



WIHOA - INDEPENDENT CONTRACTOR AGREEMENT

Nothing in this Agreement shall be interpreted as a guarantee of assignments. This Agreement shall govern only the event that the organization assigns the undersigned to games assigned by the organization for various area associations. The representations and acknowledgement contained in this Agreement are a prerequisite to working games assigned by the organization. This Agreement incorporates all written directives concerning protocol and procedures in relation to assignments accepted by the undersigned independent contractor, receipt of which is acknowledged by the undersigned's signature below.

You have expressed a desire to become a member of the organization and to perform duties as an official for indoor or outdoor amateur ice hockey games. The organization may from time to time assign the undersigned to supply non-exclusive off-ice or on-ice officiating services for games scheduled and conducted by various amateur hockey associations.

In order to obtain assignments, the undersigned makes the following representations:

1. The undersigned does not consider officiating hockey as their primary means of employment.
2. The undersigned receives all on/off-ice training from USA Hockey, its affiliates, or other associations. The organization is not responsible for any training.
3. The undersigned independent contractor is able to make their services available to other persons or entities.
4. The undersigned has procured major medical insurance coverage, relies exclusively upon the insurance provided by USA Hockey, Inc., or the insurance provided by WIHOA, and will not look to the organization for compensation beyond what is provided by these insurances as a result of injuries sustained while working games assigned by the organization.
5. The undersigned understands that game fees will be disbursed through the organization from the contracting party based entirely on the assignment information within its assignment software. The official understands that they are paid on a per game basis.
6. The undersigned purchases or obtains all necessary on/off-ice officiating equipment from sources other than the organization.
7. The undersigned acknowledges that once they have accepted game assignment(s); it becomes the undersigned's responsibility to find qualified replacements in the event that need arises. Furthermore, in the event of a "no-show", the organization policy (-ies) provide for discipline including but not limited to fines and suspensions.



The undersigned further acknowledges:

1. The undersigned serves as an independent contractor and not as an employee of the organization with respect to any assignment accepted. The undersigned is responsible for any and all income or self-employment tax(es).
2. The undersigned holds the organization, its officers, directors, and affiliated amateur hockey associations harmless for all assignments accepted.
3. Any assignment is subject to cancellation by the organization when such cancellation is deemed to be in the best interest of the association.
4. The organization assigns officiating assignments as an accommodation to various area associations and receives an administrative fee for this service. The organization does not establish game times, game rules, officiating protocols or other aspects concerning the conduct of the games to which it assigns officials.
5. The organization is neither employed by nor acts as an agent for any area association, district, state affiliate or USA Hockey.
6. This agreement does not constitute an employment contract or a guarantee of pay or assignments.
7. The undersigned will adhere to all association rules and regulations that are listed in the organization By-Laws, Policies, and Procedures.

On-ice officials only - Because of the nature of officiating, it is important to have flexibility in the assignment of officials. The sport of hockey is characterized by considerable body contact that can escalate into undesirable violence if not controlled by high quality officiating. To ensure adequate control, it is necessary for officials to be in good physical and mental condition. In addition, it is necessary for officials to have confidence and respect of coaches and players.

AS A CONDITION OF RECEIVING ASSIGNMENTS FROM WIHOA, EACH OFFICIAL EXPRESSLY AGREES THAT ACCEPTANCE OF ANY ASSIGNMENT CONSTITUTES ACKNOWLEDGMENT AND AGREEMENT TO ALL TERMS OF THIS INDEPENDENT CONTRACTOR AGREEMENT, INCLUDING INDEPENDENT CONTRACTOR STATUS, LIABILITY AND TAX RESPONSIBILITIES, AND COMPLIANCE WITH WIHOA BY-LAWS, POLICIES, AND PROCEDURES. ACCEPTANCE OF AN ASSIGNMENT SHALL HAVE THE SAME FORCE AND EFFECT AS IF THE OFFICIAL HAD EXECUTED THIS AGREEMENT IN WRITING.