

**Release and Waiver of Claims for
Health Club and Shooting Range Activities
&
Acknowledgement of Tax Liability**

As part of my official compensation, the University of Oregon ("University") has agreed to pay the following fees for me: (1) health club membership fees at _____ and (2) shooting range membership fees at Izaak Walton League of America Inc.

I understand that using the health club and shooting range when I am off-duty is purely voluntary, and not considered part of the course and scope of my University employment. Further, in consideration of the University's paying the fees referenced above, I, for myself, my heirs, personal representatives and assigns, do hereby release, waive and discharge the University and its trustees, officers, employees, and agents from liability from any and all claims resulting from my use of the health club and shooting range. This release, waiver and discharge includes, but is not limited to, claims for injury (including death), illness, property loss, worker's compensation, and any other claims for damage arising from my use of the health club or shooting range. I expressly agree and understand that the foregoing release, waiver and discharge is intended to be as broad and inclusive as is permitted by the law of the State of Oregon and that if any portion thereof is held invalid, it is agreed that the balance shall continue in full legal force and effect.

I also acknowledge that the benefit I receive from the University's paying the fees referenced above may be considered taxable income that is subject to withholding, or for which I am otherwise responsible.

Acknowledgment of Understanding: I have read this release and acknowledgment of tax liability, and fully understand its terms. I acknowledge that my signature below is given freely and voluntarily.

Name of Participant (please print legibly)

Signature of Participant

Date