



Consent to Make Audio and Video Recordings  
and Release of Claims

In consideration of my employment or continued employment by MGE Underground, I hereby give my employer, MGE Underground, my permission and consent to videotape, audiotape, photograph, record, edit or otherwise reproduce my voice, image or likeness, and to use it in various format. Distribution methods may include, but are not limited to the classroom, television (including broadcast, cable, and satellite), the Internet (including webcasts and podcasts), email, print publications or any other medium now existing or later created. I hereby waive any expectation of privacy I might otherwise have in such recordings.

I understand and agree that MGE Underground will use video and/or audio recordings, among other things, to document job safety analysis (JSA's) and to take statements from employees regarding worksite incidents or accidents. I understand and agree that MGE Underground will use such recordings as necessary for safety training purposes, root cause analysis, continuous development, quality assurance, quality control, to resolve disputes and that such recordings may be provided to third parties, including but not limited to government agencies and MGE Underground customers or contractors, in the context of training, dispute resolution, litigation or investigation.

I consent to record, videotape and photograph my image and/or voice to be used for:

1. Company intranet accessible by employees only
2. Company internet accessible via the World Wide Web to anyone
3. Employee newsletter
4. Client/customer newsletter, reports
5. Annual reports
6. Any other business-related purpose

I understand and agree that no special compensation will be provided to me for the use of my image and/or voice and that I may not be informed in advance of the specific use of my image and/or voice

I agree to hold MGE Underground harmless against any liability, loss or damage resulting from this Consent and/or the use of my image and/or voice and I hereby release and discharge MGE Underground from any and all claims whatsoever in connection with such use of my image and/or voice.

\_\_\_\_\_  
Employee name [print]

\_\_\_\_\_  
Employee signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Witness Name/Signature

\_\_\_\_\_  
Date