

General Personnel

Exhibit - Volunteer Agreement Executed by a Non-Exempt Employee

I would like to serve as a volunteer for the Cooperative. I hereby acknowledge that I am offering my services freely and without pressure or coercion, direct or implied, from the Cooperative.

I understand that:

1. I may **not** volunteer to perform a service/job that is the same or similar type of service/job for which I am employed.
2. My time and service as a volunteer are given without promise, expectation, or receipt of any form of compensation, benefits, or other remuneration for this service.
3. My volunteer services are not being performed in the course and scope of my regular employment and are not in any way required by the Cooperative.
4. Either the Cooperative or I may terminate my volunteer services at any time for any reason. My withdrawal will not affect my continued employment with the Cooperative.

This agreement will continue in force until terminated by either the employee or Cooperative.

Volunteer Signature

Date

Supervisor

Date

DATED: September 8, 2010