

NECTR COMMUNITY ATHLETICS

VOLUNTEER WAIVER AND RELEASE OF LIABILITY

This Volunteer Waiver and Release of Liability (“Agreement”) is entered into by the undersigned volunteer (“Volunteer”) in favor of NecTr Athletics, NecTr Community Athletics, their owners, directors, officers, employees, contractors, agents, representatives, affiliates, sponsors, partners, venues, and any associated organizations or individuals (collectively referred to as the “Released Parties”).

1. VOLUNTARY PARTICIPATION

I acknowledge that I am voluntarily participating as a volunteer in activities associated with the Elite Flag Series Combine and related events (the “Event”). I understand that my participation is voluntary and that I may withdraw at any time.

2. ASSUMPTION OF RISK

I understand that participation in event-related activities involves inherent risks, including but not limited to physical injury, illness, accidents, property damage, or other unforeseen circumstances. I knowingly and voluntarily assume all risks associated with my participation, whether known or unknown, foreseeable or unforeseeable.

3. RELEASE AND WAIVER OF LIABILITY

To the fullest extent permitted by law, I hereby release, waive, discharge, and covenant not to sue the Released Parties from any and all claims, demands, causes of action, damages, losses, or liabilities of any kind, whether arising from negligence or otherwise, related to or arising out of my participation in the Event.

This release includes, but is not limited to:

- Personal injury, disability, or death
 - Property loss or damage
 - Accidents occurring on-site or during travel related to the Event
 - Actions or omissions of other participants, volunteers, staff, or third parties
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4. INDEMNIFICATION

I agree to indemnify, defend, and hold harmless the Released Parties from and against any and all claims, liabilities, damages, costs, and expenses (including reasonable attorney's fees) arising out of or related to my actions, omissions, or participation in the Event.

5. MEDICAL TREATMENT CONSENT

In the event of an injury or medical emergency, I authorize NecTr Athletics and its representatives to obtain or provide medical treatment deemed necessary. I understand that I am responsible for any and all costs associated with such treatment.

6. NO EMPLOYMENT RELATIONSHIP

I acknowledge that my participation is as a volunteer only and does not create any employment, partnership, or agency relationship with NecTr Athletics or any of the Released Parties. I understand that I am not entitled to compensation, benefits, or wages.

7. CODE OF CONDUCT AND COMPLIANCE

I agree to conduct myself in a professional and respectful manner at all times. I will follow all event rules, safety procedures, and directions provided by event staff. I understand that failure to comply may result in immediate removal from the Event without notice.

8. MINOR INTERACTION POLICY

I acknowledge that the Event involves youth participants. I agree to:

- Maintain appropriate boundaries at all times
- Avoid one-on-one isolated interactions with minors
- Refrain from any conduct that could be considered inappropriate, unsafe, or unprofessional

I understand that any violation may result in immediate removal and potential legal action.

9. MEDIA RELEASE

I grant NecTr Athletics and its affiliates the unrestricted right to photograph, record, and use my image, likeness, voice, and participation for promotional, marketing, and commercial purposes in any media, without compensation or further approval.

10. CONFIDENTIALITY

I agree to maintain the confidentiality of any sensitive information I may encounter during the Event, including participant information, operational procedures, and internal communications.

11. GOVERNING LAW

This Agreement shall be governed by and interpreted in accordance with the laws of the State of Alabama and, where applicable, the State of Nevada.

12. SEVERABILITY

If any provision of this Agreement is found to be invalid or unenforceable, the remaining provisions shall continue in full force and effect.

13. ACKNOWLEDGMENT OF UNDERSTANDING

I acknowledge that I have read this Agreement in its entirety, fully understand its terms, and voluntarily agree to be bound by it. I understand that I am giving up substantial legal rights by signing / checking given boxes in this Agreement.

NECTR COMMUNITY ATHLETICS

VOLUNTEER CODE OF CONDUCT

This Code of Conduct applies to all individuals serving as volunteers for NecTr Athletics, NecTr Community Athletics, and any affiliated programs, events, or activities (collectively referred to as the “Organization”).

All volunteers are expected to uphold the highest standards of professionalism, integrity, and responsibility while representing the Organization.

1. PROFESSIONAL CONDUCT

Volunteers must conduct themselves in a respectful, professional, and appropriate manner at all times.

Volunteers agree to:

- Follow all directions provided by event staff and leadership
 - Perform assigned duties to the best of their ability
 - Arrive on time and remain engaged throughout their assigned shift
 - Treat all participants, staff, parents, and fellow volunteers with respect
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2. COMPLIANCE WITH RULES AND POLICIES

Volunteers must adhere to all event rules, safety protocols, and operational procedures.

Volunteers agree to:

- Follow all posted guidelines and verbal instructions
- Respect facility rules and regulations
- Immediately report any safety concerns or incidents to event staff

Failure to comply may result in removal from the event.

3. INTERACTION WITH MINORS

Because the Organization serves youth participants, strict standards apply to all volunteer interactions with minors.

Volunteers must:

- Maintain appropriate boundaries at all times
- Avoid being alone in isolated settings with a minor
- Ensure all interactions are visible, public, and appropriate
- Use respectful and appropriate language at all times

Volunteers must NOT:

- Engage in any physical contact that could be considered inappropriate
- Exchange personal contact information with minors
- Communicate with minors outside of event-related activities
- Transport minors without explicit authorization from the Organization

Any violation will result in immediate removal and may be reported to appropriate authorities.

4. ZERO TOLERANCE POLICY

The following behaviors will not be tolerated under any circumstances:

- Harassment, discrimination, or bullying of any kind
- Verbal abuse, threats, or intimidation
- Physical misconduct or unsafe behavior
- Possession or use of drugs, alcohol, or illegal substances during the event
- Theft or misuse of property
- Any conduct that compromises the safety or well-being of participants

Violations may result in immediate removal and potential legal action.

5. SAFETY AND RISK MANAGEMENT

Volunteers share responsibility for maintaining a safe environment.

Volunteers agree to:

- Be aware of their surroundings at all times
- Follow safety procedures and emergency protocols
- Immediately report injuries, incidents, or unsafe conditions

Medical decisions must only be made by authorized personnel.

6. SOCIAL MEDIA AND PUBLIC REPRESENTATION

Volunteers represent the Organization both in person and online.

Volunteers must:

- Avoid posting inappropriate or misleading content related to the event
- Refrain from sharing confidential or sensitive information
- Represent the Organization in a positive and professional manner

7. CONFIDENTIALITY

Volunteers may have access to sensitive or private information.

Volunteers agree to:

- Keep all participant and organizational information confidential
- Not share internal operations, data, or communications without authorization

8. ROLE FLEXIBILITY

Volunteer roles are assigned based on event needs and may be adjusted at any time.

Volunteers agree to:

- Accept reassignment as needed
- Remain flexible and cooperative
- Support overall event operations regardless of initial role selection

9. ATTENDANCE AND RELIABILITY

Volunteers are expected to honor their commitment.

Volunteers agree to:

- Notify event staff in advance if unable to attend
- Remain present and engaged during assigned times

- Complete assigned responsibilities

Failure to meet these expectations may affect future opportunities.

10. ACKNOWLEDGMENT AND AGREEMENT

By agreeing to this Code of Conduct, I acknowledge that I have read, understand, and agree to abide by all policies and expectations outlined above.

I understand that failure to comply may result in removal from the event and potential restriction from future involvement.

NECTR COMMUNITY ATHLETICS

MEDIA RELEASE AND AUTHORIZATION

This Media Release and Authorization (“Agreement”) is entered into by the undersigned volunteer (“Participant”) in favor of NecTr Athletics, NecTr Community Athletics, and their respective owners, directors, officers, employees, contractors, agents, representatives, affiliates, sponsors, partners, and associated organizations (collectively, the “Organization”).

1. GRANT OF RIGHTS

I hereby grant to the Organization the irrevocable, perpetual, worldwide, royalty-free right and permission to photograph, record, film, and otherwise capture my image, likeness, voice, name, and participation (collectively, “Media”) during or in connection with any event, including the Elite Flag Series Combine.

I further grant the Organization the unrestricted right to use, reproduce, edit, publish, distribute, display, broadcast, and otherwise exploit such Media, in whole or in part, in any format or medium now known or later developed.

2. PURPOSE OF USE

I understand that the Media may be used for purposes including, but not limited to:

- Marketing and promotional materials
 - Social media content
 - Websites and digital platforms
 - Advertising and sponsorship materials
 - Educational or informational content
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3. NO COMPENSATION

I acknowledge and agree that I will not receive any compensation, payment, or royalties for the use of such Media. I waive any right to inspect or approve the final use of the Media.

4. WAIVER OF RIGHTS

I waive any and all rights of publicity, privacy, or other rights related to the use of my image, likeness, voice, or name in connection with the Media. I further waive any claims for defamation, invasion of privacy, or misrepresentation arising out of the use of such Media.

5. RELEASE OF LIABILITY

I release, waive, and discharge the Organization from any and all claims, demands, or causes of action arising out of or related to the use of the Media, including any claims for compensation or damages.

6. MINORS

If the Participant is under the age of 18, this Agreement must be signed by a parent or legal guardian, who hereby consents to the terms of this Agreement on behalf of the minor.

7. ACKNOWLEDGMENT

I acknowledge that I have read and understand this Agreement and agree to be bound by its terms.

NECTR COMMUNITY ATHLETICS

MINOR SAFETY AND SUPERVISION POLICY

This Minor Safety and Supervision Policy establishes mandatory guidelines for all volunteers, staff, contractors, and affiliates participating in any NecTr Athletics event or program involving minors.

The purpose of this policy is to ensure a safe, structured, and protected environment for all youth participants.

1. GENERAL DUTY OF CARE

All individuals working with or around minors are responsible for maintaining a safe, respectful, and appropriate environment at all times.

All actions must prioritize the safety, well-being, and protection of minors.

2. APPROPRIATE INTERACTIONS

All interactions with minors must be:

- Public and observable
- Respectful and appropriate
- Limited to event-related purposes

At no time should a volunteer or staff member engage in behavior that could be perceived as inappropriate, unsafe, or unprofessional.

3. PROHIBITED CONDUCT

The following conduct is strictly prohibited:

- Being alone in a private or isolated setting with a minor
- Engaging in any form of inappropriate physical contact
- Communicating with minors outside of event-related activities
- Exchanging personal contact information with minors
- Transporting minors without prior written authorization
- Using inappropriate language, jokes, or gestures

- Any behavior that could be interpreted as grooming, harassment, or misconduct

Violations will result in immediate removal and may be reported to appropriate authorities.

4. TWO-ADULT RULE

Whenever possible, a minimum of two authorized adults should be present during interactions with minors.

If a one-on-one interaction is necessary, it must occur:

- In an open, visible area
 - With others nearby or aware
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5. PHYSICAL CONTACT GUIDELINES

Physical contact must be:

- Limited in scope
- Appropriate to the situation
- Non-invasive and non-prolonged

Examples of acceptable contact:

- Handshakes
- High-fives

Any other contact should be avoided unless necessary for safety.

6. SUPERVISION REQUIREMENTS

Minors must remain under appropriate supervision at all times.

Volunteers and staff must:

- Monitor assigned groups
 - Ensure minors do not leave designated areas without authorization
 - Immediately report missing or unaccounted participants
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7. REPORTING OBLIGATIONS

Any suspected or observed violation of this policy must be reported immediately to event leadership.

This includes:

- Suspicious behavior
- Policy violations
- Safety concerns
- Injuries or incidents

Failure to report may result in removal and potential legal consequences.

8. SOCIAL MEDIA AND COMMUNICATION

Volunteers and staff are prohibited from:

- Direct messaging minors
- Following or engaging with minors on personal social media accounts
- Posting identifiable images of minors without authorization

All communication must go through approved channels.

9. CONSEQUENCES OF VIOLATION

Failure to comply with this policy may result in:

- Immediate removal from the event
 - Permanent disqualification from future involvement
 - Referral to law enforcement if applicable
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10. ACKNOWLEDGMENT

By signing/filling out the form, I acknowledge that I have read, understand, and agree to comply with this Minor Safety and Supervision Policy.

ALABAMA LEGAL PROVISIONS

1. GOVERNING LAW AND VENUE

This Agreement shall be governed by and interpreted in accordance with the laws of the State of Alabama, without regard to its conflict of law principles.

Any legal action, claim, or proceeding arising out of or related to this Agreement or participation in the Event shall be brought exclusively in a court of competent jurisdiction located within the State of Alabama. The undersigned hereby consents to the jurisdiction and venue of such courts.

2. ENFORCEABILITY UNDER ALABAMA LAW

The undersigned acknowledges that this Agreement is intended to be as broad and inclusive as permitted under the laws of the State of Alabama. If any provision is found to be invalid, illegal, or unenforceable, such provision shall be modified to the minimum extent necessary to make it enforceable, and the remaining provisions shall continue in full force and effect.

3. RELEASE OF NEGLIGENCE CLAIMS

To the fullest extent permitted under Alabama law, the undersigned expressly agrees that the release and waiver of liability set forth in this Agreement includes any and all claims arising from the negligence, whether active or passive, of the Released Parties.

The undersigned understands that this release is intended to be a complete and unconditional waiver of all liability to the greatest extent allowed by law.

4. INDEMNIFICATION UNDER ALABAMA LAW

The undersigned agrees to indemnify, defend, and hold harmless the Released Parties from any and all claims, demands, damages, losses, liabilities, costs, and expenses, including reasonable attorney's fees, arising out of or related to the undersigned's participation, actions, or omissions in connection with the Event, to the fullest extent permitted under Alabama law.

5. MEDICAL LIABILITY DISCLAIMER

The undersigned acknowledges that NecTr Athletics and its affiliates do not provide medical insurance or coverage for volunteers or participants.

Any medical assistance provided during the Event is rendered on a voluntary basis. The undersigned agrees that the Organization shall not be held liable for any medical decisions, actions, or outcomes arising from such assistance, to the fullest extent permitted under Alabama law.

6. ASSUMPTION OF RISK (ALABAMA STANDARD)

The undersigned acknowledges that they have been informed of and fully understand the inherent risks associated with participation in athletic and event-related activities.

The undersigned voluntarily assumes all such risks and accepts full responsibility for any injuries, damages, or losses that may occur, whether caused by the negligence of the Released Parties or otherwise, to the fullest extent permitted under Alabama law.

7. MINOR PROTECTION AND MANDATORY REPORTING

The undersigned acknowledges that Alabama law imposes obligations regarding the protection of minors and the reporting of suspected abuse or neglect.

All volunteers agree to:

- Immediately report any suspected abuse, neglect, or inappropriate conduct involving a minor to event leadership
- Comply with all applicable Alabama laws regarding child safety and mandatory reporting

Failure to comply may result in removal and referral to appropriate authorities.

8. NO WARRANTIES / EVENT CONDITIONS

The undersigned acknowledges that the Event is provided “as is” and that NecTr Athletics makes no representations or warranties regarding the condition of facilities, equipment, or event operations.

Participation is undertaken at the undersigned’s own risk.

9. BINDING EFFECT

This Agreement shall be binding upon the undersigned and their heirs, executors, administrators, assigns, and personal representatives.

10. ACKNOWLEDGMENT OF VOLUNTARY AGREEMENT

The undersigned affirms that they have had the opportunity to review this Agreement, ask questions, and seek legal counsel if desired.

The undersigned further acknowledges that they are signing this Agreement freely and voluntarily, without coercion, and with full understanding of its legal effect under Alabama law.

NECTR COMMUNITY ATHLETICS

CONFIDENTIALITY, NON-SOLICITATION, AND

NON-CIRCUMVENTION AGREEMENT

This section is entered into by the undersigned volunteer (“Volunteer”) in favor of NecTr Athletics, NecTr Community Athletics, and all affiliated entities, programs, staff, contractors, partners, sponsors, athletes, and associated individuals (collectively, the “Organization”).

1. CONFIDENTIAL INFORMATION

The Volunteer acknowledges that during participation in the Event, they may have access to confidential and proprietary information, including but not limited to:

- Event structure, format, and operations
- Athlete data, evaluations, and contact information
- Coach, trainer, and staff relationships
- Sponsor and partner relationships
- Business strategies, plans, and future programming
- Internal systems, processes, and organizational methods

All such information shall be considered “Confidential Information,” whether written, verbal, or observed.

2. NON-DISCLOSURE

The Volunteer agrees not to disclose, share, copy, distribute, or otherwise use any Confidential Information for any purpose outside of their role with the Organization.

This obligation shall continue both during and after the Event.

3. NON-SOLICITATION OF ATHLETES

The Volunteer agrees that they will not, directly or indirectly:

- Recruit, solicit, or attempt to recruit any athlete participating in the Event
- Encourage athletes to leave or avoid participation in NecTr Athletics programs
- Use athlete information obtained through the Event for personal or business gain

This restriction applies during the Event and for a period of **twelve (12) months** following participation.

4. NON-SOLICITATION OF STAFF AND COACHES

The Volunteer agrees not to:

- Recruit or attempt to recruit any coach, trainer, staff member, or volunteer affiliated with the Organization
- Interfere with existing relationships between the Organization and its personnel

This restriction applies during the Event and for a period of **twelve (12) months** following participation.

5. NON-CIRCUMVENTION

The Volunteer agrees not to bypass, avoid, or circumvent the Organization in order to:

- Establish direct relationships with athletes, coaches, sponsors, or partners introduced through the Event
 - Replicate, duplicate, or exploit the Organization's event structure, systems, or relationships for personal or competing use
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6. NON-COMPETE (LIMITED SCOPE)

The Volunteer agrees that they will not organize or operate a competing event that directly copies the structure, format, and operational model of the Elite Flag Series Combine within a **reasonable geographic area** and time period, to the extent permitted by applicable law.

7. OWNERSHIP OF MATERIALS AND CONCEPTS

All materials, formats, systems, branding, and event structures used in connection with the Event remain the sole property of the Organization.

The Volunteer acknowledges that they acquire no ownership rights by participating in the Event.

8. REMEDIES

The Volunteer acknowledges that a breach of this Agreement may cause irreparable harm to the Organization.

The Organization shall be entitled to:

- Immediate injunctive relief
 - Legal remedies, including damages
 - Recovery of reasonable attorney's fees and costs
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9. GOVERNING LAW

This Agreement shall be governed by the laws of the State of Alabama.

10. ACKNOWLEDGMENT

The Volunteer acknowledges that they have read, understand, and agree to be bound by this section, and that it is a condition of their participation in the Event.
