ULLR INC. STAFF AGREEMENT

The undersigned, in performing services for Ullr Inc. as a Volunteer, Cadet or Instructor in training, Instructor, Supervisor or Director and as a condition of participation, affiliation or employment by Ullr Inc., agree to the following:

1. **EMPLOYMENT, ATTENDANCE & PROFESSIONAL STATUS** - Employment is at will for training or ski school days when you are assigned to teach a clinic, class, or dryland training. As an employee you are eligible to receive continued instructor training which will help you upgrade your job classification by preparing you for passing PSIA-NW certification examinations or by accruing clinic attendance credit through the Ullr Professional Development Program.
2. **AREA REGULATIONS & LIFT PASSES** - I will abide by all Area regulations governing the use of lifts, Area trails and other facilities. Lift tickets and season passes are authorized by Program Directors and are provided by the Area Operators for my use only. Also, for cause, when requested by the Area or School Program Director I agree to return my lift pass immediately.
3. **ULLR POLICIES** - I confirm that I have read, understand, and agree to abide by all Ullr Inc. policies: Role Model Policy, Chairlift Policy, and Interaction Policy (current policy documents can be found on the staff page on www.ullr.com)
4. **WORKMAN'S COMPENSATION (L&I)** - I will be covered by Workman's Compensation only during class periods for which I am being paid wages. I will not process Workman's Compensation claims for prior injuries or conditions and accidents sustained at other times.
5. **ALCOHOL & ILLEGAL SUBSTANCES** - Possession or consumption of illegal substances at any time or consumption of alcohol during the assigned School day are grounds for dismissal and possible criminal prosecution.
6. **ASSUMPTION OF RISK, RESPONSIBILITY & LIABILITY RELEASE**
   - All equipment used while participating is used at my own risk and its maintenance and adjustment are my responsibility. Only qualified professionals should adjust bindings.
   - I am aware that skiing and snowboarding are hazardous sports that include certain risks and dangers including the risk of serious injury or death. I voluntarily accept full responsibility for all risks involved including risks inherent in skiing, snowboarding, and in the Area/Mountain environment.
   - I grant permission to Ullr, Inc. and its agents or employees to use any images taken of me during the School day for use in any printed or electronic publications and hereby waive any right to royalties or other compensation arising from or related to the use of the images.
   - I understand that the Ullr building at Summit Central is not supervised by any Ullr personnel, that the use of the Ullr building is at my own risk, and that any personal belongings left in the Ullr building is done so at my own risk.
   - I accept the responsibility for: meeting the requirements of this agreement, my own safety, my training and my actions in accomplishing my assignments and for understanding and teaching safe skiing and boarding. I will ski/ride in control at all times, learn and abide by the Skier's Responsibility Code, Washington State laws, Area & School rules and posted behavior notices. I will not take my classes near: buildings, towers, equipment, vehicles and other obstacles and I will not take my students on runs that are not designated as Runs on Area trail maps without the Program Directors approval. I have read, studied, and agreed to follow the guidelines for handling student incidents.
   - I agree to RELEASE, HOLD HARMLESS, DEFEND and INDEMNIFY Ullr Inc. and its DBA entities, Bellevue Ski Council, Pacific Outdoor Club, Husky Winter Sports Club, Boyne USA Inc., or any of its owners, officers, agents, or subsidiaries, including but not limited to, Ski Lifts Inc. and the U.S. Government or any of (their/its) employees, agents, contractors, subsidiaries, officers ("Released Parties") for any loss, liability, injury, damage, or expense including reasonable attorney fees, which may arise out of my and/or my child's participation as described above, including claims based on NEGLIGENCE OR BREACH OF WARRANTY. This release is also binding as to any other person, including all family members, heirs, and executors. I further agree that this agreement shall be governed by the laws of the State of Washington without regard to choice of law rules, and that exclusive jurisdiction and venue shall be in the state or federal courts of King County, Washington.
   - If I am signing on behalf of a minor: I accept full responsibility for all medical expenses and claims related to the minor's participation in any activity as described above. I agree to RELEASE, HOLD HARMLESS, DEFEND and INDEMNIFY the Released Parties from all claims brought by or on behalf of the minor, including claims based on alleged NEGLIGENCE AND BREACH OF WARRANTY. Should any claim be brought in contravention of this agreement, I agree to that I shall be liable to the Released Parties for any and all legal expenses, INCLUDING ATTORNEY FEES, incurred by the Released Parties in defending this matter.

Staff Member Name:_____ **Date:**_____
PRINT

Staff Member Signature:_____ **Age:**_____
(If under 18)

Parent/Guardian Name:_____ **Date:**_____
(Required if staff member is under 18) PRINT

Parent/Guardian Signature:_____ rev. 9-16-2024