NORTHERN NEVADA LACROSSE OFFICIALS ASSOCIATION 2027 SEASON
INDEPENDENT CONTRACTOR AGREEMENT

1. Official will serve as an independent contractor and not as an employee of NNLOA or any sports league or association to which the NNLOA provides services (a "League") with respect to any assignment.

2. This agreement is effective as of date signed by the Official and Officials Association representative and shall continue in effect for the remainder of the season for the sport in which registering. Membership in NNLOA is annual and subject to renewal by the Executive Board.

3. Official is not entitled to, nor will NNLOA or any League provide, any benefits including, but not limited to, health or life insurance, workers' compensation insurance, unemployment insurance, etc. Official is required to comply with standards of officiating and equipment as set forth by the NNLOA. Official is required to be registered with US Lacrosse and to provide NNLOA the membership number.

4. Official whose compensation exceeds the minimal reporting amount as set by Federal Regulations will receive Form 1099-Misc. Official is obligated to pay all Federal income taxes and related withholdings and to file returns as appropriate. Official agrees to indemnify and hold harmless NNLOA and any League and its/their officers, directors, agents and assignors from any and all taxes, penalties, assessments, fines, premiums and similar liabilities if Official fails to comply with these obligations or is found by any governmental authority to be an employee rather than an independent contractor in performance of services for NNLOA or League.

5. Official agrees to release, indemnify and forever hold NNLOA and all Leagues and its/their officers, directors, agents and assignors harmless of any and all liabilities for injury or damages sustained as a result of any assignment as an official at any contest assigned by the Association, including without limitation, any and all claims for medical and/or hospital expenses, lost wages, property damage, disability, or death, however arising, while providing officiating services or for any other purpose while participating in, traveling to and from, or observing the games, competitions or events for which Official is providing services or being trained for purposes thereof.

6. Official acknowledges that Official is physically able to perform the services for the sport covered by this registration form.

7. Official agrees to keep his/her availability up to date in the assigning system, www.Arbitersports.com, that any other notification of the Official's unavailability is not sufficient, and that the following fees or charges will apply: (i) declining an assignment for which availability was not blocked = $10.00 per game, (ii) turning back an assignment already accepted = $25 per game, (ii) failing to appear for an accepted game = one game fee and other action including revoking further game assignments. These charges may be waived in the sole discretion of the NNLOA board and shall not apply to the first decline of a game.

8. By participating in events or activities as a member of the Northern Nevada Lacrosse Official's Association (NNLOA), you agree to the following terms and conditions regarding the use of images captured during these events. By attending and participating in events as a member of the NNLOA, you hereby grant the NNLOA a non-exclusive, royalty-free, irrevocable license to use, reproduce, publish, distribute, and display any images captured of you during these events in any manner consistent with the organization's mission and activities, including but not limited to websites, social media, printed materials, and other marketing and promotional efforts. You confirm that your attendance at these events serves as your explicit consent to be photographed and for your images to be used by the NNLOA in accordance with this disclaimer. You acknowledge that you will not receive any payment or compensation for the use of your images. The use of these images by the NNLOA is understood to be a charitable contribution supporting its mission. You agree to indemnify, defend, and hold harmless the NNLOA, its directors, officers, employees, and agents from and against any and all claims, damages, liabilities, costs, and expenses arising from the use of the images or any breach of this disclaimer. If you wish to withdraw your consent for the use of your images, you must provide written notice to the NNLOA Board of Directors. Upon receipt of such notice, the NNLOA will make reasonable efforts to cease further use of the images in new materials but cannot remove images already in circulation.