

2022 National Team Funding and Support Agreement

This Agreement is entered into between USA Gymnastics (“USA Gymnastics”), a Texas not-for-profit corporation designated by the United States Olympic and Paralympic Committee (the “USOPC”) as the national governing body for the sport of gymnastics in the United States, and _____ (referred to as “I,” “me,” or “you” throughout), an athlete member of USA Gymnastics who has been selected to the USA Gymnastics National Team (the “Team”).

Recitals

1. To meet its obligation as the national governing body for the sport of gymnastics (including fielding teams to represent the United States in international competition), USA Gymnastics selects, trains and funds the Team. As part of that process, USA Gymnastics desires to provide to me as a member of the Team, various forms of support designed to assist me in my training and competitive efforts.
2. I am a member in good standing of USA Gymnastics whose performance(s) in USA Gymnastics competition(s) qualifies me for the Team, and I desire to be a member of the Team. As a member of the Team, I am willing to devote my best efforts to use the support provided by USA Gymnastics to develop my full potential as a gymnast.

Now, therefore, USA Gymnastics and I agree as follows.

I. Athlete’s Obligations

In consideration for the support provided by USA Gymnastics to me as a member of the Team, I agree to be bound by each of the following:

1. General Responsibilities. I recognize that as a member of the Team, I am serving as a representative of the thousands of gymnasts participating in gymnastics throughout the United States who are members of USA Gymnastics, and I will conduct myself in a manner that upholds the name, reputation, and goodwill of USA Gymnastics. I will comply at all times with USA Gymnastics’ policies and requirements, including without limitation the Safe Sport Policy and Code of Ethical Conduct, to the extent that those policies and requirements are not inconsistent with or superseded by the standards established by the Ted Stevens Olympic and Amateur Sports Act or the policies of the USOPC.
2. Training. I will participate in all organized training activities, including camps, to which I am assigned. Recognizing the critically important role preparation plays in achieving my fullest potential, and that of the Team, I will participate in all training activities required by USA Gymnastics unless I am excused by the head of delegation, high performance staff, program director or medical staff.

3. Competition. Recognizing the critically important role played by USA Gymnastics' events in generating the funds necessary to support the Team, I will use my best efforts to participate in those national or international competitions and exhibitions to which I am invited or assigned by USA Gymnastics. Notwithstanding the foregoing, I will not be obligated to participate in any competition or event if I am not medically fit to do so, or if such participation would create a risk of injury based on an existing condition. Further, USA Gymnastics will consult with me before determining the competitions to which I will be assigned.

When I accept an invitation to compete in an event as a member of the Team, I will make every effort to perform to the best of my ability. I will participate for the full duration of the event unless I am excused by the head of delegation, high performance staff, medical staff, or program director. I also acknowledge that I understand that my participation in gymnastics competitions, exhibitions, and/or events that are not sanctioned by USA Gymnastics or the International Gymnastics Federation (the "FIG") may jeopardize my eligibility to participate in competitions sanctioned by the FIG.

4. Other Team Selection. During the term of this Agreement, I recognize that I may have the opportunity to qualify for teams selected by USA Gymnastics to compete in such international events as the World Championships and Pan American Games. I acknowledge that these teams are selected in accordance with written selection procedures, which will be available on the USA Gymnastics website and provided to me as a member of the Team. USAG will attempt to produce selection procedures a minimum of six months prior to the event. However, the timeline for production of selection procedures is reliant upon information provided by FIG, PAGU, IOC, or other relevant authorities. Delays may be caused by lack of information provided for each event. I further acknowledge my obligations to make myself familiar with, and to be bound by, those selection procedures.
5. Banned Substances. I will not use any chemicals, drugs, or other banned substances, or violate policies and procedures established by the United States Anti-Doping Agency ("USADA"), the FIG, the International Olympic Committee ("IOC"), the USOPC, or the World Anti-Doping Agency ("WADA"). I acknowledge that the list of banned substances, policies and procedures may change during the course of this Agreement and that I have an obligation to stay informed about changes communicated to me by any of the aforementioned organizations. I further agree to submit to periodic unannounced drug tests as required by WADA, USADA, the USOPC, IOC and/or the FIG. *USADA website: www.usantidoping.org.*
6. Eligibility. I will maintain my eligibility to compete in national and international gymnastics competitions under the eligibility rules established by USA Gymnastics or the FIG, respectively. I understand, however, that the eligibility rules of USA Gymnastics or the FIG may not be consistent with the eligibility requirements of high school or collegiate athletic associations, and I accept full responsibility for keeping myself informed about and, to the extent I desire, in compliance with the eligibility requirements of those athletic associations.
7. General Media Release. Except as otherwise provided in this Agreement or in a separate commercial agreement between USA Gymnastics and me, I grant to USA Gymnastics the non-exclusive right to license, assign, sell or otherwise use, in any medium or format whatsoever now existing or hereafter created, on any platform, without further consent from or any royalty,

payment, or other compensation to me, my name, image, likeness, voice, or performance as a member of the Team for the purpose of:

- a. Promoting the sport of gymnastics, my achievements as a gymnast, or the work of USA Gymnastics;
- b. Promotional and news-based coverage of USA Gymnastics events and activities for the web, TV, new media outlets and other forms of distribution;
- c. Promoting events sponsored or sanctioned by USA Gymnastics; provided, however, that unless I grant approval, this right does not extend to events in which I am not scheduled to participate or events having a title or presenting sponsor that is a competitor of a company with which I have an endorsement relationship, provided that I have informed USA Gymnastics in writing the name of such company;
- d. Producing educational or safety materials;
- e. Producing television broadcasts, recordings, webcasts, other new media outlets, or other factual accounts of the performance of the Team and its members;
- f. Raising funds for USA Gymnastics through the sale of merchandise (including photographs, posters, and prints) featuring images of the Team or any images or collection of images featuring three (3) or more members of the Team or National Team members from any USA Gymnastics discipline; or
- g. Allowing a company to identify itself as a national sponsor, official supplier, or similar title of USA Gymnastics in advertising or promotions approved by USA Gymnastics, so long as such advertising or promotion incorporates a minimum of three (3) athletes of any discipline in an advertisement or promotion that is clearly team-themed and does not suggest that I have a relationship with the sponsor and its products or services.

In any instance where USA Gymnastics raises funds through the sale of merchandise featuring my image pursuant to subsection 7(f) above, I will be compensated under mutually agreed upon terms. Whenever requesting my participation in a promotional activity, USA Gymnastics will identify the financial terms (if any) associated with my participation therein and commits to ensure that all funds made available and identified by a sponsor to pay for athlete/coach appearances will be used only for that purpose.

8. Sponsors. This Agreement does not limit my ability to enter into a commercial relationship with a third party, including third parties who are competitors of USA Gymnastics' sponsors or suppliers. I recognize, however, the important role played by the sponsors of USA Gymnastics, USA Gymnastics events and the Team in helping to fund and promote the Team and my participation on the Team. I understand that I am not permitted to convey to my sponsors any rights associated with USA Gymnastics, USA Gymnastics intellectual property, or any rights associated with the Team. By way of example, I am not permitted to wear Team apparel or refer to my membership on the Team in advertising and promotions conducted by sponsors who are not sponsors of USA Gymnastics. USA Gymnastics has provided to me as Exhibit A to this Agreement a list of USA

Gymnastics' sponsors and suppliers, which is subject to change from time to time without notice. I may request an updated copy of Exhibit A at any time.

9. Promotion of the Team. Consistent with my training and competition schedule, I will make a good-faith effort to participate in activities designed to teach gymnastics skills or promote the sport of gymnastics, the work of USA Gymnastics, the Team, and USA Gymnastics events. Such activities may include, but are not limited to, Team meetings, national and regional congresses, clinics, seminars, promotional appearances on behalf of USA Gymnastics events and programs, and sessions with members of the media.
10. Ambassador of the Sport. As a member of the Team, I am a representative of USA Gymnastics and must conduct myself in a manner that upholds the name, reputation, and goodwill of USA Gymnastics as the National Governing Body for the sport of gymnastics in the United States. As such, my conduct must not reflect poorly upon or bring discredit to USA Gymnastics, its other athletes, its coaches or its events and programs.
 - a. I acknowledge and agree that my conduct extends beyond actions on the field of play, including but not limited to, actions/posting/images disseminated in the public domain, including without limitation on social media platforms.
 - b. I acknowledge and agree that any public communications by me via the Internet or via social media must be appropriate as a member of the Team. I will post information regarding my own personal experience(s), but not any personal or medical information about my teammates or coaches. I will not post information from events, training camps, and sessions except in accordance with applicable guidelines. In order to respect the privacy of others involved, I will not post any information, announcements or commentary regarding Team selection until after the official announcement by USA Gymnastics and/or other appropriate organizations.
 - c. Nothing in this Agreement prevents me from speaking openly and honestly about my experiences as a gymnast, and USA Gymnastics encourages me to do so.
11. Appearance. I will meet all guidelines for appearance whenever appearing or traveling as a member of the Team. I understand that those guidelines may also obligate me to wear certain types of competition, training and leisure apparel when appearing as a member of the Team, including opening, award and closing ceremonies of a competition, and at National Team camps. Those guidelines do not, however, limit my ability to use the competition shoes/socks, grips and wrist supports or other medical braces of my choice.
12. Travel. I have, and will maintain, in my possession a valid and current passport. I will notify USA Gymnastics of the passport number and place and date of issue. I will also maintain current passport-style photos for use by USA Gymnastics in applying for visas. I agree to meet all travel schedules set for me when traveling as a member of the Team and understand that I may only change travel arrangements with the approval of USA Gymnastics. I agree to be personally responsible for any additional costs resulting from changes to the travel arrangements made for me without the prior approval of USA Gymnastics.

13. Medical Attention. I give my consent to USA Gymnastics to provide, through a medical staff of its choice, customary medical care and athletic training, transportation, and emergency medical services as warranted during the course of my participation as a member of the Team.
14. Retirement or Inability to Compete. I will notify USA Gymnastics promptly if I decide to retire from the Team, or if I suffer any injury or illness which may prevent me from fulfilling my responsibilities as a member of the Team. In the event of such injury or illness, I agree to submit to all reasonable requests for examination or evaluation by medical personnel approved by USA Gymnastics.
15. Waiver and Release. I AM FULLY AWARE OF AND APPRECIATE THE RISKS, INCLUDING THE RISK OF CATASTROPHIC INJURY, PARALYSIS, AND EVEN DEATH AS WELL AS OTHER DAMAGES AND LOSSES, ASSOCIATED WITH PARTICIPATING IN GYMNASTICS. I ACKNOWLEDGE THAT ANY INJURIES I SUSTAIN MAY BE COMPOUNDED BY NEGLIGENT EMERGENCY RESPONSE OR RESCUE OPERATIONS OF USA GYMNASTICS OR ITS AGENTS. I FURTHER AGREE THAT USA GYMNASTICS, AND ITS SPONSORS, SUPPLIERS, EMPLOYEES, AGENTS, OFFICERS, AND DIRECTORS (THE “RELEASED PARTIES”) SHALL NOT BE LIABLE FOR ANY LOSS OR DAMAGES OCCURRING AS A RESULT OF MY PARTICIPATION IN GYMNASTICS, UNLESS THAT LOSS OR DAMAGE RESULTS DIRECTLY FROM THE WILLFUL OR WANTON CONDUCT OF THE RELEASED PARTIES. THIS WAIVER AND RELEASE IS IN ADDITION TO ANY WAIVER, RELEASE, OR OTHER AGREEMENT THAT I AGREE TO, OR HAVE AGREED TO, AS PART OF MY USA GYMNASTICS MEMBERSHIP.

II. USA Gymnastics’ Obligations

In consideration for my agreement to be bound by the terms and conditions of Article I of this Agreement, I understand that USA Gymnastics agrees to do each of the following for me:

1. Membership. USA Gymnastics will provide me with a USA Gymnastics Team membership, including all insurance coverage and benefits associated with that membership as identified in Exhibit B.
2. Training. USA Gymnastics’ staff and/or clinicians will be reasonably available to work with me and my coach to establish a training program designed to assist me in my development as a gymnast. This will consist of the types and amounts of assistance as agreed upon by USA Gymnastics and my coach. In addition, USA Gymnastics will pay normal travel, lodging and meal expenses associated with my participation in USA Gymnastics training camps (if any) which I am required to attend subject to the policy of each discipline.
3. Apparel. USA Gymnastics will provide me with Team apparel if and when I am invited or assigned by USA Gymnastics to participate in national competitions or activities, or international competitions and exhibitions.
4. Funding. I will be eligible to participate in (and, where appropriate, have my coach and club participate in) funding programs, as applicable to each discipline.
5. Competition. USA Gymnastics will arrange for my participation in national competitions, international competitions, and exhibitions subject to the policy of each discipline, the availability of funding, and the discretion of USA Gymnastics.

6. Travel. USA Gymnastics will be responsible for all fully funded travel, meal and housing expenses directly associated with my participation in training camps, competitions, exhibitions, media events and promotional appearances, if any, where such participation is at the request of USA Gymnastics and as a member of the Team. I have the right to decline to participate in self-funded or partially-funded activities.
7. Health Counseling and Referral. As part of its commitment to maintaining the health and well-being of the members of the Team, USA Gymnastics will have medical professionals reasonably available to assist the Team.
8. Representation. USA Gymnastics has established and provides funding to the USA Gymnastics Athletes' Council (the "Council"). The Council is charged under USA Gymnastics' Bylaws with soliciting athlete input on pending policies and decisions and communicating to USA Gymnastics the views of the athletes on those issues. As a member of the Team, I am eligible to both serve on and elect representatives to the Council, provided that I meet the eligibility requirements for service or voting.
9. Communication. USA Gymnastics will maintain an open line of communication with me. In addition, USA Gymnastics will provide me with copies of relevant selection procedures, information concerning my opportunities to participate in competitions or training and will forward all communications from the Council.
10. Public Relations. USA Gymnastics will help to publicize my participation as a member of the Team by creating a special biography and individual file photograph of me for distribution to the media, via the website and social media outlets, and press information to various media outlets and types concerning my performance as a member of the Team.

III. Other Terms of the Agreement

1. Term. This Agreement is effective from the date of the Athlete's/Parent's/Guardian's signature to the conclusion of the next re-ranking competition.
2. USOPC Compliance. This Agreement is intended to be consistent with the obligations and restrictions as outlined in the U.S. Olympic and Paralympic Committee's Policy regarding National Governing Body Commercial Agreements (the "USOPC Policy"), which is available at: <http://www.teamusa.org/Footer/Legal/Other-Documents.aspx> To the extent that this Agreement is inconsistent with the USOPC Policy, the USOPC Policy controls.
3. Suspension or Dismissal from the Team. I understand that any conduct by me that violates the USA Gymnastics' Safe Sport Policy, the Code of Ethical Conduct, this Agreement, or any other applicable policies or requirements may result in a sanction determined by USA Gymnastics in its reasonable discretion (including, for example, withholding all or part of any support or assistance), up to and including suspension or dismissal from the Team and the termination of all benefits associated with my membership on the Team. To the extent required by the [Ted Stevens Act](#) and the USOPC's bylaws, USA Gymnastics will give me fair notice and an opportunity for a hearing before declaring me ineligible to participate in amateur athletic competition.

4. Relationship of Parties. USA Gymnastics and I are independent contractors with respect to each other, and nothing in this Agreement shall create any agency, partnership, joint venture, or other form of joint enterprise, employment, legal representative or fiduciary relationship between the parties.
5. Amendment and Modification. This Agreement may not be amended or modified in any respect except in writing, signed by a duly authorized officer or agent of each party.
6. Severability. If any term or provision of this Agreement is invalid, illegal, or unenforceable in any jurisdiction, such invalidity, illegality, or unenforceability shall not affect any other term or provision of this Agreement or invalidate or render unenforceable such term or provision in any other jurisdiction. Upon a determination that any term or provision is invalid, illegal, or unenforceable, the parties hereto shall negotiate in good faith to modify this Agreement to affect the original intent of the parties as closely as possible in order that the transactions contemplated hereby be consummated as originally contemplated to the greatest extent possible.
7. Governing Law and Exclusive Venue. This Agreement will be governed by and construed under the laws of the State of Indiana, without regard to its choice of law rules. The parties' consent to jurisdiction of the state and federal courts in state where USA Gymnastics' headquarters is located. Any claim arising out of this Agreement must be brought in a state or federal court with proper subject matter jurisdiction in the state where USA Gymnastics' headquarters is located. The parties waive all defenses or arguments that such courts are an inconvenient forum.