



Inside-Out Sports Triathlon Team Powered by Next Level Physio 2024 Team Contract

Expectations:

1. Purchase of a team cycling jersey and a race kit. Estimated cost of jersey (\$55) and race kit (\$207) are based on last season team prices and are subject to change. If all commitments outlined in the contract are met, you will be reimbursed for the price of the jersey (\$55). Kit reimbursement for team members that meet all requirements may also be possible if funds allow. Cycling bibs are an optional purchase. Additional reimbursement for team members that meet all requirements will be possible.
2. Team commitment commencing with the first team meeting in January (2024) through November (2024).
3. Team members are expected to present themselves and the sponsors in a professional manner at all races, all training activities, and all public/social forums. This includes adherence to all USAT rules.
4. Each team member will schedule and attend a free one-time 30-minute consultation at Next Level Physio, please contact Dr. Jerry Yoo to schedule the appointment. Athletes will be encouraged, but not required, to allow filming/photography/pictures during the session that will be shared on social media.
5. Team members must provide one Google review following the free consultation at Next Level Physio.
6. Team members will be invited and encouraged, but not required, to attend any performance-related workshops at Next Level Physio.
7. Each team member will be required to make one (1) social media post, either on their personal social media account, or through the team's social media account featuring **Next Level Physio**. This can be part of a race results post.
8. Team members will be required to make 5 social media posts per year on the team's social media accounts and/or their personal accounts to promote sponsors, the team, and/or your performance. 2 of 5 posts must be a sponsor post, and 1 of the 5 posts must feature Next Level Physio per #7.



9. **Team apparel is to be worn during ALL multisport events and training events unless otherwise approved by the Board.** Team uniforms 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. **Exceptions to this Team requirement should be addressed directly with the Board via email in advance of the date of the race for which the exception is being requested.**
10. Team members are required to complete a minimum of three (3) triathlon races in the 2024 calendar year in the state of North Carolina. The team also requires one (1) race must be either a Beavertown Triathlon event on April 27th, one of the White Lake Triathlons on May 4th or 5th, Triangle Triathlon on June 1st, or Buckhorn Triathlon on September 28th.
 - a. FS Series will provide a **Maximum of Two (2) free race entries**, including the Beavertown and Buckhorn Triathlons. You will be required to volunteer for the same number of free race entries you receive. You are not required to use the free entries.
11. Team members are required to volunteer at one FS Series event, race packet pick up or race day event. FS Series will designate which events, and each member will sign up for their choice. This requirement must be met separate from the FS volunteer requirement in item #10. **If you miss your designated volunteer event without 24 hours notice, you will not be eligible for additional free races and/or race reimbursement.**
12. Each Team member is expected to actively participate in one or more committees: (1) Social Media, (2) Volunteer, (3) Web-Site, and (4) Social.
13. Members are expected to provide their race results to the Social Media Coordinator in a timely manner if they are not posting results themselves. Photos before, during, and after the race are strongly encouraged to help promote our team and sponsors on our social media channels.
14. In-person participation is required in the first team meeting scheduled for Thursday, January 11th, 2024 at 7pm at Inside-Out Sports in Cary.
15. All team members are encouraged, but not required, to participate and assist in procuring new sponsors, which in turn helps finance the team and pay for race entries. **Each team member will receive a 25% kick-back for each cash sponsor they personally close. The kick-back funds will be received at season's end IF all team requirements are met.**



16. All team members are required to input their race schedule in the team's race calendar spreadsheet.

Benefits

In return for your participation and support according to the requirements listed above, as a Team member you will receive:

1. A Team Kit, Cycling Jersey, and podium T-shirt for all members in exchange for your kit and Jersey deposit plus a discount on additional Team items (if available).
2. The following discounts at Inside Out Sports:
 - a. 10% off on Bikes, Framesets, Components and Parts, Power Meters, Wheels, Trainers and Garmin Devices
 - b. 20% off on Running and Cycling Shoes
 - c. 30% off on Wetsuits, Nutrition, Apparel, Swimwear, Bags and Accessories (including cycling accessories)
 - d. 40% off on Bike Labor
3. Sponsor benefits as determined by our 2024 sponsors.
4. Free entry to Two (2) FS Series Triathlon Races and 20% discount to MOST, if not all, FS Series races throughout the year, including Tobacco Road Marathon and Reach the Beach ride.
5. Opportunities to participate in group training and volunteering.
6. 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 to receive reimbursement.

Race entry reimbursement is as follows, as funds allow:

100% for all North Carolina races + any non – NC race that is a championship* (i.e., USAT Nationals/Worlds, IM and 70.3 Championships). *The Board has final say in Championship determination.

75% for all other races (all non-NC races)

*Reimbursement will be done all at once, at the end of the season, likely December, by the Treasurer.

*A DNF for any reason will not be reimbursed and not count as a required race.

*You will be asked to submit receipts for each item.

*Reimbursement amount will depend on sponsor money for the year. Questions on this



can be directed to any Board Member.

****Team members who do not meet the contract requirements will not receive their kit deposit, race reimbursement, and may not be asked to reapply for the team the following year. All requirements, including racing and volunteering, must be completed by November 30, 2024. Any exceptions must be approved by the Board. ****

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 all liability to IOS Triathlon Team and its sponsors, members, promoters, and affiliates as a condition of Team membership.
- c) I acknowledge that this is a legal contract and 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 may not be eligible for reimbursement if I do not complete all required items listed in the "Expectations" section.
- f) I understand that I must wear the full Team uniform in all races (minus approved exceptions) in order to receive Team benefits.

Name (print) _____

Signed, _____

Date _____