



## LIONS TIGERS & BEARS

[www.lionstigersandbears.org](http://www.lionstigersandbears.org)

(619) 659-8078

*"To animals born in captivity and fated to be ignored and abused,  
I've dedicated this organization."*

*- Bobbi Brink, Founder*

### **Our Mission at Lions Tigers and Bears:**

*"Lions Tigers & Bears is dedicated to providing a safe haven to abused and abandoned exotic animals while inspiring an educational forum to end the exotic animal trade."*

Lions Tigers & Bears is a NO KILL, NO BREED, NO SELL rescue and educational facility that allows the animals in our care the opportunity to live out their lives with dignity in a caring and safe environment.

Our goal is to provide a safe haven for these rescued animals and to educate the public about the growing population of abused and abandoned exotic animals and where they come from. Our primary concerns are for the health, comfort and safety of our animals. We will protect and provide them with a lifetime home, realizing that environment, exercise, and personal attention are key to their well-being. Every attempt is made to provide healthy diets, medical care, immunizations, and whatever else is necessary for the physical and psychological welfare of each animal in our care.

In addition to our current family of rescued animals, others in need of medical aid and rest have been welcomed to our sanctuary, limited only by our ability to provide adequate help, shelter, and safety.

Sadly, in many areas of the United States, there are countless unwanted, neglected and abused, exotic animals kept in captivity. The number of animals bred and sold in captivity is staggering. A February 2011 report from the non-profit, Washington, DC-based research and advisory organization Global Financial Integrity finds that the illicit trade in the exotic animal industry is a \$10 billion industry, falling just behind drugs, counterfeiting, human trafficking and oil.

In most cases, exotic animals kept in captivity endure horrific neglect and abuse due to the immense demands of their upkeep. Some of these animals are bred to be used for photo ops and other "entertainment", then thrown away when they are no longer generating profit. In many states big cats (most commonly lions, tigers, cougars and bobcats) and bears are acquired by roadside zoos and then eventually become surplus animals with no place to go. Others are purchased as "pets" when they are cubs, and discarded once the novelty wears off and the owner realizes the immense responsibility and danger of caring for a 500-pound predator. Zoos and sanctuaries, who are already filled to capacity, have no room for them.

Big cats and bears can live 20 years or more – don't they deserve a secure and happy lifetime home? Lions Tigers & Bears believes so. We have made it our life's work to rescue and provide homes for as many of these tortured animals as possible.

### **At Lions Tigers and Bears our Strategic Vision is to:**

- Rescue and provide a lifetime home to a responsible number of exotic animals that have been abused, confiscated, or are in danger of being destroyed for lack of a suitable home.
- Ensure an enriching habitat, nutritious diet and quality veterinary care utilizing the highest safety standards.
- Collaborate with others to promote legislation to stop the exploitation and unnecessary breeding of captive exotic animals.
- Provide educational opportunities to raise awareness and inspire change to stop the exploitation, trade and abuse of captive exotic animals.



## To volunteer at LTB you must follow this checklist:

- \_\_\_ 1) Complete a Volunteer Application\*
- \_\_\_ 2) Read, Agree, Initial and Sign the Mandatory Procedures of Lions Tigers & Bears
- \_\_\_ 3) Read, Agree, and Initial the Safety Disclosure clause
- \_\_\_ 4) Read, Agree, and Sign the Release and Liability Waiver
- \_\_\_ 5) Read, Agree and Sign the Non-Disclosure Agreement
- \_\_\_ 6) If under 18 years of age, Complete California All Purpose Acknowledgement
- \_\_\_ 7) Write a short paragraph describing why you would like to volunteer at LTB (other than a love for animals). Also include that you are aware of the danger involved with working with wild animals and that in the event that anything did happen, you would not sure or request to have the animal put down.
- \_\_\_ 8) Prior to Orientation you will be required to provide your donation fee of \$25 for adults and \$15 for minors (17 & under). ***Donation fees cover the Volunteer on-boarding process, which includes a Volunteer t-shirt and all orientation and training materials.***

\*Any volunteer under the age of 18 must have the release waiver signed by a parent or legal guardian. Minors must have their waivers notarized by a California Certified Notary.

## To submit your application:

**Mail To:**  
Lions Tigers & Bears  
24402 Martin Way  
Alpine, CA 91901

**Email To:**  
admin@lionstigersandbears.org

**Fax To:**  
(619) 659-8841  
Attn: ADMIN



**Volunteer Application**  
**Lions Tigers & Bears**  
 Please Print and Fill Out Completely

Today's Date: \_\_\_\_\_

How did you hear about us? \_\_\_\_\_

\_\_\_\_\_  
 First Name Last Name Age

\_\_\_\_\_  
 Address City State Zip code

\_\_\_\_\_  
 Home Phone Cell/Other Email

**Medical:**

Do you have any medical conditions that would prevent you from performing certain tasks?  
 YES or NO (If YES, please describe below)

Allergies: \_\_\_\_\_

Current Medications: \_\_\_\_\_

**Education:**

Completed High School: YES/NO College: YES/NO Degree: \_\_\_\_\_ Training: \_\_\_\_\_

**Employment:**

Current Employer: \_\_\_\_\_ *Did you know many employers offer volunteer/donation matching?*

**Experience:**

Animals-Domestic: \_\_\_\_\_ Committees: \_\_\_\_\_

Animals Exotic: \_\_\_\_\_

**Volunteer Interests: (circle all the apply)**

Diet Prep Livestock Office Support Visit Guide Special Events (on-site)  
 Community Outreach Events Maintenance LTB Street Team Professional Services Other

**References:**

\_\_\_\_\_  
 Name Phone Relationship

\_\_\_\_\_  
 Name Phone Relationship

**For LTB Staff Use Only:**

App Received: \_\_\_\_\_ Initials: \_\_\_\_\_ Orientation Date: \_\_\_\_\_

# Lions Tigers & Bears - Volunteer Program

At Lions Tigers & Bears ("LTB") our primary purpose is the security and comfort of the animal residents. To this end, the services of volunteers distribute the responsibility of providing first class care to our animal family. There are many categories of volunteer tasks and each is important to our purpose in a specific way. All of our volunteer duties require extra effort and dedication on the part of those who are willing. Your willingness to participate is greatly appreciated and training is offered in all aspects of this endeavor. **Your signature at the end of the document indicates you have read and understand all policies of LTB. Anyone under the age of 18 must be accompanied by their parent or legal guardian.**

This program is subject to regulations to which the organization must adhere. In this regard, the following policies have been adopted. It is in the best interest of all to try and closely keep in accordance with the following requirements and expectations. They are instituted to benefit the animals directly by providing for their needs and safely while ensuring a safe educational experience for those who admire them and care for their well being. Emergency procedures, though not likely to be required, will be emphasized and volunteers will prepare for them during training and periodic drills. Volunteer work in and around the compound is rewarded in part by being close to those creatures we wish to shelter and protect.

## Mandatory Procedures and Policies of Lions Tigers & Bears:

### Rules:

*Due to the nature of the organization and the animals contained heron it is necessary to implement certain MANDATORY procedures and policies.*

- 1. Signing in and Out** – All volunteers are **REQUIRED** to **Sign In and Out** on the volunteer log outside of the office. We also require that you inform an LTB staff member of your whereabouts at all times. When you leave, you must sign out at the office, no matter how brief the leave may be.
- 2. Roaming the Property/Access Areas** - Volunteers are not permitted to roam the property alone. Inform a staff member of your whereabouts at all times. Volunteers are not permitted within the habitat perimeters at any time. Guests are not allowed on the premises without prior approval.
- 3. Parking and Personal Vehicles** - Please park in designated parking areas only. No vehicles are permitted to drive through the main property area. Please check your email prior to special events, as the designated parking area may change depending on the event.
- 4. Personal Property**- Lockers are provided near the office to stow personal items. Please leave valuables at home. LTB is not responsible for loss, theft or damage of personal property.
- 5. Surveillance in Use** – LTB has security cameras, an open intercom and security radios in use throughout the property for the safety of the animals, the guests, the staff and you the volunteers.
- 6. Animals** – LTB has a strict policy of no contact with the big cats and bears and any other "exotic" animals. Under no circumstances are you allowed to feed the animals (including birds and livestock) unless you have been specifically trained and instructed to do so by our keeper staff. There is a protocol for feeding the animals, which includes no feeding the animals anywhere except behind the safety rails during visit times. Please do not run, taunt, stalk or chase the animals - or encourage stalking behavior.
- 7. Material Safety Data Sheets (MSDS)** – Material Safety Data Sheets are provided for each chemical/cleaning product used at the sanctuary. Please refer to the MSDS sheets to ensure you are wearing the proper protective equipment (gloves, goggles, aprons, masks, etc.) and understand the proper use of the particular product you may come into contact with.
- 8. Scheduling your shift** – Please schedule your shifts in advance to assist us in having sufficient coverage for the animals, the guests and events. To schedule your volunteer shift you can call or email: Call LTB at 619-659-8078, or you can email us at [volunteer@lionstigersandbears.org](mailto:volunteer@lionstigersandbears.org)  
*If you need to cancel your shift for any reason, please provide at least 24 hours advance notice.*

9. **Dress code** – to identify you as a volunteer, you must wear the green volunteer shirt issued to you during the orientation process along with your volunteer nametag (please turn in your nametag at the end of each shift!). In addition, you must always wear sturdy, clean and in good repair, closed-toe shoes. Jeans or long pants must be clean and free of holes, tears, or fraying. Shorts are allowed, where the hem is not greater than 2 inches above the knee. Capris are also acceptable. Hats are also allowed, but must be free of profane, vulgar or objectionable pictures or language. Facial piercings must be removed. A neat and professional appearance is required at all times.

10. **Media Relations** – You are not allowed to speak to the media on behalf of LTB at ANY time - no exceptions. Media requests are to be routed to staff members only at LTB.

11. **No Tip Policy** – Volunteers and staff alike are not allowed to accept tips or personal gifts of any kind from the guests. Encourage the guest to make a donation to the animals by placing the gift in any of our donation jars.

12. **Animal Food is not for Human Consumption** – Any food donated to or bought by LTB for the purpose of feeding the animals is not to be consumed by any employee, volunteer, intern, visitor or guest. Animal food is meant for the animals. Consuming said food may lead to health issues and or death due to food borne illness from contamination. Diseases may include bacterial infections, salmonella, E.Coli, Staphylococcus, Clostridium, Campylobacter and more.

\_\_\_\_\_ Initials

### Emergency Ranch Procedures:

At Lions Tigers & Bears, as well as any wild animal sanctuary, facility or zoo, there is always a possibility that an animal could escape from its enclosure, or there could be a fire or other natural emergency. Should that situation arise, there are standard procedures that you must know and follow in order to ensure your safety and the safety of any people you may have with you.

In the case of potentially life-threatening situations, such as a large animal escape, person under attack, fire or an act of nature resulting in serious injury or death an announcement will be made via or security radio system proclaiming the type and location of the emergency.

All volunteers and guests must go to a designated safety zone immediately and remain there until either picked up or given further directions by a staff member. **The Volunteer Station will be the designated SAFE ZONE.** If the emergency is located near the Volunteer Station, or your access is blocked, **the Main Barn will be the backup SAFE ZONE.** If both of these designated safe zones are inaccessible, you will be given instructions over the security radio system or by a staff member. If the CODE RED emergency is a fire, then your duty is to safely escort your guests to their cars and get them off the ranch immediately.

No two emergencies are the same and it would be impossible to list everything that might happen. **THE MAIN THING TO REMEMBER IS TO FOLLOW EXACTLY THE INSTRUCTIONS GIVEN TO YOU FROM THE PERSON OR PERSONS IN CHARGE.** When the emergency passes, then you can ask questions.

IN ALL TYPES OF EMERGENCIES ON THE FACILITY PROPERTY, THE BUDDY SYSTEM WILL BE INSTITUTED. EACH PERSON WILL BE ASSIGNED A BUDDY AND YOU WILL BE RESPONSIBLE FOR EACH OTHER THROUGHOUT THE EMERGENCY SITUATION.

Always remember: **STAY CALM AND BE PROFESSIONAL. MAKE SURE YOUR GUESTS ARE SAFE.** No two emergencies will be the same. **USE YOUR HEAD!!**

\_\_\_\_\_ Initials

### Current Facility Construction:

All animal enclosures are built above and beyond the requirements of the State of California, section 671 guidelines. The current enclosures are all compliant and adequate, designed with the security of the animal residents in mind as well as that of their caretakers and the safety of neighbors near the sanctuary. Since the climate is variable, 16-gauge corrugated roofing is installed on top of the chain link roof overlapping the dens to protect from rain and provide shade during summer.

For the safety and happiness of our animals LTB's enclosures also include dens, nesting platforms, washable eating areas, safety lockdowns and shifts and a water source such as a pool or pond.

**\*\*All enclosures have double doors meaning that when a person enters the enclosure, they can enter an animal free area.**

**Safety Disclosure:**

Your safety and the safety of the animals depends on you making smart decisions. If you make poor choices, you may be directly responsible for the death of one or more of the animals as well as causing serious injury or death to yourself or others. Wild animals are **NOT** domesticated. They are acclimated to your presence and to living in captivity. They have lost none of their instinctive wild or predatory behavior even if they seem docile and loving.

\_\_\_\_\_ Initials

You must not allow yourself to be lulled into thinking that exotic animals are like the domestic animals we have around us. They are **NOT!** Do not anthropomorphize - exotic animals do not think like humans or domestic animals. In addition, most captive animals do not feat humans. They have learned that humans bring food, entertainment, and comfort. This puts humans at greater risk because the animals have lost their usual caution and wariness.

\_\_\_\_\_ Initials

Big Cats are large powerful predators, and humans are within the size range for their natural prey. Predatory behavior is instinctive and can be easily activated. Predatory behavior encompasses the hunt, capture and kill responses. It is like turning a switch and can be triggered by certain sounds, smells, body position, fast movements, cries, flailing, or falling - anything that mimics prey-like behavior.

\_\_\_\_\_ Initials

Fearful animals pose an additional risk. They are dangerous and unpredictable. When an animal is afraid, the fight or flight response comes into play. A fearful animal will first try to flee the situation. If they are prevent from fleeing, they may become aggressive. Higher reasoning or learned behavior may be forgotten as the animal responds to the hormones released during a fearful situation. Animals and people do not learn well during a fearful episode. They may forget previously learned behavior and fall back on instinctive behavior. An animal who has been docile may become aggressive. An animal who responds to commands may ignore them. An animal who recognizes individuals may act as if they are strangers. Be extremely careful when working with an animal who becomes fearful/ If you are working free contact, remove yourself from the situation and resume at a later time when the animal is calm.

\_\_\_\_\_ Initials

If you are working free contact (where you are in direct contact with the animal) Ex: with a horse, llamas, miniature donkey, etc. , there must always be someone else in the immediate area and you must work in a buddy system.

Be consistent in your routine. Do things the same way each time. Do not become complacent. Do not work the animals if you are distracted or overly tired. This is when you will make a mistake which may have dire consequences for you and the animals.

\_\_\_\_\_ Initials

***Volunteers must comply with all rules and security measures outlined above and addressed in their volunteer orientation. By signing below, I agree that I have read, understand and agree to the aforementioned rules, regulations and protocols of Lions Tigers & Bears' Volunteer Program.***

\_\_\_\_\_

Print Name	Signature	Date
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Parent/Legal Guardian(If under 18 years of age):

\_\_\_\_\_

Print Name	Signature	Date
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## Lions Tigers & Bears: SOCIAL MEDIA POLICY FOR VOLUNTEERS

The purpose of this policy is to set out what Lions Tigers & Bears expects from our volunteers when using social media. It is important to remember that we are all ambassadors for Lions Tigers & Bears and that social media is never private.

Here at Lions Tigers & Bears we use social media and know that volunteers do as part of their role or in their private lives. Our volunteers are an extension of us and we encourage the responsible use of social media to help in spreading the word about the work that we all participate in. Tagging the organization and talking about the public mission are encouraged.

This policy is solely for volunteers and aims to:

- give clear guidelines on what volunteers can say about Lions Tigers & Bears
- help volunteers draw a line between their private lives and their volunteering
- protect Lions Tigers & Bears against liability for the actions of volunteers

Lions Tigers & Bears recognizes that social media provides unique opportunities to participate in interactive discussions and share information on particular topics relevant to our work using a wide variety of platforms, such as Facebook, Instagram, Twitter, blogs and wikis etc

This policy aims to protect individuals volunteering with us in any role and to encourage you to take responsibility for what you write, exercise good judgment and common sense. Inappropriate use of social media can pose risks to our confidential and proprietary information and reputation. This policy applies to the use of social media both for volunteering and personal purposes, whether while volunteering or otherwise, wherein Lions Tigers & Bears is mentioned. Volunteers may be required to remove internet postings which are deemed to constitute a breach of this policy. Social media should never be used in a way that breaches any of our other policies such as equal opportunities, data protection etc.

The following sections of the policy provide volunteers with common-sense guidelines and recommendations for using social media responsibly and safely.

### Guidelines

- Accurate information about Lions Tigers & Bears mission, standards, history etc can be found on the website. Information posted should be verified and hearsay should not be posted as truth
- Volunteers should also avoid social communications and photos that might be misconstrued in a way that could damage our business reputation, even indirectly
- Remember that you must respect confidentiality always and protect confidential information. Confidential information includes things such as animals not yet up for adoption or protected under legal guidelines, unpublished details about our work, details of current projects, future projects, financial information or information held on our supporters, staff or volunteers
  - **\*IMPORTANT:** Hank (white tiger), Crystal (white tiger), Punkin (mountain lion) & Melanie (mountain lion) are part of a legal court case between the State of Ohio and their previous owner. We want to encourage the State's chances of winning their case so staff & volunteers are NOT permitted to post photos of them to social media of any kind

- Volunteers must not post disparaging or defamatory statements about:
  - Lions Tigers & Bears;
  - Lions Tigers & Bears staff,
  - clients,
  - other volunteers or members past or present;
  - suppliers and vendors;
  - other affiliates and stakeholders.
- Volunteers are personally responsible for what they communicate in social media (as part of their role or on personal sites). Remember that what you publish might be available to be read by the masses, Lions Tigers & Bears, colleagues, volunteers, future employers and social acquaintances for a long time.
- Lions Tigers & Bears does not permit tagging of anyone under the age of 18 or vulnerable adults.
- Volunteers are not permitted to set up social media accounts in the name of Lions Tigers & Bears without prior consultation with their volunteer supervisor.
- Avoid posting comments about sensitive industry topics to eliminate connection of those topics with Lions Tigers & Bears
- If you see content in social media that disparages or reflects poorly on *Organization Name* or our stakeholders, you should report it to your volunteer supervisor and/or the Communications Manager. All volunteers are responsible for protecting our reputation.

Most importantly, if you are uncertain or concerned about the appropriateness of any statement or posting, refrain from posting socially until you discuss it with your volunteer supervisor. Just ask 😊

### **Disclaimer**

Reasonable precautions have been taken to ensure information in this publication is accurate. However, it is not intended to be legally comprehensive; it is designed to provide guidance in good faith, without accepting liability. If relevant, we therefore recommend you take appropriate professional advice before taking any action on the matters covered herein.

### **Tips for Capturing the Best Photos**

- Put your camera up to the perimeter fence so you only see one set of fencing
- The bears will photograph the best because of the wider fencing with electrical fencing
- When able, your BEST photos can be taken by the keepers! Utilize them! Feel free to ask any when they have a moment because they can get the best photos without much chain link.
- Share photos amongst other volunteers that have been taken without chain link

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Name

Date



**Release and Waiver of Liability, Assumption of Risks and Indemnity Agreement**



Name: \_\_\_\_\_

Home Phone: \_\_\_\_\_ Cell Phone: \_\_\_\_\_

Address: \_\_\_\_\_

(City, State, Zip): \_\_\_\_\_

Email: \_\_\_\_\_

Lions Tigers & Bears is a California not for profit corporation ("LTB"). It operates a federal and state licensed rescue facility dedicated to providing a safe haven for unwanted and abused animals. In consideration of LTB allowing me to participate in any and all activities offered including the Feed an Animal Experience and Behind the Scenes Experience at its facility, I agree, on my behalf and on behalf of my heirs, beneficiaries, legal representatives, successors and assigns, to the following:

1. **Assumption of Risks.** I am fully aware that the animals are undomesticated and dangerous. I understand there are unique risks and inherent dangers associated with coming into contact with such animals and I run the risk of personal injury or even death. I further understand exotic cats are carnivores and are fed an all-raw meat diet. I realize I may become ill or get diseases from such raw meats and carcasses. I also realize exotic cats may transmit diseases to me merely by my coming into contact with them. Despite the unique risks and inherent dangers associated with coming into contact with these animals, I freely accept and fully assume any and all risks, dangers and hazards that may occur including, but not limited to, personal injury, illness, death, property damage or loss, whether caused in whole or in part by the ordinary negligence (active or passive) or conduct (intentional or unintentional) of LTB. At no time will I tease any animals or touch the fence.

\_\_\_\_\_  
*initial*

2. **Promise Not to Sue.** I will not sue, or otherwise make any claims against, LTB, or any of its members, officers, directors, employees, agents, lessors, contractors or volunteers, for any personal injury, illness, death, property damage or loss I may sustain as a result of my activities at LTB, participating in LTB activities and/or caring for LTB's exotic animals, whether caused in whole or in part by the ordinary negligence (active or passive) or conduct (intentional or unintentional) of LTB, or any of its members, officers, directors, employees, agents, lessors, contractors or volunteers.

\_\_\_\_\_  
*Initial*

3. **Release of Liability.** I fully waive, release and discharge LTB, and its members, officers, directors, employees, agents, lessors, contractors and volunteers, from any and all liability or claims for any personal injury, illness, death, property damage or loss which I may sustain as a result of my activities at LTB, whether caused in whole or in part by the ordinary negligence (active or passive) or conduct (intentional or unintentional) of LTB. I intend this release to be as broad as possible under applicable law.

\_\_\_\_\_  
*initial*

4. **Promise to Indemnify.** I agree to indemnify, defend and hold LTB, and its members, officers, directors, employees, agents, lessors, contractors and volunteers, harmless from and against any and all damages, claims, liabilities, demands, causes of action, judgments, settlements, losses, costs or expenses (including attorneys' fees or medical expenses) arising out of any personal injury, illness, death, property damage

or loss to anyone else which occurs as a direct or indirect result of my activities at LTB, or my actions or failure to act while participating in LTB activities. initial

5. **Consent to Medical Treatment/Emergency Contact.** I give permission to LTB to administer first aid and to arrange for medical care and treatment for me in case of a medical emergency. I also give permission to the health care professional selected by LTB to examine, diagnose and treat me, or secure treatment for me, if proper and necessary under the circumstances. A photocopy of this consent will be valid and may be accepted as the original. I acknowledge that I am solely responsible for any and all charges for medical services provided to me or on my behalf. In case of emergency, please contact: initial

Address \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_  
Phone \_\_\_\_\_ Alternate Phone \_\_\_\_\_

6. **Compliance with Applicable Laws.** I agree to comply with all applicable federal, state and local laws, ordinances and regulations governing the care of LTB's exotic animals and LTB's facility. I further agree to comply with all LTB rules, policies and practices. I understand if I fail to comply with the provisions of this paragraph, I will no longer be able to participate in its activities and may be asked to leave the property. initial

7. **Photo Policy.** I understand that all photographs and video taken on the LTB premises are for personal use only and not to be used for professional promotion, distribution or gain. initial

I AM SIGNING THIS AGREEMENT OF MY OWN FREE WILL. BY SIGNING THIS AGREEMENT, I ACKNOWLEDGE THAT I HAVE CAREFULLY READ ITS PROVISIONS AND FULLY UNDERSTAND ITS CONTENTS. I HAVE ALSO HAD THE OPPORTUNITY TO ASK QUESTIONS CONCERNING THE LIFE THREATENING DANGERS INVOLVED WITH LTB'S EXOTIC ANIMALS. I AM AWARE THAT THIS IS A RELEASE OF LIABILITY AND THAT I WILL BE FOREVER PREVENTED FROM SUING OR OTHERWISE MAKING ANY CLAIM AGAINST LTB, OR ITS MEMBERS, OFFICERS, DIRECTORS, EMPLOYEES, AGENTS, LESSORS, CONTRACTORS AND VOLUNTEERS WITH RESPECT TO ANY CLAIMS HEREBY RELEASED.

\_\_\_\_\_  
Signature Date

\_\_\_\_\_  
Printed Name

Emergency Contact Name: \_\_\_\_\_

Emergency Contact Phone: \_\_\_\_\_

Accompanied Minor (s): \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_

**Volunteer Name:**

<b>Emergency Contact #1:</b>		
Name	Phone	Relationship
<b>Emergency Contact #2:</b>		
Name	Phone	Relationship

Orientation Date: \_\_\_\_\_ Orientation Leader: \_\_\_\_\_

Birthday	Phone	Email
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Area of Residence (ie: North County, Chula Vista, Alpine, Beaches, etc.)

Are you interested in carpooling? YES/NO T-shirt Size: \_\_\_\_\_

Do you wish to share your name, phone # and email with other volunteers? YES/NO

Do you wish to join our Lions Tigers & Bears Volunteer Facebook page? YES/NO (If YES, please provide email)

**Volunteer Activities (circle all that apply):**

- |                   |                       |                |
|-------------------|-----------------------|----------------|
| Visit Guide       | Animal Enrichment     | Office Support |
| Visit Check-In    | Landscaping           | On-site Events |
| Make Bear Food    | Livestock Feed & Muck | Offsite Events |
| Tuesday Food Prep | Livestock Grooming    |                |

**Special Events Only (Check Here)**

**Availability:**

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
X	X					

**For LTB Staff Use Only:**

**Initials:** \_\_\_\_\_

Received/Reviewed Rules? YES/NO  
Signed Off on Essay? YES/NO  
Signed Off on Safety Rules? YES/NO

Nametag Issued? YES/NO  
T-shirt Issued? YES/NO  
Dues Received? YES/NO



## NON-DISCLOSURE AGREEMENT

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To enable me to perform services on behalf of Lions Tigers & Bears, a 501 (c) 3 non-profit organization, I acknowledge that I will be provided access to and become acquainted with certain Confidential Information (defined below) which is used by Company in the operation of its business, gives Company certain advantages over its competitors and which has been and will continue to be acquired and developed by Company and its personnel at Company's expense. As a condition to and in consideration of my employment by Company and the payment of compensation and other benefits to me, I agree as follows:

1. Confidential Information is to be broadly defined and shall consist of all Company Information, oral or written, relating to the actual or potential business of Company, including, but not limited to, corporate opportunities, requests for proposals, bidding and pricing information, and actual and potential contract analyses; formulas, software or computer programs, plans, or materials; supplier, vendor, customer and joint venturer lists including, but not limited to, identities, contact persons, telephone/facsimile numbers, e-mail addresses, records and demographic and economic information; and actual and potential contractual negotiations or business opportunities with actual and potential suppliers, vendors, customers or joint venturers and contract specifications; financial information including, but not limited to, forecasts, projections, budgets, pro formas, business development plans, marketing plans and strategies; trade secrets, inventions (whether or not patentable or copyrightable), discoveries, improvements, research or development tests, results protocols, policies, procedures, techniques, algorithms, hardware configuration information, any document or information relating to Company's products, processes or services including technology, know-how and any information from a negative know-how viewpoint, part or product designs, work in progress, work product, notebooks, flow charts, working papers and works for hire of Company's employees, policies, procedures, methods and techniques; organizational charts, job descriptions, employee, independent contractor or consultant arrangements including, but not limited to, base and incentive compensation arrangements all information, processes or data generated or received in confidence by or for Company; any other information or data of commercial value or other utility in the business in which Company engages or contemplates engaging; and all information or data the unauthorized disclosure of which could be detrimental to the interests of Company, whether or not such information is identified as Confidential Information by Company.
2. Both during and after my time with LTB, I will not disclose or use, directly or indirectly, any Confidential Information except for the exclusive benefit of Company and as required in the course of my volunteer time. I will cooperate with Company and use my best efforts to prevent the unauthorized disclosure, use or reproduction of any Confidential Information.
3. I will not disclose to Company or use, or induce Company to use, any proprietary information or trade secrets of any third party. I represent and warrant to Company that I have returned all proprietary and confidential information belonging to all prior employers.
4. During my time with Company, I will not, directly or indirectly, either as an employee, volunteer, employer, consultant, agent, principal, partner, corporate officer, director or in any other individual or representative capacity, engage or participate in any business which is or may be a competitor of Company. For purposes of this agreement, the term "competitor" shall refer to any person, firm, corporation, partnership or other business entity engaged in or about to become engaged in the production, licensing, sale or marketing of any product or service (a) which is similar to or directly competitive with any Company product or service with which I have been directly concerned through my work for Company; or (b) with respect to which I have acquired Confidential Information.

# CALIFORNIA ALL PURPOSE ACKNOWLEDGEMENT

A notary public or other office completing this certificate verifies only the identity of the individual who signed the document to which this certificate is attached, and not the truthfulness, accuracy, or validity of that document.

## ACKNOWLEDGMENT

State of California County of \_\_\_\_\_)

On \_\_\_\_\_ before me, \_\_\_\_\_ (insert name and title of the officer) personally appeared \_\_\_\_\_, who proved to me on the basis of satisfactory evidence to be the person(s) whose name(s) is/are subscribed to the within instrument and acknowledged to me that he/she/they executed the same in his/her/their authorized capacity(ies), and that by his/her/their signature(s) on the instrument the person(s), or the entity upon behalf of which the person(s) acted, executed the instrument.

I certify under PENALTY OF PERJURY under the laws of the State of California that the foregoing paragraph is true and correct.

WITNESS my hand and official seal.

Signature \_\_\_\_\_ (Seal)

Description of Attached Document

Title or Type of Document: \_\_\_\_\_ Number of Pages: \_\_\_\_\_

Document Date: \_\_\_\_\_ Other: \_\_\_\_\_

5. Upon the termination of my time with Company for any reason, I will immediately deliver to Company everything in my possession or under my control that embodies or contains any Confidential Information and all Company property and equipment.
6. I acknowledge that any breach of this agreement by me will likely cause irreparable harm to Company for which money damages could not reasonably or adequately compensate Company. I expressly waive any requirement that Company be required to establish that the remedy law is inadequate. I agree that Company will be entitled to specific performance and injunctive relief, both preliminary and final, to enforce this agreement, in addition to damages and any other remedies available, in equity or at law.
7. If any provision of this agreement is invalid or contravenes California or other applicable law, I agree that such provision shall be deemed not to be a part of this agreement and shall not affect the validity or enforceability of the remaining provisions. Moreover, if any one or more of the provisions of this agreement is held to be excessively broad as to duration, geographical scope, activity or subject, such provision shall be construed by limiting and reducing it so as to be enforceable to the extent allowed under applicable law.
8. My obligations under this agreement will survive the termination of my time, regardless of the manner of such termination.

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Print Name

Signature

Date

Parent/Legal Guardian(If under 18 years of age):

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Print Name

Signature

Date