

EMPLOYEE RELEASE AND INDEMNITY AGREEMENT**READ BEFORE SIGNING
ALL EMPLOYEES / SUBCONTRACTORS DO SO VOLUNTARILY**

I understand that outdoor recreation activities involve risk. I am aware of the risks and dangers inherent in those activities. In signing this Assumption of Risk and Release, I understand the intent of this Release and, as an employee of _____ (the Company), agree to absolve and hold harmless Katahdin Forest Management LLC / Katahdin Timberlands LLC (KFM/KTL), and its successors and assigns, agents, employees and representatives in any way from and against any blame or liability for any injury, misadventure, harm, loss, inconvenience, or damage suffered as a result of participation in the Company's recreation activity or any activity associated with it, excluding any harm, injury or damages resulting from the sole negligence or fault of KFM/KTL.

I represent that I am in good health with no physical or mental defects that may pose a danger to my participation in the activities of the Company including any scheduled events. I agree and am aware that, as a condition of being allowed to participate in the activities of the Company, I will not consume any alcoholic beverages or other substances including, but not limited to, any drugs or medications which would impair my senses before or while participating in any outdoor recreation activities.

In consideration of KFM/KTL's permission to the Company and its employees and customers to use its property, roads, campgrounds, and water access points for the purpose of engaging in recreation activity, I hereby specifically release and forever discharge KFM/KTL, and their successors and/or assigns, representatives, agents and employees from any claim for loss or injury of any kind, character or description which I may have arising out of participation in the activities of the Company, excluding claims based on the sole negligence or fault of KFM/KTL, or any of their employees, agents, or representatives.

This express Assumption of Risk and Release of Liability also acts as a waiver of any protection that may be afforded by any statute or law in any jurisdiction whose purpose, substance and/or effect is to provide that a general release shall not extend claims, material or otherwise, which the person giving the release does not know or suspects to exist at the time of executing the RELEASE of LIABILITY.

I further understand that, having read and understood the above Agreement and Release of Liability, by signing this agreement I surrender valuable rights, and I agree not to sue KFM/KTL, or any of their successors, agents, assigns, representatives, or employees. I sign this Release freely and voluntarily. The foregoing release applies to any claims which may be made by my heirs, or assigns.

CAUTION!

THIS IS A RELEASE OF LIABILITY. DO NOT SIGN THE RELEASE IF YOU DO NOT UNDERSTAND OR DO NOT AGREE WITH ITS TERMS.

SIGNATURE: _____ DATE: _____

PLEASE PRINT NAME: _____

Note: This form must be completed and on file with KFM/KTL prior to entering into any recreational business activities on lands of KFM/KTL.