

**Triangle Multisport-Inside Out Sports Team**  
**2009 TEAM CONTRACT**

<b>Team's Expectations from the Athlete</b>
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**Participation**

1. Periodic involvement with sponsor events is required throughout the year. Team leadership will monitor activities to ensure that they are being met and that team members are not over-committed.
2. Attendance is required at full-team meetings (approximately one every quarter, the second Wednesday of each month but subject to change with advance notice). Note: team members must attend at least 3 out of 4 team meetings in order to fulfill the requirements of the contract. Team meets are usually held at Inside Out Sports in Cary, NC.
3. Attendance is encouraged at one team training session per week.
4. Team members must participate in at least 3 NCTS Races per year OR two NCTS races plus either one USAT-certified National Championship or any triathlon or duathlon World Championship. USAT National Championships include, but are not limited to, age group long-course and short-course triathlon and age group long course and short course duathlon (please refer to the complete USAT list of sanctioned National Championships at [www.usatriathlon.org](http://www.usatriathlon.org)). World Championships include, but are not limited to, ITU age group, Ironman 70.3 Clearwater and Ironman Hawaii. Team members must race in the team uniform in order to meet this requirement, unless race requirements dictate otherwise (e.g., Team USA members must wear the Team USA kit for age group World Championships). Special uniform requests (e.g., for pro athletes with other sponsors) must be presented to the Board for approval.
5. Special accommodations may be made for professional athletes at the discretion of the board. This includes, but is not limited to, uniform printing, race requirements, reimbursement and other contract requirements.

**Expectations**

1. A yearlong commitment (January thru December) to the team is required.
2. Team members are expected to contribute equally to listed tasks and to sponsorship commitments.
3. Team members will present themselves and the sponsors in a professional manner. This includes adherence to all USAT rules.
4. Team apparel must be worn at all times during Team events. Team uniforms and helmets may not be altered in any way without prior Board approval; this includes the addition of other sponsor logos and decals. Team apparel is to be worn before, during and after races while at the venue, including on the podium. Team members will not be reimbursed for races in which the team uniform is not worn. Additionally, team members are encouraged to wear team apparel as much as possible while training.
5. Team members must participate in 2 volunteer activities during the year in order to support the local community. Team members may choose from the Board-approved list of opportunities that include clinics, Swim for Smiles kids' triathlon, Adopt-A-Highway, and other events. Alternatively, team members may choose their own volunteer activities and submit them for Board approval.
6. Team members are expected to write race reports and/or blog entries for the team website.
7. Team members who do not meet the contract requirements may not be invited to reapply for the team the following year.

<b>Athlete's Expectations from the Team</b>
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In return for your participation and support according to the requirements listed above, as a team member you can expect:

- To receive a team kit for racing and training at no cost plus a discount on additional team items.
- To enjoy the support of a high performing group of athletes.

- Reimbursement for race expenses as funds allow. Race *entry fees* for multisport events (e.g., triathlon, duathlon) are eligible for reimbursement. Travel expenses (airfare, mileage, lodging, etc.) are not eligible for reimbursement. Single sport events are also not eligible for reimbursement. Team members must provide legible receipts in order to receive reimbursement.
- Opportunities to participate in group training.

<b>Consequences for Failing to Follow Procedures or to Meet Expectations</b>
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Consequences for inappropriate behavior or lack of participation will be determined on a case by case basis by the five-member board.

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By signing below I acknowledge that:

- a) *I understand and agree to the participation requirements and team expectations and that, by board discretion, failure to abide by these policies may result in disciplinary action up to and including termination from team membership.*
- b) *I agree to sign the waiver to release liability to Triangle Multisport-Inside Out Sports Team and its sponsors, members, promoters and affiliates as a condition of team membership.*
- c) *I acknowledge that this is a legal contract with legal consequences. I have been advised to read it carefully before signing.*
- d) *I acknowledge that sponsors may use my race photos or related written materials for purposes of advertising.*
- e) *I understand that I am not eligible for reimbursement if I do not participate in required team races and volunteer events.*
- f) *I understand that I must wear the team uniform in order to receive reimbursement.*

PRINT NAME: \_\_\_\_\_

DATE: \_\_\_\_\_

SIGNATURE: \_\_\_\_\_