

## **COPPER COUNTRY JUNIOR HOCKEY ASSOCIATION INDEPENDENT CONTRACTOR AGREEMENT**

This independent contractor agreement is made the \_\_\_\_ day of \_\_\_\_\_, 20\_\_, by and between the Copper Country Junior Hockey Association (CCJHA) and \_\_\_\_\_ (Independent Contractor). In consideration of the mutual promises set forth below, CCJHA and independent contractor hereby agree as follows:

1) Independent contractor services

CCJHA hereby engages independent contractor to referee hockey games in compliance with all applicable rules and guidelines as set forth by MAHA and USA Hockey.

Independent contractor retains the right to referee for other hockey associations or entities.

2) Independent contractor acknowledges that they will not be entitled to participate in any CCJHA Benefits including, without limitation, any health or retirement plan under this agreement.

CCJHA will not be liable for taxes, workers compensation, unemployment insurance, employer's liability, employers FICA, social security, withholding taxes or withholding for or on behalf of independent contractor. All such costs are the responsibility of the independent contractor.

3) Independent contractor relationship

Independent contractor acknowledges and agrees to perform the services solely as an independent contractor. The parties to this agreement recognize that this agreement does not create any actual or apparent agency, partnership, franchise, or relationship of employer and employee between the parties. Independent contractor is not authorized to enter into or commit CCJHA to any agreements, and independent contractor shall not represent himself or herself as the agent or legal representative of CCJHA at any time.

4) Warranties and Legal compliance

Independent contractor represents and warrants that he or she has the necessary training and certification form USA Hockey to referee hockey teams and that his or her services will be performed in accordance with, and shall not violate applicable rules or regulations, or standards of conduct.

5) Hold Harmless and Indemnification

CCJHA shall not be liable for injury or death occurring to independent contractor in the course of refereeing under this agreement. Independent contractor hereby indemnifies and holds harmless CCJHA, and its officers and employees, from any damages, claims, liabilities, and costs including reasonable attorney's fees, or losses of any kind or nature whatsoever ("LOSS") which may in any way arise from the refereeing services performed by the independent contractor or any breach of this agreement by the independent contractor. CCJHA shall retain control over the defense of, and any resolution or settlement relating to, such loss. Independent contractor will cooperate with CCJHA and provide reasonable assistance in defending any such claim.

This agreement represents the entire agreement between the parties. The agreement may not be amended, changed or supplemented in any way except by written agreement by both parties.

Signed: \_\_\_\_\_ Date \_\_\_\_\_  
(Independent contractor)

Signed: \_\_\_\_\_ Date \_\_\_\_\_  
(CCJHA representative)

Title: \_\_\_\_\_