



September 1, 2009

Dear Official:

The Carolina Regional Volleyball Association would like to invite you to serve as an independent contractor to officiate sanctioned events in the Carolina Region for the 2009/2010 membership season. The term is for one season from September 1, 2009 to October 31, 2010 and includes all officiating related work such as clinics, ratings, and travel to and from tournaments and matches.

You are not an employee of the Carolina Region or USA Volleyball. Your signature on this agreement indicates that you are not an employee and are therefore not entitled to any benefits, including the collection of workers' compensation. You are advised to obtain and maintain your own medical and disability insurance for officiating-related work (however, as a member, you would be covered by USA Volleyball's liability and secondary health insurance policies during sanctioned events). By executing this letter of agreement, you acknowledge your understanding and agree that neither the Carolina Region nor USA Volleyball will be liable to you in the event of any injury or loss of any type.

Your signature on this agreement does not obligate the Carolina Region to make any minimum number of clinic, rating, or tournament assignments nor assignments to a certain level of tournaments. To be eligible to be work sanctioned events, all officials must be a current member in good standing of the Carolina Region (or USA Volleyball), clear the RVA of USA Volleyball Background Screen (the Region will pay the \$17.50 fee for our professional officials) and must attend a referee and scorekeeper clinic and pass the annual tests at the clinic.

Your signature on this agreement affirms your commitment to abide by all the policies of the Carolina Region and USA Volleyball as outlined in the Carolina Region's By-laws, 2010 Operating Code, membership Code of Conduct, and Officials Code of Conduct. Pay for officials for the 2009/2010 season is as follows (per tournament): \$175 (National/Jr National); \$150 (Regional); \$135 (Provisional). A half-day rate for a minimum of five hours worked has also been established. Additionally, travel of \$7.50 per 30 miles driven (with a minimum of \$15) to the site will be paid to drivers (maximum of \$75.00). Carpooling is encouraged for officials from the same area.

Please sign this agreement, make a copy for yourself, and return it to the Region Office (PO Box 1757, Clemmons, NC 27012-1757 or fax: 336.766.3501). All officials must be members of the Carolina Region and pass a background screen BEFORE they participate in a sanctioned event (www.CarolinaRegionVB.org/Registration/ to apply). CR Officials do not need to pay the \$17.50 background screen fee when submitting membership dues.

Sincerely,

Kevin Wendelboe
Executive Director, Carolina Region

Independent Contractor's Signature

Printed Name

Date