

**ENERGY NORTHWEST
AUTHORIZATION AND CONSENT FOR EN
TO USE EMPLOYEE LIKENESS**

I, (printed name) _____ in accordance with RCW 63.60, do permit and authorize Energy Northwest ("EN") and its employees, agents, and personnel who are acting on behalf of EN to create and/or obtain and use my name, photograph, voice, signature, or likeness of myself (hereinafter collectively referred to as "My Likeness") for purposes related to the mission of EN, including publicity, marketing, and promotion of EN and its various programs without compensation to me.

I understand My Likeness may be copied and distributed by means of various media, including, but not limited to, newspapers, television broadcasts, video presentations, simultaneous television, rebroadcast, radio distribution or retransmission, news bulletin, mail-outs, advertisement including but not limited to billboards or signs, brochures, placement on EN or websites, other electronic delivery, or publications. I acknowledge that EN has the right to make one or more photographs, audio recordings, videotape or disk presentations, or other electronic reproductions of My Likeness.

I waive any right to inspect or approve the finished product, or material in which EN may eventually use My Likeness.

I acknowledge and agree that EN will have the right to register, in the name of EN, the copyrights in My Likeness and that EN, and others with EN consent, will have the right to use My Likeness in any manner, at any time, and for any purpose whatsoever.

This Authorization and Consent shall be binding upon my heirs, successors, assigns, and legal representations.

I understand that, although EN will endeavor to use My Likeness in accordance with standards of good judgment, EN cannot warrant or guarantee that any further dissemination of My Likeness will be subject to EN's supervision or control. Accordingly, I release and discharge EN and any of its employees, officers, affiliates, licensees, assigns, agents, customers, suppliers, from any and all liability related to the dissemination, reproduction, distribution, and/or display of My Likeness in print, broadcast, internet, intranet or any and all other media (whether related to copyright, right of privacy, right of publicity, performer rights, tort, contract, statute or otherwise), and any alteration, distortion or illusionary effect of My Likeness, whether intentional or otherwise, in connection with said use. I also understand that I may not withdraw my consent for use of My Likeness which was released based on this authorization.

Nothing herein shall be construed to create, alter, amend or affect any employment agreement, express or implied, I have with EN. Finally, I understand and agree that EN will not compensate for the use of My Likeness as described in this Authorization and Consent.

I have read and understand the conditions of this Authorization and Consent form.

Signature

Witness Signature

Printed Name

Witness Name

Employee Number

Date