

EXHIBIT 3

SECTION III – HUMAN RESOURCES

SUBSECTION 3. VOLUNTEER PERSONNEL

A. A volunteer is a person who performs a service for GVR without compensation.

B. Volunteers are covered under the GVR liability policy.

C. Volunteers may be compensated for their services by GVR for authorized expenses, including mileage or other incentives.

D. Volunteers must be members of GVR in good standing. Any other potential volunteer who is not a GVR member in good standing must be authorized by the Board of Directors.