



25-26 RMR Referee/Scorer Agreement and Independent Contractor Form

Dear Official:

The Rocky Mountain Region ("The RMR") of USA Volleyball would like to invite you to serve as an independent contractor to officiate sanctioned events in the "RMR" for the 2025/2026 membership season. The term is for one season from September 1, 2025 to August 31, 2026 and includes all officiating related work such as clinics, ratings, on-site event facilitation, as well as your travel to and from events or clinics when working as an official or clinician.

You are not an employee of The RMR or USA Volleyball. Your signature on this letter and the attached Independent Contractor Agreement (ICA) indicates that you are not an employee and are therefore not entitled to any benefits, including the collection of workers' compensation. You are advised to obtain and maintain your own medical and disability insurance for officiating-related work (however, as a member, you would be covered by USA Volleyball's liability and secondary insurance policies during sanctioned events). By executing this letter and agreement, you acknowledge your understanding and agree that neither The RMR nor USA Volleyball will be liable to you in the event of any injury or loss of any type.

Your signature on this agreement does not obligate The RMR to make any minimum number of clinic, rating, or tournament assignments nor assignments to a certain level of tournaments. To be eligible to work sanctioned events, all officials must 1) be a current member in good standing of The RMR or another Region of USA Volleyball, 2) clear the annual USA Volleyball Background Screen, 3) complete the annual USAV SafeSport (re)-certification process, and 4) complete the requirements for your referee rank as posted on the RMR website. Your signature on this agreement affirms your commitment to abide by all the policies of The RMR and USA Volleyball as outlined in The RMR Bylaws, and The RMR Members' Code of Conduct.

Pay rates for officials for the 2025/2026 season are as follows:

*Provisional: \$40 per match
Regional: \$45 per match*

*Jr. National: \$48 per match
National: \$50 per match*

In addition, bonuses will apply once you've worked a certain number of RMR-hosted events:

*5 events \$100
10 events \$200*

*15 events \$300
20 events \$400*

Yes, you will have the opportunity to make an additional \$1,000 per season if you work 20+ RMR Events!

RMR Showdown only: *Housing, meals and VIK provided!*

Please return BOTH PAGES of this agreement, as well as your W-9 and ACH Direct Deposit Forms, to the RMR

Accounting Office: By E- Mail, to: accounting@rmrvolleyball.org

PLEASE DO NOT send these pages to other RMR Office Staff (Keith, Jill, Marcie, etc.) or to the Officials Chair (Jim).

Sincerely,
Jim Henthorn
RMR Official Division Chair

Keith Murlless
Executive Director

Signed By:

Independent Contractor's Signature

Printed Name

Date



25-26 INDEPENDENT CONTRACTOR AGREEMENT- OFFICIALS

This Independent Contractor Agreement (this "Agreement") is made effective as of this ____ day of _____, 202__, by and between The Rocky Mountain Regional Volleyball Association of USA-Volleyball ("RMR"), 10579 Bradford Rd., Suite 103, Littleton, CO 80127. In this Agreement, the party who is contracting to receive the services shall be referred to as "The RMR" and the party who will be providing the services shall be referred to as "The Official."

1. DESCRIPTION OF SERVICES. Beginning no earlier than the date above, The Official will provide "Services" as follows: *"Officiating and Event Facilitation at RMR volleyball events, as needed."*

2. PAYMENT FOR SERVICES. The RMR will pay compensation to The Official for the Services. Payments will be made via Direct Deposit, as per this Officials Contract, p.1.

3. TERM/TERMINATION. This Agreement will terminate at the end of the current volleyball season, on August 31, 2026.

4. RELATIONSHIP OF PARTIES. It is understood by the parties that The Official is an Independent Contractor with respect to The RMR and not an employee of The RMR. The RMR will not provide fringe benefits, including health insurance benefits, paid vacation, or any other employee benefit, for the benefit of The Official. The RMR will not deduct or withhold any taxes, FICA or other deductions such as are legally required to be withheld from the pay of regular employees. (FICA and FITW, FUTA, & STUA)

5. INDEMNIFICATION. The Official agrees to indemnify and hold harmless The RMR from all claims, losses, expenses, fees including attorney fees, costs, and judgments that may be asserted against The RMR that result from the acts or omissions of The Official, The Official's employees, or any, Official's agents.

6. ENTIRE AGREEMENT. This Agreement contains the entire agreement of the parties (includes 2 pages), and there are no other promises or conditions in any other agreement whether oral or written.

7. SEVERABILITY. If any provision of this Agreement shall be held to be invalid or unenforceable for any reason, the remaining provisions shall continue to be valid and enforceable. If a court finds that any provision of this Agreement is invalid or unenforceable, but that by limiting such provision it would become valid and enforceable, then such provision shall be deemed to be written, construed, and enforced as so limited.

8. APPLICABLE LAW. This Agreement shall be governed by the laws of the State of Colorado.

9. PARTY CONTRACTING SERVICES: The Rocky Mountain Regional Association of USA Volleyball ("The RMR").

Signed By:

Independent Contractor's Signature

Printed Name

Date