



The TBIW Mentorship Program is designed to welcome more women into the business of triathlon while promoting the growth of female leadership within the industry. We seek to be a forum for rich learning and development for both mentees and mentors. We are committed to creating growth opportunities for women in the sport while developing a strong community of female leaders across all sectors of the triathlon industry.

By application and participation in the program, you are agreeing to the following and confirming your understanding of the mentoring program guidelines and participant commitment.

1. While participating in the program, I will make TBIW a priority. I agree to attend my scheduled mentoring sessions and provide program feedback through TBIW survey tools.
2. I will commit to a minimum of one meeting with my mentoring partner every four weeks, either by phone or in person. I understand that my mentoring partner and I are invited to Tempe, Arizona for a capstone experience at the annual TBI Conference and that my participation is optional. Should I choose to attend, I am responsible for all related costs.
3. I will keep the mentoring relationship free from conflicts of interest, strictly confidential and professional. With participation in the program, I may be made aware of confidential information related to my mentor/mentee's professional or personal life. Whereas both parties are each willing to disclose to the other certain confidential information to the other party for the purpose of receiving/giving advice/counsel the parties agree to use the confidential information only for such purpose and agree to respect the other party's confidential information. Furthermore, both parties acknowledge and agree that the confidential information may not be shared to any party outside of the mentor/mentee relationship.
4. Should there be any changes that impact the mentoring relationship or if for any reason, either party wishes to terminate the relationship, I will notify the TBIW Advisory Committee before discontinuing the relationship.
5. I understand that the mentor's advice/counsel is part of the mentoring relationship. It is fully and solely the mentee's responsibility for assessing such advice/counsel and for any and all personal and business decisions rendered based upon it.
6. I hereby grant to TBIW, its affiliated partners, and their respective directors, officers, employees and agents, a royalty or fee free license in perpetuity throughout the world to use my name, likeness, and other personal indicia and my participation and appearance in audio and/or visual material recorded in connection with the program for the purpose of promoting or enhancing the program and TBIW (e.g., display on TBIW websites, promotional video, etc.). As between me and TBIW, I acknowledge and agree that TBIW owns all right, title and interest (including, but not limited to, copyright) in any such audio visual recordings, and I agree to execute any additional documents required by TBIW in furtherance of its ownership.
7. I assume full responsibility for my voluntary participation in the program and agree to release and not to sue TBIW, its affiliated partners, and their respective directors, officers, employees and agents (the "Released Parties"). I agree to indemnify and hold harmless the Released Parties with respect to any and all claims brought by or on behalf of me for any injury, damage, death, lost and/or stolen property or other loss in any way connected with my enrollment or participation in the program.