

THIS AGREEMENT ("Agreement"), dated September 1, 2017 is entered into by and between Great Lakes Region Volleyball ("GLRV") and _____ ("Contractor").

WHEREAS, GLRV desires to hire Contractor to provide those services as outlined in greater detail on Attachment A (the "Services"), and Contractor desires to perform the Services, in accordance with the terms and conditions of this Agreement.

NOW, THEREFORE, in consideration of the mutual promises and covenants herein, the parties agree as follows:

1. **Independent Contractor Relationship.** Contractor will provide the Services, and at all times shall operate, as an independent contractor and not as an employee of GLRV. Contractor is customarily engaged in an independent business, trade, profession or occupation related to the Services. Contractor and GLRV's operations are separate and distinct, and nothing in this Agreement shall create a joint venture, partnership, or other such relationship between GLRV and Contractor. Contractor shall have no right to enter into or bind GLRV in any manner as to any grant, loan, or other contractual obligation.
2. **Payment / Consideration.** GLRV shall pay Contractor a fee of *per match (using a currently published fee structure tiered by the Officials Rating)* during the Term of this Agreement, unless sooner terminated in accordance with this Agreement, for Contractor's performance of the Services. Payment shall be in U.S. dollars and shall be paid by GLRV upon submission of invoices from Contractor within thirty (30) days of receipt.
3. **Term.** This Agreement shall commence on January 1, 2018 and shall not expire unless terminated in accordance with this Agreement.
4. **Termination.** Either party may terminate this Agreement at any time for failure of performance or other breach of the Agreement by the other party. In addition, either party may terminate the Agreement on written notice to the other with termination effective at the end of the month in which notice is given. In the event of termination, payment is due only for Services and materials provided in accordance with this Agreement.
5. **Performance of Services: There is no Requirement to Work Exclusively for GLRV.** Contractor is not required to work exclusively for GLRV. Contractor provides services and materials to other customers as long as such services and materials do not interfere with the Services to be provided and/or schedule and specifications hereunder.
6. **No Quality Standard.** Contractor is not subject to a quality standard. Contractor shall perform the Services in a timely and workmanlike manner, subject to GLRV's plans, specifications, and/or completion schedule.
7. **No Provision of Materials, Benefits: Expenses.** GLRV shall not provide tools to Contractor or Contractor's staff (if any). GLRV shall not provide Contractor or Contractor's staff (if any) employee benefits of any kind, including health insurance, retirement benefits, or sick or vacation leave. Contractor shall be solely responsible for all business expenses associated with providing the Services, including but not limited to materials, tools and equipment; home office; vehicle; e-mail and Internet connection; cell phone; errors and omissions insurance; and any business licenses, unless otherwise agreed in writing by the parties.

8. **Time for Performance.** GLRV does not oversee or supervise time for performance of the Agreement by Contractor, except that Contractor must comply with any completion schedule.
9. **Separate and Distinct Operations.** Contractor's and GLRV's operations are separate and distinct. Contractor and GLRV have not combined their business operations in any way.
10. **Confidential Information.** Contractor acknowledges that, during the course of performing the Services, Contractor may have access to and/or develop confidential business information of or for GLRV, all of which shall be considered the confidential information of GLRV. Contractor agrees that this information will be kept strictly confidential and shall not be disclosed to any third party either during the term of this Agreement or any time thereafter unless Contractor receives advance written permission from GLRV or is compelled by law to do so.
11. **Contractor's Employees.** Contractor's employees, if any, shall not be considered employees of GLRV. GLRV shall have no right to hire, terminate or direct the employees of Contractor. Contractor shall be responsible for any training and instruction of its employees necessary to perform the Services under this Agreement. If any of Contractor's employees are determined to be employees of GLRV, Contractor agrees to indemnify GLRV for all liabilities, losses, claims, damages, costs and expenses incurred by GLRV as a result of such determination.
12. **No Workers' Compensation and Unemployment Insurance.** CONTRACTOR IS NOT ENTITLED TO UNEMPLOYMENT INSURANCE OR BENEFITS FOR PERFORMANCE OF CONTRACTOR'S OBLIGATIONS UNDER THIS AGREEMENT. CONTRACTOR AND ITS EMPLOYEES, IF ANY, SHALL NOT BE ENTITLED TO UNEMPLOYMENT INSURANCE OR BENEFITS UNLESS SUCH COVERAGE IS PROVIDED BY CONTRACTOR OR AN ENTITY OTHER THAN GLRV. CONTRACTOR IS NOT ENTITLED TO WORKER'S COMPENSATION COVERAGE OR BENEFITS UNDER THIS AGREEMENT. CONTRACTOR AGREES TO PROVIDE TO GLRV, UPON REQUEST, EVIDENCE OF WORKER'S COMPENSATION AND/OR UNEMPLOYMENT INSURANCE COVERAGE FOR CONTRACTOR AND ITS EMPLOYEES, IF ANY. @ :
13. **Withholding and Contributions.** CONTRACTOR IS SOLELY RESPONSIBLE TO PAY ALL FEDERAL AND STATE INCOME TAX DUE ON PAYMENTS MADE TO CONTRACTOR UNDER THIS AGREEMENT. GLRV SHALL HAVE NO RESPONSIBILITY FOR THE WITHHOLDING OR PAYMENT OF FEDERAL, STATE OR LOCAL TAXES, FOR WITHHOLDING OR CONTRIBUTIONS UNDER THE FEDERAL INSURANCE CONTRIBUTIONS ACT (SOCIAL SECURITY), OR FOR THE PAYMENT OF ANY AMOUNTS UNDER THE FEDERAL OR STATE UNEMPLOYMENT TAX LAWS ON BEHALF OF CONTRACTOR. ANY SUCH WITHHOLDING, PAYMENT, OR CONTRIBUTIONS SHALL BE THE SOLE RESPONSIBILITY OF CONTRACTOR. @
14. **Insurance.** GLRV shall not be responsible to procure liability or other insurance on behalf of Contractor or its employees. Procurement of any liability insurance for Contractor's business or for Contractor or its employees shall be the sole responsibility of Contractor. Contractor warrants that it will obtain and maintain at all times during this Agreement vehicle liability and other insurance as required by state law for any and all vehicles used by Contractor or its employees in performing Services under this Agreement. Contractor hereby indemnifies GLRV from, and holds GLRV harmless for, any liability claim from any party arising out of any vehicle accident or injury associated with Services provided by Contractor or its employees under this Agreement.

15. **Ownership of Rights to the Materials.** All work product and materials produced by Contractor in fulfillment of this Agreement (the "Materials") shall be deemed works made for hire, and all right, title, interest and ownership in and to any such Materials prepared by Contractor are hereby assigned, transferred and conveyed to GLRV. The parties agree that GLRV owns and has the exclusive worldwide copyright in the Materials, including but not limited to the right to use, reproduce, display, make and distribute copies of, sell, lease, license, lend, and prepare derivative works on the basis of, the Materials. As to all Materials, Contractor hereby irrevocably waives all of its rights under 17 U.S.C. § 106A and any rights arising under any other federal or state law, or under the laws of any country, that conveys rights of the same nature as those conveyed under 17 U.S.C. § 106A or any other type of moral right or *droit moral*. GLRV owns all other intellectual property rights in the Materials, including but not limited to all patent rights and all trademark and trade dress rights, together with any goodwill associated with such trademarks and trade dress.

Contractor agrees to provide all reasonable assistance, including confirmatory assignments and other documents, as requested by GLRV for protecting and perfecting the rights assigned herein.

16. **Indemnification.** Contractor agrees to indemnify and hold GLRV and its officers, directors, agents and employees harmless from and against any and all liabilities, losses, claims, damages, costs and expenses incurred by GLRV, its officers, directors, agents, volunteers, and employees as a result of negligence or other misconduct by Contractor, its employees or agents in connection with the performance of the Services.
17. **Severance: Survival.** In the event that any clause or provision of this Agreement becomes or is found to be invalid or unenforceable for any reason, such clause or provision may be severed or modified to the extent necessary to make this Agreement valid and enforceable and, if such clause or provision is so severed or modified, the remainder of this Agreement shall continue unabated in full force and effect. The provisions of Sections 6-20 herein shall survive termination of this Agreement.
18. **Notice.** Notice under this Agreement shall be deemed given when personally delivered or when placed in writing and mailed by certified letter in the United States in a postage-paid envelope, return-receipt requested, properly addressed to the party for whom the notice is intended, at the address given herein or as provided by notice.
19. **Entire Agreement.** This Agreement constitutes the entire agreement and understanding between the parties with respect to the subject matter hereof and supersedes all prior agreements.
20. **Amendment.** This Agreement may be amended, altered or revoked at any time in whole or in part only through a written instrument setting forth such changes signed by both parties.
21. **Waiver.** No provision of this Agreement shall be waived except by an agreement in writing signed by both parties. A waiver of any term or provision of this Agreement shall not be construed as a waiver of any other term or provision.
22. **Governing Law.** This Agreement shall be governed by and construed in accordance with the laws of the State of Illinois, United States of America. Venue and jurisdiction of any action regarding this Agreement shall be in the federal court of Illinois or the state courts of the County of Cook, State of Illinois, United States of America.

GLRV and Contractor for themselves, their successors, personal representatives and assigns, hereby agree to the full performance of the covenants of this Agreement.

CONTRACTOR:

By: _____ Date: _____

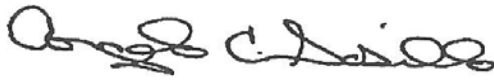
Name: _____

Address: _____

Cell Phone: _____

Email: _____

GLRV:

By:  _____

Date: September 1, 2017

Name: Angelo C. Iasillo

Title: Chief Financial Officer