance Department (fill with fuel specific to vehicle).*
- *Chain and lock up Gators along fence between Briscoe and Parking Lot 2*
- *Other rules and regulations discussed during Gator Training*





Clover *(for Shavings Pick-up)*

The Clover is only used to check order status, quantity of items ordered and to document pick-up. Bedding purchases are made via a QR Code. It will not be sold by volunteers. If exhibitors need to make a cash purchase, please direct them to the Feed Store.

Clovers require WiFi and need to be physically plugged into an outlet. If WiFi goes down, please contact the Livestock Office or Volunteer Coordinator immediately.

- Step 1: Log-in passcode is 000000.
- Step 2: Click the 'Orders' tab.
- Step 3: Search Orders – You may search by order ID/Number OR the last 4 digits of the credit card used for purchased.
- Step 4: When order is pulled up, PLEASE make sure the **Status** of the order says 'PAID' and that there is not a 'Note' posted.
- Step 5: In the middle of the page, it will state how many of what item was purchased.
- Step 6: Under the 'Note,' type the date and your initials to show the items have been picked up.

THAT'S IT! The Clover is only used to check order status, quantity of items ordered and to document pick-up.

Volunteer Benefits*



Volunteer Level	Minimum Hours	General Admission Tickets	Season Admission Tickets	Gate 2 Season Parking	Gate 2 One-Time Parking	Discounted pricing on extra passes
*Yellow Ribbon LEVEL (less than 12)	8	2	0	0	2	← and NEW Volunteers
*Red Ribbon LEVEL (12-24 hours)	12	0	2	1	0	Yes
*Blue Ribbon LEVEL (25-49 hours)	25	4	2	1	0	Yes
*Grand Champion LEVEL (50+ hours)	50	8	2	1	0	Yes

**Based on 2025 hours served with multiplier*

Real-Time Volunteer Recognition

This year, volunteers will be recognized for exceptional service as it happens — not just at the end of the fair during the Volunteer Banquet. Recognition will focus on observable actions that reflect initiative, teamwork, leadership, and impact.

During each shift, crew chiefs will hand out “**Shout-Outs**” to volunteers observed exhibiting exceptional:

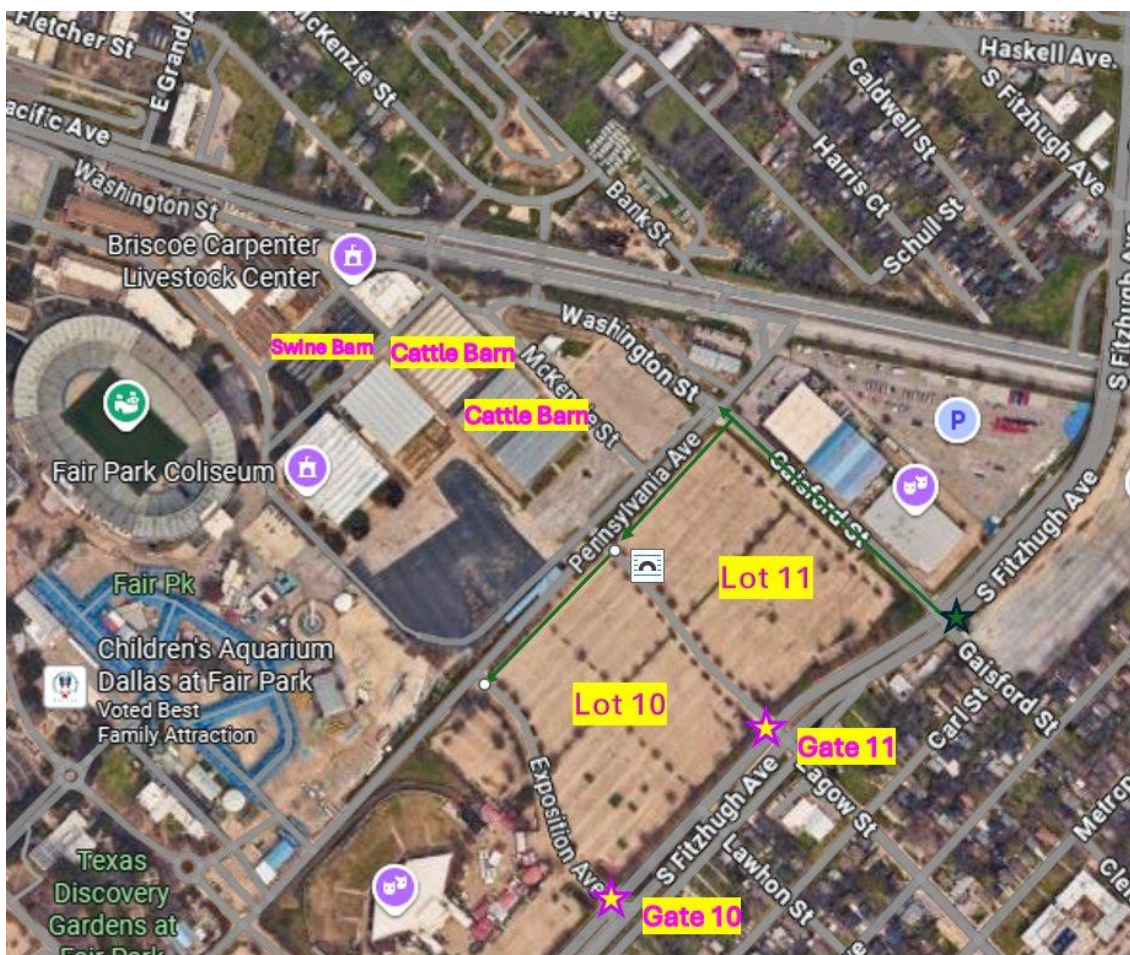
- Initiative
- Teamwork
- Leadership
- Compassion
- Problem Solving
- Reliability

Once received, cards can be turned into Cyndy for rewards in the Volunteer Coordinator’s Office. Details will be discussed and explained during Volunteer Orientation. [OBJ]



Gate 10 – 11 Parking

- NEW Volunteers and those with Yellow Ribbon (Level 1) with entrances off S Fitzhugh (see map).
- For Pre-Fair and Pre-Opening shifts, instructions will be emailed with parking information.
- Once Red Ribbon (Level 2) achieved, map with parking information will be distributed with Season Parking Pass.



Pre-Opening / Gate 2 (Season Pass) PARKING

- When arriving at the park prior to opening, you will need to enter off **Gaisford from Crosstown/Fitzhugh** (see map).
- **Reserved parking for Volunteers is sections BB – DD** and will be labeled with signs. Enter through **Exhibitor Gate** ▲ with credentials/ticket.
- DO NOT park in section AA - reserved for Donors.
- **Reserved Volunteer Overflow Parking** ★ is in the old Rodeo Parking
- If arriving during after park has opened, enter through **Gate 2**, located off Parry and Haskell (see map).
- If unable to parking in Reserved Volunteer Parking, park in general Gate 2 Parking and take tram to entrance.
- Enter through **PanAm** ■ Gate with credentials/ticket.
- **ONLY UTILIZE VOLUNTEER PARKING WHEN SERVING** *(not as park visitor)*



STATE FAIR OF TEXAS

Mission Statement

The State Fair of Texas celebrates all things Texan by promoting agriculture, education, and community involvement through quality entertainment in a family friendly environment.

Youth Livestock Committee Volunteer Code of Conduct

As a Volunteer, I am committed to:

Personal responsibility

- Be dependable, recognizing the commitment and responsibility to my volunteer assignments.
- Be punctual to my volunteer assignments according to the posted schedule.
- Accept assignments consistent with my interest, abilities and time availability.
- Not accept tips, request for meals to be paid for, or otherwise accept payment of any kind for my work.
- Be honest and report hours worked truthfully.

Respect

- Treat all individuals with dignity, respect and worth.
- Avoid profane and abusive language and disruptive behavior.

Safety

- Not use, possess, or be under the influence of any alcohol or illegal drugs while serving as a volunteer.
- Wear clothing and footwear suitable for the work environment, and do not wear clothing that contains offensive or objectionable material.
- Follow safe workplace practices and report accidents, injuries and unsafe conditions.
- Avoid use of tobacco in the presence of exhibitors or any young people.
- Recognize that I have a responsibility to adhere to the rules and guidelines of the State Fair of Texas.
- Never operate any vehicle, equipment or golf cart without proper license and State Fair authorization.

By signing this document, I acknowledge that I am 18 years of age or older and agree to abide by the above-described Code of Conduct.

VOLUNTEER AGREEMENT AND RELEASE

ACKNOWLEDGEMENT OF RISKS, RELEASE OF LIABILITY AND INDEMNITY AGREEMENT

THIS DOCUMENT AFFECTS YOUR LEGAL RIGHTS. BY WRITING YOUR SIGNATURE BELOW, YOU ACKNOWLEDGE THAT YOU HAVE READ AND UNDERSTOOD THE DISCLOSURES OF RISKS, VOLUNTARILY ACCEPT THOSE RISKS, AND AGREE TO BE BOUND BY ALL TERMS OF THIS RELEASE OF LIABILITY AND INDEMNITY AGREEMENT

My signature below acknowledges that I have voluntarily chosen to participate in volunteer activities (hereinafter the "Activities") for the STATE FAIR OF TEXAS ("SFT") in conjunction with the 2026 State Fair of Texas (hereinafter the "Event") and to use the property and facilities of the SFT and/or the City of Dallas, including Fair Park and all of the fairgrounds, buildings, barns, livestock facilities, walkways, sidewalks, thoroughfares, common areas, parking lots and other amenities (collectively referred to as the "Facilities"). In consideration for SFT permitting me to participate in the Activities and use the Facilities, I hereby acknowledge, agree, promise and covenant on behalf of myself, my heirs, assigns, personal representatives and estate with SFT, City of Dallas, each of their lessors, licensees, sponsors, subsidiaries, related companies and business concerns, past and present, and each of them, as well as each of their officers, directors, employees, trustees, elected and appointed officials, representatives, managers, agents and principals, past and present, and each of them (collectively referred to as "Releasees") as follows:

ACKNOWLEDGEMENTS OF RISKS: I UNDERSTAND AND ACKNOWLEDGE that the Activities in which I am about to voluntarily engage bear certain **known risks and unanticipated risks** that could result in PHYSICAL OR MENTAL INJURY, DEATH, ILLNESS OR DISEASE, OR DAMAGE to me or my property or to third parties. I **understand and acknowledge those risks** may result in claims against Releasees; however, I am making an informed choice to voluntarily accept such risks in exchange for the opportunity to participate in the Activities, and I agree that the benefit of the Activities outweigh the risks, which include but in no way are limited to: (1) **the acts, omissions or negligence in any degree of Releasees**; (2) the risks inherent in the Activities, including but not limited to any injuries such as (a) permanent and irreversible physical or mental injuries, (b) broken bones, (c) dislocations, (d) torn ligaments and tendons, (e) sprains and strains, (f) cuts to the head, body and/or limbs, and (g) bumps and bruises suffered while performing the Activities; (3) latent or apparent defects or conditions of the Facilities; (4) improper or inadequate instruction or supervision regarding the Activities or use of the Facilities; (5) the behavior of patrons, participants, co-volunteers or others; (6) accidents or incidents at the Facilities; (7) criminal acts, terrorism, riots or civil unrest; (8) exposure or potential exposure to sickness, illness, harmful bacteria, viruses, or other infectious viruses or diseases; and/or (9) first aid, emergency treatment or services rendered or failed to be rendered by Releasees, or their contractors, agents or employees. I UNDERSTAND AND ACKNOWLEDGE that the above list is not complete or exhaustive, and that other risks, known or unknown, identified or unidentified, **anticipated or unanticipated**, may also result in injury, death, illness, infection, disease, or damage to me or to my property. I FURTHER ACKNOWLEDGE that I am in good physical and mental health, and not suffering from any condition, symptoms, illness, disease or disablement which would or could potentially affect my performance of the Activities or use of the Facilities, or harm any patrons, participants, co-volunteers or others.

VOLUNTARY ACCEPTANCE AND ASSUMPTION OF RISK AND RESPONSIBILITY: I EXPRESSLY AND VOLUNTARILY AGREE, COVENANT AND PROMISE TO ACCEPT AND ASSUME ALL RESPONSIBILITIES, AND RISK FOR INJURY, DEATH, ILLNESS OR DISEASE OR DAMAGE to me or to my property arising from participation in the Activities or use of the Facilities.

VOLUNTARY AGREEMENT TO BACKGROUND CHECK: As a condition for me to participate in the Activities and use the Facilities, I acknowledge and voluntarily agree that SFT will perform a lawful investigation into any criminal history within the United States of me by using a reputable third-party service engaged in the business of facilitating or providing criminal background reports ("Background Check"). I agree that SFT shall have the right to bar or remove me from the Activities or Facilities if it finds any information in the Background Check that is objectionable or would potentially present a safety risk to patrons or staff at the Event. Such information shall include, but in no way is limited to, any person who (i) is a registered sex offender under Texas law or the law of another state; (ii) has, within the last five (5) years, received a "Conviction" (as defined herein) for any sexually related criminal offense; or (iii) has, within the last five (5) years, received a "Conviction" (as defined herein) for any felony criminal offense involving violence to another person. "Conviction" is hereby defined to mean an adjudication of guilt, any court-ordered punishment following a plea of guilty or no contest, or any court-ordered delayed or postponed adjudication, including deferred adjudication, withheld adjudication, and similar dispositions.

VOLUNTARY AGREEMENT NOT TO CONSUME ALCOHOL: I agree not to consume alcoholic beverages or use any illegal or controlled substances at any time while engaged in my duties as a volunteer or participating in the Activities.

LIMITATION OF LIABILITY FOR LIVESTOCK ACTIVITIES: I UNDERSTAND AND ACKNOWLEDGE that signage will be posted at the Facilities that complies with Texas law (TX CIV PRAC & REM §87.001 – 005) and includes the following statutory warnings:

LIMITATION OF LIABILITY

WARNING

UNDER TEXAS LAW (CHAPTER 87, CIVIL PRACTICE AND REMEDIES CODE), A FARM ANIMAL PROFESSIONAL OR FARM OWNER OR LESSEE IS NOT LIABLE FOR AN INJURY TO OR THE DEATH OF A PARTICIPANT IN FARM ANIMAL ACTIVITIES, INCLUDING AN EMPLOYEE OR INDEPENDENT CONTRACTOR, RESULTING FROM THE INHERENT RISKS OF FARM ANIMAL ACTIVITIES.

WARNING

UNDER TEXAS LAW (CHAPTER 87, CIVIL PRACTICE AND REMEDIES CODE), A LIVESTOCK SHOW SPONSOR IS NOT LIABLE FOR AN INJURY TO OR THE DEATH OF A PARTICIPANT IN A LIVESTOCK SHOW RESULTING FROM THE INHERENT RISKS OF LIVESTOCK SHOW ACTIVITIES.

RELEASE AND INDEMNITY: I VOLUNTARILY RELEASE AND FOREVER DISCHARGE AND COVENANT NOT TO SUE Releasees and all other persons or entities affiliated therewith, from any and all liability, claims, demands, actions or rights of action, which are related to, arise out of, or are in any way connected with the participation in the Activities, use of the Facilities, and/or the Background Checks, **including, but specifically not limited to any and all negligence or fault of Releasees.** I UNDERSTAND THIS IS A RELEASE OF LIABILITY THAT IS VALID FOREVER and will apply to all current and future participation in the Activities, use of the Facilities or Background Checks authorized hereunder. I understand that this RELEASE OF LIABILITY will prevent me, my child, my heirs or my estate from bringing any action at law, suit in equity, or other jurisdictional proceeding or making any claim for damages, injury, illness or death in the event of damage, injury, illness or death arising from participation in the Activities, use of the Facilities or the Background Check.

I FURTHER AGREE, PROMISE AND COVENANT TO HOLD HARMLESS AND TO INDEMNIFY Releasees, and all other persons or entities **from all defense costs, including attorneys' fees, or any other costs incurred in connection with claims for mental or bodily injury, illness, wrongful death or property damage that may be filed by me, my child, my heirs or my estate. Such indemnity and defense obligations shall further extend to any claim, loss or lawsuit, which alleges that I negligently or intentionally caused any injury, illness, death or damage to patrons, participants, co-volunteers or other third parties in the course of my participation in the Activities.**

INSURANCE: I certify that I have adequate insurance to cover any injury, illness or damage I may cause or suffer while participating in the Activities or using the Facilities, or else I agree to bear the costs of such injury, illness or damage myself. I further certify that I can perform the essential functions of the job required for the Activities and I am willing to assume – and bear the costs of – all risks that may be created, directly or indirectly, by any injury, illness or damage I may cause or suffer.

RELEASE OF ALL RIGHTS RELATED TO MY AUDIO, VIDEO AND PHOTOGRAPHIC IMAGE: I hereby agree to a blanket release and disclaimer of all rights related to my identity, name, likeness, appearance, voice, and professional and biographical information, including any audio, video and/or photographic images, that may arise out of my participation in the Activities, use of the Facilities or appearance at the Event. I understand that this release includes any and all marketing, promotion, publishing or advertising that may occur anywhere and anytime on any media, now known or later developed and used by Releasees. Further, I hereby grant full permission for Releasees and hereby irrevocably permit, authorize, and license the Releasees and any of their licensees, sub-licensees, subcontractors, and/or agents to identify me by name and use my identity, name, likeness, appearance, voice, and professional and biographical information in all materials created by or on behalf of SFT in association with the Event, Activities or Facilities, including without limitation any audio, video, photographs, motion pictures, TV broadcasts and promotions, radio broadcasts and promotions, internet websites, streaming media, social media, webcasts, recordings, digital media and other media, now known or later developed, and to use them in perpetuity, no matter by whom taken or recorded, in any manner for publicity, promotions, advertising, trade or commercial purposes, without any reimbursement of any kind due to me, or the need to pay me any fee whatsoever. Releasees shall have the exclusive right, but not the obligation, worldwide and in perpetuity to use and to license others to use all or any portion of the audio, video, or photographic images that may arise out of or in connection with my participation in the Activities or appearance at the Event. I agree that Releasees will be the exclusive owner of all rights, including but not limited to the copyrights, in and to the audio and video recordings, photographic images, subsequent broadcasts thereof, and the results and proceeds of my participation hereunder (collectively referred to as the “Materials”). I agree that the Materials shall constitute a “work made for hire” pursuant to the United States Copyright Act. To the extent any of the Materials are not considered a “work made for hire,” I hereby assign all rights in the Materials to Releasees. Such assignment shall be deemed irrevocable and coupled with an interest.

ENTIRE AGREEMENT, SEVERABILITY AND VENUE: I understand that this is the entire agreement between the undersigned and Releasees, and that it cannot be modified or changed in any way by the representations or statements of Releasees or any employee or agent of Releasees, or by the undersigned. I understand and agree that this agreement is severable and that if any clause is found to be invalid, the balance of the contract will remain in effect and will be valid and enforceable. I agree that any action will be brought in a court in the County of Dallas, State of Texas. Any disputes will be subject to and determined under the laws of the State of Texas.

By signing this document, I acknowledge that if anyone is hurt or property is damaged during my participation in the Activities or use of the Facilities, I may be found by a court of law to have waived my right to maintain a lawsuit against Releasees on the basis of any claim from which I have released them herein. I have had sufficient opportunity to read this entire document. I acknowledge that I am 18 years of age or older, and that I have read and understood this document and agree to be bound by its terms.

PRINT FULL NAME: _____

ADDRESS: _____

DATE OF BIRTH: _____

SIGNATURE: _____ Date: _____

Notes:

