



**Inside-Out Sports Triathlon Team  
Powered by Next Level Physio  
2025 Team Contract**

*Please note that team contract commitments may be subject to change due to sponsorship or other factors; however, the key provisions are anticipated to remain unchanged.*

**Expectations & Requirements:**

**1. Team Kit Purchase:**

Each team member is required to purchase a team cycling jersey (\$55) and race kit (\$207). Prices are based on last season and may change. Reimbursement for the jersey cost is guaranteed if all commitments are met. Kit reimbursement may be possible based on available funds. Cycling bibs are an optional purchase. *Returning members who already have a team kit are not required to purchase a new one unless they choose to do so.*

**2. Commitment Duration:**

The commitment to the team runs from the first meeting in January 2025 through November 2025.

**3. Professionalism:**

You are expected to represent the team and sponsors professionally at all races, training sessions, and public forums. This includes following all USAT rules and exhibiting respect towards race staff, volunteers, media, other athletes, and spectators.

**4. Consultation Requirement:**

Schedule and attend a free, one-time 30-minute consultation at Next Level Physio. Athletes are encouraged (but not required) to allow photography or filming during the session for promotional use on social media.

**5. Review Submission:**

Following your consultation, you must provide a Google review for Next Level Physio.

**6. Workshop Participation:**

You are invited and *encouraged*, but not required, to attend performance-related workshops at Next Level Physio.

**7. Social Media Requirements:**

- a. Post at least once on your personal or team social media account featuring **Next Level Physio**.



- b. Make a minimum of 5 social media posts per year promoting sponsors, the team, or your performance. Out of these, 2 posts must highlight sponsors, and 1 must feature Next Level Physio (can be combined with #7a).

#### 8. Team Apparel:

- a. You must wear team apparel during **ALL** multisport events and races unless pre-approved by the Board.
- b. Team apparel should also be worn pre-race, during, and post-race at the venue, including while on the podium, to ensure the visibility of the team and sponsors.
- c. **Team uniforms may not be altered in any way without prior Board approval; this includes adding sponsor logos, decals, or any modifications.**
- d. Team members are *encouraged* to wear team apparel as often as possible during training to promote the team and sponsors.
- e. Failure to wear the team kit will result in forfeiture of race reimbursement for that event. Exceptions must be requested in advance.

#### 9. Race Requirements:

Complete at least 3 triathlon races in North Carolina in 2025, one of which must be: Beaverdam Triathlon (April 19th), White Lake Triathlon (May 3rd), Triangle Triathlon (May 31st), or Buckhorn Triathlon (Sept. 27th).

- **Free Race Entries:** FS Series will **provide up to two (2) free race entries**, which can include the Beaverdam and *Buckhorn Triathlons*. For each free entry received, you are required to volunteer for the same number of races.

#### 10. Volunteer Requirements:

- a. In addition to the requirements outlined in #9, **all team members must volunteer at one FS Series event**, either during race packet pickup or on race day. This volunteering commitment is separate from the requirements associated with free race entries. The FS Series will specify which events need volunteers, and each member will have the opportunity to select their preferred event to volunteer for.
- b. **If you miss your scheduled volunteer event without providing 24-hour notice, you will forfeit eligibility for further free races and reimbursements.**

#### 11. Committee Participation:

Each team member is required to serve on at least one committee: (1) Social Media, (2) Volunteer, (3) Website, or (4) Social.

#### 12. Race Results Reporting:



Provide race results to the Social Media Coordinator if you are not posting them yourself. Photos before, during, and after the race are encouraged to help promote the team and sponsors.

**13. Mandatory First Meeting:**

Attendance at the first in-person team meeting is required on Thursday, January 11th, 2025, at 7 PM at Inside-Out Sports in Cary, NC.

**14. Sponsorship Support:**

While not required, team members are encouraged to assist in procuring sponsors to help fund the team and cover race expenses. *A 15% kickback will be awarded to members who successfully bring in cash sponsors, to be received at the season's end if all team requirements are met.*

**15. Race Calendar:** All team members must enter their race schedule into the team's race calendars spreadsheet.

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**Benefits:**

As a team member who meets all requirements, you will receive:

**1. Team Apparel:**

A team kit, cycling jersey, and podium T-shirt in exchange for the deposit paid for the kit and jersey. Discounts on additional team items may be available.

**2. Inside-Out Sports Discounts:**

- 10% off: Bikes, framesets, components, power meters, wheels, trainers, and Garmin devices.
- 20% off: Running and cycling shoes.
- 30% off: Wetsuits, nutrition, apparel, swimwear, bags, and accessories (including cycling gear).
- 40% off: Bike labor.

**3. Race Entry Discounts:**

Free entry to 2 FS Series races and a 20% discount on most FS Series events, including Tobacco Road Marathon and Reach the Beach Ride.

**4. Reimbursement for Race Expenses:**

Race entry fees for multisport events will be reimbursed as funds allow.



- North Carolina races and Championship events (such as USAT Nationals/Worlds, Ironman, and 70.3 Championships) are eligible for up to 100% reimbursement.
- Races outside of North Carolina (all other races) may receive up to 75% reimbursement.
- Receipts are required for reimbursement, and no reimbursements will be given for a DNF (Did Not Finish).
- *Reimbursement will be processed all at once, typically at the end of the season (likely in December), by the Treasurer.*
- *For any questions regarding reimbursement, you may contact any Board Member.*

#### **5. Group Training and Volunteering:**

Opportunities to participate in group training sessions and volunteer events throughout the season.

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#### **Acknowledgment:**

By signing below, I acknowledge the following:

- a. I have read and understand the team contract, including all expectations and requirements. I agree that failure to meet these commitments may result in termination from the team.
- b. I acknowledge that team contract commitments are subject to change due to sponsorship or other factors, and such changes will be communicated clearly to all team members.
- c. I agree to release liability for the IOS Triathlon Team, its sponsors, and affiliates as a condition of Team membership.
- d. I acknowledge that my race photos and materials may be used for advertising by sponsors.
- e. I understand that failure to meet all contract requirements will make me ineligible for race reimbursement and the return of my kit deposit.
- f. I understand that wearing the full team uniform during all races is mandatory to receive team benefits.

**Name (Print):** \_\_\_\_\_

**Signature:** \_\_\_\_\_

**Date:** \_\_\_\_\_