

# REFEREE INDEPENDENT CONTRACTOR AGREEMENT

For good and valuable consideration, this agreement is entered into between Chesapeake United Soccer Club (CUSC) and the Referee signing below.

1. CUSC and Referee agree that Referee is an independent contractor of CUSC and that Referee is not an employee of CUSC, and that Referee is solely responsible for the payment of any local, State and Federal taxes, including, but not limited to all income taxes, FICA taxes and worker's compensation premiums and/or taxes that are incurred by Referee and for which Referee shall become solely responsible and liable pursuant to local, State and Federal Laws.
2. CUSC and Referee further agree that Referee may from time to time provide services as an independent contractor for the sole purpose of officiating league games. CUSC is obligated to pay only the contract rate for each game that Referee officiates, which has been agreed to between the parties and provided herein. CUSC is not obligated and will pay no benefits associated with an employer/employee relationship, including but not limited to the following: worker's compensation; unemployment compensation; hospital, medical or disability insurance benefits; ordinary and necessary business related expenses; or severance benefits.
3. CUSC has contracted the Referee exclusively for the purpose of officiating tournament games as assigned by the Referee assignor. Referee has no authority to act on behalf of, or in any way bind CUSC and Referee agrees that Referee is not a spokesperson for the association and will refrain from any conduct which may be interpreted as such.
4. Referee acknowledges that officiating is a strenuous and dangerous activity. Referee assumes all risks of any liability for injury or damages sustained against Referee's person or property while acting in Referee's capacity as a Referee or while in transit to or from a game. Further, Referee agrees to indemnify CUSC from any and all liability which results from intentional or negligent conduct of Referee, while acting in Referee's capacity as a Referee, or while in transit to or from a game.
5. Subject to FIFA, U.S. Soccer Federation, Virginia Youth Soccer Association, Inc., and CUSC's rules, regulations, and policies, Referee agrees to comply with all rules and regulations applicable to the officiating and conduct of league soccer games and to at all times conduct him or herself in a professional and appropriate manner while performing any and all services as a Referee for CUSC.
6. Referee understands that the media may cover the activities of CUSC, including but not limited to television broadcasts. Referee agrees not to grant radio, television or press interviews, or otherwise initiate or accept media contact relating in any way to the activities of CUSC without prior written permission of association. Should Referee's likeness or voice be photographed, taped or otherwise recorded (collectively "Recordings") by CUSC and the media, Referee irrevocably consents to the reproduction and use, via any media for any purpose, of such recordings without compensation.
7. This Agreement is effective from the latest date indicated after the signature of the Referee, unless terminated sooner by either party by written notice to the other party.

Agreed to by REFEREE:

\_\_\_\_\_  
Referee Name

\_\_\_\_\_  
Address

\_\_\_\_\_  
City/State/Zip

Date: \_\_\_\_\_

\_\_\_\_\_  
As a parent/guardian, I have read the above Independent  
Phone Contractor Agreement and acknowledge my child's safety and supervision before and after the games that  
they referee.

\_\_\_\_\_  
SSN

\_\_\_\_\_  
Signature Parent/Legal Guardian if Referee is Below Age 18

\_\_\_\_\_  
Date

